Theoretical and Applied Economics
Volume XXII (2015), No. 4(605), Winter, pp. 53-62

Gender-based Segregation before and after the Great Recession

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Abstract. *Pooled international survey data is used to analyze occupational segregation in times of the great recession. Observing over 30 European economies and the United States over a time span of 10 years, I present evidence of a somehow surprising crisis effect on gender-based segregation. While all economies differ in their general magnitudes, the economic downturn affects a temporary reduction of segregation in terms of two dissimilarity measures.*

Keywords: Gender Segregation, Duncan Index, Karmel-MacLachlan Index, European Social Survey (ESS), General Social Survey (GSS).

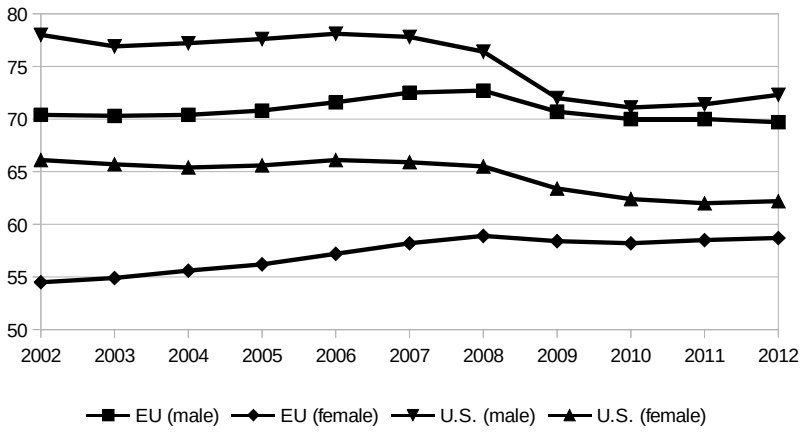
JEL Classification: J16, J15, J24.

1. Introduction

The economic crisis of 2007/2008 hit economies world-wide and especially there labor markets. In this paper I analyze the topic from a view of gender equality. Therefore, I use pooled European Social Survey data (ESS) and, U.S. General Social Survey (GSS) with the time span 2002 to 2012, to calculate two measures of gender-specific segregation (Duncan and Karmel-MacLachlan). The effect of the economic crisis is visible in most observed economies. Here, between 2008 and 2010, those economies have a temporary reduction of their segregation magnitudes. This somehow surprising result is driven by a redistribution of the male-female employment ratio. While males work more often in cyclic or export-orientated occupations and industries, they suffer more from job-losses than females. Some authors, such as Sierminska and Takhtamanova (2011) call the phenomenon of higher job separation and lower job finding rates of male workers 'man-cession'. Figure 1 shows that males have in general higher employment rates in the decade of observation (EU and U.S), but perceive a higher reduction in times of the crisis, as well.

This descriptive paper is structured as following. In section two we give a brief review of the literature. In the section three I describe both data sets and the methodology. The results are reported and discussed in section four, while I give a brief conclusion in the last section.

Figure 1. *Gender-specific employment-rates (EU without Croatia and U.S.)*



Source: Labour Force Survey, Eurostat (2014).

2. Literature review

Following the definition of Alonso-Villar and del Rio (2014) I understand segregation as a non-similar distribution of a specific sub-population over organizational units. Here females can be over or under-represented over a set of given occupations relative to males. It is well known that men and women differ in their occupations. This phenomenon is known as horizontal segregation, while vertical segregation denotes the over or under-represented of a group at the top of a given occupation (e.g. Estévez-Abe 2006).

A series of papers verify the incident of gender-based segregation over time and space. E.g. Blau and Hendricks (1979), Charles (1992), Hakim (1992), Anker (1997), Baunach (2002), Estévez-Abe (2006), Jarman et al. (2012), Schäfer et al. (2012), Lippa et al. (2014), and Humpert (2014a) show world-wide cross-country evidence for occupational segregation. One finding is that segregation decline over time. However, Blau et al. (2013), and Humpert (2014b) show that different coding of job classifications have an impact on the calculation of segregation measures.

3. Data and Methodology

For the analysis two social surveys, the European Social Survey (ESS) data with pooled information for 32 economies for six waves of observations each (2002 to 2012). In this data, 24 countries are members of the EU, while the others are not. The U.S. General Social Survey (GSS) include a much longer time span from 1972 to 2012. But for the case of the analysis it is shortened to the same waves. Both are weighted with obligatory sample weights taken from by the data provider. Table 1 provides a matrix of given years, and characteristics. For the descriptive analysis I analyze occupation-specific segregation for man and women. This is made by two different segregation measures, which are discussed below.

