



ITUC/PERC WOMEN'S COMMITTEE 8TH MARCH SURVEY 2013

General Introduction

During the last 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 in non EU countries in order to complement this way the research done by ETUC.

Main aims of the survey:

- To assess progress in reducing the gender representation gap in trade unions;
- To learn about the impact of crisis on female employment;
- To assess what actions unions have been taking in response?

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: **the impact of the crisis on female employment.**

In addition to information about the direct impact on female employment (participation rates, pay, working hours and patterns, workplace discrimination, quality of work, precariousness etc), it also tries to find out whether and, if so, to what extent the family and economic policies conducted by governments are having on women's employment and gender equality in general. What impact has economic/fiscal policies and cuts to public services?

It was important to assess what actions unions have been taking in response: do current negotiating strategies take account of the gender aspects of the crisis? Have unions changed their strategies or adopted new ones as a result?

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

PERC 8th of MARCH SURVEY 2013

Who replied to this survey

20 (of 25) national confederations from 13 (of 15) non EU countries took part in the 8th of March survey of 2013 - the first one organised by PERC Women's Committee. Great majority of the organisations (17 of 20) 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 54% of female members of a total of workers (of those organisations able to provide gender disaggregated data).

The number to non-responding confederations to the survey amounts to five: BSPSh (Albania), KSSH (Albania), AHIK (Azerbaijan), KTR (Russia), FPU (Ukraine).

Chart 1: Confederation that replied to this 8th of March survey 2013

SEE

NIS

No	Country	Organisation	No	Country	Organisation
1.	Bosnia and Herzegovina	KSBiH	1.	Armenia	CTUA
2.	Croatia	UATUC	2.	Belarus	BKDP
3.	Croatia	NHS	3.	Georgia	GTUC
4.	Croatia	HUS	4.	Kazakhstan	CFTUK
5.	Kosovo	BSPK	5.	Kazakhstan	FTUK
6.	Macedonia	UNASM	6.	Moldova	CNSM
7.	Macedonia	KSS	7.	Russia	FNPR
8.	Macedonia	SSM	8.	Ukraine	KVPU
9.	Montenegro	CTUM	9.	Ukraine	VOST
10.	Serbia	CATUS			
11.	Serbia	Nezavisnost			

Source: PERC survey 2013

Section I) Female membership in national trade union confederations

This part of the report should aimed 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. Unfortunately such comparisons are not possible since this is first time the 8 March survey is implemented fully in SEE and NIS. In the present report data collected this year will be used and presented.

Rates of female membership vary in regions of NIS and SEE - from 20% in SSM - Macedonia up to over 60% in GTUC - Georgia. Second highest is the one the Moldovan CNSM with 57, 9%, followed HUS - Croatia with 54% of women members. The lowest percentage of female members was reported by two Macedonia organizations - SSM (mentioned above with 20%) and UNASM 30%

5 confederations reported more female than male members: HUS and NHS from Croatia, GTUC from Georgia, CNSM from Moldova, and FNPR from Russia.

Organisations which did not provide such data explained that there is lack of global statistics in their unions taking gender into consideration (KSS, SSSBiH, UATUC and CFTUK) and lack of a specific instrument capable to get the necessary information (BSPK)

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 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 20) case (CTUM, Montenegro) among the organisations which took part in the survey, when the leading position is the General Secretary - not the President.

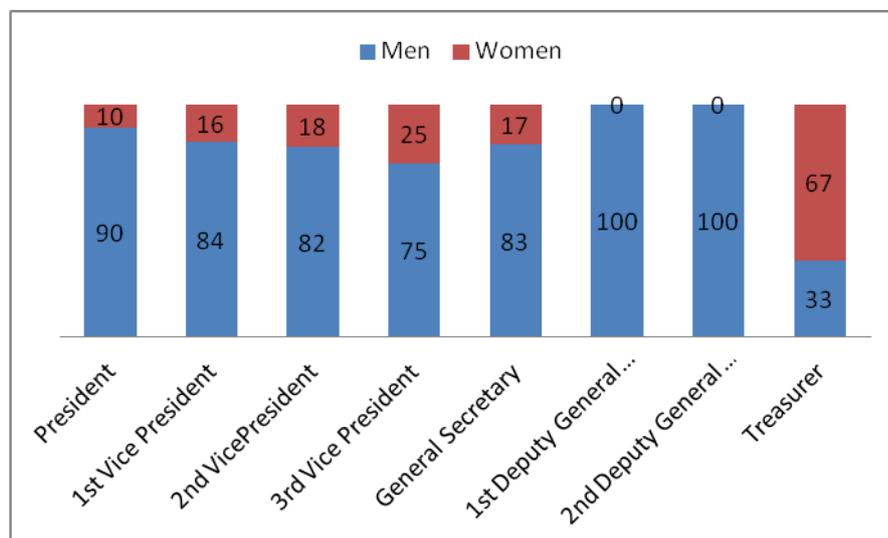
It appears that **of 20 organisations, only 2 national confederations reported having a woman President**. They are in power in the following trade union centres: KSS (Macedonia) and CFTUK (Kazakhstan).

All 20 confederations that responded to the survey have in total **47 vice-presidents of which 9 are women**. 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 are only 2 deputy General Secretaries - both men.

PERC 8th of MARCH SURVEY 2013

When it comes to **Treasurers of national confederations, where such position exists, most of them are women** - 6 of 9.

Chart 2: Trade Union Leaders by sex (2013)



Source: PERC 8 March survey 2013

The respondents presented also some other examples of bodies and women participation in them. For example in UNASM- Macedonia executive body has 3 women of 5 members; in UATUC - Croatia there are 2 women of 4 executive secretaries; in FNPR - Russia in its General Council there are 35 women of 173 and in their Executive Committee 5 women of 28 members, finally in FNPR Audit Committee there are 11 women among 16 of its members.

Section III) Improving gender balance in trade unions

This section of the 8th 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 - 18 of 20. No explanation was provided by BSPK (Kosovo) and SSSBiH - Bosnia and Herzegovina.

Majority of the confederations listed among their actions/activities, aiming at improving gender balance in trade unions, various forms of **educational activities; 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 confederations¹

CTUM - Montenegro: "Conducts campaigns and various forms of education to include as many women as possible into the work of the CTUM bodies". **In KSS- Macedonia:** "Education for

¹ for more information see: "Report on situation of women's structures in trade unions" based on a survey, prepared for the 13th Women's School, October 2012, Budapest, by A. Ghinararu

Young Women leaders, activities for strengthening working women capacities, collective bargaining - are the priorities for action. **NHS - Croatia** explained that: *“participation of women in decision making bodies, their education, their participation in different conferences, etc. has been promoted, but the biggest involvement has to be done by Trade Union”*. **Macedonian UNASM** *“has a registered Women’s organization, which operates in line with its program and it has its budget. The strategy for gender equality was adopted. Women’s sections operate at regional and local level in line with the strategy”*.

Serbian CATUS: *“We follow the ILO conclusions and documents”* in our work on improving gender balance. **Croatian HUS**: *“Developing education in our Confederation, especially for animation of women’s workers to become more active in trade unions affiliated to HUS”*. In **Serbian Nezavisnost**: *“Improving gender balance is realized through activities of the Women’s Section (education of Union members and lobbying) »*.

In **Croatian UATUC** has long history in gender equality work and majority of action are done by its Women Section. *“As of that moment it has been a practice to involve women in the trade union decision making bodies, but no special policies were adopted (like quota or similar). Also Macedonian SSM, according to the Statute has the Women’s Section. “The Section adopted the program of activities aimed at protecting of rights of women provided in law. SSM Women’s Section is fighting for a bigger involvement of women in SSM decision making bodies and recruitment of women to trade unions”*.

Russian FNPR has developed gender equality policies and gender structure on different levels which is responsible for monitoring gender balance and proposes solutions. *“ Starting from year 2000 the FNPR Gender Standing Committee is acting in the framework of the FNPR General Council; Gender Committees exist in more than 70 FNPR member organisations (at different levels); each FNPR member organisation in the framework of its Development concept foresees a Chapter on Gender equality »*.

Belarusian BKDP established *“Women’s Network which actively implements the policy of gender equality in trade union activities of BKDP member organizations. It also promotes “the strengthening of women in trade union structures in the regions and also encourages and support women leaders. Georgian GTUC has also active Women Committee implements projects which are helping with raising awareness and solving problems of working women”*. In **Moldovan CNSM** its Women’s Council contributed to new CNSM strategy. *“The Confederation strategy for 2012-2017 contains a chapter which is dealing with gender equality”*.

CFTUK from Kazakhstan *“ always strive to ensure that gender balance is observed in trade union elections. When new organizations are created, in their statutes must occur a point about setting up women’s committees and a requirement for participation of women leaders in the Coordinating Council, where decisions are made. In another Kazakh confederation - FTUK there is a policy on observing 35% of women’s participation and as it was explained most member organizations observed this guidance.*

Ukrainian KVPU focused on *“active promotion of gender equality in collective agreements and provides training on the integration of gender issues in collective bargaining agreements and how to negotiate them”*. Another Ukrainian confederation - **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”*.

Section IV) THE IMPACT OF THE ECONOMIC AND EMPLOYMENT CRISIS AND NATIONAL RESPONSES ON WOMEN'S PARTICIPATION IN THE LABOUR MARKET

Introduction

The **main aim** of the 8 March Survey 2013 is to learn about **the impact of the crisis on female employment**. All are affected by the crisis; however, there is mounting evidence that the austerity policies focused particularly on radical restructuring of public sector jobs and services - are having an increasingly negative impact on gender equality and women's rights.

Many of these austerity led reforms are likely to have long-term implications for women's participation in the labour market. There is little sign, however, that governments are taking into account the gender dimension of the crisis in their policy responses. Indeed, some of these policies are making the situation worse.

Outcomes of the replies

This section of the 8th of March survey on the impact of the crisis on female employment was completed by all the respondents. This part is composed of 11 questions which were divided into the following sub-sections:

- *Introductory questions on impact of crisis on women employment*
- *Quality of work/employment*
- *Impact on women of Government in response to the economic or employment situation*
- *Trade union responses/actions*

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.

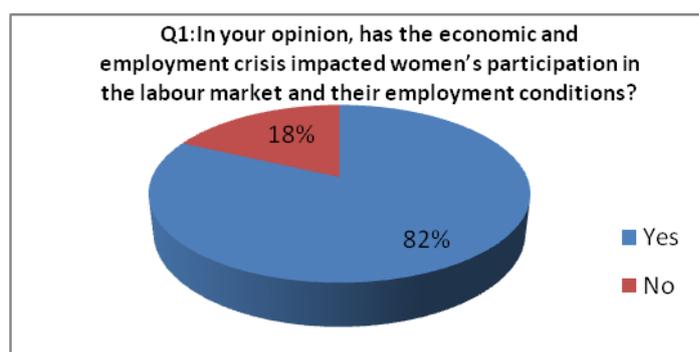
SEE: Outcomes of the replies

SEE: Introductory questions on impact of crisis on women employment

1. Impact of the economic and employment crisis on women's participation in the labour market and their employment conditions

Great majority of the confederations, 9 of 11, that took part in this survey replied affirmatively that the economic and employment crisis impacted women in their countries, namely: Bosnia & Herzegovina, Croatia, Kosovo, Macedonia, Montenegro and Serbia. But among the explicatory comments, even those who answered positively to this question later stated that crisis has an equal impact on men and women (KSS and SSM from Macedonia).

Chart 3



Source: PERC8 March survey 2013

Another interesting fact is that there are two different opinions from the same country - as it is in case of Croatia where *NHS explained the negative answer given to this question (other trade unions gave a positive answer)*. *NHS: "The economic crisis has affected the growth of unemployment and equally affected to men and women, and they are often forced to accept jobs that do not correspond to their level of education, and most are on fixed-term and temporary jobs"*. The same situation in Serbia - two different opinions, and the similar to the above explanation was given by *Nezavisnost: « One of the consequences of the economic crisis, as well as the unfinished process of privatization is a fact that number of jobs has been reduced, so it affects both men and women ».*

The reply from *CTUM- Montenegro* quite well illustrate the felling of other confederations from SEE countries: *"Economic crisis resulted in closing a significant number of companies, reduction of personnel in a fairly large number of companies where the workers are declared surplus. In these situations, women are usually most vulnerable and first to be declared surplus"*.

Women have been one of the biggest groups among vulnerable workers of the labour market and the economic and employment crisis is deepening the inequalities. *UATUC -Croatia* explains the situation: *"There are enormous consequences primarily because especially young women are jeopardized, given that majority of them are employed at a short time contracts. Of the newly employed women, 92 percent get only the fix-term contracts and they have no protection from dismissal"*.

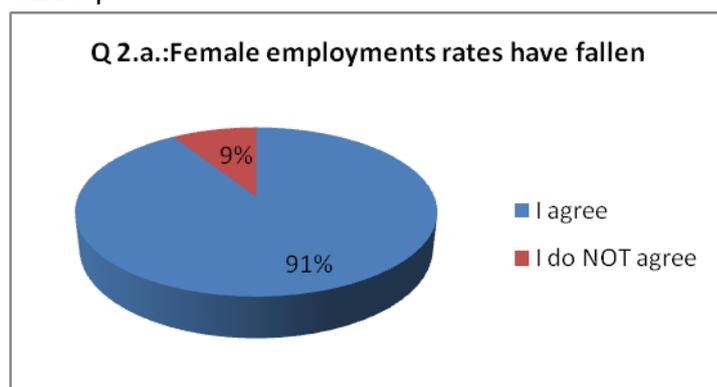
Serbian CATUS and *Macedonian UNASM* are reporting that most affected are the branches when the women as work forces are dominate. Women have the problem to be included in the labour market and they lose their jobs most frequently. In Macedonia, according to *UNAS*, *"It is mainly reflected in textile industry where women make a majority of work force"*.

