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„Die Entstehung von Lohnunterschieden im Betrieb“

## **Gender and income – a longitudinal analysis based on the Vienna Career Panel Project**

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The Vienna Career Panel Project (ViCaPP) was launched in 2000 to investigate change in careers over time and follows careers of business school graduates (here: graduation year 1990: n=245 (62% male, 44 years  $\pm$ 3.3); graduation year 2000: n=266 (55% male, 35 years  $\pm$ 3.3) from the WU Vienna. The longitudinal design includes a basic survey around time of graduation including social origin, personality traits, career aspirations as well as an annual survey with various career outcomes. It also uses a multi-cohort design and looks at graduates around 1970, 1990, 2000, and will establish one additional cohort in 2010.

This study deals with the income gap between men and women, focusing on the following two questions: (1) Has the income gap changed between the 1990 and the 2000 cohort (the 1970 cohort was excluded as there were too few female graduates at that time for useful analyses)? Here, it could be assumed that change in the institutional context towards more egalitarianism leads to a smaller income gap. (2) How does the income gap develop during the years of individuals' careers?

We used mixed linear model for longitudinal data. The dependent variable was women's income as % of men's mean income. The independent variables include the cohort, career year (analysis was restricted first six years after graduation, as more years were not available yet for the 2000 cohort) as well as the control variables: part/full-time employment, weekly work hours, public or private organization, SME or larger company, market position.

Our findings can be summarized as follows. First, concerning the changes between cohorts (inter-cohort) the changing context, e.g. equal opportunity legislation, does not decrease the income gap. On the contrary, women of the 2000 cohort are more than 6% worse off compared to women of the 1990 cohort. Second, focusing on changes during one's career (intra-cohort) the income gap increases over the course of careers, each career year reduces the proportion of women's attained mean male income by about 3%. Third, work arrangements show a significant influence on the income gap between women and men. While part-time work increase income gap, more weekly working hours reduce the gap.