

EQUALITY WOMEN-MEN

What are SNES-FSU views?

In society, among our pupils, in our teaching system, at work, including in our professions, **women are not equal to men.** Domestic chores still largely reserved to women, **job insecurity**, women confined to **depreciated and underpaid jobs**, imposed part-time, and salaries inferior to men's, violences, lesbophobia, their difficulties to exert their **right to abort** and to have access to **contraception** and, for both parents, to the public service of Childcare, the reasons of wrath are countless. For SNES-FSU, real equality is a primordial issue in a society still heavily marked by those discriminations against women. As the first trade-union for secondary schools, SNES-FSU intends to play its part in this combat. It inscribes its claims in a global project of a common culture for everyone, integrating the necessary educational



work on the issue of equality between girls and boys, between women and men. School, as a place of socialisation and of transmitting knowledge, must give young people the scientific, sociological and philosophical knowledge necessary to understand society and to their emancipation.

Students, parents, each actor and actress of the schooling system is concerned by this issue: deconstructing sex-related stereotypes reproducing unacceptable inequalities. This must be done mostly at school. SNES-FSU contributes through its reflection and its demands. ■

A woman dies in France every two days and a half from domestic violence.

BE DEMANDING

SNES-FSU is committed for another health policy

- All means of contraception must be integrally reimbursed: the consultations and prescriptions of minors must be supported directly by the Social Security.
- The right to abort is endangered by the shutting of abortion centres. SNES-FSU insists on the re-opening of the abortion centres which have been shut.

- As part of the training of medical professionals, the issues specifically regarding women's health and their right to dispose of their body must be much more taken into account.

SNES-FSU is committed for an ambitious family policy

- The same family rights must be applied to all families.
- Maternity leave must be extended to 26 weeks and the

BE DEMANDING FOR PUPILS/STUDENTS

In the classes

Assuming the same ambition for all, girls and boys, building a society where equality women-men would be obvious can be achieved through:

- High quality initial education allowing teachers to convey a sense of fulfillment, socialization and equality, particularly between girls and boys.
- Educational contents and practices, textbooks contributing to fight against stereotypes and discriminations, to build an emancipating, respectful and equalitarian common culture.
- Taking into consideration the social building up of **gender** in programs.

In the schools

- SNES-FSU demands a real policy to prevent from unwished-for pregnancies, STI and STD, beyond making condoms available.
- SNES-FSU demands the development of programs of sexual education, without any taboo, for all pupils and students, provided by trained professionals and personnel and putting into practice the law of July 4, 2001 which establishes three sessions a year for all the levels of school years.
- SNES-FSU also demands the development of programs to fight against sexist, lesbophobic and homophobic violence.



*In France,
75,000 rapes a year*

• Equality women-men

NG FOR ALL!

- leave for the second parent must be extended and become compulsory
- The number of state childcare centers must be multiplied, and they must be provided with sufficient qualified staff.
- France must be provided with a real public service of early childhood.

SNES-FSU is committed against violence and inequality.

- The laws on violence must be applied immediately and reinforced.

- The European definition of sexual harassment must be integrated in the labour code and in the public services.
- The enterprises and civil services which are not implementing equal salaries for women and men, for the same level of recruiting and work, must be submitted to coercive measures.
- Feminized jobs, systematically depreciated, must no longer be left aside from salary increases.

DEMANDING FOR THE PERSONNEL

Pensions

- SNES-FSU denounces the regressions which particularly penalize women and aggravate the inequalities between women and men: the age of retirement is delayed, more annual installments are necessary, and bonus for children is suppressed.
 - We demand the restoration of the bonus for children and an increase of the length of insurance up to two years for female civil servants, same as for parents who have raised their children alone.

Salaries and working conditions

- SNES-FSU denounces the downgrading of the teaching profession, comparable to that of other feminine professional sectors.
- It fights against the policies of managing the staff, of individuation of careers and of remuneration, aggravating the inequalities between women and men.
- It fights against unwanted part-time jobs for contract workers, in particular female contract workers, which means partial salary income.
- It fights against contracts ending on account of being pregnant.

*130 abortion centers
have closed in France
over the last ten years*



SNES-FSU commits itself

- **The Women working group** from SNES-FSU is dealing with the issues of the rights of women, of equality. It is part of the **Department Rights and Liberties**. Every year, it publishes an 8-pages brochure in March on a particular subject sent to all its members.

- **For three years now, SNES-FSU has been carrying out a research project in association with the Research Institute of the FSU** entitled “*Trajectories and gender relations in Second Degree Education*”.

This project aims at analysing *how gender relations interfere in the professional activity of the personnel of Secondary School, starting from a theoretical approach in terms of gender*. It endeavours to move forward the scientific knowledge of the mechanisms of differentiation of the professional trajectories and of the employment conditions of men and women within highly feminine professions. Are the working conditions really identical for male and female teachers? Do they feel any inequalities while carrying out their activity?

- **SNES-FSU participates in the GNIES** (National Group of Sexual Information and Education), a collective of associations of parents of pupils, of personnels of National Education and of movements of popular education. It works with public authorities to promote young people’s sexual education, recalling that the role of school is complementary to that of the family.

- **SNES-FSU contributes to the Women Department of FSU.**

Who can you contact?

SNES-FSU Groupe Femmes • (33) 01 40 63 29 79
 groupefemmes@snes.edu - www.snes.edu

Where can you get information?

- In CIDEF (Centres of information on the rights of women and families): <http://www.infofemmes.com/>
- By phone: 3919 (violences conjugales infos – domestic violence): <http://www.sante.gouv.fr/ivg>
- in the local annexes of the Planning Familial (Family Planning): <http://www.planning-familial.org/>
- Centre Hubertine Auclert (Hubertine Auclert Centre) which FSU participates in)
<http://www.centre-hubertine-auclert.fr/>
- Collectif National pour les droits des femmes (Women’s National Collective for the rights of women): <http://www.collectifdroitsdesfemmes.org/>
- Marche Mondiale des Femmes (Women’s World March): <http://www.mmf-france.fr/>