Table 1. *Time and classifications*

		2002	2004	2006	2008	2010	2012
ESS	ISCO 88	x	x	x	x	x	
	ISCO 08						x
	NACE 1	x					
	NACE 1.1		x	x	x		
	NACE 2					x	x
GSS	OCC 80	x	x	x	x	x	
	OCC 10						x
	ICC 80	x	x	x	x	x	
	ICC 10						x

Source: ESS 2014, GSS 2014.

Here, occupations in the ESS data are measured by ISCO classifications (International Standard Classification of Occupations) 1988 and 2008, while they are measured by ICC (U.S. Census Occupational Coding) 1980 and 2010. It is obvious, that these categories do not measure exactly the same items in the same number of categories. Nevertheless, I assume that these categories measure similar occupations. Therefore it is possible to use them for a transnational comparison between Europe and the U.S.

Unfortunately, not every classification is available for every economy and every year. So structural breaks between two classifications, and cyclical differences in segregation over time, may harm the power of the analysis. E.g. Humpert (2014b) for a discussion of ISCO classifications and segregation over time. Here, the choice of a given ISCO classifications has an effect on the intensity of segregation in a given year. The always most actual classification available turns segregation into a relative stability (Humpert 2014a). For

robustness reasons the same approach is conducted for industries, classified by NACE groups (Nomenclature Générale des Activités Economique dans l'Union Européenne) and CIC (U.S. Census Industry Coding).

For the analysis itself I calculate two general measures of segregation: the Duncan index, and the Karmel-MacLachlan index. The Stata routine and the algebraic description is given by Gradín (2014). I begin with a given population of *N* workers distributed across $T>1$ organizational units with $N=\Sigma_{j=1}^{T} n_j > 0$; $n_j \geq 0$ being the total number of individuals in the *j*th occupation $j = (1,\ldots T)$. Then I consider an exhaustive partition of the population into two groups, males and females. Each group has size, where $n_j^i \geq 0$ is the number of members of the *i*th group $(i = 1,2)$ in *j*th occupation, with $N = N^1 + N^2$. In the first step, I use the Duncan index composed by Duncan and Duncan (1955) to compute overall segregation. See equation (1) for the formula of the D index.

$$D\left(n^{1,}n^{2}\right)= 1/2\Sigma_{j}^{T} = 1\left(n_j^2 / N^2 - n_j^1 / N^1\right) \quad (1)$$

In the second step the same approach is calculated with the Karmel-MacLachlan, or KM index composed by Karmel and MacLachlan (1988). See equation (2) for the formula.

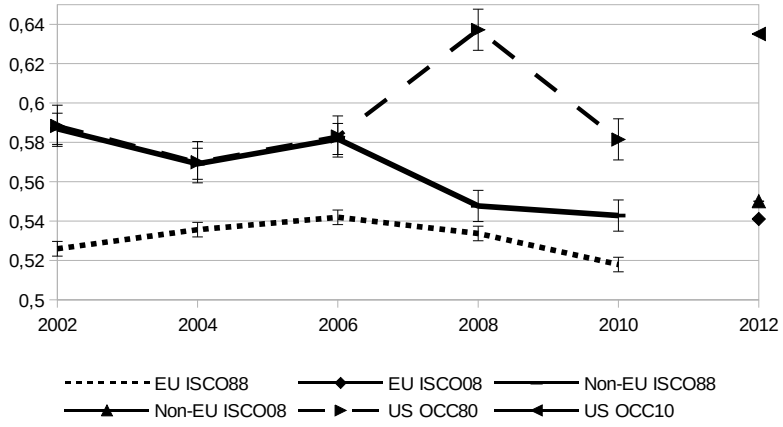
$$KM\ \left(n^{1,}n^{2}\right)= 2\left(N^1 / N \quad N^2 / N\right)D\left(n^{1,}n^{2}\right) \quad (2)$$

4. Results

In this section I present computed results of the two indexes, and how segregation has developed over time, especially in times of the crisis. For the purpose of simplicity I present two figures, with pooled information for EU and non-EU economies taken from the ESS and for the U.S. taken from the GSS. They represent occupation-specific segregation. While figure 2 shows the computed results for the Duncan indices, figure 3 shows the values for the Karmel-McLachlin indices.

