

# Women in Economics: Europe and the USA

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## Motivation

Women's careers differ from men's. There exist many theories (discrimination, networks, preferences, norms, children) – but the data situation is unsatisfactory. Economics are an interesting field – a competitive sector in which high effort and work commitment are needed.

## www.women-economics.com

- Developed with support from the EEA
- All URLs from European research institutions (universities, business schools, research units of central banks, networks etc.)
- Real time: Situation in countries, institutions

## Dataset: Europe

- RePEc
- All European countries (EU and non-EU)
- 56,000 active positions for which gender has been identified
- 946 institutions

## Method

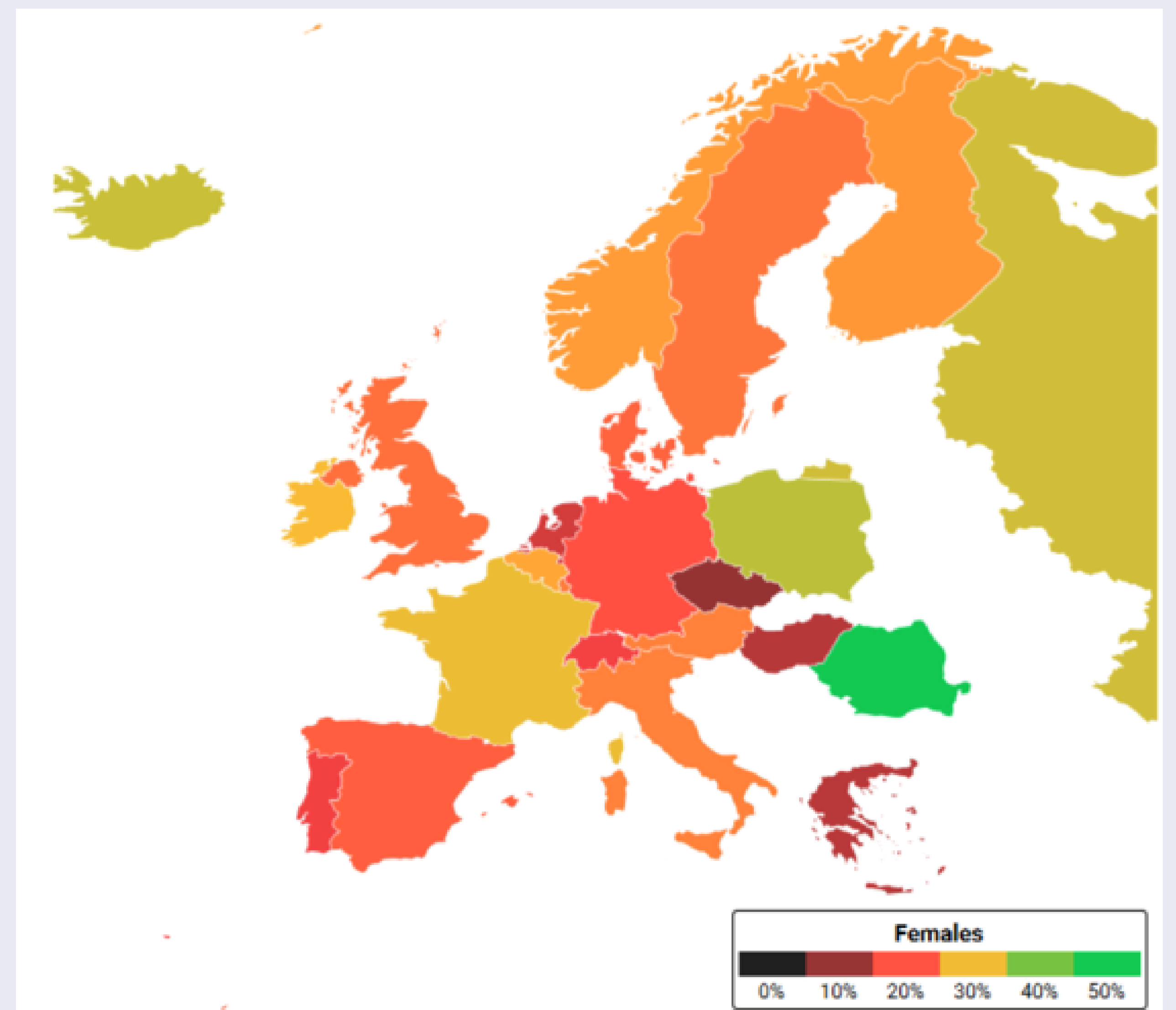
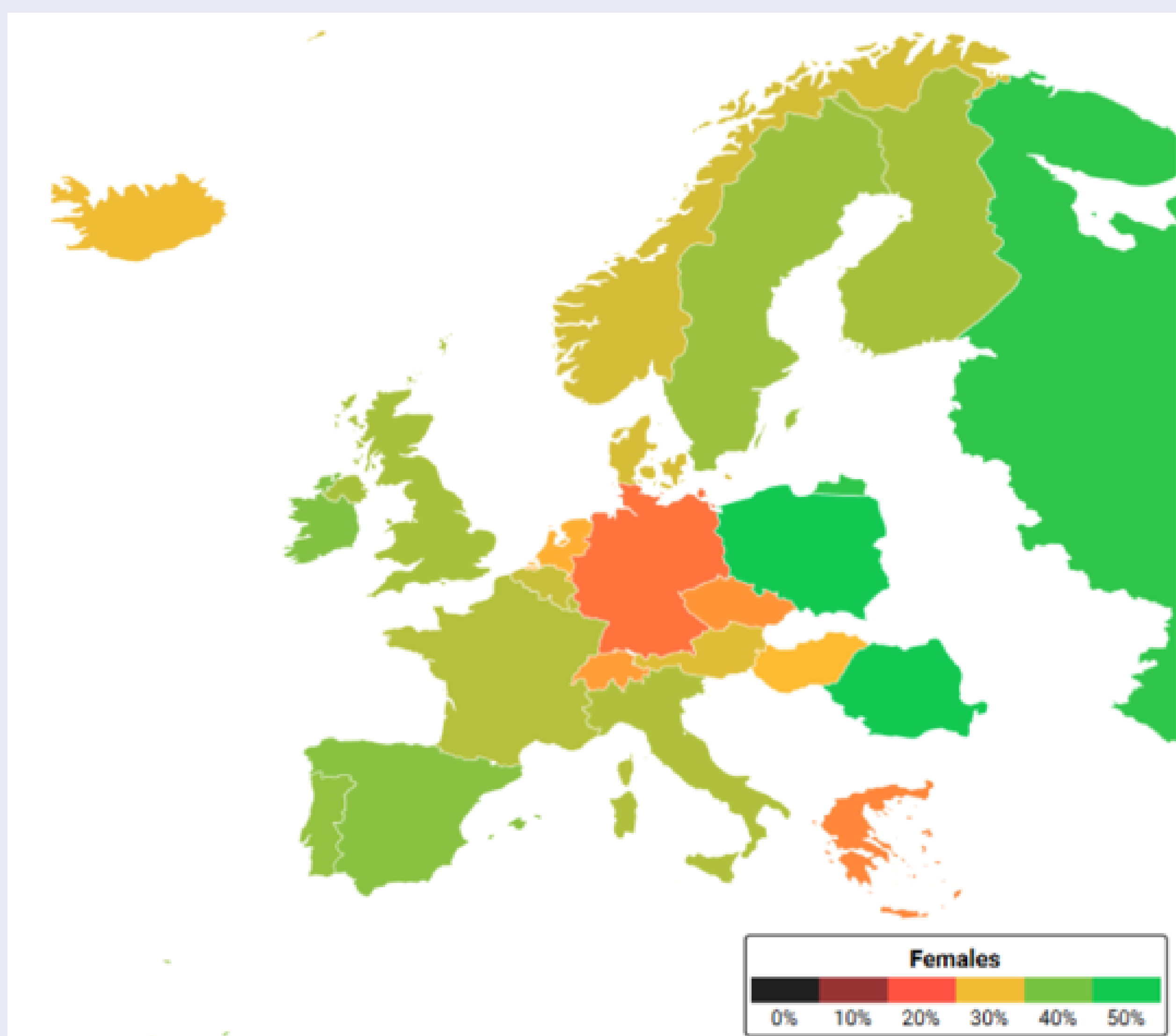
- Automatically web-scrape publicly available data
- Access all 24 hours, records entries and exits
- Title, first name, and last name
- Gender recognition (by name and/or picture)
- Manually checking the results

