

Ca' Foscari – Harvard Summer School 2017

Instructor: Matija Kovacic, Ca' Foscari University of Venice

Email: matija.kovacic@unive.it

Job Discrimination and the Gender Pay Gap

ECONS-1827

Course description

Gender equality is not just about economic empowerment. It is a moral imperative, it is about fairness and equity, and includes many political, social and cultural dimensions. In the aftermath of the Great Recession, there is now an urgent need to focus on the economic case and on how changes in the labor market might provide better economic opportunities for both men and women. In this course we will study a wide range of economic issues faced by women, and examine how these issues have changed over the course of the 20th century in Europe and in the USA. We will learn and use the tools of microeconomic analysis to understand how economists model women's economic decision-making, and to gain insight into how microeconomic theory can explain some of the changes faced by women. The course will be comprised of lectures and student-led discussions.

Prerequisites

Econ S-10ab or equivalent.

Required readings

Borjas, G.J. "Labour Economics" 7th edition, Mc-Graw Hill (6th edition is fine as well).

Additional selected papers, which constitute compulsory reading to undertake the exam, will be distributed during the course.

Recommended Readings

Lessons 3 and 4: GENDER EQUALITY, THE ECONOMIC CASE, SOCIAL NORMS AND PUBLIC POLICIES

- Arnold J., A. Bassanini and S., Scarpetta (2011), "Solow or Lucas? Testing the speed of convergence on a panel of OECD countries", *Research in Economics*, Vol. 65, pp. 110-23.
- Barro, R.J. and J-W Lee (2010), "A new data set of educational attainment in the world, 1950-2010", WP 15902, NBER Working Paper Series.
- Bassanini A. and S. Scarpetta (2002), "Does human capital matter for growth in OECD countries? A pooled mean-group approach", *Economic Letters*, Vol. 74, pp. 399-405.
- OECD (2007), *Gender and Economic Empowerment of Women*, Africa Partnership Forum Support Unit
- OECD (2011), *Women's Economic Empowerment*, issue paper DAC Network on Gender Equality (GENDERNET), April 2011, Paris.
- OECD (2011), *Survey on National Gender Frameworks, Gender Public Policies and Leadership*, OECD Publishing, Paris.
- Schultz P. (2002), "Why Governments Should Invest More to educate Girls", *World Development*, Vol. 30, No. 2, pp. 207-25.
- World Bank (2011), "World Development Report 2012: Gender Equality and Development", World Bank, Washington DC.

Lessons 5 and 6: GENDER EQUALITY IN EDUCATION

- Mavriplis C., R. Heller, C. Beil, K. Dam, N. Yassinskaya, M. Shaw and C. Sorensen (2010), "Mind the Gap: Women in STEM Career Breaks", Journal of Technology Management and Innovation 2010, Vol. 5, Issue 1.
- OECD (2016), Education at a Glance, OECD Publishing, Paris.
- UNESCO (2012), World Atlas of Gender Equality on Education, UNESCO, Paris.

Lessons 7 and 8: GENDER EQUALITY IN EMPLOYMENT

- Albrecht, J., Bjorklund, A. and Vroman, S. (2003), "Is there a glass ceiling in Sweden?", Journal of Labor Economics, Vol. 21, No. 1, pp. 145-77
- Arulampalam, W., Booth, A.L. and M.L. Bryan (2007), "Is There a Glass Ceiling over Europe? Exploring the Gender Pay Gap across the Wage Distribution," Industrial and Labor Relations Review, Cornell University, Vol. 60, No. 2, pp. 163-86.
- Bettio, F. and A. Verashchagina (2009), "Gender Segregation in the Labour Market. Root causes, implications and policy responses in the EU", European Commission
- Buddelmeyer H., G. Mourre, and M. Ward (2005), "Part-Time Work in EU Countries: Labour Market Mobility, Entry and Exit", IZA Discussion Paper 1550
- De la Rica, S., Dolado, J. and Llorens, V. (2008), "Ceilings or floors? Gender wage gaps by education in Spain," Journal of Population Economics, Vol. 21, No. 3, pp. 777-78.
- Olivetti, C. and B. Petrongolo (2008), "Unequal Pay or Unequal Employment? A Cross-Country Analysis of Gender Gaps," Journal of Labor Economics, vol. 26(4), pages 621- 654.
- Jütting, J., A. Luci and C. Morrisson (2012), "Why Do So Many Women End Up in Bad Jobs?: A Cross-Country Assessment", European Journal for Development Research.

