



## KIBRIS TÜRK ÖĞRETMENLER SENDİKASI

FROM 1968 TO 2018: KTÖS' ACTIONS ADDRESSING WORK-LIFE CHALLENGES AND GENDER PAY AND PENSION GAP IN TEACHING PROFESSION

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CYPRUS TURKISH TEACHERS' TRADE UNION



## AGENDA:

- About KTÖS
- Statistics
- Women in KTÖS - Active Participation
- Work-Life Balance Challenges
- Women's Struggle and Achievements in KTÖS History
- Actions Taken by KTÖS after 2008

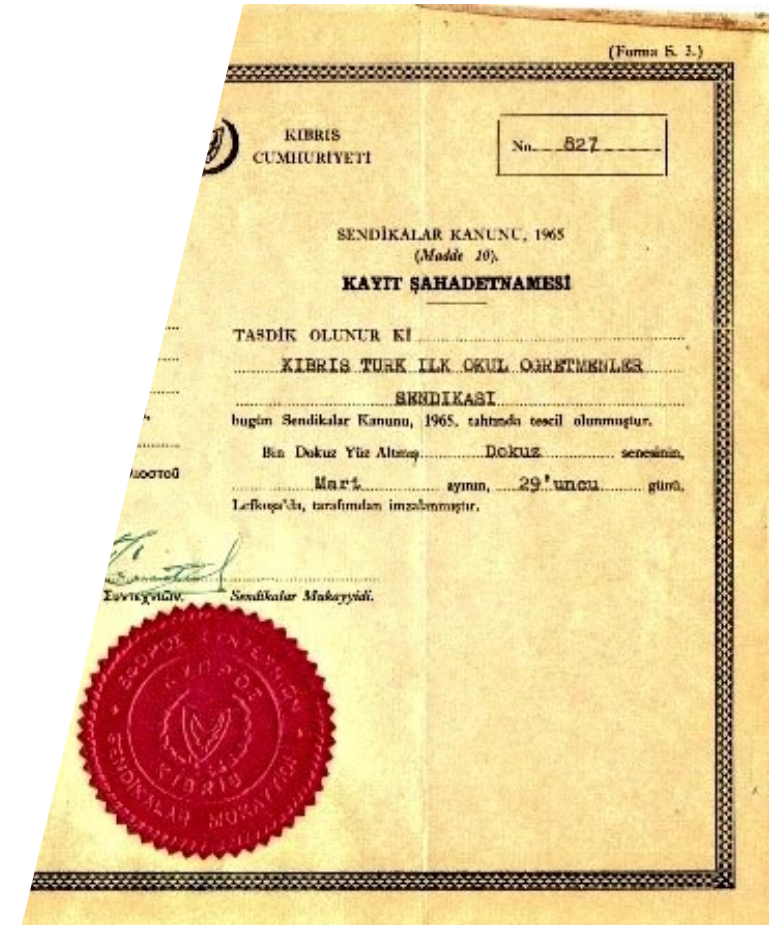
**CYPRUS TURKISH TEACHERS' TRADE UNION**



# ABOUT US

Cyprus Turkish Teachers' Trade Union (KTÖS) is a trade union that was established in 1968 and is based in the northern part of Cyprus. KTÖS is registered under the Republic of Cyprus and therefore internationally recognized.

Its mission is to protect, defend and enhance the rights of its members, as well as to contribute to the advancement of the Turkish Cypriot Community. KTÖS represents the pre-primary, primary and special education school teachers.



# BASIC PRINCIPLES

KTÖS adopted the concepts of;  
gender equality,  
social justice,  
civil liberties,  
solidarity,  
pluralism,  
non-violence,  
non-discrimination,  
criticism,  
awareness  
empathy  
as main principles on the basis of  
**democracy, culture of peace and  
human rights.**

# VISION

KTÖS is not neutral on  
educational matters. Our  
understanding of education is  
not an enslaving one but rather a  
liberating one. Institutions of  
education need to be  
reorganized in order to promote  
human rights, environmental  
awareness, culture of peace,  
non-violence and anti-  
discrimination.

