

ETF WOMEN'S COMMITTEE

TRAINING AND EMPOWERMENT

Ekaterina Yordanova, ETF Vice-President

Making the Transport Sector Fit for Women to Work in

Findings from a survey of women transport workers by the European Transport Workers' Federation (ETF)

THE ETF WORKPLACE GUIDANCE TO ADDRESS VIOLENCE AND HARASSMENT AGAINST WOMEN AT WORK

EXPLAINED BY PILLINGER

A LACK OF ACCESS TO TOILETS AFFECTS WOMEN'S HEALTH & SAFETY AND HARMS THEIR PARTICIPATION IN TRANSPORT

VIOLENCE AGAINST WOMEN AT WORK IN TRANSPORT

Summary report of findings from a survey by ETF

Why wouldn't women want to work in transport?

END THE GENDER PAY GAP!

ETF WOMEN'S COMMITTEE

#RATIFYC100

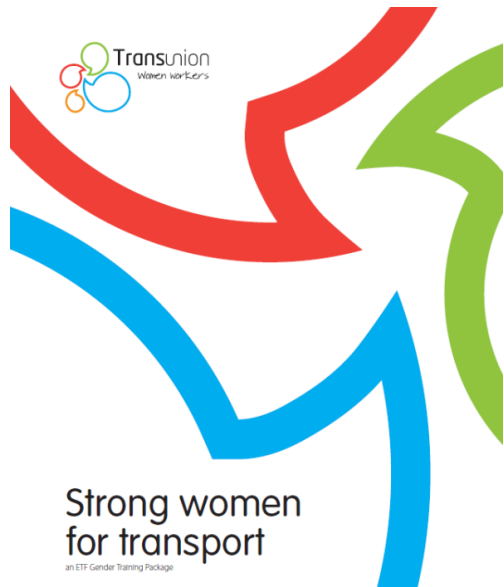
SOLIDARITY

TRANSPORT WORKER AND TRADE UNIONIST IN TURKEY

YES! WE CAN DO IT!



TRANSUNION: THE BEGINNING OF GENDER TRAINING

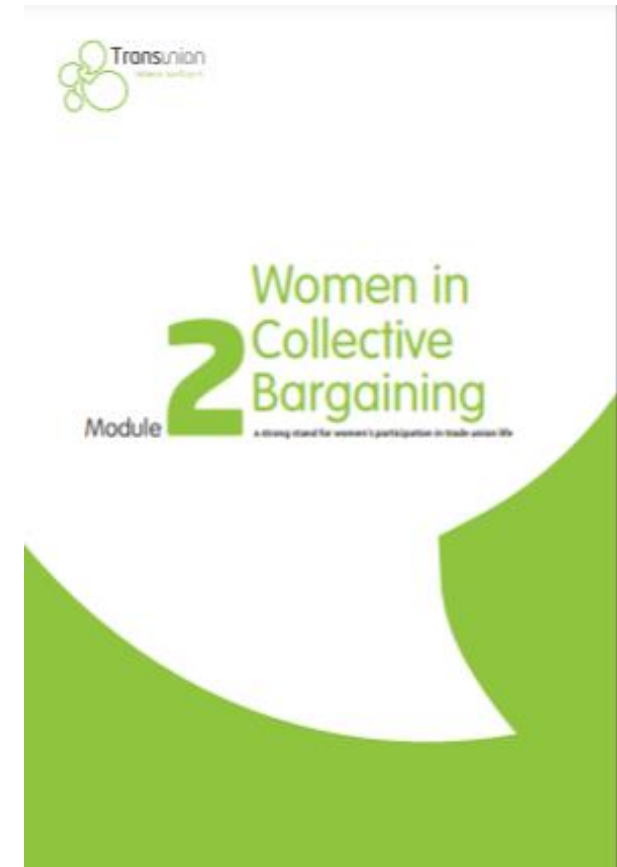
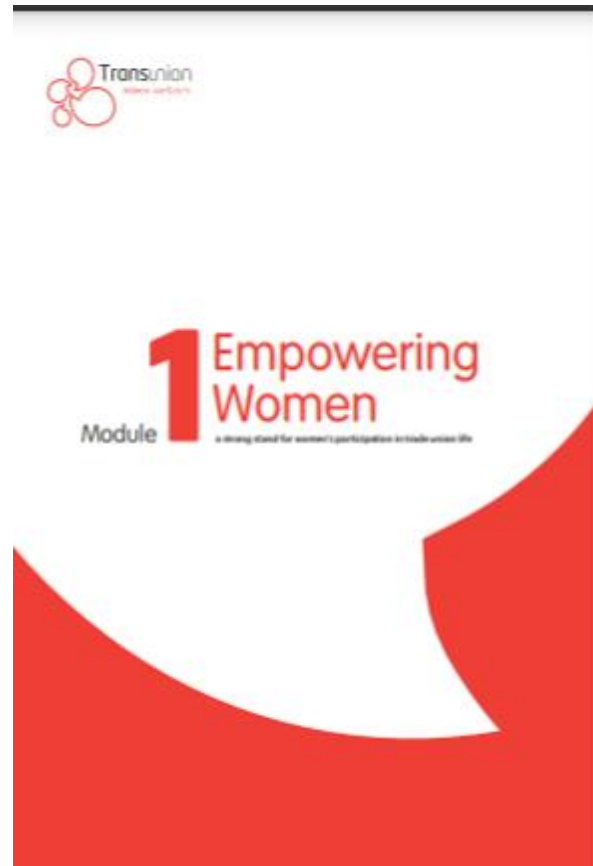


