

# Horizontal & vertical segregation in the education sector

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## Facts..

- Are women overrepresented? Yes, especially in primary education

Primary education	85%
Secondary Education	55%
Secondary voc. education	57%
Higher education:	49 %

# The main reasons for the existing horizontal segregation

- Wage gap between 1) public and private sector and 2) primary education and other education sectors
- The (image of) teacher training is not always attractive for men
- The lack of a concrete career perspective in primary education
- Primary education is more associated with care tasks

# What do we do to address this...



## What we also do....

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# Attracting upcoming students to choose for the teachers training



## Attractive profession with career perspective

- Having a career should not mean that you have to stop teaching!
- To attract more men it's necessary to think about career perspective
- Collective labour agreement → salary scales
- Social dialogue → more money for better salary scales with growth opportunities

## Challenges

- Should a school director earn more than a teacher?
- How can we get rid of the image that you can only grow in salary if you stop teaching?



## Vertical segregation

- The gender gap is biggest in education sector (compare to other sectors).
- Men in education sector mainly hold higher positions than female.
- In our union...
- We do have female board members and we have a female president
- 70% of all our members is female.

## Main reasons of vertical segregation

- Parttime work
- Arrangements around work-life balance
- Child-care arrangements
- Unconscious bias in recruitment procedures

## What we have done in the past..

- In the past we had a "womenscommitee"
- Educational institutons are required (by law) to to formulate in their policies how to increase the proportion of women in leadership position (with targets).

## What we do now...

- More focus on career oppurtunities

## Challenge

- In the social dialogue it is mostly about the underrepresentation of men in the education sector
- and not about the overrepresentation of men in the leading and decision making roles...

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