

# ETUCE Training Workshop

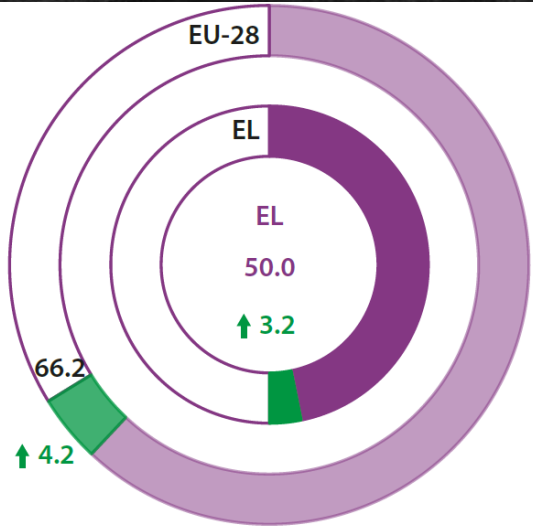
Education Trade Unions Addressing Gender Equality Through Social Dialogue

Munich, 28 – 29 March 2019



**Thanasis Kikinis**  
*President*

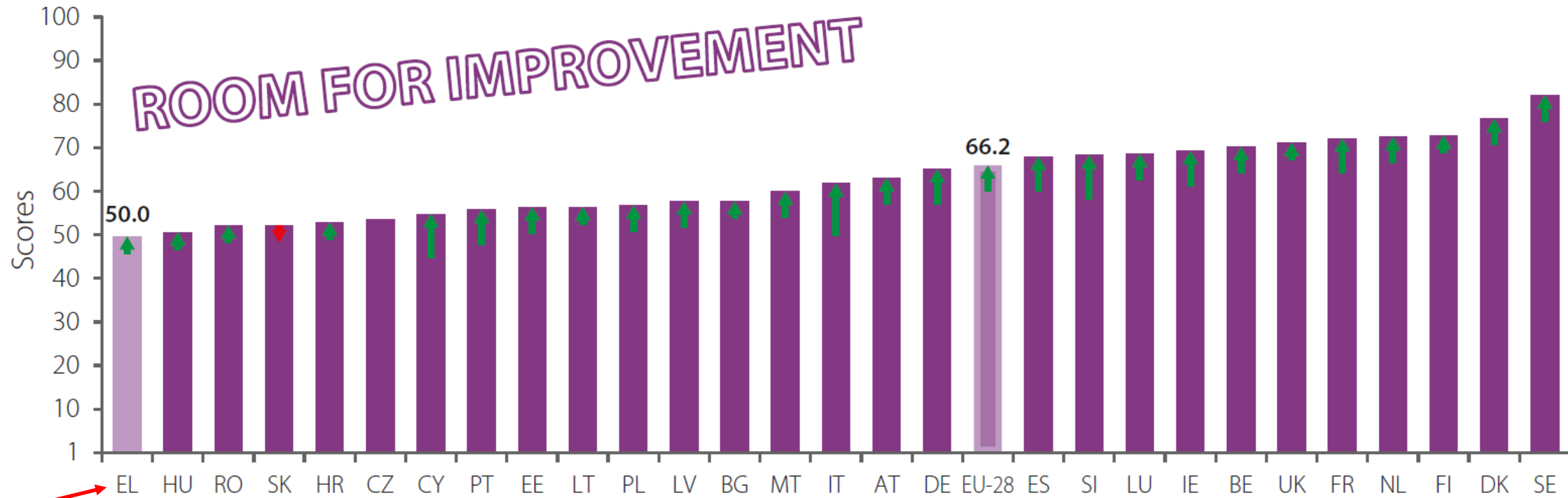
**Manos Androulakis**  
*Treasurer*



↑↓ Change in score from 2005 to 2015



# Gender Equality Index 2017: Greece



Gender Equality Index 2015

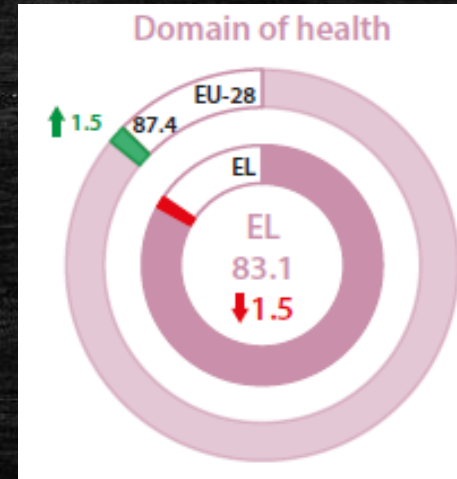
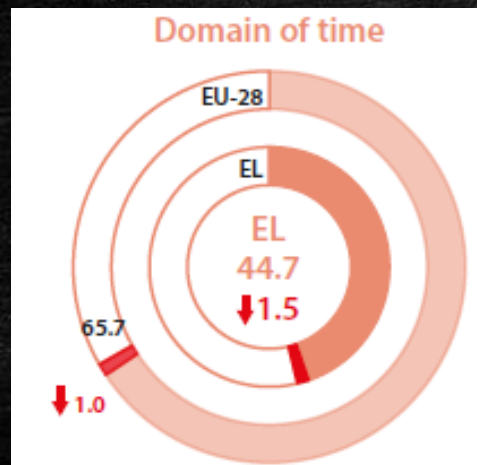
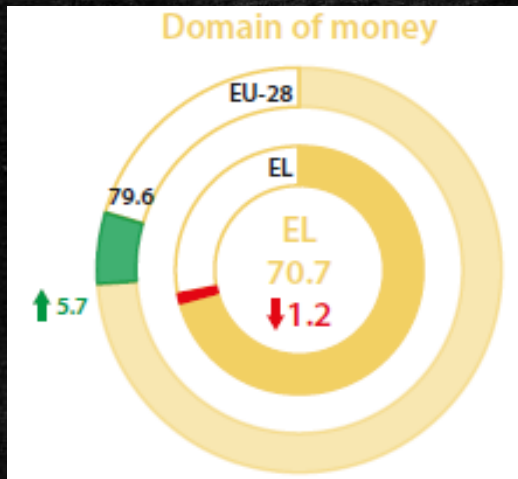
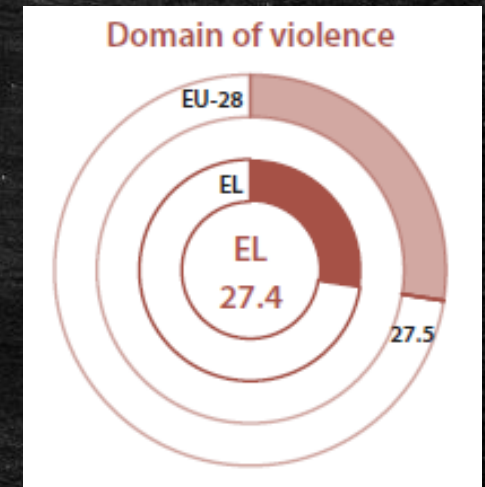
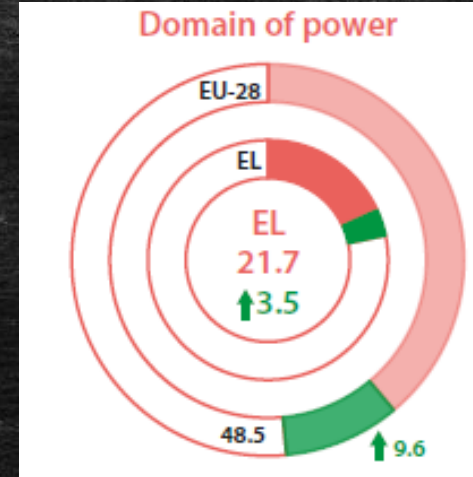
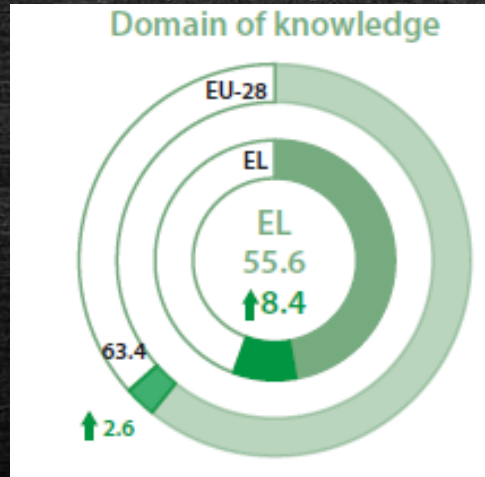
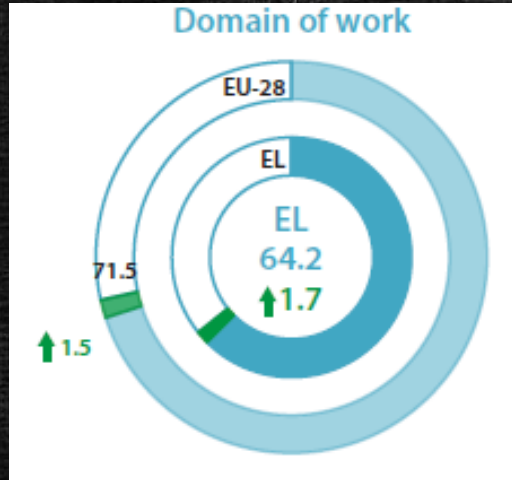
↑ increase from 2005 to 2015

