

Peeters, Jan (2019). Recent developments in European and international policy making regarding men and gender balance in ECEC. Paper presented on the 8th SIG Gender Balance Research Conference, 20.8.2019, Thessaloniki, Greece.



Recent developments in European and international policy making regarding men and gender balance in ECEC

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- **Good Practice for Good Jobs in Early Childhood Education and Care (OECD)**
 - OECD conference 14th June 2019
 - Report published
 - Shortage on labour market for ECEC teachers and caregivers
 - Germany 2024: needs 171.000 new ECEC teachers
 - Other OECD countries: part of plus 50 years in ECEC workforce is high



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Conclusion of OECD report:

To promote quality and improve the supply of potential workers, countries should engage in stronger efforts to bring men into ECEC. Measures to improve the status of ECEC in general will help, but countries should also consider engaging in information and recruitment campaigns.

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How to attract more males ?



- Bringing boys into contact with ECEC settings
- Focus actions on male job shifters (25-35 years)
- Rethink concepts of ECEC and the content of profession and training, to avoid that men are excluded.
 - focus on social issues and outdoor activities
 - towards a gender neutral interpretation of training and profession




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How to attract more males ?



- The number of men will not increase without specific actions
- For parity -women men , we need a positive policy for at least 10 years
- Boys days for male teenagers (Cremers et al. 2012)
- Campaigns in the media can increase the number of male students

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Norway: Long-term measures for more men




- Consensus in society about the importance of men taking part in children's lives
- Goal of gender equality enshrined in laws, regulations and curricula
- Since 2001 four national **action plans** for gender equality
- Proportion of male workers is 8,7%.

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What can we learn from the OECD report as researchers?

- Focus on employment issues, shortage on the labour market
- How can we make jobs attractive for men?
- European Social Fund: interesting opportunities;
 - challenge is the transnational collaboration (SIG could play important role)
- NESET II proposal with a focus on attracting and retaining male workers in perspective of shortage on the labour market



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