At first, economies with EU-member status are less segregated, than non-EU economies. The lowest levels are in 2008 each. Here segregation declines from the highest value in 2006 (EU: 0.5419, non-EU: 0.5817) to 2008 (EU: 0.5179, non-EU: 0.5428). In general, EU-members differ around 0.02 segregation points over time, while the others differ around 0.04 segregation points. While both values for 2012 re-increase, the EU-specific one raises more intensive. However, the 2012 value is calculated for ISCO 2008 and not for ISCO 1988. Therefore, it is difficult to disentangle the increase into a pure economic and a more statistical effect.

Figure 2. *Duncan Index (with standard errors)*

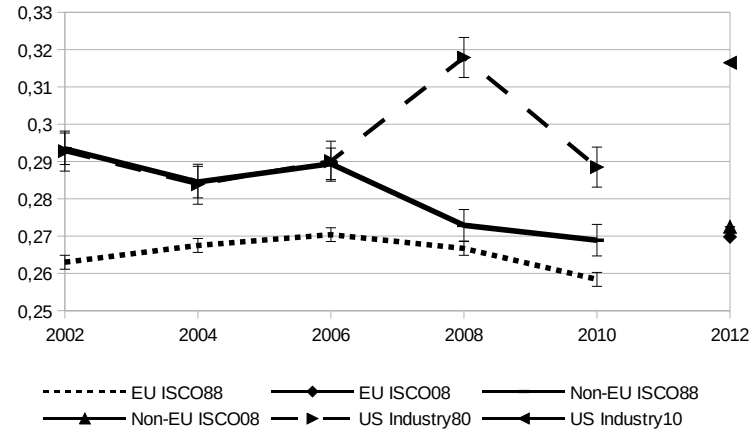


Source: ESS 2014 and GSS 2014, own calculation with design weight.

Second, in U.S segregation is the highest, at all. Here, the values are even higher than for the non-EU economies. In general, segregation in U.S. differs around 0.06 segregation points over time. The highest levels are in 2008 (0.6372), while the lowest is in 2010 (0.5815). There is the interesting finding that non-EU and the U.S. are rather identical between 2002 and 2006, while the scissor opens and the U.S. increases till 2008.

This pattern remains in terms of the Karmel-MacLachlan index, as well (figure 3). As reported earlier, economies with EU-member status are lower segregated. The highest levels are in 2006, and the lowest in 2010. This is the main differences between both measures, that the lowest levels are calculated for 2008, or 2010. Here, segregation declines from the highest value in 2006 (EU: 0.2704, non-EU: 0.2584) to 2010 (EU: 0.2894, non-EU: 0.2689). In general, EU-members differ around 0.01 segregation points over time, while the others differ around 0.02 segregation points.

Figure 3. *Karmel-MacLachlan Index (with standard errors)*



Source: ESS 2014 and GSS 2014, own calculation with design weight.

Again, U.S segregation remains the highest in this figure. In general, segregation in U.S. differs around 0.03 segregation points over time. The highest levels are in 2008 (0.6372), while the lowest levels are in 2004 (0.2839) and 2010 (0.5815). As reported above, the non-EU and the U.S. are rather identical between 2002 and 2006, while the scissor opens and the U.S. increases till 2008.

The computed results for each of the economies are reported in Tables 2 (ESS) and 3 (GSS) in the appendix-section. Generally spoken, each example of segregation shows a generally declining trend. However, around the point of the Great Recession (2008 to 2010) the magnitudes decline very intensive, and turn back in 2012.

For robustness reasons the same approach is repeated for industry-specific segregation. Here, NACE and ICC groups are used as substitutes of occupations. The crisis-specific pattern remains with the described u-shape around the years 2008 to 2010. However, three NACE and two ICC classifications do not fit in the timing of the ISCO or OCC points of time. Therefore, the lowering of segregation is less easy to explain by the effect of the economic downturn, or by changes in the industry-specific categories. See Tables 4 and 5 in the appendix-section for the country-specific results.

5. Conclusions

To sum up, I use pooled European Social Survey data (ESS) for 32 European economies and the U.S. General Social Survey (GSS) to analyze how gender-specific segregation develop in times of the crisis. While I calculate the Duncan index, and the Karmel-MacLachlan index for gender-specific differences in employment patterns, I present two key results. First, EU member states in general are less segregated than the non-EU ones. It is obvious that these economies are much more heterogeneous in their economic power, and their national labor laws. However, it is clear that the U.S. is higher segregated than the EU economy as a whole.

