

Do the Pioneers Pay the Price? Evidence on the Impact of Segregation and Sorting on the Gender Wage Gap

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This study inspects the relationship between segregation and the gender wage gap using longitudinal linked employer-employee data from the German Employment Register. We extend the literature by controlling for sorting of female workers into work groups and by allowing for nonlinearities and interactions in the regression model. The analysis of sorting effects suggests that ‘pioneer women’ show above average productivity but nevertheless experience above-average wage losses (compared to other women). Further extensions of the model show that segregation effects at the work group level are substantial only for the highly skilled workers and for small work groups.

Keywords: Gender wage gap, gender segregation, occupational gender segregation, spline regression, longitudinal matched employer-employee data