

Under the Surface of the stalled Revolution

A study of Occupational
Gender Segregation
in Austria
1974 - 2003



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| Research Master's Social Sciences
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| <https://popu-list.org>
| <http://www.hotpolitics.eu/>
| <https://github.com/samunico/Apart>

Roadmap

1

Kontext und Relevanz



Uneven & Stalled Revolution
Berufliche Geschlechterteilung
State of the Art

2

Erwartungen



Stagnation?
Asymmetrische Integration

3

Forschungsdesign



Daten Mikrozensus 1974-2003
Analysestrategie

4

Show me the Data!



Labor Markets
Occupations
Individuals

No change?

The stalled revolution



Paula England (Prof@NYU)
2010: *The Gender Revolution – Uneven and Stalled*

The Gender Revolution...

Trend zu Verringerung geschlechtsbasierter Ungleichheiten

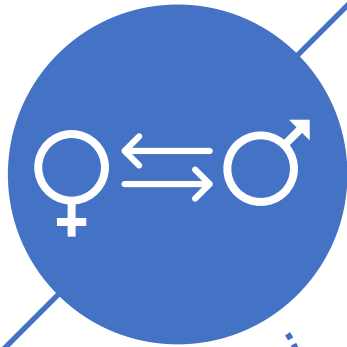
Uneven...

Manche Lebensbereiche und manche Gruppen stärker betroffen als andere

Stalled...

Trend zu Stabilität & Stillstand um Jahrhundertwende

Geschlechtliche Arbeitsmarkt Segregation



#Sociology101

Relevant für Ungleichheit zwischen Geschlechtern?

- Segregation & Female Devaluation
- Equality Pradox

Geschlechterrollen beeinflussen unser Verhalten
(Kay et al. 2015)

Tatsächliche Repräsentation beeinflusst unsere Geschlechternormen
(Beaman et al. 2012)



ahhm...
Binary?!

Fluch & Segen

Ein Thema, zehn Zugänge, drei Fazite



1. Level der Analyse

- [MACRO] Arbeitsmarkt \Rightarrow *Segregation*
- [MESO] Berufsgruppe \Rightarrow *Konzentration*
- [MICRO] Individuen \Rightarrow *geschlechts(un)typische Berufs...*

2. Messung auf der Makro-Ebene (i.e. Segregation)

- Art der Kategorie (Sektor, Beruf, Tätigkeit, Arbeitgeber, Position etc.)
- Aggregation der Kategorie (e.g. ISCO08 3-Steller / 2-Steller)
- Verschiedene Maße (ID, WE, SR, IP, MM, etc.)
 - Marignal Matching am robustesten (Blackburn et al. 1993)

Erwartungen & Hypothesen

Assymetry...



Gender Essentialism (England 2010)

1. Geschlechterrepräsentation in Berufen beeinflusst gendernormen
2. Gendernormen machen die Aufnahme geschlechts-untypischer Berufe schwieriger
3. Berufe die mehrheitlich von Frauen ausgeführt werden, werden (unabhängig von Fähigkeit, Bildung, und dem Grad gewerkschaftlicher Organisation) im Durchschnitt schlechter bezahlt

Arbeit in geschlechts-atypischen Berufen v.a. dann wahrscheinlich, wenn damit Aufstieg verbunden ist.

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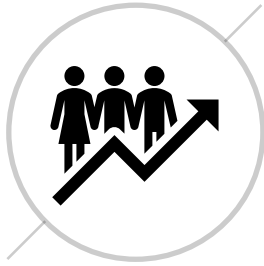
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Peaking under the surface?



Macro-Level

Beobachtungen Ö Arbeitsmarkt
+ Zeitachse (Jahre)
⇒ quasi-panel

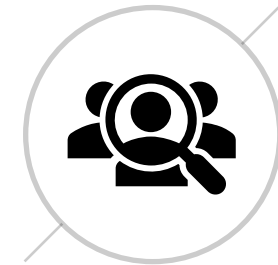
Variablen Beschäftigtenquote
Segregationsindizes



Meso-Level

Beobachtungen Berufsgruppen
+ Zeitachse (Jahre)
⇒ quasi-panel

Variablen Genderkonzentration



Micro-Level

Beobachtungen Individuen
+ Zeitachse (Jahre)
⇒ repeated cross-section

Variablen Gender
Bildung
Alter
Arbeitszeit



Macro

The stalled revolution



Beobachtungen

30 Jahre des Ö Arbeitsmarkts
Quasi-Panel

Konzepte

Beschäftigungsquote
Segregationsindices (MM, ID, SID)



Macro Indices



Index of Dissimilarity (Duncan 1955)

Sextyping: 50%

$$D = \sum_{j=1}^J |(F_j / F) - (M_j / M)| * 100 * \frac{1}{2}$$

$$SD = \sum_{j=1}^J \left| \left[\left(\frac{F_j}{T_j} / \sum_{j=1}^J \frac{F_j}{T_j} \right) \right] - \left[\left(\frac{M_j}{T_j} / \sum_{j=1}^J \frac{M_j}{T_j} \right) \right] \right| * 100 * \frac{1}{2}$$



Macro Indices



Marginal Matching (Blackburn 1993, Siltanen et al. 1995)

Sextyping: Arbeitsmarktbeteiligung

- 2x2 Table
- Somer's D

Meso

Berufe im Wandel



Beobachtungen

Berufsgruppen
+ Zeitachse (Jahre)
⇒ quasi-panel

Konzepte

Konzentration
Berufsgeschlecht (30% & 70%)

Micro

Die individuelle Ebene



Beobachtungen

5 Mio. Befragte im Mikrozensus

Repeated Cross-Section (*Überschneidungen?*)

Konzepte

Geschlecht

Alter

Bildung

Teilzeit Arbeit

Datengrundlage

Mikrozensus Öst. 1974–2003



Längste undruchbrochene Periode mit gleichen Kategorien

Beschäftigungsstatus 14h+ (inkl. Militär /Parental leave)

