



Work-life Balance Challenges In The Education Sector

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Teachers' Union of Ireland, (www.tui.ie).

(17,000 members in lower and upper secondary, TVET and tertiary education).



Challenges of Work-Life Balance our Members Face

Extra hours after work

Additional work hours imposed during recession

High stress levels

CPD requirements

Member expectations of themselves

‘Publish or perish’

Commuting distances



What Does The TUI Do To Address Work-Life Challenges?

1. Surveys and other research to assess extent of problem e.g. gender balance research 2017.
2. 2016 TUI report on gender imbalance in promotions in tertiary education and how to address it through promotion processes and better work-life balance, partly leading to a Government action plan and annual monitoring.
3. Negotiating parental leave, additional maternity leave including 30 day overlap, foreign adoption leave, emergency services leave, carer's leave over 100 weeks now, professional time, bereavement leave claim up to 20 days.
4. Examining whether email and social media policies should be provided by employers.



What Does The TUI Do To Address Work-Life Challenges?

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5. Trying to set limits on workload e.g. 2016 workload agreement.
6. Insisting that CPD should be available but not compulsory (especially out of normal work hours).
7. 'Labelling' what already is done.
8. Equality Council and conferences (e.g. combined equity / education conference 2018).



Policies and Practices To Address More Equal Take-Up Of Leave And Sharing Of Caring Responsibilities?

- Negotiated leave entitlements.
- Beyond that we have work to do.
- Haven't addressed male/female take-up of leave or sharing of caring responsibilities.
- Equally haven't been able to address the issue for our own staff as we tend to use phone and email a lot even during annual leave.
- Would welcome views on how we could approach that issue.

Questions/Comments/Ideas Very Welcome

Thank You

Gender Breakdown In Management Roles In Education

	Voluntary secondaries and C&C 2015/2016		ETBs (post-primary) 2017/2018	
	Male	Female	Male	Female
Teacher	5765 (31%)	13052 (69%)		
Principal Teacher	261 (54%)	224 (46%)	161 (56%)	124 (44%)
Deputy Principal Teacher			141 (40%)	211 (60%)
Chief Executive			12 (75%)	4 (25%)
Director of Schools			6 (38%)	10 (62%)
Director of FET			7 (41%)	10 (59%)
Directory of OSD			9 (47%)	10 (53%)