

Curriculum Vitae

Astrid Kunze
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Contact Address:

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Personal details:

Dual citizen of Norway and Germany, Born in Cologne, permanent resident Norway since 2002.

Research Interests:

Labour Economics, Macro-Labour, Family Economics and Gender Economics, Corporate Governance.

Employment:

Since 2017 : Professor of Economics, NHH.
2005-2017 : Associate Professor, Department of Economics, NHH.
2002-2005 : Assistant Professor, Department of Economics, NHH.
2000-2002: Research Associate, IZA Institute for the Study of Labor, Bonn, Germany.
1998-1999: Teaching Assistant, Econometrics (University College London, UK).

Education:

2000: PhD in Economics, University College London, UK.
1995: MSc in Economics (Diplom Volkswirt). University of Bielefeld.
1988-89: Business Programme Degree (Wirtschaftsassistentin), Bayer AG Leverkusen.
1986-88: Wirtschaftsassistent (Industrial Clerk and advanced training) (Bayer AG Leverkusen, certified by Chamber of Commerce Cologne).

Recent Appointments and Research Visits:

2023: Visiting Professor The Stone Center/University College London, Spring.
2022: Visiting Professor University of California/Santa Barbara, Fall.
2019: Univ. of Cologne (March/April).
2015: Visiting Professor at CES, Munich, Summer.
2013-2014: Visiting Professor University of Bonn/IZA.
2006-2007: Visiting Professor at the IZA, University of Bonn.

Honours and Fellowships:

2022: **Inaugural European Economics Association Teaching Award (Senior) for exceptional teaching.** The jury consisted of two EEA Council Members and the Education Committee. Link: <https://www.eeassoc.org/eea-award-exceptional-teaching>.
2017: Excellence in Reviewing Certificate from Labour Economics, 2017.
1999 : Award for the paper: *Male-Female Wage Differentials and Occupational Segregation*, at European Society of Population Economics Conference, 1999.
1996-2000: **Scholarship for undertaking a PhD at University College London by the Friedrich Flick Förderungs Stiftung, Düsseldorf (Germany).**

Memberships of Scientific Groups and Societies

2025- Research Fellow of RFBerlin (ROCKWOOL Foundation Berlin Institute for the Economy and the Future of Work), Berlin. Link: <https://www.rfberlin.com/>

- 2023- Visiting Fellow of The Stone Center/University College London, London. Link: <https://www.stone-econ.org/>
- 2023- Fellow of Macro, Risk and Sustainability Center, Department of Economics, NHH.
- 2020-2025 Fellow of Center for Business Economics (CBE) Center, NHH.
- 2019- Fellow of Center for Corporate Finance (CCF) Center, NHH.
- 2015- Research Fellow CESifo.
- 2011- Member of the Ausschuss für Bevölkerungsökonomie of Verein für Socialpolitik.
- 2002- IZA Research Fellow, Bonn (Germany)
- European Economic Association (EEA), American Economic Association (AEA), European Association of Labor Economics (EALE), European Society of Population Economics (ESPE), Verein für Socialpolitik (VfS).

Editor Experience:

Editor, special conference issue of *EALE - European Association of Labor Economics*, 2024, published in 2025.

Associate Editor, *European Economic Review*, since 2023.

Editor, special issue on *Gender and top management*, Magma, No.3, 2020.

Kunze, Astrid and Karin Thorburn (eds.), 2014, Women's career and wages - "Yrke karriär och lön: Kvinnors och mäns olika villkor på den svenska arbetsmarknaden", SOU 2014:81.

