

# What do women want in a job?

Gender-biased preferences and the reservation wage gap

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## Abstract

Recent explanations of the gender wage gap emphasize the role of gender differences in psychological traits. Nevertheless, there have been only a limited number of studies confirming the relevance of these factors for labour market outcomes. This paper assesses the role of gender specific preferences in the reservation wage gap during the job search. I use French administrative data from the unemployment insurance agency providing information on job search behaviour and previous outcomes to assess which kind of occupations men and women apply for and the gap in their reservation wages. Employing text analysis, I build a novel dataset classifying occupations with respect to a number of characteristics and examine to which extent men and women differ in the occupation they are looking for. I document widespread gender differences in the occupation characteristics targeted by job seekers. Quantile decomposition methods allow me to document an unequal gap in reservation wage, intensifying along the distribution. After adjusting for occupation characteristics reflecting gender-biased preferences and household constraints, the unexplained part of the reservation wage gap is decreased by half. Investigating unemployment history and outcomes from previous interviews with firms, I do not find evidence of a female risk aversion to previous unemployment shocks or male overconfidence.

**Keywords:** Gender gaps, Job search, Decomposition methods, Preferences

**JEL Classification:** J31, J16, J22, J64

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# 1 Introduction

Despite decades of convergence in labour market outcomes, occupational segregation remains a strong feature of the gender gap in labour market outcomes (Cortes and Pan, 2018). Besides traditional gender pay gap explanations such as discrimination, the child penalty and occupational segregation, recent research highlights women’s choices, investigating the role of preferences and psychological attributes. Yet, evidence of the impact of psychological attributes’ on the job search process remains scarce and relies mainly on experimental studies. This paper attempts to fill this void by investigating the gendered preferences of job seekers, using text analysis methods for a detailed data collection on job descriptions. I provide evidence of the existence of a reservation wage gap widened at the top of the reservation wage distribution and bounded by the minimum wage. After adjusting for variables on the job characteristics, reflecting both women’s preference for temporal flexibility and tastes, the unexplained part of this gap is reduced by half. This novel empirical fact suggests that gender-biased preferences are the main source of the reservation wage gap.

The value of the reservation wage during job search plays a central role in search theory. Reflecting the preferences of the job seeker, the reservation wage influences labour market outcomes. Since they remain the main providers of childcare and other forms of domestic work, women have a higher opportunity cost of labour market participation. As a result, their reservation wage should be higher than the one of their male counterparts (Arrazola and de Hevia, 2016). However, the empirical literature shows that on average female reservation wages are lower than male ones (see Le Barbanchon et al. (2021) for France, Krueger and Mueller (2016) for the United-States, Brown et al. (2021) for Italy and Brown et al. (2011) for the United-Kingdom). A possible explanation for this puzzle is gender-biased preferences. Among psychological traits correlated with gender, economists have identified competitiveness, bargaining behaviour and risk attitudes (see Blau and Kahn (2017) for a detailed review of the research on the role of gender differences in psychological attributes). Furthermore, due to the household constraints, women also have a relative preference for family-friendly job characteristics that may lead them to choose lower-paying jobs (Cortes and Pan, 2018). More recent work has sought to link these gender differences in behavioural traits to observed gender gaps in the labour market. But, as information on job search behaviour is not observable and since discrimination and individual preferences are difficult to distinguish within administrative data, the literature is essentially composed of experimental evidence from both the laboratory and the field. Consequently, while there are plenty of laboratory studies about psychological factors affecting occupational segregation, there have been only a very limited number of studies confirming the relevance of these factors for labour market outcomes and job search (Blau

and Kahn, 2017).

Moreover, the gender reservation wage gap might vary across the reservation wage distribution. On the one hand, the more women earn, the easier it is to afford to transfer the non-market work to hired domestic workers, leading to convergence with the male reservation wage. On the other hand, as most of the higher-paying jobs involve inflexible schedules, long hours and commute, women at the top of the wage distribution could trade-off wage against job features more compatible with their family life. Also, because of assortative mating, more educated (or earning) women are more likely to be married to men with similar characteristics. Financial constraints being less important within these households, women may accept longer unemployment spells to get a job more fitting with their preferences. Conversely, the minimum wage could prevent this potential female trade-off between flexibility and reservation wage at the bottom of the distribution. However, except [Brown et al. \(2021\)](#), existing research does not address this issue, while the gender gap in reservation wage evolution through the distribution could lead to many contradictory findings.

Job search being an uncertain process, this aspect of the labour market involves risk preferences and confidence about relative ability. Hence, this is during this particular period that differences in behavioural traits and beliefs across genders are likely to lead to disparities in job search behaviour and outcomes. Since the job search process determines the labour outcomes of the following years, understanding the differences emerging at this moment is particularly important in a crisis period, where more individuals become unemployed. Therefore, this paper documents the evolution of the gender gap in reservation wage through the distribution of reservation wage during the Great Recession. Using administrative databases from the French department of labour (DARES), FH-DADS, providing information on job search behaviour and reemployment outcomes for the period 2006-2012, I perform the quantile decomposition method developed by [Firpo et al. \(2009\)](#), called the Recentered Influence Function (RIF) method. The RIF decomposition method is an econometric tool quantifying for any quantile the detailed contributions of each covariate to the gap, as well as the share of the gender reservation wage gap which is not due to differences in observable characteristics.

My results show that the gender gap in reservation wage intensifies along the reservation wage distribution. The reservation wage being a major determinant of the reemployment wage, I investigate the possible explanations for this pattern. As the reservation wage is a preference measure, I study the importance of some gender-biased psychological attributes in these disparities. If, as shown in the paper of [Le Barbanchon et al. \(2021\)](#), commuting has an important role, the part of the gap unexplained by observable characteristics (including the willingness to commute) remains considerable, especially at the top of the reservation wage distribution. Adjusting for characteristics of the targeted job, such

as the temporal flexibility, environment of the job or tastes in skills required for the job, the unexplained component of the reservation wage gap is decreased by half. These findings suggest that gender-biased preferences are the main sources of the reservation wage gap at the top and that women are trading off their reservation wage against preferred characteristics of the job. Decomposing the psychological factors of these differentiated preferences, I also consider other potential explanations for the remaining unexplained reservation wage gap, such as gender differences in risk aversion and overconfidence. I use different measures of risk aversion to previous unemployment shocks and overconfidence, built with the unemployment and job application history. While I cannot reject these alternative explanations, there are not consistent with the full set of empirical patterns observed in the data.

As previously mentioned, the literature essentially explains the remaining gender wage gap in developed countries by individual preferences, child penalty and discrimination. These factors might be interconnected and can arise from the supply or demand side. Labour economics understanding the role of demand forces, and especially discrimination, on the gender wage gap is vast. At the same time, with the convergence of labour market participation, the gender wage gap has narrowed on the supply side. Supply-side explanations are traditionally based on the accumulation of human capital and household constraints but recently extend to focus on finer aspects related to choices: psychological attributes and preferences. Individual preferences are fundamental in the analysis of the gender wage gaps as they lead men and women towards different occupations and industries without the same earnings, job security, earnings stability and working conditions. A large experimental literature has documented that women, on average, tend to exhibit greater risk aversion, lower levels of competitiveness, and a lower willingness to negotiate relative to men (for a review, see [Blau and Kahn \(2017\)](#)), which can potentially affect their choice. Risk or negotiate related jobs, often result in high-earning occupations with bonuses related to performances. Many laboratory experiments have focused on the sorting of individuals into environments with different degrees of negotiation or risk and show that preferences appear to be different for men and women (see [Jung et al. \(2018\)](#) for a detailed survey). Yet, despite evidence of the lower propensity of women to negotiate higher wages or promotion, there are only a few descriptive field studies addressing the gender differences in the propensity to apply for a job requiring wage negotiation during the job search (see [Blau and Kahn \(2017\)](#) for a review). Moreover, the difference in risk attitudes between men and women may derive from a disparity in self-confidence. Using wage data, [Risse et al. \(2018\)](#) show that confidence plays a major role in shaping an individual's labour market outcomes, benefiting men who generally display a stronger sense of confidence. Additionally, women tend to have social preferences for jobs, with interactions and social contributions ([Cortes and Pan, 2018](#)). However, most of the studies

described above take place in controlled experimental settings or focus on specific occupations, and the existing research in this area lack evidence of their empirical implication for labour market outcomes. Additionally, these studies use answers to attitudinal questions as a proxy for psychological factors to relate them to the wage equation, but some empirical issues remain. Indeed, if psychological attributes are measured at the same time as wages, reverse causality may occur. Also, the reliability of measures based on a battery of questions and its implication for the labour market can be questioned. Finding variables assessing the gender-biased preferences on the job search remains an outstanding challenge and this is the focus of this work. The paper extends this literature using administrative information on job seekers and unique data collected on job descriptions, and by studying the relevance of the psychological attributes on the job search process whereas both features are rarely considered simultaneously.

Moreover, gender-biased preferences should be considered in relation to occupational segregation (Groshe, 1991). Indeed, the largest component of the gender gap is now explained to gender differences within, rather than across, broad occupational categories (Goldin, 2014; Blau and Kahn, 2017) and correcting it would be an important feature of "the last chapter" to reach gender equality on the labour market (Goldin, 2014). This development has prompted researchers to examine the way job seekers self-select into different jobs. Besides the preferences interacting with the content of the job mentioned earlier, the role of job amenities has also been highlighted (Cortes and Pan, 2018). Women tend to have a relative preference for family-friendly job characteristics, with temporal flexibility or offering better career-family balance (Wasserman, 2019; Wiswall and Zafar, 2017). However, the distinct concentration of women and men in different sectors, occupations and jobs could be due either to discrimination or to individual preferences, two features hardly distinguishable empirically. Focusing on the job search process, this paper contributes to our understanding of the only role of preferences in job sorting. I also extend this literature by considering simultaneously the numerous aspects of preferences whereas earlier studies mainly focused on either jobs attributes or jobs flexibility.

Recent literature has focused on the impact of the reservation wage on the labour market. Le Barbanchon et al. (2021) also using FH-DADS data, relate the gender pay gap to the gender difference in willingness to commute affecting downward the reservation wage. Cortés et al. (Forthcoming), use survey data on risk preferences, to show that men's higher degree of risk tolerance and overconfidence in the entry of the labour market have an impact on the gender pay gap through a significant difference in the timing of job acceptance. Roussille (Forthcoming) documents the role of the ask gap in generating wage inequality in the United States. Empirical studies find that there is, on average, a gender reservation wage gap. Brown et al. (2011) show the existence of this gap in the United Kingdom, and using decomposition methods, find that young children play

an important role in the size of this gap. [Le Barbanchon et al. \(2021\)](#) find a mean gender reservation wage gap in France and [Krueger and Mueller \(2016\)](#) findings suggest this gender disparity is also present in the United States. However, there is a dearth of studies, which have explored the potential evolution of gender differences in reservation wage along the distribution. [Brown et al. \(2021\)](#) investigate the determinants of the reservation wage gap in Italy from a regional perspective but focus only on the role of traditional preferences for job characteristics (commuting and part-time). The quantile analysis of this paper highlights the extent to which the gender gap in preferences (either content of the job or amenities) is bounded by the minimum wage.

To quantify the gender reservation wage gap at different points of the distribution and the relative contribution of individuals' characteristics, I perform the quantile decomposition of [Firpo et al. \(2009\)](#). This method enables to decompose the gender differences in the (reservation) wage beyond the mean. Decomposition methods, first introduced for the mean gap with the Oaxaca-Blinder method ([Oaxaca \(1973\)](#), [Brown et al. \(2011, 2021\)](#)) for the observed reservation wage, and [Arrazola and de Hevia \(2016\)](#) for an estimated one). Nevertheless, to my knowledge, the reservation wage has not been decomposed on the quantile level with a full set of preferences variables yet. Hence, this paper brings to the reservation wage analysis a new extent through a decomposition along the distribution, adjusting for preferences.

The rest of the paper is structured as follows. I first provide a general description of the method developed by [Firpo et al. \(2009\)](#) in section 2, before depicting the FH-DADS and the collected data (section 3). Then in section 4, the results of the study are discussed. Section 5 presents the robustness analysis and section 6 is the conclusion.

## 2 Empirical strategy

### 2.1 Decomposition methods and reservation wage

Wage decomposition methods enable to decompose the differences (in the means for the Oaxaca-Blinder method ([Oaxaca \(1973\)](#), [Blinder \(1973\)](#)) and on the entire wage distribution with [Firpo et al. \(2009\)](#)) of wages between males and females into two distinct effects. These decomposition methods explain the difference in the dependent variable between two groups by decomposing the gap into an endowment effect (or "*explained*" or composition effect) and a residual effect (also called "*unexplained*" or the wage structure effect). On the one hand, the endowment effect quantifies the portion of the gap due to group-specific differences in the endowments of the independent variables. On the other hand, the residual effect quantifies the differences due to group-specific returns of the explanatory variables.

As discussed earlier, decomposition methods at the mean have already been used to decompose an observed reservation wage gap (Brown et al., 2011; Le Barbanchon et al., 2021; Brown et al., 2021) or an estimated reservation wage gap (Arrazola and de Hevia, 2016). Although the reservation wage is a preference measure and while decomposition methods are traditionally used for observed wages, these methods seem particularly well suited for this analysis. The reservation wage is influenced by similar observed characteristics as the observed wage. The reservation wage, as well as the observed one, are both determined by the human capital accumulation (experience and academic background), demographic attributes, household composition and characteristics of the job (or desired job for the reservation wage). The difference between a decomposition on an observed wage and a reservation wage rely then mostly on the "*unexplained part*". This portion of the gap that cannot be explained by gender-specific differences in endowments of the observed characteristics can be interpreted as a measure of discrimination or occupational segregation regarding the observed wage. Indeed, the widely used decomposition of the gender wage gap showed a persistent, unexplained pay gap which is a possible signal of differentiated psychological attributes or perception by employers. However, for the decomposition of the reservation wage gap, this residual effect cannot be a signal for possible discrimination and then allow to identify more precisely the differences in preferences, psychological attributes or anticipation for discrimination.

The Oaxaca-Blinder decomposition has been used in several studies on gender pay gap determinants and as previously mentioned, break down the mean gender wage (or reservation wage in this paper) gap into two components.

The Oaxaca-Blinder method decomposes the reservation wage gap as:

$$\begin{aligned}
\underbrace{\overline{Y^r_M} - \overline{Y^r_F}}_{\hat{\Delta}_0 = \text{Observed gender reservation wage gap}} &= \hat{\beta}_{M0} + \sum_{k=1}^K \overline{X_{Mk}} \hat{\beta}_{Mk} - \hat{\beta}_{F0} - \sum_{k=1}^K \overline{X_{Fk}} \hat{\beta}_{Fk} \\
&= \underbrace{\left( \hat{\beta}_{M0} - \hat{\beta}_{F0} \right) + \sum_{k=1}^K \overline{X_{Fk}} \left( \hat{\beta}_{Mk} - \hat{\beta}_{Fk} \right)}_{\hat{\Delta}_S = \text{Unexplained gender reservation wage gap}} + \underbrace{\sum_{k=1}^K \left( \overline{X_{Mk}} - \overline{X_{Fk}} \right) \hat{\beta}_{Mk}}_{\hat{\Delta}_X = \text{Explained gender reservation wage gap}},
\end{aligned}$$

where  $Y^r$  is the mean reservation wage equation,  $m$  and  $f$  refer to males and females respectively,  $X$  is a vector of covariates,  $\hat{\beta}$  is a vector of estimated parameters and a bar denotes a mean value.  $\hat{\Delta}_S$  represents the difference in the reservation wage that is attributable to returns to endowments (unexplained component) and  $\hat{\Delta}_X$  represents the part of the reservation wage differential due to individuals' observed characteristics (explained component).



