

## 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](mailto: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:**

**Athey, Susan and Marianne Bertrand** (2019). How can economics solve its gender problem? Webcast:  
<https://www.aeaweb.org/conference/livecasts/2019/how-can-economics-solve-its-gender-problem>.

**Emmanuelle Auriol, Guido Friebel, and Sascha Wilhelm** (2019). Women in European Economics. *Voxeu* column:  
<https://voxeu.org/article/women-european-economics?fbclid=IwAR1QOE-QokThk1PL1siaQHU2WlJwCgCAK5oldS5VGaREu2F2aDvPAFE-QCY>

**Bohnet, Iris** (2016). What works: gender equality by design. *Harvard University Press*.

**Bohnet, Iris, and Luc Laeven** (2019). Keynote speech. Joint ECB, BoE and FED conference on Gender and Career Progression.  
<https://www.youtube.com/watch?v=islzjOw6Y34&feature=youtu.be>

**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\\_3czcTHbbiEV3I-L6SqRDUeX37RjL5eg68ilNLmgElhaWY](https://www.youtube.com/watch?v=oJOEYPaqTII&fbclid=IwAR2GTd20Jzykf_3czcTHbbiEV3I-L6SqRDUeX37RjL5eg68ilNLmgElhaWY)

**Doepke, Matthias, and Michèle Tertilt** (2016). Families in Macroeconomics. *Handbook of Macroeconomics*. Vol. 2. Elsevier, 1789-1891.

**Doepke, Matthias, and Fabrizio Zilibotti** (2019). Love, money, and parenting: How economics explains the way we raise our kids. *Princeton University Press*.

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

### Discussion Topics:<sup>1</sup>

- 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:

**Lundberg, Shelly** (2017). "The 2018 Report of the Committee on the Status of Women in the Economics Profession." *American Economic Association*, December 6.

**Boustan, Leah & Andrew Langan** (2019). Variation in Women's Success across PhD Programs in Economics. *Journal of Economic Perspectives*, 33 (1), 23-42.

**Boschini, A. and Sjogren, A.** (2007). Is team formation gender neutral? Evidence from co-authorship patterns. *Journal of Labor Economics*, 25(2), 325–65.

**Bransch, Felix & Kvasnicka, Michael** (2017). Male Gatekeepers Gender Bias in the Publishing Process? *IZA Discussion Papers 11089, Institute of Labor Economics (IZA)*.

**Blau, Francine D., Currie, Janet M., Croson, Rachel T.A., and Ginther, Donna K.** (2010). Can Mentoring Help Female Assistant Professors? Interim Results From a Randomized Trial. *NBER Working Paper 15707*.

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<sup>1</sup> More references can be found here:

<https://www.aeaweb.org/about-aea/committees/cswep/survey/related-literature>,

[https://www.ecb.europa.eu/pub/conferences/html/20191021\\_2nd\\_gender\\_conference.en.html](https://www.ecb.europa.eu/pub/conferences/html/20191021_2nd_gender_conference.en.html).

**Card, David, et al.** (2019). Are referees and editors in economics gender neutral?. *NBER Working Paper w25967*.

**Combes, Pierre-Philippe, Linnemer, Laurent, & Visser, Michael** (2008). Publish or peer-rich? The role of skills and networks in hiring economics professors. *Labour Economics*, 15(3), 423-441.

**Datta, Deepa D., and Vigfusson, Robert** (2019). Gender and Co-authorship at the Federal Reserve Board. [https://www.ecb.europa.eu/pub/conferences/shared/pdf/20191021\\_2nd\\_gender\\_conference/Datta\\_-\\_presentation.pdf](https://www.ecb.europa.eu/pub/conferences/shared/pdf/20191021_2nd_gender_conference/Datta_-_presentation.pdf)

**Hilmer, C. & Hilmer, M.** (2007). Women Helping Women, Men Helping Women? Same-Gender Mentoring, Initial Job Placements, and Early Career Publishing Success for Economics PhDs. *The American Economic Review*, 97(2), 422-426.

