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**Project:** The impact of gender-specific competences to negotiate on the results of negotiation for salary and advancement

**Subject Area:** Negotiating and designing contracts, discrimination in the workplace

**Key Words:** gender-specific competences to negotiate, gender wage gap ,women in leading positions, negotiation strategies

**Project Description:** The starting point of this project is the observation that in Germany the percentage of women in leading positions is still below average and that women compared to their male colleagues earn considerably less money. It is the goal of the study to investigate if and to what extent gender-specific competences to negotiate may be a reason for different career and salary developments of women and men. Hypotheses shall be derived by using the findings relating to the way women and men communicate and to specify them for the particular situation of a negotiation for salary and advancement.

The methodology of the study is a mix of a written questionnaire and experiment with both a quantitative and a qualitative component. Addressees of the written questionnaire are female and male managers. The questionnaire is designed to ask for a self description of the female and male managers with respect to their own behaviour in negotiation situations. Furthermore role plays with students of different faculties shall be performed and then analysed with regard to the gender-specific differences of how to carry on negotiations and the final outcome of the negotiations. Based upon the results of the empirical study it is intended to develop solutions which aim i.a. on the empowerment of female managers and to draw the attention of HR-Managers on gender aspects. This is deemed to make a contribution to diminish gender discrimination.

**Special Interests:** We are currently preparing the extension of this study to an international comparison which is intended to start in the beginning of 2008. We would like to get in touch with researchers who are working in the same field and who are interested in doing some empirical work in cooperation with us. We think that it would be of special interest to have a closer look at countries with a high percentage of women in leading positions and also at countries with a very low percentage.