

Chapter 1

Gender Equality and Relevant European Policies Regarding Vocational Education and Labour Market: A Case Study From Greece

Evangelos C. Papakitsos

 <https://orcid.org/0000-0002-0218-489X>
University of West Attica, Greece

Eleni Kiouisi

School of Pedagogical and Technological Education, Greece

Georgios Florakos

School of Pedagogical and Technological Education, Greece

Evanthia Patsiada

School of Pedagogical and Technological Education, Greece

Panagiotis S. Makrygiannis

University of West Attica, Greece

ABSTRACT

This chapter aims firstly at examining the impact of gender stereotypes on choosing vocational education or profession. Secondly, the relevant policies of European Union and Greece, in particular, are presented and commented upon. For this purpose, relevant data have been collected from four related surveys conducted in the years 2008, 2010, 2014, and 2017, mainly in the high schools of Attica (Greece).

DOI: 10.4018/978-1-5225-4145-5.ch001

The results from these four surveys only partially confirm the original hypothesis, namely that the gender stereotypes influence the decision-making process of choosing a field of vocational study or profession, but also indicate that there are significant correlations between specific occupations per gender identity and stereotypical perceptions. Finally, the harmonious coexistence of the sexes requires the development of self-knowledge and critical thinking. This can be achieved only by raising the awareness of teachers, who are called to improve the critical self-knowledge and social knowledge of individuals through the implementation of policies regarding school and local society.

INTRODUCTION

Gender stereotypes and attitudes that shape them, combined with other factors, undoubtedly influence the decision-making process of choosing a field of study and a profession. This decision is influenced not so much by the biological aspect of gender (Sex), but mainly from its social perspective. Many external factors are contributing to the preservation of the phenomenon of gender stereotypes in modern societies. The theoretical approaches so far, established during the last six decades, correlate the concept of gender not only with the vocational choice/development, but also with the vocational assessment. Despite the actions/policies that have been agreed and implemented, generally in European Union (EU) and particularly in Greece, to address stereotypes is primarily an individual matter of attitude. In this respect, education plays a crucial role, both in changing these attitudes and in connecting vocational skills with the labour market.

The relationship between education (general or vocational), training and the labour market is widely discussed by many in the literature available internationally. Education, both as an institution and as a process, is utilized for analyzing the social relations of production and labour market, as it is considered to be the area of shaping the professional choices of young people, to a large extent. The international literature emphasizes the role of education, reproducing and cultivating gender stereotypes, because a key feature of the labour market continues to be the strong tendency for vertical and horizontal gender discrimination, with women participating to the non-privileged group. However, despite the institutional and legal changes that have taken place at national, European and international level, women, as well as various ethnic minorities, suffer discrimination in the workplace and their human rights are affected to the greatest extent, with the result that these groups are often led to exclusion. The violation of fundamental social rights is forbidden by many

28 more pages are available in the full version of this document, which may be purchased using the "Add to Cart" button on the publisher's webpage: www.igi-global.com/chapter/gender-equality-and-relevant-european-policies-regarding-vocational-education-and-labour-market/241638

Related Content

Effects on Current Day Technology, Legislation with Respect to Ethical Valuation: A Look at Edward Snowden's Impact

Brian J. Galli (2019). *International Journal of Responsible Leadership and Ethical Decision-Making* (pp. 1-12).

www.irma-international.org/article/effects-on-current-day-technology-legislation-with-respect-to-ethical-valuation/227742

Practical Implications On How Established Companies Innovate With Startups: Tools and Guidelines for Innovation Managers

Andrea Back, Tina M. Werroand Lukas M. Peter (2019). *International Journal of R&D Innovation Strategy* (pp. 1-20).

www.irma-international.org/article/practical-implications-on-how-established-companies-innovate-with-startups/250270

Model of Modernization for Organizational Management Component Evaluation

Albert Dario Arias, Adolfo Hernandezand Rafael Ignacio Pérez-Urbe (2018). *Handbook of Research on Intrapreneurship and Organizational Sustainability in SMEs* (pp. 217-249).

www.irma-international.org/chapter/model-of-modernization-for-organizational-management-component-evaluation/202623

Developing a Unified Framework and a Causal Model of Transformational Leadership, Empowerment, Innovation Support, and Organizational Innovation

Kijpokin Kasemsap (2017). *Organizational Culture and Behavior: Concepts, Methodologies, Tools, and Applications* (pp. 381-406).

www.irma-international.org/chapter/developing-a-unified-framework-and-a-causal-model-of-transformational-leadership-empowerment-innovation-support-and-organizational-innovation/177582

Blockchain Potentials to Enhance Identified Data Usability Challenges Generated by Wearables

Steffen Baumann, Richard Thomas Stone and Esraa Saleh Abdellal (2021).

International Journal of Responsible Leadership and Ethical Decision-Making (pp. 38-51).

www.irma-international.org/article/blockchain-potentials-to-enhance-identified-data-usability-challenges-generated-by-wearables/308455