

Background of the Organisation



- European Trade Union Federation for the education sector



- European Region of Education International



- European Social Partner in Education on EU level



- Member of the education working groups in the European Commission

ETUCE in Numbers



- Founded in **1975**
- **131** education trade unions in Europe
- **11 million** teachers and education employees (early childhood, primary schools, secondary schools, higher education and research, vocational training and professional development)



- **1 of 5** regions of Education International

ETUCE Standing Committee for Equality



- The ETUCE Standing Committee for Equality is a consultative body to the ETUCE Committee.
- It seeks to move forward the priorities and recommendations on equal opportunities set out in the ETUCE Work Programme.
- It also puts forward recommendations about priority themes and working methods regarding equal opportunities in education, the teaching profession and teacher unions.
- The Standing Committee for Equality meets once a year. The members are nominated by the national teacher unions of their country. Both men and women are invited to become members of this body.



ETUCE Equality Working Group



- The ETUCE Standing Committee for Equality is prepared by the Equality Working Group.
- The members of this advisory body are nominated by the ETUCE Bureau. (9 members including the Chair of Standing Committee and the Vice-Chair)
- The Working Group drafts the agenda and an activity programme on equality issues for each year.

MAIN TOPICS:

GENDER EQUALITY

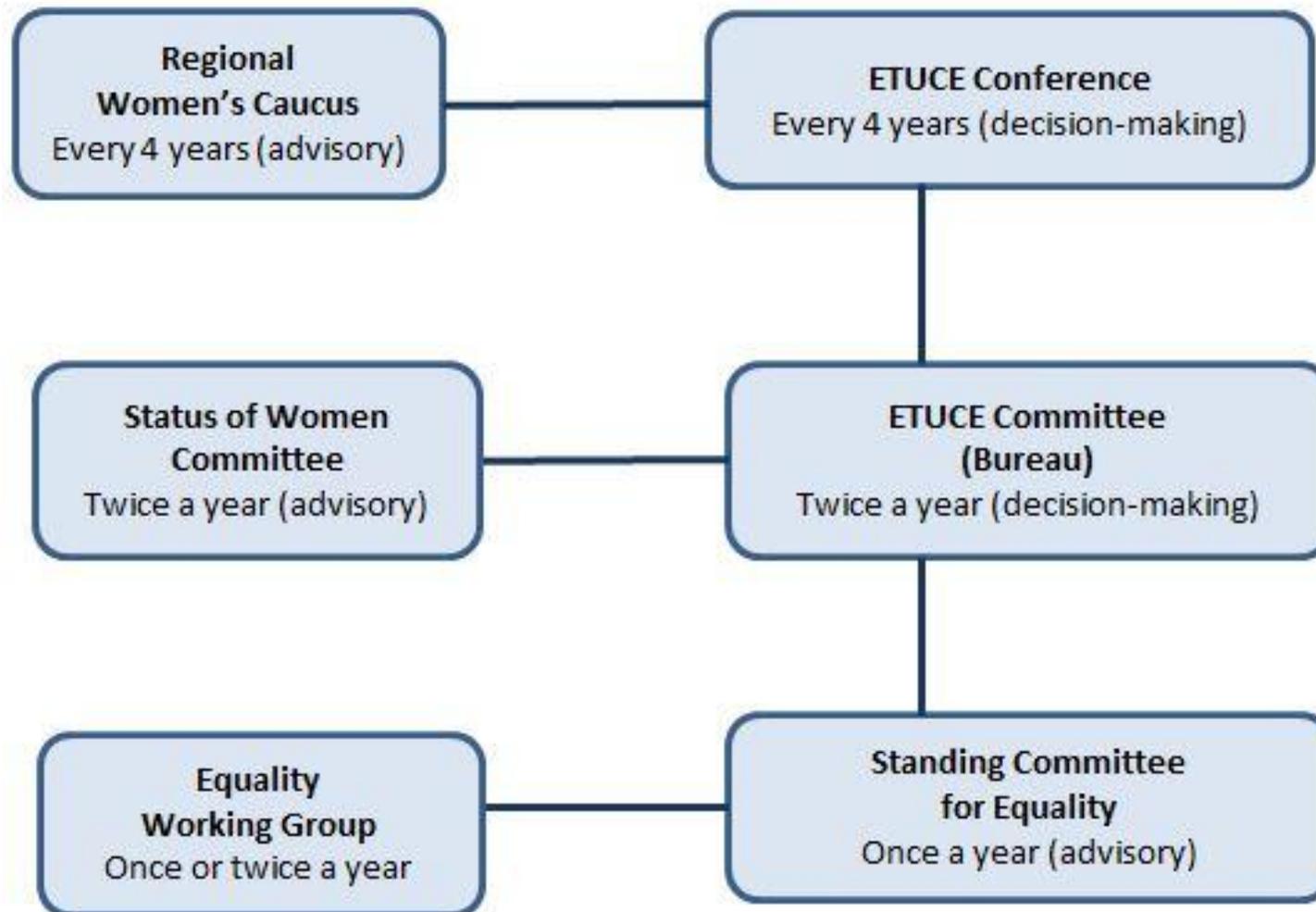
LGBTQI

ANTI-DISCRIMINATION

MIGRATION



ETUCE Equality Working Group



Actions

- **ETUCE Action Plan**
- **Surveys and Questionnaires**
- **Reports**
- **Documents** (newsletters, information sheets, national union action plans, guidelines, CDs, brochures)
- **Projects**
 - **Promoting gender equality within teacher trade unions and in the teaching profession (2008-2009)** - aimed at informing national teacher trade union organisations on the 50-years-old EU legal framework and on the current EU policy priorities and instruments on gender equality, including its importance for the achievement of the EU Lisbon goals.
 - **Actions challenging gender stereotypes and gender segregation (2011-2012)** - providing teachers and teacher unions with the know-how and tools necessary to promote a gender sensitive approach in education and consequently in society





