

Aix-Marseille School of Economics  
5-9 Boulevard Bourdet, CS 50498  
13205 Marseille Cedex 1 France  
✉ [kenza.lass@univ-amu.fr](mailto:kenza.lass@univ-amu.fr)

🌐 [www.amse-aixmarseille.fr/en/members/lass](http://www.amse-aixmarseille.fr/en/members/lass)

🐦 [ElassKenza](#)  
05/08/1996

# Kenza ELASS

*PhD candidate at the Aix-Marseille School of Economics*

## References

### Cecilia García-Peñalosa

Aix-Marseille School of Economics  
5-9 Boulevard Bourdet, CS 50498  
13205 Marseille Cedex 1 France  
✉ [cecilia.garcia-penalosa@univ-amu.fr](mailto:cecilia.garcia-penalosa@univ-amu.fr)

### Christian Schluter

Aix-Marseille School of Economics  
5-9 Boulevard Bourdet, CS 50498  
13205 Marseille Cedex 1 France  
✉ [christian.schluter@univ-amu.fr](mailto:christian.schluter@univ-amu.fr)

### Dominique Meurs

Chaire Travail - PSE  
48 Boulevard Jourdan  
75014 Paris  
✉ [dominique.meurs@ined.fr](mailto:dominique.meurs@ined.fr)  
[dominique.meurs@psemail.eu](mailto:dominique.meurs@psemail.eu)

## Research Fields

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

## Current position

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

- Sponsored by Dominique Meurs and Eric Maurin

Since 2019 **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

## Academics

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.

### "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.*

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## Research papers in progress

"Sex and the density: Urban wage premia and 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)

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

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## Research Activities

### Conferences and Workshops

**2023** ADRES 2023\*

\* *scheduled*

**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

**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

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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**, *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.