(Non-) discrimination in online and field experiments

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*Workshop on Discrimination*

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Participants evaluate one job candidate

Imagine you are responsible for hiring employees in a large enterprise. You are hiring a **receptionist**, with the following requirements :

- focus on customer relations
- pleasant and friendly personality with good communication skills
- dynamic, versatile, capable to deal with new information
- resistant to stress, ability to cope w[ith] pressure when faced with unexp[ected] problems
- good management skills and well-o[rganised]

You are considering the following CV:

- **Ervin Beqiri**
- 11.05.1992
- Swiss nationality
- mother tongue French
- good knowledge of English and Ge[rman]
- driving licence category B1
- good IT skills
- lives in Boudry (NE)

0   1   2   3   4   5   6   7
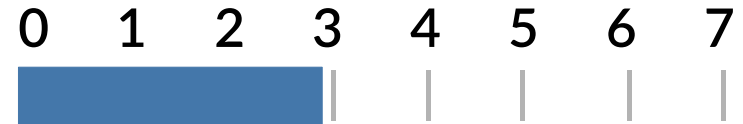
- I will invite this candidate for a first interview.
- I think that I will engage this person.
- As an employer, I will enjoy working with this candidate.
- My co-workers will enjoy working with this candidate.
- My customers will enjoy working with this candidate.
- This person has the right skills for this job.
- The profile of this candidate matches the requirements of the labour market.
- By engaging this person, I will take a risk.
- This candidate will often be on sick leave.

I manipulated skills of the job and 'origin' of the candidate

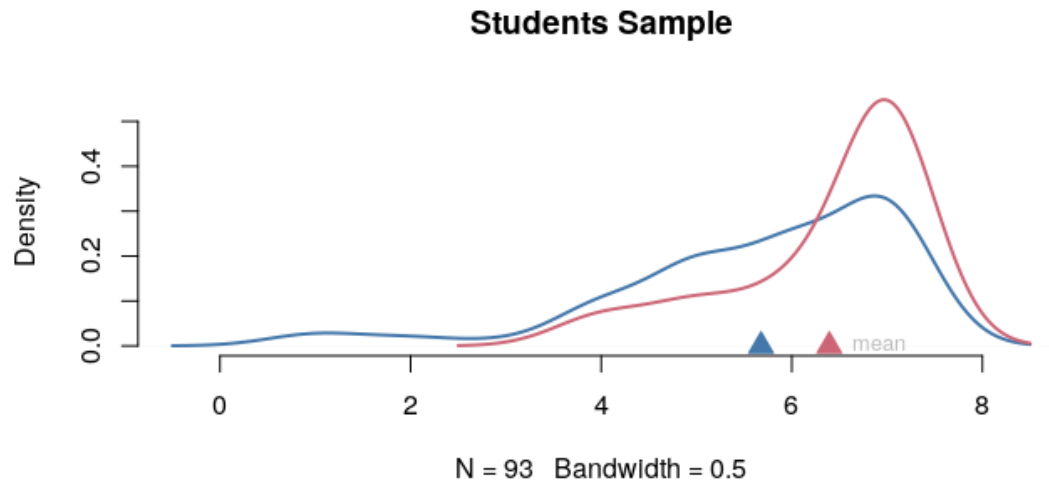| Job	Skill	Name	Nationality
receptionist	low	François Meylan, Martin Baumgartner	Swiss
receptionist	low	Dalmat/Ervin Bequiri	Swiss
director of sales	high	François Meylan, Martin Baumgartner	Swiss
director of sales	high	Dalmat/Ervin Bequiri	Swiss

Manipulation check and placebo OK

the candidate is a woman
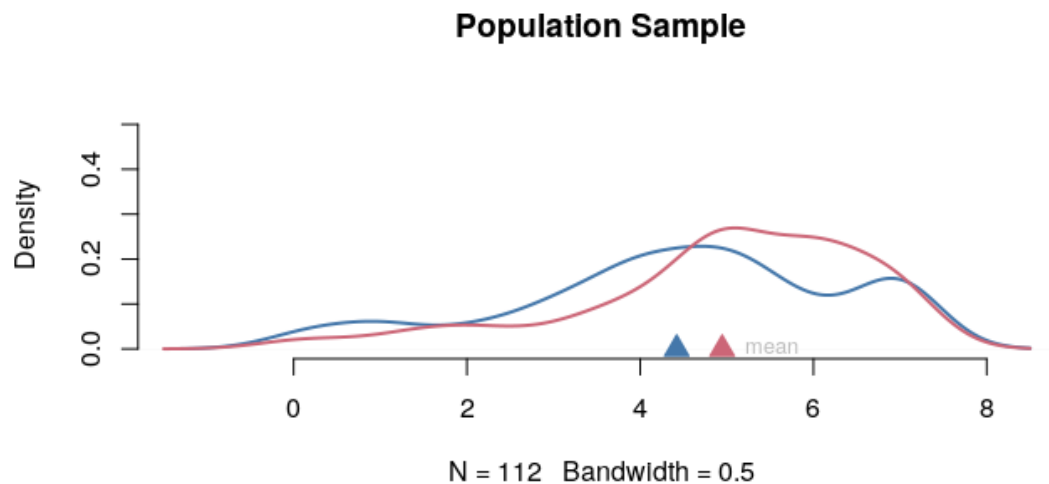
the candidate is of Swiss origin

