

«New Work—New Opportunities and New Challenges for Gender Equality»



Prof. Dr. Lena Hipp
Berlin Social Science Center (WZB)

«New Work» tends to be associated with all sorts of individual and organizational benefits: intrinsic fulfillment and purpose, flat hierarchies, organizational agility, job autonomy, and, flexible work practices. In light of ongoing demographic and technological change, these different characteristics of new work will become ever more important and potentially affect gendered labor market inequalities in both positive and negative ways. This keynote will therefore address both the opportunities and challenges associated with new work and asks: How do different features of new work impact gendered labor market inequalities? To answer this question, I will draw on several, original data collections from Germany (ZEIT Vermächtnis Studie, two waves of the IAB-Hopp, and SOEP-IS). In addition to discussing the gendered use and consequences of remote and flexible work options, I will also address the question of whether new work practices change the prevalence of ideal worker behaviors. Lastly, the keynote will also examine gender differences in men's and women's preferences for upwardly-mobile vs. family-friendly jobs, and how these preferences differ between parents and nonparents, as well as younger vs. older generations. To foster the conference participants' thinking about the opportunities and challenges of changing workplaces for gender inequality, the findings for Germany will be situated and discussed in lights of research findings from other countries.

WZB

Berlin Social Science Center

New Work—new opportunities, new challenges?

Conference: New Work – New Problems? Gender Perspectives on the Transformation of Work

Lucerne, September 7, 2023

Lena Hipp

WZB Berlin | University of Potsdam



Goals for today

- 1) Conceptual clarification
- 2) Empirical findings on gender differences in...
 - ... the usage of remote work
 - ... the consequences of remote work
 - ... preferences for new work arrangements
- 3) Critical evaluation of new work from a gender perspective



New Work = New Concept?

today ~ HR professionals
→ answer to digital age & labor shortages

1970s ~ Frithjof Bergmann
→ self-realization, self-determination, self-sufficiency

1850s~ Karl Marx
→ alienation & wealth as *disposable time*



The trouble with rigid work structures

- Alienation
- Exclusion
- Lack of balance & autonomy
- Inequalities
-



The trouble with passion

- Lack of structure
- Lack of boundaries
- Self-exploitation
- No collective representation
- Inequalities
-

THE TROUBLE WITH PASSION



HOW SEARCHING FOR FULFILLMENT
AT WORK FOSTERS INEQUALITY

ERIN A. BECH

Remote work & gender inequality

- Has the pandemic reduced cultural barriers for women to work remotely?
- Will physical presence be replaced with digital presence?



Data

IAB HOPP (High-Frequency Online Personal Panel) by the German Institute of Labor Market Research

- N=2,731 employees (1,400 male, 1,331 female) who work (at least partly) from home
- Waves 8 & 9 (collected in Spring 2021 & Summer 2022)

SOEP-IS (Innovation sample of the German Socio-Economic Panel)

- N= 665 individuals in paid employment aged (350 male, 315 female)
- 1st-3rd Quarter 2022

Women less likely than men to work remotely when job characteristics are not taken into account

	t0	t1	t2	t3	t4
Men w/o children	0.26*** [0.25,0.28]	0.49*** [0.48,0.51]	0.44*** [0.41,0.47]	0.41*** [0.38,0.45]	0.42*** [0.39,0.45]
Fathers	0.40*** [0.36,0.43]	0.62*** [0.58,0.66]	0.55*** [0.51,0.59]	0.56*** [0.51,0.60]	0.51*** [0.46,0.56]
Women w/o children	0.20*** [0.19,0.22]	0.42*** [0.40,0.44]	0.36*** [0.33,0.38]	0.32*** [0.29,0.35]	0.34*** [0.30,0.37]
Mothers	0.25*** [0.22,0.29]	0.50*** [0.47,0.54]	0.46*** [0.42,0.51]	0.42*** [0.38,0.47]	0.39*** [0.34,0.43]
N	6850	6850	3147	2697	2408

Note: Ninety-five percentage confidence intervals in brackets.

* $p < 0.05$. ** $p < 0.01$. *** $p < 0.001$.

But: Gender differences vanish once we account for job characteristics

	t0	t1	t2	t3	t4
Men w/o children	0.25*** [0.23,0.26]	0.48*** [0.46,0.50]	0.42*** [0.39,0.45]	0.39*** [0.36,0.42]	0.38*** [0.35,0.41]
Fathers	0.31*** [0.28,0.34]	0.52*** [0.48,0.55]	0.45*** [0.41,0.48]	0.44*** [0.40,0.48]	0.41*** [0.37,0.45]
Women w/o children	0.24*** [0.23,0.26]	0.47*** [0.46,0.49]	0.40*** [0.37,0.42]	0.37*** [0.34,0.40]	0.37*** [0.34,0.40]
Mothers	0.28*** [0.25,0.31]	0.53*** [0.50,0.56]	0.49*** [0.45,0.53]	0.44*** [0.40,0.48]	0.41*** [0.36,0.45]
N	6850	6850	3147	2697	2408

Note: Ninety-five percentage confidence intervals in brackets.

* $p < 0.05$. ** $p < 0.01$. *** $p < 0.001$.

Similar findings apply for hours worked remotely

	t0	t1	t2	t3	t4
Men w/o children	10.73*** [9.83,11.63]	29.81*** [29.06,30.56]	26.52*** [25.21,27.84]	25.82*** [24.39,27.26]	25.82*** [24.30,27.33]
Fathers	9.94*** [8.52,11.36]	29.20*** [27.87,30.52]	26.96*** [25.32,28.60]	25.41*** [23.59,27.23]	25.68*** [23.64,27.72]
Women w/o children	13.68*** [12.68,14.68]	27.78*** [26.96,28.59]	26.61*** [25.32,27.89]	24.47*** [22.94,26.00]	25.08*** [23.46,26.70]
Mothers	12.60*** [11.20,14.00]	25.58*** [24.23,26.92]	25.37*** [23.87,26.87]	23.83*** [22.01,25.64]	22.18*** [20.40,23.96]
N	1727	3256	1366	1098	961

Note: The variable number of hours worked from home refers to the number of hours per week worked from home. Ninety-five percentage confidence intervals in brackets.

* $p < 0.05$. ** $p < 0.01$. *** $p < 0.001$.

