



UNIVERSITÄT  
PADERBORN

WSI

Wirtschafts- und Sozial-  
wissenschaftliches Institut

Das WSI ist ein Institut  
der Hans-Böckler-Stiftung

# GENDER INEQUALITY

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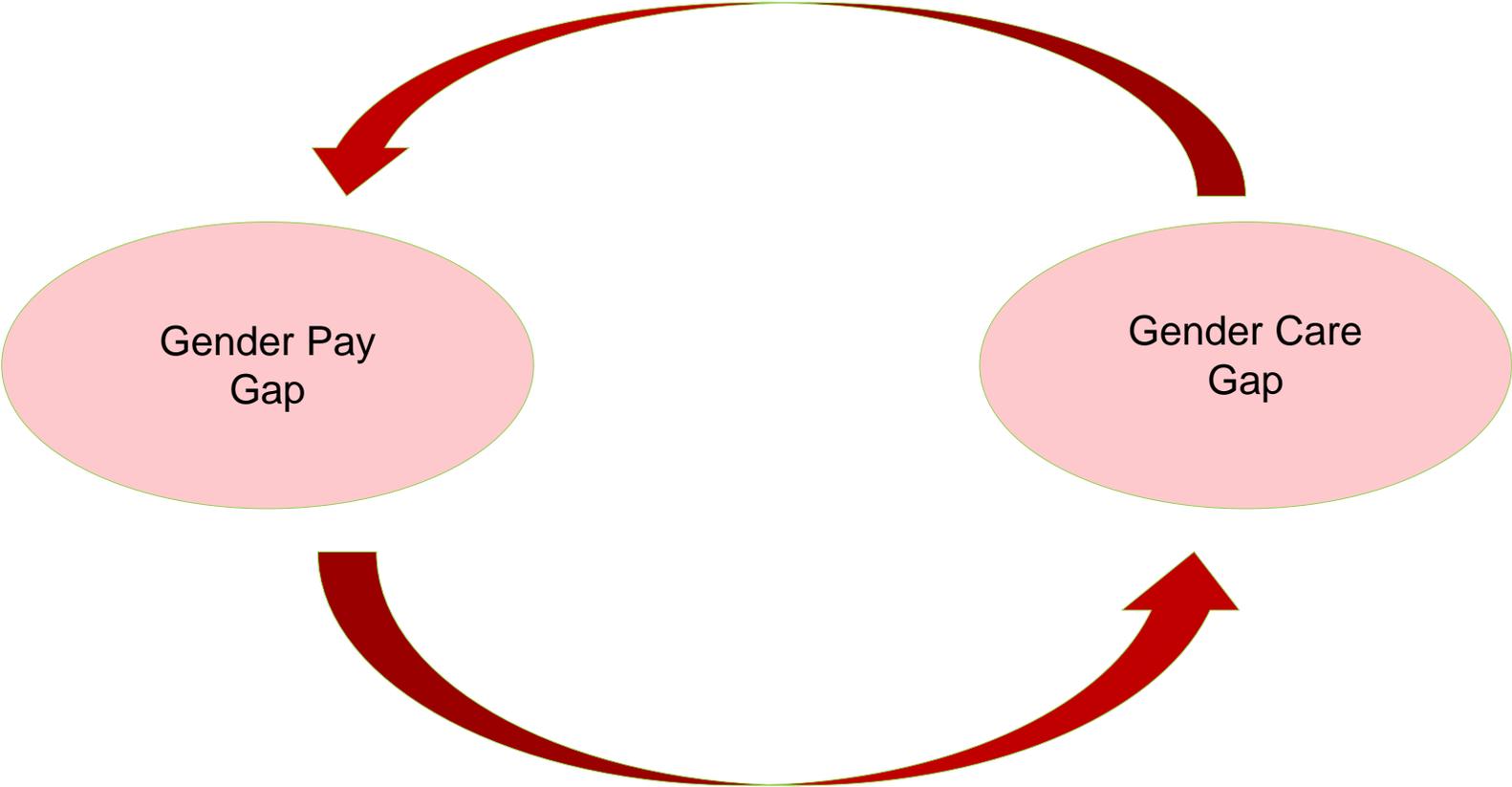
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Uni Paderborn

Wirtschafts- und Sozialwissenschaftliches Institut der HBS

# Where have we been bevor the crisis?

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# Interrelation Between Gender Pay Gap and Care Gap