the candidate lives in the canton of [Neuchâtel]
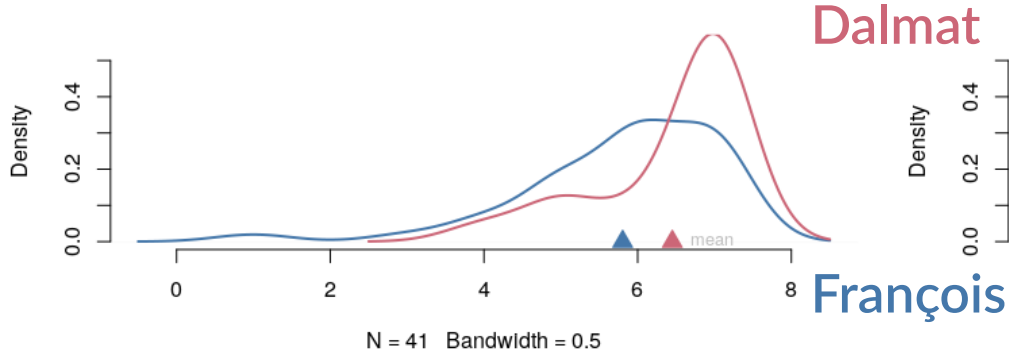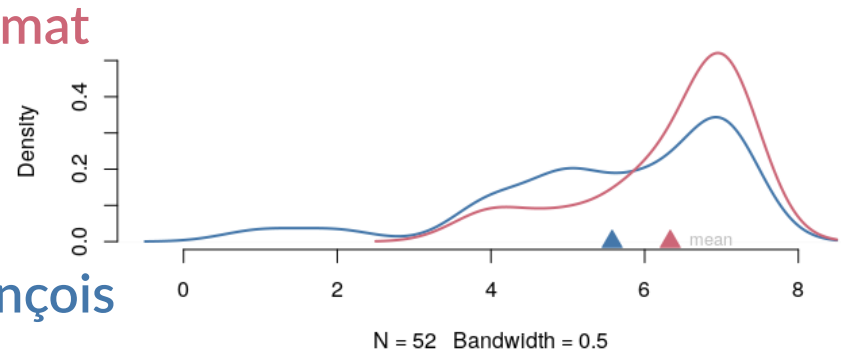
No evidence of discrimination