Institutional Responsibilities:

- 2023-2025 Council (re-elected) member of ESPE-European Society of Population Economics.
- 2021: Workshop on German and Norwegian register data and family economics, IAB/SSB/NHH, initiator and organisation committee member. (60 participants) funded by Norwegian Center for Taxation at NHH and IAB.
- 2020: Scientific committee member of IAB/LISER Workshop on Digitization and work, at LISER.
- Since 2018: Member of the CEMS Gender and Diversity Management group.
- 2019-2021: Board member of the Department of Economics, NHH.
- 2018 Deputy board member of the Department of Economics, NHH.
- 2014-2016 Council (re-elected) member of ESPE-European Society of Population Economics.
- 2011-2013 Council (elected) member of ESPE-European Society of Population Economics.
- 2013 spring Board member of the Department of Economics, NHH.
- 2009-2013 Deputy board member of the Department of Economics, NHH.
- 2005-2009 Steering Committee Empirical Labour Economics (ELE).

Distinguished Talks:

Scheduled: Invited to hold the keynote at the 5th Gender and Economics Workshop at University of Luxembourg, 22 May 2026

Keynote talk "Firms' role for inequality: curse or blessing" at the Colloquium on Personnel Economics. (COPE), NTNU Trondheim, May 2025

2022: "Gender diversity and discriminatory behaviour in labour markets" held at "2nd Discrimination and Diversity Workshop", University of East Anglia, Organiser: Boon Han Koh.

2021: "Can parental leave break the glass ceiling" held at "Frontiers in parental leave research: Evidence from the Nordic countries", Stockholm University, Organiser: Joanna Rickne.

2006: Invited lecture on "Gender economics and the early career" at University of Freiburg, invited by Prof. Bernd Fitzenberger.

Language Proficiency:

German (native speaker), English (fluent), Norwegian (fluent), French, Spanish, Dutch (basic).

Research:**Refereed Publications:**

“The importance of co-determination for gender diversity in the boardroom” joint with Katrin Scharfenkamp, *Industrial Relations*, 03-11, pp.1-11, 2025.

“Claudia Goldin: Nobel Laureate 2023 and Her Impact on Understanding Womens Position in the Labour Market.” *Scandinavian Journal of Business Research - Beta*, 38(1), 1-13, 2024.

“Expansions in Paid Parental Leave and Mothers’ Economic Progress” joint with Gozde Corekcioglu and Marco Francesconi, in the *European Economic Review*, 169, October 2024.

“Do generous parental leave policies help female top earners?” joint with Gozde Corekcioglu and Marco Francesconi, *Oxford Review of Economic Policy*, 36(4), 882-902, 2020.

“The effect of children on earnings inequality among men”, *Review of Economics of the Household*, 18, 683 - 710, 2020.

“Gender Wage Gap in Developed Countries”, Chap. 16 in the Handbook on Women and the Economy, Oxford University Press, (ed.) Susan L. Averett, Laura M. Argys, and Saul D. Hoffman, 369-424, 2018.

“Women Helping Women? Evidence from Private Sector Data on Plant Hierarchies” joint with Amalia Miller, *Review of Economics and Statistics*, 99(5): 769-775, 2017.

“Types of absence from work and wages of young German workers with apprenticeship training”, *Journal for Labour Market Research*, 51(5), 1-24, 2017.

“Gender differences in job search among young workers: A study using displaced workers in the US joint with Ken R. Troske (University of Kentucky), *Southern Economic Journal*, 82(1), 185 - 207, 2015.

“The family gap in career progression, *Research in Labor Economics*, 41, 115-142, 2015.

“Work and Wage Dynamics around Childbirth” (joint with Mette Ejrnaes), *Scandinavian Journal of Economics*, 115 (3), 856-877, 2013.

“Life-cycle Patterns in Male/Female Differences in Job Search” (joint with Ken R. Troske), *Labour Economics*, 19, 176-185, 2012.

“High Skilled Migration and the Exertion of Effort by the Local Population” (joint with Gil S. Epstein, Melanie Ward), *Scottish Journal of Political Economy*, 56(3), July 2009.

“Gender wage gap studies: Consistency and decomposition”, *Empirical Economics*, 35, 63-76, 2008.

“Vocational training and gender: Wages and occupational mobility among young workers” (joint with Bernd Fitzenberger), *Oxford Review of Economic Policy*., 21(3), 392-415, 2005.