BSPK - Kosovo and *SSM - Macedonia* is referring to generally poor economic situation in their countries, which makes the situation of women even worse. In Kosovo rate of unemployment is 45%. In Macedonia, companies which are considering the *"reduction of jobs due to crisis, severance pay, reduction of work force, usually do not distinguish men from women. But if they do, they would rather dismiss women. Women in labor market will have difficulties to find a new job due to their qualifications and skills, and they will be usually offered smaller salaries"*.

2. a. Female employment rates have fallen

The trade union confederations of Bosnia & Herzegovina, Croatia, Kosovo, Macedonia, Montenegro and Serbia (91%) affirmed that female employment rates have fallen. With one different opinion - Serbian Nezavisnost is quoting the Serbian National Statistical Office which states that « participation of women in total employment has increased by a few percentages in the period of 10 years ».

Chart 4



Source: PERC8 March survey 2013

Those who observed that the female employment rates have fallen explained further in their replies that the problem is more complex though. The answer of SSSBiH illustrate feelings of some other respondents from SEE: “*Employment rates of women are rather low, which suggests the significant gender inequality in labor market. **Employment in informal economy is big, and has further increased as the result of crisis.** There is a big difference among genders in Bosnia and Herzegovina related to the employment rates, from the low 43% among men to extremely low 24% among women. Differences among genders are particularly notable in terms of participation of labor force and employment rates – rates for men are twice higher than the rates for women. This problem was not sufficiently analyzed in BiH but so high levels of inactivity can definitely be credited to the low level of education, and the cultural factors and unequal access to the labour market*”.

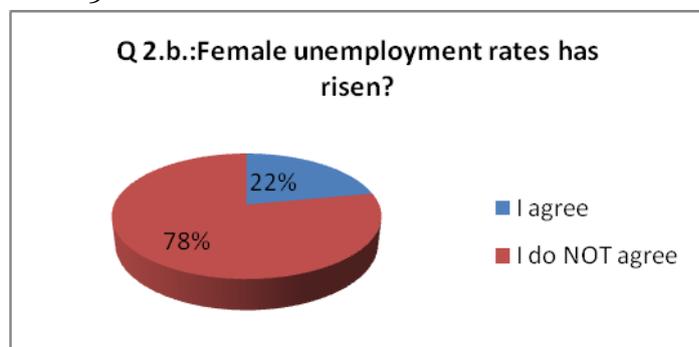
HUS from **Croatia** confirms that “*female employment rates definitely have fallen. More than 90 percent of new workers on the labour market work in insecure term on the workplace, fixed-term employment contract.* The situation is less clear for **Kosovo** as the BSPK reported the general problems on the labour market - due to underdeveloped economy there is high rate of unemployed - both women and men.

2. b. Female unemployment rates has risen

Great majority (78%) of respondents (BSPK, KSS, NHS, SSSBiH, UNASM, HUS, and SSM) **were of the opinion that female unemployment rates has NOT risen.** Only two respondents (UATUC and Nezavisnost) confirmed that In Croatia and Serbia could be observed increase in female unemployment rates. Two others - did not reply to this question.

Also it should be marked here that unlike to other questions - here comments/explanations were scarce. UNASM - Macedonia confirmed that the female unemployment rate is increasing and also UATUC - Croatia reported that it was around 23% and was growing.

Chart 5

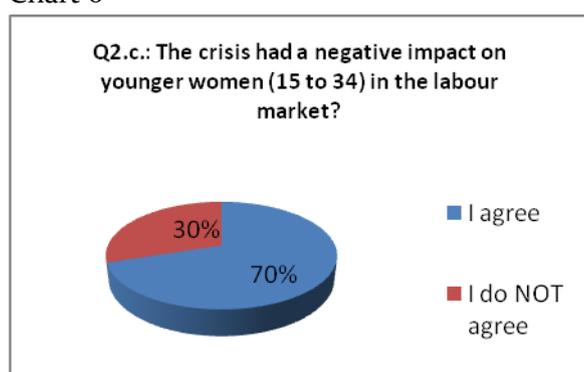


Source: PERC8 March survey 2013

2. c. Negative impact of crisis on younger women

70% of respondents (7 confederations of 11) agreed that the crisis had a negative impact on younger women (15 to 34) in the labour market. Croatian UATUC gives further explanation: « *The unemployment rate of the young in Croatia nearly reached 40 percent and majority of this group is made of women* ». This point of view is supported by the other Croatian organization - HUS which responded that “*percent of working woman have fallen, and the most negative impact is on younger women (18-29)*”. Third trade union - NHS did not agree totally with this stating that: “*Generally, for young people, women or men is very hard to find a job*”.

Chart 6



Source: PERC8 March survey 2013

CTUM of Montenegro gives further analysis of the impact of crisis on young women: “*This is the age when women most frequently start their families and take maternity leave. Employers, as the result of the economic crisis, cannot sustain the burden of maternity benefits, so that these women cannot easily get the job*”.

What is interesting, we have two different opinions from **two Serbian organisations**. Nezavisnost, who answered negatively to this question, explained that: “*the economic crisis generally has a negative effect on all working women, not by reducing the rate of*

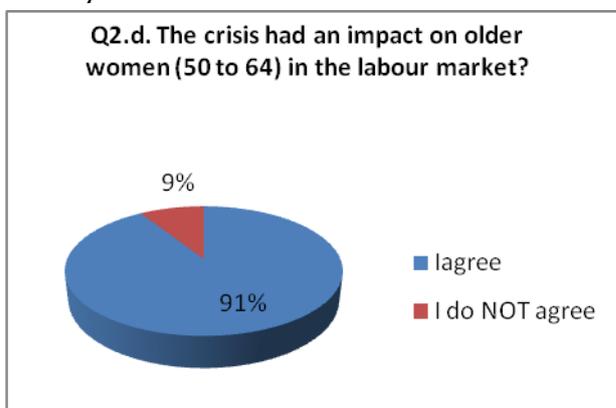
employment, but in the form of easier acceptance of unfavorable working conditions, lower earnings, increased liability to pressure and blackmail ».

The last two comments are coming from **Macedonian** organisations (KSS and SSM) which answered negatively to this question and explained that « **youth unemployment is an overall problem and not significantly different for male- female** ».

2. d. Negative impact of crisis on older women

Almost all confederations, 10 of 11, agreed that the crisis had an impact on older women (50 to 64) in the labour market in their countries. Only Serbian Nezavisnost was of different opinion.

Chart 7



Source: PERC8 March survey 2013

CTUM of Montenegro highlights that “*women in this age group are almost by the rule declared surplus due to their age and once they lose the job, it is very unlikely that they would find another*”.

In Croatia, as the three confederations agreed, the situation is not much better - the crisis had an impact on older women as well. UATUC explains the reasons in this way: “*women in a senior age were often forced to join the labor market with smaller benefits or their working experience has been bought so that they could go in early retirement. There is no chance to employ older women in a formal labor market. Thus, majority of them move to the informal market*”.

Macedonian trade unions confirm that the same situation prevails in their country. KSS reports that “*women in this age group have difficulties to find a new job, as the employers look for younger work force*”. UNASM adds: “*women of 57 (and over) are declared a surplus in their companies and get the benefit until their retirement*”.

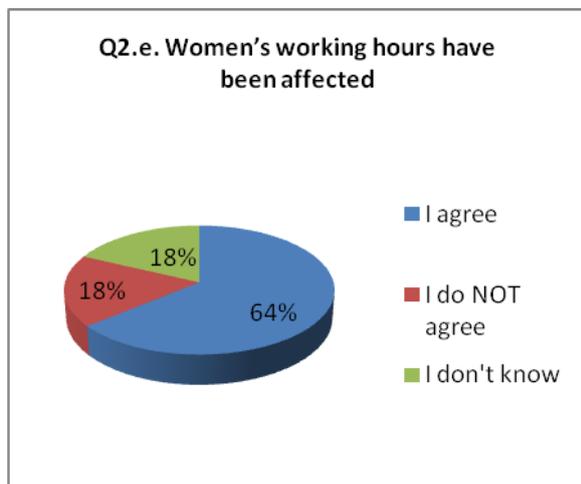
Nezavisnost of Serbia is the **only organisation which did not agree** that crisis had an impact on older women. “***The economic crisis and unfinished process of privatization has a negative impact on all the older workers in the labor market. Employees older than 45 years who have lost their jobs have very little chance to find a new job because preference is given to younger candidates, regardless of gender*** ».

SEE: Quality of Work/Employment

2. e. Women’s working hours have been affected

64% of the respondents (BSPK, UNASM, CATUS, HUS, Nezavisnost, UATUC, and SSM) **confirmed that women’s working hours have been affected lately in the following countries: Croatia, Kosovo, Macedonia and Serbia.** Two confederations (NHS - Croatia and SSSBiH - Bosnia & Herzegovina) pointed out that there are no official statistics that tracks working hours. Two other trade unions (SSCG, KSS) did not observe negative developments in their countries regarding increased number of overtime.

Chart 8



Source: PERC8 March survey 2013

UATUC - Croatia observe «*the increased number of overtime hours, stand by work, etc. particularly in private sector, without any special emolument*». SSM confirms the same situation in Macedonia: “*many employers ask women to work overtime, especially in textile industry. The mode of payment is regulated by law and collective agreement*”. Other Macedonian confederation - UNASM - complains that there is “*poor control by labor inspectorates regarding working hours and a large exploitation of labor*”.

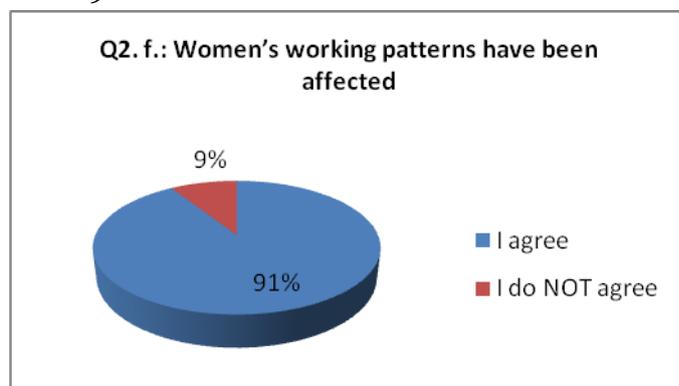
2. f. Women working patterns have been affected

91% of the confederations agreed that due to crisis women’s working patterns have been affected which is reflected in higher number of precarious work, temporary and short term contracts, fix term contracts, etc. and on the top of it weak control of labour inspections. Nezavisnost of Serbia was the only one with different opinion on this issue.

Two **Croatian confederations** underlined these problems in their comments. UATUC reports that “***precarious work dominate among women, particularly young women – part time jobs, seasonal work, temporary and occasional work, work through the employment agencies, outsourcing***”. And HUS supplements with some statistical data: “***only 4% of working women***

in Croatia in 2012 had undetermined contracts. More the 90% of new employed working women are working of unstable or insecure work condition - fixed-term employment contract.

Chart 9



Source: PERC8 March survey 2013

Similar situation in **Bosnia and Herzegovina**, SSSBiH explained that “*already almost 1/3 of women are employed with fix-term contract*”.

Three **Macedonian trade union centers** also observed that **due to crisis women's working patterns have been affected**. KSS reported that “*precarious work is very common for new employees - temporary work, temporary employment trough employment agencies, etc.*” SSM added that “*not only women, but 57% of the newly employed have fixed term contracts, which increases the insecurity of employment*”. And finally UNASM is concerned that not only the working patterns are changing for worse but there are no mechanisms of control (weak control by labor inspectorates) and the Labor law is not being implemented. The same can be seen in **Kosovo** and BSPK complains that the Labor Law is not being observed in practice.

The only **confederation which did not agree** that women's working patterns have been affected was Nezavisnost -Serbia (CATUS gave positive response to this question). It has been explained that “*working patterns have changed for all employees, regardless of gender. Part-time work has become the predominant way of employment*”.

2. g. Women reporting unfair treatment

Majority of the respondents observed increase in women reporting different forms of discrimination. It shows the problems aggravated, as in 2007 when a questionnaire on discrimination at the workplace was implemented in SEE (and also CEE and NIS) respondents acknowledged that they were discriminated against only because of their pregnancy or family responsibilities, they reported as well cases of unfair dismissal²

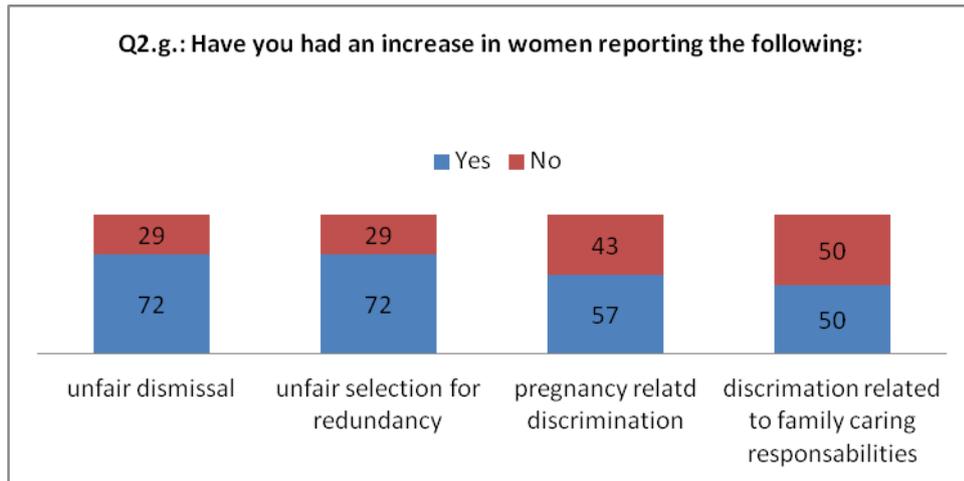
Three organisation did not reply to any of the questions (SSSBiH, NHS, UNASM), some of them explained later in their comments that there are no statistical data available on these

² For more information see a report - presentation on “Discrimination of women in the workplace in CEE & CIS”; the whole region; comparison of the sub-regions - J. Petrovic (8th Women's School in Sofia, October 2007)

PERC 8th of MARCH SURVEY 2013

issues. These who responded, not always gave answers to each question. Regarding the **unfair dismissals** - 72% respondents observed growing number of such cases and **the same percentage confirmed increase in unfair selection for redundancy**. More women reported pregnancy related discrimination according to 57% of respondents and with respect to discrimination linked to family/caring responsibilities there was equal number of positive and negative answers. The last two items were the most commented about and many examples were given to illustrate these problems.

