



ETUCE

Training Workshop

Education Trade Unions Addressing Gender Equality Through Social Dialogue

Rome, 14-15 January, 2019



Gender equality – one of the top priorities in ETUCE's work on equal opportunities

- ✓ ETUCE **Action Plan** on Gender equality within teacher trade unions' structures and in the teaching profession
- ✓ ETUCE Standing Committee for Equality **Recommendations**
- ✓ ETUCE **Status of Women** Committee
- ✓ Cooperation with **European Institute for Gender Equality (EIGE)**
- ✓ Etc.



Resolution on Setting the priorities to develop the ETUCE Action Plan for Equality, Diversity, and Inclusion

Adopted by ETUCE Special Conference on 27-28 November 2018

13. The importance of enhancing the representation and participation of women in decision-making in all education sectors and research; creating better work-life balance regulations in Europe, with a more balanced distribution of caring responsibilities between men and women, and tackling the existing gender pay gaps



Welcome message

Noemi Ranieri, UIL-Scuola

Paola Serafin, CISL-S

Francesca Ruocco, FLC-CGIL



ETUCE PROJECT

Social Dialogue And Gender Equality: Empowering Education Trade Unions To Address Gender Equality In The Teaching Profession Through Social Dialogue

Ekaterina Efimenko, ETUCE



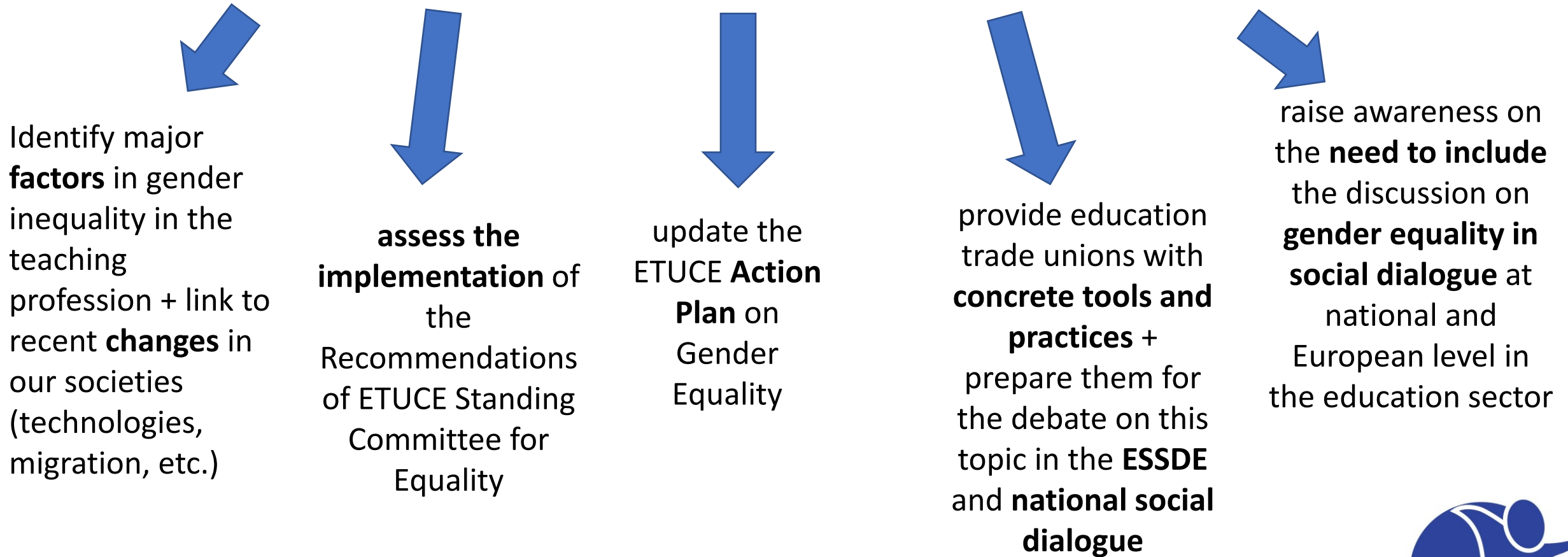
Background

- ETUCE Work Programme 2017-2020 ➡ Equal Opportunities + Social Dialogue
- ETUCE Project Promoting gender equality within teacher trade unions and in the teaching profession (2008-2009) ➡ **ETUCE Action Plan on Gender equality**
- ETUCE Project Promoting gender equality within teacher trade unions and in the teaching profession in Austerity (2013-2014) ➡ **Online Survey + Practical Guidelines for Trade Union Actions**
- ETUCE Project Teacher Trade Union Actions Challenging Gender Stereotypes in Education and Gender Segregation in the Labour Market (2011-2012) ➡ **Practical Guidelines for Trade Union Actions**



