

BIBB-Kolloquium zur Berufsbildungsforschung

24.05.2017

14.00 Uhr, Bundesinstitut für Berufsbildung, Bonn, Raum 3.230
(**Achtung:** ggf. aktuelle Änderungen im Intranet/Internet beachten)

Prof. Dr. Anne Busch-Heizmann, Timothy Rinke

Universität Duisburg-Essen

Die ambivalente Bedeutung betrieblicher Strukturen für die Erklärung sozialer Ungleichheit zwischen Frauen und Männern – Analysen mit dem SOEP-LEE

The study examines the efficacy of firm structures for reconciling work and family life (i.e., working(time)flexibility and childcare measures) for wage inequalities between women and men with data from the German Socio-Economic Panel Study, in combination with the 2011 implemented Linked Employer-Employee Survey (SOEP-LEE). Drawing on the notion of a “flexibility stigma”, we hypothesize that it is a question of the firm culture if those firm structures have the expected reducing effects on inequality. In the multivariate wage regression models we will include the variables concerning compatibility, the business culture as well as their interaction terms and we will control for a variety of relevant third variables. Preliminary results show that firm specific programs on working(time)flexibility have relatively high chances to reduce wage inequalities, while the results concerning the childcare measures were slightly less clear and in part, pointed to an increase in inequalities. *[Vortragssprache ist Deutsch]*