

Equal opportunities – a way to social welfare

Webinar, Monday, 19th of April 2021 at 13:00

Jitsi Meet

1. Remember: Microfon on/of
- 2: if you want to say something: Raise your hand
3. Presentation: Klik on speaker/studio

To help us with language :

Russian Interpreter Anastasia Christensen

13.00 Presentation of Odense Aftenskole.

Jan Johansen and Jette Mellgren

13.15 Presentation of Odense VUC,

Helle Klodskov, Study advisor HF, AVU, HF eSport, Sustainable innovation & media

13.30 Presentation from

Hanne Blomstrøm, Business psychologist and expert in well-being and career advice.

13.45 Presentation of Eesti People to People.

Ruta Pels and Leonid Smulskiy

13.55 Presentation of Union of Women of the Kaliningrad Region.

Natalia Anosova and Galina Kuramshina

14.05 Presentation of “Interakcia”

Daria Stepnova

14.15 Recommendations to the NGO Network’s package of proposals on providing equal opportunities.

14.25 Thank you for you participation.

Jan Johansen

Odense Aftenskole

Workshop of NGO experts on equal opportunities of women and men

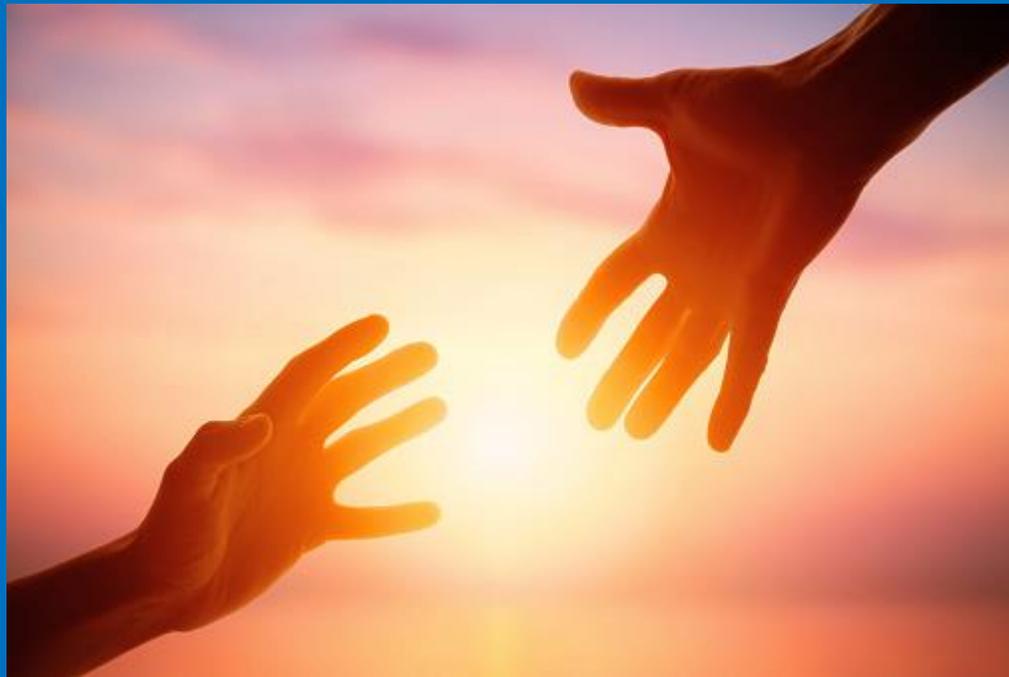
The basic principles of the European Pillar of Social Rights

We will never stop fighting for gender equality.



#ThisIsTheEU





Now we will visit 2 places
that work with equal opportunities

First we go to VUC Odense
Next visit is FirmaPlus+ in Odense

Helle Klodskov

VUC Odense



EQUAL ACCESS TO EDUCATION FOR MEN AND WOMEN

HF
VUC
FYN +



Briefly about our school

HF & VUC FYN

- HF & VUC FYN is the largest adult education center in Denmark with 400+ employees. In 2019, we had 3,500 year-olds aged 17 and up. HF & VUC FYN covers the whole of Funen and is represented in 8 cities.
- HF & VUC FYN offers primary and secondary education for young people and adults



HF & VUC and The 17 Sustainable Development Goals

- HF & VUC FYN is a world-class certified school with a focus on an inclusion perspective through equal access to quality education for all
- UN World Goal 4 has been made HF & VUC FYN's mission: We ensure equal access to quality education and promote everyone's opportunities for lifelong learning.
- We work with - that everyone gets access to quality education and has the opportunity for lifelong learning.



