

Anticipated Discrimination and Wage Negotiation: A Field Experiment

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Motivation

Females Earn Less than Males

- There is a **persistent and unexplained gender gap in wages.**
 - Controlling for a broad range of observable characteristics.

Jarrell and Stanley, 2004; Weichselbaumer and Winter-Ebmer, 2005; Blau and Kahn, 2017.

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- One plausible explanation:
 1. **females are less likely to negotiate wages,**
 2. **they request lower wages when they negotiate.**

Babcock and Laschever, 2003; Babcock et al, 2006; Leibbrandt and List, 2015; Barron, 2003; Dittrich et al, 2014; Hernandez-Arenaz and Iriberry, 2018; Säve-Söderberg, 2019; Roussille, 2022.

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- Why do females negotiate less and request lower wages?
 - **Might expect to be discriminated**, making negotiation useless.
 - Males are treated more favorably when they try to negotiate (Bowles et al., 2007).
 - Females choose to hide their gender in labor-market settings (Charness et al., 2020).

Explore if expected discrimination drives the gender wage gap

- We analyze if females ask for higher wages in a blind hiring process.

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- We analyze if females ask for higher wages in a blind hiring process.
- Through a field experiment in Uruguay.
 - Posted job offers on the leading job search platform in the country.
 - Applicants were randomly assigned to blind and non-blind hiring processes.
 - Applicants were asked how much they would like to be paid.

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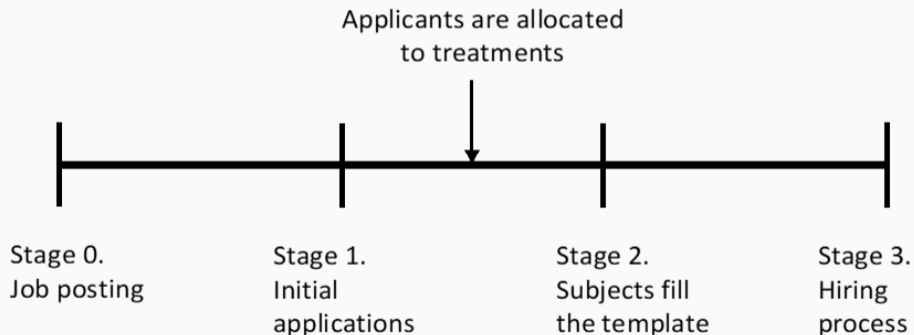
Preview of results

- Females request lower salaries in gender-revealed hiring processes.
- Gender-blind hiring processes reduce the gender gap in requested wages.
- Adding an equal opportunity statement closes this gap.

Experimental Design

Timeline of the Experiment

The field experiment is divided into **three stages** (Leibbrandt and List, 2015):



Stages 0: Job Posting

Job Posting

- We posted six job ads in *Buscojobs* from March 2022 to March 2023. ▶
 - Leading online job search platform for the private sector in Uruguay
- All workers with a profile in *Buscojobs* could apply.
- When they apply their whole CV is shared with the hiring firm.

Job

- Task: review +382,000 workers' self-reported education experiences.
 - Into four bins: (i) courses, (ii) technical, (iii) undergraduate, (iv) graduate.
 - Workers tend to misclassify their educational experiences.
- Conditions: 10 hours, flexible and remote. ▶

Applicants

- 1,661 across all ads.

Stage 2: Follow up email

- Applicants received a follow-up email with the following information: ▶
 1. requirement to fill a standardized CV template to continue in the process,
 2. this would be the only information considered for hiring,
 - i.e., none of the additional information posted on *Buscojobs* would be considered.
 3. if selected, they would be hired for 10 hours.
- All applicants provided the following in the standardized CV: ▶
 1. educational attainment,
 2. age,
 3. work status and experience,
 4. requested wage (UY \$).
- Filling the template takes on average 10 minutes.
 - Candidates had approximately two weeks to provide the required information.

Stage 2: Treatments

- Applicants were randomly allocated to one of three treatments:
 1. Gender-reveal (GR): provide their full name and surname.
 - 503 applicants.
 2. Gender-blind (GB): provide only their initials.
 - 669 applicants.
 3. Gender-blind-message (GBM): GB + equal opportunity message
 - 489 applicants.

Stage 3: Hiring (I)

- Applicants in Stage 2 were *randomly assigned to 26 hiring committees*:
 - Composed of 190 Uruguayan undergraduate students.
 - Each committee composition: 50% males and 50% females.
- Committee members were briefed about the job task and their earnings.
- Task: *independently rank* the top 5 out of 24 applicants.
 - rank #1 = 5 points, rank #2 = 4 points, ...
- Takes ~ 30 minutes to complete the task.



Stage 3: Hiring (II)

- The applicant with the highest score is offered the job.
 - They were paid their requested wage.
- Committee members' earnings (in dollars) are:

$$p = 6 + 1.5 * \frac{\text{\#correct entries}}{10,000} - 0.02 * \text{wage paid}$$

- The average expected earnings are USD 16.



