

# Kenza ELASS

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

## Research Fields

Gender Economics, Labour Economics, Applied Econometrics, Gender Wage Gap, Labour Supply

## Current position

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

- Sponsored by Paola Profeta & Debora Nozza

## 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.

February and March 2022 **Bocconi University**, AXA Research Lab on Gender Equality, sponsored by Paola Profeta.

## Publication

**"Male and female selection effects on gender wage gaps in three countries"** (single-authored) - **Forthcoming at Labour Economics**

**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? Gender-biased preferences and the reservation wage gap"** (single-authored)

**Abstract:** Recent explanations of the gender wage gap emphasize the role of gender differences in psychological traits. Nevertheless, there have been only a limited number of studies confirming the relevance of these factors for labour market outcomes. This paper assesses the role of gender specific preferences in the reservation wage gap during the job search. I use French administrative data from the unemployment insurance agency providing information on job search behaviour and previous employment outcomes to assess which kind of occupations men and women apply for and the gap in their reservation wages. Employing text analysis, I build a novel dataset classifying occupations with respect to a number of characteristics and examine to which extent men and women differ in the occupation they are looking for. I document widespread gender differences in the occupation characteristics targeted by job seekers. Quantile decomposition methods allow me to document an unequal gap in reservation wage, intensifying along the distribution. After adjusting for occupation characteristics reflecting gender-biased preferences and household constraints, the unexplained part of the reservation wage gap is decreased by half.

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

**Abstract:** In France, the gender wage gap for the 20% of the workforce living in the densest locations is 22% lower than that for those living in the bottom 20% of the density distribution, suggesting that women benefit more from urban density than men. This paper investigates the importance of geographical location for understanding the gender wage gap, using panelised administrative data for the universe of employees in France. Following the recent literature on economic geography that takes into account the endogeneity of location, we estimate the difference in the returns to urban density across genders. Our results show that earnings increase with density for both men and women, with a significantly higher urban wage premium for women, which is 53% larger than for men. We consider different mechanisms that may explain this pattern. Our data indicate that these factors explain most of the gender gap in earnings from living in denser areas. Differences in returns to experience and access to childcare facilities are important mechanisms, although half of the gender gap in returns to density is explained by the structure of the local labour market, notably the extent of occupational segregation which accounts for about a third of the gap.

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## Research papers in progress

**"Gender Norms and Child Development"**, with Hélène Le Forner (CREM) & Sarah Vincent (AMSE)

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

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## Research Activities

### Conferences and Workshops

**2024** ADRES 2024\*

\* *scheduled*

**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

**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 - 2024 **AFÉPOP 2024 inaugural conference**, *Co-organisation of the conference.*

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:** Journal of Economic Inequality

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## 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.

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## 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.

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## 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

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## Professional Experience

- 2017 - 2018 **Research internship in labour economics with Vanessa Di Paola**, *Lest - Laboratoire d'Economie et de Sociologie du Travail*, Aix en Provence, FR.
- Data analysing, descriptives statistics and use of econometrics methods
- 2019 **End-of-studies Project**, *Ressources Cancer remission Center - Aix Marseille School of Economics*, FR.
- Impact assessment of a therapeutic program for cancer patients with data analysis
- 2017 - 2018 **Consultant**, *Junior Data Analyst - Aix Marseille School of Economics*, FR.
- Creation of a database, ALUMNI survey and market study for Panda Orthopedic

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## Personal interests

- 2022 - 2023 **Volunteering**, *Member of "Women in Economics Paris & Saclay (WEPS)"*, Paris, Communication and website creation.
- 2019 - 2022 **Volunteering**, *Secretary of the Aix-Marseille School of Economics Alumni Association*, Marseille, Communication and events organization.
- 2017 - 2018 **Volunteering**, *Secretary of the Aix-Marseille School of Economics student organization*, Aix en Provence, Communication and events organization.
- 2016 **Volunteering**, *ZUPDECO*, Weekly tutoring sessions in Priority Education Zones.