

Ruhr Graduate School
Gender in the Labor Market

December 2018

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This course takes place Wednesday 12th December to Friday 14th December 2018, class periods are 9am to Noon, 1pm to 4pm. Friday afternoon 1pm to 4pm will be office consultation with respect to the assessment and general questions. However, I am available any time during those days to discuss concerns in person or via email.

Course Objectives:

This course examines a variety of topics in the area of gender economics and labor economics. The existing literature is growing and we will cover a few selected recent research papers in this area. The goal of this class is to give an overview on the most important recent research, the main topics and methods involved in each particular topic.¹

Course prerequisites

Students should have an understanding of microeconomics or labor economics and PhD level econometrics. Students can review some of the econometric material (identification methods through standard econometrics books (such as Mostly Harmless Econometrics by Joshua Angrist and Stefan Pischke or Introductory Econometrics by Jeffrey M. Wooldridge) before the class.

¹ This course focuses on gender in the labor market, with specific focus on women. However, there is some research ongoing in economics on also male labor market outcomes, same sex marriages and LGBTQ labor market outcomes. The focus of this course is on the current main research agenda, but you are welcome to explore those other dimensions if you wanted to.

Expectations:

I expect that students will have read the main articles denoted with two (**) asterisks (in the readings they are in the beginning of each section). These are the key articles that I assume everyone will have some familiarity. In addition I will assign the class participants each 3-5 articles (depending on the class size, I am hoping two students can even form a group to do so) and ask students to give a brief presentation on the paper to the class. The list of potential papers are the papers without an asterisks (but I can add more depending on class size and interest).

This will open up class discussions and also help for everyone to engage with the material. The papers to be discussed will link with the main class lecture and discussions of the main paper, which I will discuss at the beginning of each class section.

From the assigned papers the main points to be discussed and presented to the class group (and more details to follow in the final draft of this syllabus):

Students are responsible to for understanding the research question, the data, the main results of the paper, how the authors achieved these results (identification strategy) and the conclusions. I also encourage students to approach their assigned paper critically and maybe at the end of the presentation think about different avenues how this paper could be improved and/or whether one could design a follow-up study for this particular paper.

Assessment:

For those students requiring an assessment/letter grade, I provide two alternative modes of assessments to choose from. On the first day of class please discuss with me which one you will chose and also we can then discuss how to narrow this down. The two options are the following (only do one of them not both):

- (1) **A referee report** on a recent NBER or IZA discussion paper in this area (after 2010, paper ideally not published in a journal yet).

- (2) **A short literature review** of some specific subfield of this course.

The choice of (1) versus (2) as an assessment may depend on your own stage of interest or purpose of taking this class. A referee report could be closer to an already existing research paper that you may want to take a closer look into and also try to explore a potential idea on how to change or improve the paper. A short literature review may help you to gather some literature in an area of your interest that you may want to pursue or maybe even have a concrete project in mind or area currently involved in.

I will provide instructions on both during the class and also there will be opportunity to interact with me on this assessment. The length of either one would be a maximum of 5 pages long, double-spaced.

Detailed Course Structure and Readings:

Wednesday 12th December 2018

Class Period 1 (9am to Noon): Overview

In this part of the course we look at the current state of the literature and the motivation for this course through the lens of some of the following questions:

- Why is this an important topic for economists in general (GDP, household allocation of income)?
- What is the current state of the gender wage gap and gender empowerment in the labor market/in the household?
- How did we get to the current state? What is the historical development of female labor force participation and the gender wage gap? Discussion of natural experiments and over time developments

Reading:

1. Goldin C. A Grand Gender Convergence: Its Last Chapter. American Economic Review. 2014;104 (4) :1091-1119.**
2. Goldin C, Olivetti C. Shocking Labor Supply: A Reassessment of the Role of World War II on Women's Labor Supply. American Economic Review. 2013;103 (3) :257-262.
3. Women Make Houses, Women Make Homes, Melanie Khamis Mevlude Akbulut-Yuksel and Mutlu Yuksel, Labour Economics, 2017, 49, 145-161

4. Women, War and Wages: The Effect of Female Labor Supply on the Wage Structure at Mid-Century, David Autor, Daron Acemoglu and David Lyle, June 2004, Journal of Political Economy, 112(3)

Class Period 2 (1pm to 4pm): Gender Wage Gap

We will look at the following question:

- Is the gender wage gap due to explained factors and unexplained factors? Experimental and non-experimental studies on education, fertility, discrimination, non-cognitive skills