Results

GR vs. GB: Willingness to Apply

	GR			GB		
	Application N	%	Requested Wage (UY \$)	Application N	%	Requested Wage (UY \$)
Males	80			99		
Females	116			153		

GR vs. GB: Willingness to Apply

	GR			GB		
	Application N	%	Requested Wage (UY \$)	Application N	%	Requested Wage (UY \$)
Males	80	32.26		99	40.24	
Females	116	35.37		153	41.24	

- There are **no significant differences** across gender in the willingness to apply.

GR vs. GB: Requested Wage

	GR			GB		
	Application N	%	Requested Wage (UY \$)	Application N	%	Requested Wage (UY \$)
Males	80	32.26	561.45	99	40.24	
Females	116	35.37	298.23	153	41.24	

- **Males request a higher wage** when the hiring process **is not gender-blind**.
 - Mann Whitney two-tailed test: $z = 3.346, p < 0.001$

*Exchange rate: USD 1 = \$ UY 41.6.



GR vs. GB: Requested Wage

	GR			GB		
	Application N	%	Requested Wage (UY \$)	Application N	%	Requested Wage (UY \$)
Males	80	32.26	561.45	99	40.24	551.80
Females	116	35.37	298.23	153	41.24	424.86

- **Males request a higher wage** when the hiring process **is not gender-blind**.
 - Mann Whitney two-tailed test: $z = 3.346, p < 0.001$
- The **gap is reduced** to less than half when the hiring process **is gender-blind**.
 - Mann Whitney two-tailed test: $z = 1.998, p = 0.046$

*Exchange rate: USD 1 = \$ UY 41.6.



GR vs. GBM: Willingness to Apply

	GR			GBM		
	Application N	%	Requested Wage (UY \$)	Application N	%	Requested Wage (UY \$)
Males	80			58		
Females	116			138		

- There are **no significant differences** across gender in the willingness to apply.

GR vs. GBM: Willingness to Apply

	GR			GBM		
	Application N	%	Requested Wage (UY \$)	Application N	%	Requested Wage (UY \$)
Males	80	32.26		58	33.72	
Females	116	35.37		138	42.24	

- There are **no significant differences** across gender in the willingness to apply.

GR vs. GB: Requested Wage

	GR			GB		
	Application N	%	Requested Wage (UY \$)	Application N	%	Requested Wage (UY \$)
Males	80	32.26	561.45	99	33.72	
Females	116	35.37	298.23	153	42.33	

- The **gender wage gap completely disappears** in GBM.
 - Mann Whitney test: $z = -1.016, p = 0.309$.

*Exchange rate: USD 1 = \$ UY 41.6.



GR vs. GB: Requested Wage

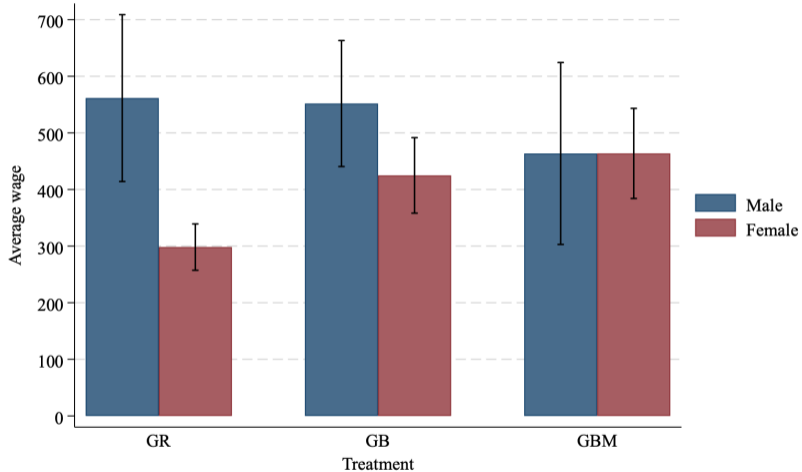
	GR			GB		
	Application N	%	Requested Wage (UY \$)	Application N	%	Requested Wage (UY \$)
Males	80	32.26	561.45	99	33.72	463.60
Females	116	35.37	298.23	153	42.33	463.69

- The gender wage gap completely disappears in GBM.
 - Mann Whitney test: $z = -1.016, p = 0.309$.

*Exchange rate: USD 1 = \$ UY 41.6.



Requested Wage: GR vs. GB vs. GBM



Other Results

- Results are **not driven by selection**.
 - Observables in Stage 2 are similar across treatments for males and females. ▶
 - Observables in Stages 1 and 2 are similar in all treatments for males and females. ▶
- Evidence of **discrimination against females** in hiring committees.
 - Females are more likely to be selected in GB and GBM. ▶
 - Male candidate is preferred over nearly identical female candidate in GR. ▶
- Evidence of **expected discrimination against females**. ▶
 - Male candidate is expected to be preferred over nearly identical female candidate in GR.

Conclusion

What we Find: Expected Discrimination is Important

Requested Salary

- Females request a lower salary when the hiring process reveals their gender.
- The gap is reduced by 50% in the gender-blind treatment.
- The gap disappears completely when we also incorporate the message.

What we Find: Expected Discrimination is Important

Requested Salary

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- The gap is reduced by 50% in the gender-blind treatment.
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Hiring Committees

- Prefer male candidates when candidates only differ in gender.