Teilzeit wenn unter 30h

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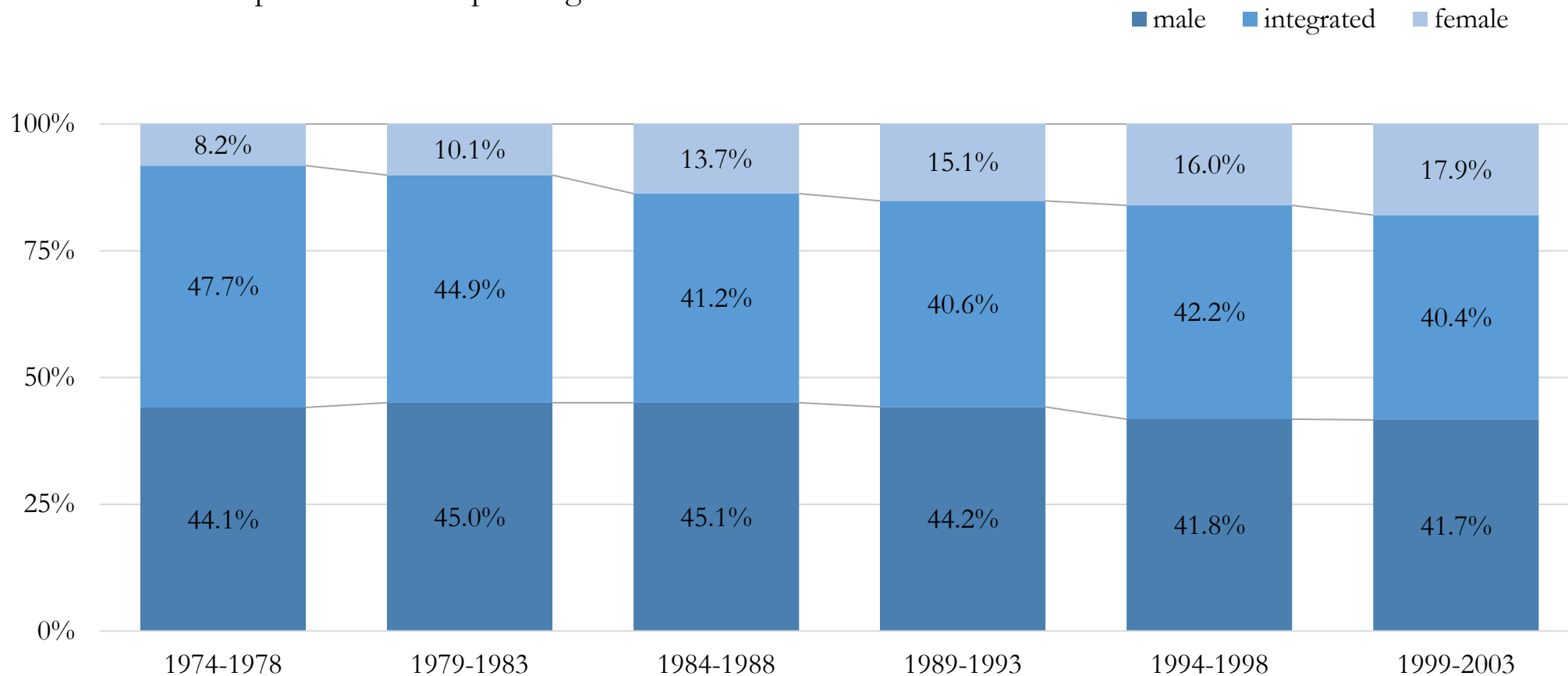
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Labor Markets
Occupations
Individuals

