

IAB-Colloquium

zur Arbeitsmarkt- und Berufsforschung

Neue Befunde zur beruflichen Trennung von Frauen und Männern in Betrieben

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According to the commonly used Duncan index of dissimilarity, horizontal occupational segregation between women and men within German establishments is larger than on the German labour market as a whole and has hardly decreased from the mid 1990s to the mid 2000s. However, if we measure segregation with a modified index that identifies pure *systematic* dissimilarity within an establishment (going beyond random dissimilarity), we find segregation within establishments to be *lower* than at the labour market level. Moreover, the corrected index falls by five to six percentage points over time. Our first conclusion is thus, that occupational gender barriers are lower within organizations – possibly due to structural differences – than between them. As the index varies largely across units, we then analyze the relationship between intra-establishment segregation and firm characteristics. Based on matched employer-employee data (LIAB), our estimation results show highly segregating establishments to differ remarkably from lower segregating with respect to their employment structure and other institutional features.

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13:00 Uhr

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