“The Evolution of the Gender Wage Gap”, *Labour Economics*, 12, 73-97, 2005.

“The demand for high-skilled workers and immigration policy” (joint with Thomas Bauer), *Brussels Economic Review*, 47, 1-19, 2004.

“Gender Differences in Entry Wages and Early Career Wages”, *Annales d’Economie et Statistique*, 71/72, 245-266, 2003.

“Looking Again at Instrumental Variable Estimation in the Gender Wage Gap Literature”, *Research in Labor Economics*, 20, 373-294, 2001.

Other Refereed Publications in Norwegian, etc.:

Kunze, A. (2020): “Kjønnsmessig mangfold i ledelsen” (Gender diversity in top management), *Magma*, No. 320, årgang 23, 3/2020.

Working Papers and Work in Progress:

“Gender differences in the effectiveness of hiring subsidies for young unemployed”, joint with Marta Palczynska (Institute for Structural Research (IBS)) and Iga Magda (Institute for Structural Research (IBS)). IZA DP 16196. Submitted 2nd Revise and Resubmit at *Labour Economics*.

“Gendered Leadership and Early Hiring in New Ventures”, joint with Bram Timmermans (NHH), submitted.

“Gender Diversity, labor in the board room and gender quotas”, with Katrin Scharfenkamp, IZA DP 15691, November 2022.

“Do generous parental leave policies help female top earners?” joint with Gozde Corekcioglu and Marco Francesconi, NHH Discussion Paper No. 13275/2020 (IZA DP. CESifo DP).

“Universal Childcare for the Youngest and Maternal Employment” (joint with Xingfei Liu), CESifo Working Papers No. 7509/2019.

“Wage Dips and Drops around first Birth” (joint with Mette Ejrnæs), NHH DP 03/2004.

“The Timing of Careers and Human Capital Depreciation”, 2002, *IZA Discussion Paper* No. 509.

Other Publications, Book Chapters and Reports:

“Parental Leave and Maternal Employment”, *IZA World of Labor*, 2022.

Introduction/Fagleder Kvinner og Toppledelse (Women and Top leadership) in special issue Kvinner og Toppledelse i *Magma*, No. 320, årgang 23, 3/2020.

“Parental Leave policies as good HR policies”, *commentary on IZA World of Labor webpage*, 2019.

“Parental Leave and Maternal Labour Supply”, *IZA World of Labor*, 2016.

“Karriere og mødre: en studie av privat sektor i Norge”, in Sigtona Halrynjo og Mari Teigen (ed.) (2016), *U/likestilling i arbeidslivet (Un/Equality in Worklife)*. Oslo: Gyldendal Akademisk.

Kunze, Astrid and Thorburn, Karin S., 2014, Introduction, in Kunze and Thorburn (eds.), *Yrke karriär och lön: Kvinnors och mäns olika villkor på den svenska arbetsmarknaden*, SOU 2014:81, chapter 8, 189-215.

“Warum wir in Sachen Chancengleichheit nach Skandinavien schauen sollten. Interview” in *Chancengleichheit*, Personal Quarterly, 03/2013.

“Career interruptions of women, and child care systems - An international comparison”, in: *Frühkindliche Bildung und Betreuung - Reformen aus ökonomischer, pädagogischer und psychologischer Perspektive*, Europäische Schriften zu Staat und Wirtschaft, Bd. 23, Ed. Prof. D. Klaus-Dirk Henke, Nomos, 2008.

“The Future of Family Friendly Policies - A Comparison between Germany and the Scandinavian Countries” (joint with Mette Ejrnæs, Nina and Smith and Mette Verner) *IZA Compact*, 2/2002, October 2002.

“The Demand for internationally highly qualified workers (Die Nachfrage nach internationalen hochqualifizierten Beschäftigten) - A study for the German Federal Ministry of Education and Research”, BMBF, Bonn 2001, IZA Report No 4 (joint with Rainer Winkelmann, Lilo Locher and Melanie Ward).

