

WEPS



On December 2nd, we launched Women in Economics Paris & Saclay at the Cité Universitaire! In this newsletter, you will find a summary of our discussions and what we thought is important to share.

WHY NOW?

Gender imbalances are increasingly studied by economists. Institutions such as the American Economic Association have acknowledged the need to address this issue within our discipline. Local initiatives as well as cross-country networks are burgeoning, the positive evolution in the gender distribution of economic scholars let us hope for progress!

However, gender differences persist and to the best of our knowledge there is no platform for female economists in Paris. This is why we think it is the right time to create an in-person forum that focusses on how to address gender differences.

CONTEXTUAL EVIDENCE

Paris-Saclay University:

- 34% of PhD students are women
- 41,5% of MCF/CR
- 22% of PU/DR

Source: Own calculations based on websites info

France (Boring & Zignago, 2018):

- 43% MCF
- 24% PU

US (Auriol, 2021):

- 29% Assistant professor
- 14% Professors

Despite some geographic variation, most countries depict similar imbalances that worsen with seniority.

POTENTIAL CAUSES OF THIS LEAKY PIPELINE

The recent academic work investigates potential channels, that we classified in three broad categories: recognition, work environment and self-confidence. We discussed a selected set of findings:

- Sarsons *et al.* (JPE, 2020): From academic CV data from US university authors find that an additional co-authored paper increases tenure probability by 7.4% for men and 4.7% for women, while there is no significant difference for single-authored work.
- Dupas *et al.* (2021): From US seminars data, authors find that women are asked on average 3.8 extra questions relative to male speakers.
- Wu (2017): On EconJobMarketRumors post, women tend to be depicted more by non-professional words than men.
- Bosquet, Combes, Garcia-Peñalosa (2019): Using public servant data, authors find that differentials in propensity to apply to senior positions across genders account for between 50 to 76% of the promotion gap in France.

ALSO: During our meeting, we also highlighted other causes that could affect a woman's career, such as home care and mental load, health, life cycle and academic careers.

WHAT COULD WEPS BE?

A space to freely discuss challenges faced by gender minorities & offer local practical solutions.

We think this goal can be best achieved through knowledge and thinking, support for younger female researchers and encounters across research units.

IN PRACTICE

WHAT?

- Events every two months: breakfasts or cocktails.
- Speakers will present their work on gender inequalities / journey through academic life.

WHERE?

- Cité Universitaire in the beautiful MINA Room.

FOR WHOM?

- Paris-Saclay & Beyond.

AND ALSO...

- Promote better practices by sharing guidelines for seminars & informal events.
- Mentoring schemes on a voluntary basis around lunches.

WANT TO BE A PART OF THIS?

WEPS IS VERY MUCH A COLLECTIVE WORK IN PROGRESS, THEREFORE WE WELCOME ALL SUGGESTIONS!

WE WARMLY INVITE YOU TO THE NEXT WEPS MEETING AT CITÉ UNIVERSITAIRE!

WE ARE PLANNING IT FOR FEBRUARY 2022.

IN THE MEANTIME, IF YOU WANT TO BE SURE TO HEAR ABOUT US:

[Sign-up here](#)