Cultural barriers against remote weakened

	Not allowed (t0)	Not allowed (t4)	Flexibility stigma (t0)	Flexibility stigma (t4)	Not desired (t0)	Not desired (t4)
Male without children	0.15*** [0.11,0.18]	0.13*** [0.09,0.16]	0.15*** [0.12,0.18]	0.05*** [0.03,0.07]	0.18*** [0.15,0.22]	0.15*** [0.12,0.18]
Father	0.16*** [0.12,0.21]	0.18*** [0.12,0.23]	0.13*** [0.09,0.17]	0.05*** [0.02,0.08]	0.14*** [0.09,0.18]	0.12*** [0.07,0.16]
Female without children	0.19*** [0.16,0.23]	0.15*** [0.12,0.18]	0.15*** [0.12,0.18]	0.05*** [0.03,0.07]	0.16*** [0.13,0.19]	0.17*** [0.14,0.20]
Mother	0.21*** [0.16,0.26]	0.13*** [0.09,0.17]	0.17*** [0.12,0.22]	0.09*** [0.04,0.14]	0.16*** [0.12,0.21]	0.19*** [0.13,0.24]
N	1763	1441	1763	1441	1763	1441

Note: Ninety-five percentage confidence intervals in brackets.

* $p < 0.05$. ** $p < 0.01$. *** $p < 0.001$.

Remote work—a double-edge sword?!

On the one hand...

More autonomy

Better work life balance

Physical presence no longer a sign for productivity and commitment

Cost efficiency

Job satisfaction

... on the others

Privilege

Burden of no proper work space

Lacking/blurring boundaries

Emotional/mental strain

Increased-work family conflict

Empirical findings on working from home

No commute

More autonomy

Less disruptions, shorter breaks

Less spread of sickness

Lower turn-over

→ Higher productivity

→ More free time

→ Savings

Less structure

Lacking boundaries

Fewer interactions

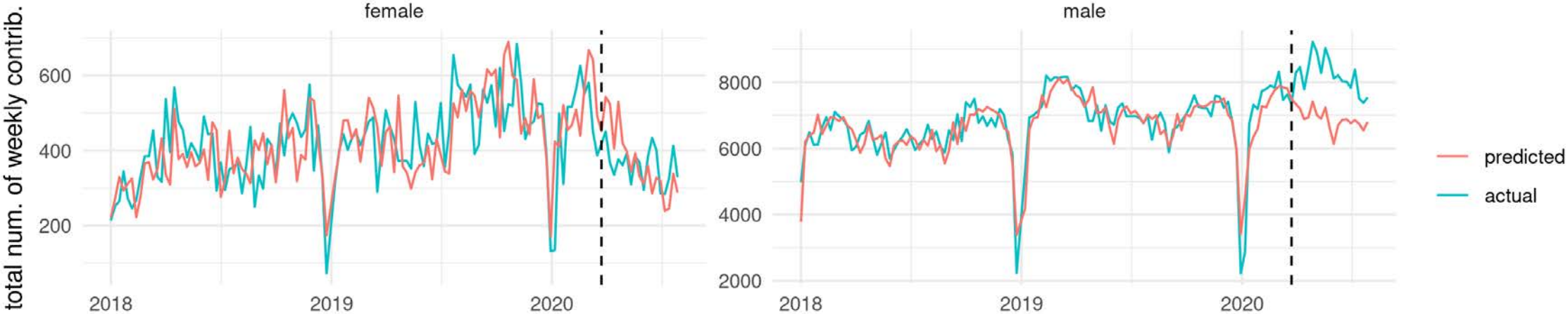
→ Worse work-life balance

→ Increases in anxiety and stress

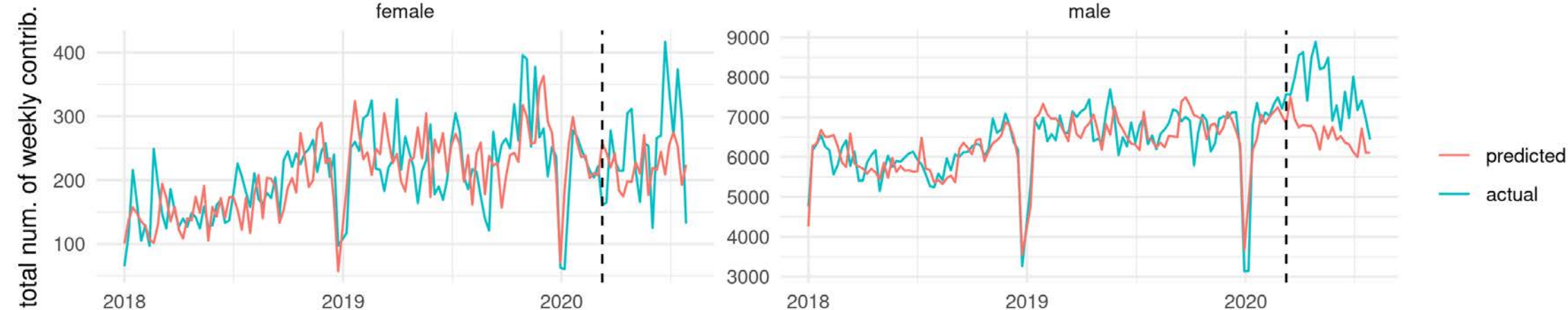
→ Complicates exchange & creativity

Both female and male programmers increased their productivity when offices were closed

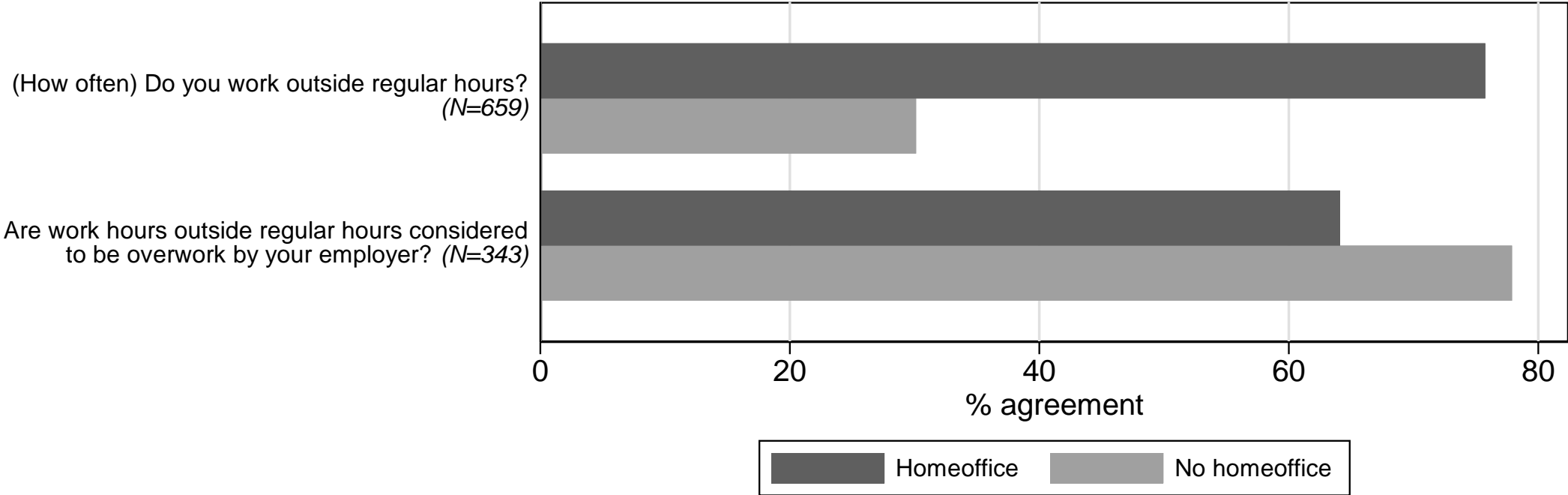
GB forecast of num. of contrib.



