

**PhD in Public Policy and Administration**  
**Università Bocconi**  
**Academic Year 2015-16**

**Gender and Family Policies**  
**Professor Paola Profeta**

Course description and objectives

In spite of the substantial increase of women's participation in education and labour market, gender gaps still persist in our societies. On one side, we observe differences in employment rates and wages between men and women, especially for women with children. On the other side, women are under-represented in economic decision-making. The glass ceiling is still very real both in the realm of firms and in politics. This course provides an empirical and theoretical analysis of the main policies related to family and gender issues, which aim at reducing gender gaps. These policies include, among the others, child care, which may support women's participation to the labor market, and gender quotas, which, while being a quite controversial measure, have proved efficacy in breaking persistent glass ceilings. We will also explore the role of gender culture as a main determinant of gender gaps and their differences across countries, and a crucial factor when evaluating the impact of policies on outcomes.

The course is organized in **lectures** (with detailed reading material indicated below), **general discussions** (papers for the general discussions are indicated in the detailed description below and are expected to be read by the students prior to the discussion) and **presentations** (each student has to prepare a presentation of about 40 minutes on a particular topic). Students are encouraged to actively participate to all classes.

**Detailed Description of Assessment Methods**

50% final written exam; 40% presentation; 10% discussion

**Contact**

E-mail: [paola.profeta@unibocconi.it](mailto:paola.profeta@unibocconi.it)

Office: 3 b1-03, Via Roentgen 1

Office hour: By appointment

**Course outline**

**22/9, 8.45 AND 10.30**

Lesson 1-2: Scenario: Gender gaps. Data and perspectives

Teacher's note

**28/9, 8.45 AND 10,30**

Lesson 3-4: Women's education and labor market participation

Teacher's note

**General discussion 1:** Goldin, C. (2006) "The Quiet Revolution that Transformed Women's Employment, Education and Family," *American Economic Review* 96: 1-21

Readings:

Casarico, A., Profeta, P., Pronzato, C. (2015) "On the regional labor market determinants of female university enrolment in Europe", *Regional Studies*.

Peri, G. and Anelli, A. (2015) "Gender gap in labor market outcomes. Less explored aspects and dimensions" in Boeri, Patacchini, Peri (eds) "Unexplored Dimensions of Discrimination", Oxford University Press

## **29/9, 8.45**

### Lesson 5: Experimental evidence

Teacher's note

Readings:

Bertrand, M. (2011) *New Perspectives on Gender*, in Card D. and Ashenfelter O. (eds.) *Handbook of Labor Economics*, Vol. 4b, Chapter 17.

## **5/10, 8.45 AND 10.30**

### Lesson 6-7: Gender culture

Teacher's introduction

Readings:

**Presentation 1:** Giuliano, P. "The Role of Women in Society: from Pre-Industrial to Modern Times", forthcoming *CESifo Economics Studies*.

**Presentation 2:** Fernández, R. (2007) "Women, Work and Culture," *Journal of the European Economic Association* 5(2-3): 305-332. AND Fernández, R. (2008) "Culture and Economics" in: *New Palgrave Dictionary of Economics*, Second Edition.

**Presentation 3:** Campa, P., Casarico, A. and Profeta, P. (2011) "Gender Culture and Gender Gap in Employment" *CESifo Economic Studies* 57(1):156-182.

## **6/10, 8.45**

### Lesson 8: Labour market and family: the role of policies

Teacher's note

**General discussion 2:** OECD, *Closing The Gender Gap: Act Now*. Focus on part 3. Each student chooses one of the section "Key Policy Message" and discuss [http://www.keepeek.com/Digital-Asset-Management/oecd/social-issues-migration-health/close-the-gender-gap-now\\_9789264179370-en#page117](http://www.keepeek.com/Digital-Asset-Management/oecd/social-issues-migration-health/close-the-gender-gap-now_9789264179370-en#page117)

## **12/10, 8.45 AND 10.30**

### Lesson 9-10: Child care

Teacher's introduction

Readings:

**Presentation 4:** Havnes, T. And Mogstad, M. (2011) "Money for nothing? Universal Child care and maternal employment" *Journal of Public Economics* 95: 1455-1465.

**Presentation 5:** Lefebvre, P. And Merrigan, P. (2008) "Child care Policy and the labour supply of mothers with young children: a natural experiment from Canada" *Journal of Labor Economics* 26 (3): 519-548.

Galasso, V. Profeta, P., Pronzato, C. and Billari, F. "Persuading Women through information. Experimental Evidence from Childcare", mimeo (WP CESifo 4418, 2013).

## **14/10, 14.30**

### Lesson 11: Gender quotas: new insights (link to the public economics course)

Teacher's notes

**General discussion 3:** Profeta et al. (2014) *Women Directors. The Italian way and beyond*. Palgrave Mac Millan. Chapter 3.

## **14/10, 16.15**

### Lesson 12: Final discussion and wrap-up

**General discussion 4:** Profeta, P. (2015) *Ten facts about economic gender inequality*, Oxford University Press <http://blog.oup.com/2015/05/ten-facts-gender-inequality/>. Each student chooses 1 or 2 facts and discuss.