

Public Administration Review
 “Do Competitive Examinations Promote Diversity in Civil Service?”
 Nathalie Greenan, Joseph Lanfranchi, Yannick L’Horty,
 Mathieu Narcy, and Guillaume Pierné

Supporting Information

Table A1: Success rates in written tests according to the socio-demographic characteristics of candidates

	Women	Men	Paris resident	ZUS resident	Non Paris and non ZUS resident	Born outside metropolitan France	Born in metropolitan France
All	34.2***	33.4	37.3***	31.7***	33.9	14.6***	26.0
Economy	32.5***	31.5	25.9***	29.6***	33.1	22.6***	34.1
Agriculture	13.9***	18.7	22.2***	14.2*	15.8	-	-
Foreign Affairs	7.0***	10.5	13.9***	4.2***	7.3	3.9***	9.7
Interior	20.0**	19.3	36.5***	20.5***	18.9	10.8***	21.5
Labor	8.1**	9.5	18.4***	8.5	8.2	3.5***	9.8
National Education	41.8*	42.1	47.2***	39.4***	41.6	-	-
Research	4.8***	4.0	8.5***	4.7	4.2	-	-

Note: ***, **, and * indicates that the identified success rate is significantly different from the success rate presented to the right at the respective 1%, 5% and 10% levels.

Reading: 34.2% of women who completed all the written tests succeeded while this proportion was 33.4% for men.

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Table A2: Success rates in oral tests according to the socio-demographic characteristics of candidates

	Women	Men	Paris resident	ZUS resident	Non Paris and non ZUS resident	Born outside metropolitan France	Born in metropolitan France
All	46.9***	43.8	50.3***	43.8***	45.4	31.1***	36.7
Economy	34.6	34.7	38.5**	25.7	29.0	30.8***	36.2
Agriculture	28.4	29.0	25.0	24.7	29.0	-	-
Foreign Affairs	33.3	31.9	29.9	36.4	33.9	30.1	33.0
Interior	32.0***	40.4	37.0	35.1*	38.0	32.7***	38.2
Labor	34.7	38.3	35.5	43.4	35.3	21.0***	37.5
National Education	49.9***	47.1	54.3***	46.6***	48.4	-	-
Research	35.0	30.6	35.8	35.8***	32.9	-	-

Note: ***, **, and * indicates that the identified success rate is significantly different from the success rate presented to the right at the respective 1%, 5% and 10% levels.

Reading: 46.9% of women who succeeded in the written tests were also successful in the oral tests while this proportion was 43.8% for men.

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Table A3: Socio-demographic composition of candidates who completed all the written tests (P1), candidates who were successful in the written tests (P2) and candidates who were successful in the oral tests (P3)

	Women			Paris resident			ZUS resident			Non Paris and non ZUS resident			Born outside metropolitan France		
	P1	P2	P3	P1	P2	P3	P1	P2	P3	P1	P2	P3	P1	P2	P3
All	56.0	56.6	58.2	7.0	7.7	8.5	9.2	8.6	8.2	83.8	83.7	83.3	17.9	10.9	9.4
Economy	45.6	46.4	46.2	10.3	8.4	9.3	10.7	9.9	10.1	78.9	81.7	80.6	16.1	11.3	9.8
Agriculture	61.9	54.8	54.2	1.2	1.7	1.5	7.1	6.4	5.7	91.7	91.9	92.8	-	-	-
Foreign Affairs	61.6	51.8	52.9	21.5	35.9	33.0	11.6	5.9	6.5	67.0	58.2	60.5	23.8	11.0	10.1
Interior	31.7	32.5	27.7	2.6	4.9	4.8	8.5	8.9	8.3	88.9	86.2	86.9	18.4	10.2	8.8
Labor	63.1	59.1	56.7	3.7	7.9	7.7	10.7	10.6	12.7	85.6	81.5	79.6	19.4	7.9	5.6
National Education	60.2	60.0	61.4	6.8	7.7	8.6	8.9	8.4	8.0	84.3	84.0	83.4	-	-	-
Research	70.4	74.2	76.6	8.1	14.9	15.8	10.0	10.1	10.8	81.9	75.0	73.4	-	-	-

Reading: Women represented 56.0% of the candidates who completed all the written tests, 56.6% of the candidates who were successful on the written tests and 58.2% of the candidates who were successful on the oral tests.

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competitive sessions	25.00%	8.33%	54.54%	0.00%	0.00%	8.33%	0.00%	100%
candidates	31.41%	7.19%	79.39%	0.00%	0.00%	10.59%	0.00%	100%
Labor :								
competitive sessions	0.00%	100%	100%	0.00%	25.00%	25.00%	0.00%	100%
candidates	0.00%	100%	100%	0.00%	44.44%	29.87%	0.00%	100%
National Education :								
competitive sessions	13.13%	18.99%	36.78%	1.44%	2.53%	9.30%	-	-
candidates	16.10%	16.37%	57.22%	0.99%	3.23%	8.65%	-	-
Research :								
competitive sessions	12.50%	25.00%	50.00%	12.50%	25.00%	12.50%	-	-
candidates	17.53%	21.59%	51.15%	5.73%	24.67%	13.52%	-	-

Reading: Women have a higher probability than men to pass the written tests stage in 12.90% of the considered competitive sessions. Furthermore, a woman who took part in all the written tests has 14.32% chance to participate in an examination where women have a higher probability than men to pass the written tests stage. Conversely, in 21.72% of the considered competitive sessions, women have a lower probability than men to pass the written tests stage. Consequently, a woman has 22.75% chance to participate in an exam where women have a lower probability than men to pass the written tests stage.

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competitive sessions	33.33%	0.00%	27.27%	18.18%	16.67%	25.00%	33.33%	8.33%
candidates	30.86%	0.00%	9.74%	23.26%	2.30%	41.62%	41.82%	0.19%
Labor :								
competitive sessions	25.00%	50.00%	50.00%	0.00%	0.00%	0.00%	50.00%	50.00%
candidates	24.35%	48.71%	50.00%	0.00%	0.00%	0.00%	38.71%	61.29%
National Education :								
competitive sessions	17.32%	10.89%	9.48%	10.06%	3.94%	7.61%	-	-
candidates	19.82%	17.07%	15.08%	10.56%	5.37%	7.20%	-	-
Research :								
competitive sessions	12.50%	25.00%	25.00%	25.00%	0.00%	0.00%	-	-
candidates	3.97%	4.61%	51.53%	4.58%	0.00%	0.00%	-	-

Reading: Women benefit from an evaluation bias in 19.46% of the considered competitive sessions. Furthermore, a woman who passed the written test stage has 24.32% chance to participate in an oral test where women benefit from an evaluation bias. Conversely, in 10.63% of the considered competitive sessions, women suffer from an evaluation bias. Consequently, a woman has 14.66% chance to participate in an oral test where women suffer from an evaluation bias.