

**COSME Workshop**  
**Madrid, Banco de España**  
**June 1-2, 2009**

Last year, the Spanish Economic Association created COSME (Comité sobre la Situación de la Mujer en la Economía) to study the situation of women in the Economic Profession for Spain following the American CSWEP and the European WINE committees. This sub-committee is starting up new initiatives and one of them is to promote research projects on topics related to gender and the socio-economic status of women.

A first set of preliminary results from those projects was presented last December in poster sessions at the Simposio de Análisis Económico. Next, the Banco de España will host the first COSME Workshop at its headquarters in Madrid on June 1-2, 2009. The aim of the Workshop is to offer researchers interested in gender economics the possibility of presenting and discussing these working papers.

The workshop organizers are Carmen Herrero (Universidad de Alicante), Miguel Ángel Ballester (Universitat Autònoma de Barcelona), Antonio Cabrales (Universidad Carlos III de Madrid), Laura Hospido (Banco de España), and Sara de la Rica (Universidad del País Vasco). The workshop will feature ten papers with discussants. Due to space limitations, attendance is limited to 50 participants. If you would like to attend, please send mail to [laura.hospido@bde.es](mailto:laura.hospido@bde.es)

## Program

Monday June 1, 2009

10:00 Registration (Alcalá 48, Madrid 28014. Edificio Cibeles, Entrada Calamarte)

11:00 Welcome Address by the organizers: Carmen Herrero (Universidad de Alicante) and Juan Francisco Jimeno (Banco de España)

11:15 Keynote Speaker: Carmit Segal (Universitat Pompeu Fabra) "How Costly is Diversity? Affirmative Action in Light of Gender Differences in Competitiveness" (joint work with Muriel Niederle and Lise Vesterlund).

12:30 Coffee Break

SESSION 1. Chair: Carmen Herrero

13:00 Catalina Amuedo-Dorantes (San Diego State University) and Sara de la Rica (Universidad del País Vasco): "The Timing of Work in Spain: Continuous versus split shifts".

13:45 Discussant: Manuel Arellano (CEMFI)

14:00 General discussion

14:15 Lunch

SESSION 2. Chair: Carmen Herrero

15:15 Laura Crespo (CEMFI) and Pedro Mira (CEMFI): "Caring for Parents and Employment Status of European Mid-Life Women: A Longitudinal Analysis".

16:00 Discussant: Olympia Bover (Banco de España)

16:15 General discussion

16:30 Coffee Break

SESSION 3. Chair: Laura Hospido

17:00 Daniel Fernández Kranz (IE Business School) and Aitor Lacuesta Gabarain (Banco de España): "The Family Gap in Pay in Spain: Can a Permanent Contract Save a Mother's Career?".

17:45 Discussant: Irma Clots (Universidad Carlos III de Madrid)

18:00 General discussion

18:15 Catia Nicodemo (Universitat Autònoma de Barcelona): "Disadvantage and Discrimination of Immigrants in the Spanish Labour Market".

19:00 Discussant: Stéphane Bonhomme (CEMFI)

19:15 General discussion

21:00 Conference dinner at RESTAURANTE LA ANCHA (Zorilla 7, Madrid 28014)

**Tuesday June 2, 2009**

SESSION 4. Chair: Sara de la Rica

9:00 Lorenzo Escot (Universidad Complutense de Madrid), Ricardo Gimeno (Banco de España) and Ruth Mateos (Universidad San Pablo-CEU): "Discrimination on the Spanish Boards of Directors: Analysis and Economic Implications".

9:45 Discussant: Núria Rodríguez-Planas (Universitat Autònoma de Barcelona)

10:00 General discussion

10:15 Manuel F. Bagues (Universidad Carlos III de Madrid) and Berta Esteve-Volart (York University): "Are Women Pawns in the Political Game? Evidence from Elections to the Spanish Senate".

11:00 Discussant: Stefano Gagliarducci (CEMFI)

11:15 General discussion

11:30 Coffee Break

SESSION 5. Chair: Antonio Cabrales

12:00 Cristina Fernández (Banco de España), Almudena Sevilla-Sanz (University of Oxford) and Nacho Giménez (Universidad de Zaragoza): "Social Norms and Household Time Allocation: Evidence from the Spanish Time Use Survey".