A gender-blind hiring process may encourage women to:

- apply for jobs,
- request higher salaries.

Appendix

Stage 0: Job Posting

We posted the following job ad:

“We are looking for different profiles to assist in a research project that is being carried out at a university of international reputation. Those hired will manage, clean, describe and analyze databases with data from the United States and Uruguay.

We are looking for candidates with or without previous work experience, preferably with a technical or university background related to Economic Sciences or Business Administration.

The position is flexible, so the job can be performed remotely from home.”



Job Task Instruction (I)

“We have completed the selection process for the Research Assistant position, and I am pleased to inform you that you have been selected.

If you accept the position, you will be hired for 10 hours as an assistant to a group of researchers from the universities of Exeter, Georgetown, and Santa Barbara. Your hourly remuneration will be \$X (X Uruguayan pesos), so your total remuneration will be \$X (X Uruguayan pesos).

You have until Wednesday, February 7 at 6:00 PM Uruguay time to confirm your interest and until Friday, February 16 at 11:59 PM Uruguay time to complete the task.

We will pay you in the first few days of March through a bank transfer to an account of your choice in Uruguay.



Job Task Instructions (II)

Your task will consist of classifying studies of workers in a database into the following categories:

- *Course: usually short-term -generally less than a year- and involve specific training (e.g., computer software, languages, accounting, marketing).*
- *Technical Degree: usually last between two and three years, involve taking more than one course, and generally can be taken without finishing high school (e.g., accounting assistant, mechanical technologist, administration assistant, draftsman, programming analyst).*
- *Undergraduate Degree: usually last at least four years, require completing high school, and are generally pursued at universities and/or specialized institutions.*
- *Graduate Degree: usually last between one and six years, require a completed undergraduate degree, and are generally pursued at universities and/or specialized institutions (e.g., Master's, Doctorates, MBA, professional specializations).*

Job Task Instructions (III)

In following link, you will find a file with spreadsheets containing studies self-reported by workers in the categories mentioned above: [Insert link to a Google Sheets file].

Your task will consist of reviewing the entries in these spreadsheets and decide whether the workers classified this information in the correct category or if they belong to another category. For example, some workers classify a bachelor's degree, which is an undergraduate degree, as a course, while others classify a technical degree as an undergraduate degree.

In the same file, you will find four sheets: "cursos`reclas," "tecnico`reclas," "grado`reclas," and "postgrado`reclas," where you should enter the reviewed data. If an entry is correctly classified by the worker, simply copy it to the corresponding sheet. If, on the other hand, you consider that an entry is not correctly classified, place it in the sheet you consider most appropriate and put a "1" on the "Reclas?" column of that sheet.

The last column of these sheets is reserved for you to leave any comments and clarifications you find pertinent."



Job Task Database Example

A1													
fx IdPostulante													
	A	B	C	D	E	F	G	H					
1	IdPostulante	SituacionPostulante	Estudio	AniosCursadosPostulante	Estudio	NombreInstitucion	NombreArea	TituloPostulante	Estudio	NombrePais	FechaInicioPostulante	Estudio	FechaEgr
2	50	Completo				CLUE (Centro Latinoamericano de Instrucción Empresarial)		Operador PC Plus					
3	50	Completo				CLUE (Centro Latinoamericano de Instrucción Empresarial)		Técnico Comercial					
4	50	Completo				ANGLO - Uruguay		First Certificate in English (Universidad de Cambridge)					
5	58	Completo				Asociación de Dirigentes de Marketing (A.D.M.)		Técnico en Comercio Exterior					
6	76	Cursando		Cursando		Círculo Informático		Diseño Gráfico					
7	280	Completo				Megasoft		Operador MEMORY					
8	280	Completo				Escuela de Informática		OPERADOR OFFICE					
9	296	Completo				Instituto Autoplot, Autodesk Training Center		Autocad 2000 2D					
10	296	Completo				Taller de Diseño Digital		Operador de Corel Draw					
11	296	Completo				Taller de Diseño Digital		Operador de Photoshop					
12	343	Completo				Facultad de Administración y Ciencias Sociales, Universidad ORT		Secretariado Ejecutivo					
13	343	Completo				Facultad de Ingeniería Bernard Wand-Polak, Universidad ORT Uruguay		Operador Office					
14	343	Completo				Facultad de Ingeniería Bernard Wand-Polak, Universidad ORT Uruguay		E-Commerce					
15	343	Completo				Instituto BIOS		Auxiliar Administrativo Contable					
16	535	Completo				Centro de Capacitación Linux		Prgramador PHP/MySQL					
17	533	Completo				Escuela de Cine del Uruguay		Especialización en Fotografía en Cine					
18	566	Completo				Anglo		"Proficiency in English"					
19	566	Completo				Club Brasileiro		"Proficiênci em Língua Portuguesa" (CELPE-BRAS)					
20	663	Completo				U.D.E. (Universidad de la Empresa)	Marketing / Mercadotecnia	Marketing Comercial - Té	Uruguay				
21	674	Completo				Taller de Informatica		Analista en Marketing					
22	681	Completo				PROET	Ofimática	Excel Avanzado	Uruguay				
23	699	Completo				Comité Olímpico Uruguayo		Adm. Deportiva					
24	699	Completo				Federación Uruguay Handball		Adm. Deportiva					
25	699	Completo				DESEM		Empresas Juveniles					
26	699	Completo				Scuola Italiana--Universidad ORT Uruguay		Cursos de Informática					
27	573	Completo				Cware		Operador pc					
28	573	Completo				Círculo Informático		Operador Internet					
29	759	Completo				UTU (Universidad del Trabajo del Uruguay)		Operador Pc					
30	806	Completo		2 meses		Escuela de Negocios Internacionales	Financiera	Asistente en Comercio Ext	Uruguay				
31	984	Completo				IPC		OPERADOR OFFICE					
32	984	Completo				TATA		CALIDAD DE ATENCION Y SERVICIO AL CLIENTE					
33	984	Completo				NETGATE		TELETRABAJO					