Second, there is a temporary effect of the economic crisis in most economies. Here, between 2008 and 2010 economies realize a temporary reduction of segregation magnitudes. The effect of lower segregation is based especially on male job-losses. Males work more often in cyclical-sensitive occupations and industries, such as construction. This follows the analysis of Maier (2011), who concludes that male-employment is hit harder in every recession since the 1960s. However, male-employment re-increases faster and higher in economic booms. On the other hand, Milkman (1976) shows that in the Great Depression in the 1930s, female employment shrinks while males remain employed. However, the economic crisis itself hit all workers notwithstanding being male or female. See for instance Gregory et al. (2013) for a discussion of working time and work life balance in times of the recession.

Acknowledgments

The findings, views, and conclusions expressed are entirely those of the author and should not be attributed to the institutions.

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Appendix

Table 2. *Occupation-specific segregation (European Social Survey - ESS)*

Wave		2002	2004	2006	2008	2010	2012
ISCO Class.	Index	ISCO 88	ISCO 88	ISCO 88	ISCO 88	ISCO 88	ISCO 08
Austria (EU)	D	0.5254	0.5536	0.5520	/	/	/
	KML	0.2625	0.2754	0.2744	/	/	/
Belgium (EU)	D	0.5623	0.5941	0.6054	0.6317	0.6227	0.6162
	KML	0.2784	0.2969	0.3024	0.3157	0.3113	0.3081
Bulgaria (EU)	D	/	/	0.6872	0.6595	0.6337	0.6371
	KML	/	/	0.3298	0.3242	0.3135	0.3296
Switzerland	D	0.5918	0.6065	0.6289	0.6677	0.6143	0.6223
	KML	0.2959	0.3023	0.3135	0.3331	0.3068	0.3110
Cyprus (EU)	D	/	/	0.6136	0.6164	0.6595	0.6321
	KML	/	/	0.3065	0.3019	0.3298	0.3150
Czech Rep. (EU)	D	0.6117	0.6097	/	0.6222	0.6608	0.6068
	KML	0.3058	0.3030	/	0.3111	0.3300	0.3032
Germany (EU)	D	0.6338	0.6224	0.6356	0.6096	0.6111	0.6257
	KML	0.3167	0.3108	0.3178	0.3035	0.3049	0.3127
Denmark (EU)	D	0.6839	0.6348	0.6619	0.6478	0.6427	0.5824
	KML	0.3417	0.3173	0.3309	0.3239	0.3210	0.2912
Estonia (EU)	D	/	0.6171	0.6826	0.6391	0.6594	0.7162
	KML	/	0.2979	0.3355	0.3119	0.3171	0.3489
Spain (EU)	D	0.695	0.5815	0.6512	0.6299	0.5769	0.6192
	KML	0.3270	0.2863	0.3246	0.3137	0.2869	0.3092
Finland (EU)	D	0.6320	0.6658	0.6494	0.6336	0.6466	0.6598
	KML	0.3158	0.3320	0.3246	0.3168	0.3229	0.3296
France (EU)	D	0.6130	0.6099	0.6395	0.6145	0.5959	0.6037
	KML	0.3062	0.3047	0.3197	0.3062	0.2976	0.3003
U.K. (EU)	D	0.5847	0.6095	0.5878	0.5738	0.5683	0.6498
	KML	0.2923	0.3047	0.2932	0.2864	0.2821	0.3187
Greece (EU)	D	0.5385	0.5148	/	0.5296	0.5291	/
	KML	0.2683	0.2573	/	0.2645	0.2643	/
Croatia*	D	/	/	/	0.6276	0.5990	/
	KML	/	/	/	0.3133	0.2995	/
Hungary (EU)	D	0.6178	0.7069	0.6399	0.6895	0.5375	0.5948
	KML	0.3088	0.3436	0.3131	0.3435	0.2923	0.2945
Ireland (EU)	D	0.6480	0.6707	0.6567	0.6544	0.5806	0.6808
	KML	0.3233	0.3317	0.3283	0.3268	0.2900	0.3402
Israel	D	0.6271	/	/	0.5852	0.6158	0.6002
	KML	0.3128	/	/	0.2910	0.3066	0.2982
Iceland	D	/	0.6138	/	/	/	0.6424
	KML	/	0.3063	/	/	/	0.3212
Italy (EU)	D	0.6446	0.5978	/	/	/	0.6097
	KML	0.3217	0.2892	/	/	/	0.3033
Lithuania (EU)	D	/	/	/	/	0.6909	0.7621
	KML	/	/	/	/	0.3044	0.3745
Luxembourg (EU)	D	0.6780	0.6739	/	/	/	/
	KML	0.3390	0.3305	/	/	/	/
Netherlands (EU)	D	0.6075	0.6220	0.6192	0.6150	0.5737	0.6156
	KML	0.3023	0.3072	0.3094	0.3094	0.2864	0.3073
Norway	D	0.6438	0.6130	0.6258	0.6182	0.5597	0.6309
	KML	0.3215	0.3062	0.3127	0.3085	0.2799	0.3146