HF & VUC and The 17 Sustainable Development Goals

- HF & VUC FYN contains the diversity in e.g. age, ethnicity, gender and culture, including young people and adults who have made a choice to take the next step. We contribute to creating and realizing future dreams by focusing on learning, well-being, education, motivation, self-esteem and empowerment.



Challenges in relation to Gender and equal right to education

Challenges in relation to gender and education in Denmark over the last 10 years:

There are several, but today I will focus on one:

There are far fewer boys than girls who thrive in upper secondary education. This means that fewer boys than girls complete their youth education

Proportion who complete an HF by gender:

Men	Women
44.5%	55.5%



Challenges in relation to Gender and equal right to education

There are several reasons that influence this development:

- The boys choose alternative careers where there is no need for traditional education, eg entrepreneurs, influencers, etc.
- The teaching in primary and secondary school is more targeted at girls than boys. For example, you have to sit still and listen and note what the teacher says. There is not so much hands on, which is a form of work that generally appeals to the boys.



Our answer: HF eSport

<https://www.vucfyn.dk/uddannelser/hf-plus-stx/2-aarig-hf/hf-esport/>



HF eSport

- To support the boys' needs, we have developed HF eSport, which we have now run for 4 years.
- A completely ordinary hf, where the students at the same time develop their talent and network within eSports. They also receive a coaching education in esports, which they can use to become an esports coach in clubs and associations.



HF eSport - The target group

- 50% would have taken a high school education in any case
- 20% have previously been in a regular youth education, but have dropped out
- 30% are 3 years after they have left primary school, not started a youth education



HF eSport - The teaching

- is based on the students' interest in computer games and IT. The fascination of games is included and integrated in the subjects, and we place great emphasis on including esports in the hf subjects where it makes sense.
- In addition, they have 6 hours of sports training per week. Here they have a coach in relation to the games they play.



HF eSport - Relations

- The students have a common interest from day 1, which means that they have a common language and something that connects them.
- The teachers who teach at HF eSport are themselves gamers, which means that they have a common interest with the students. So approx. once a month they hold an event outside of school hours. For example, an esports competition, they watch a final match, or they play board games.



HF eSport - Guidance and support

- Because 50% of the group have challenges in relation to the school, we make various guidance measures to maintain them:
- They are called for interviews on an ongoing basis, where we assess their professional development and their meeting activity.
- We do different group courses depending on their challenges. We currently have 3 types of guidance courses:
 - - Introverted boys - "what do I do when I dare not say anything?"
 - - Hold on - for students who have high absenteeism
 - - Career - "What do I need when I finish my youth education"