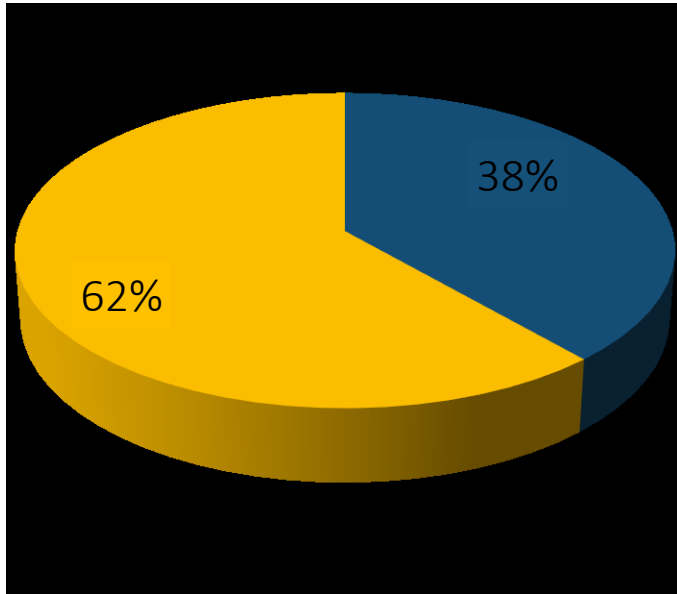
# MISSION

KTÖS adopted a mission for the  
struggle of self-governance,  
democratisation and the  
independence of Turkish Cypriot  
community and also for the  
co-existence of the two main  
communities of Cyprus in a  
united island.

**STATISTICS: REPRESENTATIONS OF FEMALE  
TEACHERS IN EDUCATION SECTOR OF NORTHERN  
PART OF CYPRUS**



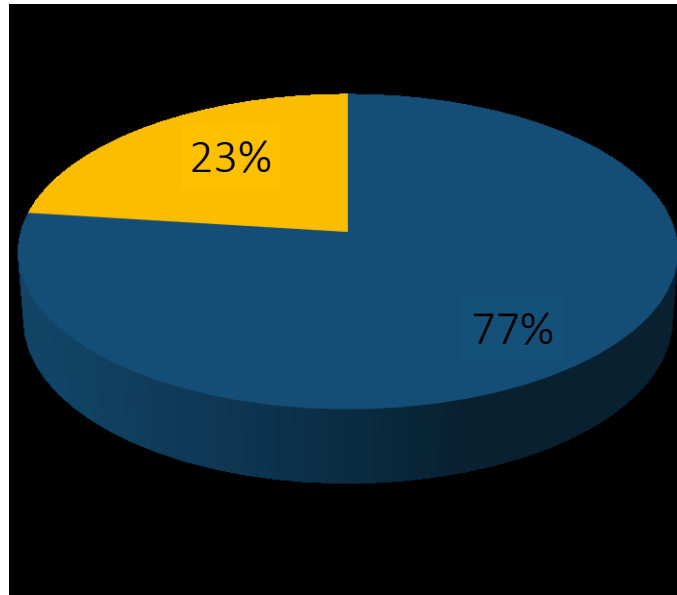
# Teachers in Pre-primary and Primary Schools - 1972



