

# 23<sup>rd</sup>

EECERA annual conference

Tallinn, Estonia, 28<sup>th</sup> - 31<sup>st</sup> august 2013



Keil, Johannes (2013).

**New gender perspectives on German early childhood education? Consequences of the current process of academisation**

Presentation on the 23<sup>rd</sup> EECERA annual conference, 30.8.2013, Tallinn/Estonia

***Abstract***

German early childhood education is undergoing a dynamic process of professionalization, which is increasing levels of qualifications. A central motif of this process is to increase the prestige of professions in ECE. The study focuses on relations of professionalization and gender: Is the profession becoming more attractive for men, and does academization open new career opportunities for the majority of female workers?

Previous research has shown that processes of professionalization in women-dominated fields have led to gender-hierarchic divisions, e.g. men tend to take over leading positions. The study gives an overview on gender balance of women and men in the various professional positions in the early childhood field. A constructivist theoretical framework is applied in order to combine the elements of gender and professionalization.

Research results of two online surveys will be presented. The professional image of students of the academic and non-academic sector will be compared with that of career entrants. By exploring the impact of professional development on gender the topics equity and diversity gain a new perspective. Higher-quality education, increased social status and the emerging professional opportunities tend to be seen as career options rather by men than by women. Only with sufficient knowledge about the professionalization process, appropriate measures can be designed in order to face a great challenge: For pedagogical reasons, as well as for reasons of gender equality, men have to be recruited for positions below management level. Otherwise the professionalization process would be to the detriment for the advancement opportunities for women.

