科研项目：lumiere

科研领域：labor economics

科研主题：how outward appearances affect career developments in the workplace through different genders.

假设：

a.Appearances are important in the workplace for different reasons: productivity-linked (makes people feel good and better at work), and non-productivity-linked (because of manager or peer-pressure).

If it is productivity-linked, we shouldn’t be too worried, though it can also be due to problematic gender norms. If it is not, then it can be a policy problem - neither managers nor employees benefit from time wasted on appearances.

b.If for men and women dressing is seen as a sign of productivity or quality of work, then they will spend different amounts of time on preparing, all else equal. This is causing inequality.

c. If women have more competing commitments at home like domestic work and childcare, then they are even more disadvantaged, particularly women with more of these tasks (probably poorer women).

d. Also interesting to know men and women’s perceptions of each other’s routine  and the importance they think the other attaches to appearances. Are there gendered differences?

方法：问卷调查了85个不同年龄不同性别不同职业的白领

实验图：