Chart 3. Proportion of occupation genders

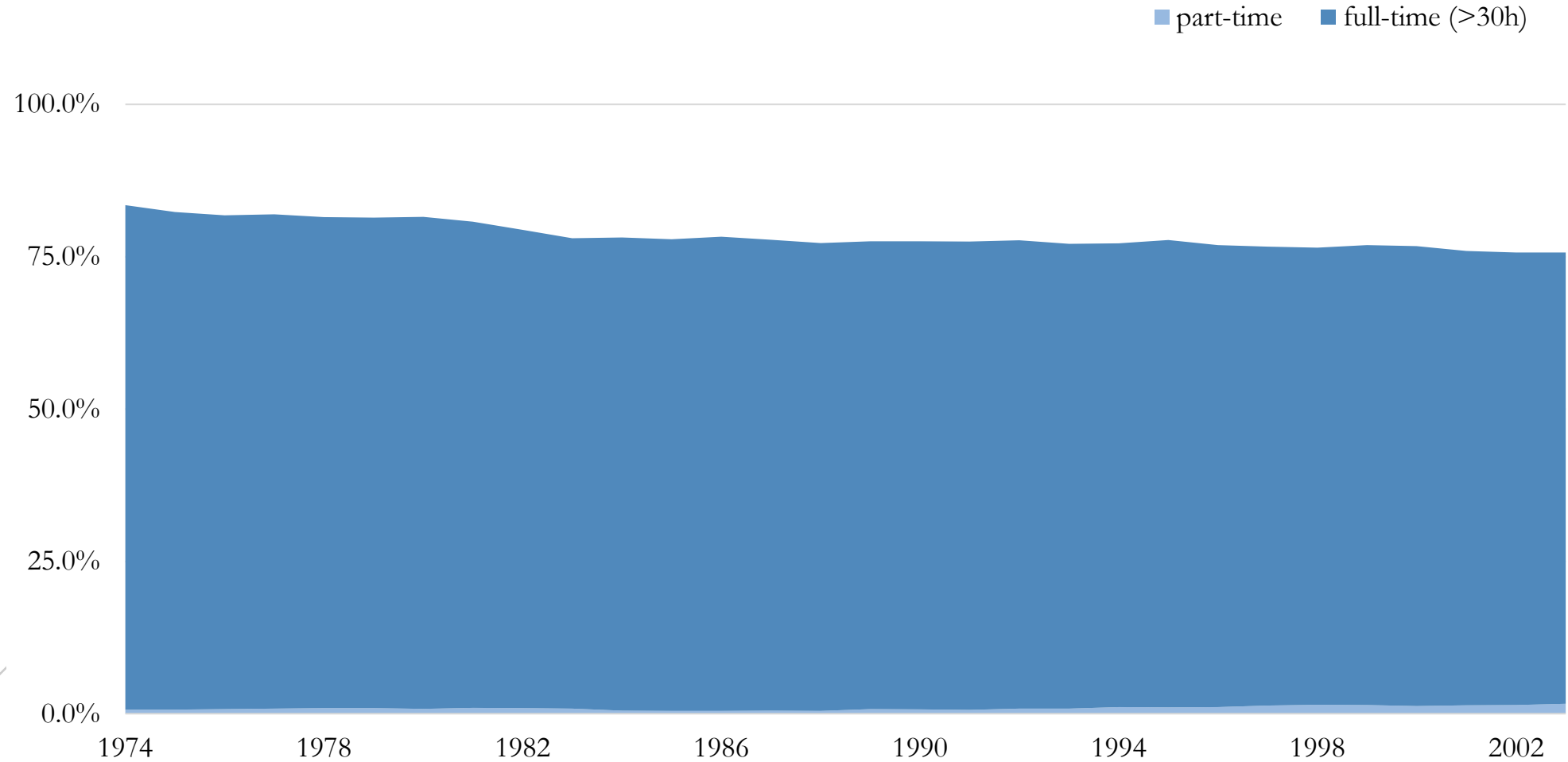


Note. Values indicate the five year mean proportion of each occupation gender type. Thresholds of p_{women} for occupation classification: $p_{\text{women}}(<30\%) = \text{male}$; $p_{\text{women}}(>70\%) = \text{female}$; else = integrated. *Data:* Micro Census Statistik Austria 1974-2003, weighted working age population.



OGS

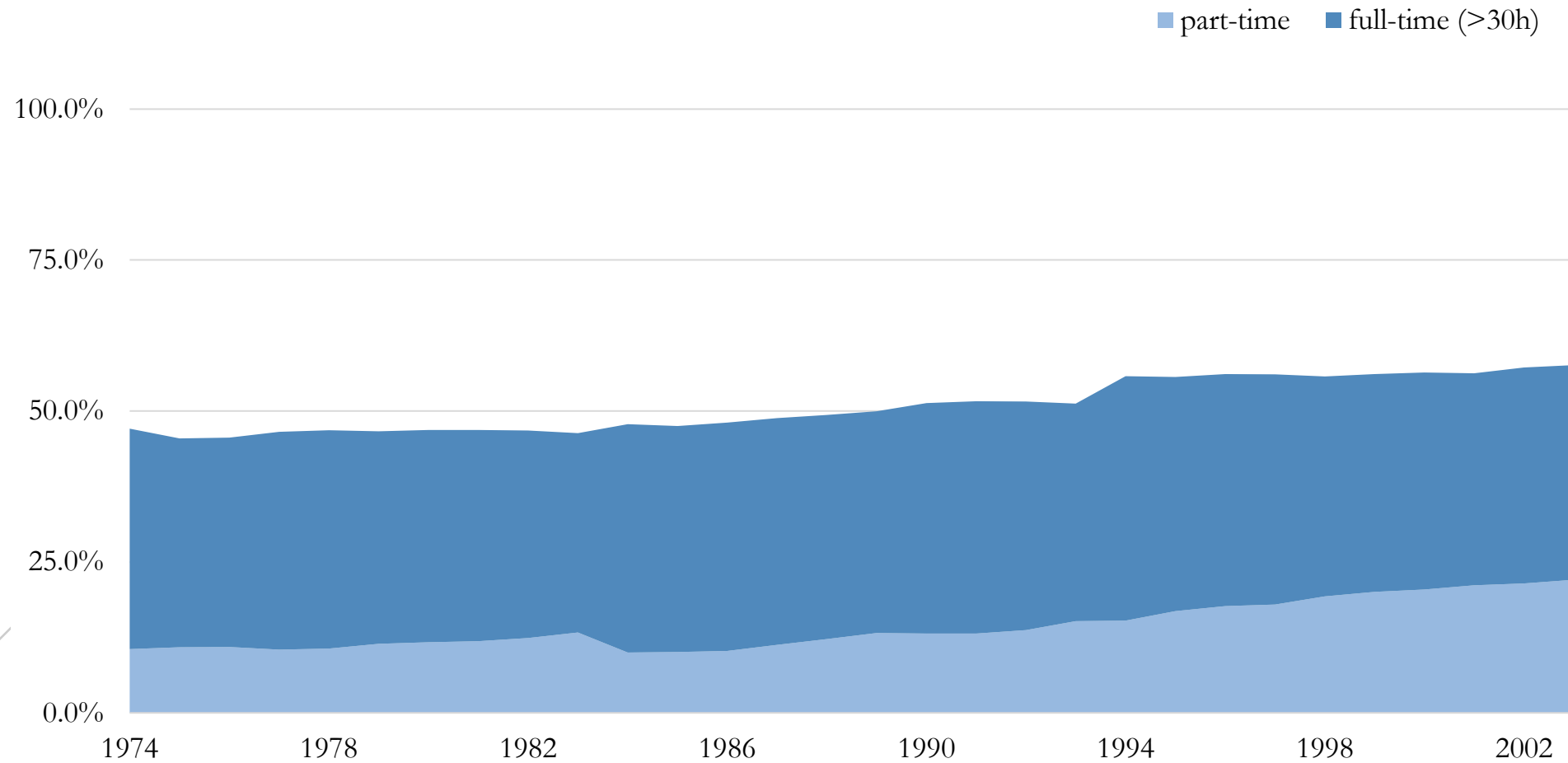
Chart 1. Net male labor force participation



Note. Employment defined as ≥ 14 h weekly employment, parttime employment defined as less than 30h. *Data:* Micro Census Statistik Austria 1974-2003, weighted working age population.