Wave		2002	2004	2006	2008	2010	2012
Poland (EU)	D	0.6396	0.6445	0.6430	0.5918	0.5939	0.6514
	KML	0.3198	0.3222	0.3211	0.2956	0.2969	0.3255
Portugal (EU)	D	0.6545	0.6170	0.6368	0.6104	0.6059	0.6791
	KML	0.3267	0.3066	0.3131	0.3010	0.2970	0.3302
Russia	D	/	/	0.6660	0.6781	0.6636	0.6976
	KML	/	/	0.3250	0.3326	0.3260	0.3351
Sweden (EU)	D	0.6449	0.6542	0.6199	0.6293	0.6332	0.6255
	KML	0.3224	0.3270	0.3099	0.3146	0.3164	0.3124
Slovenia (EU)	D	0.6080	0.6510	0.6446	0.5446	0.6481	0.6480
	KML	0.3040	0.3254	0.3224	0.2719	0.3236	0.3231
Slovakia (EU)	D	/	0.6681	0.6655	0.6834	0.6363	0.6387
	KML	/	0.3339	0.3325	0.3303	0.3101	0.3136
Turkey	D	/	0.6478	/	0.5956	/	/
	KML	/	0.2555	/	0.2310	/	/
Ukraine	D	/	0.7084	0.7096	0.6591	0.6812	0.6742
	KML	/	0.3334	0.3500	0.3121	0.3130	0.3215

*Croatia joined the EU in 2014. Source: ESS 2014, own calculation with design weight.

Table 3. *Occupation-specific segregation (General Social Survey - GSS)*

Wave		2002	2004	2006	2008	2010	2012
US Census	Index	OCC80	OCC80	OCC80	OCC80	OCC80	OCC10
United States	D	0.5884	0.5699	0.5830	0.6372	0.5815	0.6351
	KML	0.2928	0.2839	0.2901	0.3179	0.2885	0.3165

Source: GSS 2014, own calculation with design weight.

Table 4. *Industry-specific segregation (European Social Survey - ESS)*

Wave		2002	2004	2006	2008	2010	2012
NACE	Index	NACE1	NACE11	NACE11	NACE11	NACE2	NACE2
Austria (EU)	D	0.3018	0.3654	0.3648	/	/	/
	KML	0.1508	0.1818	0.1818	/	/	/
Belgium (EU)	D	0.3800	0.3850	0.4179	0.3518	0.4570	0.4198
	KML	0.1884	0.1924	0.2088	0.1758	0.2285	0.2099
Bulgaria (EU)	D	/	/	0.4336	0.4100	0.4353	0.3935
	KML	/	/	0.2067	0.2016	0.2154	0.1933
Switzerland	D	0.3133	0.3765	0.3551	0.4361	0.4583	0.4242
	KML	0.1566	0.1879	0.1772	0.2178	0.2288	0.2120
Cyprus (EU)	D	/	/	0.4105	0.3441	0.4930	0.5052
	KML	/	/	0.2090	0.1686	0.2465	0.2517
Czech Rep. (EU)	D	0.3867	0.3894	/	0.3996	0.4897	0.3784
	KML	0.1934	0.1938	/	0.1998	0.2447	0.1891
Germany (EU)	D	0.4080	0.3890	0.3797	0.3711	0.3817	0.4049
	KML	0.2039	0.1942	0.1899	0.1845	0.1904	0.2024
Denmark (EU)	D	0.3994	0.3868	0.4437	0.4266	0.4377	0.4116
	KML	0.1996	0.1933	0.2219	0.2133	0.2187	0.2058
Estonia (EU)	D	/	0.4088	0.4955	0.4031	0.4896	0.4813
	KML	/	0.1973	0.2434	0.1972	0.2357	0.2343
Spain (EU)	D	0.4530	0.3372	0.4325	0.4729	0.4396	0.4562
	KML	0.2244	0.1643	0.2155	0.2355	0.2187	0.2278
Finland (EU)	D	0.4469	0.4743	0.4160	0.4567	0.4726	0.4669
	KML	0.2232	0.2253	0.2079	0.2283	0.2361	0.2333

