

# Protecting *the Weak*

Entangled Processes of Framing, Mobilization and Institutionalization in East Asia

*Wage discrimination is an issue which can be found all over the world. One factor correlated with earnings is language proficiency; moreover, special language patterns like dialect turn out to be important. Recent studies show for example, that economic returns for migrant workers in China grow with their ability to speak fluent Mandarin instead of their local dialect.*

## The Wage Penalty of Dialect-Speaking

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Our paper studies the effects of dialect-speaking on job characteristics of Dutch workers, in particular on their hourly wages. The unconditional difference in median hourly wages between standard Dutch speakers and dialect speakers is about 10.6% for males and 6.7% for females. If we take into account differences in personal characteristics and province fixed effects male dialect speakers earn 4.1% less while for females this is 2.8%. Using the geographic distance to Amsterdam as an instrumental variable to dialect-speaking, we find that male workers who speak a dialect earn 11.6% less while for female workers this is 1.6%. Our main conclusion is that for male workers there is a significant wage penalty of dialect-speaking while for female workers there is no significant difference.

**Wednesday, December 14, 2016, 5:15 pm – 6:30 pm**  
**Campus Westend, RuW, 4.201**

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