

## **WWZ research seminar**

**Tuesday, November 20, 2018, 12:30 – 13:45 pm, WWZ, HG, S 15**

**Jun.-Prof. Dr. Susanne Steffes, ZEW und Universität zu Köln**

### **"The Impact of Gender Quotas on On-the-Job Search"**

#### **Abstract:**

Gender inequalities in the labor market are still huge although women's qualification and labor force attachment increased during the last decades. One striking example are substantial gender differences in promotions which are even present in female-dominated occupations. In this paper we use representative employer-employee survey data to figure out whether the exogenous implementation of a gender quota in some but not all firms has an impact on the on-the-job search behavior of men and women. We identify the existence of a gender quota by using the implementation of a law that aims to increase gender equality in management positions in Germany. Since January 2016, a subset of German firms is legally forced to publicly announce a quota. Fixed effect estimations indicate an increase in female on-the-job search if a gender quota was implemented. This is cannot be explained by a change in fairness perceptions of discrimination and promotion criteria, hence signaling concerns are likely to drive the results.