



ETUCE

Training Workshop

Education Trade Unions Addressing Gender Equality Through Social Dialogue

Vilnius, 25-26 February, 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





SHAPE THE FUTURE OF EUROPE
WITH TEACHERS

ETUCE Key Demands
For the Future of Europe

- 1 **Quality education for all**
- 2 Increased **Public investment** and **attractiveness of the profession**
- 3 Strengthen **social dialogue** and **involvement of education trade unions in decision-making**
- 4 Promoting **democratic citizenship** and **inclusion**

 EUROPEAN TRADE UNION COMMITTEE FOR EDUCATION 

Campaign by ETUCE and its member organisations to the European Parliament elections in May 2019

<https://www.csee-etuce.org/en/actions/campaigns/shape-the-future-of-europe-with-teachers/2868-shape-the-future-of-europe-with-teachers>



Welcome message

Tatiana Babrauskiene, FLESTU

Egle Zukauskaite, LTESTU



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



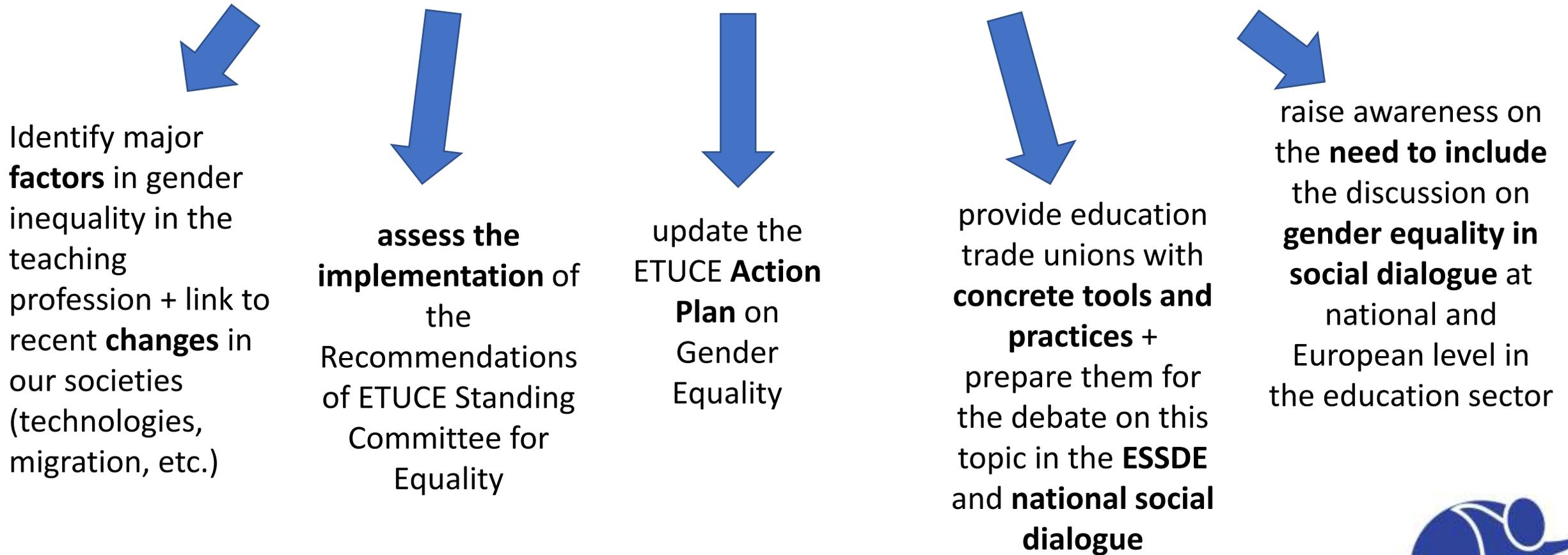
Background

- 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

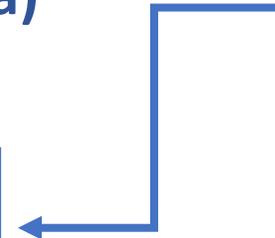


Research Report

