



Programme



IAAEU

Institute for Labour Law
and Industrial Relations
in the European Union

Workshop on Gender Inequality in Labour Markets

Institute for Labour Law and Industrial Relations in the European Union | Trier University

Workshop on Gender Inequality in Labour Markets

12th November, 2021

Institute for Labour Law and Industrial Relations in
the European Union (IAAEU)
Trier University, Campus II
Behringstraße 21
54296 Trier

Welcome to the Institute for Labour Law and Industrial Relations in the European Union

The Institute for Labour Law and Industrial Relations in the European Union (IAAEU) was established as a public foundation in 1983 and is funded by the state government of Rhineland-Palatinate. While being a public foundation, the IAAEU is also a research institute of Trier University and is situated in the heart of the Petrisberg Technology Park on Campus II. The IAAEU comprises two working groups of which one engages in research in the area of European labour law (Legal Team) and one engages in the theoretical and empirical analysis of personnel and labour economic issues (Economics Team). Depending on the research questions and the available data the economists rely on experimental data drawn from the experiments conducted in the institute's laboratory or on survey and corporate data. Since January 2012 Laszlo Goerke is one of the directors of the IAAEU and head of the Chair of Personnel Economics at Trier University. He is also a research fellow of the Institute of Labor Economics (IZA) and the CESifo Group Munich.

For detailed information have a look at our [website](#).

About TriECON

TriECON is a workshop series initiated and conceptualized by the Institute for Labour Law and Industrial Relations in the European Union (IAAEU) in cooperation with the Chair of Personnel Economics at Trier University. Each workshop is designed to offer a platform for scientific exchange on a particular topic. The workshop series supports the networking among scientists and promotes the exchange of research ideas and results with other scientists as well as with the wider, interested public.

We hope you have a pleasant event and that you will you get some new insights!

For information about the upcoming workshops, we invite you to visit the corresponding [website](#).

Registration

For registration, please subscribe via [this form](#).

You will receive a confirmation email once your registration is noted.

The workshop will take place online via Zoom software. Information on how to log in will be sent around one day before the workshop.

Please refer to page 9 for more organizational information.

Schedule – Workshop on Gender Inequality in Labour Markets

Friday, November 12th 2021

09:00 – 09:15	Welcome and Opening
09:15 – 11:15	Session I
11:15 – 11:45	General Discussion + Short Break
11:45 – 13:05	Session II
13:05 – 14:15	General Discussion + Lunch Break
14:15 – 15:35	Session III
15:35 – 16:05	General Discussion + Short Break
16:05 – 17:25	Session IV
17:25 – 17:35	General Discussion
17:35	Farewell

Programme

09:00 – 09:15 **Welcome and Opening**

09:15 – 11:15 **SESSION I:** *(SESSION CHAIR: YUE HUANG)*

Julia Schmid: “Widening the Gender Pension Gap or Empowering Women in the Labor Market? An Evaluation of the German Widow's Pension Reform”

(Co-authored by Nadja Dwenger)

Margaux Suteau: “Inheritance Rights and Women's Empowerment in the Labor and Marriage Markets”

Giulia Briselli: “One Bed, Two Dreams: Female Migration, Conservative Norms and Foreign Brides in South Korea”

11:15 – 11:45 **General Discussion + Short Break**

11:45 – 13:05 **SESSION II:** *(SESSION CHAIR: FENET BEDASO)*

Matthew Collins: “Sibling Gender, Inheritance Norms and Educational Attainment: Evidence from Matrilineal and Patrilineal Societies”

Huyen Nguyen: “Gender Composition of Committee and Performance Evaluation: Evidence from Debate Tournaments”

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13:05 – 14:15 **General Discussion + Lunch Break**

14:15 – 15:35 **SESSION III:** *(SESSION CHAIR: ALBERTO PALERMO)*

David Ong: “Is Women’s Competitiveness Expressed through their Husband’s Income?”

