

# ALIÉNOR BISANTIS

*PhD Candidate in Economics*

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Website

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Citizenship: French and Italian

## Research interests

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Labor Economics and Gender (primary), Economics of Sciences, Behavioral and Experimental Economics (secondary)

## References

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### **Yann Bramoullé**

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### **Roberta Ziparo**

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### **Patricia Cortés**

Boston University  
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### **José de Sousa**

University of Paris Panthéon–Assas  
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## Education

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**Aix-Marseille School of Economics**, Marseille (France)

*Since 2022*

*PhD Candidate in Economics*

Supervisors: *Yann Bramoullé (AMSE, CNRS) and Roberta Ziparo (AMSE)*

Title: *Gender Inequalities and Academia*

**Aix-Marseille School of Economics**, Marseille (France)

*2020 - 2022*

*Master Empirical and Theoretical Economics*

Master thesis: *Gender Output Gap in Research: Evidence from France*

**Faculty of Economics**, Montpellier (France)

*2018 - 2020*

*Bachelor in economics*

**Linköping University**, Linköping (Sweden)

*2019 - 2020*

*One-year Erasmus Program in Economics*

**Faculty of Science**, Montpellier (France)

*2016 - 2018*

*Cursus Master in Engineering in mathematics*

## Research visits

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**DIW Berlin**, Berlin (Germany)

*May-Jun 2025*

*Hosted by Katharina Wrohlich*

**Boston University**, Boston MA (USA)

*Spring 2025*

*Hosted by Patricia Cortés*

**Gender and Academic Mobility, *Job Market Paper, Single authored***

*Abstract:* What explains the gender gap in academic careers? This paper studies how geographic mobility constraints contribute to gender disparities in academic hiring, using novel administrative data covering the universe of PhD graduates in France between 2009 and 2021. I link individuals to the full set of job openings in their field and first year of application to analyze job search behavior and outcomes. First, I show that women apply to fewer positions, over shorter distances, and are more likely to target universities near their PhD institution. Second, I leverage quasi-random variation in the geographic structure of the job market across fields and cohorts to show that candidates facing more distant openings apply to fewer positions and are less likely to secure a job. Women respond more negatively to geographically dispersed markets, making them more exposed to these spatial frictions. Finally, I quantify the impact of job market geography on hiring disparities: women's stronger responsiveness to distance reduces their probability of securing a position by 1.7 percentage points relative to men facing the same market conditions. Taken together, the findings highlight geographic mobility constraints as an important and previously underexplored mechanism contributing to gender disparities in academic careers.

**Missing Women in Research, *with Yann Bramoullé and Roberta Ziparo***

*Abstract:* We provide the first comprehensive analysis of gender differentials in academic trajectories following PhD graduation. Focusing on the universe of PhD graduates in France between 1988 and 2021, we show that raw estimates of gender gaps suggest that women publish less both on the extensive and intensive margin in STEM related fields but are more likely to publish in Biology and Earth Science and Social Sciences. However, controlling for discipline-time-university fixed-effects reveal that women are less likely to publish across all fields and career stage. Our estimates suggest that in the 25 years period from 1988 to 2012, 4,853 female PhD graduates are missing from Academia.

**Hiding the Queen: Anonymous Competitions and Gender Performance in a Randomized Chess Experiment, *with Jose De Sousa and Emma Paladino***

*Abstract:* For decades, the convergence of female and male roles has been one of the most significant advances in society and the economy. Yet women remain under-represented in the upper echelons of business, politics, academia, science and culture. Literature in economics, sociology and psychology has explored factors that explain this underrepresentation. Among these factors, divergent attitudes toward competition play a key role. Male-dominated environments, in particular, tend to negatively affect women's performance, limiting their access to positions of power and decision-making. This project aims to explore the role of competition in gendered interactions considering the field setting of chess, which offers several advantages. First, chess is played in official competitions all over the world. Second, male and female players compete against each other in mixed tournaments. Third, players are ranked using Elo, a transparent, comparable and gender-neutral rating system. Fourth, chess is a highly male-dominated field and thus offers a compelling case study. While research documents gender performance gaps in chess, the underlying mechanisms remain unclear. This paper examines how gender-based interactions influence performance and participation. Participants are assigned to different experimental conditions. By comparing outcomes across different game configurations, we isolate the causal mechanisms of gender performance gaps, investigating whether men change their play against women, whether women's performance varies against men, or whether both effects are at play.

