

# Women in Austrian International Trade

Interim Report

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**FIW-Workshop: Women in International Economics**

08.03.2023



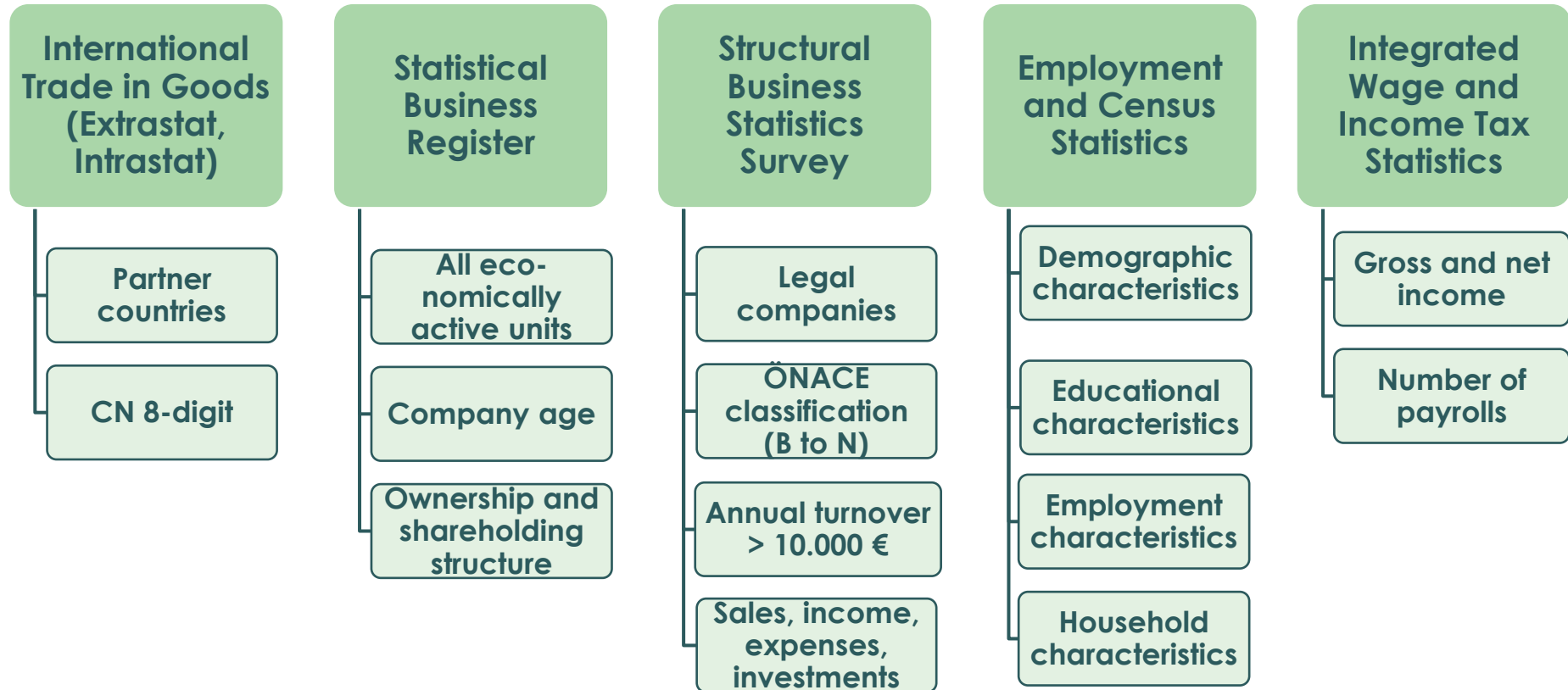
# Motivation

## Labour market differences between males and females

- Gender-specific differences between men and women are evident:
  - Gender Pay Gap/ Gender Pension Gap
  - Unequal distribution of labour market participation
- Factors potentially explaining the gap
  - Unequal distribution of family work between sexes
  - Labour market discrimination of women in professional life
- Role of Globalisation?
  - Potential opposing effects due to international competition
    - Higher labour market demand
    - Higher demand for flexible employees
    - Lower discrimination potential
    - International wage premium
- First evidence about the role of internationalisation of Austrian firms in women's labour market opportunities and participation, based on data from the Austrian Micro Data Centre (AMDC)