***Keywords***

male workers, female workers, professionalization, gender balance, academization

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Johannes Keil

**New Gender Perspectives on German  
Early Childhood Education?**

Consequences of the current  
Process of Academisation

**1. Historical Facts & Research Topic**

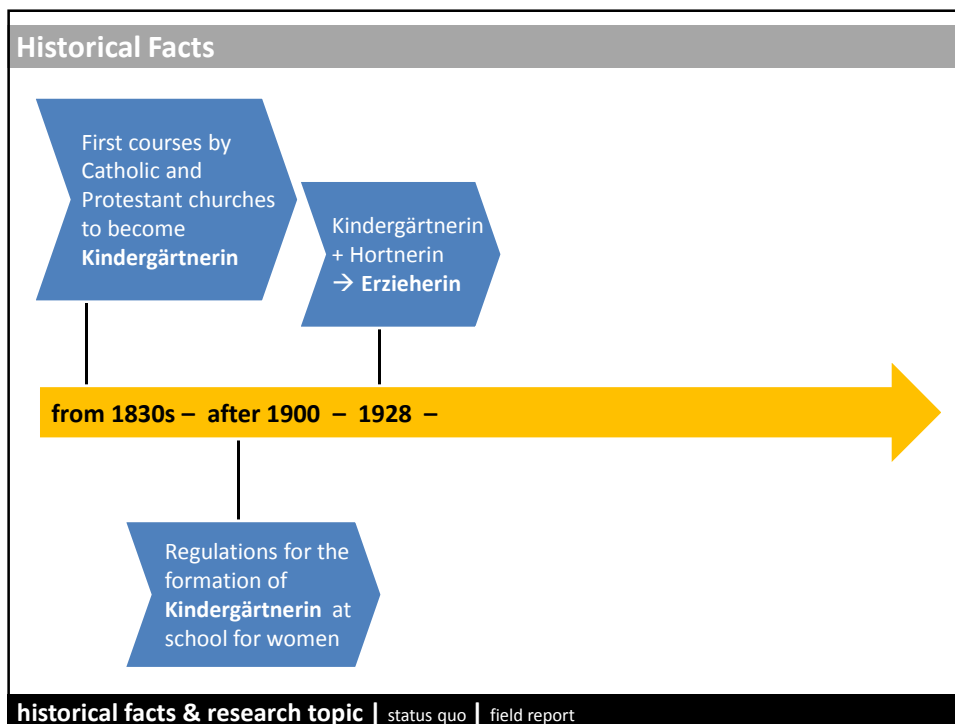
**2. Status Quo**

**3. Field Report**

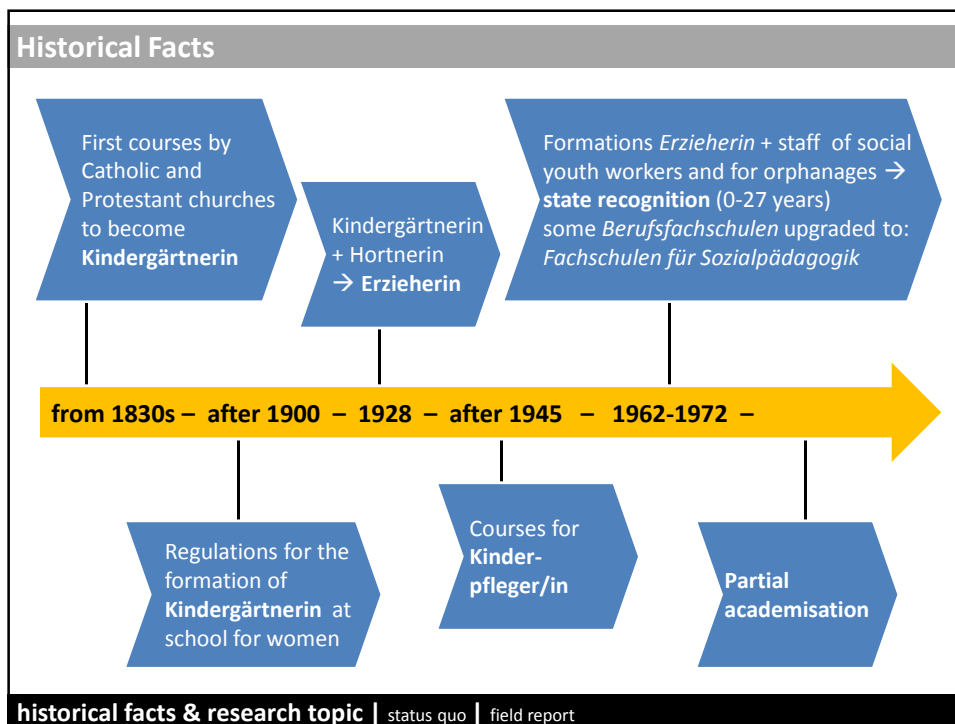
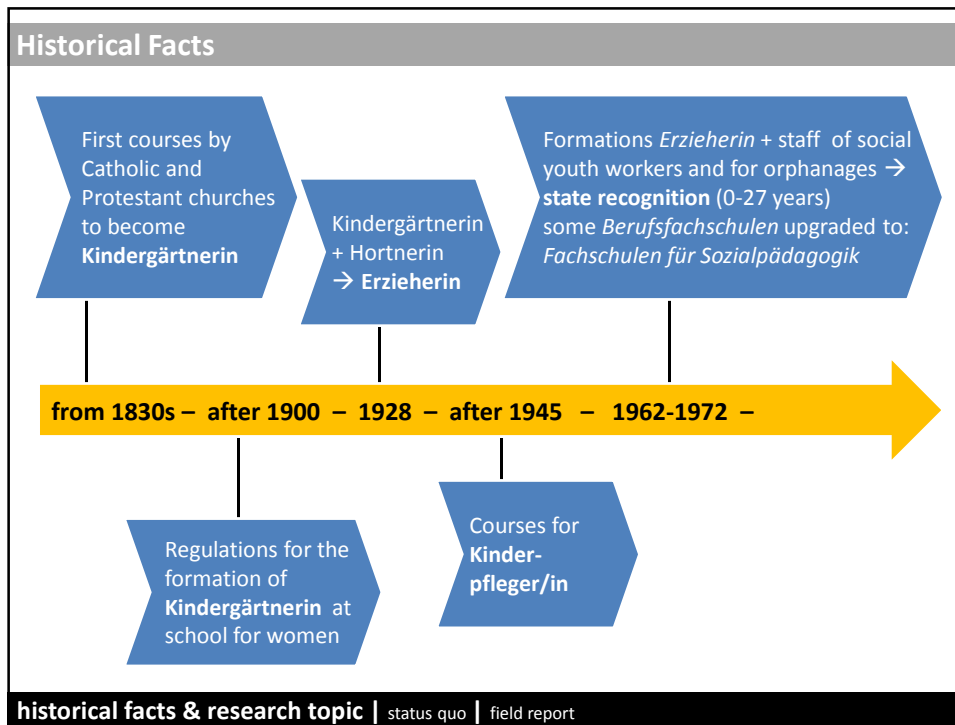
historical facts & research topic | status quo | field report

**1. Historical Facts & Research Topic**

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## New gender perspectives on German early childhood education? Consequences of the current process of academisation



