

Dear Professor Tejada,

We are pleased to inform you that your submission Sources of Gender Wage Gaps for Skilled Workers in Latin American Countries has been accepted for publication in The Journal of Economic Inequality

However, before your paper can be forwarded to our Production Department, you are requested to make the corrections as suggested below. Also please make a careful check to ensure that your manuscript strictly follows the guidelines set out in <https://www.springer.com/journal/10888/submission-guidelines?IFA>. Manuscripts that do not follow these guidelines may be delayed in production.

In order to submit your corrected manuscript, please access the following web site:

<https://www.editorialmanager.com/joei/>

We look forward to receiving your final version of your manuscript.

With kind regards,

Cecilia GARCIA PEÑALOSA

Comments from the Editor:

- Abstract – the sentence “ This is the first attempt at a cross-country analysis of gender discrimination using a structural approach for Latin American countries.” Is not needed
- Pg 2. I would slightly rewrite the first sentences as “Gender gaps have remained elusively high in Latin America despite gender equality indicators having improved dramatically in the region in the past two decades. In most countries ...”
- Replace “discrimination behaviour” by “discriminating behaviour”
- You say “Moreover, most papers only evaluate wage gaps, overlooking gaps in other labor market outcomes”. This is simply not correct. Also, here it may be useful to cite “The Career Costs of Children” JPE 2017, J Adda, C Dustmann and K Stevens, who consider indirect effects.
- Footnote 2 – “seminal paper” --> “seminal papers”
- Pg 3. The first paragraph is not easy to follow, I suggest reorganising it, moving the last paragraph up and splitting it as follows “In this paper we follow a different approach to analyze gender discrimination. In particular, we use a structural approach by developing a search and matching model of the labor market which defines gender discrimination as explicit prejudice against women (taste-based discrimination \_a la Becker, 1971). Our model extends the Flabbi (2010a) model by incorporating non-participation decisions as well as occupational choices. Notably, we include the possibility of self-employment, an occupational choice that is prevalent in low- and middle-income countries as an alternative for those who are not hired. We can hence identify the impact of prejudice simultaneously on wage gaps, occupational choices, and participation decisions. The advantage of this approach is that the decision-making process of workers and employers and all the unobservables are explicitly modeled, and the particular structure of the model can be used to identify these components in the data.4

We then estimate the model for nine Latin American countries (Argentina, Bolivia, Chile, Colombia, Ecuador, Mexico, Paraguay, Peru, and Uruguay), using cross-section data on participation, employment, wages, and unemployment duration for skilled workers, ... equal-pay policy.

We find ....”

- Pg 4. It is unclear what you mean by “labor dynamics” at this point. It needs to be defined
- “gaps: Offering” --> “gaps. Offering”
- “while the equal-pay policy improves gaps in participation and self-employment” --> “while the equal-pay policy reduces not only wage gaps but also those in participation and self-employment”
- “We also construct an index for labor restrictions in the spirit of the Women, Business and the Law (World Bank, 2020)” --> “We also construct an index of gender-related labor restrictions in the spirit of the one proposed by the World Bank (World Bank, 2020)”
- “our results align” --> “our results are in line”
- “labor dynamics are the main source (followed by productivity) of wage differentials in Italy” --> “labor dynamics are the main source of wage differentials in Italy, followed by productivity.”
- Pg 5. “We complement ...” --> “We add to this literature the introduction of self-employment, an aspect that is crucial if we want to understand gender differences in low- and middle-income countries. Lastly, a considerably literature has examined the determinants of gender wage gaps in Latin America (Nopo et al., 2010; Carrillo et al., 2014). This paper provides new insights by focusing also on other labor market outcomes.”
- Pg. 28. “examined The model” --> “examined the model”
- Pg 29. “affects the wage determination” --> “affects wage determination”
- The sentence “we do not find a clear pattern in the importance of labor market dynamics” makes no sense to me.
- “the exemptions” --> “the exceptions”
- Also, I would replace “To reiterate, it seems more feasible to implement a hiring subsidy administrated via the tax system, rather

Also, I would replace "to reiterate, it seems more feasible to implement a hiring subsidy administrated via the tax system, rather than establishing an effective equal-pay policy" By "A hiring subsidy administrated via the tax system has the additional advantage of being easier to establish than an effective equal-pay policy".

Please note that this journal is a Transformative Journal (TJ). Authors may publish their research through the traditional subscription access route or make their paper open access through payment of an article-processing charge (APC). Authors will not be required to make a final decision about access to their article until it has been accepted. <a href= <https://www.springernature.com/gp/open-research/transformative-journals>> Find out more about Transformative Journals</a>

**\*\*Our flexible approach during the COVID-19 pandemic\*\***

If you need more time at any stage of the peer-review process, please do let us know. While our systems will continue to remind you of the original timelines, we aim to be as flexible as possible during the current pandemic.

This letter contains confidential information, is for your own use, and should not be forwarded to third parties.

Recipients of this email are registered users within the Editorial Manager database for this journal. We will keep your information on file to use in the process of submitting, evaluating and publishing a manuscript. For more information on how we use your personal details please see our privacy policy at <https://www.springernature.com/production-privacy-policy>. If you no longer wish to receive messages from this journal or you have questions regarding database management, please contact the Publication Office at the link below.

---

In compliance with data protection regulations, you may request that we remove your personal registration details at any time. (Use the following URL: <https://www.editorialmanager.com/joei/login.asp?a=r>). Please contact the publication office if you have any questions.