Project objectives

Build the capacity of education trade unions to address the challenges of gender inequality in education sector using the instruments of the social dialogue



Activities

Online Survey (May – July 2018) + Desk Research

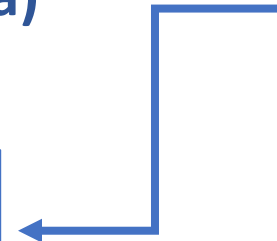


Research Report

1.5 day Training workshops (Italy, Germany, Lithuania)



2-day Closing Conference (Bucharest)



- Updated ETUCE Action Plan on Gender Equality
- Online Database of Good Practices



🎬 Animated video clip “Education Trade Unions for the Teaching Profession: Let’s Talk about Gender Equality” (in EN with FR and RU subtitles)

🎬 Leaflet for education trade unions “Social dialogue and Gender equality” (EN/FR/DE/ES/RU)



Timeline of the project

- 14-15 January 2019 – Training workshop in Rome, Italy
- 25-26 February 2019 – Training workshop in Vilnius, Lithuania
- 28-29 March 2019 – Training workshop in Munch, Germany
- 16-17 September 2019 – Final Conference, Bucharest, Romania



Training workshop objectives

- to share **good practices** of tackling the gender inequality in the education sector through **different social dialogue instruments** and to acquire knowledge and **expertise**;
- to discuss the **outcomes of the online survey** and to enrich the research report with specific country cases;
- to collect **recommendations** for the ETUCE Action Plan on Gender Equality



European Context

Gender equality in the education sector and trade unions

*Dr. Anne Nègre, Vice-President in charge of Equality,
Conference of INGOs, Council of Europe*



Gender equality in the education sector and within education trade unions in Europe

Martina Weber and Inga Pavlovaite, Project Researchers



Panel discussion:

