



EDUCATION TRADE UNIONS ADDRESSING GENDER EQUALITY THROUGH SOCIAL DIALOGUE

Bucharest, 16-17 September 2019

PROGRAMME



This project is carried out with the financial support of the European Commission

Programme

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MONDAY, 16 September 2019

09:00

Opening

By Christine Blower, ETUCE President

09:10

Welcome Messages

By Ecaterina Andronescu, Minister of National Education

By Aurelia Gratiela Draghici, State Secretary, National Agency for Equality between Women and Men

By Simion Hancescu, President, FSLI

By Anton Hadar, President, Alma Mater

By Marius Nistor, President, Spiru Haret Federation

By Susan Flocken, European Director

09:45

Education Trade Unions for the Teaching Profession: Let's Talk about Gender Equality

Introduction to the ETUCE project

By Ekaterina Efimenko, ETUCE

10:00

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

Presentation of the research key findings

By Martina Weber and Inga Pavlovaite, Project Researchers

10:20

Questions

10:30

Coffee break

11:00

'At a snail's pace': What does Europe need to speed up towards gender equality?

Experts Panel Discussion

Chair: *Gitta Franke-Zöllmer, Chair of the ETUCE Status of Women Committee*

Rossella Benedetti, Chair of ETUCE Standing Committee for Equality

Jorge Cabrita, Research Manager, Eurofound

Rosanna Ruscito, ETUC, Vice-President of the Women's Committee

11:40	Questions
11:50	From research to actions: How is gender segregation in the teaching profession linked to gender pay gap? Introduction to the topic <i>By Inga Pavlovaite, Project researcher</i>
12:00	Comments from the plenary
12:10	Good practices fair: Education trade unions addressing gender segregation and pay gap in the sector
13:00	<i>Lunch</i>
14:00 – 15:00	<i>Walking tour around the Parliamentary Palace</i>
15:00	Working group sessions (2 EN + 1 Multilingual) Discussion on the updated ETUCE Action Plan (<i>coffee break included</i>)
17:00	End of day 1
19:00	Dinner at HANUL LUI MANUC

TUESDAY, 17 SEPTEMBER 2019

09:00	Addressing gender stereotypes and sexism in education and society as a whole, in times of populism and regression of human rights <i>Elisabeth White, Gender Equality Unit, DG Just, European Commission</i> <i>Tatjana Babrauskienė, Workers' Group, European Economic and Social Committee</i> <i>Olga Nicolae, ITUC-PERC</i>
09:40	Questions
09:50	From research to actions: Work-life balance and gender-based violence and harassment – new old challenges for education personnel? Introduction to the topic <i>By Martina Weber, Project researcher</i>

- 10:00 **Comments from the plenary**
- 10:10 **Good practices fair: Education trade unions addressing work-life balance issues and gender-based violence and harassment in the workplace**
- 11:00 *Coffee break*
- 11:30 **Working group sessions** (2 EN + 1 Multilingual)
Discussion on the updated ETUCE Action Plan
- 13:00 *Lunch*
- 14:30 **Reporting from working groups**
- 15:00 **Teacher students on initial teacher training on gender equality**
- 15:20 **Questions**
- 15:30 **Reflections of Advisory Group members on the impact of the project on their work**
- 15:50 **Conclusions**
Susan Flocken, European Director

Invited Speakers

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BENEDETTI, ROSSELLA

*Chair of the ETUCE Standing Committee for Equality
International Secretary, UIL Scuola (Italy)*

A trained upper secondary teacher, working in second chance courses for adults, Rossella has worked as a tutor for the Italian Ministry of Education as an expert in the use of ICT in learning environments. As a member of the executive committee of UIL Scuola and national officer, she is in charge of international relations and the training of local officers, especially on collective bargaining. Rossella also shares the responsibility for equal opportunities at national level with UIL Scuola's Deputy General Secretary. She has lately joined UIL confederal International department as policy advisor on European issues. At international level, Rossella is the Chair of the ETUCE Equality Standing Committee, a member of the ETUCE Education Advisory Panel, and ETUCE representative in the Thematic Working Groups on Adult Learning and Promoting citizenship. She has been a member of the advisory group of several ETUCE run projects.



