

Why does she earn less? Gender gaps progression in early career

The issue of the gender wage gap (GWG) continues to attract attention from researchers who are trying to understand its causes and developments. While women have largely caught up with men with their education and narrowed the gap in job experience (that is the traditional factors behind GWG) these gaps persist, and the progress in its declines stalled.. The aim of the project is to study new potential explanations on why women are paid less than men and to contribute to strands of literature on gender pay gaps less studied so far.

We first aim at identifying the role firms play in shaping male and female entry level wage gaps among university graduates and the progression of these gaps. We want to learn whether men and women are paid differently already at the start of their working careers, and whether the existence of such gaps depends on the fields of study. We also to investigate whether these gaps may be driven by e.g. working experience held. Finally, we want to examine to what extend these patterns of gender pay gaps may be related to firm-specific wage policies.

Secondly, we aim at learning more about the arising of motherhood wage penalty among young women with university education in Poland. The fact that mothers (and often potential mothers) are paid less than childless women is well documented, though the estimates of the penalty gap differ in size, and less is known about their dynamics. We want to learn how these gaps arise at the beginning of the working careers, and again, whether these patterns are specific to some of the fields of study and/or firms.

Thirdly, we will study gender differences in employment, wages and productivity in the academic sector in Poland. We aim at learning (i) how high are the gender gaps in participation and in wage/income at consecutive levels of academic track (ii) how do these gaps (in labour market participation and wages) vary across fields of study (iii) are these patterns related to gender gaps among students observed at undergraduate and graduate levels (iv) are these gaps related to differences in publishing and research projects' record?

As a novelty, these studies will use administratively linked data collecting information from higher education institutions gathered in the POL-on database and social insurance data gathered in the Polish Graduate Tracking System ELA (ela.nauka.gov.pl).