## 2.2 Quantile decomposition method: RIF

Oaxaca-Blinder decomposition provides an analysis of the gap at the mean of the distribution and does not allow to observe the different patterns at the tails of the distribution. Hence, to measure the evolution of the gender reservation wage gap along the distribution, I use the quantile decomposition method developed by [Firpo et al. \(2009\)](#). This method allows quantifying sticky floor or glass ceiling by distinguishing whether the gap is higher at the bottom or the top ([Fortin et al., 2011](#)). It has the advantage that it determines the weight of each variable at a given quantile and then provides a detailed decomposition rather than an aggregate one. Indeed, in contrast with the aggregate decomposition, the detailed decomposition allows subdividing both parts of the gap, into the respective contributions of each covariate.<sup>1</sup>

To decompose the reservation wage gap all along the wage distribution I then use the detailed decomposition method of [Firpo et al. \(2009\)](#) called the Recentered Influence Function (RIF) decomposition method. This regression-based method, easily implementable in practice as the traditional Oaxaca-Blinder method, can be divided into 3 steps:

### First step

Each  $Y_i^r$  is transformed in RIF  $(Y_i^r, Q_\tau)$ , with

$$RIF(Y_i^r; Q_\tau) = Q_\tau + \frac{\tau - \mathbf{1}\{Y_i^r \leq Q_\tau\}}{f_{Y^r}(Q_\tau)},$$

and  $\hat{Q}^\tau$  the unconditionnal quantile regression for the quantile  $\tau$  as

$$\hat{Q}^\tau = \bar{X} \hat{\gamma}^\tau,$$

with  $\gamma^\tau$  being the returns to the characteristics  $X$  for a given quantile  $\tau$ .<sup>2</sup> The recentered influence function captures the relative contribution that a specific observation  $Y_i$  has on a given statistic. It then refers to the "role" of a particular observation  $Y_i$  on the value of a statistic.

### Second step

RIF  $(Y_i, Q_{M/F}^\tau)$  is regressed on  $X_i$  using Ordinary Least Squares, for males and females

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<sup>1</sup>There are other existing decomposition methods for distributional statistics beyond the mean (see [Fortin et al. \(2011\)](#) for a detailed review of the research on the decomposition methods). Aggregate decompositions for quantiles ([Juhn et al. \(1993\)](#) residual imputation method, [Mata and Machado \(2005\)](#) conditional quantile regression method or counterfactual methods) provide an overall decomposition into two components but do not provide the respective contributions of each covariate as the detailed decompositions.

<sup>2</sup>Hence, the unconditionnal quantile regression is applied on the average  $X$  in the entire sub-population. The estimated coefficient can be interpreted as the effect of increasing the mean value of the covariate on the unconditionnal quantile.



separately and for a specific quantile:

$$\text{RIF}(Y^r, Q_M^\tau) = X\gamma_M + \epsilon_M \quad , \quad \text{RIF}(Y^r, Q_F^\tau) = X\gamma_F + \epsilon_F.$$

### Third step

The  $\hat{\gamma}_M^\tau$  and  $\hat{\gamma}_F^\tau$  obtained are used for a decomposition:

$$\underbrace{Q_M^\tau - Q_F^\tau}_{\hat{\Delta}_\tau^r} = \underbrace{(\hat{\gamma}_M^\tau - \hat{\gamma}_F^\tau)}_{\hat{\Delta}_S^r} \bar{X}_F + \underbrace{(\bar{X}_M - \bar{X}_F)}_{\hat{\Delta}_X^\tau} \hat{\gamma}_M^\tau.$$

We then obtain, as with the Oaxaca-Blinder decomposition, a gender gap split into a part due to difference in characteristics  $X$  between males and females, and a part attributed to a difference in the valuation of these mean characteristics at a given point in the distribution.

## 3 Data

As mentioned earlier, one of the major reasons the empirical literature on the supply-side origins of the gender gap is incomplete is the lack of data on job search behaviour. On the one hand, the literature on a heterogeneous sample of the population the topic is scant, likely due to data availability.<sup>3</sup> On the other hand, characteristics of the desired job related to the literature on preferences are also missing. I then combine a french administrative dataset, with the information I collected about job descriptions to address these two issues.

### 3.1 Administrative data

The FH-DADS database allows us to fill this gap by providing information about job search behaviour for a heterogenous part of the French jobseeker population. I then use this matched dataset produced by the French department of labour (DARES) consisting of information on unemployment spells ("*Fichier Historique* (FH)") of the French governmental agency for unemployment "Pôle Emploi" and information on the employment spells derived from the "*déclarations administratives de données sociales*" (DADS) of INSEE. The dataset used in this paper is derived from information of French unem-

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<sup>3</sup>Cortés et al. (Forthcoming) use survey data collected on job offers and acceptances from recent undergraduate alumni from Boston University's Questrom School of Business. Their sample is made up of young and highly skilled cohorts at the early stage of their career. Krueger and Mueller (2016) surveyed unemployed workers in New Jersey for 24 weeks in 2009 resulting in a relatively small and restrictive sample. To finish, Brown et al. (2011) use data from the British Household Panel Survey (BHPS), which is a dataset lacking essential job search variables (like desired commuting) with a limited number of observations.

ployment insurance claimants whose unemployment spell began between 2006 and 2012.<sup>4</sup> This period appears to be particularly relevant for this analysis since the Great Recession was a major shock that pushed many different types of workers to search for a job and induced more transition than are usually observed (Pissarides, 2013). Besides, the Great Recession, known as the He-cession or Man-Cession, has particularly impacted male employment and especially the skilled male labour force. However, Figure 21 in the Appendix section shows that the share of women is still important in the last deciles of the reservation wage distribution. In addition, to claim unemployment insurance in France, individuals must register with "Pôle Emploi" and answer some questions about the characteristics of the type of job they are seeking. Because of this mandatory requirement, individuals register even if they do not intend to find a job through this structure (as for jobs where the network is more important), limiting a possible selection bias in the database. Indeed, table 1 show that more than 20% of the main sample of job seekers have a university degree.

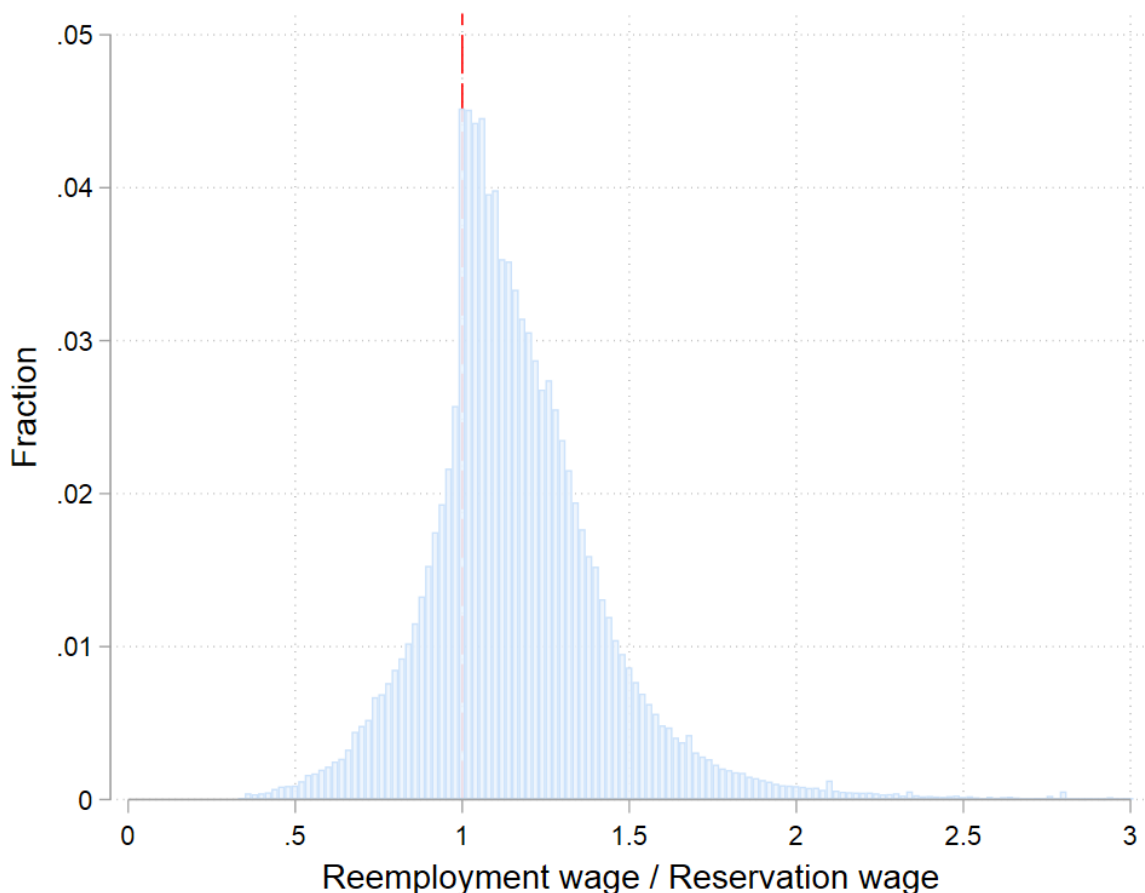
The main variable of interest in this analysis is the reservation wage. FH-DADS database contains detailed information on reservation wages at the individual level for each unemployment spell. Indeed, job seekers are asked: "*What minimum gross wage do you accept to work for?*" and are then asked the unit of this amount (hourly, monthly, annually) as well as the working hours of the job sought (full or part-time). These variables enable me to construct the hourly gross deflated reservation wage. As shown by Le Barbanchon et al. (2021), the answer to this question is likely to be a good measure of the reservation wage as more than 75% of our sample have a ratio of reemployment wage over reservation wage above one.<sup>5</sup> Figure 1 shows the distribution of the reemployment wage divided by the reservation wage, illustrating that most job-seekers find a job with a wage higher than the reservation wage declared during their unemployment spell. The excess mass at 1 reflects the fact that an important share of female job seekers find a job at the minimum wage (as shown in the Figure 10 and 13 in the Appendix, on a sample without a reservation wage equal to the minimum wage). Furthermore, the reservation wage differs from the previous wage, as illustrated in the Figure 11 in the Appendix plotting the distribution of the ratio of the job seeker reservation wage over the wage in her previous job. The excess mass at 1, again, reflects the fact that an important share of female job seekers anchors their reservation wage on the minimum wage (see the Figure 12 and 14 in the Appendix).

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<sup>4</sup>The FH-DADS survey provides information on unemployment spells before 2006, but I do not consider them because of important missing information, as responses about the acceptable commute and reservation wage were not mandatory then.

<sup>5</sup>Additionally, as discussed by Le Barbanchon et al. (2021), the job seekers are likely to reveal their true reservation wage as browsing through vacancies is costly and there is monitoring from the French unemployment governmental agency (Pôle Emploi).

Figure 1: Reemployment wage over reservation wage



**Notes:** FH-DADS database, 2006-2012. This figure plots the ratio of the reemployment wage (both FTE gross monthly) over the reservation wage.

The FH-DADS database also provides information on a variable essential to understand the determinants of the reservation wage: the acceptable commute (as it has been shown by [Le Barbanchon et al. \(2021\)](#)). The acceptable commute is the response to the question “*What length of daily commute (one way) would you accept?*”<sup>6</sup> FH-DADS gives other information on the characteristics of the job offers: desired occupation, job characteristics, the timing of the offer and job acceptance. By pairing the different unemployment and employment spells for each individual, I derive the wage preceding the unemployment spell as well as the following realized wage and commute. I also observe the unemployment history which provides information on previous unemployment shocks,

<sup>6</sup>As the job seekers can declare their acceptable commute in different units (kilometres, hours, or minutes), I use a unique commute variable using the conversion method of [Le Barbanchon et al. \(2021\)](#), assuming that the average commuting speed is 35 km/hour. I also use the measure of [Le Barbanchon et al. \(2021\)](#) for the realized commute (following the unemployment spell): the distance between the centroids of the municipality of the workplace and the municipality of residence. The high number of municipalities in France (34 000) generate a useful proxy for the actual location. When workers reside and work in the same municipality, I use the same proxy as them: the average distance between two random locations within the municipality.

both number and length. There are also variables on whether a job was rejected or accepted in addition to the reasons why. Moreover, the database includes demographic attributes, household composition (number of children and marital status), benefits received and human capital variables (academic background, experience in the desired job). All these variables thus constitute a rich, rare, and adequate set of information to analyze the supply-side origins of the gender pay gap.

The sample used to investigate the evolution of the reservation wage gap along the reservation wage distribution comprises more than 633.000 unemployment spells. I restrict the sample to job seekers aged between 25 and 60, excluding job seekers leaving outside metropolitan France. To observe information for the job preceding and the job following the unemployment spell, I also restrict to the last finished unemployment spell for each job seeker.

Table 1, reporting summary statistics for the main sample of job seekers, shows that more women are asking for part-time jobs in comparison to their male counterparts. The mean deflated monthly gross reservation wage of job seekers in our sample is 1,417 euros for women and 1,608 euros for men. The average re-employment wage is higher than the mean reservation wage, suggesting that individuals are truly declaring the minimum wage they are willing to work for. The maximum acceptable commute (one way) is 25 kilometres for women who report in distance and 45 minutes for women who report in time. For men, it is, respectively, 34 kilometres and 55 minutes.

Table 1: Descriptive statistics

	Men	Women
Asking for part-time contract	5.2%	21.8%
Asking for short-term contract	1.94 %	1.79%
Average of monthly reservation wage	1607.9	1416.8
Average of previous monthly wage	2222.5	1980.2
Average of following monthly wage	2004.9	1824.1
Number of previous unemployment spells	3.047	2.316
Married	46.5 %	54.8%
Mean acceptable commute in km	34.10	25.26
Mean acceptable commute minutes	54.58	44.86
No education	19.2%	20.4%
High school degree	17.1%	19.9%
2 years university degree	11.3%	13.5%
Bachelor degree	5.99%	9.03%
Master degree	7.51%	8.30%
Mean age	38.05	38.28
One child	15.9%	23.3%
Two children	14%	22%
3 children or more	9.38%	14.1%
Observations	633 517	

**Source:** FH-DADS database, 2006-2012. The monthly previous wage denotes the wage preceding the unemployment spell and the next-job monthly wage the one earned at the next job after the unemployment spell. Wages are gross monthly deflated wages in euros.

