

ECSR 2020 Online Conference for Early Career Researchers



2 July, 2020, all times are CET

Program Overview

Time Slot	Session	Chair
9.00 - 10.30	Family transitions Identity / Integration Labour market change Gender gap	Matthijs Kalmijn Irena Kogan Heike Solga Ariane Pailhé
10.45 - 12.30	Political sociology Education, tracking, and choice Policies and family Attitudes / Race and ethnicity	Peter Achterberg Fabrizio Bernardi Christiaan Monden Tobias Stark
13.30 - 13.45	Address by the chairman of the ECSR, Professor Fabrizio Bernardi	
13.50 - 15.35	Family and Labour market outcomes Unemployment / Labour market and health Educational inequality	Anette Fasang Helen Russell Herman van de Werfhorst
15.45 - 17.15	Wealth / Social mobility Childbearing Migration / Discrimination	Jani Erola Melinda Mills Valentina Di Stasio

Detailed Program

Family transitions, 9:00 – 10:30, chaired by Matthijs Kalmijn

Presenter	Title of presentation
<i>Damiano Uccheddu</i>	Children's strains, parents' pains? How adult children's union dissolution influences older parents' physical and mental health
<i>Kirsten van Houdt</i>	Like my own children: Relations to adult stepchildren in the context of serial parenting
<i>Lonneke van den Berg</i>	Single in young adulthood: Trends in singlehood after leaving home in Europe
<i>Maaïke van der Vleuten</i>	The child penalty in same-sex and different-sex couples in Sweden, Norway, Denmark and Finland
<i>Selin Köksal</i>	Gendered life-course effects of the Romanian abortion ban on the next generation

Identity / Integration, 9:00 – 10:30, chaired by Irena Kogan

Presenter	Title of presentation
<i>Jan-Philip Steinmann</i>	Do gender-role values matter? Explaining new refugee women's social contact in Germany
<i>Marina Lazëri</i>	Local minority, national majority: Explaining when people without a migration background feel like a minority in five European cities
<i>Natalia C. Malancu</i>	Who counts as Muslim
<i>Nella Geurts</i>	The integration paradox: A double comparative study
<i>Randy Stache</i>	Transmission and stability of acculturation strategies among the 2nd generation: The role of peers, discrimination and identity

Labor market change, 9:00 – 10:30, chaired by Heike Solga

Presenter	Title of presentation
<i>Yongchao Jing</i>	From human capital to wage inequality: The role of job skill and class characteristics
<i>Carla Hornberg</i>	Jobs or skills? Explaining cross-national variation in the training gap between less- and intermediate-educated workers
<i>Dirk Witteveen</i>	Career mobility of the European working classes
<i>Matthias Flohr</i>	Regional labor market opportunities and young people's search strategies: Who relies on social contacts and why?
<i>Matthias Haslberger</i>	Back to square one? Routine-biased technological change and the polarization argument

Gender gap, 9:00 – 10:30, chaired by Ariane Pailhé

Presenter	Title of presentation
<i>Anna Gerlach</i>	Promotion to management: Gendered effect of occupational vs. firm-level sex-segregation
<i>Antonia Velicu</i>	Publish or perish: How male and females legitimize academic misconduct
<i>Dragana Stojmenovska</i>	Gender, workplace authority, and job rewards
<i>Maik Hamjediers</i>	A root cause of gender pay gaps: How gender ideologies account for regional variation of income disparities between men and women in Germany
<i>Sanjana Singh</i>	Gender diversity management: Best practices

Political sociology, 10.45 – 12:30, chaired by Peter Achterberg

Presenter	Title of presentation
<i>Giuseppe Ciccolini</i>	We have been left behind, haven't we? The changing structure of class voting in Europe
<i>Inge Hendriks</i>	Individual change in support for discrimination among adolescents in Switzerland: Testing realistic conflict theory from a dynamic perspective
<i>Kasper Otten</i>	Normative (dis)agreement and public good provision
<i>Kieran Mepham</i>	The joint dynamics of social networks and political opinions: A multilevel network approach to the empirical study of polarization
<i>Nathalie Vigna</i>	The fall in workers' subjective social status in the Western World, 1987-2017

Education, tracking, and choice, 10.45 – 12:30, chaired by Fabrizio Bernardi

Presenter	Title of presentation
<i>Alberto Palacios Abad</i>	Educational tracking and effort: Do students adapt their effort to their circumstances?
<i>Andrea Forster</i>	Social inequality in the adjustment of educational expectations to students' track placement
<i>Carlos J. Gil-Hernández</i>	Can advantaged families compensate for low ability by hard work? The (unequal) interplay between cognitive and non-cognitive skills in a tracked system
<i>Dieuwke Zwier</i>	Peer effects in secondary school choice
<i>Richard Nennstiel</i>	Lower secondary school track; worse competence development? Evidence from Germany using Bayesian multilevel models

Policies and family, 10.45 – 12:30, chaired by Christiaan Monden

Presenter	Title of presentation
<i>Bram Hogendoorn</i>	Cumulative inequality or equalization? The consequences of union dissolution for women's incomes
<i>Charlotte Marx</i>	Holding employees in the work organization: Do flexibility measures matter?
<i>Klara Raiber</i>	Combining informal care and work: The role of monetary transfers
<i>Rona Geffen</i>	Life careers, households, and the welfare state: Evaluating the process of long-term inequality during adulthood in Germany and the UK
<i>Sonja Scheuring</i>	Examining the dynamics of the effects of early career fixed-term employment trajectories on subjective well-being in Germany: Entrapment and stepping stone

Attitudes / Race and ethnicity, 10.45 – 12:30, chaired by Tobias Stark

Presenter	Title of presentation
<i>Arun Frey</i>	The impact of terrorist attacks on refugee sentiment
<i>Christof Nägel</i>	The 2017 French riots and trust in the police. A quasi-experimental approach
<i>Natalie Levy</i>	Identities and social distance of Jewish and Arab students in multicultural, Hebrew mixed and segregated Israeli schools
<i>Sebastian Mader</i>	Nudging time preferences using history primers: An experimental investigation
<i>Tom Nijs</i>	'We were here first' and 'we built this country': Autochthony and investment as predictors of welfare chauvinism
<i>Zbignev Gricevic</i>	Segregation and charitable giving to refugees

Family and Labor market outcomes, 13:50 – 15:35, chaired by Anette Fasang

Presenter	Title of presentation
<i>Eileen Peters</i>	Workplace demographic structure and mother's access to employer-provided training
<i>Jeanne Ganault</i>	Temporal autonomy and the gendered use of time of French wage-earners
<i>Jing Zhang</i>	Grandparental childcare and mothers' work-family outcomes: An analysis of the grandparent role in Chinese families
<i>Klara Capkova</i>	The effect of partnered and single parenthood on labor income of men and women
<i>Manuel Schechtel</i>	The taxation of families: Horizontal redistribution between family types across welfare regimes

Unemployment / Labor market and health, 13:50 – 15:35, chaired by Helen Russell

Presenter	Title of presentation
<i>Constance Beaufils</i>	Non-employment and women's health in later life : Contribution from a life course perspective in the French case
<i>Elisa Tambellini</i>	Women, working trajectories and the impact of retirement on psychological well-being.
<i>Jeevitha Yogachandiran Qvist</i>	Early retirement and unemployment: A healthy choice for all? Evidence from Denmark
<i>Jonas Voßemer</i>	What explains the negative effects of unemployment on the well-being of partners?
<i>Sehar Ezdi</i>	Unemployment and health-related practices: a longitudinal exploration of the Constances cohort (France)

Educational inequality, 13:50 – 15:35, chaired by Herman van de Werfhorst

Presenter	Title of presentation
<i>Angelica Maineri</i>	The closing educational gap in e-privacy management in European perspective
<i>Guido Salza</i>	The policy of grade repetition
<i>Ilze Plavgo</i>	Limits to compensatory advantage in case of early disadvantage in abilities: Sources of intergenerational inequality in school transitions in Ethiopia
<i>Lynn van Vugt</i>	The role of education systems in preventing young people with low literacy skills from becoming long-term NEETs
<i>Mar C Espadafor</i>	Heterogeneous causal effects of retaking
<i>Suzanne de Leeuw</i>	Is there a wrong time for parents to divorce? Losing compensatory advantage during critical moments in educational trajectories