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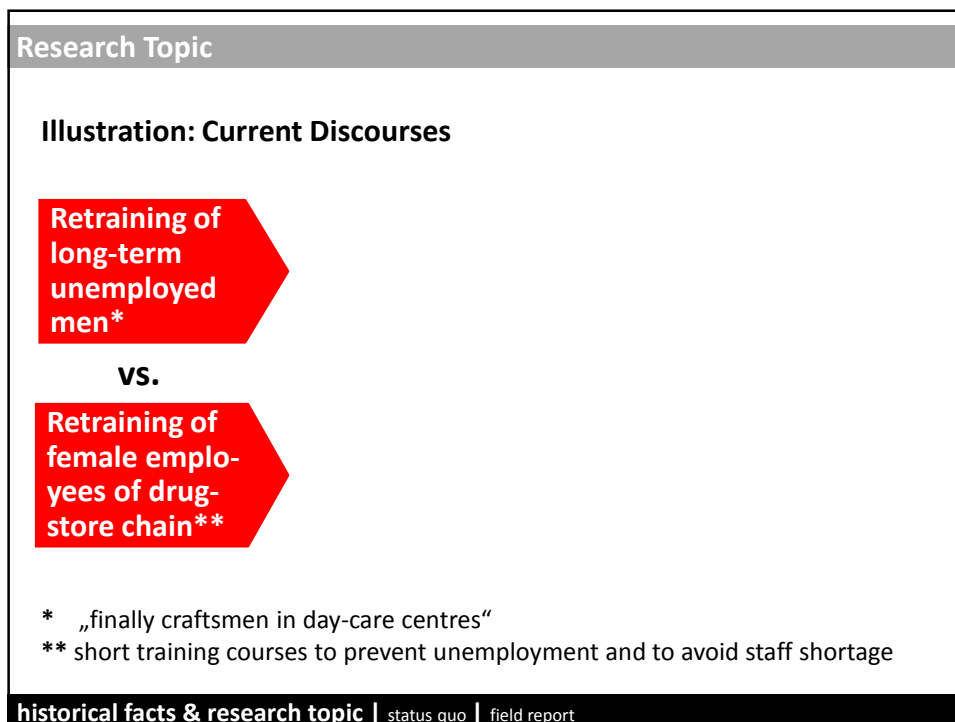
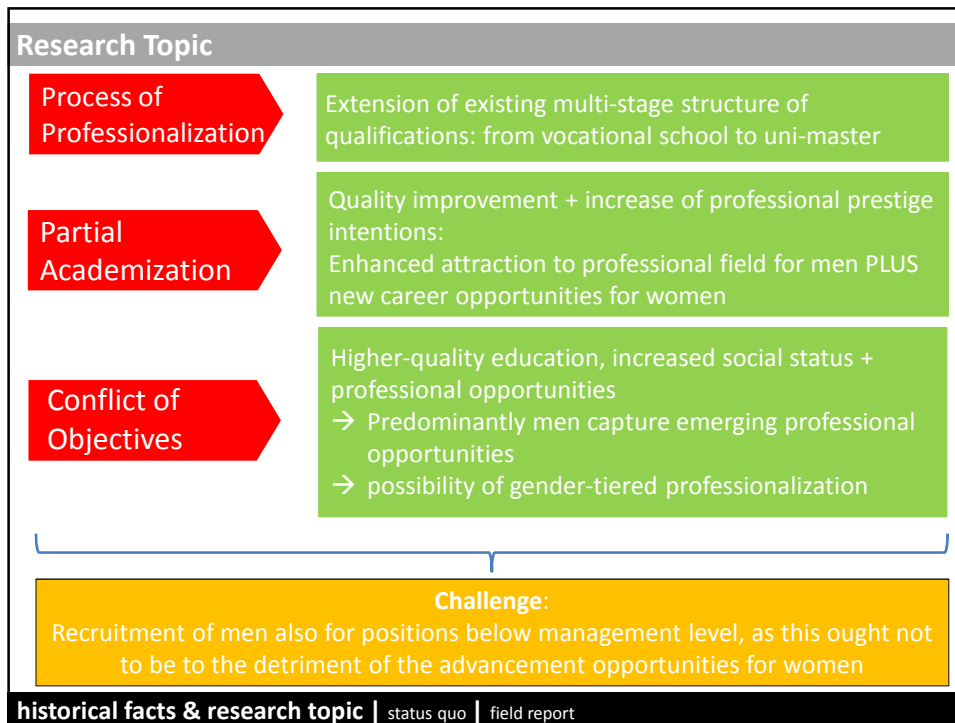
Research Topic	
Process of Professionalization	Extension of existing multi-stage structure of qualifications: from vocational school to uni-master
Partial Academization	Quality improvement + increase of professional prestige intentions: Enhanced attraction to professional field for men PLUS new career opportunities for women

historical facts & research topic | status quo | field report

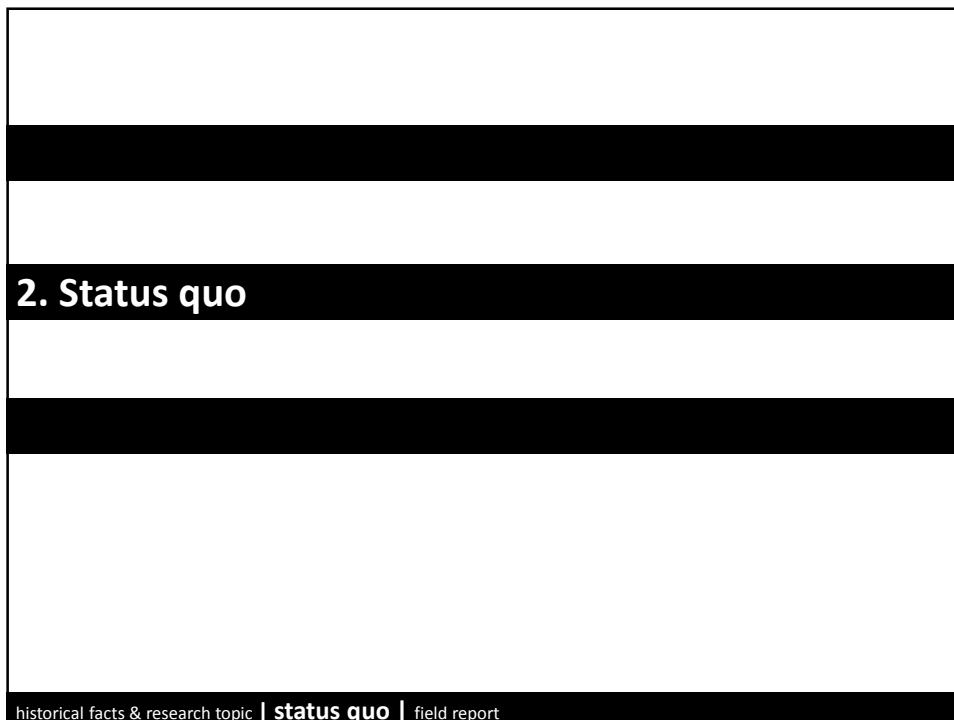
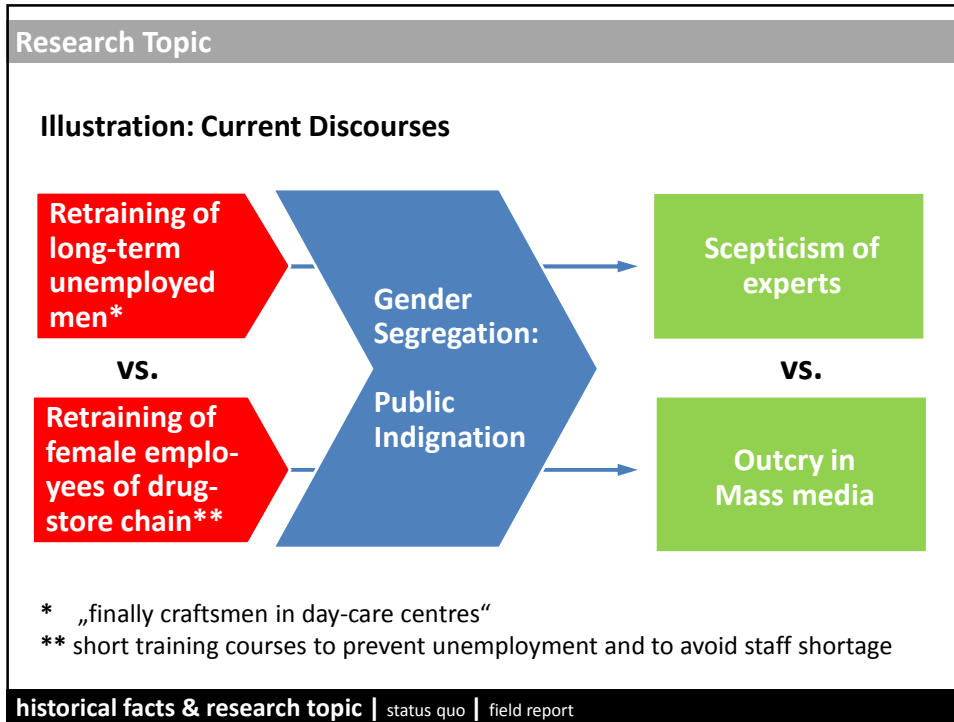
Research Topic	
Process of Professionalization	Extension of existing multi-stage structure of qualifications: from vocational school to uni-master
Partial Academization	Quality improvement + increase of professional prestige intentions: Enhanced attraction to professional field for men PLUS new career opportunities for women
Conflict of Objectives	Higher-quality education, increased social status + professional opportunities → Predominantly men capture emerging professional opportunities → possibility of gender-tiered professionalization

