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What drives women out of management? The joint role of testosterone and culture

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Abstract

Exploiting variation across communities in indices correlated with women emancipation, we show that in regions where women are less emancipated the average 2D4D Digit Ratio is lower than that of men compared to regions with higher indices, a finding that is consistent with the existence of gender related obstacles into management.

This finding can explain why: a) fewer women than men are managers; b) the proportion of women among managers is higher in countries with higher women emancipation; c) women managers show more masculine traits. Once women enter management, they are equally able than man.

JEL Classification: L26, L21, L25, D22

Keywords: Women emancipation, Managerial ability, Digit Ratio, Testosterone, Management.

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