Wealth / Social mobility, 15.45 – 17:15, chaired by Jani Erola

Presenter	Title of presentation
<i>Davide Gritti</i>	Brick by Brick Inequality? Cohort changes in homeownership attainment in Italy, the role of employment instability accumulation and intergenerational wealth transmission
<i>Jad Moawad</i>	How the Great Recession affected the labour market prospects of young adults from different social origins in Europe
<i>Selçuk Bedük</i>	Wealthy parents, wealthy kids? Exploring mechanisms of intergenerational transmission using housing wealth in the UK
<i>Theresa Nutz</i>	Spouses' work-family biographies and individualized wealth in Germany

Childbearing, 15.45 – 17:15, chaired by Melinda Mills

Presenter	Title of presentation
<i>Federica Querin</i>	The education gradient in childbearing: Changes in the education distribution
<i>Lewis Anderson</i>	The mutual relationship between economic uncertainty and childbirth in the United States and Germany
<i>Risto Conte Keivabu</i>	Heat waves, birth outcomes, and socio-economic heterogeneity
<i>Silke Büchau</i>	Gender ideologies, communication and the division of housework across the transition to parenthood

Migration / Discrimination, 15.45 – 17:15, chaired by Valentina Di Stasio

Presenter	Title of presentation
<i>Sara Möser</i>	Naïve or persistent optimism? Changing vocational aspirations of children of immigrants at the transition from school to work
<i>Marie Labussière</i>	Analyzing the impact of citizenship on children of immigrants' educational trajectories using sequence analysis
<i>Angelina Springer</i>	Sending the right signal: An experimental analysis. Formal recognition of foreign skills and labour market chances of immigrants in Germany.
<i>Swetlana Sudheimer</i>	Patterns of ethnic inequalities at the transition to higher education in Germany. An empirical analysis of primary and secondary effects and educational aspirations of migrant and non-migrant youths
<i>Yulia Dormidontova</i>	Targeting age discrimination of elderly workers: Who gains and who loses? Evidence from Italy, 1992-2016

Short abstracts

Family transitions, 9:00 – 10:30, chaired by Matthijs Kalmijn

Children's strains, parents' pains? How adult children's union dissolution influences older parents' physical and mental health, *Damiano Uccheddu*

Little research has dealt with the influence that children's union dissolution can have on the health of their parents. How children's individual characteristics – before and after the union dissolution – affect parents' health is still an open question. The study will address this knowledge gap by matching panel data from the Dutch component of the Survey of Health, Ageing and Retirement in Europe (SHARE) with micro-level data from administrative sources (from Statistics Netherlands – CBS). Using a combination of panel data (on parents) and longitudinal administrative data (on children), and a fixed-effects design, our theoretical expectation is to find changes in children's well-being – subsequent to their union dissolution – to explain at least part of the variance of the association between children's union dissolution and parental health. Moreover, we expect to find a stronger detrimental effect on health when grandchildren are involved and living closer to the grandparent.

Like my own children: Relations to adult stepchildren in the context of serial parenting, *Kirsten van Houdt*

With increasing rates of separation and repartnering, Western societies face increases in diversity of parent-child ties. Consequently, the different dimensions of parenthood – such as biological relatedness, childrearing, co-residence and parental authority – are disconnected in an increasing number of families. By studying stepparent claiming –stepparents perceiving their adult stepchildren as their own – this study provides insight into how people define kinship and adds a new dimension to our knowledge about stepfamilies. Using the OKiN data, I study how the context of stepparent-child relations (e.g., co-residence, duration, stepchild's age at start, marriage) and the relations to biological children relate to stepmothers' and –fathers' (N=3,328) claiming. The findings suggest that the more similar the structural circumstances (co-residence, duration, etc.) are to 'traditional' parent-child relations, the more stepparents claim stepchildren as their own. Having own, biological children is associated with lower levels of claiming, which will be explored in future analyses.

Single in young adulthood: Trends in singlehood after leaving home in Europe, *Lonneke van den Berg*

Living single after leaving home is an important developmental stage in which young adults explore different romantic relationships and invest in their skills. The literature on the Second Demographic Transition, individualization, and emerging adulthood suggest that individuals are becoming more self-focused. This leads to the expectation of an increase in singlehood in young adulthood. Previous research indeed suggests a delay in the age at marriage. However, as the age at leaving home is also delayed, the question arises whether young adults are increasingly likely to live single before forming a union or whether they stay with their parents for a longer period. We examine the trend in the prevalence and time living single after leaving home for individuals from the 1940s to 1990s birth cohorts in 24 European countries with data from the

European Social Survey. We examine whether this trend depends on contextual and individual characteristics.

The child penalty in same-sex and different-sex couples in Sweden, Norway, Denmark and Finland, *Maike van der Vleuten*

A major determinant of the gender pay gap is the reduction in income women experience after having children. This paper aims to study the causes of this child penalty by comparing same-sex couples (SSC) and different sex couple (DSC) in Norway, Sweden, Denmark and Finland. Comparing income trajectories of partners in SSC to that of DSC as they transition to parenthood allows us to discriminate among theories used to explain child penalties. For example, if the penalty is caused by specialization due to childbirth we should see similar patterns for the biological mother in SSC and DSC. We merge register data from 1990 - 2018 from four Nordic countries to compile enough SSC in their transition to parenthood. Using an event study approach, child penalties will be estimated separately for the biological and non-biological parents in SSC and for mothers and fathers in DSC.

Gendered life-course effects of the Romanian abortion ban on the next generation, *Selin Köksal*

In 1966, the Romanian government abruptly prohibited abortion. As a consequence, the number of births increased suddenly and generated a cohort of substantially larger size compared to the immediate past. We hypothesize that gender intersects with relative cohort size in shaping life-course choices, and we exploit the discontinuity created by the Romanian abortion ban to study the effects of relative cohort size on the next generation's major adulthood life-course transitions and fertility. Our findings shed light on the gender differentials in the effects of relative cohort size: being born and raised in a larger cohort has stronger effect for women's transition to adulthood through postponing leaving home, union formation and childbearing. Furthermore, the prevalence of age and educational hypergamy is lower among women who were born after the abortion ban. Lastly, we highlight the intersectionality of life-course effects by showing that gender effects are driven by women with low-SES parents.

Identity / Integration, 9:00 – 10:30, chaired by Irena Kogan

Do gender-role values matter? Explaining new refugee women's social contact in Germany, *Jan-Philip Steinmann*

This study investigates whether gender-role values are linked to refugee women's social contact in Germany. By building on the "opportunities–preferences–third parties" framework, we explicate a direct and an indirect path via meeting opportunities through which gender-role values may be related to minority–majority, intra-minority, and inter-minority contact. By applying median regressions, marginal structural models, and inverse probability of treatment weighting to data from the IAB-BAMF-SOEP refugee survey 2016, we show that women's own gender-traditional values as well as those of their partners are associated both directly and indirectly with less social contact of women. Effects are more pronounced for minority–majority compared to the other two types of social contact. Despite nuancing the roles of opportunities, preferences, and third parties, the overall explanatory power of gender-role values for refugee women's social contact is comparatively small.

Local minority, national majority: Explaining when people without a migration background feel like a minority in five European cities, *Marina Lazëri*

In many cities in Western Europe inhabitants without a migration background have become a local minority group among many others in so-called majority-minority neighborhoods. These inhabitants remain the numerical and cultural majority in their respective countries as a whole. Being a (local) numerical minority does not automatically mean experiencing one's position as that of a minority, a position related not only to the numerical representation of a group, but also to the group's experience of (lower) status within society. Using a Social Identity Theory framework, I investigate under which conditions people without a migration background feel like a local minority while they remain a national majority. The results show that most of the respondents do not feel like a minority. Those that do, tend to perceive a larger outgroup size in their surroundings, feel socially marginalized, and have a more exclusive understanding of national identity. Thus, people without a migration background who feel like a minority see the ingroup as a truer reflection of the national community and perceive societal status loss.

Who counts as Muslim, *Natalia C. Malancu*

The geographically mobile Muslim population has increased and is expected to grow even further. This is the gist of what most outlets have been saying since the late 1980s, way before the 2015 refugee crisis. Consequently, one has to stop and wonder who it is exactly that we are talking about. This article traces the categorization of "Muslim" in recent (post-2000) Europe-related quantitative research. It does so by focusing on the theoretical and practical underpinnings that guided each such categorization decision. Furthermore, it highlights the impact of making similar decisions on assessing incorporation concerning democratic values, labour market status, and linguistic skills. To do so it employs descriptive statistics and uses survey data –EURISLAM 201/2– from several European countries known to have a "Muslim problem". This critical overview serves a reminder for both researchers and policy practitioners that social categorization is key to biased perceptions of within-group and between-group differences.