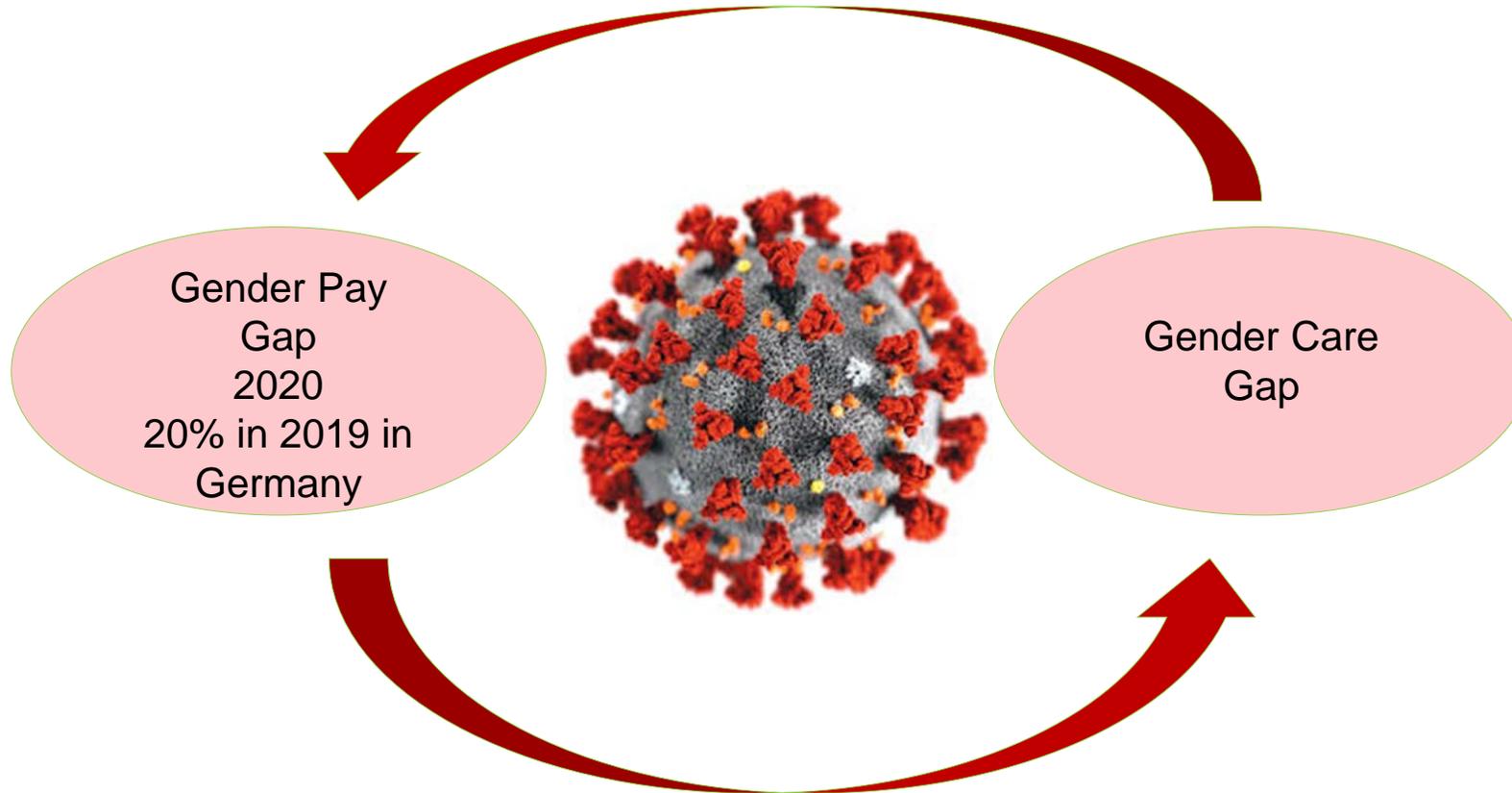
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Feminist theories interrelationship between capitalism and patriarchy:

- development of a reproductive sphere as a critical requirement to increase (male) productivity on the shop floor and thus implement a more efficient way of capitalist production.
- Thus in capitalist societies we have a gendered division in paid (productive) and unpaid (reproductive) labour
- The responsibility of women for reproductive work weakens their position within the realm of productive work. The dominant patterns of organisation of work, such as full-time working hours, are often incompatible with reproductive work.
- In line with the differentiation of productive and reproductive work, certain tasks and competences, such as caring, and interpersonal interaction, are associated as 'female' and even if it is organized within the productive sphere considered to be 'less professional' and devaluated, e.g. by lower wages.
- The on average lower contribution of women to the household income weakens their 'bargaining power' when it comes to the distribution of care work. Women more often reduce their working time and take parental leave which weakens their labour marked position.

