

IAB-Colloquium zur Arbeitsmarkt- und Berufsforschung

The Impact of Political Regimes on Gender-Specific Work Values

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We investigate the development of gender-specific work values in light of differing institutional and political settings. Exploiting the 41 years division of Germany and its reunification in 1990 as a natural experiment, we investigate (i) whether differing political and social systems produced diverging attitudes towards an agreeable job among women and men in both regions and (ii) whether average work values converged after political unification - as did preferences for re-distribution (Alesina/Fuchs-Schündeln 2007) - or diverged even further - as shown for gender-role attitudes (Bauernschuster/Rainer 2012). We analyze the East-West gap separately for women and men as well as the gender gap separately for East and West Germans in order to conclude on the long-lasting effects of political and economic systems for all groups. Based on ALLBUS data of the years 1991 and 2010 our analyses suggest a very slow convergence of average work values between East and West, with extrinsic (as opposed to intrinsic) and altruistic aspects still being of relatively greater importance to East Germans. The gender gap in work values, on the contrary, widens over the same time period. Interestingly this is the case in both German regions.

Donnerstag, 22. August

13:00 Uhr

Sitzungssaal 126a