DE forecast of num. of contrib.



Digital technology and remote work seem to promote overwork



Quelle: SOEP-IS, 2022 (unweighted proportions)

Consequences of increased use of remote work?

Weakening or continuation of the "ideal worker norm"?

Intensification and expansion of working hours, e.g. availability in the evening/ during free time.

Permanent availability, e.g. an email late at night or a green button on instant messaging services



**Appear online while
you take a nap.**

SlackOff gives you the power to control your Slack status with toggles and scheduling. Go for a walk, meet with some friends, grab a drink at the bar. Nobody will suspect a thing.

Try it out

Consequences of increased use of remote work?

Better work-life balance?

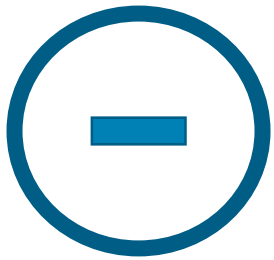
Better labor market integration, e.g. people with care responsibilities can also be "present

Participation opportunities, e.g. attendance at meetings that are not conveniently timed or take place at other locations

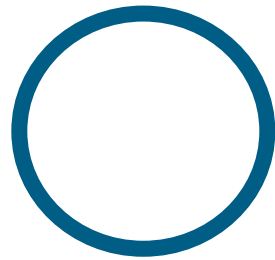


Digital presence—a double-edge sword?!

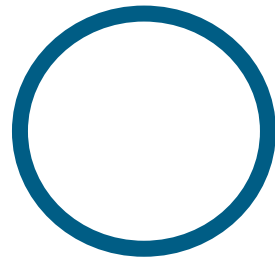
Availability



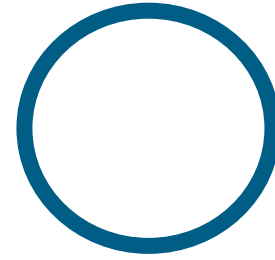
Visibility



Faking



Multitasking

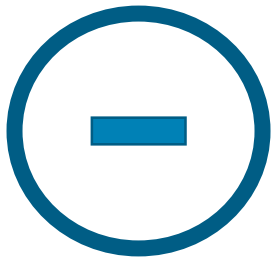


Inclusion



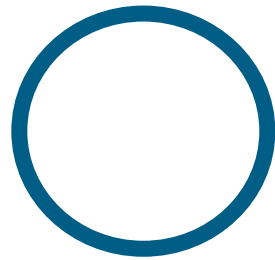
Digital presence—a double-edge sword?!

Availability



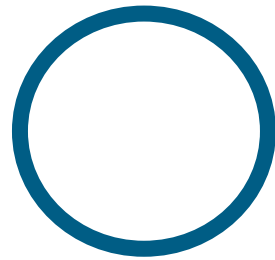
Available outside regular work hours for paid work

Visibility



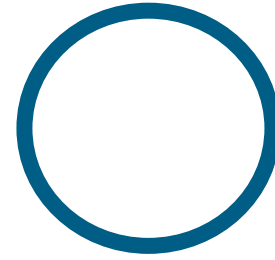
Showing to others that or what one works (on)

Faking



Passive meeting participation to signal presence

Multitasking



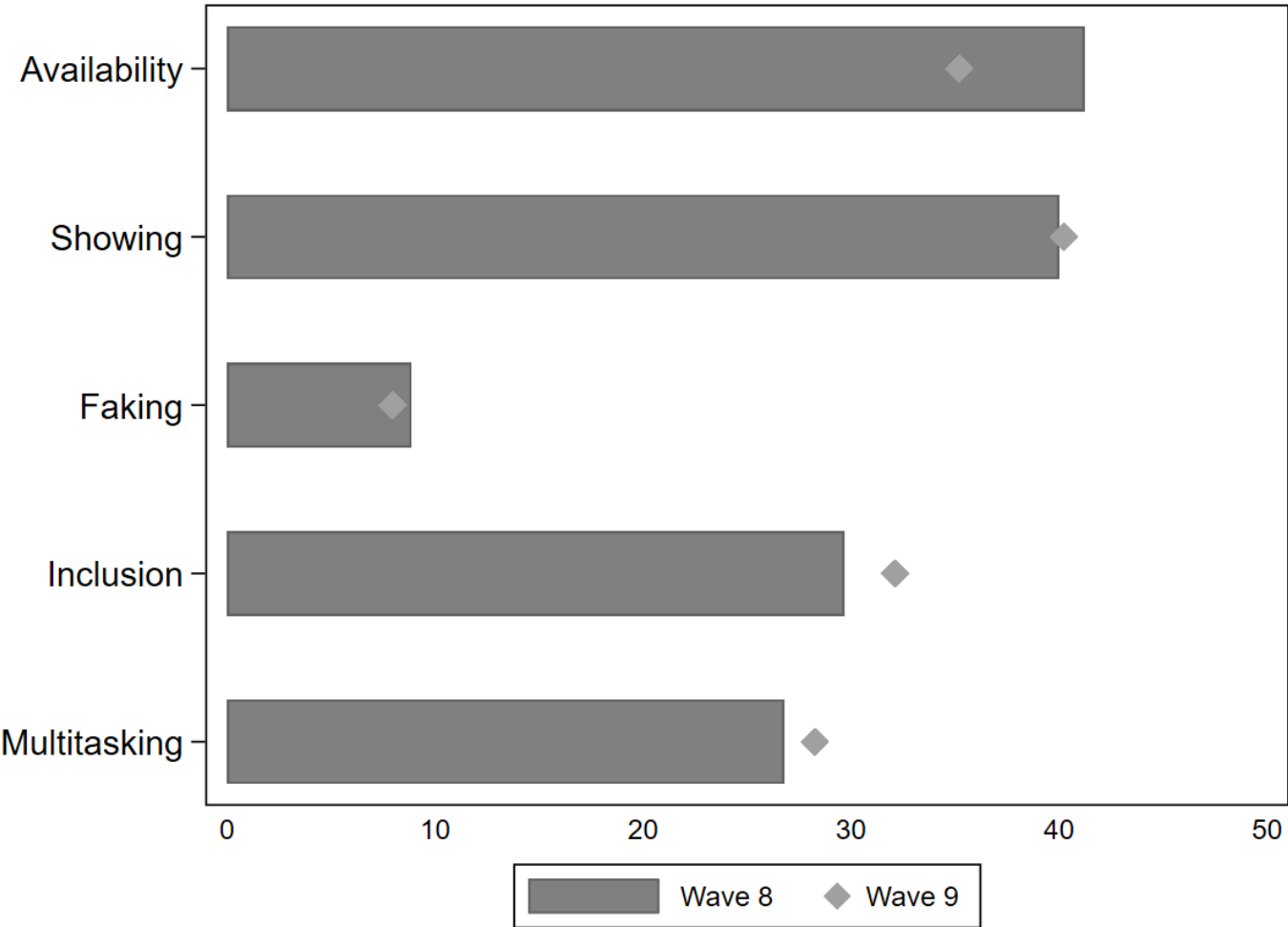
Doing other things during meetings

Inclusion



Participating at meetings, workshops that one could not attend thanks to technology

