

# Same System, same working time patterns of women in reunified Germany?

Determinants of women's working time patterns in East- and  
West-Germany

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	FRG (West)	GDR (East)
<b>Institutions</b>	<ul style="list-style-type: none"> <li>• democracy, conservative welfare state</li> <li>• promoted the traditional breadwinner-model</li> <li>• Part-day kindergarten</li> <li>• Social policy → negative incentives for women to take up work</li> </ul>	<ul style="list-style-type: none"> <li>• socialist system</li> <li>• GDR supported female employment</li> <li>• broad range of childcare facilities</li> <li>• flexible and cheap day care for children was available</li> </ul>
<b>Economic Situation</b>	<ul style="list-style-type: none"> <li>• Social market economy</li> <li>• Until the 70s „Economic Miracle“</li> <li>• non-working woman was a sign of prosperity</li> </ul>	<ul style="list-style-type: none"> <li>• planned economy</li> <li>• had to be supported by soviet union</li> <li>• Second income was necessary</li> </ul>
<b>„Gender culture“</b>	<ul style="list-style-type: none"> <li>• Working mothers are called „Rabenmütter“ → not caring mother</li> </ul>	<ul style="list-style-type: none"> <li>• women’s employment has no negative consequences for family and children</li> </ul>
<b>Labour market participation of women</b>	<ul style="list-style-type: none"> <li>• women’s employment rate of 53% (1989)</li> <li>• women (especially mothers) not or only part-time working</li> </ul>	<ul style="list-style-type: none"> <li>• employment rate of women was at some times almost 90%</li> <li>• full-time work of women was widespread (dual earner model)</li> </ul>

## After reunification in 1989/90

	<b>West-Germany</b>	<b>East-Germany</b>
<b>Economic Situation</b>	<ul style="list-style-type: none"> <li>• Short positive effect</li> </ul>	<ul style="list-style-type: none"> <li>• economic collapse</li> <li>• high rates of unemployment</li> </ul>
<b>Institutions</b>	<ul style="list-style-type: none"> <li>• Remained relatively unchanged</li> </ul>	<ul style="list-style-type: none"> <li>• political and economic institutions replaced by the system of West-Germany</li> <li>• Supply of child care remains higher in the East</li> <li>• Many jobs in the public sector</li> </ul>