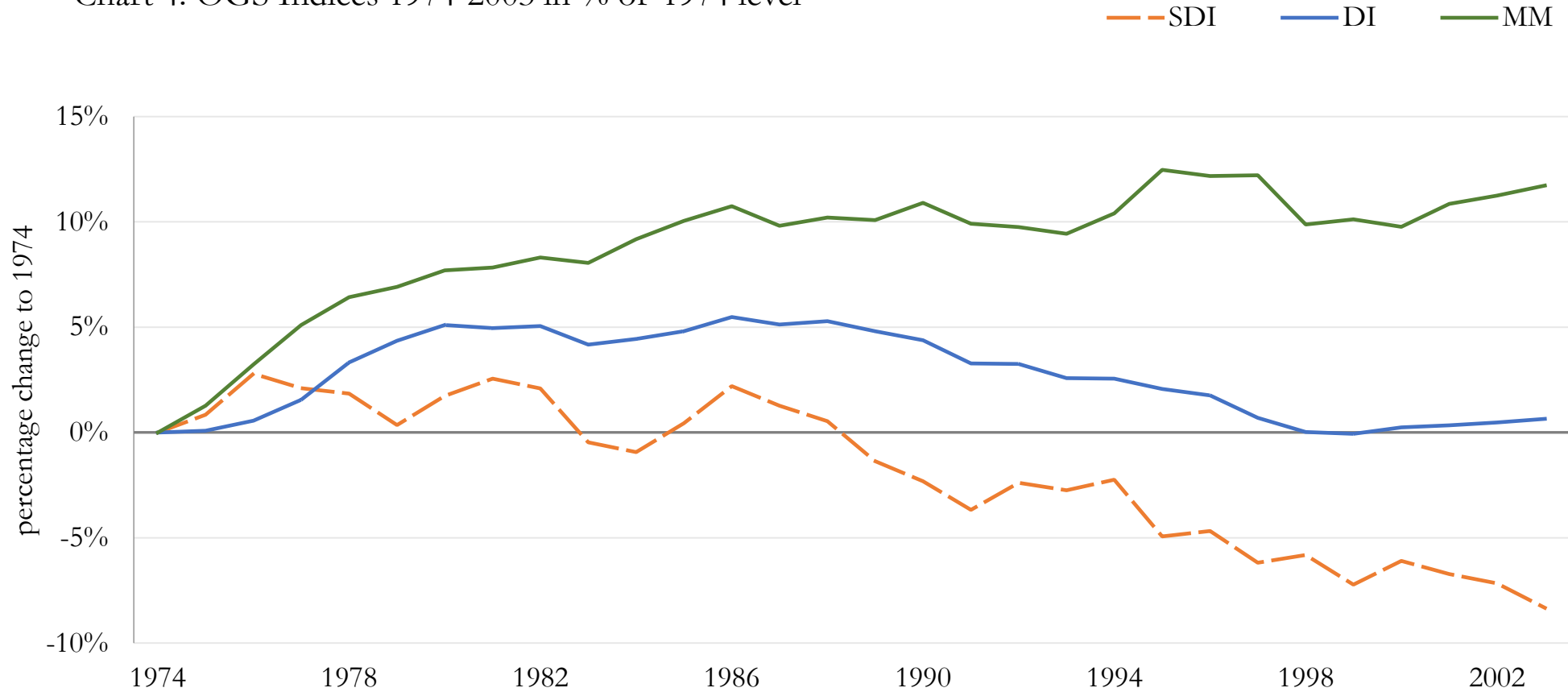


Chart 2. Net female labor force participation



Note. Employment defined as ≥ 14 h weekly employment, parttime employment defined as less than 30h. *Data:* Micro Census Statistik Austria 1974-2003, weighted working age population.

Chart 4. OGS Indices 1974-2003 in % of 1974 level



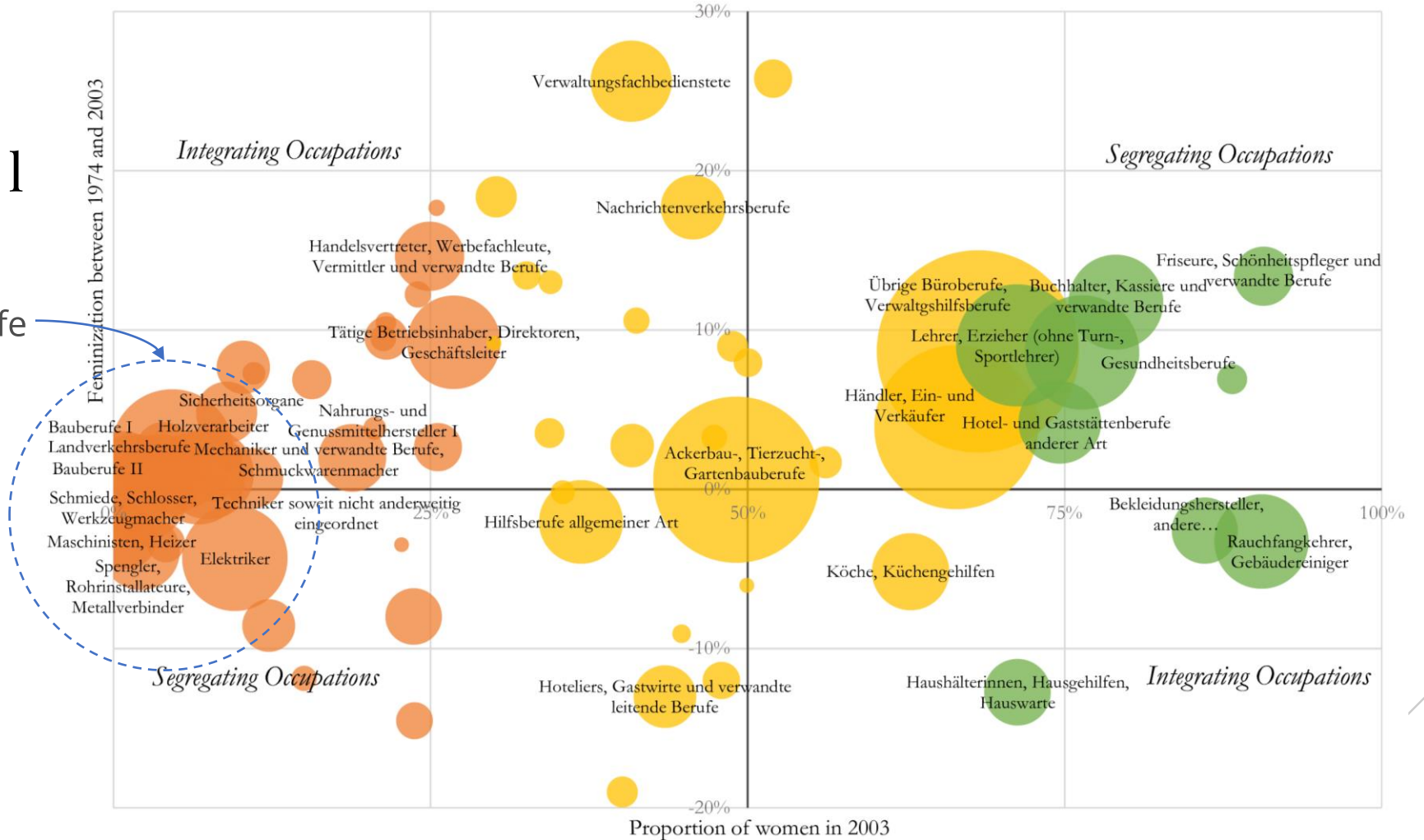
Note. Values indicate the three year roll mean of the percentage changes of index values to 1974 [MM(46.7), DI(54.3) and SDI(54.2)]. *Data:* Micro Census Statistik Austria 1974-2003, weighted working age population.

