

# María José González-Fuentes

PhD Candidate at ENS de Lyon & CERGIC

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## RESEARCH INTERESTS

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Gender Economics, Political Economy, Economic History, Labor Economics

## EDUCATION

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**PhD Candidate in Economics** since September 2024

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

ENS de Lyon & Center for Economic Research on Governance, Inequality and Conflict (CERGIC)

Visiting Student – University of Warwick, United Kingdom Spring 2026

Host: Manuel Bagues

**Predoctoral Researcher** 2021 - 2024

2023 - 2024: INSEAD (EPS area)

2021 - 2023: Women in Business Chair at Sciences Po

**Master in Economics, Analysis and Policy in Economics** 2019 - 2021

Paris School of Economics

**Bachelor in Economics** 2016 - 2019

Université Paris I Panthéon-Sorbonne

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

2016 - 2018: Double degree in Economics and Geography

## WORKING PAPERS

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### **Discrimination, Rejection, and Willingness to Apply: Effects of Blind Hiring Processes**

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

We investigate how candidates' willingness to apply responds to (potential) discrimination and rejection in a simulated labor market. Participants in our large online experiment are assigned to the role of either a recruiter or a candidate for a technical coding task, and apply with a non-blind resume that provides a coarse signal of skills alongside gender and age, or a blind resume that hides demographic information. We find that blinding increases the rate at which counter-stereotypical candidates apply. Our study goes beyond initial applications to examine the downstream effects of blinding when candidates receive feedback. We test two competing mechanisms: a discrimination channel, where perceived bias in non-blind rejections discourages future applications, and a quality-signal channel, where blind rejections convey stronger ability signals and induce greater deterrence. We find support for the latter channel. Blind rejections more strongly reduce future applications than non-blind rejections, particularly for women, muting the initial supply-side benefits of blinding.

## WORK IN PROGRESS

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### **The Downside of Gender Electoral Policies: Strategic Party Behaviour in Brazil**

Joint with Luc Paluskiewicz.

How do political parties react to gender electoral policies? Using data from seven Brazilian municipal elections, we show that gender quotas and funding requirements change party incentives differently. Despite national-level compliance requirements, weak municipal enforcement enables strategic behaviour based on electoral competitiveness. In historical strongholds, the

share of female candidates increased more after quota implementation than in competitive municipalities, driven by non-dominant parties. Conversely, dominant parties reduced all-male lists 23.5% less than those in competitive races. The primary compliance mechanism is the fielding of token female candidates: younger, less educated, and single-time runners. 40% of lists are composed exclusively of men or men and token women. Funding requirements raise the cost of this strategy, leading parties to bunch at the quota threshold. Elected female candidates receive no fewer votes than male counterparts, pointing to party gatekeeping rather than voter bias as the key barrier to representation.

## Conservative Mobilization, Women and Politics

Can conservative mobilizations shape gender norms and political preferences? I study a series of demonstrations held across Brazil between March and June 1964 against communism and in support of the military coup, in which women mobilized as mothers, housewives and Christians, known as the *Marchas da Família com Deus pela Liberdade*. Combining new data on the location of the marchas with Brazilian census data, I find that cohorts of women who were children or adolescents at the time have about ten percent higher completed fertility. The effect is concentrated among married women and persists for cohorts born under the regime, suggesting transmission within households and through institutions. Using newly digitized electoral records from the dictatorship, I find that exposed places gave lower vote shares to the regime's party, consistent with conditional rather than unconditional support. I present suggestive evidence that the symbolism of the marchas was reactivated in the 2010s.

## CONFERENCES AND PRESENTATIONS

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**2026:** 3rd ENS de Lyon – University of Bologna PhD Workshop, Workshop ED SEG 2026, CERGIC PhD Workshop, Women in Leadership: Accelerating Development Outcomes Conference, 5th Naples School of Economics PhD and Postdoctoral Workshop, 5th Women in Political Economics Workshop,

**2025:** CERGIC PhD Workshop, CERGIC Internal Seminar, 8th Economics and Politics Workshop.

## SKILLS

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### Languages

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

### Software

R, Stata, Python, QGIS, LaTeX, Qualtrics

## GRANTS

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**Mobility Grant**, ED 486 SEG

**PhD Scholarship**, CERGIC – ENS de Lyon

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

## REFERENCES

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**Sophie Hatte** (ENS de Lyon & CERGIC)

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**Anne Boring** (Erasmus School of Economics)

✉ [boring@ese.eur.nl](mailto:boring@ese.eur.nl)

**Katherine B. Coffman** (Harvard Business School)

✉ [kcoffman@hbs.edu](mailto:kcoffman@hbs.edu)