



Work life balance



A few facts:

Women are more often in charge of child and domestic care,

which means that they will be less available to do overtime.

Mental load

En fait ce que disent nos partenaires, en nous demandant de leur indiquer les tâches à faire, c'est qu'ils refusent de prendre leur part de charge mentale.



Work life balance

- Men tend to occupy better paid jobs, they are more eager to take up positions where the management can more easily target them.
- Women do more invisible work, collaborative projects that are not directly linked to career advance

Women often occupy part time jobs

- 82 % of part time jobs in the public sector are hold by women
(914 126 jobs over 1 110 636).
- 23 % of women agents work part time, against 5 % of men.
 - Parental leave (up to 3 years) are 95% hold by women.
- Among teaching personal, 92,4% of parental leave : women

Visible vs invisible

Men tend to occupy better paid jobs, they are more eager to take up positions where the management can more easily target them.

While women are often involved in collaborative work, which requires more time and is less career targeted.

What does the SNES -FSU do?

From a global point of view :

Publishing yearly brochures on gender equality issues at union and social level.

Working on academic level to raise the topic in curricula, proposing teaching materials to members.

Preventing violence and sexual harassment in working places for teachers and pupils.

Helping out women active members to get more involved in the union.

From a union's perspective

- Working on equality protocols to prevent maternity leave from slowing down a woman's career
- Trying to decrease the impact of part time occupation
- Working on gender friendly forms of recruitment and management

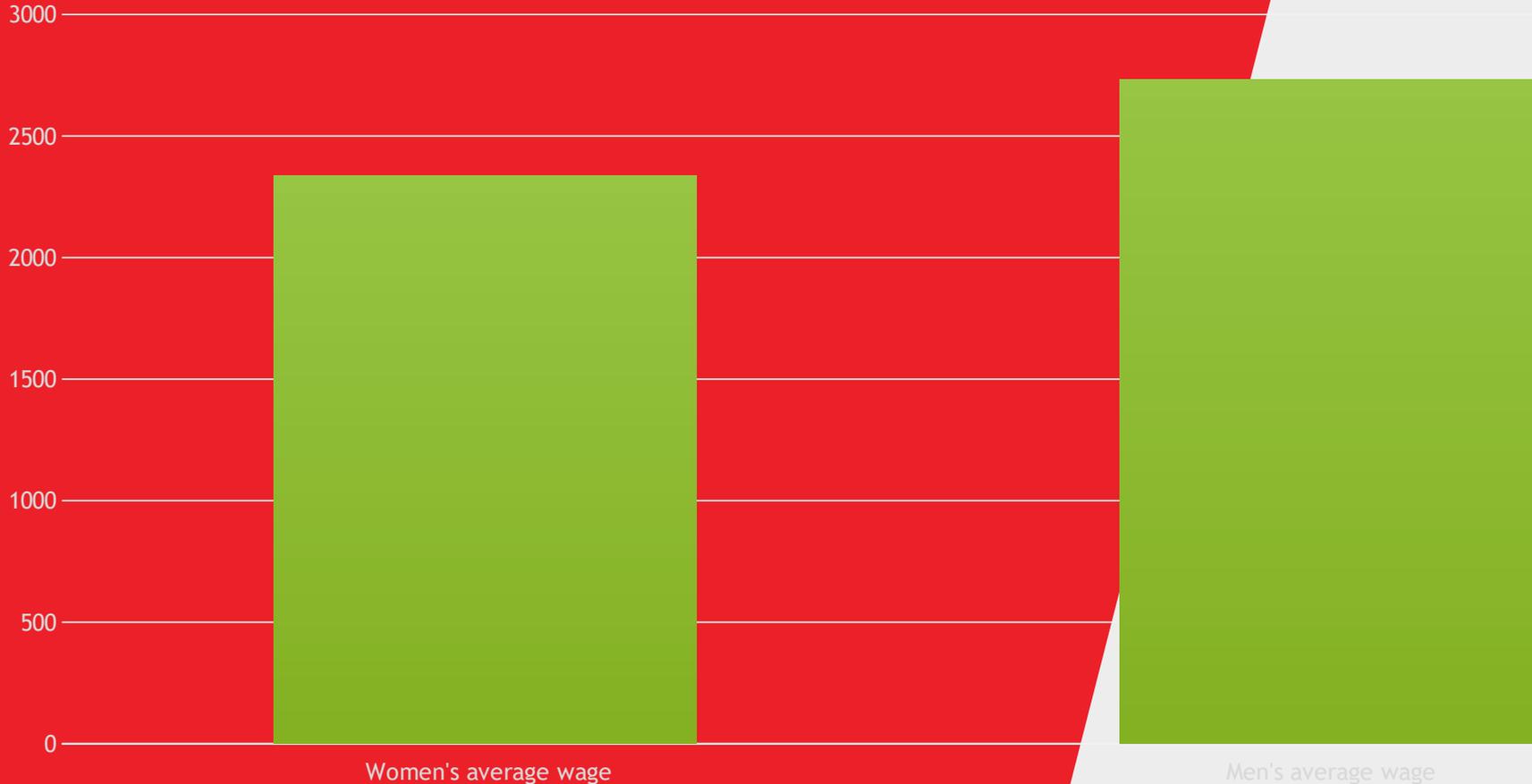


Gender pay and pension gap in the teaching profession



Does having the same salary rates
imply that the public sector is free
from any gender pay gap ?

