Laila Schmitt

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Publications: Google Scholar
Replication files: OSF

Research Interests:	Gender Inequality in Labor Markets, Nonstandard Employment, Work-family Policy, Part-time Work, Perceptions of Inequalities, Longitudinal Data Analysis, Survey Experiments

Academic Positions

current	LMU Munich Department of Sociology, Prof. Dr. Fabian T. Pfeffer, Professorship for Social Inequality and Social Structures	Postdoc (starting October 2023)
2020–2023	LMU Munich Department of Sociology, Prof. Dr. Katrin Auspurg, Professorship for Quantitative Empirical Research	Ph.D. Student
2017–2020	LMU Munich Department of Sociology, DFG (German Research Foundation) project AU 394/3-1 "Gender- and Class-Specific Job Preferences: Survey Experiments in Different Household Contexts" (Principal investigators: Prof. Dr. Katrin Auspurg and Prof. Dr. Thomas Hinz)	Ph.D. Student

Education

Estimated 2023	Ph.D. Sociology (Defence estimated October 2023) Thesis title: "The Part-time Trap: The Gender Gap in Wages and Expected Wages, with Particular Reference to Part-time Work" (1st Supervisor: Katrin Auspurg, 2nd Supervisor: Josef Brüderl, 3rd Supervisor Andreas Peichl)	LMU Munich
2014–2017	M.A. Sociology (Minor Statistics)	LMU Munich
2011–2014	B.A. Sociology (Minor Political Science)	LMU Munich

Publications

Schmitt, Laila, and Katrin Auspurg. 2022. "A Stall Only on the Surface? Working Hours and the Persistence of the Gender Wage Gap in Western Germany 1985–2014." *European Sociological Review* 38:754–769. https://doi.org/10.1093/esr/jcac001

- **Finalist** for the 2023 Rosabeth Moss Kanter Award for Excellence in Work-Family Research

Schmitt, Laila. 2015. "Die DGS auf dem richtigen Weg? Bericht vom 37. Kongress der Deutschen Gesellschaft für Soziologie, 6.-10. Oktober 2014 in Trier. (The DGS on the right Path? Report from the 37th Congress of the German Society of Sociology, 6th-10th October 2014 in Trier.)" *Soziale Welt* 66:111–115. https://www.jstor.org/stable/24754609 (in German)

In Editorial Process

Schmitt, Laila. 2022. "Short-term, Long-term, and Gender-related Consequences of Part-time Work for Wages in Western Germany: An Analysis Using Asymmetrical Fixed-Effects Models." **R&R Minor (2nd round)** *Social Forces*

In Progress

Schmitt, Laila, and Patrick McDonald. "Wage Expectations by Gender: The Link Between Expected and Actual Wages for Men and Women in Western Germany." *Working paper available*

Schmitt, Laila. "Tracing the Gender Wage Gap over the Life Course: An Analysis for Western Germany Using Hybrid Models." *Working paper in preparation*

Auspurg, Katrin, Paul Hufe, Andreas Peichl, **Laila Schmitt**, and Marc Stöckli. "What Do People Believe That Others (Should) Earn? Multifactorial Survey Experiments on Beliefs About Actual and Fair Earnings." *Data Collection SOEP-IS 2020 and ifo Institute Human Resource Managers Survey March 2023 completed, data collection SOEP-IS 2023 ongoing*

Kalleitner, Fabian, and **Laila Schmitt**. "Individuals' perceived impact of Covid-19 on inequality and its consequences for redistributive tax preferences." *Data Collection ACPP concluded, Working paper available*

Auspurg, Katrin, Christiane Bozoyan, **Laila Schmitt,** and Mark Trappmann. "The Power of Churches: Discrimination of Non-Denominational Employees in the Health and Social Services Sector in Germany." *Working paper in preparation*

Other Publications (Blogs and Reports)

Laila Schmitt, Katrin Auspurg, Paul Hufe, Andreas Peichl, and Marc Stöckli. 2023. "Ergebnisse der ifo-LMU HR/Manager-Befragung. März 2023" ifo Institute Human Resource Managers Survey Results Report. (in German)

Kalleitner, Fabian, and **Laila Schmitt**. 2020. "Neue Steuern zur Finanzierung der Kosten der Krise? Steuerpräferenzen in Zeiten von Corona. (New taxes to finance the costs of the crisis? Tax Preferences in Times of Corona.)" ACPP Blog #28. (in German)