(Co-authored by Gahye (Roselyn) Jeon)

Filippos Maraziotis: “Life-partners as Career-allies? Exploring the Wage Effects of Same-occupation Couples”

15:35 – 16:05 **General Discussion + Short Break**

16:05 – 17:25 **SESSION IV:** *(SESSION CHAIR: LASZLO GOERKE)*

René Karadakic: “Mommy is Stuck in Traffic? Parenthood and the Gender Gap in Commuting”

(Co-authored by Aline Bütikofer & Alexander Willén)

Bernhard Schmidpeter: “Mothers' Job Search After Childbirth”

(Co-authored by Lukáš Lafférs)

17:25 – 17:50 **General Discussion + Farewell**

Organizational Information

Instructions for Presenters:

We scheduled 40 minutes for each paper:

- 30 minutes for your presentation and 10 minutes for questions.

The workshop will take place online via Zoom Software.

In case of unforeseen technical problems, our IT team is available during the workshop:

Email: edv@iaaeu.de

Tel.: +49 (0) 651 / 201 4757

Abstracts

Session I:

Julia Schmid, Nadja Dwenger: *“Widening the Gender Pension Gap or Empowering Women in the Labor Market? An Evaluation of the German Widow's Pension Reform”*

Due to changes in traditional role models, a higher awareness of gender equality in society, and a socioeconomical will to increase the female participation rate on the labor market the widow's pensions legislation changed. Entered into force in 2002, it decreased payments to widows after the death of their partner, both in terms of amounts and period of payment. Women are particularly affected by the law as the number of female widowers is significantly higher and women were more often secondary earner. The goal of the pension reform has been to emphasise more the independent old age provision and the economic independence of women. In this paper, we study whether women upwards adjusted their labor supply, anticipating lower widow pension in the future. For establishing a causal link, we exploit the marriages right before and after the introduction of the reform by using data from the German Microcensus.

Margaux Suteau: *“Inheritance Rights and Women's Empowerment in the Labor and Marriage Markets”*

There is increasing evidence that land rights are effective means of improving women's conditions. In this paper, I exploit the 1976-1994 amendments to the Hindu Succession Act (HSA) to estimate its effects on women's empowerment. I show that young women's education increased by approximately one year, and their age at marriage by 0.3 years. On the contrary, female labor force participation is not affected by the amendments. I replicate this analysis using the 2005 national reform, and I obtain the same results on education. My findings on labor force participation suggest that, despite women's empowerment due to their increase in education and age at marriage, social norms may mitigate the effects of the policy change.

Abstracts

Session I:

Giulia Briselli: *“One Bed, Two Dreams: Female Migration, Conservative Norms and Foreign Brides in South Korea”*

This paper is an empirical investigation of the marriage market between local men and foreign brides in South Korea. With a panel of 223 Korean municipalities, I analyze how internal migration of local women at marriage age affects the demand for foreign brides over the period 2005-2019. Through the use of a fixed effects model and an Enclave instrument based on past female internal migration, I find that an increase of 10% in "female flight", measured as the ratio of outflows over inflows of local women, raises the arrival of foreign brides by 3% over the following year. In addition, I perform a descriptive analysis showing the diversion in gender attitudes between younger generations of South Korean men and women. This cultural diversion is likely to be a determinant factor for the demand of foreign brides: when I exploit the geographical variation in conservative values for the empirical analysis, results show that in more conservative areas a 10% increase in female flight raises the arrival of foreign brides by 5%. These findings are robust to a series of robustness checks and a placebo test. This study highlights some of the consequences that can arise in the local marriage market when women seek economic independence and gender equality, in countries with strong patriarchal cultural ties.

