

THOMAS BREDA

http://www.parisschoolofeconomics.com/breda-thomas/index_en.html

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French citizen, May 1st, 1983

Contact

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Current Positions

- Oct. 2013 – **Paris School of Economics**, Associate member.
- Oct. 2013 – **CNRS** Full-time junior researcher.
- Oct. 2013 – **Institut des politiques publiques**, Programme Director (Labour Markets).
- April 2015 – **Institute for the Study of Labor (IZA)**, Research fellow.

Past Employment

- 2011 - 2013 **Centre for Economic Performance (LSE)**, Postdoctoral fellow.
- 2008 - 2009 **Ministry of budget**, junior advisor on the liberalization of the French gambling market.
- 2007 - 2008 **Banque de France**, research assistant.

Graduate Studies

- 2008 - 2011 PhD, Paris School of Economics. *Thesis Title*: “Unions, bargaining and family firms: effects on wages and job protection” under the supervision of Philippe Askenazy.
- 2006 - 2007 Visiting Student at the Department of Economics, Princeton University.
- 2004 - 2006 M.A. Economics “Analyse et Politique Economiques”, PSE.
Graduation from National School of Economics and Statistics (ENSAE).

Undergraduate Studies

- 2003 Admitted at Ecole Normale Supérieure - Rue d’Ulm. B.A. in Mathematics.

Research Fields

Labor Economics, Gender Inequality, Employment Relations, Discrimination.

Peer-Reviewed Publications

a) In English:

“The gender equality paradox in chess holds among young players: A commentary on Vishkin (2022)”, with Clotilde Napp. *Psychological Science*, forthcoming.

“The gender gap in intentions to study math increases with math performance”, with Clotilde Napp. *Nature Communications*, forthcoming. ([Link paper](#)) ([Link appendix](#))

“How Effective are Female Role Models in Steering Girls towards STEM? Evidence from French High Schools”, with Julien Grenet, Marion Monnet and Clémentine Van Effenterre. *Economic Journal*, forthcoming. ([Link](#))

“The stereotype that girls lack talent: A worldwide investigation”, with Clotilde Napp. *Science Advances*, March 9, 2022: vol. 8, Issue 10. ([Link](#))

“Gender stereotypes can explain the gender-equality paradox”, with Elyès Jouini, Clotilde Napp and Georgia Thebault. *PNAS (Proceedings of the National Academy of Science)*, December 8, 2020: vol. 117, no 49, pp. 31063-31069. ([Link published paper](#)) ([Link free access version](#))

“Girls’ comparative advantage in reading can largely explain the gender gap in math-intensive fields”, with Clotilde Napp. *PNAS (Proceedings of the National Academy of Science)*, July 30, 2019: vol. 116, no 31, pp. 15435-15440. ([Link](#))

“Societal inequalities amplify gender gaps in math”, with Elyès Jouini and Clotilde Napp. *Science*, 16 Mar 2018: vol. 359, Issue 6381, pp. 1219-1220. ([Link](#))

“Working in Family Firms”, *IZA World of Labor*, 2018: 434. ([Link](#))

“Contribution ceilings and the Incidence of Payroll Taxes”, with Facundo Alvaredo, Barra Roantree and Emmanuel Saez. *De Economist*, vol. 165, no 2, pp. 129-140, 2017. ([Link](#))

“Incidence and Behavioural Response to Social Security Contributions: an Analysis of Kink Points in France”, with Antoine Bozio and Julien Grenet. *De Economist*, vol. 165, n°2, pp. 141-163, 2017. ([Link](#))

“Teaching accreditation exams reveal grading biases favor women in male-dominated disciplines in France”, with Méлина Hillion. *Science*, vol. 353, Issue 6298, pp. 474-478, 2016. ([Link](#))

“Advertising and R&D: theory and evidence from France”, with Philippe Askenazy and Delphine Irac. *Economics of Innovation and New Technology*, vol. 25, n° 1, pp. 33-56, 2016. ([Link](#))

“Firms’ rents, workers’ bargaining power and the union wage premium in France”, *The Economic Journal*, vol. 125, pp. 1616-1652, 2015. ([Link](#))

“Professors in Core Science are not always Biased against Women: Evidence from France”,

with Son Thierry Ly. *American Economic Journal: Applied Economics*, vol. 7, n° 4, pp. 53-75, 2015. ([Link](#))

