



NHH



ALINE BÜTIKOFER

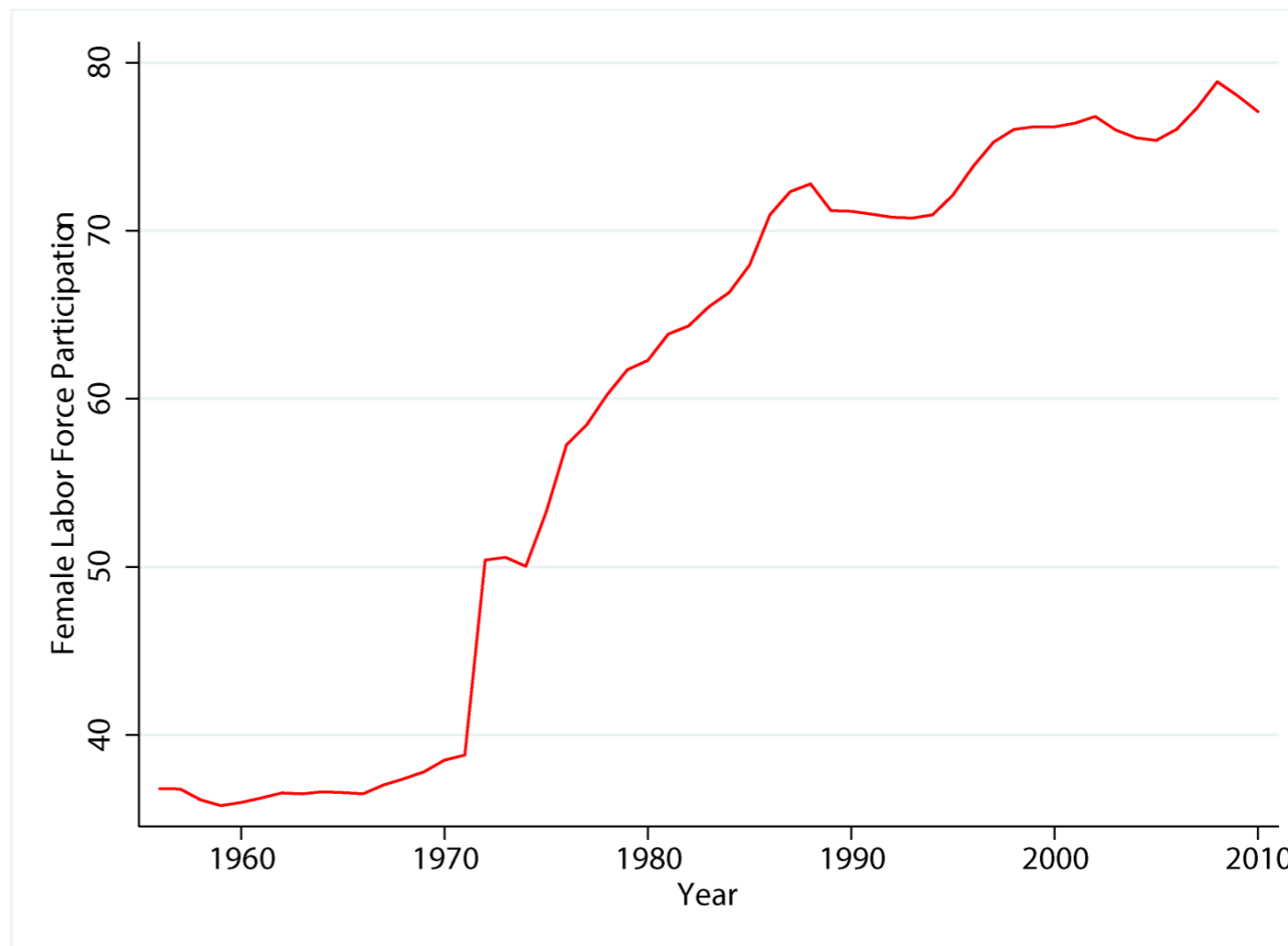
Associate Professor
Department of Economics

