

Kenza ELASS

Postdoctoral researcher at ENS de Lyon - Center for Economic Research on Governance, Inequality and Conflict (CERGIC)

Research Fields

Labour Economics, Applied Econometrics, Urban Economics, Public and Digital Economics

Current position

Since 10/2025 **Postdoctoral fellow**, *ENS De Lyon*, Center for Economic Research on Governance, Inequality and Conflict, Research Fellow of the Gender Lab of Bocconi.

Academics

- 2023-2025 **Postdoctoral fellow**, *Bocconi University*,
 - Sponsored by Paola Profeta, supported by the Future Artificial Intelligence Research (FAIR) foundation
- 2022-2023 **PhD Research Fellow**, *Paris School of Economics*, Labour Chair.
 - Sponsored by Dominique Meurs and Eric Maurin
 - 4th Year PhD Dissertation Scholarship
- 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, specialised in Data Science.
- 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) - **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.

Working Papers

"Automating Inequality: Gender Bias in AI-mediated Labor Markets", with Germain Gauthier (Bocconi University), Debora Nozza (Bocconi University) & Paola Profeta (Bocconi University) - **R&R at PNAS**

Link to the AEA Pre-analysis Plan

Abstract: *The rise of Generative Artificial Intelligence (GenAI) – such as large language models (LLMs) – has led to the widespread adoption of automated CV generation services for job seekers and CV screening services for employers. In this work, we study the consequences of using GenAI for such tasks. We conduct a series of online experiments in which we randomly assign the gender of job applicants, while holding all other information constant. We find that LLMs systematically reproduce and even amplify gender biases. They generate gender-stereotyped CVs, recommend lower earnings for women, and penalize female candidates in male-dominated occupations. These patterns persist even when models are explicitly instructed to remain gender-neutral, and reverse only when prompted to favor women – often resulting in overcorrection. Our findings provide the first direct evidence that GenAI can reinforce structural labor market inequalities, potentially disadvantaging women at every stage of the job search.*

"What do women want in a job? Household constraints, gender-biased preferences and the reservation wage gap" (Job Market Paper) *This paper was awarded the **Etta Chiuri Prize 2025** by the Italian Society of Public Economics.*

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) - [Link to the CEPR Working Paper](#), [Link to the CESifo Working Paper](#)

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.*

Research papers in progress

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

"Generative AI's algorithmic bias on the labour market", With Max Thon (University of Zurich) and Paola Profeta (Bocconi University)

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

"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

- 2025** Workshop "Gender Gaps and Social Norms" of Pompeu Fabra, Bank of Italy Gender Economics Workshop, TASKS VII Conference: The Economic Impacts of AI on Work and Labor Markets, 4th Workshop on Field Experiments in Economics and Business, 10th CEPR Text-As-Data Workshop, SIEP Conference, 2025 Workshop in Gender Economics at ENS de Lyon, 5th Discrimination and Diversity Workshop, LAGV 2025, MESIE CEPR Workshop, Gender inequality workshop at the London School of Economics, Discrimination and the Inequalities in the Age of AI Workshop at Sciences Po, Advanced AI Methods Workshop at Bocconi
- 2024** ADRES 2024, Afépop 2024, Junior Research Day 2024, Junior Economist Meeting 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

- 2025** Applied Economics Lunch Seminar of PSE, CREM Seminar at Rennes University
- 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 **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**, *Co-organisation of the 2025 and 2026 Workshop*, Workshop's Link.
- 2023 - Now **Mentoring Activities**, *Mentoring and supervision of Gender Lab's research assistant and master students interns, as well as Master dissertations at ENS de Lyon.*
- 2023 - 2025 **AXA Gender Lab, Bocconi University**, *Co-organisation of the seminar series.*
- 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**, *Co-organisation of sessions with senior faculty for the PhD program*, Aix-Marseille School of Economics.
- 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.

Scientific Dissemination

Newspapers: La Repubblica, Il Sole 24 ore

Other media outlets: Italian Federation of Insurance Company Directors (FIDIA), Nada es Gratis

Refereeing

Refereed journal articles for: Labour Economics, Journal of Economic Inequality, CESifo Economic Studies, Economics & Statistics

Refereed conference articles for: Ecineq PhD Workshop 2023, European Association of Young Economists (EAYE) 2025 (King's College London), European Association of Young Economists (EAYE) 2026 (University of the Basque Country)

Awards and Grants

- 2025 **Etta Chiuri Prize 2025**, *Italian Society of Public Economics*, for the working-paper "What do women want in a job?", 2 500 euros.
- 2024 **Women and Science Chair Grant**, *Dauphine University*, for the project "Generative AI and labor market discrimination", 10 000 euros.
- 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*, 500 euros.
- 2018 **Winner of the Special Mention of the Jury**, *Cercle des économistes*, La Parole aux Etudiants, co-written with Sarah VINCENT.

Teaching

- 2025 **Gender Economics**, *Graduate - en, Master 1*, ENS de Lyon, FR.
Lecturer
- 2025 **Gender Economics**, *Undergraduate - en, 2nd year*, Sciences-Po, FR.
Lecturer
- 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

<u>Data Science</u>	Python, R, SAS, Stata, Matlab	<u>Microsimulation model</u> : OpenFisca, EUROMOD
<u>Office tools</u>	Microsoft Office, L ^A T _E X	
<u>English</u>	Speaking, Reading, Writing	<u>French</u> Native language