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Welcome to today's eLearning event, in which we want to deal with the diversity dimension of gender, or more specifically with the question of the labour market and gender. My name is Ruth Abramowski, I am a research assistant in the research group "Work, Welfare State and Gender" in the SOCIUM at the University of Bremen and I am pleased to be able to guide you through today's eLearning event. You should achieve the following learning goals today: First of all you should acquire knowledge about the topic of the labour market and gender. In addition, you should develop an understanding of the sociological perspectives of work, occupation and the labour market. You should acquire knowledge about potential data sources and methods, because today is also primarily about surveying the gender specific differences in the labour market, from a statistical perspective, so I will present you with a data set. And by the end of this session you should be able to interpret descriptions and explanations of gender differences in the labour market, i.e. to develop a certain degree of interpretive knowledge.

I will start with a brief introduction and then, in chronological order from a life course perspective, I will first address the topic of career choice and the matter of starting a career. I would then like to discuss the issues of acquiring employment and of gender-specific pay in employment and will then, in relation to retirement, focus on the topic of provision for the elderly. Then I would like to refer specifically to gender-specific care work, which continues to play a very dominant role under the topic of work and gender, and summarise everything in a brief conclusion.

I will start with the argument "The world of work is not gender neutral" and refer to the argument by Karin Gottschall, which is also presented in the Handbook for Sociology of Work. First of all, it is important to know that female employment actually only played a very marginal role in the German sociology of work until the 1980s. Then, criticism from women's research became increasingly apparent and addressed the fact that in the sociology of work the concept of work has actually been reduced to paid employment for a very long time. In other words, the aspects of housework and caring work, which represent a specific form of work for women, were not addressed. And so the sociological concept of work was extended accordingly. We are currently witnessing a change in gender relations to the extent that, despite an alignment of educational levels and also a stronger integration of women into the labour market, the gender difference is still not being resolved. On the contrary, we can still see very traditional models with regard to the issue of care work.

However, in addition to this, disadvantages are still found in relation to the issue of income, in relation to internal promotion opportunities and in relation to different career patterns between men and women. There are also differences in relation to labour market participation and differences in career trajectories. And in this respect I would like to analyse the influence of work over the course of our lives, namely via the Life Course Approach. What is important is that attitudes and also traditional role models, role patterns and power structures that are anchored in society are only changing and breaking down very slowly.

The life course approach includes career choice and career entry. Here the question is to what extent gender-specific choices occur in working life. These include differences in income, differences in management positions, in the extent and in terms of career interruptions, and the post-career perspective then refers again to the topic of gender-specific provision for old age. It is important that we are able to consider the whole issue not only from an individual perspective, but that we have to also be aware that contextual factors play a central role. Contextual factors are institutions in the labour market. The question is,

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how are companies structured in the first place? Which gender-specific values, norms and gender-specific role models are still anchored in society?

I would now like to start accordingly with the choice of career and have first presented here the female apprentices in Germany ranking from one to ten, i.e. the so-called top ten female apprenticeship occupations. We can see that we have a total of 479,898 female apprentices for the year 2018. And we can see that in first place among the most frequently chosen occupations are office management assistants, followed by medical assistants, dental assistants, industrial management assistants, retail assistants, sales assistants, hairdressers, wholesale and foreign trade assistants, administrative assistants and hotel management assistants. Let's take a look at the male apprenticeship occupations in comparison. We can also see here the top ten male apprenticeship occupations, and see that automotive mechatronics are the number one male apprenticeship occupation, followed by industrial mechanics, electronics technicians, systems mechanics for sanitary, heating and air conditioning technology, IT specialists, retail salespersons, mechatronics technicians, warehouse logistics specialists, wholesale and export salespersons and electronics technicians for industrial engineering. All in all, we find a very strong gender-specific choice of occupation in this respect. In other words, women primarily opt for apprenticeship occupations in the service sector, including the health sector, while men primarily choose apprenticeship areas in terms of technical training opportunities.