Chart 10



Source: PERC8 March survey 2013

Even though SSSBiH did not respond to this question due to lack of data, but nevertheless, gave some explanation: *“despite the legally defined right to maternity leave, the reality is that the employers, included state ones, violate in various ways the rights to maternity leave”. Violations of the rights to maternity leave, including the unlawful dismissal, redeployment to different post, failure to pay the benefits during the maternity leave, are among the most serious problem working women are faced with in BiH.*

Out of three **Croatian confederations** one (NHS) did not respond to the questions explaining that there are no official statistics. But UATUC provided us with some description of current trends regarding discrimination. *“It has become a growing trend to dismiss young mothers who just returned from their maternity leave, or as soon as they inform their employer that they are pregnant their fix-term contracts are no longer extended; they also get dismissed due to the fact that they often use the leave to take care of their sick children; the trade union records also suggest a problem of sexual harassment of women”.*

In **Macedonia** SSM reported that **discrimination of women based on pregnancy is frequent in the labor market**. *“A pregnant woman will not get a job, and the employer will often ask the young woman if she plans to marry or get pregnant soon”.* UNASM pointed out one more aspect of these forms of discrimination of working women: *“tradition and the cultural approach that women have to take care of households and children”.*

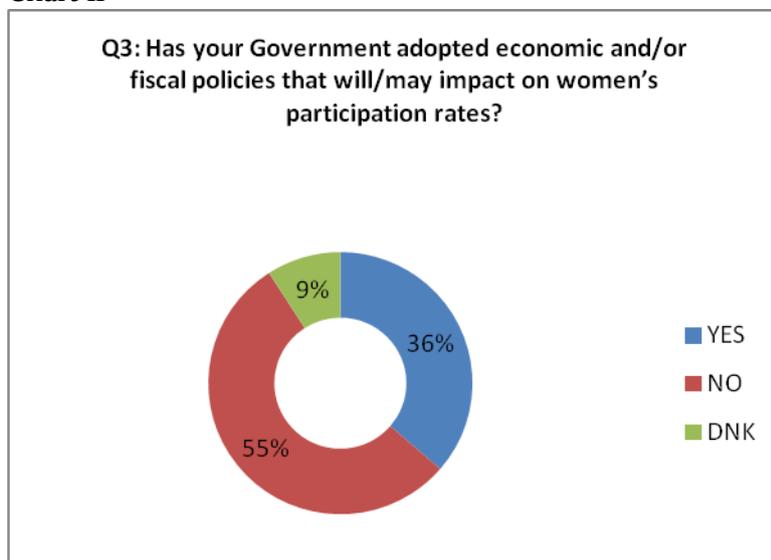
Two **Serbian confederations** also noticed rise in discrimination cases. CATUS confirmed that there are *“more and more examples of women who lose their jobs because of being pregnant”.*

SEE: Impact on women of Government response to the economic or employment situation

3. Economic and/or fiscal policies adopted by government that will/may impact on women's participation rates

Slightly more than 1/3 of the respondents (36%) from the following organisations - KSS, HUS, UATUC, SSM- indicated that their Governments adopted some economic and/or fiscal policies that may affect women's participation rates. But **majority - 55% reported lack of such policies** (BSPK, SSCG, NHS, UNASM, CARUS, Nezavisnost). Most of the comments related to this issue were negative: **lack of clear policies, absence of strategies, even if existing - not being implemented...**

Chart 11



Source: PERC 8 March survey 2013

The three **Macedonian confederations** reported that their Government indeed adopted an employment strategy which also deals with increase of employment rate of women. SSM gives more details: *“Government adopted the employment strategy, and one of the top priorities is to increase the employment rate of women. The strategy has operative programs with specific measures and activities aimed at the increasing of the number of working women”*. UNASM is more sceptical in its comments *“even if there were such policies, they would not be implemented”*. **Croatian respondents** also have informed about some changes which have been introduced and that might have impact on women.

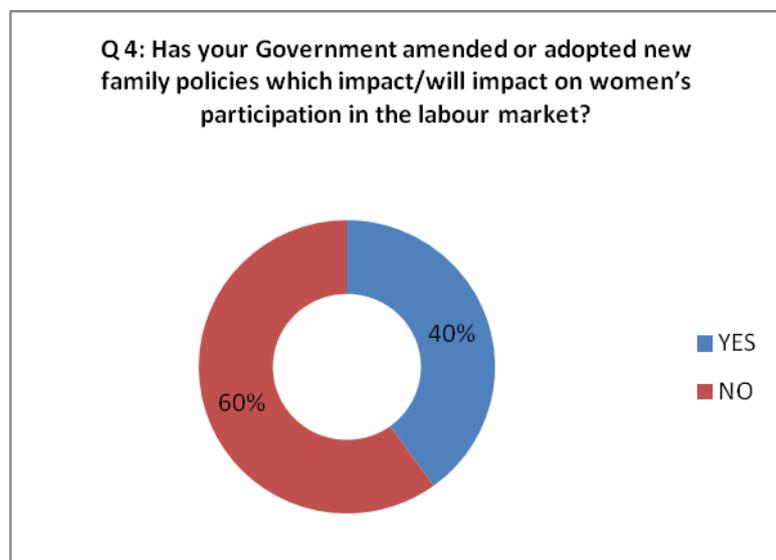
4. New family policies amended or adopted by Government which impact/will impact on women's participation in the labour market

One organisation did not reply to this question (SSSBiH) and the majority of those who did - gave a negative answer. **60% of the respondents** (BSPK, KSS, UNASM, CATUS, HUS, and Nezavisnost) **reported that their governments didn't amend or adopt any new family policies** which had or could have had impact on women's participation in the labour market.

PERC 8th of MARCH SURVEY 2013

Majority of the positive comments sent refer to improvements (or introduction) of parental leave (for fathers) and even discussion on its mandatory character but negative impact of policies adopted prevailed - cuts in rights and benefits.

Chart 12



Source: PERC 8 March survey 2013

Two Croatian organisations were among these who gave a positive answer and also they provided some explanations. UATUC reported positive and negative aspects of the changes: *“the amendments were mainly positive, like introduction of longer parental leave (for fathers). But, a large number of the rights (material) and emoluments related to children and family were removed from the collective agreements in public sector”*. NHS adds that due to the fact that Croatia is in the EU integration process so there is ongoing harmonization with EU directives.

In **Montenegro**, apart from positive changes in parental (now fathers can use it) CTUM reported also some other development: *“the norm of equal pay for equal work is included, the pension reform allowed mother with children with special needs to get retired with 20 years of working experience”*.

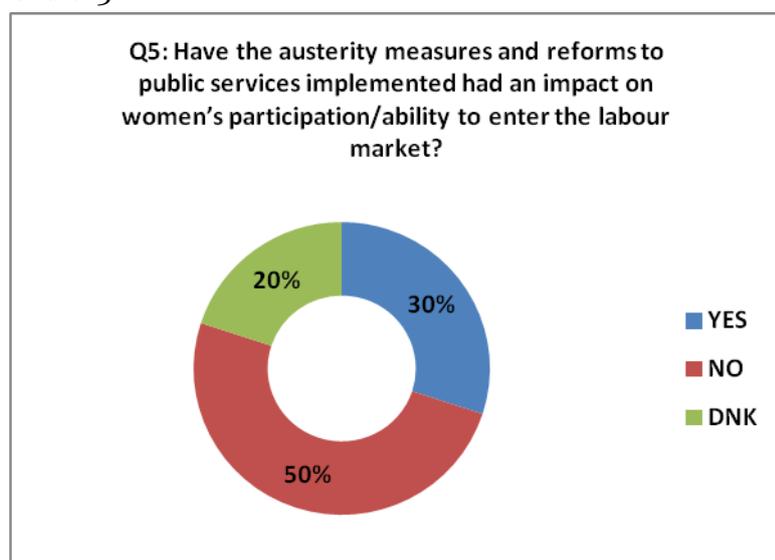
Macedonia as well confirmed changes in parental leave, but not only. SSM reported that Government adopted the policy of subsidies for families with many children – subsidy for the second and the third child.

Finally, the two Serbian confederations, who replied negatively to this question, presented their point of view. CATUS observed that the problem was that the **existing legislation in the field was not implemented at workplaces**. Nezavisnost put more light on this issue: *“women and other social groups are faced with the problem of executing their legal rights due to the fact that lots of them are part-time employees or work in the informal sector. In addition, the Government has announced changes to the existing Labour Law with greater flexibilization of work »*.

5. Austerity measures and reforms to public services and their impact on women's participation/ability to enter the labour market

Half of the respondents (KSS, NHS, CATUS, HUS, Nezavisnost) stated that **austerity measures and reforms to public services implemented - did not had an impact** on women's participation in the labour market or ability to enter the labour market. What it is interesting that Macedonia and Croatia there are two different opinions on this issue. Impact of such measures and reforms was observed by CTUM, UATUC, and SSM. Very few comments were sent here regarding the description of the reforms and how they have impacted or are likely to impact on women's participation/access to the labour market.

Chart 13



Source: PERC 8 March survey 2013

Montenegrin CTUM reported the following: ***“Health care system reform, where majority of employees are women, resulted in a reduction of the number of employees. Mainly, women lost their jobs, and although the state gave them possibility to start the private business, they could not exercise this right due to the poor financial position”.***

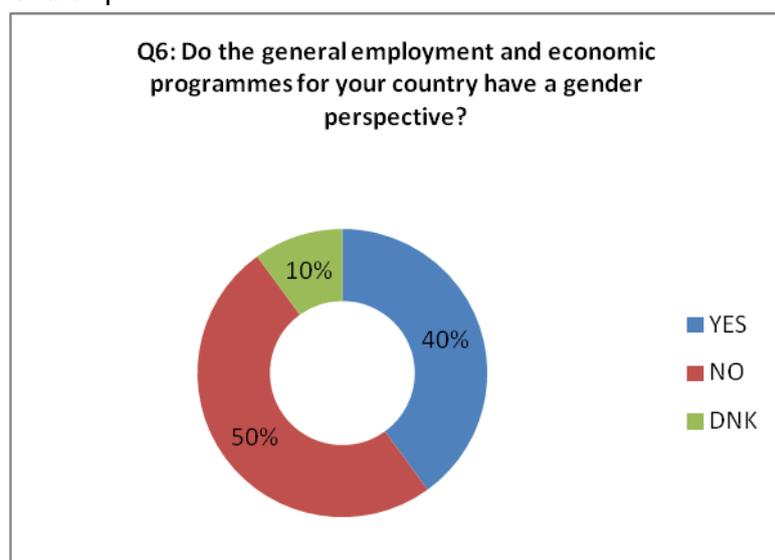
UATUC - Croatia observed disturbing trends regarding cuts to public care services for **children, elderly** (or other dependant family members): *“New kindergartens are not built, and there are very few of those which take the children under 3 (app. 15 per cent). The announced pensioners' homes are not built, and there are no palliative centers or day canthers for elderly people”.* SSM - Macedonia commented on the same aspects but the situation looks more positive: *“there are attempts to increase the number of institutions for pre-school and school children, elderly and supported family members, which will help working women. The new efforts will be made to increase the number of such institutions in rural areas”.*

Both Serbian trade unions (CATUS and Nezavisnost), who responded negatively to this question, underlined that the **austerity measures had negative impact on all poorest social groups.**

6. Gender perspective in general employment and economic programmes

Half of the respondents (BSPK, CTUM, UNASM, CATUS, and HUS) **denied existence of gender perspective in their country general employment and economic programs.** Again there is an issue of two different opinions from some countries - Croatia, Macedonia and Serbia. Unfortunately not many explanations were received here to illustrate their points of view more clearly. Even those who gave positive answer to the question later verified it in the comments - so even if gender perspective had been introduced into such programmes it is not in full and lacks complex approach.

Chart 14



Source: PERC 8 March survey 2013

In Macedonia, two confederations (KSS and SSM) are of the same opinion - namely that gender perspective is included in their country programmes. KSS reported that there is a “Strategy for gender equality 2013-2020” and the confederation is also included in this project. SSM explained that *“the specific measures and activities which provide women with better access to labor market have been adopted”*.

