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Occupational segregation and organizational characteristics. Empirical evidence for Germany**

This article studies the extent of occupational gender segregation in Germany and analyzes the influence of organizational characteristics on the extent of firm level segregation. We use the 2004 and 2008 survey waves of the Linked-Employer-Employee dataset at the IAB (LIAB) and estimate panel data models for the identification of effects on the corrected dissimilarity index. We find that the link between the level of segregation and organizational characteristics such as gender mainstreaming, formalization and the proportion of women in management positions depends on features of organizational demographics. The results can be utilized by businesses and politics to identify levers for the reduction of segregation.

Key words: gender segregation, panel data models, dissimilarity index, gender inequality (JEL: C23, J10, J16, J24, M50)

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