HF eSport - Results

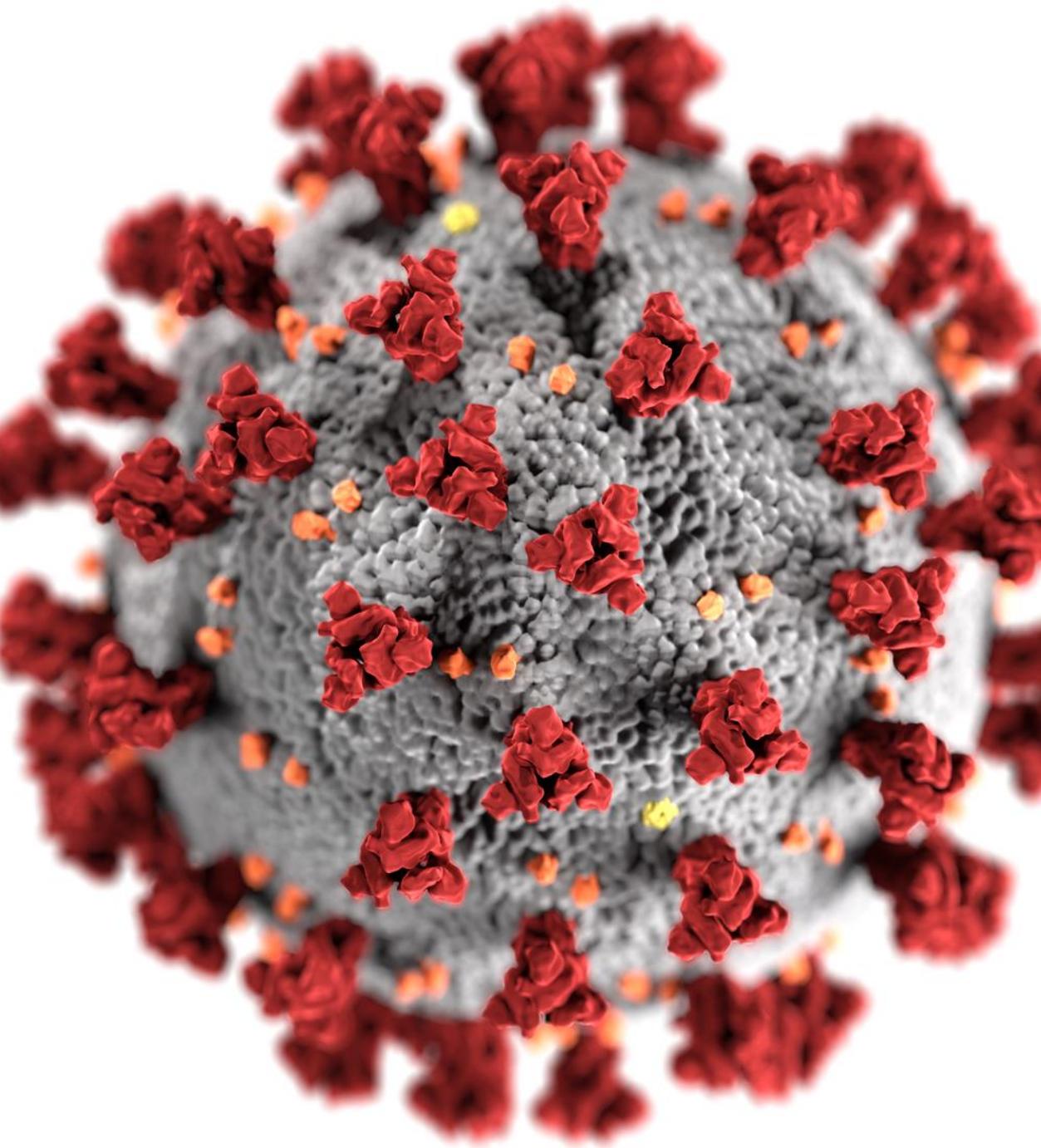
- Approx. 85% complete HF eSport. This is a goal we are happy with when we look at the fact that 50% of those admitted are challenged when they start.





Hanne Blomstrøm

FirmaPlus+



Gender and equality during and after the COVID-19 crisis

Hanne Blomstrøm,
Business Psychologist
Denmark
April, 2021



Hanne Blomstrøm

- Born in 1957
- Self employed since 2000 as Business Psychologist and Consultant in well-being and career development
- Education
 - 2004 MA (educational psychology)
 - 2000 Diploma in Psychology
 - 1994 Diploma in Labor market and personnel management
 - 1984 Completed teacher training
- Publications
 - 2015 Positive Psychology in management
 - 2015 Positive Psychology in the organization

5 GENDER EQUALITY



About this talk

Based on research and recommendations from KVINFO
KVINFO is the Danish centre for gender, equality and diversity.