Horizontal and vertical segregation in the education sector

Alexandra Bojanic, SNUipp, France

Sandra Kimovec, Sanja Sprem, CTU, Croatia

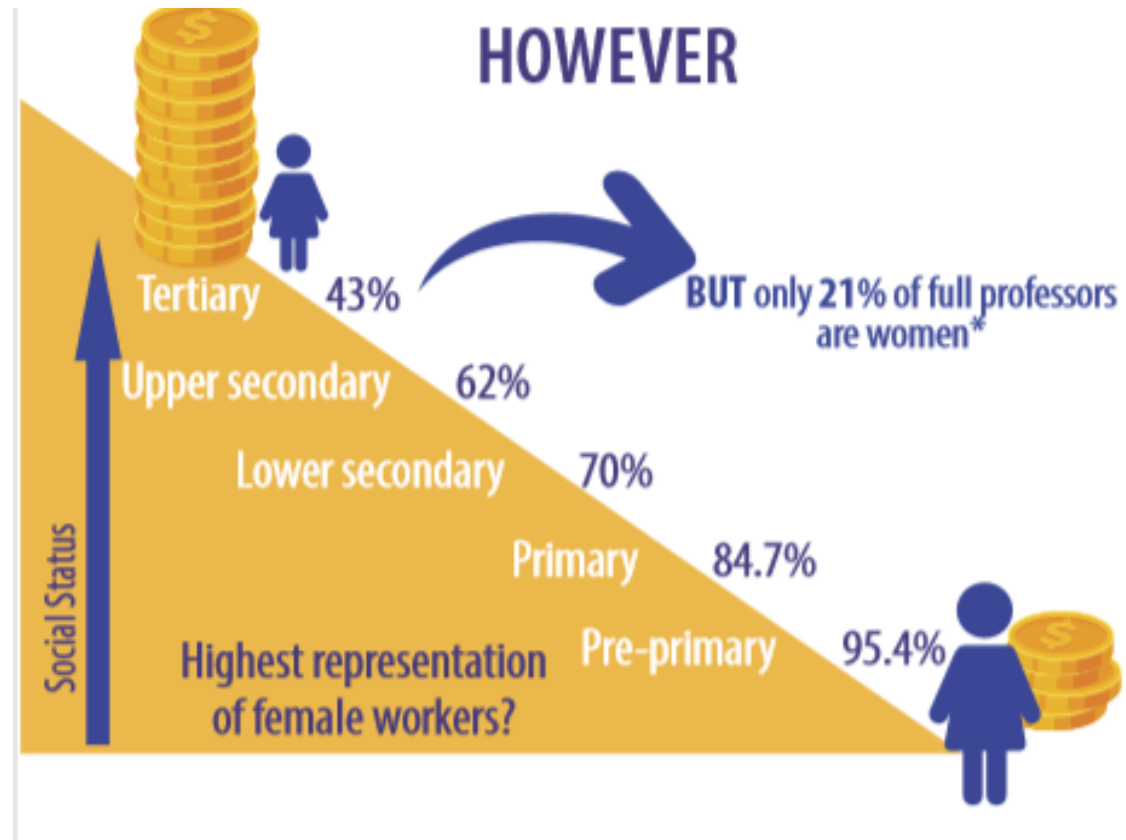
Tanja Modrijan, ESTUS, Slovenia

Moderator: Rossella Benedetti, Project Advisory Group

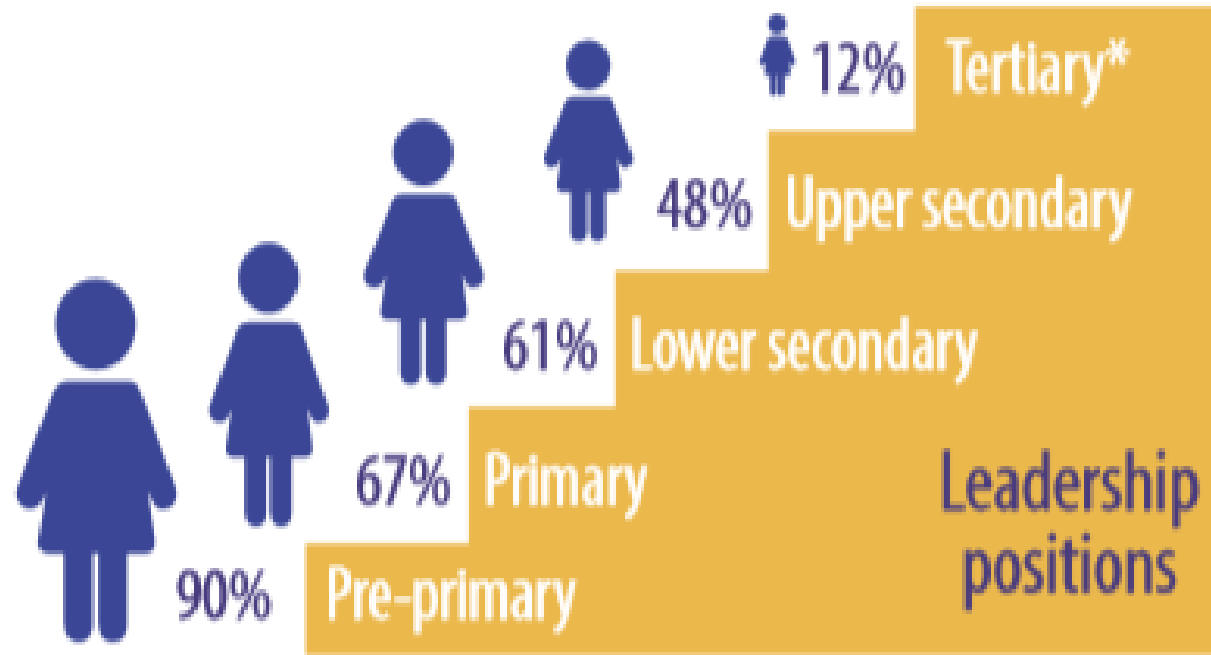


- **Horizontal segregation** refers to the concentration of women and men in different sectors and occupations or sub-sectors of education

Education is the sector with the second highest representation of female workers in the EU Labour market: **73% of education workers are women**