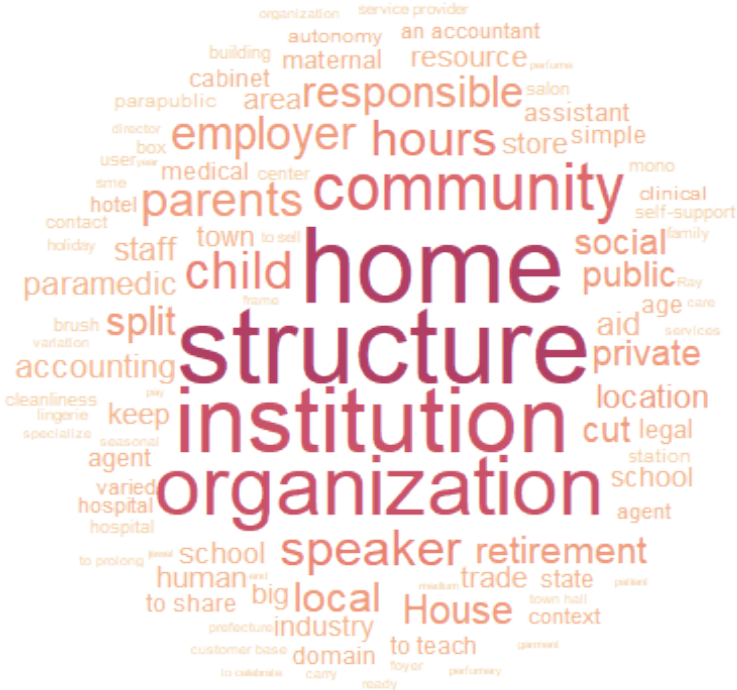
### 3.2 Collected data on job description

During their registration at the French Unemployment Agency (Pôle Emploi) and while they are indicating their reservation wage, job seekers also have to indicate their desired job, providing me information about the ROME code of the desired job ((Répertoire Opérationnel des Métiers et des Emplois). This information will be used by the French Unemployment Agency to send targeted job vacancies to the job seekers. During this registration, job seekers have access to the 532 job descriptions on the official website of Pôle Emploi.<sup>7</sup> I collect information about the job targeted by the job seeker, extracting information from the pdf of these 532 job descriptions. This data collection enables me to build a rich dataset of variables as the latter is composed of the definition, access (type of diploma, experience), conditions of the activity, required skills (basic, specific, expertise, knowledge) and the work environment (structures and sectors), for each of the 532 jobs. An example is provided in the Appendix, with the translated description of the journalist’s job.

<sup>7</sup>These job descriptions are available on the official website at this link: <https://www.pole-emploi.fr/candidat/decouvrir-le-marche-du-travail/les-fiches-metiers.html>

To collect information on these job descriptions, I use text analysis methods. First, I extract text from pdf, before lemmatizing my text. Then, I use text mining tools to clean my text, removing french stopwords, punctuation, convert cases, etc. I combine the obtained job characteristics obtained with my sample from FH-DADS and distinguish men and women in two different samples. Weighting the job description with the frequency of job requested for each gender, I create a difference of word frequency between men and women to identify variables important for job sorting. One can observe in Figure 2 that women are targeting more jobs in public structures (institution, organization, local communities), with social features and jobs at customer home or with home-office.

Figure 2: Wordcloud of gender difference in working-condition (female-male)

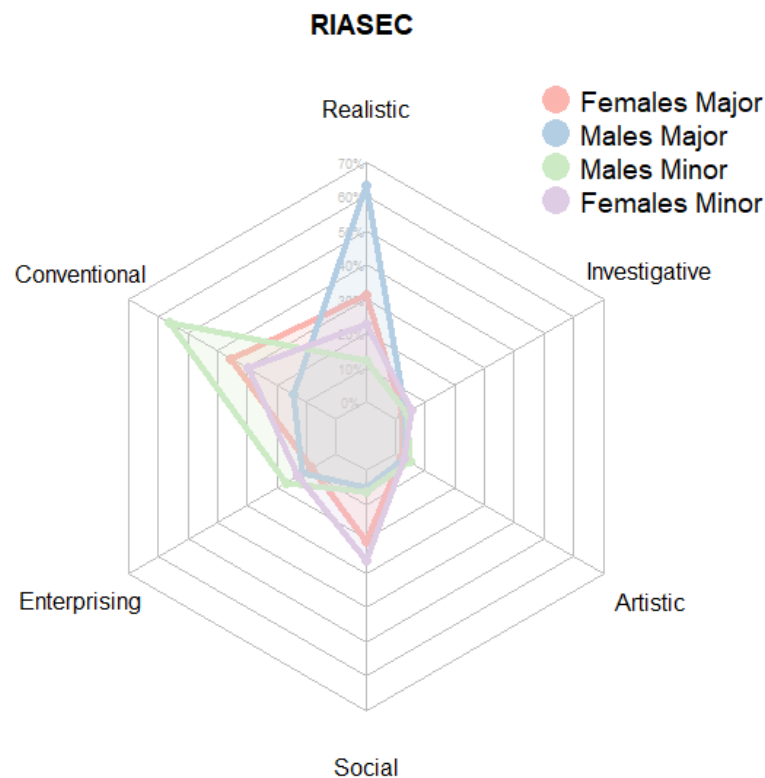


**Notes:** Translated wordcloud of the difference between women and men word frequency, for the "*working-condition*" category of job description.

For example, Figure 2 shows the difference between the word frequency in the category of "*Working-condition*" in job descriptions targeted by females compared to the one targeted by men. The bigger the word, the higher the difference. Based on the literature and gender difference of word frequency for each category of job descriptions, I build a new and rich set of variables. First, I gather information about Holland’s occupational

themes for each job. Also called the RIASEC classification, the seminal work of [Holland \(1966\)](#) enables to classify career and vocational choices based on personality traits.<sup>8</sup> [Holland \(1966\)](#)'s model distinguishes human personalities in relation to work environment divided into six categories (Realistic, Investigative, Artistic, Social, Enterprising and Conventional). For each job description, we can find a major and minor code of the RIASEC classification, based on the required skills. Figure 3 reports the frequency of the desired job based on [Holland \(1966\)](#)'s classification for men and women separately. Figure 3 shows that there are major gender differences in the choice of the job, based on the Holland classification. Most women target social or conventional jobs. Social jobs refer to the *helpers* with jobs requiring to inform, help, or work in social services. Conventional jobs refer to the *organizers*, working in a structured environment, or with routines. In contrast, most men target realistic jobs, relating to the practical, tangibles and hands-on jobs for the *doers*.

Figure 3: Gender frequency & Holland classification



**Notes:** Frequency of type of job targeted by men and women, based on the Holland classification.

<sup>8</sup>The [Holland \(1966\)](#)'s model is the dominant model of vocational preferences in psychology's literature.



I also build other preferences variables based on skills required (Management and negotiation) or the environment of the job (outdoor work, self-employment, work at customer's home). Besides, I construct variables related to the temporal flexibility: Job requiring to be on-call, to travel (at the international or national level), to be far from home, to work at night, during holidays, during weekends, with staggered hours, split hours or home-office. To finish, I construct variables based on the social content of the job (work in public sectors, NGOs, local communities, etc.).

## 4 Results

In this section, I document how the reservation wage gap varies across quantiles. First, to verify that the search strategy through the reservation wage matters for future earnings, I estimate the reservation wage effect on the next job's wage. Then, I estimate the quantile gender gaps in reservation wage in the first place controlling for standards variables and in a second step, adjusting for the collected characteristics of the desired job. Following the experimental literature, I explore the possible explanations related to behavioural attributes: male overconfidence and female risk aversion. Using unemployment history, I build many measures to assess a possible female risk aversion due to previous unemployment shocks. Moreover, I use the job application history to construct different measures of overconfidence. Finally, given the gender differences in unemployment duration, I investigate the role of the reservation wage in employment outcomes.

### 4.1 Impact of reservation wage on the following wage

As mentioned earlier, the reservation wage is a preference measure as it represents the opportunity cost of paid work. But this preference has an important role in the following wage. [Le Barbanchon et al. \(2021\)](#) shows that the mean gender gap in reemployment wage closely follows the mean gender gap in reservation wage. In table 2, I report the estimates of the coefficients of the log reservation wage and the log previous wage from quantile regressions. Table 2 shows that the mean log hourly reservation wage has a significant role on the wage of the job following the unemployment spell. The results suggest that gender gaps in reemployment wages are partly driven by labour supply and especially the reservation wage. I find that a higher reservation wage significantly increases the following wage. These results, controlling for the previous wage, suggest that the reservation wage do not only capture unobservable wage characteristics. Moreover, the coefficient of the log reservation wage, which is higher than the of one the log previous wage, indicates that the preferences component captured by the reservation wage has a more important role than the unobservable wage characteristics in future wage.

Table 2: The effects of reservation wage on the reemployment wage

	(1)	(2)	(3)
VARIABLES	Overall	Male	Female
Log of reservation wage	0.243*** (0.002)	0.238*** (0.002)	0.248*** (0.003)
Log of previous wage	0.190*** (0.001)	0.122*** (0.002)	0.230*** (0.002)
Female	-0.026*** (0.001)		
Observations	409,983	207,709	202,274
R-squared	0.5064	0.4905	0.510

**Source:** FH-DADS database, 2006-2012. **Note:** Regression of the effects of the log hourly reservation wage on the next-job wage. Other covariates in the regression include experience, commuting, highest educational attainment (5 dummies), the marital status, the number of children, a set of regional dummies for France, a trend variable for the year, characteristics of the job (type of contract), job occupation (23 dummies)<sup>9</sup> and nationality (2 dummies). Standard errors in parentheses. +, \*, \*\* and \*\*\* denotes statistical significance at 10, 5, 1 and 0.1 percent levels.

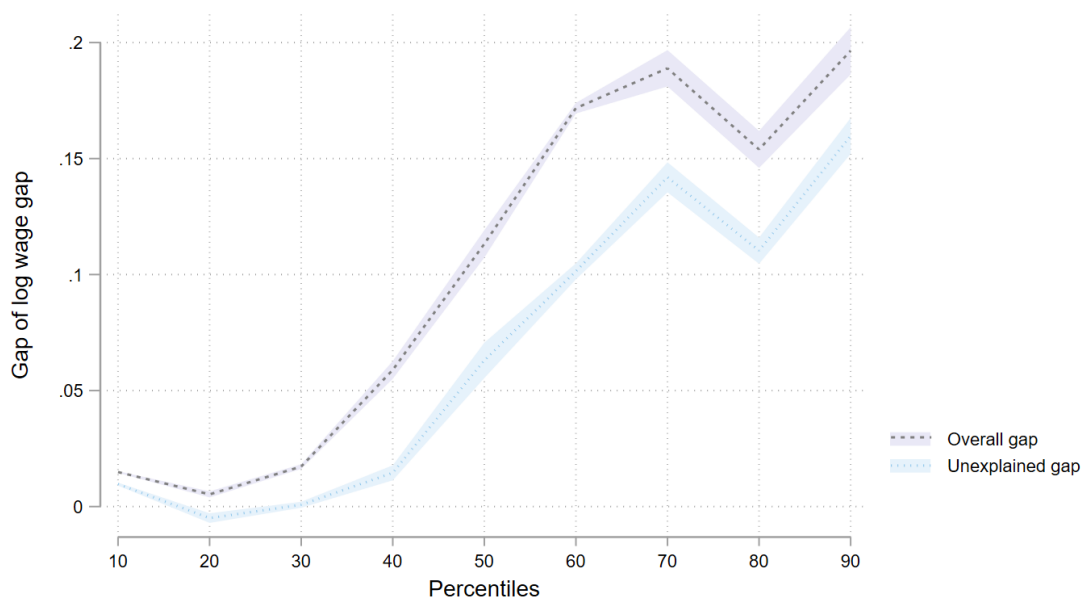
## 4.2 Gender gap in reservation wage

Figure 4 plots the deciles of the reservation wage gap separately of the unexplained and explained part. The explained component, which is the difference between the overall gap and its unexplained part, can be observed in the Figure 4 by the space between the two lines. This Figure shows how the unexplained reservation wage gap increases along the wage distribution. These results seem to be driven by the higher share of women asking for the minimum wage as it can be seen in the Figure 20 in the Appendix.<sup>10</sup> The figure 4 highlight the importance of observing at the quantile level the gender reservation wage gap as the median and the average hide strong patterns at the tail of the distribution. Also, the low explained part of the gap at the top of the distribution emphasizes the fact that the gender differences in job-seekers characteristics have a limited impact on the reservation wage gap.

<sup>9</sup>The job occupation categories refer to the PCS-2 classification (*professions et catégories socioprofessionnelles*).

<sup>10</sup>Moreover, as discussed in [Le Barbanchon et al. \(2021\)](#), an important share of job seekers declare a reservation wage lower or equal to the minimum wage. However, the job seekers must declare their gross reservation wage which is likely to be misreported since the job seekers are more likely to declare instead their net reservation wage which is more apparent. Indeed, in the table ?? we can observe that less than 1% of the job seekers declare a reservation wage at or below the net minimum wage.

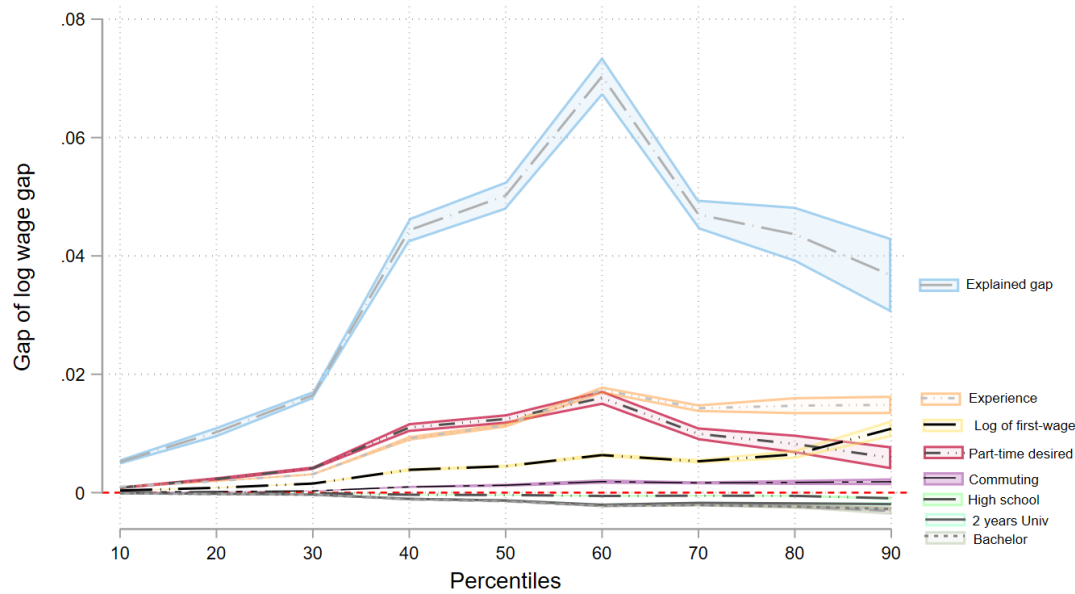
Figure 4: Unexplained gap with RIF decomposition (Baseline estimation)



**Notes:** FH-DADS database, 2006-2012. This figure shows the overall gender reservation wage gap and its unexplained component. Covariates in the RIF decompositions include qualifications, career field, part-time desired, the log of the first wage, the marital status (single), commuting, number of children, a set of regional dummies for France, a trend variable, experience in the desired job, education level, potential benefit duration, number of previous unemployment spells, number of days of unemployment at the registration and nationality (2 dummies).

Indeed, Figure 5 plots the detail of the explained gender reservation wage gap, with the contribution of some variables. As women are more educated than men, the gender difference in education helps to narrow the gap. The female desire for part-time increases the gap but mostly at the middle of the distribution. At the top of the distribution, the gender difference in experience or in the first wage widens the gap. The remaining explained gap is mainly due to the gender differences in the desired occupation or career field. Appendix Table 6 reports the detailed estimation results of occupations and career field variables in the explained gap.

