

## Resources: Facts over Fiction

### 1. Books and academic articles

- Allyship books:
  - *Showing Up* by Ray Arata
  - *Good Guys: How Men Can Be Better Allies for Women in the Workplace* by David G. Smith and Brad Johnson
  - *Le sexisme, une affaire d'hommes* by Valérie Rey Robert [French]
- Creating space for discussion:
  - *Conflict is not abuse* by Sarah Schulman
  - *Nonviolent communication* by Marshall B. Rosenberg
  - *Say the Right Thing: How to Talk About Identity, Diversity, and Justice* by Kenji Yoshino and David Glasgow
- Feminism:
  - *The Second Sex* by Simone de Beauvoir
  - *Women, Race and Class* by Angela Davis
- Changing masculinities:
  - *The Will to Change* by bell hooks
  - *On ne naît pas mec* by Daisy Letourneur [French]

### 2. Podcasts

- *Les couilles sur la table* by Victoire Tuaillon [French]
- *A bit fruity* by Matt Bernstein

### 3. Instagram accounts

- Challenging new conservative discourses: @professor\_niel or @thespeechprof
- Teaching men how to redistribute Domestic, Mental and Emotional Labor: @zackmentallocadcoach
- Antiracism education: @desireebelal [Spanish]
- Popular culture and feminism: Matt Bernstein @mattxiv
- Beyond the gender binary: Alok Vaid-Menon @alokvmenon

### 4. Series and documentaries

- *Adolescence* [series Netflix]
- *Alpha Males* [series Netflix]
- *Picture a woman* [documentary]

# Papers referred to in the presentation

Andrea Hofer

## Papers on the child penalty

- The child penalty atlas computes child penalties across many countries in the world: Kleven H, Landaïs C, and Leite Mariante G. (2024): "The Child Penalty Atlas"
  - Link to paper [here](#)
  - Link to atlas [here](#)
- Importance of "greedy jobs" for gender wage gaps: Claudia Goldin (2014) 'A Grand Gender Convergence: Its Last Chapter', American Economic Review 104(4): 1091-1119.
  - Link to paper [here](#)
  - Link to book [here](#)
  - Link to relevant articles [here](#)
  - Link to podcast episode on Freakonomics [here](#)
  - Additionally relevant paper: Goldin C, Katz L. The Cost of Workplace Flexibility for High-Powered Professionals. The Annals of the American Academy of Political and Social Science. 2011;638(1):45–67, Link [here](#)
- Importance of structure of jobs available for mother's labour force participation: Beerli, Hofer and Schaede (2025), "Mothers' Labor Force Participation and the Availability of Part-Time Jobs"
  - Link to paper [here](#)
- Importance of regular schedules for mothers' labour force participation: Ciasullo and Uccioli (2023), "What Works for Working Mothers? A Regular Schedule Lowers the Child Penalty"
  - Link to paper [here](#)

## Differential major and occupation choices

- Differential high-school specialisation by gender in Switzerland: Buser, Peter and Wolter (2017), "Gender, Competitiveness, and Study Choices in High School: Evidence from Switzerland." American Economic Review, 107 (5): 125–30.
  - Link to paper(paid version) [here](#)
  - Link to previous working paper (free) [here](#)
- More gender biased math teachers in Italy grade girls math performance harsher and affect their self-confidence in math as well as their major choices: Carlana (2019), "Implicit Stereotypes: Evidence from Teacher's Gender Bias", The Quarterly Journal of Economics, Volume 134, Issue 3, pages 1163-1224.
  - Link to paper(paid version) [here](#)
  - Link to previous working paper (free) [here](#)
  - Link to relevant articles in [The Conversation](#) and in [Le Monde](#)
- Gender-specialized parenting leads girls to pursue traditionally female majors in Denmark: Brenoe (2022), "Brothers increase Women's Gender Conformity (2022), Journal of Population Economics, volume 35, pages 1859-1996

- Link to paper [here](#)
- Link to relevant articles in [IZA Newsroom](#)
- Female STEM teachers improve STEM grades of girls and lead to higher STEM major choices: Carrell, S. E., Page, M. E., and West, J. E. (2010). “Sex and science: How professor gender perpetuates the gender gap”, *The Quarterly journal of economics*, 125(3), 1101-1144.
  - Link to paper (paid version) [here](#)
  - Link to previous working paper (free) [here](#)
- Same gender faculty improve grades: Griffith (2014), “Faculty Gender in the College Classroom: Does it matter for achievement and major choice?”, *Southern Economic Journal*. 81(1) 211-231.
  - Link to paper [here](#)

## Leaky pipeline: Hiring

- Correspondence studies typically do not find gender-based hiring discrimination:
  - Academic paper: Bertrand and Duflo (2016), “Field Experiments on Discrimination”, *Handbook of Field Experiments*.
    - \* Link to paper [here](#)
  - Lectures on the topic and generally on gender equality:
    - \* “Richard T. Ely Lecture – Gender in the 21st Century,” *American Economic Association Papers and Proceedings*, 2020, 110 (5): 1-24, available [here](#)
    - \* “Coase Lecture - The Glass Ceiling,” *Economica*, 2018, 85(338): 205-231, available [here](#)
- Study on hiring discrimination with 43 352 recruiters on hiring platform of the Swiss public employment service in 2017 finds hiring discrimination in gender-separated occupations: Hangartner, D., Kopp, D. and Siegenthaler, M. (2021), “Monitoring hiring discrimination through online recruitment platforms”, *Nature* 589, 572–576.
  - Link to paper (paid version) [here](#)
  - Link to previous working paper (free) [here](#)
  - Link to video summary [here](#), and an article in the *LSE Business Review* [here](#).

