The Changing Nature of Gender Selection into Employment: Europe over the Great Recession

Linas Tarasonis¹¹, Cecilia Garcia-Peñalosa²², and Juan Dolado³³

¹¹Aix-Marseille School of Economics (AMSE) – Ecole Centrale Marseille (ECM), Ecole des Hautes Études en Sciences Sociales (EHESS), Centre national de la recherche scientifique (CNRS) – GREQAM,
Centre de la Charité, 2 rue de la Charité, 13236 Marseille Cedex 02, France
²²Groupement de Recherche en Économie Quantitative d’Aix-Marseille (GREQAM) – Université de la Méditerranée - Aix-Marseille II, Université Paul Cézanne - Aix-Marseille III, École des Hautes Études en Sciences Sociales [EHESS], CNRS : UMR7316, Ecole des Hautes Études en Sciences Sociales (EHESS) – Centre de la Charité, 2 rue de la Charité, 13236 Marseille cedex 02, France
³³European University Institute (EUI) – Villa San Paolo, Via della Piazzuola 43, 50133 Florence, Italy, Italy

Abstract

The aim of this paper is to evaluate the role played by selectivity issues induced by nonemployment in explaining gender wage gap patterns in the EU since the onset of the Great Recession. We show that male selection into the labour market, traditionally disregarded, has increased. This is particularly the case in peripheral EU countries, where dramatic drops in male unskilled jobs have taken place during the crisis. As regards female selection, traditionally positive, we document mixed findings. While it has declined in some countries, as a result of increasing female LFP due to an added-worker effect, it has become even more positive in other countries. This is due to adverse labour demand shifts in industries which are intensive in temporary work where women are over-represented. These adverse shifts may have more than offset the rise in unskilled female labour supply.

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*Speaker

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