Digital presence behavior (DPB) is widespread among remote workers

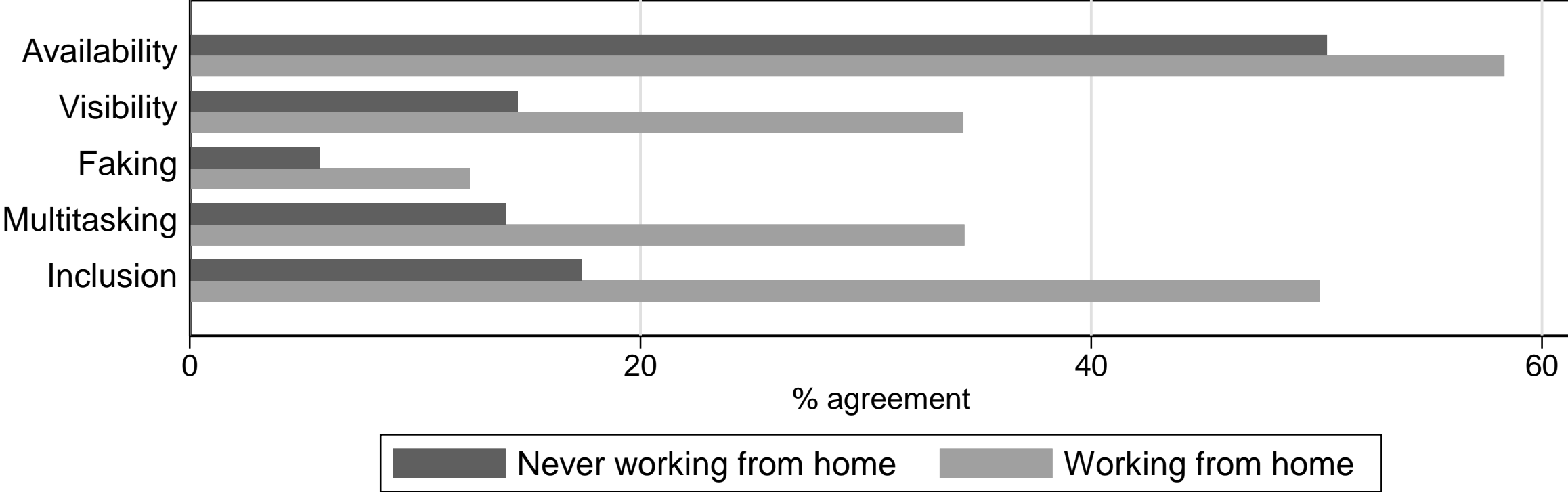


Variation across the different facets of digital presence behavior (12-40% of employees working remotely)

Digital presence behavior ≠ a pandemic-only phenomenon (little to no differences between W8 & W9)

