



Is It Only Money That Counts?

Experimental Evidence on Gender-Specific Job Preferences

Prof. Katrin Auspurg

Monday, **March 25th 2019**, 5:00 p.m.

Hörsaal 10, Rathausstraße 19, 1010 Vienna

Abstract:

This project uses a novel experiment to investigate gender-specific preferences for (non-) monetary job attributes. We are particularly interested in the gender-specific willingness to pay for job amenities, such as flexible working hours, short commuting distances, or unlimited employment contracts, and to what extent gender differences in the willingness to compromise on job attributes might contribute to the gender wage gap. It is difficult to address these questions with non-experimental data because of problems of endogeneity, post-hoc rationalizations and spurious correlations of (non-)monetary job characteristics with (unmeasured) characteristics of male and female workers. Our survey experiment is designed to circumvent these problems.

In 2013, about 1,100 German residents rated their willingness to accept different hypothetical job offers. The wage and several non-monetary characteristics were experimentally varied across the job descriptions.

The results suggest that women are more willing to trade-off lower commuting distances, full-time child care, or avoidance of frequent over-work against lower pay, and that women are also willing to accept fixed-term contracts at lower levels of monetary compensation. First explorative analyses suggest that these gender disparities in stated preferences are related to partnership status (married/single), gender role orientations and existing pay differences. In sum, our results indicate that a higher availability of flexible working conditions could help to reduce the gender gap in highly paid jobs.

Katrin Auspurg holds a full professorship in quantitative empirical research at the Department of Sociology at the LMU Munich. Prof. Auspurg investigates how inequalities in the labor market and the family intersect and reinforce each other. In addition, her current projects advance innovative experimental or survey methods that allow the testing of mechanism that cause social inequalities or subtle forms of discrimination.