Reading:

1. Blau, Francine and Kahn, Lawrence. 2017. "The Gender Wage Gap: Extent, Trends, and Explanations" Journal of Economic Literature, vol. 55, no. 3, September 2017, (pp. 789-865)**
2. Gender and the labor market: What have we learned from field and lab experiments? (Barbara Petrongolo Ghazala Azmat) Labour Economics 30: 32-40, 2014.**
3. Casey B. Mulligan and Yona Rubinstein "Selection, Investment, and Women's Relative Wages over Time" The Quarterly Journal of Economics Vol. 123, No. 3 (Aug., 2008), pp. 1061-1110**
4. Camille Landais and Henrik Kleven. Children and Gender Inequality: Evidence from Denmark.
<http://econ.lse.ac.uk/staff/clandais/cgi-bin/Articles/GenderNBER.pdf>
5. Gneezy, Uri, Muriel Niederle, Aldo Rustichini, "Performance in Competitive Environments: Gender Differences", Quarterly Journal of Economics, CXVIII, August 2003, 1049 – 1074.
6. Niederle, Muriel, and Lise Vesterlund, "Do Women Shy away from Competition? Do Men Compete too Much?," Quarterly Journal of Economics, August 2007, Vol. 122, No. 3: 1067-1101.
7. "The Math Gender Gap: The Role of Culture" Núria Rodríguez-Planas Natalia Nollenberger and Almudena Sevilla. American Economic Review, 2016, 106(5): 257-61.
8. "The Motherhood Earnings Dip: Evidence from Administrative Data" Núria Rodríguez-Planas Daniel Fernández-Kranz and Aitor Lacuesta. Journal of Human Resources, 2013, 48 (1), 169-197.

9. "Preferences and Biases in Education Choices and Labor Market Expectations: Shrinking the Black Box of Gender" (Basit Zafar Ernesto Reuben and Matthew Wiswall). *Economic Journal*, 2017.
 10. "College Major Choice and the Gender Gap". (Basit Zafar) *Journal of Human Resources*, 2013.
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Thursday 13th December 2018

Class Period 3 (9am to Noon): Work Place and Household Issues

We will look at the following questions:

- What are the firm and industry patterns (different levels of the hierarchy and different industries)?
- What are the within household and individual decisions?

Reading:

1. David Card, Ana Rute Cardoso and Patrick Kline, Bargaining, Sorting, and the Gender Wage Gap: Quantifying the Impact of Firms on the Relative Pay of Women, *Quarterly Journal of Economics*, Vol.131, No 2, 633-686, April 2016, 10.1093/qje/qjv038 **
2. "Gender Identity and Relative Income within Households" (Marianne Bertrand, Emir Kamenica and Jessica Pan), *Quarterly Journal of Economics*, 2015, 130(2): 571-614.**
3. Goldin C, Katz LF. 2016. A Most Egalitarian Profession: Pharmacy and the Evolution of a Family Friendly Occupation. *Journal of Labor Economics* 2016;34 (3) :705-745.
4. "The Mommy Effect: Do Women Anticipate the Employment Effects of Motherhood?" (Ebonya Washington, Ilyana Kuziemko, Jessica Pan, and Jenny Shen),
https://economics.yale.edu/sites/default/files/files/Faculty/washington/mommy_effect_20june2018.pdf
5. Bertrand M, Goldin C, Katz LF. Dynamics of the Gender Gap for Young Professionals in the Financial and Corporate Sectors. *American Economic Journal: Applied Economics*. 2010;2 (3) :228-255. PDF
6. Ana Rute Cardoso, Paulo Guimarães and Pedro Portugal, What Drives the Gender Wage Gap? A Look at the Role of Firm and Job-Title

Heterogeneity, Oxford Economic Papers, Vol.68, No 2, 506-524, April 2016, 10.1093/oep/gpv069

7. Ana Rute Cardoso and Rudolf Winter-Ebmer, Female-Led Firms and Gender Wage Policies, Industrial and Labor Relations Review, Vol.64, No 1, 143--163, January 2010
8. Women Helping Women? Evidence from Private Sector Data on Workplace Hierarchies (Amalia Miller Astrid Kunze) forthcoming in the Review of Economics and Statistics
9. The Effects of Motherhood Timing on Career Path Journal of Population Economics, July 2011, 24(3): 1071–1100. (Amalia Miller)