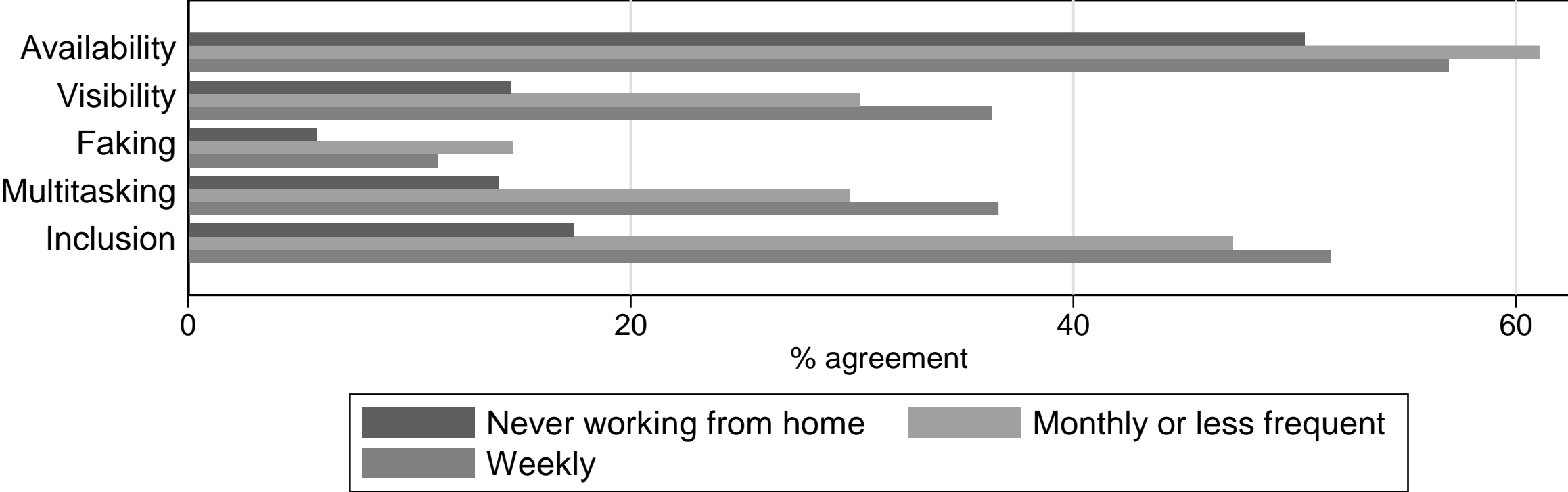
Note: IAB-Hopp data, weighted results

Presence behaviors prevail in particular among remote workers



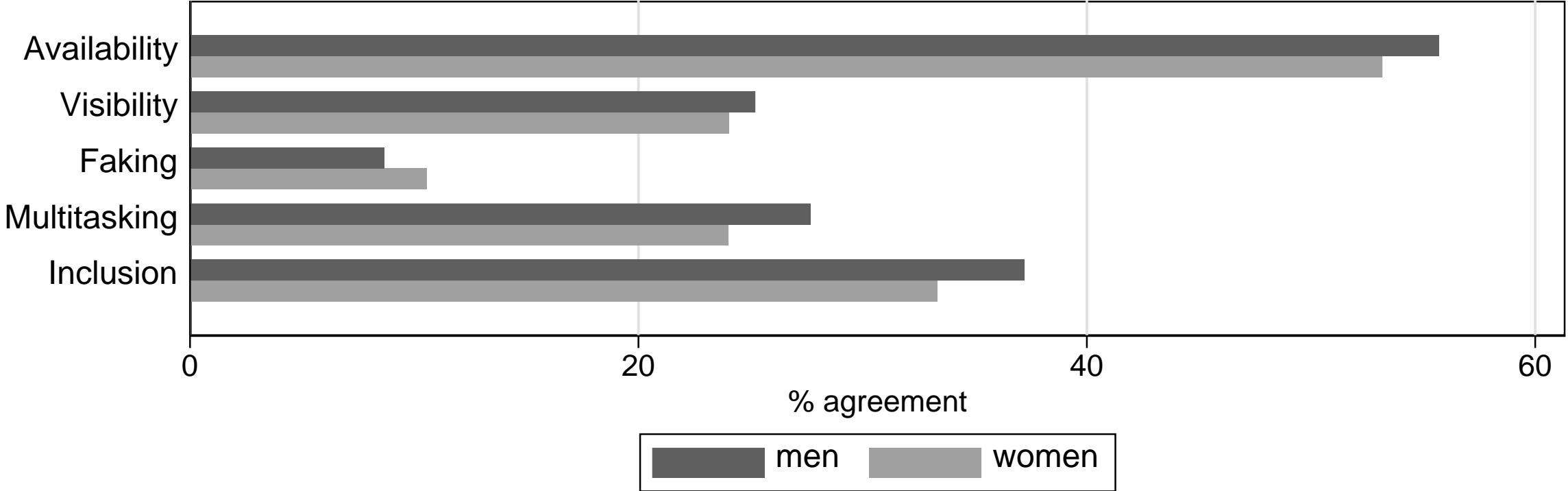
Quelle: SOEP-IS, 2022 (unweighted proportions)

Presence behaviors prevail in particular among remote workers



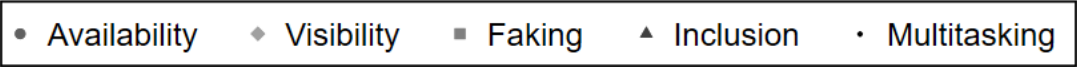
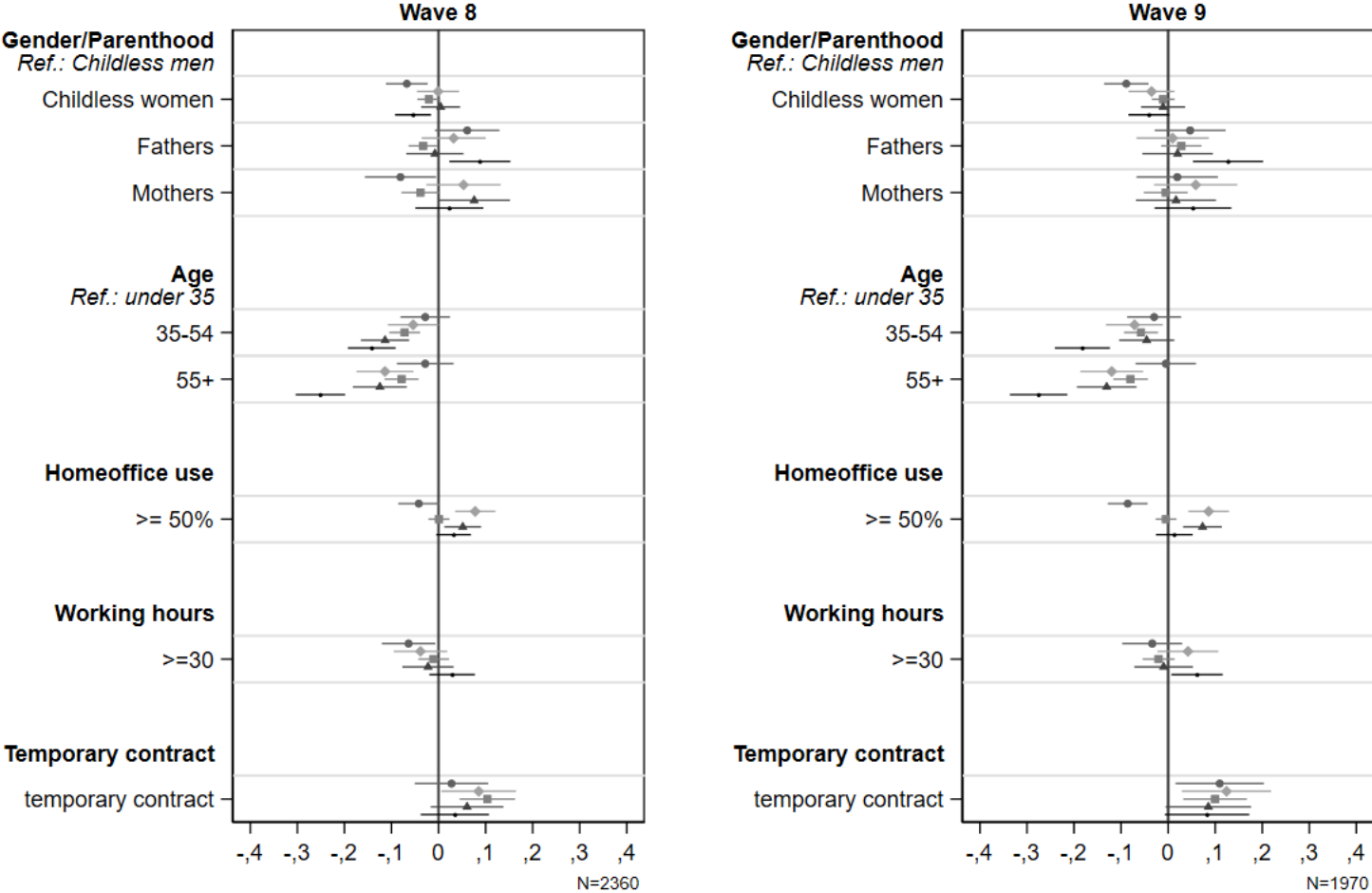
Quelle: SOEP-IS, 2022 (unweighted proportions)

Overall, men and women are equally to engage in different types of presence behaviors