Actions

Promoting gender equality within teacher trade unions and in the teaching profession in Austerity (2013-2014)

- The project aimed to implement and reinforce teacher trade union actions on gender equality in particular in times of austerity.
- Improving national teacher trade unions' understanding of gender equality issues and promoting teacher union action on ensuring gender equality within the unions' own structures and in the education profession especially in the economic crisis.
- Support the implementation of the ETUCE Action Plan on Gender Equality as well as the recommendations of the ETUCE Standing Committee for Equality through the ETUCE member organizations.



Actions

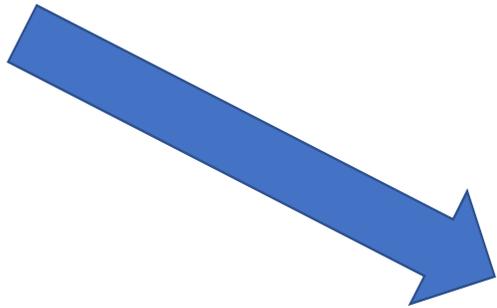
- Support teacher trade unions in further implementing and monitoring the ETUC-UNICE/UEAPME-CEEP **FRAMEWORK OF ACTIONS ON GENDER EQUALITY** and the ETUC Charter of Gender Mainstreaming in trade unions in the education sector at national, regional and local levels.
- **GUIDELINES**
 - [https://www.csee-etu.org/images/attachments/Guidelines on how to mitigate gender stereotypes segregation EN.pdf](https://www.csee-etu.org/images/attachments/Guidelines_on_how_to_mitigate_gender_stereotypes_segregation_EN.pdf)
- **SURVEY RESULTS**
 - <https://www.csee-etu.org/en/policy-issues/equal-opportunities/gender-equality/540-implementing-and-reinforcing-teacher-trade-union-actions-on-gender-equality-in-times-of-austerity-2013-2014>



Actions



- Is member of ETUC Women's Committee and contribute to ETUC's work on promoting women workers and equality in general.
- Member of the education working groups in the European Commission
- European Social Partner in Education on EU level



GENDER EQUALITY IN 2016: CHALLENGES AND GAPS



CHALLENGES AND GAPS

- The **employment rate** for women was 64,5% in 2015 but is well below the rate of men (75,6%) and, with large differences between member states (between 46% and 78%), while unemployment is slightly higher for women (9,7%) than for men (9,5%);
- Women work **part-time** more often than men (accounting for over 70% of part-timers) and an increase has been documented in the lower paid jobs (retail sales, cleaning and helping). The share of involuntary part-time work among women and men has risen for both sexes steadily since 2008;
- Women also outnumber men in fixed term or **temporary agency contracts**;



CHALLENGES AND GAPS

- When measured in **full-time equivalent employment** rate of women stands at 53,7% compared to 71,9% for men;
- The **impact of parenthood** on labour market participation is very different for women and men - only 65.6% of women with children under 12 work, as opposed to 90.3% of men and parental leave is taken by only 2,7% of fathers;
- Working men devote 9 hours a week to **care** – women 26 hours;
- Women are still paid 17% less than men per hour per work. The **gender pay gap** has not narrowed in recent years; More than 70% of low-wage earners in Europe are women and in most European member states, 17% of women live in poverty compared to 15% of men;



CHALLENGES AND GAPS

- Older women are particularly at risk of deprivation. Women's average **pension** is 40% lower than that of men;
- Despite high women's **education achievements** (they account for nearly 60% of EU university graduates) decision making positions at political and economic level are predominantly held by men. The proportion of women on the boards of large publicly listed companies rose from 11.9 % in 2010 to 22.7 % in 2015, but only 4% of CEOs;
- Women continue to be held back not only by glass ceilings that stop them rising up the work hierarchy, but also by glass walls that segregate women into particular jobs and shut them out of others. Women outnumber men in the so-called "**5 Cs occupations**": **catering, cleaning, caring, clerical and cashiering**;



CHALLENGES AND GAPS

- Women lag behind in **decision-making positions in trade unions** too: although there is a constant increase of female workers joining unions (nearly **45%** of ETUC members are women), female trade union leaders at cross-industry level account for nearly **18%** according to the ETUC 8th of March Survey;
- One woman in five in Europe has been subjected to **domestic violence** and one out of two reported some form of **sexual harassment** in the workplace. At the same time cyber-harassment against women is becoming a widespread behavior.



KEY WORDS

- Sharing knowledges, ideas, experiences
- Keep acting
- Cooperation



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