**Hilmer, C., & Hilmer, M.** (2010). Are There Gender Differences in the Job Mobility Patterns of Academic Economists? *The American Economic Review*, 100(2), 353-357.

**Hengel, Erin** (2017). Publishing While Female: Are Women Held to Higher Standards? Evidence from Peer Review. *Cambridge Working Papers in Economics 1753, Faculty of Economics, University of Cambridge*.

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

**Lundberg, Shelly, and Jenna Stearns** (2019). Women in Economics: Stalled Progress. *Journal of Economic Perspectives*, 33 (1), 3-22.

**Mengel, Friederike, Jan Sauermann, and Ulf Zölitz** (2018). Gender bias in teaching evaluations. *Journal of the European Economic Association* 17(2), 535-566.

**Sarsons, Heather** (2017). Recognition for group work: Gender differences in academia. *American Economic Review*, 107(5), 141-45.

**Small, Deborah A., et al.** (2007). Who goes to the bargaining table? The influence of gender and framing on the initiation of negotiation. *Journal of personality and social psychology*, 93(4), 600.

**Stevenson, Betsey, & Zlotnik, Hanna** (2018). Representations of Men and Women in Introductory Economics Textbooks. *AEA Papers and Proceedings*, 108, 180-85.

**Strober, Myra H** (1975). Women economists: Career aspirations, education, and training. *The American Economic Review* 65(2), 92-99.

**Toutkoushian, R., Bellas, M., & Moore, J.** (2007). The interaction effects of gender, race, and marital status on faculty salaries. *Journal of Higher Education*, 78(5), 572–601.

- 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:

**Adams, Renée B., and Tom Kirchmaier** (2016). Women on boards in finance and STEM industries. *American Economic Review*, 106(5), 277-81.

**Adams, Renée B., and Daniel Ferreira** (2009). Women in the boardroom and their impact on governance and performance. *Journal of Financial Economics*, 94(2), 291-309.

**Babcock, Linda, Recalde, Maria P., Vesterlund, Lise, and Weingart, Laurie** (2017). Gender Differences in Accepting and Receiving Requests for Tasks with Low Promotability. *American Economic Review*, 107 (3), 714-47.

**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.

**Folke, Olle, and Johanna Rickne** (2020). All the Single Ladies: Job Promotions and the Durability of Marriage. *American Economic Journal: Applied Economics*, 12 (1): 260-87.

**Ginther, Donna, K., and Kahn, Shulamit** (2004). Women in Economics: Moving Up or Falling Off the Academic Career Ladder? *Journal of Economic Perspectives*, 18(3), 193-214.

**Gneezy, Uri, Muriel Niederle, and Aldo Rustichini** (2003). Performance in competitive environments: Gender differences. *The Quarterly Journal of Economics*, 118(3), 1049-1074.

**Hospido, Laura, Luc Laeven, and Ana Lamo** (2019). The gender promotion gap: evidence from central banking.

**Joecks, J., Pull, K. & Backes-Gellner, U.** (2014). Childbearing and (female) research productivity: a personnel economics perspective on the leaky pipeline. *Journal of Business Economics*, 84(4), 517-530.

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

**Kim, Daehyun, and Laura T. Starks** (2016). Gender diversity on corporate boards: Do women contribute unique skills?. *American Economic Review*, 106(5), 267-71.

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

**McDowell, John M., Larry D. Singell, and James P. Ziliak** (1999). Cracks in the glass ceiling: gender and promotion in the economics profession. *American Economic Review* 89(2), 392-396.

**May, A. M., McGarvey, M. G., & Whaples, R.** (2014). Are disagreements among male and female economists marginal at best? A survey of AEA members and their views on economics and economic policy. *Contemporary Economic Policy*, 32(1), 11-132.

**Solal, Isabelle, and Kaisa Snellman** (2019). Women don't mean business? Gender penalty in board composition. *Organization Science*.

- 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:

**Abrevaya, J., & Hamermesh, D.** (2012). Charity and Favoritism in the Field: Are Female Economists Nicer to Each Other? *The Review of Economics and Statistics*, 94(1), 202-207.