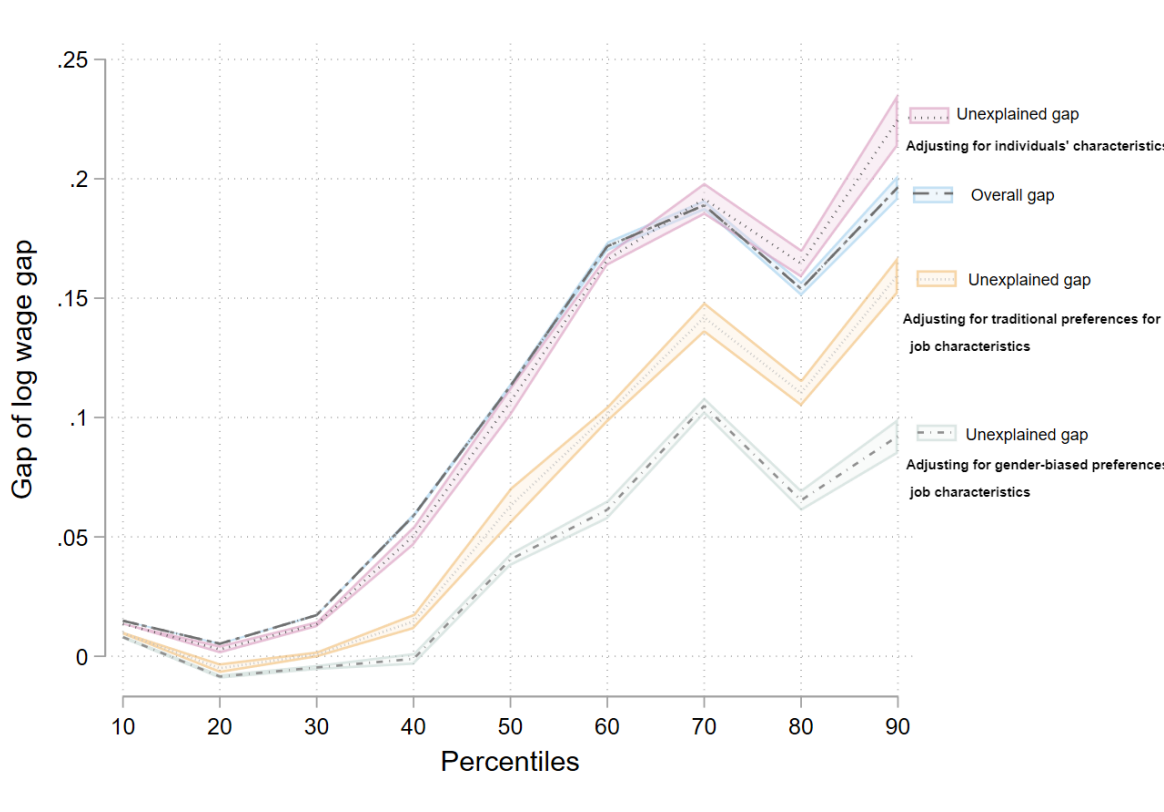
Figure 5: Detail of gender reservation wage gap explained part from the RIF decomposition (Baseline estimation)



**Notes:** FH-DADS database, 2006-2012. This figure shows the contribution of some variables in the explained component of the gap. Covariates in the RIF decompositions include qualifications, career field, part-time desired, the log of the first wage, the marital status (single), commuting, number of children, a set of regional dummies for France, a trend variable, experience in the desired job, education level, potential benefit duration, number of previous unemployment spells, number of days of unemployment at the registration and nationality (2 dummies).

Figure 6 plots the deciles of the reservation wage gap and its unexplained component for different specifications. The unexplained gap adjusting for individuals' characteristics only is higher than the overall gap, meaning that the differences in individuals' characteristics reduce the gap. The second specification, adjusting for traditional variables for job characteristics preferences (type of contract desired, career field and occupation) in addition to the individual's characteristics is the one shown in the Figure 4. The third specification adjusts for the gender-biased preferences in job characteristics with the data collected on the job description. It controls for variables based on the skills required (management and negotiation), related to the environment of the job (outdoor work, self-employment, work at customer's home), relating to the temporal flexibility (Job requiring to be on-call, to travel (at the international or national level), to be far from home, to work at night, during holidays, during weekends, with staggered hours, split hours or home-office.) and to the social content of the job (work in public sectors, NGOs, local communities, etc.). Figure 6 shows that adjusting for these preferences variables enables to reduce the unexplained component of the reservation wage gap by half at the top of the distribution.

Figure 6: Unexplained gap with RIF decomposition



**Notes:** FH-DADS database, 2006-2012. This figure shows the overall and unexplained gender reservation wage gap obtained with the RIF decomposition. The specification adjusting for individuals' characteristics include as controls the log of the first wage, the marital status (single), commuting, number of children, a set of regional dummies for France, a trend variable, experience in the desired job, education level, potential benefit duration, number of previous unemployment spells, number of days of unemployment at the registration and nationality (2 dummies). The specification adjusting for traditional preferences for job characteristics add further controls for qualifications, career field and part-time desired. The specification adjusting for gender-biased preferences for job characteristics add supplementary variables based on the skills required (Management and negotiation), related to the environment of the job (outdoor work, self-employment, work at customer's home), relating to the temporal flexibility (Job requiring to be on-call, to travel (at the international or national level), to be far from home, to work at night, during holidays, during weekends, with staggered hours, split hours or home-office.) and to the social content of the job (work in public sectors, NGOs, local communities, etc.).

Adjusting for the gender-biased preferences increases the importance of occupations and career field in the explained component. Indeed, figure 22 and table 7 in the Appendix, highlight the fact that the job characteristics are a major part of the explained gap. This result suggests that gender-biased preferences are correlated with career fields and occupations.

### 4.3 Other potential explanations

Figure 6 shows that even adjusting for job characteristics preferences linked to the content and amenities of the job, a substantial unexplained gender reservation wage gap

subsists. In this section, I consider other potential explanations that may account for the remaining unexplained reservation wage gap. In particular, I consider the extent to which gender differences in psychological attributes such as overconfidence and risk preferences might generate dissimilar patterns in reservation wage. Then, distinguishing in two different samples the job seekers without and with children, I observe to which extent the observed pattern is due to the child penalty.

### **Male overconfidence**

In this paragraph, I examine how male overconfidence affects the reservation wage. Previous experimental work has documented a higher level of belief in their ability displayed by men (Buser et al., 2014; Niederle and Vesterlund, 2007). I use the unemployment history and especially the history of job applications as a measure of an individual's overconfidence to analyse if gender differences in overconfidence could explain the gender reservation wage gap.

All the information about the job search, as the commuting and reservation wage, enables caseworkers from the French governmental unemployment agency (Pôle Emploi) to select the vacancies they will suggest to job seekers. Hence, FH-DADS data provide information about vacancies applications posted on the Pôle Emploi agency website as the application choices and the hiring outcomes of the job seekers. There is a higher share of males who have in their unemployment history unsuccessful applications. Overconfidence is first measured as a binary indicator of previous unsuccessful job applications due to unsuccessful resumes, insufficient qualification or a wage requested too high.

Table 3: Descriptive statistics on job seekers unsuccessful application history

	Males	Females
Offer withdrawn by employer	6.40	5.59
Candidate did not present himself	7.12	4.60
Employer has doubts about applicant's presentation	2.06	1.42
Refusal by employer for insufficient experience	2.34	2.24
Refusal by employer for insufficient education	0.18	0.16
Refusal by the employer for inconclusive resume review	1.47	1.54
Refusal by the employer for inconclusive test	0.08	0.09
Refusal of applicant for other reasons	3.65	3.13
Refusal for level of skills	0.16	0.10
Refusal by employer for other reasons	75.35	79.99
Refusal by the employer for insufficient qualification	0.59	0.44
Refusal by the employer for inconclusive interview	0.21	0.27
Refusal by the employer because the salary requested was too high	0.07	0.06
Refusal by applicant for working conditions or salary	0.31	0.35
Refusal by employer for negative medical examination	0.01	0.00

**Notes:** For job applications through the French governmental agency for unemployment (website or local agencies), the table reports summary statistics on job seekers who have, in their unemployment history, an application that did not lead to a hiring.

Table 4 shows results from regression of the reservation wage on a male dummy and the overconfidence indicator (denoting a previous unsuccessful job application due to unsuccessful resume, insufficient qualification or a wage requested too high). Results indicate that having had overconfidence in the previous applications negatively impacts the male reservation wage (column (3)). For women (column (4)), the effect is also negative, and the interaction term (column (2) and column (6)) indicates that the negative effect is stronger for men. Therefore, results suggest the reservation wage gap cannot be imputed to male overconfidence.



Table 4: Overconfidence effect on reservation wage

VARIABLES	(1) Full sample	(2) Full sample	(3) Male	(4) Female	(5) Full sample	(6) Full sample	(7) Male	(8) Female
Male	0.073*** (0.001)	0.073*** (0.001)			0.055*** (0.001)	0.055*** (0.001)		
Overconfidence	-0.014*** (0.001)	-0.009*** (0.002)	-0.015*** (0.002)	-0.011*** (0.002)	-0.013*** (0.001)	-0.009*** (0.002)	-0.014*** (0.002)	-0.012*** (0.002)
Male × Overconfidence		-0.008*** (0.003)				-0.007*** (0.002)		
Observations	567,541	567,541	270,935	296,606	567,541	567,541	270,935	296,606
R-squared	0.5337	0.5337	0.5278	0.521	0.556	0.556	0.547	0.549

**Notes:** The table reports regression coefficients of the overconfidence measure on the log hourly reservation wage for each education level. In columns (2), controls include an interaction term of a male dummy and the log reservation wage. Overconfidence is measured as a dummy variable indicating if, in the job seeker's unemployment history, a job application has already been refused because of an unsuccessful resume, insufficient qualification or a too-high wage requested. Columns (1) until columns (4) are specifications controlled with standards covariates and columns (5) until columns (8) adjust also for preferences. +, \*, \*\* and \*\*\* denotes statistical significance at 10, 5, 1 and 0.1 percent levels.

## Risk preferences

Next, I examine how risk preferences affect the reservation wage. As mentioned earlier, a large experimental literature has documented a higher level of risk aversion displayed by women. Again, for the analysis, I use the unemployment history and especially the previous unemployment shocks as a measure of an individual's risk aversion. Indeed, the gap in reservation wage could be due to a stronger female reaction to previous unemployment shocks resulting in a female risk aversion to unemployment shocks. As women are more risk-averse, they may lower their reserve wage to minimize the unemployment length.

Table 5: Previous unemployment shocks effect on reservation wage

VARIABLES	(1) Full sample	(2) Full sample	(3) Male	(4) Female	(5) Full sample	(6) Full sample	(7) Male	(8) Female
Female	-0.0793*** (0.001)	-0.0875*** (0.001)			-0.0539*** (0.001)	-0.0620*** (0.001)		
Mean previous unemployment duration	-5.57e-06*** (0.000)	-1.40e-05*** (0.000)	-7.49e-06*** (0.000)	-4.79e-06*** (0.000)	-2.65e-06*** (0.000)	-1.10e-05*** (0.000)	-4.02e-06*** (0.000)	-1.81e-06*** (0.000)
Female × Mean previous unemployment duration		1.34e-05*** (0.000)				1.35e-05*** (0.000)		
Observations	519,314	519,314	248,332	270,982	519,314	519,314	248,332	270,982
R-squared	0.4946	0.4950	0.4826	0.4907	0.5454	0.5458	0.5341	0.5425

**Notes:** The table reports regression coefficients of the mean duration of previous unemployment spells on the log of the hourly reservation wage. Columns (1) until columns (4) are specifications controlling with standards covariates and columns (5) until columns (8) adjust also for preferences. +, \*, \*\* and \*\*\* denotes statistical significance at 10, 5, 1 and 0.1 percent levels.

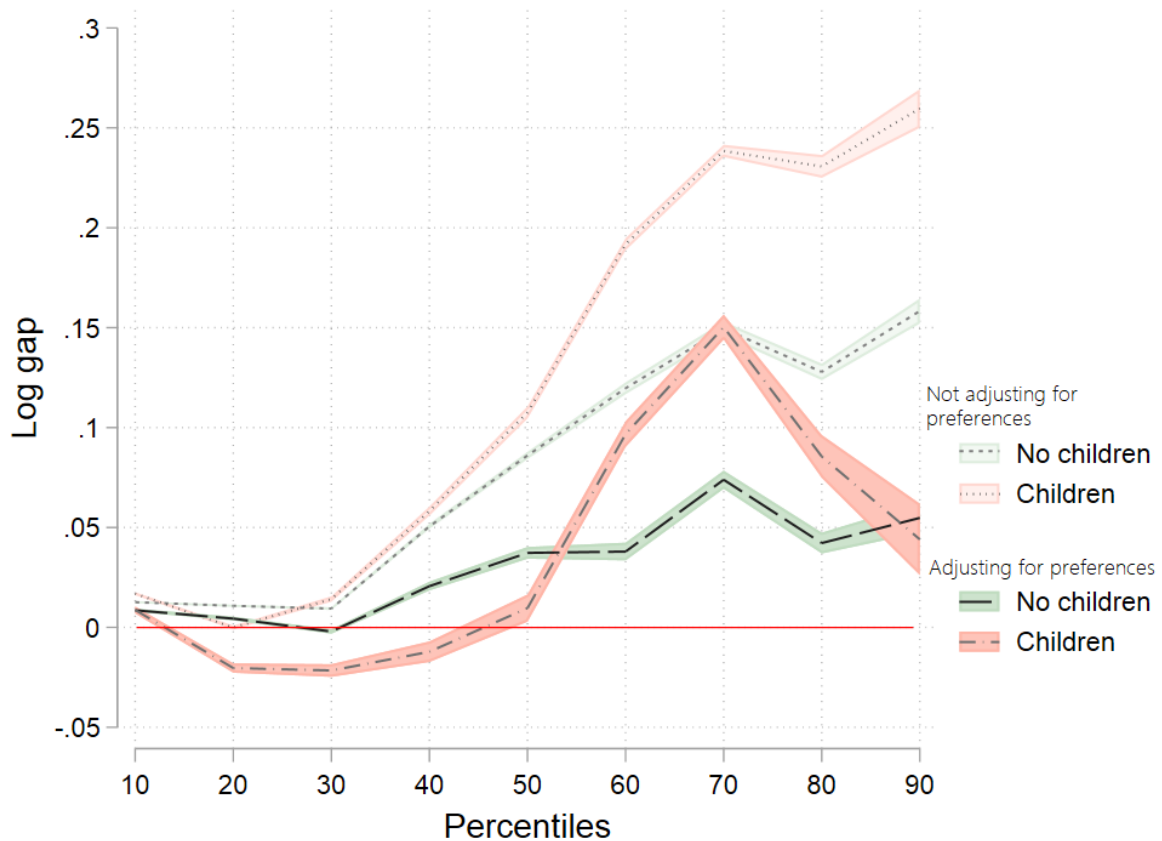
Table 5 shows results from regression of the reservation wage on a female dummy and the mean duration of previous unemployment shocks. Results indicate that a higher

mean duration of unemployment spells decreases the reservation wage. However, the coefficient of the number of previous unemployment spells and its interaction with a female dummy show that this negative effect is lower for women (column (2)). Hence, results suggest the reservation wage gap is not due to a female aversion to previous unemployment shocks. I also find similar results with 2 different specifications of unemployment shocks: The number of previous unemployment spells and the maximum duration of previous unemployment spells.