Wave		2002	2004	2006	2008	2010	2012
France (EU)	D	0.3573	0.3505	0.4036	0.4174	0.4026	0.4142
	KML	0.1785	0.1751	0.2018	0.2081	0.2012	0.2065
U.K. (EU)	D	0.3866	0.3907	0.4320	0.4062	0.4256	0.4191
	KML	0.1932	0.1953	0.2155	0.2027	0.2113	0.2064
Greece (EU)	D	0.3590	0.3390	/	0.3864	0.3860	/
	KML	0.1789	0.1695	/	0.1930	0.1928	/
Croatia*	D	/	/	/	0.4292	0.4987	/
	KML	/	/	/	0.2143	0.2493	/
Hungary (EU)	D	/	/	0.6399	0.4437	0.3926	0.4154
	KML	/	/	0.3131	0.2209	0.1953	0.2060
Ireland (EU)	D	0.4393	0.4577	0.4255	0.4926	0.4713	0.4862
	KML	0.2192	0.2260	0.2127	0.2462	0.2355	0.2430
Israel	D	/	/	/	0.3218	0.4578	0.2977
	KML	/	/	/	0.1601	0.2278	0.1480
Iceland	D	/	0.4298	/	/	/	0.4677
	KML	/	0.2146	/	/	/	0.2338
Italy (EU)	D	0.4025	0.3987	/	/	/	0.3788
	KML	0.2009	0.1916	/	/	/	0.1882
Lithuania (EU)	D	/	/	/	/	0.3827	0.5400
	KML	/	/	/	/	0.1667	0.2658
Luxembourg (EU)	D	0.4223	0.4677	/	/	/	/
	KML	0.2112	0.2290	/	/	/	/
Netherlands (EU)	D	0.4027	0.4153	0.4064	0.3961	0.4012	0.4566
	KML	0.2006	0.2050	0.2029	0.1980	0.2003	0.2279
Norway	D	0.4701	0.4728	0.4678	0.4413	0.4250	0.4889
	KML	0.2347	0.2361	0.2338	0.2202	0.2125	0.2443
Poland (EU)	D	0.4179	0.4243	0.4331	0.3854	0.3956	0.4226
	KML	0.2089	0.2121	0.2162	0.1926	0.1977	0.2111
Portugal (EU)	D	0.4709	0.4482	0.4963	0.4314	0.4872	0.5299
	KML	0.2352	0.2229	0.2441	0.2126	0.2388	0.2579
Russia	D	/	/	0.3861	0.4161	0.4846	0.4449
	KML	/	/	0.1885	0.2041	0.2379	0.2127
Sweden (EU)	D	0.4973	0.4176	0.4392	0.4687	0.4725	0.4246
	KML	0.2486	0.2087	0.2196	0.2343	0.2360	0.2120
Slovenia (EU)	D	0.3747	0.1658	0.4086	0.3297	0.4137	0.3988
	KML	0.1873	0.0819	0.2038	0.1646	0.2066	0.1987
Slovakia (EU)	D	/	0.4237	0.4091	0.4327	0.4392	0.4468
	KML	/	0.2118	0.2044	0.2085	0.2138	0.2196
Turkey	D	/	0.4502	/	0.4664	/	/
	KML	/	0.1772	/	0.1850	/	/
Ukraine	D	/	0.4533	0.4286	0.4123	0.4599	0.4106
	KML	/	0.2133	0.2118	0.1946	0.2086	0.1961

*Croatia joined the EU in 2014. Source: ESS 2014, own calculation with design weight.

Table 5. *Industry-specific segregation (General Social Survey - GSS)*

Wave		2002	2004	2006	2008	2010	2012
US Census	Index	ICC80	ICC80	ICC80	ICC80	ICC80	ICC10
United States	D	0.4581	0.4844	0.4596	0.5402	0.5027	0.5060
	KML	0.2279	0.2415	0.2286	0.2696	0.2491	0.2520

Source: GSS 2014, own calculation with design weight.