## Research Question I

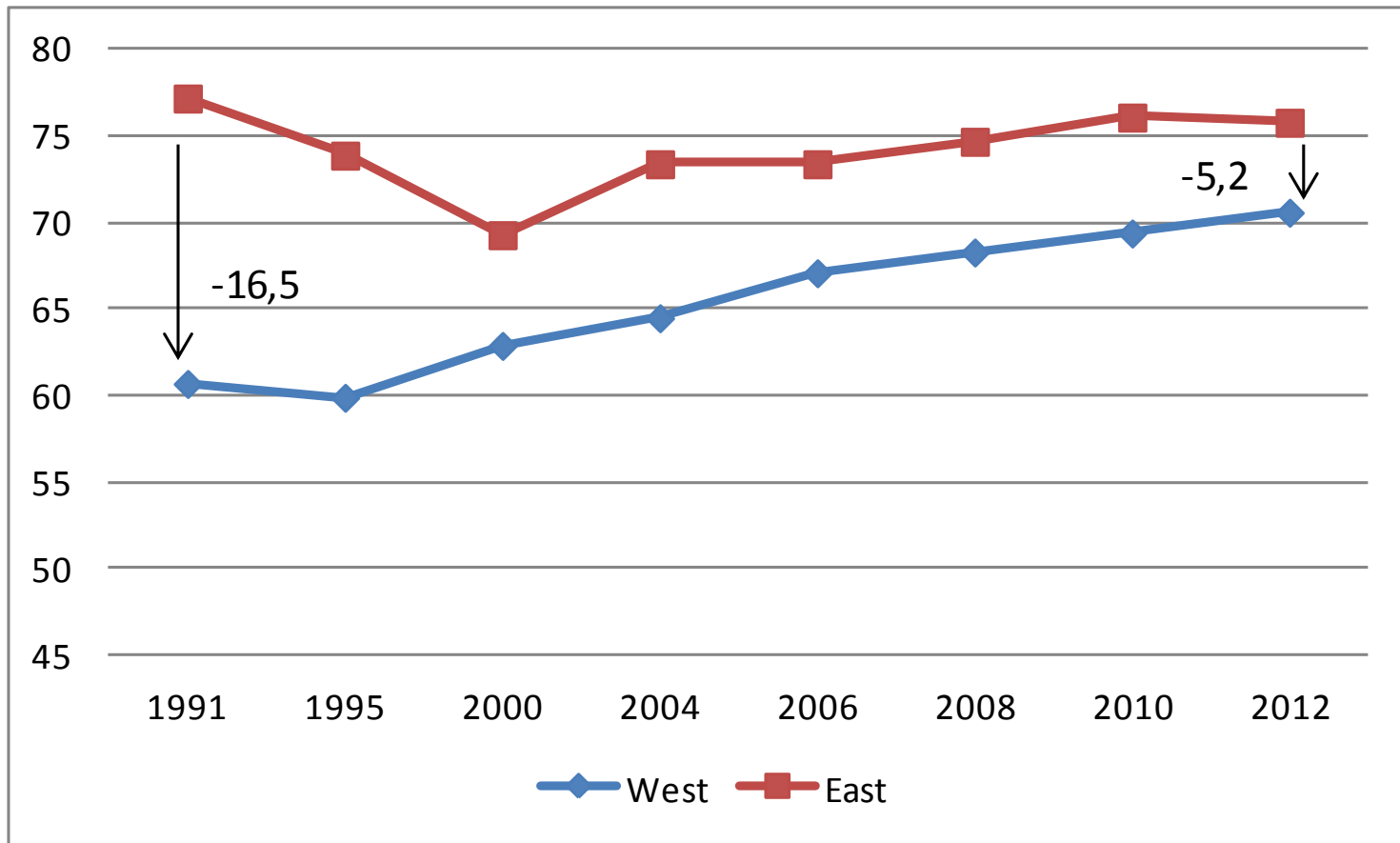
After 25 years:

How has labour market integration and working time of women especially mothers developed after the reunification ?

Sustaining divergence or new convergence?