12:45 Discussant: Luisa Fuster (IMDEA)

13:00 General discussion

13:15 Lunch

SESSION 6. Chair: Antonio Cabrales

14:15 Ghazala Azmat (Universitat Pompeu Fabra) and Libertad González (Universitat Pompeu Fabra): "Targeting Fertility and Female Participation through the Income Tax".

15:00 Discussant: Lidia Farré (Universidad de Alicante)

15:15 General discussion

15:30 Coffee Break

SESSION 7: Miguel Ángel Ballester

15:45 Cristian Bartolucci (CEMFI): "Gender Wage Gaps Reconsidered: A Structural Approach Using Matched Employer-Employee Data".

16:30 Discussant: Andrés Erosa (IMDEA)

16:45 General discussion

17:00 Laura Hospido (Banco de España) and Gema Zamarro (RAND Corporation): "Gender Differences in Retirement patterns: Spain in an international comparison".

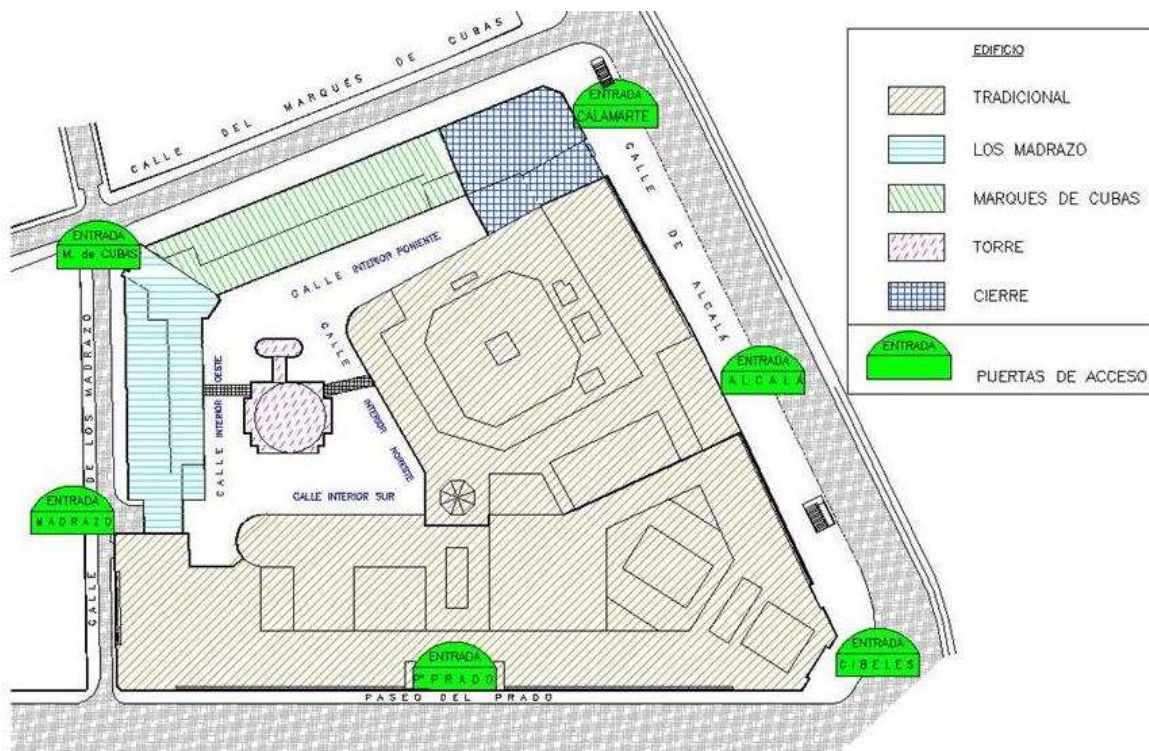
17:45 Discussant: Pedro Mira (CEMFI)