Topics:

- Men and Health
- Educational choices
- Employees within Healthcare
- Domestic roles
- Domestic violence

See more: www.kvinfo.dk



Men and Health

- 20 % more men than women in DK had COVID-19
- 54 % of the hospitalized with COVID-19 are men
- 73 % of patients in intensive care are men
- 57 % of all deaths of COVID-19 were men
- Almost the double number of men than women died (based on demographic)
- The mortality rate for men is also higher across many other diseases (cancer, cardiovascular disease, diabetes and lung disorders)



More men can become healthier, feel better and live longer if

Healthcare initiates research within, for instance;

- Men's knowledge of Coronavirus and how to prevent infections
- How to make men respond to symptoms and go to the doctor
- How to formulate the offers so that men as soon as possible seek help
- How to meet and communicate better with men regardless of age, ethnicity, sexuality, religion, disability, social background and education



Educational choices make a strongly gender-divided labour market

COVID-19 developed a sudden need for employees and resources in healthcare.

Far more women work in healthcare than men.

- Only 13 % of applicants within healthcare and pedagogy educations are men.
- 95 % of the applicants within technology, construction and transport educations are men.
- Gender segregation starts already in childhood
- Young people gets advice from "narrow norms" and unconsciously being warned against unconventional education choices based on gender.



How to change

- Regardless of gender, children and young people need to have equal opportunities to realize their dreams, participate in society and unfold their talents and abilities.
- Gender, sexuality and diversity must be a mandatory topic on training for teachers in kindergarten and schools.
- Gender-aware guidance in choice of education and profession.
- Strengthen legislation against sexual harassment
- By not producing stereotypical promotional material for recruiting and retention



Employees within healthcare

Healthcare professionals are important in order for society to function properly

- Celebrated as heroes in the fight against coronavirus
- But, due to history and being a "Female occupation" it is compensated with a low pay.
- Many healthcare professionals leave their profession or work part time due to stress and a low pay
- Do their role and our appreciation for them translate into a pay that really matches their importance?



How to change

- The Labor Market organizations could use the COVID-19 crisis as an opportunity to acknowledge the value of healthcare workers
- The Labor Market organizations and governments must continue the work to correct the historically conditioned low pay.



COVID-19 and domestic roles

- During COVID-19, both single- and two-parent households have been challenged.
- Mothers still do most of the work related to cooking, cleaning, helping children with homework etc.
- Female researchers have published less than they used to.
- More fathers (60 %) have played more, talked more, walked more together with their children.
- 85% of the fathers feel that it has been "good" or "very good" to spend more time with their children
- 61% say that they will miss spending time together with their children after COVID-19
- 40% say that they and their children now know each other better.



Domestic equality – how?

- COVID-19 has shown a will and opportunity to develop more domestic equality
- Government must focus on a more equal share of maternity and parental leave
- Labor Market Organizations must keep working towards better agreements on pay during leave.
- Companies, organizations and public workplaces must ensure more flexibility in labor market and better opportunities to work from home
- Authorities must focus on how fathers can be more involved in connection with pregnancy, birth, enrollment in daycare etc., so that mothers aren't always regarded as "the" primary parent.



COVID-19 and domestic violence

- In DK women are more than three times likely than men to be the victims of domestic violence
- During COVID-19 danish crisis centers have received fewer calls than normal (almost 50 % less)
- Usually women call the crisis centers, when the man is away at work
- During COVID-19 families are together all the time, and the women cannot call safely
- After the gradual opening of DK the calls increased significantly
- A lot of women were exposed to more violent abuse during than before COVID-19



How to change

- We must focus on domestic violence, especially during a crisis like COVID-19
- Government must recognize domestic violence as a social problem and follow the development very closely
- Government must increase information to the public about domestic violence and how to get help
- Government must involve experts within gender-based violence within the national pandemic preparedness
- Government must strengthen police resources, especially during a crisis like COVID-19, to focus on domestic violence and inquiries related to domestic violence



Questions or
comments?

**Ruta Pels &
Leonid Smulskiy**

Eesti People to People.



Equal opportunities of women and men in education
Principles of the European Pillar of Social Rights

Ruta Pels and Leonid Smulskiy
Eesti People to People
ESTONIA

Project No. 1017680

19th of April 2021

Estonia in Education



Estonia has had historically high tertiary attainment levels.

Tertiary attainment of adults in Estonia (38%) is above the OECD average (36%).

This high attainment level is true not only for young adults (25-34 year-olds), with 41% attaining tertiary education (almost at par with the OECD average of 42%), but also for the older generation (55-64 year-olds), where 35% have tertiary attainment, higher than the OECD average of 26%.