historical facts & research topic | status quo | field report

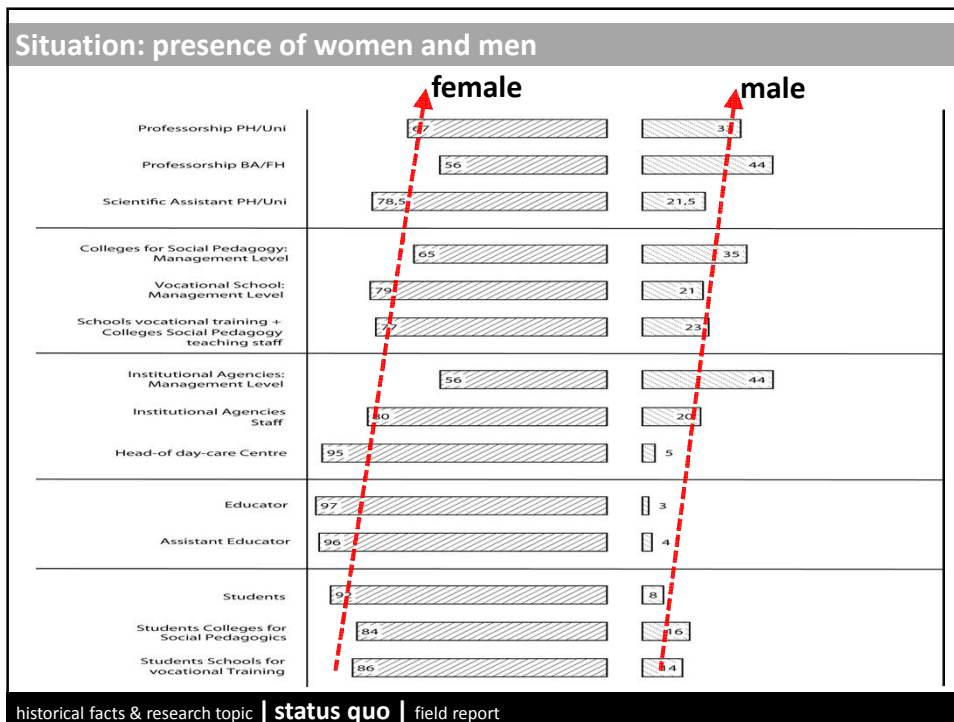
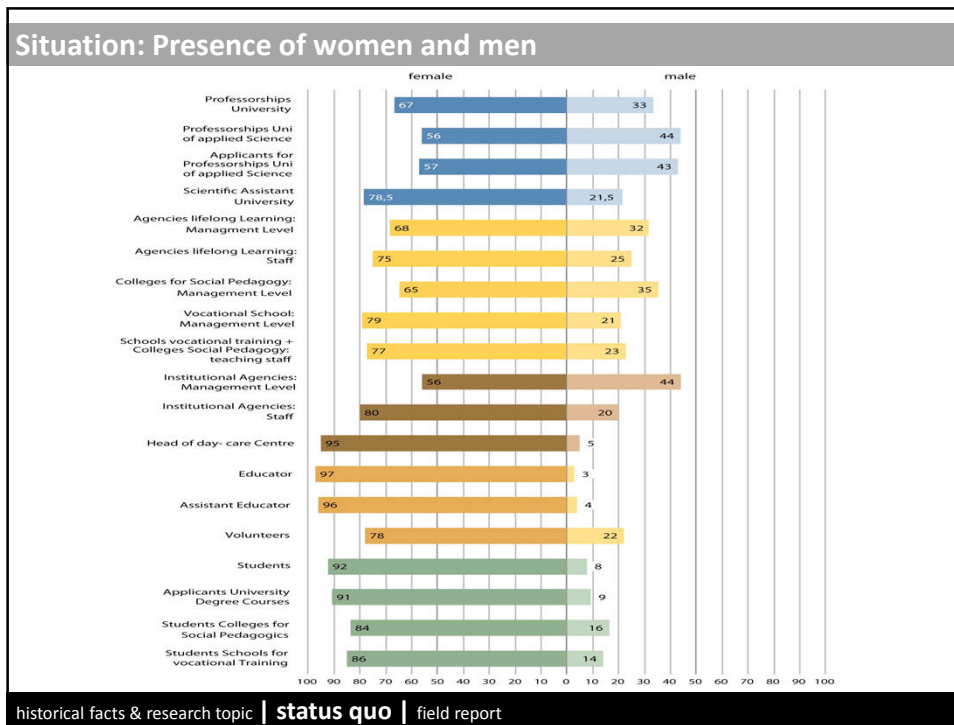
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historical facts & research topic | status quo | **field report**

