Aix-Marseille School of Economics
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Kenza ELASS

PhD candidate at Aix-Marseille School of Economics

▬ Research Fields

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

▬ Academics

2022 - Present	**PhD Research Fellow**, _Paris School of Economics_, Labour Chair.
2019 - Present	**PhD candidate in Economics**, _Aix-Marseille School of Economics_. ○ **Supervisors**: Cecilia García-Peñalosa (AMSE, CNRS, EHESS) & Christian Schluter (AMSE)
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.

▬ Working Papers

"The multiple dimensions of selection into Employment" (single-authored) - **Revise and Resubmit 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 both because of the major shift in male employment that it implied but also because women's decision to participate seems to have been different along the distribution, particularly due to an "added worker effect". 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 the male selection induced by the crisis as well as female decisions: 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 lower the gender wage gap and, in most recent years, reveals an increasing shape of the gender gap distribution with a substantial glass ceiling for the three countries._

"What do women want in a job? 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 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 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. Investigating unemployment history and outcomes from previous interviews with firms, I do not find evidence of a female risk aversion to previous unemployment shocks or male overconfidence.*

Research papers in progress

"Sex and the city: How local labour market thickness impacts the gender wage gap", with Cecilia García-Peñalosa (AMSE, CNRS, EHESS) & Christian Schluter (AMSE)

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

Research Activities

Conferences and Workshops

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).

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2021 9th ECINEQ Conference (London School of Economics), ECINEQ PhD Workshop (London School of Economics)

Seminars

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

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

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, LaTeX	
English	Speaking, Reading, Writing	French Native language

Professional Experience

2017 - 2018 **Research internship in labour economics**, *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

2019 - 2022 **Volunteering**, *Secretary of the Aix-Marseille School of Economics Alumni Association*, Marseille, Communication and events organization.

2017 - 2019 **Tutor in mathematics**, *Teaching for high school students*.

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.