The integration paradox: A double comparative study, Nella Geurts

Numerous studies found that structurally integrated migrants in the Netherlands experience less belonging to their new country of residence than migrants who are less structurally integrated. This finding has been dubbed the integration paradox, as it seems counterintuitive when following linear notions of assimilation. Whether this phenomenon transcends Dutch borders is however unknown. We address this question by comparing Denmark, Germany and the Netherlands, enabling a first assessment of cross-national variation and explanations of the paradox. We suppose that migrants experience more belonging to a group if they perceive the group boundaries as permeable. We therefore hypothesize that structurally integrated migrants – who arguably are more aware of exclusionary mechanisms – will experience less national belonging in more exclusionary circumstances. Preliminary results indicate that an integration paradox is indeed more likely in contexts where migration policies have become stricter (the Netherlands) compared to where policies have become more inclusive (Germany).

Transmission and stability of acculturation strategies among the 2nd generation: The role of peers, discrimination and identity, Randy Stache

So far, research has focused primarily on the consequences for migrants pursuing one of the four acculturation strategies integration, assimilation, separation and marginalization. How attitudes towards one strategy are formed individually and under which circumstances a strategy will be switched, however, remains unexplored: To what extent do immigrants transmit acculturation strategies to their children? How stable are they and under what conditions does the second-generation change their strategy? This contribution aims to address these questions by focusing on the children of immigrants. The focus is not only on the parental context, but also on the peer group, discrimination and identity.

The initial results with data from the CILS4EU study reveal that acculturation strategies of the second generation depends to varying degrees on the parents' attitudes and that a particular group of children prefers separation first. Over time they develop primarily in the direction of assimilation or integration.

Labour market change, 9:00 – 10:30, chaired by Heike Solga

From human capital to wage inequality: The role of job skill and class characteristics, Yongchao Jing

Much sociological research has been devoted to the organizational, institutional, and categorical origins of wage inequality, but relatively little is known about how much of wage inequality is accounted for by job characteristics relative to human capital assets at the individual level. This paper contributes to filling this gap by illustrating how both human capital acquisition and utilization are partly restricted by job skill characteristics, and how job class characteristics may create wage inequalities independent of the attributes of job occupants. Drawing upon the PIAAC dataset, this research finds that job characteristics, including skill utilization frequency, asset specificity, autonomy and authority, have an independent effect on wages that is comparable to the effect of human capital assets. Besides, people with lower levels of human capital are found doubly disadvantaged as they are also likely to experience fewer chances of human capital accumulation and lower frequency of skill utilization at work.

Jobs or skills? Explaining cross-national variation in the training gap between less- and intermediate-educated workers, Carla Hornberg

While lifelong learning is proclaimed as important for mastering future changes in the labour market, lower participation rates of less-educated workers in adult training are well documented. Studies for Germany conclude that training gaps between educational groups are mainly explained by job and workplace characteristics; they do not include, however, information on individuals' skills or motivation. Studies on country variation in training participation rates focus on institutional characteristics, and recently also include job tasks; they do not examine, however, training gaps between educational groups. In our paper, we combine both lines of research, by also including individuals' skills and learning motivation. We study to what extent differences in worker, job and workplace characteristics explain cross-national variation in training participation by educational groups. We focus on the training gap between less- and intermediate-educated adults. The analyses are based on PIAAC data from 29 countries.

Career mobility of the European working classes, Dirk Witteveen

Modernizing societies are believed to increase inter- and intragenerational mobility through educational expansion, occupational upgrading, and service expansion ("modernization"). These societies are also more reliant on selection and sorting based on achievement rather than ascription, which should reduce intergenerational gaps in occupational attainment between individuals from working class backgrounds and higher classes ("meritocratization"). Our study concentrates on the intergenerational progress in occupational attainment and mobility of individuals from working class backgrounds from different European birth cohorts and countries. We use life history data from the Survey of Health, Ageing, and Retirement in Europe (SHARE) (20 countries). We expect two over-time trends: (1) an increasingly higher occupational career attainment of individuals from worker class backgrounds (modernization) and (2) an increasingly smaller gap in occupational career attainment between individuals from working class backgrounds vis-à-vis upper class backgrounds (meritocratization). The analyses will also clarify whether cross-national differences follow the logic of welfare regimes.

Regional labour market opportunities and young people's search strategies: Who relies on social contacts and why? *Matthias Flohr*

For young people, informal search methods based on recommendations by social contacts increase their chances of finding a job or apprenticeship. However, we know little about who is able and selects into the use of these beneficial search methods under which labour market conditions. Against this backdrop, we investigate for non-college bound school leavers in Germany whether they rely more often on informal search methods when facing poor regional opportunities. We further ask how this varies with young people's parental socio-economic status and across educational groups. We use the German National Educational Panel Study (NEPS) to which we match regional unemployment data. Preliminary multi-level regression analyses suggest that young people rely more strongly on parental recommendations in poor regional labour market contexts, while other strong ties matter less. We conclude that parental network resources appear to be essential in facilitating challenging transitions from school to work.

Back to square one? Routine-biased technological change and the polarization argument, *Matthias Haslberger*

This paper provides a critical reassessment of the routine-biased technological change (RBTC) hypothesis based on comparative data from OECD and EU countries. The RBTC hypothesis stipulates that technological change leads to employment polarization by replacing medium-wage jobs; however, I find that while routine occupations have declined across most countries, the result has not necessarily been polarization. Instead, I propose a theory of parallel upgrading, with polarization as a special case. The paper then shows that occupational complexity is a better predictor of employment changes than routine-intensity, providing empirical support for my theory of parallel RBTC and skill-biased technological change (SBTC), which better captures the dominant trends in advanced economies. In a wider sense, the paper underscores the importance of comparative research, as it shows that patterns found in US have been prematurely extrapolated to other countries, disguising variation between countries that a simple reading of the RBTC theory cannot accommodate.

Gender gap, 9:00 – 10:30, chaired by Ariane Pailhé

Promotion to management: Gendered effect of occupational vs. firm-level sex-segregation, *Anna Gerlach*

Women continue to be underrepresented in managerial positions. When considering pathways into leadership positions, male-dominated occupations usually offer more advantageous career paths. In this regard, the occupational sex composition plays an important role for the transition into managerial positions. Using multilevel event history models and German linked employer-employee data, we explore whether the percentage of women in an occupation have different effects on the probability of being promoted to a managerial position for men and women and how this relationship is affected by the sex composition at the firm-level. Preliminary results show that working in a female-dominated occupation is linked to a higher promotion probability for men, but not for women. Female employees are less likely to be promoted than men, regardless of the percentage of women in their occupation. However, they are comparatively less disadvantaged in predominantly male occupations and considerably more so in mixed or female-dominated occupations.

Publish or perish: How male and females legitimize academic misconduct, *Antonia Velicu*

There are numerous examples for scientific misconduct in academia. To determine how such violations can be targeted, it is important to understand how academics think about and justify misconduct. Criminology provides useful techniques to determine different ways of legitimizing, or neutralizing, undesirable behaviour. There is a great deal of scientific research on these techniques and we know from criminological research that men and women differ substantially in the way they use them. Yet, it has never been investigated if those techniques are applied by scientists when it comes to misconduct, too. Therefore, our analysis will pay specific attention to gendered differences in legitimizing scientific misconduct.

To answer our questions, we draw upon a newly-collected data-set based on a large-scale survey.

Insights from our study will provide valuable insights on the perception of competitive science and will be able to suggest widespread implications on how to improve rigid structures.

Gender, workplace authority, and job rewards, *Dragana Stojmenovska*

A large body of literature has shown that the pay gap between women and men can partly be explained by their differential representation in workplace authority. The study of how women's underrepresentation in workplace authority affects their non-pecuniary job rewards has however received considerably less attention. This article extends the study of the consequences of women's underrepresentation in workplace authority for their working lives by looking at six non-pecuniary job rewards: job autonomy, challenging work, varied work, innovative work, general satisfaction with working conditions, and satisfaction with work. Based on linked survey and administrative Dutch data and OLS and ordinal regression analyses, the findings show that a large portion of the found gaps in non-pecuniary rewards between men and women is explained by their differential representation in authority. For some of the outcomes, the gender effect ceases to exist when authority is added to the model.