CATCHING-UP? MECHANISMS
BEHIND THE GENDER GAP



INCREASING INVOLVEMENT OF WOMEN IN THE ECONOMY

NHH

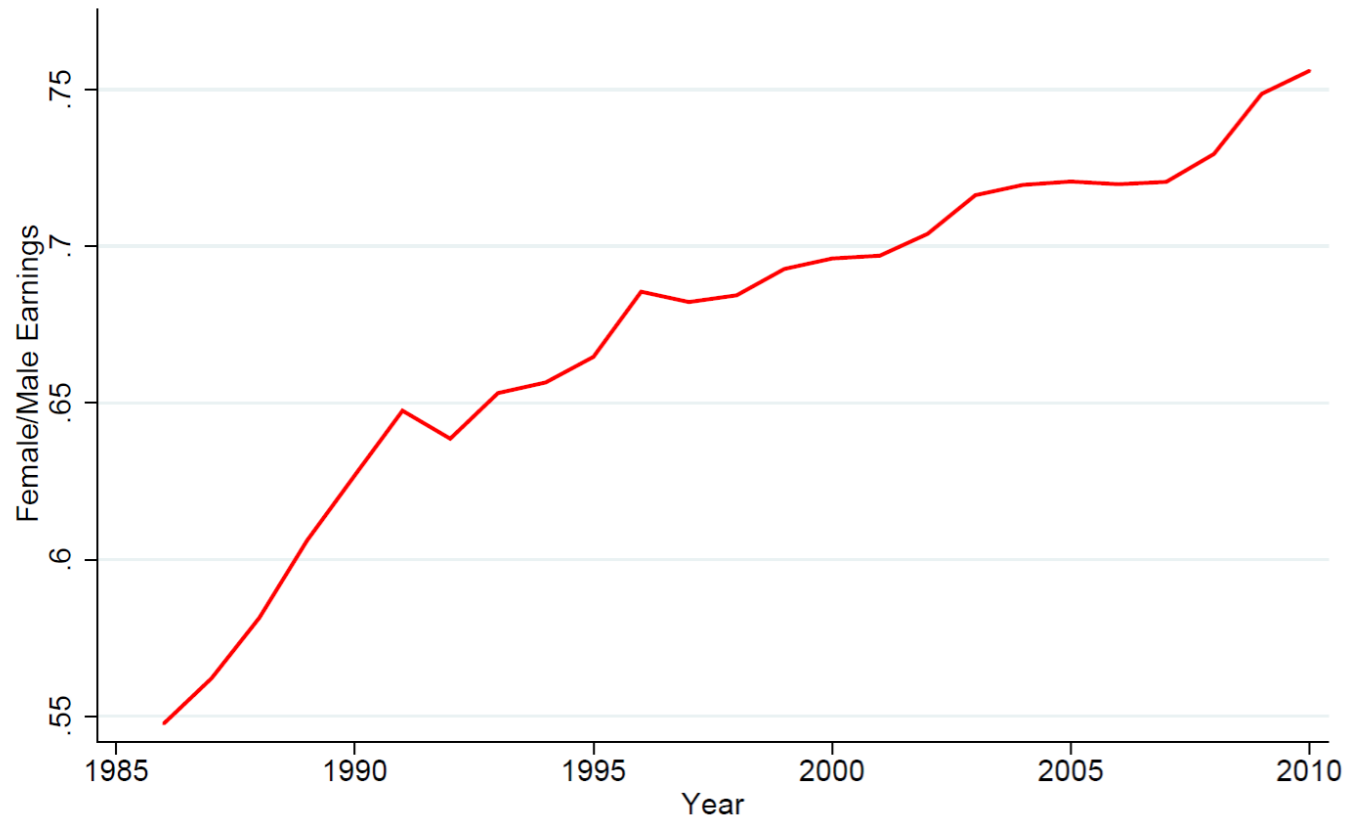