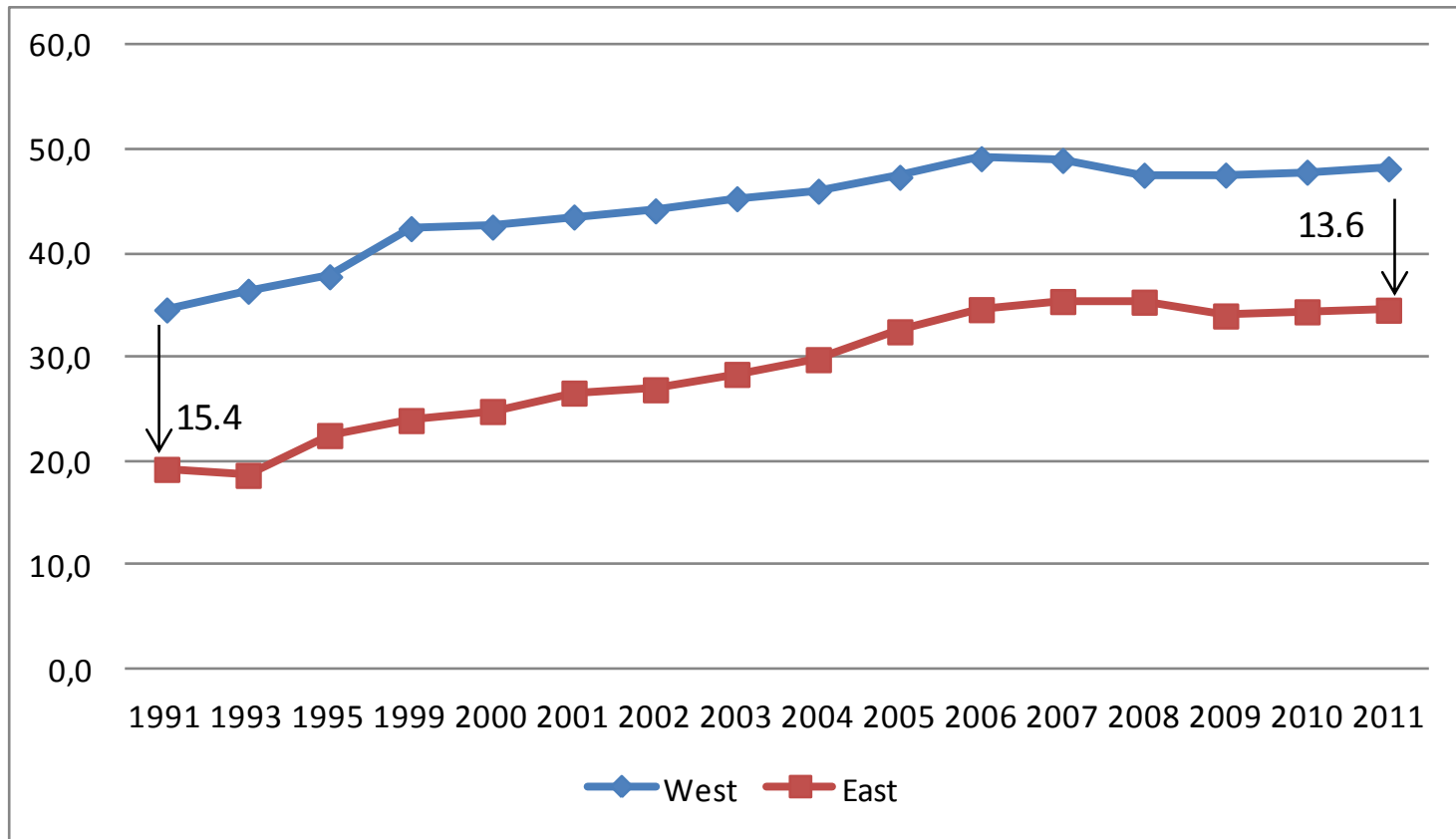
**Assumption:** Gender role models and working time patterns of women in East-Germany gradually assimilate to patterns predominant in West-Germany