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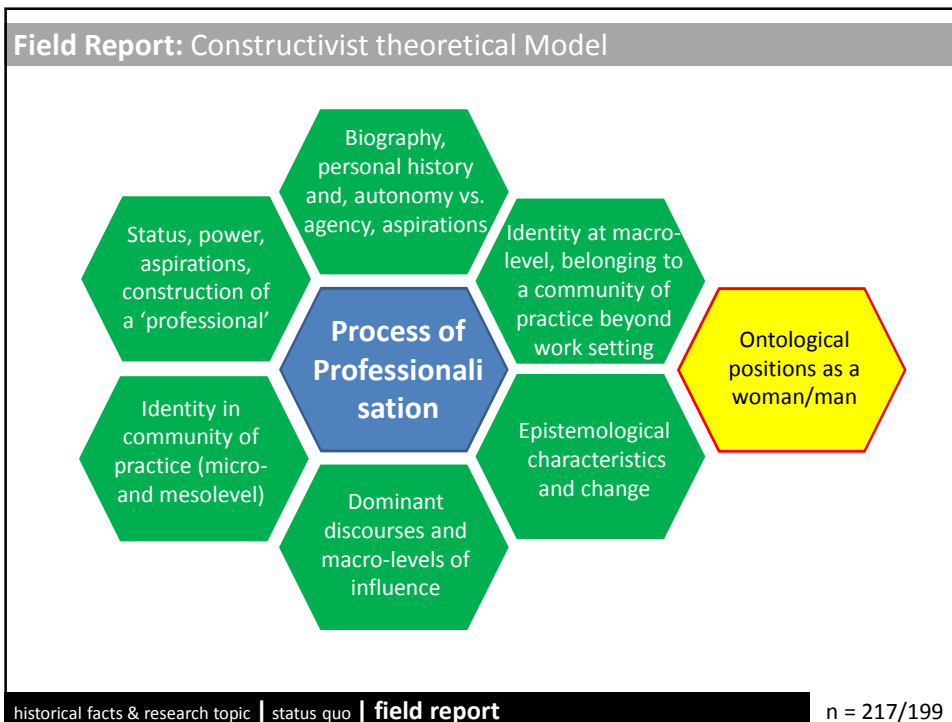
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### 3. Field Report

historical facts & research topic | status quo | **field report**



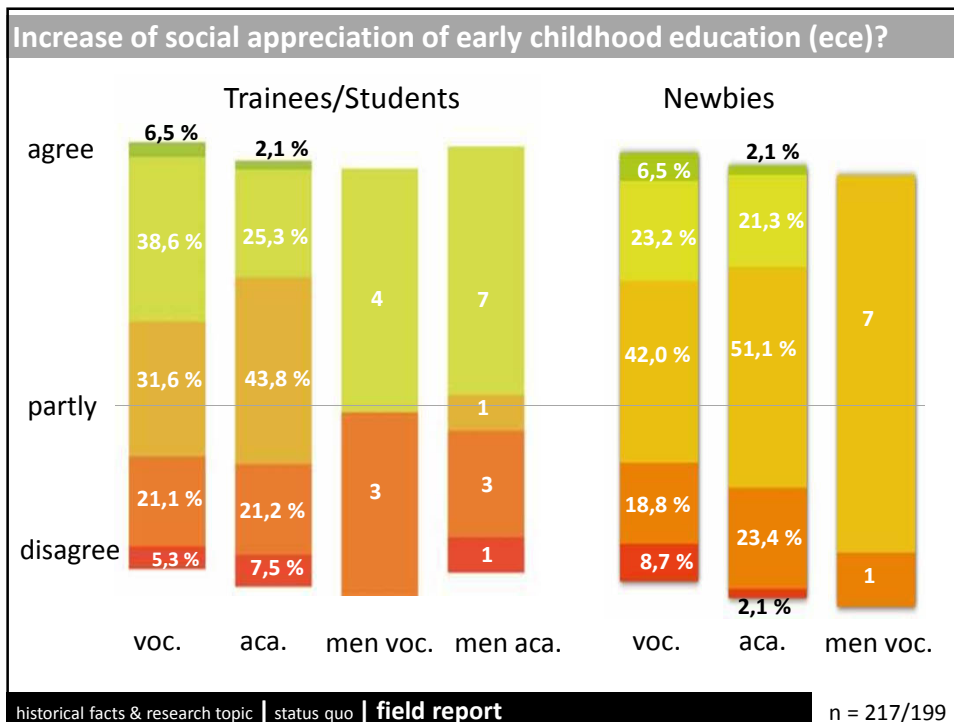
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**Field Report: Data Basis**

