

Seminario del 19 Aprile 2017

Prof.ssa Alessandra Casarico e Dott. Salvatore Lattanzio

*"Firms and the Gender Wage Gap: Evidence from an Italian Matched Employer-Employee Dataset"*

This study analyzes the role of firms in the determination of the gender wage gap. Using a matched employer-employee dataset for Italy, we show the existence of firm-specific premiums which are different across gender and which explain on average one third of the total gender wage gap over the period 1991-2012.

In addition, we decompose differences in premiums paid to men and women in a bargaining effect, i.e. men and women receive different premiums at the same firms, and a sorting effect, i.e. women tend to work in low-premium firms.

We find evidence that sorting plays a major role in explaining gender differentials in pay on average and at the bottom of the distribution of wages, whereas it is lower in magnitude with respect to bargaining at the top.