

# Gender Economics and the Workplace

IAB & FAU Erlangen-Nürnberg

November 8-9, 2018

## Thursday, November 8

- 08:30 Reception and coffee
- 09:00 Welcoming address
- 09:15 **Session 1: Gender Wage Gap**
- 11:15 Coffee break
- 11:30 **Keynote Lecture I – Friederike Mengel (University of Essex)**
- 12:30 **Poster session and lunch (finger food)**
- 14:00 **Session 2: Household Decisions and Labour Supply**
- 16:00 Coffee break
- 16:30 **Session 3: Gender in Academia and Education**
- 18:30 End of first conference day
- 19:45 **Conference dinner**

*Goldenes Posthorn, Glöckleinsgasse 2, 90403 Nuremberg*

## Friday, November 9

- 09:00 Reception and coffee
- 09:15 **Session 4: Interaction of Gender and Culture**
- 11:15 Coffee break
- 11:30 **Keynote Lecture II – Dorothea Kübler (WZB Berlin)**
- 12:30 **Mentoring session and lunch (finger food)**
- 14:00 **Session 5: Gender Differences in Leadership and Competition**
- 16:00 End of conference

# Conference format

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The conference will include **session** and **poster** presentations.

## Session presentations

The session presentations involve a presenters-and-discussant format. Each presentation consists of a **20 minutes talk, 5 minutes discussant talk, and 5 minutes general discussion**. Within each session, the discussant is the preceding speaker – the last speaker will be the discussant for the first speaker in the session. *To ensure that your discussant has sufficient preparation time, please directly email your paper (or presentation) to your nominated discussant by 15.10.2018.*

## Poster presentation

The conference includes a 90 minutes poster presentation session on 08.11.2018. We can print the poster on your behalf (A0 size) at no cost if you require. Please email us the poster design (pdf) *by 15.10.2018* if you would like us to do the printing.

# Conference programme

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## Thursday, November 8

- 08:30 Reception and coffee
- 09:00 Welcoming address
- 09:15 **Session 1: Gender Wage Gap**
- Working from Home: Heterogenous Effects on Hours Worked and Wages*  
Melanie Arntz (ZEW Mannheim)
- The Gender Gap in Wage Expectations*  
Lukas Kiessling (University of Bonn)
- How Do Beliefs about the Gender Wage Gap Affect the Demand for Public Policy?*  
Sonja Settele (Goethe University Frankfurt)
- Employment Selection and the Gender Pay Gap: An Application to Unconditional Quantile Regression*  
Marina Töpfer (FAU Erlangen-Nürnberg)
- 11:15 Coffee break
- 11:30 **Keynote Lecture I – Friederike Mengel (University of Essex)**  
*Gender Bias in Opinion Aggregation*

12:30 **Poster session and lunch (finger food)**

*The German Minimum Wage and the Gender Pay Gap*  
Linda Wittbrodt (University of Potsdam)

*Policy, Compensating Differentials, and Gender Career Gaps: Evidence from a "Right-to-Request" Reform*

Gabriele Mari (University of Trento and Tilburg University)

*The effect of gender segregation on achievement and subject choice. Evidence from single sex schools in England*

Francesca Foliano (NIESR)

*Now you see it now you don't: The effect of teaching style and seniority on gender bias in teaching evaluations*

Zahra Murad (University of Portsmouth)

*Gender, culture and STEM: Counter-intuitive patterns in Arab society*

Naomi Friedman-Sokuler (Bar-Ilan University)

*Gender, Competition and the Effect of Feedback and Task: An Experiment*

Alexandra Baier (University Innsbruck)

*Group Membership, Team Payoff and Gender Competitiveness*

Barbora Baisa (Masaryk University)

*Can Gender Quotas Prevent Excessive Risk Taking?*

Katharina Lima de Miranda (Kiel Institute for the World Economy)

*Endogenous Leadership and (Dis)honest Behavior*

Lilia Zhurakhovska (University of Duisburg-Essen)

*The Hidden Cost of Violent Conflict: Sorting in Labor Markets - A Field Experiment in Colombia*

Kerstin Grosch (Institute for Advanced Studies, Vienna)

