



Gender Equality in trade unions – learning from Scotland





- Trade Unions – where are we now ?
- Women in Public Life
- Next Steps

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ICTU – Equality Audit 2013

- The number of union members affiliated to Congress at the beginning of 2013 stood at 778,136.
- The total number of female members in 2013 is 407,868 compared to 414,131 in 2012; a difference of -6,264, or a decline of just over 2%.
- net reduction in female members represents 67% of the overall reduction in affiliated numbers.
- The proportion of female members stands at 52%, down from 53% in 2011. Female membership had climbed as high as 57% of total membership in Northern Ireland in 2009 whilst fluctuating between 50–51% in the Republic over the last number of years.
- The most recent membership reductions have been predominantly female, compared to losses three to four years ago which were almost entirely male from the construction sector.

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19 trade unions provided returns to Congress and some of the headline results of the audit are as follows:

1 Statistical information on paid staff:

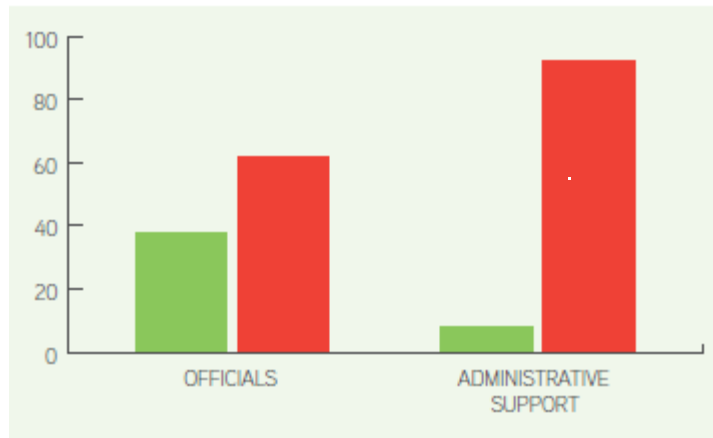
Staff Breakdown	FT	M	F	PT	M	F
General/Irish/ Regional Secretary	17	13	4			
Deputy/Assistant General Secretary	38	31	7			
Officials	1330	629	701	16	6	10
Administrative support	680	145	535	175	13	162
TOTAL	2065	818	1247	191	19	172

2010/2014 Comparison of Union Employment (Full-Time)

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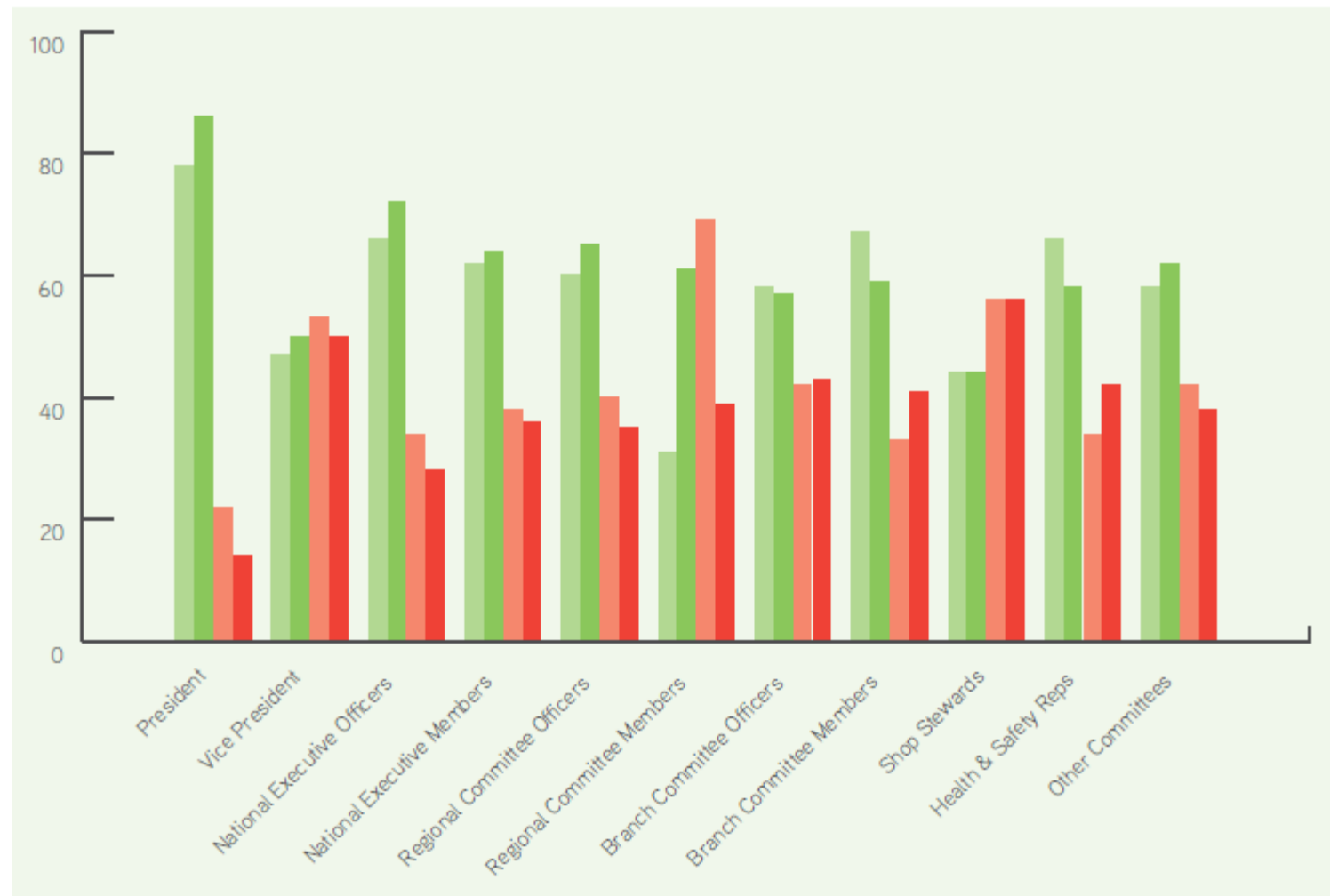
Union Employment (Part-Time)