WOMEN'S EARNINGS RELATIVE TO MEN'S EARNINGS

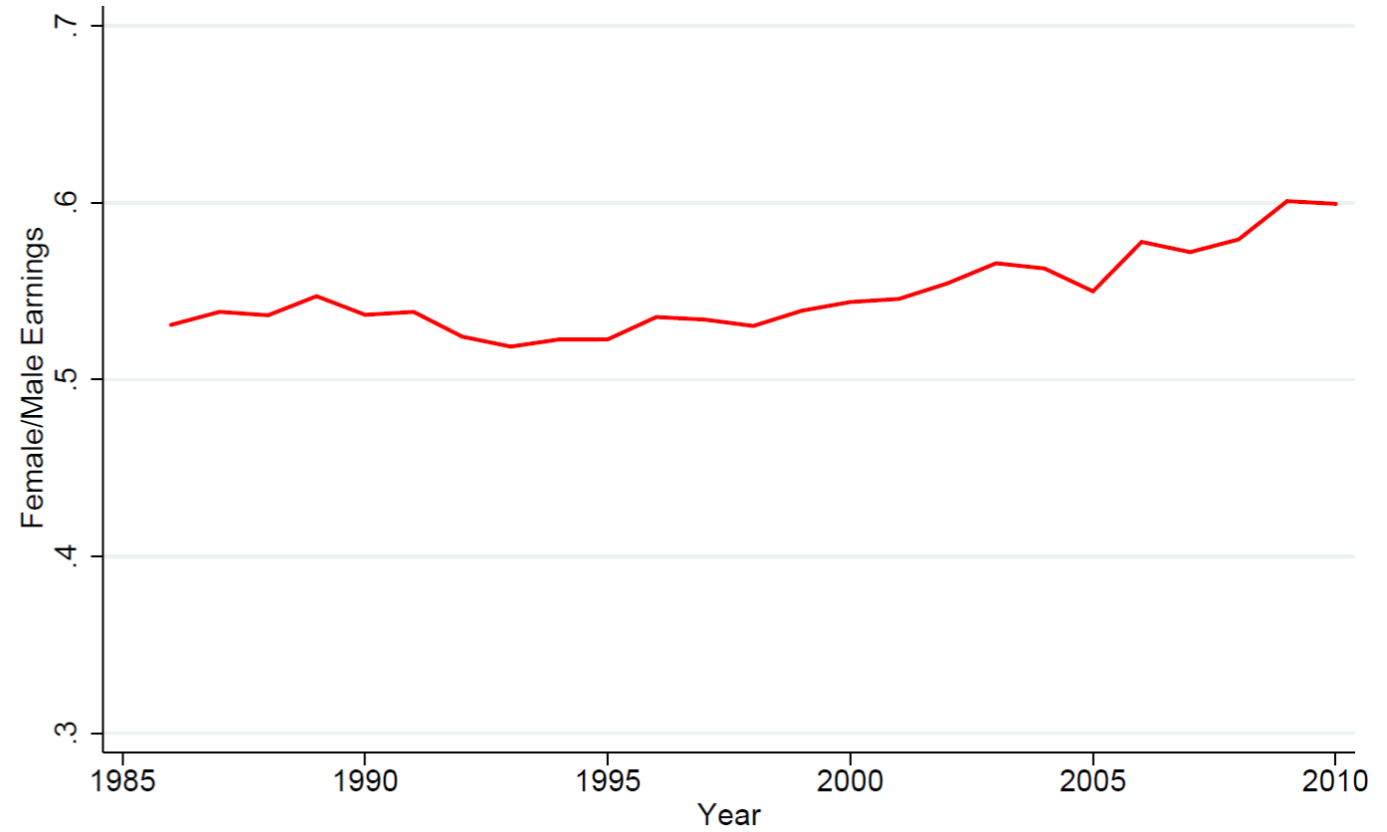
NHH



MEDIAN



TOP 1%

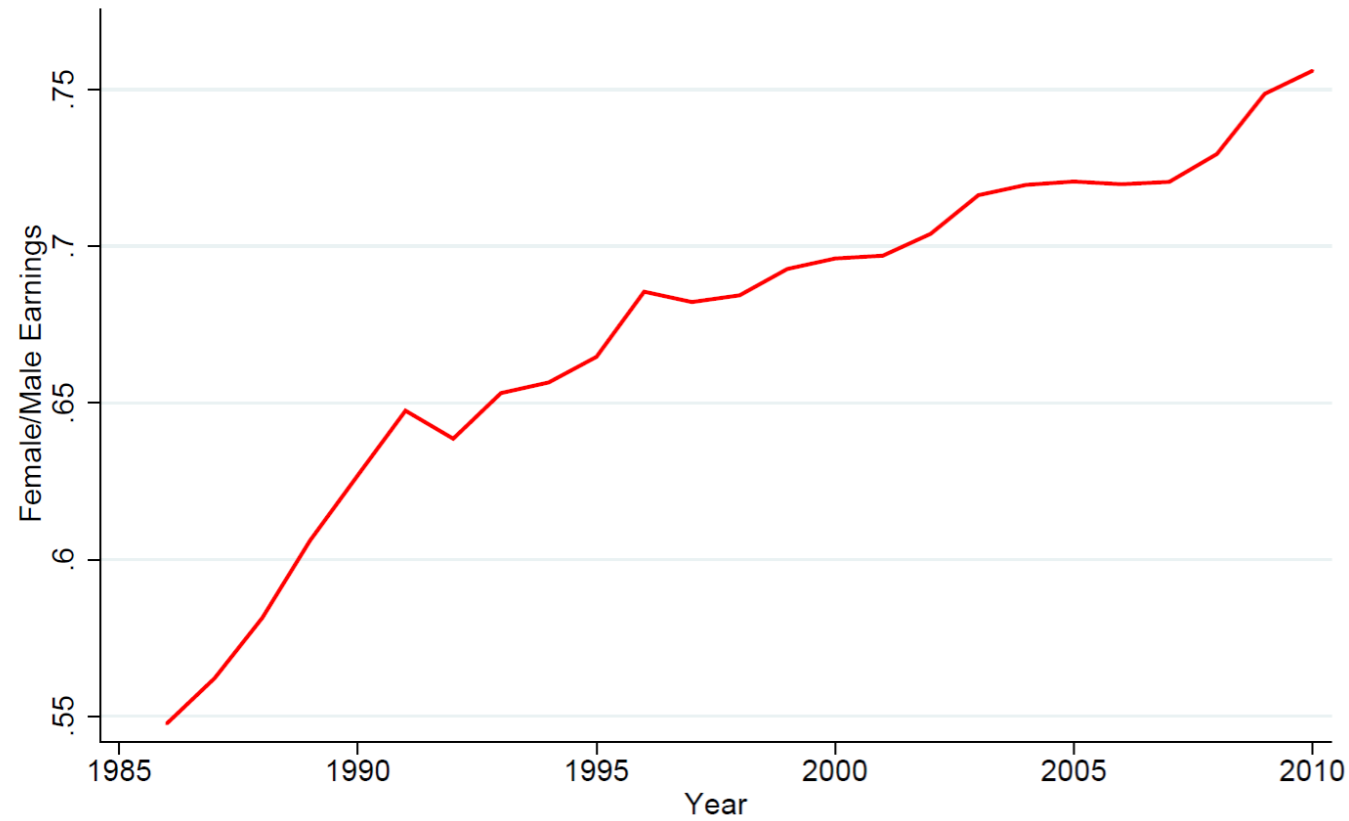