“Working in family firms: less paid but more secure?”, with Andrea Bassanini, Eve Caroli and Antoine Reberlioux. *Industrial and Labor Relations Review*, vol 66, n°2, pp. 433-466, 2013. ([Link](#))

b) In French:

“Les filles et les garçons face aux sciences : les enseignements d’une enquête dans les lycées franciliens”, with Julien Grenet, Marion Monnet and Clémentine Van Effenterre. *Éducation et Formations*, n° 97, pp. 1-35, 2018. ([Link](#))

“Un modèle calibré pour évaluer l’effet du CICE sur l’emploi”, with Luke Haywood and Haomin Wang. *Revue Française d’Economie*, vol. 32, n° 1, pp. 16-58, 2017. ([Link](#))

“Des délégués syndicaux sous-payés : une situation de discrimination stratégique ?”, with Jérôme Bourdieu. *Travail et Emploi*, vol 145, pp. 31-58, 2016. ([Link](#))

“Façonner la prescription, influencer les médecins. Les effets difficilement saisissables du cœur de métier des grandes entreprises pharmaceutiques”, with Jérôme Greffion. *Revue de la régulation*, vol. 17, n° 1, 2015. [[Online](#)]

“Les délégués syndicaux sont-ils discriminés ?”, *La Revue Economique*, vol 65, n°6, pp. 841-880, 2014. ([Link](#))

Books

Les Représentants du Personnel, Presses de Sciences Po, Mars 2016. [[Online extended version](#)]

De la théorie à la pratique : les effets attendus et observés de l’action syndicale, IRES, Collection Agence d’Objectifs, Mars 2011.

Chapters in Books

“Educational testing and gender”, in the Wiley Blackwell Encyclopedia of Gender and Sexuality Studies (ed. Naples N., Hoogland, R.C., Wickramasinghe, M. and A. Wong), 2016.

Working Papers/Work in Progress

Gender Inequality:

“Daily use of social media increases body dissatisfaction of adolescent girls in a large cross-cultural survey”, with Clotilde Napp. *Revised and resubmitted at Nature Communications*

“Diversity and Social Capital Within the Workplace: Evidence from Britain”, with Alan Manning. *R&R Industrial Relations* ([Link](#))

Unions and collective bargaining:

“Electoral Democracy at Work”, with Philippe Askenazy. *Under submission* ([Link](#))

“Plant-Level Productivity in a Declining Market: The Case of Union Locals”, with Alex Bryson and John Forth. *Revise and Resubmit at BJIR* ([Link](#))

“Empirical Challenges in the Study of Employer Associations and their Representativeness”. *Revise and Resubmit at BJIR*

“The Role of Social Norms and the Media in Reducing Wage Inequalities within Trade Unions”, with Paolo Santini. ([Slides](#))

Taxes, social security contributions and the structure of wages:

“Does Tax-Benefit Linkage Matter for the Incidence of Social Security Contributions”, with Antoine Bozio and Julien Grenet. *Reject and Resubmit at Restud* ([Link](#))

“Labor market responses to taxes and minimum wage: a dynamic structural approach”, with Luke Haywood and Haomin Wang. *Reject and Resubmit at Quantitative Economics* ([Link](#))

“The Contribution of Payroll Taxation to Wage Inequality in France”, with Antoine Bozio and Malka Guillot. *Under submission* ([Link](#))

“Modeling earnings and inequality dynamics with linked employer-employee data”, with Richard Blundell, Marc Chan and Jean-Marc Robin.

Other:

“Under-Reporting of Firm Size Around Size-Dependent Regulation Thresholds: Evidence from France”, with Philippe Askenazy and Vladimir Pecheu. 2022. halshs-03614750 ([Working paper](#))

“The elasticity of demand for gambling: How much should the machine give me back to make me lose all my money? Evidence from a sample of slot machines”. ([Slides](#))

Research and Policy Reports

Après la naissance d'un enfant, les conditions de travail diffèrent entre les pères et les mères, with Louis-Alexandre Erb, Tom Olivera and Maxime Tô. Insee Références, 2022, pp. 75-87. ([Link](#))

La discrimination à l'embauche selon le sexe, with Nicolas Jacquemet, Morgane Laouenan, Roland Rathelot, Mirna Safi and Joyce Sultan Parraud. Rapport IPP n°37, Mars 2022. ([Link](#))

