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Horizontal segregation in the education sector: a complex issue

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ETUI-ETUCE training, 5 March 2021

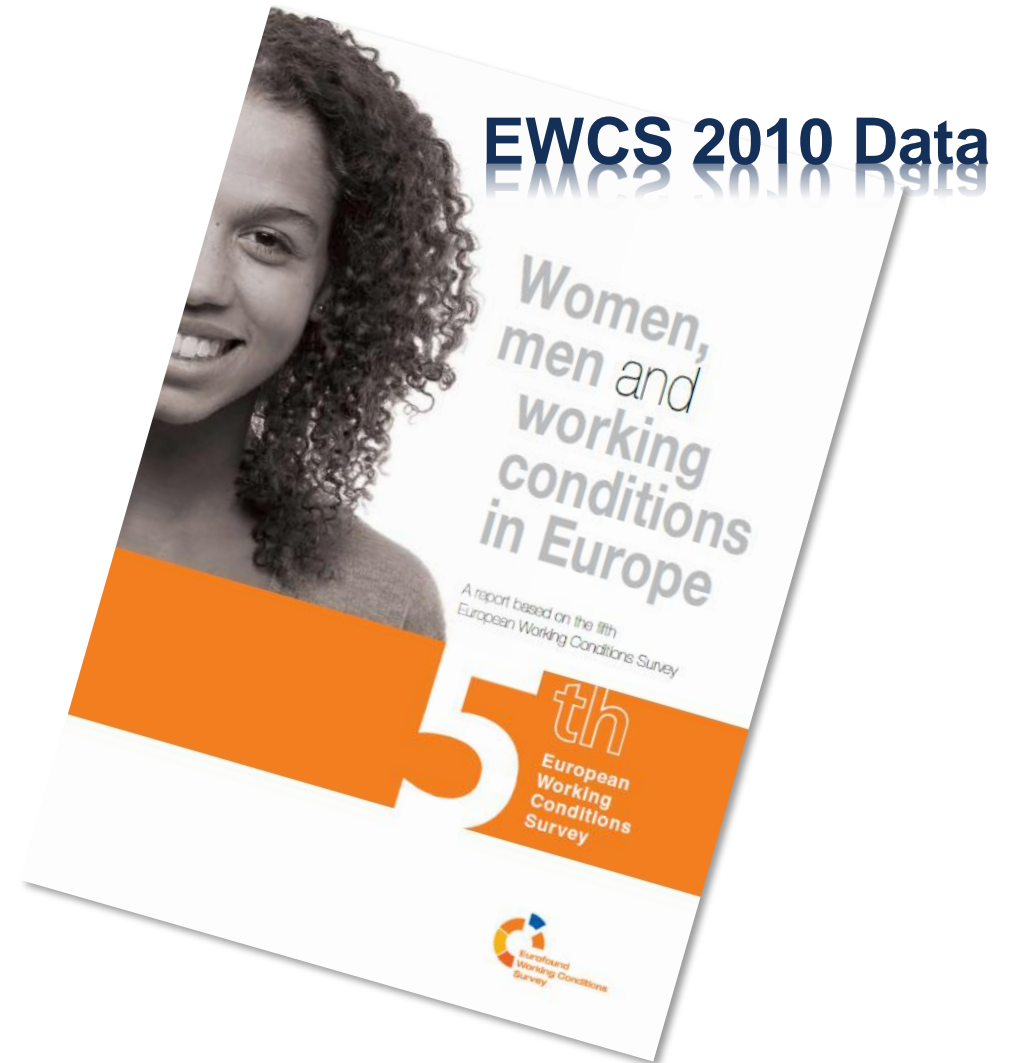
Content

- Background factors shaping horizontal segregation
- Horizontal segregation in the teaching profession (and among teaching trade unions): facts, causes and solutions
- The impact of COVID-19: a threat to hard-fought achievements?