So, professional activity now refers to the scope of the profession as well as to pay. I will start with the scope, shown here in relation to the employment rate, differentiated by age and gender in Germany, also for the year 2018. We can see here the employment rate, the employment rate indicates the proportion of the employed in the total population. It is important to note that persons in employment here are persons, i.e. women and also men, aged between 20 and 64, who work at least one paid hour per week. In other words, this includes self-employed individuals, for example, but also employees subject to social security contributions. Here we can see the difference to the extent that men are still in employment more than women. We see that the employment rate for women is somewhat lower. And we see that the gender differences are most pronounced for the age cohorts 25 to 29 to the age cohort of 40- to 44-year-olds, showing that this is where the gender differences are most pronounced. This is related to the so-called family formation phase. During the family formation phase, women tend to devote themselves primarily to care work, which is reflected accordingly in the employment rates here.

I have again presented here the employment rates differentiated by age and gender, but now also differentiated by educational level. We can see that among women, the effect of the family formation phase is even greater for women with a low level of education. This means that the employment rates here are decidedly lower again compared to women with medium and high levels of education. We see that there is even a larger decrease in employment for the age cohorts 20 to 24 compared to the age cohort of 25- to 29-year-olds. This highlights that their family formation phase starts earlier and is reflected accordingly more strongly in the data overall.

With regard to the scope of employment, the question of what work arrangements women take on in the first place is also important. There is a tendency for women to take on more part-time work arrangements. Here are the part-time work rates of men and women in Germany, with reference to Eurostat data, and here we see the data from the years 2000 to 2018. Overall, we see that, if we look at the year 2018, almost half of the women work part-

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time, whereas in 2017 the figure for men is just 9.6 percent, i.e., there are very strong gender-specific differences with regard to part-time employment rates. And over the years, the part-time employment rate for women continues to be significantly higher than the part-time employment rate for men. We even tend to find a slight increase.

Of course, the matter of pay is also important. Who earns more anyway? And a key indicator that you should know is the so-called gender pay gap. The gender pay gap is a measure of gender equality on the labour market and thus reflects the percentage of women earning less than men per hour on average. The gender pay gap refers to the so-called average gross hourly earnings. We see here that women as a whole earn significantly less than men on average every year. We also see that the gender pay gap changes only marginally over time. There have been minor changes since 2015 and a possible cause, which I would like to share with you here, is the introduction of the minimum wage for 2015, which has led to a slight reduction in the gender pay gap. Women are often employed in the low-wage sector. The introduction of the minimum wage has led to a slight adjustment here, a slight increase, which has correspondingly had a marginal impact on the gender pay gap. We can also see the so-called average gross hourly earnings, measured in euros. And we see that over time gross hourly earnings have risen slightly for both men and women, but the differences between the sexes still exist.

It is important to address this issue: What are causes of the gender pay gap? How does this gender-specific income gap actually occur? The German Federal Statistical Office argues that almost three quarters of the unadjusted gender pay gap can be attributed to structural differences. Structural differences refer firstly to the issue of whether women are primarily employed in sectors and occupations that are less well paid, which can be seen. In addition, structural gender differences continue to be identified when it comes to women having access to management positions. Just as before, women are still unable to reach the same management positions as men. And we can also see that women primarily carry out part-time work and are sometimes more marginally employed than men. If we remove these structural differences in terms of statistical measurements, a key indicator is the so-called adjusted gender pay gap. This means that the adjusted gender pay gap calculates these differences in earnings, which are due to structural differences in terms of different industries, different occupations, different management positions, differences in employment levels, in terms of part-time and marginal part-time employment. If this is deducted, the so-called adjusted gender pay gap for Germany, according to the most recent data for 2014, is six percent. The adjusted gender pay gap is only recorded every four years, which is why 2014 is the most recent data basis. This means that women earn on average six percent less per hour than men for comparable jobs and comparable qualifications.

