

# Seminar: Gender Economics

University of Düsseldorf, Winter term 2023/24

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For every Euro a man earns in Germany, women earn 81 Cent.<sup>1</sup> This number is referred to as the gender pay gap. The inequality between men and women is by no means limited to earnings. Gender gaps are ubiquitous: there are gender gaps in risk taking, overconfidence, and competitiveness, a gender education gap, the gender childcare gap, and many more. Some of those gender gaps explain and maybe even qualify the gender pay gap, while others point towards ways to achieve gender equality. In this seminar, we will discuss how gender gaps are measured and estimated, what they imply, how they relate to one another, and which policies are promising in promoting gender equality.

In a kick-off meeting of the seminar, we will provide a brief overview of the different strands of research and point towards interesting aspects. Based on the literature below, seminar participants choose their own topic for the term paper and the oral presentation. The list of references suggested for each of the topics is neither binding nor exhausting, further literature search is encouraged. The specific topics will be discussed in one-on-one meetings in the course of the seminar.

The term papers (in German) should not exceed 12–15 pages (i.e., including the title page and appendices) and should be submitted no later than March 1, 2024 (11:59 pm CET). Oral presentations (in German) are scheduled for November 16 and 17, 2023. Presentations should be based on a set of slides and take about 20 min, plus 10 min discussion (this might change depending on the number of participants). In the term paper and the presentation, participants describe how or why they have selected certain papers for their topic. The core research papers are summarized, critically discussed, and related to each other and the wider field. More than one participant can work on each of the topics below (focusing on different aspects), but participants should not work in groups.

To figure out whether gender economics is a topic of interest to you, you may check these popular takes on gender gaps:

- Vox.com (liberal media platform aiming to explain the world):  
<https://www.vox.com/2016/9/7/12829710/gender-wage-gap-video>
- FiveThirtyEight (news but with numbers):  
<https://fivethirtyeight.com/features/the-pay-gap-is-way-too-entrenched-to-be-solved-by-women-alone/>
- Deutsche Welle (trends in the gender pay gap in Germany):  
<https://www.dw.com/en/germanys-gender-pay-gap-shrinks-but-still-higher-than-eu-average/a-55860947>
- Last Week Tonight with John Oliver (HBO):  
<https://youtu.be/PsB1e-1BB4Y>

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<sup>1</sup> German Federal Statistical Office: [https://www.destatis.de/Europa/EN/Topic/Population-Labour-Social-Issues/Labour-market/gender\\_pay\\_gap.html](https://www.destatis.de/Europa/EN/Topic/Population-Labour-Social-Issues/Labour-market/gender_pay_gap.html).

## Key facts

<b>Target group:</b>	Bachelor students in Economics (Module BW37) and PPE (maximum 15 students)
<b>Language:</b>	German (but literature is in English)
<b>Requirements:</b>	Formally no requirements, but knowledge of microeconomics and/or experimental economics is desirable
<b>General kick-off meeting: (all BW37 seminars)</b>	October 11, 2023, 14:30 am, in-person, room t.b.a.
<b>Our kick-off meeting:</b>	October 12, 2023, 10:00 am, in-person, Oeconomicum S1 (organizational issues, expectations, topic assignment)
<b>One-on-one meetings:</b>	By appointment, in-person or online
<b>Oral presentations:</b>	November 16 and 17, 2023, in-person, time and room t.b.a.
<b>Submission date:</b>	March 1, 2024 (11:59 pm CET)
<b>Grading:</b>	60% seminar thesis, 30% oral presentation, 10% participation in discussions

# Topics

## 1. The evolution of gender gaps

- Blau, Francine and Kahn, Lawrence (2017). The Gender Wage Gap: Extent, Trends, and Explanations. *Journal of Economic Literature* 55(3):789–865.
- Goldin, Claudia (2006). Richard T. Ely Lecture: The Quiet Revolution That Transformed Women’s Employment, Education, and Family. *American Economic Review* 96(2):1–21.

## 2. Measuring gender pay gaps

- Mulligan, Casey and Rubinstein, Yona (2008). Selection, Investment, and Women’s Relative Wages over Time. *The Quarterly Journal of Economics* 123(3):1061–1110.
- Blau, Francine and Kahn, Lawrence (2003). Understanding International Differences in the Gender Pay Gap. *Journal of Labor Economics* 21(1):106–144.

