

## Equal Pay for Equal Work – the Role of Women in the Labor Market.

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### Abstract:

In this paper we study labor market impacts of the introduction of antidiscrimination legislation in Austria in 1979. One institution that was directly affected were gender specific wage contracts within the centralized bargaining system, which became illegal under the new law. We first analyze the prevalence of gender specific contractual regulations before 1979 and find that mostly blue-collar, low skilled occupations were subject to gender differentiation. The contractual gender wage difference in these occupational categories amounted to roughly 5 to 10 percent. After 1979 gender specific contracts were adjusted to more gender-neutral formulations. But it is not clear that the law had any direct impact on classification of females to lower paying contract types. To assess labor market impacts, we use a difference-in-difference approach, which compares gender gaps in earnings and employment rates over time and across industries with different initial shares of female employment and different rates of prevalence of gender-specific wage contracts. First results indicate that anti-discrimination legislation did not improve the role of females in the labor market, at least in the short run.