Seminar: Gender Gaps and Economic Inequality

University of Konstanz, Winter term 2021/22

Dr. Daniel Kamhöfer, kamhoefer@dice.hhu.de

For every Euro a man earns in Germany, women earn 81 Cent.¹ This number is referred to as the gender pay gap. This inequality between men and women is by no means limited to earnings. Whenever it is possible to take a difference, there likely is a gender gap: the gender education gap, the gender childcare gap, gender gaps in economic preferences and psychological attributes, 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 discuss how gender gaps are estimated, what they imply, how they relate to one another, and which policies are promising in promoting gender equality.

In the list of topics below, the economic literature on gender gaps is divided into roughly eight parts. In a kick-off meeting of the seminar, I will provide a brief overview of the eight strands of research and point towards interesting aspects in the literature. Based on the starting literature (cited below), seminar participants choose their own topic for the seminar thesis and the oral presentation. As there is a large amount of research conducted on each of the topics (most of the references stated below are overview articles, others are interesting case studies), the seminar topic may focus on a certain aspect of the literature. The specific topics will be discussed in one-on-one meetings in the course of the seminar.

The seminar theses should not exceed 12–15 pages of text and essential results (i.e., excluding the title page and appendices) and should be submitted no later than March 1, 2022 (11:59 pm CET). Oral presentations are scheduled for January 21 and 22, 2022. Presentations should be based on a set of slides and take about 45 min, plus 30 min discussion (this might change depending on the number of participants). In the thesis and the presentation, participants describe how or why they have selected certain articles for their topic. These articles 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.

Topics

1. The evolution of gender gaps

2. Measuring gender pay gaps

3. High-income jobs and the glass ceiling

4. The gender education gap

5. Gender identity, gender stereotypes, and gender differences in preferences and psychological attributes

6. Gender gaps in childcare and income development after childbirth
7. **Gender gaps in academia**
   - Card, David; DellaVigna, Stefano; Funk, Patricia; and Iriberri, Nagore (2021). Gender Differences in Peer Recognition by Economists. NBER Working Paper 28942. National Bureau of Economic Research, Massachusetts, USA.

8. **Closing the gender pay gap**

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), if not, please ask me.

**Key facts**

<table>
<thead>
<tr>
<th><strong>Target group:</strong></th>
<th>Master students in Economics or related disciplines</th>
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<tbody>
<tr>
<td><strong>Requirements:</strong></td>
<td>Formally no requirements, but knowledge of microeconometrics is desirable</td>
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<tr>
<td><strong>Kick-off meeting:</strong></td>
<td>October 25, 2021, 11:45 am—1:15 pm</td>
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<td><strong>One-on-one meetings:</strong></td>
<td>Mid November to beginning of December 2021</td>
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<td><strong>Oral presentations:</strong></td>
<td>January 21 and 22, 2022</td>
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<td><strong>Submission date:</strong></td>
<td>March 1, 2022 (11:59 pm CET)</td>
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<tr>
<td><strong>Grading:</strong></td>
<td>50% seminar thesis, 40% oral presentation, 10% participation in discussions</td>
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The kick-off meeting and oral presentations will ideally be held in-person. Depending on the course of the pandemic, we may need to switch to a virtual format, however.

If you need some convincing, whether gender gaps interest you, you may check these popular takes on gender gaps: