

**Hiring discrimination in the French financial sector:  
an econometric analysis on pair audit data**

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We study the determinants of hiring gender discrimination in the French financial sector through a controlled experiment. We find that, on the one hand, the access differences to job interviews by women and men are primarily explained by the expectation of a maternity by young women and, on the other hand, we also find that some institutional mechanisms compensate this difference of treatment between genders so that there is no significant discrimination on average.

**Keywords:** discrimination, hiring, audit, bootstrap.

**JEL Classification:** C15, C81, J16, J71.

We thank Pierre Cahuc, Jean-Marc Robin and the participants to the Labor Market seminar at EUREQua for their helpful suggestions and comments. The authors remain responsible of any error or omission.