Abstracts

Session II:

Matthew Collins: *“Sibling Gender, Inheritance Norms and Educational Attainment: Evidence from Matrilineal and Patrilineal Societies”*

I study how sibling gender affects the education outcomes of children and how these effects vary across ethnic groups with different customary inheritance norms. Using data from 27 Sub-Saharan African countries, I identify the causal effect of having a second-born brother rather than a sister on the education of first-born children. Boys who inherit their father’s property experience no effect of sibling gender, while there is a significant negative effect of having a brother for boys who do not. Girls experience a small negative effect of having a brother relative to a sister, regardless of inheritance norms. These results suggest that parents substitute between transferring property to their children and investing in their education. Exploiting quasi-random variation in national reforms, I show that legally guaranteeing inheritances are passed to children and reducing the cost of schooling reduce the negative effect of having a brother. These findings underline the importance of culture in determining the outcomes of children and the role policy can play in counteracting undesirable cultural practices.

Huyen Nguyen: *“Gender Composition of Committee and Performance Evaluation: Evidence from Debate Tournaments”*

Does the gender composition of committees matter in evaluating performance of men vs. women? This research exploits the random composition of 4896 evaluation panels in the European and World Universities Debate Championships to understand the causal impact of gender composition in committees on debate performance evaluation across genders. Committees with a female chair judge give lower scores to both male and female speakers, particularly in higher-ranked debates. The gender of other committee members does not affect evaluations. While accomplished male chair judges are more generous in scoring, they are notably less so towards female speakers. These results suggest that gender quotas on evaluation committees does not necessarily eliminate the glass ceiling for women in high-stake, repeated competition contexts.

Abstracts

Session III:

David Ong, Gahye (Rosalyn) Jeon: *“Is Women’s Competitiveness Expressed through their Husband’s Income?”*

We test for the influence of heterosexual individual’s own and their cohabiting partner’s competitiveness on their own and their partner’s income using a recently validated measure of competitiveness, incorporated in 2017 within a large representative sample survey, with income data from 2015-2021. First, we show that in aggregate, the past (before 2017) and future (after 2017) income levels of men and women increase with their own competitiveness when we do not control for contemporaneous (2017) income. When we control for contemporaneous income to eliminate the potential influence of past success on surveyed competitiveness, we find that only the future income of single men and women increases on own competitiveness, but not that of cohabiting men or women. Remarkably, only men’s partner’s competitiveness, not their own, increases their future income. Men’s own competitiveness increases their work hours, but longer hours do not increase their income. Women’s competitiveness increases household income, while men’s does not. Inconsistent with women’s competitiveness increasing men’s income by increasing women’s specialization in household production, women’s competitiveness does not increase men’s work hours. Our findings suggest that women’s competitiveness may, paradoxically, be contributing to gender and household income inequalities.

Abstracts

Session III:

Filippos Maraziotis: *“Life-partners as Career-allies? Exploring the Wage Effects of Same-occupation Couples”*

Recent trends in the pathway through which individuals sort into homogeneous marriages suggest that several partners follow similar careers. However, still little is known about this subgroup within dual-earner couples. This study fills the gap by examining the wage effects of partners who work in similar occupation. Analysing through a quasi-experimental design a sample of Australian couples, I find that being employed in the same occupation with partner leads to higher wages by 3.2%-8.8% for women, while neither sizeable nor significant effects are found for male partners. Further analysis reveals that most of these positive effects on women's wages are driven by women who work part-time while husbands work full-time, and women whose husbands switch to their occupation, while the wage effects are found stronger within couples with college degree. Moreover, there exist cumulative wage effects due to same occupation since partners' wages increase progressively to the years of being work-linked. The findings indicate that knowledge spillovers and peer effects are developed between same-occupation partners, while women seem to increase their salary expectations and confidence once they are employed in same occupation with partners. Finally, men's behaviour as career allies and mentors is another plausible channel.

Abstracts

Session IV:

René Karadacic, Aline Bütikofer, Alexander Willén: *“Mommy is Stuck in Traffic? Parenthood and the Gender Gap in Commuting”*

Childbirth increases the opportunity cost of commuting and makes it difficult for parents to work far away from home. As childcare responsibilities tend to fall disproportionately on women, the effect of childbirth on commuting may be much more pronounced among mothers. Using Norwegian register data, we show that the commuting pattern of men and women diverge after childbirth and that the differences persist for many years. We show that this divergence in commuting exposes mothers to more concentrated labor markets with fewer job opportunities. These findings help explain a significant amount of the child penalty documented in the prior literature, and have important implications for the design of policies seeking to address the remaining gender wage gap.