CABRITA, JORGE

Research Manager, Eurofound

A research manager working on projects related to working conditions and social dialogue, Jorge has been responsible for various activities related to Eurofound's observatories and the European Working Conditions Survey. He has been actively involved in the projects "Industrial relations and working conditions in Central Public Administration", "Working time developments into the 21st century" and "Gender issues in social partners' organisations in Europe. Currently, he is working on a report on gender equality in the workplace and links with gender roles outside of work, due for publication in January 2020. Prior to joining Eurofound in June 2009, Jorge worked as a researcher at Centro de Estudos para a Intervenção Social (CESIS), based in Lisbon. With a background in economics, Jorge holds a MSc in Socio-Organisational Systems of the Economic Activity from the Technical University of Lisbon.



RUSCITO, ROSANNA

Vice-President of the Women's Committee, ETUC

Rosanna has worked as a flight attendant in Alitalia for 26 years. When Alitalia went bankrupt, Rosanna continued her union activity in CISL Transport Federation. After seven years as Chair of the Women's Committee, and eight years as Technical Director of the union's magazine, Rosanna became the first woman elected as national secretary of CISL Transport Federation. As a head of the transport Women's Committee, she strongly contributed to a new law protecting pregnant women working in this very male dominated sector where bargaining from a gender perspective was not a common practice. In 2018, she was elected a Vice-President of the ETUC Women's Committee. In this role, Rosanna represents the Women's Committee in international meetings on gender equality and health and safety at the workplace. She also represents ETUC Women's Committee in the Advisory Committee on Equal opportunities for Women and Men of the European Commission, contributing to the annual opinion of the European Commission on gender equality, gender pay and pension gap, female genital mutilations, gender equality in an ageing society. In 2014-2018, Rosanna represented women of the Mediterranean countries (Italy, Spain, Portugal, Greece) in the Presidium of ETUC Women's Committee.



ELISABETH WHITE

Policy Officer, Gender Equality Unit, DG Just, European Commission

At the European Commission, main areas of Elisabeth White's responsibilities are gender mainstreaming, gender equality in education and sports, and gender issues in international files. Elisabeth has wide experience on gender equality issues and policy development; she was previously a Deputy Director at the Division for Gender Equality at the Swedish Government Offices. During her 10 years in the Swedish Government Offices, Elisabeth was responsible for development, implementation, support and coordination of gender mainstreaming in all policy, across government. Elisabeth White has long-running experience in training and capacity building on gender equality issues, having conducted numerous trainings and workshops on gender equality, gender mainstreaming and gender impact assessment. In addition, Elisabeth has often participated in international collaborations and exchanges on gender issues, as a speaker at international conferences and as an expert in working groups or projects.

**BABRAUSKIENĖ, TATJANA**

*Member of the Workers Group, European Economic and Social Committee
International Secretary, Lithuanian Education Trade Union*

Tatjana Babrauskienė is an International secretary of Lithuanian Education and Science Trade Union (LESTU) and more than one decade she is acting as the trade union expert in education at national and international level.

As a country representative, she is a member of European Sectoral Social Dialogue in Education (ESSDE) and a member of ETUC Education and Training Permanent Committee. As an expert, she is member of ETUCE Advisory panel, and ETUC/ETUCE representative to ET 2020 Working groups on Adult Learning and Vocational Education and Training. Since 2004, she is a Lithuanian representative and member of the Governing Board of the CEDEFOP (currently elected as a Chair). Since 2006, she is a Lithuanian representative and member of the Advisory Committee on Vocational Education of the European Commission. Since 2015, Tatjana is a Lithuanian representative and member of the European Economic and Social Committee (Workers group).

NICOLAE, OLGA

Policy Advisor, ITUC-PERC



Olga Nicolae studied juridical sciences and international relations at the Bucharest University. Currently, she works as a Policy Adviser for the Pan-European Regional Council (PERC) of the International Trade Union Confederation on such topics as gender equality, health and safety policies, just transition. Olga Nicolae is also a Director of the Liaison office for Central and Eastern European trade union organizations in Bucharest.