↓ decrease from 2005 to 2015

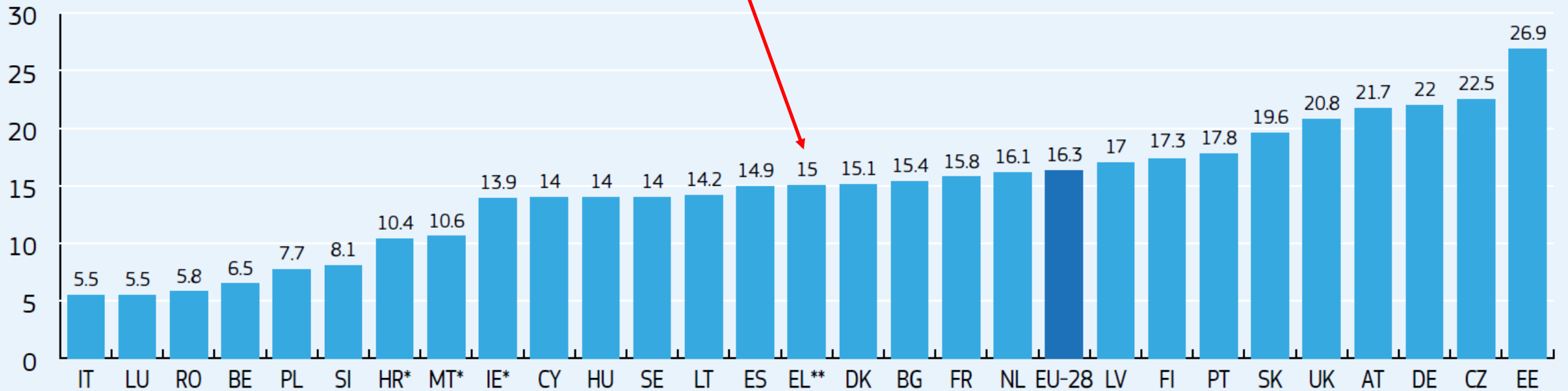
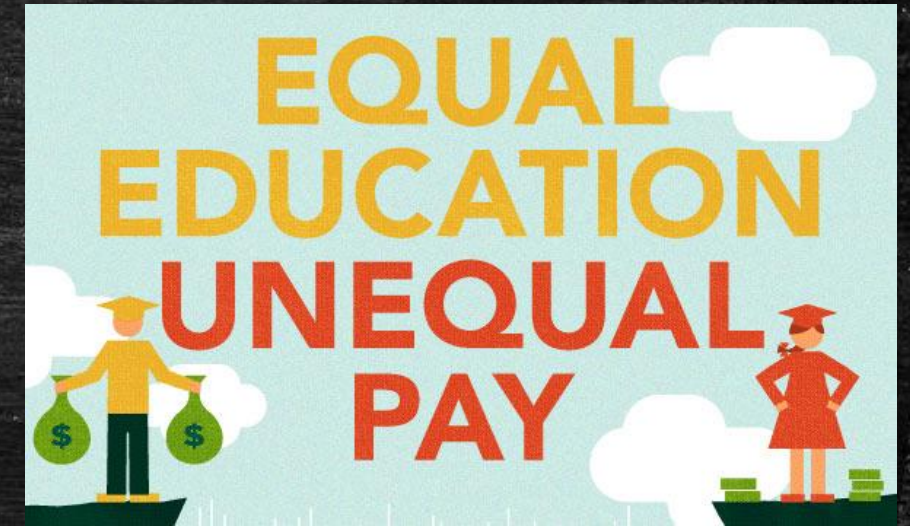
	SCORE INCREASED	NO CHANGE	SCORE DECREASED
Work	BE, BG, DE, EE, IE, EL, ES, FR, HR, IT, CY, LV, LT, LU, HU, MT, NL, AT, PL, PT, SE, UK	CZ, DK, SI, SK, FI	RO
Money	BE, BG, CZ, DK, EE, IE, ES, FR, HR, IT, CY, LV, LT, LU, HU, MT, NL, AT, PL, PT, RO, SI, SK, FI, SE, UK	DE	EL
Knowledge	BE, CZ, EE, IE, EL, ES, FR, HR, IT, CY, LV, LU, MT, NL, AT, PT, RO, SI, SK, FI, SE	BG, DK, LT, HU, PL	DE, UK
Time	CZ, ES, HR, CY, LV, MT, AT, RO	DK, EE, IE, IT, PT, SI, SE, UK	BE, BG, DE, EL, FR, LT, LU, HU, NL, PL, SK, FI
Power	BE, BG, DK, DE, EE, IE, EL, ES, FR, HR, IT, CY, LV, LU, HU, NL, AT, PL, PT, RO, SI, SE, UK	LT, MT	CZ, SK, FI
Health	BG, CZ, DE, ES, HR, CY, LV, LT, HU, MT, PL, SI, SK, SE	BE, EE, IE, FR, IT, LU, NL, AT, PT, RO, FI, UK	DK, EL