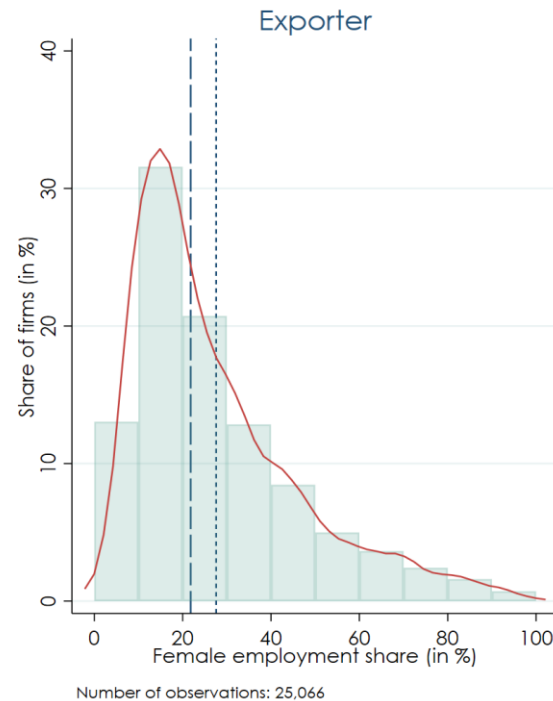
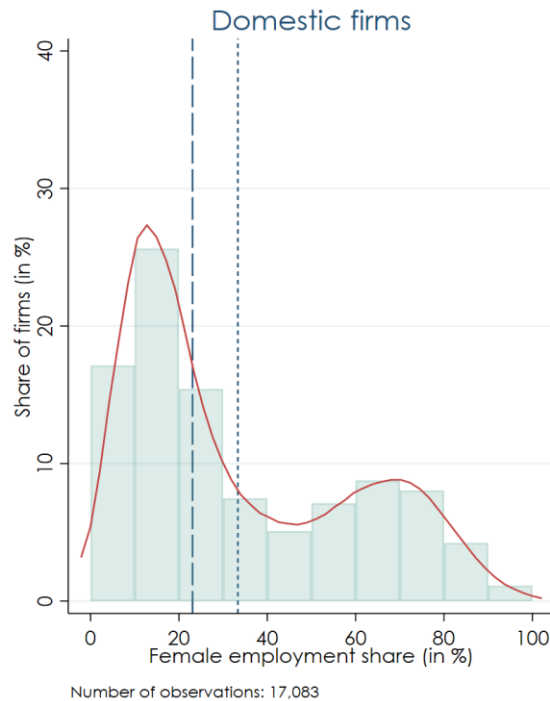
# Matched Employee- Employer Dataset

Data basis 2013 to 2020 6 data sources from Statistics Austria combined in the AMDC



