The gender on the job training gap in France
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Abstract:
We analyse in this paper the determinants of workers' on the job training. An appraisal on French data of the impact of the gender is particularly analysed. We show that very traditional factors such as education, tenure, being constrained by minimum wage, and so on have a significant impact on the probability to obtain a training funded by firm. Moreover, the gender as itself plays a significant role since being a woman significantly decreases the probability to receive training. This result is obtained for different types of workers (private or public sector workers, part-time of full-time workers, ...). Finally we show that characteristics of women and men are not rewarded in the same way (especially regarding the education), which could explain the impact of the gender in the estimations and thus constitute the source of the gender training gap.

JEL Classification: J16, J20, M53.

Key words: discrimination, gender, human capital, training.

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