# Participation rate of women in East- and West-Germany



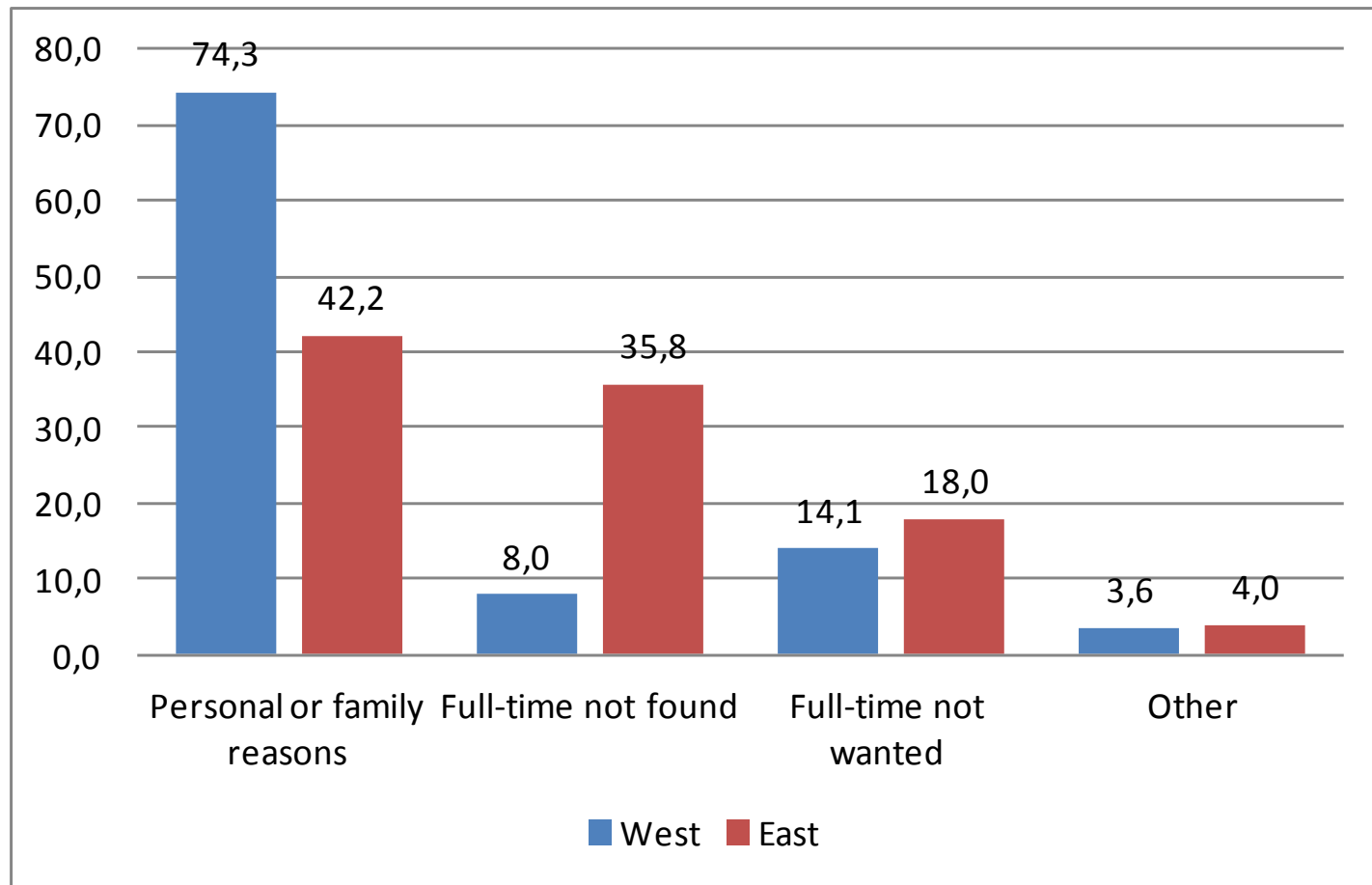
Source: [www.Sozialpolitik-Aktuell.de](http://www.Sozialpolitik-Aktuell.de), German Microcensus

