

LAMIA E. KANDIL

UNIVERSITY OF PARIS I PANTHÉON-SORBONNE
PARIS SCHOOL OF ECONOMICS

Centre d'Économie de la Sorbonne
Maison des Sciences Economiques
106-112, boulevard de l'Hôpital
75647 Paris cedex 13

Tel.: +33 (0)1 44 07 82 52/53
Fax: +33 (0)1 44 07 81 09
Mob.: +33 (0)6 73 49 49 79
E-mail: lamia.kandil@univ-paris1.fr

PERSONAL INFORMATION

Address: 5, rue Bellier-Dedouvre 75013 Paris

Date of birth: 30th of October, 1982

Nationality: Egyptian

Marital status: Single

CURRENT POSITION

ATER - Teaching and Research Assistant, University of Paris 1 Panthéon-Sorbonne, 2009 - Present.

Affiliations: University of Paris 1 Panthéon-Sorbonne, Centre d'Économie de la Sorbonne (CES) and Paris School of Economics (PSE)

RESEARCH INTERESTS

Labour Economics, Applied Econometrics, Microeconomics.

EDUCATION

Ph.D. in Economics, University of Paris 1 Panthéon-Sorbonne, 2007-2010.

Thesis Subject: "Gender Disparities in the Egyptian Labour Market Outcomes 1988-2006: Econometric and Empirical Approach".

Date of defense: 29th of November, 2010.

Advisor: Michel Sollogoub, Professor at the University of Paris 1.

Jury: Ragui Assaad, Bernard Fortin, Thierry Kamionka, Catherine Sofer.

DEA (MSc.) in Microeconomics and Applied Econometrics, University of Paris 1 Panthéon-Sorbonne, 2004-2005.

Grade: good. Rank: third.

Dissertation: "The Immigrants Against the Labour Market. French Case Study".

Maîtrise (Master's degree) in Economics, Cairo University (French Section), Faculty of Economics and Political Sciences, 2003-2004.

Grade: very good.

Major: Economics; Minor: Statistics.

Dissertation: "The Brain Drain in the Developing Countries. Algerian Case Study".

RESEARCH

Working Papers

Job Market Paper

KANDIL, E. L., "Promotion Inequality and Belief Flipping: Theory and Evidence from a Statistical Discrimination Dynamic Model", 2010.

Asymmetric allocation of men and women across occupations had been widely considered as a main factor that could explain gender wage differentials, especially at the top of the distribution of wages. Whether this difference in the occupation structure between the two genders is essentially due to differences in productive characteristics, to self-selection or to employer's discrimination is still an unaccomplished debate. We propose in this paper a dynamic model of statistical discrimination in job assignment and promotion which takes into account the endogeneity of investment in human capital and where employer's prior beliefs are self-fulfilling in equilibrium. Building on Lazear and Rosen's (1990) model we show how, under certain conditions, discrimination/self-selection at the hiring stage may change standard equilibrium's results by altering employer's beliefs about expected quit rates and ability of workers. We test the hypotheses of our model using a multivariate simulated maximum likelihood. The inequality in job promotion is analysed by applying a generalised residuals approach. Our Main results seem to confirm the model's assumption. That is, when adversity against women is significant during the hiring process, the group who overcomes this initial discrimination becomes as likely as promoted as their male colleagues.

KANDIL, E. L., "Gender Wage Discrimination in Egypt: A Quantile Regression Analysis", 2008.

This paper attempts to analyse changes in the gender wage gap in Egypt over a period of three years (1988, 1998 and 2006), using a quantile regression analysis, and considers the contribution of discrimination in explaining gender wage differentials. While, the Oaxaca-Blinder approach widely used in the literature could be interesting, it provides a grand picture for the average of the gender wage gap which may be significantly misleading when the gender wage gap differs significantly at different point of the wage distribution. In addition, this standard decomposition of the gender wage gap is not directly applicable when measured at different quantiles of the wage distribution. Relying on some empirical evidence about the wage distribution in Egypt, we justify the need of measuring discrimination throughout the distribution of wages. For this purpose, we follow the Machado and Mata methodology in order to get a measure for discrimination at different quantiles. Our main results confirm that the raw gender wage gap as well as discrimination in an absolute term are far from being constant, they are increasing as we move up the wage distribution; the so-called "glass ceiling". This result is observed in all three years. However, our analysis by sector reveals that the non-government sector exhibits rather a "glass floor" effect; that is a decreasing pattern of discrimination in absolute term throughout the distribution of wages.

KANDIL, E. L., "Is Discrimination the Source of Segregation? An Empirical study of the Egyptian Labour Market", 2007.