+ ☰ curso ▾ tecnico ▾ grado ▾ postgrado ▾ curso_reclas ▾ tecnico_reclas ▾ grado_reclas ▾ postg < >

Stage 2: Email GR

“Dear Candidate,

Thank you for your interest in the Research Assistant position.

To speed up the hiring process, we kindly ask you to fill out the CV that you will find below. This information is what the hiring committee will consider in evaluating the candidates.

The deadline to fill out the CV is Sunday, December 9 at 11:59 pm.

The hired candidates will assist university professors in a research project. The job will consist of managing a database. The task can be performed remotely from any physical location during a week. Applicants will be hired for a total of 10 hours.

Click here to access the form.

Best regards,

RR.HH.”



Stage 2: Email GB

“Dear Candidate,

Thank you for your interest in the Research Assistant position.

To speed up the hiring process, we kindly ask you to fill out the CV that you will find below. This information is what the hiring committee will consider in evaluating the candidates.

The deadline to fill out the CV is Sunday, December 9 at 11:59 pm.

As you can see, in the part of the applicant’s name, you must only enter your initials and not your full name. Our recruitment team will carry out the selection process without knowing the name of the candidate.

The hired candidates will assist university professors in a research project. The job will consist of managing a database. The task can be performed remotely from any physical location during a week. Applicants will be hired for a total of 10 hours. [Click here to access the form.](#)

Best regards,

RR.HH.”



Stage 2: Email GBM

“Dear Candidate, Thank you for your interest in the Research Assistant position.

We are committed to promote and maintain a culture of respect and equal opportunities so we kindly ask you to fill out the CV that you will find below in order to guarantee that the hiring decision is based solely and exclusively on the merits and abilities of the person. This information is what the hiring committee will consider in evaluating the candidates.

The deadline to fill out the CV is Sunday, December 9 at 11:59 pm.

As you can see, in the part of the applicant’s name, you must only enter your initials and not your full name. Our recruitment team will carry out the selection process without knowing the name of the candidate, based exclusively on their proven merits.

The hired candidates will assist university professors in a research project. The job will consist of managing a database. The task can be performed remotely from any physical location during a week. Applicants will be hired for a total of 10 hours.

Click here to access the form.

Best regards,

RR.HH.” 

Stage 2: Standardized CV Template (I)

Enter the email on your Buscojobs profile in the next field.

- Email:

Demographic Information

- Age:
- GB
 - Name:
 - Surname:
- GB & GBM
 - Initials:
 - (Enter the first letter of your first name, the first letter of your first surname, and the second letter of your second surname (e.g., SGC, ATU).)

Stage 2: Standardized CV Template (II)

Educational Attainment

- Highest educational level:
 - Undergraduate or higher.
 - Technical.
 - High school.
 - Primary school.
- Did you finish this educational level?:
 - Yes.
 - No.

Stage 2: Standardized CV Template (III)

Work Experience. Describe two work experiences more related to this position.

- Job 1 & 2
 - Position:
 - Company:
 - Industry:
 - Brief job description:
 - Are you currently working in this position?:
 - Yes.
 - No.
 - Start date:
 - End date (if applicable):

Desired Salary. How much, in Uruguayan pesos, would you like to make per hour? Please, write only the corresponding number:

- (answers bounded to $0 < \text{hourly salary} < 3000$). 

Stage 3: Hiring Committee Members Instructions (I)

“For this task, you will receive information from a group of applicants who have applied for a research assistant position. Your task will be to independently rank the top five candidates according to who you consider the most suitable for the position.

The work that the hired person will perform is explained in more detail below. The selected person will be hired for 10 hours as an assistant to a group of researchers from the universities of Exeter, Georgetown, and Santa Barbara. The hired person’s task will be to review each entry in a database and decide whether the information related to educational experiences entered in the database is in the correct category or if it belongs to another category. For example, some workers classify a bachelor’s degree, which is an undergraduate study, as a course, while others classify a technical degree as an undergraduate study.

