## Supporting Information

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

<u>Note</u>: \*\*\*, \*\*, 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. <u>Reading</u>: 34.2% of women who completed all the written tests succeeded while this proportion was 33.4% for men.

## Supporting Information

Table A2	: Success	rates in ora	al tests accordin	ng to the	socio-demogr	aphic	characteristics of	candidates
				0	U			

	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	-	-

<u>Note</u>: \*\*\*, \*\*, 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. <u>Reading</u>: 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.

## Supporting Information

**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	Р3	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	-	-	-

<u>Reading</u>: 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.

# Supporting Information

## Table A4: Proportion of examination sessions and proportion of candidates concerned by an unequal success in the written tests

	Wo	man		Place of		Born outside metropolitan		
			Paris r	resident	ZUS 1	resident	France	
	+	-	+	-	+	-	+	-
All:								
competitive sessions	12.90%	21.72%	34.57%	3.48%	2.96%	10.02%	0.00%	88.71%
candidates	14.32%	22.75%	46.96%	3.32%	4.33%	13.00%	0.00%	96.70%
Economy :								
competitive sessions	8.33%	29.17%	2.08%	18.75%	2.08%	12.50%	0.00%	82.50%
candidates	4.33%	22.35%	23.29%	11.55%	0.72%	21.13%	0.00%	92.47%
Agriculture :								
competitive sessions	33.33%	50.00%	33.33%	0.00%	0.00%	0.00%	-	-
candidates	4.68%	69.10%	53.92%	0.00%	0.00%	0.00%	-	-
Foreign Affairs :								
competitive sessions	0.00%	66.67%	66.67%	0.00%	0.00%	33.33%	0.00%	100%
candidates	0.00%	72.50%	60.80%	0.00%	0.00%	68.14%	0.00%	100%
Interior :								

## Supporting Information

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%	-	-

<u>Reading</u>: 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.

# Supporting Information

## Table A5: Proportion of competitive examination sessions and proportion of candidates concerned by an evaluation bias in the oral tests

	Wo	man		Place of		Born outside		
			Paris r	esident	ZUS r	esident	metropoli	tan France
	+	-	+	-	+	-	+	-
All:								
competitive sessions	19.46%	10.63%	10.44%	10.21%	4.56%	7.52%	20.97%	9.68%
candidates	24.32%	14.66%	15.02%	9.40%	4.64%	8.43%	38.97%	3.48%
Economy :								
competitive sessions	31.25%	8.33%	6.25%	4.17%	6.25%	4.17%	17.50%	7.50%
candidates	55.65%	3.93%	9.38%	2.47%	2.36%	1.48%	39.68%	3.59%
Agriculture :								
competitive sessions	16.67%	0.00%	0.00%	50.00%	0.00%	16.67%	-	-
candidates	48.86%	0.00%	0.00%	10.29%	0.00%	25.69%	-	-
Foreign Affairs :								
competitive sessions	33.33%	0.00%	33.33%	0.00%	16.67%	0.00%	0.00%	0.00%
candidates	36.27%	0.00%	22.69%	0.00%	18.18%	0.00%	0.00%	0.00%
Interior :								

## Supporting Information

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%	-	-

<u>Reading</u>: 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 form 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.