

CREATE A DEPARTMENT FOR EQUALITY

ROMANIA

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ETUCE - El European Region



ABOUT US

▶ FSLI is a nationally representative trade union organization in the field of education, which includes **172,000 members** organized in 62 unions at county level, the biggest union in Romania. (63,52% all employees in education sector)

▶ Besides trade union activity, which involves:

- ▶ protection of the workers rights in education sector,
- ▶ collective bargaining and assurance of decent wages,
- ▶ participation at development of legislation,
- ▶ contributions to the structure and content of the reform and development of standards,

the FSLI' By Laws and strategy emphasize with continuing education and training of affiliated teachers.



LEADING STRUCTURE	TOTAL	2012		2017	
		Men	Women	Men	Women
President		1	0	1	0
Prime - vice president		1	0	1	0
General Secretary		1	0	0	1
Executive Board	14 vice presidents	12	2	8	6
National Board	62 county leaders	51	11	42	20
Presidents of county organizations	62 county leaders	56	8	42	20

1990 – 2012	18 departments	Equality/ Women/ Youth	0	
2012 – 2017	15 departments	Youth/ Women/ Equality	1	Man
2017 – 2021	10 departments	Equality and Women	1	Woman
		Youth, Culture and Sports	1	Man



Executive Board - 2012



Executive Bo



OUR MAIN OBJECTIVE

- ▶ **Ensuring quality in education by continuous training of teachers** is one of the main objectives of FSLI
- ▶ **OUR PHILOSOPHY WAS** – create our own training structures able to deliver quality training courses

HOW? – using european funds (2,5 mil. between 2010 – 2015 and 5 mil. between 2018 – 2021)

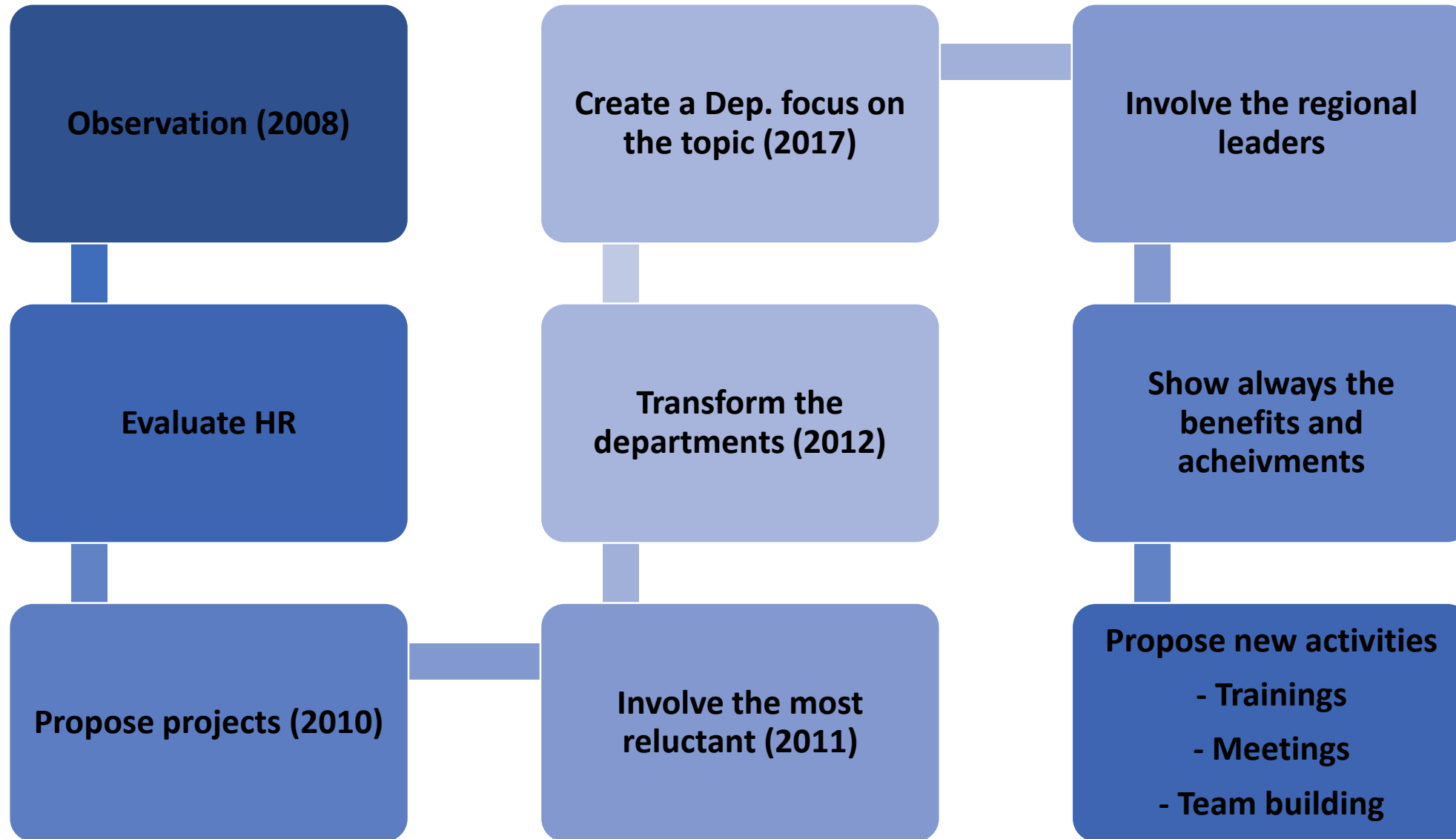
▶ FSLI was focused on implement since 2010 until 2014 a POSDRU/57/1.3/S/33057 project **"Together for Quality in Education! Human resource development in school education through educational partnership"** in partnership with National Agency for Quality Assurance in Education.