# Female employment share: Domestic firms vs. international firms

## Female employment share in manufacturing

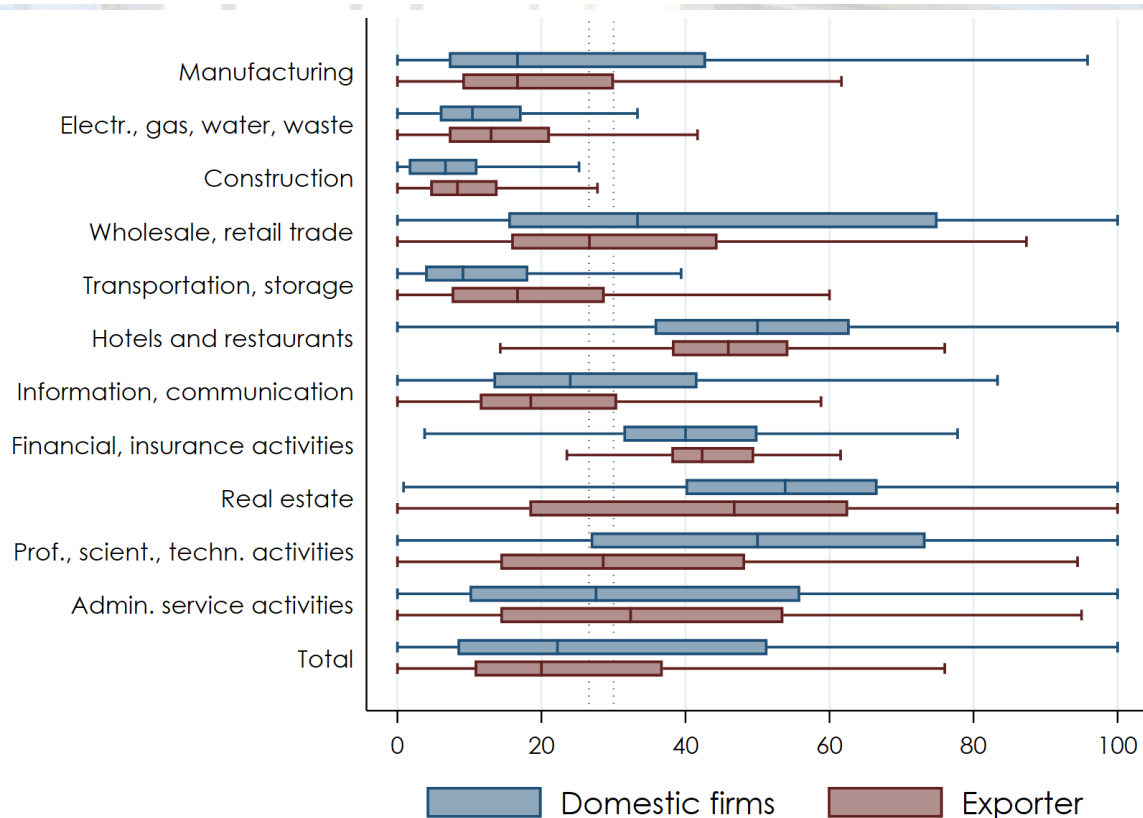


- Domestic firms vs. exporter
  - More firms with higher female employment share in domestic firms (particularly in SMEs)
  - Less firms with particularly low female employment shares in international firms (exporter)

Source: AMDC, WIFO presentation. Histogram with 10 bins and estimated kernel density (red line). The mean is represented by the short dashed line and the median by the long dashed line.

# Female employment share: Differentiation across sectors

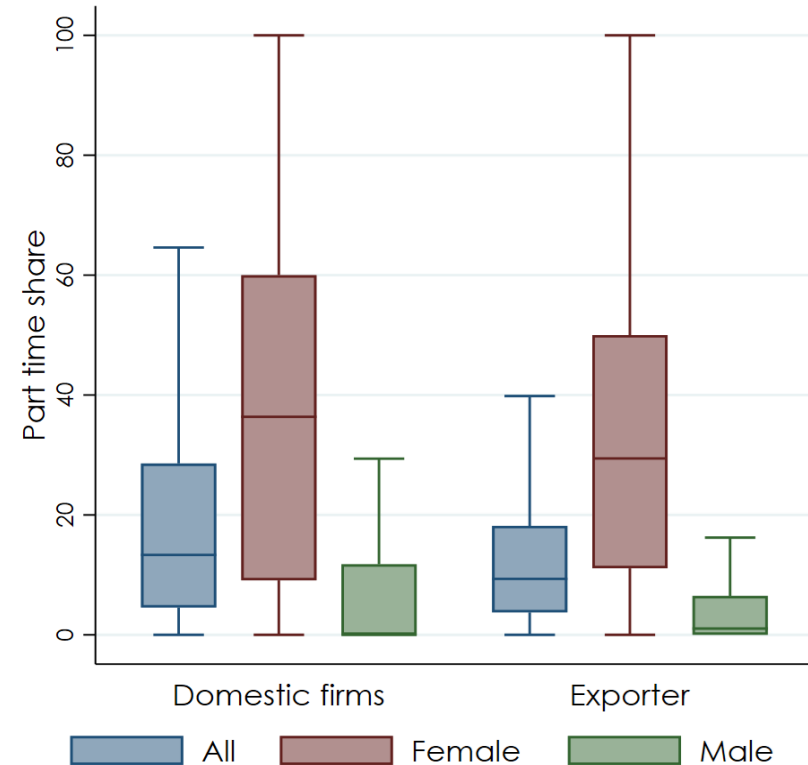
- Strong heterogeneity across sectors
- Particularly high female shares in the services sector
- Similar distribution across different international activities
- Controlling for sectors, MNEs have a 1.8 %-points higher female employment share than comparable domestic firms