COLOUR KEY

■ 2010 MALE ■ 2014 MALE ■ 2010 FEMALE ■ 2014 FEMALE

010/2014 Comparison of Union Members and Elected Officials



he full set of data will be shared with Congress quality related Committees who will analyse and discuss before recommending a series of actions for the approval of the Executive Council.

KEY

2010 MALE 2014 MALE 2010 FEMALE 2014 FEMALE

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TUC Equality Audit – 2014

- In 2013, 49 per cent of UK employees and 55 percent of union members were women.
- women were under-represented relative to the proportion in membership among shop stewards, health and safety reps, branch officers and union conference delegates and on TUC Congress delegations and union executives.
- In most unions, women were well represented –often over-represented – in union learning rep and equality rep roles.
- In 2013, 42 per cent of TUC Congress delegates were women and 45 per cent of TUC General Council members were women.

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- **TUC Equality Audit – 2014**
- More unions employ equality officers at national level – 69 per cent of unions have an officer covering overall equality compared to 58 percent in 2011.
- However, in three-quarters of these unions the officers have other responsibilities besides equality (up from 61 per cent in 2011).
- More of the larger unions are employing staff with responsibility for equality at regional or sector level but there has been a decline in the number of unions employing staff with specific responsibility for women and BME and LGBT issues at this level.

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STUC – April 2014/2015

- Total Affiliated membership – 617,757
- Women membership – 53%
- General Council – Out of 39 members, 21 are women (54%)



Women in Public Life

STUC Women's Conference 2013 Panel
discussion and launch Women's Votes Women's
Voices campaign

**By the time of the Referendum, 97% of those
eligible to vote had registered**

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STUC Women's Committee

Making our voices heard



- Are you registered to Vote?
- Find out more here - www.aboutmyvote.co.uk
- Are your friends and family registered?
- Is everyone in your workplace registered?

Women in the trade union movement have a voice and we know it can make a difference.

We can represent ourselves, as well as making sure that anyone speaking on our behalf is well informed.

Women organising for equality, against poverty, for justice – make sure you can vote when the time comes.

STUC 333 Woodlands Road Glasgow G3 6NG t.0141 337 8100
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LABOUR GOVERNMENT 1997 REFERENDUM ON DEVOLUTION – SEPTEMBER 1997

STUC campaigned for:

- YES (for a devolved Parliament)
- YES (for tax varying powers)
- **And for 50/50 gender representation**
- Scottish Parliament established 1999.
- **First Parliament - 48 women – 37.2%**

‘more women were elected on that one day than had been elected in total to represent Scotland at Westminster since 1918’



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- **Scottish Parliament – 1997/2015 (contd)**
- In 2003 this rose to 39 per cent
- Subsequent parliaments have seen a drop in those numbers
- We entered 2015 with the first female First Minister of Scotland, Nicola Sturgeon MSP, and with a 50/50 balance within the SNP government's cabinet.
- The Scottish Labour Party shadow cabinet at Holyrood also has a 50/50 balance among its members
- With Ruth Davidson MSP leading the Scottish Conservatives, this makes women's voices a major Question Time



