

The Relationship Between Occupational Characteristics and the Representation of Females in Occupations

Sabine Ebensperger and Andreas Damelang

Motivation

Empirical evidence shows that occupational characteristics are correlated to the sex composition of occupations

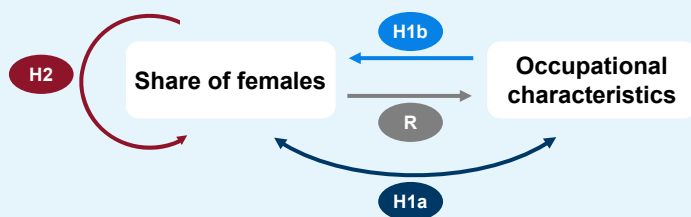
(Bielby & Baron 1986; Busch 2013; Cha 2009; Charles 2000; Kaufman 2002; Lippa, Preston & Penner 2014)

➔ **Do occupational characteristics determine the representation of females in occupations?**

Our contribution:

- Generating a unique occupational panel data set
- Including a wide variety of occupational characteristics
- Applying a longitudinal research design

Theoretical Mechanisms



H1a: Occupational characteristics and the share of females are related to each other

H1b: Changing occupational characteristics lead to variation of the share of females

H2: The share of females follows a self-enforcing cycle

Robustness check:

R: A changing share of females leads to variation of occupational characteristics

Occupational Characteristics

Occupational characteristics	Operationalization	Expected effect
Work-life-balance	More than standard working hours	-
	Weekend work	-
	Shiftwork	-
Rigid arrangements	Shiftwork	-
	Homework	+
Flexible arrangements	Extensive part-time work (15 to 34 h/week)	+
	Marginal part-time work (1 to 14 h/week)	+
Extrinsic motivation	Need for work	-
	Fixed-term employment	-
Qualification requirements	Level of qualification	-
	Tertiary educated	-

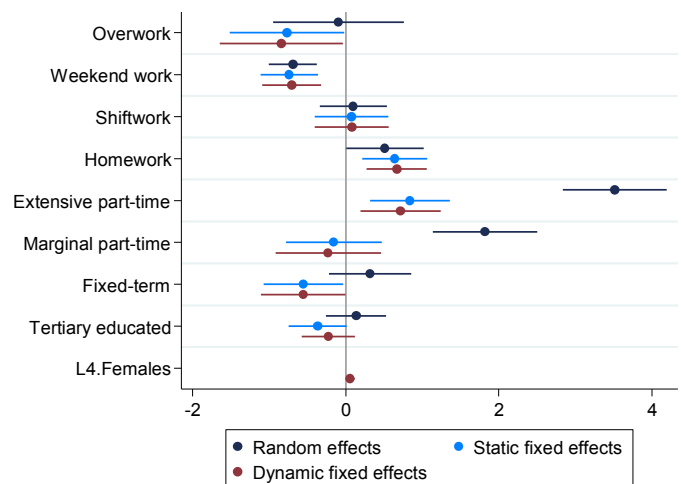
Data and Design

Occupation panel dataset which aggregates individual data of the 1996 to 2011 waves of the German Microcensus

Estimation strategy:

- Dependent variable: Share of females (Log odds)
- Independent variables: Occupational characteristics
 - **RE model**
 - **Static FE model:** 3 year lagged occupational characteristics
 - **Dynamic FE model:** 3 year lagged occupational characteristics, 4 year lagged share of females

Results



Source: Research Data Centres of the Federal Statistical Office and the statistical offices of the Länder, Microcensuses 1996 - 2011, own calculations

Conclusion

Occupational characteristics determine the representation of females in occupations

Aspects of Work-life-balance are most important for the share of females

- More than standard working hours have a negative effect
- Flexible arrangements have a positive effect

Minor evidence for a self-enforcing cycle

No evidence for the opposite causal direction