# Where are we now?

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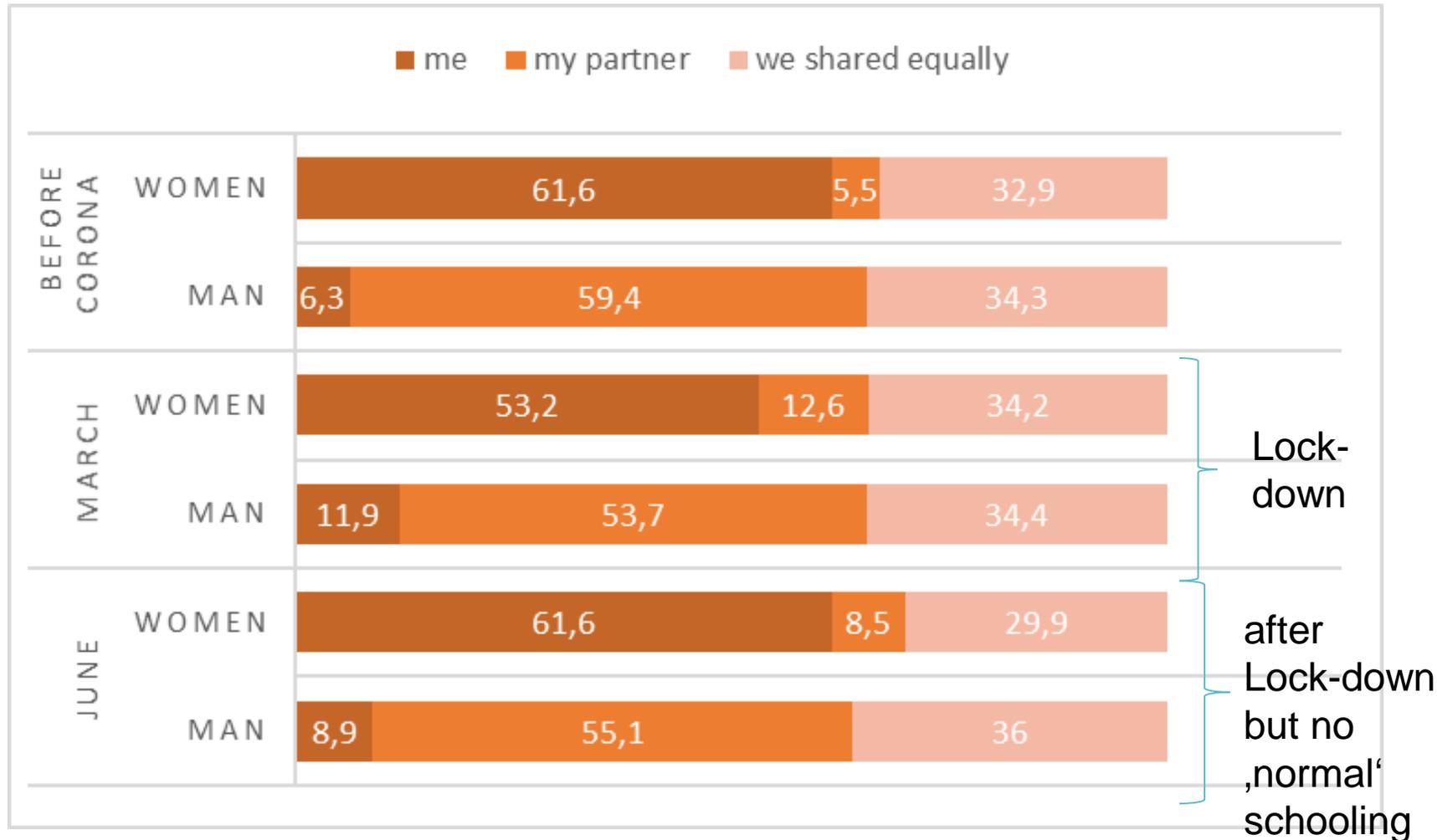
How does the Crisis affect the gender pay gap and the gender care gap?  
→ Due to lockdown we might experience a reorganization of the productive and reproductive sphere

