



# **ETUCE Standing Committee for Equality**

**Brussels, 21 -22 October 2013**



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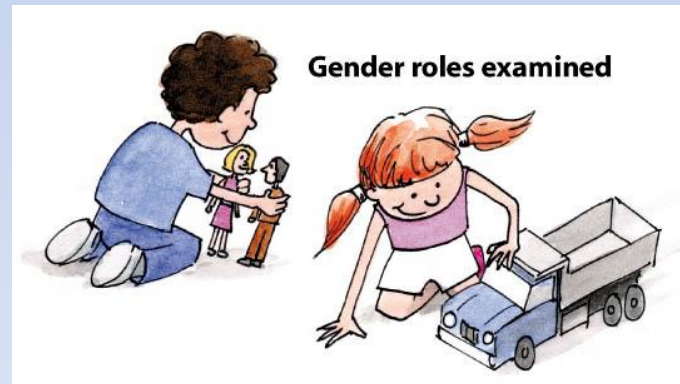
## **EU Agenda and ETUCE Activities on Equal Opportunities**

Brussels, 21 -22 October 2013

Susan Flocken, Coordinator: Internal Policy Coordination

# Striving for Equal Opportunities in Education

- Update on European initiatives & reports
- ETUC Initiatives
- ETUCE Projects and Activities
- Upcoming events



Source: [http://jennyek.files.wordpress.com/2012/04/gender\\_roles\\_layout11.jpg](http://jennyek.files.wordpress.com/2012/04/gender_roles_layout11.jpg)  
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# **Update on European Initiatives**



# Update on European Initiatives

- [Impact of the economic crisis on gender equality and women's rights](#)
- [Starting Fragile: Gender Differences In The Youth Labour Market](#)
- [EC Report on women and men in leadership positions](#)
- [Gender equality strategy mid-term review](#)
- [4<sup>th</sup> international Roma Conference](#), 13 September 2013
- [FEMM Committee Meeting](#), 19 September 2013



# European Union Fundamental Rights Agency and Platform

FRA collects information and data on fundamental rights, provides advice to the EU and its member states and promotes dialogue with civil society in order to raise public awareness of fundamental rights.

Activities: research and analysis; communication and awareness-raising and networking

ETUCE accepted as a member of FRP – structured consultation of the Agency with civil society

Invitation to contribute to the annual work programme of the FRA and participation in 2 annual meetings



# European Union Fundamental Rights Agency and Platform

The Fundamental Rights Agency launched the e-FRA Fundamental Rights Platform, the e-FRP

This web communication tool is used in exchanging information and pooling of knowledge between the Agency and relevant stakeholders

Access is limited to organisations participating in the FRP

Latest reports:

- [The situation of Roma women: FRA data analysis](#)
- [EU LGBT survey - European Union lesbian, gay, bisexual and transgender survey - Results at a glance](#)



# European Institute For Gender Equality

## Objectives:

Contribute to and strengthen the promotion of gender equality including gender mainstreaming and the prevention of gender-based violence in all EU policies and the resulting national policies

Fight against discrimination based on sex

Raise EU citizen's awareness on gender equality by providing technical assistance to the EU institutions, in particular the European Commission and the authorities of the Member States





# Women in Trade Unions

EU database on women and men in decision making: update of ETUCE

Head of highest decision-making body (male/female)	Number male members in highest decision-making body (head included unless he/she is a non-voting member)	Number female members in highest decision-making body (head included unless he/she is a non-voting member)	Head daily executive body (male/female)
F	34	18	M

[http://ec.europa.eu/justice/gender-equality/gender-decision-making/database/index\\_en.htm](http://ec.europa.eu/justice/gender-equality/gender-decision-making/database/index_en.htm)



# ETUC Initiatives



# ETUC Initiatives

8 March 2013 Survey

ETUC Project: Bargaining for equality, including a survey (deadline 28 June 2013), Outcome to be presented at final conference in November 2013

- *EPSU Project Cuts in public sector pay and employment: the impact on women in the public sector*

Draft document *A brief analysis of the 2013 CSRs from a gender Perspective*, on the European Semester and country specific recommendations on gender equality



# **ETUCE Projects & Activities**



# ETUCE Projects and Activities

Project on Teacher Trade Union Actions Challenging Gender Stereotypes and Gender Segregation in the Labour Market  
01 November 2011 – 31 October 2012

Project on Gender Equality in the Education Sector and the Impact of the Crisis  
01 November 2013 – 31 October 2014

