

### **What difference do beliefs make? Gender job associations and work climate**

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The concept of social climate or work climate has received substantial attention in the organizational literature indicating important relations between work climate and motivation or productivity. However, in the economic literature this concept was hardly addressed. Especially the relation between work climate and gender is hardly investigated in empirical studies with an economic background.

However, recent theoretical papers incorporating the sociological concept of identity into a classical economic framework led us to expect that understanding work place interactions between men and women might help us to understand better why we still face gender segregation in the labor markets of most western countries. Especially if jobs or job contents are related to different cultural environments. Akerklof and Kranton (2000) argued, for instance, that individuals have identity based utility outcomes depending on whether they work in jobs which have gender specific job associations. Hence, women face utility losses if they work in male jobs because it might violate their own female identity as well as the identity of their male co-workers. Understood the same might hold for men in female jobs. Thus, this paper investigates how men and women feel about their work climate in male and female jobs.

Using a special variable from a big data (3000 observations) set we are able to address whether tasks or jobs are considered as more appropriate for males or females by society. Moreover the data set contains a categorical variable indicating whether individuals are satisfied with their work climate in the work place.

In line with what the theory of Akerlof and Kranton would predict we find that women and men value their workplace climate differently based on whether they perform tasks which are associated with typical male jobs or tasks which are associated with typical female jobs. In detail if applying simple ordered probit models we find, that women favor their work climate if performing female tasks. For men, in contrast, we find either no effect or that men slightly prefer their work climate if performing predominantly male tasks. Thus, the effect for men strongly depends on how we restrict our sample but we never find that men prefer their work climate if performing mostly female tasks.

However, individuals are not randomly selected into their jobs. Thus, we take into account the selection into the individuals job using a two stage approach with two different sets of exclusion restrictions to identify the system properly. Applying this approach we can reveal the effect for women and now find strong significant effects for men which indicate that men report higher satisfaction with their work climate if performing tasks considered as male tasks.

## *Labour Markets*

The results indicate that there are gender specific utility outcomes of jobs and that men and women might face different trade-off decisions if applying for similar jobs. The results might help to enlarge the understanding of why occupational segregation by gender is still persistent in western countries.

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