

IIES/SNS International Policy Talk COMMENTS

June 15 2017

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Gender gaps in negotiation behavior



May account for part of the gender wage gap

- Starting salaries especially important !

Increasingly decentralized wage setting

→ individual negotiations more important

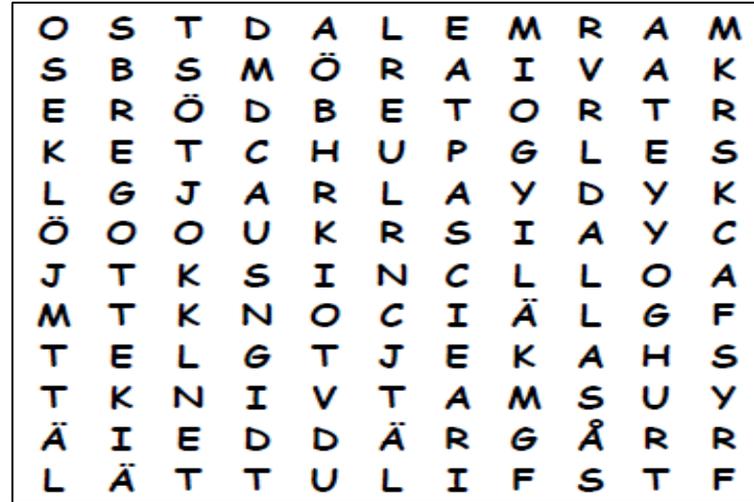
- Declining rates of unionism
- Sweden: larger scope for individual wage setting within collective bargaining agreements.

Evidence from Sweden



Hederos & Sandberg (2012, Negotiation Journal)

- Experiment
- Task: Find words
- Payment: 30-100 SEK



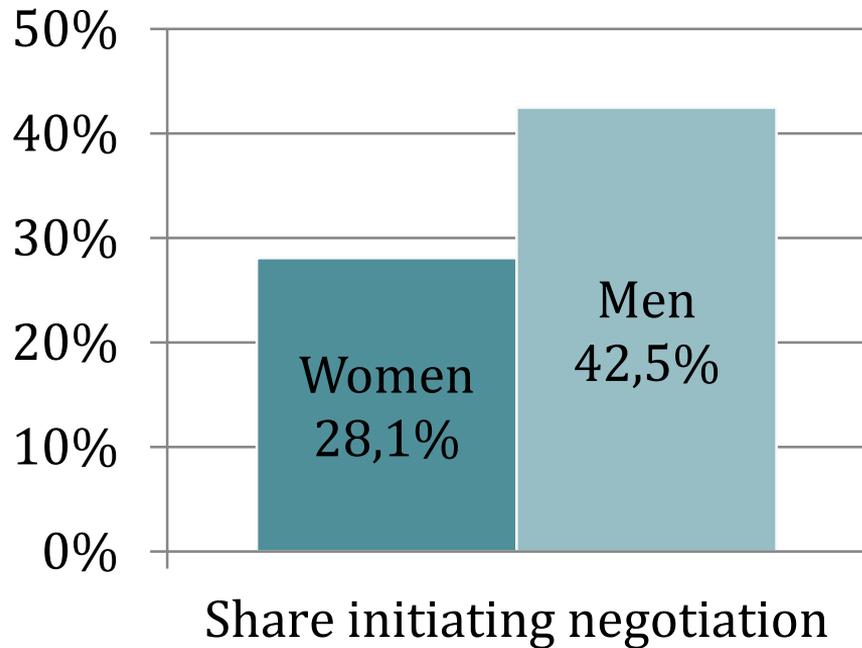
Evidence from Sweden



*Thank you for participating.
You will receive 30 SEK in
compensation. Is that OK?*



Evidence from Sweden



Why do men negotiate more?

- Better at task? **NO**
- More overconfident? **YES**



Evidence from Sweden



Säve-Söderbergh (2016): Survey of recent college graduates

Did you state a salary request at the time of employment?

44 % of men 46 % of women

How much did you request?

Women requested 1000 SEK less per month

How much did you receive?

Conditional on the request, women received less

Backlash

What if men and women who *behave* the same



I want
more



I want
more

... are not *treated* the same?



He's a
go-getter!

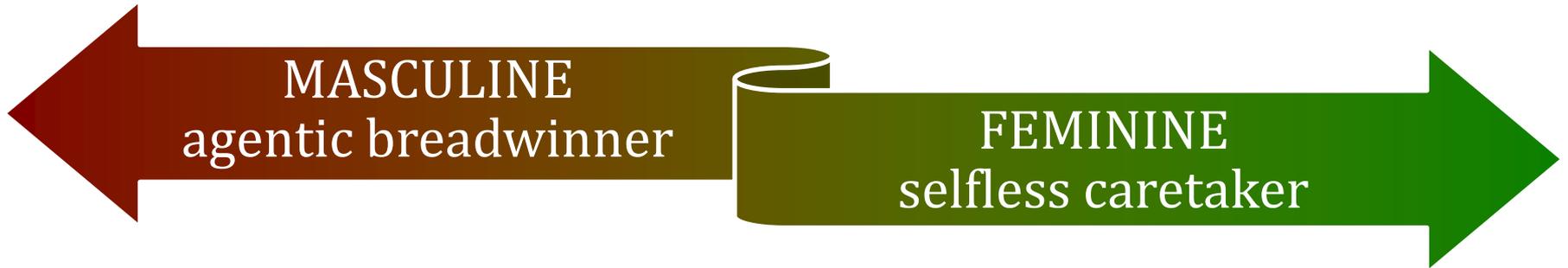


She's too
aggressive...

Backlash



- May be socially costly for women to be assertive and self-interested in a negotiation.
- Why? Violates prescriptive gender stereotypes:



The “competent vs. likable” dilemma

Questions



- Do women risk being punished for saying “no” to non-promotable tasks ? (or for being competitive?)
- Do women fear social backlash for saying “no” to non-promotable tasks? (or for being competitive)?
- What is the link between gender gaps in negotiation behavior and gender gaps in accepting non-promotable tasks? Similar driving forces?