

## **New Workplace Practices and the Gender Wage Gap**

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Using a unique 1999 survey on work and compensation practices administered to Danish private sector firms merged to a large matched employer-employee database, the effect of introducing new workplace practices on the gender gap is explored. Self-managed teams, project organisation and job rotation schemes are the most widely implemented work practices. Wage gains from the new workplace practices accrue mainly to hourly paid males and salaried females, but do not generate large changes in the gender gap in pay at the level of the firm. However, considering individual practices, the gender wage gap among salaried workers is significantly reduced in firms with job rotation and project organisation, while among hourly wage workers, quality circles significantly widens the gap in pay between male and female workers.

**JEL Codes:** J16, J31, M54

**Keywords:** new work practices, employer-employee data, wage differentials, gender

**Acknowledgements:** We are grateful to the Danish Social Science Research Council for financial support and to Jens Therkelsen for able research assistance.