Chart 5. Feminization of occupations, proportion of women and relevance of occupation ● male ● integrated ● female

MESO

Occupation-Level

- Konzentration *stabiler* Berufe
- Beträchtliche Variation



Note. Feminization \triangleq difference in the proportion of women (p_{women}) in an organization between 1974 and 2003. Size indicates the average of the proportion of the active labor force practicing occupation across the thirty years. 30 most *relevant* occupations are labelled. Thresholds of p_{women} for occupation classification: $p_{\text{women}}(<30\%) = \text{male}$; $p_{\text{women}}(>70\%) = \text{female}$; else = integrated. *Data:* Micro Census Statistik Austria 1974, 2003, weighted

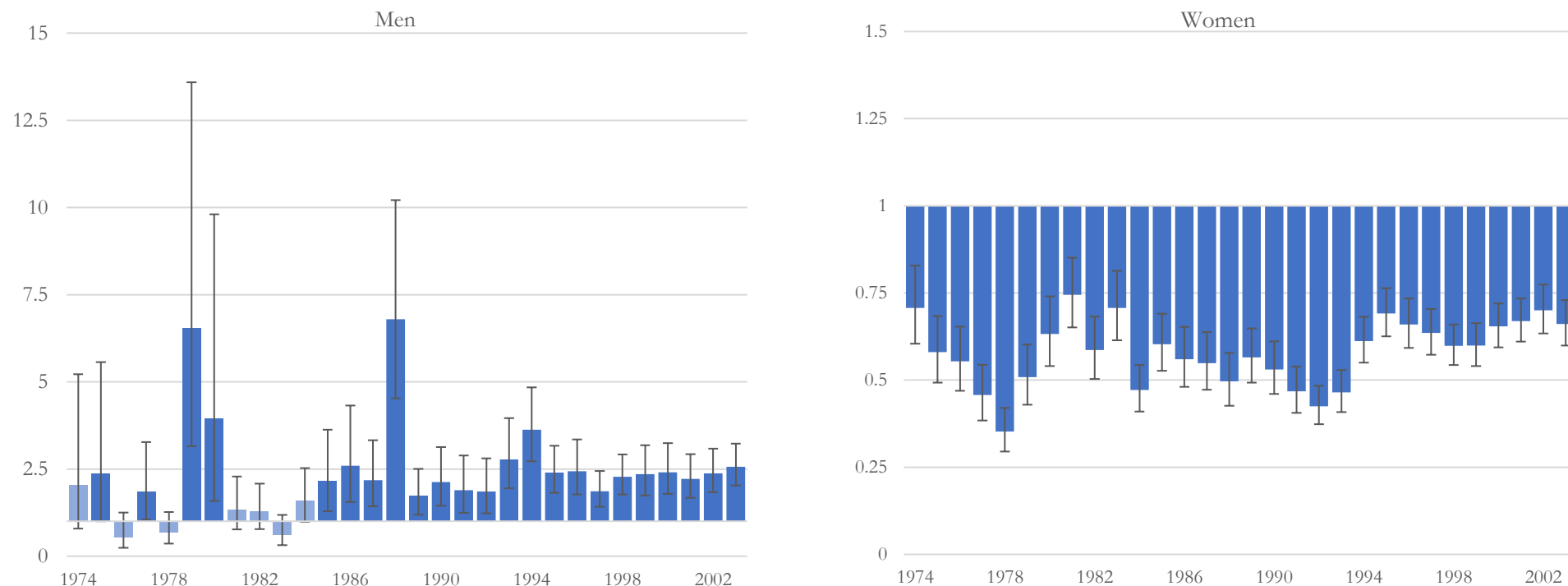
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● male ● integrated ● female



