

PROGRAM

Thursday, 27 May 2021				
UK Time		EUR CET	US EDT	AU AEST
7:50 – 8:00	OPENING OF WORKSHOP Emiliya Lazarova , Head of School, Economics Stefan Penczynski , Director, Center for Behavioural and Experimental Social Science	8:50 – 9:00	2:50 – 3:00	16:50 – 17:00
8:00 – 10:00	Paper Session 1: Victims of Conflict Chair: Lata Gangadharan, Monash University Fatima Jamal Khan , University of New South Wales Mothers, Fathers, and Others: Competition and Cooperation in the Aftermath of Conflict Tatiana Orozco Garcia , University of Göttingen Discrimination in Peacebuilding. The role of moral wiggle room. Katharina Werner , University of Passau Can intergroup contact reduce discrimination and re-establish cooperation and trust after a violent conflict? Testing different types of contact in a lab-in-the-field experiment in Indonesia Lata Gangadharan , Monash University The Long-Term Effects of Genocide on Antisocial Preferences	9:00 – 11:00	3:00 – 5:00	17:00 – 19:00
10:00 – 10:30	BREAK			
10:30 – 11:30	Special Session 1 Pauline Grosjean and Federico Masera , University of New South Wales Whistle the Racist Dogs: Political Campaigns and Police Stops Chair: Christa Brunnschweiler, University of East Anglia	11:30 – 12:30	5:30 – 6:30	19:30 – 20:30
11:30 – 12:00	BREAK			
12:00 – 14:00	Paper Session 2: Violence against Women Chair: Sonia Bhalotra, University of Warwick Caroline Coly , Paris School of Economics It's a man's world: culture of abuse, #MeToo and worker flows Jinglin Wen , University of Glasgow Female Mayors and Violence against Women: Evidence from the U.S. Ashna Arora , University of Chicago The Impact of Specialized Prosecution on the Safety of Domestic Violence Victims Sonia Bhalotra , University of Warwick Job Displacement, Unemployment Benefits and Domestic Violence	13:00 – 15:00	7:00 – 9:00	21:00 – 23:00
14:00 – 14:30	BREAK			

PROGRAM

Thursday, 27 May 2021				
UK Time		EUR CET	US EDT	AU AEST
14:30 – 15:30	Special Session 2	15:30 – 16:30	9:30 – 10:30	23:30 – 0:30
	Lee Badgett , University of Massachusetts Amherst Using the Economic Case for LGBT Equality to Promote Economic Empowerment Chair: Boon Han Koh, University of East Anglia			
15:30 – 16:00	BREAK			
16:00 – 17:00	Special Session 3	17:00 – 18:00	11:00 – 12:00	1:00 – 2:00
	Fadi Makki , Founder of Nudge Lebanon Applications of Behavioral Insights to Inclusion, Cohesion and Prevention of Violent Extremism; Lessons Learned from the Arab World and Beyond Chair: Stefania Sitzia, University of East Anglia			
17:00 – 17:30	BREAK			
17:30 – 19:30	Paper Session 3: LGBTQ+ Individuals	18:30 – 20:30	12:30 – 14:30	2:30 – 4:30
	Chair: Christopher Carpenter, Vanderbilt University Filipe Gouveia , Lund University Religiosity and discrimination against same-sex couples: The case of Portugal's rental market Billur Aksoy , Rensselaer Polytechnic Institute Hidden Identity and Social Preferences: Evidence from Sexual Minorities Jan Gromadzki , SGH Warsaw School of Economics #IamLGBT: Social networks and coming out in a hostile environment Christopher Carpenter , Vanderbilt University Reducing Sexual-Orientation Discrimination: Experimental Evidence from Basic Information Treatments			