A principal source which contributes to the explanation of the gender wage gap, observed in the majority of the labour markets, is the occupational sex segregation. This phenomenon, defined as an over-representation of women in the least paid occupations, exists in both developed and developing countries. Our objective is to study, first, the magnitude of the segregation in the Egyptian labour market - assuming that if such segregation exists there will be a negative relationship between the female percentage in an occupation and earnings. This relationship holds for both women and men. For this purpose, we employ cross-sectional data from household surveys carried out in 1998 and 2006, and we estimate wage equations for each sex separately, using the female percentage as a measure of occupational "femaleness". Our second and main objective is to question the causes of segregation. Is it the result of discrimination against women or is it due to differences in preferences between men and women regarding their choice of occupations? The previous estimation methodology does not take into account some variables such as abilities, social norms or individual preferences, which are unobserved by economists, but which could affect the level of wages. Accounting for the endogeneity of the female percentage and using a

fixed-effects model enables us, on the other hand, to identify the relationship between the occupational sex composition and wages - a purged relationship from the effect of unmeasured variables, constant in time. Comparing results from these last estimations with those of the cross-sectional shows the relative importance of preferences and the supply side in explaining the segregation phenomenon.

Conference and seminar presentations

European Students Africa Conference 2007, Basel University (Switzerland), 5-7 July 2007.

Séminaire Interne de Microéconomie Appliquée, Paris 1 University, March 2008.

25^{èmes} Journées de Microéconomie Appliquée (JMA), Faculty of law and Economics, and the institute of Enterprises' administration, La Réunion University, 29-30 May 2008.

Journées Doctorales d'Economie du Développement et de la Transition (CES-TEAM, ROSES- CERDI), 2-3 October 2007.

26^{èmes} Journées de Microéconomie Appliquée (JMA), Dijon, 4-5 June 2009.

23rd conference of the European Society for Population Economics (ESPE), Seville, 11-13 June 2009.

European Association of Labour Economists (EALE), Tallinn, 10-12 September 2009.

French-Russian Academic and Research Conference "Economics, Politics, Society: New Challenges, New Opportunities", Moscow, 28-29 October 2010. (**accepted for presentation**)

2nd international conference of International Research Network (GDRI) of the CNRS, Development of Euro-Mediterranean Economic Research (DREEM), Cairo, 13-14 December 2010. (**accepted for presentation**)

TEACHING EXPERIENCE

Macroeconomics: 3rd year undergraduate, Cairo University (French Section), 2005-2006.

Applied Econometrics: 1st year graduate, Paris 1 University, 2007-2008, 2008-2009.

Microeconomics Analysis: 2nd year undergraduate, Paris 1 University, 2007-2008, 2008-2009.

Introduction to Econometrics: 3rd year undergraduate, Paris 1 University, 2009-2010, 2010-2011.

OTHER PROFESSIONAL EXPERIENCE

Economic Research Analyst at the Egyptian Ministry of Foreign Trade and Industry, Industry and Trade Advisory Support Unit, 2005-2006.

LANGUAGES

Arabic: mother tongue.

French: excellent.

English: good.

Spanish: beginner.

COMPUTER SKILLS

Stata, SAS, L^AT_EX.

REFERENCES

Professor Michel Sollogoub

University of Paris 1 Panthéon-Sorbonne and
Paris school of Economics
Centre d'Économie de la Sorbonne
Maison des Sciences Economiques
106-112, boulevard de l'Hôpital
75647 Paris cedex 13
Tel.: +33 (0)1 44 07 82 49
E-mail: michel.sollogoub@univ-paris1.fr

Professor Bernard Fortin

Departement d'Économique
Université Laval
local 2182, Pavillon J.-A. DeSève,
1025, Avenue des Sciences-Humaines
Québec (Québec)
G1V0A6, Canada
Tel.: (1-418)656 5678
E-mail: bernard.fortin@ecn.ulaval.ca

Professor Catherine Sofer

University of Paris 1 Panthéon-Sorbonne and
Paris school of Economics
Centre d'Économie de la Sorbonne
Maison des Sciences Economiques
106-112, boulevard de l'Hôpital
75647 Paris cedex 13
Tel.: +33 (0)1 44 07 82 58
E-mail: catherine.sofer@univ-paris1.fr

Mr. Thierry Kamionka

Director of Research CNRS-CREST
15, Bd Gabriel Péri, 92245 Malakoff Cedex
Tel.: +33 (0)1 41 17 35 51
E-mail: kamionka@ensae.fr

Professor Ragui Assaad

Humphrey Institute of Public Affairs
University of Minnesota
301 19th Ave. S.
Minneapolis, MN 55455
Tel.: 612 625 4856
E-mail: assaad@umn.edu