Bernhard Schmidpeter, Lukáš Lafférs: *“Mothers' Job Search After Childbirth”*

We explore the impact of successful job search after childbirth on mothers' labor market careers. Using a bounding approach and administrative data, we find strong heterogeneity in the returns to leaving the pre-birth employer. Moving to a new employer after childbirth leads to an increase in re-employment earnings only for mothers at the upper part of the earnings distribution. For these mothers, initial job search also increases long-term earnings. We provide evidence that earnings gains are the result of higher geographical mobility and longer commutes to work. Successful mothers are also more likely to move to faster growing firms and firms offering better opportunities to women. Our results do not suggest that husbands play an important role in supporting successful job search of mothers.

Participants

Last Name	First Name	Affiliation
Artmann	Elisabeth	IAB
Baggi	Alessandra	University of Pavia
Baktash	Mehrzad	Trier University
Becker	Björn	IAAEU Trier & Trier University
Bedaso	Fenet	IAAEU Trier & Trier University
Bialkowska	Natalia	Trier University
Bohnet	Lara	Universidade Nova de Lisboa
Bonaccolto-Töpfer	Marina	University of Erlangen-Nürnberg
Brändle	Tobias	IAW Tübingen
Briselli	Giulia	University of Turin
Calabresi	Elisabetta	University of Florence
Cisneros-Acevedo	Camila	University of Tübingen
Clemens	Marco	IAAEU Trier & Trier University
Collins	Matthew	Lund University

Participants

Last Name	First Name	Affiliation
Coly	Caroline	Bocconi University
Elass	Kenza	Aix-Marseille Université
Feld	Jonas	IAAEU Trier & Trier University
Geißler	Theresa	IAAEU Trier & Trier University
Gnad	Miriam	Trier University
Goerke	Laszlo	IAAEU Trier & Trier University
Graves	Jennifer	Autonoma University of Madrid
Hartmann	Sven	IAAEU Trier & Trier University
Huang	Yue	IAAEU Trier & Trier University
Karadakic	René	Norwegian School of Economics
Kinne	Lavinia	Ifo Institute Munich
Knize	Veronika	IAB
Koch	Laureen	Trier University
Mahmud	Mahreen	University of Exeter

Participants

Last Name	First Name	Affiliation
Maraziotis	Filippos	University of York
Nguyen	Huyen	University of Hamburg
Nieto Castro	Adrian	LISER
Ong	David	Jinan University-University of Birmingham Joint Institute
Palermo	Alberto	IAAEU Trier
Paulus	Nora	IAAEU Trier & Trier University
Quesada Campos	Odra	International University of Andalusia
Said	Farah	University of Göttingen
Scharfenkamp	Katrin	Bielefeld University
Schmid	Julia	University of Hohenheim
Schmidpeter	Bernhard	Johannes Kepler University Linz
Sonedda	Daniela	University of Piemonte Orientale
Suteau	Margaux	CY Cergy Paris Université
Tondorf Benito	Lara	Trier University

Participants

Last Name	First Name	Affiliation
Tranamil-Vidal	Rodrigo	Universidad Catolica de Temuco
Trierweiler	Tzvetilena	Trier University
Vi	Ngoc Dieu Linh	University of Birmingham
Winkler	Flora	Trier University
Wood	Justine	Loughborough University
Zhang	Xiaowei	ESSEC Business School

Contact:

Sven Hartmann
hartmann@iaaeu.de
Tel.: +49 651 201 4736

Institute for Labour Law and Industrial Relations in the European Union (IAAEU)
Trier University, Campus II
Behringstraße 21
54296 Trier
<http://iaaeu.de/en/>



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