

Annotated Bibliography on Gender, Work, & Family Issues in Germany

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Adler, Marina A. 2002. "German Unification as Turning Point in East German Women's Life Course: Bibliographical Changes in Work and Family Roles." *Sex Roles* 47(1/2):83-98.

This journal article focused on 36 open-ended interviews with East German women. The women were gathered mostly from a snow-ball sampling, and included women of numerous different occupations. The women were broken up into three age groups (46-59, 31-44, and 22-29). Adler explains how of these East German women, there are differences in how they are dealing with changes in Family Policies in Germany, and how this may be related to their age groups. The grouping of young women, who had been in childhood during unification, were delaying childbirth in relationship to when their mothers and grandmothers had children. The middle grouping were less likely to be married than the older grouping, although they had been born under German Democratic Republic law. The oldest grouping of women were comfortable in their family structure, and for the most part had been in a similar structure since their young adulthood, when they had been married and given birth during original GDR law. Adler give a good look at the changes in women's choices for planned fertility in modern Germany, however she lacks a proper sample size to make wide generalizations.

----- 1997. "Social Change and Declines in Marriage and Fertility in Eastern Germany." *Journal of Marriage and the Family* 59(1):37-49.

In this article, Adler writes about the declining fertility and marriage rates in Eastern Germany. She attributes these declines to both social and economic reasons. She refers to the mostly negative changes in family policy that East German women have experienced post-unification. Adler specifically refers to many changed governmental policies, such as less generous family leave policies and less access to child care as direct causes of East German women's decisions to postpone both marriage and childbearing. One of the most interesting points Adler brings up is the idea of these declined fertility and marriage rates as deliberate protest on the part of East German women against the new policies encouraging the male breadwinner/ female homemaker model. Adler argues that post-unification East German women have to choose between family and work, which directly affects their birth and marriage rates.

----- 2004. "Child-Free and Unmarried: Changes in the Life Planning of Young East German Women." *Journal of Marriage and Family* 66(5):1170-1179.

In this article, Adler focuses on her interviews with twelve East German women aged 22-29. She talks about how East German women have remained career-oriented after unification even though the German model gears families towards the male breadwinner-female caretaker roles. This career orientation is reflected in East German women's lower marital rate because of lack of tax benefits for dual breadwinner couples by the German government and later first births due to desire for financial independence. Adler argues that instead of the popular belief that East Germany will adapt to West German ideals post-unification, the Eastern women remain more career-oriented than their West German counterparts more than a decade after unification.

Adler, Marina A. and April Brayfield. 1997. "Women's Work Values in Unified Germany: Regional Differences as Remnants of the Past." *Work and Occupations* 24(2):245-266.

This article uses data from the 1991 German Social Survey to analyze differences between East and West German women in terms of the value they place upon work. The authors conclude that East German women place a higher priority on their careers and often value work more than their West German counterparts. They also conclude that the most efficient way to balance this difference in work attitudes is through the German government's integration of work policies with family policies, to create equal opportunities for women and men in both regions.

-----, 1996. "East-West Differences in Attitudes about Employment and Family in Germany." *The Sociological Quarterly* 37(2):245-260.

This article shows that although discrepancies exist between East and West German women's attitudes towards work and family, German women's attitudes tend to be more progressive towards work family issues overall than German men's attitudes, regardless of region. In other words, although East German women usually have more liberal attitudes towards work and family than West German women, all German women have more egalitarian views of the gendered division of labor than German men. The main argument of this article is that although East German women tend to be more progressive than West German women due to their socialist background, socialism did not fully eradicate the gendered division of labor and gendered attitudes towards work and family in East Germany.

-----, 2006. "Gender Regimes and Cultures of Care: Public Support for Maternal Employment in Germany and the United States." *Haworth Press* 39(3/4):229.

This article analyzes attitudes towards maternal employment in the U.S., East Germany, and West Germany. The article particularly focuses on attitudinal variations in relation to policy developments in these regions as well as whether attitudes in these regions have converged over the last decade. We have used this article to explore the variations in attitudes towards maternal employment specifically in East and West Germany. The article has also helped us to observe to what extent if any, convergence has occurred in attitudes towards maternal employment in these two regions. Adler and Brayfield conclude that while West Germans have increased in their level of support for maternal employment, they still lag behind East Germans who remain most supportive of maternal employment compared to reunified Germany and the U.S.

Brynin, Malcolm and Jurgen Schupp. 2000. "Education, Employment, and Gender Inequality amongst Couples: A Comparative Analysis of Britain and Germany." *European Sociological Review* 16(4):349-365.