A root cause of gender pay gaps: How gender ideologies account for regional variation of income disparities between men and women in Germany, *Maik Hamjediers*

Research shows that gender disparities in wage-determinants and discrimination can account for gender pay gaps. However, why disparities and discrimination emerge has received less attention. To address this question, I investigate sub-national gender ideologies in two ways: As directly affecting gender pay gaps and as indirectly predicting gender pay gaps through intermediate gender disparities in wage-determinants. Based on German survey data (SOEP 2012-2016), Small Area Estimation procedures yield county level measures of gender ideologies and multilevel models estimate county level gender disparities in wage-determinants and gender pay gaps. Results reveal that traditional gender ideologies are associated with women gaining less labour market experience, working less often in full-time jobs or supervising positions and being more segregated. Additional to this indirect effect, gender ideologies also directly predict the extent of adjusted gender pay gaps. Direct and indirect effects reveal how gender ideologies serve as a root cause of gender pay gaps.

Gender diversity management: Best practices, *Sanjana Singh*

Gender diversity management (GDM) practices aim to enhance women's integration in the workplace. However, the relative effectiveness of these practices has remained unclear. The limited literature on their effectiveness only looks at effect in terms of improving female representation at various organizational levels, but ignores women's further integration into existing structures within the organization. We study the effect on this further integration through an interaction-based measure of the relations between different genders in organizations. We employ sociometric data from 182 teams, embedded in 62 organizations, spanning across 9 countries and 6 sectors. Thus, we hope to provide the first systematic review on the relative effectiveness of seven common practices in GDM, that are broadly designed to establish organizational responsibility, moderate managerial bias and reduce the social isolation of women.

Political sociology, 10.45 – 12:30, chaired by Peter Achterberg

We have been left behind, haven't we? The changing structure of class voting in Europe, *Giuseppe Ciccolini*

The transformation of social inequalities in the post-Fordist questions the relevance of the traditional class framework to study voters' behaviour. I propose a multi-dimensional conceptualization of socio-economic disadvantage which simultaneously considers inter-group and overtime differences among occupational social classes. I exploit data from the EU-SILC (2003-2018) and the ESS (2008-2018) from 17 European countries to show that (1) threats to perceived socio-economic security systematically lead to a decrease in vote share for mainstream parties (2) experiencing material disadvantage or experiencing lower income growth with respect to the richest strata lead to an increase in (extreme) left-wing voting, and (3) (extreme) right-wing voting results from a lower income growth with respect to the poorest strata. Finally, I show that strict labour legislation favours the emergence of a tripolar political conflict between workers in a safe position, workers exposed to risk and workers in material disadvantage.

Individual change in support for discrimination among adolescents in Switzerland: Testing realistic conflict theory from a dynamic perspective, *Inge Hendriks*

This study's objective is to test one of the key theoretical orientations in the literature on intergroup relations, realistic conflict theory, from a dynamic perspective. Studying whether and why individuals' support for discrimination changes is of particular interest when considering the way in which immigration rapidly changes the composition and face of European societies. In this study we focus on those who are, according to the 'impressionable years'-hypothesis, most likely to change in their attitudes: adolescents. We apply realistic conflict theory in a dynamic way by taking into account adolescent-specific characteristics related to the individual and the household. We employ unique, Swiss panel data covering the period 2004-2017 containing data of adolescents and their parents. These data not only allow for testing whether economic transitions evoke a change in adolescents' support for discrimination, but also enable us to model to what extent adolescents' and parents' support for discrimination changes concurrently.

Normative (dis)agreement and public good provision, *Kasper Otten*

Public goods have been predominantly studied in contexts where actors agree on the contribution norm. Recent studies show that public good provision is substantially lower when there exist multiple and conflicting contribution norms, suggesting that normative disagreements harm public goods. Yet, the role of normative views remains unclear because they are rarely directly measured and manipulated. In a laboratory experiment, we measure each participant's view on the appropriate way to contribute to a public good with heterogeneous/unequal returns, and use this information to sort people into groups that either agree or disagree. Participants subsequently make several incentivized contribution decisions in a public goods game with peer punishment. Contrary to popular belief, we find that normative (dis)agreements do not affect public good provision. Instead of a group's variation in normative views, it is the group's mean normative view that is strongly related to the level of public good provision it achieves

The joint dynamics of social networks and political opinions: A multilevel network approach to the empirical study of polarization, *Kieran Mepham*

This article investigates social network processes of network polarization longitudinally, within a cohort of students. We treat polarization as an alignment of multiple attitudes, and social cohesion within like-minded individuals. We use individuals' valenced attitudes as a two-mode network and examine whether friendship ties, and attitude ties affect one another. To do so, we take a novel approach to selection and influence processes as structural regularities within a multilevel network, and empirically estimate a model producing these. We find limited evidence for friendship selection on political attitudes, net of standard structural and homophily effects. We additionally examine whether opinions converge outside interpersonal connection, and find a robust effect. Further examination suggests that the estimated micro mechanisms generate key macro outcomes of network polarization well.

The fall in workers' subjective social status in the Western World, 1987-2017, *Nathalie Vigna*

An influential argument maintains that economic and cultural shifts have depressed the subjective social status of low-skilled workers over the last decades. This loss of status among the working class is widely seen as explaining the mounting support for the radical right. We examine the claim that the status of the working class has fallen by analysing the evolution in subjective status of social classes for 7 European countries and the US with the ISSP, 1987-2017. We find that unskilled workers systematically attribute themselves a lower status than do members of the upper-middle class. However, there is no clear decrease in unskilled workers' status over time. In Britain and the US, there is an upward trend since the mid-1990s, in Germany stability and in Sweden trendless fluctuation. These results shed doubt on the argument that the Radical right's success among workers is explained by the decrease in workers' subjective status.

Education, tracking, and choice, 10.45 – 12:30, chaired by Fabrizio Bernardi

Educational tracking and effort: Do students adapt their effort to their circumstances?

Alberto Palacios Abad

The differences in the age of tracking has been shown to have significant impact on the educational outcomes of different countries. Most previous research has focused on the connection between tracking and academic achievement, showing that early tracking contributes to educational inequality. However, I investigate previous neglected elements of educational attainment that might be affected by educational tracking. Specifically, I explore the impact of early tracking on effort in educational tasks. My main hypothesis is that early tracking results in a divergence of students' effort, which would contribute to the inequality of educational opportunity. I use PIRLS and PISA to construct a proxy of effort that allows me to compare the evolution of effort in a cohort of students since in some countries the students are early tracked. I use a differences-in-differences technique to test the effect of early tracking on the distribution of effort across countries.

Social inequality in the adjustment of educational expectations to students' track placement, *Andrea Forster*

Social inequalities in educational expectations have the potential to contribute to overall social inequality as they influence students' educational trajectories beyond achievement differences. We study how strongly educational expectations of parents are adjusted if students are placed into an educational track that does not meet previous expectations of parents and whether socio-economic disparities in parents' reaction exist. We hypothesize that low SES parents react more strongly to a disappointing track placement and lower their expectations more than high SES parents. At the same time they react less to a track placement that exceeds expectations and keep low expectations even in light of high track placement. We study this question with student cohort data from Germany that follows students across the moment of track placement between primary and secondary school.

Can advantaged families compensate for low ability by hard work? The (unequal) interplay between cognitive and non-cognitive skills in a tracked system, *Carlos J. Gil-Hernández*

Cognitive and non-cognitive skills are key predictors of educational success. Yet, pupils from disadvantaged SES-backgrounds are less likely to get ahead in school in comparison to equally-skilled but better-off pupils. According to compensatory theories, these inequalities are amplified among low-skilled students, but potential mechanisms remain under-tested. The article contributes by: (1) examining the interplay between SES and non-cognitive/cognitive skills in a tracked educational system; and (2) exploring mechanisms. I draw from NEPS data, applying inverse probability weights and school fixed-effects, to study a German cohort from grade 1-to-5. I report four findings: (1) holding ability/grades constant, high-SES students opt more for the academic track; (2) these inequalities are concentrated among low-skilled/performing students; (3) high-SES students are better able to substitute/compensate for low competencies by high conscientiousness; (4) SES-differences in teachers' grading/recommendations, and parental aspirations partially explain these patterns. These findings challenge the (liberal) conception of scholastic merit as ability+effort.

Peer effects in secondary school choice, *Dieuwke Zwi*

Research on school choice emphasizes the role of parents, residential segregation and ability tracking, yet largely ignores the potential influence of the immediate peer environment. We study how peers in primary school influence each other's secondary school choices. By drawing on social capital and normative influence theories, we examine the extent to which students from the same (or similar) primary schools cluster in the same (or similar) secondary school. Moreover, we study the social gradient in these peer effects. More specifically, we argue that especially socially disadvantaged students and students with a more ambiguous academic profile are likely to conform to their peers. We assess these questions using comprehensive register data from the Netherlands (2010-2017). We analyse seven full cohorts of students that attended the same primary school, enabling us to account for selection into primary schools and other endogeneity issues when identifying peer effects.