## Proportion of female part-time employees



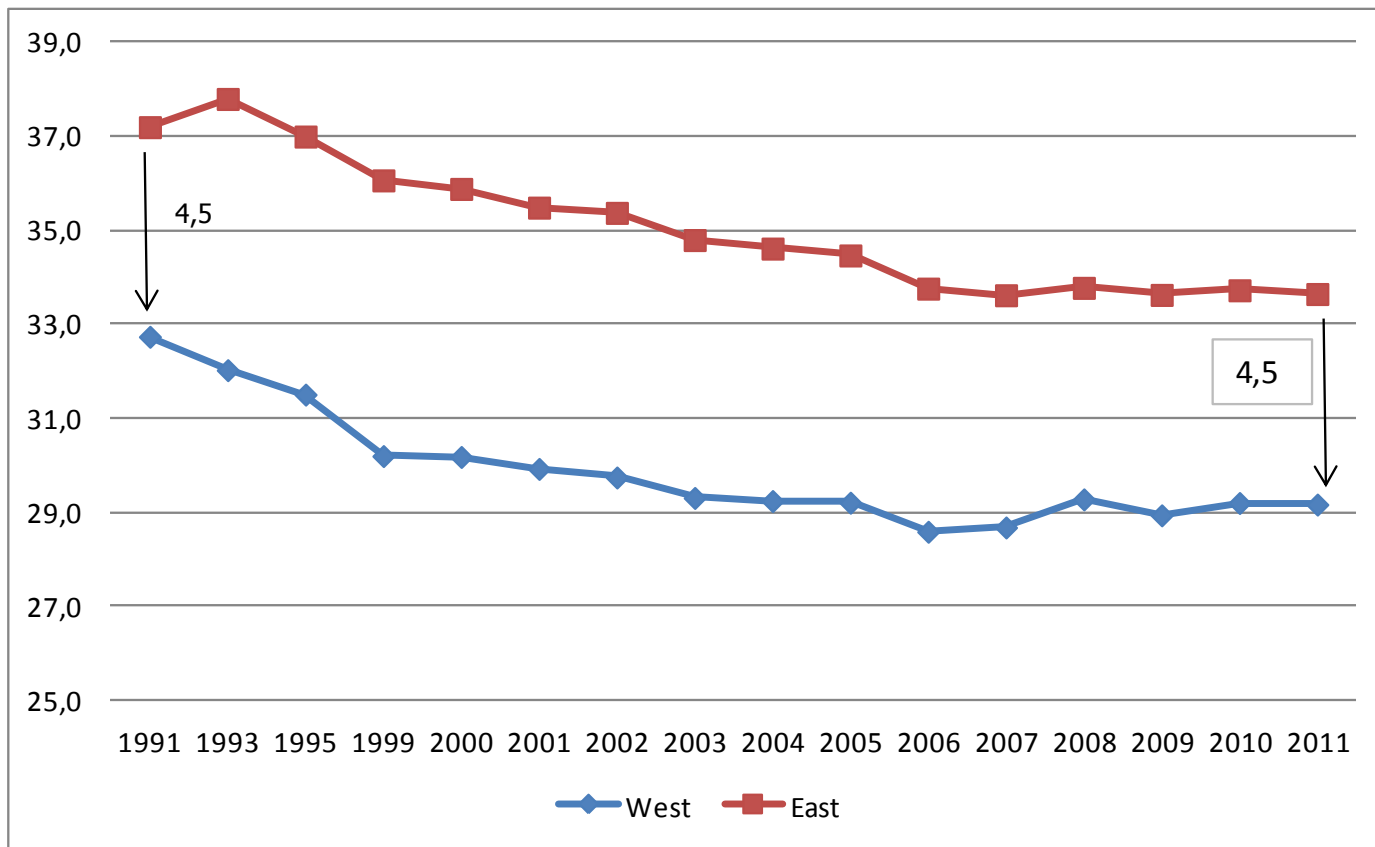
Source: Own calculations based on the German Microcensus