▶ In this project we've created a National Training Center who manage today a network of 8 regional centers and 16 county centers, operating in 49 certified trainers who have trained until 2017, **5.198** teachers in the fields of:

- ▶ quality assurance in the education system,
- ▶ health and safety in schools,
- ▶ school management, education management, project management,
- ▶ social dialogue and leadership, communication, collective bargaining, negotiations techniques, and another **500** teachers will receive trainings in 2017 – 2018 on the same topics.



STEP BY STEP APPROACH



About the Department



NO

Budget ?????



ESF

Norway Grants

Erasmus+



PROJECTS



PROJECTS

- ❑ **Quality Assurance in Education** - development of human resources in education in partnership with SNES-FSU France (trainings, study visit in France, Trainings Centers Network – 1 national TC, 8 regional TC and 16 at county level) – results: **3000 teachers trained and certified**
- ❑ **Developing the Social Dialogue – H&S for schools** in partnership with LO Norway and SL Norway – **900 teachers qualified in H&S,**
- ❑ **Promoting equal opportunities within trade union organizations** – in partnership with Spain and Italy – **850 teachers trained** in equal opportunities teaching methods, 2 handbooks for primary school, 1 national curriculum approved, 32 INFO-POINTS in schools in all country,
- ❑ **10 mobilities programmes under Leonardo da Vinci/ Erasmus+ framework** – **398 teachers trained** in Portugal, Spain, Italy – 4 projects was on EQUALITY (80 teachers and TU leaders)
- ❑ **2 on-going projects on ERASMUS+** framework focus on inclusive schools, train the teachers on working methods for children with SEN
- ❑ **5 other projects financed by ESF** who include at least one big activity on topic (seminar, workshop, information session)



OTHER ACTIVITIES

- ❑ **TRAININGS** – National Training Center (2436 teachers trained with our own funds)
- ❑ **TEAM BUILDING** – for the members of the Department and for other key staff (legal advisors, trainers)
- ❑ **MEETINGS** with key staff in order to collect the needs and also to prepare them for bargaining
- ❑ **CAMPAIGNS – STOP VIOLENCE IN SCHOOLS!**
- ❑ **LAW PROPOSALS SUBMITTED TO THE PARLIAMENT**
- ❑ **DIRECT NEGOCIATION WITH MoE** – methodologies (e.g. – Procedure to assure the equal conditions for the pupils with visual disabilities, autistic spectrum disorders or SEN who will enroll for the bachelorate exam in 2019) and other relevant act (Code of Ethics for teaching profession)
- ❑ **PARTNERSHIP AGREEMENTS** – parents association, Institute for Education Sciences, Universities



OUR OBJECTIVES FOR 2018 - 2021

- A Strategy on Equality for the Federation
- Increasing the number of activities at the regional level
- Improving the department's members knowledge and competence to be able to implement measures and activities at regional level
- Focus more on 3 action lines:
 - 1. Introducing measures in new Education Act and in new Collective Labour Agreement
 - 2. Increase the capacity of the UNION LEADERS to act as promoters of the equality concepts and to act more efficient (women in leading positions, collective bargaining, dealing with violence in school)
 - 3. Increase the capacity of TEACHERS – inclusion, SEN, equal opp. for all
- Awareness raising among all stakeholders (campaign)

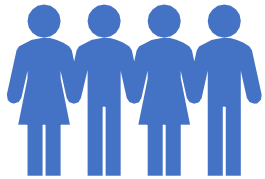


A COLD SHOWER IS
One Way TO WAKE UP



The study „Education for democracy in Romanian schools” (FES, 2018)

Values to share with pupils



- Team work – 96,9%
- To be responsible – 96,8%
- Tolerance – 96,1%

13,1% of teachers still believe that the roma

95% of teachers consider that Romania offers
this topic only at integration of roma/ other



TRUST	IN UNION	IN POLITICAL PARTY
	74,1%	10,5%
active members	34,6%	
non-active members	39,5%	

TEACHERS' ATTITUDES AND VALUES TOWARDS SOCIETY AND POLITICAL SYSTEM AS WELL AS TO THE PROFESSION HAVE A SUBSTANTIAL ROLE IN EDUCATING STUDENTS FOR DEMOCRACY including EQUALITY!