### **Child penalty**

As the child penalty is one of the major factors of the gender wage gap ([Kleven et al., 2019](#)), children may have a striking effect on the reservation wage gap. Figure 7 reports the unexplained gap obtained from the RIF decomposition for subsamples of childless job seekers (in green) and with children (in orange).

Figure 7: Unexplained gap adjusting for preferences distinguishing childless job seekers



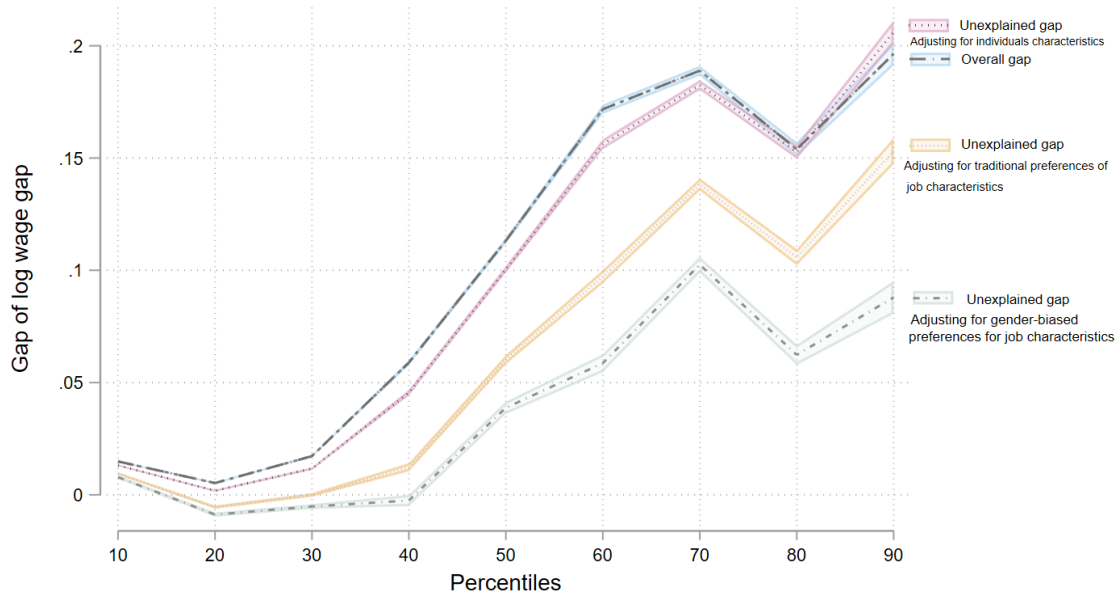
**Notes:** FH-DADS database, 2006-2012. This figure shows the unexplained gender reservation wage gap obtained with the RIF decomposition for the sample without children and with children. The estimation *adjusting for job characteristics* includes the gender-biased job characteristics preferences. These variables are based on the skills required (Management and negotiation) or related to the environment of the job (outdoor work, self-employment, work at customer's home), variable relating to the temporal flexibility (Job requiring to be on-call, to travel (at the international or national level), to be far from home, to work at night, during holidays, during weekends, with staggered hours, split hours or home-office.) and to the social content of the job (work in public sectors, NGOs, local communities, etc.), qualifications, career field and part-time desired. Other covariates in the RIF decomposition, denoted as "Not adjusting for preferences", include the log of the first wage, the marital status (single), commuting, number of children, a set of regional dummies for France, a trend variable, experience in the desired job, education level, potential benefit duration, number of previous unemployment spells, number of days of unemployment at the registration and nationality (2 dummies).

Results for the job seekers in Figure 7 shows on the one hand that adjusting for job characteristics preferences enables to decrease the unexplained component both for job seekers with children and the childless ones. Hence, the gender-biased preferences can not be only imputed to the child penalty, and then preferences for amenities, since these characteristics are also important for childless job seekers. However, the gender-biased preferences could still be due to an anticipation of childless women. On the other hand, Figure 7 highlights the importance of gender-biased preferences for women with children, at the top of the distribution.

## Internalized discrimination

The remaining unexplained component of the gender reservation wage gap could reflect the internalized discrimination experienced by women in previous employment spells. Indeed, if women were discriminated against during previous unemployment spells with lower wages compared to their male counterparts, they could anchor their reservation wage to their discriminated previous wage. Figure 8, in comparison with Figure 6, shows that controlling for the previous wage instead of controlling for the first wage, impacts marginally the unexplained gap adjusted for individuals' characteristics, but it does not impact the unexplained gap adjusted for individuals' preferences. These results emphasise both that the remaining unexplained component of the gap is not due to internalized discrimination and that the gender-specific preferences are not capturing unobserved labour market characteristics of the previous job.

Figure 8: Unexplained gap adjusting for preferences and the previous wage

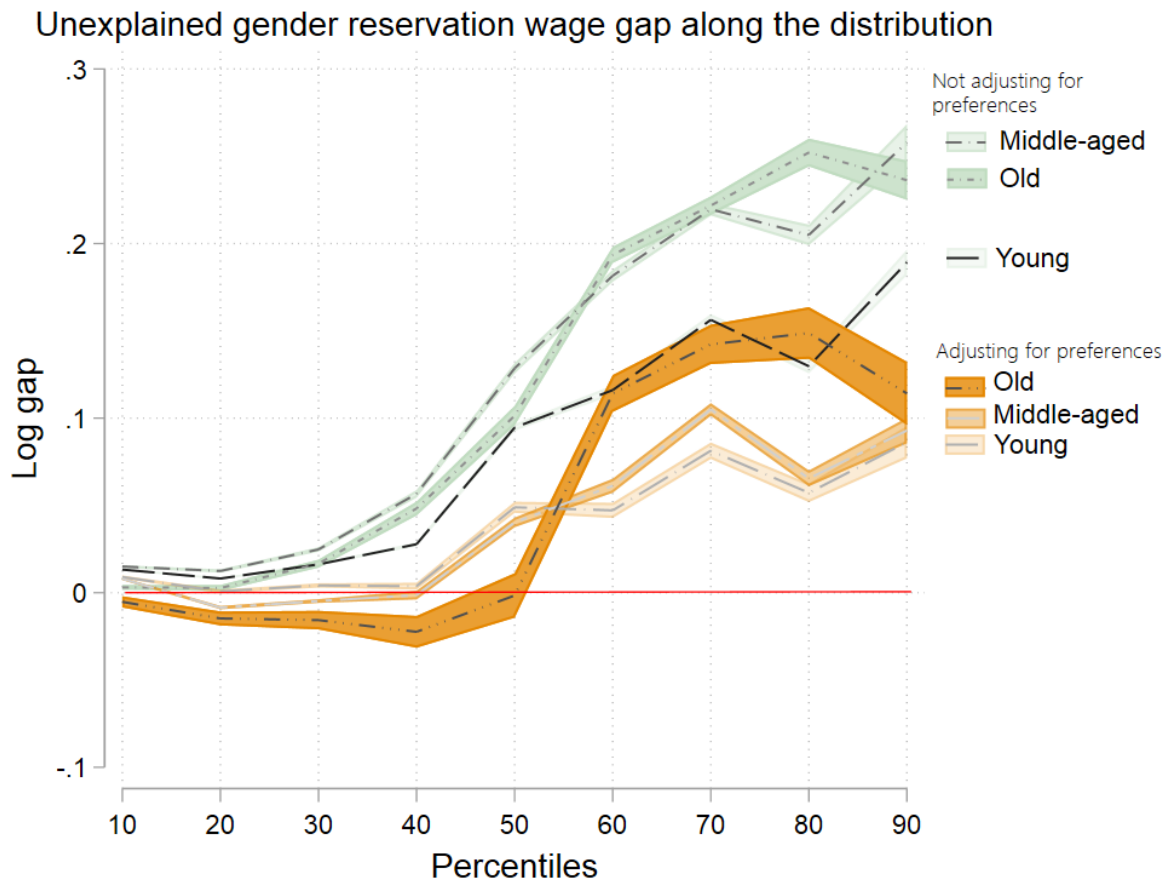


**Notes:** FH-DADS database, 2006-2012. This figure shows the overall and unexplained gender reservation wage gap obtained with the RIF decomposition. The specification adjusting for individuals' characteristics include as controls the log of the previous wage, the marital status (single), commuting, number of children, a set of regional dummies for France, a trend variable, experience in the desired job, education level, potential benefit duration, number of previous unemployment spells, number of days of unemployment at the registration and nationality (2 dummies). The specification adjusting for traditional preferences for job characteristics add further controls for qualifications, career field and part-time desired. The specification adjusting for gender-biased preferences for job characteristics add supplementary variables based on the skills required (Management and negotiation), related to the environment of the job (outdoor work, self-employment, work at customer's home), relating to the temporal flexibility (Job requiring to be on-call, to travel (at the international or national level), to be far from home, to work at night, during holidays, during weekends, with staggered hours, split hours or home-office.) and to the social content of the job (work in public sectors, NGOs, local communities, etc.).

## Cohort effects

The reservation wage gap could also be driven by older cohorts, for which the gender gap of individuals characteristics and norms were much different, compared to the younger cohorts. Figure 9 highlights that, even if the unexplained gap is higher for the older cohort, it is still substantial for the younger cohort.

Figure 9: Unexplained gap adjusting for preferences and the previous wage



**Notes:** FH-DADS database, 2006-2012. This figure shows the unexplained gender reservation wage gap obtained with the RIF decomposition for the sample without children and with children. The estimation *adjusting for job characteristics* includes the gender-biased job characteristics preferences. These variables are based on the skills required (Management and negotiation) or related to the environment of the job (outdoor work, self-employment, work at customer's home), variable relating to the temporal flexibility (Job requiring to be on-call, to travel (at the international or national level), to be far from home, to work at night, during holidays, during weekends, with staggered hours, split hours or home-office.) and to the social content of the job (work in public sectors, NGOs, local communities, etc.), qualifications, career field and part-time desired. Other covariates in the RIF decomposition, denoted as "Not adjusting for preferences", include the log of the first wage, the marital status (single), commuting, number of children, a set of regional dummies for France, a trend variable, experience in the desired job, education level, potential benefit duration, number of previous unemployment spells, number of days of unemployment at the registration and nationality (2 dummies).

## 5 Conclusion

This paper documents the gender reservation wage gap along the distribution. Using RIF decomposition developed by [Firpo et al. \(2009\)](#), I find a significant reservation wage gap unexplained by the differences in observed characteristics, intensifying at the top of the distribution. Adjusting for gender-biased preferences related to both the nature of the desired job and the amenities, the unexplained component of this gap is decreased by half. These findings question the supply side origins of the observed gender wage gap and suggest that women are trading-off job characteristics preferences against wages. Using the unemployment history of the job seekers, I analyse other potential explanations of this gap linked to the difference in behavioural traits observed in the experimental literature. I investigate the role of female risk aversion and male overconfidence in this remaining unexplained reservation wage gap but do not find evidence of a role of these variables. By highlighting the evolution of the gender reservation wage gap along the distribution and linking it to gender-biased preferences, I shed light on the supply-side origins of self-selection into jobs, impacting the gender wage gap.

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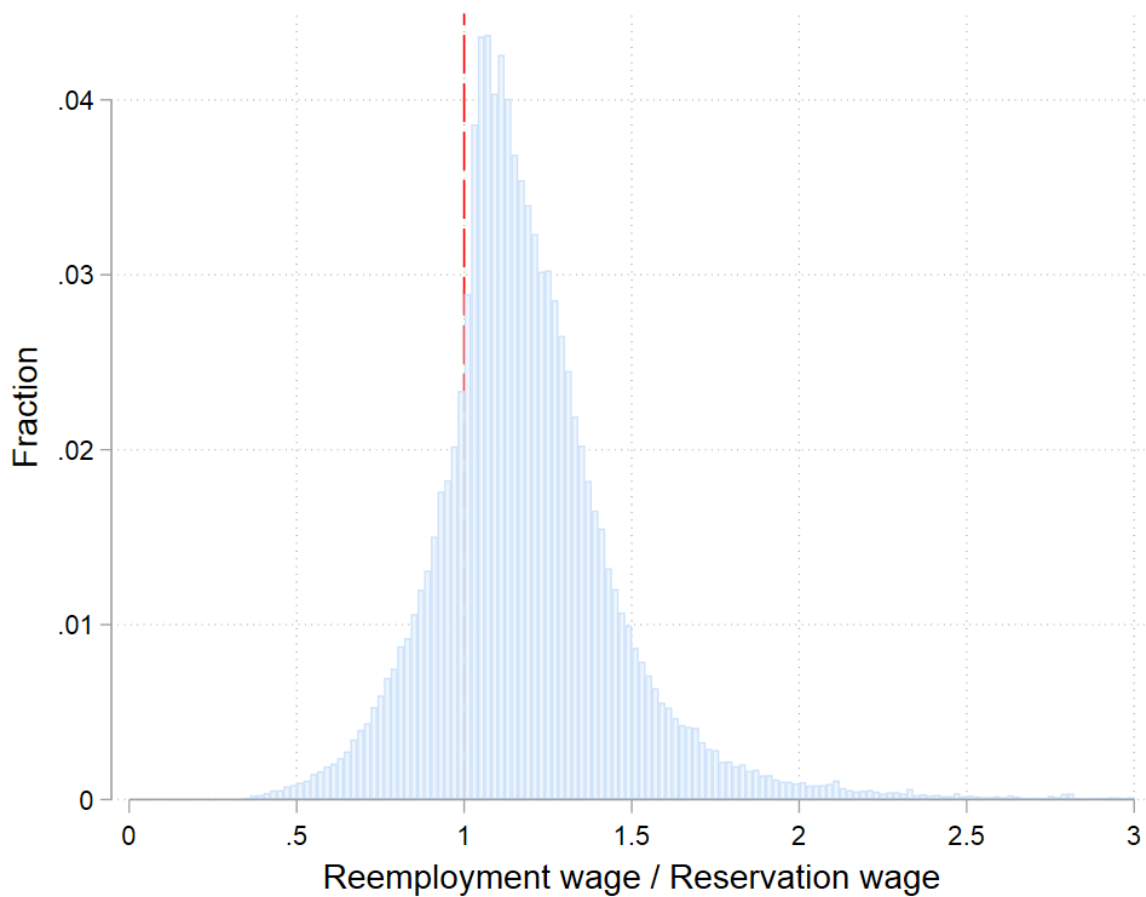