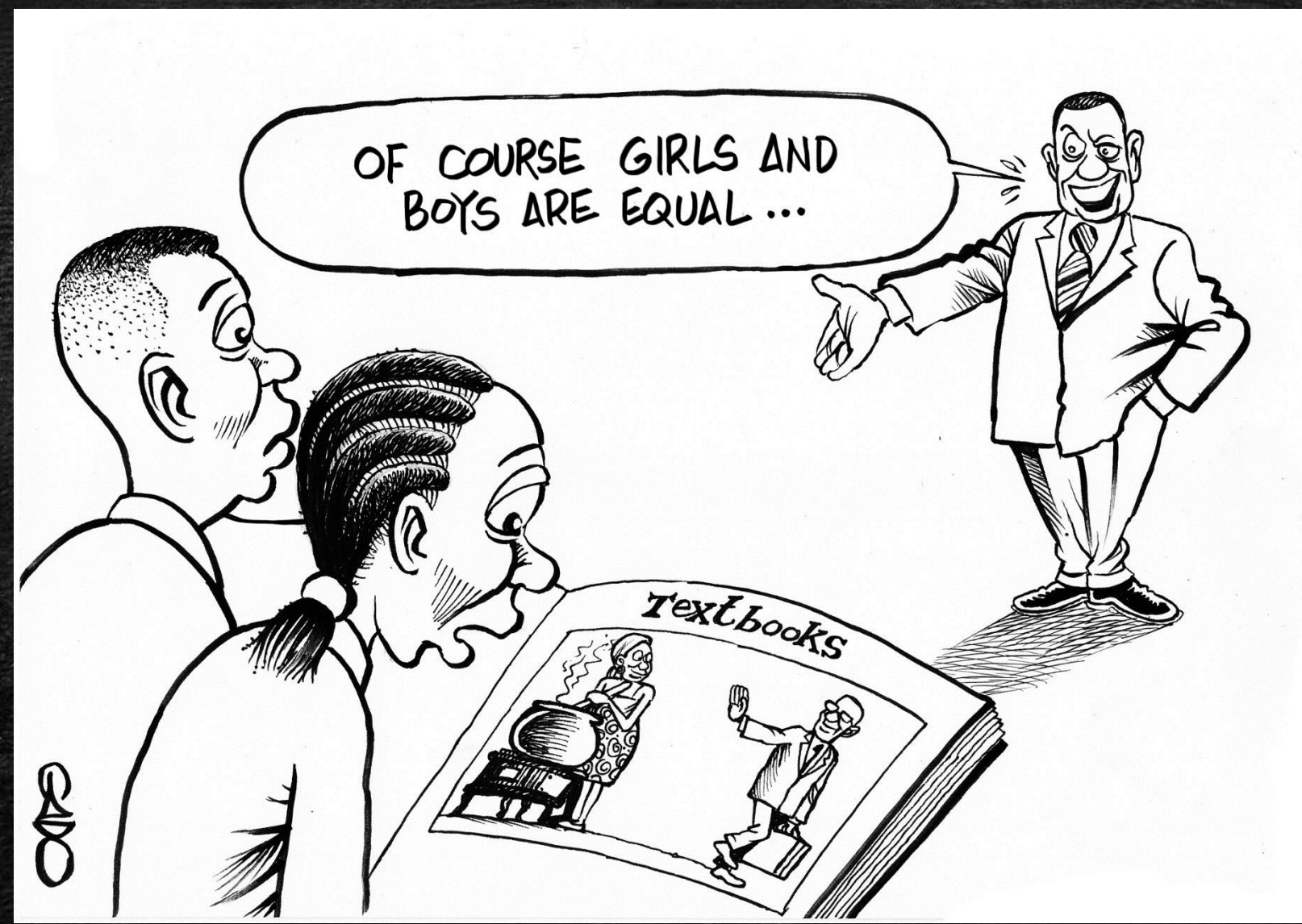
# Gender Equality Index 2017: Greece



# The gender pay gap in Greece



Gender pay gap in unadjusted form in the EU and Member States (%). Source: Eurostat (2015). \* 2014 data. \*\* 2010 data.

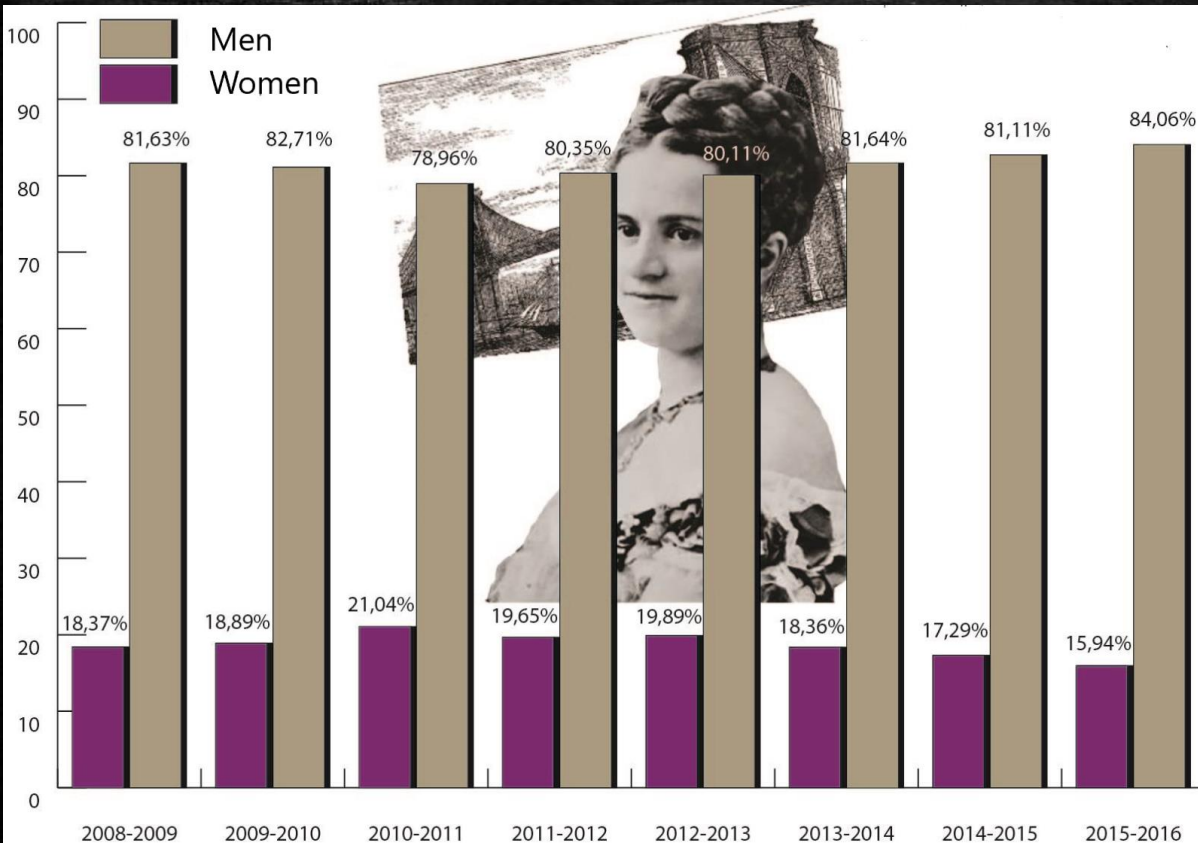


Percentage of students in

Naval Architecture and Marine Engineering Department

of National Technical University of Athens

(from 2008-2009 to 2015-2016)