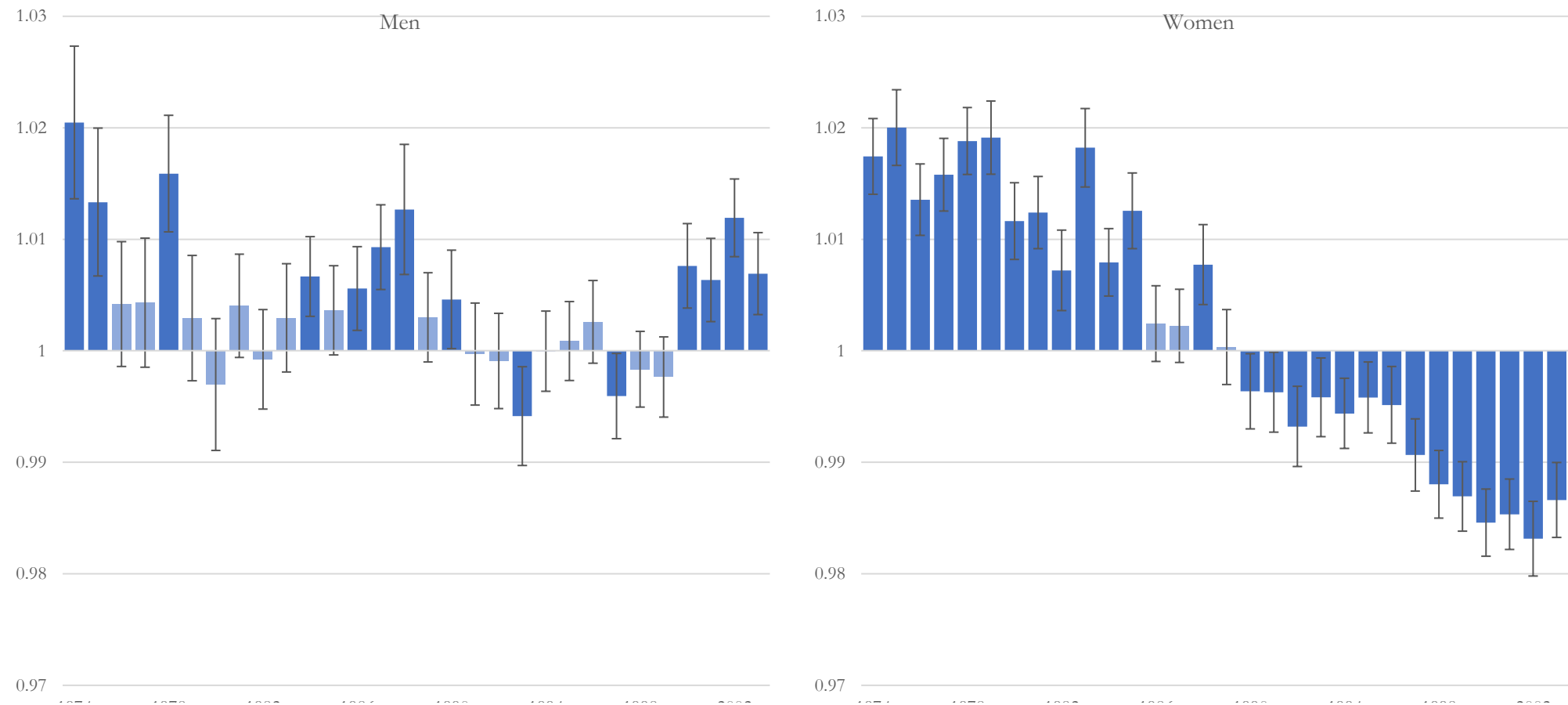
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Chart 6. Part-time effect coefficients for working in an atypical occupation by gender



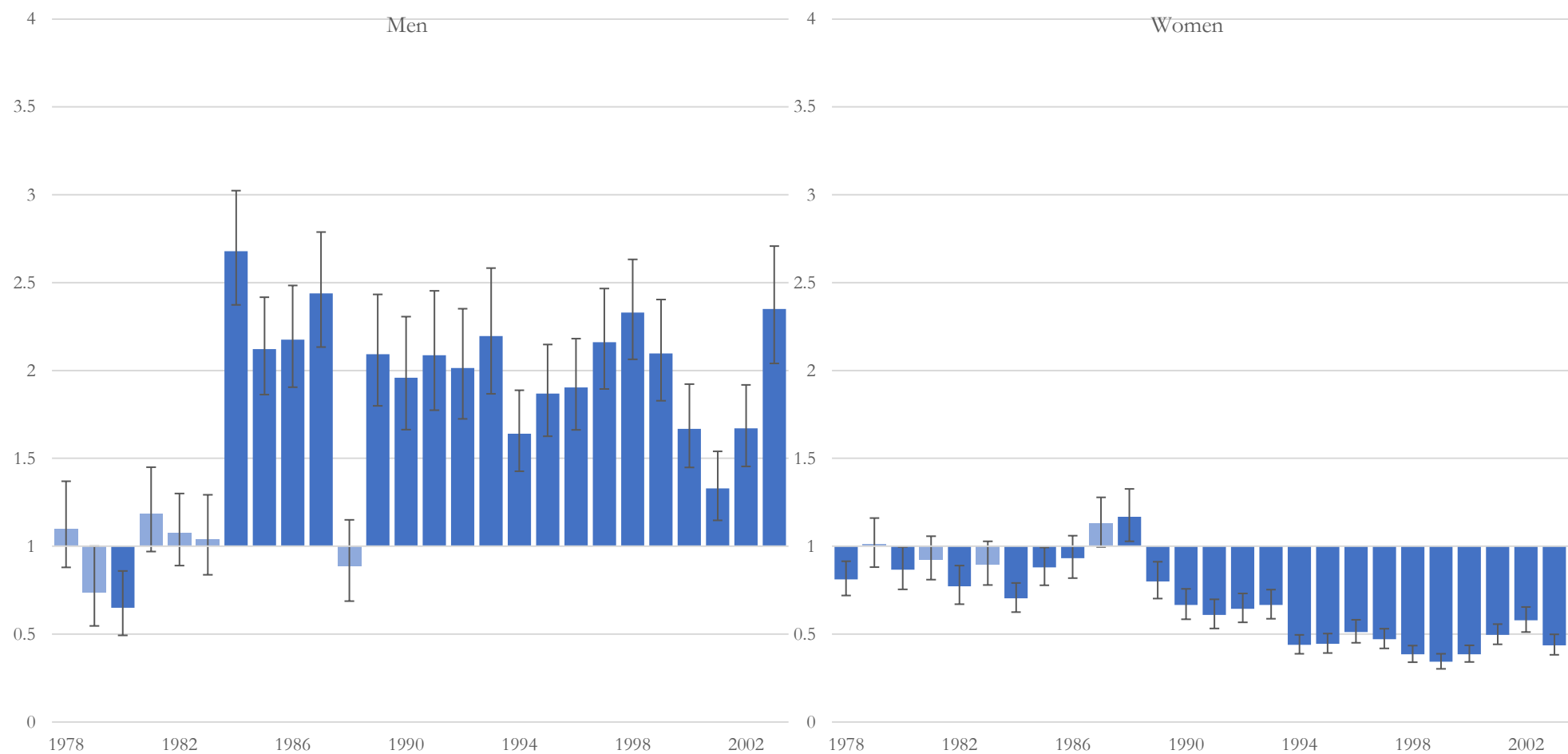
Note. Logistic regression effect coefficients, controls: age, education (1978 onwards). Part-time \triangleq weekly working hours < 30h. *Data:* Micro Census Austria 1974-2003, weighted working age population.