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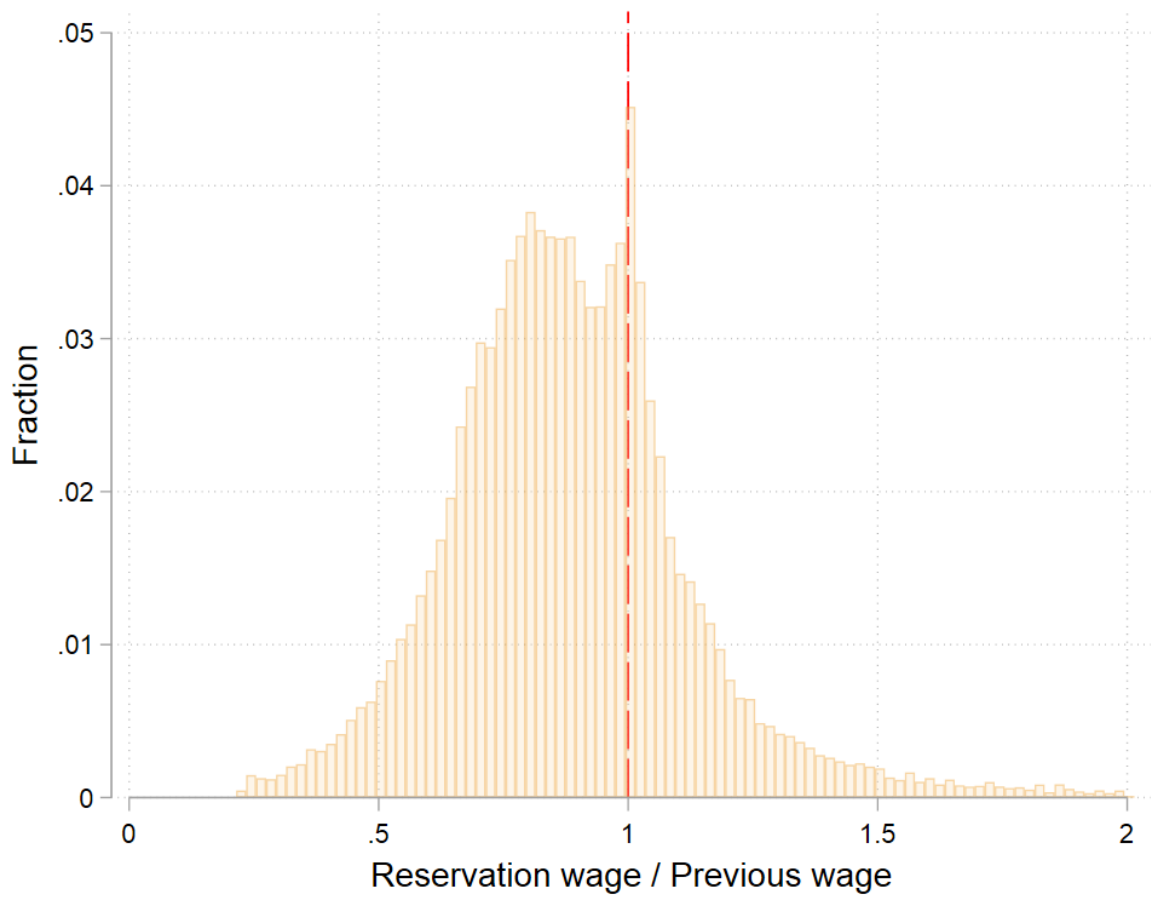
# Appendix

Figure 10: Reemployment wage over the reservation wage (sample without the minimum wage)



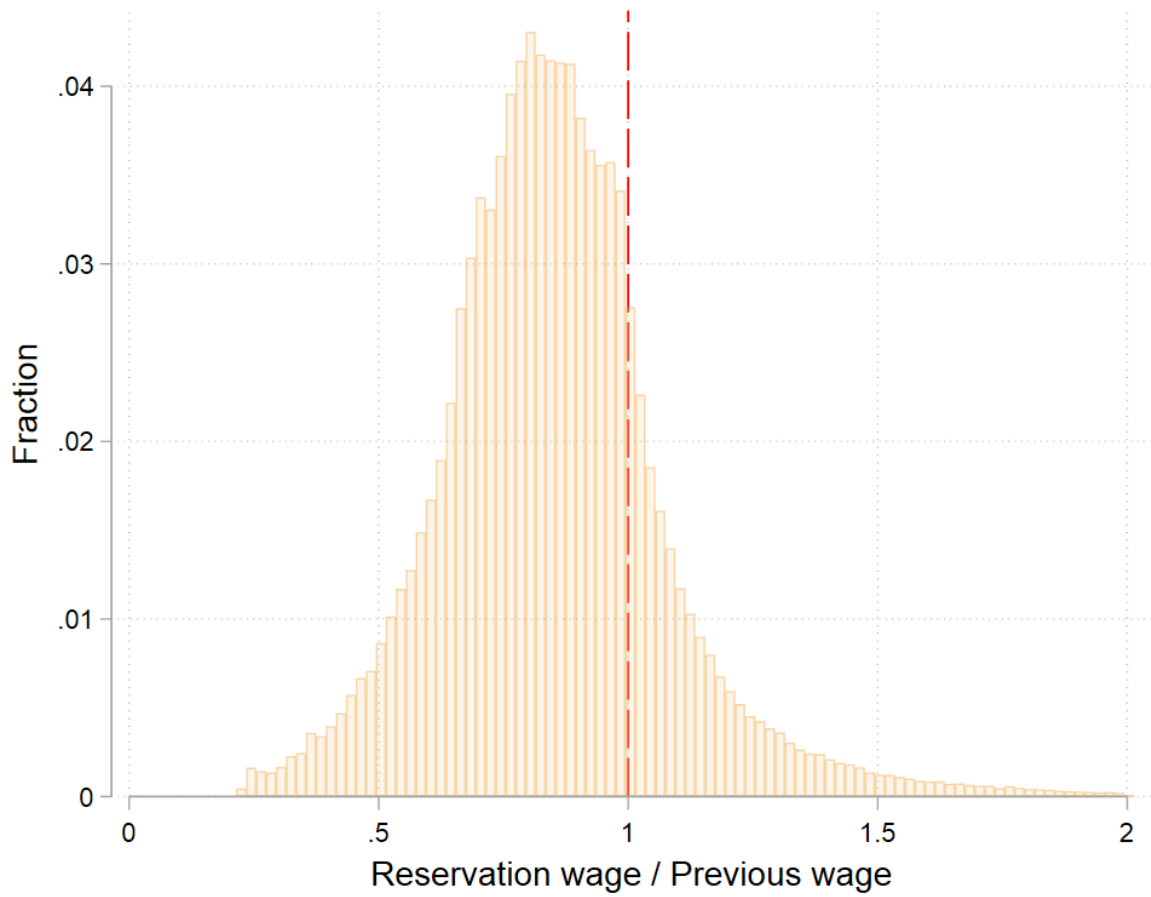
**Notes:** FH-DADS database, 2006-2012. This figure plots the ratio of the reemployment wage (both FTE gross monthly) over the reservation wage on a sample without the job seekers asking for the minimum wage.

Figure 11: Reservation wage over the previous wage



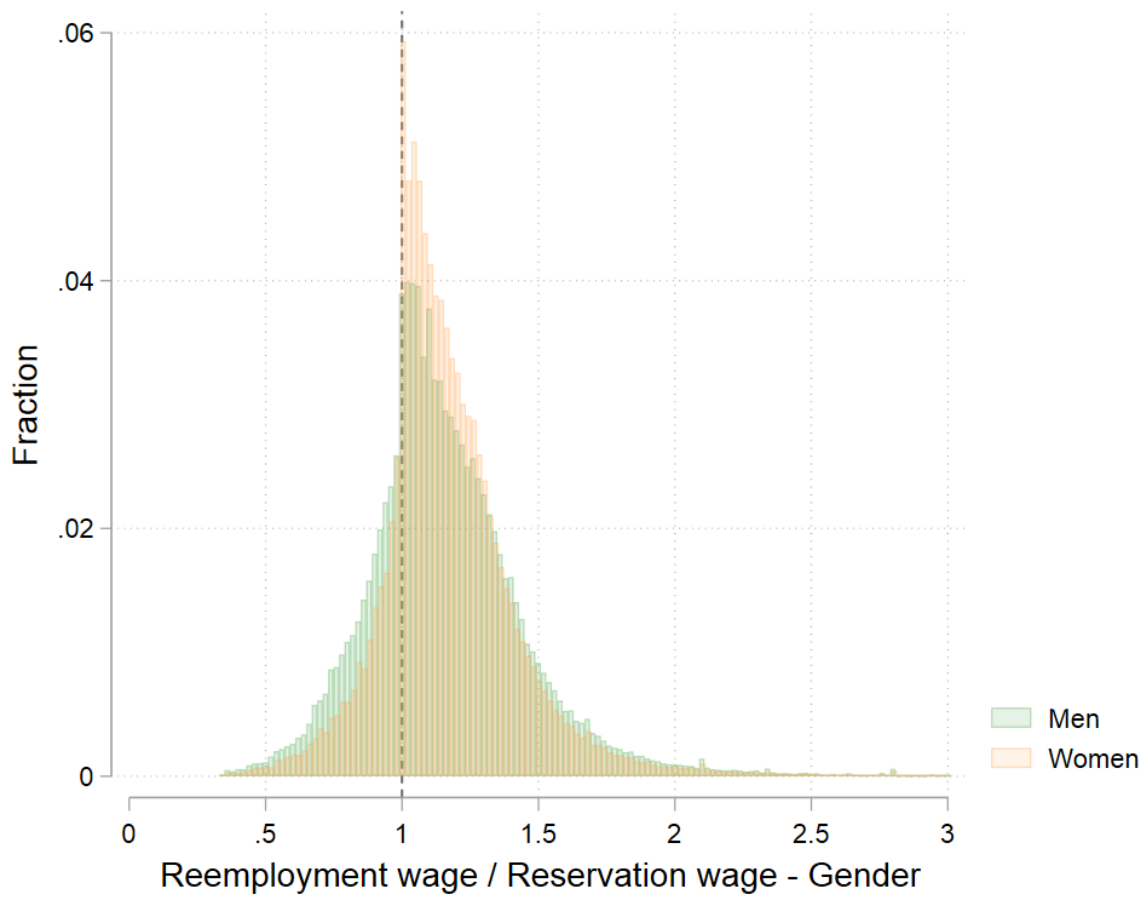
**Notes:** FH-DADS database, 2006-2012. This figure plots the distribution of the ratio of the job seeker reservation wage over the wage in her previous job (both FTE gross monthly).

Figure 12: Reservation wage over previous wage (sample without the minimum wage)



**Notes:** FH-DADS database, 2006-2012. This figure plots the distribution of the ratio of the job seeker reservation wage over the wage in her previous job (both FTE gross monthly) on a sample without the job seekers asking for the minimum wage.

Figure 13: Reemployment wage over the reservation wage by gender



**Notes:** FH-DADS database, 2006-2012. This figure plots the ratio of the reemployment wage (both FTE gross monthly) over the reservation wage on a sample without the job seekers asking for the minimum wage.

Figure 14: Reservation wage over previous wage by gender



**Notes:** FH-DADS database, 2006-2012. This figure plots the distribution of the ratio of the job seeker reservation wage over the wage in her previous job (both FTE gross monthly) for men and women separately.

Figure 15: Job description: Journalist

E1106 - Journalism and media information			RIASEC : Ai
✦ Designations			
<input type="checkbox"/> Editorial assistant <input type="checkbox"/> Editor <input type="checkbox"/> Head of section <input type="checkbox"/> Foreign press correspondent <input type="checkbox"/> Local press correspondent <input type="checkbox"/> Art critic, cinema, theatre, literature, music <input type="checkbox"/> Cyber-journalist <input type="checkbox"/> Information Director <input type="checkbox"/> Managing Editor <input type="checkbox"/> Editorialist <input type="checkbox"/> Special Press Envoy <input type="checkbox"/> Grand reporter / Grande reportrice <input type="checkbox"/> Journalist	<input type="checkbox"/> Journalist in charge of publication <input type="checkbox"/> Corporate journalist <input type="checkbox"/> "City communication" journalist <input type="checkbox"/> Audiovisual journalist <input type="checkbox"/> Print journalist <input type="checkbox"/> Radio journalist <input type="checkbox"/> Local journalist <input type="checkbox"/> Journalist on line <input type="checkbox"/> Journalist / radio presenter <input type="checkbox"/> Journalist presenter / TV presenter <input type="checkbox"/> Journalist editor/writer <input type="checkbox"/> Journalist / Agent	<input type="checkbox"/> Journalist reporter <input type="checkbox"/> Scientific journalist <input type="checkbox"/> Specialist / specialist journalist <input type="checkbox"/> press correspondent <input type="checkbox"/> Territorial journalist <input type="checkbox"/> Web journalist <input type="checkbox"/> Photojournalist <input type="checkbox"/> Freelancer <input type="checkbox"/> Editor <input type="checkbox"/> Sports journalist <input type="checkbox"/> Editor-in-Chief <input type="checkbox"/> Deputy Editor-in-Chief <input type="checkbox"/> Editor rewriter translator	<input type="checkbox"/> Reporter / Reporter <input type="checkbox"/> Reporter photographer <input type="checkbox"/> Cartoonist reporter <input type="checkbox"/> Editorial / editorial manager <input type="checkbox"/> On-line editorial / editorial manager <input type="checkbox"/> Editorial / web editorial manager <input type="checkbox"/> Editorial secretary <input type="checkbox"/> Desktop publishing editorial secretary <input type="checkbox"/> General secretary / general editor <input type="checkbox"/> Stenographer editor / writer <input type="checkbox"/> Webmaster editorialist <input type="checkbox"/> Translator / Editor
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**Notes:** Job description of journalist, created by Pôle Emploi and available at the following link: <https://www.pole-emploi.fr/candidat/decouvrir-le-marche-du-travail/les-fiches-metiers.html>.

Figure 16: Job description: Journalist

**Definition**

Collects, verifies and processes information and news on a given subject with a view to its dissemination in the media in accordance with the guidelines of the information structure, ethical rules and information regulations. May define the information policy of the structure. Can lead a team.

**Access to the job**

This job is accessible with a Bachelor's or Master's degree in journalism, political science or communication.  
It is also accessible with professional experience in a specific sector (sport, fashion, medicine, finance, etc.) and writing skills without any particular diploma. Technical, scientific, legal or economic training may be required. A professional journalist's card may be required. A foreign language, in particular English, may be required.

**Working condition**

The activity of this job is carried out within press organs, production companies, communication departments of companies, or as a freelancer... It implies travels and can require a distance of several days away from home for several days (reporting) or a residence abroad (press correspondent).  
It varies according to the type of media and support (press, television, radio, Internet, etc.), the type of treatment (editorial, video, photographic report, etc.), the frequency of distribution (daily, weekly, monthly, etc.) and the type of information (political, scientific, etc.). It can be carried out at weekends, on public holidays or at night. The activity may take place in risky areas (natural disasters, conflict zones, etc.).

