



The Educational
Institute of Scotland

Dynamics of Gender at Work

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Fair Work

- ▶ The importance of voice - Fair Work - listening to people's individual experiences.
- ▶ Respect - respecting every part of who we are rather than just one bit.
- ▶ Fulfilment - how can you feel fulfilled if your whole self cannot be recognised?
- ▶ Opportunity - where there are barriers, for example racial barrier, an opportunity offered specifically to women may still disadvantage BAME women.
- ▶ Security - being safe at work and not discriminated against or experience harassment.

Working Together Agreement

- Be mindful of your power and airspace
- Seek to understand not agree
- Sharing is for celebrating
- One person speak at a time
- We all have different knowledge and lived experience - we all have something to learn and to teach
- Look after yourself



Poetry- Len Pennie

Welcome

Tell us...

- ▶ Your name
- ▶ What is your most favourite and least favourite household task?



Understanding Gender Inequality at Work

Talat Yaqoob

The second and third shift

- ▶ Across Europe, in pre-pandemic times, women worked 13 hours more a week unpaid, and 7 hours less a week paid work compared to men.
- ▶ Also in pre-pandemic times, when a person has children, the wage gap between fathers and mothers is 25% with two children and 37% with three.
- ▶ The UN estimates that women do 2.6 times as much unpaid care and domestic work as men. Even before the pandemic, in the EU women undertook 13 hours more work a week than men.
- ▶ During the pandemic, research show that mothers were interrupted by dependants over 50% more than fathers during working from home.

Public Sector Equalities Duties

The public sector equality duty is generated from the Equality Act 2010 and replaces previous, separate duties regarding race, disability and gender equality.

The Public Sector Equality Duty came into force in April 2011 and involves a particular duty related to the protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

What are the public sector equality duties?

Public Sector must have due regard to the need to:

- ▶ Eliminate unlawful discrimination, harassment and victimisation.
- ▶ Advance equality of opportunity between different groups.
- ▶ Foster good relations between different groups.

1000 womens' voices

- ▶ “It is a very stressful situation as I am trying to do everything! Work, clean, make meals, try to home school and care for 2 young children who are very demanding. At one point my 4-year-old was hanging around my neck while I was trying to teach a live stream lesson to my class.”
- ▶ **58.5% of respondents said their ability to carry out paid employment has been adversely affected since schools were closed**
- ▶ “I have a high work ethic. I care deeply for my students. I also have my home life. It was impossible to combine all, and do each justice. My line manager has accused me in the past of playing the mum card, so I couldn't go to him. I've never felt as vulnerable as a woman and mother in my professional life as this. There was just no solution to the pressure.”



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Video Clips from 1000 Womens'
voices

Recommendation: Using risk assessments effectively

- ▶ Bespoke risk assessments are available, but these must be proactively encouraged, rather than left up to the individual.
- ▶ Risk assessments should be fit for purpose for the individual members, rather than a one-size fits all.
- ▶ Mental health and wellbeing, as well as home situation and unpaid work responsibilities must be included when evaluating risk.

Recommendation: Flexible Working

- ▶ Flexibility in working arrangements, temporary reduction in hours, shifting work responsibilities or location are all measures that can be used effectively to ensure women do not lose out - and we can more equitably realise Fair Work for all members regardless of their gender.
- ▶ For some members, the move to working from home has been a positive one, resulting in less commuting and more time with loved ones. How members have adjusted during the pandemic shows that flexibility in working is entirely possible, and can produce benefits if we learn from where this has worked.
- ▶ Employees have a legal right to request flexible working.
- ▶ Flexible working is beneficial for both the employer and employee.
- ▶ Flexible working offers should be adaptable to what works for the member and the workplace, not suggested as rigid alternative models.

Recommendation: Mental health

- ▶ Reps can work to encourage a supportive culture for openness and care around mental health, recognising that so many are affected at this time.
- ▶ Temporary flexible working contracts can be implemented to aid workers' recovery,

Good mental health means:

- reasonable workloads
- clear expectations
- adequate training and good communication.
- Stress risk assessments and wellbeing processes can be used effectively to work with schools to support members with mental health issues.
- Awareness campaigns around mental health impact can help shift culture.
- Flexible working can help those struggling, to recover.

Recommendation: Parental Leave

Employers should take steps to mitigate against the motherhood penalty, by:

- ▶ Offering the same leave entitlement to all new parents regardless of gender, and,
- ▶ Ensuring leave entitlement is sufficient enough so that parents don't lose out on pay - and have to choose between caring for their child and working.
- ▶ Entitlements for all parents should include flexible working as default where beneficial, including phased hours, flexible hours, childcare assistance, breastfeeding leave, etc.
- ▶ Entitlements should be from day one, and supportively offered.

Applying Recommendations

- ▶ Reflections on the reports recommendations?
- ▶ How does your experiences fit or not fit with what you have just heard and discussed?

Collaborative Action Plans

- ▶ In groups:
- ▶ What needs to be done national, local and individual levels, and how do they link into each other?
- ▶ What are the barriers that you notice?
- ▶ Where are there opportunities?

Final reflections and next steps

- ▶ What are your next steps?
- ▶ What support do you need?

Next Workshops

- ▶ Equality in Recovery and intersectionality
2nd February
- ▶ Furthering Disability Equality at Work
9th February