- Concern about gender equality in transport
- ETF decided to develop a gender training package:
 - to empower women as future union activists
 - to enable their participation in collective bargaining and negotiation
- In 2010-2012, through TRANSUNION, ETF created the first two pillars:
 - Women's empowerment
 - Collective bargaining for women





TRANSUNION: THE BEGINNING OF GENDER TRAINING





RECOMMENDATIONS: SKILLS WORKSHOPS

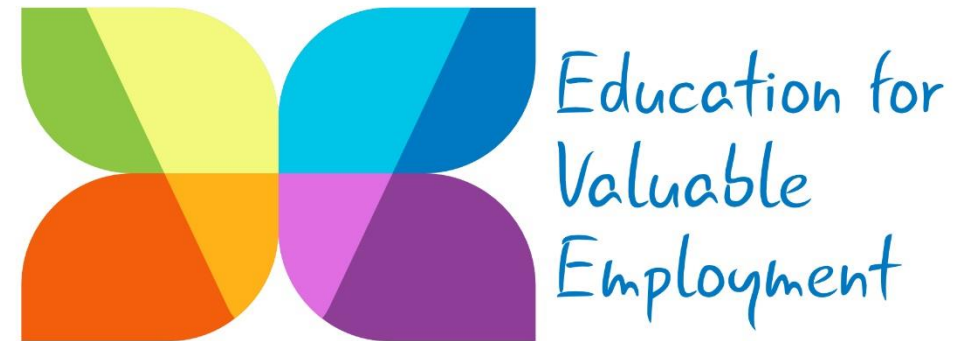


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GENDER EQUALITY TRAINING: TRANSUNION AND BEYOND





GENDER EQUALITY TRAINING: TRANSUNION AND BEYOND



ETF GENDER EQUALITY TRAINING PACKAGE

- CONSISTS OF 4 MODULES AND A TRAINING KIT
 - MODULE 1: EMPOWERING WOMEN (2011)
 - MODULE 2: COLLECTIVE BARGAINING (2012)
 - MODULE 3: HEALTH AND SAFETY (2016)
 - MODULE 4: VIOLENCE AND HARASSMENT (2018)
- RESULT OF 2 PROJECTS (TRANSUNION AND EVE), PLUS THE INDEPENDENT EFFORTS OF ETF AFFILIATE EVG)
- MODULE 5: GENDER PAY GAP IN CONSIDERATION





THE 4 TRAINING MODULES

Module **1** Empowering Women
a strong stand for women's participation in trade union life

Module **2** Women in Collective Bargaining
a strong stand for women's participation in trade union life

