

MARÍA JOSÉ GONZÁLEZ FUENTES

PhD Candidate at ENS Lyon - CERGIC

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26 rue de la Providence, 75013 Paris | Citizenship: Costa Rican

RESEARCH INTERESTS

Gender Economics, Political Economy, Development Economics, Applied Microeconomics, Behavioral Economics

EDUCATION

École Normale Supérieure de Lyon

September 2024 - present

PhD Candidate in Economics

Center for Economic Research on Governance, Inequality and Conflict (CERGIC)

Title: Barriers to female participation in traditionally male-dominated environments

Supervisor: Sophie Hatte (ENS de Lyon, CERGIC, CEPR)

Paris School of Economics

2019 - 2021

Master in Economics, Analysis and Policy in Economics (APE)

Dissertation: Time Use, Life Evaluation & Experienced Utility in France

Advisor: Claudia Senik (PSE)

Université Paris I Panthéon-Sorbonne

2016 - 2019

2018 - 2019: Magistère d'Économie (B.Sc. in Quantitative Economics)

2016 - 2018: Double degree in Economics and Geography

WORK IN PROGRESS

Discrimination, Rejection, and Application Behavior: Effects of Blind Hiring Processes

Joint with Anne Boring, Katherine B. Coffman and Dylan Glover.

Blind hiring processes are one of the main policies that organizations use to reduce biases at the hiring stage. We examine demand-side, supply-side, and net effects of blinding information about gender and age in applications in the context of an online survey experiment. We assign participants to the role of recruiter or job candidate. We examine recruiters' willingness to hire candidates under a blind or a non-blind hiring process. Next, we examine candidates' willingness to apply under a blind and a non-blind hiring process. Then, we ask candidates to what factors would they attribute recruiters' decisions to either hire or not hire them. We relate these beliefs to recruiters' actual discrimination on the market. Finally, we examine whether rejection and the reasons that job seekers attribute to rejection impact their willingness to apply to a new job opportunity.

Gender Quotas, Campaign Financing Rules and Party Bias against Women in Brazil

Joint with Luc Paluskiewicz.

In spite of a three-decades affirmative action campaign, women continue to be underrepresented in the political arena in Brazil. This paper examines whether party bias and strategic nomination patterns undermine the positive effects of two reforms on gender quotas and campaign financing rules. Focusing on local elections, we consider these changes in the electoral rules as quasi-natural experiment and estimate their effect in a difference-in-differences setting using fine electoral data. Our analysis shows that, while political parties comply with the new electoral rules, they do so strategically in terms of their political advantage and the degree of competitiveness within each municipality. By comparing politically competitive and non-competitive municipalities, we demonstrate that party nomination choices consistently disadvantage women and reduces their likelihood of being elected. Importantly, our findings reveal that these nomination strategies vary significantly based on the level of political advantage each party had accumulated prior to the reforms.

REFERENCES

Anne Boring (Erasmus School of Economics)

✉ boring@ese.eur.nl

Dylan Glover (INSEAD)

✉ dylan.glover@insead.edu

Katherine B. Coffman (Harvard Business School)

✉ kcoffman@hbs.edu

EXPERIENCE

INSEAD, Predoctoral Researcher at the EPS area

June 2023 - September 2024

Women in Business Chair - SciencesPo, Research Assistant

Dec 2021 - June 2023

World Bank, Short Term Consultant

June 2021 - December 2023

SKILLS

Languages

Spanish (native), French (native), English (fluent), Portuguese (fluent)

Technical skills

R, Stata, LaTeX, Qualtrics, Python (intermediate), Cartography, Tableau Software, Microsoft Office

GRANTS

PhD Scholarship, CERGIC - ENS de Lyon

Graduate Initiative SFRI “Conflicts and Recompositions in a Globalized World” (CORE)

Five-year Excellence-Major Scholarship, AEFE

Awarded in 2016. 200 scholarships per year awarded to students from International French schools.

INTERNSHIPS

Exane

Sep - Nov 2021

J-PAL Europe

Apr - Jun 2021

Hospinnomics

Jun - Jul 2020

Presidential Palace of the Republic of Costa Rica

Jul - Aug 2019

LIEPP - Sciences Po

May - Jun 2019