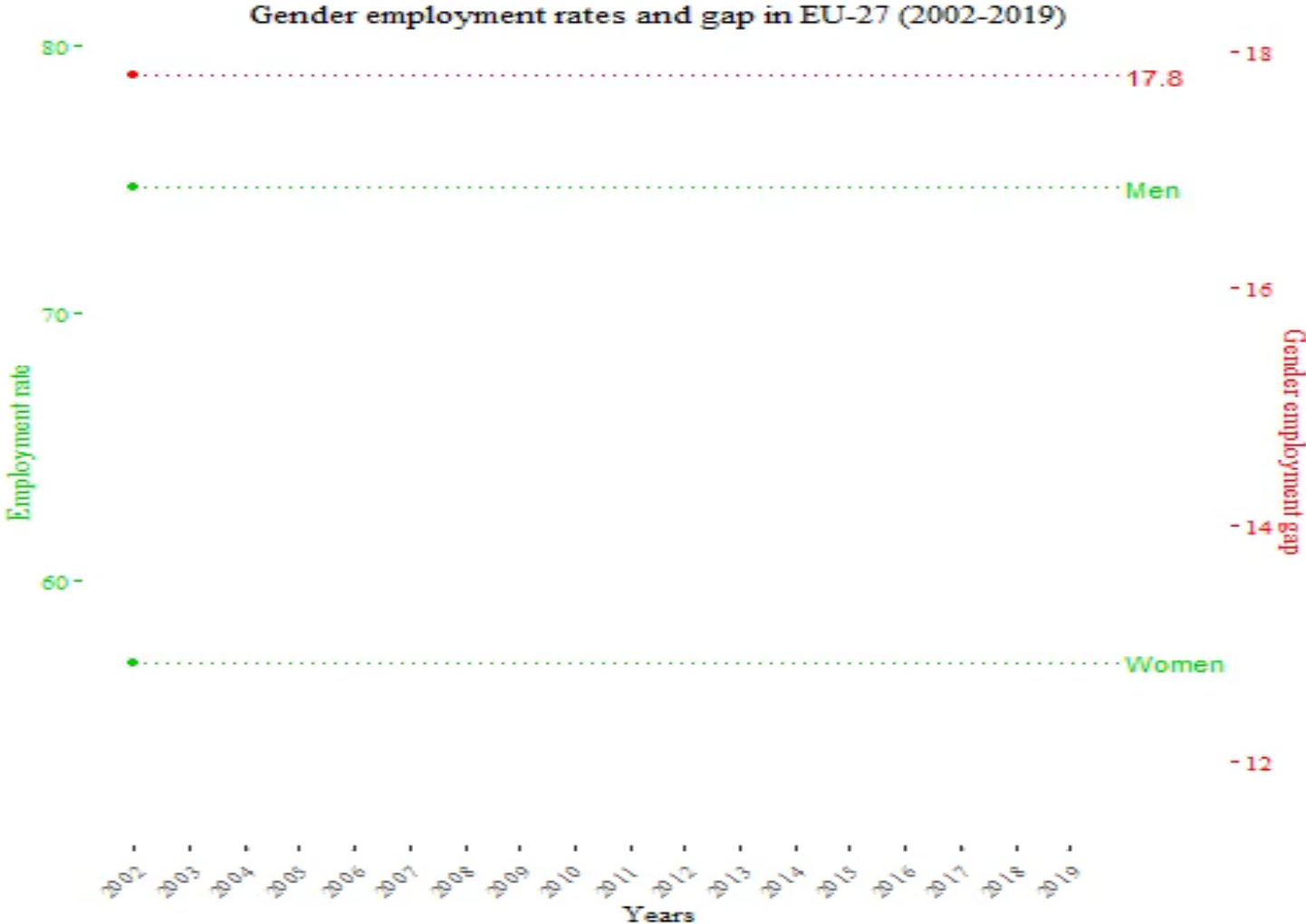
Mind the gap

‘Women and men are employed in different occupations and industries, and under different contracts, their pay is often different and they spend different amounts of time on paid work.’

Eurofound, 2013



Progress towards reduction in gender gap in employment stalled?