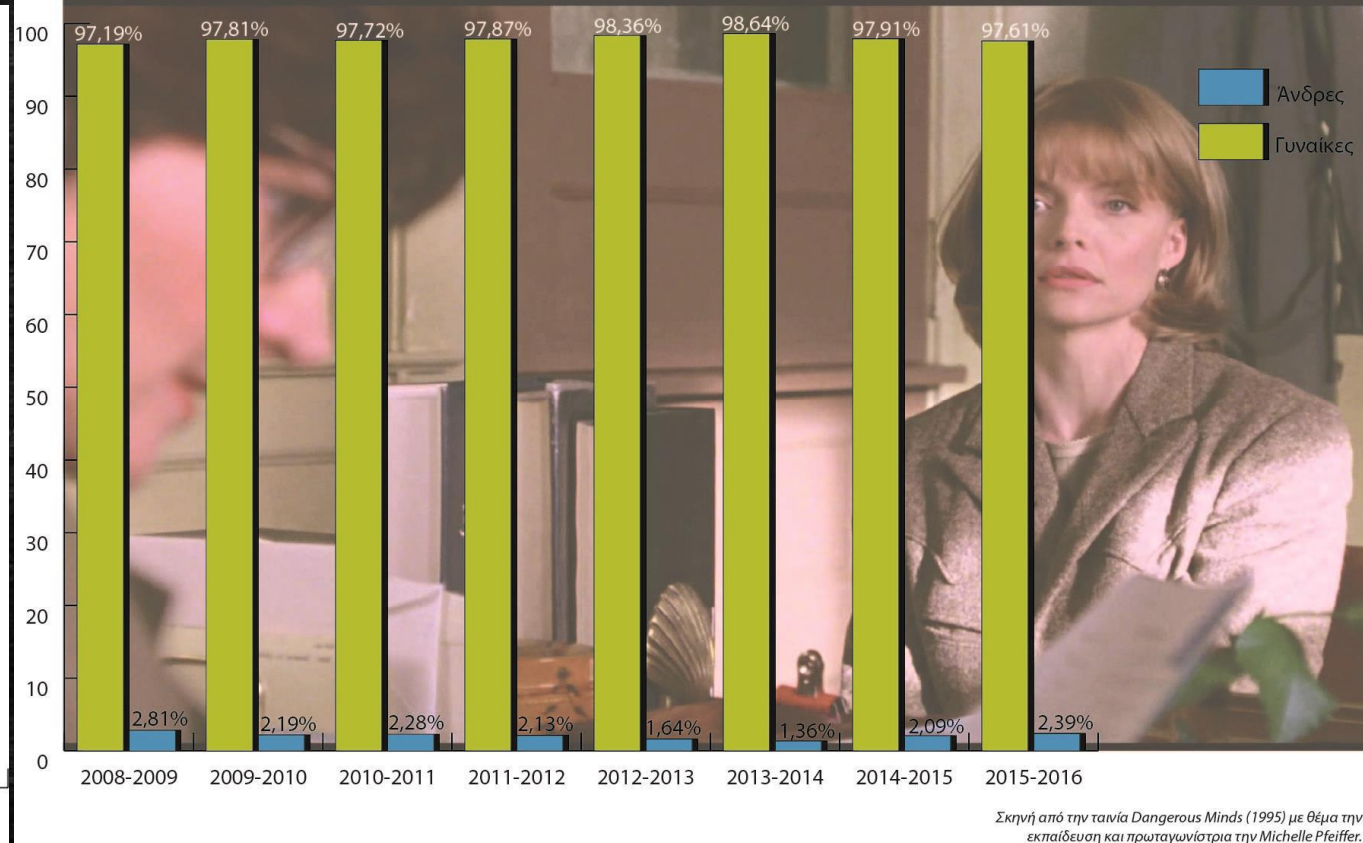


Percentage of students in

Early Childhood Education Department

of University of Athens

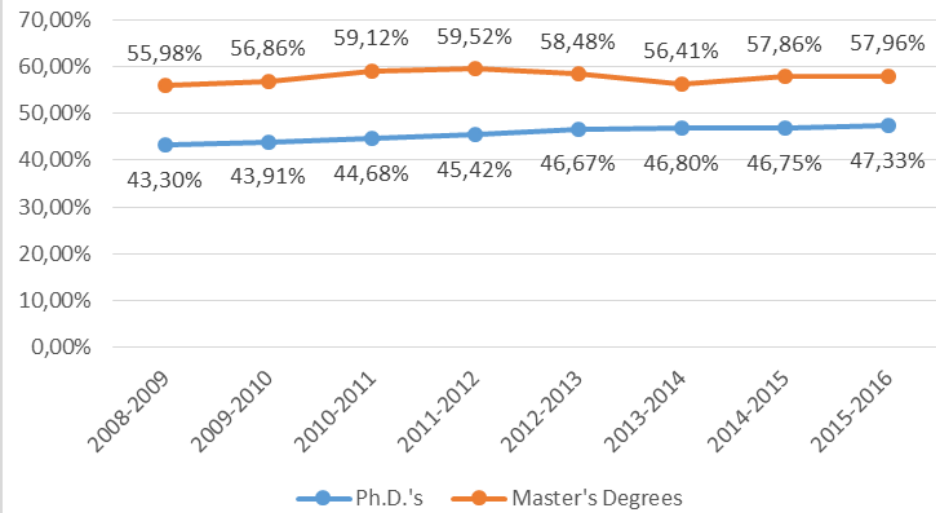
(from 2008-2009 to 2015-2016)



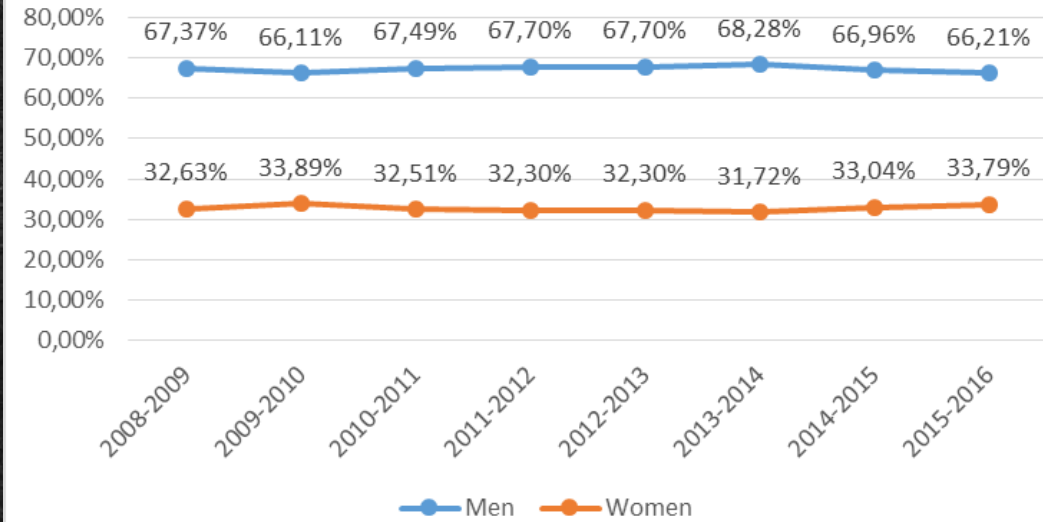
Σκηνή από την ταινία *Dangerous Minds* (1995) με θέμα την εκπαίδευση και πρωταγωνίστρια την Michelle Pfeiffer.