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*

Virginija Langbakk,

Director of the European Institute for Gender equality



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

Inga Pavlovaite, Project Researcher



Panel discussion

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

Dr. Margarita Jankauskaite, Center for Equality Advancement, Lithuania

Inga Puisa, FLESTU, Lithuania

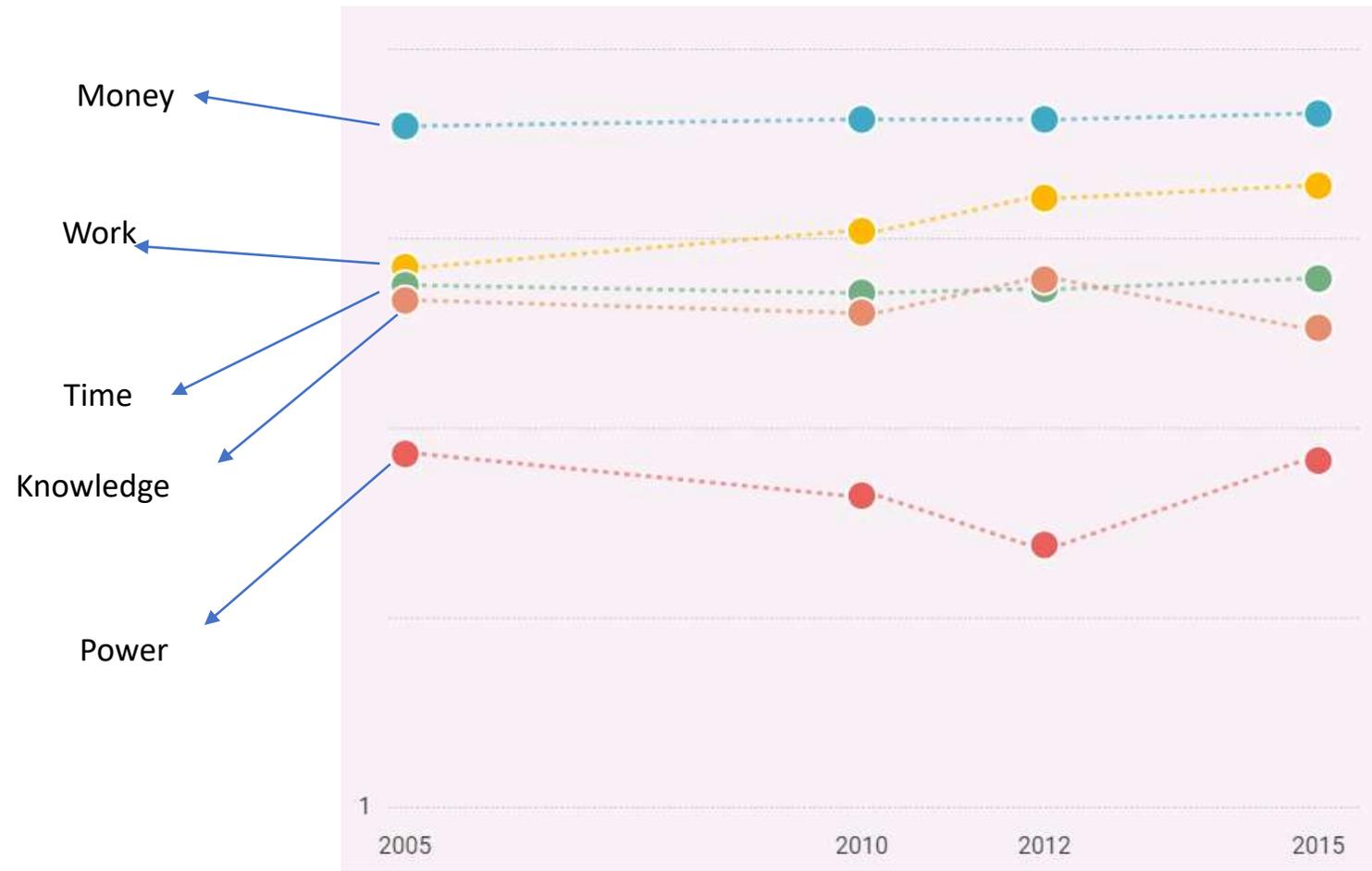
Egle Zukauskaite, LTESTU, Lithuania

Moderator: Alexandra Cornea, Project Advisory Group



- According to the Gender Equality Index 2017 (prepared by EIGE), Lithuania achieved a score of 56.8 out of 100, which is an increase of 1.0 point since 2005.

- This score is below the EU-28 and progress is happening at a slower pace. Lithuania's Index rank has dropped three positions and currently stands in 19th place



- The greatest challenges remain in the domains of time and power which makes work-life balance unequal for men and women



- However, Lithuania is among countries with a better than average gender balance in the school leadership across three education levels and relatively small earnings gaps in the education sector.