PROGRAM

Friday, 28 May 2021

UK Time		EUR CET	US EDT	AU AEST
8:00 – 10:00	Paper Session 4: Religion and Social Class Chair: Ben D'Exelle, University of East Anglia Qiqi Wang , Xi'an University of Finance and Economics Self-Confidence, Social Identity, and Labor Market Inequality: Experimental Evidence from India Deepti Bhatia , University of Konstanz The Taste of Caste: Discrimination in Labor Market with Unequal Access to Education Aditi Bhowmick , Development Data Lab Measuring Gender and Religious Bias in the Indian Judiciary Mohamed Abbadi , University of Michigan Reducing Prejudice against Muslims in the United States: A Randomized Control Trial	9:00 – 11:00	3:00 – 5:00	17:00 – 19:00
10:00 – 10:30	BREAK			
10:30 – 11:30	Special Session 4 Ghazala Azmat , Sciences Po Understanding Gender Gaps among Young Professionals Chair: Oana Borcan, University of East Anglia	11:30 – 12:30	5:30 – 6:30	19:30 – 20:30
11:30 – 12:00	BREAK			
12:00 – 14:00	Paper Session 5: Age and Disability Chair: Ian Burn, University of Liverpool Ibrahima Diallo , Université Laval Disability discrimination and the effectiveness of hiring subsidies: A job-search approach Naomie Mahmoudi , Paris School of Economics Are people with disabilities discriminated against in hiring? Evidence from a multi-criteria test in the Paris region Panka Bencsik , University of Chicago Policing Substance Use: Chicago's Treatment Program for Narcotics Arrests Ian Burn , University of Liverpool Older Workers Need Not Apply? Ageist Language in Job Ads and Age Discrimination in Hiring	13:00 – 15:00	7:00 – 9:00	21:00 – 23:00
14:00 – 14:30	BREAK			

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Friday, 28 May 2021				
UK Time		EUR CET	US EDT	AU AEST
14:30 – 15:30	Special Session 5	15:30 – 16:30	9:30 – 10:30	23:30 – 0:30
	<p>Juan Camilo Cardenas, Universidad de los Andes Facing diversity in Latin America: Redesigning experiments to address some questions</p> <p>Chair: Laura Harvey, University of East Anglia</p>			
15:30 – 16:00	BREAK			
16:00 – 18:00	Paper Session 6: Gender in Developing Countries	17:00 – 19:00	11:00 – 13:00	1:00 – 3:00
	<p>Chair: Jeanne Lafortune, Pontificia Universidad Católica de Chile</p> <p>Karmini Sharma, University of Warwick Tackling Sexual Harassment: Evidence from India</p> <p>Kate Vyborny, Duke University Biometric Verification in the Delivery of Cash Transfers to Low-Income Women: Evidence from Pakistan</p> <p>J. Michelle Brock, European Bank for Reconstruction and Development Discriminatory Lending: Evidence from Bankers in the Lab</p> <p>Jeanne Lafortune, Pontificia Universidad Católica de Chile What is the price of freedom? Estimating women's willingness to pay for job schedule flexibility</p>			
18:00 – 18:30	BREAK			
18:30 – 19:30	Special Session 6	19:30 – 20:30	13:30 – 14:30	3:30 – 4:30
	<p>Leonard Wantchekon, Princeton University TBD</p> <p>Chair: Ruth Badru, University of East Anglia</p>			



**SCHOOL OF
ECONOMICS**

**Discrimination and Diversity Workshop
University of East Anglia**



DETAILED PROGRAM WITH ABSTRACTS

DAY 1 – 27 MAY

ABSTRACTS – DAY 1
(Thursday, 27 MAY)

UK Time		EUR CET	US EDT	AU AEST
8:00 – 10:00	Paper Session 1: Victims of Conflict	9:00 – 11:00	3:00 – 5:00	17:00 – 19:00

Fatima Jamal Khan, University of New South Wales

Mothers, Fathers, and Others: Competition and Cooperation in the Aftermath of Conflict

(with Alessandra Cassar and Pauline Grosjean)

We investigate the possibility that females and males had a distinct path in the evolution of prosociality and competitiveness. We collected experimental data measuring preferences for individual competition and in-group cooperation for a randomly selected sample of 751 individuals in Sierra Leone (aged between 18 and 85) in order to contrast the behavioural consequences of victimization during the 1991-2003 civil war across gender and parental roles. Our data shows that conflict exposure, in general, tames competitive tendencies, but has the opposite effect for mothers. Victimization increases egalitarianism towards the in-group among non-parents, especially for non-parent males, who are the least egalitarian to start with. Overall, our results imply that the behavioural consequences of conflict close sex and parental gaps in behavioral preferences. To the extent that group harmony may be enhanced by more equal in-group outcomes and more homogenous preferences, these results also suggest that escaping perils and the harshness of resource constraints enables group differences in pro-social preferences (across genders and parental status) that may be detrimental to group harmony and group survival, a fate perhaps currently affecting societies with rising trends of inequality and polarization.

Tatiana Orozco Garcia, University of Göttingen

Discrimination in Peacebuilding. The role of moral wiggle room.