“German Unification-An Example for Korea”, Hrsg.: Flassbeck, H; Horn, G.A.: Gutachten des DIW im Auftrag von KDI, Seoul; Dartmouth, London, 1996 (Autorengemeinschaft).

Reports to the Government, EU Grants etc.:

Mitbestimmung und Geschlechter Diversität in Boards - Vergleichsanalyse für Deutschland und Norwegen (joint with Katrin Scharfenkamp, University of Duisburg Essen), Hans Boeckler Stiftung, June 2020.

Comment on “Supporting Families with Children through the Tax and Welfare System”, Norges Grant project 'Lifetime economic impacts of maternity', May 2015.

Comment on “Wage differences related to motherhood and children in the family”, Norges Grant project ‘Lifetime economic impacts of maternity’, May 2016.

Comment on “From maternity to unemployment: Women with young children returning to the labour market”, Norges Grant project ‘Lifetime economic impacts of maternity’, May 2015.

Comment on “(Non-) discrimination against female job applicants for maternity-related reasons: Experiment”, Norges Grant project ‘Lifetime economic impacts of maternity’, Jan. 2016

Kunze, Astrid and Karin Thorburn (eds.), 2014, Women’s career and wages - “Yrke karriär och lön: Kvinnors och mäns olika villkor på den svenska arbetsmarknaden”, Report to the Swedish Government, SOU 2014:81, ISBN 978-91-38-24200-1.

Internal Research Grants:

Research fund of the Norwegian Research Council and NHH (Småforsk) for research on labour market mobility and family economics, 2007-2018: (30000-70000 Nkr)

External Project Funding, Large Data Projects and Participation:

External Major Project Funding:

1. 2021-2027 **Principle Investigator**, Norwegian Research Council VAM Proj.No. 315760, Project Title: Challenges to shaping an inclusive work-life in rapidly changing labour markets: Firms, Human capital, and Family policy, 1.2 Mio Euro.
2. 2020-2023: **Co-investigator** on behalf of NHH “EquAl in ReacHing AspiRaTions” EARHART financed by the GRIEG programme, Norway grants, National Science Center Poland, Principal Investigator: dr hab. Joanna Bożena Tyrowicz (550 000 Euro total)
3. 2018-2022: **Principal investigator** on behalf of NHH acting as expertise partner in the project “Youth employment partnerSHIP - evaluation studies in Spain, Hungary, Italy and Poland”, financed by the “EEA and Norway Grants Fund for Youth Employment”. (1.2 Mio Euro total).
4. 2019-2020: **Principal investigator** for the project “Co-determination and gender diversity on boards A comparative study for Norway and Germany” from the Hans Böckler Stiftung, Dusseldorf, Germany (8000 Euro) Duration: 12 months.

Organisation of Scientific Meetings:

2025 Organiser of the 2nd IAB/SSB/NHH workshop on Research with German and Norwegian register data on family policy, careers and technology, 18/19 Nov. 2025, Oslo NHH Campus.

2024: EquiFirm workshop on Gender Diversity in Organisations and Careers organised by Astrid Kunze, Marco Francesconi, and Antoine Bertheau, 4/5 June 2024.

2023: EquiFirm workshop on Gender Diversity in Organisations and Careers organised by Astrid Kunze and Marco Francesconi, 27/28 June 2023.

2021 Organiser of the IAB/SSB/NHH workshop on Research with German and Norwegian register data on family economics, 26/27 May 2021, online.

2017-2019 NHH Seminar Series Gender Equality in Academia (initiator and co-organiser)

- 2017 Prof. Hill Walker Rettberg (University of Bergen) on Research Council of Norway grants.
- 2017 Prof. Anna Wahl (KTH Royal Institute of Technology in Sweden) on Gender Equality Expertise in Leadership Positions.
- 2018 Prof. Astrid Kunze (Norwegian School of Economics) on Where are the Women at Business Schools.
- 2019 Prof. Curt Rice (Oslo Met) on Gender Balance and Gender Perspective.
- 2019 Prof. Wendy Carlin (University College London) on 300000 economists missing. What can NHH do?