	Early childhood education	Primary education	Lower secondary	Upper secondary
Lithuania	97.1	95.3	85.6	74.9



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

*Tomasz Gryczan, National Education Section of
NSZZ "Solidarność", Poland*

Inga Vanaga, LIZDA, Latvia

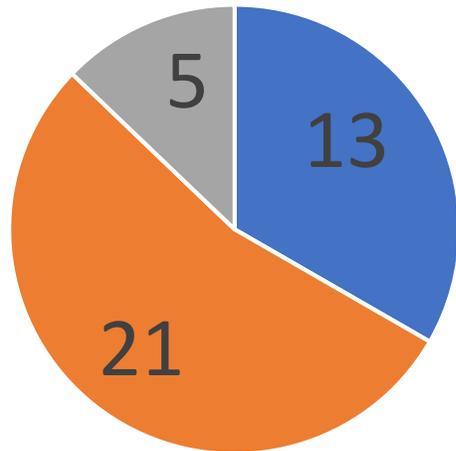
Aurélia Sarrasin, SNES FSU, France



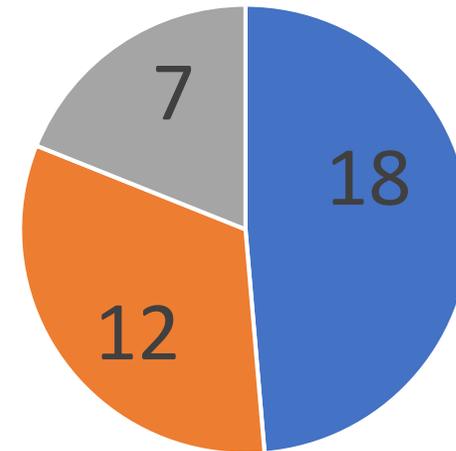
Education Trade Unions addressing work-life balance challenges and gender pay and pension gap in the teaching profession

Addressing gender pay and pension gaps

Helping education staff reconcile work and family life



■ Yes ■ No ■ Don't know



■ Yes ■ No ■ Don't know



Discussion

- What are the main challenges of work-life balance that your members face and how does your trade union address them?
- Beyond prevalence of part-time working among women and longer career breaks, are there other reasons behind pay and pension gaps in the education sector?
- What do your trade unions do to address the pay and pension gaps in the education sector?



Working Group discussion:

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

Group 1 (EN/FR/RU) – Conference Room

Group 2 (EN) – Library



Dinner at 19:00

Restaurant Grey

Address: Pilies g. 2
(10 mins walk from hotel)



Establishing a gender equality department within trade unions

Alexandra Cornea, FSLE, Romania



Panel discussion:

