
EBERHARD KARLS UNIVERSITÄT TÜBINGEN

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B519: Selected Issues in Managerial Economics

Research Colloquium on

“The Gender Pay Gap: Bridging Research & Practice”

Summer term 2024

The colloquium is part of the M.Sc.-Program in Management & Economics with students of the program having to take this course once during their studies. Depending on available spots, a limited number of students from other programs will also be admitted to the course. Concerning creditability, please see below.

In the summer term 2024, we will focus on the Gender Pay Gap, i.e., the topic that Claudia Goldin, the latest Nobel Laureate in Economics, published on. At the same time, the topic is of highest practical relevance, with the EU Council having recently adopted new rules on pay transparency.

EU Pay Transparency Directive

“Under the pay transparency directive, EU companies will be required to share information about how much they pay women and men for work of equal value, and take action if their gender pay gap exceeds 5%. [...] Companies with more than 250 employees will be required to report annually on the gender pay gap in their organisation to the relevant national authority. For smaller organisations ..., the reporting obligation will take place every three years. If the report reveals a pay gap of more than 5% that cannot be justified by objective, gender-neutral criteria, companies will be required to take action in the form of a joint pay assessment carried out in cooperation with workers’ representatives.”

(<https://www.consilium.europa.eu/en/press/press-releases/2023/04/24/gender-pay-gap-council-adopts-new-rules-on-pay-transparency/>)

In the course, we aim to **bridge research and practice**: Participants are required to **present a research paper** that will be assigned to them within the kick-off-meeting, **and** they will participate in a **hands-on workshop with practitioners** from hkp/// group.

In a first round of student presentations, participants will (1) become familiar with different theories that explain why a Gender Pay Gap may exist and (2) learn more about the different methods to assess the Gender Pay Gap. Next, course participants will attend a workshop on the Gender Pay Gap at hkp/// group in Frankfurt/Main and (3) learn more about how consultants support firms in measuring and reporting their gender pay gap to comply with the legal regulations. To that aim, participants (and lecturers) will jointly travel to Frankfurt. Travel expenses will be covered by the University

of Tübingen. In a second round of student presentations, participants will learn more about (4) the effects of the Gender Pay Gap and (5) the effects of an enhanced pay transparency.

Criteria for the grading are (a) self-dependence in preparing the presentations of the research papers, (b) clarity and persuasiveness of the presentations plus (c) taking an active and constructive part in the discussions and (d) in the workshop.

Students who are interested in participating in this course need to **apply via ALMA until March 25, 2024**. Registration will be open starting from **February 1, 2024**.

Students of the M.Sc.-Program in Management & Economics who did not yet participate in the module will be “automatically” admitted, but still have to apply to allow us to organize the course. Students from other programs will be admitted depending on available spots. All students will be informed about their admittance via ALMA shortly after the application deadline has been reached. Registrations are binding.

All admitted course participants are **required to attend the Kick-off meeting on Wednesday, April 17, 2024 at 2.15 p.m.** Attending the Kick-off meeting is mandatory for taking part in the colloquium. During the Kick-off meeting, research papers will be assigned to participants and further information on the workshop will be provided.

Note that participants of the course **need to attend both presentation days and the workshop with hkp/// group**. Otherwise, they cannot receive credits for the course. The exact time schedule for the two presentation days will depend on the number of participants and will be announced at the Kick-off meeting. Until then, make sure to completely reserve both presentation days. Likewise, please reserve the whole day for the workshop (we will travel to Frankfurt/Main and back to Tübingen on the same day which means we will depart early and arrive late).

Dates

- **Registration: February 1, 2024 – March 25, 2024 (via ALMA)**
- **Kick-off: Wednesday, April 17, 2024, 2:15-2.45 p.m., Mohlstr. 36, Room: E04**
- **Presentations – Part I: Wednesday, May 29, 2024, all day, Nauklerstr. 47, Room: FSR**
- **Workshop with hkp/// group: June 20, 2024, all day, Frankfurt/Main**
- **Presentations – Part II: Thursday, July 4, 2024, all day, Nauklerstr. 47, Room: FSR**

Creditability

Accounting and Finance	Elective Studies
Data Science in Business and Economics	Specialization Studies Focus Business and Economics, Free Elective Studies
Economics	Free Elective Studies
Economics and Finance / European Economics	Free Elective Studies
European Management/ General Management/ International Business	Specialization HRM and Organization Specialization Managerial Accounting Free Elective Studies
Management & Economics	Selected Issues in Managerial Economics