

# Gender Differences in Job Search: Trading off Commute against Wage

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We document that gender differences in commuting distances are substantial though decreasing over time following a similar pattern as the gender wage gap. We relate these stylized facts to supply side considerations, using a unique administrative dataset where we can match job seekers' search criteria - occupation, reservation wage, maximum commute, etc. - to the precise characteristics of the jobs preceding and following their unemployment spell. Controlling finely for the previous job, unemployed women have a lower reservation wage than men and search for jobs closer to their residence. This translates into women getting lower wages and shorter commutes upon reemployment. The joint distribution of reservation job attributes and of realized job bundles allow us to identify indifference curves between wage and commute, which we find steeper for women. Through the lens of a job search model where commuting matters, we then estimate that around 10% of the gender wage gap can be accounted for by gender differences in the maximum acceptable commute, with larger contributions for married workers with children. Finally, we verify the robustness of our results using job application data, to show in particular that female workers do not receive less demand from far-away employers, confirming that most of our stylized facts are supply-side driven.