**Gender Disparities in French Academic Careers: A Multi-Stage Analysis of Selection, *Single authored***

*Abstract:* This project examines the French academic pipeline to identify when and why women become underrepresented in faculty positions: I investigate whether they are less likely to apply, less likely to succeed, or a combination of both. Using comprehensive administrative data combining theses.fr doctoral records and administrative data from the Conseil National des Universités (CNU), I analyze gender gaps at each critical transition: from PhD graduation through qualification to securing permanent positions. My preliminary findings reveal significant discipline-specific patterns: in biological sciences, female PhD graduates are 3.5% less likely than males to apply for qualification, 8% less likely to pursue permanent positions when qualified, and 20% less likely to secure these positions when applying. In STEM fields, female PhD graduates are 6% less likely than males to apply for qualification, 4% less likely to apply for permanent positions when qualified, and 6% less likely to secure these positions when applying. Social sciences exhibit a reverse trend, with women 6% more likely than men to apply for qualification, with no significant gender differences in subsequent stages. In humanities, I found no significant gender differences across any stage.

## Teaching

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### Aix-Marseille University

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|---|--------------|
| <i>T.A. Development - Undergraduate (fr), 1st year</i>  | 2025 - Today |
| <i>T.A. Economic Principles - Undergraduate (fr), 1st year</i>                                | 2024 - Today |
| <i>T.A. Mathematics - Undergraduate (fr), 1st year</i>  | 2024 - 2025  |
| <i>T.A. Statistical approach to economic and social issues - Undergraduate (fr), 1st year</i> | 2023 - 2024  |
| <i>T.A. Statistical methods - Undergraduate (fr), 1st year</i>                                | 2022 - 2024  |

## Research activities

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### Presentations

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|---|------|
| Upcoming: Applied Economics Lunch, PSE (Paris, France), LIDAM seminar, UCLouvain (Louvain, Belgium)   | 2026 |
| Gender Reading Group, Boston University (Boston, USA), Empirical Micro Reading Group, Boston University (Boston, USA), Applied Micro Workshop, Boston University (Boston, USA), HCI Seminar, GDP center (Boston, USA), AFÉPOP (Marseille, France); Applied econometrics using Stata (Marseille, France); Cluster seminar, DIW Berlin (Berlin, Germany); EEA (Bordeaux, France); EDGE Jamboree (Cambridge, UK); PhD Seminar, AMSE (Marseille, France); Practice Job Talk, AMSE (Marseille, France) | 2025 |
| PhD Seminar, AMSE (Marseille, France), Junior Research Day, Collège de France (Paris, France), AFÉPOP (Aubervilliers, France), IOEA Spring School (Cargèse, France), JMA (Lille, France), PhD Seminar, CREST (Palaiseau, France), LAGV (Marseille, France), PhD Seminar, AMSE (Marseille, France)   | 2024 |
| PhD Seminar, AMSE (Marseille, France), DevPol Informal Seminar, AMSE (Marseille, France)  | 2023 |

### Training and Courses

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| IOEA - Spring School<br><i>Institutional and Organizational Economics</i>  | May 2024 |
| Paris School of Economics - Summer School<br><i>Economics of Gender - Biases, stereotypes, violence and policies</i> | Jun 2023 |

### Academic Responsibilities

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|---|--------------|
| Female afterwork organizer (AMSE)   | 2025 - Today |
| Internship Supervisor (AMSE)  | May-Jun 2025 |
| Internship Supervisor (AMSE)  | Jun-Jul 2024 |
| Gender Informal Reading/Discussion Group (AMSE)<br><i>Organization and creation with Karine Moukaddem</i> | 2023 - 2025  |

### Research Dissemination

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| Upcoming: <i>Sciences Échos – Women in Science</i> Conference<br><i>Event information: link</i><br><i>Production of an outreach YouTube video</i>  | 2026 |
| Presentation at the 13' Young Researcher Program (Aix-Marseille University)<br><i>13-minute TED-style presentation available here: link</i>  | 2024 |
| Radio interview on <i>Radio Grenouille</i><br><i>Available here: link</i>  | 2024 |
| Participation in the <i>Sciences en Classe</i> program (Marseille)<br><i>Presentations in high schools and master's classes on gender inequalities in career orientation toward science fields</i> | 2024 |

## Research Assistant

Aix-Marseille School of Economics - Research Assistant

*Jun-Aug 2021*

*Building and testing a survey to measure the integration of refugees in the labor market in Marseille*

## Skills

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|-----------------------------------|---|
| <b>Programming:</b>               | Stata, R Studio, Python   |
| <b>Software &amp; Tools:</b>      | QGIS, $\LaTeX$ , MS Office, R Markdown, Survey CTO                          |
| <b>Other technical strengths:</b> | Gimp, Adobe Premiere  |
| <b>Languages:</b>                 | French (native), Italian (fluent), English (fluent), Spanish (good notions) |

*Last Update: November. 2025*