

SWEDISH HOUSE
OF FINANCE



AFFECT 
Academic Female Finance Committee
of the American Finance Association

Women in Finance Conference 2018

“The Gender Gap in Executive Promotions”

10:00 am -10:45 am

Presenter: Jing Xu, Assistant Professor, University of Technology Sydney

Discussant: Marianne Bertrand, Professor of Economics at the
University of Chicago Booth School of Business

The Gender Gap in Executive Promotions

Author: Jing Xu

Comments: Marianne Bertrand

Data

- Main data source:
 - BoardEx Senior Manager and Disclosed Earner Summary data
- Less common than Execucomp → worthwhile to spend more time describing how the dataset is created:
 - More firms than Execucomp → which?
 - More execs than Execucomp → which?
 - Is Execucomp a strict subset of BoardEx?
 - Self-reported? Why do people self-report?
 - Filling in histories? Earnings?
 - LinkedIn
- Table 1:
 - Secretary – 25% of sample

Main outcome

- Focus is on internal promotion
 - Do male and female executive leave firm/sample at the same rate?
- Alternative outcomes
 - Pay increase
 - Also include external promotions
 - Deeper dive into the hierarchy of the organization – who else was up for promotion?

Controls

- More career-related controls:
 - Combinations of different functions held overall
 - Combinations of different functions held at the firm
- Female*age/female*age²
- Can you capture career interruptions?

Product market competition

- A bit of a black box
 - More information on the correlates of above/below median
- Robustness
 - Industry-level analysis: are there particular industries driving the reported patterns?/Sensitivity of results to removing one industry at the time
 - Continuous measure
 - Consider interacting correlates of product market completion with female dummy
 - Rather than adding these correlates solely as direct controls
- How about relationship to women's representation in top leadership/gender pay gap in top leadership?

Board diversity

- Demanding spec with firm fixed effects → how much variation over time?
- How about diversity in the C-suite?
- How about gender of the “boss”?