

Gender relations and occupational sex segregation in Europe

Overview

European countries face major challenges as regards ensuring equal opportunities for women offered by the EU especially in decision-making processes. Women are mostly located in low-wage employment and rarely in high-wage employment, i.e. in higher and highest positions in the economy. Over the next few years, the aim will not only be to sustainably increase the percentage of women in management but also to secure equal opportunities between women in the higher and lower end of the salary distribution.

Duration:

01 January 2009 - 31 December 2016

Research Team:

Mag. rer. soc. Andrea Schäfer (Head of project)

[Prof. Dr. Karin Gottschall](#)

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Details

A Cross-National Variety of Vertical Occupational Sex Segregation

In this project we identify the determinants of cross-national variation in women's chances of being in a high-status occupation. Results indicate that in general a large service sector and a high trade union density enhance women's chances of being in high-status occupations, while more specifically a large public sector helps to reduce channelling women into low-wage employment.

Does the welfare state support women along the occupational ladder?

Little is known so far on outcomes of policies aiming at gender equality on the one hand and promoting an adult worker model on the other in comparative perspective along the occupational hierarchy. This project estimates the impact of work, family and gender equality policies on vertical occupational sex segregation.

From wage regulation to wage gap?

This project focuses on the impact of industrial relations and industry differences on gender wage

differences. Findings from an international comparison suggest that country patterns seem to be due to the overall influence of trade unions and the relationship between pay bargaining strategies and specific minimum wage policies.

Does tertiary education pay off? Gender specific earnings and returns on higher education in health care occupations

Throughout the last decades the German health sector saw substantive inroads of women in the male-dominated medical profession and a slight increase of personnel with tertiary education in the so far feminized and semi-professional occupations of nursing and elderly care. Effects of these trends on the income levels for the male and female employees in the expanding health sector are still under-researched. Results show for all three occupations that women earn significantly less and get less return on education. The gender gap is less pronounced among the profession of doctors than the semi-professional occupation of nurses. The occupational field of elderly care stands out with low wage levels for both men and women but comparatively high returns on education for male jobholders.

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Project Type:

Personal project

Publications

Journal Article reviewed

Schäfer, Andrea; Gottschall, Karin, 2016: [Zahlt sich Akademisierung aus? Geschlechtsspezifische Lohnniveaus und Erträge von höherer Bildung in Pflege- und ärztlichen Berufen](#), in: Arbeit Zeitschrift für Arbeitsforschung, Arbeitsgestaltung und Arbeitspolitik, 25 (3-4), pp. 125 - 145, [doi:10.1515/arbeits-2016-0033](https://doi.org/10.1515/arbeits-2016-0033), 26.11.2016

Schäfer, Andrea; Gottschall, Karin, 2015: [From wage regulation to wage gap: how wage-setting institutions and structures shape the gender wage gap across three industries in 24 European countries and Germany](#), in: Cambridge Journal of Economics, 39 (2), pp. 467 - 496, [doi:10.1093/cje/bev005](#), 21.02.2015

Journal Article

Schäfer, Andrea, 2009: [Frauen im Management in Europa. Erste Hinweise zur Umsetzung des EU Aktionsplans in ausgewählten Mitgliedsstaaten](#), in: ZeS report, 14 (1), pp. 10 - 15

Article in Edited Volume reviewed

Schäfer, Andrea; Tucci, Ingrid; Gottschall, Karin, 2012: [Top Down or Bottom Up? A Cross-National Study of Vertical Occupational Sex Segregation in 12 European Countries](#), in: Engelstad, Fredrik; Teigen, Mari (Ed.), Firms, Boards and Gender Quotas. Comparative Perspectives, Comparative Social Research/29, Bingley: Emerald Publishing, pp. 3 - 43, [doi:10.1108/S0195-6310\(2012\)0000029005](#)

Working Paper/Discussion Paper

Schäfer, Andrea; Tucci, Ingrid; Gottschall, Karin, 2011: [Top Down or Bottom Up? A Cross-National Study of Vertical Occupational Sex Segregation in Twelve European Countries](#), Arbeitspapiere des Zentrums für Sozialpolitik/4/2011, Bremen: Zentrum für Sozialpolitik, [Download PDF](#)

Media

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Lecture

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Gottschall, Karin; Schäfer, Andrea, 2016: [Capturing Dynamics of Changing Gender Inequality: Regimes, Institutions and Indices](#), Third ISA Forum of Sociology: The Futures We Want: Global Sociology and the Struggles for a Better World. RC02 Gender Regimes or Gendered Institutions?, International Sociological Association (ISA), Wien, Austria, 13.07.2016, [Link](#) (Date: 22.03.2017)

Gottschall, Karin, 2015: [Institutionen und Gender Pay Gap - eine Bestandsaufnahme aus 25 europäischen Ländern](#), Equal Pay Day Forum, BPW Germany e.V., Düsseldorf, Germany, 18.11.2015, [Link](#) (Date: 22.03.2017)

Schäfer, Andrea; Gottschall, Karin, 2014: [The Impact of Work, Family and Gender Equality Policies on Vertical Occupational Sex Segregation: Comparative Analysis Across 21 European Countries](#), Facing an unequal world: Challenges for global sociology. XVIII ISA World Congress of Sociology, International Sociological Association (ISA), Yokohama, Japan, 16.07.2014, [Link](#) (Date: 22.03.2017)

Schäfer, Andrea, 2014: [Nicht-Existenzsichernde Einkünfte und Lohnlücke. Armutsgefährdung von Frauen im Land Bremen](#), Ausschuss zur Bekämpfung und Prävention von Armut und sozialer Spaltung. 8. Sitzung: Armut und Beschäftigung/Arbeitsmarkt unter frauenspezifischen Fragestellungen, Bremische Bürgerschaft, Bremen, Germany, 10.12.2014, [Link](#) (Date: 22.03.2017)

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the move. XVII ISA World Congress of Sociology, International Sociological Association (ISA),
Gothenburg, Sweden, 12.07.2010

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