Estonian students did well on the PISA tests. That confirms that there is not necessarily a connection between gender equality and school performance. However, there is broad consensus among the teachers that gender equality should be a priority in school.

Gender gaps in education and employment persist



As in the majority of OECD countries, women in Estonia tend to reach higher levels of attainment than men.

Women represented 69% of students who graduated from a master's programme following a bachelor's degree, the highest such share among OECD countries.

At the lower end of the attainment spectrum, the share of individuals with below upper secondary education is higher among men (12%) than among women (9%).

However, women continue to earn less than men with similar levels of attainment, although the gap decreases with higher levels of attainment. At tertiary level, women earn on average 70% as much as their male counterparts, slightly below the OECD average of 73%, and lower than in the neighbouring countries, Finland and Latvia, which are both at 76%.

As previously highlighted, the earning imbalance seems to be correlated to the choice of field of study, where highly female-dominated professions, such as teaching, typically offer lower salaries than other professions.

High-quality education needs sustainable funding



The overwhelming majority of teachers in **Estonia** are **women**: 92% in primary **education**, compared to the OECD average of 82%;

82% in lower secondary, compared to the OECD average of 68%;

and 78% in upper secondary general, compared to the OECD average of 62%.

The teachers expressed concerns about the continued lack of male teacher students at schools.

They emphasized the need for higher salaries in order to attract more men to the profession.

To make teaching an attractive profession, Estonia must offer competitive salaries and good earning progression. Teachers' salaries in Estonia underwent one of the highest increases in the OECD, with lower and upper secondary teachers' salaries increasing by 31%.

Putting gender equality on the agenda in Estonian schools



The [‘Integrating gender into teacher education and training’](#) project was implemented by the [Estonian Women's Association Roundtable](#). Eesti People to People NGO is member of this women umbrella organization.

Project was supported by the [Norwegian Centre for gender equality \(KUN\)](#) through the Estonian [‘Mainstreaming gender equality and promoting work-life balance’](#) programme.

The project aimed to gather information on how students and teachers perceive gender roles. The main concern was whether there exists different expectations to children based on their assigned gender, and whether these, should such differences exist, influence behaviour and performance. With these concerns in mind, the project was seeking to mainstream gender issues across all aspects and areas of teacher education in Estonia.

Results showed that there is a need to improve statistics in the field, as well as common framework on how to tackle issues related to gender equality, to raise gender awareness in schools and among teachers, and develop guidelines on how to include gender aspects in education and training.

Thank you!



Eesti People to People

www.ptpest.ee

ptpest@hotmail.com

Marina

Kaliningrad

ПРАВА ЖЕНЩИН
WOMEN'S RIGHTS
2021

КАЛИНИНГРАДСКАЯ ОБЛАСТЬ
KALININGRAD REGION

- В Калининградской области (Kaliningrad region)

476157

Мужчин

Men

536355

Женщин

Women

- По гендерному составу среди безработных граждан преобладают женщины – 18555 человек или 60,5%. Из общего количества зарегистрированных безработных граждан: молодежь 16-29 лет составляет 7537 человек или 24,6%; граждане, проживающие в сельской местности – 5099 человек или 16,6%; инвалиды – 503 человека или 1,6%; дети-сироты – 105 человек или 0,3 %.
- According to the gender composition, women predominate among unemployed citizens – 18,555 people or 60.5%. Out of the total number of registered unemployed citizens: young people aged 16-29 make up 7537 people or 24.6%; citizens living in rural areas-5099 people or 16.6%; disabled people-503 people or 1.6%; orphans -105 people or 0.3 %.

