



Education Trade Unions addressing Gender Stereotypes in the Education Sector

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Education International - European Region

European Trade Union Committee for Education (ETUCE)

- **teachers' social partner** at European level and a defender of teachers' interests to European institutions
- the **Education International** Regional Structure in Europe
- represents **all levels of education** (including vocational education and training)
- represents **132** Education Trade unions in **51** countries, in total numbers, **11 million members** all over Europe
- a European Trade Union Federation of the **European Trade Union Confederation (ETUC)**

ETUCE Work on Gender Equality and Gender Stereotypes in the Education Sector

- [ETUCE Action Plan on Equality, Diversity and Inclusion](#) (2021)
- [ETUCE's views on Public consultation regarding the current situation of gender equality in the EU and priorities for the next five years](#) (2019)
- Project '[Empowering education trade unions to address gender equality in the teaching profession through social dialogue](#)' (2018-2019)
- [**ETUCE Action Plan on Gender Equality**](#) (2020)

Gender Stereotypes in the Education sector

- Deeply-rooted gender stereotypes: perceptions of women's and men's role in the household, caring responsibilities, the labour market and public life, as well as their capabilities and skills;
- 73% of education workers are female;
- Horizontal gender segregation: among different education sectors;
- Vertical gender segregation: decision-making positions;
- Work-life balance issues

ETUCE's work on gender stereotypes at work

- Addressing gender segregation in the labour market in the European Sectoral Social Dialogue for Education, and support ETUC in addressing these issues at cross-sectoral level;
- Collecting and disseminating information on good practices and experiences of member organisations;
- Ensuring gender-neutral language in all ETUCE documents;
- Collaborating with European agencies working on gender equality (e.g. EIGE)
- Raising awareness of successful institutional and/or legislative changes regarding gender stereotypes in national education systems

Education trade unions addressing gender stereotypes in the education sector

- Promote discussions on gender equality and gender stereotypes in the education sector within the national, regional and local social dialogue and ESSDE;
- Raise awareness on the link between gender stereotypes and other gender equality issues;
- Initiate and/or organise research on gender stereotypes at work in the education sector;
- Provide teacher training and tools on gender awareness, unconscious bias and recognition of gender stereotypes;

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- Campaign to promote men's presence in ECE and primary education;
- Working with parents, families, media and local bodies to address the social obstacles for men working in ECE and primary education;
- Build the capacity of education trade unions to address social stereotypes about women's and men's working abilities and skills;
- Lobby for the use of gender-neutral job offer descriptions, gender-neutral assessment for school leaders and gender-balanced recruitment panels for leadership positions;
- Provide gender-blind leadership training for trade union members

National examples: ETUCE Database of Good Practices

- COV, Belgium - [Sexism at work](#): create awareness among trade union personnel about the use (and the effect) of gender stereotypes;
- STEs-Intersindical, Spain - [Calendar 'Women's time, women in time'](#);
- GEW, Germany – [Campaign and lobbying “YES 13 - because primary school teachers earn it!”](#)
- FSLE, Romania – [Project 'Be bold for change!'](#) (workshops, appearance on national TV, meetings with teachers, etc.)
- VBE, Germany – ['Girls' Days' and 'Boys' Days'](#)

Thank you for your attention!

If you have questions, please contact

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