**Basic Skills**

Expertise	Knowledge			
<ul style="list-style-type: none"> <li><input type="checkbox"/> Selecting the theme of a media broadcast</li> <li><input type="checkbox"/> Identify sources and locations of information</li> <li><input type="checkbox"/> Process collected information (verification, cross-checking, analysis)</li> <li><input type="checkbox"/> Gathering information from surveys, reports and interviews</li> <li><input type="checkbox"/> Send an article for correction, printing and distribution</li> <li><input type="checkbox"/> Writing a press article</li> <li><input type="checkbox"/> Develop a network of partners</li> </ul>	<table border="0"> <tr> <td style="vertical-align: top;">                     A Ic E E I I E                 </td> <td style="vertical-align: top;"> <ul style="list-style-type: none"> <li><input type="checkbox"/> General culture/ Cultural field</li> <li><input type="checkbox"/> Economy</li> <li><input type="checkbox"/> Beauty and cosmetics</li> <li><input type="checkbox"/> Environment / nature</li> <li><input type="checkbox"/> Sports culture</li> <li><input type="checkbox"/> Practical life area</li> <li><input type="checkbox"/> Fashion and clothing styles</li> </ul> </td> <td style="vertical-align: top;"> <ul style="list-style-type: none"> <li><input type="checkbox"/> Physical-chemical and experimental sciences</li> <li><input type="checkbox"/> Political Science</li> <li><input type="checkbox"/> Exact sciences</li> <li><input type="checkbox"/> Engineering sciences and techniques</li> <li><input type="checkbox"/> Linguistics</li> </ul> </td> </tr> </table>	A Ic E E I I E	<ul style="list-style-type: none"> <li><input type="checkbox"/> General culture/ Cultural field</li> <li><input type="checkbox"/> Economy</li> <li><input type="checkbox"/> Beauty and cosmetics</li> <li><input type="checkbox"/> Environment / nature</li> <li><input type="checkbox"/> Sports culture</li> <li><input type="checkbox"/> Practical life area</li> <li><input type="checkbox"/> Fashion and clothing styles</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Physical-chemical and experimental sciences</li> <li><input type="checkbox"/> Political Science</li> <li><input type="checkbox"/> Exact sciences</li> <li><input type="checkbox"/> Engineering sciences and techniques</li> <li><input type="checkbox"/> Linguistics</li> </ul>
A Ic E E I I E	<ul style="list-style-type: none"> <li><input type="checkbox"/> General culture/ Cultural field</li> <li><input type="checkbox"/> Economy</li> <li><input type="checkbox"/> Beauty and cosmetics</li> <li><input type="checkbox"/> Environment / nature</li> <li><input type="checkbox"/> Sports culture</li> <li><input type="checkbox"/> Practical life area</li> <li><input type="checkbox"/> Fashion and clothing styles</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Physical-chemical and experimental sciences</li> <li><input type="checkbox"/> Political Science</li> <li><input type="checkbox"/> Exact sciences</li> <li><input type="checkbox"/> Engineering sciences and techniques</li> <li><input type="checkbox"/> Linguistics</li> </ul>		

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June 2021 2/6

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Figure 17: Job description: Journalist

**Basic Skills**

**Knowledge**

<ul style="list-style-type: none"> <li><input type="checkbox"/> Database management software</li> <li><input type="checkbox"/> Desktop Publishing (DTP)</li> <li><input type="checkbox"/> Office tools</li> <li><input type="checkbox"/> Information law</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Media specifics</li> <li><input type="checkbox"/> Digital communication</li> <li><input type="checkbox"/> New Information and Communication Technologies (NICT)</li> <li><input type="checkbox"/> Multimedia editing software</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Press law</li> <li><input type="checkbox"/> Image rights</li> <li><input type="checkbox"/> Editorial standards</li> <li><input type="checkbox"/> Journalistic writing techniques</li> </ul>
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**Specific skills**

Expertise	Knowledge			
<ul style="list-style-type: none"> <li><input type="checkbox"/> Translate or interpret information, statements and writings from one language to another</li> </ul>	<table border="0"> <tr> <td style="vertical-align: top;">                     Ai                 </td> <td style="vertical-align: top;"> <ul style="list-style-type: none"> <li><input type="checkbox"/> Translation techniques</li> <li><input type="checkbox"/> Foreign language - Albanian</li> <li><input type="checkbox"/> Foreign language - German</li> <li><input type="checkbox"/> Foreign language - English</li> <li><input type="checkbox"/> Foreign language - Arabic</li> <li><input type="checkbox"/> Foreign language - Armenian</li> <li><input type="checkbox"/> Foreign language - Bulgarian</li> <li><input type="checkbox"/> Foreign language - Catalan</li> <li><input type="checkbox"/> Foreign language - Greek</li> </ul> </td> <td style="vertical-align: top;"> <ul style="list-style-type: none"> <li><input type="checkbox"/> Foreign language - Chinese</li> <li><input type="checkbox"/> Foreign language - Korean</li> <li><input type="checkbox"/> Foreign language - Croatian</li> <li><input type="checkbox"/> Foreign language - Danish</li> <li><input type="checkbox"/> Foreign language - Spanish</li> <li><input type="checkbox"/> Foreign language - Estonian</li> <li><input type="checkbox"/> Foreign language - Finnish</li> <li><input type="checkbox"/> Foreign language - Georgian</li> </ul> </td> </tr> </table>	Ai	<ul style="list-style-type: none"> <li><input type="checkbox"/> Translation techniques</li> <li><input type="checkbox"/> Foreign language - Albanian</li> <li><input type="checkbox"/> Foreign language - German</li> <li><input type="checkbox"/> Foreign language - English</li> <li><input type="checkbox"/> Foreign language - Arabic</li> <li><input type="checkbox"/> Foreign language - Armenian</li> <li><input type="checkbox"/> Foreign language - Bulgarian</li> <li><input type="checkbox"/> Foreign language - Catalan</li> <li><input type="checkbox"/> Foreign language - Greek</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Foreign language - Chinese</li> <li><input type="checkbox"/> Foreign language - Korean</li> <li><input type="checkbox"/> Foreign language - Croatian</li> <li><input type="checkbox"/> Foreign language - Danish</li> <li><input type="checkbox"/> Foreign language - Spanish</li> <li><input type="checkbox"/> Foreign language - Estonian</li> <li><input type="checkbox"/> Foreign language - Finnish</li> <li><input type="checkbox"/> Foreign language - Georgian</li> </ul>
Ai	<ul style="list-style-type: none"> <li><input type="checkbox"/> Translation techniques</li> <li><input type="checkbox"/> Foreign language - Albanian</li> <li><input type="checkbox"/> Foreign language - German</li> <li><input type="checkbox"/> Foreign language - English</li> <li><input type="checkbox"/> Foreign language - Arabic</li> <li><input type="checkbox"/> Foreign language - Armenian</li> <li><input type="checkbox"/> Foreign language - Bulgarian</li> <li><input type="checkbox"/> Foreign language - Catalan</li> <li><input type="checkbox"/> Foreign language - Greek</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Foreign language - Chinese</li> <li><input type="checkbox"/> Foreign language - Korean</li> <li><input type="checkbox"/> Foreign language - Croatian</li> <li><input type="checkbox"/> Foreign language - Danish</li> <li><input type="checkbox"/> Foreign language - Spanish</li> <li><input type="checkbox"/> Foreign language - Estonian</li> <li><input type="checkbox"/> Foreign language - Finnish</li> <li><input type="checkbox"/> Foreign language - Georgian</li> </ul>		

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June 2021 3/6

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Figure 18: Job description: Journalist

Specific skills	
Knowledge	
<input type="checkbox"/> Foreign language - Czech	<input type="checkbox"/> Foreign language - Serbian (Iekavian version)
<input type="checkbox"/> Foreign language - Turkish	<input type="checkbox"/> Foreign language - Slovenian
<input type="checkbox"/> Foreign language - Ukrainian	<input type="checkbox"/> Foreign language - Slovak
<input type="checkbox"/> Foreign language - Russian	<input type="checkbox"/> Foreign language - Swedish
<input type="checkbox"/> Foreign language - Moldovan	<input type="checkbox"/> Foreign language - Italian
<input type="checkbox"/> Foreign language - Dutch	<input type="checkbox"/> Foreign language - Japanese
<input type="checkbox"/> Foreign language - Norwegian	<input type="checkbox"/> Foreign language - Macedonian language
<input type="checkbox"/> Foreign language - Polish	<input type="checkbox"/> Foreign language - Lithuanian
<input type="checkbox"/> Selecting illustrations for an article	A <input type="checkbox"/> Iconographic research
<input type="checkbox"/> Produce a photographic or film report of an event	A <input type="checkbox"/> Camera use <input type="checkbox"/> Camera use
<input type="checkbox"/> To fly a drone in the context of data capture, transport of loads, ...	Ri <input type="checkbox"/> Professional drone pilot authorization <input type="checkbox"/> Shooting techniques <input type="checkbox"/> Characteristics of the shooting equipment <input type="checkbox"/> Remote control camera equipment <input type="checkbox"/> 3D modelling
<input type="checkbox"/> Presenting information at a microphone or on camera	Ec
<input type="checkbox"/> Leading debates, institutional events on a theme	S
<input type="checkbox"/> Proofread, revise or correct copies	Ci

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June 2021

4/6

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Figure 19: Job description: Journalist

Specific skills	
Expertise	Knowledge
<input type="checkbox"/> Making a layout model	Ca <input type="checkbox"/> Typography
<input type="checkbox"/> Ensure that an editorial line is respected	C
<input type="checkbox"/> Monitor and control the production of a newspaper (signature of press releases, deadlines, production, etc.) until it is distributed	C <input type="checkbox"/> Graphic string
<input type="checkbox"/> Leading an essay	E <input type="checkbox"/> Management
Work environments	
Structures	Sectors
<input type="checkbox"/> Art agency (photo library) <input type="checkbox"/> Press agency <input type="checkbox"/> Territorial authorities <input type="checkbox"/> Company <input type="checkbox"/> Audiovisual and film production company <input type="checkbox"/> Press release <input type="checkbox"/> Organisation	<input type="checkbox"/> Administration / State services <input type="checkbox"/> Edition <input type="checkbox"/> Internet and Multimedia <input type="checkbox"/> Press <input type="checkbox"/> Radio <input type="checkbox"/> Television
<input type="checkbox"/> Freelance work	
Professional mobility	
Related jobs / occupations	
ROME	Related ROME
<b>E1106 - Journalism and Media Information</b> <input type="checkbox"/> All designations	<b>E1103 - Communication</b> <input type="checkbox"/> Information and Communication Officer
<b>E1106 - Journalism and Media Information</b> <input type="checkbox"/> Rewriter translator / Rewriter translator	<b>E1108 - Translation, interpreting</b> <input type="checkbox"/> Translator

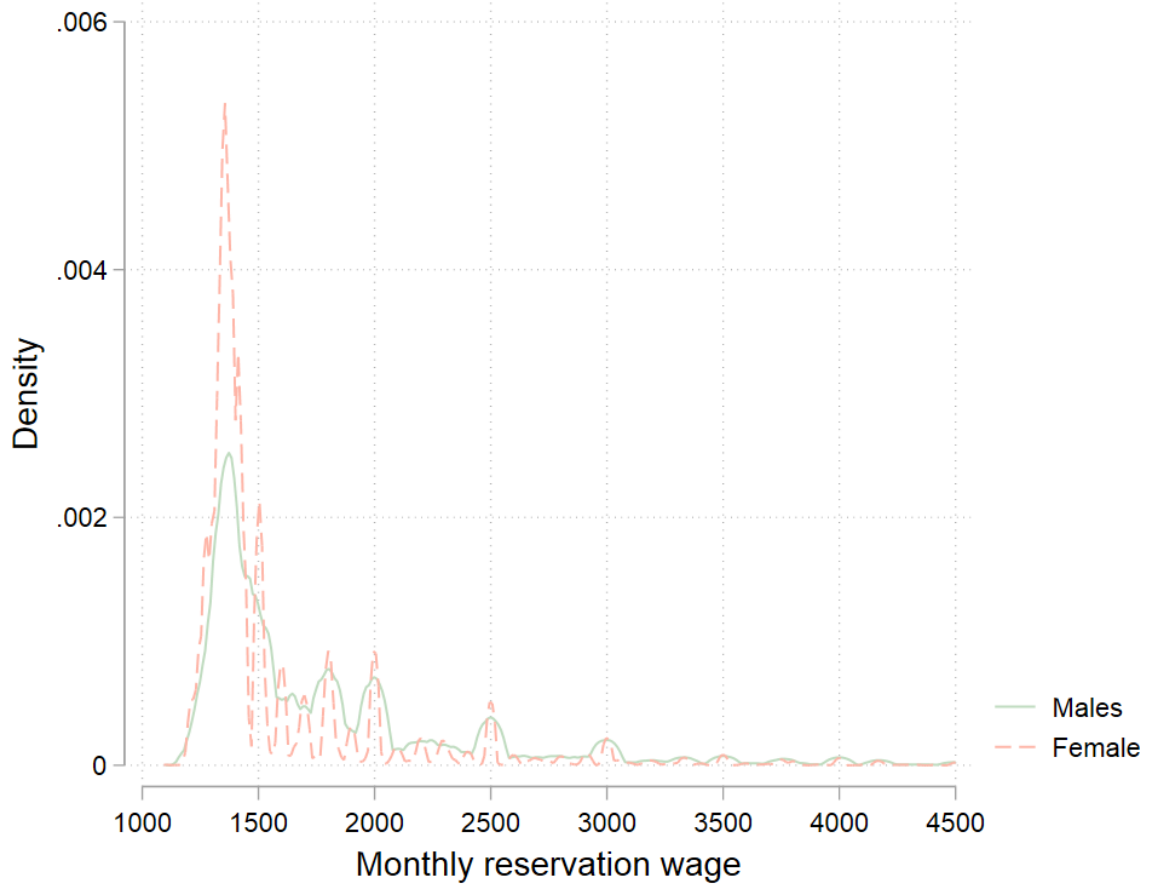
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ROME File E1106  
June 2021

5/6

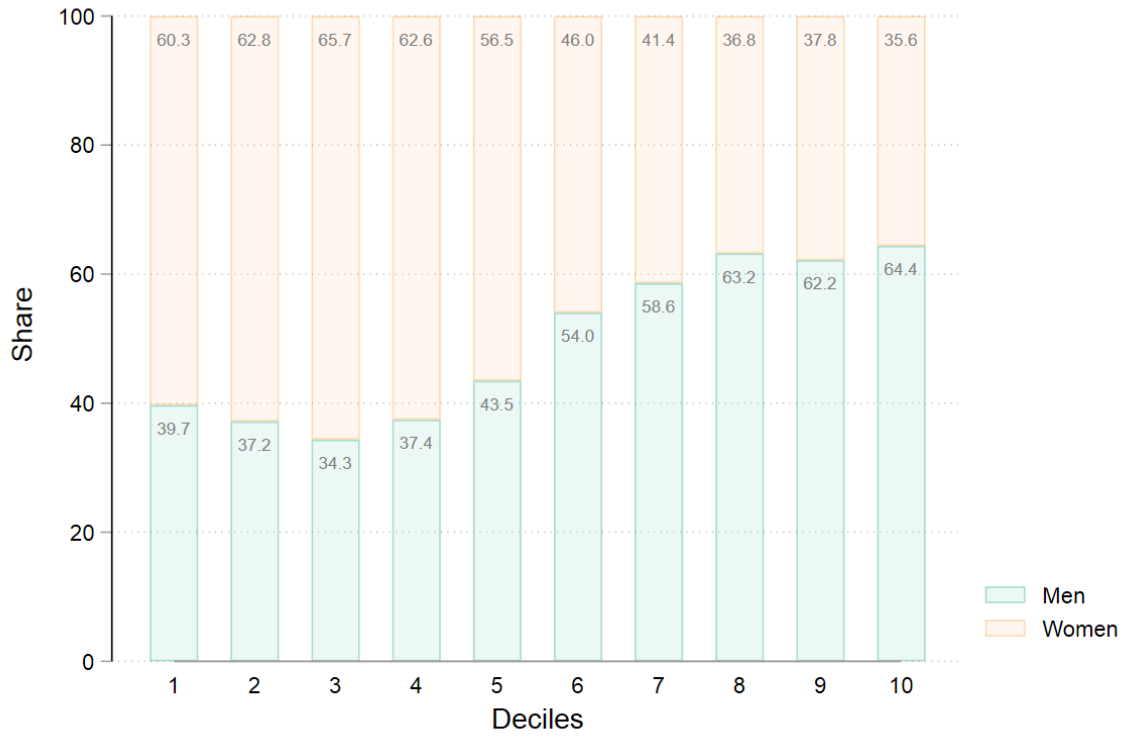
**Notes:** Job description of journalist, created by Pôle Emploi and available at the following link: <https://www.pole-emploi.fr/candidat/decouvrir-le-marche-du-travail/les-fiches-metiers.html>.