Teacher trade unions in solidarity for healthy and safe workplaces in the economic crisis  
01 December 2012 – 30 November 2013



# ETUCE Project on Gender Stereotypes

01 November 2011 – 31 October 2012

## General Project Objective

- Fully exploit the potential of the education sector to overcome gendered discrimination in the labour market with a view to promote not only more gender equality within the teaching profession itself but also to trigger a change in student's future career choices by providing teachers and teacher unions with the know-how and tools that are necessary to promote a gender sensitive approach in education and consequently in society as a whole.
- To support the implementation of the benchmarks set in the Roadmap for the Strategy for Equality between Women and Men and to shore up the work of the Council of Europe as regards the implementation of the Recommendation CM/REC(2007)13 of the Committee of Ministers to member states on gender mainstreaming in education.



# Specific Project Objectives

- **Identify and examine** the link between gender inequality in the labour market and education;
- **Raise awareness** amongst teachers, teacher unions, students and pupils on the issue of gender equality to mitigate gender stereotypes in students' (future employees) choice of career paths;
- **Provide teachers knowledge and information** on gender sensitive working environments to enable students to choose a career path irrespective of gender stereotypes;
- **Change teaching approaches** (subject and content-wise) by improving teachers' attitude on gender stereotypes and their personal competences;
- **Promote gender sensitive education** at European and national level;
- **Encourage national teacher trade unions to cooperate with national education employers** on including gender sensitive education in national social dialogue systems and collective agreements by feeding the project outcomes into the European Sectoral Social Dialogue Committee for Education.



# Guidelines for ETUCE & National Teacher Unions

The Guidelines are meant to be a set of recommendations for teacher unions on actions at national and European level to challenge gender stereotypes in education with a view to have a significant impact on Gender segregation in the labour market.

The guidelines have been drafted to focus on five priorities:

1. Raising awareness amongst teachers, teacher unions and social partners on the issue of gender stereotypes
2. Developing tools to contribute to gender sensitive education
3. Mitigating gender stereotypes in students' choice of career paths
4. Taking concrete measures to engage in a national social dialogue about how to include gender sensitive education to aim for equal economic independence for men and women
5. At European level, exchanging best practices of successful institutional and / or legislative changes in national education systems





# ETUCE Project on Gender Equality in Education & the Impact of the Crisis

01 November 2013 – 31 October 2014

## General Project Objective

- **implement and reinforce teacher trade union actions on gender equality in particular in times of austerity** with the aim to continue to improve national teacher trade unions' understanding of gender equality issues and to promote their action on ensuring gender equality within their own structures and in their profession especially in the economic crisis.
- continue the work that ETUCE and its member organisations have achieved in this field and to further 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 organisations.



# Specific Project Objectives

- **Continue to raise awareness** amongst ETUCE member organisations on gender equality issues in teacher unions and in the teaching profession as well as on major EU priorities, policies and instruments in the field by establishing an online platform on equality issues;
- **Analyse** the actual gender equality situation and the impact of the crisis thereon in the education sector and within national teacher unions' structures;
- **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.
- **Assess** the implementation of the ETUCE Action Plan on Gender and supporting the ETUCE member organisation in carrying out further actions on gender equality in the particular context of austerity;



# Expected Project Outcome

- Project brochure containing:
- **Practical guidelines supporting the ETUCE member organisations in carrying out further actions on gender equality in teacher unions and the teaching profession in the particular context of austerity .**  
Translations has been provided in EN,FR,DE,ES &RUS
- Reports of the Project Seminar & of the final conference
- USB keys containing the reports and all project documents in the various languages for dissemination amongst ETUCE member organisations
- Creation of a new online platform on equality issues
- Dissemination and publication of the project at

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



# Upcoming events

- 21 October 2013 FEMM Committee of the EP, Strasbourg
- 22 October 2013, ETUCE Status of Women Committee, Brussels
- 05/06 November 2013 ETUC Project conference *Bargaining for equality*, Vilnius
- 05/06 November 2013 The Agenda for growth in the EU: Why migration matters?
- 12/13 November 2013, FRA [Fundamental Rights Conference](#), Vilnius
- 25 November 2013 UN Day for the Elimination of Violence Against Women
- 07-09 April 2014 2<sup>nd</sup> EI World Women's Conference, Dublin



**Thank you for your attention**

ETUCE website: [www.csee-etuice.org](http://www.csee-etuice.org)