Note: SOEP-IS, 2022 (unweighted proportions), N = 665

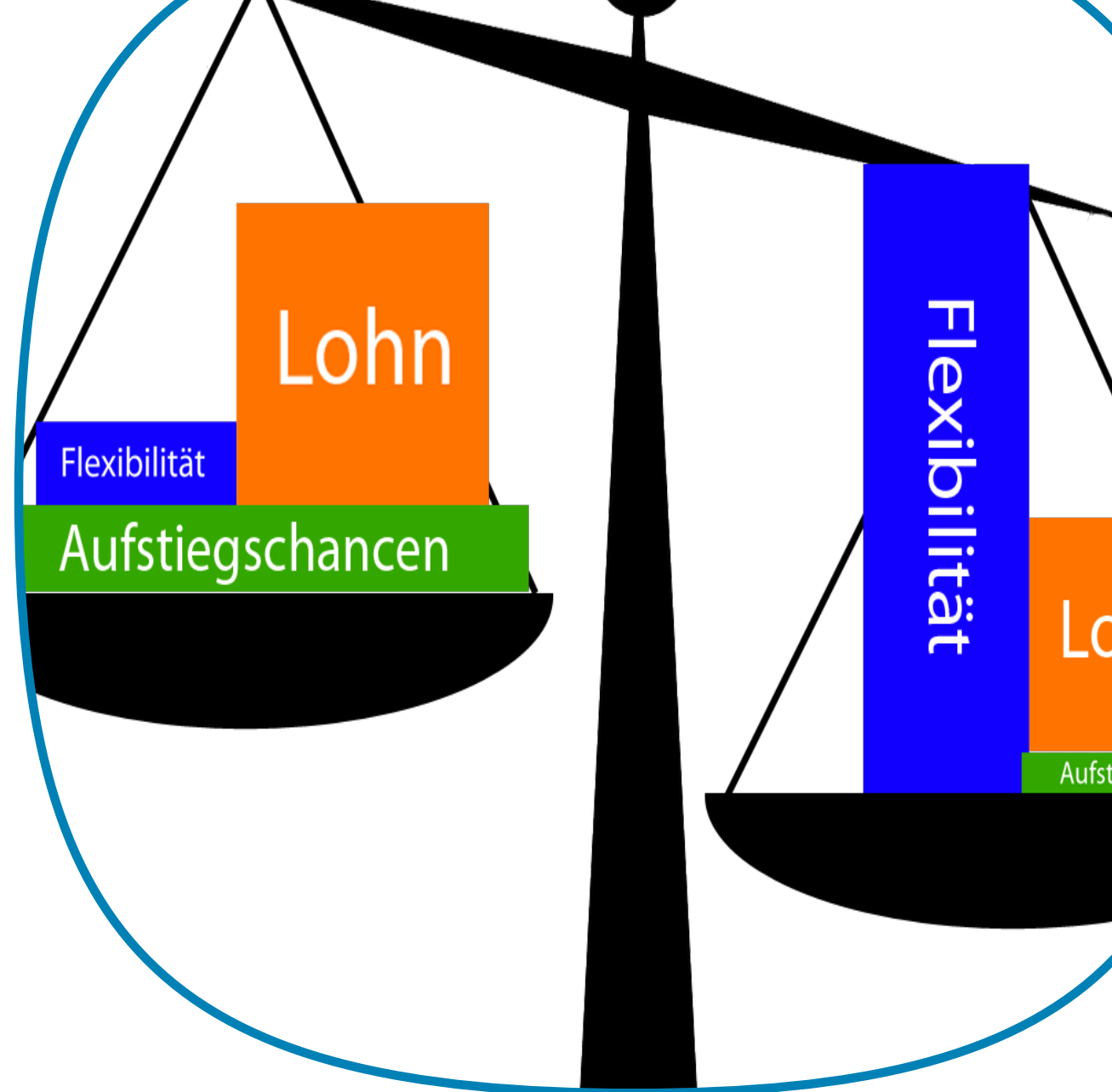
And, only slight differences between remotely working women and men and mothers and fathers in a multivariate framework



Preferences for „new work“ arrangements by gender

- Do women and men, mothers and fathers differ in their preferences for jobs with different types of benefits?

(compensating differentials)



Data

Zeit Vermächtnis Study

- N = 4,2 National probability sample (gh-Frequency Online Personal Panel)
- N = 4,211 respondents drawn from national probability (2,042 male, 2,161 female)
- Survey on work-family issues with several vignette experiments
- 1st Quarter 2023

Items – Compensating Differential

Imagine that you had to choose between job offer that both match your qualifications and interests. Which jobs would you rather take?

Job A... [randomized order or presentation]

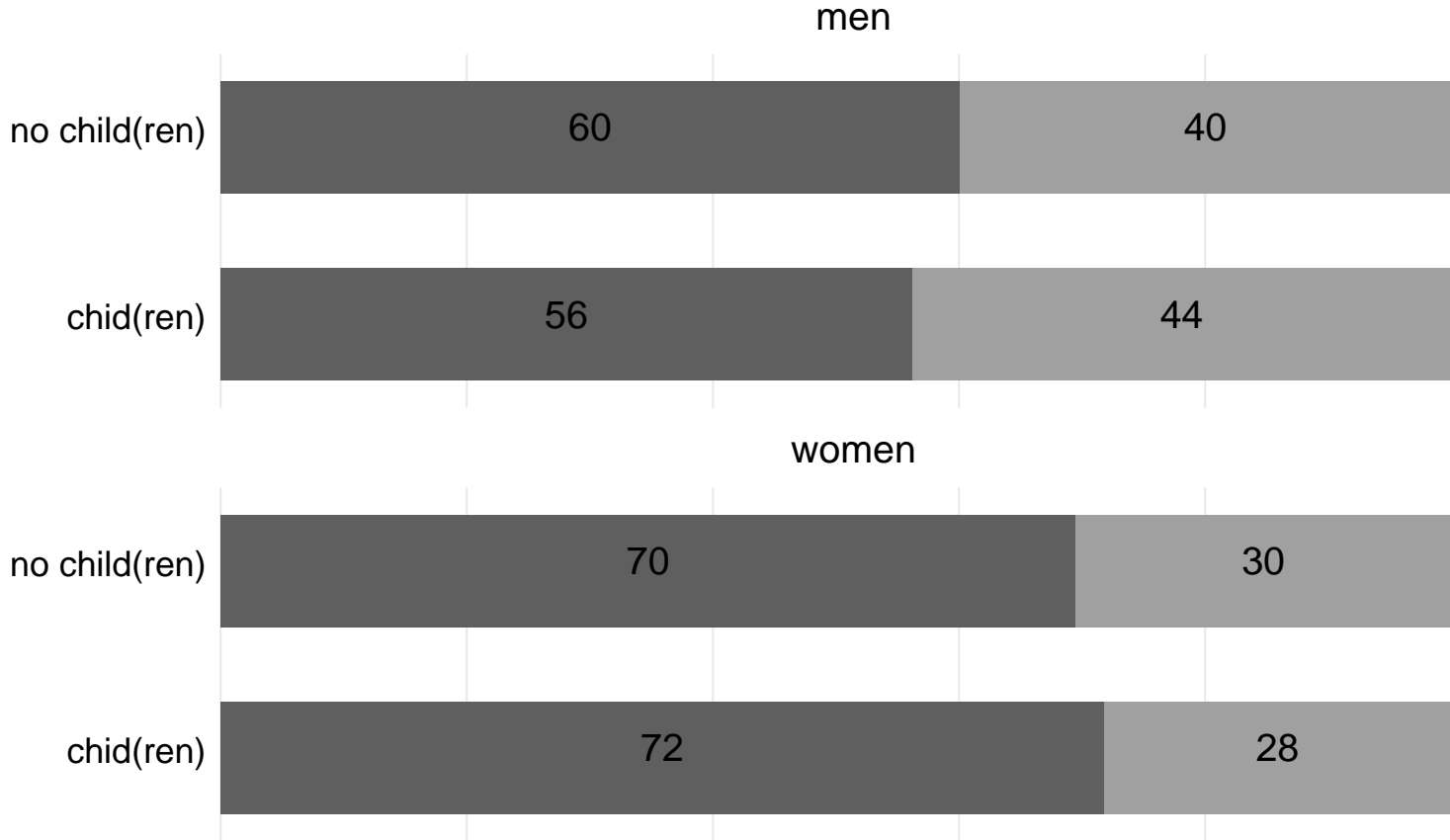
... offers a salary which is well above your current income (around 10% more) [previous income *if R was not working at time of the interview*]. Other employees say they often have to work long hours and that they are expected to be available outside regular working hours. This job provides ample opportunities for professional advancement.