Horizontal and vertical segregation in the education sector

Borka Visnic, TUS, Serbia

Elis Cullen, EEPU, Estonia

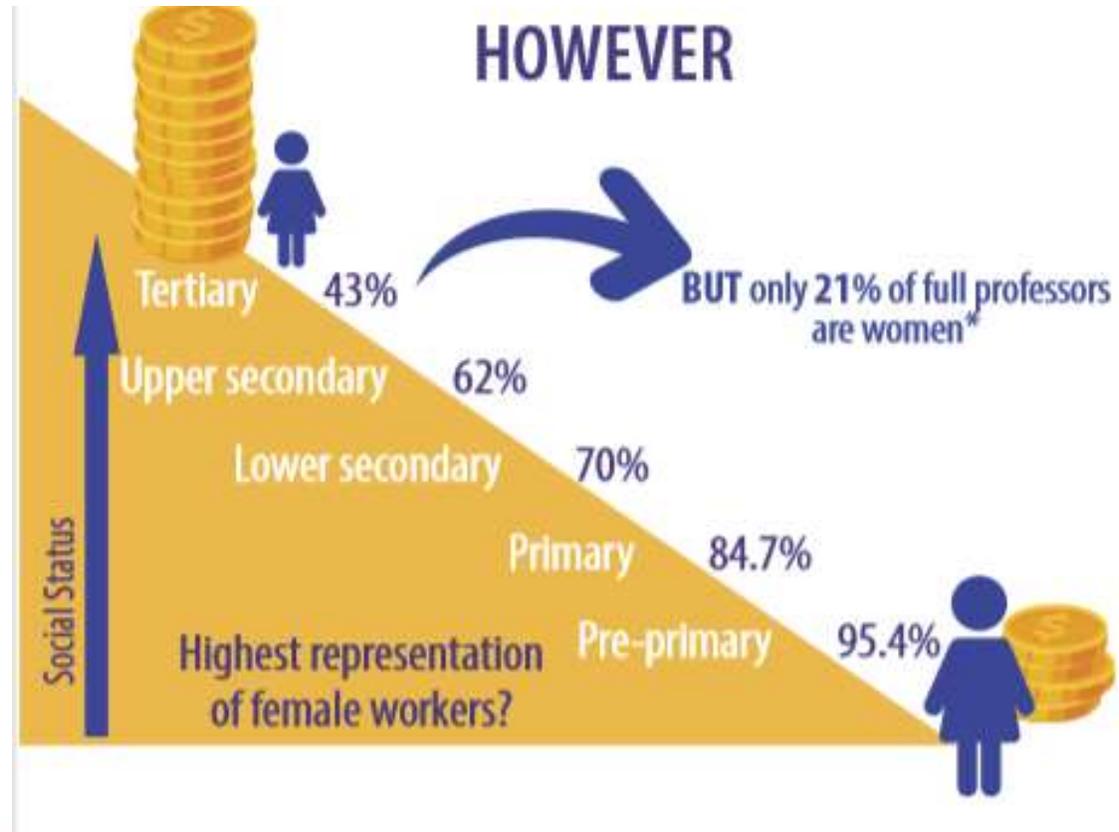
Andres Udal, UNIVERSITAS, Estonia

Moderator: Inga Puisa, Project Advisory Group

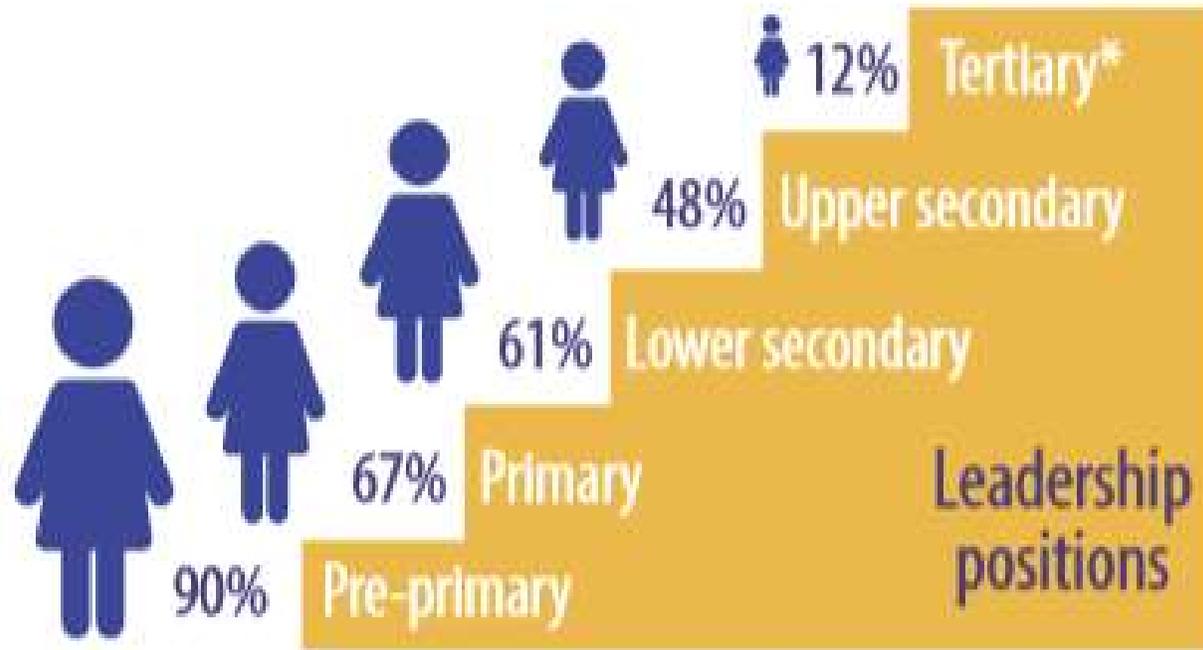


- **Horizontal segregation** refers to the concentration of women and men in different sectors and occupations or sub-sectors of education