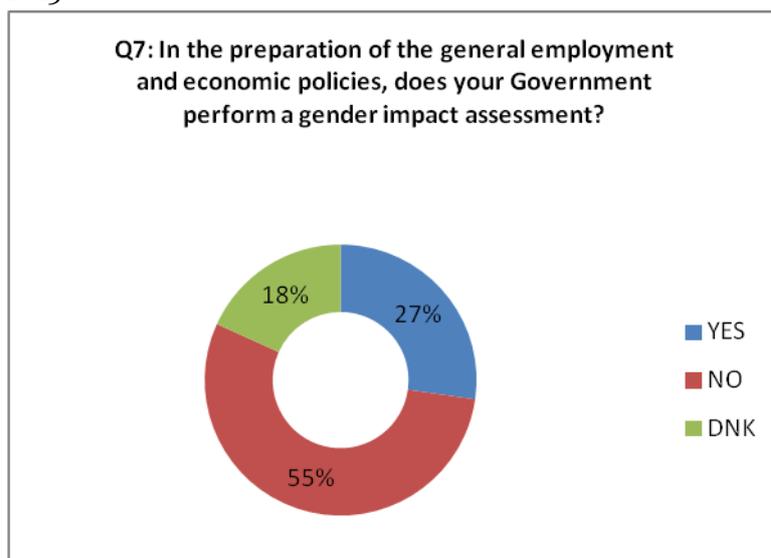
Nezavisnost from Serbia, who gave a positive answer to this question, later observed that actually there is no complex and organized approach to this issue. UATUC also complemented its first opinion which was positive; stating that actually **only partly such programs in Croatia included gender perspective** and this is only as the result of harmonization of legislation with the EU Directives.

SSSBiH reported that in Bosnia and Herzegovina *“unfortunately, current strategies at national and entity level did not seriously engage in the adoption of measures and programs aimed at the increase of competitiveness of women in the labor market and reduction of gender based discrimination during employment. Majority of these documents only generally tackles the issues of women and often treats them within the group of vulnerable persons”*.

7. General employment and economic policies and gender impact assessment

Sight majority (55%) of the respondents (CTUM, SSSBiH, CATUS, HUS, Nezavisnost, UATUC) **stated that there is no gender impact assessment performed by governments for general employment and economic policies.** Only in Macedonia and Kosovo such processes are taking place. Again, as in the previous question, great majority (in their comments) reported that basically there is no real gender impact assessment done in the preparation process of the general employment and economic policies and what is done it is only fragmented.

Chart 15



Source: PERC 8 March survey 2013

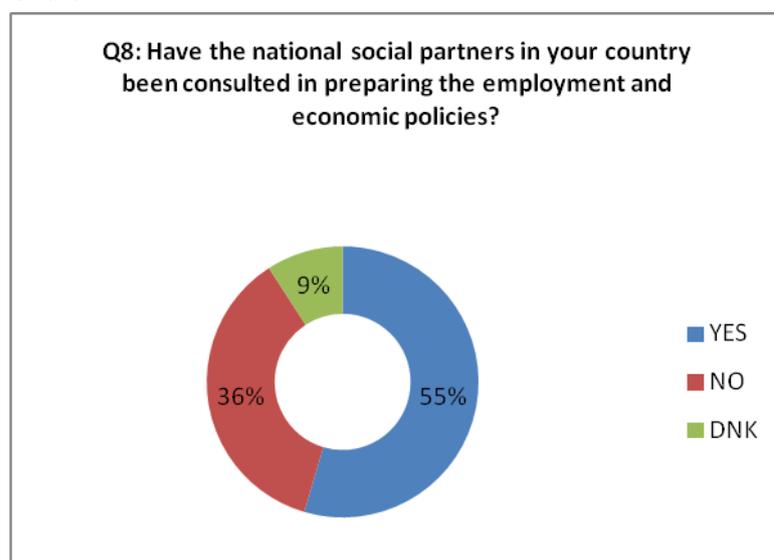
Macedonian SSM gave some explanations on the process: *“while designing policies for employment and general economic policies, the **Government is trying to be mindful of gender aspects and equal opportunity**, thus allow the possibility for the bigger employment of women”*. KSS provided some details related to concrete example: *“operational plans of active measures and programs for recruitment for 2012 - 2013 prepared by employment agencies are to define their target groups: women at the age 29-49 years, women- victims of domestic violence; single parents, etc.”*

SSSBiH from Bosnia and Herzegovina, who answered negatively to this question, explained its point of view: *“the state did not create any realistic, enforceable, or financed programs aimed at the increasing of the number of employed women. And it **did not envisage measures of positive actions** (positive discrimination) **to respond to the problem of gender inequality during the employment.** UATUC - Croatia, who also gave a negative answer, explain that basically there is no real gender impact assessment organized by Croatian Government - what is done it is only formally and partially.*

8. Consultations with national social partners in preparing the employment and economic policies

Again a slight majority (55%) of the respondents (KSS, NHS, CATUS, Nezavisnost, UATUC, and SSM) confirmed that they were consulted in preparing the employment and economic policies in their countries (Croatia, Macedonia and Serbia). From the negative responses one could see that not all trade union centres were consulted in Croatia and Macedonia. Unfortunately very few explanations came under this point so there are no specific recommendations listed as the comments were rather of general nature and related to the national tripartite consultations.

Chart 16



Source: PERC 8 March survey 2013

In Macedonia, as reported by KSS, national social partners are consulted through the **Economic and Social Council**. SSM added that as a social partner, the confederation is “actively engaged in designing of strategies and policies for employment and general policies”. UNASM is concerned that “there is no cooperation, as there is no agreement among the social partners”. Both **Serbian trade unions underlined the role of the Economic and Social Council**, where representatives of both organizations are active and can influence national economic and employment policies. Nezavisnost explains farther that the confederation “is involved in the development of these policies; however, **they haven’t provided any specific recommendations with a gender perspectives of these policies** ». Also **Croatian UATUC** reported that they were consulted as confederation but they did not provide specific recommendations with a gender perspective.

SEE: Trade Union Responses/Actions

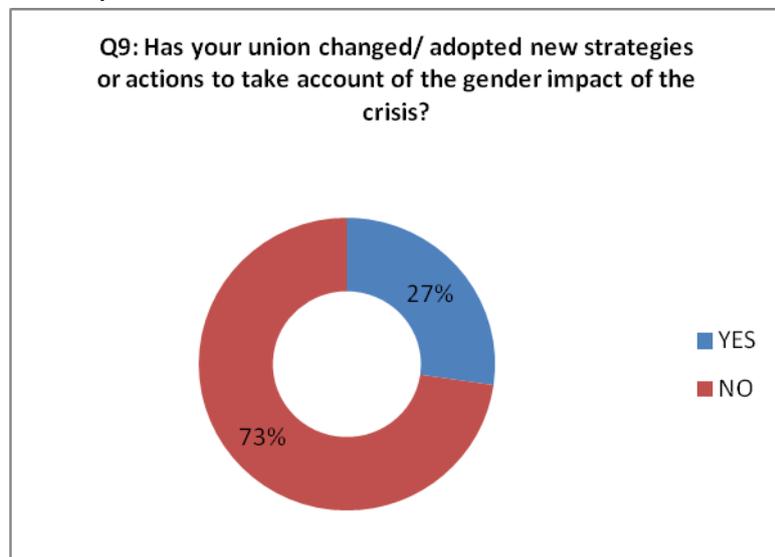
9. Trade union strategies /actions to take account of the gender impact of the crisis

Less than 1/3 of the respondents acknowledged that their organisations changed or adopted new strategies to take account of the gender impact of the crisis (HUS - Croatia,

PERC 8th of MARCH SURVEY 2013

UNASM and SSM from Macedonia). The majority (73%) are of the opinion that their organisations did not take any actions in this field (BSPK, SSCG, KSS, NHS, SSSBiH, CATUS, Nezavisnost, and UATUC). Again, very limited number of comments was received so not many details can be provided.

Chart 17



Source: PERC 8 March survey 2013

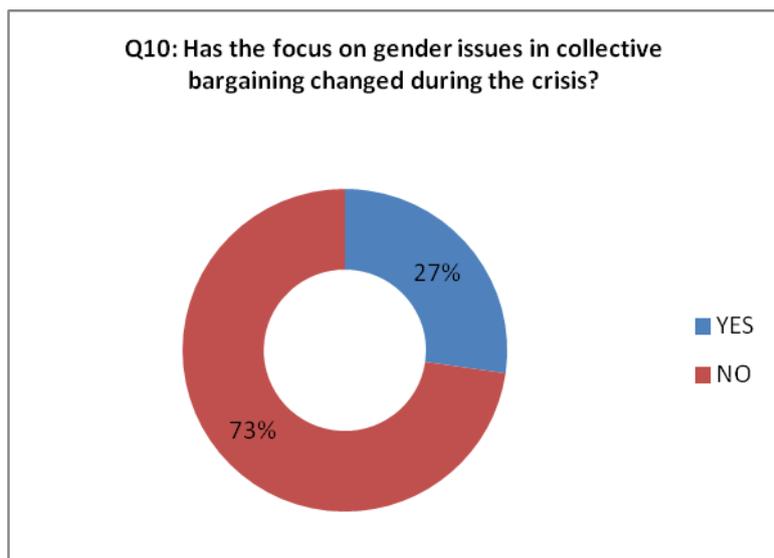
Interesting initiative has been reported from Croatia by HUS where trade union women's structure from three confederations (UATUC, HUS, NHS) together with Ombudsman for gender equality are in process of preparing for they affiliated trade unions - "***guidelines on discrimination in the workplace and recommendations about gender perspective in the discrimination on the labour market***". On the other hand, one might be concern how the implementation of these documents would look like since as UATUC reported "*Women Section is weak, there are no enough representatives from the associated trade unions, and the process of empowerment is ongoing. It cannot influence the adoption of new strategies by the trade unions, which finds so many other priorities during this crisis*".

Macedonian confederations reported adoption of new strategies which take account of the gender impact of the crisis. SSM did it at its 18 Congress, where an Action Plan was adopted, "*which envisages new strategies and actions to reduce the effects of crisis*". UNASM as well have a strategy with special focus on gender impact of the crisis.

10. Gender issues in collective bargaining during the crisis

Great majority of the organisations (73%) gave a negative answer to this question which means that **crisis did not change focus on gender aspects in collective bargaining** in the following organisations: BSPK, CTUM, KSS, NHS, SSSBiH, HUS, Nezavisnost, and SSM. Only 3 of 11 reported changes in the approach to collective bargaining: UNASM, CATUS, and UATUC. Again, very limited number of comments was received so not many details can be provided.

Chart 18



Source: PERC 8 March survey 2013

UNASM reported that on several occasions collective agreements were signed, and the focus was on gender issues. UATUC came with more pessimistic description of the situation: “*The tendencies are negative –cancelation of all additional rights related to children and families, given that trade unions, public even more, consider them redundant in this crisis*”.

11. Document(s) that trade unions have produced in this field
None was received from SEE countries.

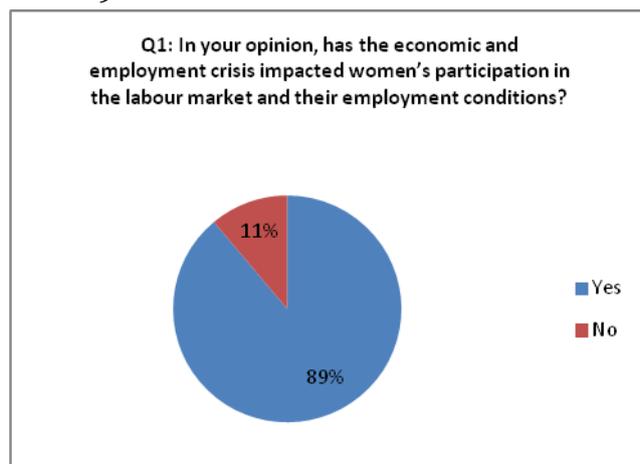
NIS: Outcomes of the replies

NIS: Introductory questions on impact of crisis on women employment

1. Impact of the economic and employment crisis on women’s participation in the labour market and their employment conditions

Great majority (89%) of the confederations (CTUA, CFTUK, KVPU, BKDP, CNSM, FNPR, GTUC, VOST) believe that the economic and employment crisis impacted women’s participation in the labour market. Different replies highlighted that the economic downturn is somehow showing its female face. Among the disturbing trends, the following were mentioned by majority of respondents: job cuts, rise of women’s unemployment, great difficulties with finding new job (especially for young and older) and cuts in benefits related to family care. No special impact on women was reported by one of the Kazakh confederations - arguing that the crisis affect all.

Chart 19



Source: PERC 8 March survey 2013

The reply from **FNPR-Russia** illustrated the feeling that several other respondents outlined in their reply: „*Women are never or rarely presented at the decision making levels which minimise their influence on the companies (or enterprise) decision making process; they are more dependent on family situations which gives employer a possibility to fire them on various reasons or to create precarious conditions of employment (very often instead of firing people employers will force them into constructive dismissal (women as a majority); number of law suits on dismissals without a valid reason, nonpayment of loss-of-employment compensation) is increasing*”.

Belarusian BKDP provided some explanation regarding the specificity of the Belarusian labor market. “***Gender gap in access to resources remains stable in Belarus, and in a situation of economic crisis, the situation of women has a negative trend.*** According to a survey in 2009, 53.4% of working women did not have sufficient funds to cover basic needs such as food, medicines, hygiene products, clothing and footwear, recreation and health of their children. In addition, there are some problems in the field of economic and social security: the ***abolition of a wide range of benefits resulted in decrease of income for many women, reduction of holidays and actual restriction of rights***”.

