

## **ETUCE Standing Committee for Equality**

### **Recommendations**

Recommendation by the ETUCE Equality Committee on

#### **Reconciliation of work and family life**

The Committee

Notes that women still bear the brunt of household, care and family work;

Recognises that additional working time, undervaluing of the teaching profession, and cuts in public services further increase women's burden of combining work and family responsibilities;

Concludes that this leads to barriers for women to advance careers and to participate actively in the union.

The Committee encourages ETUCE member organisations to

Take measures to overcome gender stereotypes in and through education;

Lobby governments to invest in public quality childcare and early childhood education systems, free of charge and accessible to all, and to provide high quality professional training and appropriate salaries for educators;

Negotiate and advocate for shorter working time for teachers without a loss in salaries, while guaranteeing the right to return to full time work for part time employees;

Advocate for increased use of parental leave by fathers;

Consider family responsibilities of union employees, representatives and activists, in setting the time and place of union meetings.

The Committee encourages ETUCE to

Consider undertaking a study on working time of teachers and educators;

Consider undertaking a study on the tasks, roles and responsibilities expected of the teaching profession.

Recommendation by the ETUCE Equality Committee on

**Economic empowerment of women teachers: combating pay inequities and budget cuts**

The Committee encourages all ETUCE member organisations to:

Collect information, research and statistical data on the gender pay gap, on promotion schemes to leadership positions in education, and on the impact of cuts in maternity and parental leave systems and pension systems on the economic situation of women

Share this data, as well as information on union activities, with ETUCE and its member organisations;

Use this information in lobbying activities towards the government and education institutions;

Raise awareness among women teachers with the aim of changing their attitudes of accepting lower salaries;

Analyse the existing criteria for job rating systems and salary schemes, including the value they assign to different job characteristics, and how this relates to gender role models; and lobby for a gender neutral system that equally values and remunerates skills which are often seen as natural extensions of woman- and motherhood rather than as highly valuable competences which equally require training and experience;

Adopt transparent criteria for promotion systems, providing for clear and transparent recruitment and promotion strategies of employers, and negotiate these into collective agreements;

Lobby for incentives for all teachers, especially women, to undertake in-service trainings that support their career advancement;

Build alliances, especially with the national union confederations, and use these alliances to increase the lobbying and advocacy efforts towards economic empowerment of women.

The Committee encourages ETUCE to:

Lobby on the European level for provisions towards greater economic empowerment of women through parental leave systems, childcare facilities and equal pay;

Foster cooperation and information exchange between member organisations on effective lobbying techniques, using existing networks such as the ETUCE Women's Network or the Communicators' Network.

Recommendation by the ETUCE Equality Committee on

**Overcoming gender stereotypes in and through education**

The Committee:

Recognises that stereotypes are a persistent barrier to achieving equality in all areas of life;

Recognises the great potential of education in overcoming gender stereotypes;

Recalls that many teachers are not equipped with the knowledge and skills to deal with the dynamics of sexism, racism and homophobia in the classroom;

Remembers the 1995 EI Policy Declaration on Women in Education and Teachers' Organisations, which encouraged member organisations to avoid the use of sexist language and to use gender inclusive language.

The Committee requests all European member organisations, ETUCE and EI to:

Use gender inclusive language in all publications and communications;

Advocate for gender sensitive teaching methods and materials, which use gender sensitive language and portray women and men in non-stereotypical roles;

Advocate for the inclusion of gender and diversity modules in pre- and in-service teacher education and training;

Produce or support the production of career guidance publications and activities in order to make students aware of non-stereotypical career paths.