Source: AMDC, WIFO presentation. Outliers excluded. The median is represented by the dotted line.

## Part time work: Domestic firms vs. exporter

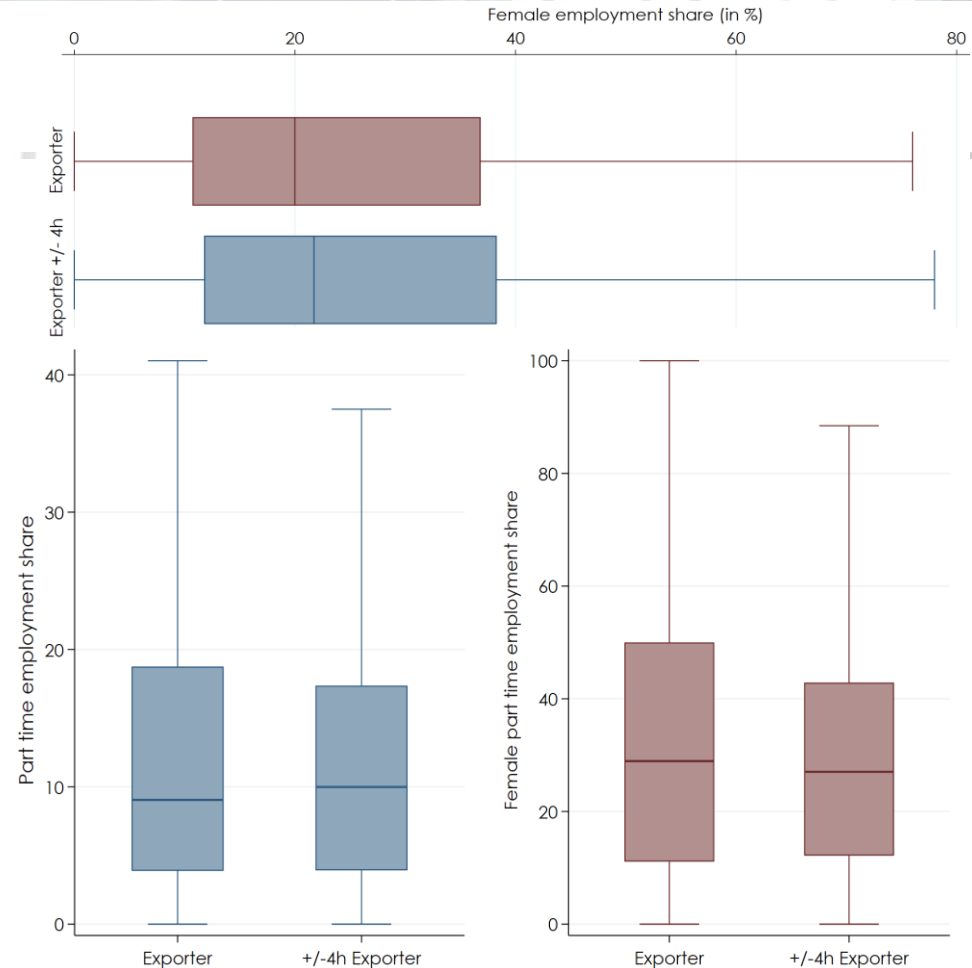
- Part time work is significantly lower in international companies
- Median share of males in part time is significantly higher in international firms



Source: AMDC, WIFO presentation. Outliers excluded.