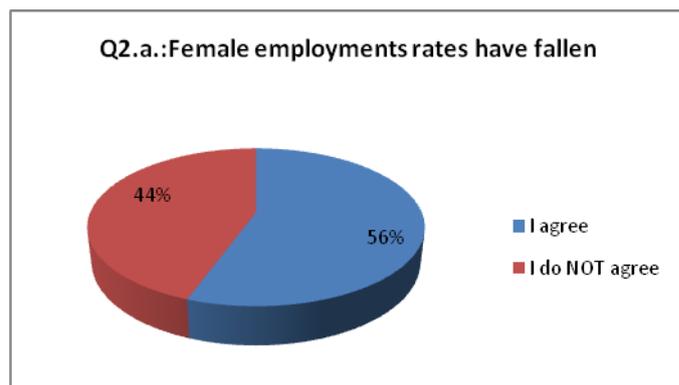
In **Georgia**, as reported by GTUC, apart from typical problems facing economies in post-soviet sphere, devastating effects had the war of 2008 on the still fragile country's economy, which make an economic development slower and reduced working places.

2.a. Female employment rates

Slight majority (5 of 9) confederations (CTUA, KVPU, BKDP, CNSM, GTUC) reported that female employment rates indeed have fallen last years. But the other 4 trade unions did not observe this happening. There is an interesting situation when there are 2 different opinions coming from the same country - as in case of Ukraine.

The five confederations which were of an opinion that female employment rates have fallen supported their point of view with statistical data. CNSM - Moldova confirmed the fact that « *the general employment rate is constantly getting lower and the female employment rate is now 39%*».

Chart 20



Source: PERC 8 March survey 2013

BKDP - **Bealrus** is disturb by a negative trend in their country - „**a serious problem for women is to keep their jobs**. The official unemployment rate in Belarus is one of the lowest in the world and less than 1.0%, but according to independent experts the level of registered unemployment is much higher. Most people who lose their jobs will not be registered with the employment service because of the extremely low unemployment benefits (16 U.S. dollars)”.

The two confederations from **Kazakhstan expressed different opinion** regarding the fall of women’s employment rates. FTUK argued that in spheres where women are employed (basically public sphere), so far there were no layoffs”. CFTUK observed „**increased level of self-employed women in the labor market, especially in the services and commerce, as well as home workers**”.

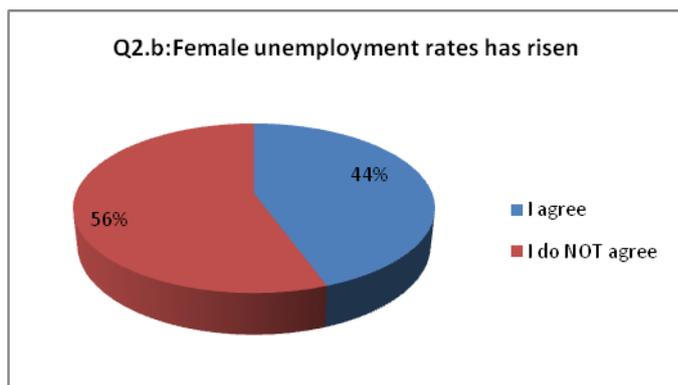
FNPR from Russia, with the support of the statistical data explains the **positive trend regarding women’s employment rates**. « According to the Federal State Statistics Service (ROSSTAT) within a year 2012 **employment rates increased (in comparison with the crises years 2008-2009)**”. VOST reported that in Ukraine **women’s employment rates are actually stable since 2008** (or even slightly higher). « Changes in the level of female employment provided by the State Statistics Office of Ukraine: 2008 - 54% and in 2011 - 54.5%”.

2. b. Female unemployment rate has risen

Slight majority (5 of 9) of the respondents have NOT observed (CFTUK, FTUK, CNSM, FNPR, and VOST) **rise in female unemployment rates** in their countries: Kazakhstan, Moldova, Russia and Ukraine. From the comments and some statistical data provided by some organizations, it looked like the changes were rather small or the unemployment rates were almost stable. The other **four respondents** (CTUA, KVPU, BKDP, and GTUC) **reported slight rise in the women’s unemployment**.

GTUC - **Georgia reported small changes throughout last years of the unemployment rates: 2007 – 12.6%, 2008 – 16.1%, 2009 – 15.4%, 2010 – 14.5%, 2011-13.1%**. CNSM observed that **in Moldova: “The unemployment rate for women was lower than the unemployment rate for men and in the 3rd quarter 2012 was 3.7%”**.

Chart 21



Source: PERC 8 March survey 2013

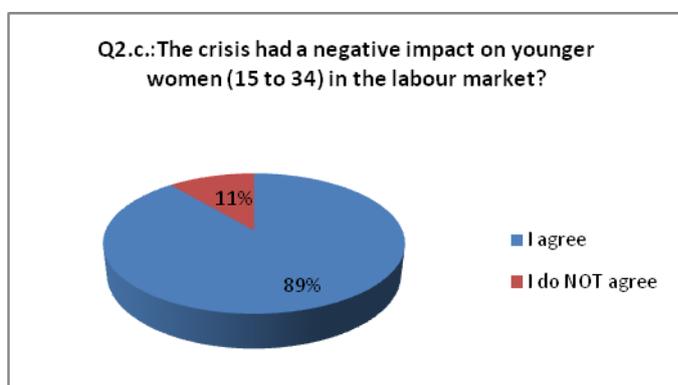
Also the two Kazakhs confederations reported that the female unemployment rates reminded stable. CFTUK adds that “women find jobs much faster than men as they have other qualifications, they retrain; they especially get jobs in services, marketing, work at home, commerce, textile industry”.

FNPR also was of the opinion that in Russia female unemployment rates did not rise. “The statistics provided by the Federal State Statistics Service (ROSSTAT) show a recovery and also some reduction of unemployment rate among women in the Russian Federation, in November 2012 the unemployment rate among women was 46,5 % out of the total registered in accordance with the ILO methodology, while in 2009 this rate was 47 % “.

2. c. Negative impact of crisis on younger women

Majority (89%) of the respondents (CFTUK, FTUK, KVPU, BKDP, CNSM, FNPR, GTUC, and VOST) believe that the crisis had a negative impact on younger women (15-34) in their labor markets. Most of the comments were related to the fact that it is very difficult for a young woman to find a job and to keep it. No such influence of crisis had been observed only in Armenia - as CTUA reported - “at the labor market for young easier to find a job.

Chart 22



Source: PERC 8 March survey 2013

PERC 8th of MARCH SURVEY 2013

Both Kazakhs organizations are of the same opinion that it is more difficult for young women, due to effects of crisis, to enter and stay on the labour market. CFTUK confirm that „**young women are more vulnerable in the labor market**, as well, and women over 35 years of age cannot find work, they are first to be laid off. It is difficult for a young mother with small children to keep her job - she is first to be dismissed.

BKDP is also convinced that in Belarus „**women who are raising minor children; schools' graduate with, no experience** are in the most difficult situation on the labor market”.GTUC supported its opinion with statistical data on young women unemployment rate in **Georgia**: „In 2007 unemployment rate of younger women (15 to 34) reached 24,7%, 2009 – this rate was increased – 31% and 2011 – 27,4%”.

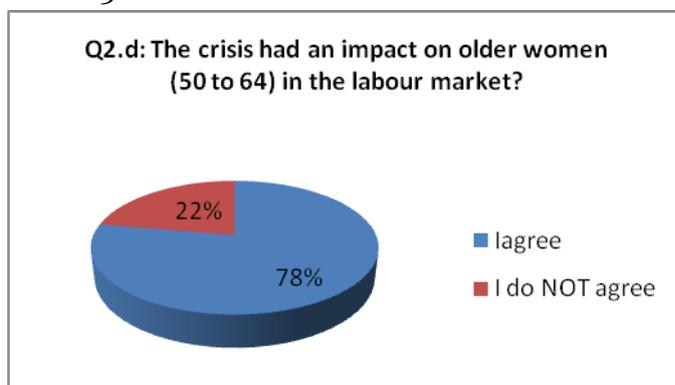
Two Ukrainian confederation are convinced that it is more difficult for young women to find job nowadays. VOST adds some statistical data to prove its opinion: “changes in the level of unemployment among young women (15 - 24 years) are in Ukraine as follows: 2008 - 13.6%; 2009 - 13.00%; 2010 - 16.4%; 2011 - 18.7%”.

2. d. Negative impact of crisis on older women

Majority (78%) of the respondents (CTUA, KVPU, BKDP, CNSM, FNPR, GTUC, and VOST) was of the opinion that the crisis had an impact on older women (50-64) in the labour market. Only two confederations from Kazakhstan expressed different opinion on the effects of the economic downturn on older women in their country.

The reply from BKDP - **Belarus** illustrates the sentiments of the other respondents quite well: „women approaching retirement age, women with disabilities are not in demand on the labor market”. KVPU - **Ukraine** agrees: „most employers do not employ women over 45 years. According to statistics, only 18% of female pensioners work in Ukraine”. GTUC reported that in **Georgia** in 2007 unemployment rate of older women (50 to 64) reached “8,3%, 2009 – 10.1% and 2011 – 9.10%”. CNSM - **Moldova** adds another aspect - namely - **discussion on raising of women's retirement age**.

Chart 23



Source: PERC 8 March survey 2013

The two **Kazakhs confederation** did not agree that the crisis had an impact on older women in the labour market. CFTUK explains that the situation is different in different areas of the labour market, “**but even pensioners are working in our country both in industry**

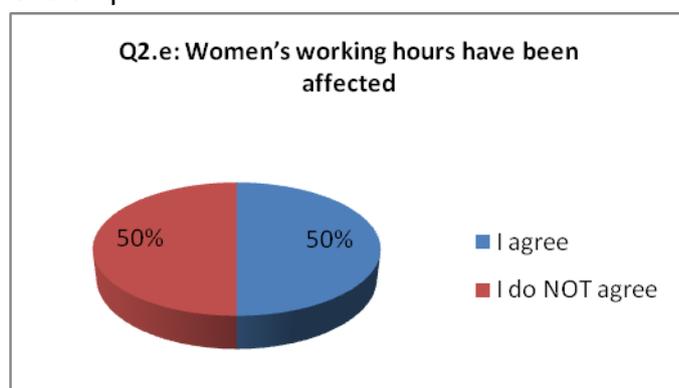
and in the public sector". FTUK informs that there is a **proposal to increase the retirement age of women to 63 years (now 58)**".

NIS: Quality of Work/Employment

2. e. Women's working hours have been affected

Half of the respondents (CFTUK, KVPU, BKDP, and VOST) **stated that women's working hours have been affected**, while the other half expressed contrasting views. Low salaries in typical feminine jobs push women to work more. Again there is a situation when two respondents from the same country, as in case of Kazakhstan, gave different answers. CTUA did not reply to this question.

Chart 24



Source: PERC 8 March survey 2013

BKDP illustrates situation which prevails in NIS countries. « *Belarusian labor market suffers from typical horizontal and vertical gender segregation, which was formed during the Soviet period as a result of gender differentiation of the economy and led to the feminization of industries with low wages. Low salaries force women - health workers, teachers and other members of the low-budget areas and industries - to work double. However, this is not reflected in official statistics as the average salary is calculated as the actual income of a worker - that masks the exploitation and discrimination in the labor market* ».

The **Kazakhs** CFTUK also reported changes in women's working hours. „*In small and medium size businesses where many women are employed, with weak unionization level, workers are working without labor standards and work long hours being paid only for 8 hours*”.

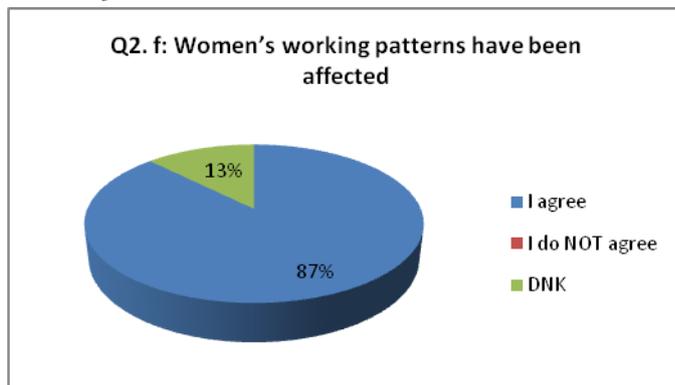
Two Ukrainian confederations were also among these who observed changes related to working hours of women - both increase and decrease. . KVPU reported that „*in the informal sector, commerce, the majority of women work more than 8 hours. Most of the overtime is not paid*”. On the other hand VOST observed decrease in women's working hours due to *part-time jobs, irregular work (occasional work), etc.*” CTUA reported that in **Armenia** reduction of working time in informal jobs has been noted.

FNPR - **Russia** explained that „*in general the situation starts to improve as long as the number of those who are employed with regular hours shows positive dynamics, also as the numbers of those who are working less and more had been decreased in comparison with the crises years*”.

2. f. Women working patterns have been affected

Most (87%) of the respondents (CFTUK, FTUK, KVPU, BKDP, FNPR, GTUC, VOST) highlighted in their reply that women's working patterns have been affected, only 12,5% was of different opinion and one (CTUA -Armenia) did not reply to this question but later in the comments agreed that precarious form of work is a major problem for women. These who did agree, reported increase in precarious work, fixed-term contracts, temporary work - where, as it was pointed out in many replies, employers have less and less responsibilities and employees less and less rights.

Chart 25



Source: PERC 8 March survey 2013

Both **Kazakh** confederations are of the same opinion that naturally, during the crisis, these forms of employment are the first to suffer. CFTUK reported that „increased number of fixed-term contracts, increased civil contract forms, where there is no employer responsibility for pension contributions and social security, and there are short-term contract as well”. Also the **Ukrainian** VOST reported growing increase in fixed-term contracts, temporary work, work without contracts and precarious work.

