

# Together we stand

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## Propositions accompanying the PhD-thesis

### **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.