Below is an example of the task that the hired candidates will have to perform. Consider the table shown below; the two entries marked in orange within the “undergraduate” category are incorrect. The first one corresponds to a technical degree in electricity, and the second one seems to be a marketing course. Neither of them corresponds to an undergraduate degree. Therefore, the hired person should reclassify them to “technical” and “course,” respectively.” ◀

Stage 3: Hiring Committee Members Instructions (II)

Grado

IdPostulante	estudios finalizados	tiempo de estudio	NombreInstitucion	NombreArea	Titulo
11	Completo		Universidad Catolica del Uruguay	Computación - Sistemas - Programación	Informática
76	Completo		Universidad Católica del Uruguay	Administración de Empresas	Adm. de Empresas
77	Completo		Universidad de la Republica (UdelAR)	Electricidad	Electrica
77	Completo	4,5	Universidad Católica del Uruguay	Administración de Empresas	Adm. de Empresas
92	Cursado	1	Universidad de la Republica (UdelAR)	Contabilidad/Auditoría	Contador Público
106	Completo		Universidad ORT Uruguay	Periodismo / comunicación social	Ciencias de la Comunicaci2n
190	Completo		Escuela Superior de Comercio de Villa Muñoz	Marketing / Mercadotecnia	Marketing/Mercadotecnia
190	Completo	3	Escuela de Administración Universidad de la Republica	Administración de Empresas	Adm. de Empresas
259	Cursado	5	Universidad de la Republica (UdelAR)	Química	Químico

Cursos

IdPostulante	estudios finalizados	tiempo de estudio	NombreInstitucion	NombreArea	Titulo
50	Completo		CLIE (Centro Latinoamericano de Instrucción Empresarial)		Operador PC Plus
50	Completo		CLIE (Centro Latinoamericano de Instrucción Empresarial)		Técnico Comercial
50	Completo		ANGLO - Uruguay		First Certificate in English (Universidad de Cambridge)
58	Completo		Asociación de Dirigentes de Marketing (A.D.M.)		Técnico en Comercio Exterior
76	Cursado	Cursado	Círculo Informático		Diseño Gráfico

Postgrado

IdPostulante	estudios finalizados	tiempo de estudio	NombreInstitucion	NombreArea	Titulo
106	Completo	1 y medio	UCUDAL - Universidad Católica	Marketing / Mercadotecnia	Postgrado de especialización en Marketing
418	Completo	1	Universidad ORT Uruguay	Marketing / Mercadotecnia	PROGRAMA MARKETING PARA PRODUCTOS CONSUMO MASIVO
533	Completo		Universidad Católica del Uruguay		Maestría en Administración de Empresas énfasis en MKT(tesis en elab.)
533	Completo		Universidad Católica del Uruguay		Postgrado de Especialización en Marketing
1068	Completo		Centro de Posgrados(Universidad de la Rep2blica)		Curso de Actualización para Práctica Profesional en Idioma Italiano

Técnico

IdPostulante	estudios finalizados	tiempo de estudio	NombreInstitucion	NombreArea	Titulo
2083	Completo		Universidad ORT Uruguay	Sonido	Técnico en Imagen y Sonido
2196	Completo		Universidad ORT Uruguay	Relaciones Públicas	Técnico en Relaciones Públicas y Organización de Eventos
1288	Incompleto	1	Universidad de la Republica UDELAR	Mecánica	Tecnólogo Mecánico
3160	Completo		Instituto Profesional de Enseñanza Periodística	Periodismo / comunicación social	Técnico en Comunicaci2n Social Prensa
3518	Incompleto	2	U.T.U. superior de mecánica	Mecánica	Mecánica General



Stage 3: Hiring Committee Members Instructions (III)

“Once you finish ranking the applicants, the hiring process will be as detailed below. The candidate who you rank first will receive five points, the second-ranked candidate will receive four points, and so on until the fifth-ranked candidate, who will receive one point. The remaining applicants will not receive any points.

You, along with other people, will be a member of a hiring committee. When all the committee members have evaluated the applicants, the scores assigned to each candidate by each committee member will be added up, and the candidate with the highest score will receive an offer to be hired. The hired candidates will be paid the hourly wage they requested. You will be able to see the information about the requested salary as part of each candidate’s information. In particular, you will receive information on the following variables for each candidate: i) age, ii) educational attainment, iii) related previous work experience, iv) salary requested by the candidate.

Your payment will be a combination of a fixed amount of \$6 and a bonus. The bonus will increase with the effectiveness of the hired candidate. For every 10,000 correct entries that the hired candidate makes, you will receive \$1.5. Similarly, the bonus will decrease with the salary paid to the hired candidate. In particular, your bonus will decrease by 2% of the salary paid to the hired person.”



Stage 3: Hiring Committee Members Instructions (IV)

“Example 1: Imagine that the hired person makes 60,000 correct entries and requests a salary of \$10 per hour, equivalent to a total of \$100 for 10 hours. In this case, your bonus would be: $\$1.5 \times 5 - 0.02 \times 100 = \$9 - \$2 = \7 . Therefore, your total payment would be: $\$6 + \$7 = \$13$.

Example 2: Imagine that the hired person makes 40,000 correct entries and requests a salary of \$12 per hour, equivalent to a total of \$120 for 10 hours. In this case, your bonus would be: $\$1.5 \times 4 - 0.02 \times 120 = \$6 - \$2.4 = \3.6 . Therefore, your total payment would be: $\$6 + \$3.6 = \$9.6$.