2016- Interdepartmental Seminar Series Firm Behaviour and Performance at NHH (joint with Dep. of Management) started up and organized by Kunze/Timmermans.

2014-2016: PhD Workshop of the Economics Department at NHH and University of Bergen, biannual .

2014: Academic workshop “Career, wages and women” at NHH (joint with Thorburn, Stensakker)

2014: Corporate workshop “Career, wages and women” at NHH (joint with Thorburn, Stensakker)

2014: American Economics Association Annual Meetings, Philadelphia, Co-Organizer in the session: Gender and Organization

2013: 7th Meeting of the Nordic Econometric Network, Bergen.

2008-2011: NHH master and PhD students team participating at the Econometric Game in Amsterdam.

2004: “Inequality in the Labor Market”, CEPR/RTN/NHH, Bergen.

2002: “The Future of Family and Work: Evaluating Family Friendly Policies”, IZA/CIM, Bonn

Experience as Consultant and Policy Advisor:

Panel at GW4 gender equality and academics in the UK (virtual), 2020.

Fachtagung zum Endbericht des FPoG

(Gesetzes für die gleichberechtigte Teilhabe von Frauen und Männern an Führungspositionen in der Privatwirtschaft und im öffentlichen Dienst ein)

Bundesministerium für Familie, Senioren, Frauen und Jugend, Berlin, 03/12/2019.

Expert in the Forum Equality oriented personal management

invited by Sachverständigenkommission des Zweiten Gleichstellungsberichts der Bundesregierung, April 2016.

Report to the Swedish Government 2014:

Editor of the anthology “Wages, compensation and career” (joint with Karin Thorburn) for the Delegation. for Gender Equality

Invited Lecture ‘Wages, compensation and career’:

at the Nordic Conference on Equal Pay, organised by the Icelandic presidency in the Nordic Council of Ministers in Reykjavik, on 13th November 2014.

Podium discussant on Work and Family:

at the conference 2014 ‘Work and Family in the European area (Spannungsfeld Arbeit und Familie im Europäischen Kontext) in Berlin, in cooperation with Friedrich-Ebert-Stiftung and Norwegisch-Deutschen Willy-Brandt-Stiftung at HUMBOLDT-VIADRINA School of Governance GmbH.

Dissemination about teaching/for research based teaching:

2023: “Talk: The importance of diversity as part of the executive teaching programme Next wave Maritim Sector Programme Module 5: Leading Diversity, April 2023, Bergen Executive Programme by Bergen Næringsråd and Maritim sector Bergen.

“Teaching Inequality New core insight persistent gender inequality”, at CORE Workshop, University of Bath, 26-29 March 2023.

2023: CTaLe Teaching Gender Economics Panel Discussion, see online: <https://ctale.org/2023/03/> (youtube: <https://www.youtube.com/watch?v=YwmijjHcY8gt=180s>), 1 March 2023.

27 Sept. 2022: CEMS Block Seminar Gender and Diversity, Vienna Lecture: Discriminatory Behaviour and Diversity in Firms (online).

26 Oct. 2022: Invited panel discussant at the workshop “Undergraduate Economics Education in Europe” Online workshop organised by the EEA Education Committee, October 26th 2022 10-12 CET (contributed on teaching courses on diversity in firms see price EEA).

IZA World of Labor Panel Discussion on Women in Leadership, in conversation with Dan Hamermesh (produced by IZA).

IZA Evidence-based policy making: Why do women fall behind men in terms of career prospects and wages? (produced by IZA, 2019) https://www.youtube.com/watch?v=7_qkFb4H2lE.

IZA Evidence-based policy making: The Norwegian labor market (produced by IZA, 2019) <https://www.youtube.com/watch?v=ApB0vOXo3mY>.

Gender dimension of unemployment (produced by Youth Employment PARTNERSHIP, 2019) <https://www.youtube.com/watch?v=I0Lk5-xG798>.