Class Period 4 (1pm to 4pm): Policies

Drawing together some of the evidence, we now look at selected research:

- What is the effect of policies (maternity/paternity, extension of childcare/quotas)?
- What is the effect of family planning policies? (a topic that might have its comeback, given the new US Supreme Court Judge)

Reading:

1. Children of a (policy) revolution: the introduction of universal child care and its effect on fertility. Stefan Baunerschuster Timo Hener Helmut Rainer Journal of the European Economic Association August 2016 14(4):975–1005**
2. "Peer Effects in Program Participation", American Economic Review, 104(7), 2049-2074, 2014, Magne Mogstad G. Dahl and K. Løken**
3. "What is the Case for Paid Maternity Leave?" Magne Mogstad G. Dahl, K. Loken, K. V. Salvanes Review of Economics and Statistics, 98, 655-670, 2016.
4. Parental leave regulations, mothers' labor force attachment and fathers' childcare involvement: evidence from a natural experiment. Jochen Kluge Marcus Tamm J Popul Econ (2013) 26:983–1005
5. "Expansions in Maternity Leave Coverage and Mothers' Labor Market Outcomes after Childbirth", 2014, Uta Schoenberg Johannes Ludsteck. Journal of Labor Economics, 32, 469-505

6. The economic consequences of family policies. Drawing lessons from a century of legislation across OECD countries (Barbara Petrongolo Claudia Olivetti) *Journal of Economic Perspectives* 31: 205-230, 2016.
7. “Breaking the Glass Ceiling? The Effect of Board Quotas on Female Labor Market Outcomes in Norway” (Marianne Bertrand, Sandra Black, Adriana Lleras-Muney and Sissel Jensen), forthcoming, *Review of Economic Studies*, 2018.
8. “The Power of Abortion Policy: Re-examining the effects of young women’s access to reproductive control” Caitlin Knowles Myers, 2017, forthcoming *JPE* http://community.middlebury.edu/~cmyers/Power_JPE.pdf
9. The Opt-In Revolution? Contraception, Fertility Timing and the Gender Gap in Wages (Martha Bailey Brad J. Hershbein and Amalia Miller), *American Economic Journal: Applied Economics* 4 (3), July 2012: 225-54.
10. More Power to the Pill: The Impact of Contraceptive Freedom on Women's Lifecycle Labor Supply, Martha Bailey, *Quarterly Journal of Economics*, 121 (1), February 2006, 289-320. Erratum, August 2009 .

Friday 14th December 2018

Class Period 5 (9am to Noon): Gender in Developing Countries

This section of the class we are concerned with:

- What is the situation in the developing world in terms of the labor market for women?
- Fertility, Education, Entrepreneurship/Informality and Political Power

Reading:

1. Duflo, Esther, 2012. “Women Empowerment and Economic Development” *Journal of Economic Literature*, vol. 50, no. 4, December, (pp. 1051-79)**

2. Heath, Rachel. 2017. "Fertility at Work: Children and Women's Labor Market Outcomes in Urban Ghana." *Journal of Development Economics*. 126: 190-214. [pdf]
3. Heath, Rachel and A. Mushfiq Mobarak. 2015. Manufacturing Growth and the Lives of Bangladeshi Women. *Journal of Development Economics*. 115: 1–15. [pdf]
4. The Causes and Consequences of Increased Female Education and Labor Force Participation in Developing Countries Seema Javachandran R. Heath Oxford Handbook of Women and the Economy, 2018, eds. S. Averett, L. Argys, and S. Hoffman.
5. de Mel, Suresh, David McKenzie, and Christopher Woodruff. 2009. "Are Women More Credit Constrained? Experimental Evidence on Gender and Microenterprise Returns." *American Economic Journal: Applied Economics*, 1 (3): 1-32.
6. "Men, Women, and Machines: The Impact of Trade on Gender Inequality" (Chinhui Juhn, Gergely Ujhelyi and Carolina Villegas-Sanchez), *Journal of Development Economics*, Vol. 106, January 2014.
7. "What happens when a woman wins an election? Evidence from close races in Brazil" (Fernanda Brolo, Ugo Troiano) *Journal of Development Economics* 122 (2016) 28–45
8. "Women as Policy Makers: Evidence from a randomized policy experiment in India" (Raghabendra Chattopadhyay and Esther Duflo) *Econometrica*, Vol. 72, No. 5 (September, 2004), 1409–1443

Class Period 6 (1pm to 4pm): Office Hours/Consultations