(with Marcela Ibanez)

Conflicts tend to polarize societies generating divisions among citizens along with identity feelings as “enemy vs. friend” or “offender vs. victim.” These out-group/in-group stereotypes tend to persist when the civil conflict ends, threatening sustainable peacebuilding possibilities. We study discriminatory preferences towards former perpetrators after conflict and whether individuals avoid information and use “moral wiggle room” to excuse selfish behavior. The context of the study is Colombia. After the 2016 peace agreement between the Colombian government and Farc combatants, reconstruction efforts have focused on combatants' economic reintegration. Unless the population is willing to support the reintegration efforts initiated by ex-combatants, there is a risk of recidivism. We employ an online field experiment to investigate two main questions. First, we study discriminatory preferences eliciting the WTP for a product produced by either ex-FARC combatants or other farmers. Second, we test if individuals strategically decide to remain ignorant about the identity of the producer of the good to act selfishly. The data indicates that on average participants pay less for the coffee when the probability of receiving coffee produced by ex-combatants is higher, beliefs about ex-combatants are positively correlated with the WTP, and avoiding information leads to a higher WTP.

ABSTRACTS – DAY 1
(Thursday, 27 MAY)

UK Time		EUR CET	US EDT	AU AEST
8:00 – 10:00	Paper Session 1: Victims of Conflict	9:00 – 11:00	3:00 – 5:00	17:00 – 19:00

Katharina Werner, University of Passau

Can intergroup contact reduce discrimination and re-establish cooperation and trust after a violent conflict?

Testing different types of contact in a lab-in-the-field experiment in Indonesia

(with Swee Hoon Chuah)

Many studies on violent conflict examine the consequences of conflict exposure. Yet, there is little evidence on what kind of peacebuilding interventions are efficient. Allport's famous contact hypothesis promotes contact between groups to overcome prejudice and discrimination. Such contact seems to work in peaceful environments. But also in environments of conflict, encounter programs are commonly used and employ various types of contact. Given the wide usage, there is surprisingly little empirical evidence which proves the efficacy of out-group contact in environments of inter-group conflict or shows what type of contact works under which conditions. We run Multilevel Public Goods Games and Trust Games with 1500 participants in Indonesia - in a region with a history of sectarian conflict and one without conflict. In three treatments, we exogenously induce contact between groups of three Muslims and three Christians to test different types of contact interventions: Free communication without given topic, talking about the conflict and related emotions, or working on a joint task. Our findings indicate that free communication is the safest and most promising form of contact. Text analysis explains the impact of our interventions on mediating attitudes and our behavioral measures.

Lata Gangadharan, Monash University

The Long-Term Effects of Genocide on Antisocial Preferences

(with Asadul Islam, Chandarany Ouch, and Liang Choon Wang)

We conduct a field experiment to examine the long-term effects of exposure to the Cambodian genocide (1975–1979), during childhood and adolescence, on individuals' antisocial behaviors. Since antisocial behavior can co-exist with other preferences, we also investigate the effect of this exposure on prosocial behavior and risk preferences. Our research strategy uses plausibly exogenous variations in the intensity of genocide across geographic regions and individuals' direct or indirect exposure to violence. The results indicate that as the intensity of exposure to the genocide increases, individuals directly exposed to violence during childhood and adolescence become significantly more antisocial, less altruistic and more risk seeking in the long term.

UK Time		EUR CET	US EDT	AU AEST
10:30 – 11:30	Special Session 1	11:30 – 12:30	5:30 – 6:30	19:30 – 20:30

Pauline Grosjean and **Federico Masera**, University of New South Wales

Whistle the Racist Dogs: Political Campaigns and Police Stops

(with Federico Masera and Hasin Yousaf)

Did Trump rallies aggravate anti-Black racism? Using data from nearly 12 million traffic stops, we show that the probability that a police officer stops a Black driver increases by 5.1% after a Trump rally during his 2015-2016 campaign. The effect is immediate, specific to Black drivers, lasts for up to 50 days after the rally, and is not due to changes in drivers' behavior. The effects are significantly larger among officers who are more racially biased, and in areas with more racist attitudes today, that experienced more racial violence during the Jim Crow era, or that relied more heavily on slavery. Results from a 2016 online experiment show that Trump's inflammatory campaign speech, although not explicitly mentioning Black people, specifically aggravated respondents' prejudice that Blacks are violent. We find that the same speech also increases the effect of a Trump rally among racially biased officers. We take this as evidence that although not explicitly anti-Black, Trump's campaign radicalized racial prejudice against Black people -- through a phenomenon known as dog-whistling-- and the expression of such prejudice in a critical and potentially violent dimension: police behavior.