Étudier les représentants du personnel pour mieux comprendre les relations de travail et les conditions du partage de la valeur ajoutée, with Jérôme Bourdieu et Vladimir Pecheu. Rapport d'études pour la Dares, Septembre 2021. ([Link](#))

Education, skills and skill mismatch: a review and some new evidence based on the PIAAC survey, with Kentaro Asai, Audrey Rain, Lucile Romanello, and Marc Sangnier. Rapport IPP n°26, January 2020. ([Link](#))

Quel avenir pour le dialogue social européen ?, Contribution au rapport annuel sur le dialogue social d'Humanis. pp. 36-53, 2018. ([Link](#))

What could explain differences in decision-making across French labor courts?, with Esther Chevrot-Bianco, Claudine Desrieux and Romain Espinosa. Document de travail CEPREMAP n°1705. Novembre 2017. ([Link](#))

Féminisation et performances économiques et sociales des entreprises, Rapport IPP n°12. Décembre 2015. Report for the Ministry of Women's Rights. ([Link](#))

Les carrières des non-titulaires du secteur public : analyse rétrospective et projections, with Jérémy Boccanfusso, Antoine Bozio et Clément Imbert. Rapport IPP n°5. Décembre 2014. Report for Ircantec. ([Link](#))

Inégalités hommes/femmes: théorie et faits empiriques, Awareness-raising report for the BNP Paribas. Mai 2009.

Research and Policy Briefs

“Les entreprises sous-déclarent-elles leur effectif à 49 salariés pour contourner la loi ?”, with Philippe Askenazy and Vladimir Pecheu. *IPP note* n°82, Mars 2022. ([Link](#))

“Discrimination à l'embauche des personnes d'origine supposée maghrébine : quels enseignements d'une grande étude par testing ?”, with Emilie Arnoult et al. *IPP note* n°76, Novembre 2021. ([Link](#))

“Y a-t-il de la discrimination à l'embauche selon le sexe parmi les candidatures d'origine maghrébine ?”, with Emilie Arnoult et al. *DARES ANALYSES* n°57, Octobre 2021. ([Link](#))

“Discrimination à l'embauche selon le sexe : les enseignements d'un testing de grande ampleur”, with Emilie Arnoult et al. *IPP note* n°67, Mai 2021. ([Link](#))

“Les inégalités salariales femmes-hommes dans les entreprises”, with Paul Dutronc-Postel, Joyce Sultan and Maxime Tô. *IPP note* n°68, Mai 2021. ([Link](#))

“Inégalités femmes-hommes au sein des entreprises : que mesure l'index de l'égalité professionnelle ?”, with Paul Dutronc-Postel, Joyce Sultan and Maxime Tô. *IPP note* n°52, Mars 2020. ([Link](#))

“Role Models féminins : un levier efficace pour inciter les filles à poursuivre des études scientifiques ?”, with Julien Grenet, Marion Monnet and Clémentine Van Effenterre. *IPP note* n°45, Septembre 2019. ([Link](#))

“Prud’hommes : peut-on expliquer la disparité des décisions ?”, with Esther Chevrot-Bianco, Claudine Desrieux and Romain Espinosa. *IPP note* n°29, November 2017. ([Link](#))

“Il faut mettre en oeuvre une nouvelle gouvernance du salariat”, *Paris School of Economics, La Parole à ...*, Juin 2016. ([Link](#))

“La réforme du code du travail”, *La Vie des idées*, January 2016. ([Link](#))

“Are girls discriminated against in the sciences? Lessons from the *ENS* competitive entrance exams”, with Son-Thierry Ly. *IPP note* n°15, December 2014. ([Link](#))

“Pourquoi y a-t-il si peu de femmes en science ?”, *Regards croisés sur l’économie*, 2014/2, n°15. ([Link](#))

“Science: why the gender gap?”, *CentrePiece*, Vol. 17, n°3, pp. 22-23. 2012. ([Link](#))

“Panorama des salaires conventionnels sur la période 2003-2009”, *Dares Analyses*, no. 092, December 2011. ([Link](#))

“Les délégués syndicaux sont-ils discriminés ?”, *La Vie des idées*, October 2011. ([Link](#))