PhD Thesis supervision, Mentor, Advisor on Gender Diversity in Academics:

Supervisor: Natella Agikyan (Labour Economics), PhD student LISER/University of Luxembourg, 2022-
Mentor: Yushao Ye (Labour Economics), PhD student NHH, 2023-2027.

Supervisor: Eppie van Egeraat (Labour Economics, Corporate Governance), PhD student NHH, 2022-2024.

Supervisor: Laffersova, Zuzana (Corporate Finance, Micro-econometrics), PhD student NHH, 2013-2018

Supervisor: Hautmann, Anna (Labour Economics), PhD student at University of Heidelberg, 2019-2021

Mentor in IAB IAB-Mentoringprogrammes, 2018-2019, 2022, 2023, 2024.

Co-author of PhD chapter: Gozde Corekcioglu (European University Institute, Florenz, 2019).

I have promoted junior resarchers (PhDs/Post-docs), including them in research proposals, data proposals, seminars and workshops, as guests to NHH:

Xingfei Liu (University of Alberta), Martina Baumann (IAB, 2018), Katrine Scharfenkamp (University of Tübingen, 2016), Tina Haussen (University of Jena, 2015), Katrine Reiso (NHH, 2013).

Antonczyk, Dirk (labour economics), PhD student University Freiburg, 2011.

Steffes, Susanne (labour economics), PhD student University Freiburg, 2010.

PhD Dissertation Committees:

Karin Monstad (Education and fertility), NHH, 2007:

Sami Napari (careers), University of Helsinki, 2008.

Line Naper (Education), University of Trondheim, 2008.

Xiuhei Han (Housing markets), University of Oslo, 2008.

Nisar Ahmad (Unemployment), University of Aarhus, 2009.

Nina Falch (Unemployment), (University of Oslo) 2015.

Asbjørn Andersen (Labour Economics, Public Economics), University of Oslo 2023.

Zeyu Zhao (Labour Economics, Organisation), University of Copenhagen, 2024.

Nicoline Josephine Bach (Labour Economics), Aarhus University, 2024.

Nora Berath (Econometrics, Family Economics), University St Gallen, 2025.

Referee for the following Journals and Publishers:

Human Resource Management Journal, Journal of Labor Economics, Review of Economics and Statistics, MIT Press, Quarterly Journal of Economics, European Economic Review, Journal of the European Economic Association, Demography, Canadian Journal of Economics, Economica, Economics Letter, Economics of Transition, Economic Inquiry, Industrial and Labor Relations Review, Industrial Relations, International Journal of Manpower, IZA Journal of Labor Policy, Journal of Economic Behavior and Organization, Journal of Population Economics, Journal of Labor Economics, Journal of Family and Marriage, Labour Economics, Management Science, Oxford Bulletin of Economics and Statistics, Oxford Economic Papers, Population and Development Review, Research in Labor Economics, Scandinavian Journal of Economics, MIT Press.

Referee for the following Institutions, incl. Recruitment Committees:

The Austrian Academy of Sciences.

German Research Foundation.

Humboldt University Berlin, University of Bergen.

Swiss National Science Foundation.

Canadian National Science Foundation.

Finnish National Science Foundation.

University of Bergen.

University of North-South Norway.

University of Molde.

Høyskolen Kristiania.

Copenhagen Business School.

Referee/Scientific Program Committee for the Following Conferences:

Colloquium on Personnel Economics (COPE), 2025.

European Society of Population Economics (ESPE), since 2010 various years.

Verein für Socialpolitik, 2012, 2013.

Mobility: Recent Research Visits:

2021: Max-Planck-Institute for Research on Collective Goods (Prof. M. Sutter), Bonn (June/July).

2019: University of California, Santa Barbara (November).

2019: Univ. of Cologne (March/April).

2017: University of Alberta (March), Univ. of Cologne (May and June).

2016: IAB (Feb.), University of Cologne and IZA, Bonn (July), University of Cologne (Nov.).