UK Time		EUR CET	US EDT	AU AEST
12:00 – 14:00	Paper Session 2: Violence against Women	13:00 – 15:00	7:00 – 9:00	21:00 – 23:00

Caroline Coly, Paris School of Economics

It's a man's world: culture of abuse, #MeToo and worker flows
(with Cyprien Batut and Sarah Schneider Strawczynski)

Sexual harassment is a widespread issue in the workplace. In France, around 4% of women report some sort of harassment at work in the last 12 months. Harassment can deter women from entering the labor market but can also lead them to quit toxic workplaces at their expense. This paper is one of the first papers to study the link between sexual harassment and worker flows. First, we investigate which factors affect the likelihood of being harassed in the workplace. Second, we use the shock caused by the #MeToo movement in France to understand whether the change of norms it impeded improved the working conditions of women. To do that, we use a representative survey of French employees that includes a self-administered questionnaire about instances of sexual harassment. We find that younger women working in low-paid jobs, either in the industry or accommodation and catering, are the most exposed to sexual harassment from colleagues. We also provide evidence that the risk of harassment at the establishment level is correlated with lower hourly wages. We exploit that information and exhaustive administrative datasets to construct a measure of harassment risk available for all French establishments. Using a triple-difference strategy, we find that #MeToo led to a reduction in the relative quit rate of women and then to an increased presence of women in more at-risk establishments due to fewer reallocations. Social movements can change the “culture of abuse” that dominates in some workplaces and improve women’s working conditions.

Jinglin Wen, University of Glasgow

Female Mayors and Violence against Women: Evidence from the U.S

In the United States, more than one in three women experience sexual violence involving physical contact during their lifetimes. This study examines the effect of female leadership in local government on violence against women. Regression discontinuity estimates show that elections of female mayors decrease violence specifically targeted toward women but leave other violence unaffected. The effect is strong only for local elected leaders and it is persistent throughout her term, while there is no effect for non-local leaders. Moreover, the study explores behavioral responses by victims. Evidence suggests that female victims are more likely to report violence against them after female mayors take office. Importantly, female victories are followed by greater police responsiveness to violence against women. There are no such effects for violence against men. These findings survive various robustness checks. The evidence accords with deterrence that refers to the behavioral reduction in crime due to offender anticipation of punishment.

Ashna Arora, University of Chicago

The Impact of Specialized Prosecution on the Safety of Domestic Violence Victims

(with Xander Beberman, Zubin Jelveh, and Ashley Motta)

Little is known about how to effectively reduce re-victimization among those who experience domestic violence, despite decades of investment in specialized programs run by law enforcement, prosecutors, and court systems across the United States. We study the effects of increasing prosecutor capacity and victim-focused wraparound services on cases deemed to be at highest risk of re-victimization in Chicago, Illinois. Prosecutors vary in their tendency to include cases in the program, which we use as an instrumental variable to show that specialized prosecution lowers the likelihood of homicide for those on the margin of inclusion, an effect that persists even five years after the initial incident. We discuss several mechanisms that may be driving these results, including enhanced communication about court processes and the availability of victim-focused services such as advocacy and civil litigation.

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12:00 – 14:00	Paper Session 2: Violence against Women	13:00 – 15:00	7:00 – 9:00	21:00 – 23:00

Sonia Bhalotra, University of Warwick

Job Displacement, Unemployment Benefits and Domestic Violence

(with Diogo G. C. Britto, Paolo Pinotti, and Breno Sampai)

We estimate how the risk of domestic violence responds to male job loss, female job loss, and male unemployment benefits. Estimating this confluence of parameters on a given sample places us in a strong position to illuminate the underlying mechanisms. Our empirical analysis exploits data on the 2.4 million domestic violence cases brought to criminal courts in Brazil during 2009-2018, matched with employer-employee data covering the population of Brazilian workers, and with the social welfare register. Leveraging mass layoffs for identification, we find that both male and female job loss, independently, lead to a large and pervasive increase in domestic violence. Exploiting a discontinuity in unemployment insurance eligibility, we find that unemployment benefits do not reduce the risk of domestic violence while they are being paid, and eligible men are more likely to commit domestic violence than ineligible men once benefits expire. Our findings are consistent with job loss constituting a negative shock to income and self-esteem and a positive shock to time, and with unemployment benefits tending to offset the income shock while reinforcing the time shock.

