

## BACKGROUND

- Female soldiers are **underrepresented** (8% women in the army) – however increasing this share is needed to combat **personnel shortage** (Deutscher Bundestag 2023)
- Item-based surveys show that male soldiers report an **increasingly negative perception** of women in the military (Kümmel 2016) – data from 2011 & possible social desirability bias
- Nothing is publicly known about the systematic extent of gender discrimination in the Bundeswehr**

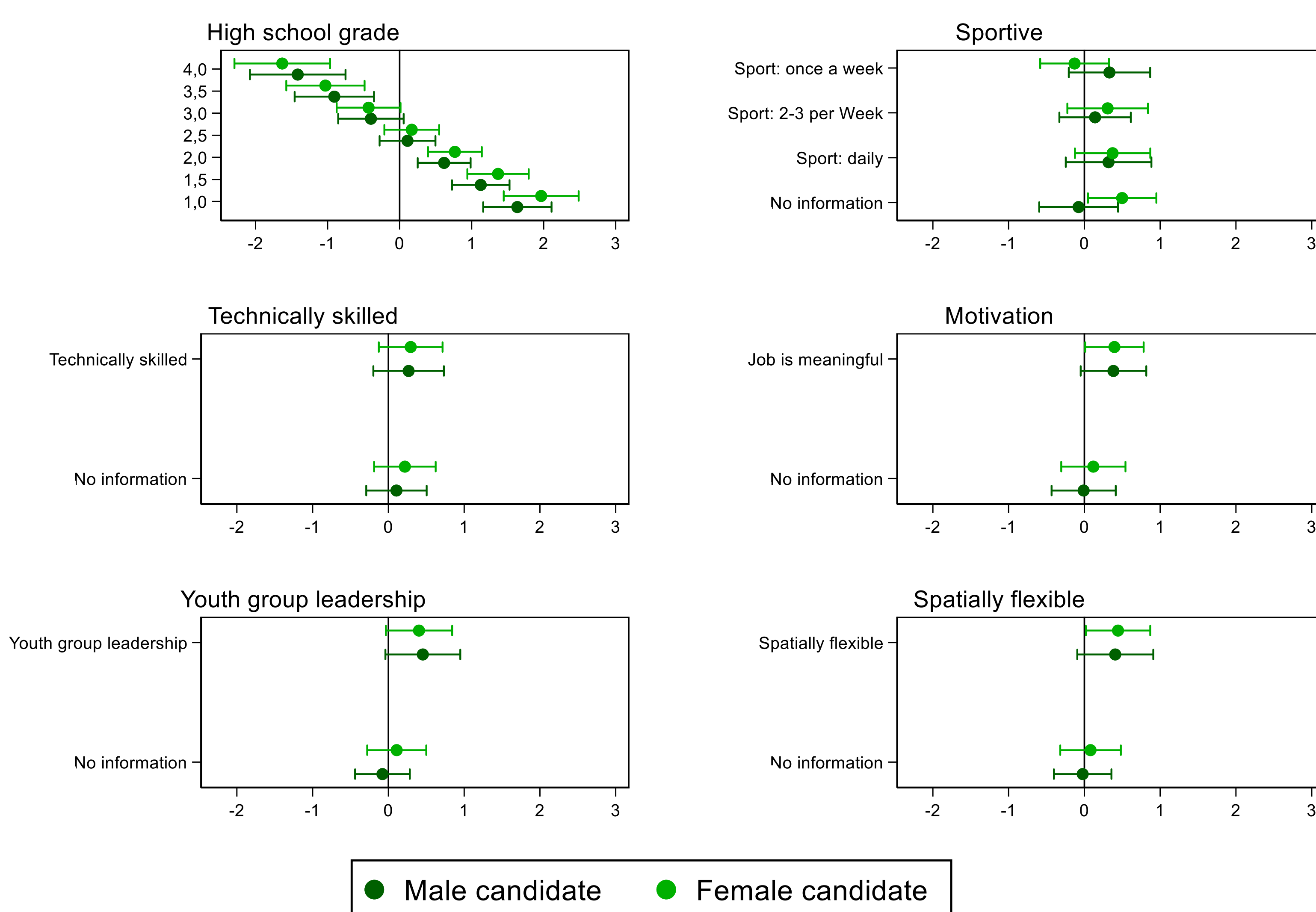
## RESEARCH QUESTION

Are women perceived by other soldiers as less suitable for military service compared to men?

- Tastes for discrimination:** constant lower rating of female soldiers (Becker 1971)
- Statistical discrimination:** information vs. no information as moderator (Arrow 1971, Phelps 1972)

## FINDINGS

### Predicted evaluation by sex of the candidate



Notes: Predicted values of RE regression with interaction effects between all dimensions and the sex of the candidates.  $N_{Respondents} = 67$ ,  $N_{Evaluations} = 335$

### Taste-based discrimination

- Female candidates are favored when conditioning on all (gender-specific) information

### Statistical discrimination

- Giving no information about physical fitness leads to a better evaluation for the female candidate (whereas men are rewarded for higher physical fitness)
- Otherwise no evidence for statistical discrimination

### Robustness checks

- Results remain robust for different models & specifications
- Tests show no evidence for social desirability bias

## DATA & METHOD

### Vignette Universe

- 5 vignettes per soldier
- 7 dimensions with max. 4 levels
- D-efficient sampling design (D-efficiency = 98,9)

### Data: Convenience Sample (N = 67)

- Recruited through a sufficiently well-connected key person (primarily one battalion – armed forces)
- Self-administered paper & pencil interview

### Example of a vignette with minimal information

Maximilian Schmidt (19 years old) has just graduated from high school with a final grade of 2.6.

Maximilian Schmidt would like to apply for a career as an officer. Please indicate how suitable you think he is for this task.

Not suitable at all      indecisive      Particularly well suited  
 -5   -4   -3   -2   -1   0   1   2   3   4   5

## CONCLUSION

- No clear evidence** for either taste-based or statistical discrimination
  - Still unclear: Can these results be transferred to **actual behavior** (only intentions were measured) and be **generalized to the Bundeswehr** as a whole?
  - Underrepresentation may also be due to **supply-side mechanisms** (e.g. willingness to apply, work-life balance)
  - If the causes for the **underrepresentation** are known and measures can be taken to reduce it, the Bundeswehr could position themselves as an **attractive employer** for women and thus close at least some of the 18.692 vacant positions (Deutscher Bundestag 2023)
- Further research (also on the supply side) is needed

## REFERENCES

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- Deutscher Bundestag (2023): Jahresbericht 2022 (64. Bericht). Drucksache 20/5700. Berlin: Die Wehrbeauftragte des Deutschen Bundestages.
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