Программа занятости для ЖЕНЩИН

Employment program for women

- 1. Обучение для женщин в декретном отпуске (до достижения детей возраста трех лет).
 - 2. Обучение для женщин предпенсионного возраста.
 - 3. Помощь в организации собственного дела (создание коммерческой структуры, личного подсобного хозяйства на селе).
 - 4. Социальный контракт
- 1. Training for women on maternity leave (until children reach the age of three).
 - 2. Training for women of pre-retirement age.
 - 3. Assistance in organizing your own business (creation of a commercial structure, personal subsidiary farm in rural areas).
 - 4. Social contract

СОЦИАЛЬНЫЕ ВЫПЛАТЫ

SOCIAL BENEFITS

- ▶ В регионе существует 74 вида социальных выплат для различных категорий. В том числе при рождении ребенка -4 выплаты и 15 выплат на детей в зависимости от положения семьи и количества детей. Особое внимание уделено студенческим семьям, имеющим детей, многодетным семьям, семьям, имеющим детей -инвалидов
 - ▶ Система помощи нуждающимся регулируется социальным кодексом
- ▶ In the region, there are 74 types of social benefits for various categories. Including at the birth of a child-4 payments and 15 payments for children, depending on the status of the family and the number of children. Special attention is paid to student families with children, large families, families with disabled children The system of assistance to the needy is regulated by the Social Code

Женщины во власти

women in power

- ▶ Калининградская область занимает лидирующее место по количеству женщин, служащих в полиции.
 - ▶ Из 32 министерств и агентств региона 11 руководят женщины
 - ▶ Из 40 депутатов областной думы, 8-женщины
 - ▶ Из 22 глав муниципальных образований -4 женщины
 - ▶ Из 22 глав администраций, 2-женщины
- ▶ The Kaliningrad region is a leader in the number of women serving in the police.
 - ▶ Of the 32 ministries and agencies in the region, 11 are headed by women Out of 40 deputies of the regional Duma, 8 are women
 - ▶ Of the 22 heads of municipalities, 4 are women
 - ▶ Of the 22 heads of administration, 2 are women

Если брать вообще все, то чиновниц много. Но они обычно на нижних уровнях работают. Чем выше уровень — тем меньше там женщин. Это тоже очень известный феномен, и не только российский. Его называют «стеклянный потолок», а иногда — «липкий пол».

If you take everything at all, then there are a lot of officials. But they usually work at the lower levels. The higher the level — the fewer women there are. This is also a very well-known phenomenon, and not only in Russia. It is called a "glass ceiling", and sometimes - "sticky floor".

65+

- ▶ В регионе проживает около 150 000 человек старше 65 лет.
 - ▶ Женщин в два раза больше, чем мужчин
 - ▶ Для данной категории при библиотеках работают кружки
 - ▶ Есть специальная общероссийская организация «Союз пенсионеров», которая организует различные конкурсы
 - ▶ Есть движение «Серебрянный волонтер»
 - ▶ В период пандемии всем пенсионерам 65+ и малоимущим оказывалась продовольственная и иная помощь.
- ▶ The region is home to about 150,000 people over the age of 65.
 - ▶ There are twice as many women as men For this category, there are circles at libraries.
 - ▶ There is a special all-Russian organization "union of pensioners", which organizes various competitions
 - ▶ There is a movement " silver volunteer».
 - ▶ During the pandemic, all 65+ pensioners and the poor were provided with food and other assistance.

Daria Stepnova

Interakcia - Belarus

Беларуси

Gender Equality and Education in Belarus

Равное образование = равные возможности?

Equal education = equal opportunities?



Дарья Степнова
Фонд «Интеракция»

