

Gender Equality Task Force

For equality in lifelong learning



WELCOME PACK

GENDER EQUALITY TASK FORCE FOR LIFELONG LEARNING 2024/5

An initiative of
EARLALL, EFVET AND EAEA



WELCOME TO THE GENDER EQUALITY TASK FORCE

WELCOME FROM OUR HONOURARY MEMBER



Dear new member of the Gender Equality Task Force, I am happy to welcome you onboard on this very strategic initiative at the European level. Gender Equality in VET and lifelong learning is still not enough explored and mainstreamed, leading to the replication of stereotypes in guidance, career choices and the labour market. The lack of accurate gender-disaggregated data, together with the

reduced awareness of how gender inequalities and discrimination, negatively affect people's choices and thus the society as a whole, calls for a strong commitment by key actors and relevant stakeholders. Together we can build strong foundations for the change!

WE'RE THRILLED TO HAVE YOU!

This welcome pack seeks to orientate you to the activities of the Gender Equality Task Force, and we're thrilled you have joined us! The Task Force is an **exploratory group**, where we identify issues, and solutions, together. By joining our Task Force, you have made a step forward to addressing gender equality in education, the labour market and lifelong learning. Read through the information in the pack and if you have any questions, comments or suggestions, do not hesitate to contact us at gendertforce@gmail.com.

A SNAPSHOT OF US

In January 2023, the European Association for Regional and Local Authorities for Lifelong Learning (EARLALL), the European Forum for Vocational Education and Training (EfVET) and the European Association for the Education of Adults (EAEA) set out to jointly create a dynamic **Task Force that aims to support gender-balanced participation in lifelong learning** and to ensure equal access and rights for everyone.

WHAT'S AT STAKE?

GENDER DISPARITY IN LIFELONG LEARNING

The Gender Equality Task Force for lifelong learning acknowledges the current disparities in gender equality in lifelong learning in the EU. Some key figures that guide the Task force are:

- There is an inequality in the EU in the number of working citizens, with the rate of working men in 2019 (79.0%) being 11.7% higher than that of women (67.3%) - (European Commission 2019)
- There is a gender inequality in enrolments in general education programmes, with female upper secondary students more likely to enrol than men (Eurostat 2022)
- There is an inequality in the share of early leavers from education and training in the EU, with dropout rates higher among young men (11.4 %) than among young women (7.9 %) (Eurostat 2022)
- There is an inequality in the number of enrolments of men and women in vocational programmes, following upper secondary VET, with women (41.6%) less likely to enrol than men (54.9%) (Eurostat 2021)
- Gender segregation in tertiary and VET depends on the subject of education and training. In most EU countries for example, women dominate among education, health and work graduates, while they only constitute 13% of graduates in STEM VET (EIGE2018).
- According to a number of studies, women participate in adult education in Europe, especially informal provisions, at a higher rate than men (EAEA 2020)



With the inequalities painted above in the labour, education and training opportunities of EU citizens according to their gender, EARLALL, EfVET and EAEA have launched this Gender Task Force. This group aims to gather interested members from the three organisations to launch a series of initiatives that encourage discussion on EU policies and strategies related to gender equality in lifelong learning. The Force will share best practices in dedicated roundtables, seminars and other events, to open a dialogue around gender inequalities with relevant stakeholders, and to translate the discussions into actionable items where possible.

PRIORITY AREAS FOR OUR MEMBERS

During the first informal meeting of the Gender Equality Task Force in January 2023, we **asked the members to brainstorm** on their priority areas and topics of interest. As a result of this initial brainstorming and subsequent strategic discussions throughout the task force, the following areas for priority focus have been identified:

- 1 Increasing the attractiveness of certain training and career paths in Vocational Education and Training (VET) and Adult Learning and Education (ALE) to different underrepresented genders in these sectors. For example, attracting men into the care sector or teaching profession, and women into STEM or industry.
- 2 Gender mainstreaming in the green and digital transitions and increasing particularly the participation of women in green technology and sector jobs.
- 3 Gender-sensitive career guidance paths, taking into account current guidance stereotypes and patterns.
- 4 Increasing data collection on gender disparities in education and training and exploring the data to understand the current situation with more accuracy.
- 5 Gender balance in urban-rural territories, taking into account the different labour market and educational opportunities available.
- 6 Bullying, harassment and workplace conditions for educators and learners from a gender perspective.

WHAT ACTIVITIES DO WE WORK TOWARDS?

The Gender Equality Task Force seeks to respond to the priority areas of interest of its members. With this in mind, the following activities are possible outputs of the Task Force:

WEBINARS

In line with the Task Force's vision to explore questions of gender inequalities in lifelong learning, the Task Force organises webinars with external experts and guest speakers. In 2023 for example, the kick-off webinar explored the differences in gender inequalities in Vocational Education and Training (VET) and Adult Learning and Education (ALE).

WORKSHOPS

With the goal to involve the Gender Equality Task Force's members and to explore questions in a more interactive setting, the Task Force foresees online and in-person workshops. Workshops seek to engage participants and bring their views to the forefront of discussion.

JOINT PROJECTS

All three organisations, EARLALL, EfVET and EAEA, are experienced participants in EU projects. Gender Equality is a priority for all three organisations and their members. In this context, the Task Force may lead to project proposals and applications under the topics explored throughout other activities.