Teaching Experience

- 2017 – Lecturer “Labour Economics” in the PSE Master programs (M1 and M2)
- 2010 – 2016 Lecturer “Microeconomics of the firm” in the PSE Master programs
- 2008 - 2011 T.A. Microeconomics and T.A. Applied Microeconomics at Ecole Normale Supérieure (Prof. Daniel Cohen)
- 2004 - 2006 Oral Examiner in Mathematics in a preparatory class in Paris

Ph.D. Supervision

- 2021 – Maëlle Stricot (co-supervised with Camille Hémet).
- 2019 – Simon Loewe (co-supervised with Luc Behaghel).
- 2019 – Kentaro Asai (co-supervised with Akiko Suwa-Eisenmann).
- 2017 – Louis-Alexandre Erb (co-supervised with Yannick L’Horty).
- 2017 – 2022 Paolo Santini (co-supervised with Jérôme Bourdieu).

Scientific and Administrative Responsibilities

- 2021 Conference organisation: “Inégalités femmes-hommes : le rôle des entreprises”.
- 2018 – Chaire “Femmes et Sciences”, Scientific Committee with Elyès Jouini and Clotilde Napp.
- 2017 – 2022 Comité d’évaluation des ordonnances Travail (Pénicaud), expert nommé.

- 2018 – Jury member of the Pôle Emploi prize for best PhD thesis and best book on labor and employment issues.
- 2017 – Conseil d’Unité de l’UMR PJSE, membre nommé.
- 2015 – Advisory Board, Public Policy and Development Master.
- 2015 – Organization of the CEPREMAP external conferences for the Public Policy and Development Master.
- 2016 – 2019 Conseil Supérieur de l’Égalité Professionnelle, personnalité qualifiée.

Research contracts and research grants

- 2022–2023 “L’impact de l’Index égalité sur l’écart de salaire femmes-hommes dans les entreprises”, PI, CFDT union (€36,000)
- 2021–2025 “Le télétravail pendant et après la pandémie de covid-19 : déterminants, conséquences et rôle du dialogue social”, PI, ANR (JCJC) Research grant (€291,132)
- 2020–2022 “Employer Representation in Collective Bargaining: extent, form, structure and impact”, PI, European Commission, DG Employment, Social Affairs and Inclusion (€80,000)
- 2019–2020 “Relationships between gender discrimination in hiring and firms’ gender diversity”, PI with Nicolas Jacquemet, Dares research project (€98,300)
- 2018–2020 “Wage inequality among U.S. union employees”, coordinator, Institute of New Economic Thinking (€32,000)
- 2018–2020 “Les représentants du personnel”, coordinator, Dares research project (€46,000)
- 2017–2019 “Causal impact of non-discrimination training”, coordinated by Morgane Laouenan, Dares research project (€90,000)
- 2017–2019 “Inequality at work”, coordinated by Mirna Safi, ANR research grant
- 2017-2018 “Les apports de la mesure des compétences à la compréhension du marché du travail”. PI. Dares research contract (€116,400)
- 2016-2018 “Evaluation of the awareness programme *Pour les Filles et la Science*”, with Julien Grenet, Research contract with Fondation L’Oréal (€145,000).
- 2015-2017 Labour market responses to taxes: a structural approach (PI), with Luke Haywood and Haomin Wang, ANR research grant (€170,000)
- 2013-2014 Les employeurs face aux représentants du personnel : une situation de discrimination stratégique ?, with Jérôme Bourdieu, Dares research contract (€15,000)
- 2012-2015 “The Impact of Social Security Contributions on Earnings: Evidence from administrative data”, with Antoine Bozio (PI) and Julien Grenet, ANR research grant (€260,000)

Honors, Scholarships, and Fellowships

- 2019 Nominated for best French young economist (*Le Monde* / Cercle des Economistes).
- 2017 - 2021 Prime d’encadrement doctoral et de recherche, CNRS.
- 2011 - 2013 Newton International Postdoctoral Fellowship (by the British Academy).
- 2006 - 2007 Princeton Exchange Fellowship from the Lisa Procter fund.
- 2003 - 2008 Ecole Normale Supérieure, Full Fellowship.