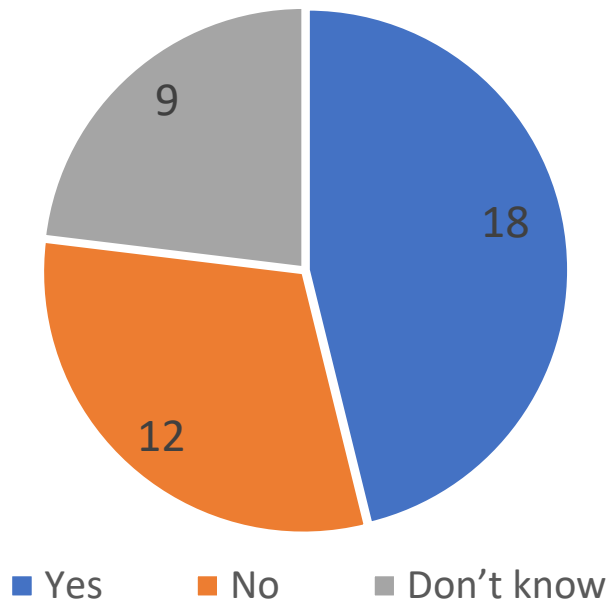


- **Vertical segregation** refers to the concentration of women and men in different grades, levels of responsibility or positions

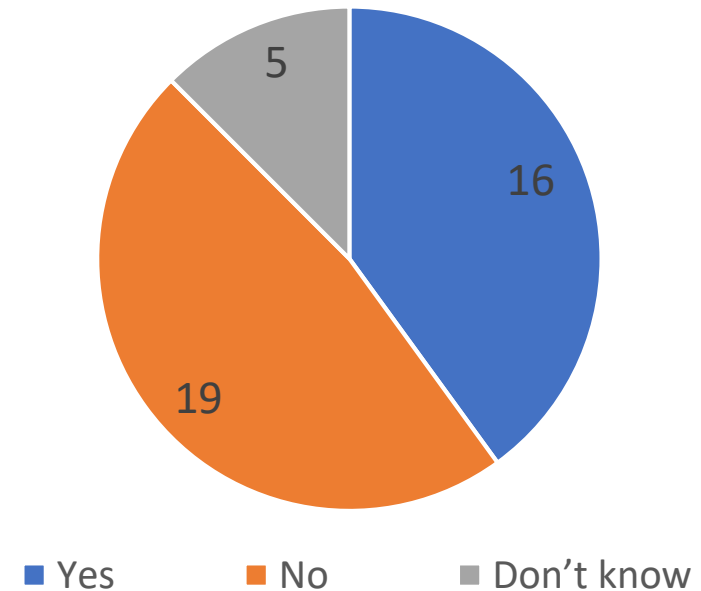


Education Trade Unions addressing horizontal and vertical segregation in the education sector

Under-representation of women in decision-making positions



Differences in the representation of male and female staff in different areas of the education sector



Proportion of women across different education levels, Eurostat, 2016

Country	Education levels				
	Early childhood education	Primary education	Lower secondary education	Upper secondary education	Tertiary education
France	89%	83%	60%	59%	41%
Croatia	99%	94%	74%	67%	49%
Slovenia	98%	97%	79%	66%	40%



Share of women school leaders at different levels of education, Eurostat, 2016

	Early childhood education	Primary education	Lower secondary	Upper secondary
France	:	75.9	52.7	45.8
Slovenia	95.4	74.3	74.0	58.4



Trade unions' actions addressing work-life balance challenges and gender pay and pension gap in the teaching profession

