



EINLADUNG ZUR NÄCHSTEN VERANSTALTUNG DES POTSDAM RESEARCH SEMINAR IN ECONOMICS

Wir laden Sie herzlich zur nächsten Veranstaltung des Potsdam Research Seminar in Economics am **05.07.2016** ein.

Das Seminar findet von **14.00 bis 16.00 Uhr** (c.t.) in Raum **3.06.S 27** statt.

Referentin:

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Thema des Vortrages:

Does it matter who is judging? Gender Differences in Competitiveness

Abstract:

Experimental studies indicate that gender differences in preferences for competition provide an explanation for persisting differences in labor market outcome and that competitive behavior may be influenced by external factors, such as prevalent gender roles or the competitor's gender. I use a laboratory experiment to investigate whether there are systematic gender differences in selecting into a competition due to the gender of those who execute rules and evaluate performances. One group of participants is asked to solve a real effort task, whereas another group's assignment is to validate the other's answers according to given criteria. The participants receive information about the gender of their evaluators. Following the experimental design of Niederle and Vesterlund (2007), in the first round there is a noncompetitive piece rate payment scheme and in the second round a competitive incentive scheme in effect. In the third round, participants decide on a combination of both compensation schemes. I test whether participants are more hesitant to enter a competition, if the evaluators are of the opposite gender and if so, whether this effect is stronger for female or male participants. I argue that possible differences in selecting into competition provide an explanation not only for vertical but also for horizontal job segregation: Women may choose careers in branches, where women are more likely to be involved in recruitment processes or to be future superiors.

Wir freuen uns auf Ihre Teilnahme.