

[IZA News](#)[About IZA](#)[Organization Chart](#)[People](#)[Research](#)[Labor Policy](#)[Publications](#)[Discussion Papers](#)[Policy Papers](#)[Standpunkte](#)[Books](#)[Research Reports](#)[IZA Compact](#)[IZA in the Press](#)[Publication Record](#)[Journals](#)[Events](#)[IZA Prize / YLE Award](#)[Teaching](#)[Links / Resources](#)[Press](#)

IZA



Rent Sharing as a Driver of the Glass Ceiling Effect

by Alessia Matano, Paolo Naticchioni
(September 2012)

Abstract:

In this paper we show that rent sharing plays a role in explaining the glass ceiling effect. We make use of a unique employ-
employee panel database for Italy from 1996 to 2003, which allows controlling for observed individual and firm heterogeneity
for collective bargaining. Moreover, by means of IV quantile fixed effects estimates we can cope with unobserved heterogeneity
and endogeneity. A discussion of different explanations is provided.

Text: See [Discussion Paper No. 6875](#)



[Back](#)