Chart 7. Age effect coefficients for working in an atypical occupation by gender



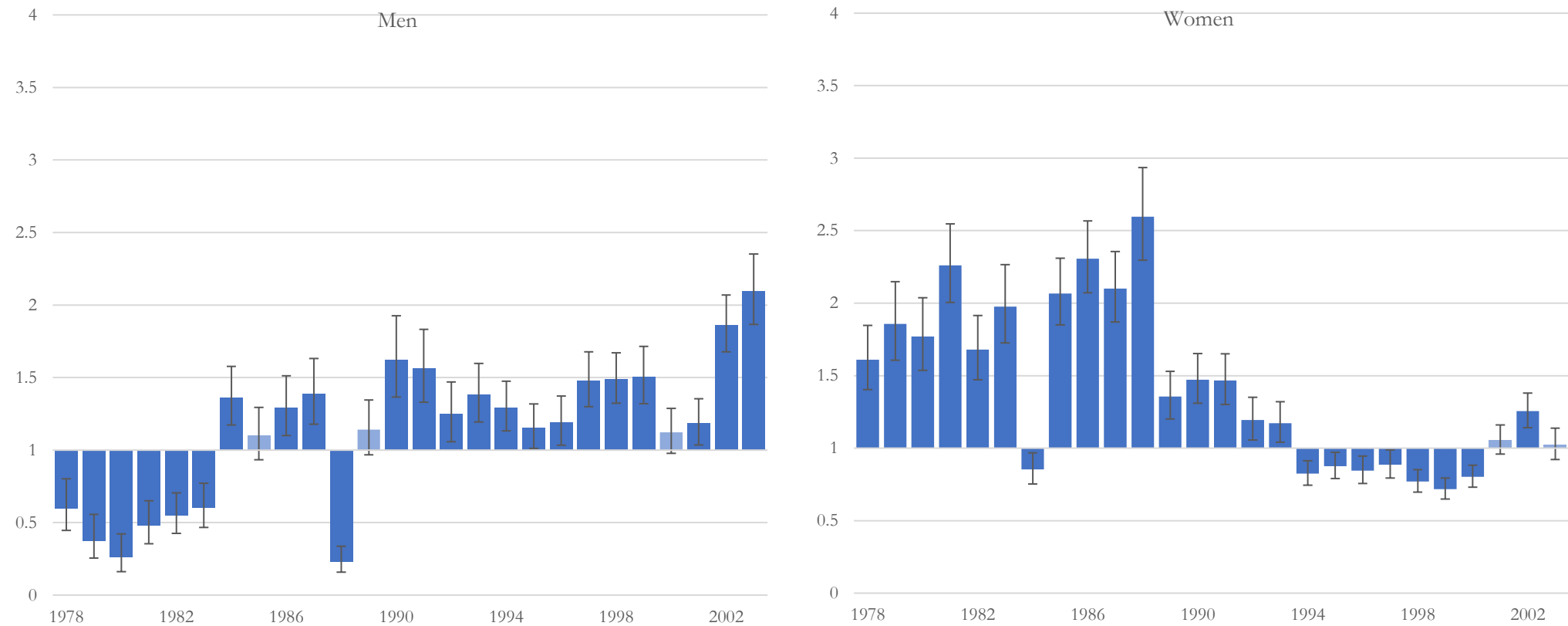
Note. Logistic regression effect coefficients, controls: part-time, education (1978 onwards). Age is centered at 40 years.
Data: Micro Census Austria 1974-2003, weighted working age population.

Chart 8. Vocational school (BMS) effect coefficients for working in an atypical occupation by gender



