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ETUCE

European Trade Union Committee for Education EI European Region

2017 ETUCE Standing Committee for Equality

EUROPEAN REGION- ETUCE

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Recommendations on

Securing Diversity in Education

The 2017 meeting of the ETUCE Standing Committee for Equality puts forward for adoption by the ETUCE Committee the following recommendations on the implementation of the 2016 ETUCE Conference Resolutions on equality.¹ The recommendations are to support ETUCE member organisations to sustainably implement the resolutions' demands and to actively secure equal opportunities and diversity in education throughout Europe.

ETUCE plays a crucial role in lobbying for high quality education for all and for reducing inequalities throughout education.

ETUCE campaigns for an inclusive education system which offers equal, universal access to high quality education for all, regardless of students' gender, sexual orientation, race, economic status, ethnicity, language, religion, disability, and legal migratory status. ETUCE also underlines the education sector's vital role in countering extremism and xenophobia.

ETUCE encourages education trade unions to influence the setting of a robust equality agenda, pushing forward the debate in this field and in carrying out targeted actions, taking into account an intersectional approach to diversity in education.

Member organisations are encouraged to regularly communicate with the ETUCE Secretariat to share their concerns and challenges as well as strategies, concrete action plans and activities that they have developed to implement the ETUCE work programme with regard to equality and diversity.

1. Ensuring gender equality in education

The Standing Committee for Equality notes that even though equal access to education for girls and boys is granted in most EU member states, girls and women are still exposed to obstacles during the educational cycle that influence their careers and positions in the labour market. Moreover, gender stereotypes lead to gender segregation in higher education and in the labour market, as well as mobbing and bullying in the work place. Members of the Standing Committee for Equality point out that trade unions are in need of practical tools for equality improvement, such as training on gender equality, sharing of best practices, and comprehensive data on gender equality in education.

¹ ETUCE Resolution [Reinforcing Equalities within Education and Education Trade Unions In A Fast-Changing World](#), prepared by the 2016 Standing Committee for Equality
ETUCE Resolution [Education Trade Unions on the Refugee Situation in Europe: Promoting Education as the Key to Integration and Inclusion](#)
ETUCE [Resolution Refugees and Displaced Children](#)
ETUCE Resolution [Empowering Education Trade Unions: The Key to Promoting Quality Education](#)
ETUCE [Resolution on Education for Democracy](#)

Suggested Actions

Member organisations are encouraged to:

- Advocate for practical training programmes on gender equality for teachers, academics, other education personnel and trade union representatives using available local resources and local experts, as well as making use of digital tools.
- Develop and distribute among their members a 'tool kit' for equality improvement in the education sector containing both general arguments relevant for the international level, and locally specific arguments useful for collective bargaining.
- Collaborate to create European and national databases on career segregation in education, including Higher Education, with a special focus on pay gap, pension gap and gender-based harassment.

2. Mainstreaming LGBTI equality in the policy of ETUCE

The Standing Committee for Equality is furthermore committed to fighting homophobia, biphobia and transphobia in the education sector to ensure that LGBTI people can fully enjoy their rights and are not discriminated against. Also with a view to celebrating equality and diversity in societies. Today, LGBTI people are exposed to prejudices, bullying and discrimination based on sexual orientation and gender identity, including in the education environment which should provide people with a safe place to live and learn.

Suggested actions

Member organisations are encouraged to:

- Promote equal opportunities for LGBTI education personnel.
- Mainstream diversity in education and develop a position paper on sexual diversity in education at national level and lobby education authorities to include sexual diversity in national legislation and apply it in school curricula.
- Seek funding opportunities for initiatives regarding the working conditions of education personnel, trade unions' support for LGBTI members and mainstreaming an intersectional approach to equality and diversity in education.

3. Ensuring the inclusion of migrants and refugees in education

The Standing Committee for Equality underlines the status of education as a basic human right and the crucial role education plays for integration. Refugee and displaced children in particular are often deprived of their right to education due to different reasons. The SCE underlines the importance of establishing a mechanism for the recognition of qualifications of migrant/refugee teachers, especially as regards qualifications obtained in tertiary education. Therefore, the trade union movement should put special emphasis on advocating for the rights of this marginalised group. In this context, it is important that ETUCE continues lobbying towards the EU institutions and Member States for more public and fair investment in this area and for the implementation of the EU emergency relocation mechanism.

Suggested Actions

Member organisations are encouraged to:

- Continue advocating for quality education, in particular, for qualified teachers, academics and other education personnel to possess the relevant professional skills and interpersonal abilities to deal with and motivate vulnerable groups of migrants, refugees and asylum seekers. In particular for those who may have special educational needs.
- Enhance the importance of providing teacher training according to the demands of teachers as well as preparing the appropriate teaching materials adapted to the needs of refugee pupils.
- Lobby for more public funding for projects and activities aimed at facilitating refugees' and migrants' integration into schools.

4. Tackling extremism and xenophobia

The Standing Committee for Equality states that tackling extremism, racism and xenophobia as well as equipping students with the ability to verify and evaluate information is a key task of education personnel. However, education personnel and education trade unions require support and resources in the fight against extremism, populism and xenophobia in schools and education. Recognising the value of ethnic and cultural diversity in Europe, ETUCE calls on education authorities to implement the Paris Declaration and its member organisations to combat extremism as well as discrimination and develop targeted teaching strategies.

Suggested actions

Member organisations are encouraged to seek funding opportunities with the support of the ETUCE Secretariat to:

- Gather information from ETUCE member organisations on good practices that tackle extremism, racism and xenophobia.
- Disseminate the collected information to develop future initiatives that ETUCE member organisations could carry out, based on the submitted good practices, and encourage member organisations to report on them.