Brynin and Schupp have conducted a comparative analysis of the effects that education has on employment and gender inequality in Britain and Germany. Central to their findings is the ways in which the amount of an individual's education and income affects the employment and earnings of their partner. Their method of research is based on German and British household panel surveys, including a wage model which incorporates the educational achievement of both partners. One important aspect of their findings is the difference between Germany and Britain regarding educational levels of partners. Roughly thirty years ago 30 percent of men had a higher education than their partner in Britain, compared to 49 percent in Germany. However recently these figures have changed to 27 percent and 25 percent, revealing that Germany has changed to a more equal structure while British structure has remained the same. Another finding central to their analysis is that in Britain it is the women's education that will determine whether she works full time or not, while in Germany it is the man's education that determines his partner's employment, which suggests a greater level of female dependency on their partners in Germany than in Britain.

Cooke, Lynn P. 2004. "The Gendered Division of Labor and Family Outcomes in Germany." *Journal of Marriage and Family* 66(5):1246-1259.

Data used in this study was from 1985-2000, and was from a longitudinal study of women and men that were married for the first time in both Eastern and Western Germany. Women both in and out of the labor force were looked at, and those in the labor force were recorded for weekly work hours and

for hourly wages. Women who had wages increase over time were substantially more likely to have multiple children. Also, fathers that had a college education increased their wives' likelihood of having a second child. There were no differences found in the chances of having a second child between couples in West Germany and those in the East. Interestingly, out-of-wedlock births were more likely in East Germany before unification and steadily decreased after unification. This study benefits from a large sample size, and makes credible assumptions about both Gottschall, Karin and Katherine Bird. 2003. "Family Leave Policies and Labor Market Segregation in Germany: Reinvention or Reform of the Male Breadwinner Model?" *The Review of Policy Research* 20(1):115-134.

de Pommereau, Isabelle. March 25, 2005. "German town promotes child care, sees a baby boom." Frankfurt, Germany: Christian Science Monitor, Retrieved 12/3, 2006 (<http://www.csmonitor.com/2005/0325/p01s03-woeu.html?s=u>).

This article focuses on the small German town of Laer because of how it stands out from the rest of Germany in terms of its work/family policies. According to this article, Laer is one of the few German towns that offers many parent-run day cares and schools with afternoon hours (until 4:30 PM). Unlike the rest of Germany, where day care for children under age three is nearly impossible to find and after school care is virtually non-existent, Laer promotes the idea of working mothers through the town's child care policies. The author of this article also points out that there are 13.5 babies born per 1000 inhabitants, while the rate for the rest of Germany is 8.4 babies per 1000 inhabitants. These figures suggest that increased child care may help boost the declining fertility rate that Germany has seen in the past few decades.

di Luzio, Gaia. 2001. "Reorganising Gender Relations in the German Civil Service: Administrative Reform, the Decline of the Male Breadwinner Model, and Female Employment." *German Politics* 10(3):159-190.

Gaia Di Luzio's article focuses on Germany's recent public service reform and its impact on gender relations particularly regarding employment. The article discusses the historical occupational structure of Germany in which the beginning of the nineteenth century was characterized by a total exclusion of women from the professional civil service. The ways in which this structure affected gender roles in the family are also discussed. In reviewing the recent public service reforms of Germany, Luzio focuses on its new equal rights policy and the influence it has on occupational statuses of men and women. A key aspect of her research is the way in which the reform policy has led to a decrease in the traditional male breadwinner model and an increase in women's involvement in professional occupations. However, a significant finding in her research is how the increasing flexibility in German bureaucracy simultaneously creates inequalities amongst the genders.

Gottschall, Karin and Katherine Bird. 2003. "Family Leave Policies and Labor Market Segregation in Germany: Reinvention or Reform of the Male Breadwinner Model?" *The Review of Policy Research* 20(1):115-134.

As time has shown the breakdown of the male breadwinner and its counterpart, the female care model of West Germany begins the female entrance into the economic service segment of society comparatively increases dramatically. The access to employment has increased in West Germany due to the availability of a higher education to women. Germany has responded to the increase in working mothers by instilling policies that range in suggestions but all enable women to comply with the standard of the working mother. Through the research done one can see a extensive difference on mothers gaining not only access to the labor market but the actual involvement taking place. A women's life course in West Germany compared to previous years is now influenced not only by the male breadwinner but by their colleagues, friends, and continually families which shows encouragement of the working mother. The opportunities for woman have greatly improved throughout years which can be observed through the data gathered providing for a new model in West Germany.

"Germany Country Summary."2004. Columbia University: The Clearinghouse on International Developments in Child, Youth, and Family Policies, Retrieved 10/24/2006 (www.childpolicyintl.org).

This website outlines the work/family policies of the German state. It provides an introduction and overview of Germany's work/family policies as well as a detailed description of many of Germany's specific policies, such as maternal leave, early childhood education and care, and tax benefits for parents.

Haas, Linda. 2003. "Parental Leave and Gender Equality: Lessons from the European Union." *The Review of Policy Research* 20(1):89-114.