# Female employment: Flexibility requirements

- Female employment share independent of the degree of flexibility required
  - However, with a potential higher degree of flexibility demanded
    - part time share of females declines
    - overall part time share increases
- Indication for more flexible work schemes in international firms

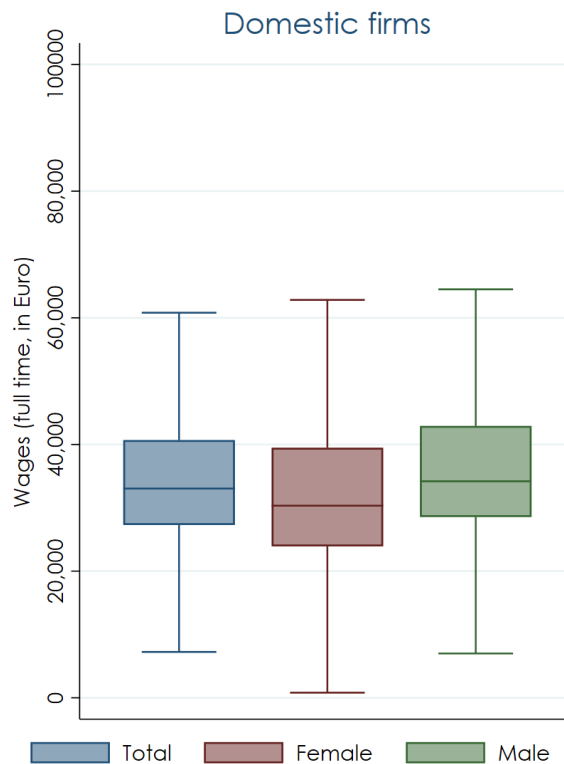


Source: AMDC, WIFO presentation. Outliers excluded. Average employment share by firm, differentiated by export destination.

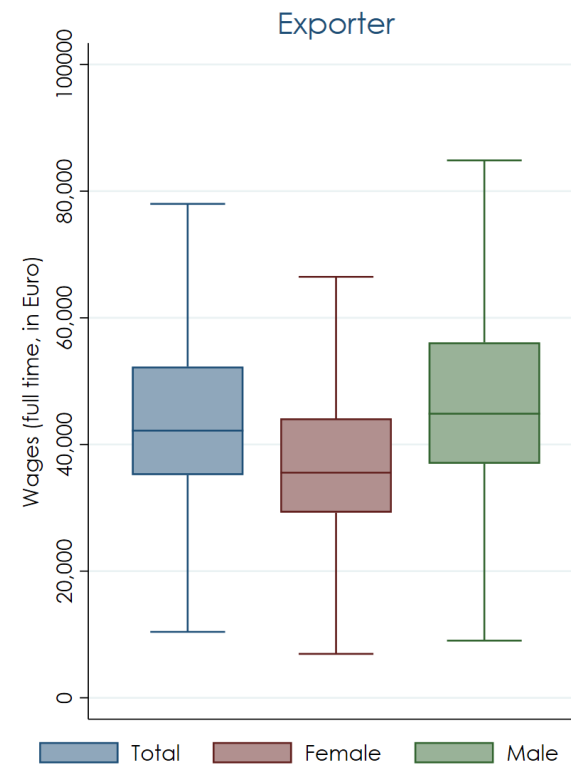
# Wage Differentials

## Domestic firms vs. exporter

- Wage premium for employees in international firms
  - Around 4.1% higher wages for females
- Exporter wage premium higher for males than for females
  - Wage gap increases for skilled employees



Number of domestic firms 27,331.



Number of exporter 10,878.

Source: AMDC, WIFO presentation. Outliers excluded.

# Interim Summary

- Female employment share heterogeneous across sectors
  - Lower discriminatory effect for firms with international competition
- International firms demand higher work flexibility
  - But might also offer more opportunities in terms of flexible work schemes
- Women benefit as well from the exporter wage premium
  - However – on average – to a smaller degree than men
- Different International activities
  - Similar effects for exporters, importers and MNEs

# Outlook

- Analysis at firm level
  - Within firm differences
  - Detailed analysis of export/import/MNE destination and origin
  - Detailed analysis of required and offered skills
    - Products produced
    - Educational level
- Analysis at individual level
  - Gender wage gap
  - Household characteristics

# WIFO



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