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?

2 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)

3 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

4 MAIN ECONOMETRIC APPROACH //
Gender-specific fixed effect estimations of outcome of employee \( i \) in firm \( j \) at time \( t \):
\[
\Delta Y_{ijt} = \beta_1 \Delta x_{ijt} + \beta_2 \Delta w_{ijt} + \gamma' \Delta X_{ijt} + \delta' \Delta Z_{ijt} + \epsilon_{ijt}
\]
- Effect of implementing a gender quota due to law coverage = exogenous treatment
- Effect of implementing a gender quota voluntarily = endogenous treatment

5 RESULTS //

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?