Public Sector



SNES-FSU, Vilnius, February 2019

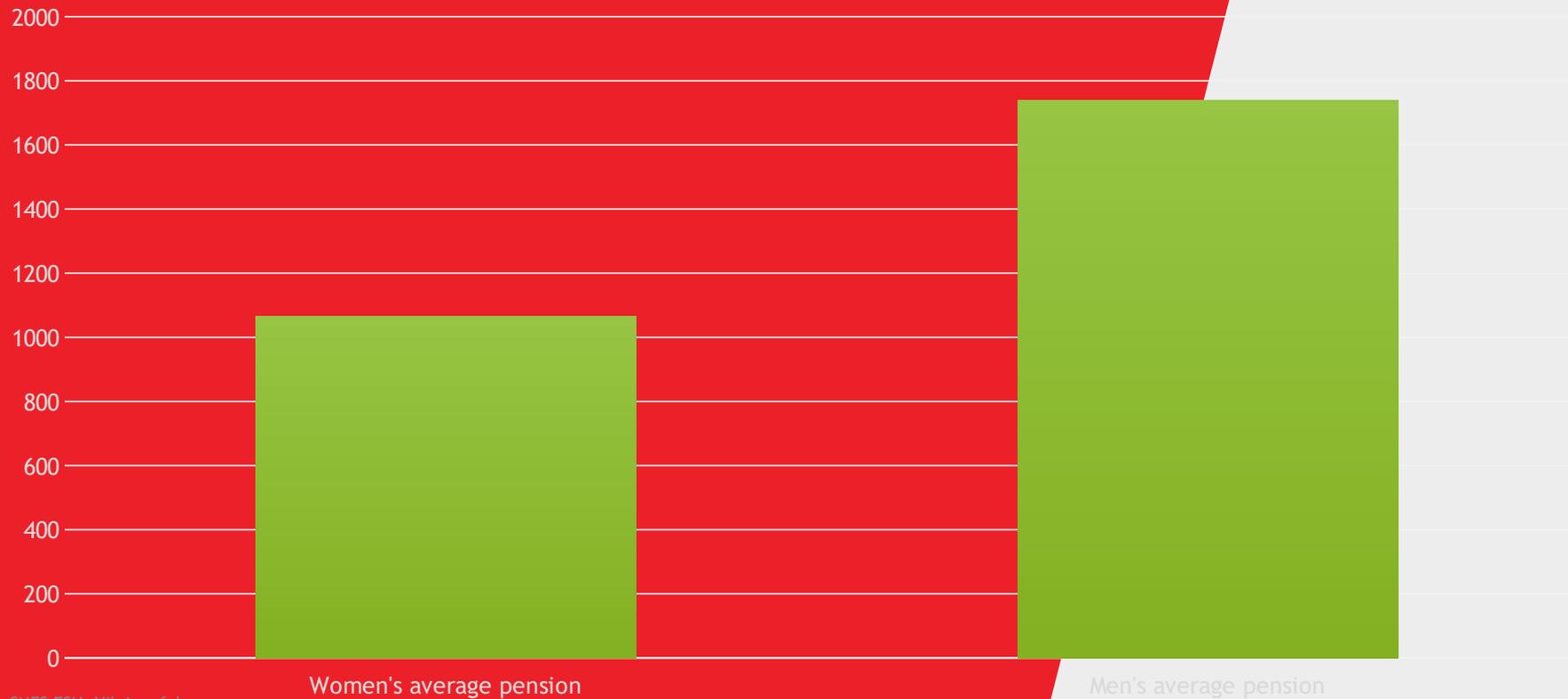
Women's average wage

Men's average wage

The situation worsens when women age...



Public Sector



SNES FSU, Vilnius, february 2019

Women's average pension

Men's average pension

The gender pay gap between male and female agents of similar age, occupation and work time rely on 2 factors :

- Less overtime opportunities for women due to more important family obligations.
- Visible vs invisible : Men tend to occupy better paid jobs, they are more eager to take up positions where the management can more easily target them, while women do more invisible work.
- Women generally feel less competent or/and want to be competent before applying for a job.
- When they do apply for a job, they tend to do it later than men, when they are free from caring issues.
- We find the same gaps and issues both in the public and in the private sector.



Conclusions ...



- Improvements in women's rights always benefit to both men and women
- Closing gender pay gap requires a substantial dedicated budget ...
 - Inquiring gender equality is already a big step forward (we must never stop raising the topic when arguing with the authorities...) :
- We need a dedicated referent to gender equality issues within the union both to inquire what needs to be done and to argue with the authorities.
 - A global approach on gender issues is necessary.
 - Never underestimate reluctancies on gender issues, within and outside the union.
 - Raise the topic with members, in order to change mentalities.

What does the SNES-FSU do?



- Negotiate equality protocols for all teaching personal
- Systematically include gender issues in every career operation
- Show the gender gap and its consequences everywhere we can (promotions, salary, influence of maternity and adoption leave leave...)
- Make the authorities acknowledge and reduce the gender pay and career gap
- Encourage women's empowerment everywhere we can
- Do our best to be an example as a union