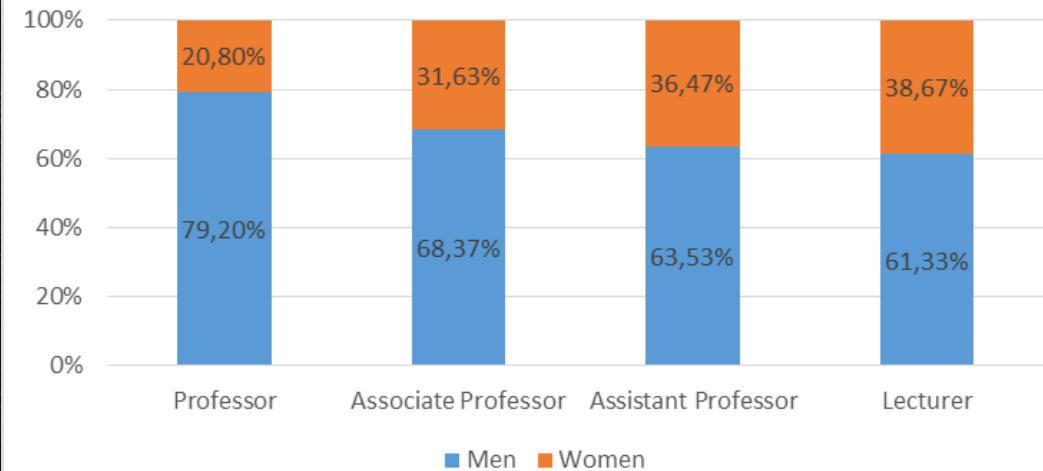
Percentage of women holding postgraduate and doctorate degrees