BKDP reported that „**fixed-term contracts had worsened the situation of workers primarily because of the employer's right to dismiss an employee on the expiration of the contract period without any justification, warning and fault of the employee. With the economic crisis and the fall in living standards, precarious employment, especially for women, is a serious problem**”.

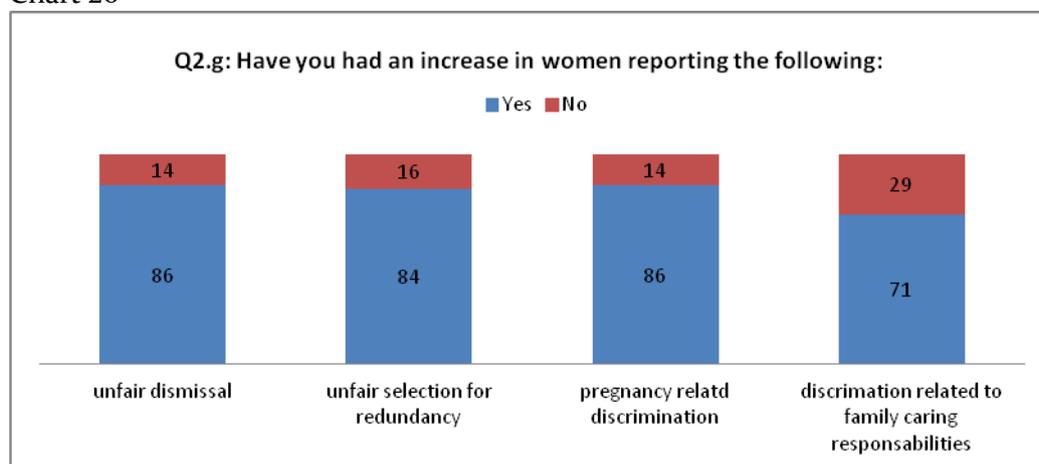
FNPR reported the situation in **Russia**: „starting from 2011 statistic data shows **positive trends in employment, such dynamics continued in 2012.**”.

2. g. Women reporting unfair treatment

Great majority of the respondents observed increase in women reporting different forms of discrimination. It shows the problems aggravated, as in 2007 when a questionnaire on discrimination at the workplace was implemented in NIS (and also CEE and SEE)

respondents acknowledged that they were discriminated against only because of their pregnancy or family responsibilities, they reported as well cases of unfair dismissal³. Two organisations did not reply and **actually only one** (FTUK - Kazakhstan) **did not observe any increase in women reporting discriminatory cases** however, later admitted, that such cases of violation of these rights are happening in practice.

Chart 26



Source: PERC 8 March survey 2013

BKDP observed increase in women reporting all discussed here forms of discrimination. *“Women are fired on expiry of a contract without giving any reason. Pregnant women are not being employed, women with children, who are often absent from work due to their illness are dismissed or put in lower positions (worse jobs).* Similar situation has been reported by CFTUK and KVPU reported that *its Legal Department recorded more and more cases regarding unfair dismissals.* In Moldova, according to CNSM the discrimination cases discussed here have remained at the same level.

In Russia, according to the data included in the survey by FNPR, all the mentioned forms of discrimination were noticed and number of such cases is growing.

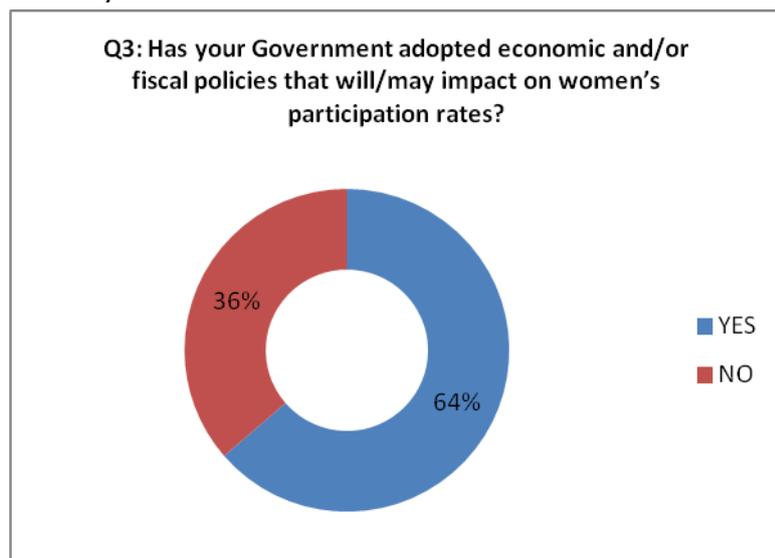
NIS: Impact on women of Government response to the economic or employment situation

3. Economic and/or fiscal policies adopted by government that will/may impact on women’s participation rates

Majority (64%) of the confederations (CFTUK, FTUK, CNSM, FNPR, and GTUC) confirmed that their governments adopted some economic and/or fiscal policies that would /might impact on women’s participation rates. 36% were of different opinion on this issue, and CTUA did not reply to this question.

³ For more information see a report - presentation on “Discrimination of women in the workplace in CEE & CIS”; the whole region; comparison of the sub-regions - J. Petrovic (8th Women’s School in Sofia, October 2007)

Chart 27



Source: PERC 8 March survey 2013

Two confederations from Kazakhstan are of the opinion that their Government adopted some economic/fiscal policies which would impact on women. FTUK explains that „**benefits are increased each year, taking into account inflation. A number of anti-crisis programs were adopted, including employment program till 2020.** The other trade union - CFTUK - agrees that decisions were taken but not always sufficient enough. “Government adopted some programs to support young mothers and children but **this is not enough to meet the needs of a young mother and a child - low level of maternity benefits, child benefits are low as well. Young mothers are forced to go to work without using the entire term of the leave, because the child benefit will not provide the existence of the mother and child. There is no status of single mothers in our legislation**”.

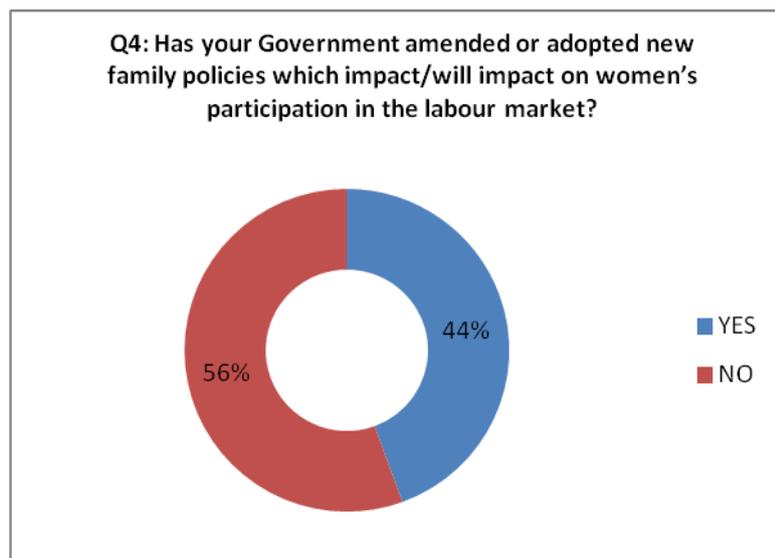
Russian FNPR reported on state subsidies for families with children: “In 2011 Government provided state subsidies for delivery and breeding of children in accordance with the Federal Law. Subsidies were adjusted by 6.5% in accordance with the RF Inflation rate ».

GTUC reported that in **Georgia**, the new Government, considered an **increase of maternity leave**. In addition to this, “from the 1st July 2013 the State will reimburse the costs of childbirth”. BKDP sounds quite sceptical in its explanations regarding new policies „in 2013, benefits for children in low-income families will be increased, but it cannot help to increase the level of female employment in Belarus”.

4. New family policies amended or adopted by Government which impact/will impact on women's participation in the labour market

Only in 3 (of 7) countries (Georgia, Kazakhstan and Russia) the governments amended or adopted some new family policies which impacted (or would impact) on women's participation in the labour market. Among adopted measures were some referring to workers with family responsibilities, family vacations, maternity protection, etc.

Chart 28



Source: PERC 8 March survey 2013

Kazakhstan reported, by FTUK respondent, that „in December 2009, the law on “equal treatment and equal opportunities for men and women workers: workers with family responsibilities ” was adopted, which provides a number of **provisions to support the family, providing maternity leave, including family vacations, etc**”. This is legislative base in Kazakhstan but there are problems with its implementation as explains the other confederation - CFTUK.

GTUC expressed its hopes that the new legislation on maternity leave recently changed would improve the status of women and their employment conditions.

FNPR explained that in a report on „**Demographic Concept of the Russian Federation**” detailed explanations and data of course are included regarding family policies.

5. Austerity measures and reforms to public services and their impact on women's participation/ability to enter the labour market

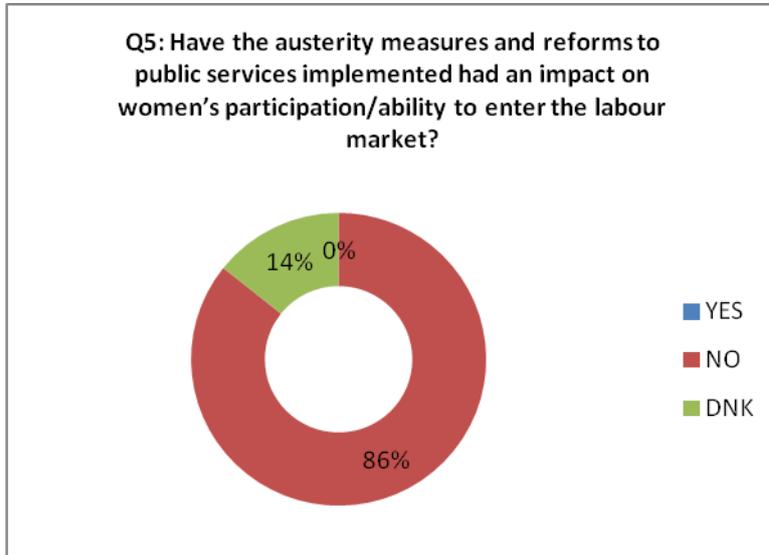
Great majority of the respondents - 86% (CFTUK, FTUK, BKDP, CNSM, GTUC, and VOST) were **of an opinion that the austerity measures and reforms to public services had NO impact on women's participation** or ability to enter the labour market. The remaining 14% said that they did not know if for example changes or cuts to public care services e.g. for children, elderly or other dependant family members had an impact on working women. Two organisations did not reply to the question.

In Armenia, the legislation does not offer public services for for elderly parents or other family dependents. In Georgia, as reported by GTUC, “*given the fact that the total unemployment rate has increased, care service for children are provided by their relatives and family members*”.

PERC 8th of MARCH SURVEY 2013

FNPR explains that “in the framework of the Demographic Concept (mentioned earlier) **Government increased monthly pension payments for disabled children.** From the 1st April it comprised of 1808,8 RUB (in 2010 – 1698 RUB, in 2009 – 1544 RUB)”.

Chart 29

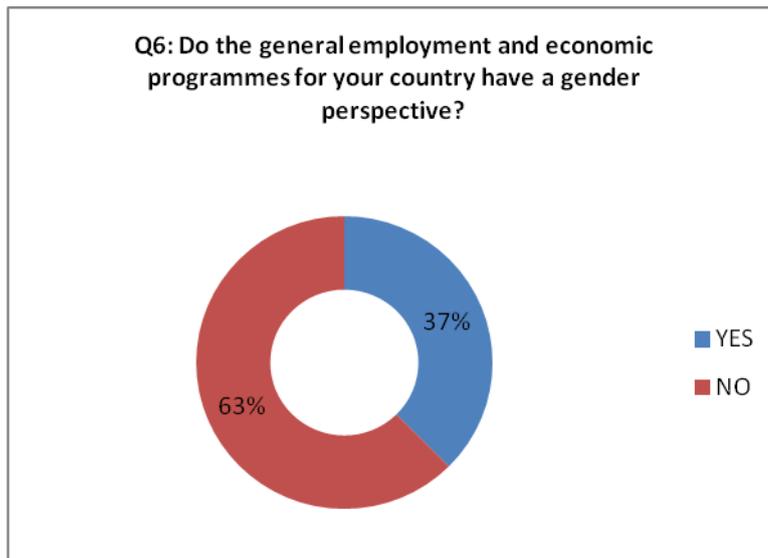


Source: PERC 8 March survey 2013

6. Gender perspective in general employment and economic programmes

Majority (5 of 8) of the respondents (FTUK, KVPU, BKDP, CNSM, and VOST) reported **NO existence of gender perspective in their countries general employment and economic programs.** Gender perspective in such programs is missing the following countries: Belarus, Moldova, Ukraine and it is not sure about Kazakhstan as the two respondents gave different answers. Trade union confederations of **Georgia and Russia affirmed that gender is included into national programs** of this kind. No reply from CTUA.

