

Bargaining permeates every life domain. We will study its three contexts. At home, bargaining shapes personal aspirations, and labor supply decisions. At work, it impacts wages and other payments. In organizational hierarchies, it affects access to top positions. Our research strategy is structured across three comprehensive working packages systematically examining how women's bargaining power and its changes transform social and economic inequalities.

Within the household bargaining power is usually linked to family decisions (age at marriage, or timing of first child), educational differences, and labor market outcomes (potential wages). Delayed childbearing opens educational and labor market opportunities for women. Relying on a previously unexplored dimension of census data from 100+ countries spanning seven decades, we will provide novel estimates of mean age at first birth and relate it to education and labor market drivers and outcomes. We will also collect data from across the world to provide a broad perspective on the level and changes in the gender wage gaps around the world spanning four decades. Finally, we will provide a novel estimator of age and experience patterns in the adjusted gender wage gaps. In addition to three research articles, this work package delivers two novel datasets for the research community, spanning decades and dozens of countries: (i) mean age at first birth, and (ii) adjusted gender wage gaps. This work package will also propose a novel estimator of gender wage gap.

Within the labor market, this project focuses on instances of renegotiation created by exogenous and unanticipated policy reforms. We will work with administrative data to study the implications of a reform in Lithuania which greatly reduced the scope of bargaining over severance received in case of dismissals. Our econometric analysis will shed new light on bargaining by men and women. We will also work with the bargaining opportunity implied by substantial hikes in minimum wages. Changes in minimum wages have been shown to exhibit ripple effects at percentiles not directly affected by the legislation. Our research leverages these ripple effects to study if bargaining outcomes differ by gender. This work package will deliver two innovative empirical studies in applied labor with strong causal identification.

Within hierarchies, single representatives of minority experience disproportionately low bargaining power, the so-called token effect. We will explore vast data of registry information disseminated by Orbis and harmonized in our previous research to fully characterize the drivers of token women in relation to broadening introduction of mandated gender board quotas. These changes provide an exogenous variation in the bargaining power of women in private firms, as reforms typically target public firms. Our unique data covers millions of private corporations and their board composition, a group for which research is scarce. We will further explore ownership networks as a mean through which the diversity in a parent company can spillover to a subsidiary company. Gender board diversity in the parent company is arguably exogenous to the subsidiary company, and it can have direct effects on the ability of managers to reach board positions. Besides testing channels for spillover, this work package will improve the quality of data available to the research community (by updating the measures of gender board diversity in European boardrooms for 2020s). In terms of research articles, we propose genuinely novel research questions and hypotheses.

Through the lens of bargaining power, we explore why policies aimed at promoting equality in management positions often fail to deliver, and why some neutral policies can produce heterogeneous outcomes for men and women. We address these questions relying on high quality survey and administrative data, as well as novel econometric methods, including machine learning. We will also create novel data sources filling some gaping holes and enabling comparative cross-country perspectives.