Professional Presentations:

2025: CEP at the LSE. Scheduled: Keynote at the 27th Colloquium on Personnel Economics 8/9 May, Norwegian University of Science and Technology (NTNU) in Trondheim, SOLE/EALE ASSLE World-congress in Labour Economics.

2024: University of Zuerich / Ausschuss für Socialpolitik, University of Oslo, LSE, University of Potsdam, St Gallen.

2023: CREAM/UCL, UCL/QE, CORE Workshop/UBath, Royal Economic Society/UGlasgow, University of Oxford, IE Madrid, NHH Kick Off Macroeconomics Workshop, IAB/Nürnberg.

2022: BI Department of Finance, Society of Labor Economics, Minneapolis, Youth Employment PartnerSHIP, Brussels, Discrimination and Diversity Workshop, East Anglia, RWI Essen, IAB Workshop.

2021: Invited session at the Royal Economic Society, Kadir Has University, NHH-CBE Seminar, European Association for Research in Industrial Economics (EARIE) Conference (online Bergen), Frisch Center, Warsaw Seminar LABSAM.

2020: University of Oxford, University of Lund, SOIE. Verein für Socialpolitik (German Economic Association), organised session: Gender and Leadership, Scheduled: University College London, University of Reading.

2019: ISF/World Bank Conference, Warsaw; University of Cologne. SOFI (Stockholm), SOIE (Stockholm), University of California Santa Barbara, University of Copenhagen, Workshop University Frankfurt.

2018: Workshop LMU Muenchen, ESPE (Antwerpen), IZA World of labor Conference (Berlin), EEA, UCologne, UBergen, SSB, Oslo, Gender quota on boards - yes, no? at Stockholm Business School.

2017: University of Mainz, Univ. Alberta (March) and University of British Columbia, Univ. Trier (May), ESPE (Univ. Glasgow), University of Essex, Univ. Paderborn. Meetings of Spanish Economists (SAEe), Barcelona.

2016: U Tübingen, Workshop “Autonomy at Work and Employee Involvement: Causes and Consequences”, IAB - Nürnberg. CERGE-EI, Prague, IFS (Oslo), Invited session organized by the board of population economics at the Verein für Socialpolitik, Augsburg.

2015: SFI (Copenhagen), UCollege Østfold, ESPE (Izmir), ULinz. EEA (Mannheim), Workshop Family Economics (UCopenhagen), Invited Speaker in Prague, Gender Studies - Conference, Workshop of the Ausschuss fuer Bevoelkerungspolitik- Verein fuer Socialpolitik, IAB/ZEW Workshop : Assessing the Impact of Human Resource Management Practices (Mannheim).

2014: AEA Annual Meetings, Philadelphia, January (Organizer and presenter in the session: Gender and Organization), ZEW - Workshop “Familienpolitik in Deutschland im Spiegel der Wissenschaft”, U Cologne, POEK Conference (U Cologne), U Mannheim, Ludwig-Maximilian U (München). IAB (Nürnberg), DIW Berlin, ESPE (Braga), EALE (Ljubljana)

2013: University of Copenhagen, Frisch Center, Workshop of ELE, Aarhus; ESPE Conference, Aarhus, Meeting of the German Economic Association, Düsseldorf, EALE Conference, Turin, U Hamburg. RWI Essen, U Oslo, U Konstanz.

2012: University of Mannheim, SOLE (Chicago), Rand (Washington DC), ESPE (Bern), IZA (Bonn), EALE in Bonn, University of Dublin, Ireland.

2011: Invited by the Research Board of Population Economics, Mannheim, ESEM, Oslo, EALE, Cyprus, 7th Norwegian-German Workshop in Public Economics (CESifo).

2010: University of Freiburg; Workshop on Flexibility in Heterogeneous Labour Markets research Network financed by the German Research Foundation (DFG), ZEW Mannheim; University of Oslo, University of Essex, European Society of Population Economics (ESPE), in Essen, Germany, ISF (Oslo), University of Cologne, University of Frankfurt.

2009: IAB, Nuernberg, Germany; Workshop on Family Economics, ELE, Svolvaer, Norway; ESEM, Barcelona.