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Women in Public Life

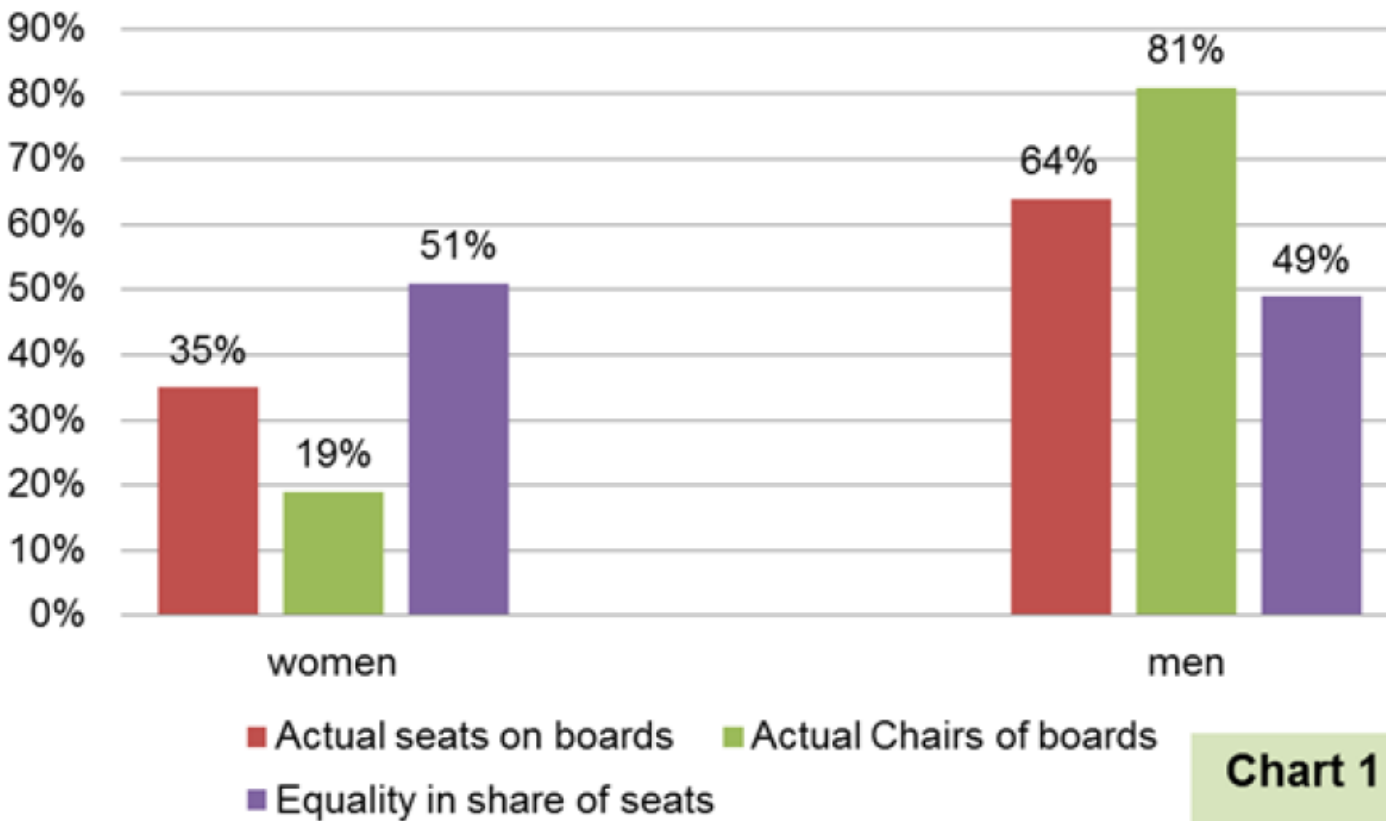
- Scotland's population, as established at the last census in 2011, provides us with a women:men split of 51%:49%.



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Women's share of seats on public boards





- **Women in Public Life**
- Women have just 201 out of 574 seats – a 35 % share
- Out of 78 Scottish Public Boards, only 15 women hold the position of Chair



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- **Women in Public Life**
- STUC Women's Committee establish working group to progress women's representation through the 50/50 campaign and all aspects of Scottish civic life
- Key role in Scottish Government Ministerial Strategic Group on Women and Work