# Data

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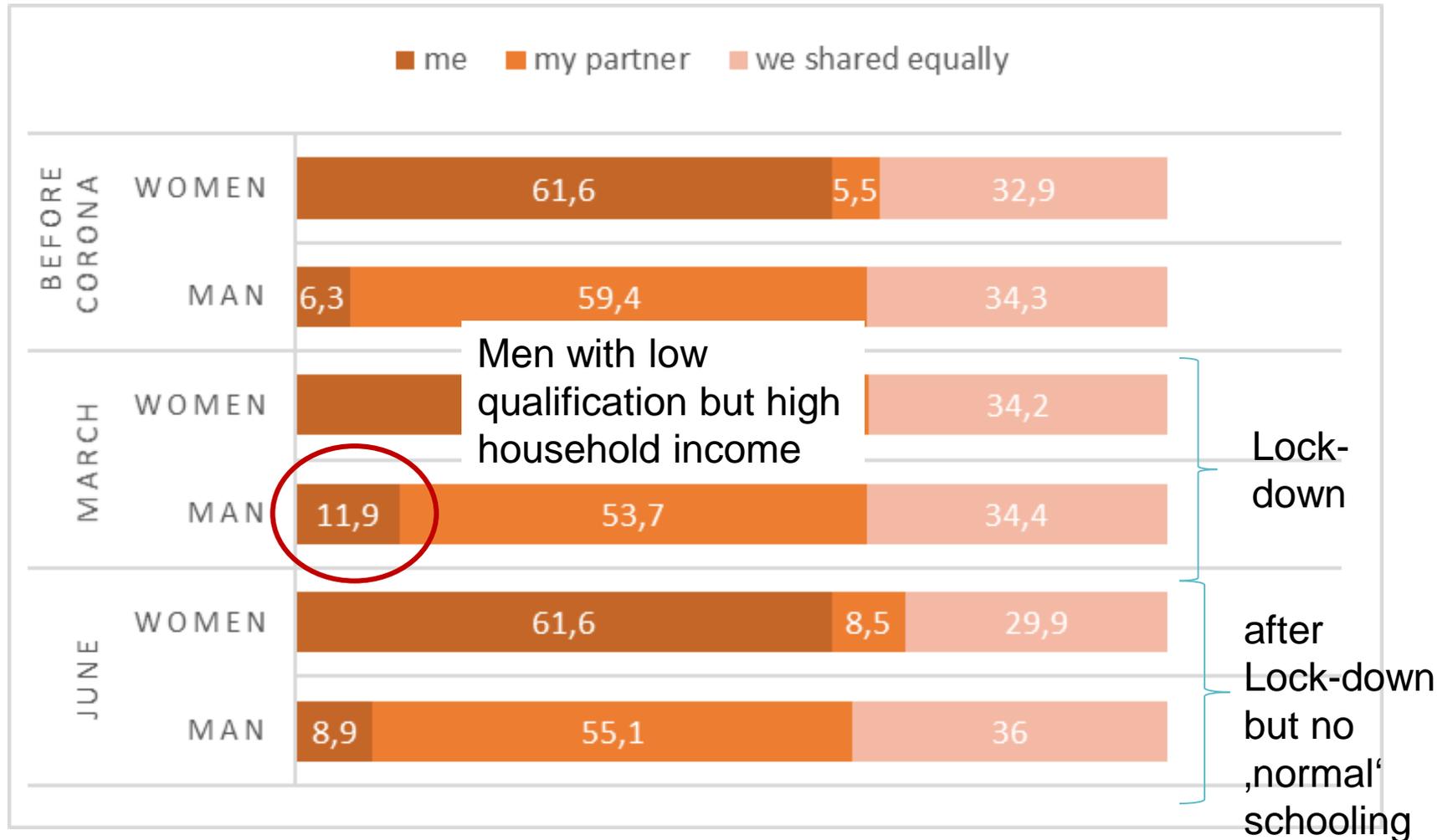
- online survey among members of the German labour force conducted by Kantar for the Hans-Böckler-Foundation
- The survey was conducted as a Computer Assisted Web Interview (CAWI).
- The sample was based on a quota sample within the framework of an online access panel. The structural composition of the sample was mapped on the basis of fixed quotas according to the characteristics gender, age, education and Bundesland (federal state). The quota targets were based on population data from official statistics. This means that a sample was collected that adequately represents the working population according to these characteristics.
- two waves: (3<sup>rd</sup> to 14<sup>th</sup> April 2020 and 18<sup>th</sup> to 29<sup>th</sup> July 2020) during the COVID19-crisis
- 7,677 during the first wave and 6,039 during the second wave