## 3. Gender differences in economic preferences, overconfidence, and competitiveness

- Buser, Thomas; Niederle, Muriel and Oosterbeek, Hessel (2014). Gender, Competitiveness, and Career Choices. *The Quarterly Journal of Economics* 129(3):1409–1447.
- Niederle, Muriel (2016). Gender. *Handbook of Experimental Economics*, second edition, Eds. John Kagel and Alvin E. Roth, Princeton University Press, 481-553.
- Niederle, Muriel and Vesterlund, Lise (2007). Do Women Shy away from Competition? Do Men Compete too Much? *Quarterly Journal of Economics* 122(3): 1067-1101.
- Exley, Christine L.; Niederle, Muriel and Vesterlund, Lise (forthcoming). Knowing When to Ask: The Cost of Leaning In. *Journal of Political Economy*.
- Reuben, Ernesto; Wiswall, Matthew and Zafar, Basit (2017). Preferences and Biases in Educational Choices and Labour Market Expectations: Shrinking the Black Box of Gender. *The Economic Journal* 127(604): 2153–2186.

## 4. Gender identity and gender stereotypes

- Bertrand, Marianne (2020). Gender in the Twenty-First Century. *AEA Papers and Proceedings* 110:1–24.
- Bertrand, Marianne (2011). New Perspectives on Gender. In Orley Ashenfelter and David Card (editors), *Handbook of Labor Economics*, Volume 4b, pages 1543–1580.
- Azmat, Ghazal and Petrongolo, Barbara (2014). Gender and the labor market: What have we learned from field and lab experiments? *Labour Economics* 30:32–40.

## 5. High-income jobs and the glass ceiling

- Bertrand, Marianne (2018). Coase Lecture – The Glass Ceiling. *Economica* 85(338):205–231.
- Bertrand, Marianne; Black, Sandra; Jensen, Sissel; and Lleras-Muney, Adriana (2019): Breaking the Glass Ceiling? The Effect of Board Quotas on Female Labour Market Outcomes in Norway. *The Review of Economic Studies* 86(1):191–239.

## 6. The gender education gap

- Goldin, Claudia; Katz, Lawrence; and Kuziemko, Ilyana (2006). The Homecoming of American College Women: The Reversal of the College Gender Gap. *Journal of Economic Perspectives* 20(4):133–156.

- Pekkarinen, Tuomas (2012). Gender differences in education. *Nordic Economic Policy Review* 2012(1):165–194.
- Riphahn, Regina and Schwientek, Caroline (2015). What drives the reversal of the gender education gap? Evidence from Germany. *Applied Economics* 47(53): 5748–5775.
- Almås, Ingvid; Cappelen, Alexander W.; Salvanes, Kjell G.; Sorensen, Erik O. and Tungodden, Bertil (2016). What Explains the Gender Gap in College Track Dropout? Experimental and Administrative Evidence. *American Economic Review* 106 (5): 296–302.

#### **7. Gender gaps in childcare and income after childbirth**

- Cortés, Patricia and Pan, Jessica (2020). Children and the Remaining Gender Gaps in the Labor Market. NBER Working Paper 27980. National Bureau of Economic Research, Massachusetts, USA.
- Kleven, Henrik; Landais, Camille and Sogaard, Jakob (2019). Children and Gender Inequality: Evidence from Denmark. *American Economic Journal: Applied Economics* 11(4):181–209.

#### **8. Gender gaps in academia**

- Buckles, Kasey (2019). Fixing the Leaky Pipeline: Strategies for Making Economics Work for Women at Every Stage. *Journal of Economic Perspectives* 33(1):43–60.
- Card, David; DellaVigna, Stefano; Funk, Patricia; and Iriberry, Nagore (2021). Gender Differences in Peer Recognition by Economists. NBER Working Paper 28942. National Bureau of Economic Research, Massachusetts, USA.

#### **9. Affirmative action (women's quota)**

- Niederle, Muriel; Segal, Carmit and Vesterlund, Lise (2013). How Costly is Diversity? Affirmative Action in Light of Gender Differences in Competitiveness. *Management Science* 59(1): 1-16.
- Balafoutas, Loukas and Sutter, Matthias (2012). Affirmative Action Policies Promote Women and Do Not Harm Efficiency in the Laboratory. *Science* 335, 579-582 and SOM (supplementary online materials).
- Ip, Edwin; Leibbrandt, Andreas and Vecchi, Joseph (2019). How Do Gender Quotas Affect Workplace Relationships? Complementary Evidence from a Representative Survey and Labor Market Experiments. *Management Science* 66(2), 805-822.
- Ibanez, Marcella and Riener, Gerhard (2017). Sorting through Affirmative Action: Three Field Experiments in Colombia. *Journal of Labor Economics* 36(2), 437-478.

#### **10. Closing the gender pay gap**

- Goldin, Claudia (2014): A Grand Gender Convergence: Its Last Chapter. *American Economic Review* 104(4):1091–1119.

Note, some of the articles are behind a paywall. Do not pay yourself to get access! Usually, the university has access to the articles (campus Wifi or a VPN client).