Emel Tel, Gizem Kavaz, KTOS, Cyprus

Gabriella Tønnesen, BUPL, Denmark

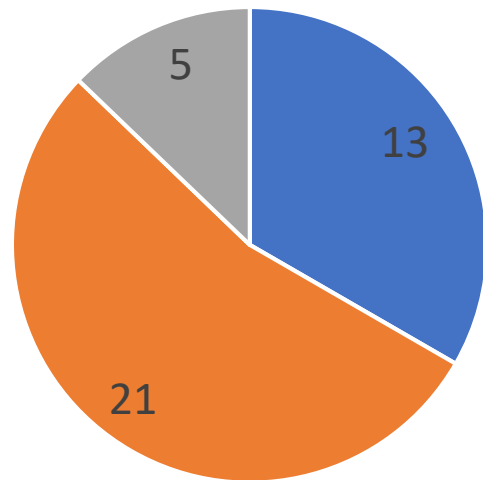
Claudette Mintoff, MUT, Malta

Patricia Ruiloba, Stes-I, Spain



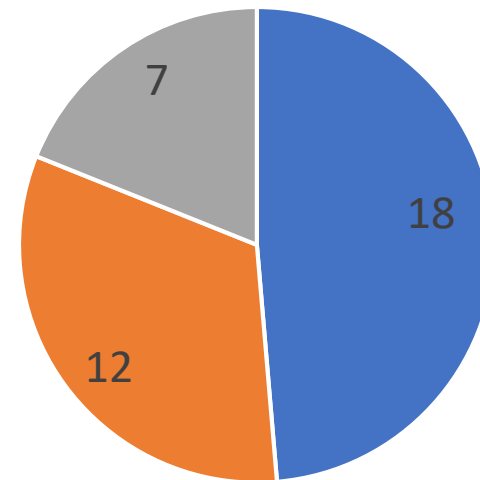
Education Trade Unions addressing work-life balance challenges and gender pay and pension gap in the teaching profession

Addressing gender pay and pension gaps



■ Yes ■ No ■ Don't know

Helping education staff reconcile work and family life



■ Yes ■ No ■ Don't know



Working Group discussion:

How can education trade unions contribute to ensuring equality in the teaching profession using social dialogue instruments?

Group 1 (EN/FR/IT) – Conference Room

Group 2 (EN) – Dali meeting room



Dinner at 19:30

Restaurant Antica Pesa Roma

Address: Via Garibaldi, 18
(15 mins walk from hotel)



Panel discussion

Gender equality challenges faced by educators in Italy and education trade unions' actions addressing these challenges