Selected Conferences, Workshops and Seminars

- 2022 The International Festival of Economics (Turin, Italy), Bocconi, Namur, MSCA conference (ENS-PSL), Académie des Sciences
- 2021 Swiss Academy of Science, Colloque annuel de l'ENM, ENS Ulm, Co'ciliabule (CoRéCRÉ), Colloque RH IAE Gustave Eiffel
- 2020 PSE Annual Conference "Digital Transformations", IZA Workshop "Labor Market Institutions", Université Paris-Saclay, Journée de l'Economie (Lyon)
- 2019 ZEW (Mannheim), SOFI (Stockholm), Université Paris 8, Université de Nantes, Banque de France, Journée de l'Economie (Lyon)
- 2018 DIW Gender Economics workshop (Berlin), University of Padova, Grenoble, Ministry of Labor international Conference ([June](#) and [December](#))
- 2017 Ecole des Mines, CREST, Bristol, Tinbergen Institute
- 2016 Chaire de Sécurisation des Parcours Professionnels (Round Table), Workshop Incidence of Social Security Contribution (IFS-London), Round Table *Loi Travail* (PSE), Round Table *Loi Travail* (AFSE Meeting), Rencontres Économiques (Bercy), Séminaire Emploi (Bercy), OECD external seminar, AMSE-BdF Labor Market Conference
- 2015 Ghent External Seminar, CREST External Seminar, Ministry of Women's Right (invited speaker), CEPREMAP workshop "What Place for Unions Today?"
- 2014 Séminaire Fourgeaud, Rencontres d'Aussois, Conférence Dares Relations professionnelles ([Link](#))
- 2012 Inaugural conf. observatory of anti-union discrimination (invited speaker), Conferences: EEA (Malaga), ESPE (Bern)
Workshop "The future of trade unions" (Mainz), LSE Labour Market workshop
- 2011 Invited Seminars: Sciences Po Paris, Univ. Paris-East. Conferences: EALE (Cyprus), Linked Employer and Employee Data (Porto)
- 2010 Conference: EALE (UCL), Intern seminars in Paris 1 and PSE
- 2009 Ministry of Labor research dpt. , PSE Macroeconomic tea break
- 2008 Conferences: EALE (Amsterdam), AFSE (Paris). Invited seminar: Bank of France
- 2006 Princeton Labor Lunch seminar

Referee activities

AEJ applied, AEJ policy, American Economic Review, B.E. Journal of Economic Analysis and Policy, British Journal of Industrial Relations, Brussels Economic Review, Canadian Journal of Economics, Economic Journal, Economics of Education Review, Economie et Statistique, Industrial and Labor Relations Review, IZA Journal of Labor Economics, Journal of Economic Behavior and Organization, Journal of Labor Economics, Journal of Human Capital, Journal of Human Resources, Journal of Labor Economics, Labour Economics, Nature, Oxford Economic Papers, Perspectives on Psychological Science, Population, Quarterly Journal of Economics, Review of Economics and Statistics, Revue Française d'Economie, Scandinavian Journal of Economics, Science, Science Advances, Structural Change and Economic Dynamics.

Some research dissemination in the media

(not updated after 2021)

Press: *Marianne* (12-16-2021), *Libération* (11-24-2021), *Le Monde* (09-11-2021), *Le Monde* (11-30-2020), *Le Monde* (10-28-2020), *Libération* (08-30-2020), *Le Monde* (07-25-2019), *Le Monde* (05-13-2019), *Le Monde* (03-20-2018), *Le Monde* (03-09-2018), *Le Monde* (09-29-2017), *Le Monde* (09-22-2017), *Libération* (09-11-2017), *Alternatives Economiques* (09-12-2017), *Le Monde* (07-07-2017), *Le Monde* (06-23-2017), *Slate* (03-19-2017), *La Recherche* (09-19-2016), *Science Mag* (07-29-2016), *Huffington Post* (07-28-2016), *Le Monde* (08-01-2016), *Le Monde* (05-25-2016), *Le Monde* (03-18-2016), *Actuel* (01-11-2016), *L'Opinion* (01-06-2016), *La Tribune* (05-29-2015), *Le Figaro Etudiant* (12-18-2014), *Le Monde-Les Décodeurs* (12-14-2014), *Le Monde* (12-12-2014)

See also at <http://www.parisschoolofeconomics.com/breda-thomas/media.html> for free-access versions of press articles.

Radio: *France Culture* (11-29-2021), *France Culture* (12-03-2019), *France Inter* (04-26-2017), *France Culture* (02-19-2017), *France Culture* (06-25-2016), *France Culture* (03-21-2016), *France Info* (03-09-2016), *Radio Campus Paris* (02-24-2016), *France Culture* (01-16-2016)