



17-03-2022

IREGE

INSTITUT DE RECHERCHE
EN GESTION ET ECONOMIE



Marion MONNET (INED, Institut des politiques publiques)

Executives' Gender Gap in Promotion: Evidence from a Large French Firm

Despite large progress toward gender equality on the labor market, the gender wage gap has stalled over the last 30 years in France. The remaining gender wage gap is partly due to women having lower career prospects than men. Many large companies operate as an internal market: every year, they recruit a large set of new graduates who make their careers in the company. In this paper, we study the gender promotion gap of executives in a large French company. We use a 7-years panel from payroll data, including detailed information on salary and positions of employees. We find evidence that women are less promoted than men when all relevant factors are controlled for. Observing employees' turn-over on positions, we reconstruct the firm's internal job market and identify, for each vacant position, the pool of potential candidates eligible for a promotion. We find evidence of homophily, whereby female managers are more likely to hire female employees.

Co-authors : Laurent Gobillon, Marion Leturcq and Dominique Meurs

12h30 — Salle 103 — Comodal

Participer à la réunion Zoom :

[https://zoom.us/j/99328444342?](https://zoom.us/j/99328444342?pwd=eDdpTWpKTDZHTTBzQ2xLdnQydUJFUT09)

[pwd=eDdpTWpKTDZHTTBzQ2xLdnQydUJFUT09](https://zoom.us/j/99328444342?pwd=eDdpTWpKTDZHTTBzQ2xLdnQydUJFUT09)

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Agenda

24/03/2022, Morgane PLANTIER (ISFA, Université Lyon I), Evaluation de l'impact de la générosité des prestations sur la demande de congés parentaux au Québec

Calendrier des séminaires

<https://urlz.fr/gvi5>