14:00 **Session 2: Household Decisions and Labour Supply**

*Wage earners, homemakers & gender identity: What drives couples' labour division choices?*

Luise Görge (University of Hamburg)

*The effects of a conditional child care allowance on maternal employment*

Michael Oberfichtner (IAB)

*Peer Effects in Parental Leave Decisions*

Clara Welteke (DIW Berlin)

*Fertility Response to Business Cycles: Gender Asymmetry in Industries*

Sena Coskun (University of Mannheim)

- 16:00 Coffee break
- 16:30 **Session 3: Gender in Academia and Education**
- The Role of Literacy and Numeracy Skills across Gender and Countries*  
Giannina Vaccaro (University of California, Irvine)
- The design of university entrance exams and its implications for gender gaps*  
Andreu Arenas (Barcelona IPEG)
- Male Gatekeepers. Gender Bias in the Publishing Process?*  
Felix Bransch (Otto-von-Guericke University Magdeburg)
- Appetizer:  
*Discrimination in British Carvery Restaurants*  
Graeme Pearce (University of Exeter)
- 18:30 End of first conference day
- 19:45 **Conference dinner**
- Goldenes Posthorn, Glöckleinsgasse 2, 90403 Nuremberg*

## Friday, November 9

- 09:00 Reception and coffee
- 09:15 **Session 4: Interaction of Gender and Culture**
- What does actually drive migrant and non-migrant mothers' employment and childcare usage in Germany?*  
Christina Boll (Hamburg Institute of International Economics)
- The Impact of The Menstrual Cycle on Bargaining Behavior*  
Lina Maria Lozano (Maastricht University)
- Gender Traditional Market Economy –Egalitarian Socialism? Gender identity and wives' supply of labor and non-market work in Germany between 1984 and 2016*  
Maximilian Sprengholz (DIW Berlin)
- Gender Norms and the Motherhood Penalty: Experimental Evidence from India*  
Matthias Rieger (Erasmus University Rotterdam)
- 11:15 Coffee break
- 11:30 **Keynote Lecture II – Dorothea Kübler (WZB Berlin)**
- Gender Discrimination in Hiring Across Occupations: A Nationally-Representative Vignette Study*
- 12:30 **Mentoring session and lunch (finger food)**

14:00 **Session 5: Gender Differences in Leadership and Competition**

*Gender Differences in Executive Departure*

Rachel Landsman (Bucknell University)

*Absence of Female Leaders: Do group dynamics play a role?*

Duygu Ozdemir (FAU Erlangen-Nürnberg)

*Gender Differences in Competitive Positions: Experimental Evidence on Job Promotion*

Holger Rau (University of Göttingen)

*The second glass ceiling: Women's participation in senior supervisory board positions of German firms*

Thorsten Schank (University of Mainz)

16:00 End of conference

## We gratefully acknowledge funding from

- **Bavarian Equal Opportunity Sponsorship Programme “Promoting Equal Opportunity for Women in Research and Teaching”**
- **Labor and Socio-Economic Research Center (LASER), FAU Erlangen-Nürnberg**

# Directions

The conference will be held at the ceremonial hall, Insel Schütt  
**Andreij-Sacharow-Platz 1, 90403 Nürnberg**

The venue is easily accessible by public transportation – there are public carparks nearby but parking spaces are often limited.

## By public transportation (from airport or central station)



### From the airport

Take subway line U2 (direction “Hauptbahnhof”). Exit at station “Wöhrder Wiese” (blue). Leave the platform via staircase “Laufertorgraben”. Upstairs take the exit “Altstadt/Hübnerstor” (to the left). Follow the short footpath along the river Pegnitz (the Pegnitz is to your left) through the gate “Hübnerstor”. You will reach Andreij-Sacharow-Platz 1 after about 400 m (on your right).

### From the central station

Take subway line U2 (direction “Flughafen/Ziegelstein”) or U3 (direction “Nordwestring”). Exit at station “Wöhrder Wiese” (blue). Leave the platform via staircase “Laufertorgraben”. Upstairs take the exit “Altstadt/Hübnerstor” (to the left). Follow the short footpath along the river Pegnitz (the Pegnitz is to your left) through the gate “Hübnerstor”. You will reach Andreij-Sacharow-Platz 1 after about 400 m (on your right).

