



Composite Resolution

Reinforcing Equalities within Education and Education Trade Unions In A Fast Changing World

Adopted by the ETUCE Conference, the Regional Conference of Education International, meeting in Belgrade on 6 - 8 December 2016

Further to and consistent with the Resolutions adopted by the 7th EI Congress in Ottawa in 2015, other previous EI Congresses, the Resolutions adopted at the ETUCE Conference in Budapest in 2012 and at the Special Conference in Vienna in 2014, the ETUCE Conference in Belgrade, on 6 - 8 December 2016

Notes that

1. Since the last Conference the economic crisis, austerity measures and the weakening of social dialogue have increased inequality in all sectors, and that women and groups such as disabled, LGBTI and ethnic minorities continue to be left behind in terms of labour market participation, status and salaries;
2. The increase of migration due to wars and conflicts in some parts of the world has exacerbated phenomena like racial, religious, cultural and gender-related discrimination, and brought to the surface many more learning and inclusion difficulties that cause inequality among pupils and students.
3. The introduction of universal, thorough, impartial age-appropriate sex education and sexual diversity education in education institutions is increasingly being prevented.

Acknowledges that

4. In recent years, through its Standing Committee for Equality, ETUCE has sought to tackle equality issues concerning education personnel, pupils and students, for example through the recommendations on social dialogue and equal opportunities adopted by the ETUCE Committee on 18-19 March 2015;
5. The 7th EI Congress has comprehensively addressed many of these issues in a number of its resolutions.
6. Combatting discrimination due to sexual orientation is one of the issues ETUCE and its member organisations are strongly engaged in. ETUCE emphasises its relevance to promoting a fair and open-minded society. Education institutions must not only reflect but also celebrate the diversity of



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societies. Education personnel and other members of education institutions are supposed to learn from each other.

Reaffirms

7. The importance of union advocacy for stronger support to teachers and pupils through more effective investment in the education sector for the recruitment of qualified teachers, training for early childhood education, special education needs and education for migrants and refugees, as well as for decent salaries and pensions;
8. The essential and critical role that the education sector plays in protecting the universal human rights and values enshrined in both the EU Treaties and the Universal Declaration on Human Rights against extremist and nationalist reactions, and in creating more equal environments and better living conditions that benefit learning and life chances in a diverse society that welcomes people of all ages, genders, sexual orientation, socio-economic status, cultural or ethnic origin or religion;
9. The importance of the EI Declaration on Professional Ethics and the responsibility of trade unions to foster and defend equality among workers, and the teachers' task of mainstreaming equality principles in their daily teaching activities.

Mandates ETUCE

10. To explore and exploit every possibility to increase effective social dialogue on equal opportunities at European level in order to eliminate discrimination in the education sector, including lobbying European institutions for a renewed European Union strategy on equality between women and men; also to remove obstacles to teachers' career development, particularly of women who are disadvantaged, due mainly to care responsibilities and lack of support from national governments through legal provisions;
11. Through its Standing Committee for Equality, to continue collecting data and information from member organisations and official databases on the issue of equality, while monitoring the implementation of ETUCE and EI recommendations on equality among its affiliates.
12. To seek potential funds to carry out a project with the aim of identifying European, national and regional strategies and actions for education unions.

Calls on member organisations to

13. Examine their structures with a view to introducing measures that will advance women and all underrepresented groups at all levels;
14. Advocate with national governments for the introduction of equality issues and the mainstreaming of equality measures in the framework of social dialogue and collective bargaining at all levels, and for the involvement of unions in the planning and implementation of measures and programmes;



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15. Contribute actively to the implementation of policies at national and regional level aiming to promote fair and equal treatment of LGBTI people and sexual diversity education.
16. Promote the development of initial teacher training and continuous professional development on mainstreaming diversity in education.

Urges ETUCE and its member organisations to

17. Organise training for workers' representatives and for education personnel on equality and diversity issues at European, regional, national and local level so that these remain high on the agenda of policy-makers, and are taken into account both in curricula, and in collective agreements.