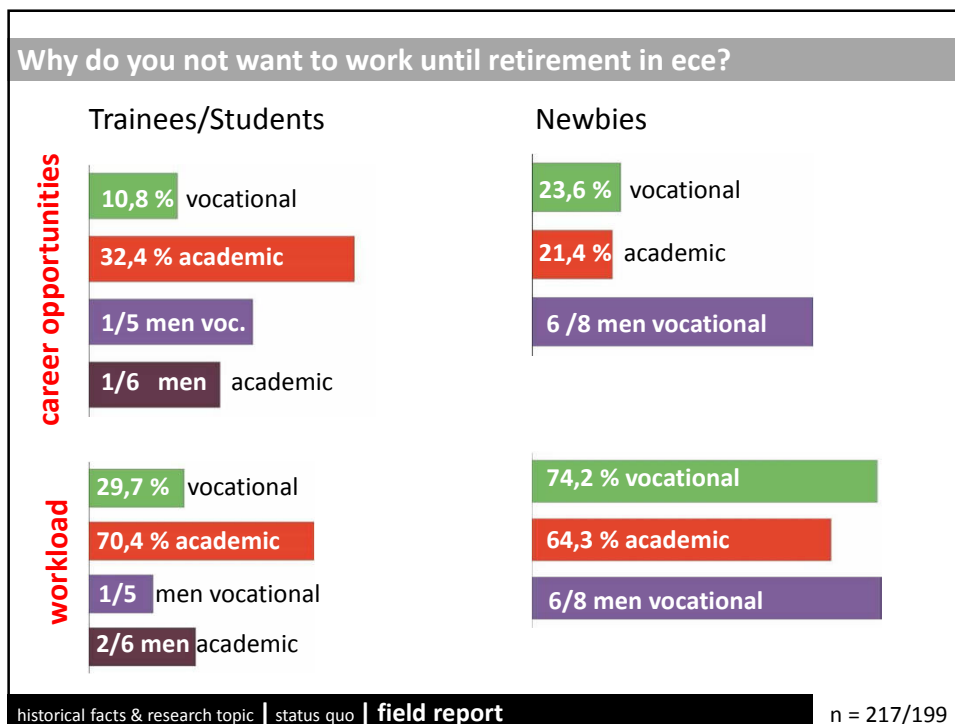
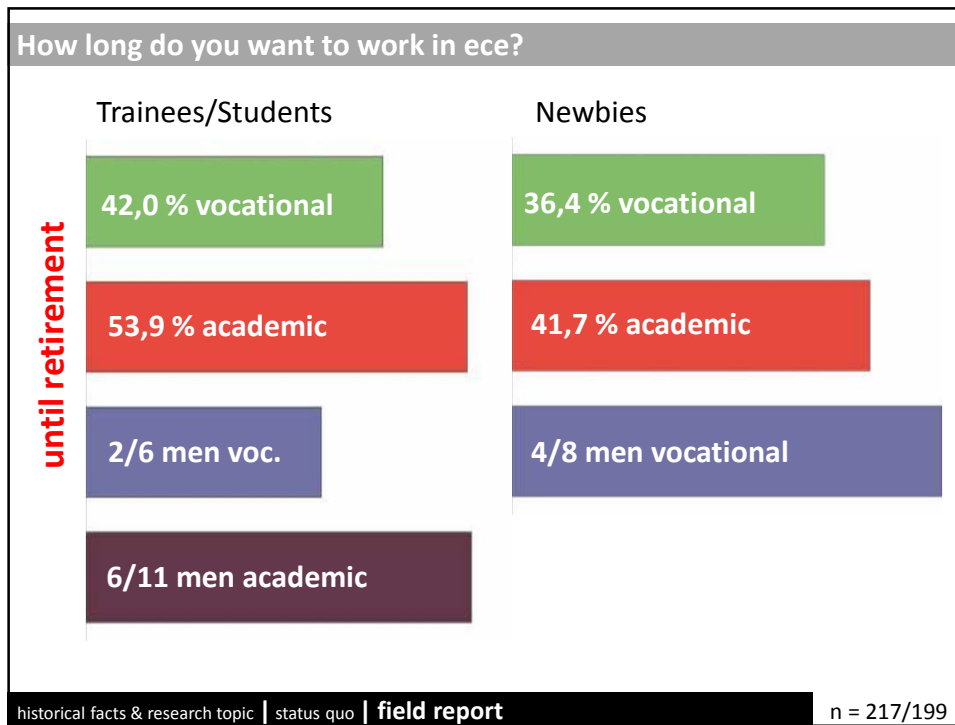
Two online surveys:

1. Trainees and students: 217 participants  
63 trainees  
8 male trainees  
154 students  
12 male students
2. Newbies: 199 participants  
147 former trainees  
10 men former trainees  
52 former students,  
0 male students