Linda Haas's cross-national analysis focuses on the development of family leave policies in the 15 countries that make up the European Union and the disparities between each country. Several social and economic developments in industrialized nations have led to significant increases in women's participation in the labor force. However, along with these increases comes a significant barrier to employment opportunities because of women's traditional responsibility for children. Haas discusses the ways in which different parental leave policies within different countries of the EU have affected equal employment opportunities and active participation in childcare between women and men. Her research reveals that compared to other countries in the EU, Germany is one of five that has family-centered care model shaped by a strong public commitment to the preservation of the traditional family. Haas concludes that although each country belonging to the EU has agreed to a minimum standard for parental leave, there is still much room for progress regarding gender inequality in workforce and home.

Hamm, Ingrid. 6/29/2006. "Study: Men in Germany Are Scared to Start Families." Germany:Robert Bosch Foundation, Retrieved 10/1/2006, 2006 (<http://www.dwworld.de/dw/article/0,2144,2071657,00.html>.)

A study done by the Robert Bosch Foundation has found that men are less willing to have children than their female partners. 10,017 people responded to the study, and compared East and Western Germany. Men in both parts of the country would like to remain childless, and men also on average would like to have less children if they do choose to have a family. The study's authors hypothesize that men feel pressure from their jobs and their peers to have a career and material comforts such as a big home and a retirement fund, and having children makes these goals less likely to come easily. Western German women were less likely to want children than their Eastern counterparts. Both women expressing a want to have children and those who said they would put it off agreed that better family policies would help.

Hank, Karsten and Michaela Kreyenfeld. 2003. "A Multilevel Analysis of Child Care and Women's Fertility Decisions in Western Germany." *Journal of Marriage and Family* 65(3):584-596.

This study used individual-level data collected annually from 1984-1999. The numbers of births were recorded region-by-region in Western Germany, and this data was compared to the availability of open spots in public daycare and kindergarten. Women's likelihood to give birth was also analyzed, and the authors found that women were much more likely to have children if they were not in school, and even more likely to do so if they did not attempt a secondary degree of some kind. While the availability of childcare was unable to be linked significantly to the women's likelihood to have children, they authors were able to link availability of informal care (i.e. extended family members) for their children and their likelihood to have children. The women with more available informal care were much more likely to have children, and more likely to have multiple children as well. The authors also describe the shortcomings of the public childcare system, explaining that there are not enough open spots for children.

Lamouse, Annette. 1969. "Family Roles of Women: a German Example." *Journal of Marriage and the Family* 31(1):145-153.

Women traditionally in Germany abide by the roles of the male or husband in a family dynamic. Collection of data proved that work in both the home and in the economic market is generally conventional but prefer a more dual role lifestyle in which both parents wish to work which provides for the definition of the working wife or working mother. Like in all societies Germany follows the mainstream idea that status affects the decisions of power in the distribution of power in the home. The outlooks of wives that fall into the lower class status rather than the upper-middle class standard

are usually more likely to approach the idea of work because they have had experiences of wage earn. Women of a lower class as the data collection shows also are more likely to have a defiant attitude towards their male counterparts than that of the upper-middle class woman. As read in the Annette Lamou   article one can conclude from the research methods used that attitudes towards both decision authority and expansion into the work place have changed. The methods used approach the true hypothesis that woman gain power in relation to the external influences such as employment.

Liebert, Ulrike. 2003. "Europeanization and the "Needle's Eye": The Transformation of Employment Policy in Germany." *The Review of Policy Research* 20(3):479-492.

With the Europeanization of Germany the policies relative to the gendered public has helped change the implemented plans for the state itself. The European Union has helped to shift the market place into a more gender friendly atmosphere for women who work. With the misgivings that took place in the early years of Germany in view of women in the work place it was time for a drastic change. The transformation of policies came with their politicization which provided alterations of the traditional parental model in the German culture. Many woman began to contribute to the workplace through what is called the "family phase" in which woman begin part time work as their children grow older. Equal opportunities for woman in the place of work are available when there is an equal division of responsibility in the home. The Europeanization has transformed Germany once the lager into the front-runner in the European Union in observing the gender policies in the employment sector.

Ostner, Ilona, Michael Reif and Hannu Turba. *Family Policies in Germany*. Utrech, Netherlands: Welfare Policies and Employment in the Context of Family Change:1-25.

The general extent of spending on families is outlined clearly in this report. 9% of Germany's GDP was spent on family policies in 2001 and 46% of the cost of children for families were paid for by the country of Germany. While these figures are impressive, and certainly different from other democratic nations, the figures do not show a significant difference in birth rate or female employment statistics. The birth rate in West Germany is low, and women's employment is not exceptionally high under the full-time sector. Children in West Germany are seen as 'assets' to society and therefore there is a greater amount of time and money spent on child-rearing policies and enabling women to raise their children with greater ease than would be possible with lesser spending by the state.