RESPONSE TO POLICY

As the Gender Equality Task Force initiative was born as a response to the increased societal and political focus on gender equality in education and the labour market, the Task Force is well-positioned to follow relevant policy developments and to propose joint statements of responses to them.

OUR MILESTONES IN 2023

Jan.
2023



LAUNCH OF THE TASK FORCE

The first informal meeting was chaired by Ms Sylvia Liuti, a Gender Equality expert at FORMA.Azione (EfVET Italy), gathering over 25 participants such as public and regional authorities, representatives from European Institutions, education and training providers, and gender in education experts, among others.

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March.
2023



WEBINAR ON GUIDANCE FROM A GENDERED PERSPECTIVE

The second informal meeting formally presented Ms Sylvia Liuti, a Gender Equality expert at FORMA.Azione (EfVET Italy), as the Gender Equality Task Force's honorary member. Ms Liuti presented on gender disparities in guidance and career choices.

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Oct.
2023



WORKSHOP ON MICRO-CREDENTIALS FROM A GREEN-GENDER PERSPECTIVE, BRUSSELS

During the European Week of Regions and Cities 2023 edition, the Gender Equality Task Force hosted a participatory lab on micro-credentials and their capacity to address gender-based issues going into the green transition.

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Nov.
2023



WEBINAR ON SAFE SPACES

The Task Force held a webinar on learning spaces and safe spaces in November 2023. The European Association for the Education of Adults led this discussion.



OUR MILESTONES IN 2024

Jan.
2024

WEBINAR: GENDER EQUALITY IN EDUCATION AND EMPLOYMENT FROM A REGIONAL PERSPECTIVE

On Thursday 18 January 2024, EARLALL hosted, on behalf of the Gender Equality Task Force, a webinar entitled "Gender Equality Policies in Education and Employment". The online session welcomed 30+ participants to learn about the regional situations and examples of gender equality in various underrepresented fields. It was moderated by Charlotte Ede from the EARLALL Secretariat, and interactions were led by Òscar Palazón, Regional Ministry of Education at the Government of Catalonia. Participants heard from Centre Val de Loire, there Basque Country, Catalonia and Brussels based initiatives.

[READ MORE](#)

January
- April
2024

ONLINE CAMPAIGNS



OUR MILESTONES IN 2024

Nov.
2024

EVENT: DRIVING WELL-BEING THROUGH GENDER EQUALITY: INSIGHTS FROM LIFELONG LEARNING LEADERS

On 06 November 2024, Sylvia Liuti, moderated the session a leading expert in gender equality in education and chair of the Task Force, moderated the session "Gender Equality as a Driver of Well-being in Educational Spaces" in Brussels. The event welcomed participants both in Brussels and online, providing an opportunity to explore how gender equality contributes to well-being in educational and workplace settings.

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JOIN US IN 2025

The Gender Equality Task Force is starting 2025 with an engaging online gathering on 7 February 2025 to hear from its members and gather ideas for this year's activities. The group has identified the following key focus areas for the upcoming year:

- Advancing Gender Equality in the Digital Age
- Building Capacity in Adult Education for Gender Equality
- Monitoring the European Gender Equality Strategy Revision
- International Women's Day (8 March): An open call to share and showcase good practices
- Online Marketplace: Exploring Erasmus+ opportunities for gender equality initiatives

Join us to help shape the agenda and make 2025 a transformative year for gender equality in lifelong learning!

KEEP IN TOUCH!



We would love to hear from you, be it for your **propositions for the next activities of the Gender Equality Task Force**, or for any questions you may have.



Email: gendertforce@gmail.com



**Keep updates with our activities by using and searching for
#GenderEqualityTF**

ABOUT THE PROMOTORS

EfVET – the European Forum of Technical and Vocational Education and Training – was founded in 1991 following the recognition that Vocational Education and Training Institutions did not have a voice in Europe. VET institutions were, at the time, facing challenges to gain recognition as a key educational pathway for many young people. The Academic/Vocational divide was considerable and vulnerable young people and even adults were significantly disengaged as a result. It was time to build a network of practitioner VET institutions to secure a voice across Europe in both the policy arena and also to share and establish good practises in the delivery of VET learning.



EARLALL – the European Association of Regional and Local Authorities for Lifelong Learning – is a Brussels-based network of regions aiming to contribute to EU policy-making and cooperate in projects in the field of lifelong learning. Based on the unique strengths of every region and local authority, EARLALL facilitates regional collaborations and partnerships, as well as an open and rapid exchange of knowledge in a context of trust and confidence. EARLALL believes that regions and local authorities have a privileged role in designing and implementing strategies related to it, since they are in direct contact with educational institutions, the business environment and, most notably, citizens.



The European Association for the Education of Adults (EAEA) is the voice of non-formal adult education in Europe. EAEA is a European NGO with 120 member organisations in 43 countries and represents more than 60 million learners Europe-wide. EAEA is a European NGO whose purpose is to link and represent European organisations directly involved in adult learning. Originally known as the European Bureau of Adult Education, EAEA was founded in 1953 by representatives from a number of European countries. EAEA promotes adult learning and access to and participation in non-formal adult education for all, particularly for groups currently under-represented.