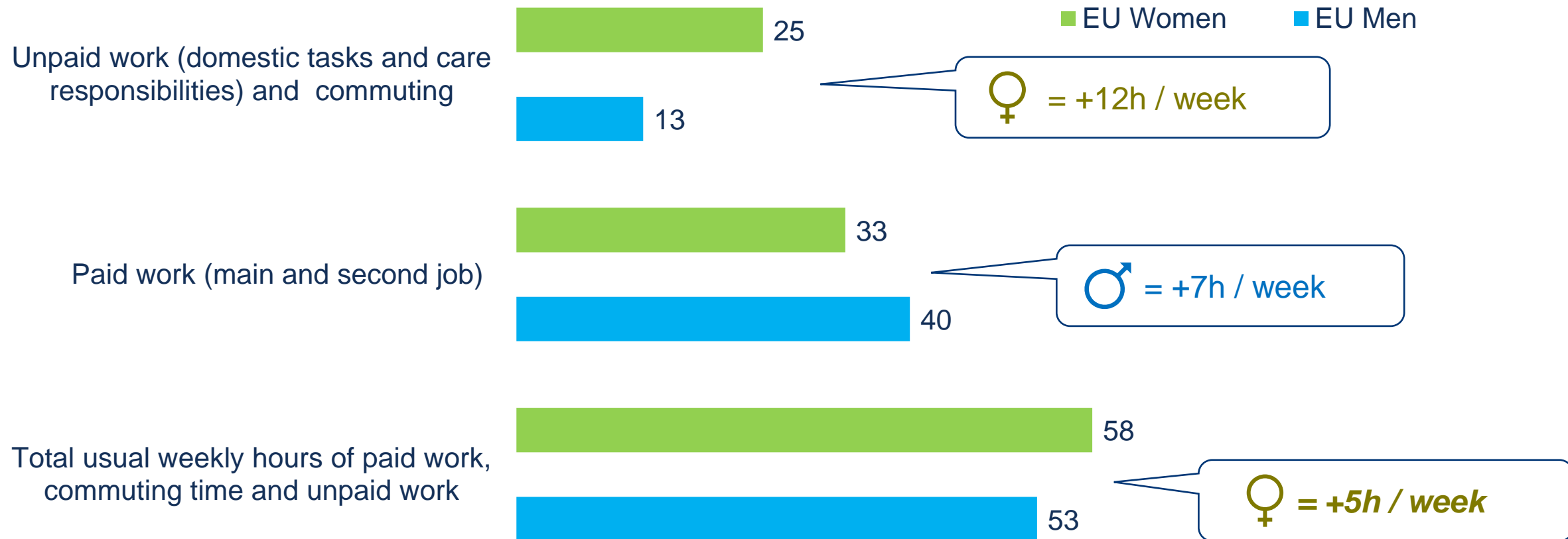


Impact of caring of women's careers

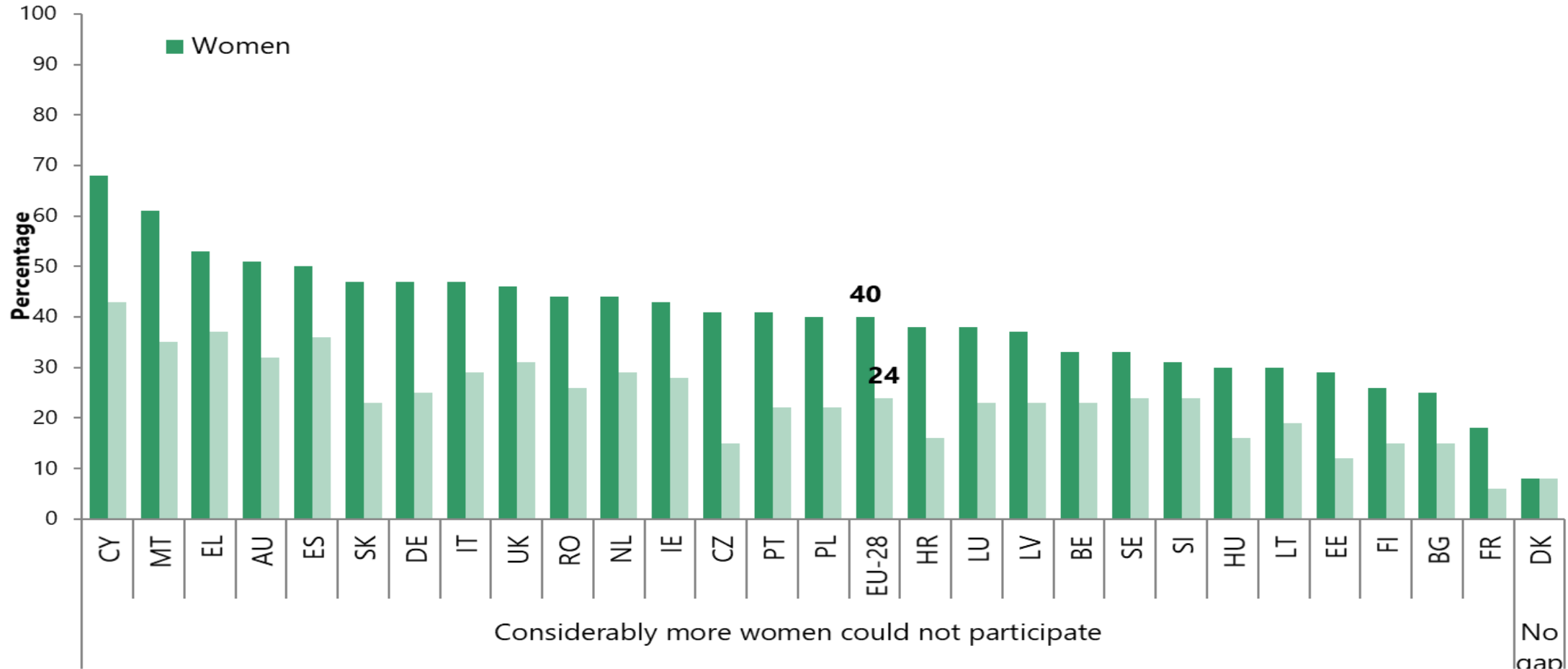


- ‘Motherhood/carer penalty’ remains significant
 - Employment gap for men and women without children 1%, rising to 25% with 2 children under 6
 - Women also more likely to be involved in eldercare

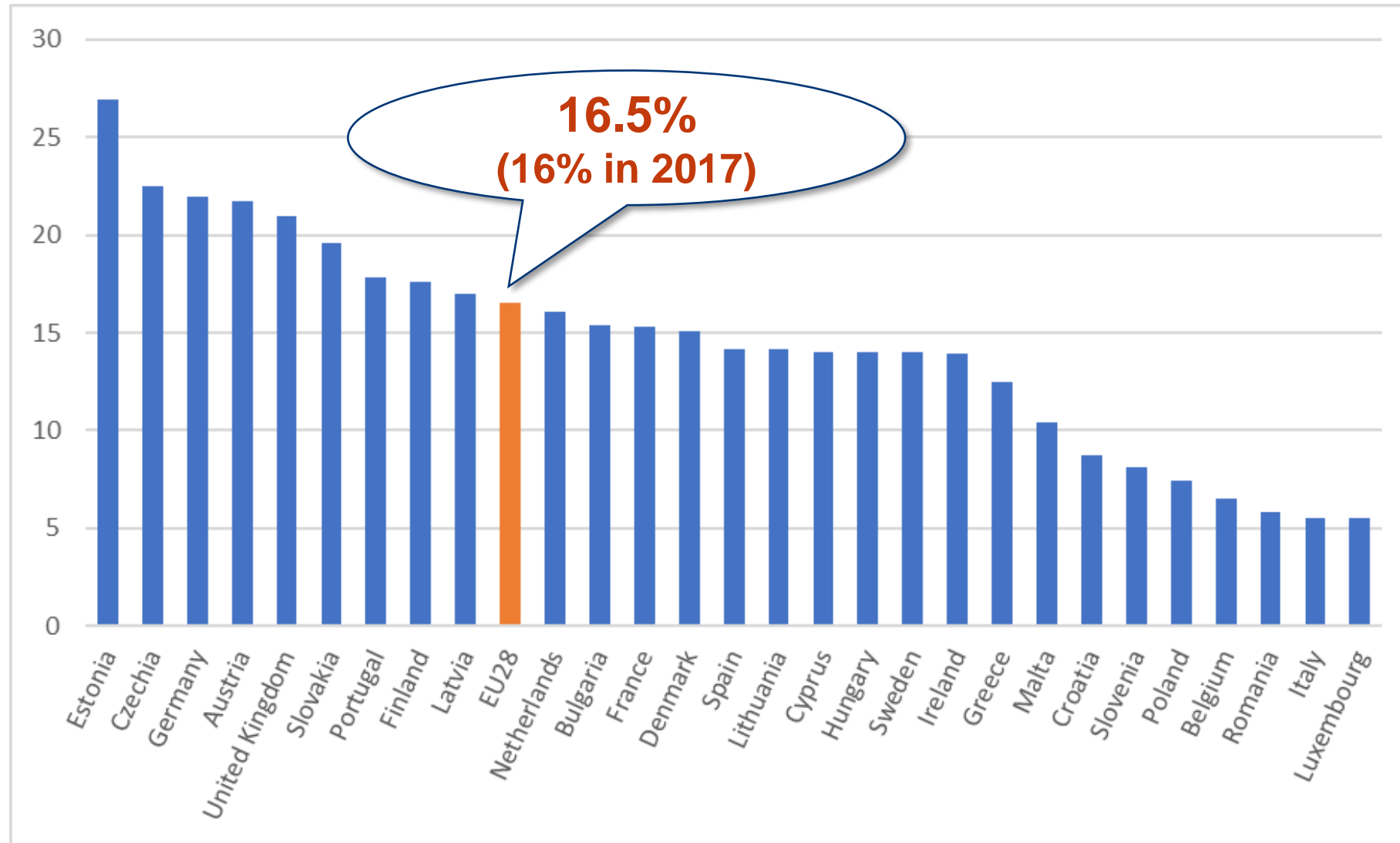
Hours of paid and unpaid work per week, by gender, EU28, 2015