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



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

	Early childhood education	Primary education	Lower secondary	Upper secondary
Bulgaria	96.2	80.5	75.7	75.9
Lithuania	97.1	95.3	85.6	74.9
Hungary	99.8	78.2	78.1	55.3
Poland	99.6	78.5	69.2	59.3
Romania	98.0	78.3	62.6	60.0
Slovenia	95.4	74.3	74.0	58.4
Slovakia	100.0	87.1	87.0	62.6
EU Average	90	67	61	48



Education Trade Unions

Role/function	2014 data	2018 data
Female General Secretaries	23%	50%
Women in highest decision making body of trade union	48%	56%

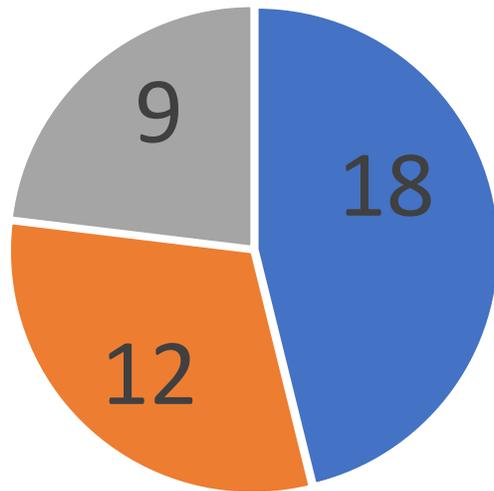
BUT

Female presidents	49%	36%
Female Deputy General Secretaries	45%	35%



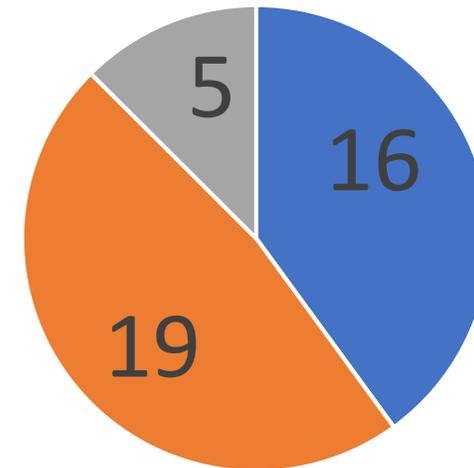
Education Trade Unions addressing horizontal and vertical segregation in the education sector

Under-representation of women in decision-making positions



■ Yes ■ No ■ Don't know

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



■ Yes ■ No ■ Don't know



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
Serbia	99%	86%	65%	65%	46%
Estonia	99%	91%	83%	70%	49%



Proportion of female school principals, 2008 vs 2013

	2008	2013
Estonia	56.4%	60.2%



Discussion

1. Do you have good practices to share of addressing either horizontal or vertical gender segregation in the education sector?
2. Do you have good practices to share of addressing vertical segregation in trade unions themselves?
3. Why in your opinion is the share of trade unions having taken actions to address these issues relatively low?

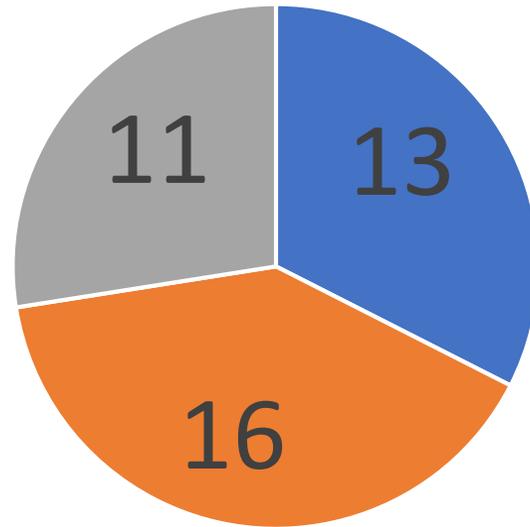


Trade unions' actions addressing gender equality issues linked to wider societal issues and gender-based violence in the workplace

Yanka Takeva, SEB, Bulgaria



Education Trade Unions addressing gender-based violence in the workplace



■ Yes ■ No ■ Don't know



Discussion

1. How significant an issue is gender based violence within the education workforce (teacher on teacher etc.) and from the side of students/parents?
2. What are the most successful approaches of addressing wider societal issues in the area of gender equality (e.g. is the emphasis on the classroom and changing attitudes or on broader policy making)?
3. Why are social dialogue instruments under-utilised in measures to ensure equality in the teaching profession?



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

