

# CAROLINE COLY

## Contact Information

Bocconi University  
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## Placement Officer

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## Placement Assistant

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## Current Position and Affiliations

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**Bocconi University - AXA Research Lab on Gender Equality**  
*Post-doctoral researcher*

**Milano, Italy**  
*2021 – current*

**Affiliations:** CESifo Research Network, PSE Labor chair.

## References

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### Eric Maurin

Paris School of Economics  
48 Boulevard Jourdan,  
75014 Paris  
✉ [eric.maurin@psemail.eu](mailto:eric.maurin@psemail.eu)

### Paola Profeta

Bocconi University  
Via Guglielmo Röntgen 1,  
20136 Milano  
✉ [paola.profeta@unibocconi.it](mailto:paola.profeta@unibocconi.it)

### Almudena Sevilla

London School of Economics  
Houghton Street,  
WC2A 2AE London  
✉ [a.sevilla@lse.ac.uk](mailto:a.sevilla@lse.ac.uk)

## Research Interests

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Applied Microeconomics:

PRIMARY      Labor Economics, Gender.  
SECONDARY    Education, Political Economy.

## Education

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### Paris School of Economics

*PhD Candidate in Economics*

**Paris, France**

*2018 – 2022*

Thesis title: Three essays on gender inequalities in the labor market  
Advisor: Prof. Eric Maurin  
Jury: Ghazala Azmat, Laura Hospido, Antoine Rébérioux, Anne Solaz

<b>Paris School of Economics</b> <i>Master in Public Policy and Development</i>	<b>Paris, France</b> 2017 – 2018
<b>Ca'Foscari University</b> <i>Erasmus exchange</i>	<b>Venice, Italy</b> Jan. 2015 – July 2015
<b>Sciences Po - Paris 1 Panthéon-Sorbonne</b> <i>Dual Master in Economics and Quantitative Economics</i>	<b>Paris, France</b> 2014 – 2017
<b>University of Toronto</b> <i>Exchange year</i>	<b>Toronto, Canada</b> 2013 – 2014
<b>Sciences Po</b> <i>Bachelor of Social Sciences</i>	<b>Paris, France</b> 2011 – 2014
<b>Paris 1 Panthéon-Sorbonne</b> <i>Bachelor in Mathematics</i>	<b>Paris, France</b> 2011 – 2014

## Professional Experience

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<b>Organisation for Economic Co-operation and Development</b> <i>Consultant - Directorate for Employment, Labour and Social Affairs</i>	<b>Paris, France</b> Jan. – June. 2021
<b>World Food Program</b> <i>Intern - Monitoring and Evaluation Unit</i>	<b>Dakar, Senegal</b> June – Aug. 2017
<b>Iles de Paix NGO</b> <i>Intern - Programming, Support and Monitoring Unit</i>	<b>Huy, Belgium</b> Mar. – May 2016
<b>Analysis for Economic Decisions</b> <i>Intern - Monitoring and Evaluation Department</i>	<b>Louvain-La-Neuve, Belgium</b> Aug. 2015 – Feb. 2016

## Research

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**Working paper**.....

### **It's a man's world: culture of abuse, #MeToo and worker flows (Job Market Paper)**

*with Cyprien Batut and Sarah Schneider-Strawczynski*

Sexual harassment and sexist behaviors are pervasive issues in the workplace. Around 12% of women in France have been subjected to toxic behaviors at work in the last year, including sexist comments, moral, sexual or physical harassment, or violence. Such toxic behaviors can not only deter women from entering the labor market, but can also lead them to leave toxic workplaces at their own expense. This article is one of the first to examine the relationship between toxic behaviors and worker flows. We use the #MeToo movement as an exogenous shock to France's workplace norms regarding toxic behaviors. We combine survey data on reported toxic behaviors in firms with exhaustive administrative data to create a measure of toxic behaviors risk for all French establishments. We use a triple-difference strategy comparing female and male worker flows in high-risk versus low-risk firms before and after #MeToo. We find that #MeToo increased women's relative quit rates in higher-risk workplaces, while men's worker flows remained unaffected. In particular, we see that women are more likely to quit their job and move to firms who pay 2% less on average. This demonstrates the existence of a double penalty for women working in high-risk environments, as they are not only more frequently the victims of toxic behaviors, but are also forced to quit their jobs in order to avoid them.

○ *Finalist for the Distinguished CESifo Affiliate Award*

## Work in Progress.....

### **Reducing the gender wage gap: can we let firms take action?**

In France, women earn about 20% less than men and the cost of this discrimination against women is estimated to be substantial. Policies to decrease the gender pay gap are thus key but state intervention is often criticized as creating one-approach-for-all which is inappropriate for the specific difficulties faced by each sector and firm. In this context, France decided in November 2010 to decentralize the level of action by making mandatory for firms of more than 50 employees to negotiate agreements on professional equality between men and women. In this paper, I estimate the causal effect of the signature of such agreements on the wage gap and other measures of gender inequalities. Using a unique combination of administrative datasets, I exploit the staggered date of signature of agreements over the 2010-2013 period and find that the law had indeed an effect on the signature of those agreements but none on the gender wage gap and on many other measure of inequalities. Those results can be explained by several factors. First, the law made mandatory the signature of agreements but no obligation of results was put in place. Second, the labour inspectors would enforce only the signature of agreements but not their content. Hence, firms did sign agreements but without negotiating any constraining actions, leading to those null effects.