## Reason for part-time in East- and West-Germany



Source: Own calculations based on the German Microcensus, 2011

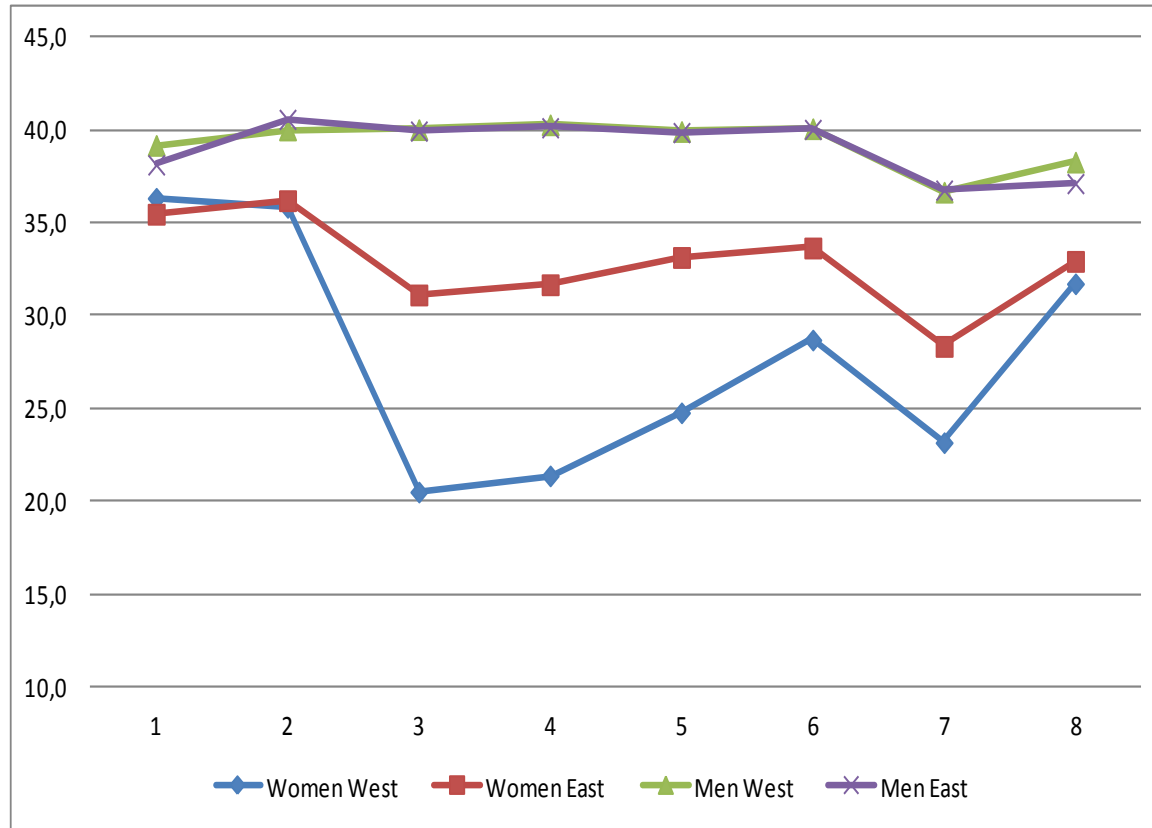
# Actual working time



Source: Own calculations based on the German Microcensus



# Working time differences across different life stages (according to Anxo et al. 2007)



- 1 Single witho. children, < 46

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- 2 Couples <46, witho. children

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- 3 Couples with children <7 years

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- 4 Couples with children between 7 - 12 years

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- 5 Couples with children between 13-18 years

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- 6 Couples witho. children between 46 - 59 years

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- 7 Couples witho. children >60 years

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- 8 Single persons witho. children >50 years

Source: Own calculations based on the German Microcensus, 2011

## Research Question II

What are the determinants of womens' working time and labour market participation in East- and West-Germany: the impact of gender role attitudes

## What determines working time of female employees?

- Age
- Marital status or Lifestage (Anxo et al. 2012)
- Qualification (Schulze-Buschoff/Rückert-John 1999)
- Career vs. family orientation (Alfermann 1996)
- Sector and Firmsize (Lehndorff et al. 2008)
- Socioeconomic status (Schulze-Buschoff, Anxo et al. 2012)

### Gender Roles:

- Gender roles „refer to normative expectations about the division of labor between the sexes and to gender-related rules about social interactions that exist with a particular cultural-historical context“ (Spence et al. 1985: 150).