Figure 20: Distribution of reservation wage



**Notes:** FH-DADS database, 2006-2012. This figure plots the density of the distribution of the monthly reservation wage.

Figure 21: Share of men and women in the reservation wage deciles



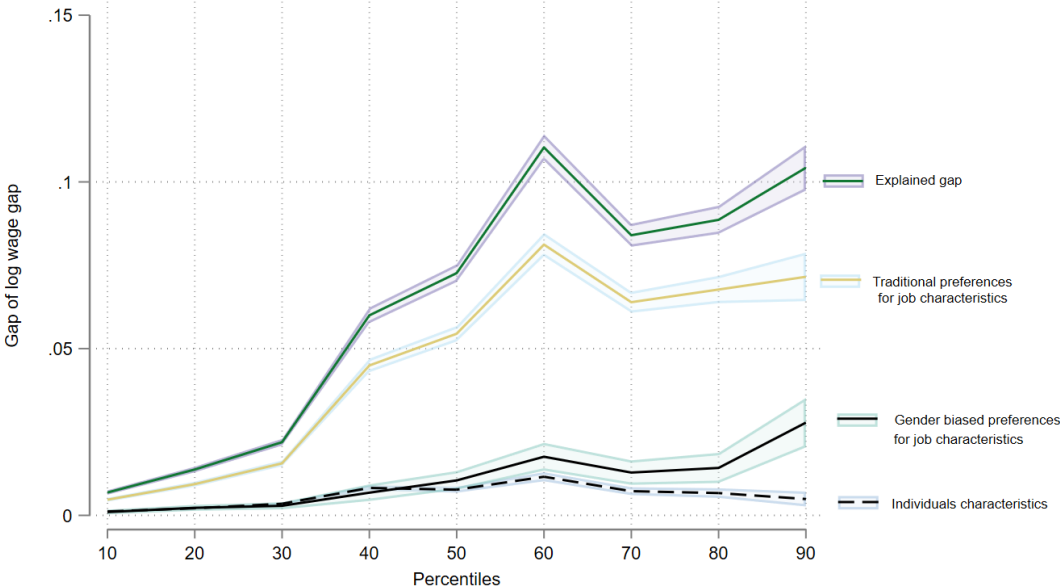
**Notes:** FH-DADS database, 2006-2012. This figure plots the share of men and women in each of the reservation wage deciles.

Table 6: RIF decomposition of the log-reservation wage gap (Estimation with controls for traditional preferences variables)

	1st decile	2nd decile	3rd decile	4th decile	Median	6th decile	7th decile	8th decile	9th decile
Difference	0.0149*** (0.0002)	0.0053*** (0.0007)	0.0172*** (0.0005)	0.0589*** (0.0019)	0.1132*** (0.0030)	0.1717*** (0.0012)	0.1889*** (0.0040)	0.1539*** (0.0041)	0.1965*** (0.0052)
Explained	0.0052*** (0.0002)	0.0102*** (0.0004)	0.0165*** (0.0004)	0.0443*** (0.0010)	0.0502*** (0.0012)	0.0703*** (0.0017)	0.0470*** (0.0013)	0.0437*** (0.0024)	0.0367*** (0.0032)
Unexplained	0.0097*** (0.0003)	-0.0050*** (0.0010)	0.0008 (0.0007)	0.0146*** (0.0016)	0.0630*** (0.0039)	0.1014*** (0.0017)	0.1419*** (0.0033)	0.1103*** (0.0029)	0.1598*** (0.0039)
<b>Explained</b>									
Part-time desired	0.0008*** (0.0001)	0.0023*** (0.0002)	0.0041*** (0.0002)	0.0110*** (0.0004)	0.0124*** (0.0004)	0.0160*** (0.0006)	0.0099*** (0.0006)	0.0082*** (0.0008)	0.0059*** (0.0010)
Qualification not specified	0.0000* (0.0000)	0.0000* (0.0000)	0.0000 (0.0000)	-0.0000 (0.0000)	-0.0000* (0.0000)	-0.0000** (0.0000)	-0.0000*** (0.0000)	-0.0000** (0.0000)	-0.0001* (0.0000)
Maneuvers	-0.0001** (0.0000)	-0.0002*** (0.0000)	-0.0004*** (0.0000)	-0.0012*** (0.0001)	-0.0012*** (0.0001)	-0.0012*** (0.0001)	-0.0006*** (0.0001)	-0.0002*** (0.0001)	0.0005*** (0.0001)
Specialized workers	0.0001* (0.0000)	0.0001* (0.0000)	-0.0000 (0.0000)	-0.0006*** (0.0001)	-0.0009*** (0.0001)	-0.0013*** (0.0001)	-0.0009*** (0.0001)	-0.0007*** (0.0001)	-0.0004** (0.0001)
Skilled workers 1	0.0013*** (0.0001)	0.0027*** (0.0001)	0.0041*** (0.0001)	0.0088*** (0.0003)	0.0080*** (0.0003)	0.0075*** (0.0004)	0.0026*** (0.0003)	-0.0013*** (0.0003)	-0.0047*** (0.0005)
Skilled workers 2	0.0011*** (0.0000)	0.0022*** (0.0001)	0.0035*** (0.0001)	0.0095*** (0.0002)	0.0110*** (0.0002)	0.0147*** (0.0004)	0.0092*** (0.0003)	0.0049*** (0.0003)	-0.0032*** (0.0004)
Unskilled employee	-0.0024*** (0.0001)	-0.0049*** (0.0002)	-0.0075*** (0.0002)	-0.0182*** (0.0004)	-0.0193*** (0.0005)	-0.0246*** (0.0006)	-0.0156*** (0.0006)	-0.0108*** (0.0006)	-0.0009 (0.0005)
Technicians-drawers	0.0003*** (0.0000)	0.0006*** (0.0000)	0.0009*** (0.0000)	0.0026*** (0.0001)	0.0031*** (0.0001)	0.0046*** (0.0002)	0.0036*** (0.0002)	0.0032*** (0.0002)	0.0017*** (0.0001)
Supervisory officer	0.0002*** (0.0000)	0.0004*** (0.0000)	0.0006*** (0.0000)	0.0018*** (0.0001)	0.0023*** (0.0001)	0.0040*** (0.0002)	0.0036*** (0.0002)	0.0042*** (0.0003)	0.0038*** (0.0003)
White-collar	0.0006*** (0.0000)	0.0013*** (0.0000)	0.0021*** (0.0001)	0.0062*** (0.0002)	0.0082*** (0.0003)	0.0153*** (0.0004)	0.0162*** (0.0005)	0.0238*** (0.0013)	0.0435*** (0.0028)
Agriculture and Fishing	-0.0000 (0.0000)	-0.0003*** (0.0000)	-0.0005*** (0.0000)	-0.0010*** (0.0001)	-0.0008*** (0.0001)	-0.0005*** (0.0001)	0.0000 (0.0001)	0.0005*** (0.0001)	0.0012*** (0.0002)
Arts	-0.0000 (0.0000)	-0.0000 (0.0000)	-0.0000* (0.0000)	-0.0001** (0.0000)	-0.0001** (0.0000)	-0.0002*** (0.0000)	-0.0002*** (0.0000)	-0.0003*** (0.0001)	-0.0006*** (0.0001)
Banking, Insurance, Real Estate	-0.0000*** (0.0000)	-0.0001*** (0.0000)	-0.0001*** (0.0000)	-0.0003*** (0.0000)	-0.0003*** (0.0000)	-0.0006*** (0.0000)	-0.0005*** (0.0000)	-0.0006*** (0.0000)	-0.0010*** (0.0001)
Business, Sales and Large-scale distribution	-0.0003*** (0.0001)	-0.0005*** (0.0001)	-0.0008*** (0.0001)	-0.0031*** (0.0002)	-0.0042*** (0.0002)	-0.0070*** (0.0003)	-0.0062*** (0.0003)	-0.0067*** (0.0004)	-0.0082*** (0.0006)
Communication, Media and Multimedia	-0.0000*** (0.0000)	-0.0000*** (0.0000)	-0.0000*** (0.0000)	-0.0001*** (0.0000)	-0.0001*** (0.0000)	-0.0002*** (0.0000)	-0.0002*** (0.0000)	-0.0002*** (0.0000)	-0.0002*** (0.0000)
Construction, Building and Public Works	0.0017*** (0.0001)	0.0033*** (0.0002)	0.0054*** (0.0002)	0.0167*** (0.0004)	0.0167*** (0.0005)	0.0209*** (0.0006)	0.0231*** (0.0006)	0.0234*** (0.0009)	0.0231*** (0.0014)
Hotels and Restaurants, Tourism	0.0000*** (0.0000)	0.0000*** (0.0000)	0.0000*** (0.0000)	0.0002*** (0.0000)	0.0002*** (0.0000)	0.0003*** (0.0001)	0.0003*** (0.0001)	0.0003*** (0.0000)	0.0004*** (0.0001)
Industry	0.0004*** (0.0000)	0.0008*** (0.0001)	0.0013*** (0.0001)	0.0039*** (0.0002)	0.0048*** (0.0002)	0.0071*** (0.0003)	0.0060*** (0.0002)	0.0073*** (0.0004)	0.0090*** (0.0006)
Installation and Maintenance	0.0005*** (0.0001)	0.0008*** (0.0001)	0.0013*** (0.0001)	0.0043*** (0.0002)	0.0053*** (0.0002)	0.0071*** (0.0003)	0.0047*** (0.0002)	0.0044*** (0.0003)	0.0043*** (0.0005)
Health	0.0000 (0.0001)	-0.0002** (0.0001)	-0.0005*** (0.0001)	-0.0018*** (0.0002)	-0.0021*** (0.0002)	-0.0027*** (0.0003)	-0.0023*** (0.0003)	-0.0031*** (0.0004)	-0.0044*** (0.0005)
Entertainment	0.0000 (0.0000)	0.0000 (0.0000)	0.0000* (0.0000)	0.0001*** (0.0000)	0.0002*** (0.0000)	0.0004*** (0.0001)	0.0005*** (0.0001)	0.0007*** (0.0001)	0.0014*** (0.0001)
Business Support	-0.0007*** (0.0001)	-0.0014*** (0.0001)	-0.0021*** (0.0001)	-0.0065*** (0.0003)	-0.0089*** (0.0003)	-0.0156*** (0.0005)	-0.0159*** (0.0005)	-0.0226*** (0.0011)	-0.0434*** (0.0027)
Transportation and Logistics	0.0007*** (0.0001)	0.0013*** (0.0001)	0.0020*** (0.0001)	0.0053*** (0.0003)	0.0058*** (0.0004)	0.0075*** (0.0005)	0.0052*** (0.0004)	0.0056*** (0.0004)	0.0075*** (0.0008)
Obs. (Men)	270935	270935	270935	270935	270935	270935	270935	270935	270935
Obs. (Women)	296606	296606	296606	296606	296606	296606	296606	296606	296606

**Notes:** This estimation includes the traditional job characteristics preferences: qualifications, career field and part-time desired. Other covariates in the RIF decompositions include the log of the first wage, the marital status (single), commuting, number of children, a set of regional dummies for France, a trend variable, experience in the desired job, education level, potential benefit duration, number of previous unemployment spells, number of days of unemployment at the registration and nationality (2 dummies).

Figure 22: Detail of gender reservation wage gap explained part from the RIF decomposition (Estimation adjusted for gender-biased preferences)



**Notes:** FH-DADS database, 2006-2012. This figure shows the contribution of groups of variables in the explained component of the gap. Variables based on the skills required (Management and negotiation) or related to the environment of the job (outdoor work, self-employment, work at customer’s home), relating to the temporal flexibility (Job requiring to be on-call, to travel (at the international or national level), to be far from home, to work at night, during holidays, during weekends, with staggered hours, split hours or home-office.) and to the social content of the job (work in public sectors, NGOs, local communities, etc.) are gathered in the "*Gender biased preferences*" variable. Traditional job preferences denote qualifications, career field and part-time desired. Other covariates in the RIF decompositions, denoted as the individuals’ characteristics include the log of the first wage, the marital status (single), commuting, number of children, a set of regional dummies for France, a trend variable, experience in the desired job, education level, potential benefit duration, number of previous unemployment spells, number of days of unemployment at the registration and nationality (2 dummies).

Table 7: RIF decomposition with preferences variables

	1st decile	2nd decile	3rd decile	4th decile	Median	6th decile	7th decile	8th decile	9th decile
Difference	0.0149*** (0.0002)	0.0053*** (0.0002)	0.0172*** (0.0002)	0.0589*** (0.0005)	0.1132*** (0.0006)	0.1717*** (0.0010)	0.1889*** (0.0011)	0.1539*** (0.0016)	0.1965*** (0.0026)
Explained	0.0068*** (0.0003)	0.0137*** (0.0004)	0.0219*** (0.0005)	0.0600*** (0.0012)	0.0726*** (0.0014)	0.1103*** (0.0020)	0.0840*** (0.0018)	0.0886*** (0.0022)	0.1042*** (0.0035)
Unexplained	0.0080*** (0.0004)	-0.0085*** (0.0005)	-0.0047*** (0.0006)	-0.0011 (0.0013)	0.0406*** (0.0014)	0.0614*** (0.0020)	0.1049*** (0.0018)	0.0653*** (0.0023)	0.0922*** (0.0037)
<b>Explained</b>									
Gender-biased preferences	0.0010** (0.0004)	0.0023*** (0.0005)	0.0029*** (0.0005)	0.0068*** (0.0013)	0.0105*** (0.0014)	0.0176*** (0.0021)	0.0128*** (0.0019)	0.0142*** (0.0023)	0.0278*** (0.0038)
Traditional job characteristics	0.0047*** (0.0003)	0.0094*** (0.0004)	0.0156*** (0.0004)	0.0450*** (0.0010)	0.0545*** (0.0012)	0.0812*** (0.0018)	0.0639*** (0.0016)	0.0677*** (0.0021)	0.0715*** (0.0037)
Individuals' characteristics	0.0012*** (0.0001)	0.0021*** (0.0001)	0.0035*** (0.0002)	0.0082*** (0.0004)	0.0077*** (0.0005)	0.0116*** (0.0007)	0.0073*** (0.0006)	0.0067*** (0.0007)	0.0049*** (0.0011)
Obs. Men	270935	270935	270935	270935	270935	270935	270935	270935	270935
Obs. Women	296606	296606	296606	296606	296606	296606	296606	296606	296606

**Notes: Notes:** FH-DADS database, 2006-2012. This table reports the overall and explained gender reservation wage gap obtained with the RIF decomposition. The specification adjusting for individuals' characteristics include as controls the log of the first wage, the marital status (single), commuting, number of children, a set of regional dummies for France, a trend variable, experience in the desired job, education level, potential benefit duration, number of previous unemployment spells, number of days of unemployment at the registration and nationality (2 dummies). The specification adjusting for traditional preferences for job characteristics add further controls for qualifications, career field and part-time desired. The specification adjusting for gender-biased preferences for job characteristics add supplementary variables based on the skills required (Management and negotiation), related to the environment of the job (outdoor work, self-employment, work at customer's home), relating to the temporal flexibility (Job requiring to be on-call, to travel (at the international or national level), to be far from home, to work at night, during holidays, during weekends, with staggered hours, split hours or home-office.) and to the social content of the job (work in public sectors, NGOs, local communities, etc.).