

Virginia Sondergeld

Labor economist and data enthusiast @ Indeed Hiring Lab. I study labor markets and gender using econometrics, experimental methods and text-as-data.

POSITIONS

Economist , Indeed Hiring Lab	SINCE 12/2024
Research Associate , DIW Berlin Department Public Economics / Research Group Gender Economics	10/2020 - 11/2024
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 (thesis submitted, defense in 02/2025)</i> DIW Berlin / Free University Berlin	10/2019 - 11/2024
<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

PUBLICATIONS

“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.

DATA PUBLICATIONS

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

“*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

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

“*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.

ACTIVITIES

Co-founder and Chair of the Board 07/2019 - 10/2024
The Women in Economics Initiative eV, 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

HONORS AND GRANTS

Add-on Fellowship of the Joachim-Herz-Foundation (EUR 12,500)	10/2023 - 11/2024
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
Member of the Dean's List, Goethe University Frankfurt	10/2012 - 08/2015

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.

COMPUTER LITERACY

Python, Stata, Git, R, L^AT_EX, Excel

Last updated: December 31, 2024