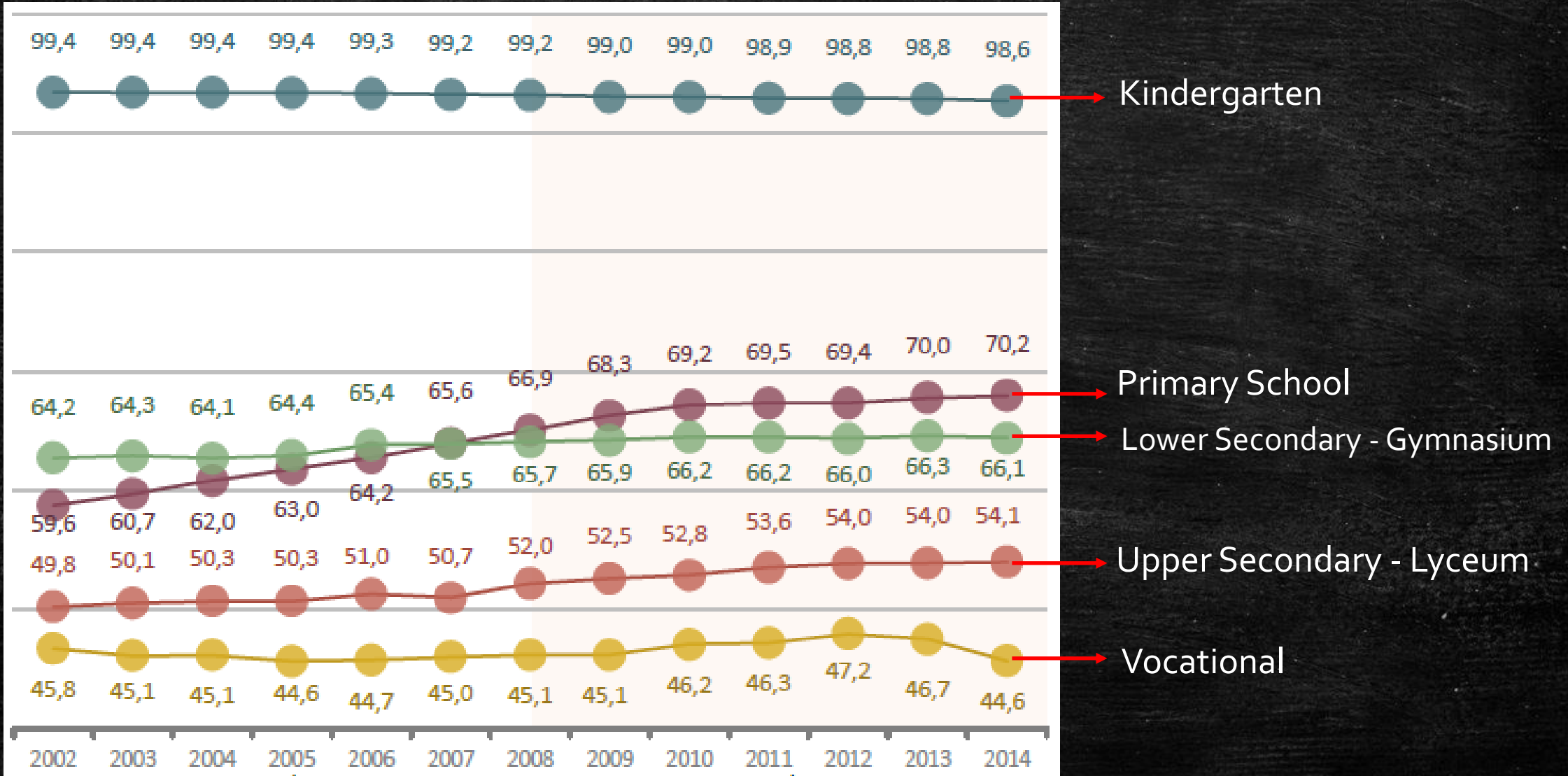
Percentage of University Faculty



Percentage of faculty members per teaching grade and gender

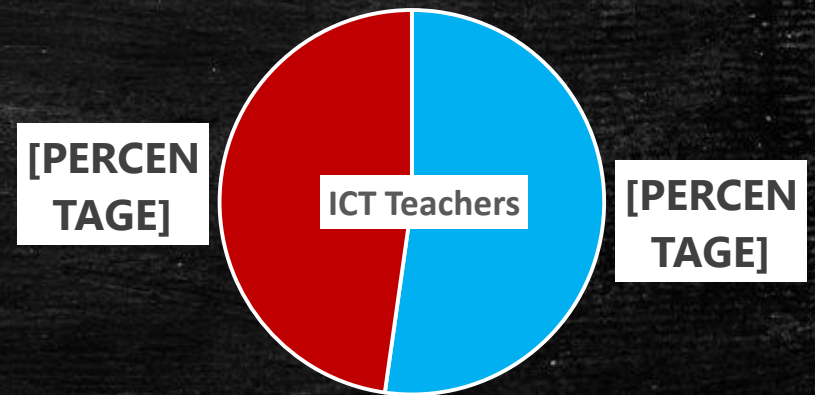
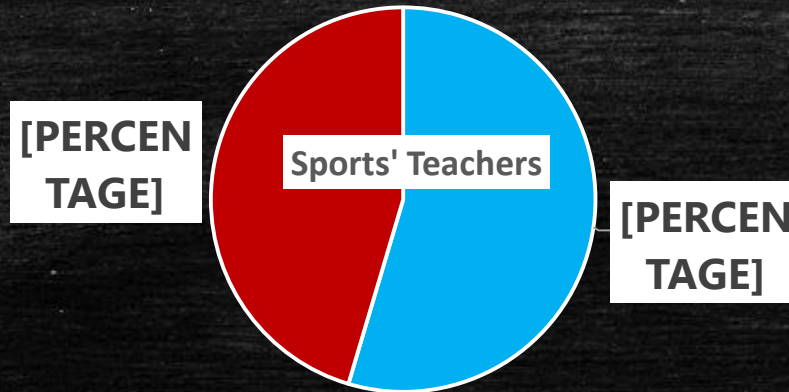
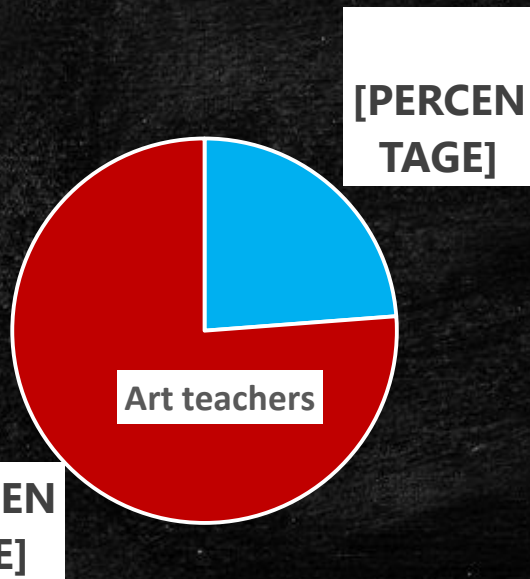
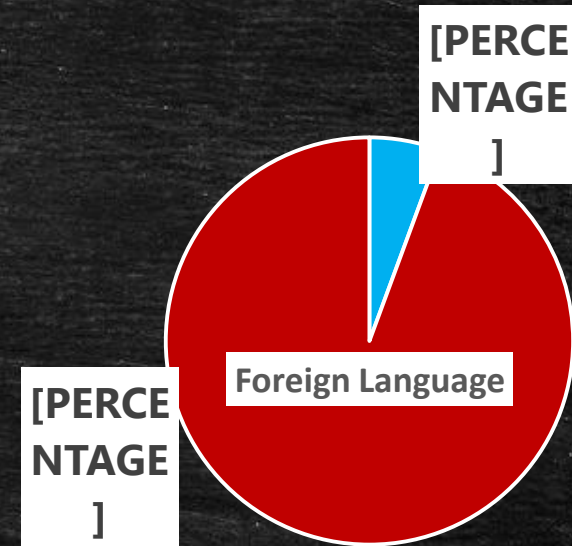
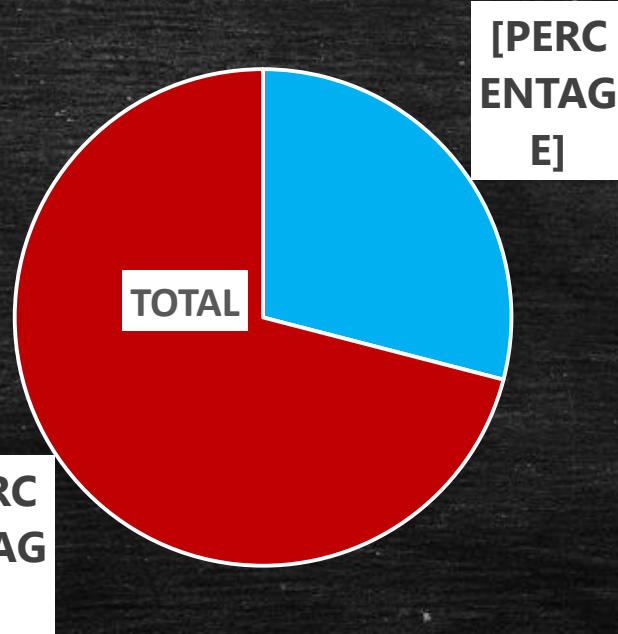
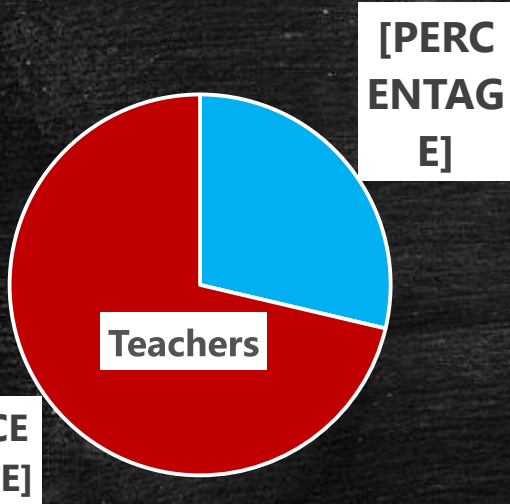


Percentage of women in Primary and Secondary Education per education level.





# 2017 – Primary Schools Educational Personnel





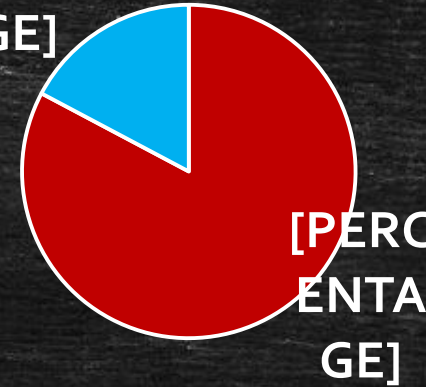
## 2019 – Data on Administration

### Administrative hierarchy in education by gender

	Men	Women
Minister	1	
Alternate Minister	1	
Deputy Minister		1
General Secretaries	3	1
Regional Directors of Education	11	2
Directors of Primary Education	48	10
Directors of Secondary Education	50	8
<b>Total</b>	<b>114</b>	<b>22</b>

[PERCENTAGE]

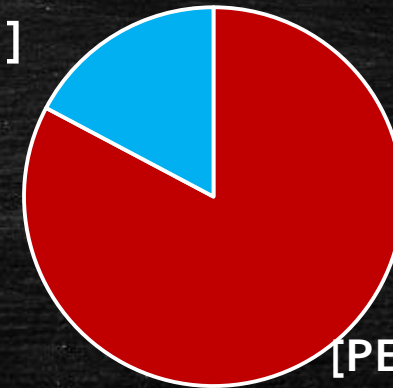
Regional Directors



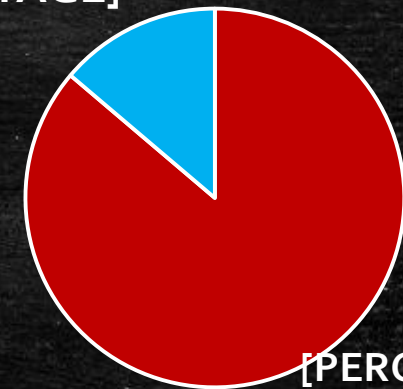
[PERCENTAGE]

[PERCENTAGE] Directors of Primary Education

[PERCENTAGE] Directors of Secondary Education



[PERCENTAGE]



[PERCENTAGE]