Students Sample

Dalmat

François

N = 93   Bandwidth = 0.5

Population Sample

Ervin

François

N = 112   Bandwidth = 0.5

No difference between skill levels

Director, Students Sample

Dalmat

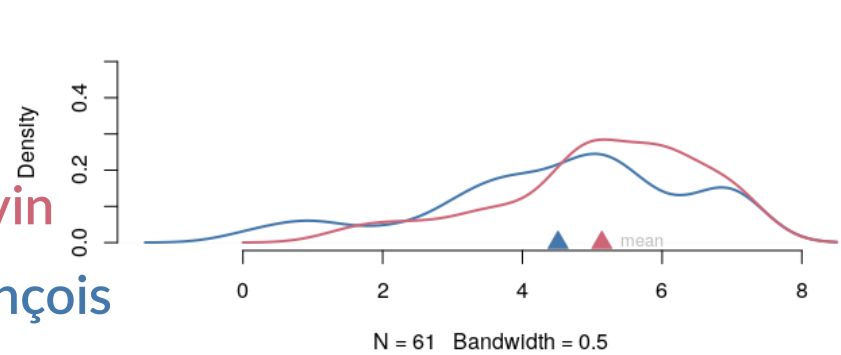François

N = 41   Bandwidth = 0.5

Receptionist, Students Sample

N = 52   Bandwidth = 0.5

Director, Population Sample

Ervin

François

N = 51   Bandwidth = 0.5
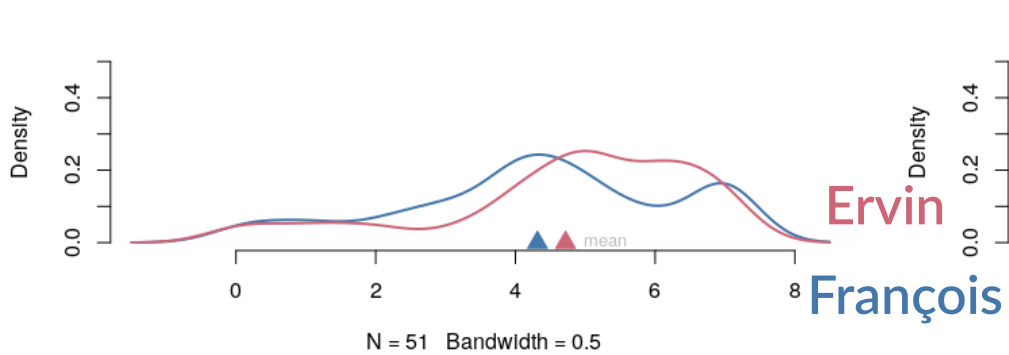
Receptionist, Population Sample
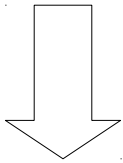
N = 61   Bandwidth = 0.5

In meta-analysis low-skilled jobs have higher discrimination rates
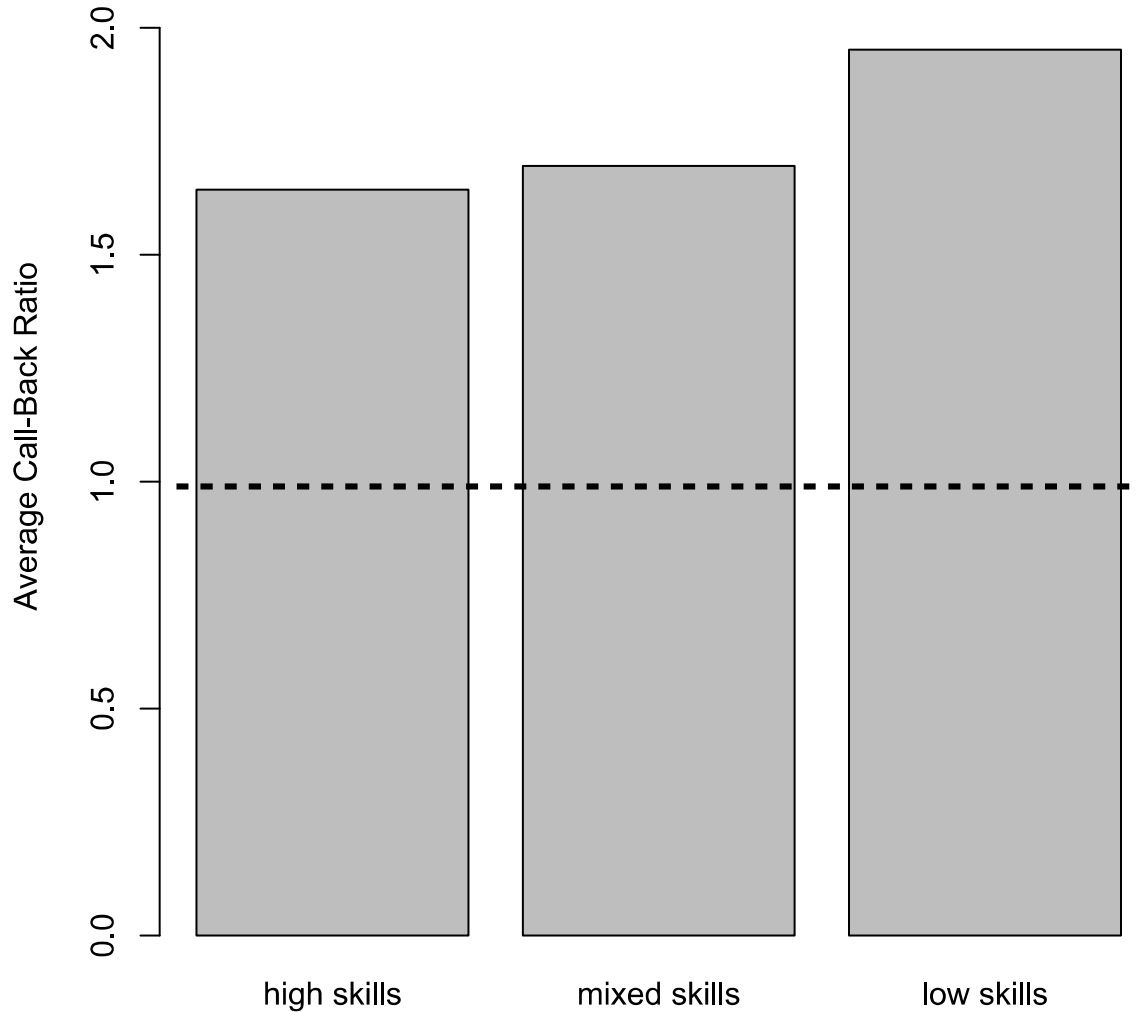
In summary, patterns of discrimination are probably equivalent in high/low skilled jobs

similar responses in two experiments

do I capture anticipation of 'appropriate' answers?