UK Time		EUR CET	US EDT	AU AEST
14:30 – 15:30	Special Session 2	15:30 – 16:30	9:30 – 10:30	23:30 – 0:30

Lee Badgett, University of Massachusetts Amherst

Using the Economic Case for LGBT Equality to Promote Economic Empowerment

UK Time		EUR CET	US EDT	AU AEST
16:00 – 17:00	Special Session 3	17:00 – 18:00	11:00 – 12:00	1:00 – 2:00

Fadi Makki, Founder of Nudge Lebanon

**Applications of Behavioral Insights to Inclusion, Cohesion and Prevention of Violent Extremism;
Lessons Learned from the Arab World and Beyond**

UK Time		EUR CET	US EDT	AU AEST
17:30 – 19:30	Paper Session 3: LGBTQ+ Individuals	18:30 – 20:30	12:30 – 14:30	2:30 – 4:30

Filipe Gouveia, Lund University

Religiosity and discrimination against same-sex couples: The case of Portugal's rental market
(with Therese Nilsson and Niclas Berggren)

We measure and analyze discriminatory behavior against same-sex couples trying to rent an apartment in Portugal and pay special attention to the role of religiosity. This is the first correspondence field experiment investigating discrimination against this minority group in Portugal, and the first one to highlight religion as a factor of importance. In our experiment, four type of applicants varying in gender (male and female) and modality (same and opposite sex) reply to Internet ads to express interest in renting an apartment in the metropolitan areas of Porto and Lisbon. All applicant couples are presented as married, stable and professional. The main finding is that male same-sex couples face significant discrimination: The probability of getting a positive reply is 7–8 percentage points, or 23–26 percent, lower for them compared to opposite-sex couples. Interestingly, this effect is decreasing in the religiosity of a parish, suggesting that the more religious, Catholic and religiously homogenous people residing there are (with certain qualifications), the less discrimination of male same-sex couples there is. Further results reveal that discrimination is stronger when the population is older and when the rent and the square-meter price of apartments are higher. The present study extends the literature to a southern European, Catholic setting, validates previous research documenting worse treatment of same-sex couples in the housing market and demonstrates a mitigating effect of religiosity under certain conditions.

Billur Aksoy, Rensselaer Polytechnic Institute

Hidden Identity and Social Preferences: Evidence from Sexual Minorities
(with Ian Chadd and Boon Han Koh)

Social identities play an important role in economic decision making. However, in many instances, aspects of one's identity (e.g., social class or nationality) are not immediately salient to others. Using the context of sexual minorities, we experimentally study how these hidden identities interact with discriminatory behavior along pro-social domains, and individuals' responses in anticipation of such behavior. We introduce an Icon Task where participants can signal their sexual minority status by choosing the Pride icon (rainbow flag), prior to participating as recipients in a dictator game. We find that recipients who chose the Pride icon are more likely to be perceived as non-heterosexual. While non-heterosexual dictators do not show any in-group favoritism, heterosexual dictators' behavior is shaped by their political preferences. Specifically, we find that Republican heterosexual dictators allocate about 14% less of their endowment to recipients whom they perceive to be non-heterosexual. This discriminatory behavior cannot be explained by dictators' perceptions of the recipients' political leanings. On the recipients' end, women are less likely to choose the Pride icon when they know the icon will be used to identify them in the dictator game. We posit that women may in general be more likely to anticipate discriminatory behavior. Our findings have broad implications and contribute to the discourse on the role of identity and discrimination in economic decision making.

Jan Gromadzki, SGH Warsaw School of Economics

#IamLGBT: Social networks and coming out in a hostile environment
(with Przemysław Siemaszko)

Recent decades have witnessed a remarkable increase in the number of people disclosing their LGBT identity. We propose a model of a binary-action supermodular game on a network with social learning to investigate the role of peer effects in coming out decisions. We collected unique data on over 1,700 coming outs which occurred during two spontaneous Twitter actions in Poland. We use these data to empirically test the hypothesis that observing peers coming out increases the probability that an individual will make a decision to disclose their LGBT identity. We find significant peer effects regardless of gender or level of user activity on Twitter. The spread of information about the existence of the action through networks does not explain the results. Instead, we argue that these effects are due to changing beliefs about the costs of disclosure and peer pressure.