## From Burghotel



From Burghotel (Lammsgasse 3, 90403 Nürnberg) it takes 15 minutes to walk to Andreij-Sacharow-Platz 1.

1. Turn right when you exit the Burghotel and walk ahead until you reach **Albrecht-Dürer-Straße**
2. Turn right and walk along **Albrecht-Dürer-Straße**
3. Turn left and walk along **Füll**
4. Walk straight across **Sebalder Platz/Albrecht-Dürer-Platz** past the restaurant “Goldenes Posthorn” and then follow **Glöckleinsgasse** until you reach **Theresienstraße**
5. Follow **Theresienstraße** for a few meters and then turn right at **Fünferplatz**
6. After passing the Australian restaurant (left) turn left into **Obstmarkt/Tucherstraße**
7. Walk until you reach the end of **Tucherstraße**. Then turn left into **Neue Gasse/Am Sand**.
8. Follow **Am Sand** until you reach **Andreij-Sacharow-Platz**.

# About FAU

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Founded in 1743, Friedrich-Alexander-Universität (FAU) Erlangen-Nürnberg has a rich history. As one of the ten largest universities in Germany, it is a strong research university with an international perspective. FAU has five faculties which cover the entire spectrum of academic disciplines, approximately 40,000 students, more than 13,000 employees (including its medical facilities) and more than 600 professors.

One of these faculties is the Faculty of Business, Economics, and Law, which is home to the School of Law in Erlangen and the School of Business and Economics in Nuremberg. The School of Business and Economics goes back to the Nuremberg Commercial College, which began teaching its first 180 students at Findelgasse 7 in the winter term of 1919.

The School of Business and Economics has a long tradition of conducting excellent research that addresses challenges facing the economy, business and society. Two of the characteristic features of its varied research profile are the combination of perspectives and research approaches from business, economics and social sciences, as well as a strong interdisciplinary collaboration.

More than 6,000 students from many different countries are currently studying in 21 innovative degree programs, obtaining excellent theoretical and practical skills preparing them for careers in business, public organizations, and research. Top research and teaching of international renown, international orientation, a strong practical focus, outstanding networks with the business world and consistent quality assurance all contribute to the success of the School of Business and Economics.

<b>FAU in numbers</b>	<b>The School of Business and Economics in numbers</b>
Approx. 40,000 students	Approx. 6,000 students
23 departments/schools	8 institutes
Over 600 professors	Over 45 professors
More than 250 degree programs	More than 20 degree programs



# About IAB

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The Institute for Employment Research (IAB) conducts research on the labour market in order to advise political actors at all levels in a competent manner. Economists, sociologists and researchers from other social science and methodological disciplines create the base for empirically well-informed labour market policy by way of excellently linked research, both nationally and internationally.

In this way the IAB contributes, within the framework of its statutory mandate, to a better understanding of the way the labour market functions and of employment chances and living situations in a dynamically changing world. Freedom of research and publication guarantee that independent, and with that also critical, advice can be given.

The Institute was set up in 1967 as a research unit of the former Federal Employment Service (Bundesanstalt für Arbeit) and has been a special office of the Federal Employment Agency (Bundesagentur für Arbeit/BA) since 2004. IAB is based in Nuremberg. Along with this, it is present nationwide at ten locations by way of its Regional Research Network.

## Main areas of research

IAB researchers

- analyse the causes and structures of overall developments on the labour market from a macroeconomic perspective
- take into account the international and regional dimensions of changes in the labour markets
- study the effectivity of labour market policy
- concern themselves with the observation, measurement and explanation of the in-demand for labour by establishments, and examine the structuring of the labour market according to occupations
- investigate the connections between education and employment
- examine the living conditions, chances of participation and labour market perspectives of persons receiving basic income support.

A large part of IAB findings is based on its own comprehensive surveys along with process data from the Federal Employment Agency. IAB is a leader in developing new methods of surveying, linking and processing data. External researchers as well have access to quality-assured sets of innovative micro data that have been prepared for scientific analysis through the Research Data Centre (FDZ) of the Federal Employment Agency at IAB.