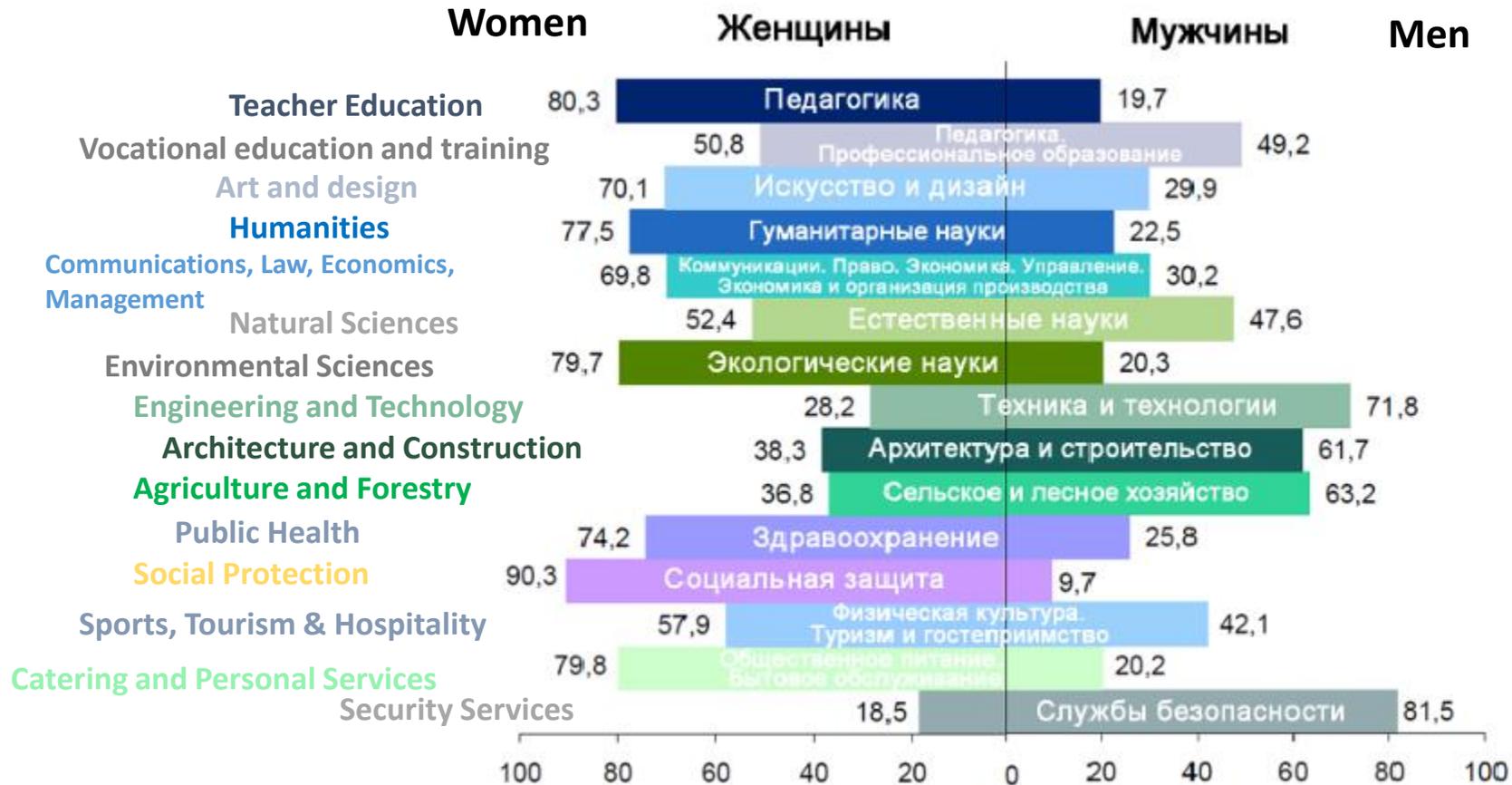
Daria Stepnova
Interakcia Foundation



Interakcia

Гендерное распределение на уровне высшего образования в Беларуси (2017)

Higher education graduates, by field (2017)



Распределение по полу специалистов, выпущенных из учреждений высшего образования, по профилю образования в 2017 году (процентах).
 Данные: Национальный статистический комитет Республики Беларусь.

Занятость и доходы

Employment and earnings

Процент женщин в секторе образования % of women in education sector	Соотношение зарплаты женщин к зарплате мужчин Ratio of women wage to men wage
81.4%	84.2

Source: National Statistical Committee of the Republic of Belarus

Взгляды на роль женщин в обществе

Public views on the role of women

- Всемирный обзор ценностей: более половины населения считают, что быть дома с детьми — это то, чего женщины хотят больше всего.
World Values Survey: more than half of the population thinks that being at home with children is what women want most.
- Мужчины склонны недооценивать роль женщин на рынке труда.

Спасибо за внимание!
Thank you for your attention!



Источник: [«Действительно ли Беларусь достигла успехов в обеспечении гендерного равенства?»](#), Алекс Кремер, Всемирный банк, август 2018

Source: [Has Belarus really succeeded in pursuing gender equality?](#), Alex Kremer, World Bank, August 2018

Thank you very much
for your participation