WOMEN'S EARNINGS RELATIVE TO MEN'S EARNINGS

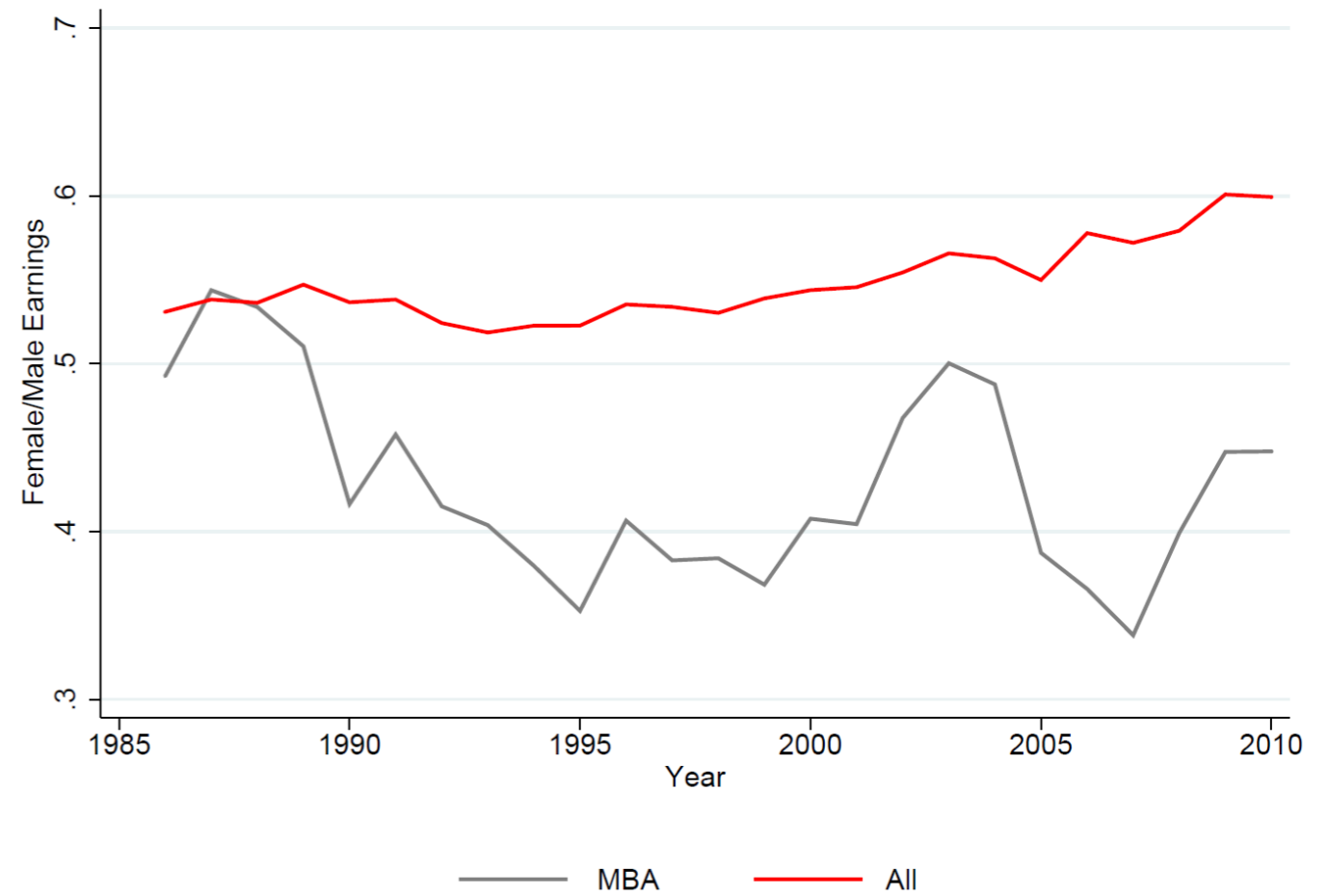
NHH



MEDIAN



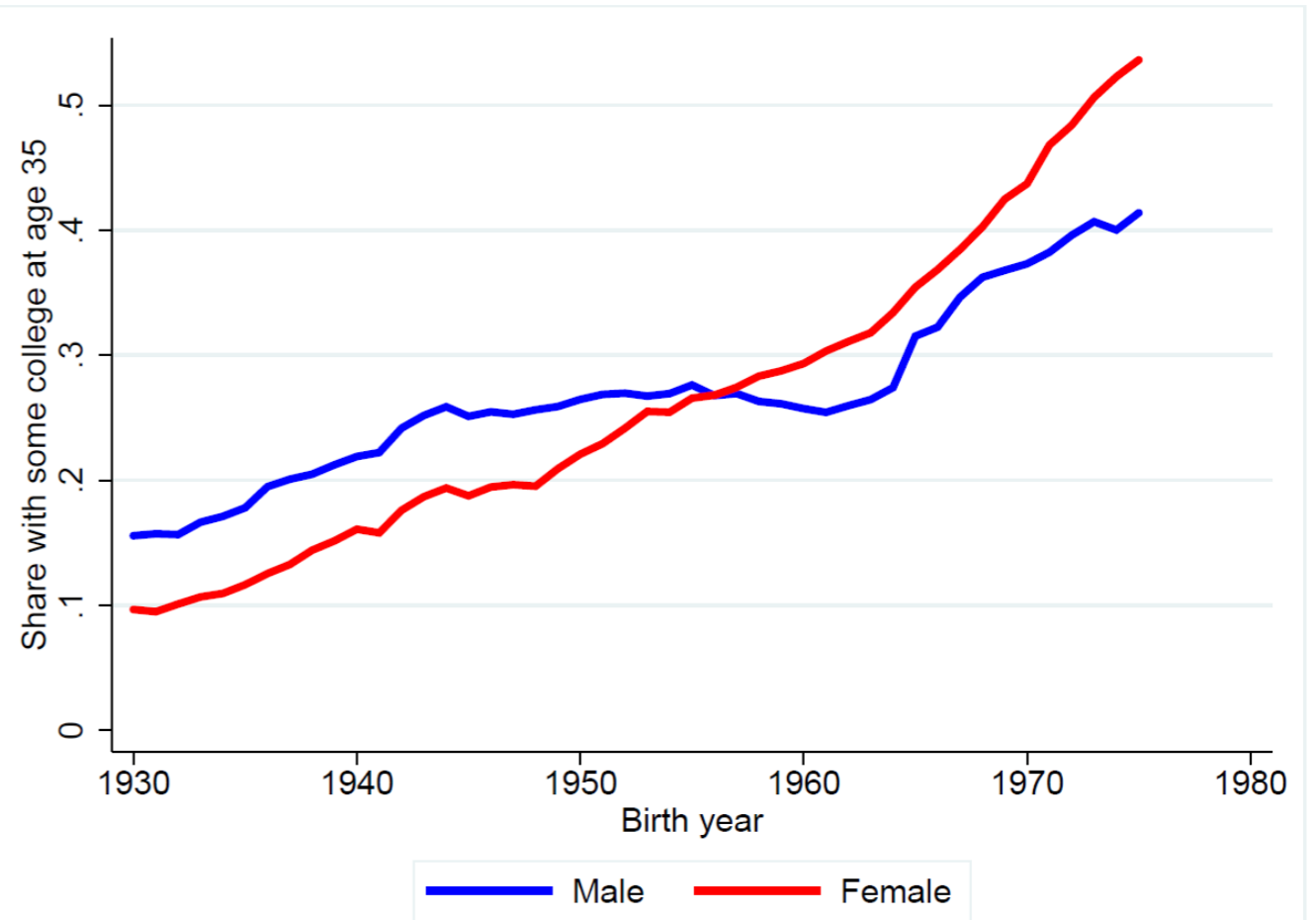