Chart 30



Source: PERC 8 March survey 2013

FNPR from **Russia** reported that gender perspective is present in country's general employment and economic programmes. *“The Framework of the Employment Strategy of the RF foresees measures to accelerate participation and return to the labour market of women with children; special programmes for aging population; it also adopted special measures in the framework of the anti-crises package and in the framework of the Demographic concept of the RF. In 2011 professional training was passed by 26,2 thousand women (those who have children up to 3 years old) - those planning to return back to the labour market activities. Out of them 15,7 thousand re-join labour market before the end of the maternity leave ».*

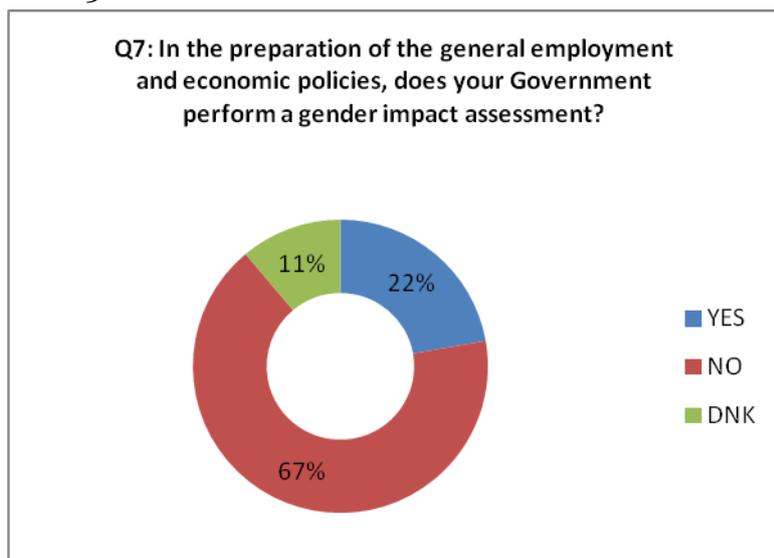
In **Georgia** so far gender perspective was not included into these kind programmes but the new Government announced that would look at situation of gender equality in Georgia in nearest future. **BKDP** and **CTUA** reported that gender perspective had not been included in the national general economic and employment programmes.

7. General employment and economic policies and gender impact assessment

Trade union confederations from Kazakhstan (FTUK) and Russia (FNPR) affirmed that their governments performed a gender impact assessment while developing of the general employment and economic policies. **Majority (67%) of the respondents (FTUK, KVPU, BKDP, CNSM, GTUC, and VOST) were of different opinion.** CTUA did not answer this question. The two Kazakhs confederations expressed different opinions on this topic. Not many explanations were sent to illustrate the issue better with exception of a Russian example on maternity protection.

FNPR - Russia, reported that „ *Proposal on elaboration of gender equality Federal Law was put forward and was adopted and passed second hearing in the State Duma (Project № 284965-3) MATERNITY AT WORK A review of national legislation findings from the ILO Database of Conditions of Work and Employment Laws produced by the ILO in 2012 also gives a general overview on the situation related to the RF legislation on maternity protection”.*

Chart 31

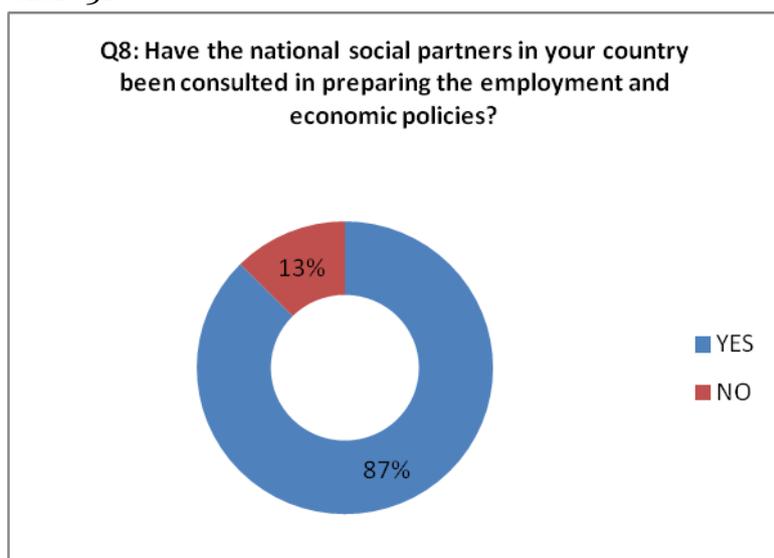


Source: PERC 8 March survey 2013

8. Consultations with national social partners in preparing the employment and economic policies

Great majority (88%) of organisations (CTUA, FTUK, CFTUK, KVPU, BKDP, FNPR, and GTUC) acknowledged existence of consultations on the employment and economic policies with social partners in their countries. VOST denied being consulted in such case and the similar situation with the Kazakhs CFTUK which reported the fact of consultations taking place but not both confederations took part. CNSM did not reply this question.

Chart 32



Source: PERC 8 March survey 2013

BKDP affirmed that such consultations took place in Belarus and provided details of their proposal. „During the preparation of the General Agreement for 2011 - 2013 between the

Government, the national associations of employers and trade unions, BKDP prepared and sent own proposals to the draft general agreement (39 items), including issues related to non-discrimination at work; monitoring of the gender balance of employment; collection of statistics by gender in all spheres of activity; pay gap reduction; family and work reconciliation. However, the other social partners - did not support the proposals. As a result, gender is absent in vital parts of the agreement.

FNPR explains that *“being a permanent member of the Russian Tripartite Commission, this membership along with membership in working groups arranged under different Ministries has given the FNPR a possibility to influence the development and adoption of the legal acts, and strongly influence the process of policy development, in both economic and social spheres”*.

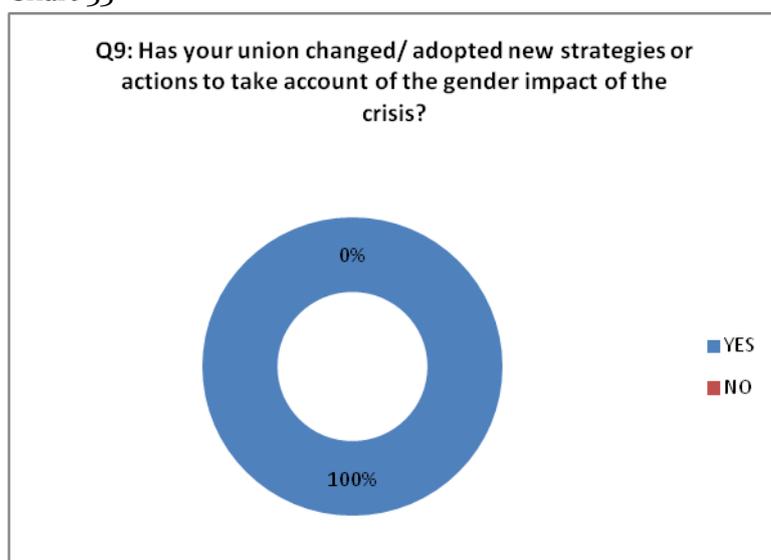
Two Ukrainian confederations were of different opinion - KVPU affirmed that such consultations were taking place and gave an example of a memorandum on promotion of employment in Ukraine (2012, signed by social partners). And VOST reported that *„in Ukraine, the social dialogue, including advice on various issues, is just a declarative one”* due to complicated political, social and economical situation of the country.

NIS: Trade Union Responses/Actions

9. Trade union strategies /actions to take account of the gender impact of the crisis

100% of the trade union centers in NIS changed (or adopted) new strategies or actions to take into account of the gender impact of the crisis. It is visible that indeed all trade unions have adopted different strategies and/or have taken actions related to gender equality on the labour market. But it is not so clear when one see comments/explanations given by the organizations if these strategies or actions took account of the gender impact of the crisis. Unfortunately there was no time to ask for more explanations on this issue.

Chart 33



Source: PERC 8 March survey 2013

Belarusian BKDP explains that their **action plan for 2013** includes: “*monitoring of the practice of female employment, a comparison of salary levels based on gender, development of proposals for the adoption of the law "On gender equality and equal opportunities."* Apart from internal trade union strategy, there was an interesting initiative taken: “*In December 2012 BKDP together with the leaders of opposition parties and civil society organizations signed a memorandum on **the implementation of the National Gender Platform. Memorandum is a strategy paper prepared by the experts of NGOs and political parties.** It is addressed to both civil society and the Government of Belarus to consolidate society to achieve gender equality in the country.*”

In the **GTUC** Action Program there is a special part about women’s employment in Georgia.

FTUK claimed that „*an anti-crisis program was adopted, which called attention to gender and family, and youth*”. **CFTUK** explained that „*the provisions are in statutes on gender equality and women’s committees.* The confederation took some actions: “*We have tried to include a number of articles to an agreement on the protection of women and family responsibilities, as well as employment, we signed memorandums with employers that will be no job cuts and trade unions will be informed about the actions of the employer in the field of employment*”.

FNPR of Russia gave extended explanations regarding strategies which are in place. “*FNPR Gender Equality Concept defines key directions for promotion of equal rights and possibilities for men and women in socio-labour and civil-political spheres :*

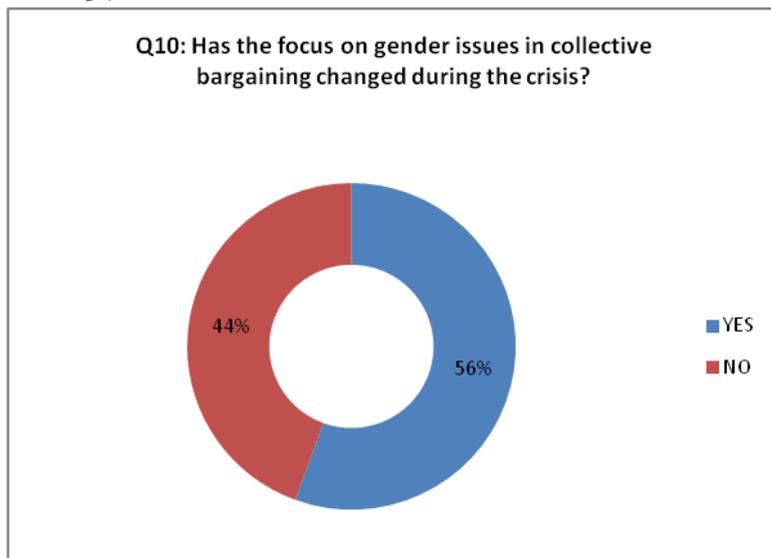
- *Collective actions including participation in the ITUC campaign “Decent life for women”, participation in the 7 October World day for Decent work ;*
- *In 2011- 2012 with the FNPR active participation a number of ILO Conventions were adopted by the Parliament of RF (N°N° 173, 174,187 ;*
- *Cooperation with regional committees on socio-demographic issues and with coordination councils on implementation of gender equality policy ;*
- *Realization of the regional programs of anti-crisis measures in cooperation with the regional employment services (providing targeted financing), including special measures to support and re-train women ;*
- *Participation in the analysis and expertise of the legislative acts at the regional level ;*
- *Legislative support for women who experienced dismissal without a valid reason;*
- *FNPR supports the legislative initiatives on gender proposed by member organisations ».*

Also the two **Ukrainian confederations** confirmed that their organisations adopted (or are in process of adoption) of strategies taking into account the gender impact of the crisis. **KVPU** acknowledged that during „*the next meeting, to be held in March 2013, a trade union development strategy will be approved by for 2013*”. **VOST** reported that « *active participation in the EU -ILO project "Equality between women and men at work" helped to rethink approaches to trade union activities related to the rights of women workers*”.

10. Gender issues in collective bargaining during the crisis

56% of the respondents (5 confederations: CTUA, FTUK, FNPR, GTUC, VOST) confirmed that focus on gender issues in collective bargaining changed during the crisis. The other four did not observe any changes in this respect.

Chart 34



Source: PERC 8 March survey 2013

CTUA reported that *“during collective bargaining this issue was raised, but no concrete decisions were taken so far”*. **GTUC**: reported that *“collective agreements which are concluded now include gender issues”*.

FTUK explains how gender issues are seen in collective bargaining now in their organisation. *“A number of items in collective agreements are gender-specific. Women have greater attention and benefits at childbirth and maternity leave, both women and men are given more time for family and children, join holidays, etc.”*

FNPR affirmed that new approach to gender equality collective bargaining was adopted: *« issues of social protection of women are being reviewed and included into the regional and territorial agreements; the new Federal General Agreement is signed for 2011-2013 »*.

In **VOST** gender equality is an integral part of collective bargaining. *VOST In the framework of the EU - ILO Project: "Equality between women and men at work" 8 trainers on gender issues were prepared (5 of them are active), who conduct trainings for local union members of VOST.*

CFTUK did not report changes in collective bargaining due to crisis and explains why: *„there is no change in policy on collective bargaining because trade unions are not yet ready and there is no demand. There are included articles of the labor code on the rights of women, pregnant women, nursing mothers and with family responsibilities but it is only on paper, there is no enforcement of the Labor Code. Trade unions are not yet able to withstand the employers on gender issues and society is not ready to accept the laws”*.

PERC 8th of MARCH SURVEY 2013

11. Document(s) that trade unions have produced in this field

The following documents were received from NIS:

1. **GTUC/Georgia:** (1) Recommendations on gender equality in the field of labor relations; (2) Demands of the GTUC WC regarding women's rights on the labour market; (3) Questionnaire on situation of working women; (4) Report of the Georgian Trade Unions for the project, promotion the gender equality in the labor relations in Georgia "
2. **CFTUK/Kazakhstan:** (1) trade union questionnaire on situation of women on the labour market; (2) short report based on the questionnaire
3. **FNPR/Russia:** (1) "State report on situation of children and families with children in Russian Federation"/ Labour and Social Policy Ministry of Russian Federation; 2011

Similarities and differences between SEE countries and NIS

Impact of the economic and employment crisis on women's participation in the labour market and their employment conditions

1. Impact of the economic and employment crisis on women's participation in the labour market and their employment conditions

In both cases great majority of the confederations, 82% of SEE and 89% of NIS that took part in this survey replied affirmatively that the economic and employment crisis impacted women in their countries. Among the explanations given by the two regions the most common ones there were such as referring to trend of shrinking of the working places, difficult economic situation even before crisis, more precarious jobs, vulnerability of women on the labour market, difficulties in finding new job, cuts in benefits related to family care, etc. SEE reported job cuts in branches dominated by women (textile, public services : i.e. Serbia, Macedonia) and the NIS rather in those where majority of workers are men - heavy industry (i.e. Kazakhstan)

2. a. Female employment rates have fallen

With regard to falling female employment rates, a difference in expressed opinions emerges from the responses. **91% of SEE trade union confederations claimed female employment rates have fallen. This compares to only 56% of NIS respondents sharing the same opinion.** Both sub-regions supported their point of view with statistical data available in their countries and explained that such situation is due to gender inequality on the labour market, increase of informal economy due to crisis and underdeveloped economy in many of these countries. Another important issue was raised - many people do not register themselves as unemployed, sometimes they are "shifted" into informal economy, in other cases they stay unemployed. Respondents from Kazakhstan, Russia and one from Serbia did not observe fall of female unemployment rates.