## Proportion of Women, Hierarchy

women (red) vs. men (blue)

All Positions	33.6%	vs.	66.4%	Europe	(25.8%	vs.	74.2%	USA)
Full Professors	23.7%	vs.	76.3%	Europe	(16.2%	vs.	83.8%	USA)
Entry Level	40.4%	vs.	59.6%	Europe	(32.6%	vs.	67.4%	USA)

## Percentage of Women in Europe – All Academic Positions vs. Full Professors



## Empirics: Share of Women on Ranking, Europe

VARIABLES	(1) All Positions	(2) All Positions	(3) Senior Level	(4) Senior Level	(5) Entry Level	(6) Entry Level
Ranking	0.0219** (0.00923)	0.0183** (0.00888)	0.0160* (0.00900)	0.0124 (0.00785)	0.0355** (0.0150)	0.0209 (0.0152)
Constant	24.37*** (1.406)	24.90*** (1.325)	21.23*** (1.397)	21.76*** (1.168)	31.80*** (2.417)	33.92*** (2.217)
Observations	231	231	224	224	154	154
Positions	16,583	16,583	10,011	10,011	6,572	6,572
Adjusted R <sup>2</sup>	0.019	0.018	0.008	0.006	0.031	0.008
Country FE		25		25		21

Notes: Robust standard errors in parentheses. \* p<0.1, \*\* p<0.05, \*\*\* p<0.01

## Empirics: Share of Women on Ranking, USA

VARIABLES	(1) All Positions	(2) All Positions	(3) Senior Level	(4) Senior Level	(5) Entry Level	(6) Entry Level
Ranking	0.0761*** (0.0253)	0.0962*** (0.0261)	0.0477* (0.0256)	0.0690** (0.0325)	0.0842** (0.0418)	0.0750* (0.0406)
Constant	19.83*** (1.293)	18.73*** (1.435)	16.58*** (1.361)	15.41*** (1.786)	28.05*** (2.222)	28.55*** (2.234)
Observations	90	90	90	90	88	88
Positions	7,211	7,211	4,407	4,407	2,746	2,746
Adjusted R <sup>2</sup>	0.091	0.156	0.029	0.082	0.035	0.041
State FE		28		28		27

Notes: Robust standard errors in parentheses. \* p<0.1, \*\* p<0.05, \*\*\* p<0.01

## Conclusion

- 1 Share of women falls with academic hierarchy level.
- 2 Higher-ranked institutions have fewer women at the senior level.
- 3 *Leaky Pipeline Hypothesis*: Women and men start their careers equally, but because of the double burden of family and job, females have a higher attrition than males.
- 4 *Selective Hiring*: Higher-ranked institutions have fewer women at the entry level.
- 5 European research institutions have a higher share of women compared to the USA.
- 6 Effect of ranking on share of women is higher in the USA.