

Virginia Sondergeld

Labor economist and data enthusiast @ Indeed Hiring Lab.

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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 and Chair of Applied Microeconomics	09/2012 - 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, Advisors: Peter Haan and Katharina Wrohlich.	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, GGrade: Distinction	08/2015 - 06/2016
<i>BSc Economics and Business Administration</i> Goethe University Frankfurt, Grade: 1.1.	04/2012 - 08/2015

PUBLICATIONS

“*DIW Managerinnenbarometer 2025: DIW Women Executives Barometer 2025: Despite Rising Shares of Women on Executive And Supervisory Boards, Gender Parity Remains A Far-off Goal*”, with Katharina Wrohlich, Anja Kirsch, DIW Weekly Report 3/2025.

“*Medien berichten geschlechterstereotyp über Vorständinnen und Aufsichtsrätinnen von DAX-Unternehmen*”, with Lavinia Kinne, Katharina Wrohlich, DIW Wochenbericht 4/2025, DIW Weekly Report 3/2025.

“*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 Ökonomeninnen 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 2015-2025", with Katharina Wrohlich, [DIW Data Documentation 107](#), 2025.

"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

"Gender-Inclusive Language in the Corporate Communication of German Companies: Authentic Corporate Activism or Pinkwashing?", with Samira Ochs, Carolin Müller-Spitzer and Katharina Wrohlich, DIW Discussion Paper, August 2025 (submitted).

"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.

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

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