- Female Teachers
- Male Teachers



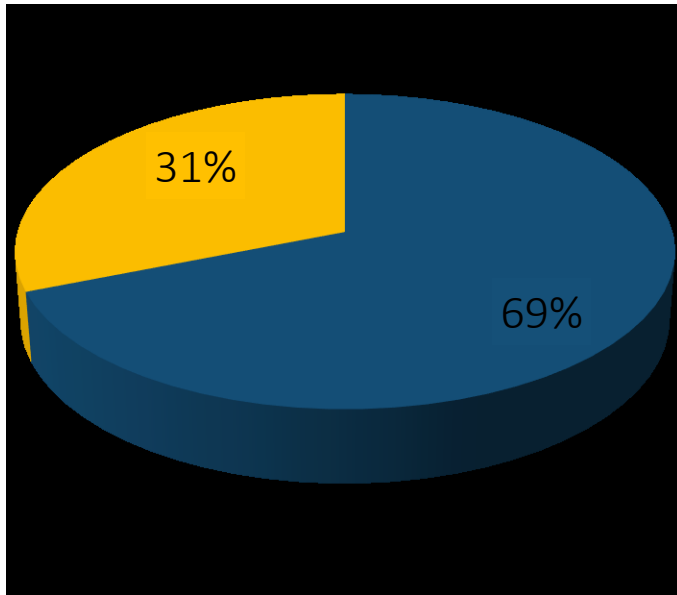
# Teachers in Pre-primary, Primary and Special Education Schools -2018



- Female Teachers
- Male Teachers



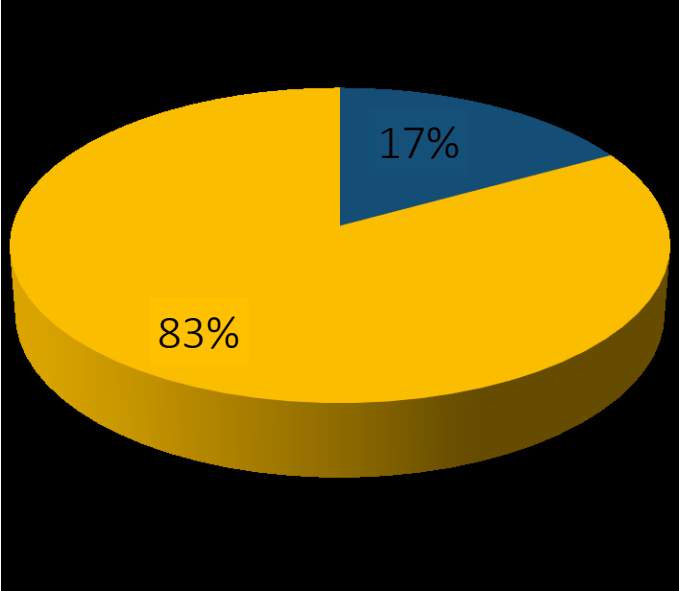
## Teachers in Public Education Sector (From Pre-primary to Upper Secondary)



- Female Teachers
- Male Teachers



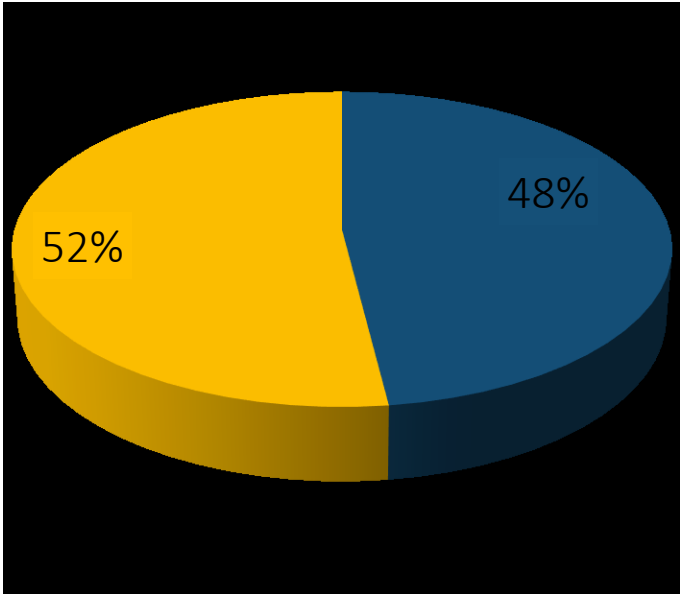
# Leadership Positions in Pre-primary and Primary Schools 1972



