

// SUSANNE STEFFES (ZEW AND UNIVERSITY OF COLOGNE)

The Impact of Gender Quotas on On-The-Job Search

1 RESEARCH QUESTION //

How does the **exogenous implementation of a gender quota in some but not all firms** affect the reallocation of employees across firms?

THEORY //

Employee's utility in the treatment firm is affected through

- ▶ Shifts in internal promotion probabilities (H1)
- ▶ Changes in fairness perception (H2)
- ▶ Changes in signalling device of promotion (H3)

2 DATA AND TREATMENT //

Three waves of Linked Personnel Panel (LPP):

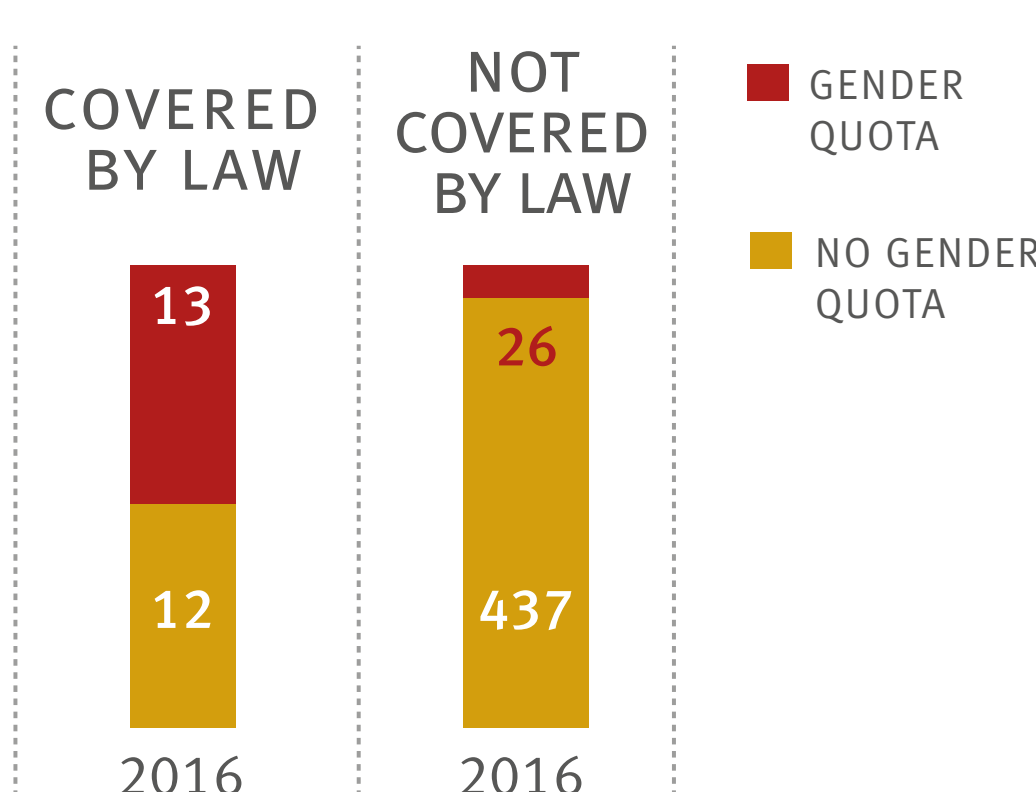
- ▶ Establishment Survey Data (~800 per wave)
- ▶ Employee Survey Data (~7100 per wave)
- ▶ Administrative Data of all employees

