

# Gendered Exposure at Work and Household Specialization: Evidence from Linked Survey and Administrative Data

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## Abstract

This paper examines whether the gender composition of the workplace influences behavior beyond the firm, focusing on unpaid household labor and political attitudes. Linking German survey data from the German Socio-Economic Panel (SOEP) with administrative records from the Institute for Employment Research (IAB), we find that individuals—especially men—working with more female coworkers perform more housework and hold more progressive attitudes. However, fixed-effects models show these patterns are driven by sorting, not peer effects. Event-study analyses around childbirth confirm that exposure to female coworkers does not significantly alter responses to household shocks. Overall, workplace gender composition has limited causal influence on gendered behavior outside the workplace.

**JEL Codes:** J16, J22, D13, J24, D91

**Keywords:** SOEP, Workplace gender composition, peer effects, household labor, gender norms, political attitudes, child penalty, sorting, social interactions

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