- Female Teachers
- Male Teachers



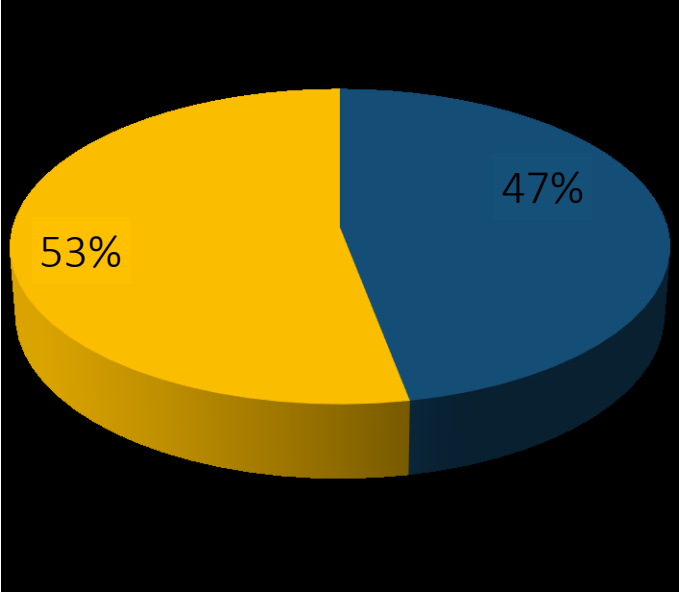
# Leadership Positions in Pre-primary, Primary and Special Education Schools (Includes Headmaster and Deputy Head Positions) 2018



- Female Teachers
- Male Teachers



# Leadership Positions in Education Sector (Includes Headmaster and Deputy Head Positions)



- Female Teachers
- Male Teachers



# WOMEN IN KTÖS – ACTIVE PARTICIPATION

💡 61% of KTÖS members are WOMEN

💡 The first female president of KTÖS was elected in 2004 and from that date KTÖS had two more female presidents including our current president.

💡 Currently, 7 of 30 Administrative Council Members are WOMEN (women's participation to the elections as candidates are also low.)



# WOMEN'S PARTICIPATION IN DECISION-MAKING POSITIONS - CHALLENGES

♀ Gender roles/stereotypes in society

💡 Patriarchal Structure in society

💡 Household responsibilities → «Work-Life Balance» a barrier in women's progression in their professional life.



# WORK-LIFE BALANCE: ACTIONS FOR PROVIDING INSTRUMENTS FOR TEACHERS

♀ **Trainings/Workshops on Women's Human Rights Education**

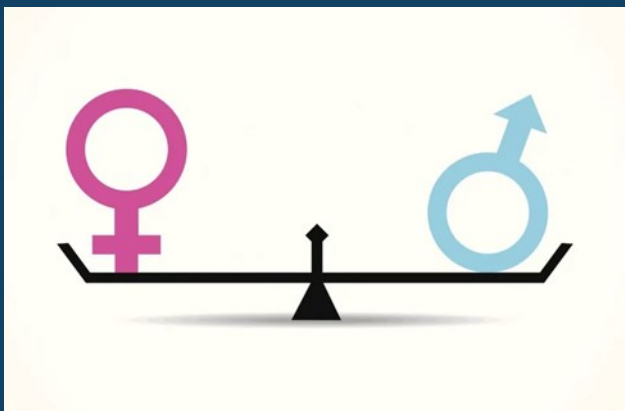
♀ **Seminars and Discussions on Gender Equality at Schools**

♀ **Workshops on Communication Skills and Peace Culture Education**



# WOMEN'S STRUGGLE and ACHIEVEMENTS in KTÖS HISTORY

♀ At 1970, the female and male teachers' salaries are equalized as a result of intense negotiations carried out with the government.