Auspurg, Katrin, Thomas Hinz, Konstantin Mozer, and **Laila Schmitt.** 2017. "Jobpräferenzen, antizipierte Diskriminierung und Arbeitsmarktintegration: Surveyexperimente zur Konzessionsbereitschaft. (Job Preferences, Anticipated Discrimination, and Labor Market Integration: Survey Experiments Willingness to Accept.)" Survey Module PASS Wave 12 Method Report. (in German)

Steinbeißer, Dominik, Felix Bader, Christian Ganser, and **Laila Schmitt**. 2013. "Gruppenbezogene Menschenfeindlichkeit in München. (Group-focused Enmity in Munich.)" Research Report Department of Sociology, LMU Munich. https://doi.org/10.5282/ubm/epub.22206 (in German)

Awards and Prizes

2023	**Finalist** for the **Rosabeth Moss Kanter Award for Excellence in Work-Family Research** (One of 6 finalists from over 2,500 articles published in 2022, selected from over 75 leading English-language journals worldwide, nomination and review by a committee of over 60 leading scholars from more than 10 countries), with Katrin Auspurg
2023	**LMU Mentoring** (Mentor: Prof. Dr. Josef Brüderl), €2,150

2022	**Joachim Frick Memorial Prize** for best presentation at International SOEP User Conference, €450
2020	**Eduard März Prize** for best presentation at Young Economists Conference Chamber of Labour of Vienna, Austria. €1,000, with Fabian Kalleitner, Bernhard Kittel and Monika Mühlböck
2013–2014	**Deutschlandstipendium** (Germany Scholarship), 2x, €7,200

Successful Research Proposals

2019	SOEP-IS (Innovation Sample) Innovative Module *Wage Vignettes* "What Do People Believe That Others (Should) Earn? Multifactorial Survey Experiments on Beliefs About Actual and Fair Earnings" (introduced into SOEP-IS, PIs: Katrin Auspurg, Andreas Peichl, member of the project team)
2018	PASS Wave 12 Module *Job Acceptance Vignettes* "Jobpräferenzen, antizipierte Diskriminierung und Arbeitsmarktintegration: Surveyexperimente zur Konzessionsbereitschaft (Job Preferences, Anticipated Discrimination, and Labor Market Integration: Survey Experiments on Willingness to Accept)" (introduced into PASS, PIs: Katrin Auspurg, Thomas Hinz, member of the project team)

Conference Presentations and Invited Talks
*invited talks, [c]presented by co-author, *forthcoming*

2023 (# 3)	[c]*The Impact of COVID-19 on Inequality Perceptions and its Consequences for Tax Preferences. Seminar Analytical Sociology (Venice, Italy). 11/2023.*
	**WFRN Virtual Conference Series. Recognizing Finalists for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research (Virtual). 09/2023.*
	[c]What People Believe Others (Should) Earn – Multifactorial Survey Experiments on Perceptions of Inequality and Justice. ESRA Conference (Milan, Italy). 07/2023.
2022 (# 4)	*Part-time Work and the Gender Wage Gap: Discrimination or Selection? Munich University of Applied Sciences (Munich, Germany). 11/2022.
	Short- and Long-term Wage Effects of Part time Employment for Women and Men: An Analysis using Asymmetric Fixed-effects Models for Western Germany. Seminar Analytical Sociology (Venice, Italy). 11/2022.
	Short- and Long-term Wage Effects of Part time Employment for Women and Men: An Analysis using Asymmetric Fixed-effects Models for Western Germany. International German SOEP User Conference (Berlin, Germany). 06/2022.
	[c]What People Believe Others (Should) Earn – Multifactorial Survey Experiments on Beliefs about Actual and Fair Earnings. In_equality Conference (Konstanz, Germany). 04/2022.
2021 (# 2)	Wage Inequality, Part-time Employment, and Gender: Traditional Selection or Non-Traditional Discrimination? LMU Munich (Bernried, Germany). 07/2021.
	Tracing the Gender Wage Gap over the Life-Course: An Analysis for Western Germany using Hybrid Models. ISA RC 28 Spring Meeting (Virtual). 06/2021.

2020 (# 4)	Tracing the Gender Wage Gap over the Life-Course: An Analysis for Western Germany using Hybrid Models. Seminar Analytical Sociology (Virtual). 11/2020.

2020 (# 4)   Tracing the Gender Wage Gap over the Life-Course: An Analysis for Western Germany using Hybrid Models. Seminar Analytical Sociology (Virtual). 11/2020.