➔ Final sample: 475 establishments · 2211 employees



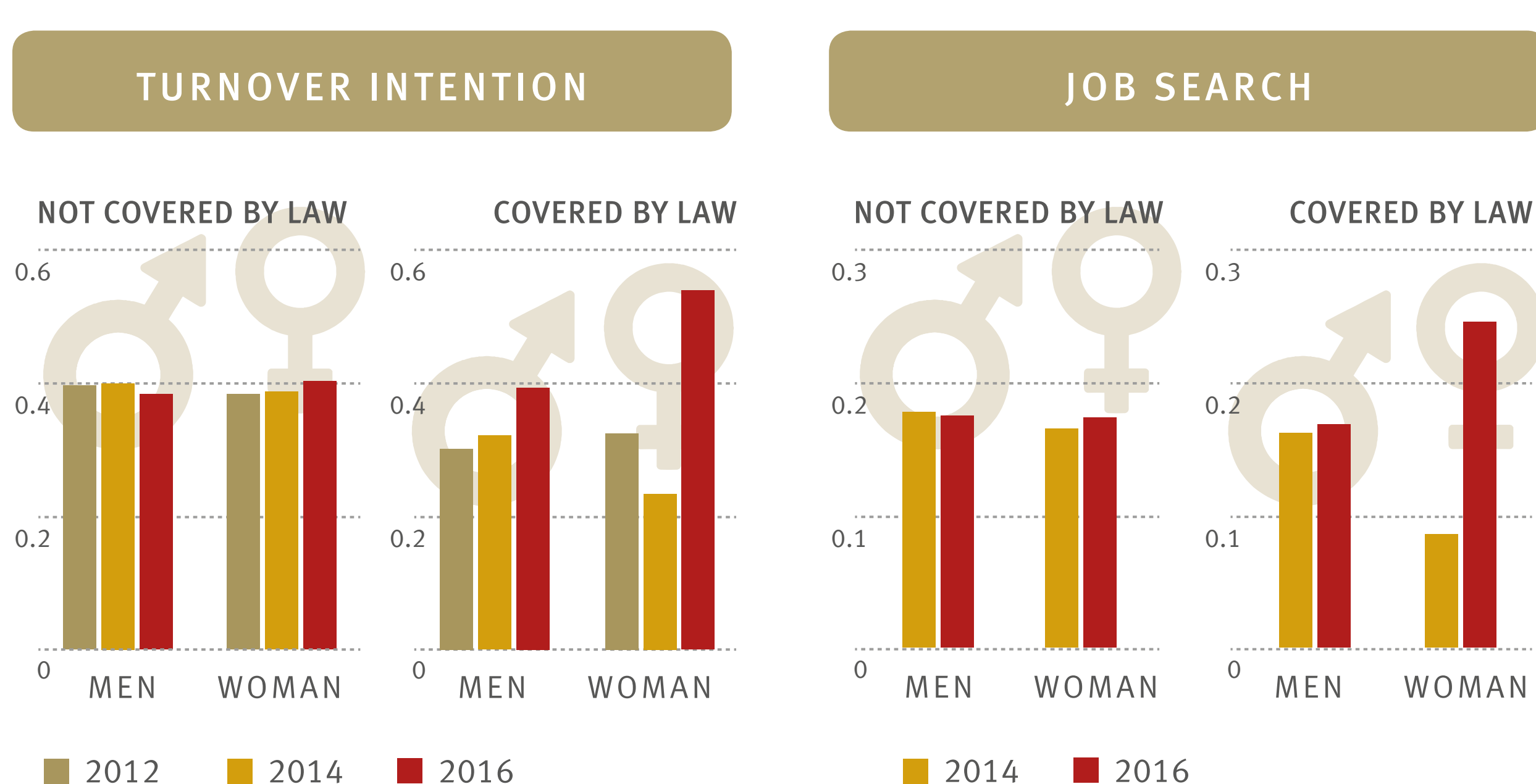
LAW COVERAGE

- ▶ Codetermined firms
- ▶ Gender quota for supervisory, executive boards, and the highest management level
- ▶ Magnitude is voluntary