However, it is not only the question of income that is of central importance to us, but also the question of what retirement provision looks like. To this end, I would like to explain the gender pension gap to you. The so-called gender pension gap is a measure that refers to the percentage gap between the average retirement income of women in relation to the average retirement income of men. We can see the data for Germany, but this time differentiated again in terms of East and West Germany. All in all, we can establish that, considering the pillars of retirement security, there are three pillars in total, i.e., statutory pension insurance or civil servants' insurance, company pension schemes and private pension schemes. If we take these three pillars into account, the gender pension gap in 2015 will be 53 percent for Germany as a whole. In other words, women's income in retirement will be 53 percent lower

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than that of men. And we see differences specifically between East and West Germany. We see that in 2015, East German women experience a gender pension gap of 28 percent, while West German women experience a gender pension gap of 58 percent. This is related to the GDR past in the eastern German Federal States. It can be traced back to the fact that women in the eastern German Federal States have been employed more often than West German women. It has to do with the fact that West German women very often followed the so-called family breadwinner model in the past. This means that women in West Germany were primarily devoted to care work, while men were primarily responsible for earning income, family income. This model is changing in West Germany. We are also seeing an increasing convergence of employment rates between the sexes in West Germany, but this is still reflected in the gender pension gap data.

The causes of the gender pension gap are, of course, due to the extent of participation in employment, but also the extent to which women have a tendency to take more and more career breaks, in relation to the family formation phase, among other things. But it is also an important argument that women earn less and that the level of pay is reflected accordingly in pension insurance contributions and also in benefit entitlements, which then leads to a further increase or to these gender-specific differences with regard to the gender pension gap. A very topical issue currently under discussion is the introduction of the basic state pension. In future, the introduction of the basic state pension will mean that anyone who has contributed 35 years of pay into the pension fund will be entitled to a basic pension from the state. This will increasingly affect women. In this respect, there is a slight hope that this could lead to a reduction in the gender pension gap.

One topic I have repeatedly addressed is gender-specific care work, i.e., the question of who is responsible for care work and the household. And in this respect, the so-called gender care gap was developed within the framework of the second Gender Equality Report of the German Federal Government, to be able to measure who takes over most of the care work. This includes unpaid care work regarding bringing up children, but also caring for relatives, with regards to household work such as repairs, gardening, but also caring for animals in the household as well as voluntary work. In other words, the percentage difference between the average daily time spent by men and women on unpaid care work is measured. In Germany this currently amounts to 52.4 percent. This means that women carry out about one and a half times more housework, unpaid housework and care work than men. Expressed in absolute figures, this encompasses on average of 87 minutes more unpaid housework per day.

So, I will summarise everything again briefly. It is important that when looking at issues in relation to labour market and gender issues that we take the Life Course Approach and take into account that gender differences vary over a lifetime depending on which phase of life we are in. In this respect, the Expert Commission of the Federal Government's Second Equal Opportunities Report also came up with the leading idea of assessing gender equality from a life course perspective. This refers to the idea to strive for a society with equal opportunities for women and men, in which opportunities and risks are equally distributed throughout the course of life. The central question is therefore: What are the influencing factors during the life course and what are the chances of women and men to be able to devote themselves both to paid employment and to unpaid care work in the first place?

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Imagine, in summary, like depicted here, that men and women find themselves in a race.

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Men already have an income advantage due to the gender pay gap, while women may find themselves disadvantaged by the gender pay gap accordingly. It is important to note that there can of course be life-changing events, such as marriage, which in turn is linked to tax benefits, spousal income splitting, which also promotes the traditional model of women devoting themselves primarily to housework and men earning more. But divorce also plays a central role when looking at the CV and has a corresponding impact on the question of how women are also financially positioned and what activities and work they devote themselves to. Accordingly, the issue of old age is presented here in relation to the gender pension gap, which is 53% and is again reflected as a relevant indicator, also in the data on gender differences in retirement provision.

Here we have summarised the literature I have referred to, the various statistics. I would like to mention Eurostat, but also the OECD. We have also referenced the Handbook of the Sociology of Work, where some aspects of gender-specific work are presented in greater depth from a sociological perspective and then again various sources from the Federal Statistical Office and the United Nations. I would recommend that you take a closer look at these data sources and do your own research on how we can actually measure gender-specific differences in the labour market. And I think the central finding we can state is that there are still very strong gender differences on the labour market and we also have to reconsider what we mean when we talk of work, what is associated with the word 'work'.