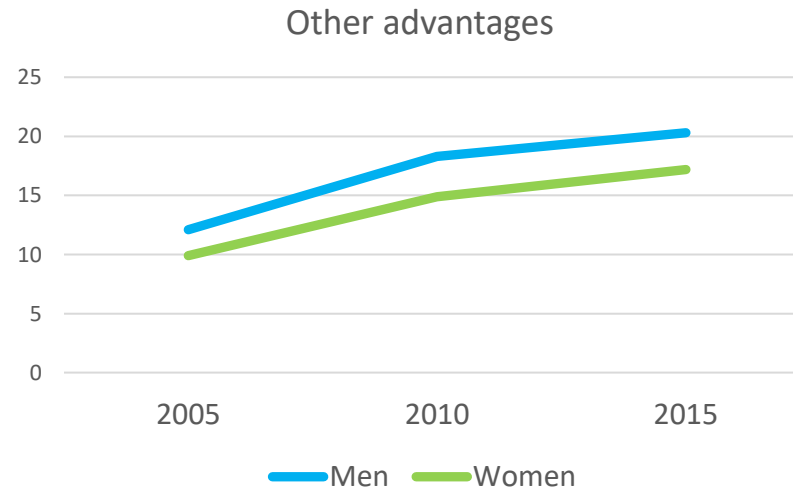
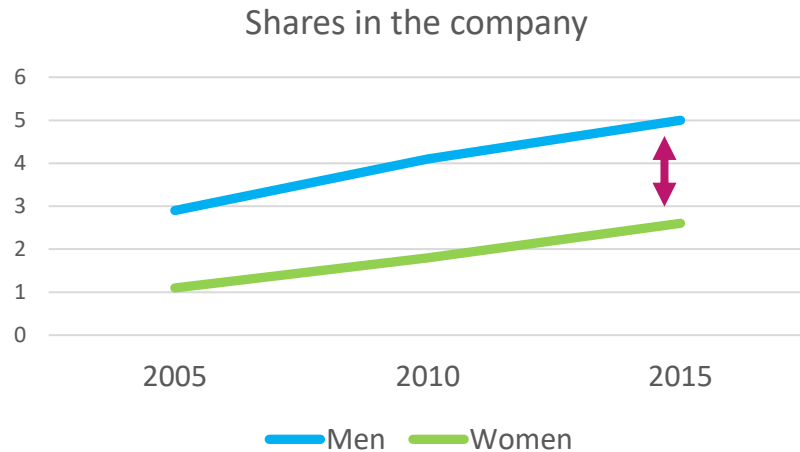
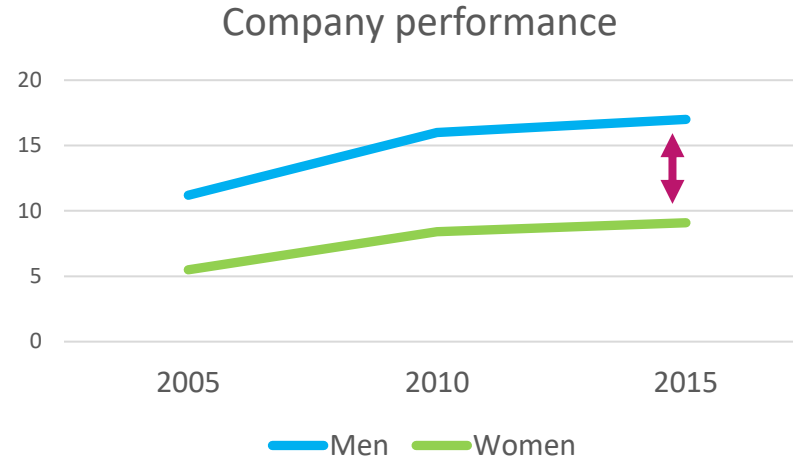
Family commitments lead to lower involvement in formal and informal training (Source: EIGE)



Gender pay gap 2015 (unadjusted form)