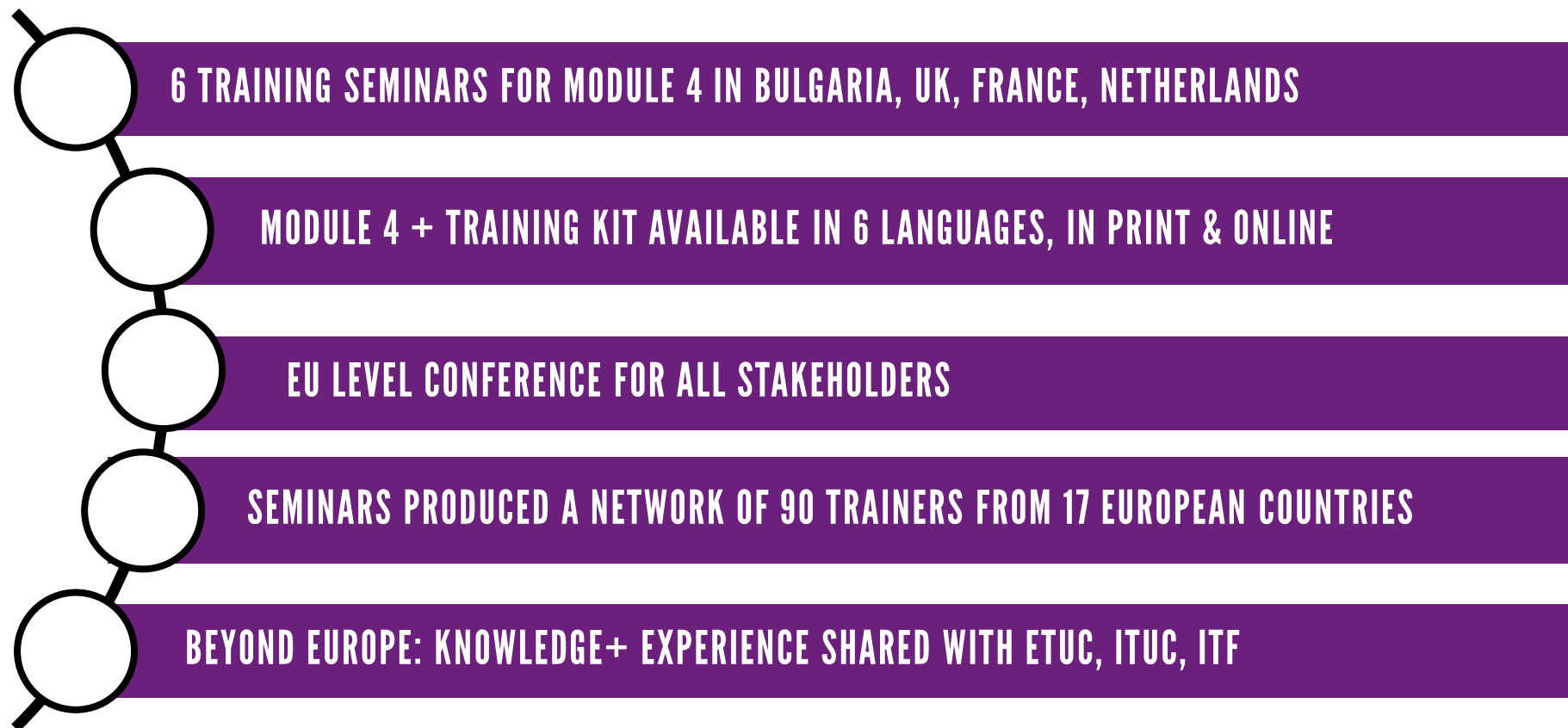
Module **3** Health and safety

Module **4** Violence and Harassment against Women





EVE: LEVERAGING THE KNOWLEDGE





EVE SEMINARS ON MODULE 4 + TRAINING KIT

- SOFIA (20-23 JUNE 2017)
- AMSTERDAM 19-22 SEPTEMBER 2017)
- ESHER, LONDON (27-30 NOVEMBER 2017)
- PARIS (15-18 JANUARY 2018)
- PRAVETS (2-5 JULY; AND 17-20 JULY 2018)





EVE SEMINARS: SOFIA 20-23 JUNE 2017





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EVE SEMINARS: ESHER 27-30 NOVEMBER 2017





