



Education Trade Unions Addressing Gender Equality through Social Dialogue

Establishing a gender equality department within trade unions

Laura López Machín Rome 15 January 2019

Transition from education sector to Public Service Federation (From FETE UGT to FeSP UGT)

1/ Programs from the department

- [Aula Intercultural](#) /Asylum, Migration and Integration Fund (AMIF) - EC
- [Educando en Igualdad](#) /Women's Institute
- [Somos Más](#) /Google España
- [La Escuela de la República](#) / Historical Memory (Spain) City hall of Madrid



External Resources

2/ Main campaigns focus on the international days during the year

- February 22: Wage Gap
- March 8: Women's day
- June 28: LGBTI Pride
- November 25: International day against all kind of violence against women

We have a specific strategy and communication campaign for each one and we try to open the federation and work not only for inside, they key open the federation to the public society.

3/ Academic Researches (ex. From 2018)

- Home care help work in Spain
- Stereotypes and women's reference in the school books
- Gender Violence is not a business

As in the Int. days we launch communication campaigns with special interest in creating debates in society. Our department develop a specific action plan for each of the studies we carry out.

4/ Equality Companies Plans

We are working right now on 27 Equality Plans and is huge the work that remains to be done in this matter.

5/ Periodical Meeting with the different territories

It's capital to have this meetings at least 2 times during the year to:

- Create a common strategy
- To create work networking/ be involved
- To talk about the aims and the challenges that we'll have to achieve.



What are the main challenge that we have to deal with?

- It's very complicated in the unions to have an unified message for all the country. The Trade unions are huge organizations with very hierarchical and with many people in decision making. Therefore we work and try to make people from the organization feel part of a network to get the union out into the street and in the public sphere. It is not always easy.
- Resources for equality issues
Ideal world vs Real world// Equality should be in the key aims of the organization sand should be transversal to all the areas.
Gender equality dep. have not the financial support that we need. That's why we will have to search the financial support outside the union organization.
- Relations with the feminist movement
If we have to define it like a relation status, let say at least complicated.
There are different ways to achieve the challenges that we as a society have on the table nowadays. Feminist movement says that now is their historical moment and they throw in the face of the union organizations their lack of action for many years.
- The union action in the schools works very much if we as unions arrive there with a structure of an attractive program either for the teachers and the students.
How to introduce gender equality in school?? Through programs that the union offers already closed and ready to run.
- Gender equality departments should be transversal to all the matters in the organization. We have an historical gap with which to catch up.