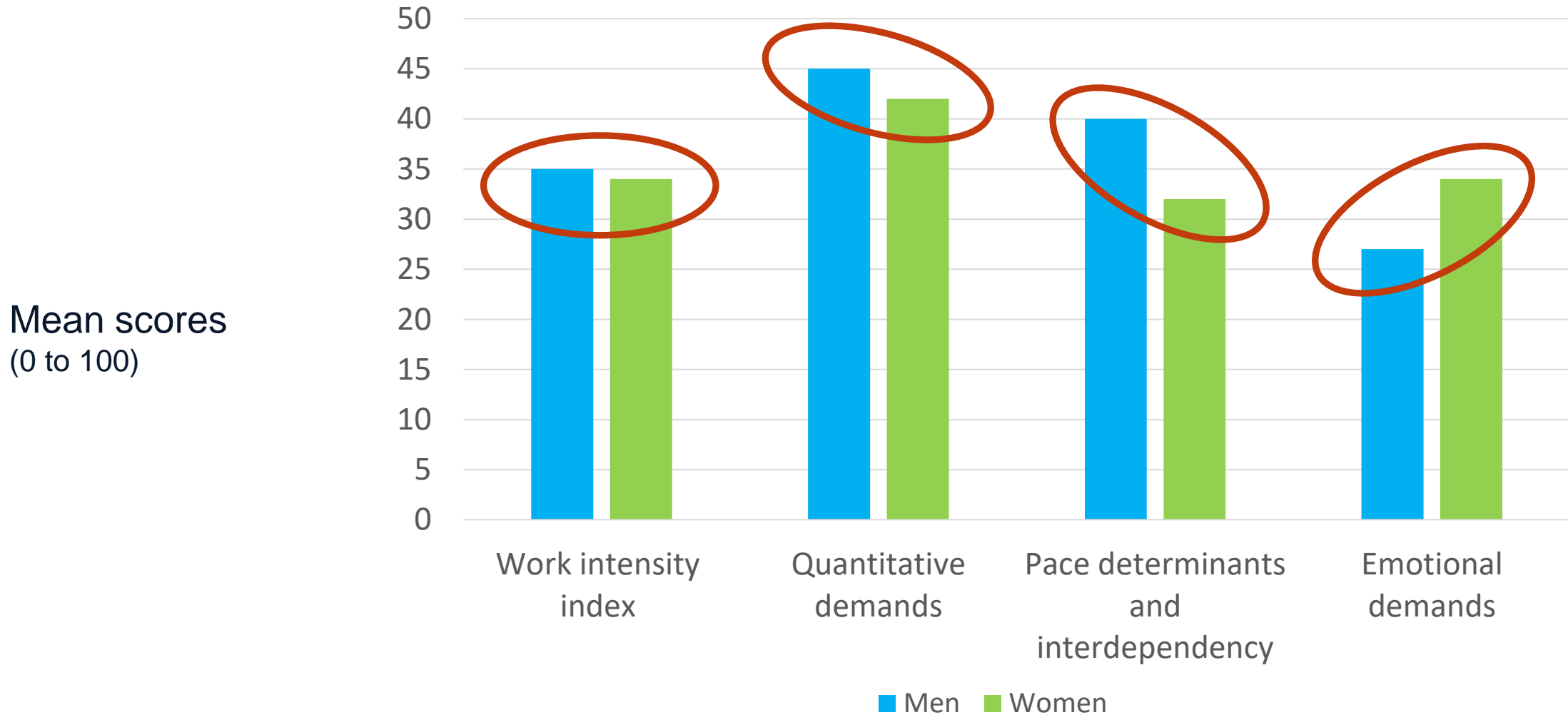
Earnings related aspects – variable pay



Gender differences go beyond employment, pay and working hours...



Work intensity

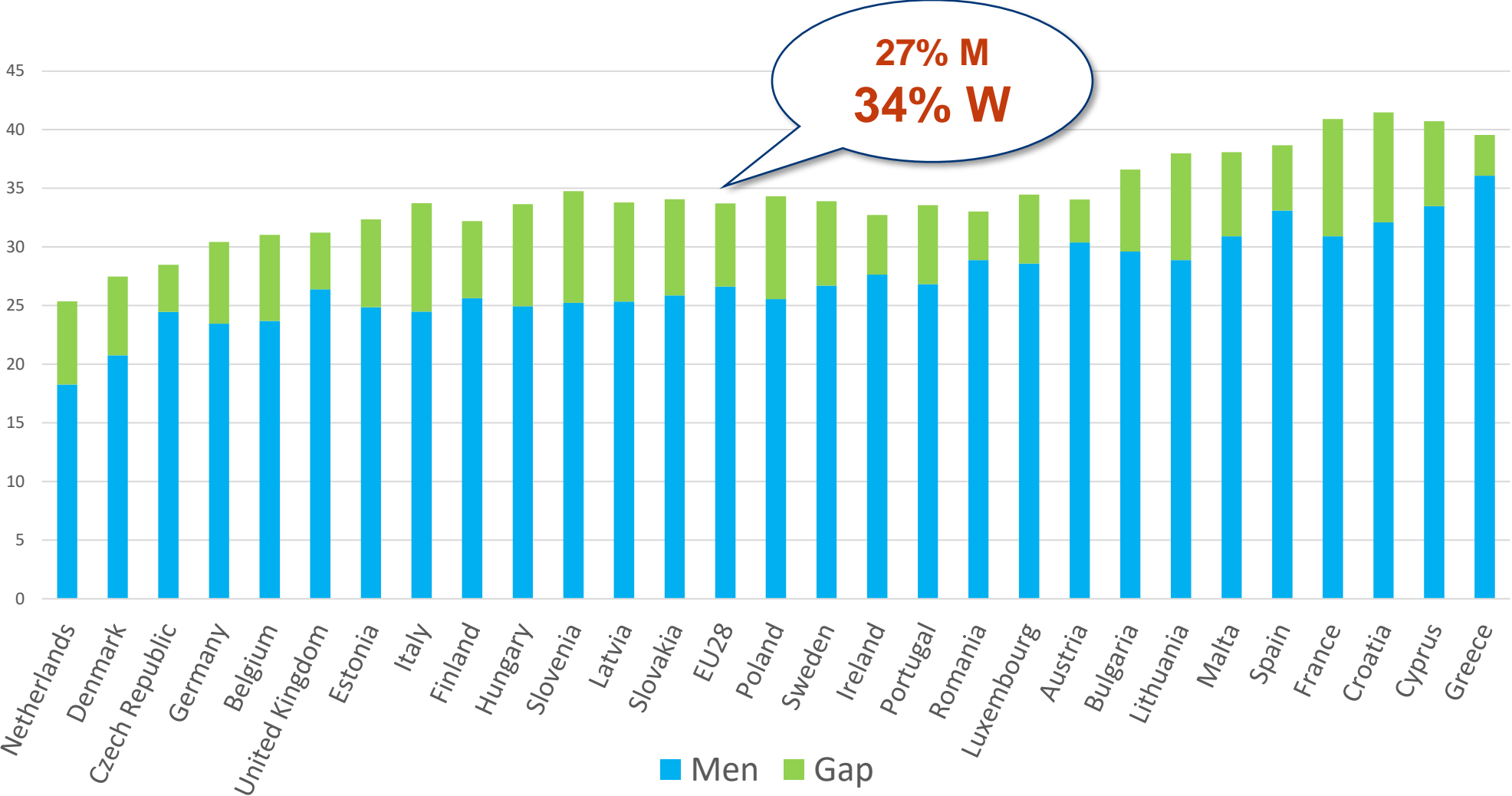


Emotional demands

- ✓ **Handling angry clients, pupils, patients, etc.**
- ✓ **Job requires hiding feelings**
- ✓ **Being in emotionally disturbing situations**