Lower secondary school track; worse competence development? Evidence from Germany using Bayesian multilevel models, *Richard Nennstiel*

In our contribution, we want to answer the question of whether the students' competence development differs on different secondary school tracks. We are particularly interested in the effects which the level of competence before entering secondary school, the class composition and institutional differences have on competence development. To answer this question, we use data from the National Educational Panels Study (NEPS) consisting of more than 3000 secondary school students from Germany. Differences in transition arrangements in the different federal states cause variation in the competence level and class composition between and within the different tracks. We use this variance to estimate the effect of the variables of interest on competence development using Bayesian multilevel models. We can show that there is no Matthew effect in competence development. Weaker students and school classes can reduce their disadvantages over time. Nevertheless, we find a positive institution effect for the Gymnasium (academic track).

Policies and family, 10.45 – 12:30, chaired by Christiaan Monden

Cumulative inequality or equalization? The consequences of union dissolution for women's incomes, *Bram Hogendoorn*

Women experience sizeable income losses following union dissolution. These losses have raised concerns about income inequality. Previous work has examined the differential risks, showing that low-income unions are at higher risk of dissolution. Less is known, however, about the differential consequences. In this study, we described the differential consequences of union dissolution for women's incomes. The central idea was that dissolution could drive cumulative inequality or act as an equalizer. To test this idea, we used administrative data from the Netherlands, following cohabiting unions formed between 2001 and 2003 over a period of ten years. Fixed-effects individual-slopes regressions and recentered influence functions were used to estimate the differential consequences of union dissolution and its effects on the income distribution (Firpo, Fortin, & Lemieux, 2009). The results suggest that, although richer women experience larger income drops, union dissolution is inconsequential for inequality.

Holding employees in the work organization: Do flexibility measures matter? *Charlotte Marx*

Using linked employer-employee panel data of large German work organizations, we examine how the use of flexibility measures influences firm exits of women and men. We expect differences in the impact of these measures between (a) different types of flexibility measures; (b) different organizational strategies of implementing these measures; and (c) different groups of employees along gender, parenthood, and occupational status. Our first descriptive results show (1) differences between the types of measures; (2) that there is between-firm heterogeneity in the average exits dependent on the degree to which flexibility measures are used by employees; (3) the use of these measures is linked to less exits for all employee groups; (4) not being able to use flexibility measures matters for mothers more than for fathers; (5) the use of flexibility measures matters more for those employees with higher status than for those with lower occupational status.

Combining informal care and work: The role of monetary transfers, *Klara Raiber*

Caring for a friend or family member in need of care is time-consuming and stands in conflict with labour force participation. One idea to help informal caregivers is to compensate them with monetary transfers so that they can reduce work hours or (temporarily) exit employment. Although financial transfers may offer relief in terms of the experienced pressure, employment reductions may worsen caregivers' positions in the long-run. We study if monetary transfers indeed give an incentive to reduce labour supply and thereby focus on the underlying mechanism. Furthermore, we compare the influence of monetary transfers on the relationship between informal care and labour supply for females and males. We use waves 2 to 12 (2007-2018) of the German panel study 'Labour Market and Social Security (PASS)'. By using fixed-effects panel models we examine within-person changes in labour supply due to informal caregiving.

Life careers, households, and the welfare state: Evaluating the process of long-term inequality during adulthood in Germany and the UK, *Rona Geffen*

Growing labour market insecurity has increased the importance of the household in shaping people's economic well-being. Using sequence analysis, cluster analysis, growth curve multilevel models, and panel data for Germany and the UK, this paper provides the first examination of the process of long-term inequality in economic well-being from a cross-national perspective. The findings show a hierarchy of life pathways during adulthood. At one end of the spectrum, those with dual standard careers have the most secure pathways. In contrast, at the other end, those with persistent solo lives and non-standard career patterns experience the most precarious pathways. While the process of long-term inequality in market income is more extreme in the UK, after considering the intervention of the welfare state, a greater inequality between the two extremes of the hierarchy becomes evident in Germany. The role of the institutions of mobility regimes in shaping these findings is discussed.

Examining the dynamics of the effects of early career fixed-term employment trajectories on subjective well-being in Germany: Entrapment and stepping stone, *Sonja Scheuring*

This paper examines the longer-term consequences of early career fixed-term employment on individuals' subjective well-being. We utilize the GSOEP (1995–2017) to define five-year employment sequences after school-to-work-transitions. To track differences in subjective well-being growth according to employment trajectories, we combine sequence analysis with growth curve modelling to investigate outcome dynamics. On the one hand, regarding costs of those jobs, we compare individuals who are 'entrapped', i.e., those who start their career in fixed-term employment and remain in insecure employment, to continuously permanent employees. On the other hand, regarding opportunities, we compare individuals for whom fixed-term employment acts as a 'stepping stone', i.e., individuals who start their career in a fixed-term job and change to a permanent job afterwards, to those who were unemployed during the observation period. Results suggest that the stepping stone function of fixed-term jobs over time exceeds the (initial) costs of insecurity for the subjective well-being.

Attitudes / Race and ethnicity, 10.45 – 12:30, chaired by Tobias Stark

The impact of terrorist attacks on refugee sentiment, *Arun Frey*

There has been a growing academic interest in examining how terrorist attacks shape natives' attitudes and behaviour towards minority groups. Meanwhile, little is known of how such events impact refugee and immigrant communities. Such minority groups are often portrayed as the instigators of disruptive events, and thus suffer the brunt of increasing backlash following their occurrence. Yet, there is little research that informs us of whether and how such events impact immigrants' attitudes and everyday experiences. In this paper, I set out to address this lacuna by positing the following research question: how do threatening events committed by or blamed on individual members of an outgroup impact those group members' experiences in their host country? To do this, I leverage the exogenous occurrence of multiple terrorist attacks during the survey period of asylum seeking and refugee populations in Germany and estimate their causal impact on respondents' perceived discrimination.

The 2017 French riots and trust in the police. A quasi-experimental approach, *Christof Nägel*

On February 2, 2017, French police officers brutally abused a young black man, leading to the first wave of 2017 French riots. The present study exploits the coincidence that the focal event occurred during the survey period of the European Social Survey (ESS) 2016 (Nov. 11, 2016 – March 11, 2017) in France, thus providing the basis for a Natural Experiment on the effect of media reporting on police misconduct on trust in the police. In line with procedural justice theory as well as institutional theory, the present study finds support for the notion that this special case of police misconduct did decrease trust in the police. In addition, people reporting a migrant background show even less trust in the police after the event. Frequency of different media consumption does not appear to explain deterioration of trust in the police after the event. Results are robust to various placebo tests.

Identities and social distance of Jewish and Arab students in multicultural, Hebrew mixed and segregated Israeli schools, *Natalie Levy*

While a majority of Jews and Arabs are segregated geographically, socially and in the school system, in recent decades many Arabs students enroll Jewish-Hebrew schools that apply assimilationist approach to ethnic diversity; in addition, several NGOs have founded multicultural-bilingual schools which promote coexistence.

This study focuses on the identities and social distance of young Israeli Jews and Arabs, and how they are related to the type of schools they attend – segregated, assimilationist or multicultural. Social Identity Theory suggests that identity and social distance are related and affect each other, as in-group members are favoured as interaction partners, whereas out-group members are stereotyped against.

Results show that Arab students at multicultural schools tend to identify as Palestinian, while Arabs studying at Hebrew mixed schools tended to identify as Israelis and Arabs. When controlling for school type Social distance was found to decrease among Arabs who included an Israeli component in their identification.

Nudging time preferences using history primers: An experimental investigation, *Sebastian Mader*

Time preferences shape human attitudes and decisions. For instance, future-oriented subjects show higher levels of pro-environmental attitudes and behaviours than persons discounting the future more. Following the principle of Richard Gott (1993, *Nature*), previous experimental research has attempted to nudge subjects into more future-orientation by simply presenting a timeline emphasizing that the United States has a long history. Hershfield et al. (2014, *Psychological Science*) found that subjects primed with this long timeline donate more money to a national pro-environmental organization than in a short timeline condition suggesting that the US is a young country. We replicate and extend Hershfield et al.'s (2014) study in an experiment with Swiss university students ($n = 400$). Our results suggest that history primers increase future-orientation and pro-environmental attitudes. However, we could not confirm the findings of Hershfield et al. (2014) that history primers promote pro-environmental behaviour.