TOP 1%





GENDER DIFFERENCES IN EDUCATION

NHH





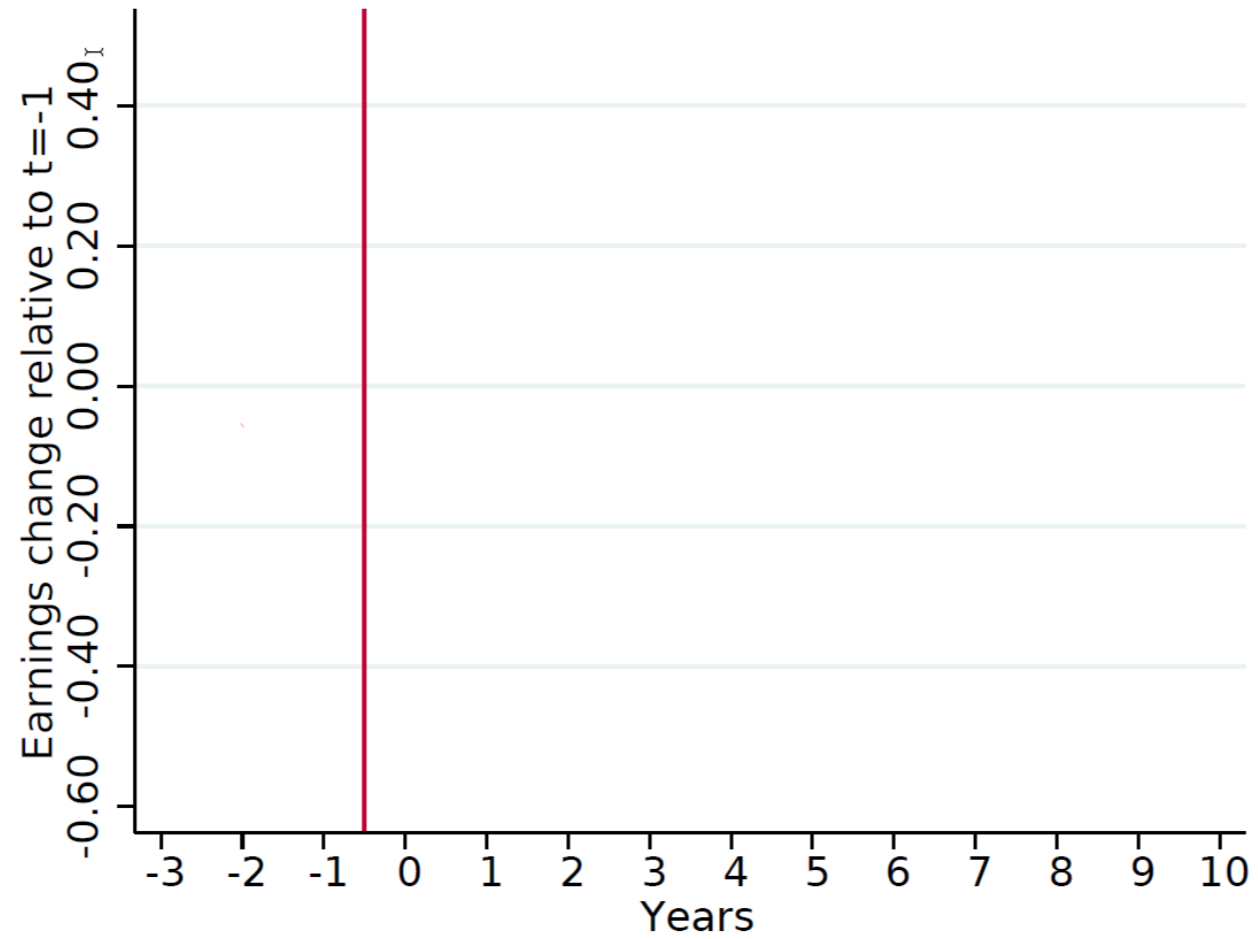
NHH



PROMOTABLE AND NON-PROMOTABLE TASKS

