Women in Economics Workshop

This workshop has three main goals. First, we aim to improve our understanding of the current state of research on the role of and obstacles faced by women in the economics profession. This is useful because it prepares us for our career ahead and enables us to become aware of existing biases or potential discrimination we or someone in our work environment might face. This awareness in combination with our improved academic knowledge on the topic will enable us to develop a sensible and balanced opinion on gender policies. Second, we aim to build a network of female economists in the region in order to mitigate the lack of female role models in the profession. Third, we aim to create a space where everyone can feel comfortable to speak up and ask questions in order to develop a culture of openness and mutual support that will hopefully serve as a base for more confidence in speaking up in professional environments.

Steering Committee: Alice Antunes (UniL), Federica Braccioli (UniGe), Laura Nowzohour (IHEID)

Supporting Faculty: Beatrice Weder Di Mauro (IHEID)

Dates:
- Monday, February 17, 14:00-18:00
- Monday, March 23, 2020, 14:00-18:00
- Monday, April 20, 2020, 14:00-18:00
- Monday, May 18, 2020, 14:00-18:00
- Monday, June 15, 2020, 14:00-18:00

Format: This workshop is aimed at PhD students and Postdocs in economics departments at IHEID, UniGe, UniL or EPFL who are interested in gaining knowledge about the current state of research on the role of and obstacles faced by women in the economics profession. Each meeting has an overarching topic and each participant is expected to either present or discuss a paper chosen from the syllabus or suggested by themselves (subject to approval by the steering committee). The sessions will be moderated by someone from the steering committee with support from Beatrice Weder Di Mauro or another faculty member from IHEID, UniGe or UniL (subject to availability). We aim at inciting a lively debate so we expect participants to have read at least the abstract, introduction and conclusion of the papers that will be presented. There are 10 open slots per meeting, and we will discuss 5 papers per meeting. To conclude, we will spend the last hour socializing over apéro where faculty members or invited speakers might share some of their experiences and take questions.

Presentations: Presentations last for about 10 mins and the idea here is to really get the point of the paper across without getting lost in the details. That is, what are the
conclusions, how are the conclusions reached and what are their limitations. The methodology should be discussed but only to the extent necessary to understand the paper. Each paper will be presented by one person.

**Discussions:** The discussion consists of two parts. The first 5 minutes are for the discussant to raise some criticism or point out controversial or particularly interesting aspects of the paper. The remaining 15 minutes are mainly aimed at sparking and managing a discussion about the research presented or related topics. Preparing some questions here might be useful. Each paper will be discussed by one person.

**Sharing:** We will have an apéro during the last hour of every session for sharing experiences. This can be either for socializing or for getting insights from faculty or invited speakers about being a woman in economics.

**How to apply:** Fill out this doodle with your full name by January 15 indicating which topic discussions you intend to participate in and send us a paragraph on: why you would like to participate and what you expect or hope to get out of this workshop - to womeninecon.geneva@gmail.com. You can sign up for one or as many sessions as you would like. Feel free to also suggest more papers!

**Background material:**


**Emmanuelle Auriol, Guido Friebel, and Sascha Wilhelm** (2019). Women in European Economics. *Voxeu* column: [https://voxeu.org/article/women-european-economics?fbclid=IwAR1QOE-QokThk1PL1siaQHU2WJwCgCAK5oldS5VGaREu2F2aDvPAFE-QCY](https://voxeu.org/article/women-european-economics?fbclid=IwAR1QOE-QokThk1PL1siaQHU2WJwCgCAK5oldS5VGaREu2F2aDvPAFE-QCY)


**Claudia Goldin, Veronica Guerrieri** - moderated by **Alessandra Voena** at the Becker Friedman Institute at UChicago - talking about: Women in Economics: Progress and Challenges.
https://www.youtube.com/watch?v=oJOEYPaqTII&fbclid=IwAR2GTd20Jzykf_3czcTHbbiEV3l-L6SqRDUeX37RJL5eg68iINLmgElhaWY


**Nezih Guner** at TEDxBarcelona. Changing Families: What Does the Economy Have to Do with it? [https://www.youtube.com/watch?v=5PxYigsDMAA&feature=share](https://www.youtube.com/watch?v=5PxYigsDMAA&feature=share)

**Discussion Topics:**

1) **Womens’ careers in economics (the origin and the path):** What do we know about the experience of women at different stages of their careers in economics? What is the effect of the lack of female role models for young female economists?

   **Suggested papers:**
   


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1 More references can be found here:
https://www.aeaweb.org/about-aea/committees/cswep/survey/related-literature,


Hospido, Laura, and Carlos Sanz (2019). Gender gaps in the evaluation of research: evidence from submissions to economics conferences.


2) **Womens’ careers in economics (leadership and glass ceilings):** Why do we lose so many women along the education and career path? What contributes to the glass ceiling in academia, the public and private sectors? How does female leadership differ from the male approach? Are they really so different? What do we know about female leaders and what can we learn from them?

**Suggested papers:**


Keloharju, Matti, Samuli Knüpfer, and Joacim Tåg (2019). What Prevents Women from Reaching the Top?


Klein, Katherine (2017). Does Gender Diversity on Boards Really Boost Company Performance?. *KNOWLEDGE @ WHARTON*. [Link](https://knowledge.wharton.upenn.edu/article/will-gender-diversity-boards-really-boost-company-performance/)


3) Big picture (aggression from the inside vs. outside: the effect of double standards and the threat of verbal violence, intellectual judgement or sexual harassment on female aspirations and behaviour, female support vs. female rivalry and societal norms): How do double standards and microaggressions contribute to gender discrimination? What role does the threat of verbal violence, intellectual judgement or sexual harassment by male or female colleagues play in discouraging females from speaking up and/or progressing with their careers altogether? Do we have this issue
in Economics and if yes, what can we do about it? How important is female rivalry? Are we encouraging or discouraging one another? How gender biased are women? Or: when are we collectively going to give ourselves a break from societal norms?

Suggested papers:


4) Policy options (what works and what doesn’t in levelling the gender playing field?): What are the policy options available to combat gender discrimination? What do we know about their effectiveness? What do we know about their distributional effects, i.e. who loses and who benefits from them?

Suggested papers:


5) Big picture (origins of gender stereotypes: is gendered behaviour only trained behaviour?): What role does early-childhood discrimination play in shaping later behaviours? Or: are there behaviours that are inherent to a gender or are they trained on us? Is there discrimination against women or rather against people with certain female-stereotyped behaviours that might also apply to men?

Suggested papers:


Other Initiatives


Women in European Economics (WinE): https://www.women-economics.com/

CEPR Women in Economics: https://cepr.org/content/women-economics