# Gender Care Gap: Distribution of Child Care Before and During the Crisis



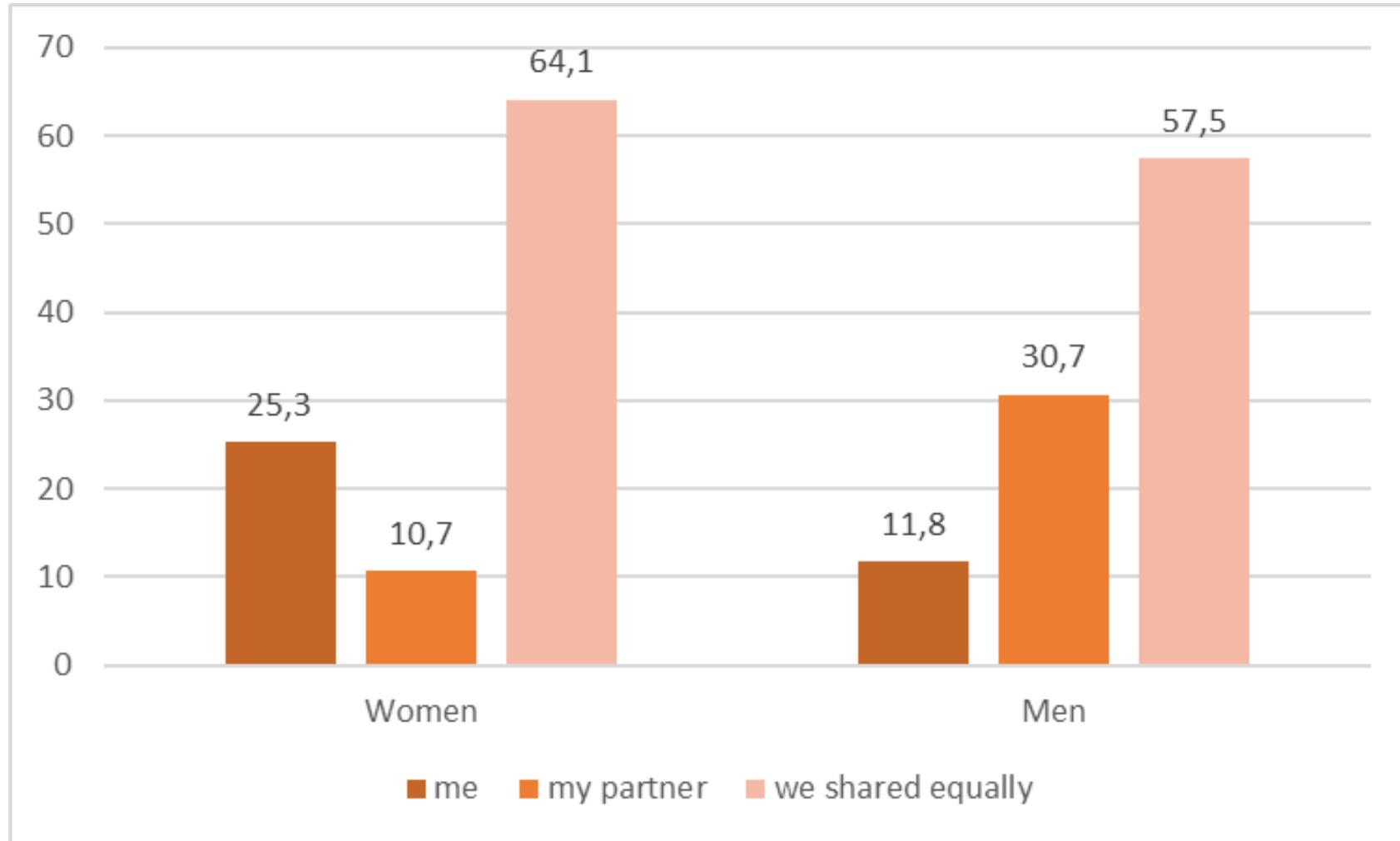
Question  
 “Who provides the larger part of childcare at the moment / provided it before the crisis?” (Figures as Percent)  
 However: so far we do not see, that women had to suffer from income reduction more often than men

# Gender Care Gap: Distribution of Child Care Before and During the Crisis



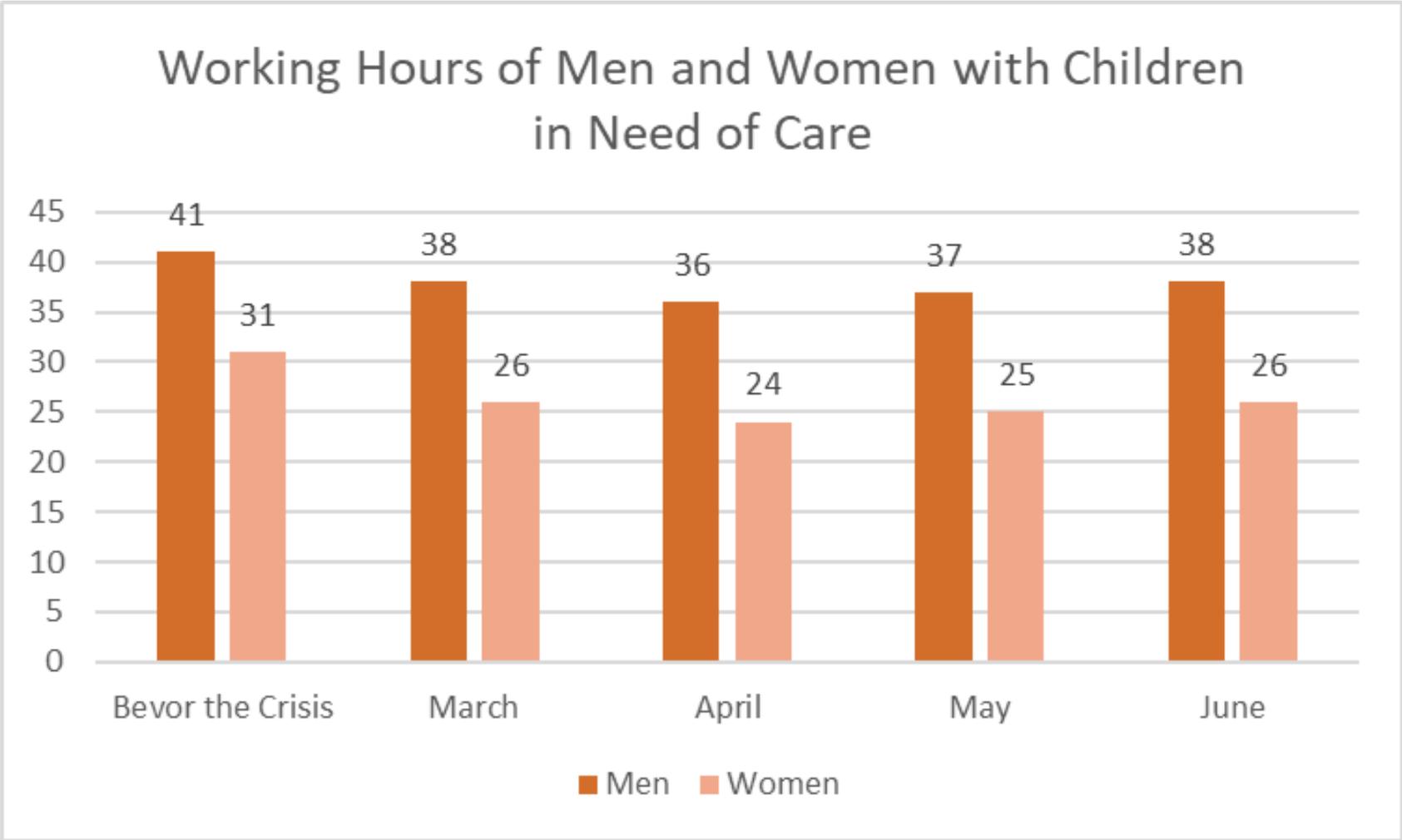
Question  
 “Who provides the larger part of childcare at the moment / provided it before the crisis?” (Figures as Percent)  
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## Distribution of Child Care Before and During the Crisis within Couples, which Shared Care Work Equally Before the Crisis