18:00 General discussion

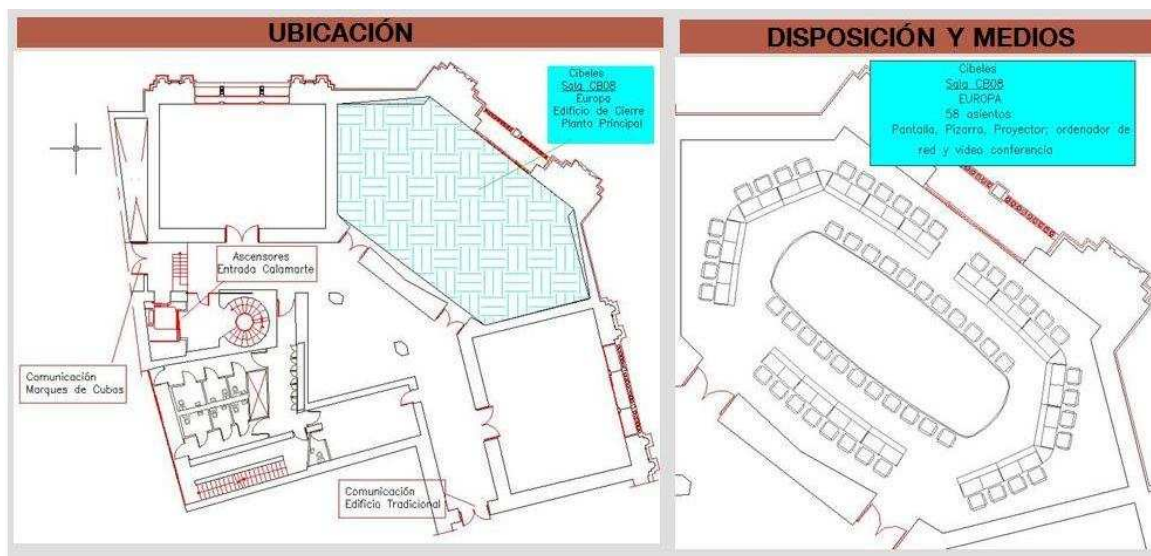
**Additional Information:**

**Conference venue:** Banco de España, Edificio Cibeles, Entrada Calamarte.

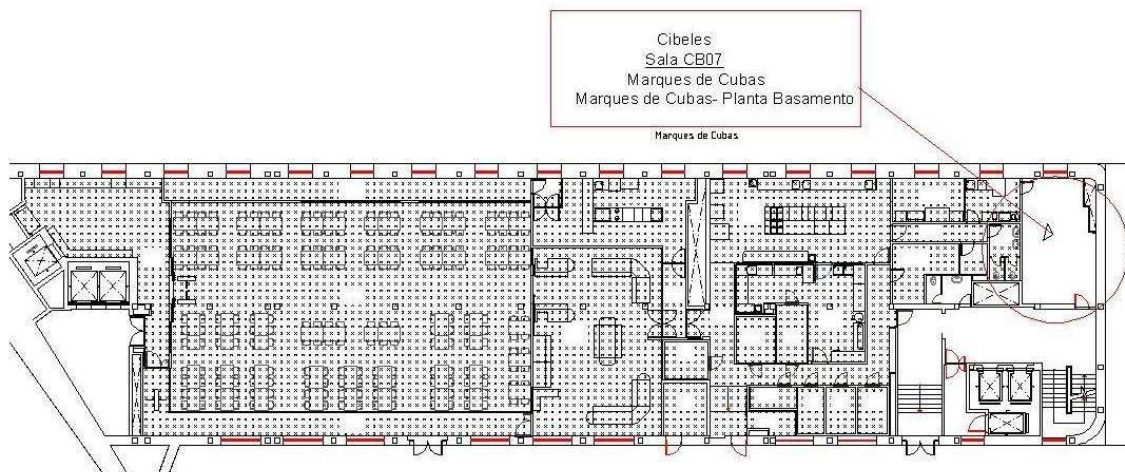
The Calamarte entrance will be open on Monday, June 1st, from 10 to 11:30h, and on Tuesday, June 2nd, from 8:30 to 9:30h. Out of those opening hours please use Entrada Alcalá.



**Conference sessions:** Sala Europa (Planta Principal).



Lunch: Sala Hall de Marqués de Cubas (Planta Basamento).



Conference dinner: Restaurante La Ancha (Zorrilla, 7)