Exposure to emotional demands

Shares of employees exposed to emotional demands



Social environment - Adverse social behaviour

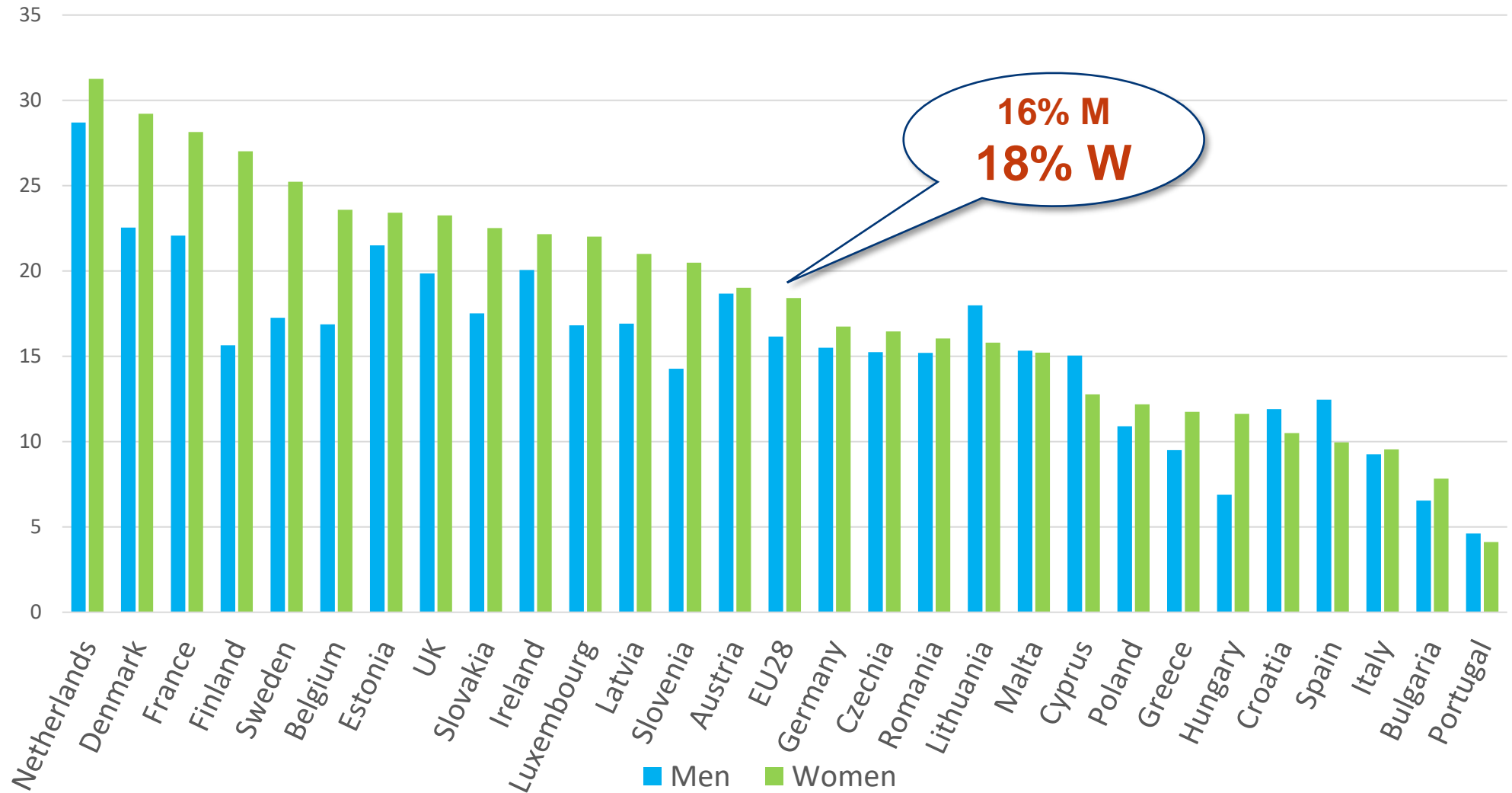
Exposure to:

- ✓ verbal abuse
- ✓ unwanted sexual attention
- ✓ threats
- ✓ humiliating behaviours
- ✓ physical violence
- ✓ sexual harassment
- ✓ bullying/harassment

