

# Kenza ELASS

*Postdoctoral researcher at Bocconi University - Gender Lab (Axa research lab on Gender Equality)*

## References

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### Christian Schluter

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## Research Fields

Labour Economics, Gender Economics, Applied Econometrics, Urban Economics, Digital Economics

## Current position

Since 2023 **Postdoctoral fellow**, Bocconi University, AXA Gender Lab.

- Sponsored by Paola Profeta

## Academics

2022-2023 **PhD Research Fellow**, Paris School of Economics, Labour Chair.

- Sponsored by Dominique Meurs and Eric Maurin

2019-2023 **PhD candidate in Economics**, Aix-Marseille School of Economics.

- **Supervisors:** Cecilia García-Peñalosa (AMSE, CNRS, EHESS) & Christian Schluter (AMSE)

- **Title:** Supply side effects on gender wage inequality

2017 - 2019 **Master in Economics**, Aix-Marseille School of Economics, with honors.

2014 - 2017 **Bachelor's in Economics**, Aix-Marseille School of Economics, 1st and 2nd year attended at Université Lille 1, specialised in Data Science.

2017 **Exchange program**, Udem - University of Montréal, Canada, with honors.

2014 **Baccalaureate**, Lycée International Montebello, Lille, FR, with honors.

## Research Visits

2022 - 2023 **Paris School of Economics**, Labour Chair.

May 2022 **CREST, ENSAE**, Institut Polytechnique de Paris, sponsored by Roland Rathelot.

April 2022 **Paris School of Economics**, Labour Chair, sponsored by Dominique Meurs.

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## Publication

"Male and female selection effects on gender wage gaps in three countries" (single-authored) - **Labour Economics** - <https://doi.org/10.1016/j.labeco.2024.102506>

**Abstract:** *A vast literature on gender wage gaps has examined the importance of selection into employment. However, most analyses have focused only on female labour force participation and gaps at the median. The Great Recession questions this approach because of the major shift in male employment that it implied. This paper uses the methodology proposed by Arellano and Bonhomme (2017) to estimate a quantile selection model over the period 2007-2018. Using a tax and benefit microsimulation model, I compute an instrument capturing both male and female decisions to participate in the labour market: the potential out-of-work income. Since my instrument is crucially determined by the welfare state, I consider three countries with notably different benefit systems – the UK, France and Finland. My results imply different selection patterns across countries and a sizeable male selection in France and the UK. Correction for selection bias lowers the gender wage gap and reveals a substantial glass ceiling with different magnitudes. Findings suggest that disparities between these countries are driven by occupational segregation and public spending on families.*

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## Working Papers

"What do women want in a job? Household constraints, gender-biased preferences and the reservation wage gap" (Job Market Paper)

**Abstract:** *Recent explanations of the gender wage gap emphasize the role of gender differences in job search, yet the role of household constraints remains underexplored. This paper uses French administrative data to investigate the importance of gender-specific decisions in the reservation wage gap, and specifically how household constraints shape women's reservation wage strategies. First, I assess the types of occupations that men and women apply for and the implications for the reservation wage gap. Using textual analysis, I create a novel dataset classifying occupations based on temporal flexibility and job content. Quantile decomposition methods allow me to document an unequal gap in reservation wage, intensifying along the distribution, partially explained by gender biased choices in the amenities of the desired job. I then assess to which extent a 2018 reform, which increased childcare benefits for single-parent households by 30%, influenced the reservation wage and job-search behaviour. Using a difference-in-difference strategy and spatial variation in childcare service availability, results indicate that the reduction in childcare costs led women to lower their reservation wages. I also find that more affordable access to flexible childcare increases the likelihood of targeting occupations requiring greater temporal flexibility and the desired maximum commute, thereby enabling them to secure more stable jobs upon re-employment.*

"Gender Gaps in the Urban Wage Premium", with Cecilia García-Peñalosa (AMSE, CNRS, EHESS) & Christian Schluter (AMSE)

**Abstract:** *We examine the economic geography of gender wage gaps to understand the role that location plays in gender earning differences. Using panelised administrative data for the universe of French workers, our findings indicate that women benefit relatively more from density than men, with an urban wage premium (return to urban density) 48% higher than for men. We identify a number of factors that explain this gap, with a large share being explained by the structure of the local labour market, notably, the extent of occupational segregation. Another important factor is commuting patterns, while childcare availability plays only a moderate role.*

**"Generative AI & Labor Market Discrimination"**, with Germain Gauthier (Bocconi University), Debora Nozza (Bocconi University) & Paola Profeta (Bocconi University)  
*Link to the AEA Pre-analysis Plan*

**Abstract:** *With the rise of Large Language Models (LLMs) – such as OpenAI’s ChatGPT – there has been a proliferation of websites offering CV generation services for job seekers, and CV screening services for employers. We study the use of LLMs to produce and screen CVs of job applicants. We run a series of online experiments inspired by classical correspondence studies. Three main findings emerge. First, leading open-source and closed-source models typically produce gender-stereotyped CVs. Second, they discriminate against women. Third, consistent with theories of systemic discrimination, the bias against women increases if the models are used to produce and screen applicant packages.*