As you can see, a significant fraction of your payment will depend on the candidate who is hired. Therefore, it is important that you pay attention when ranking the applicants. Remember that you will receive the fixed amount as soon as you complete the task. The bonus will be paid later once the person is hired and completes the task.”



Stage 3: Candidates Information (I)

Información de los candidatos

Rank	id	Nombre	Edad	Máximo nivel educativo alcanzado	¿Finalizaste el máximo nivel educativo alcanzado?	Salario por hora demandado por el candidato (en dolares estadounidenses)	Nombre del cargo	Nombre del empleador	Rubro del empleador	Breve descripción del cargo	¿Trabajas actualmente en este cargo?	Nombre del segundo cargo (si corresponde)	Nombre del segundo empleador (si corresponde)	Breve descripción del segundo cargo (si corresponde)	¿Trabajas actualmente en este cargo?
1	Agustina	25	Universit...	No	20,00	Planni...	Tiendamia	Administr...	Análisis de...	Si					
2	Adriana	23	Terciario...	No	6,25	Vende...	Autoservi...	Comercio	Atención a...	No	Vendedora...	Autoservice ...	Atención al ...	No	
3	Macarena	28	Universit...	No	7,50	Vendo...	Altisource	Bienes ra...	Ejecutiva ...	No	BPO Senior	TCS	Validación d...	Si	
4	Agustina	28	Universit...	Si	10,00	Analist...	Opción C...	Consulta...	Formaba p...	No	Pasante de ...	Agencia Nac...	Como miem...	No	
5	Alexelys	47	Universit...	Si	0,03	Docen...	Instituto ...	Educación	Preparar ...	No	Coordinador...	Pitágoras, C...	Organizació...	No	
6	Analia	35	Universit...	Si	7,50	Recep...	Emergen...	Emergen...	Recepcion...	No	Acompañant...	Vanesa Falero	Acompañar ...	Si	
7	Ana	32	Universit...	Si	5,50	Super...	Medica u...	Slaud	Lic en Nut...	No					
8	Ana Laura	38	Universit...	Si	10,00	Encue...	INE	Estadística	Realicé en...	No	Apoyo admí...	Sección Neu...	Rastrear cas...	No	
9	Análfa	28	Universit...	No	7,50	Secret...	Cemento...	Industria	Atención a...	No	Recepcionis...	DCA Estudio...	Manejo de c...	No	
10	Andrea	32	Universit...	No	17,50	Secret...	Instituto ...	Social	Tareas ad...	Si	Asistente pl...	Plan ceibal	Capacitació...	No	
11	Antonela	28	Universit...	No	0,03	Analist...	CNdeF	Football	Análisis de...	Si	Analista fina...	Marfrig	Registra coi...	No	
12	Antonella	26	Universit...	No	3,00	Telefo...	Woknal SA	Contact ...	Atención t...	No	Atención al ...	Caldinor SA	Atención al ...	No	
13	Matías Exequiel	23	Universit...	No	425,00	Rutas ...	Freddy V...	Gerente	Atención a...	No					
14	D. Gabriel	22	Universit...	No	27,50	Admin...	Instituto ...	Servicio ...	Tareas ad...	No	Recepcionis...	Sodimac S. A.	Reposición y...	Si	
15	Agustin	35	Universit...	No	7,50	Analist...	Empresa ...	Desarroll...	Análisis y ...	No	Desarrollado...	Porto Segur...	Gestión de l...	No	
16	Nicolas	32	Universit...	No	6,25	Aux. V...	TA-TA S.A	Alimentos	realice trab.	No	Administrati...	PONTYN S.A	Administrati...	No	

Stage 3: Candidates Information (II)

Información de los candidatos

Rank	id	Nombre	Edad	Máximo nivel educativo alcanzado
1	Agustina	25	Universit...	
2	Adriana	23	Terciario...	
3	Macarena	28	Universit...	
4	Agustina	28	Universit...	
5	Alexelys	47	Universit...	
6	Anaila	35	Universit...	
7	Ana	32	Universit...	
8	Ana Laura	38	Universit...	
9	Anaila	28	Universit...	
10	Andrea	32	Universit...	
11	Antonela	28	Universit...	
12	Antonella	26	Universit...	
13	Matías Exequiel	23	Universit...	
14	D. Gabriel	22	Universit...	
15	Agustin	35	Universit...	
16	Nicolas	32	Universit...	
17	Federico	22	Universit... No	
18	Santiago	47	Universit... No	
19	Bruno	22	Secunda... Si	
20	Nicolas	24	Universit... No	

Información del candidato

Nombre: Macarena

Edad: 28

Máximo nivel educativo alcanzado: Universitario

¿Finalizaste el máximo nivel educativo alcanzado?: No

Salario por hora demandado por el candidato (en dolares estadounidenses): 7,50

Nombre del cargo: Vendor Relations Specialist

Nombre del empleador: Altisource

Rubro del empleador: Bienes raíces

Breve descripción del cargo: Ejecutiva de cuentas

¿Trabajas actualmente en este cargo?: No

Nombre del segundo cargo (si corresponde): BPO Senior

Nombre del segundo empleador (si corresponde): TCS

Breve descripción del segundo cargo (si corresponde): Validación de actividades de marketing, proceso y aprobación de pagos.