2. b. Female unemployment rates have risen

Great majority (78%) of respondents from SEE were of the opinion that female unemployment rates has NOT raised, compared with slight majority (56%) in NIS. From the comments (mostly statistical data) gave by some organizations, it looked like the changes were rather small or the unemployment rates were almost stable.

2. c. Negative impact of crisis on younger women

Negative impact of crisis on younger women (15-34) was observed by much higher number of organizations in NIS (89%) than in SEE (70%). Most of the comments were related to the fact that it is very difficult for a young woman to find a job and to keep it. But there were also some voices saying that in general, youth unemployment is an overall problem and not significantly different for male- female.

2. d. Negative impact of crisis on older women

Almost all SEE confederations, 91%, agreed that the crisis had an impact on older women (50 to 64) in the labour market in their countries. Also great majority (78%) of the NIS respondents agreed with this point of view. Additional comments share

similarities and mostly referred to difficulties for this age group of women to keep job and/or to find a new one as younger workers were preferred. Several respondents brought up an issue of discussions on raising of women's retirement age in their countries.

Quality of Work/Employment

2. e. Women's working hours have been affected

Majority of the SEE respondents (64%) confirmed that women's working hours have been affected lately in their countries, compared with 50% of NIS organisations who were of the same opinion. What was observed, in majority of responses, that there is growing tendency to overtime (quite often unpaid one). It was also mentioned that low salaries in typical feminine jobs push women to work more. Also decrease in women's working hours - due to increasing number of part-time jobs and irregular work was noted.

2. f. Women working patterns have been affected

Almost the same number of trade unions in SEE (91%) and NIS (87%) agreed that due to crisis women's working patterns have been affected which is reflected in higher number of precarious work, temporary and short term contracts, fix term contracts, temporary work through employment agencies, etc. and on the top of it weak control of labour inspections.

2. g. Women reporting unfair treatment

Majority of the respondents observed increase in women reporting different forms of discrimination, both in SEE countries and in NIS. Even though there are some differences between the two, it can be noticed that the highest grown was noted in relation to cases of "unfair dismissal" (SEE - 72% and NIS - 86%) and the lowest to "discrimination related to family caring responsibilities" (SEE - 50% and NIS - 71%). In general, all data in NIS are showing higher increase in all four cases of discriminatory treatment. Additional comments, send by respondents, were dominates by problems related to the discrimination due to pregnancy and maternity.

Impact on women of Government response to the economic or employment situation

3. Economic and/or fiscal policies adopted by government that will/may impact on women's participation rates

Minority of the respondents (36%) from SEE organisations indicated that their Governments adopted some economic and/or fiscal policies that may affect women's participation rates, unlike in NIS where majority of the confederations (64%) confirmed their existence. Most of the comments related to this issue coming from SEE counties were negative: lack of clear policies, absence of strategies, even if existing - not being implemented. Different tone of comments could be seen in explanations provided by NIS - there were more concrete, positive examples of such policies.

PERC 8th of MARCH SURVEY 2013

4. New family policies amended or adopted by Government which impact/will impact on women's participation in the labour market

Similarly as in previous question, the answers for the sub-regions are reverse. **In SEE majority (60%) reported that their governments did NOT amend or adopt any new family policies** which had or could have had impact on women's participation in the labour market. **In NIS, majority (64%) of respondents confirmed existence of such policies.** Most of the positive comments received refer to improvements (or introduction) of parental leave (for fathers) but negative impact of policies adopted prevailed - cuts in rights and benefits (with some exceptions in NIS).

5. Austerity measures and reforms to public services and their impact on women's participation/ability to enter the labour market

Only 50%, of the SEE respondents, compared with NIS 86%, stated that austerity measures and reforms to public services implemented - did NOT have an impact on women's participation in the labour market or ability to enter the labour market. Very few comments were received regarding the description of the reforms and how they have impacted or might likely impact on women's participation/access to the labour market.

6. Gender perspective in general employment and economic programmes

As in previous question, **50% of the SEE confederations denied existence of gender perspective in their country general employment and economic programs. While, in NIS, even more (63%) of the respondents reported lack of gender perspective in their national programmes.** Again not many explanations were received to illustrate the problem. Even those who gave positive answer to the question later verified it in the comments - so even if gender perspective had been introduced into such programmes it was not in full and lacked complex approach.

7. General employment and economic policies and gender impact assessment

Slight majority (55%) of the SEE respondents claimed that there was NO gender impact assessment performed by governments for general employment and economic policies, compared with 67% of confederations from NIS being of the same opinion. Again, as in the previous question, great majority (in their comments) reported that basically there was no real gender impact assessment done in the preparation process of such policies and what was done it was rather fragmented.

8. Consultations with national social partners in preparing the employment and economic policies

Again a slight majority (55%) of the SEE respondents confirmed that they were consulted in preparing the employment and economic policies in their countries. The number of positive responses is much higher in NIS - 88%. Several organisations (both in SEE and NIS) denied being consulted in such cases. Unfortunately very few explanations came under this point so there are no specific recommendations listed as the comments were rather of general nature and related to the national tripartite consultations.

Trade Union Responses/Actions

9. Trade union strategies /actions to take account of the gender impact of the crisis

This is the question with the striking discrepancies in answers between the two sub-regions. **When in SEE only 27% of the respondents acknowledged that their organisations changed or adopted new strategies to take account of the gender impact of the crisis, in NIS 100% of the trade union centers claimed taking such actions.** It was visible, from NIS comments, that indeed all trade unions have adopted different strategies and/or have taken actions related to gender equality on the labour market. But it was not so clear if these strategies or actions took account of the gender impact of the crisis.

10. Gender issues in collective bargaining during the crisis

Similarly as in the previous question, marked difference appeared between two sub-regions. **While only 27% of the SEE confederations confirmed that focus on gender issues in collective bargaining changed during the crisis, in NIS this is more the double: - 56%.** Unfortunately comments sent here were of general nature and were scarce.

PERC 8th of MARCH SURVEY 2013

References:

- Replies to 8th of March PREC survey 2013 (see list of respondents page 2)
- 13th 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
- 8th 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
- ILO global employment trends : http://www.ilo.org/global/research/global-reports/global-employment-trends/WCMS_195447/lang--en/index.htm
- Global Employment Outlook September 2012: Bleak Labour Market Prospects for Youth : http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_188797/lang--en/index.htm
- 4th Annual ETUC 8 March Survey - 2011 report
- „The Impact of the Economic Crisis on the Situation of Women and Men and on Gender Equality Policies” prepared by Francesca Bettio, Marcella Corsi, Carlo D’Ippoliti, Antigone Lyberaki, Manuela Samek Lodovici and Alina Verashchagin; (This report was financed by and prepared for the use of the European Commission, Directorate-General for Justice)

PERC 8th of MARCH SURVEY 2013

Appendixes:

Appendix 1: Trade union leaders by sex (2013) in SEE and NIS

Position	No of Woman	% of total	In which organisations	No of Men	% of total	In which organisation
President	2	10%	SEE: KSS NIS: CFTUK	18	9%	SEE: BSPK, CTUM, NHS, SSSBiH, UNASM, CATUS, UATUC, SSM, HUS, Nezavisnost, CTUA, FTUK, KVPU, BKDP, CNSM, FNPR, GTUC, VOST
1st Vice-President	3	16%	SEE: CATUS NIS: FNPR, GTUC	16	84%	SEE: BSPK, CTUM, NHS, SSS BiH, UNASM, HUS, Nezavisnost, UATUC, SSM NIS: CTUA, CFTUK, FTUK, KVPU, BKDP, CNSM, VOST
2nd Vice-President	3	18%	NIS: FTUK, KVPU, FNPR	14	82%	SEE: BSPK, CTUM, NHS, SSSBiH, UNASM, CATUS, Nezavisnost, UATUC, SSM NIS: CTUA, CFTUK, BKDP, CNSM, GTUC
3rd Vice-President	2	25%	NIS: CFTUK, KVPU	6	75%	SEE: NHS, SSSBiH, Nezavisnost, SSM NIS: FTUK, FNPR
General Secretary	1	17%	SEE: Nezavisnost	5	83%	SEE: CTUM, KSS, HUS, SSM NIS: CNSM
1st Deputy General Secretary	-	-	-	1	100%	SEE: CTUM
2nd Deputy General Secretary	-	-	-	1	100%	SEE: CTUM
Treasurer	6	67%	SEE: CTUM, CATUS NIS: CFTUK, FTUK, CNSM, FNPR	3	33%	SEE: BSPK NIS: GTUC, VOST

Source: PERC 8 March survey 2013

Appendix 2: Women reporting unfair treatment in SEE

Cases of unfair treatment	YES answers	% of total	NO answers	% of total
i) Unfair dismissal	5: BSPK, CTUM, CATUS, HUS, UATUC	71, 43%	2: KSS, Nezavisnost	28,57%
ii) Unfair selection for redundancy	5: BSPK, CTUM, CATUS, HUS, UATUC	71, 43%	2: KSS, Nezavisnost	28,57%
iii) Pregnancy related discrimination	4: BSPK, HUS, UATUC, SSM	57,14%	3: CTUM, KSS, Nezavisnost	42,86%
iv) Discrimination linked to family/caring	3: BSPK, HUS, UATUC	50%	3: CTUM, KSS, Nezavisnost	50%

PERC 8th of MARCH SURVEY 2013

responsibilities				
------------------	--	--	--	--

Appendix 3: Women reporting unfair treatment in NIS

Cases of unfair treatment	YES answers	Percentage	NO answers	Percentage
i) Unfair dismissal	6: CFTUK, KVPU, BKDP, CNSM, FNPR, VOST	85,71%	1: FTUK	14,28%
ii) Unfair selection for redundancy	5: CFTUK, KVPU, BKDP, CNSM, FNPR	83,33%	1: FTUK	16,66%
iii) Pregnancy related discrimination	6: CFTUK, KVPU, BKDP, CNSM, FNPR, VOST	85,71%	1: FTUK	14,28%
iv) Discrimination linked to family/caring responsibilities	5: CFTUK, BKDP, CNSM, FNPR, VOST	71,42%	2: FTUK, KVPU	28,57%

NO reply: CTUA, GTUC

Appendix 4: Comparison of data on impact of crisis on women from SEE countries and NIS

Survey question	SEE Yes / I agree	SEE No/ I don't agree	SEE I don't know	NIS Yes / I agree	NIS No/ I don't agree	NIS I don't know
1. In your opinion, has the economic and employment crisis impacted women's participation in the labour market and their employment conditions?	82%	18%	-	89%	11%	-
2.a female employment rates have fallen	91%	9%	-	56%	44%	-
2.b. female unemployment rates have risen	22%	78%	-	44%	56%	-
2.c. The crisis had a negative impact on younger women (15-34) in the labour market	70%	30%	-	89%	11%	-
2. d. The crisis had a negative impact on older women (50-64) in the labour market	91%	9%	-	78%	22%	-
2.e. Women's working hours have been effected (e.g. increase/decrease in working hours)	64%	18%	18%	50%	50%	-
2.f. Women's working patterns have been effected (e.g. increase in precarious work, fix term contracts/temporary work)	91%	9%	-	87%	-	13%
2.g. Have you had an increase in women reporting;						
i) Unfair dismissal	72%	29%	-	86%	14%	-

PERC 8th of MARCH SURVEY 2013

ii) Unfair selection for redundancy	72%	29%	-	84%	16%	-
iii) Pregnancy related discrimination	57%	43%	-	86%	14%	-
iv) Discrimination linked to family/caring responsibilities	50%	50%	-	71%	29%	-
3. Has your Government adopted economic and/or fiscal policies that will/may impact on women's participation rates? For example cuts to or increases (subsidies) in child/family allowances or benefits?	36%	55%	9%	64%	36%	-
4. Has your Government amended or adopted new family policies which impact/will impact on women's participation in the labour market?	40%	60%	-	44%	56%	-
5. Have the austerity measures and reforms to public services implemented had an impact on women's participation/ability to enter the labour market?	30%	50%	20%	-	86%	14%
6. Do the general employment and economic programmes for your country have a gender perspective?	40%	50%	10%	37%	63%	-
7. In the preparation of the general employment and economic policies, does your Government perform a gender impact assessment?	27%	55%	18%	22%	67%	11%
8. Have the national social partners in your country been consulted in preparing the employment and economic policies?	55%	36%	9%	87%	13%	-
9. Has your union changed/ adopted new strategies or actions to take account of the gender impact of the crisis?	27%	73%	-	100%	-	-
10. Has the focus on gender issues in collective bargaining changed during the crisis?	27%	73%	-	56%	44%	-