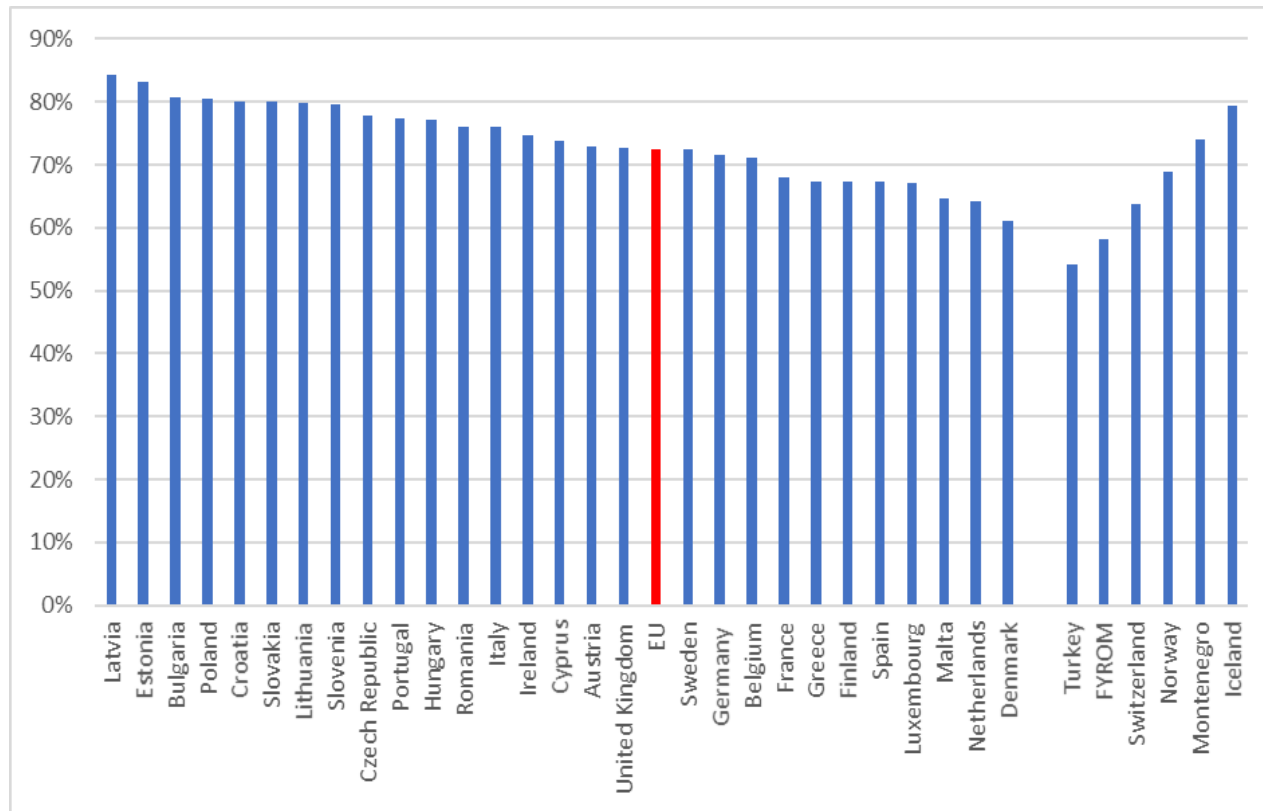


Adverse social behaviour

Share of employees exposed to adverse social behaviour



...and in the teaching profession

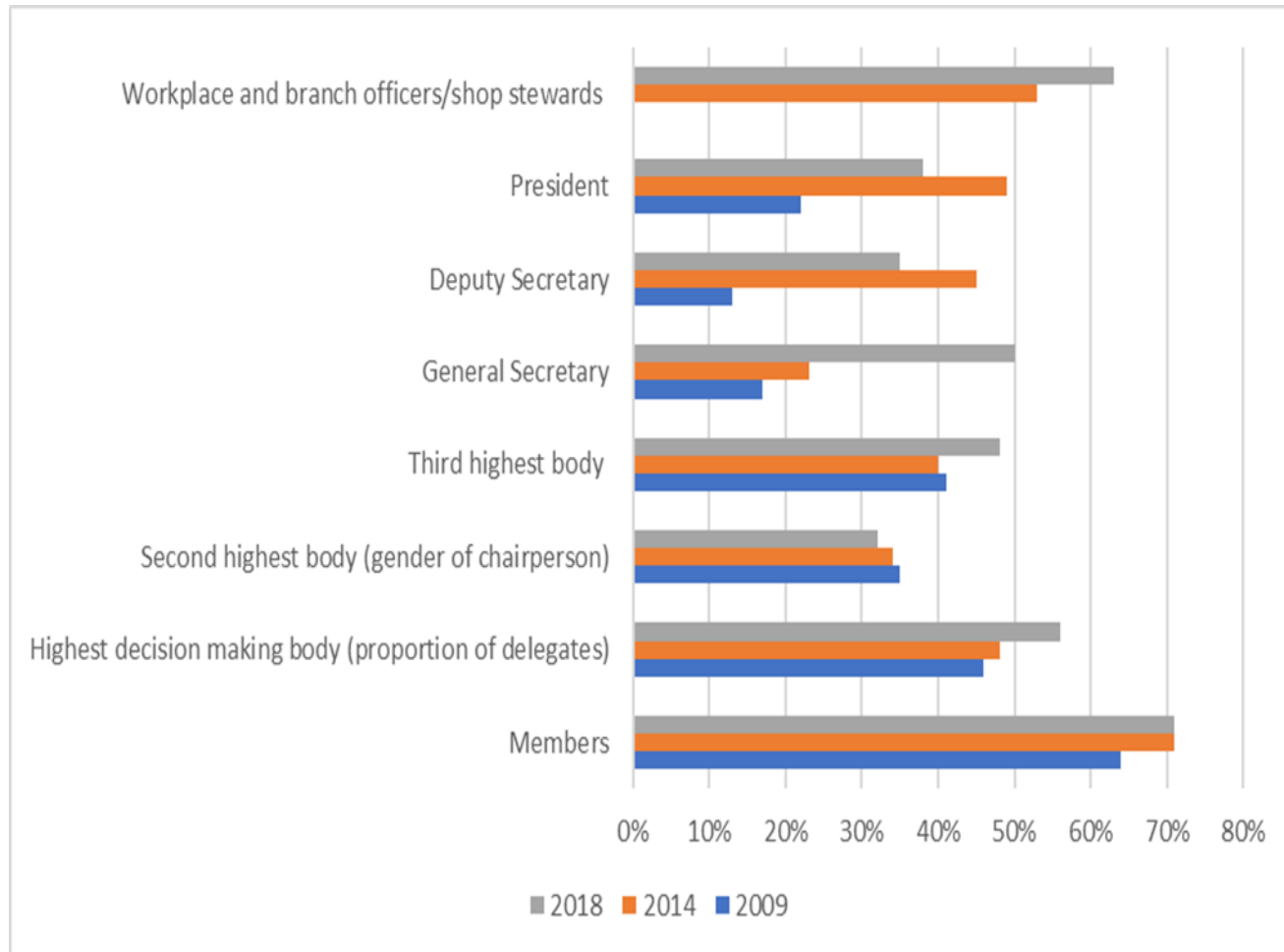


- Many of these issues are also visible in the teaching profession, which is:
 - Highly gendered (73% of education sector workers and 71% of teachers are women) with significant differences between levels of education (Eurostat)
 - 2% of pre-primary education teachers are men compared to 56% in tertiary education