'We were here first' and 'we built this country': Autochthony and investment as predictors of welfare chauvinism, *Tom Nijs*

'Being there first' and 'having built the country' are considered valid arguments for claiming ownership of a country. We test whether agreement with these ownership principles, autochthony and investment respectively, can explain opposition to immigrants' welfare entitlements (welfare chauvinism). In Study 1 (British and Dutch natives, $N=4609$), we measured autochthony and found that it predicted more welfare chauvinism, over and above existing explanations. In Study 2 (British natives, $N=510$), we additionally measured investment and found that it correlated with autochthony and did not explain welfare chauvinism over and above autochthony. In Study 3 (British natives, $N=495$), we experimentally challenged the narratives of British in-group's first arrival and investment. Endorsement of the general investment principle was positively related to welfare chauvinism when participants read an exclusive narrative about who built Great Britain ('the British only') but not when they read an inclusive narrative ('immigrants also invested'). Autochthony was not undermined.

Segregation and charitable giving to refugees, *Zbignev Gricevic*

A large corpus of literature investigates how the presence of ethnic and economic out-group affects pro-social behaviour. Recent theoretical and empirical research suggests that people can adapt to the out-group presence over time. While the initial exposure to out-group triggers an adverse reaction, attitudes improve over time. However, in the real urban areas, this adaptation might be hampered by various factors, most notably residential segregation. Residential segregation will reduce the likelihood of inter-group cooperation by limiting inter-group contact opportunities as well as making group boundaries more salient. My study tests these hypotheses by linking neighbourhood-level social indicators and detailed survey as well as behavioural data on charitable giving to refugees in Germany. I go beyond previous research by implementing segregation measures capturing subjective perception of segregation, as well as exploiting techniques of spatial data analysis.

Family and Labour market outcomes, 13:50 – 15:35, chaired by Anette Fasang

Workplace demographic structure and mother's access to employer-provided training, Eileen Peters

This paper sheds light on whether women in power are supportive of other female employees, neutral, or obstruct women's access to employer-provided training. We focus on childless women's and mothers training participation and whether it is related to supervisor's sex and parenthood status. Using unique linked employer-employee data combining administrative and survey information of 2,396 employees in 123 German workplaces, we estimate workplace fixed-effects regressions. Our results indicate that mothers with preschool children and childless women do not vary in their training participation. In contrast, mothers with older children (aged 7-18) show higher training participation than childless women. Furthermore, female employees training participation, irrespective of their motherhood status, is lower if they report to a childless female supervisor compared to reporting to a male supervisor with children. However, the association between supervisor's sex and parental status is not significantly different for childless women and mothers.

Temporal autonomy and the gendered use of time of French wage-earners, Jeanne Ganault

In spite of growing convergence, time-use patterns of employed men and women remain highly gendered. While extensive attention has been paid to the effect of men and women's work hours on their daily schedules, rarely have these schedules been connected to workers' actual autonomy in shaping their work time, i.e. their temporal autonomy. This paper intends to address this gap by exploring how men and women with similar types of temporal autonomy, rather than similar work hours, allocate their time between paid work, unpaid work and leisure. Using data from the 2010 French Time-Use Survey for 8100 wage-earners, I build a typology of temporal autonomy in paid work and investigate its effect on men and women's schedules. I find that having more temporal autonomy exacerbates gender differences in minutes spent on paid work, unpaid work and leisure, yet tends to alleviate them in terms of timing of each activity.

Grandparental childcare and mothers' work-family outcomes: An analysis of the grandparent role in Chinese families, Jing Zhang

Recent research on the influence of grandparents on women's work-life outcomes has been based on models estimated for labour market outcomes and fertility outcomes separately. These leaves open the possibility that the positive grandparent effect may be offset against each other on the individual level. In this study, the grandparent influences on mothers' labour force participation and second childbirth probability are examined simultaneously in the context of contemporary China, which has a high proportion of grandparent childcare givers and recently abolished the One Child Policy. Using 2010 to 2018 China Family Panel Studies data, the magnitude and variations of grandparent influences are explored using structural equation modelling. The preliminary results indicate that the grandparental childcare directly increases only the likelihood for mothers' labour force participation, but no significant direct effects on the second childbirth have been found. Also, labour force participation directly declines the likelihood of second birth.

The effect of partnered and single parenthood on labour income of men and women, Klara Capkova

Childbearing affects mothers' and fathers' labour incomes in opposite direction. Mothers almost universally experience income penalty, and single motherhood is argued to be the main driver of the motherhood penalty. It is not clear, however if single fatherhood reduces fatherhood premium and if it may in turn reduce the gender gap in labour income. I investigate the short- and long-term economic consequences of transition into parenthood for partnered and single fathers and mothers. I employ Fixed-Effect models and use Finnish longitudinal register data on labour income, births, and coresidential partnerships. The results show that in the short run, single mothers experience larger labour income penalties than partnered mothers. In the long run differences between partnered and single mothers disappear. In contrast, partnered fathers experience short and long run income premia. Single fathers, however, experience income penalty in the short run, and no substantial premium in the long run.

The taxation of families: Horizontal redistribution between family types across welfare regimes, Manuel Schechl

Welfare regimes redistribute both from rich to poor - vertical redistribution - and between groups, such as gender, race or family types - horizontal redistribution. Previous research commonly focused on vertical redistribution and neglected the effect of redistribution on between group inequalities. Addressing this gap in knowledge, this paper scrutinizes cross-country variation in the modification of income inequality between family types based on taxation. I thus contribute important evidence on institutional treatment of different family types. Drawing on data from the Luxembourg Income Study (LIS), I examine income inequality between family types by decomposing the Gini in its between-group, within-group and overlapping components. Preliminary results indicate that taxation reduces inequality between family types in the majority of countries. Surprisingly, commonly considered generous countries like Norway and Denmark show increases in inequality between family types after taxation.

Unemployment / Labour market and health, 13:50 – 15:35, chaired by Helen Russell

Non-employment and women's health in later life: Contribution from a life course perspective in the French case, *Constance Beauflis*

This paper adopts a life course perspective to study whether withdrawals from the labour force contribute to women's health in later life. We draw on data from the French nationally representative longitudinal Health and Professional Itinerary survey (2006-2010), that includes detailed retrospective information on work histories, current and past health problems. We describe and identify non-employment history with three indicators: non-employment history patterns (built with optimal matching and clustering methods), career proportion and number of episodes spent in non-employment. We then use logistic regression modelling to estimate their association with later life health outcomes (self-rated health, physical functioning limitations, major depressive episode). Our findings unveil non-employment history characteristics that interfere with women's health in later life. The career proportion spent in non-employment and the patterns of non-employment history are associated with all health outcomes indicators, but these associations vary depending on education and family history profiles.

Women, working trajectories and the impact of retirement on psychological well-being, *Elisa Tambellini*

From a life-course perspective, employment trajectories can be useful tools in explaining differences and inequalities in old age. These inequalities can concern financial aspects, but also a non-economic asset, such as wellbeing. Which mechanisms act behind this relationship is not clear in the literature.

Existing studies have often focused on the influence that work-related factors have on health and well-being in the central stages of life. On the contrary, few investigations focused on the relationship between work and well-being after retirement, and even fewer studies specifically concerned women.

This study follows two goals. Using SHARE data, first, it aims at summarizing the employment histories of women using the yearly information about the work status. Sequence analysis techniques will be applied. Secondly, it aims to analyse the associations between different trajectories and the variation in psychological well-being before and after the final exit from the labour market, through a panel analysis.

Early retirement and unemployment: A healthy choice for all? Evidence from Denmark, *Jeevitha Yogachandiran Qvist*

Scholars have voiced the concern that reforms that prevent early retirement could cause a rise in health inequality in old age, particularly for people of lower socioeconomic status. Thus, this group may be forced to continue working or to enter unemployment as an alternative to early retirement. So far, empirical evidence on the effect of early retirement and unemployment on health is inconclusive about the causal nature of this relationship between workers of different socioeconomic status. To estimate the causal effect of early retirement and unemployment on retirement health, this paper uses birth period variation in incentives to postpone early

retirement in the cohorts born between 1937-1941 that was created by a reform from 1999 of the Danish retirement legislation. Drawing on Danish register data the results suggest that socioeconomic differences in health in old age are only to a little degree, if any, caused by early retirement or unemployment.