Lessons 9: GENDER EQUALITY IN ENTREPRENEURSHIP

- Alesina A.F., F. Lotti, and P. E. Mistrulli (2008). "Do Women Pay More for Credit? Evidence from Italy, NBER Working Paper 14202, National Bureau of Economic Research
- Italian Chamber of Commerce (Unioncamere) (2010), "Dati dell'Osservatorio sull'Imprenditoria Femminile", www.unioncamere.gov.it/P43K63000/impreditoria-femminile.htm.
- Sabarwal, S. and K. Terrell (2008), "Does Gender Matter for Firm Performance? Evidence from Eastern Europe and Central Asia", IZA Discussion Paper Series, No. 3758
- Shinnar, R., M. Pruet, and B. Toney (2009), "Entrepreneurship education: attitudes across campus", Journal of Education for Business, Vol. 84, No. 3, pp. 151-58.
- U.S. Department of Commerce (2010), Women-owned Businesses in the 21st Century, Department of Commerce, Washington, D.C.

Grading

Participation	30%	<i>This part of the grading will be evaluated based on the demonstration of having done the readings, willingness to answer questions, and attention and response to classmates.</i>
Presentations	30%	<i>This part of the grading will be based on the presentation of a paper suggested by the teacher and on the student's ability to link it to related contributions in the literature.</i>
Final Examination	40%	<i>The exam will consist in the elaboration of a short essay related to a particular topic presented during the course.</i>

NB: Master's students (studenti a livellomagistrale) and all other students at graduate level will be given extra work for grading purposes.

Policies and procedures

Attendance is required and considered as part of the grading. Any absence must be registered by the CFHSS office (email cafoscari-harvard@univie.it). All work submitted for this course must be the student's own and must follow proper citation procedures. All students are required to read in advance the policies on "Plagiarism and Collaboration" in the Handbook for Students at <http://hvrd.me/iXiaLD>. Please familiarize yourself with the **Guidelines for Using Sources**: <http://bit.ly/cQK9A3>

Other guides to reading, writing, and research are available on the course website: <http://hvrd.me/yYGeJy>

Lessons Schedule and Readings

Lesson	Title and Description	Dates
1	Introduction Labour Market, Labour supply.	Tue 27 June
Readings	Borjas – Labour Economics, Chapters 1 and 2	
2	Labour demand, Labor market equilibrium.	Thu 29 June
Readings	Borjas – Labour Economics, Chapters 3 and 4.	
3-4	GENDER EQUALITY, THE ECONOMIC CASE, SOCIAL NORMS AND PUBLIC POLICIES	Tue 4 July Thu 6 July
Readings	<p>Readings -Arnold J., A. Bassanini and S., Scarpetta (2011), "Solow or Lucas? Testing the speed of convergence on a panel of OECD countries", <i>Research in Economics</i>, Vol. 65, pp. 110-23.</p> <p>-Barro, R.J. and J-W Lee (2010), "A new data set of educational attainment in the world, 1950-2010", WP 15902, NBER Working Paper Series.</p> <p>-Bassanini A. and S. Scarpetta (2002), "Does human capital matter for growth in OECD countries ? A pooled mean-group approach", <i>Economic Letters</i>, Vol. 74, pp. 399-405.</p> <p>-OECD (2007), <i>Gender and Economic Empowerment of Women, Africa</i> Partnership Forum Support Unit</p> <p>-OECD (2011), <i>Women's Economic Empowerment</i>, issue paper DAC Network on Gender Equality (GENDERNET), April 2011, Paris.</p> <p>-OECD (2011), <i>Survey on National Gender Frameworks, Gender Public Policies and Leadership</i>, OECD Publishing, Paris.</p> <p>Schultz P. (2002), "Why Governments Should Invest More to educate Girls", <i>World Development</i>, Vol. 30, No. 2, pp. 207-25.</p> <p>-World Bank (2011), "World Development Report 2012: Gender Equality and Development", World Bank, Washington DC.</p>	

