

Pay Equity Illusion: Discrimination against Women in France

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This paper investigates the French gender gap. We estimate, on matched employees-employer data set, REPONSE 98, separated male/female earnings equations using Heckman two step procedure in order to control the potential occupational segregation (three occupational sub-samples are considered: blue collars, employees and white collars). Following Neuman & Oaxaca (2003), we decompose the estimated wage differentials taking into account for potential distributions of the selectivity. Our econometric results highlight that French women in 1998 still suffer from high pure discrimination effects (unexplained part of gender gap) whatever their occupation. In fact, all the decompositions we have adopted yield positive estimates of discrimination against women. In spite of EU legislation, the magnitude of the gender wage gap persists: segregation and differences in endowments remain indeed huge.

Keywords : gender wage gap, gender discrimination, Wage decomposition, matched employees-employer Data, French labor market

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