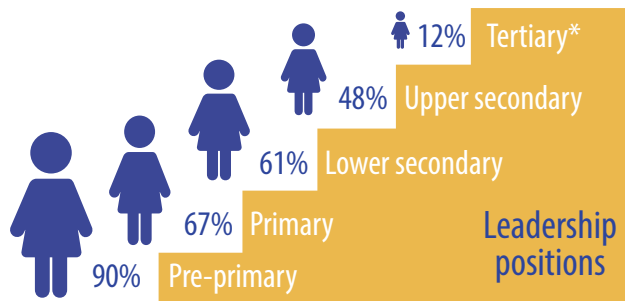
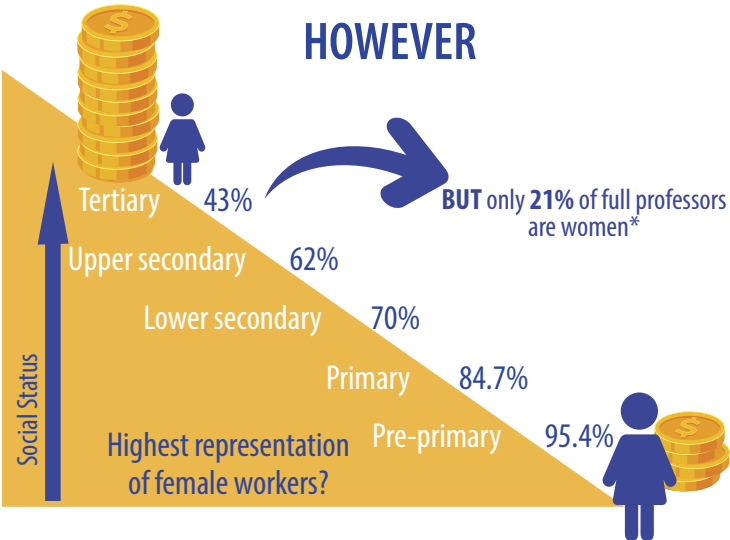


# IS GENDER EQUALITY AN ISSUE FOR THE EDUCATION SECTOR?

Education is the sector with the second highest representation of female workers in the EU Labour market: **73% of education sector workers are women**



Women are more affected by:

- Temporary contracts and part-time work
- Unequal distribution of caring responsibilities
- Gender pay and pension gap
- Difficulties in reconciling work and private life

# WHAT ABOUT EDUCATION TRADE UNIONS?

Role/function	2014 data	2018 data
Female General Secretaries	23%	50%
Women in highest decision making body of trade union	48%	56%

**BUT**

Female presidents	49%	36%
Female Deputy General Secretaries	45%	35%

**More attention on gender equality issues without additional resources:** 55% of respondents noted that attention on gender equality issues has increased but 60% of respondents claimed that resources remained the same.

**Specific departments in trade unions dealing with gender equality issues make a difference,** say 88% of respondents, but only 60% of education trade unions have a department or individuals dealing with gender equality and in most cases **this responsibility is shared with other tasks.**

**Work-life balance issues are considered to be the most important 'new challenge' for trade unions in the sector,** according to 22% of respondents, together with gender equality linked to **wider societal issues** (demographic change, increased mobility etc.) (19% of respondents) and **gender-based violence and harassment in the workplace** and wider society (19% of respondents).

Based on results of ETUCE Survey "Gender equality within education trade unions, the teaching profession and social dialogue", conducted among ETUCE member organisations in May-June 2018



*ETUCE promotes gender equality within the teaching profession and seeks to provide education trade unions and education personnel with the knowledge and tools necessary to enhance gender equality in and through education in their national, regional and local contexts and to address new challenges for gender equality arising from economic, social and technological changes in our societies."*

Susan Flocken  
ETUCE European Director

## Project objectives

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

- Provide** education trade unions with **concrete tools and practices**
- Raise awareness of the **need to include** the discussion on **gender equality in social dialogue** at national and European level in the education sector
- Identify major factors** in gender inequality in the teaching profession
- Update the ETUCE Action Plan** on Gender Equality
- Assess the implementation** of the Recommendations of the ETUCE Standing Committee for Equality

## PROJECT MAIN ACTIVITIES AND EXPECTED OUTCOMES



**Online Survey** among ETUCE member organisations + Desk Research on gender equality in the teaching profession → **Research Report**



**Three 1,5 day regional training workshops** for ETUCE member organisations (in Italy, Germany, and Lithuania) and a **Closing Conference** (in Romania)



**Updated ETUCE Action Plan on Gender Equality:** The project seeks to update the existing ETUCE Action Plan on Gender equality within teacher trade unions' structures and in the teaching profession (2010) in order to better support ETUCE member organisations in promoting gender equality within education trade unions and in the teaching profession



**Online Database of Good Practices:** An online database of education trade unions' good practices in mitigating gender segregation and improving gender equality in the teaching profession using social dialogue instruments is to be launched on the ETUCE website

Make a difference,  
join the training!



**14-15 JANUARY 2019** – Training workshop,  
Rome, Italy

**25-26 FEBRUARY 2019** – Training workshop,  
Vilnius, Lithuania

**28-29 MARCH 2019** – Training workshop,  
Munich, Germany

**16-17 SEPTEMBER 2019** – Final Conference,  
Bucharest, Romania

### Info at:



[www.csee-etu.org](http://www.csee-etu.org)



[www.facebook.com/etuce.csee](https://www.facebook.com/etuce.csee)



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## EDUCATION TRADE UNIONS

ADDRESSING

# GENDER EQUALITY

THROUGH

# SOCIAL DIALOGUE