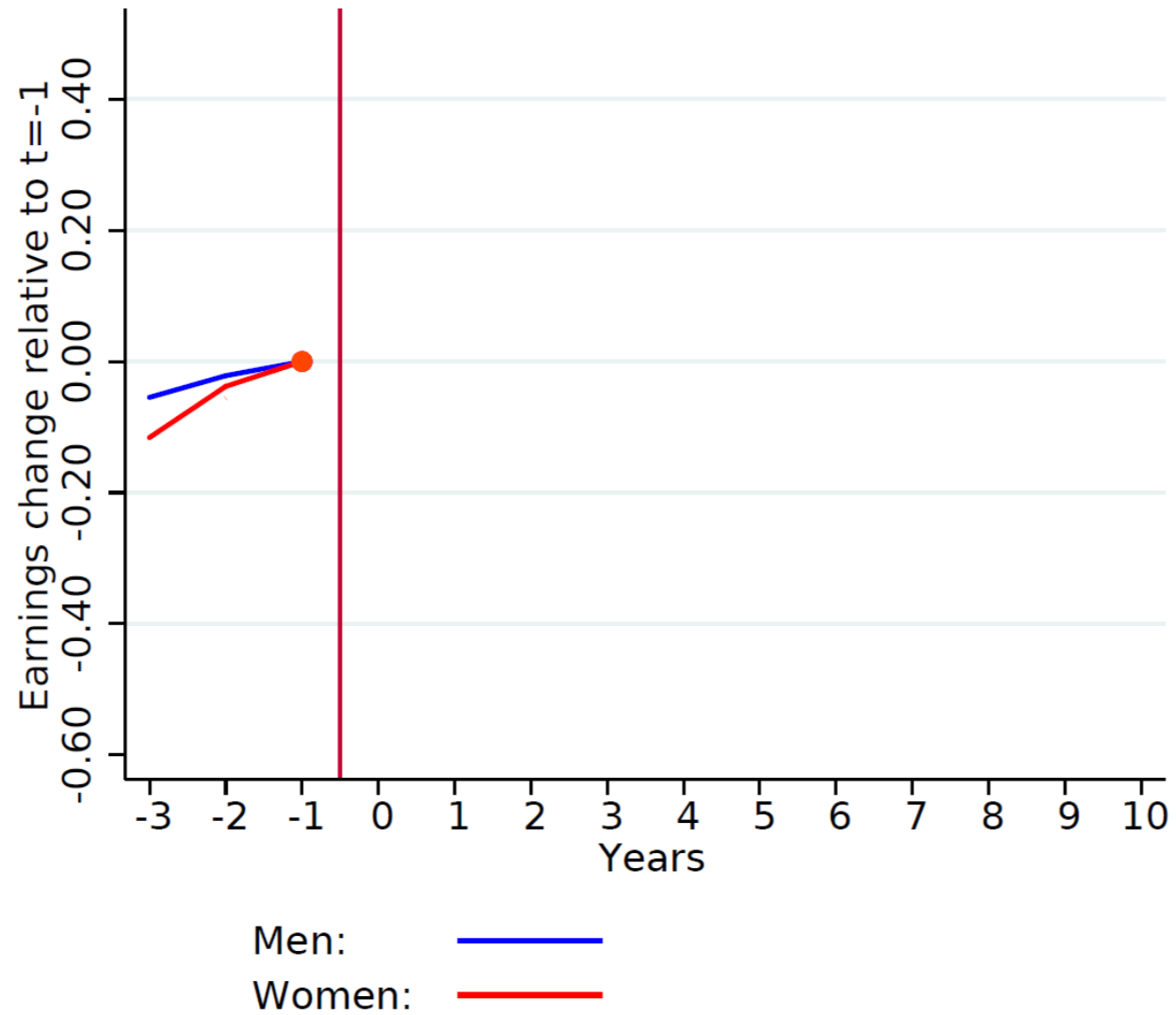


MOMMY EFFECT

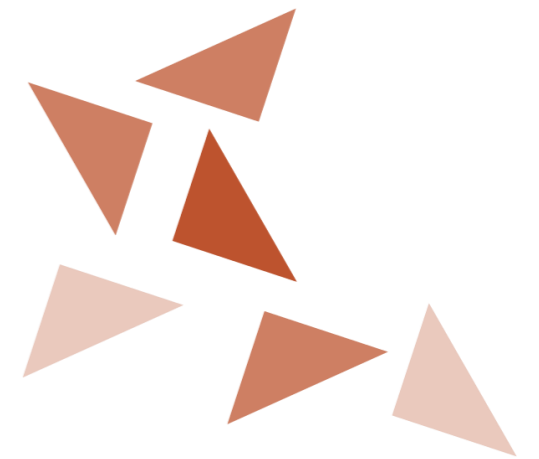
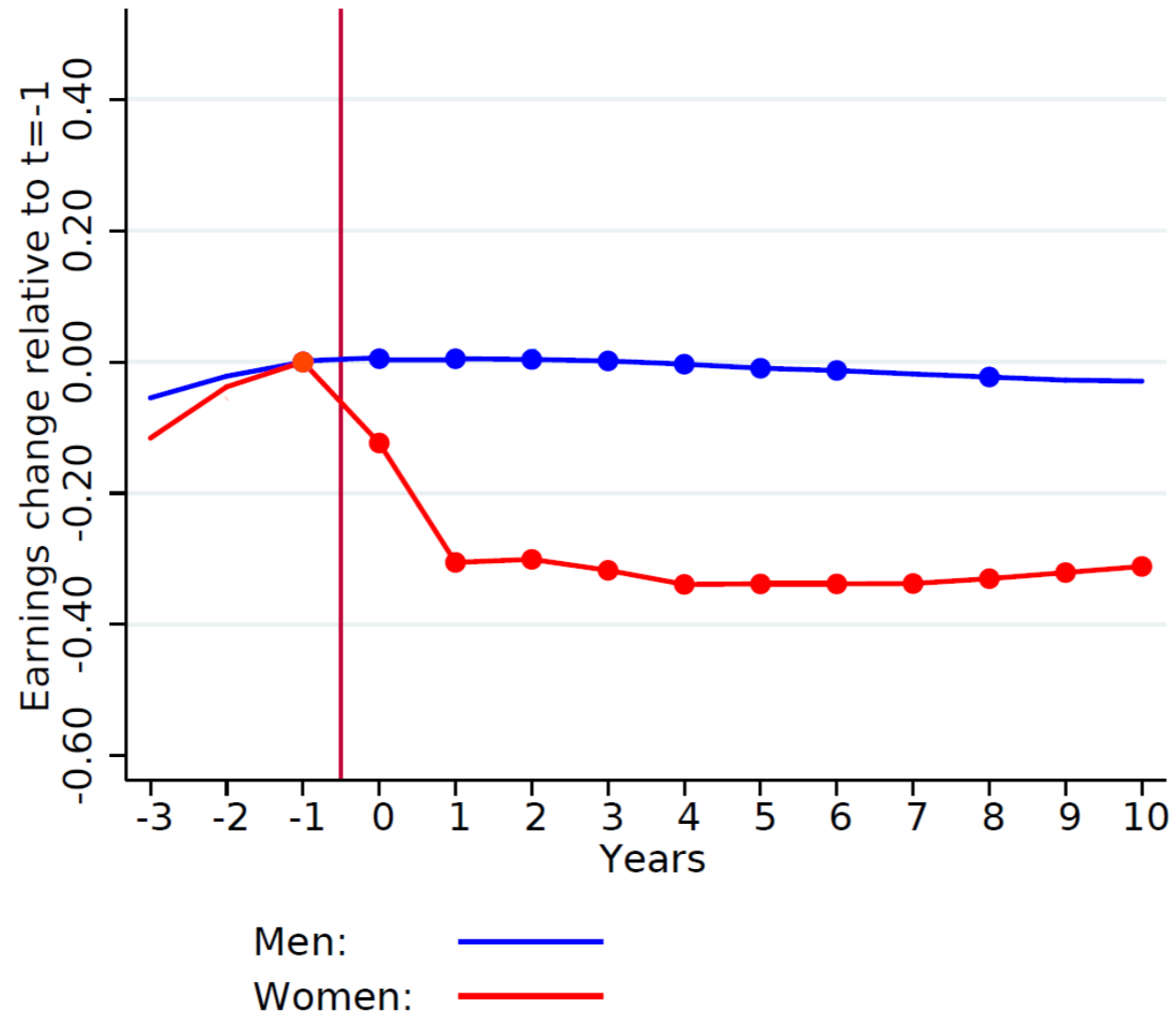




