The reversal of relative performance at the end as opposed to the start of the university career

Matthias Parey (University of Essex)
[m.parey@essex.ac.uk]

Gender Summit GS15
(London, 18-19 June 2018)

based on joint work with Marco Francesconi:

Francesconi, Marco and Matthias Parey (2018): *Early gender gaps among university graduates*, European Economic Review, forthcoming.

- Open access at https://doi.org/10.1016/j.euroecorev.2018.02.004
- see also policy summary on VoxEU:
  - https://voxeu.org/article/early-gender-gaps-among-university-graduates
- Acknowledgement: The support of the ESRC Research Centre on Micro-Social Change (MiSoC) at the University of Essex is gratefully acknowledged.

International comparison: Over-taking

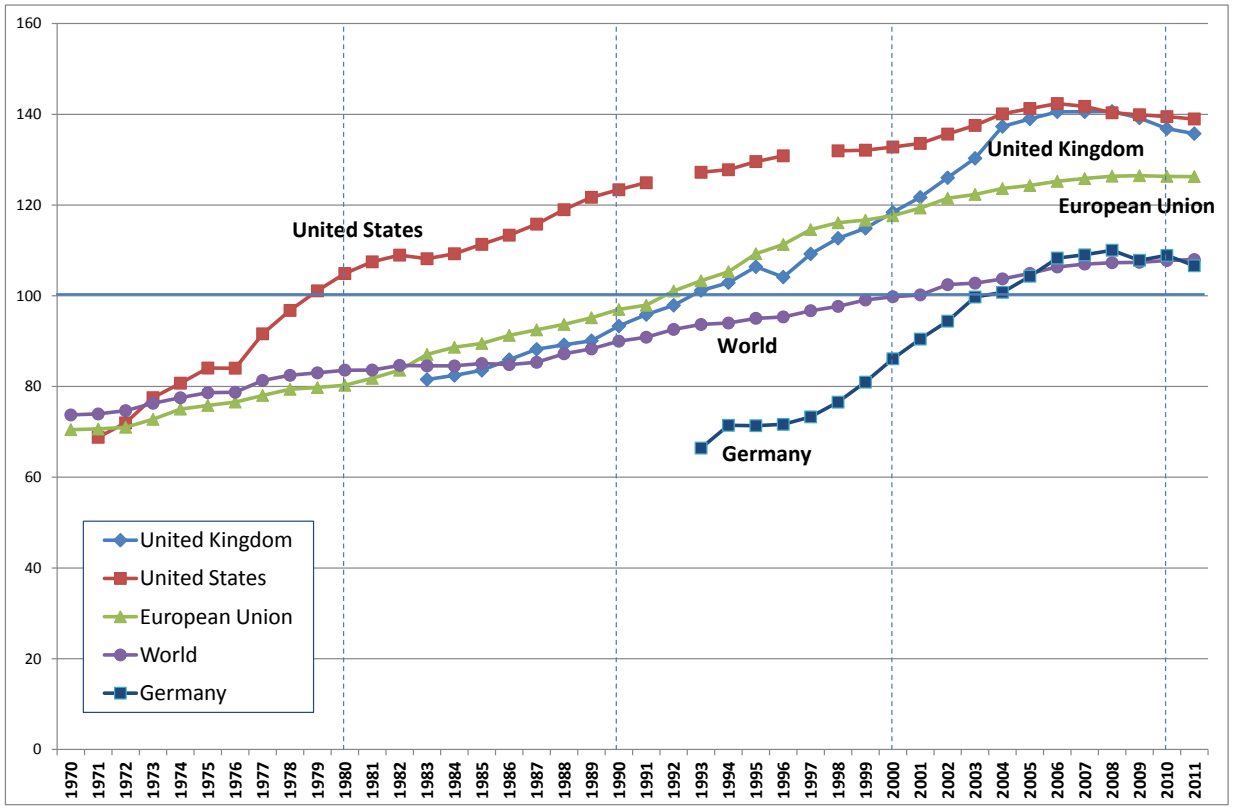


Figure 1: Female-male ratio in Higher Education

Source: UK, US, World, EU: World Bank (tertiary enrolment). Germany: German Statistical Office (degrees). Note German series here is degrees rather than enrolment.

