

Block Seminar on Experimental Economics for Master Students

„Gender Differences in Labor Economics“

Summer Term 2016

In the summer term 2016 the chair of Experimental Economics offers a block seminar on Experimental Economics. The main focus of the seminar will be the investigation of gender differences and the consequences on the labor markets. The seminar concentrates on the analysis of gender differences in preferences. In this regard the course attempts to provide explanations for the gender pay gap. Moreover, we will deal with the impacts of nudging policies on gender differences. For instance, the topics deal with gender differences in competitiveness, in work performance, in social preferences, up to neuro economic approaches.

The topics are based on 3 research papers which serve as main sources. However, participants may extend the literature by additional research papers. The paper „Gender Differences in Preferences“ (Croson and Gneezy, 2009) serves as general reading recommendation for all topics. Participants are required to submit a seminar paper (approx. 15 pages) and present it in class (20 minutes).

Max. number of participants: 20 participants

Language: English

Dates:

First Meeting: Tue, April 12, 2016
Time: 2 pm
Room: 1.134

Topic assignment: **Topics will be assigned in the first meeting.** Afterwards, the remaining topics may be requested by sending an e-mail to holger.rau@uni-goettingen.de. (Please indicate your ranked top 3 preferences). Topics will be assigned on a “first-come-first-serve” basis.

Deadline to enroll and (withdraw): April 22, 2016 on FlexNow

Deadline for seminar papers: Wed, June 24, 2016 (Online/Upload on Stud.IP)

Date for the blocked seminar: Planned on June 30 (possibly also on July 1), 2016
9 am - 5 pm, room: 1.165

Gender Differences in Labor Economics

General reading recommendation: **Gender Differences in Preferences**

Croson, R., and Gneezy, U. (2009), *Journal of Economic Literature* 47, 448-474.

1. Pay Inequality	
<p>Topic (a):</p> <p>Paper(s):</p>	<p><i>Glass Ceilings and the Gender-Pay Gap</i></p> <p>The Gender Earnings Gap: Learning from International Comparisons Blau, F.D., and Khan, L.M. (1992), <i>American Economic Review</i> 82, 533-538.</p> <p>A Meta-Analysis of the International Gender Wage Gap Weichselbamer, D., and Winter-Ebmer, R. (2005), <i>Journal of Economic Surveys</i> 19, 479-511.</p> <p>Orchestrating Impartiality: The Impact of "Blind" Auditions on Female Musicians. Goldin C., and Rouse, C. (2000), <i>American Economic Review</i> 90, 715-741.</p>
<p>Topic (b):</p> <p>Paper(s):</p>	<p><i>Wage Differentials: the Role of Gender Differences in Negotiations and Contests</i></p> <p>Social incentives for gender differences in the propensity to initiate negotiations: Sometimes it does hurt to ask Bowles, H.R., Babcock, L., and Lai, L. (2007), <i>Organizational Behavior and Human Decision Processes</i> 103, 84-103.</p> <p>An Experimental Investigation of Gender Differences in Wage Negotiations Rigdon, M.L., (2012), <i>Working Paper</i>, Available at SSRN: http://ssrn.com/abstract=2165253.</p> <p>Do Women Avoid Salary Negotiations? Evidence from a Large-Scale Natural Field Experiment Leibbrandt, A., and List, J. (2015), <i>Management Science</i> 61, 2016-2024.</p>
2. Competitive Behavior	
<p>Topic (a):</p> <p>Paper(s):</p>	<p><i>Gender Differences in Willingness to Compete</i></p> <p>Do Women Shy Away From Competition? Do Men Compete Too Much? Niederle, M., and Vesterlund, L. (2007), <i>Quarterly Journal of Economics</i> 122, 1067-1101.</p> <p>Gender Differences in Competition: Evidence From a Matrilineal and a Patriarchal Society Gneezy, U, Leonard, K.L., and List, J.A. (2009), <i>Econometrica</i> 77, 1637-1664.</p> <p>The importance of being confident; gender, career choice, and willingness to compete Kamas, L., and Preston, A. (2012), <i>Journal of Economic Behavior & Organization</i> 83, 82-9</p>