What explains the negative effects of unemployment on the well-being of partners? *Jonas Voßemer*

The negative effects of job losses and unemployment on the well-being of individuals are well documented. Research has also shown that these effects extend to other members of the family. However, the mechanisms that produce the spillover effects of unemployment on the well-being of partners and the extent to which they differ for women and men remain understudied. We use longitudinal data from the German Family Panel and apply fixed-effects panel models to estimate the total spillover effects. We then conduct mediation analyses for the two most frequently discussed mechanisms: relationship quality and financial situation. Our data allow us to measure the mechanisms on multiple dimensions and include objective and subjective indicators. Our preliminary results show that women are more negatively affected by unemployment of men than the other way around. Reduced relationship quality and lower financial satisfaction are found to be relevant mechanisms for women, but not for men.

Unemployment and health-related practices: a longitudinal exploration of the Constances cohort (France), *Sehar Ezdi*

We examine the effect of job loss on consumption habits that are known health risk factors in the Constances cohort, a representative longitudinal survey of the French population. From a Weberian perspective, job loss may be considered a change in class position (on the labour market) while consumption habits such as smoking, drinking soda or alcohol, eating fish or vegetables, belong to lifestyle and hence are markers of social status. We aim to first investigate whether the identified consumption habits change when respondents lose their job and subsequently analyse how gender, education and financial situation modify the effect of job loss. Using coarsened exact matching in a difference in difference framework we find little evidence of change in consumption habits after job loss, except for alcohol and fish consumption, where groups more at risk of unhealthy habits (men and low educated, respectively) are even more exposed after job loss.

Educational inequality, 13:50 – 15:35, chaired by Herman van de Werfhorst

The closing educational gap in e-privacy management in European perspective, *Angelica Maineri*

Educational gaps are increasingly salient as skills and knowledge gain prominence in digital societies. E-privacy management is an important asset nowadays, as a skilful use of digital technologies enables full participation in social life and limits the exposure to unwarranted algorithmic processes. In this study, we investigate whether and why education affects e-privacy management, and whether the educational gaps vary according to a country's stage of digitalization. We empirically test two mechanisms, one derived from the digital divide and diffusion of innovations theory, the other from reflexive modernization, using the Eurobarometer 87.1 data, fielded in 2017 in 28 European countries. Preliminary results suggest that the years in education affect the degree of e-privacy management, and that this effect is largely mediated by digital skills, and to a lesser extent by a reflexive mindset. There is some evidence of a closing educational divide in e-privacy management in more digitalized countries.

The policy of grade repetition, *Guido Salza*

The debate over the educational impact of grade repetition, the practice of denying students the progression in their educational career for an additional year, has been living for decades now. On the one hand, repeaters are expected to benefit from the additional time and eventually catch-up with the necessary competencies and knowledge to progress in their academic career. On the other, students who have experienced a past grade repetition might downward adjust their academic prospects. The analysis in this paper makes use of matching techniques on a large dataset of students to estimate the causal effect of grade repetition. The preliminary results of the paper find no convincing empirical evidence of catch-up or educative function of grade repetition. The analysis reveals that grade repetition pushes students toward a downward change of school, if enrolment decisions after grade repetition are considered, and severely increases students' chances to drop out from school.

Limits to compensatory advantage in case of early disadvantage in abilities: Sources of intergenerational inequality in school transitions in Ethiopia, *Ilze Plavgo*

This paper studies inequality of educational opportunities by parental socioeconomic status (SES) in low-income contexts, analysing to what extent and at what transition points educational opportunities become socially stratified. It also studies the main mechanisms behind SES gaps in transition choices. The case of Ethiopia was selected since it has witnessed one of the highest levels of educational expansion among low-income countries after school fee abolition in 1994. Data come from the Young Lives longitudinal study following 3,000 children for 15 years. Findings reveal a compensatory advantage for high-SES families only at lower levels of education, and a reinforcing effect at higher transitions. Findings also point at a loss of potential talent. Among children with high levels of abilities, low-SES children have lower chances to make transitions to higher levels of education, with increasing SES gaps at each transition. Main pathways to stratification are school accessibility issues, not motivation.

The role of education systems in preventing young people with low literacy skills from becoming long-term NEETs, *Lynn van Vugt*

We explore whether education systems can explain why in some countries, young people with low literacy skills are more likely to become socioeconomically marginalized as long-term NEETs. To answer this question, we analyse a cross-national dataset with cross-nationally comparable direct measures of literacy skills, using random slope multilevel logit regressions. We quantify cross-national variation in the relation between having low literacy skills and the probability of becoming long-term NEET, and analyse to what extent and how this variation can be explained by the way the education system is organized within a country. We find that having low literacy skills increases the probability of becoming long-term NEET in all countries. This relationship is stronger in countries with highly stratified education systems, and in highly vocationally orientated education systems.

Heterogeneous causal effects of retaking, *Mar C Espadafor*

In this paper we focus on the heterogeneous effect of retaking on later educational attainment by social origins. We study the transition from Compulsory Education to higher secondary education in Spain (N=15293), where the incidence of retaking is relatively high and this first educational transition is still a critical threshold for the intergenerational transmission of inequality. We investigate whether having been retained reduces the probability of remaining in the education system and whether the negative effect of retaking on school continuation differ by social origins. We use three innovative research designs that help estimate the causal effect of retention and its heterogeneity by social background, purged of selection and reverse causality. We find that grade retention increases chances of dropping out and its effect is heterogeneous by social origin.

Is there a wrong time for parents to divorce? Losing compensatory advantage during critical moments in educational trajectories, *Suzanne de Leeuw*

This paper combines the literature on the socioeconomic gradient in the divorce penalty with insights about the timing of divorce. Some studies have shown that the effects of divorce on children's educational attainment are more negative for children of highly educated parents, suggesting that the compensatory advantage of highly educated parents is nullified after a divorce. Since the advantage of highly educated parents is especially beneficial for children during transition periods in their educational trajectories, we expect the inverse socioeconomic gradient of the divorce penalty to be most pronounced when a divorce occurs during a critical transition period. An educational system with early tracking – like the Dutch system – offers unique opportunities to test this hypothesis. Using register data, we find that a divorce closer to the transition period is associated with lower educational attainment. This pattern is indeed more pronounced among children of highly educated parents.

Wealth / Social mobility, 15.45 – 17:15, chaired by Jani Erola

Brick by Brick Inequality? Cohort changes in homeownership attainment in Italy, the role of employment instability accumulation and intergenerational wealth transmission, *Davide Gritti*

This paper attempts to explain the recent deterioration in homeownership attainment for younger cohorts in Italy. We link housing to labour market and wealth. Two questions are addressed: we assess to what extent declining trends in homeownership are explained by the increase of employment instability accumulation; second, we investigate dynamics of intergenerational transmission as driver of wealth-based access to homeownership. Relying on 14 self-harmonized waves of the half-panel SHIW (1989-2016 – Bank of Italy), 2 analytical samples of individuals and households are built under a quasi-sequential cohort design. Analytical strategy entails: a) estimation of cohort changes in homeownership attainment via random-effects probit models; b) estimation of the probability of wealth decumulation by parents in case of nest-leaving of offspring via distributed fixed-effects linear models. The big picture of findings is that the housing system works “brick by brick” as a device to reproduce inequalities.

How the Great Recession affected the labour market prospects of young adults from different social origins in Europe, *Jad Moawad*

Research on intergenerational mobility focuses on how background influence later labour market prospects. Using a difference-in-differences design on the European Union Statistics on Income and Living Conditions, this article selects the two modules (2005 and 2011) that have parental information and analyses the six EU countries with the largest population, namely France, Germany, Italy, Poland, Spain and the UK. We show that the gap in earnings between young men (25-34) from low social origin compared with their similarly educated counterparts from high social origin have increased in the United Kingdom and possibly Italy following the Great Recession. In line with previous research, we propose that young adults from high social origin families are more desirable than their equally educated peers from low social origin. However, this desirability increases during economic downturns as employers become more selective. Our results are robust to using the EGP class scheme.