# WOMEN'S STRUGGLE and ACHIEVEMENTS in KTÖS HISTORY

♀ Maternity Leave and Breastfeeding Breaks Rights - 1973



## WOMEN'S STRUGGLE and ACHIEVEMENTS in KTÖS HISTORY

♀ Until 1978, the existing regulations and laws on assignment of teachers was creating a significant challenges especially for women teachers in terms of work-life balance. At 1978, a new by-law which facilitated the relocation of the teachers approved by the government.



## WOMEN'S STRUGGLE and ACHIEVEMENTS in KTÖS HISTORY

♀ In 1985, upon the approval of the Teachers' Law, equal salaries, personal rights and statues of all male and female teachers took their latest form. A great struggle was given for this law in the trade union sense. The social dialogue, negotiations, demonstations, strikes were the main instruments that the education trade unions used during this struggle to achieve the requested rights and regulations from the government.



## WOMEN'S STRUGGLE and ACHIEVEMENTS in KTÖS HISTORY - CHALLENGES

However;

In 2008 and 2011, a new law came into force under the economic measures package imposed by the governments of Turkey. This law does not only include the reduction of salaries, but also reclaims the achieved rights on equal pay for equal work, retirement rights, retirement age, pension gap etc. It also undermines the women's struggle, status of the teachers and of course the attraction of the teaching profession.



# WOMEN'S STRUGGLE and ACHIEVEMENTS in KTÖS HISTORY - CHALLENGES

*For Example:*

♀ Retirement for female teachers who employed before 2008

The women teachers receive 1 year bonus for every 5 working years.

♀ Retirement for female teachers who employed after 2008

The 1 year bonus for every 5 years (for women) is no longer applicable.

♀ The max. wage that a teacher who employed before 2008 can have before her retirement is

Approx. 1900 Euro

♀ The max. wage that a teacher who employed after 2008 can have before her retirement is

Aprox. 1200 Euro

\* Therefore, economic, democratic and social inequalities are created between the teachers through these laws which are against the «equal pay for equal work» principle.



## ACTIONS TAKEN BY KTÖS AFTER 2008

- Constant negotiations with Ministry of Finance
- Mass demonstrations
- Informative meetings for teacher members
- Applying pressure on the government to make collective agreements
- Generating a «Committee of Equal Pay for Equal Work»



# ACTIONS TAKEN BY KTÖS AFTER 2008

## Committee of Equal Pay for Equal Work

This committee was generated under the roof of KTÖS to fight against the 2008 Law and take necessary steps to amend it. The duties of the committee is to;

- Work on the law and generate proposals for the improvement of the specific articles and proposals for creating alternative sources for the government budget.
- Follow up the developments with the government
- Inform and update the members regarding those developments
- Carry out meetings to discuss the issues needed to be amend on the law, with other organizations and the trade unions



## ACTIONS TAKEN BY KTÖS AFTER 2008

### ♀ The Human Rights and Equality Secretariat

While pursuing the legal struggle to defend the economic and social rights of both female and male teachers, KTÖS initiates new divisions within the union. According to the new by-law, «The Human Rights and Equality Secretariat» will be functioning in 2019 within the Executive Committee.



# ACTIONS TAKEN BY KTÖS AFTER 2008

## ♀ Duties and Responsibilities of the Human Rights and Equality

### Secretariat

- To raise awareness on the gender equality both within KTÖS and in the society
- To fight against the neo-liberal policies, imposed laws and the implementations
- To raise awareness on human rights, children's rights, women's rights, LGBTI rights, rights of individuals with disabilities, rights of immigrants etc.
- To conduct research, surveys and projects addressing these areas
- Advocacy
- To organize periodical conferences, seminars and trainings



# THANK YOU



KTOS

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[www.ktos.org](http://www.ktos.org)