



**WEDNESDAY**  
**September 30, 2020**  
**13:15 – 14:15**

**KEYNOTE LECTURE III**  
(Language: English)

**VIRTUAL**

**Keynote Lecture of**

**Manuel Bagues** (University of Warwick)

**“Gender quotas in academia”**

To address the underrepresentation of women in academia, many countries and institutions have introduced in recent years quotas requiring a minimum share of women (and men) in selection committees and/or among short-listed applicants. I discuss how these quotas affect the characteristics of successful applicants. Furthermore, I also examine the impact of quotas on the research production of senior female researchers, who are forced to spend a disproportionate amount of their time sitting on committees.

**Introduction:** Nadja Dwenger (University of Hohenheim)