**Blackaby, D. & Frank, J.** (2000). Ethnic and Other Minority Representation in UK Academic Economics. *The Economic Journal*, 110(464), F293-F311.

**Donald, Stephen, G., and Hamermesh, Daniel S.** (2006). What is Discrimination? Gender in the American Economic Association, 1935-2004. *American Economic Review*, 96 (4), 1283-1292.

**Pascaline Dupas, Alicia Modestino, Muriel Niederle, and Justin Wolfers** (2019). Discussion of the paper: Gender and the Dynamics of Economics Seminars; by Karen Mumford, [https://www.ecb.europa.eu/pub/conferences/shared/pdf/20191021\\_2nd\\_gender\\_conference/Mumford\\_-\\_discussion.pdf](https://www.ecb.europa.eu/pub/conferences/shared/pdf/20191021_2nd_gender_conference/Mumford_-_discussion.pdf) (more references inside)

**Wu, Alice H.** (2018). Gendered Language on the Economics Job Market Rumors Forum. *AEA Papers and Proceedings*, 108, 175-79.

- 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:

**Besley, Timothy, et al.** (2017). Gender quotas and the crisis of the mediocre man: Theory and evidence from Sweden. *American Economic Review* 107(8), 2204-42.

**Hafenbrack, Andrew C., Zoe Kinias, and Sigal G. Barsade** (2014). Debiasing the mind through meditation: Mindfulness and the sunk-cost bias. *Psychological Science* 25(2), 369-376.

**Kinias, Zoe, and Jessica Sim** (2016). Facilitating women's success in business: Interrupting the process of stereotype threat through affirmation of personal values. *Journal of Applied Psychology* 101(11), 1585.

**Sarah Smith, Guido Friebe, Renée Adams, Rhonda Sharpe** (2019). Panel discussion: Women in economics – current statistics and promising solutions. Joint ECB, BoE and FED conference on Gender and Career Progression. <https://www.youtube.com/watch?v=tdVul-LC858&feature=youtu.be>

- 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:

**Bansak, C., and Starr, M.** (2010). Gender Differences in Predispositions towards Economics. *Eastern Economic Journal*, 36, 33. <https://doi.org/10.1057/eej.2008.50>

**Brenoe, Anne Ardila** (2019). Brothers Increase Women's Gender Conformity. WP. <https://www.dropbox.com/s/15wxjld9zscmyki/Brenoe%202019-04-17%2C%20Gender%20Conformity.pdf?dl=0>

**Coyne, Sarah & Linder, Jennifer & Rasmussen, Eric & Nelson, David & Birkbeck, Victoria.** (2016). Pretty as a Princess: Longitudinal Effects of Engagement With Disney Princesses on Gender Stereotypes, Body Esteem, and Prosocial Behavior in Children. *Child Development*, 87.

**Eccles, Jacquelynne S., Janis E. Jacobs, and Rena D. Harold** (1990). Gender role stereotypes, expectancy effects, and parents' socialization of gender differences. *Journal of Social Issues* 46(2), 183-201.

**Freakonomics podcast:** Does Hollywood still have a princess problem? <http://freakonomics.com/podcast/princess/>

**Gneezy, Uri, and Aldo Rustichini** (2004). Gender and competition at a young age. *American Economic Review*, 94(2), 377-381.

**Kahn, Shulamit and Ginther, Donna K.** (2018). Women and Science, Technology, Engineering and Mathematics (STEM): Are Differences in Education and Careers due to Stereotypes, Interests or Family? In *The Oxford*



*Handbook on the Economics of Women*, ed. Susan L. Averett, Laura M. Argys, and Saul D. Hoffman (New York: Oxford University Press. 2018).

**Nosek, B. A., et al.** (2009). National differences in gender–science stereotypes predict national sex differences in science and math achievement. *Proceedings of the National Academy of Sciences* 106(26), 10593-10597.

## **Other Initiatives**

**AEA Committee on the Status of Women in the Economics Profession (CSWEP):** <https://www.aeaweb.org/about-aea/committees/cswep>

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

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

**The Women in Economics Initiative:** <http://women-in-economics.com/>