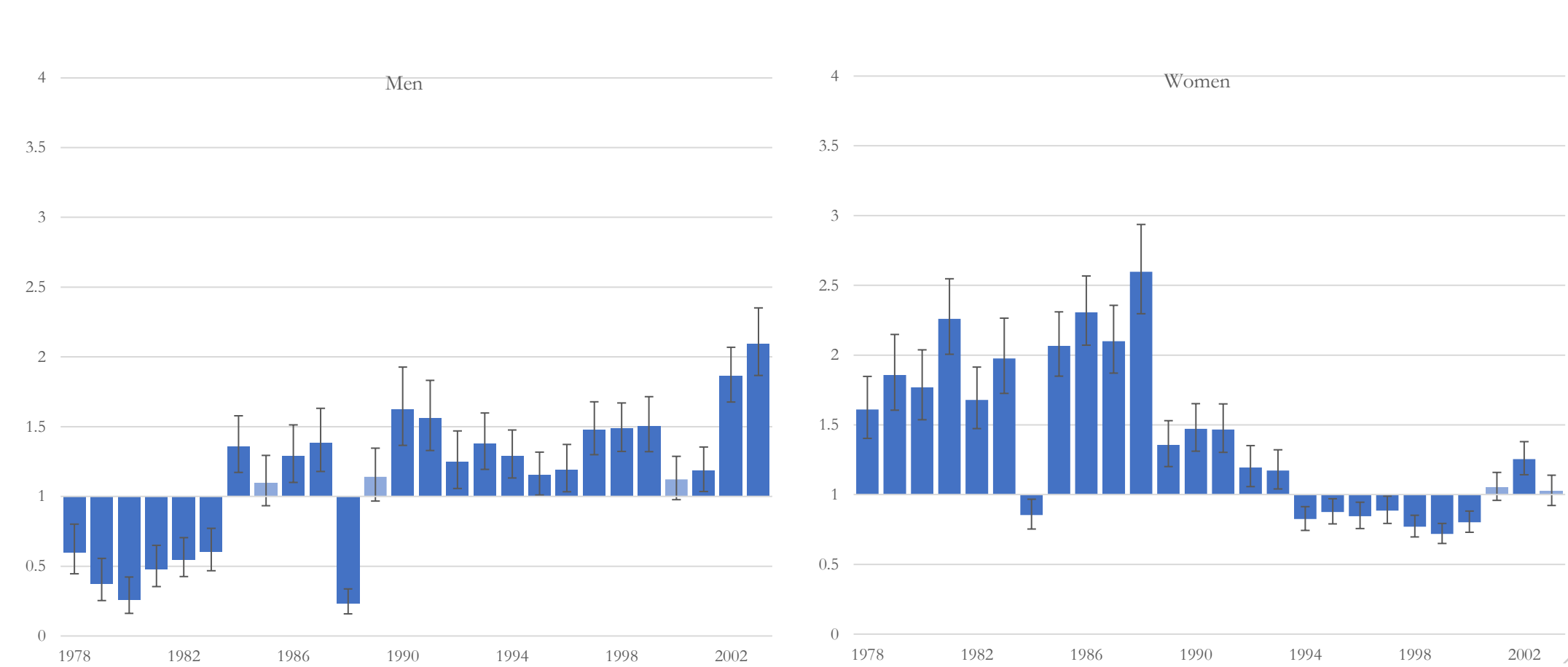
Note. Logistic regression effect coefficients, controls: part-time, age. Reference category: compulsory school. *Data:* Micro Census Statistik Austria 1974-2003, weighted working age population.

Chart 9. Academic high school (AHS/BHS) effect coefficients for working in an atypical occupation by gender

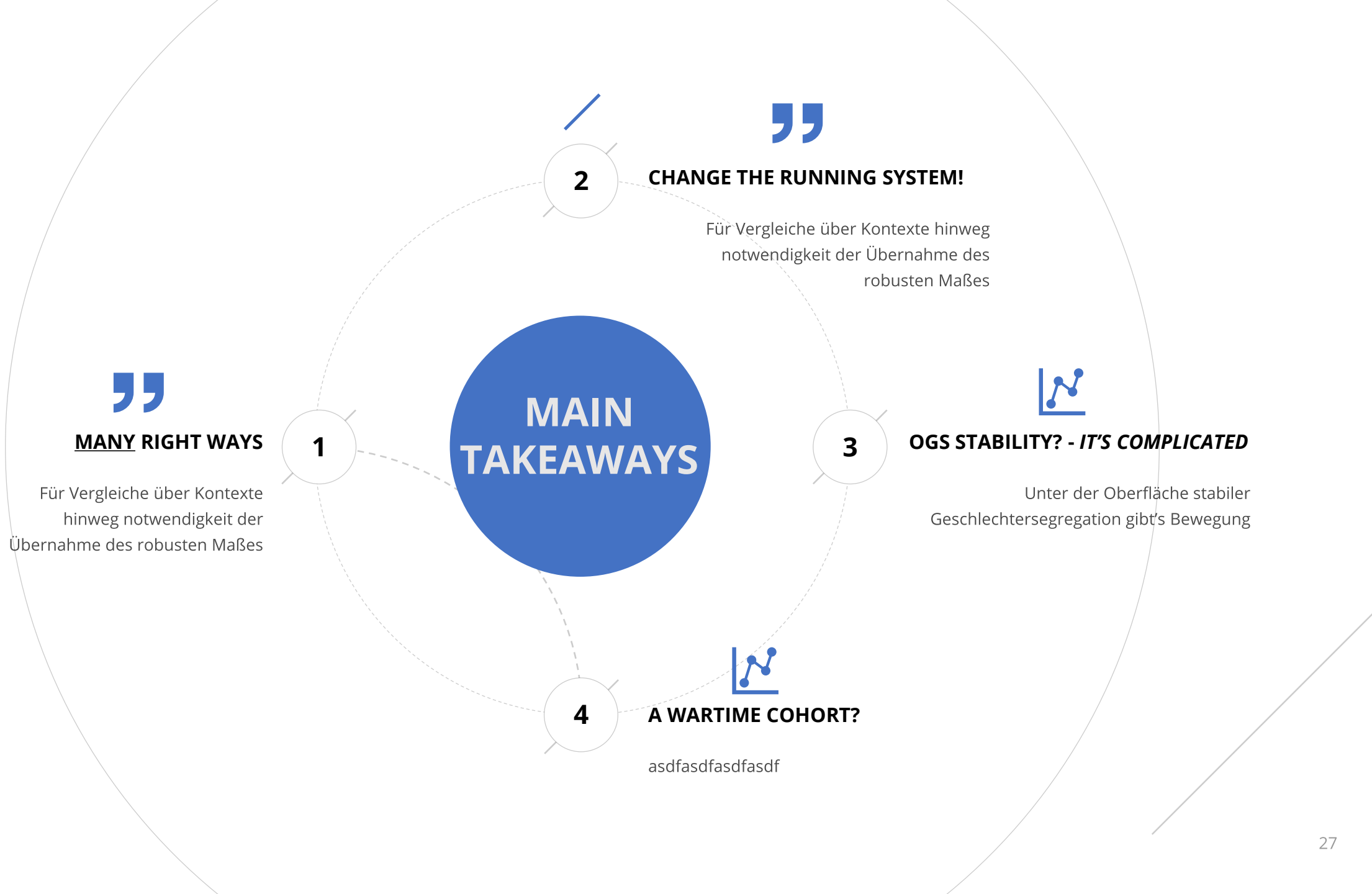


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Vielen Dank für Eure Aufmerksamkeit

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