3. Work Performance and Discrimination

<p>Topic (a):</p> <p>Paper(s):</p>	<p><i>Gender Differences in Performance</i></p> <p>Performance in Competitive Environments: Gender Differences Gneezy, U., Niederle, M., and Rustichini, A. (2003), <i>Quarterly Journal of Economics</i> 118, 1049-1074.</p> <p>Performance Pay and Multidimensional Sorting: Productivity, Preferences, and Gender Dohment, T., and Falk, A. (2011), <i>American Economic Review</i> 101, 556-590.</p> <p>Under Pressure: Gender Differences in Output Quality and Quantity under Competition and Time Constraints Shurchkov, O. (2012), <i>Journal of the European Economic Association</i> 10, 1189-1213.</p>
<p>Topic (b):</p> <p>Paper(s):</p>	<p><i>Gender Stereotypes and Discrimination</i></p> <p>When Performance Trumps Gender Bias: Joint versus Separate Evaluation Bohnet, I., Bazerman, M.H., and Van Geen, A. (2012), <i>HKS Working Paper No. RWP12-009</i>.</p> <p>The Role of Information in Deterring Discrimination: A New Experimental Evidence of Statistical Discrimination Masclot, D., Peterlé, E., and Larribeau, S. (2013), <i>Working Paper</i>.</p> <p>How Competitiveness May Cause a Gender Wage Gap Heinz, M., Normann, H.T., and Rau, H.A., <i>Forthcoming in European Economic Review</i>, available at: http://www.sciencedirect.com/science/article/pii/S0014292116300241</p>
<p>Topic (c):</p> <p>Paper(s):</p>	<p><i>Motivational Crowd-Out Theory: Does Gender play a Role?</i></p> <p>Effects of externally mediated rewards on intrinsic motivation Deci, E.L. (1971), <i>Journal of personality and Social Psychology</i> 18, 105-115.</p> <p>Crowding out in Blood Donation: was Titmuss Right? Mellström, C., and Johannesson, M. (2010), <i>Journal of the European Economic Association</i> 6, 845-863.</p> <p>Gender Differences in Crowding Out of Performance Benndorf, V., Rau, H.A., and Sölch, C. (2015), <i>working paper</i>, available at SSRN: http://ssrn.com/abstract=2597769</p>

