

Using Footballers to Capture the Dynamics of Discrimination

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Hiring situations are about uncertainty

only some information revealed (CV, cover letter)

limited objective measures

can lead to statistical discrimination \therefore brain waste

Conjoint experiments may be too obvious

direct comparison *highlights* what we test \rightsquigarrow
response bias

imagining a hiring situation \neq realistic, \neq familiar

Football to bring it closer to respondents



Welcome to the Brilliant Football Academy, where you have to prove your expertise as a football manager.

You will be asked to decide which players you want to hire for your team or maybe replace with new talents.

Our scouts have rated each player in six of the many qualities footballers have: pace (PACE), shooting (SHOT), passing (PASS), dribbling (DRIB), defence (DEFD), and physical strength (PHYS). Each skill is important on the field, but different skills are decisive depending on the position. On paper, the highest score is 100 for each skill, but some some attributes are missing.

Your assistant coach will guide you.

Expectations





rating \neq selection \therefore less discrimination

picking \rightsquigarrow selection \therefore more discrimination

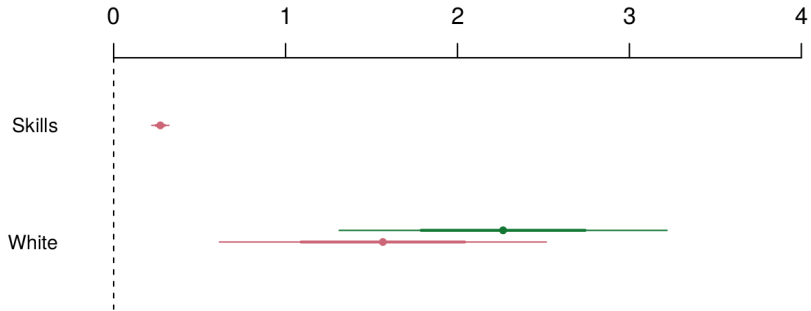
it depends on who else is there

Ratings: question

The assistant coach has compiled a list of defenders which could be signed. To decide which players we should hire, please indicate the **overall strength** (0-100) for each of the following players.

	0	25	50	75	100												
	weak				strong												
<p>ALL --</p>  <p> Klein</p> <table><tr><td>PACE</td><td>SHOT</td><td>PASS</td></tr><tr><td>85</td><td>70</td><td>??</td></tr><tr><td>DRIB</td><td>DEFD</td><td>PHYS</td></tr><tr><td>77</td><td>??</td><td>77</td></tr></table>	PACE	SHOT	PASS	85	70	??	DRIB	DEFD	PHYS	77	??	77					
PACE	SHOT	PASS															
85	70	??															
DRIB	DEFD	PHYS															
77	??	77															
<p>ALL --</p>  <p> Piccini</p> <table><tr><td>PACE</td><td>SHOT</td><td>PASS</td></tr><tr><td>76</td><td>41</td><td>66</td></tr><tr><td>DRIB</td><td>DEFD</td><td>PHYS</td></tr><tr><td>??</td><td>??</td><td>80</td></tr></table>	PACE	SHOT	PASS	76	41	66	DRIB	DEFD	PHYS	??	??	80					
PACE	SHOT	PASS															
76	41	66															
DRIB	DEFD	PHYS															
??	??	80															



Some preference for White footballers



Pairs: question

The assistant coach informs you that our salary budget is limited. That is why you can only offer a contract to one midfield player at a time. Please choose the player you think is **better**.

Please choose the **better** player.

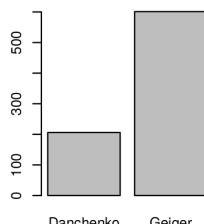
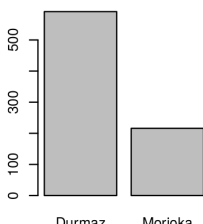
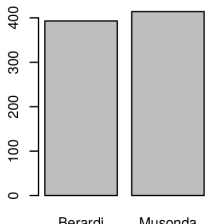
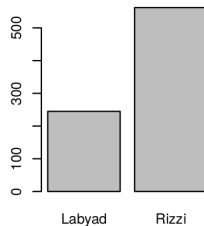
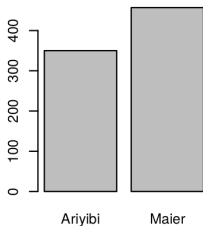
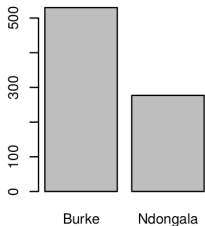
ALL		
--		
	Burke	
PACE	SHOT	PASS
70	??	72
DRIB	DEFD	PHYS
69	34	??



ALL		
--		
	Ndongala	
PACE	SHOT	PASS
??	??	69
DRIB	DEFD	PHYS
73	30	71



Preference for White and Western footballers



New talents: question

Do you want to keep the three strikers (silver), or replace one of the them with a new talent?

replace Vido with Bautista

ALL		
--		
	Vido	
PACE	SHOT	PASS
59	60	48
DRIB	DEFD	PHYS
??	??	51




replace Mandeville with

Bautista

ALL		
--		
	Mandeville	
PACE	SHOT	PASS
69	58	48
DRIB	DEFD	PHYS
??	??	58



replace Itten with Bautista

ALL		
--		
	Itten	
PACE	SHOT	PASS
??	59	??
DRIB	DEFD	PHYS
59	33	61



do not use Bautista

ALL		
--		
	Bautista	
PACE	SHOT	PASS
66	75	54
DRIB	DEFD	PHYS
67	??	??



Composition of teams unclear

respondents often identify weakest player

no clear difference in using a Black or White new talent

no clear difference in replacing Black or White players

Preference for White and Western players

Evidence of discrimination



Team composition does not seem to matter that much