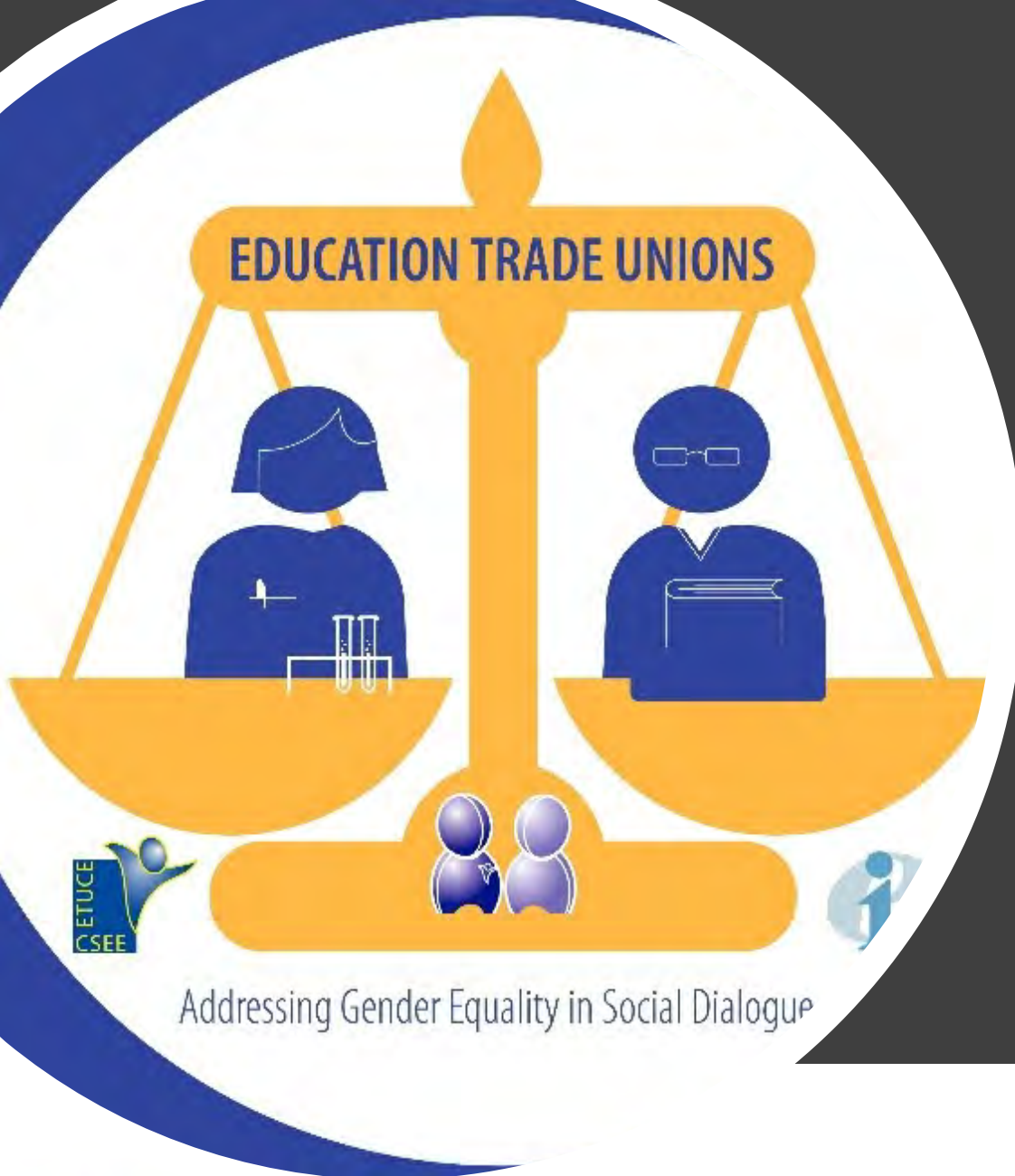




ETUCE CONFERENCE

Education Trade Unions Addressing Gender Equality Through Social Dialogue

Bucharest, 16-17 September 2019



Welcome message

*Irina Kovas, Minister of National Education of
Romania*

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



Welcome message

Simion Hancescu, President, FSLI

Anton Hadar, President, Alma Mater

Susan Flocken, European Director



ETUCE PROJECT

Social Dialogue And Gender Equality: Empowering Education Trade Unions To Address Gender Equality In The Teaching Profession Through Social Dialogue