### **Women of struggle: the role of women in the American Labor Movement**

*with Paolo Santini*

Labor unions have traditionally been the advocates of workers' equality, but women have been under-represented among their ranks for a long time. How do unions fare in terms of gender equality? Have they been precursors or followers in the empowerment of women? Using a novel rich dataset on the composition of American unions' workers between 1959 and 2016, we analyze the evolution of gender inequalities within labor unions, and compare it with the evolution of inequalities in the general society using the CPS. We find that the share of women among union workers rose quickly in the 1970s as women labor force participation increased. In 2016, around 20% of union top executives were women, almost 4 times the value in listed corporations. Moreover, as women's enrollment in unions' key positions has increased, the officers' gender wage gap in headquarters has decreased and is now very close to zero, even at the very top. Albeit imperfectly, we thus find that unions hold a more progressive view of women in society. Large heterogeneities however exist even within the union movement, pointing towards the fact that gender gaps are strongly influenced by corporate culture.

### **Back to the roots: the impact of culture on post-secondary educational choices.**

*with Margaux Suteau*

### **Sexual harassment training in firms**

*with Paola Profeta and Almudena Sevilla*

### **Changing the media narrative: the role of social movements**

*with Kenza Ellass*

### **Gender, Carbon Footprint and Environmental Attitudes**

*with Julius Andersson, Pamela Campa, Marion Leroutier and Maria Perrotta Berlin*

## **Teaching**

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### **Bocconi University**

*Methods and Tools for Policy Analysis, graduate level.*

Lecturer for prof. Massimo Anelli

**Milano, Italy**

*Fall 2022*

### **Sciences Po**

*Labour Economics, graduate level.*

**Paris, France**

*Fall 2020*

Lecturer

### Paris 2 University

*Microeconomics, undergraduate level.*

Teaching Assistant

Paris, France

Spring 2020

### Paris 1 Panthéon-Sorbonne

*Algebra for Economics, undergraduate level.*

Teaching Assistant

Paris, France

Fall 2018, Fall 2019

## Conferences and Seminars

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- *Forthcoming*: OFCE seminar (*invited*, OFCE-Sciences Po); Brown Bag seminar (*invited*, Goethe University); 10th EcoNomicS Days (*invited*, ENS Lyon).
- 2022: CESifo Area Conference on Labour Economics; EEA-ESEM 2022; EALE 2022; ESPE 2022; IAAE 2022; Labour chair seminar (PSE); Food for Thought (Bocconi); Applied Young Economist Webinar (AYEW); Alp-pop conference; Gender and Family Economics Webinar (Cergy University); Doctorissimes conference; 26th Spring Meeting of Young Economists (SMYE); 2022 Society of Economics of the Household (SEHO); Linked-Employee Employer Database workshop 2022 (LEED); Labour and Public Seminar (PSE).
- 2021: 46th Symposium of the Spanish Economic Association; Applied Lunch Seminar (PSE); IAAEU Workshop on Labour Economics; Labour chair seminar (PSE); ASPEC 2021; ESPE 2021; Discrimination and Diversity workshop 2021; EEA-ESEM Virtual 2021; 69th Congress of the French Economic Association (AFSE); 20th Journées Louis-André Gérard-Vare (LAGV) ; Bavarian Young Economists' Meeting 2021; Labour and Public Economics Seminar (PSE); ECINEQ 2021; IIPF 2021.
- 2020: Evidence-Based Summer Meeting 2020 (LMU Munich, *rescheduled: summer 2021*); Young Economists' Meeting 2020 (Masaryk University; *cancelled*); DARES Internal Seminar (Ministry of Labour). Paris 2020; Evaluation Meetings (French National Assembly); Applied Economics Lunch Seminar (PSE).
- 2019: Labour chair seminar (PSE).
- 2018: Labour chair seminar (PSE).

## Grants and Scholarships

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- Research Grant *CEPREMAP* (5,000€). 2021.
- Research Grant *EUR PjSE Paris School of Economics* (2,200€). 2021.
- French Guiana research grant (3,000€). 2018.
- Doctoral Scholarship from PSE Labor Chair (3 years contract). 2018.

## Referee Service

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European Economic Review; Review of Economics of the Household.

## Languages and Skills

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- **IT Skills**: Proficient in: Stata, SAS,  $\LaTeX$ , MS Office. Basic ability with: R.
- **Languages**: French (native), English (fluent), Spanish (Intermediate), Italian (Intermediate).

## **Seminar Organization**

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- Applied Economics Lunch Seminar. Paris 2020-2021.

## **Volunteering and Social**

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- Founder and President of Guyane A'Venir, association whose goal is to foster better integration of Guianian who come to mainland France for their studies. 2017-2020.
- Volunteered at Scoubidoo: tutoring of children from underprivileged background. Academic year 2012-2013.