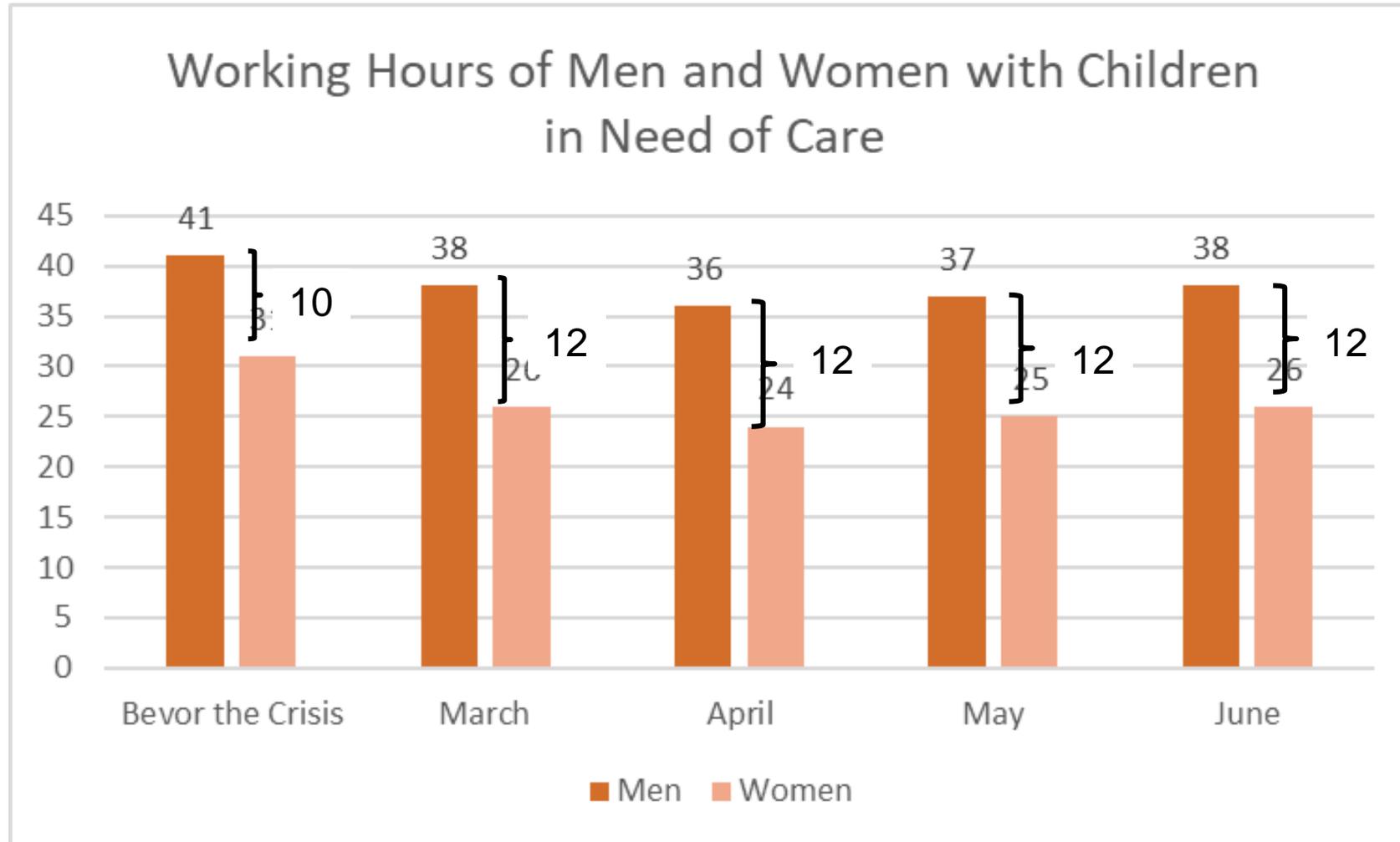


This effect is more pronounced among couples with lower household income  
→ Bargaining Power

# Working Hours



# Working Hours



The working time gap between men and women with children has been increased during the lockdown and this enlargement has been perpetuated after the lockdown

# Conclusion

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1. Gendered patterns of the distribution of care work during the crisis rather continue during the crisis
2. The largest part of care work, which is more time consuming and probably less compatible with paid labour has been provided by women
3. We experienced patterns of retraditionalization in some families
4. When women have less bargaining power, they are more likely to retreat from the labour market

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# Thank You!