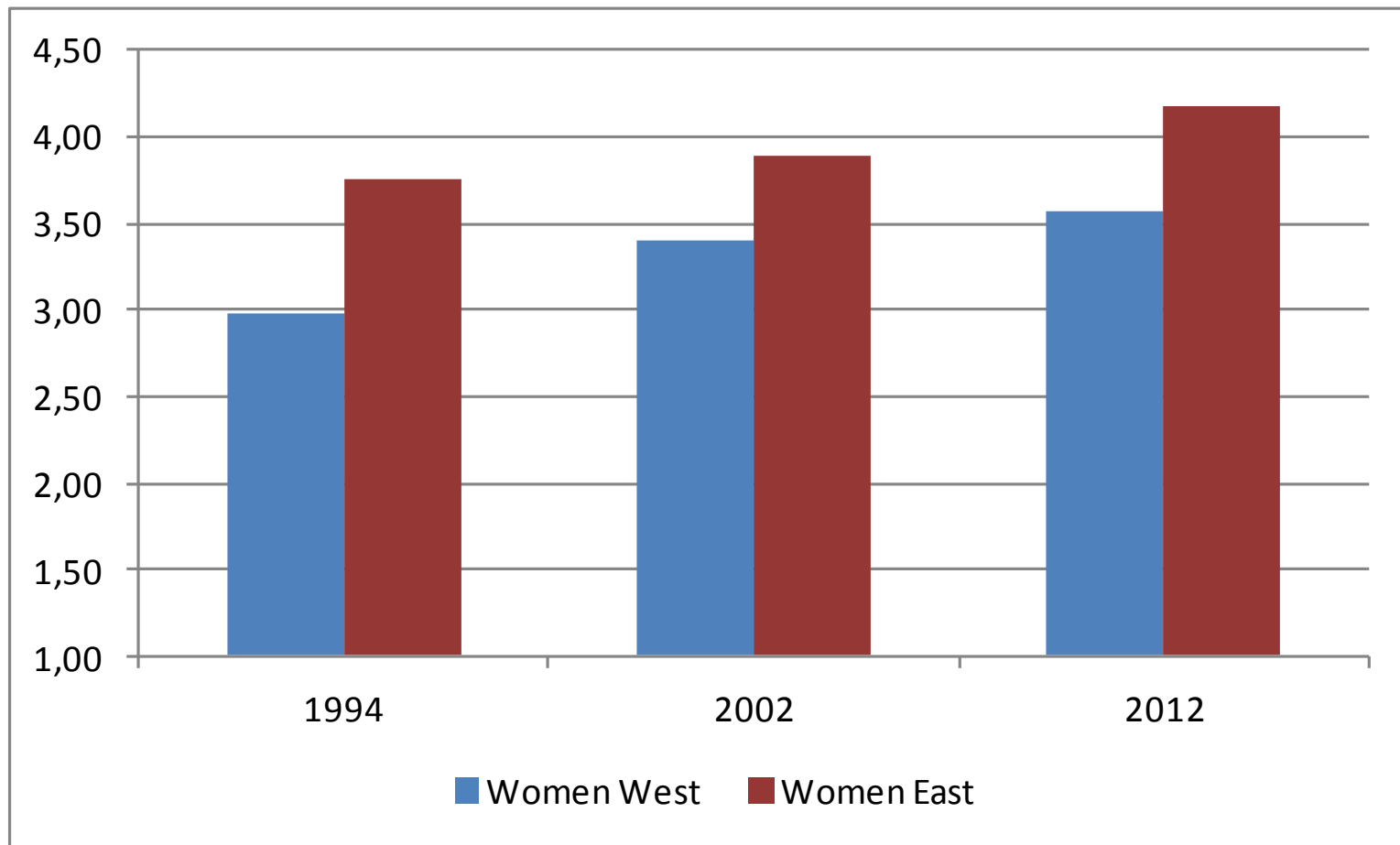
### On the individual level:

- Gender Role Attitudes describe a set of beliefs about the appropriateness of gender role expectations, which primarily concerns the issue of gender-typical division of labour (vgl. Alfermann 1996).