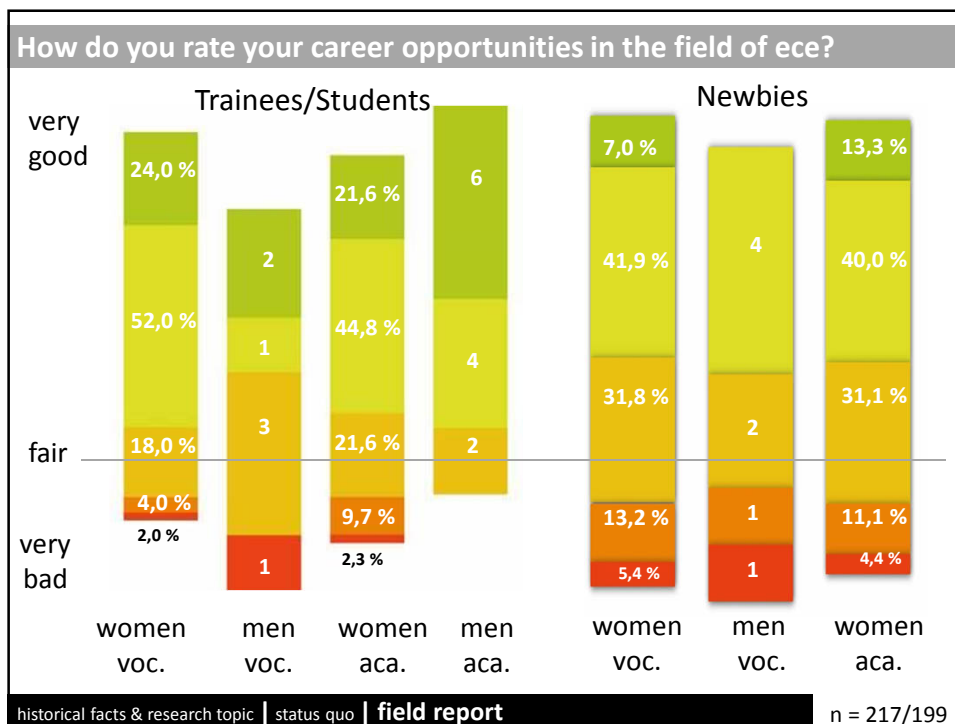
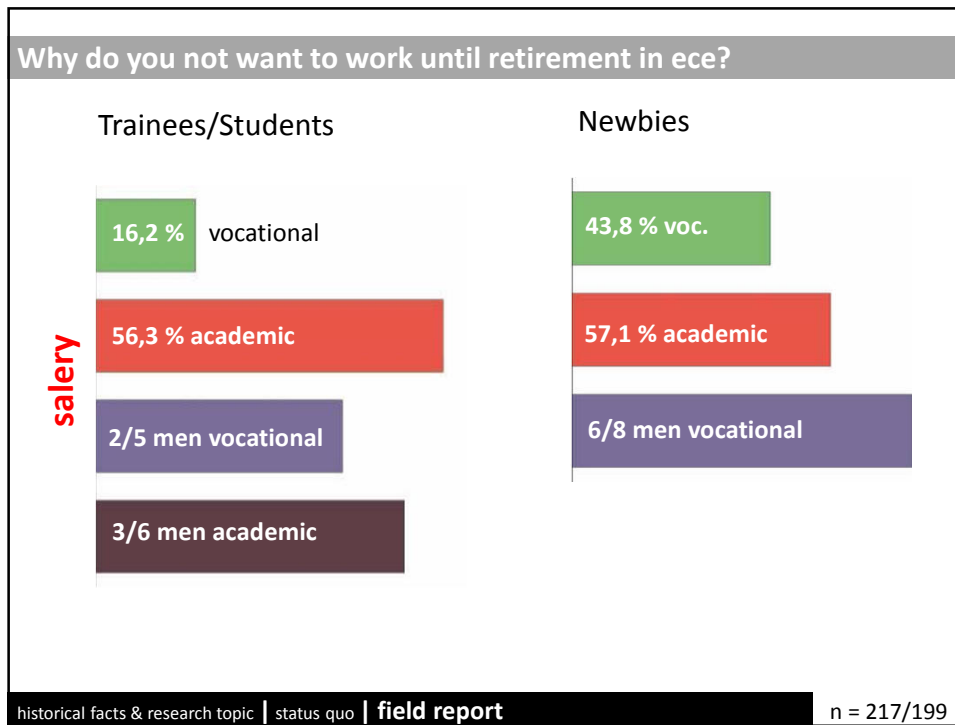
historical facts & research topic | status quo | **field report** n = 217/199