¿Trabajas actualmente en este cargo?: Si

✓ Sin Ranking

1st

2nd

3rd

4th

5th

Guardar Cerrar



Probability of Being Ranked in Top 5

	(1)	(2)	(3)	(4)
<i>Male</i>	-0.022 (0.072)	-0.019 (0.073)	0.061 (0.070)	-0.006 (0.071)
<i>Male Evaluator</i>	-0.050 (0.042)	-0.045 (0.044)	-0.025 (0.041)	-0.019 (0.043)
<i>Blind</i>	-0.073* (0.043)	-0.049 (0.048)	-0.082* (0.043)	-0.056 (0.047)
<i>Male*Blind</i>	-0.127 (0.088)	-0.074 (0.093)	-0.115 (0.086)	-0.058 (0.091)
<i>Male*Male Evaluator</i>	0.103 (0.087)	0.096 (0.090)	0.045 (0.085)	0.038 (0.088)
<i>University</i>	0.557*** (0.058)	0.450*** (0.059)	0.598*** (0.055)	0.479*** (0.056)
<i>Working</i>	0.151*** (0.058)	0.111** (0.059)	0.169*** (0.049)	0.128** (0.052)
<i>Age</i>	0.002 (0.003)	0.001 (0.003)	0.002 (0.003)	0.001 (0.003)
<i>Wage</i>	-0.001* (0.0006)	-0.001* (0.0005)	-0.001* (0.0005)	-0.001* (0.0005)
<i>Observations</i>	4,654	4,654	4,654	4,654
<i>Log likelihood</i>	-2256	-2183	-3311	-3683
<i>Occupations FE</i>	No	Yes	No	Yes
<i>Estimation Method</i>	Probit	Probit	Ordered Probit	Ordered Probit

*Standard errors in parenthesis. ***, **, and * denote significance at $p = 0.01$, 0.05 , and 0.10 , respectively.

Regression on Requested Salaries

	(1)	(2)	(3)	(4)	(5)	(6)
<i>Constant</i>	561.455*** (52.975)	183.757* (101.117)	199.823* (110.267)	561.455*** (54.590)	258.337** (120.315)	347.302*** (131.251)
<i>Female</i>	-263.223*** (69.333)	-252.328*** (68.064)	-293.254*** (100.471)	-263.223*** (71.448)	-263.917*** (71.026)	-398.566*** (107.761)
<i>GB</i>	-9.659 (70.791)	-21.431 (69.685)	-13.353 (70.381)			
<i>GBM</i>				-97.855 (84.571)	-110.992 (84.072)	-102.091 (84.626)
<i>Female*GB</i>	136.290 (91.785)	127.980 (90.221)	120.417 (90.785)			
<i>Female*GBM</i>				263.301** (104.831)	271.980*** (103.937)	259.626** (104.503)
<i>University</i>		-13.636 (47.589)	-19.073 (76.574)		37.938 (53.705)	-88.786 (89.591)
<i>Working</i>		38.852 (44.785)	-17.059 (71.521)		89.396* (50.402)	84.484 (86.481)
<i>Female*University</i>			11.170 (97.855)			197.196* (111.622)
<i>Female*Working</i>			92.404 (91.851)			8.322 (106.084)
<i>Age</i>		12.212*** (2.646)	12.374*** (2.656)		8.154** (3.242)	8.040** (3.237)
<i>Observations</i>	436	436	436	374	374	374
<i>R-squared</i>	0.046	0.094	0.096	0.039	0.066	0.0739

*Standard errors in parenthesis. ***, **, and * denote significance at $p = 0.01$, 0.05 , and 0.10 , respectively.

Applicants Characteristics: Stage 1 (S1) and Stage 2 (S2) Applicants (I)

		Females								
		GR			GB			GBM		
		S1	S2	M-W	S1	S2	M-W	S1	S2	M-W
<i>Age</i>		29.33	29.80	0.902	30.60	31.26	0.560	29.35	29.88	0.442
<i>Working (%)</i>		42.25	47.41	0.388	50.46	50.33	0.980	46.81	54.35	0.179
<i>Post-secondary (%)</i>	<i>Attendance</i>	25.94	31.90	0.252	33.03	30.72	0.640	29.26	23.91	0.284
	<i>Completed</i>	18.87	25.00	0.193	24.31	22.22	0.640	18.09	16.67	0.739
<i>Undergraduate (%)</i>	<i>Attendance</i>	71.23	68.10	0.555	70.64	69.93	0.883	65.43	72.46	0.177
	<i>Completed</i>	25.94	25.00	0.852	28.90	35.95	0.152	26.60	34.06	0.146
<i>Graduate (%)</i>	<i>Attendance</i>	3.77	7.76	0.120	5.50	9.80	0.117	7.98	8.70	0.817
	<i>Completed</i>	2.83	6.03	0.156	3.21	7.19	0.080	4.26	3.62	0.774
<i>Observations</i>		212	116	-	218	153	-	188	138	-

***, **, and * denote significance at $p = 0.01$, 0.05 , and 0.10 , respectively.



Applicants Characteristics: Stage 1 (S1) and Stage 2 (S2) Applicants (II)

