

Gender Discrimination in Spanish Education

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ETUI/ETUCE Training Programme

Ensuring Gender Equality at decision making level in education sector and trade unions



Ministry of Education Abroad

► What and what for?

International educational programs and services at the Embassies, schools, sections, teacher training events, etc. to promote cooperation at primary and secondary levels.

► Who?

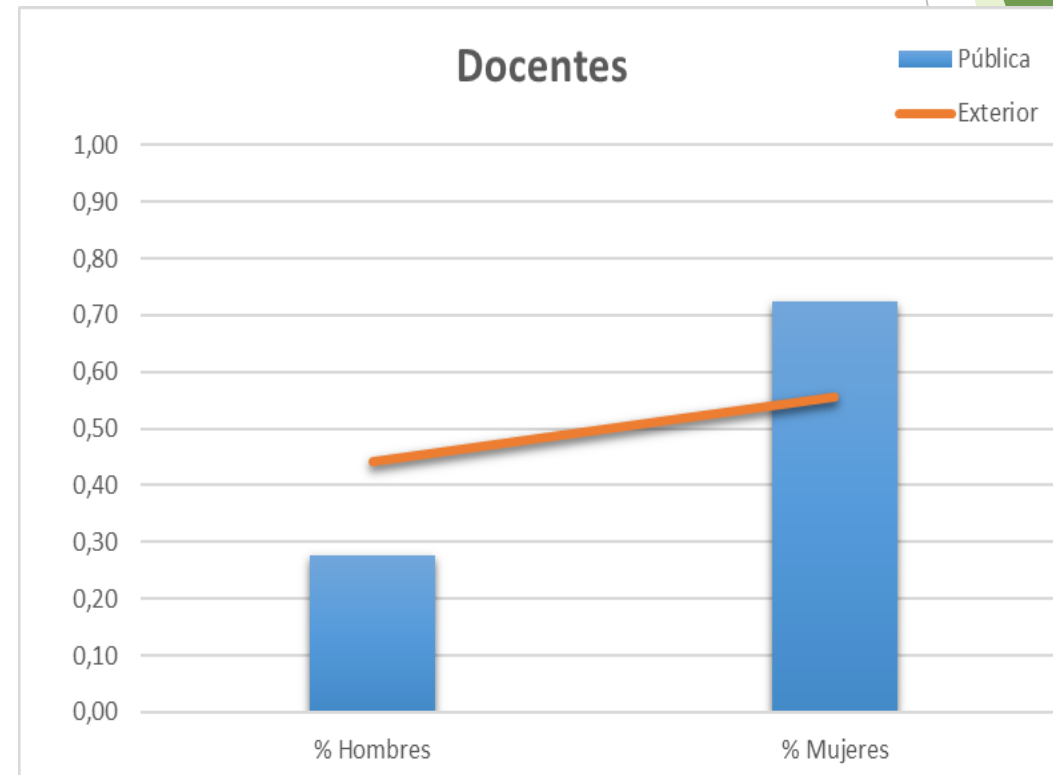
Teachers (civil servants) recruited through a rigorous selection process and appointed for 5 or 6 years.

It's a promotion for the teaching career

Ministry of Education Teaching Positions Abroad

The percentage of women drops by almost a 17%

Indirect discrimination?
life-work balance measures

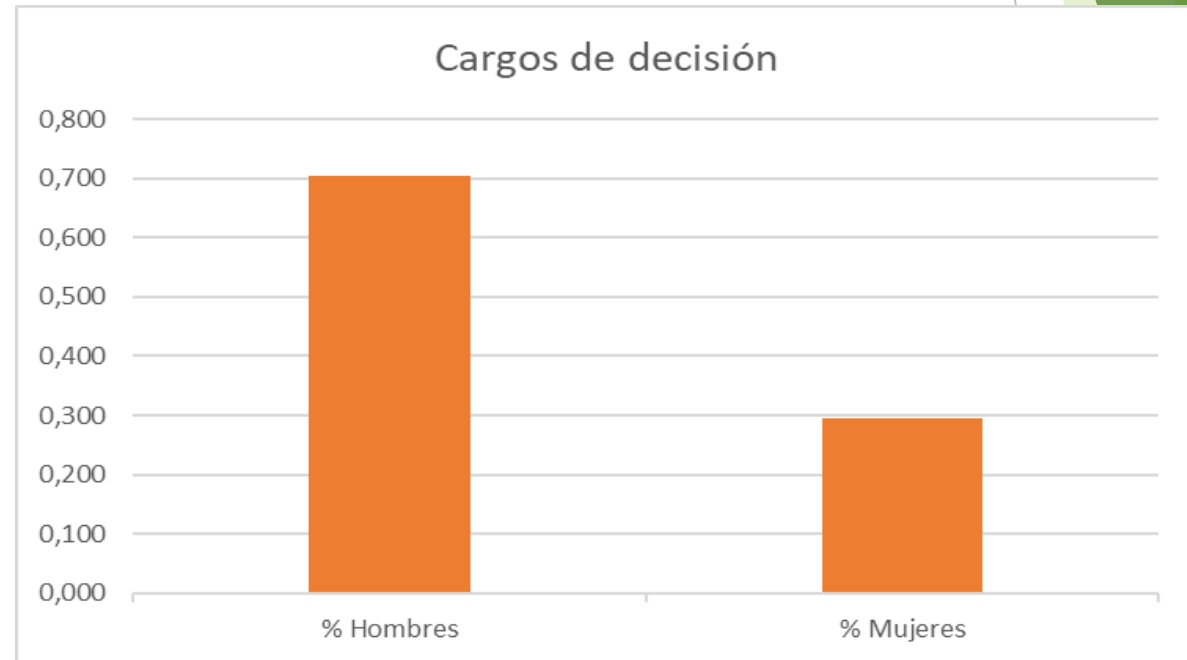


Ministry of Education Decision Making Positions Abroad

men 70%

women 30%

double discrimination:
professional
background and sex



Legal Framework:

Ley Orgánica 3/2007, de 22 de marzo para la igualdad efectiva de hombres y mujeres

Mandatory Equality Plan and Comission that should provide:

- ▶ Transparent data and information
- ▶ Detection and prevention of possible direct or indirect discrimination or double discrimination
- ▶ Access to jobs and career promotion on equal terms
- ▶ Work-family conciliation and co-responsibility measures
- ▶ Gender impact reports, criteria and measures in selection processes
- ▶ Gender Equality in-service training
- ▶ Work harassment prevention measures

Gender Inequality in education: invisibility or impunity?

Why so? In spite of:

- ▶ Teaching field
- ▶ Public Administration
- ▶ Progressive Government
- ▶ Legal framework
- ▶ FE CCOO claims and reports

Considerations

- ▶ Awareness and identification
- ▶ Meaningful data collection
- ▶ Visibility
- ▶ Legal advice
- ▶ International reports and joint action
- ▶ Trade unions support and commitment