Course description
Gender equality is not only about economic empowerment and efficiency. It is also a moral imperative, it is about fairness and equity, and includes many political, social and cultural dimensions. There is 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, and guarantee the medium/longrun sustainability of economic systems. In this course, 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 micro economic theory can explain some of the changes faced by women. While understanding economic theory, and the benefit of including a gender perspective for this economic theory, is an important component of this course, empirical analysis and examination of data are of primary importance. Historical and cross-national comparisons are essential to building students’ understanding of the changing economic roles of men and women. We will focus on the main economic and social (cultural) forces determining discrimination of females in the labor market and its consequences in terms of gender based wage differentials, and we will discuss how these issues have changed over the course of the 20th century in Europe and in the USA. In addition to the standard “gender” issue in the labor market, we will also analyze the relationship between sexual orientation and labor market outcomes. The course will be comprised of lectures and student-led discussions.

Prerequisites
Econ S-10 ab or equivalent.

Required readings
• Borjas, G.J. “Labour Economics” 7th edition, Mc-Graw Hill. Chapters 6 and 9. It is fine to use previous editions (but do check chapters’ correspondence)
• Additional selected papers and readings (as well as several reports from international organizations – OECD, UNESCO, ILO, European Commission etc.) based on general interest, which constitute compulsory reading in order to undertake the exam, will be distributed during the course directly by the instructor.

List of main topics:
• Labour market differences: human capital approach
• Theory of labour market discrimination: types of discrimination, economic consequences of discrimination
• Labour market differences by gender: historical and cross-national comparisons of occupations and earnings
• Introduction to regression analysis (main lesson or TF session -TBA)
• Economic explanation for gender wage gap. Supply side (choice) explanations: education, experience, occupational choices (horizontal and vertical segregation).
• The role of Social norms (institutions) in Education and Employment. Embedding gender equality in public policy
• Economic explanation for gender wage gap. Demand side explanations: discrimination
• Disentangling the potential of discrimination from other explanations of the gender wage gap
• Not only gender. Alternative sources of discrimination: Beauty, Sexual orientation. Empirical and experimental evidence

Grading

| Participation | 30% | 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. |
| Presentations | 30% | 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. |
| Final | Examination | 40% | The exam will consist in the elaboration of a short essay related to a particular topic presented during the course. |

NB: Master’s students (“studenti a livello magistrale”) 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@unive.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

Seminars

<table>
<thead>
<tr>
<th>Lesson</th>
<th>Title and Description</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 2</td>
<td>Introduction. Occupation and earnings: human capital approach Labour market discrimination: types of discrimination, economic consequences of discrimination</td>
<td>Tue June 26  Thu June 28</td>
</tr>
<tr>
<td>Readings</td>
<td>• Borjas, Labour Economics, Chapter 6, Chapter 9</td>
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<tr>
<td>3</td>
<td>Labour market differences by gender: historical and cross-national comparisons of occupations and earnings</td>
<td>Tue July 3</td>
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<td>4</td>
<td>Economic explanation for gender wage gap. Supply side (choice) explanations: education</td>
<td>Thu July 5</td>
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**Readings**

- Schultz P. (2002), Why Governments Should Invest More to educate Girls
- PISA (2015): Excellence and Equity in Education.

*Only a few parts of these reports will be considered (and will be indicated during the course).*

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**5 Economic explanation for gender wage gap. Supply side (choice) explanations: employment and entrepreneurship. Horizontal and Vertical Segregation – “Glass Ceiling”**

**Readings**

- **OECD (2015): Enhancing Women’s Economic Empowerment through Entrepreneurship and Business Leadership in OECD Countries**
- Bettio, F. And A. Verashchagina (2009), Gender Segregation in the Labour Market. Root causes, implications and policy responses in the EU, European Commission ***
- **OECD (2016): Entrepreneurship at a Glance 2016 **

*only parts of these reports will be considered.*

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**6 The role of Social norms (institutions) in Education and Employment. Embedding gender equality in public policy.**

**Tue July 10**

**Thu July 12**
**Readings**

- **Social Institutions and Gender Index:** [http://www.genderindex.org/](http://www.genderindex.org/)
- Kahn and Lyon (2015): Measuring children’s work in South Asia, Perspectives from national household surveys, ILO.
- S.Drefahl (2010); How Does the Age Gap Between Partners Affect Their Survival?, Demography; 47(2): 313–326
- (OPTIONAL) IMPACCT (2014): Impact of Conditional Cash Transfers on Girls’ Education

**only parts of these reports will be considered.**

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<thead>
<tr>
<th>7</th>
<th>Economic explanation for gender wage gap. Demand side explanations: discrimination. Empirical and Experimental evidence</th>
<th>Tue July 17</th>
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<tbody>
<tr>
<td><strong>8</strong></td>
<td>Disentangling the potential of discrimination from other explanations of the gender wage gap. Introduction to empirical analysis.</td>
<td>Thu July 19</td>
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<tr>
<td><strong>Readings</strong></td>
<td>Blau and Kahn (2016), The Gender Wage Gap: Extent, Trends, and Explanations, IZA discussion paper, N. 9656</td>
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<td><strong>Additional reading will be indicated during the course.</strong></td>
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<td><strong>9</strong></td>
<td>Not only gender. Alternative sources of discrimination: Beauty, Sexual orientation</td>
<td>Tue July 24</td>
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<td>Readings</td>
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• Patacchini, E. et al. (2015): Unexplored Dimension of Discrimination in Europe: homosexuality and physical appearance, JPE
• Atella, V. et al. (2008): Are employers discriminating with respect to weight? European Evidence using Quantile Regression, Economics and Human Biology 6, 305–329 |

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<thead>
<tr>
<th>10</th>
<th>Presentation Session 1</th>
<th>Thu July 26</th>
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</thead>
<tbody>
<tr>
<td>11</td>
<td>Presentation Session 2</td>
<td>Tue July 31</td>
</tr>
<tr>
<td>12</td>
<td>Final Examination</td>
<td>Thu Aug 2</td>
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