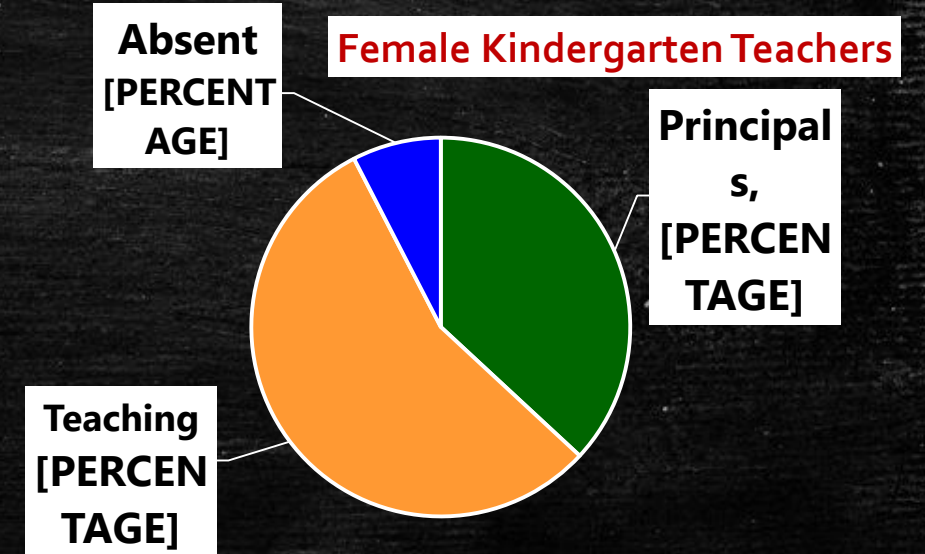
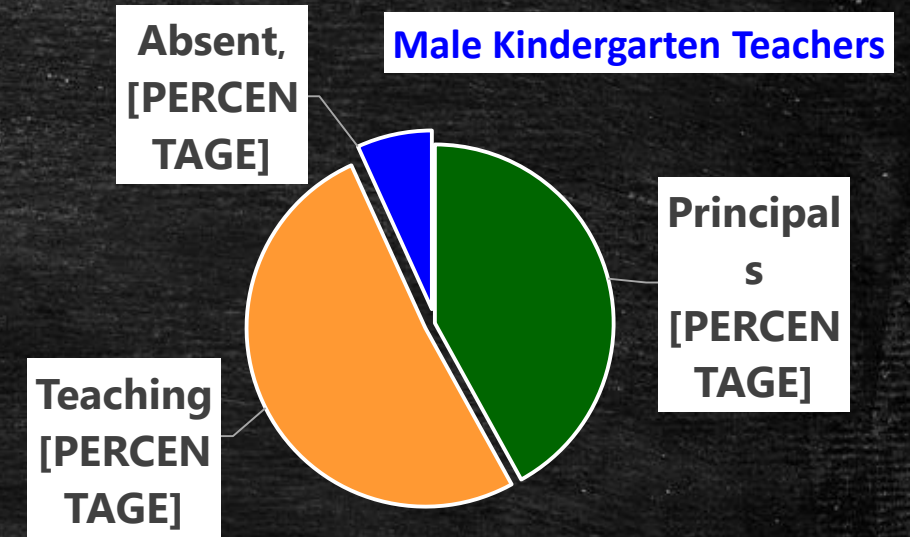
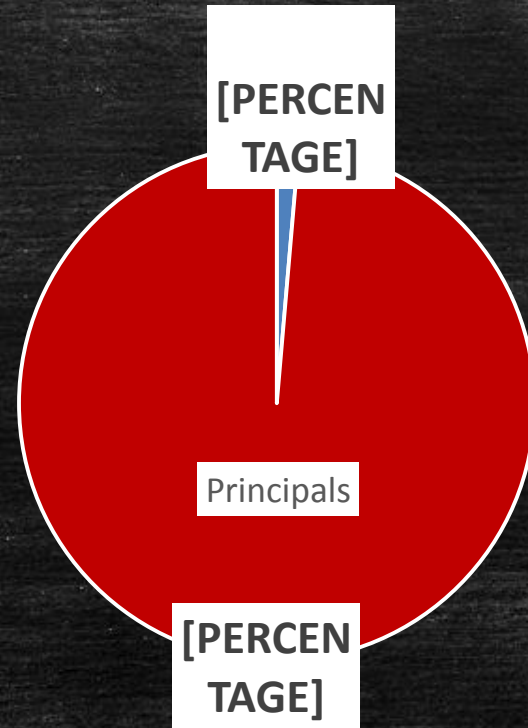
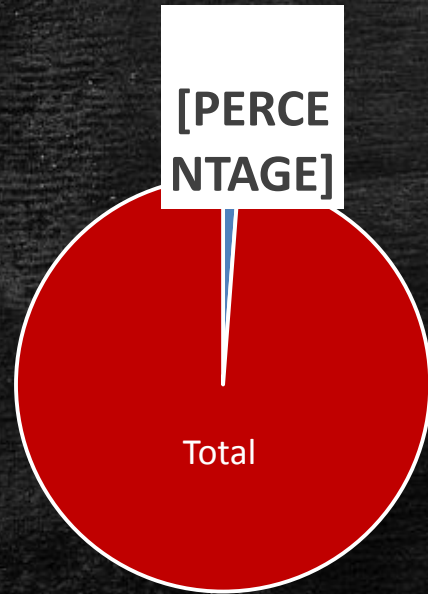
## 2019 – Data in Trade Unions

### Number of members and Presidents on the boards of education's trade unions by gender

	Local Unions			
	D.O.E.	O.L.M.E	Primary Schools	Secondary Education
<b>Boards</b>	<b>1</b>	<b>1</b>	<b>134</b>	<b>90</b>
<b>Presidents</b>	<b>1</b>	<b>1</b>	<b>134</b>	<b>90</b>
<b>Men</b>	<b>1 100%</b>	<b>1 100%</b>	<b>98 73,13%</b>	<b>74 82,22%</b>
<b>Women</b>	<b>0</b>	<b>0</b>	<b>36 26,87%</b>	<b>16 17,78%</b>
<b>Executive Boards' Members</b>	<b>10</b>	<b>10</b>	<b>873</b>	<b>554</b>
<b>Men</b>	<b>6 60%</b>	<b>8 80%</b>	<b>489 56,01%</b>	<b>377 68,05%</b>
<b>Women</b>	<b>4 40%</b>	<b>2 20%</b>	<b>384 43,99%</b>	<b>177 31,95%</b>