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ABSTRACTS – DAY 1
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17:30 – 19:30	Paper Session 3: LGBTQ+ Individuals	18:30 – 20:30	12:30 – 14:30	2:30 – 4:30

Christopher Carpenter, Vanderbilt University

Reducing Sexual-Orientation Discrimination: Experimental Evidence from Basic Information Treatments

(with Cevat G. Aksoy, Ralph De Haas, Mathias Dolls, and Lisa Windsteiger)



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DETAILED PROGRAM WITH ABSTRACTS

DAY 2 – 28 MAY

ABSTRACTS – DAY 2
(Friday, 28 MAY)

UK Time		EUR CET	US EDT	AU AEST
8:00 – 10:00	Paper Session 4: Religion and Social Class	9:00 – 11:00	3:00 – 5:00	17:00 – 19:00

Qiqi Wang, Xi'an University of Finance and Economics

Self-Confidence, Social Identity, and Labor Market Inequality: Experimental Evidence from India

(with Tushi Baul, Sujoy Chakravarty, and Tanya Rosenblat)

Workers applying for jobs provide both hard information such as grades and certificates and soft information such as their self-confidence in being able to perform a job. Non-discriminating employers should weigh both types of information independent of social identity. We study this question in an experimental Indian labor market where employers and workers come from different castes. Employers evaluate resumes in order to predict future productivity of workers who perform a real effort task. The baseline uses resumes which reveal a hard signal of productivity (performance in a practice test) and caste information. A measure of worker self-confidence (soft information) is provided in addition to the resumes in the treatment group. We find that both a worker's practice performance and self-confidence are strongly predictive of worker productivity across high caste and lower caste workers and the effect of self-confidence on productivity does not vary by worker caste. However, high-caste employers put almost no weight on the self-confidence of workers from scheduled castes or tribes while employers from the latter category over-weigh the self-confidence of workers from their own group. Our results suggest that identity-based labor market discrimination might arise because employers do not trust soft information that is provided by workers from disadvantaged groups.

Deepti Bhatia, University of Konstanz

The Taste of Caste: Discrimination in Labor Market with Unequal Access to Education

(with Urs Fischbacher and Ankush Asri)

We study the existence of caste-based discrimination in hiring practices of employers. In a lab experiment conducted in India, students belonging to different castes are assigned the role of employees and employers. We test whether employers tend to discriminate in assessing the abilities of the potential employees while varying employees' access to education. Depending on the treatment, employers are presented information on actual performance, education and caste belonging of the employees. Further, we investigate whether discrimination reduces when employers are provided information about education of employees. We find evidence for statistical discrimination in favour of upper caste employees. However, there is no initial discrimination based on prejudice in favour of status or in-group but learning based on the experience gained in the experiment.

Aditi Bhowmick, Development Data Lab

Measuring Gender and Religious Bias in the Indian Judiciary

(with Elliott Ash, Sam Asher, Daniel L. Chen, Tanaya Devi, Christoph Goessmann, Paul Novosad, and Bilal Siddiqi)

We study judicial in-group bias in Indian criminal courts, collecting data on over 80 million legal case records from 2010--2018. We exploit quasi-random assignment of judges and changes in judge cohorts to examine whether defendant outcomes are affected by being assigned to a judge with a similar religious or gender identity. We estimate tight zero effects of in-group bias. The upper end of our 95% confidence interval rejects effect sizes that are one-fifth of those in most of the prior literature.

ABSTRACTS – DAY 2
(Friday, 28 MAY)

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8:00 – 10:00	Paper Session 4: Religion and Social Class	9:00 – 11:00	3:00 – 5:00	17:00 – 19:00

Mohamed Abbadi, University of Michigan

Reducing Prejudice against Muslims in the United States: A Randomized Control Trial

(with Yan Chen, Ann Lin, and Kentaro Toyama)

Evidence from different disciplines, including behavioral economics, psychology and political science, suggests that conversation-based interventions could reduce prejudice against out-groups, at least in the short term (Brookman & Kalla 2016). In a randomized control trial, we compare the effectiveness of two conversation-based interventions – perspective taking and value consistency – in reducing anti-Muslim bias. The perspective-taking intervention is inspired by Brookman & Kalla (2016), who illustrate that having short conversations about experiences of discrimination reduces prejudice against the transgender community. The value-consistency intervention follows Fein (1997) and others, who find that participants writing about positive moral values leads to rating job candidates from minority groups more positively. Results indicate that value consistency increases trust behaviors and beliefs towards Muslims and non-Muslims while perspective taking has marginally significant effects on trust beliefs towards Muslims.