5-6	GENDER EQUALITY IN EDUCATION	Tue 11 July Thu 13 July
Readings	<p>-OECD (2016), Education at a Glance, OECD Publishing, Paris. **</p> <p>-UNESCO (2012), World Atlas of Gender Equality on Education, UNESCO, Paris. **</p> <p>-World Development Report (2012): Gender Equality and Development. **</p> <p>** Only a few parts of these reports will be considered (and will be indicated during the course).</p>	
7-8	GENDER EQUALITY IN EMPLOYMENT	Tue 18 July Thu 20 July
Readings	<p>Readings -Albrecht, J., Bjorklund, A. and Vroman, S. (2003), "Is there a glass ceiling in Sweden?", <i>Journal of Labor Economics</i>, Vol. 21, No. 1, pp. 145-77</p> <p>-Arulampalam, W., Booth, A.L. and M.L. Bryan (2007), "Is There a Glass Ceiling over Europe? Exploring the Gender Pay Gap across the Wage Distribution," <i>Industrial and Labor Relations Review</i>, Cornell University, Vol. 60, No. 2, pp. 163-86.</p> <p>- Bettio, F. and A. Verashchagina (2009), "Gender Segregation in the Labour Market. Root causes, implications and policy responses in the EU", European Commission</p> <p>-Buddelmeyer H., G. Mourre, and M. Ward (2005), "Part-Time Work in EU Countries: Labour Market Mobility, Entry and Exit" , <i>IZA Discussion Paper</i> 1550</p> <p>-De la Rica, S., Dolado, J. and Llorens, V. (2008), "Ceilings or floors? Gender wage gaps by education in Spain," <i>Journal of Population Economics</i>, Vol. 21, No. 3, pp. 777-78.</p> <p>-Olivetti, C. and B. Petrongolo (2008), "Unequal Pay or Unequal Employment? A Cross-Country Analysis of Gender Gaps," <i>Journal of Labor Economics</i>, vol. 26(4), pages 621- 654.</p> <p>-Jütting, J., A. Luci and C. Morrisson (2012), "Why Do So Many Women End Up in Bad Jobs?: A Cross-Country Assessment", <i>European Journal for Development Research</i>.</p>	
9	GENDER EQUALITY IN ENTREPRENEURSHIP	Tue 25 July
Readings	<p>Readings -Alesina A.F., F. Lotti, and P. E. Mistrulli (2008). "Do Women Pay More for Credit? Evidence from Italy," <i>NBER Working Paper</i> 14202, National Bureau of Economic Research</p> <p>-Italian Chamber of Commerce (Unioncamere) (2010), "Dati dell'Osservatorio sull'Imprenditoria Femminile", www.unioncamere.gov.it/P43K630O0/impreditoriafemminile.</p>	

	<p>htm.</p> <p>-Sabarwal, S. and K. Terrell (2008), "Does Gender Matter for Firm Performance? Evidence from Eastern Europe and Central Asia", IZA Discussion Paper Series, No. 3758</p> <p>-U.S. Department of Commerce (2010), Women-owned Businesses in the 21st Century, Department of Commerce, Washington, D.C.</p>	
10	Presentations 1	Thu 27 July
11	Presentations 2	Tue 1 August
12	FinalExam	Thu 3 August