Good Practices Fair

DAY 1	DAY 2
<p>Table 1. Women’s Organising Forums (NEU-NUT, UK)</p> <p>One of the key building blocks of the NEU-NUT’s work on gender equality has been the Women’s Organising Forums set up in 2016. They were set up to promote and develop the engagement of women in the Union; share and build on effective practice and advise on policy in relation to respective groups.</p>	<p>Table 1. Campaign against gender-based violence at school (NASUWT, UK)</p> <p>The NASUWT Teachers’ Union – UK has developed campaign and training materials for tackling gender-based violence against women and girls. This is a longstanding programme of work established by the NASUWT which includes surveys to understand the extent of the problem in schools. The extent to which social media and mobile phones have been abused and used as a tool for conducting gender based violence in schools will be particularly emphasised in this exhibition.</p>
<p>Table 2. Training seminars on leadership and mentoring (CTU, Croatia)</p> <p>CTU organises training seminars for members, during which they can acquire legal and communication skills as well as how to perform decision-making roles in education bodies. Due to the high representation of women in the union, the seminars are largely taken up by female members.</p>	<p>Table 2. Collective agreements on work-life balance issues (CISL-Scuola, UIL-Scuola, FLC-CGIL, Italy)</p> <p>In order to improve work-life balance, well-being, mental health, and leisure time, CISL-Scuola, UIL-Scuola, and FLC-CGIL, have integrated these concerns in the negotiations on the latest collective agreement in the sector. Likewise, a collective agreement on the right to disconnect has recently been introduced.</p>

DAY 1	DAY 2
<p>Table 3. Research on gender equality in schools (FeSP-UGT, Spain)</p> <p>With the funding of Madrid City Council and several universities, research has been carried out accompanied by action plans and communication campaigns. Examples of research include stereotypes and references to women in school textbooks and the privatisation of gender-based violence services.</p>	<p>Table 3. Research on the level of violence and harassment in schools (SPASH-ITUEA, Albania)</p> <p>SPASH conducted research in 32 school districts with the aim of identifying the main problems related to gender equality in school workplaces and analysing gender-based discrimination and violence in schools. Following the research on the content of teaching materials, SPASH succeeded in having 130 books with violent content removed from schools.</p>
<p>Table 4. Training and seminars on gender equality, and confidence workshops (TUS, Serbia)</p> <p>TUS has recently received the accreditation for seminars on gender equality as part of regular continuous professional development for teachers in Serbia. The union also organises a range of activities to empower its female members and female teachers, namely confidence workshops for those who aspire to be school leaders.</p>	<p>Table 4. Yearly brochures on equality issues (SNES-FSU, France)</p> <p>A global approach on gender issues is necessary and the reluctance to discuss gender issues, within and outside the union, should not be underestimated. In order to raise the topic with members and change mentalities, the union publishes yearly brochures on gender equality issues at union and social level.</p>
<p>Table 5. Equal Pay Committee (KTOS, Cyprus)</p> <p>A Committee of Equal Pay for Equal Work was created by KTOS in 2008 with a view to amending laws which have reclaimed rights on equal pay for equal work, retirement age and the pension gap.</p>	<p>Table 5. GET UP project (MUT, Malta, FLESTU, Lithuania? UIL-Scuola, Italy)</p> <p>The main priority of the project is to address the stereotyping of educational and career choices and to promote gender equality in education, training, career guidance and at the workplace. Among other goals, it aimed to define a European Minimum Standard of Competences on Gender Equality.</p>

DAY 1	DAY 2
<p>Table 6. Research ‘Prestige of the teaching profession in Latvia’ (LIZDA, Latvia)</p> <p>In 2016, LIZDA undertook research called “Prestige of the teaching profession in Latvia” (2016). It showed that in Latvia, there is a very small amount of male teachers and that men do not choose the teaching profession because of limited career opportunities, low pay and low professional prestige.</p>	<p>Table 6. Campaign against gender-based violence at school (FSLI, Romania)</p> <p>The aim of the FSLI campaign is not only to raise awareness of the public opinion and the decision-makers on the phenomenon of teacher bullying, but also to launch a national debate on this topic that will lead to a stronger and more accurate media coverage. In this context, USLI Iași - affiliates at FSLI made a short film, which was released in May 2019 and has already garnered over half a million views.</p>
	<p>Table 7. Gender Ambassadors (ACV, Belgium)</p> <p>The union now organizes an after work party for ‘gender ambassadors. It’s an “educational” relaxation moment for activists, aiming at those who wants to know more about what ACV is doing on gender equality, gender stereotypes, and gender-related violence.</p>