4. Job Promotion and Workplace Composition

<p>Topic (a):</p> <p>Paper(s):</p>	<p><i>Gender and Leadership</i></p> <p>The Gender Gap in Top Corporate Jobs Bertrand, M., and Hallock, K.F. (2001), <i>Industrial Relations & Labor</i> 55, 3-21.</p> <p>Beyond the Glass Ceiling: Does Gender Matter? Adams, R., Funk, P. (2012), <i>Management Science</i> 58, 219-235.</p>
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	<p>The Emergence of Male Leadership in Competitive Environments Reuben, E., Rey-Biel, P., Sapienza, P., and Zingales, L. (2012), <i>Journal of Economic Behavior & Organization</i> 83, 111-117.</p>
<p>Topic (b):</p> <p>Paper(s):</p>	<p><i>Sabotage at the Workplace and Gender</i></p> <p>Does competition enhance performance or cheating? A laboratory experiment Schwieren, C., and Weichselbaumer, D. (2010), <i>Journal of Economic Psychology</i> 31, 241-253.</p> <p>The Dark Side of Competition for Status Charness, G., Masclet, D., and Villeval, M.C. (2013), <i>Management Science</i> 60, 38-55.</p> <p>Gender Differences in Competition and Sabotage Dato, S., and Nieken, P. (2014), <i>Journal of Economic Behavior & Organization</i> 100, 64-80.</p>
<p>Topic (c):</p> <p>Paper(s):</p>	<p><i>Gender Composition Effects</i></p> <p>Gender Composition in Teams Duwfenberg, M., Muren, A. (2012), <i>Journal of Economic Behavior & Organization</i> 61, 50-54.</p> <p>The Impact of Gender Composition on Team Performance and Decision Making: Evidence from the Field Apesteguia, J., Azmat, G., and Iriberri, N. (2012), <i>Management Science</i> 78-93.</p> <p>Gender Matching and Competitiveness: Experimental Evidence Datta Gupta, N., Poulsen, N., and Vielleval, M.C. (2013), <i>Economic Inquiry</i> 51, 816-835.</p>
<p>5. Gender Differentials in Risk and Overconfidence</p>	
<p>Topic (a):</p> <p>Paper(s):</p>	<p><i>Gender and Risk Preferences</i></p> <p>Financial Decision-Making: Are Women Really More Risk-Averse Schubert, R., Brown, M., Gysler, M., and Brachinger, H.W. (1999), <i>American Economic Review</i> 89, 381-385.</p> <p>Strong Evidence for Gender Differences in Risk Taking Charness, G., and Gneezy, U. (2012), <i>Journal of Economic Behavior & Organization</i> 50-58.</p> <p>Gender Differences in Risk Behaviour: does Nurture matter? Booth, A.L., and Nolen, P. (2012), <i>Economic Journal</i> 122, F56-F78.</p>
<p>Topic (b):</p> <p>Paper(s):</p>	<p><i>Gender Differences in Overconfidence</i></p> <p>Boys will be Boys: Gender, Overconfidence, and Common Stock Investment Brad Barber, and Terrance Odean (2001), <i>Quarterly Journal of Economics</i> 116, 261-292.</p> <p>Gender and Overconfidence Bengtsson, C., Persson, M., and Willenhag P. (2005), <i>Economics Letters</i> 86, 199-203.</p>

	<p>Gender and corporate finance: Are male executives overconfident relative to female executives? Huang, J., and Kisgen D.J. (2013), <i>Journal of Financial Economics</i> 108, 822-839.</p>
6. Financial Markets	
<p>Topic: Paper(s):</p>	<p><i>Do Women and Men Behave Differently on Financial Markets?</i></p> <p>An Experimental Test of the Impact of Overconfidence and Gender on Trading Activity Deaves R., Lüders, E., and Luo, G.Y. (2008), <i>Review of Finance</i>, rfn023.</p> <p>The Disposition Effect and Loss Aversion: Do Gender Differences Matter? Rau, H.A. (2014), <i>Economics Letters</i> 123, 33-36.</p> <p>Thar SHE Blows? Gender, Competition, and Bubbles in Experimental Asset Markets Eckel, C.C., and Füllbrunn, E. (2015), <i>American Economic Review</i> 105, 906-920.</p>
7. Gender Differences in Social Preferences	
<p>Topic (a) Paper(s):</p>	<p><i>Does Altruistic Behavior Differ Between Women and Men?</i></p> <p>An experimental test for gender differences in beneficent behavior Bolton, G.E., and Katok, E. (1995), <i>Economics Letters</i> 48, 287-292.</p> <p>Are Women Less Selfish Than Men?: Evidence From Dictator Experiments Eckel, C.C., Grossman, P.J. (1998), <i>Economic Journal</i> 108, 726-735.</p> <p>Which is the Fair Sex? Gender Differences in Altruism Andreoni, J., and Vesterlund L. (2001), <i>Quarterly Journal of Economics</i> 116, 292-312.</p>
<p>Topic (b) Paper(s):</p>	<p><i>Gender Effects in Trust and Trustworthiness</i></p> <p>Gender and Culture: International Experimental Evidence from Trust Games Croson, R., and Buchan, N. (1999), <i>American Economic Review</i> 89, 386-391.</p> <p>Do women behave more reciprocally than men? Gender differences in real effort dictator games Heinz, M., Juranek, S., and Rau, H.A. (2012), <i>Journal of Behavior & Organization</i> 83, 105-110.</p> <p>Trust and Trustworthiness: A Survey of Gender Differences Rau, H.A. (2011), <i>book chapter in Psychology of Gender Differences</i>, available at SSRN: http://ssrn.com/abstract=1958933</p>

