



**ETUCE Training Workshop «Education Trade Unions Addressing Gender Equality
Through Social Dialogue»**

**LIZDA actions addressing work-life balance
challenges and gender pay and pension gap
in the teaching profession**

Inga Vanaga

President

Latvian Trade Union of Education and Science Employees
(LIZDA)

Vilnius, Feb.25-26, 2019

Female representation at LIZDA

Total number of members: 25 300 (2018)

Number of female members: 22 897 (90%)

Decision making bodies of LIZDA:

LIZDA Board: 13/12 (female)

LIZDA Council: 61/57 (female)

Source: ETUCE Survey on Gender Equality, 2018

LIZDA's participation at gender equality events in 2018

LIZDA takes part at the Gender Equality Council's events at the Free Trade Union Confederation of Latvia (LBAS)

- Gender Equality Committee meeting, Ministry of Welfare (10.01.2018.)
- Plan for equal rights and possibilities among males and females, Ministry of Welfare (02.02.2018.)
- Activities of Ombudsman in promoting gender equality in Latvia (06.12.2018)
- Visit to the Gender Equality Institute, Vilnius, Lithuania (05.03.2018)

LIZDA - participation at gender equality seminars locally and internationally

LIZDA - providing consultations (if needed) on gender equality issues to members at educational institutions in Latvia

General gender information in education sector in Latvia

Issues on gender equality are not so crucial in education sector in Latvia. The majority of education employees at all education levels are women

- There are over representation of women in pre-primary and primary education. Representation of women in tertiary education is less than in general education. Especially in fields representing physics, mathematics, chemistry and other STEM subjects
- Assistance in balancing work and private life of education staff has been provided through collective bargaining agreements between trade union and employers (e.g., school directors, rectors, etc.)

Significance of training/career development opportunities for females

91. If very significant or significant; please describe what you consider to be the main reasons behind of lack of access to training/career development opportunities for female education staff

	Very significant	Rather significant	Neutral	Rather insignificant	Very insignificant
differences in access to training/career development at different levels of education		X			
lack of offer of training/education opportunities during working hours	X				
difficulties in reconciling time required for further training with family responsibilities	X				
stereotypes and perceptions about the role of women			X		

Source: ETUCE Survey on Gender Equality, 2018

Flexible working time

Teachers can perform duties (preparing for lessons, checking pupils' tests, etc.) at home or at other place at their convenience

Collective agreements – LIZDA's recommended sample

Education employees get paid extra leave in such cases:

- 3 or more children of age under 16, or a child with special needs under 18 – 3 working days
- 1 or 2 children under age of 14 – not less than 1 working day
- Education employees age of 55 and above, sharing a household with their parents – 3 working days

Education employees have the right to receive extra holidays in such cases:

- 1st school day for a child (1 to 4 grade) – 1 day
- Because of getting into marriage – 3 working days
- Education employee or his/her child's graduation from the education institution – 1 working day

Education employee taking care of a child under 18, or sharing household with mother/father age 75 or above, has the right for a temporary absence in case of illness or accident, health test or similar

Gender pay in teaching profession

Regulation of the Cabinet of Ministers

(04.07.2018) - “The plan for gender equality for 2018-2020”

- The purpose of the plan is to promote integrated and effective implementation of sectors’ politics, providing equal rights and possibilities for males and females in practice
- The first objective to reach the goal: “Promoting of equal opportunities and economic independence for males and females in labor market”

LIZDA's research "Prestige of teaching profession in Latvia" (2016)

- One of the education system's problem in all countries – low numbers of male teachers
- Males don't choose teaching profession because of limited career opportunities in education system
- Males don't choose teaching profession because of low pay and low professional prestige

Gender pay in teaching profession

- The same calculation methodology applied for males and females for the same work load
- There is an assumption that male teachers are employed full time more frequently, thus, receiving higher pay than a female working part time

Representation of females in education sector

- **Total education employees:** 81% female, 19% males
- **Teachers at general education schools:** 88% females, 12% males
- **Heads of educational institutions:** 7% females, 23% males
- **Teachers at professional education institutions:** 68% females, 32% males
- **HEIs academic personnel:** 56% females, 44% males

Division of male and female academic personnel in HEIs

Academic personnel (basic workplace) in HEIs													
Total (T)	(M) (F)	Professors		Assoc. prof.		Docents		Lecturers		Assistants		Researchers/ Leading researchers	
		Total	M F	Total	F	Total	F	Total	F	Total	F	Total	F
4240	1887 (M) 2353 (F)	601	326 (M) 257 (F)	526	256 (M) 270 (F)	910	374 (M) 536 (F)	690	196 (M) 494 (F)	296	111 (M) 185 (F)	1217	606 (M) 611 (F)
Public HEIs													

Tendency: 1.Total academic staff – females are more than males 2. Higher academic positions (professors) are occupied by males more than females

Pensions – gender representation

- In general, males receive pension 18% higher than females
- Pensions differ because females more frequently work part time, getting lower pay
- Females spent more time outside the labor market taking care of the family, they have less working years that influence the pension amount

Equally – males and females have the right for early retirement:

- A parent or a trustee - 5 years pre-time pension can be asked if:
 - 1) has taken care of 5 or more children not less than 8 years
 - 2) has taken care of a child with special needs not less that 8 years

Thank you for your attention!

inga.vanaga@lizda.lv