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10:30 – 11:30	Special Session 4	11:30 – 12:30	5:30 – 6:30	19:30 – 20:30

Ghazala Azmat, Sciences Po

Understanding Gender Gaps among Young Professionals

UK Time		EUR CET	US EDT	AU AEST
12:00 – 14:00	Paper Session 5: Age and Disability	13:00 – 15:00	7:00 – 9:00	21:00 – 23:00

Ibrahima Diallo, Université Laval

Disability discrimination and the effectiveness of hiring subsidies: A job-search approach

(with Charles Bellemare and Marion Goussé)

In recent decades many countries have enacted public policies to reduce labor market inequalities between people with disability and without disability. Inequalities can result from differences in productivity but also from the presence of employers' discrimination against people with disability. In this paper we develop and estimate a job search model in the presence of employers' taste-based discrimination and labor market participation decision. The model is estimated using a longitudinal panel data from Canada's Survey of labor and Income Dynamics (SLID). Our estimates suggest that employer discrimination is the main factor in explaining labor market inequalities between people living with and without disability. We simulate counterfactuals to estimate the impact of a wage subsidy policy on employment rates. We find that, for men, the presence of discrimination chokes off 24% of the positive effects of the subsidy on hiring rates relative to a counterfactual labor market where discrimination is absent. The negative effect of discrimination on the effectiveness of the subsidy is more important for women, about 34%.

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UK Time		EUR CET	US EDT	AU AEST
12:00 – 14:00	Paper Session 5: Age and Disability	13:00 – 15:00	7:00 – 9:00	21:00 – 23:00

Naomie Mahmoudi, Paris School of Economics

Are people with disabilities discriminated against in hiring? Evidence from a multi-criteria test in the Paris region
(with Yannick L'Horty, Pascale Petit, and François-Charles Wolff)

We assess the extent of discrimination in access to employment against a candidate with a hearing disability by comparing it to three other common grounds for discrimination: ethnicity, place of residence and gender. We apply the correspondence test method to two occupations, administrative managers and caregiver assistants, in both the private and public sectors. Between October 2019 and March 2020, we sent out 2,315 applications in response to 463 job ads published in the Paris region. We find that there is high discrimination in the callback to job application of a person with a disability in caregiver assistant occupation, similar in scale to the level of discrimination on the grounds of ethnicity. This last criterion is also penalizing for administrative manager, while we do not find any discrimination overall for both occupations due to the place of residence or gender. We also find discrimination in the public sector for the profession of caregiver assistant for the four criteria, and in the private sector for administrative manager on the grounds of disability and for both professions on the grounds of ethnicity. Finally, highlighting a recognized status of worker with a disability, or even being eligible for the French policy on employment quota for disabled workers reduce the probability of callback.

Panka Bencsik, University of Chicago

Policing Substance Use: Chicago's Treatment Program for Narcotics Arrests
(with Ashna Arora)

In the United States, law enforcement officers serve as first responders to many health crises. This unique position allows officers to connect many more individuals with treatment and recovery than other government actors, a fact that has come into increasing focus due to the opioid epidemic. As a result, hundreds of police departments across the U.S. have signed up to divert individuals who possess narcotics away from arrest and towards treatment and recovery. Evidence on whether these programs are able to engender meaningful change - initially by increasing enrollment and participation in substance use programs, and eventually by reducing the likelihood of continued drug use and criminal justice involvement - remains limited. Using a difference-in-differences framework, this paper aims to shed light on the potential of these diversion programs by exploiting the eligibility criteria for and staggered rollout of narcotics arrest diversion in Chicago between 2018 and 2020.

Ian Burn, University of Liverpool

Older Workers Need Not Apply? Ageist Language in Job Ads and Age Discrimination in Hiring
(with Patrick Button, Luis Munguia Corella, and David Neumark)

We study the relationships between ageist stereotypes – as reflected in the language used in job ads – and age discrimination in hiring, exploiting the text of job ads and differences in callbacks to older and younger job applicants from a resume (correspondence study) field experiment (Neumark, Burn, and Button, 2019). Our analysis uses methods from computational linguistics and machine learning to directly identify, in a field-experiment setting, ageist stereotypes that underlie age discrimination in hiring. The methods we develop provide a framework for applied researchers analyzing textual data, highlighting the usefulness of various computer science techniques for empirical economics research. We find evidence that language related to stereotypes of older workers sometimes predicts discrimination against older workers. For men, our evidence points to age stereotypes about all three categories we consider – health, personality, and skill – predicting age discrimination, and for women, age stereotypes about personality. In general, the evidence is much stronger for men, and our results for men are quite consistent with the industrial psychology literature on age stereotypes.