EVE SEMINARS: PARIS 15-18 JANUARY 2018





EVE SEMINARS: PRAVETS 2-5 JULY 2018





EVE SEMINARS: PRAVETS 17-20 JULY 2018





EVE HIGH-LEVEL EU CONFERENCE: PRAVETS 8 MARCH 2018

- Improving gender equality in the transport sector
- 100 delegates and guests from all over Europe
- Key Bulgarian ministers (Deputy Minister of Labor and Social Policy; Deputy Minister of Justice)
- Bulgarian employers in the urban transport sector (CEOs, Members of Board of Directors)
- Academic researchers: Prof. Peter Turnbull (UK), Prof. Yulia Simeonova (BG)
- Key guests:
 - Elisabeth Kotthaus, EC, DG MOVE,
 - Montserrat Mir, ETUC's Confederal Secretary;
 - Brigitta Paas, President ETF Women's Committee + Valérie Latron, Deputy President ETF Women's Committee
- Video messages: Commissioner Maria Gabriel; ETF's General Secretary Eduardo Chagas, ITUC's General Secretary Sharan Burrow, Diana Holland, chair of ITF women's committee





EVE HIGH-LEVEL EU CONFERENCE: PRAVETS 8 MARCH 2018





THE TRAINING KIT: COMPLEMENTING THE 4 MODULES





THE TRAINING KIT: COMPLEMENTING THE 4 MODULES



- PEDAGOGICAL + PRACTICAL TOOLS
- FOR TU EDUCATION, CAMPAIGNING, PROJECT WORK
- COVERS THE 4 THEMATIC AREAS OF THE 4 MODULES
- CREATED BY FTTUB'S EXPERTS UNDER THE EVE PROJECT (2018)
- AVAILABLE THROUGH ETF AND FTTUB SITES
(<http://eve.fttub.org>)
- IN 6 LANGUAGES (EN, FR, DE, ES, BG, NL)



ETF GENDER EQUALITY TRAINING PACKAGE

- **CONSISTS OF 4 MODULES AND A TRAINING KIT**
 - **MODULE 1: EMPOWERING WOMEN (2012)**
 - **MODULE 2: COLLECTIVE BARGAINING (2012)**
 - **MODULE 3: HEALTH AND SAFETY (2016)**
 - **MODULE 4: VIOLENCE AND HARASSMENT (2018)**
- **RESULT OF 2 PROJECTS (TRANSUNION AND EVE), PLUS THE INDEPENDENT EFFORTS OF ETF AFFILIATE EVG)**
- **MODULE 5: GENDER PAY GAP IN CONSIDERATION**





EVE: PROJECT EXTENDED, BENEFITS EXTENDED



- 4 months extension due to cost-effectiveness, positive feedback, demand for training -> 1 additional language for M4 and the TK, and 2 additional trainings
- Translated Module 4 + Training kit in Spanish
- „2 more trainings in July 2018 → reps from ALL sectors; interpretation in languages not supported before: Romanian, German, Serbo-Croatian and Turkish
- Covered Balkan region, Baltic region, Germany, Austria
- Very interesting project ideas and input from participants in the 2 additional trainings
- Seminars boosted general networking and partnership between unions in SEE (South-Eastern Europe), not only on gender equality
- Lessons learned“ booklet sharing the organizational capacity improved, the challenges overcome, and the knowledge acquired during the project





ETF TRAINING AND EMPOWERMENT: NEXT STEPS

- POSSIBLY MODULE 5 ON GENDER PAY GAP
- ADDRESSING THE NEEDS OF YOUNG WOMEN
- ADDRESSING THE IMPACT OF DIGITALISATION
- PROMOTING THE POOL OF ETF WOMEN TRAINERS + ORGANIZING FURTHER TRAININGS ON THE 4 MODULES: ADDRESSING SECTORS' + UNIONS' NEEDS
- EXCHANING KNOWLEDGE WITH OTHER SECTORS (THROUGH ETUC)
AND REGIONS (THROUGH ITF)
- THE ITF WOMEN ADVOCACY PROGRAMME- JODI EVANS





ENGAGE ON ALL PLATFORMS!



[Gender Equality](#)



[ETF Women](#)



[ETFWomen](#)



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ETF

THE ETF WORKPLACE
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EXPLAINED BY DR. JANE
PILLINGER

VIOLENCE AGAINST
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Summary report of findings
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Why
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want to
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THANK YOU!

END THE GENDER PAY GAP!

#RATIFYC190



WITH WOMEN
TRANSPORT WORKERS
AND TRADE UNIONISTS
IN TURKEY

SOLIDARITY