Ekaterina Efimenko, ETUCE



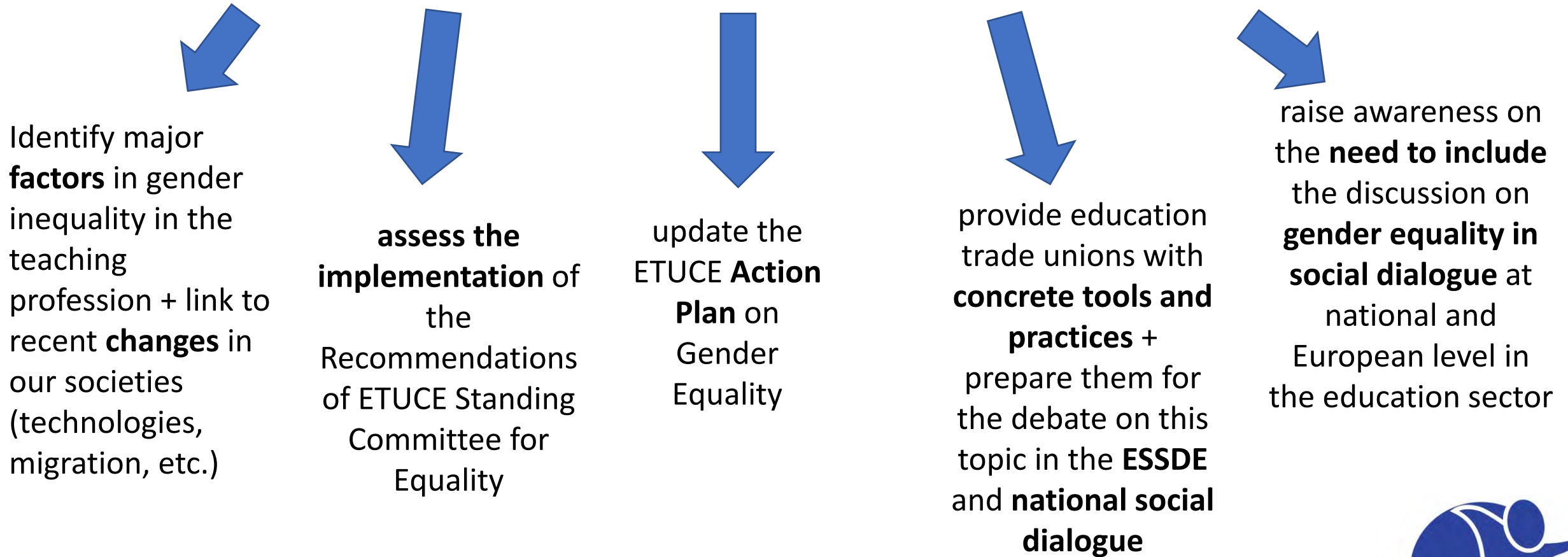
Background

- ETUCE Work Programme 2017-2020 ➡ Equal Opportunities + Social Dialogue
- ETUCE Project Promoting gender equality within teacher trade unions and in the teaching profession (2008-2009) ➡ **ETUCE Action Plan on Gender equality**
- ETUCE Project Promoting gender equality within teacher trade unions and in the teaching profession in Austerity (2013-2014) ➡ **Online Survey + Practical Guidelines for Trade Union Actions**



Project objectives

Build the capacity of education trade unions to address the challenges of gender inequality in education sector using the instruments of the social dialogue



Activities

Online Survey (May – July 2018) + Desk Research

1.5 day Training workshops (Italy, Germany, Lithuania)

2-day Closing Conference (Bucharest)

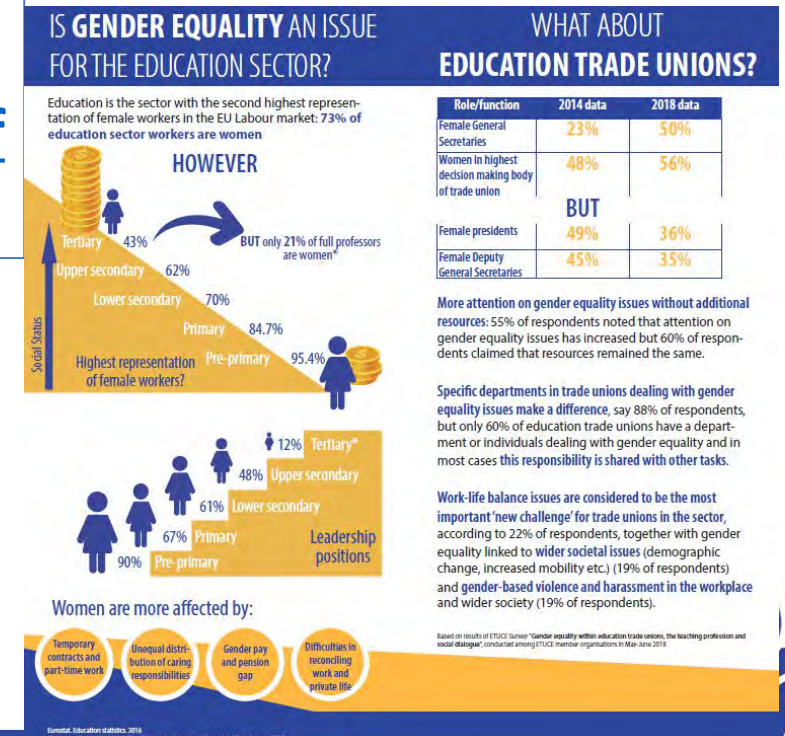
Research Report

- Updated ETUCE Action Plan on Gender Equality
- Online Database of Good Practices