Enrolment patterns

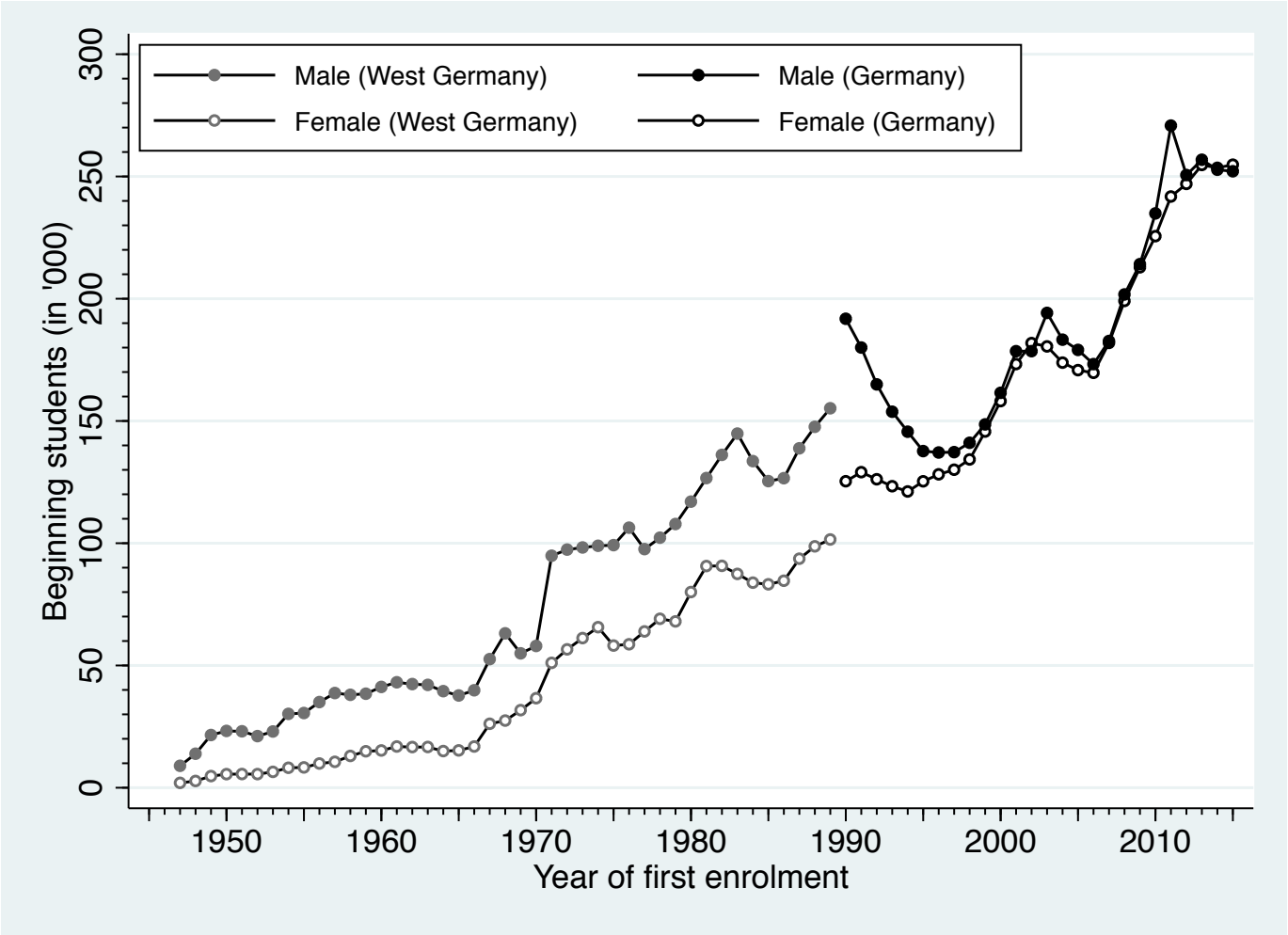
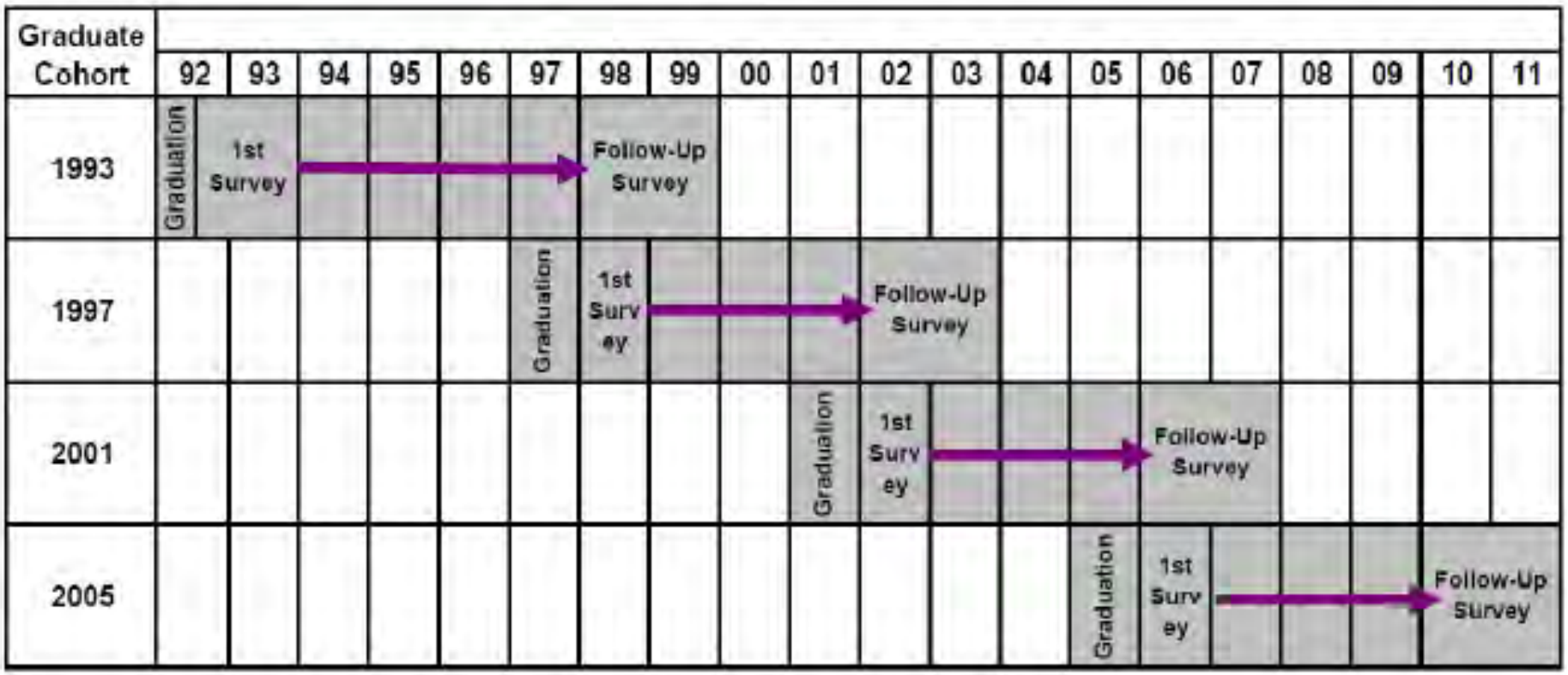