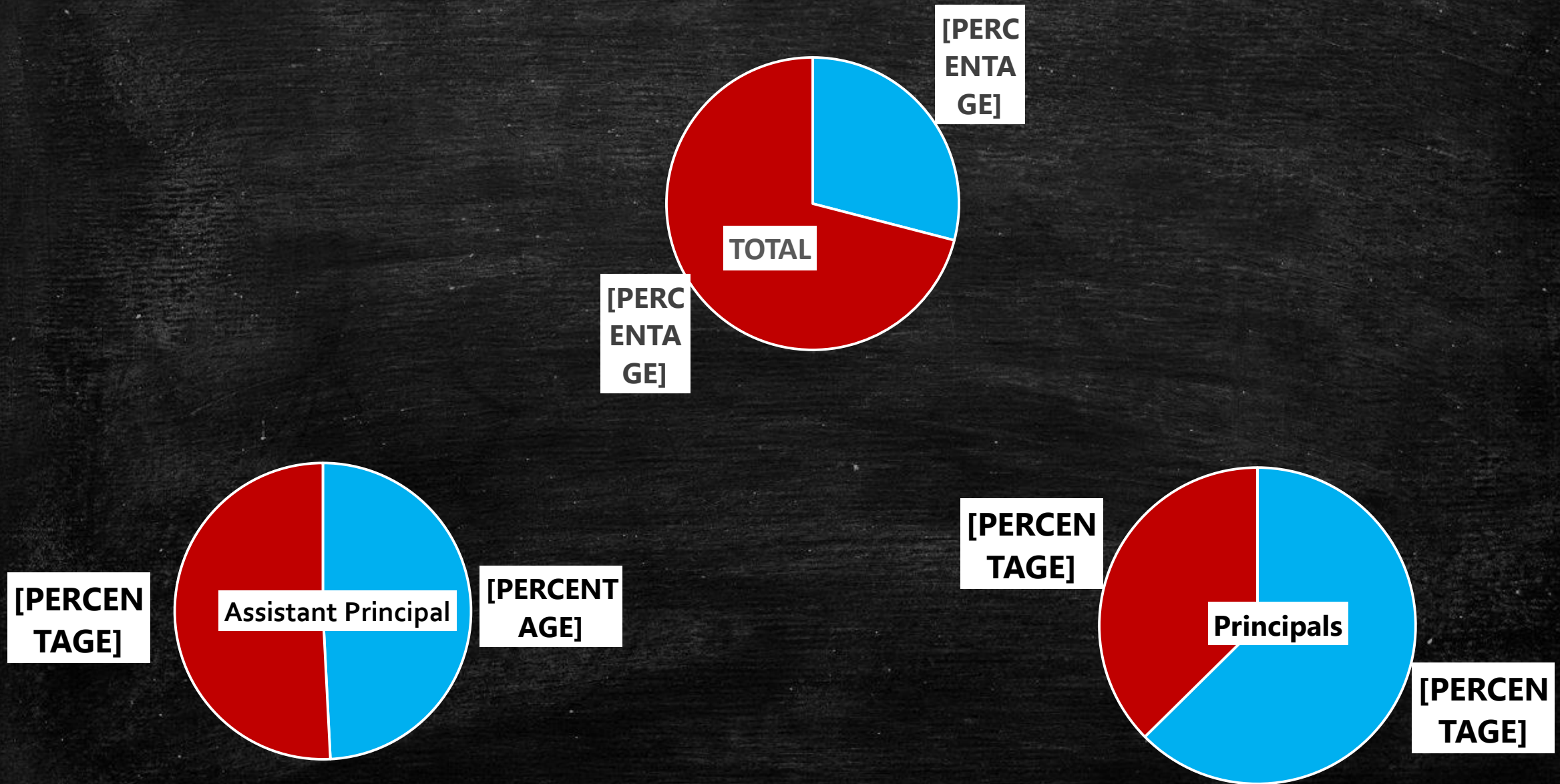
# 2017 – Kindergarten Educational Personnel in Administration



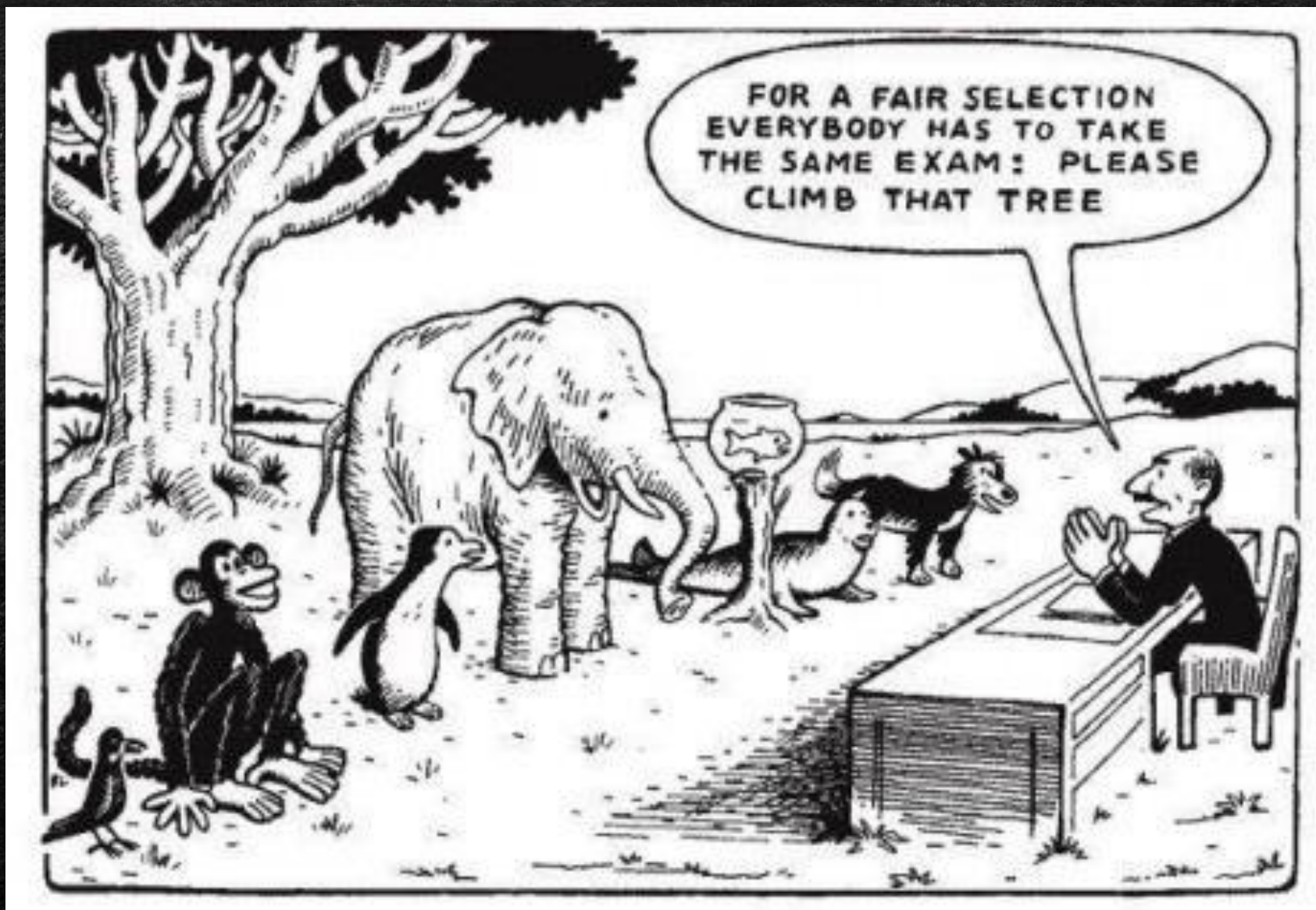
[PERCENTAGE]



# 2017 – Primary Schools Educational Personnel in Administration



## Obstacles in the progress of women towards administrative positions



## Obstacles in the progress of women towards administrative positions

- ❖ The stereotype of male administrator
- ❖ Gender based structure in the work environment
- ❖ Work-family balance
- ❖ Criteria in the selection process



## Achievements

~~IM~~POSSIBLE

- ✓ Equal salaries
- ✓ Equal pensions
- ✓ Equal maternity leaves for all permanent teachers

**BREAK  
THE  
STEREOTYPED  
TYPE**



Equal rights for others does not mean less rights for you. It's not pie!

Jesse Williams, actor and former teacher

