

# Working in the Public Sector

## Evidence from Europe and the US

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Discussion

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# Key issues

## 1) Who works in the public sector

- Europe: older, more educated, mostly natives
- US: less educated, more likely to be immigrants
- Common feature: more women work in the public sector
- Strong involvement of women in public sector jobs
  - Men and women equally present in activities not subject to the lockdown during the peak of the pandemic
  - Guaranteed some protection to women's jobs at a time in which the private sectors where they work were more strongly hit compared to previous recessions

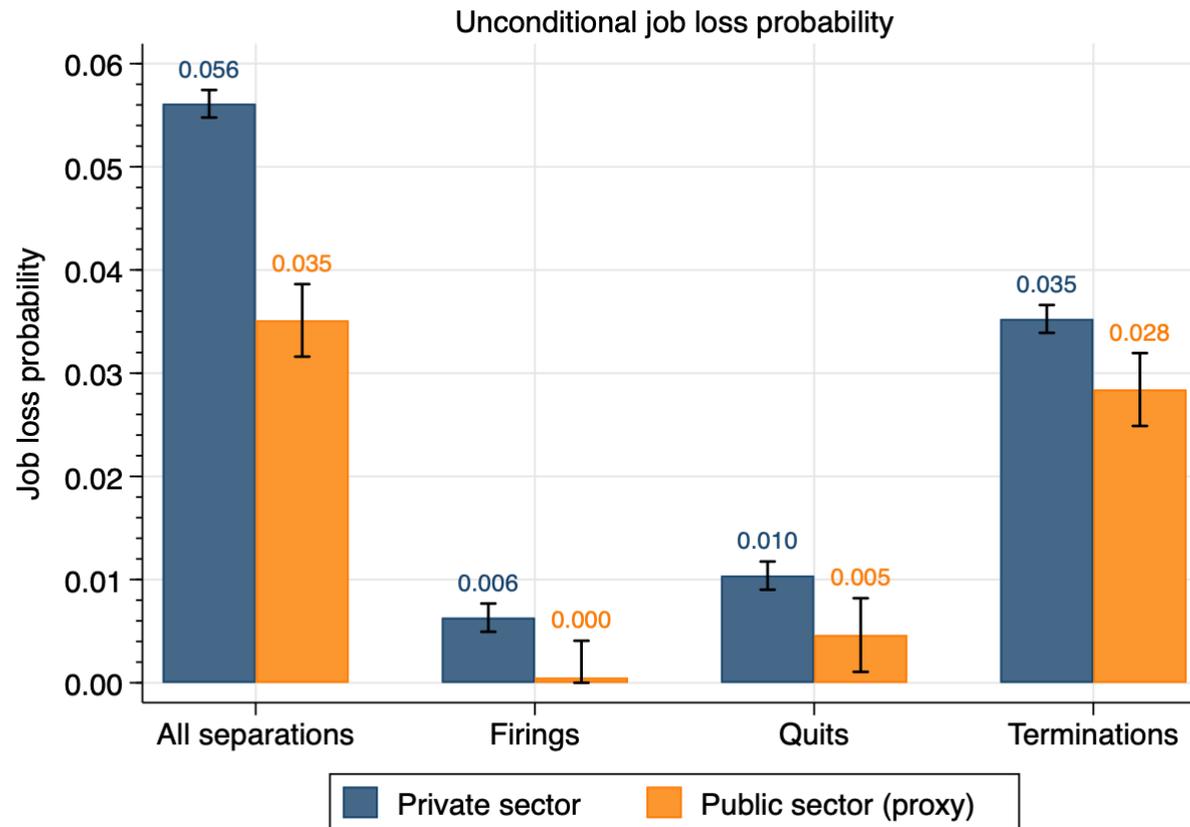
# Key issues

## 2) Rewards from working in the public/private sector

- Public-private pay gap is positive, declining and turning negative over the distribution in Europe; always negative and flat in the US
- Issue of negative selection into public jobs.
- Recruiting is critical in all jobs; in the public sector in particular
- Compensation depends also on quality of jobs/amenities
- Importance of job protection
- Role of the status associated to public sector jobs

# (Unconditional) job loss probability

## Private and public sector (Italy, 24 Feb-31 Mar 2020)



# Key issues

3) How to elicit the appropriate level of effort and commitment from workers, in general -and in this period in particular-

- Informational asymmetries more extreme;
- Need for high quality public services more pressing
- Inability of delivering good quality services amplifies the unequal impacts of the recession
  
- Managerial practices matter
- Little experience in Italy on the introduction of explicit performance measures for the providers of key public services (and their effects)
- Joint focus on public employees and public sector as an employer (training, working environment, technology)