MOMMY EFFECT

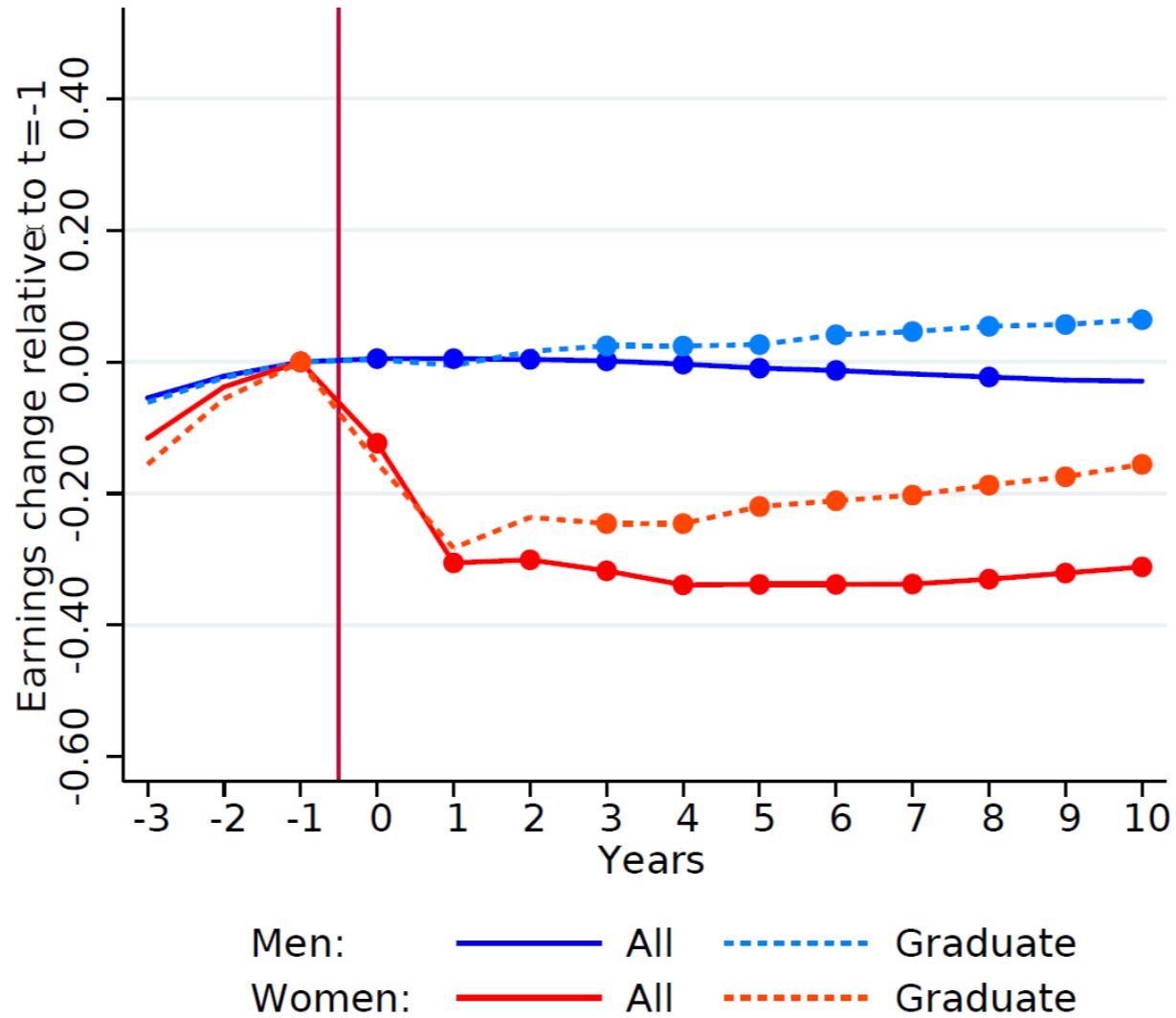


MOMMY EFFECT

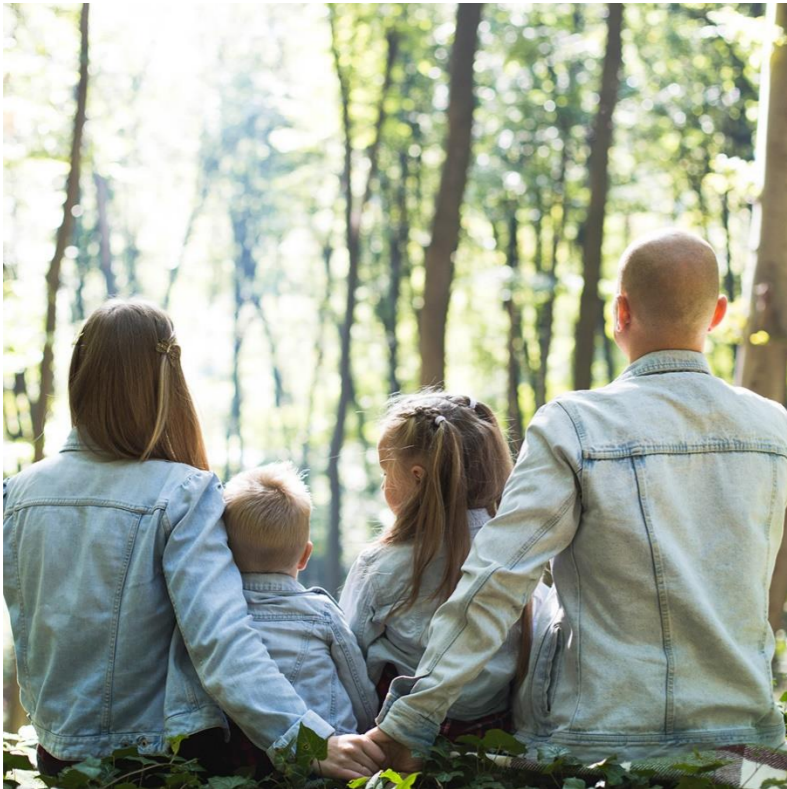




MOMMY EFFECT



MOMMY EFFECT



Family friendly jobs



Irregular work schedule



Primary caregiver

NEXT STEP



Government policy

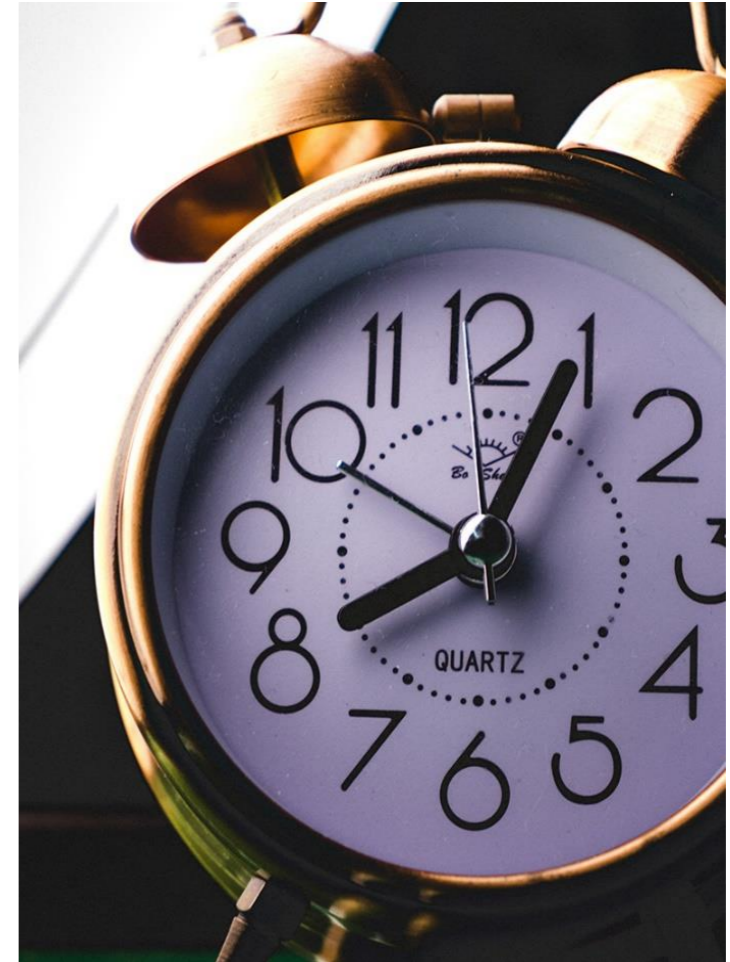


Responsibility at home



Temporal flexibility

NEXT STEP



Temporal flexibility

NHH