Job B...

...offers a salary which is a little lower than your current income (around -5%) [previous income *if R was not working at time of the interview*]. Other employees say that working hours are flexible and that they do not work longer than their contractual hours. This job provides few opportunities for professional advancement.

General preference for „new work“ jobs, but stronger preferences for women

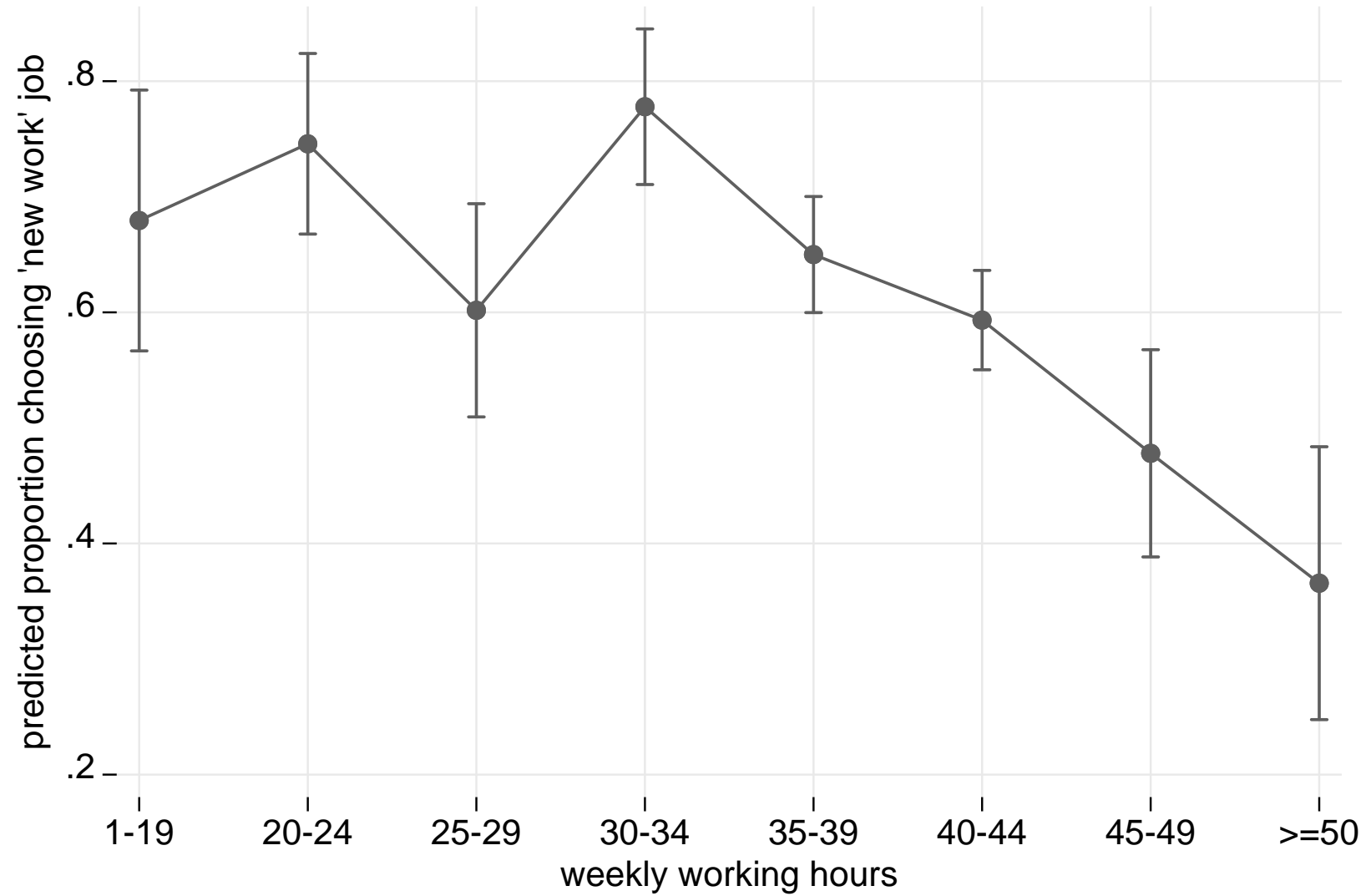
Who would take which job?