Figure 2: Enrolment by gender

Figure 3: Design of DZHW Graduate Panels



Note: The figure shows the timing of the baseline as well as the five-year follow-up surveys of the DZHW graduate panels.

Table 1: Entrants' Quality: Gender Differences in High School Marks, by Cohort

Field of study	Controls \Year	All	1993	1997	2001	2005	2009
A. All subjects							
(iii) All	cohort FE, family background, subject FE, uni FE	-0.045 (0.006)***	0.003 (0.014)	-0.004 (0.015)	-0.055 (0.016)***	-0.075 (0.013)***	-0.088 (0.015)***
N		42651	9494	8114	7048	9963	8032
Share female		*0.515*	*0.385*	*0.433*	*0.592*	*0.577*	*0.604*

Table 2: Gender Differences in University Graduation Marks, by Specification

	(a)	(b)	(c)	(d)	(e)
Female	0.022	0.041	0.044	0.058	0.063
	(0.006)***	(0.007)***	(0.006)***	(0.006)***	(0.006)***
N	42651	42651	42651	42651	42651
Cohort FE	YES	YES	YES	YES	YES
Age, family background	NO	YES	YES	YES	YES
Final secondary school grade	NO	NO	YES	YES	YES
Field of study FE	NO	NO	NO	YES	YES
University FE	NO	NO	NO	NO	YES

Table 3: Gender Earnings Gap, by Cohort and Different Subsamples

	Sample	All cohorts	1989	1993	1997	2001	2005	2009
A. Raw gap								
(ii)	**Excluding graduates in practical training or enrolled for PhD**	-0.191 (0.005)*** 19418	-0.248 (0.012)*** 3164	-0.157 (0.011)*** 3468	-0.172 (0.012)*** 3469	-0.180 (0.013)*** 3180	-0.223 (0.014)*** 3692	-0.158 (0.014)*** 2445
B. Controlling for family background, field of study FE, university FE								
(v)	**Excluding graduates in practical training or enrolled for PhD**	-0.084 (0.006)*** 19418	-0.100 (0.013)*** 3164	-0.095 (0.013)*** 3468	-0.083 (0.013)*** 3469	-0.078 (0.015)*** 3180	-0.091 (0.015)*** 3692	-0.050 (0.016)** 2445
D. Also controlling for hours worked (only 2009)								
(viii)	**Excl. grad. in practical training or enrolled for PhD, 2009 only**	-0.055 (0.016)*** 2423						-0.055 (0.016)*** 2423

Research questions to inform the next steps forward:

- University programmes in context of challenges of new technologies and labour market demands:
  - possibilities to further address gender imbalances in university related choices?
- Strong link between field of study and labour market opportunities
- How can firms be put in a position to allow greater flexibility to their workers without compromising career prospects?
- Recent emergence of a gender focus in higher education research in economics is an encouraging sign.

THANK YOU!