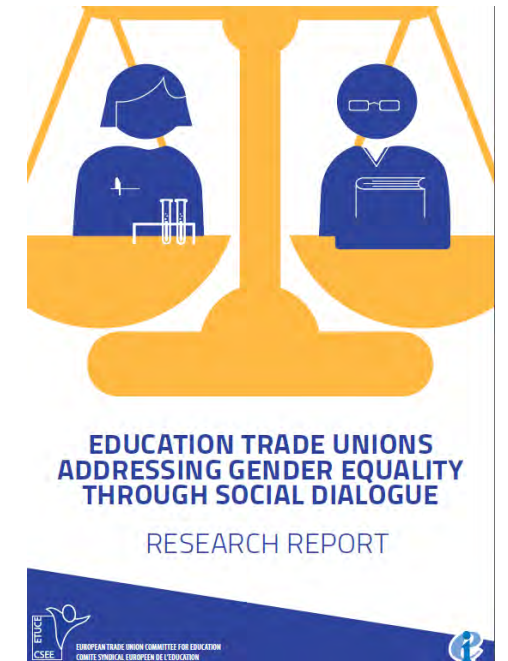
🎬 Animated video clip “Education Trade Unions for the Teaching Profession: Let’s Talk about Gender Equality” (in EN with FR and RU subtitles)

📄 Leaflet for education trade unions (EN/FR/DE/ES/RU)



Project outcomes

- **Research report**: analysis of the situation in Europe, education sector and within education trade unions
 - 69 respondents in 43 countries
 - Good practices collected (including the ones from workshops)



ETUCE Database of Good Practices

English Français Pycckий

This online Database of Good Practices contains descriptions and links to practical initiatives on various topics implemented by the ETUCE member organisations. The aim of the work on good practices is to enhance the effective implementation of ETUCE policies by the ETUCE member organisations on national and regional level. This database is to be used by education trade unions as a source of inspiration and as a practical manual of tools and arguments proven successful within education trade unions and in the education sector.

If you would like to feature your good practice in this database, please fill in the form and send it to Victor Belaud@csee-etuce.org

Showing 53 items with no filters active.

Equality can be learned!

Country	France
Union	SNUipp-FSU
Topic	Gender stereotypes, Gender-based discrimination
Type of tool	Dissemination of data, Exchanging good practices within trade union/with other actors, Publication

Apply filters Clear filters

Online database of Good Practices:

- Descriptions and links to practical initiatives
- Living instrument: send your practices to ETUCE Secretariat



Conference goals



- Discuss the outcomes and findings of the project
- **Validate the updated ETUCE Gender Equality Plan**
- Exchange good practices
- Discuss gender equality issues in the national context with European policy makers and gender equality experts



