UCL
Institute of Education

CASS
BUSINESS SCHOOL
CITY UNIVERSITY OF LONDON
EST 1894

IAB INSTITUTE FOR EMPLOYMENT
RESEARCH
The Research Institute of the Federal Employment Agency

Call for Papers
The Gender Wage Gap in Europe:
What Can We Learn Using Linked Employer-Employee Data?

Location
German Federal Employment Agency, Nuremberg, Germany

Date
May 20–21, 2019

Aims

There is growing interest in the gender wage gap (GWG) in Germany and elsewhere in Europe. Recent policy initiatives have tried to increase pressure on employers to ensure their policies and practices do not discriminate, either directly or indirectly, against women. In Germany and the UK, for instance, there are new requirements for large employers to report their GWG.[1]

These initiatives come after a period in which the GWG has been falling, albeit slowly. The GWG remains large, despite the fact that women have overtaken men in terms of academic attainment and have been closing the work experience gap. Compared to a few decades ago, human capital variables explain relatively little of the GWG. The question arises: how do we account for the remaining GWG?
One issue that remains poorly understood is the role of the employer. This seems ironic in light of popular conceptions about where the GWG originates and in light of policy initiatives targeting employers. It arises because most of the analysis of the GWG undertaken by economists and other academics is not based on linked employer-employee data (LEED). Consequently, we only know a limited amount about the role played by employer heterogeneity and worker-firm matches in accounting for the GWG. There are theoretical grounds for thinking that worker sorting and segregation across workplaces and firms could play a sizeable role in accounting for the GWG, and that there may be substantial across-employer heterogeneity in terms of women's earnings progression.
Some papers have been written using LEED to understand the GWG but, as yet, there is little consensus about the role of workplaces and firms in helping to explain the GWG.

The purpose of the workshop is four-fold, namely to:
1. Promote understanding of the role employers play in accounting for the GWG;
2. Establish the size of the GWG across countries and how the gap varies when accounting for the identity of the employer;
3. Identify mechanisms, which help explain the size of the GWG, e.g. discrimination, worker sorting, worker segmentation, monopsony employer power, rent-sharing, compensating wage differentials;
4. Discuss methodological challenges and avenues for future research for academics using LEED to investigate the GWG.

---

[1] For Germany, see: https://www.bmfsfj.de/bmfsfj/themen/gleichstellung/frauen-und-arbeitswelt/lohngerechtigkeit/entgelttransparenzgesetz/entgelttransparenzgesetz/117952
For the UK, see: https://www.gov.uk/guidance/gender-pay-gap-reporting-guidance

Call for Papers
The Gender Wage Gap in Europe:
What Can We Learn Using Linked Employer-Employee Data?

Organizers

Prof. Alex Bryson, PhD, University College London, NIESR Fellow, IZA Research Fellow

John Forth, MA, Cass Business School, NIESR Fellow

Stefanie Wolter, MSc, University Würzburg, IAB

Proceedings

We would like to invite you to participate in the workshop. If you'd like to present a paper, please send a 500-word abstract to: **Stefanie.wolter@iab.de** by **March 8th 2019**. Work in progress is welcome!

Travel Costs

For presenters travel costs can be covered.

Presentation guidance

As well as presenting the motivation, data and estimation and results in the normal way, we would like presenters to spend a little bit of time elaborating the additional insights that they have obtained from using LEED data, as compared with standard individual worker survey data.

We would also like each presenter to incorporate in his or her presentation the evolution of the raw GWG in their country over the past two decades, then the conditional GWG with and without the workplace or firm fixed effects, so we can establish what the incorporation of the employer identifier does to account for the GWG. To aid interpretation we would like each analyst to try to deploy the same set of conditioning variables in their baseline OLS and workplace/firm FE estimators, namely:

Gender; Age; Qualifications; Full-time or part-time status; Geographical location (NUTS1 level); Race (if available); Marital status; Age and number of children; Occupation (one-digit) Industry sector (Nace Section level)

If you are able to run analyses for the private sector only and the whole economy that would be helpful. Some analysts will have access to longitudinal data permitting them to go beyond this simple specification, potentially accounting for firm and worker fixed effects. Others will have access to a wider set of individual and firm/workplace characteristics. But in all cases, it would be interesting to see the presentation of simple models such as those described above for the most recent year available.