Women are under-represented among school leaders

- In early childhood education 90% of school leaders are women, compared to 61% in lower secondary and 48% in upper secondary education. Only 12% of University deans are women (2016, Eurostat)
- The pay gap in the sector is relatively small, but does still exist at an average of 3% in 2016 (Eurydice)
- There are no differences in relation to access to continuous professional development between male and female teachers, but young male teachers are more likely to have a mentor than their female counterparts (OECD TALIS survey)

...and also in trade union structures (Source: ETUCE surveys)



- While membership is predominately female, leadership of the education trade unions is not fully representative of union membership
- Over time, share of female General Secretaries has increased (but still only 50%)
- Share of female presidents has declined

Reasons for under-representation of women in trade union decision-making structures



- Work-life balance conflicts.
- Persistent gender stereotypes (including in relation to caring roles at home, despite evidence that men wish to get more involved)
- Perceived glass ceiling
- Main measures taken:
 - Encouraging more women to come forward
 - Better work-life balance measures
 - Educate male trade union leaders (and members) to recognise equality agendas as being to everyone's benefit

Capacity to address gender equality issues is limited in many trade unions

- In 2018, only 60% of trade unions have a department or individuals dealing specifically with gender equality issues
- This task is only one among others with around 20% of time spent on these issues
- Attention trade unions have been able to give to the issue has decreased due to financial and capacity constraints

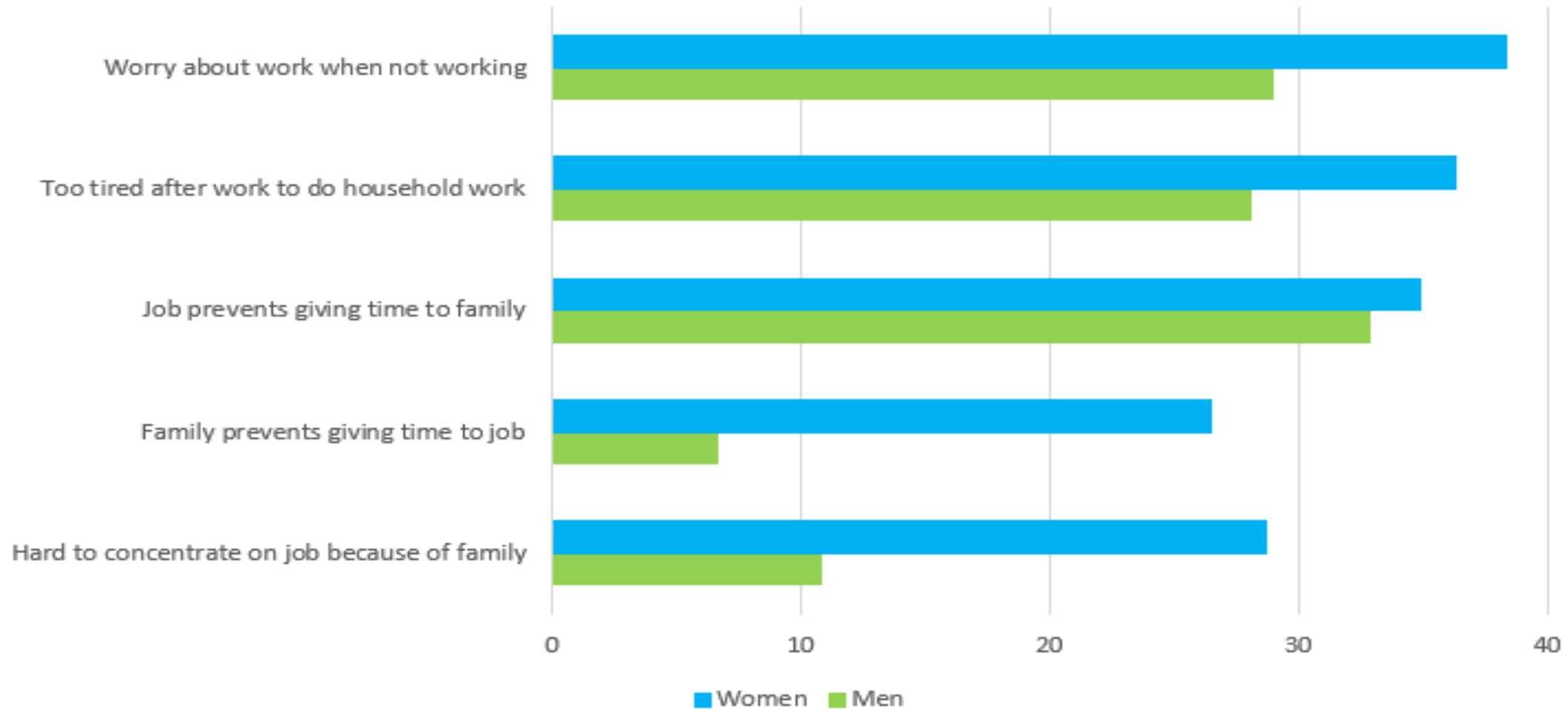
Horizontal (and vertical) segregation is considered important issue to address, but..

- In 2018, 70% and 80% of respondents respectively considered these to be important issues to be addressed
- 50% of trade unions indicated they had taken action to address the unequal representation of men and women in different sectors of education (with a focus on increasing the share of female tenured professors and male early education and primary teachers)
- 40% indicated they had taken measures to support women into leadership functions in education institutions
- Demonstrates importance of need for greater buy-in and resources for equality measures
- Issue is not often tackled in social dialogue

Will impact of COVID-19 lead to progress being lost?

- More men than women lost their jobs and moved into inactivity due to the sectors most affected
- This is despite the fact that more women work in teleworkable occupations
- Managing demands of online schooling and care mainly falls on women: choice between work and family?
 - In July 2020, women with children aged under 12 in the household spent an average of 62 hours per week on childcare (compared to 36 hours for men) and 23 hours per week doing housework (compared to 15 hours for men).

Share of women and men with young children experiencing work-life balance conflict (July 2020, Source: EF Living, Working and COVID-19 Survey)



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