[c]Individuals' perceived impact of Covid-19 on inequality and its consequences for redistributive tax preferences. Young Economist Conference (Virtual). 10/2020.

Individuals' perceived impact of Covid-19 on inequality and its consequences for redistributive tax preferences. ESA RN 21 Mid-term Conference (Virtual) 10/2020.

Wage Expectations by Gender: The Link between Expected and Actual Wages for Men and Women in Germany. LMU Munich (Bernried, Germany). 7/2020.

2019 (# 3)   Short and Long-term Wage Effects of Part time Employment for Women and Men: An Analysis using Asymmetric Fixed-effects Models for Western Germany. Poster presentation. Seminar Analytical Sociology (Venice, Italy). 11/2019.

Short and Long-term Wage Effects of Part time Employment for Women and Men: An Analysis using Asymmetric Fixed-effects Models for Western Germany. LMU Munich (Bernried, Germany). 07/2019.

Working Hours and the Persistence of the Gender Wage Gap in Western Germany. ISA RC 28 Spring Meeting (Frankfurt, Germany). 03/2019.

2018 (# 3)   Working Hours and the Persistence of the Gender Wage Gap in Western Germany. ASA Annual Meeting (Philadelphia, Pennsylvania, US). 08/2018.

Working Hours and the Persistence of the Gender Wage Gap in Western Germany. International German SOEP User Conference (Berlin, Germany). 07/2018.

*Working Hours and the Persistence of the Gender Wage Gap in Western Germany. Research Colloquium University of Leipzig (Leipzig, Germany). 06/2018.

2017 (# 4)   Working Hours and the Persistence of the Gender Wage Gap in Western Germany. Poster presentation. Seminar Analytical Sociology (Venice, Italy). 11/2017.

The Power of Churches: Discrimination of Non-Denominational Employees in the Health and Social Services Sector in Germany. PASS Panel Survey User Conference (Nuremberg, Germany). 10/2017.

The Power of Churches: Discrimination of Non-Denominational Employees in the Health and Social Services Sector in Germany. DGS Section Social Inequality and Social Stratification Conference (Tübingen, Germany). 09/2017

Working Hours and the Persistence of the Gender Wage Gap in Western Germany. LMU Munich (Bernried, Germany). 08/2017

Teaching

2023	Labor Market Sociology	M.A. Seminar (In-Person)
	Subjective and Objective Social Inequality	B.A. Seminar (In-Person)
	Longitudinal Data Analysis	M.A. exercise for lecture (2x, In-Person and Virtual, evaluated 1.2 and. 2.1)
2022	Analytical Sociology	M.A. exercise for lecture (Virtual, evaluated 1.3)
	Longitudinal Data Analysis	M.A. exercise for lecture (2x, In-Person and Virtual, evaluated 1.6 and 1.8)
2021	Graduate Survey	B.A. project seminar (Virtual, evaluated 1.2)
	Labor Market Sociology	B.A. exercise for lecture (Virtual, evaluated 1.6)
2020	Applied Data Analysis	B.A. exercise (Virtual, evaluated 1.8)
	Online Data Collection	B.A. project seminar (Virtual, evaluated 1.5)

2018	Empirical Educational Sociology and Labor Market Sociology	B.A. project seminar (In-Person, evaluated 1.9)
2017	Introduction to Regression Analysis with Stata	M.A. exercise (In-Person, evaluated 1.7)
	12 Bachelor and 4 Master theses	Supervision of Theses

Service

Occasional Reviewer:	*American Sociological Review, Research in Social Stratification and Mobility, Socius*
Event Organization:	2021 MuGGS (Munich Graduate School of Sociology) Doctoral Researchers' Symposium (Co-Organizer)
LMU:	Non-Professorial Academic Staff Representative, Department of Sociology (since 2023)

Further Training

2022	**Workshop "Advanced Power Analyses"** Department of Psychology, LMU Munich
2018	**ICPSR Summer Program in Quantitative Methods of Social Research, Courses "Empirical Modeling of Social-Science Theory", "Multilevel Models II: Advanced Topics", "Introduction to the R Statistical Computing Environment"** University of Michigan
2017	**Workshop "PROFiL (Professional teaching skills)"** Qualification and personal development, Didactics, LMU Munich

Software and Languages

Software:	Stata, R, SAS, SPSS, Questback (Unipark), MS Office
Languages:	German and English bilingual

References

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