Rosenfeld, Rachel A., Heike Trappe and Janet C. Gornick. 2004. "Gender and Work in Germany: Before and after Reunification." *Annual Review of Sociology* 30:103-124.

This article compares the relationship between gender and work in East Germany and West Germany before reunification, and then compares those relationships to the current relationship in reunified Germany. Prior to reunification, East Germany was made up of a more egalitarian employment structure with both men and women participating in paid work but with women making on average less than men, while West Germany was more segregated with women predominantly remaining in the home doing unpaid work. The article reveals that after reunification, families in Germany transitioned toward a system more like that of West Germany, with mainly a male breadwinner and female part-time carer. The article concludes that Germany, like many societies are unlikely to move toward a fully gender-symmetrical arrangement.

Schelsky, Helmut. 1954. "The Family in Germany." *Marriage and Family Living* 16(4):331-336.

Although this article is not current (published in 1954) it contains important information surrounding the make-up and traits of the West German Family. Schelsky divides up the German population into groups differently affected by the Nazi internment, and researches how this major disruption of German's lives changed the West German family. The War and the post-War era had a greater impact on the West German family than the ideological patriarchy of the Nazi family. The family became the only social unit to remain in-tact, and often families were the only source of protection and strength for West Germans. Schelsky argues that a disinterest in politics and the societal environment as a whole in the post-war era led people to become more inwardly focused on their small family group. West German families in the post-war era who were 'de-classed,' or rid of their social standing and

rank will push to have their children excel and the sacrifices they will make for their family members will further push the West German family makeup into that of a secure, tight-knit group.

Staff. June 29, 2006. "Study: Men in Germany Are Scared to Start Families." Germany: Deutsche Welle, Retrieved 12/3, 2006 (<http://www.dw-world.de/dw/article/0,2144,2071657,00.html>).

This article explores many possibilities for the reasons of the low fertility rate in Germany. One of the most interesting reasons that the authors cite is the fact that one in four men doesn't want children in Germany, when compared with one in seven women in West Germany and one in ten women in East Germany. The article also talks about how Germany could boost its fertility rate, focusing upon changes and provisions in child care policy as the main way to achieve this goal since most childless families in Germany are families in which both partners value their careers and cannot afford to lose a job in order to take care of children. In other words, the best way to boost Germany's fertility rate is to allow for the possibility of people to be both parents and employees.

Trappe, Heike and Rachel A. Rosenfeld. 1998. "A Comparison of Job-Shifting Patterns in the Former East Germany and the Former West Germany." *European Sociological Review* 14(4):343-368.

These authors used 'life-history' data they gathered through phone interviews with West German adults and in-person interviews with East German adults. This longitudinal study followed the participants from their first job through their adulthood to see of those who enter the workforce, who is most at risk for wage decreases over time, and who is more likely to see wage increases. Gender-inequality of wages existed in both sectors, however West German women were more likely to cite family considerations as reasons for work problems. In addition, East German women were more likely to move to a job with lower pay, and one for which they were over qualified, in order to have more time for the un-paid work of home. In both countries, fathers were more likely to see an increase in pay with a job change than women.

Trzcinski, Eileen. 2000. "Family Policy in Germany: A Feminist Dilemma?" *Feminist Economics* 6(1):21-44.

A child rearing in the German law specifically is idealized with one parent exclusively partaking in child rearing. The author notes that it may be harder in Germany than other countries for woman to gain equality within the market place because unlike other nations in the European Union Germany is lagging behind other more liberal countries. In order for this parity to occur then the structures of the political laws instilled must be reorganized in order to create the equality. Germany is a corporatist welfare state in which many may argue that it may not change its inequality ways but the author argues that this is indeed false. The falsity is that Germany rather than taking decisions away from woman is rather offering more choices than other states within the European Union. Family work policies must take another course to change the women in Germany.

Warth, Lisa. 2004. "The State as 'Enabler' of Enhanced Work-Family Reconciliation in Germany and the UK." Oxford: Dept. of Social Policy and Social Work, University of Oxford, Retrieved 10/1/2006, 2006 (<http://www.socsci.auc.dk/ccws/conference-2004/papers/Paper%20Lisa%20Warth.pdf>).

This article outlines the similarities between Germany and the UK as European Welfare States, and how each has bettered their work-family policies by becoming less passive and more progressive and active in these policies. The countries' policies have shifted from being centered around the male breadwinner family model to focusing on a more modern dual-earner model. Warth argues that these changes in policy could be studied and replicated by other welfare states in the world. She outlines how the role of the European Union as a whole and also the smaller political parties that came to be in the late 1990s has affected these work-family policies. She explains how the rise in dual-earner families and the rise in single parent families have created cause for change, and how these groups have benefited in both countries from the more progressive policies.