



**EUROPEAN UNION
OF THE DEAF**

A European Non-Governmental Organisation in official liaison with
European Parliament, European Commission and the Council of Europe

EUD Gender Equality Survey

Web Survey on Deaf Women's situation in the National Associations of the Deaf (NADs) that are EUD member organisations

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29 National Associations of the Deaf responded to the survey:

Austrian Deaf Association (ÖGLB), Deaf Flanders (Doof Vlaanderen), French-speaking Federation of the Deaf Belgians (FFSB), Croatian Association of the Deaf and Hard of Hearing (HSGN), Cyprus Deaf Federation (CDF), Czech Republic Union of Deaf and Hard of Hearing (UDHH), Danish Deaf Association (DDL), Estonian Association of the Deaf (EAD), Finnish Association of the Deaf (FAD), National Federation of the Deaf in France (FNSF), German Federation of the Deaf (DGB), Hellenic Federation of the Deaf (HFD), Hungarian Association of the Deaf and Hard of Hearing (SINOSZ), Icelandic Association of the Deaf, Irish Deaf Society (IDS), Latvian Association of the Deaf (LNS), Lithuanian Deaf Association (LKD), Maltese Deaf People's Association, Deaf Association of the Netherlands (Dovenschap), Norwegian Association of the Deaf (NDF), The Board of the Polish Association of the Deaf (PZG), Portuguese Federation of Associations of the Deaf (FPAS), Romanian National Association for the Deaf (ANSR), Slovenian Association of the Deaf and Hard of Hearing (ZDGNS), National Confederation of Deaf People in Spain (CNSE), Swedish National Association of the Deaf (SDR), Swiss Federation of the Deaf (SGB-FSS), British Deaf Association (BDA)

1. Board Members

The total number of board members, both male and female, in the NADs that are EUD members is 259. The total number of women among the board members is 120 whilst the number of board members that are men is 139. Board members, both male and female, can also be hearing or deaf.

Out of 139 male board members, 134 are deaf and 4 are hearing.

Out of 120 female board members, 110 are deaf and 10 are hearing.



Board Members of the NADs are hearing and deaf women



Board Members of the NADs are deaf women

It is interesting to note that deaf men are more represented on boards than deaf women. Indeed, there are 110 deaf women on the boards of NADs, while there are 135 men on the boards of EUD member organisations.

2. Staff Members

Regarding the data of staff members in the NADs, in total there are 464 staff members, and the trend is reversed.

Out of the 29 NADs, 130 staff members are deaf women, 93 staff members are deaf men, 42 staff members are hearing men and 199 staff members are hearing women.



Staff Members of the NADs are deaf women



Staff Members of the NADs are hearing and deaf women

3. Clubs and committees

The total number of deaf clubs under the NADs is 820. And the total of the existing committees in NADs is 107.



The NADs have deaf women clubs



The NADs have deaf women's committee

Although the female gender is better represented than the male gender in the NADs at the staff level, women's issues are not raised by most of the associations. Deaf women's clubs are not existing in all the NADs (62.1% of the NADs do not have any deaf women's club) and 75.9% of associations do not have women's committees.

4. Deaf Women's influence in the NADs (EUD Members only)

90% of the NADs state that there is at least one deaf woman in the association who is involved in a leadership role in both the board and/or the staff level and has responsibilities that are part of a NAD's management work. The number of key involvements by deaf women in the NADs are 291.



The NADs have at least one or more women in leadership roles

5. The cooperation between the NADs and the deaf women's clubs or committees



The NADs cooperates with the deaf women's clubs/committees

The cooperation with the NADs and the deaf women's clubs/committees is just over 51.7%. This is very promising for the future. However, it should be increased.

6. Women's issues on the work plans/agendas of the National Associations of the Deaf

The statistics show that less than a half of the NADs deal with gender equality issues and aim at specifically tackling discrimination of women and women with disabilities.



The NAD's address gender equality issues in their work plans and agendas

7. Main observations

It is interesting to note that although deaf women are well represented in different NADs on several levels (board, staff, leadership), gender equality issues are only addressed by 48.3% of NADs. Thus, it could be argued that although deaf women are indeed equally involved in the NADs, the findings show that only around half of the NADs place gender equality issues on their agendas or have formed women committees dedicated to address issues faced by deaf issues.

Statistical report:

Board Members of National Associations of the Deaf?

Total	259
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Board Members of National Associations of the Deaf?

Women	120
Men	139

Board Members of National Associations of the Deaf who are deaf?

Women	110
Men	135

Board Members of National Associations of the Deaf who are hearing?

Women	10
Men	4

How many staff members do you have in your NAD?

Total	464
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Staff members in the NADs

Women	329
Men	135

Staff members who are deaf?

Women	130
Men	93

Staff members who are hearing?

Women	199
Men	42

How many deaf clubs do you have in your NAD?

Total	820
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How many of them are women club?

Women clubs	53
Other clubs	767

How many committees do you have in your NAD?

Total	107
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How many of them are women's committee?

Women's committees	9
Other committees	98

How many deaf women are involved in leadership and responsibilities that are part of NAD's organisation work?

Total	291
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Is there cooperation between NAD and the deaf women's club or committee?

Yes	15
No	14

Women's issues on the agendas of the National Associations of the Deaf

Yes	14
No	15