Wealthy parents, wealthy kids? Exploring mechanisms of intergenerational transmission using housing wealth in the UK, *Selçuk Bedük*

Recent evidence reveals strong associations between the wealth of parents and kids, but our knowledge on the transmission mechanisms is still limited. While some argue transfers are the most important mechanism, others attach earnings, marriage or saving and investment behaviour a key role. Using a rich panel data from the UK, we examine the relative importance of transfers, work lives, family lives and saving and investment behaviour in explaining intergenerational wealth associations. We use housing wealth as a proxy for overall wealth and study home ownership (no vs. some wealth) and value (low vs. high wealth) separately. Our findings reveal behaviour as the most important mechanism for both ownership and value. Work lives is also key for wealth transmission, while we find a limited role for transfers. We also find a compensatory role for marriage despite the common emphasis on marital sorting based on wealth.

Spouses' work-family biographies and individualized wealth in Germany, *Theresa Nutz*

Prior research usually overlooks the way assets are held within couples. Differentiating between the type of asset ownership (joint vs. sole) within couples is substantial for understanding individuals' economic well-being, as the sole ownership increases property rights and autonomy. As wealth ownership within couples is the result of both partners' life course processes, we ask: How do spouses' work-family biographies affect the ownership and the share of solely owned wealth in couples at pre-retirement age in Germany? Using data from the German SOEP, we apply multinomial and fractional logit models to predict ownership structures and the share of spouses' individualized assets. Preliminary results indicate that male full-time employment and female homemaking are positively associated with men being the sole owners of individualized assets. For full-time employed women, the probability of being the sole owner remains constant irrespective of their work experience, pointing towards gender differences in individualized wealth accumulation.

Childbearing, 15:45 – 17:15, chaired by Melinda Mills

The education gradient in childbearing: Changes in the education distribution, *Federica Querin*

In the last three decades, two demographic processes have been shaping developed countries: declines in fertility and increases in education levels. The educational gradient in childbearing tends to be negative, meaning that highly educated women have fewer children, albeit the trend might be reversing. However, the transition to higher levels of education happened at different times and speeds depending on the country. This led to a change in meaning and selectivity of absolute levels of education. Using the Gender and Generation Survey and international educational attainment data, I construct a relative education measure that includes women's relative educational positioning by country and birth cohort and I use it to predict completed fertility and childlessness in low fertility settings. Preliminary findings show that relative education matters in addition to absolute education measures and it is especially important at the ends of the education distribution.

The mutual relationship between economic uncertainty and childbirth in the United States and Germany, *Lewis Anderson*

Declining fertility across Western societies is a source of wide concern. Since the Great Recession, there has been increased attention surrounding fertility decisions and economic uncertainty. Previous work on this topic concentrates on the effect of unemployment or poverty on the probability of entering parenthood or having an additional child. However, children put household finances under strain, possibly inducing poverty. We assess the mutual relationship between economic uncertainty and childbirth. First, we estimate the impact of poverty on childbirth, and of childbirth on poverty. Second, we test whether these relationships vary across two countries with vastly different labour market and welfare institutions – the United States and Germany. Using 'hybrid' within-between panel regressions, we find substantial within-individual effects in both directions. Further, we find that economic uncertainty and childbirth are less closely related in Germany than the US, suggesting an important role for policy in moderating these associations.

Heat waves, birth outcomes, and socio-economic heterogeneity, *Risto Conte Keivabu*

A variety of small events in utero may have profound consequences on fetal development and birth outcomes. However, causal research on birth outcomes has often examined the consequences of rather extreme events, which leave room to question its external validity. In this article, we investigate (1) the effect of an increasingly frequent and relevant shock, namely summer heatwaves, on birth outcomes and (2) how this effect may vary by the family socio-economic background. To this aim, we combine Spanish birth registers from 2000 to 2006 with meteorological data. There are two main findings. First, we observe an increase in low birth weight deliveries for those exposed to several days of extreme heat in the first trimester. Second, the effect is concentrated among low-SES mothers. Given the importance of birth outcomes for the well-being of the next generation, our results highlight how changing climate conditions may contribute to widening socio-economic inequalities.

Gender ideologies, communication and the division of housework across the transition to parenthood, *Silke Büchau*

This study explores how communication among couples relates to domestic work arrangements across the transition to parenthood, an important junction regarding increasing gender inequalities in (un-)paid work. Existing studies, drawing on economic or gender perspectives, have difficulties in satisfactorily explaining the more traditional division of housework that many couples experience when becoming parents. Communication and negotiation about the division of domestic work are frequently assumed to matter; yet, the role of communication has not been explicitly investigated. Existing gender perspectives are combined with the concept of communication as resource to alter relationship dynamics. We assume that egalitarian gender ideologies in combination with specific communication patterns may facilitate a more egalitarian division of housework. We use couple data from the German Family Panel and apply growth curve models to assess whether changes in the division of housework of first-time parents can be explained by their gender ideologies and communication patterns.

Migration / Discrimination, 15.45 – 17:15, chaired by Valentina Di Stasio

Naïve or persistent optimism? Changing vocational aspirations of children of immigrants at the transition from school to work, *Sara Möser*

Children of immigrants are found to have higher aspirations than their native peers while showing lower educational outcomes and disadvantaged opportunities on the labour market. This contribution tests two competing theoretical explanations of this phenomenon, immigrant optimism and information deficit, by analysing the longitudinal development of vocational aspirations at the transition from school to work.

The empirical findings indicate that students with a migration background not only aim high when still enrolled in compulsory education, they also stay optimistic. This persistent optimism indicates, that the high aspirations are not the result of a naïve misconception of the educational system and labour market opportunities, but that children of immigrants are inherently more ambitious than their native peers.

Analysing the impact of citizenship on children of immigrants' educational trajectories using sequence analysis, *Marie Labussière*

During the last decades, the educational outcomes of children of immigrants have been extensively studied, with a growing emphasis on the heterogeneity of the so-called second generation. Yet, parental legal status has only received limited attention so far, although children of immigrants do not get automatic birthright citizenship in most European countries. This paper offers a comprehensive theoretical framework to better conceptualize the effect of legal status on youth educational opportunities, and uses sequence analysis to investigate the impact of host country citizenship on their educational trajectories in the Netherlands. Our preliminary results show that Dutch citizenship is not only associated with trajectories in prestigious tracks but also with upward trajectories taking advantage of the system's "back doors". This is in line with our hypothesis that, during the naturalisation process, parents acquire or further develop relevant resources to navigate a complex educational system such as the Dutch one.

Sending the right signal: An experimental analysis. Formal recognition of foreign skills and labour market chances of immigrants in Germany, *Angelina Springer*

In 2012 Germany introduced the so-called Recognition Act. The Recognition Act is a "law to improve the assessment and recognition of professional and vocational education and training qualification acquired abroad". It gives immigrants the option to have their professional qualifications obtained outside of Germany reviewed and compared to German requirements set for a specific profession. This is important as it helps the employers to better assess your qualifications. However, it is unclear how German employers rely on these signals. To answer this question, we conduct a correspondence study. We compare the chances of getting a positive response with and without foreign education approval. The results show that employers rather prefer résumé without recognition letter than résumé with official recognition letter.

Patterns of ethnic inequalities at the transition to higher education in Germany. An empirical analysis of primary and secondary effects and educational aspirations of migrant and non-migrant youths, *Svetlana Sudheimer*

Educational inequalities between children with and without migration background are well-documented for the early stages of the German educational system, especially the transition from primary to secondary education. Such inequalities are closely linked to differences in children's social origin and school performance. At the same time, educational aspirations of children from migrant families are often higher than those of children without migration background. For later stages of education, little is known about migration-related inequalities in Germany. In our empirical analysis we investigate differences in social origin, school performance, and educational aspirations of school leavers with and without migration background who successfully earned a higher education entrance certificate. Our results show that even within this highly selective group of pupils migration-related patterns of inequality resemble those found for earlier stages of education. However, there are also considerable differences within the group of school leavers from migrant families.

Targeting age discrimination of elderly workers: Who gains and who loses? Evidence from Italy, 1992-2016, *Yulia Dormidontova*

This paper analyses the trade-off between the protection of elderly workers against age discrimination and the employment prospects of younger cohorts in Italy. Previous research shows that age discrimination targets elderly workers; however, the protection granted by anti-discriminatory legislation introduced in 2003 may have adversely targeted workers 35-39 y.o.

We consider the role of the Council Directive 2000/78/EC to assess whether it had an impact on the elderly workers compared to the younger cohort. We use the EU Labour Force Survey data for Italy (1992-2016) and a diff-in-diffs approach comparing workers aged 35-39 and 55-59. Our results show that, although elderly workers have greater employment chances owing to the pension reforms, the legislation also had a positive effect, while a parallel downward trend is detected for the workers aged 35-39. This opens up interesting lines of research in the light of social cohesion across generations and concerning policy implications.