

Gender Quotas in Recruitment Committees: a Boon or a Bane for Women?

Pierre DESCHAMPS

Abstract :

This article considers the effect of a reform which imposed gender quotas in academic recruitment committees. This reform affected academic disciplines heterogeneously, which enables me to contrast the effect of the reform between fields which were significantly affected, and those that already respected the quota before the reform. Did this reform improve the rankings of women? Drawing on a unique dataset made up of administrative data provided by three French universities, I show that the reform had a significant and very large negative effect on the ranks of women. There is some evidence that this effect is driven mainly by the reaction of men to the reform, since the decrease in the probability of women being hired is concentrated in committees that are helmed by men.