		<i>Males</i>								
		<i>GR</i>			<i>GB</i>			<i>GBM</i>		
		<i>S1</i>	<i>S2</i>	<i>M-W</i>	<i>S1</i>	<i>S2</i>	<i>M-W</i>	<i>S1</i>	<i>S2</i>	<i>M-W</i>
<i>Age</i>		30.56	30.36	0.661	31.31	31.34	0.770	28.97	30.79	0.308
<i>Working (%)</i>		46.43	47.50	0.875	46.94	48.48	0.812	41.23	53.45	0.129
<i>Post-secondary (%)</i>	<i>Attendance</i>	27.98	27.50	0.938	30.61	32.32	0.777	17.54	32.76	0.025**
	<i>Completed</i>	16.67	18.75	0.686	22.45	22.22	0.967	11.40	27.59	0.008***
<i>Undergraduate (%)</i>	<i>Attendance</i>	64.88	68.75	0.548	59.18	65.66	0.307	69.30	75.86	0.369
	<i>Completed</i>	26.79	25.00	0.765	24.49	32.32	0.179	27.19	32.76	0.449
<i>Graduate (%)</i>	<i>Attendance</i>	8.93	6.25	0.470	10.88	13.13	0.593	7.02	8.62	0.708
	<i>Completed</i>	4.76	2.50	0.398	8.16	9.09	0.799	2.63	8.62	0.079*
<i>Observations</i>		168	80	-	147	99	-	114	58	-

***, **, and * denote significance at $p = 0.01$, 0.05 , and 0.10 , respectively.

Applicants Characteristics: Stage 2 Applicants (I)

		Females				
		GR	GB	GBM	M-W	
					GB vs. GR	GBM vs. GB
<i>Age</i>		29.80	31.26	29.88	0.241	0.261
<i>Working (%)</i>		47.41	50.33	54.35	0.637	0.494
<i>Post-secondary (%)</i>	<i>Attendance</i>	31.90	30.72	23.91	0.837	0,195
	<i>Completed</i>	25.00	22.22	16.67	0.595	0.234
<i>Undergraduate (%)</i>	<i>Attendance</i>	68.10	69.93	72.46	0.748	0.635
	<i>Completed</i>	25.00	35.95	34.06	0.055*	0.736
<i>Graduate (%)</i>	<i>Attendance</i>	7.76	9.80	8.70	0.561	0.745
	<i>Completed</i>	6.03	7.19	3.62	0.708	0.188
<i>Observations</i>		116	153	138		

***, **, and * denote significance at $p = 0.01$, 0.05 , and 0.10 , respectively.

Applicants Characteristics: Stage 2 Applicants (II)

		Males				
		GR	GB	GBM	M-W	
					GB vs. GR	GBM vs. GB
<i>Age</i>		30.36	31.34	30.79	0.672	0.557
<i>Working (%)</i>		47.50	48.48	53.45	0.896	0.550
<i>Post-secondary (%)</i>	<i>Attendance</i>	27.50	32.32	32.76	0.486	0.955
	<i>Completed</i>	18.75	22.22	27.59	0.570	0.450
<i>Undergraduate (%)</i>	<i>Attendance</i>	68.75	65.66	75.86	0.662	0.182
	<i>Completed</i>	25.00	32.32	32.76	0.285	0.955
<i>Graduate (%)</i>	<i>Attendance</i>	6.25	13.13	8.62	0.129	0.393
	<i>Completed</i>	2.50	9.09	8.62	0.069*	0.921
<i>Observations</i>		80	99	58		

***, **, and * denote significance at $p = 0.01$, 0.05 , and 0.10 , respectively.

Gender Composition of Candidates Ranked in Top 5 (%)

	GR	GB	GBM
Males	49.4	42.0	44.6
Females	50.6	58.0	55.4

- The difference in **GR is not statistically significant.**
 - Mann-Whitney two-tailed test: $z = -0.178$, $p = 0.859$.
- The differences in **GB and GBM are statistically significant.**
 - Mann-Whitney two-tailed test: $z = -4.063$, $p = 0.000$.

Suggests discrimination against female applicants.

- They are viewed more favorably when gender is not disclosed.
- Females are more likely to be employed and to have a college degree.
 - Correlated with higher ranking in hiring committee members. ▶

Results: Rank of Similar Applicants

- We formed a new hiring committee: 33 males and 25 females.
- Members were presented with two **nearly identical candidates** from GR.
 - The sole difference is their gender.

		Applicant	
		Male	Female
Evaluator	Male	75.8	24.2
	Female	64.0	36.0
	Aggregate	70.7	29.3

- **Most opted for the male candidate over the female one.**
 - Mann-Whitney two-tailed test: $z=-3.840$, $p=0.000$.

Evidence of discrimination against females. ◀

Beliefs Elicitation

- Elicited beliefs on perceived discrimination for 30 males and 30 females.
- Participants were briefed about the hiring committees task.
- Estimate likelihood that a female (male) would be ranked as the top choice.

	Males	Females	Total
Prob. male ranked 1st	51.6	54.0	52.9

Participants expect discrimination against female candidates. ◀