

Virginia Sondergeld

DIW Berlin, Mohrenstraße 58, 10117 Berlin
Email: vsondergeld@diw.de

Applied microeconomist and data enthusiast using econometrics, experimental methods and text-as-data to study labor markets and gender

POSITIONS

Research Associate , DIW Berlin Department Public Economics / Research Group Gender Economics	SINCE 10/2020
Economic Analyst , NERA Economic Consulting Energy, Environment and Infrastructure Practice Promotion from Research Officer in 02/2019, previously Intern in summer 2016	02/2017 - 07/2019
Student Assistant , Goethe University Frankfurt Chair of International Economic Policy	09/2012 - 07/2015
Student Assistant , Goethe University Frankfurt Chair of Applied Microeconomics	10/2014 - 07/2015
Research Intern , Centre for European Economic Research (ZEW) Research Group International Distribution and Redistribution	08/2014 - 10/2014

EDUCATION

<i>PhD Economics</i> DIW Berlin / Free University Berlin / Berlin School of Economics	SINCE 10/2019
<i>Visiting researcher</i> Centre for Research in Economics and Statistics, Paris, France	03/2023 - 05/2023
<i>MSc Economics</i> The London School of Economics and Political Science, Final Grade: Distinction	08/2015 - 06/2016
<i>BSc Economics and Business Administration</i> Goethe University Frankfurt, Final grade: 1.1 (corresponds to UK First-Class Honours)	04/2012 - 08/2015

WORKING PAPERS

“*Women in management and the gender pay gap*”, with Katharina Wrohlich, [IZA Discussion Paper No. 16323](#), July 2023.

“*The Women in Economics Index - Monitoring Women Economists' Representation in Leadership Positions*”, with Jana Schuetz and Insa Weilage, [Discussion Paper 2076](#), March 2024.

WORK IN PROGRESS

“*Meet My Family: The Effect of Female CEOs' Newspaper Coverage on Financial Decision Making*”, with Lavinia Kinne

“*Gender differences and stereotypes in media coverage of company board members*”, draft available upon request.

“*Gender-inclusive language in German companies: a sign of active gender equality efforts or pinkwashing?*”, with Samira Ochs, Carolin Müller-Spitzer and Katharina Wrohlich, pre-registered in OSF registries.

DATA PUBLICATIONS

“*DIW Women Executives Barometer: Method Report and Codebook for the Waves 2015-2024*”, with Katharina Wrohlich, [DIW Data Documentation 107](#), 2024.

POLICY PUBLICATIONS AND OTHER WRITINGS

“*Fortschritte bei Frauen in Führungspositionen, doch Geschlechterparität benötigt weitere Anstrengungen von Unternehmen und Politik*”, *Wirtschaftsdienst*, 2/2024: 136-138.

“*DIW Women Executives Barometer 2024: Share of women on the executive boards of large companies has increased, but generally is at most one woman*”, with Katharina Wrohlich, Anja Kirsch, *DIW Weekly Report* 3/2024. Featured in [Frankfurter Allgemeine Zeitung](#) and [Tagesspiegel](#).

“*Beste Bedingungen für junge Ökonominen und Ökonomen? Neue Daten und Empfehlungen der Arbeitsgruppe Nachwuchs im Verein für Socialpolitik*”, with Christian Bayer, Florian Englmaier, Regina Riphahn, Philipp Schmidt-Dengler, Caren Sureth-Sloane, Jonas v. Wangenheim and Georg Weizsäcker, *Perspektiven der Wirtschaftspolitik* 24.1 (2023): 63-84.

“*DIW Women Executives Barometer 2023: Number of women on boards of large companies keeps growing: Momentum from inclusion requirement, however, is waning*”, with Katharina Wrohlich, Anja Kirsch, *DIW Weekly Report* 3/2023. Featured in [Deutschlandfunk](#).

“*Corporate reporting provides insight into companies’ commitment to gender equality*”, with Katharina Wrohlich, Philipp Thompson and Anja Kirsch, *DIW Weekly Report* 4/2023.

“*DIW Women Executives Barometer 2022: Markedly more women on executive boards of large companies; inclusion requirement seemingly already having an effect*”, with Katharina Wrohlich and Anja Kirsch, *DIW Weekly Report* 3/2022. Featured in [Tagesspiegel](#) and [Frankfurter Rundschau](#).

“*Mindestbeteiligung von Frauen in Vorständen: Einige Unternehmen sind dem neuen Gesetz bereits zuvorgekommen*”, with Katharina Wrohlich, *DIW Aktuell* 65/2021. Featured in [Süddeutsche Zeitung](#).

“*Few top positions in economics are held by women*”, with Jess Palka and Philip Hanspach, *VoxEU Column*, February 2021.

ACTIVITIES

Co-founder and Chair of the Board SINCE 07/2019
The Women in Economics Initiative e.V., www.women-in-economics.com

Member of the working group “Promotion of young academics” 03/2021 - 12/2022
Verein für Socialpolitik

Co-founder and member of Berlin chapter 08/2017 - 07/2019
Women at Oliver Wyman, Oliver Wyman Group

HONORS AND GRANTS

Add-on Fellowship of the Joachim-Herz-Foundation (EUR 12,500)	SINCE 10/2023
Dieter Schumacher Young Scholar Travel Fund (EUR 1,400)	03/2023 - 05/2023
DIW Graduate Center Travel Grant (EUR 1,000)	03/2023 - 05/2023
1st-year PhD Scholarship, DIW Berlin	10/2019 - 09/2020
Klaus Murmann Fellowship, Foundation of German Business (sdw)	05/2012 - 06/2016
Additional grant by sdw for master’s studies abroad (EUR 20,000)	07/2015 - 06/2016

PRESENTATIONS

2023: DIW Public Economics Cluster Seminar, CREST Internal Micro Seminar, German-Japanese Leadership Forum. 2022: Austrian Labor Market Workshop, 2nd Berlin Workshop on Empirical Public Economics: Gender Economics, Annual Conference of the Verein für Socialpolitik. 2021: Women in Economics Retreat of the European Economics Association, BeNA Guru Talk on Women in Economics, Reykjavik Global Forum.

TEACHING

2022: Empirical Public Economics, tutorial at Free University Berlin.

COMPUTER LITERACY

Python (pandas, polars, scikit-learn, spaCy, NLTK, ...), Stata, Git, \LaTeX , Excel

LANGUAGES

German (native speaker), English (TOEFL score: 113)