

Together we stand

Citation for published version (APA):

Tang, J. (2023). *Together we stand: the impact of gender equality in the workplace on employees and firms in the Netherlands*. [Doctoral Thesis, Maastricht University]. Maastricht University. <https://doi.org/10.26481/dis.20231208jt>

Document status and date:

Published: 01/01/2023

DOI:

[10.26481/dis.20231208jt](https://doi.org/10.26481/dis.20231208jt)

Document Version:

Publisher's PDF, also known as Version of record

Please check the document version of this publication:

- A submitted manuscript is the version of the article upon submission and before peer-review. There can be important differences between the submitted version and the official published version of record. People interested in the research are advised to contact the author for the final version of the publication, or visit the DOI to the publisher's website.
- The final author version and the galley proof are versions of the publication after peer review.
- The final published version features the final layout of the paper including the volume, issue and page numbers.

[Link to publication](#)

General rights

Copyright and moral rights for the publications made accessible in the public portal are retained by the authors and/or other copyright owners and it is a condition of accessing publications that users recognise and abide by the legal requirements associated with these rights.

- Users may download and print one copy of any publication from the public portal for the purpose of private study or research.
- You may not further distribute the material or use it for any profit-making activity or commercial gain
- You may freely distribute the URL identifying the publication in the public portal.

If the publication is distributed under the terms of Article 25fa of the Dutch Copyright Act, indicated by the "Taverne" license above, please follow below link for the End User Agreement:

www.umlib.nl/taverne-license

Take down policy

If you believe that this document breaches copyright please contact us at:

repository@maastrichtuniversity.nl

providing details and we will investigate your claim.

Together We Stand

The Impact of Gender Equality in the Workplace on Employees and Firms in the Netherlands

Joey Tang, 1 November 2023

1. A fundamental problem of gender diversity studies is the need for both complete and detailed data. Researchers need representative information of composition of the relevant unit, such as teams, occupations or firms, and information on the numerous possible confounding and related factors (Chapter 1).
2. Scholars often only implicitly call upon feminist perspectives when studying gender inequality in the workplace. Researchers should be aware of the assumptions within liberal and psychoanalytic feminist perspectives (Chapter 2).
3. Firms are under examined as a stage of gender inequality. The gendered organisation and relational perspective however expect the firm to be an important aspect of gender differences (chapter 2).
4. Female dominated occupations are lower remunerated and women in male dominated occupations are subject to the largest wage penalty. Heterogeneity of specialisation between men and women does not explain these wage differences (Chapter 3).
5. Firms with more gender diversity, of both the whole firm as well as within different levels of that firm, and more gender wage equality, have better corporate financial performance (Chapter 4).
6. Employees that work for more gender equal firms, i.e. more gender diverse and more equal in pay, do not report a different level of burn-out symptoms, sick leave, job satisfaction or turnover intention that employees that work in a less gender equal firm. (Chapter 4).
7. Market valuation is positively influenced by management gender diversity. Firms are punished in their market valuation when management gender diversity is low while they champion gender diversity on Twitter (chapter 5).
8. As gender diversity seems to be advantageous to firms and not disadvantageous to employees, gender quota can be a viable policy. If imposed, quota should consider the diversity within different levels of firms.
9. "Society is unity in diversity."
- George Herbert Mead
10. The biggest advantage and disadvantage of register data is their size.