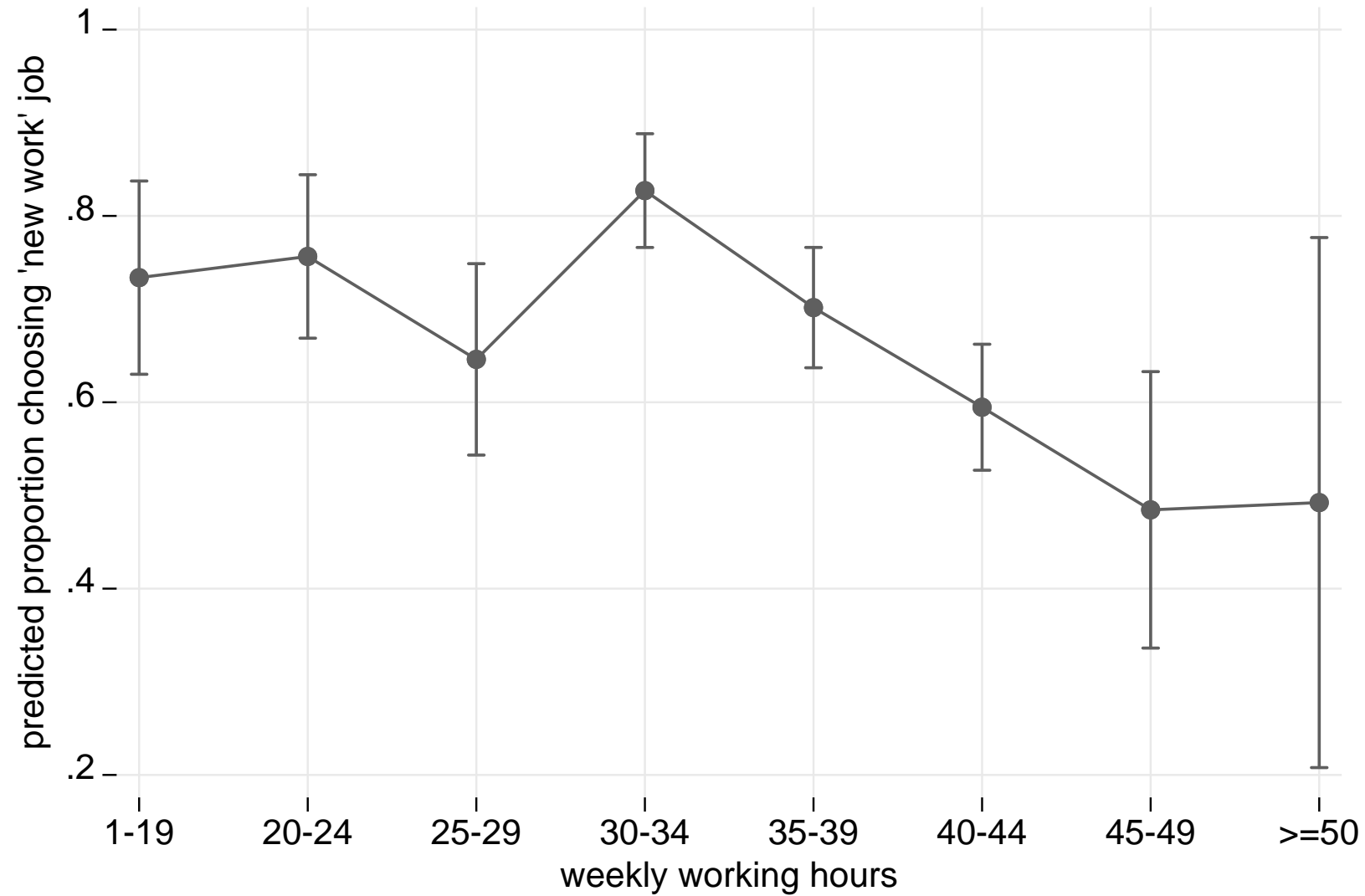
w/ chid(ren): 479 men, 486 women; w/o children: 1539 men, 1642 women

flexible & predictable working hours, low pay, little advancement
long working hours, high pay, good advancement

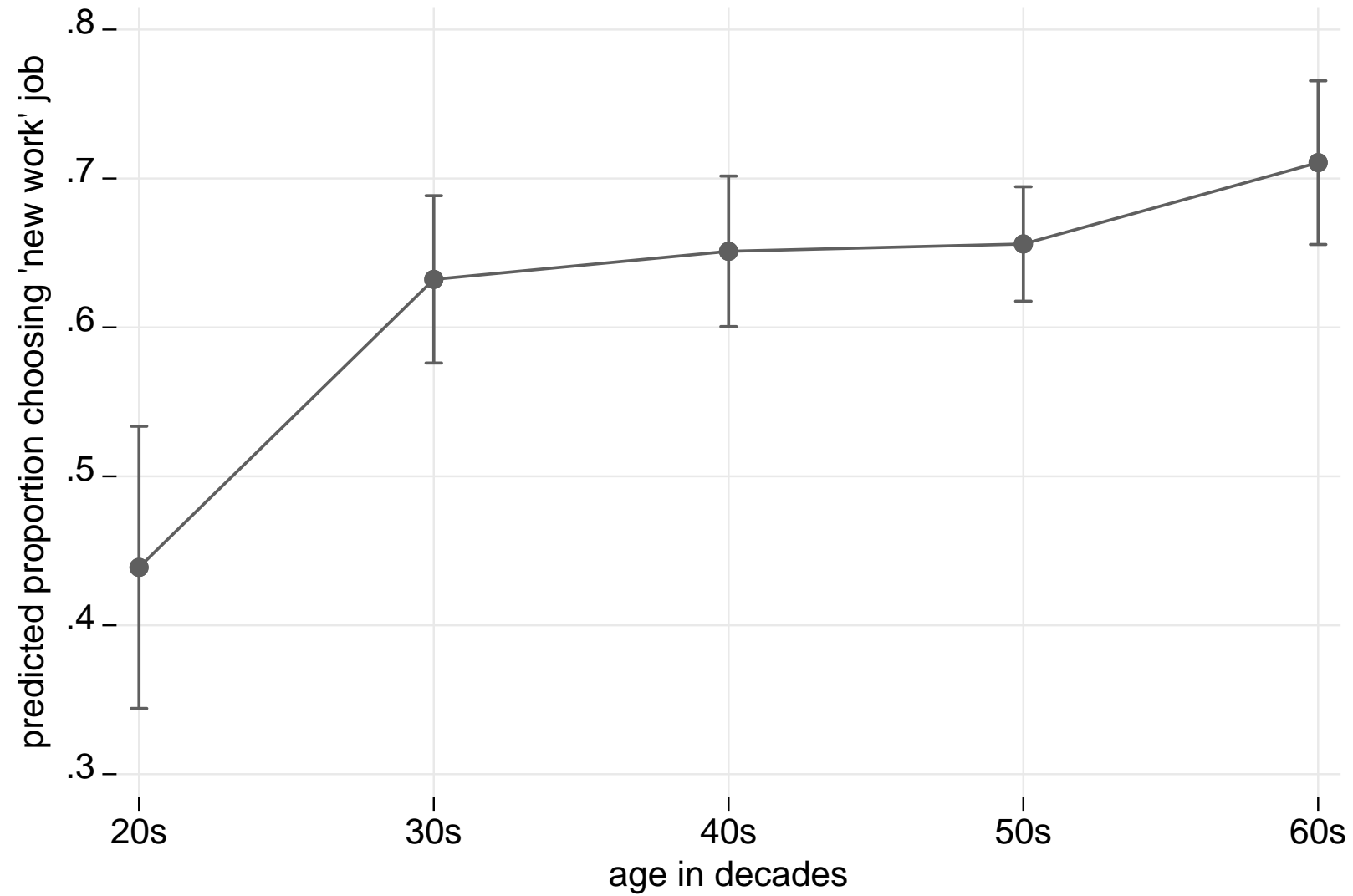
Who would take which job?



Which women would take which job?



Who would take which job?



Conclusion

New work corresponds to wishes of many employees & provides opportunities and challenges for gender inequalities in the workplace

Cultural barriers of remote work decreased w/ Covid-19

Ideal-worker behaviors, however, persist: Both women and men engage in digital presence behaviors when working remotely

Digital presence behavior encompasses both positive and negative aspects



WZB

Berlin Social Science Center

Thank you!

hipp@wzb.eu