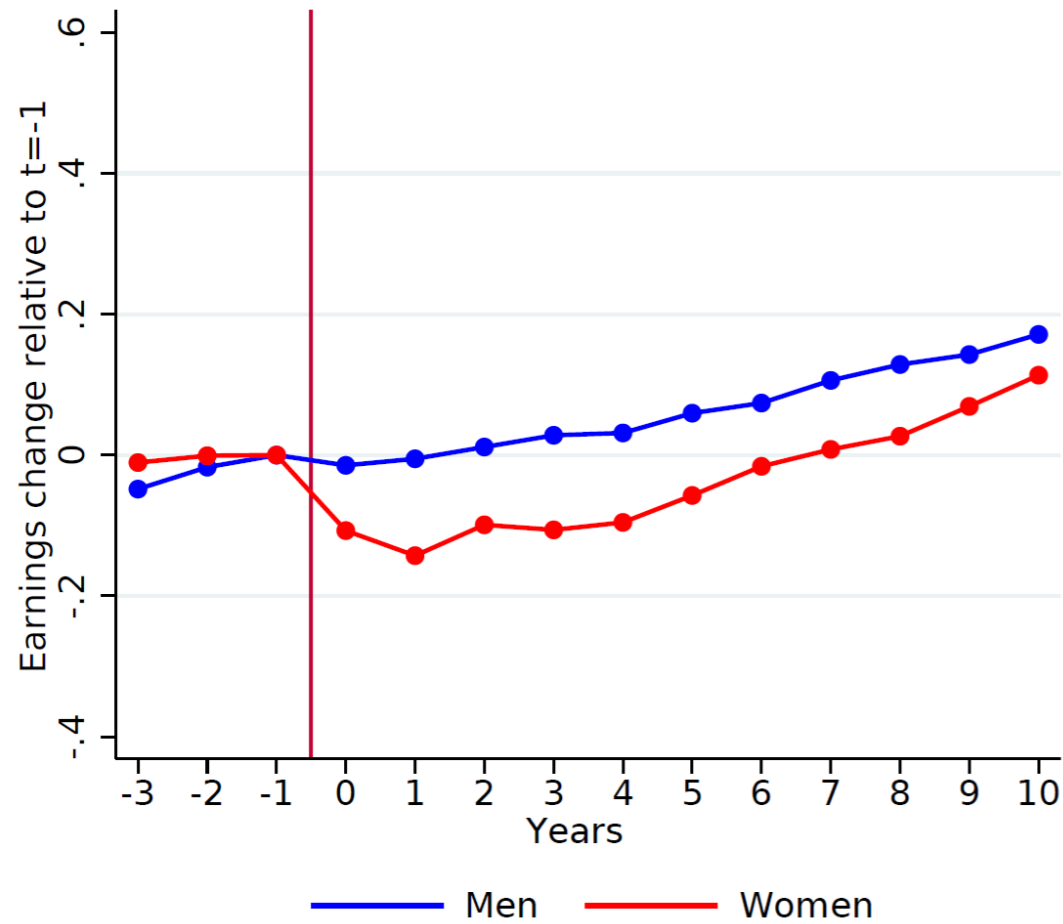
A group of healthcare professionals, including doctors in white coats and nurses in blue scrubs, are walking away from the camera down a brightly lit hospital hallway. The hallway has white walls and a blue-tinted floor.

PAY STRUCTURE

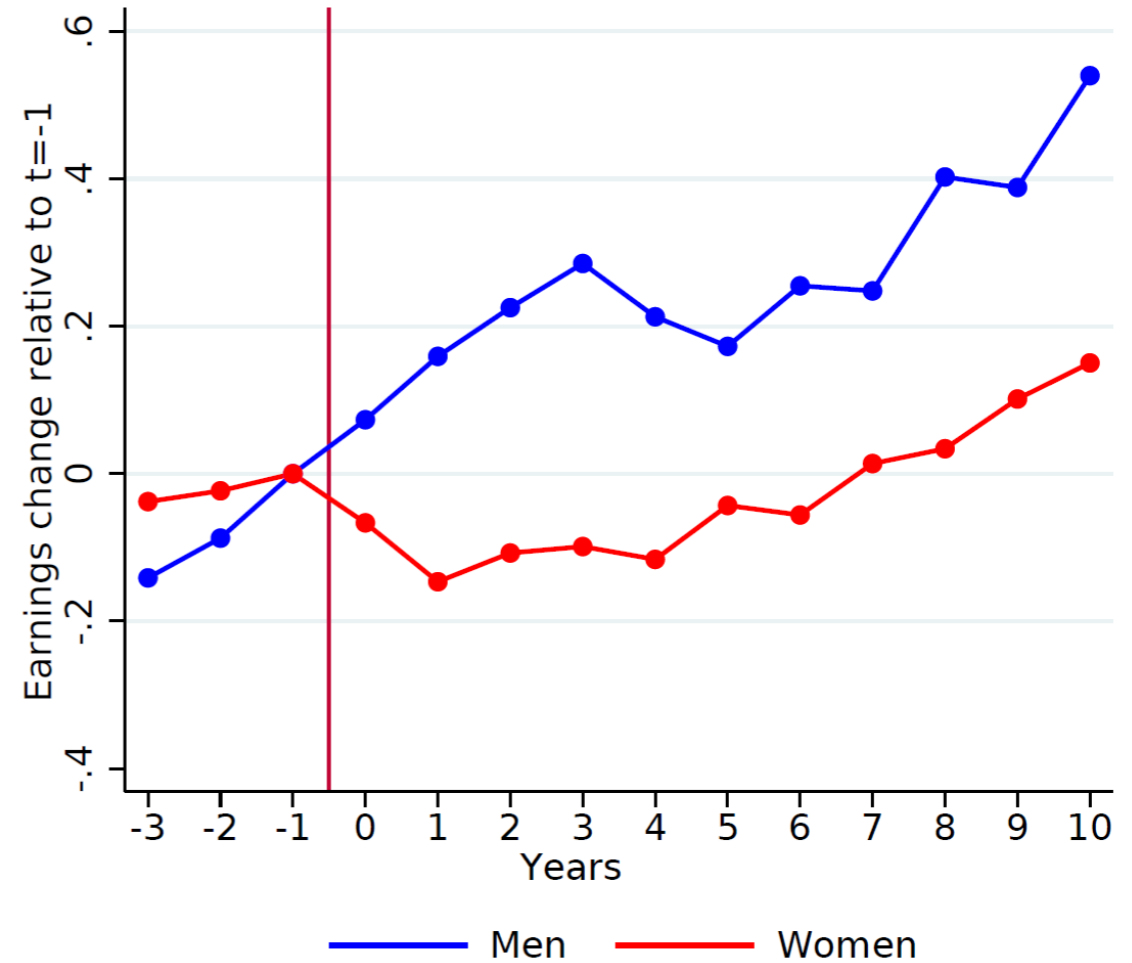


MOMMY EFFECT BY DEGREE

STEM



MBA



CLOSING THE LAST CHAPTER

- Promotable tasks
- Pay structure