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

Key findings of the project research

*Martina Weber and Inga Pavlovaite,
Project Researchers*



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

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



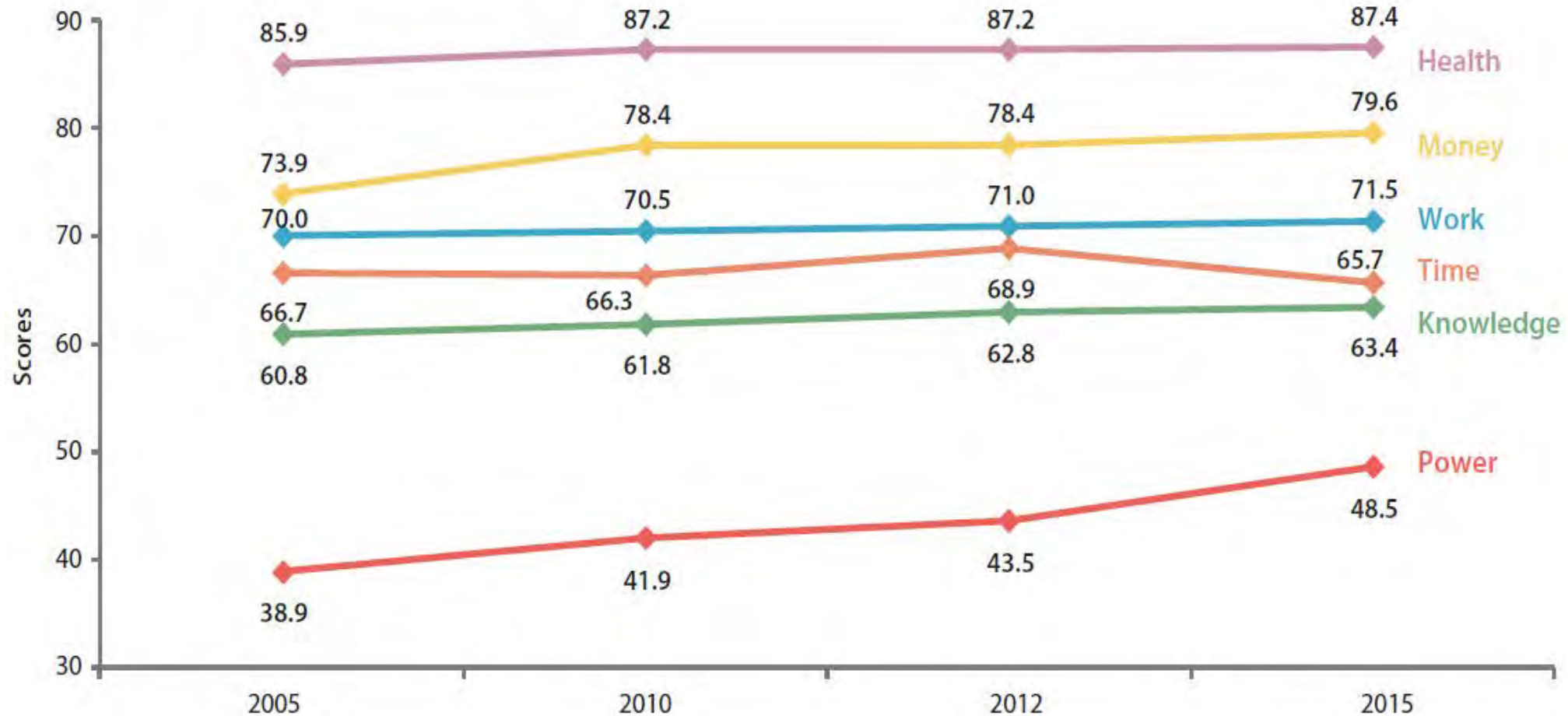
At a 'Snail's Pace'

Figure 2: Scores of the Gender Equality Index, EU-28, 2005-2015



Gender Equality Index 2017: Specific domains

Figure 5: Scores of the domains, EU-28, 2005-2015



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

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From research to actions:

How is gender segregation in the
teaching profession linked to gender
pay gap?

*Inga Pavlovaite,
Project Researcher*



Good Practices Fair:

Education trade unions addressing gender segregation and pay gap in the sector



Working Groups:

Discussion on the updated ETUCE Action Plan

Group Multilingual (EN/FR/RU/RO) – Conference Room

Group English1 (EN) – FSLI office (please come to the bus outside)

Group English2 (EN) – FSLI office (please come to the bus outside)



Dinner at 19:30

(bus pick-up from the hotel at 19:00)

Restaurant HANUL LUI MANUC

Address: Strada Franceză 62-64,
Bucharest



Addressing gender stereotypes and sexism in education and society as a whole, in times of populism and regression of human rights

Elisabeth White, Gender Equality Unit, DG Just, European Commission

Tatjana Babrauskienė, Workers' Group, European Economic and Social Committee

Olga Nicolae, ITUC-PERC



Council of Europe Recommendation on preventing and combating sexism



- **Zero-tolerance approach** to gender-based bullying
- **Staff training** on unconscious gender bias and gender stereotypes
- Gender equality perspective in **all aspects of teacher training**
- Elimination of **gender stereotypes** in education materials for teachers
- **Gender-neutral career** counselling to all students



From research to actions:
*Work-life balance and gender-based
violence and harassment – new old
challenges for education personnel?*

*Martina Weber,
Project Researcher*



Good Practices Fair:

Education trade unions addressing work-life balance issues and gender-based violence and harassment in the workplace



Working Groups:

Discussion on the updated ETUCE Action Plan

Group Multilingual (EN/FR/RU/RO) – Conference Room

Group English (EN) –



Young teachers on initial teacher training on gender equality

Irene Caporaletti, Italy

Alexandru Banciu, Romania



Project Advisory Group members on the impact of the project on their work

Alexandra Cornea, FSLI, Romania

Alexandra Bojanic, SNUipp, France

Inga Puisa, LESTU, Lithuania



Conclusions and closure

Susan Flocken, European Director