2008: Institute for Economics (IFS), Oslo; State University Ohio, US; University of Kentucky, US; European Society for Population Economics Meeting, Flexibility in Heterogeneous Labour Markets research Network of the German Research Foundation (DFG), Mannheim Conference; London; Humboldt University Berlin; University of Lausanne; IZA, Bonn; Summer Institute of the Nordic Network on Empirical Labor Economics (ELE), Aarhus, Denmark.

2007: Early Childhood Development and Education from a Economics Perspective, invited speaker, University of Münster.

2005: European Society for Population Economics (ESPE) Meeting, Bergen; 12th Panel Data Conference, Copenhagen; 1. User-conference for the data of the IAB and BA, Nürnberg, RWI, Essen; Flexibility in Heterogeneous Labour Markets, Network DFG, Mannheim.

2004: ESPE, Bergen; The Economics of Family, Gender and Work, CEPR/SNF Workshop, Bergen; The Nature of Discrimination, IZA Workshop, Bonn.

2003: The Economics of Gender Issues: Widening the Debate, ZEW Mannheim and University of Mannheim; 25th National Research Meeting for Economists, University of Bergen; 2nd Nordic Econometric Meeting, NHH, Bergen

2002: ESEM, Venice; EALE, Paris; ESPE, Bilbao; SOFI, Stockholm; IFAU, Uppsala; NHH, Bergen; Discrimination and Unequal Outcomes, ADRES/CEPR/Universite due Maine Conference, Le Mans; The Future of Family and Work: Evaluating Family Friendly Policies, CIM/IZA Workshop, Bonn; ZEW Summer School, Mannheim.

2001: CEPR Workshop on Non-Standard Contracts, Milan; Labour Demand, Education and the Dynamics of Social Exclusion, CEPR/EUI Conference, Florence; The International Mobility of Highly Skilled Workers, IZA, Bonn; Gender Differences in Earnings and Labour Market Participation in the U.K. and Germany, ZEW, Mannheim; Royal Economic Society Meeting, Durham, UK; ESPE meeting, Athens, Greece; University of Bergen, Aarhus School of Business.

2000: Zeuthen Workshop on Search Theory (with Dale Mortenson), University of Copenhagen; CLS, Aarhus.

1997-1999: ESPE in Essex, 1997; Simposium de Analisis Economico in Barcelona in Spain, 1998; IZA-CEPR Summer School at Ammersee, 1998; University of Mannheim, 1998; IZA Seminar, 1999; ESPE in Turin, 1999.

Recent Media Appearance:

Kvotering i styrer ga utilsiktet utslag, in *Dagensnæringsliv*, Chronicle, 2 Nov. 2025.

Overfladisk tallbruk i diskrimineringsdebatten, Chronicle in *Aftenposten*, 27 Sept. 2020.

Familienpolitische Fehlzündung: Warum das Betreuungsgeld ungenutzt verpufft, IZA Newsroom, 2014.

Kvinner taper på verneplikt, Chronicle, Dagens Næringsliv, June 2013.

On human capital - Karrieredagen, in *Dagbladet*, 2012.

Media Coverage of my Research (Selected Articles):

International Press:

Interview in: Can Microfeminism Bridge The Gender Gap In The Workplace? (businessbecause.com), June 2024

Authority Magazine: Professor Astrid Kunze at NHH Norwegian School of Economics: Here Are 5 Things We Need To Do To Close The Gender Wage Gap — by Kate Mowbray — Authority Magazine — Nov, 2023 — Medium <https://www.linkedin.com/feed/update/urn:li:activity:7136332764345249794>

NHH Bulletin Interview (short version): <https://www.nhh.no/en/nhh-bulletin/article-archive/2023/december/five-things-we-need-to-do-to-close-the-gender-wage-gap/>

Research Briefs in Economic Policy NO. 331, Expansions in Paid Parental Leave and Mothers Economic Progress. Cato Institute, Boston, 10 May 2023.

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