

Projectdescription:

Gender-specific negotiation competence and its effects on reimbursement and promotion negotiations – A subsequent study to the survey of executives on salary and promotion negotiations carried out in 2006/2007.

Women in leadership positions are still underrepresented in Germany and have to record a clear income disadvantage in comparison to their male colleagues. Normally, the compensation arrangement of executives cannot be traced back to a job assessment. Therefore, the different assessment of equivalent activities is decisively reflected by the height of the reimbursement. Negotiation disposition, negotiation competences and negotiation strategies of women and men have a considerable influence on the height of the payment and therefore on the wage gap.

With our research project carried out between 2006 and 2009 on “Gender-specific negotiation competences and their effects on salary and promotion negotiations” (financially supported by the Hessian Ministry of Science and the Arts), we examined the role of the gender-typical negotiation competence of women, regarding their promotions and achieved salaries (Ruppert, A. /M. Voigt (2009), Salary and promotion, myths - facts - models of successful negotiation, Aachen). Thereby, we were able to prove that the influence of the negotiation on the different career developments of female and male executives was considerable. We could substantiate that gender-typical differences in negotiation competences negatively affected the success of female executives in salary and promotion negotiations. These gender-typical differences referred to the basic disposition for salary and promotion negotiations as well as to gender-typical differences regarding communication skills.

10 years have passed since the data collection for the study. Thus, the question arises whether these results are still topical or whether and if so, which changes arose during the past 10 years. The resulting knowledge of the planned subsequent study is necessary to develop solution concepts, interventions and action recommendations to counteract the existing social inequality due to gender and to diminish indirect discrimination.

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Duration: December 2016 – June 2018

Cooperation partners: BPW Germany (Business and Professional Women - Germany e.V.) and ULA – United Leaders Association

Supported by the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth

Subsidy amount: 34,980 EUR