## Factor Analysis - Gender role Attitudes (ISSP 2012)

<b>items</b>	
A working mother can establish just as warm and secure a relationship with her children as a mother who does not work.	1 strongly agree – 5 strongly disagree (recoded)
A pre-school child is likely to suffer if his or her mother works.	1 strongly agree – 5 strongly disagree
All in all, family life suffers when the woman has a full-time job.	1 strongly agree – 5 strongly disagree
A job is all right, but what most women really want is a home and children.	1 strongly agree – 5 strongly disagree
Being a housewife is just as fulfilling as working for pay.	1 strongly agree – 5 strongly disagree
<b>Genderroles</b>	<b>1 traditional – 5 progressive</b>
Eigenvalue	2.647
% of Variance	52.939
Notes: Principal Component Analysis with Varimax Rotation; KMO = 0.77; $p < 0.001$ ; Cronbachs Alpha = 0.77	

## CHANGES IN GENDER ROLE ATTITUDES



Source: Own calculations based on the ISSP (2012)

## Determinants of women's working time – West Germany

	Model 0		Model 1		Model 2	
	Exp(B)	S.E.	Exp(B)	S.E.	Exp(B)	S.E.
<b>Qualification</b>			<b>1,413**</b>	0,132	<b>1,353*</b>	0,135
<b>Age</b>			<b>0,943***</b>	0,015	<b>0,935***</b>	0,016
<b>Public Sector</b> (0 no / 1 yes)			1,383	0,322	1,461	0,329
<b>Children age 1 to 6</b> rc = no children			<b>0,108***</b>	0,506	<b>0,079***</b>	0,530
<b>Children age 7 to 12</b> rc = no children			<b>0,200***</b>	0,416	<b>0,190***</b>	0,420
<b>Children age 13 to 18</b> rc = no children			<b>0,317**</b>	0,403	<b>0,324**</b>	0,411
<b>Genderroles</b>					<b>1,772**</b>	0,196
<b>constant</b>	1,232	0,127	7,502	1,030	1,248	1,194
<b>N</b>	250		250		250	
<b>Log likelihood</b>	-		275,027		266,009	
<b>Pseudo r<sup>2</sup></b>	0,0		0,322		0,358	
<b>Notes: dependent Variable " 0 = working less than 31 hours / 1 = working equal to or more than 31 hours"</b> <b>*p &lt;= 0,05; **p &lt;= 0,01; *** p &lt;= 0,001.</b>						

## Determinants of women's working time – East Germany

	Model 0		Model 1		Model 2	
	Exp(B)	S.E.	Exp(B)	S.E.	Exp(B)	S.E.
<b>Qualification</b>			<b>2,093*</b>	0,286	<b>1,971*</b>	0,291
<b>Age</b>			0,975	0,023	0,967	0,023
<b>Public Sector</b> (0 no / 1 yes)			<b>0,315*</b>	0,489	<b>0,309*</b>	0,487
<b>Children age 1 to 6</b> rc = no children			0,519	0,634	0,556	0,645
<b>Children age 7 to 12</b> rc = no children			0,457	0,587	0,382	0,595
<b>Children age 13 to 18</b> rc = no children			0,739	0,570	0,835	0,581
<b>Genderroles</b>					<b>2,034*</b>	0,338
<b>constant</b>	2,488***	0,185	12,897	1,751	1,022	0,047
<b>N</b>	143		143		143	
<b>Log likelihood</b>	-		150,775		146,162	
<b>Pseudo r<sup>2</sup></b>	0,0		0,192		0,231	
<b>Notes: dependent Variable " 0 = working less than 31 hours / 1 = working equal to or more than 31 hours"</b> <b>*p &lt;= 0,05; **p &lt;= 0,01; *** p &lt;= 0,001.</b>						

## Conclusion

→ **A convergence in working-time between East-Germany and West-Germany cannot be observed**

Despite the same institutional framework:

- The working-time differences between East- and West-Germany remain stable over time
- In East-Germany women with children still have much longer working hours than women in West-Germany
- Part-time work in East-Germany is very often not desired while in West-Germany a larger part of women chose part-time work deliberately

→ **Women in East-Germany are still more progressive in their gender roles attitudes than women in West-Germany.**

→ **Besides individual factors such as qualification, age and marital status predominant gender role models influence working time decisions of women in East- and West-Germany, irrespective of institutional framework.**



**Thank you for your attention!**