<p>Topic (c)</p> <p>Paper(s):</p>	<p><i>Gender Differentials in Cooperative Behavior</i></p> <p>Gender and free riding in a threshold public goods game: Experimental evidence Cadsby, C.B., and Maynes, E. (1998), <i>Journal of Economic Behavior & Organization</i> 34, 603-620.</p> <p>Gender differences in the laboratory: evidence from prisoner's dilemma games Ortmann, A., and Tichy, L.K. (1999), <i>Journal of Economic Behavior & Organization</i> 39, 327-339.</p> <p>Split or Steal? Cooperative Behavior When the Stakes Are Large Van den Assem, M.J., van Dolder, D., and Thaler, R. (2012), <i>Management Science</i> 58, 2-20.</p>
<p>8. Educational Choices</p>	
<p>Topic</p> <p>Paper(s):</p>	<p><i>The Role of Gender in Educational Choices</i></p> <p>Sex and Science: How Professor Gender Perpetuates the Gender Gap Carrell, S.E., Page, M.E., and West, J.E. (2010), <i>Quarterly Journal of Economics</i> 125, 1101-1144.</p> <p>Gender, Competitiveness and Career Choices Buser, T., Niederle, M., and Oosterbeek, H. (2014), <i>Quarterly Journal of Economics</i> 129, 1409-1447</p> <p>Do Men and Women Respond Differently to Competition? Evidence from a Major Education Reform Morin, L.P. (2015), <i>Journal of Labor Economics</i> 33, 443-491.</p>
<p>9. Neuroeconomics</p>	
<p>Topic</p> <p>Paper(s):</p>	<p><i>Gender Differences and Neuroeconomics</i></p> <p>Gender differences in financial risk aversion and career choices are affected by testosterone Sapienza, P., Zingales, L., and Maestriperi, D. (2009), <i>Proceedings of the National Academy of Sciences</i> 106, 15268-15273.</p> <p>The impact of the menstrual cycle and hormonal contraceptives on competitiveness Buser, T. (2012), <i>Journal of Behavior & Organization</i> 83, 1-10.</p> <p>Menstrual Cycle and Competitive Bidding Pearson, M, and Schipper, B. (2013), <i>Games and Economic Behavior</i> 78, 1-20.</p>
<p>10. Nudging Gender Differences</p>	
<p>Topic (a)</p> <p>Paper(s):</p>	<p><i>Closing the Pay Gap? Affirmative Action Policies</i></p> <p>Affirmative Action Policies Promote Women and Do Not Harm Efficiency in the Laboratory Balafoutas, L., and Sutter, M. (2012), <i>Science</i> 335, 579-581.</p>

	<p>How Costly Is Diversity? Affirmative Action in Light of Gender Differences in Competitiveness Niederle, M., Segal, C., and Vesterlund, L. (2013), <i>Management Science</i> 59, 1-16.</p> <p>The Incentive Effects of Affirmative Action in a Real-Effort Tournament Calsamiglia, C., Franke, J., and Rey-Biel, P. (2013), <i>Journal of Public Economics</i> 98, 15-31.</p>
<p>Topic (b)</p> <p>Paper(s):</p>	<p><i>Nudging Gender Differences in Competition</i></p> <p>Can Teams Help to Close the Gender Competition Gap? Healy, A., and Pate, J. (2011), <i>Economic Journal</i> 121, 1192-1204.</p> <p>Men Too Sometimes Shy Away from Competition: The Case of Team Competition Dargnies, M.P. (2012), <i>Management Science</i> 58, 1982-2000.</p> <p>The Menstrual Cycle and Performance Feedback Alter Gender Differences in Competitive Choices Wozniak, D., Harbaugh, W.T., Mayr, U. (2014), <i>Journal of Labor Economics</i> 32, 161-198.</p>