## Research papers in progress

**"Gender Norms and Child Development"**, with Hélène Le Forner (CREM)

**"Changing the media narrative: the role of social movements"**, with Caroline Coly (Bocconi University) and Mahima Vasishth (Bocconi University)

**"Is artificial intelligence turning the tables on gender wage inequality?"**, With Fabien Petit (UCL, University of Barcelona) and Paola Profeta (Bocconi University)

**"Beyond borders: The impact of women’s migration on French native labour market outcomes"**, With Lydia Assouad (Harvard, LSE) and Cecilia Garcia Penalosa (Aix-Marseille School of Economics)

## Other writing - General audience

**"Threat or opportunity? The impact of AI on women"**, with Paola Profeta (Bocconi University) - *Link to the paper*

## Research Activities

### Conferences and Workshops

- 2024** ADRES 2024, Afépop 2024, Junior Research Day 2024, Junior Economist Meeting  
\* *scheduled* 2024, COSME workshop, 3rd Workshop on Public Policies, Urban Economics Association Conference 2024, IAAE Conference 2024, EEA-ESEM 2024, EALE 2024
- 2023** ADRES 2023, 2023 Conference in Applied Econometrics using Stata, JMA 2023, AFSE 2023, LAGV 2023, ECINEQ 2023, GRAPE 2023 - Gender Gaps Conference, EALE 2023, King’s Junior research day 2023
- 2022** EDGE Jamboree Conference, European Association of Labour Economists Conference 2022 (EALE), International Association for Applied Econometrics (IAAE) Conference 2022, LAGV 2022, JMA 2022, 4th Queen Mary University of London Economics and Finance Workshop for PhD & Post-doctoral Students, 2022 French Stata conference in applied econometrics, and Workshop on Labour Economics 2022 (IAAEU).
- 2021** 9th ECINEQ Conference (London School of Economics), ECINEQ PhD Workshop (London School of Economics)

### Seminars

- 2024** ECONtribute and C-SEB Design & Behavior Seminar at Cologne University, Areena JMC Symposium, Dondena AI and Society Initiative Seminar at Bocconi University, Food for Thought Seminar at Bocconi University, Labour Chair seminar at the Paris School of Economics
- 2023** Applied Economics Lunch seminar at the Paris School of Economics, PhD seminar at the Aix-Marseille School of Economics, Labour Chair seminar at the Paris School of Economics, Bocconi Food for Thought seminar
- 2022** Food for Thought seminar at Bocconi University, AMSE PhD seminar, seminar of the Labor Chair at the Paris School of Economics, Firms and market seminar at CREST, Core Brown Bag Seminar at Louvain University
- 2021** PhD seminar (Aix-Marseille School of Economics)
- 2020** Empirical & Econometric Methods Sessions (Aix-Marseille School of Economics), PhD seminar (Aix-Marseille School of Economics)

### Academic Responsibilities

- 2023 - Now **AXA Gender Lab, Bocconi University**, *Co-organisation of the seminar series.*
- 2023 - Now **AFÉPOP network**, *Co-organisation of the AFÉPOP conference and communication management*, <https://afepop.fr/>.
- 2024 - Now **Network WISPPRH x Gender Lab Bocconi x NYU Abu Dhabi of researchers in Gender Economics, Policy and demography**, *Co-organisation of the 2025 Workshop.*
- 2023 **Ecineq PhD Workshop & Mentoring session**, *Organisation of the online workshop and of mentoring sessions with senior faculties during the 2023 Ecineq Conference.*
- 2021 - 2022 **Selected topics on PhD and research**, *Organisation of sessions with senior faculty for the PhD program*, Aix-Marseille School of Economics.  
Co-organised with Camille Hainnaux, Jade Ponsard and Daniela Horta Saenz
- 2020 - 2022 **Organization of the PhD Seminar**, Aix-Marseille School of Economics, FR.
- 2020 - 2021 **Organization of the *Informal talks and PhD Advice discussion series***, Aix-Marseille School of Economics, FR.

### Refereeing

**Refereed articles for:** Labour Economics, Journal of Economic Inequality, CESifo Economic Studies

### Awards and Grants

- 2022-2023 **Dissertation Scholarship**, *Labour Chair*, Paris School of Economics.
- 2019-2022 **PhD grant**, *Aix-Marseille University*, Aix-Marseille School of Economics.
- 2019 **Winner of the master dissertation award**, *Institut du Genre*.
- 2018 **Winner of the Special Mention of the Jury**, *Cercle des économistes*, La Parole aux Etudiants, co-written with Sarah VINCENT.

### Teaching

- 2019 - 2022 **Microeconomics**, *Undergraduate-fr, 1st year*, Aix-Marseille University, FR.
- 2019 - 2021 **Econometrics of Qualitative Dependent Variables**, *Undergraduate-fr, 3rd year*, Aix-Marseille School of Economics, FR.

### Skills and qualifications

Data Science Python, R, SAS, Stata, Matlab    Microsimulation model: OpenFisca, EUROMOD

Office tools Microsoft Office, L<sup>A</sup>T<sub>E</sub>X

English Speaking, Reading, Writing    French Native language