ABSTRACTS – DAY 2
(Friday, 28 MAY)

UK Time		EUR CET	US EDT	AU AEST
14:30 – 15:30	Special Session 5	15:30 – 16:30	9:30 – 10:30	23:30 – 0:30

Juan Camilo Cardenas, Universidad de los Andes
Facing diversity in Latin America: Redesigning experiments to address some questions

UK Time		EUR CET	US EDT	AU AEST
16:00 – 18:00	Paper Session 6: Gender in Developing Countries	17:00 – 19:00	11:00 – 13:00	1:00 – 3:00

Karmini Sharma, University of Warwick
Tackling Sexual Harassment: Evidence from India

Sexual harassment imposes substantial socio-economic constraints on the victimized yet, little is understood about the tools to deter it. I study one such tool, sexual harassment awareness training, through a randomized controlled trial with college students in Delhi. I study the impact of this training for men on sexual harassment reported by women in their peer groups. First, I find that it increases men's awareness about sexual harassment. The training leads to a significant and robust fall in extreme forms of sexual harassment reported by women. I find that the trainings affect inter-personal relationships between men and women; gender segregation rises. Using a novel lab-in-the-field experiment, I find evidence that this is driven by women. I provide suggestive evidence that this is due to a stronger change in men's perceived social costs to sexual harassment rather than a change in their intrinsic attitudes towards sexual harassment. Comparison with a female sexual harassment awareness training suggests that training targeted at men is more effective than that for women only.

Kate Vyborny, Duke University
Biometric Verification in the Delivery of Cash Transfers to Low-Income Women: Evidence from Pakistan
(with Muhammad Haseeb, Amen Jalal, and Bilal Siddiqi)

Many countries target low-income women for cash transfer programs but struggle to ensure that female beneficiaries personally receive and retain control over these funds. Biometric verification may address this issue by requiring beneficiaries to personally withdraw funds after authenticating their fingerprints. While this may reduce unauthorized withdrawals and capture of funds by other household members, it may also increase time and money costs of withdrawal and cause unintended exclusion of eligible beneficiaries. We exploit the staggered rollout of biometric identity verification in Pakistan's Benazir Income Support Programme to assess its impact on the delivery of cash to low-income women. We find that biometric verification increases women's control over how to spend the cash. In areas where the new system does not require additional payment agent involvement, beneficiaries also report receiving slightly more cash under the new system. However, we also find an increase in reports of side payments paid involuntarily to access the cash transfer, and a decline in beneficiary satisfaction with the payment system. We explore mechanisms for the effects including mobility constraints faced by female beneficiaries and market power of payment agents.

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J. Michelle Brock, European Bank for Reconstruction and Development
Discriminatory Lending: Evidence from Bankers in the Lab
(with Ralph De Haas)

We implement a lab-in-the-field experiment with 334 Turkish loan officers to document gender discrimination in small business lending and to unpack the mechanisms at play. Each officer reviews multiple real-life loan applications in which we randomize the applicant's gender. While unconditional approval rates are the same for male and female applicants, loan officers are 26 percent more likely to require a guarantor when we present the same application as coming from a female instead of a male entrepreneur. A causal forest algorithm to estimate heterogeneous treatment effects reveals that this discrimination is strongly concentrated among young, inexperienced, and gender-biased loan officers. Discrimination mainly affects female loan applicants in male-dominated industries, indicating how financial frictions can perpetuate entrepreneurial gender segregation across sectors.

Jeanne Lafortune, Pontificia Universidad Católica de Chile
What is the price of freedom? Estimating women's willingness to pay for job schedule flexibility
(with Monserrat Bustelo, Ana Maria Diaz, Claudia Piras, Luz Magdalena Salas, and José Tessada)

We conducted a discrete choice experiment to elicit women's revealed preferences regarding job schedule flexibility (flexible scheduling and part-time employment) in a developing country context. We did so without deception by applying a methodology proposed by Kessler et al. (2019) for job seekers instead of employers. Women on average have a high willingness to pay for a flexible schedule within a full-time contract, but a much lower desire to trade wages for part-time contracts. Willingness to pay for a flexible work arrangement is greatest for richer women while that for part-time employment is highest among those with higher time demands.

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18:30 – 19:30	Special Session 6	19:30 – 20:30	13:30 – 14:30	3:30 – 4:30

Leonard Wantchekon, Princeton University
TBD