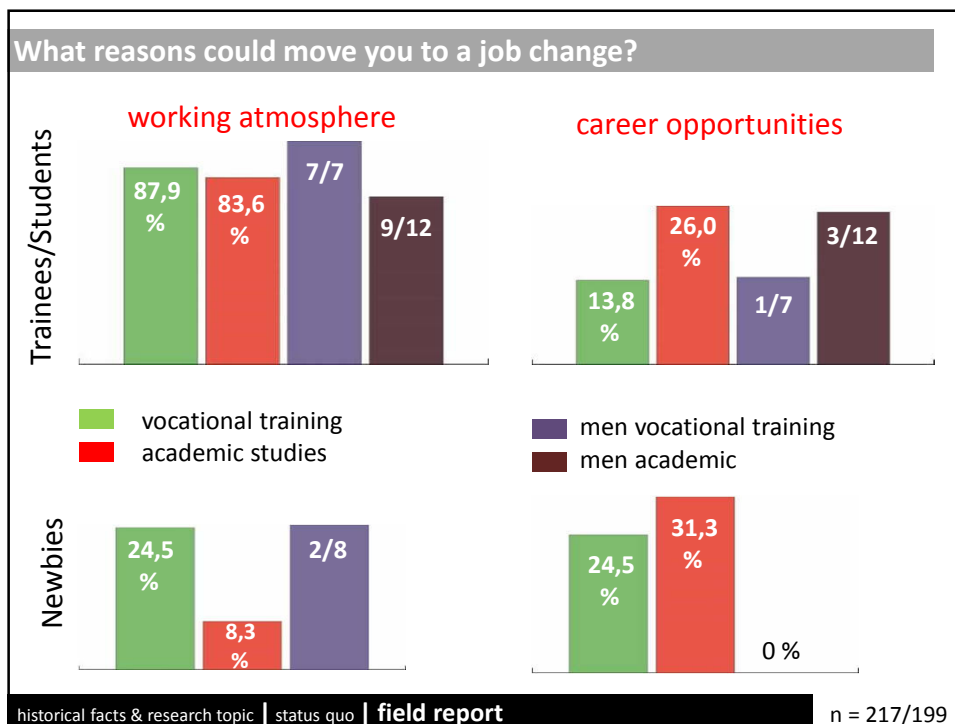
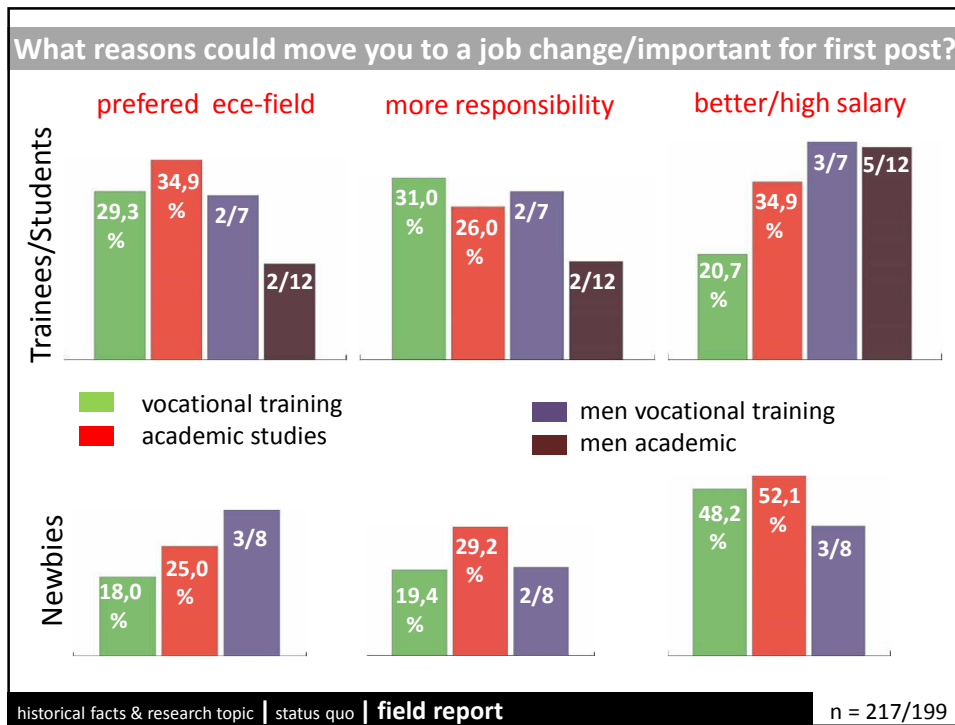
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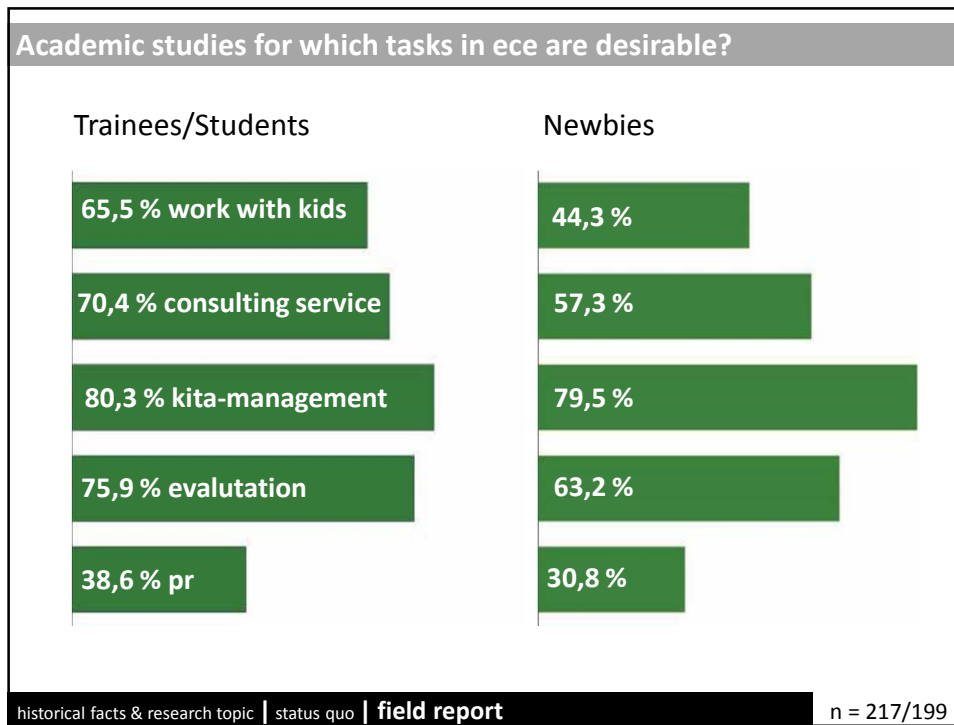


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**Institut für Hochschulforschung (HoF) an der Martin-Luther-Universität  
Halle-Wittenberg**

Project: Frühpädagogische Professionalisierung in Genderperspektive  
Project-Link: <http://www.hof.uni-halle.de/projekte/propos.htm>  
Team: Johannes Keil M.A., Prof. Dr. Peer Pasternack  
Funded by: Bundesministerium für Bildung und Forschung (2011-2014)  
within the scope of the research programme  
„Frauen an die Spitze“, Förderkennzeichen 01FP1137/01FP1138