Sylvia Liuti, FORMA.Azione srl, Italy

Rossella Benedetti, UIL-SCUOLA, Italy

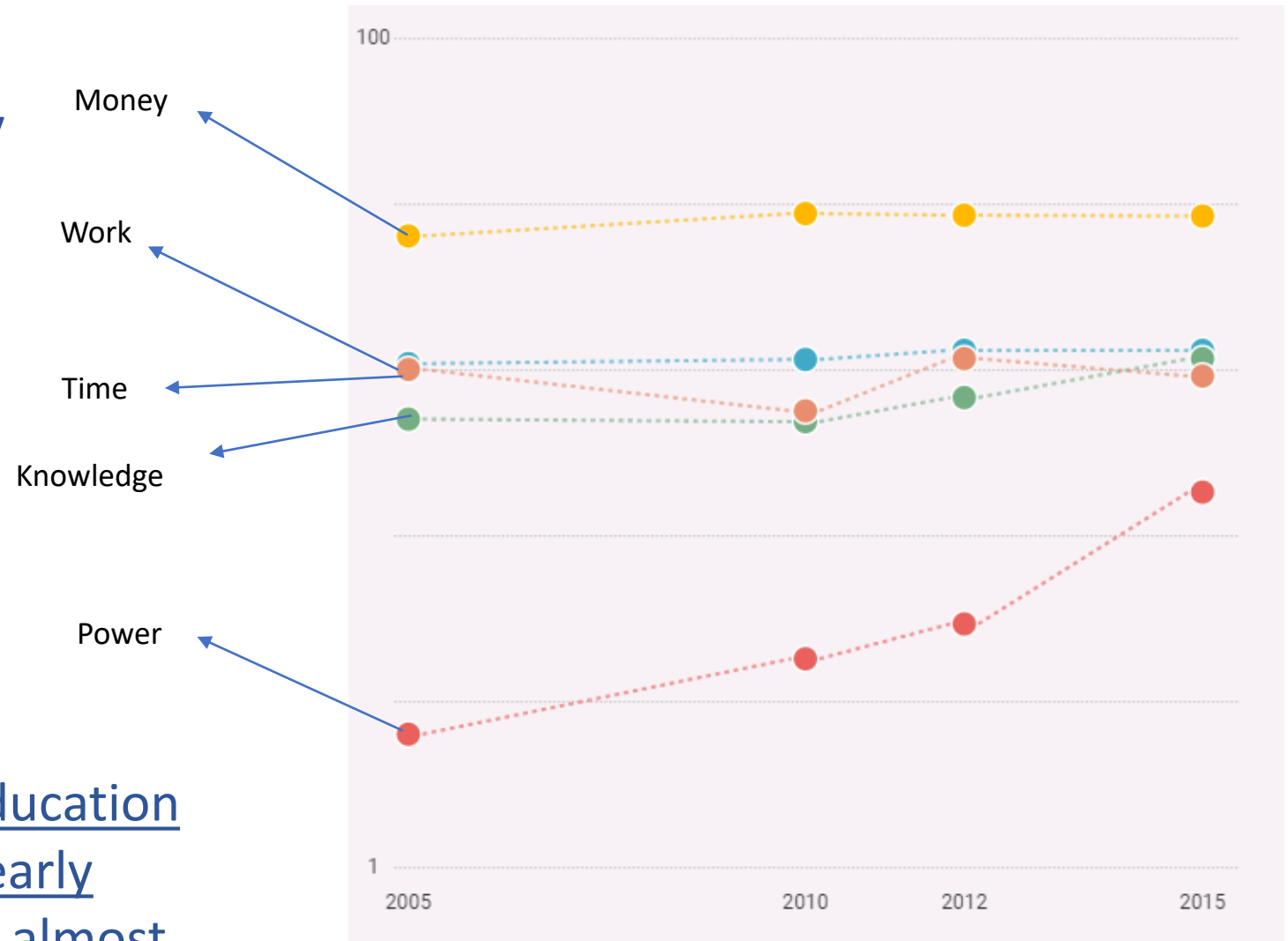
Paola Serafin, CISL-S, Italy

Maristella Mortellaro, FLC-CGIL, Italy

Moderator: Alexandra Bojanic, Project Advisory Group



- According to the Gender Equality Index 2017 (prepared by EIGE), Italy achieved a score of 62.1 out of 100, which is an increase of 12.9 points.
- This score is less than the EU-28 average of 66.2, but Italy has progressed the most out of all EU Member States
- Only 37% of employees in higher education in Italy are women, against 99% in early childhood education where there is almost no men employed



Establishing a gender equality department within trade unions

Luz Martinez Ten, FETE/FeSP-UGT, Spain



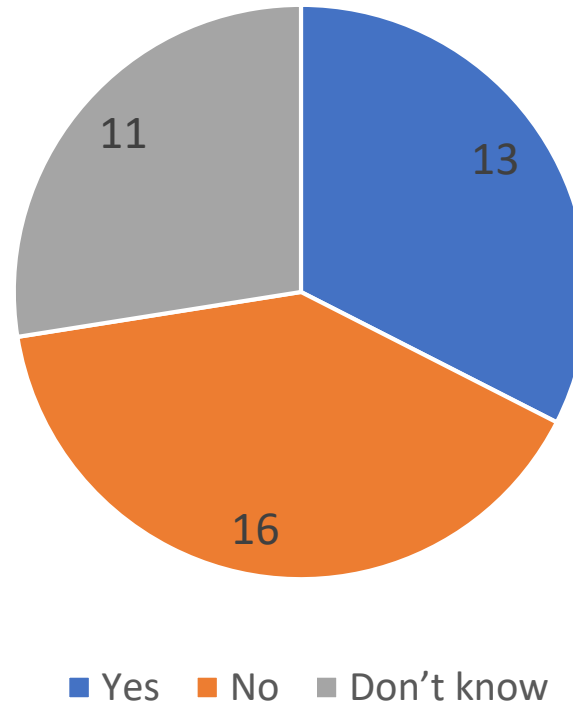
Trade unions' actions addressing gender equality issues linked to wider societal issues and gender-based violence in the workplace

Feray Aytekin Aydogan, EGITIM-SEN, Turkey

Anxhela Llalla, SPASH, Albania



Education Trade Unions addressing gender-based violence in the workplace



Exercise on planning practical measures to implement the explicit policy on gender equality

- 1) Name your action and state the issue it addresses
- 2) What are the key targets?
- 3) What's the timeline?
- 4) Who is responsible for what?
- 5) How would you assess its results?



Conclusions and closure

