

## The Challenge of Measuring Labour Market Discrimination Against Women

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Monday 19 July, 12.30 - 2.00 pm

Spectrum Presentation Theatre, BP House

20 Customhouse Quay, Wellington

### Abstract

A significant number of challenges arise when attempting to quantify the extent of labour market discrimination against women. Three major economic theories of labour market discrimination are discussed: tastes and preferences, market power, and statistical discrimination. Decomposition methodology is presented and critiqued. Issues associated with attempts to use decomposition methodology to correct gender salary inequities in the work place are carefully examined.

### Biography



Ronald L. Oaxaca is McClelland Professor of Economics and Affiliated Faculty Member, Economics Science Laboratory, University of Arizona. He is a Research Fellow at IZA, Bonn Germany. His research spans the areas of labor market discrimination, experimental economics, and applied econometrics. Oaxaca has published on a variety of topics including gender wage differentials, unemployment insurance, minimum wages, laboratory tests of job search models, laboratory evaluation of econometric estimators of structural demand and supply models, science and engineering demand and supply, and within-firm equity salary adjustments. He is currently engaged in research on experimental evaluation of affirmative action programs, statistical discrimination, and optimal sickpay schemes. He is also currently researching hierarchical segregation within firms.