## Leaky pipeline: Promotions

### Women are take longer and are less likely to be promoted:

- Women take longer and are less likely to be promoted than men: Blau and Devaro (2007), “New Evidence on Gender Differences in Promotion Rates: An Empirical Analysis of a Sample of New Hires”, *Industrial Relations: A Journal of Economy and Society*, Volume 46, Issue 3.
  - Link to paper (paid version) [here](#)
  - Link to previous working paper (free) [here](#)
- Lower promotion rates of women account for 70% of gender differences in wage growth between men and women in Sweden: Bronson and Thoursie (2021), “The Wage Growth and Within-Firm Mobility of Men and Women: New Evidence and Theory”, *R&R AEJ: Applied*
  - Link to paper [here](#)

## Reasons:

- Women are perceived as having less potential, despite continuously better performance rankings: Benson, Li and Shue (2021), “Potential” and the Gender Promotion Gap, *RR American Economic Review*.
  - Link to paper [here](#)
  - Link to article in [BBC](#), and [MSNBC](#).
- Male managers spend more time with male employees and promote them more: Cullen and Perez-Truglia (2023), “The Old Boys’ Club: Schmoozing and the Gender Gap”, *American Economic Review*, Volume 113, Issue 7, pp. 1703-1740.
  - Link to paper [here](#)
  - Link to article in [NPR Planet Money](#), and [Bloomberg](#), [Forbes](#) and [Der Spiegel](#)
- Male managers assign women less often as project leaders despite equal performance and thus impede their promotion prospects: Bircan, Froebel and Stahl (2024), “Gender Promotion Gaps in Knowledge Work: The Role of Task Assignment in Teams”.
  - Link to paper [here](#)
- Women receive less recognition for group work in academia and in an experimental setting: Sarsons (2017), “Recognition for Group Work: gender Differences in Academia”, *AEA Papers and Proceedings*. Vol 197, Issue 5. And Sarsons et al. (2021), “Gender Differences in Recognition for Group Work”, *Journal of Political Economy*, Vol. 129, No.1.
  - Link to paper (paid version) [here](#)
  - Link to previous working paper (free) [here](#)
- In an experiment, women are more likely than men to be asked to volunteer for, and to accept, low-promotability tasks, contributing to gender disparities in career advancement: Babcock et al. (2017), “Gender Differences in Accepting and Receiving Requests for Tasks with Low Promotability”, *American Economic Review*, Vol. 107, No. 3.
  - Link to paper (paid version) [here](#)
  - Link to previous working paper (free) [here](#)
  - Link to article in [Harvard Business Review](#), and [Business Insider](#), and [Gender Economy](#)
- Female physicians spend significantly more time on clinical note-taking than male physicians, largely due to writing longer and more detailed notes, despite no corresponding career benefit: Chu et al. 2022, “Gender Differences in Non-Promotable Tasks: The Case of Clinical Note-Taking”.
  - Link to paper [here](#)
- Doctors judge female surgeons more harshly when patients die and have a rosier view of male surgeons abilities when things go well: Sarsons (2017), “Interpreting Signals in the Labor Market: Evidence from Medical Referrals”, *R&R Review of Economic Studies*.
  - Link to paper [here](#)
  - Link to article in [The Economist](#)
- Women are perceived as less competent due to women being more likely to apologise conditional on having the same ability: Liu and Mo (2024), “Gender Gap in Apologies”.
  - Link to paper [here](#)
  - Link to article in [The Economist](#)
- For the same results on a male-type task, women self-evaluate themselves more negatively: Exley and Kessler (2022), “The Gender Gap in Self-Promotion”, *The Quarterly Journal of Economics*, Vol. 137, Issue 3, pp. 1345-1381.
  - Link to paper (paid version) [here](#)
  - Link to previous working paper (free) [here](#)
  - Link to article in [The Harvard Business Review](#) and in [VoxEU](#)

## How to counter bias

- Overview over strategies to reduce bias in the short-term: Lai et al. (2016), “Reducing implicit racial preferences: Intervention effectiveness across time”, J Exp Psychol Gen, 145(8):1001-16.
  - Link to paper (paid version) [here](#)
- Counter-stereotypical pictures overcome spontaneous gender stereotypes: Finnegan et al. (2015), “Counter-stereotypical pictures as a strategy for overcoming spontaneous gender stereotypes”, Frontiers in Psychology, Vol. 6.
  - Link to paper [here](#)
- Joint evaluations, i.e. evaluating two candidates next to each other, reduces bias: Bohnet et al. (2016), “When Performance Trumps Gender Bias: Joint vs. Separate Evaluation”, Management Science, Vol. 26, No. 5.
  - Link to paper [here](#)

## Books by Iris Bohnet, Harvard University

- Bohnet and Chilazi (2025): “Make Work Fair”, available [here](#)
- Bohnet (2016): “What works: Gender Equality by Design”, available [here](#)