3 DESCRIPTIVES //

Figure: Turnover Intention and Job Search by Law Coverage



4 MAIN ECONOMETRIC APPROACH //

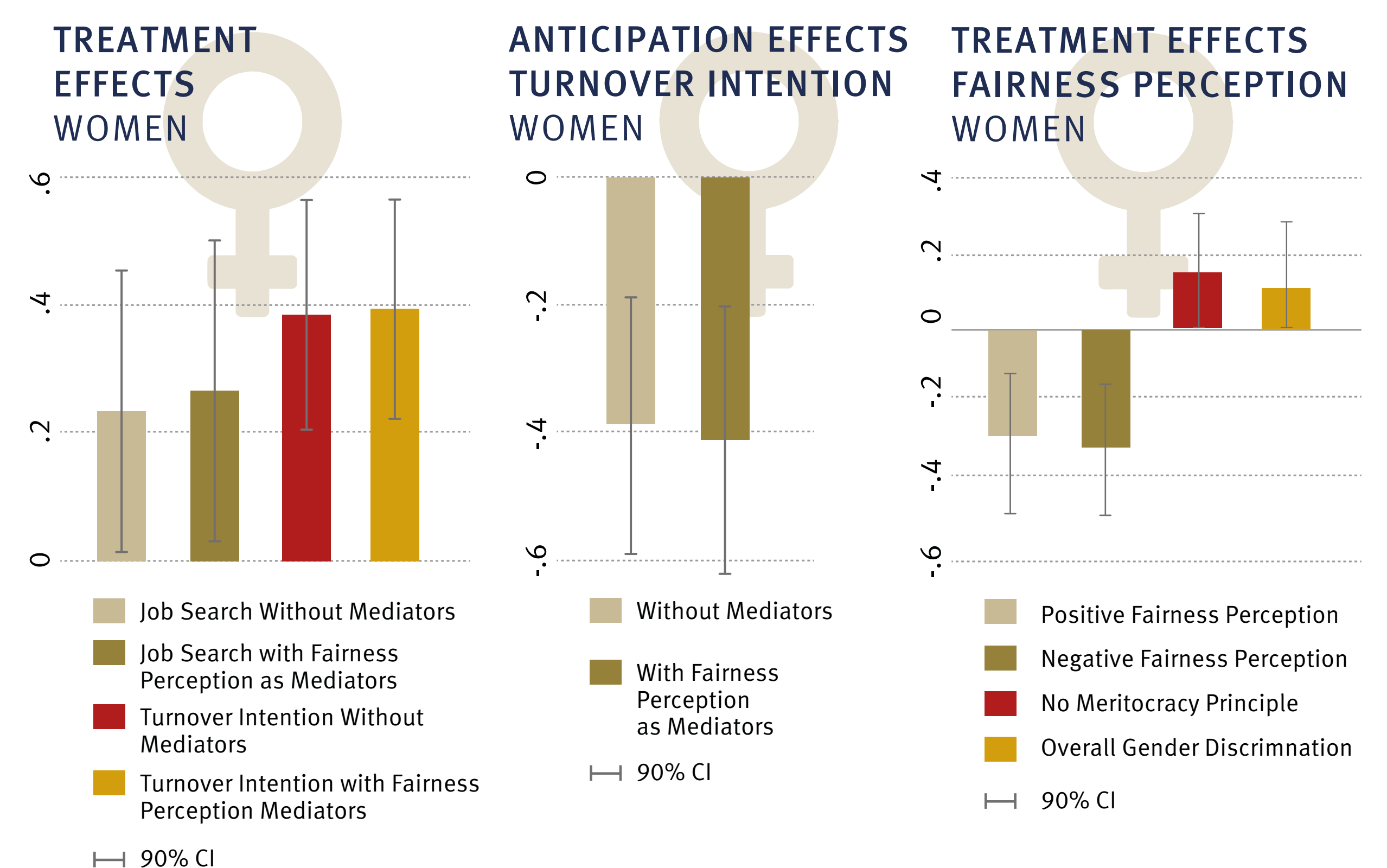
Gender-specific fixed effect estimations of outcome of employee i in firm j at time t :

$$\Delta Y_{ijt} = \beta_1 \Delta T_{jt}^{exo} + \beta_2 \Delta T_{jt}^{end} + \gamma' \Delta X_{ijt} + \delta' \Delta Z_{jt} + \varepsilon_{ijt}$$

Effect of implementing a gender quota due to law coverage = exogenous treatment

Effect of implementing a gender quota voluntarily = endogenous treatment

5 RESULTS //



H1

Job search due to higher promotion probabilities

NOT CONFIRMED!

H2

Job search due to shift in fairness perception

NOT CONFIRMED!

H3

Job search due to worse signalling device

FURTHER RESEARCH NECESSARY?

6 SUMMARY AND CONCLUSIONS

- ▶ No significantly positive impact on female employee retention
- ▶ In contrast, higher turnover intention and job search of female employees

➔ Challenging for firms to internally assign female candidates?