

RACE AND MARRIAGE IN THE LABOR MARKET:

A DISCRIMINATION CORRESPONDENCE STUDY IN A DEVELOPING COUNTRY

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MOTIVATION

- “ACCORDING TO CONVENTIONAL WISDOM, LATIN AMERICA IS A HIGHLY DISCRIMINATORY SOCIETY”(Chong & Ñopo 2007, p. 1,IABD)
- ACCORDING TO A DISCRIMINATION SURVERY IN MEXICO
 - 81% individuals believe their rights have been violated because of their skin color.
 - 33% of the youth declare that they believe they did not get a job because of how they look.
 - 35% of the youth believe their main problem they face is lack of employment opportunities.

OUR GOAL

- ARE GENDER, MARITAL STATUS OR RACIAL, ISSUES RELEVANT FOR EMPLOYMENT IN MEXICO?
- WE IMPLEMENT A FIELD EXPERIMENT IN WHICH WE SEND FICTITIOUS RESUMES OF RECENT COLLEGE GRADUATES TO OVER 1,000 FIRMS.
- 8 DIFFERENT APPLICATIONS (CVs) PER AD WITH VARYING GENDER, MARITAL STATUS, AND PICTURE. TOTAL: ~8,000 CVs SENT.
- FOCUS: CALLBACK RATE
- OUR CONTRIBUTION FOCUSES ON:
 - Evidence of discrimination in a developing country.
 - Focus in recent college graduates.
 - The role of race (not available in official statistics).
 - The role of marital status.

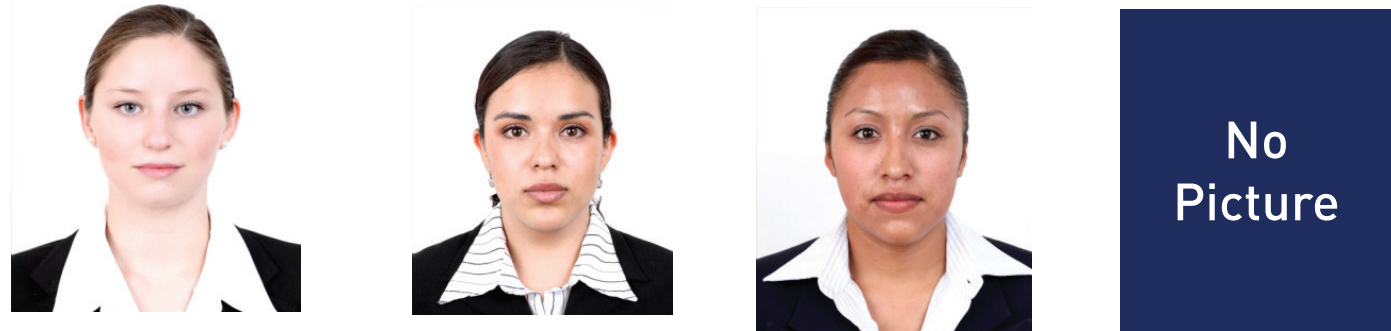
EXPERIMENTAL SETUP

- WE RANDOMIZED ALL PERSONAL AND PROFESSIONAL INFORMATION IN THE CV:
 - Name, Picture, Address, email and cellphone
 - Professional experience: No experience and 2-3 years (as demanded by the job advertisement)
 - Single or married
 - Education including high school
 - University (public and private)
 - 6 undergraduate majors: Accounting, Administration, Economics, and Industrial, Computational and Electrical Engineering.

EXPERIMENTAL SETUP 2

- WE RANDOMIZE PICTURES
 - Each individual authorized us to use his/her image and were aware of the nature of the study.

FEMALES



MALES

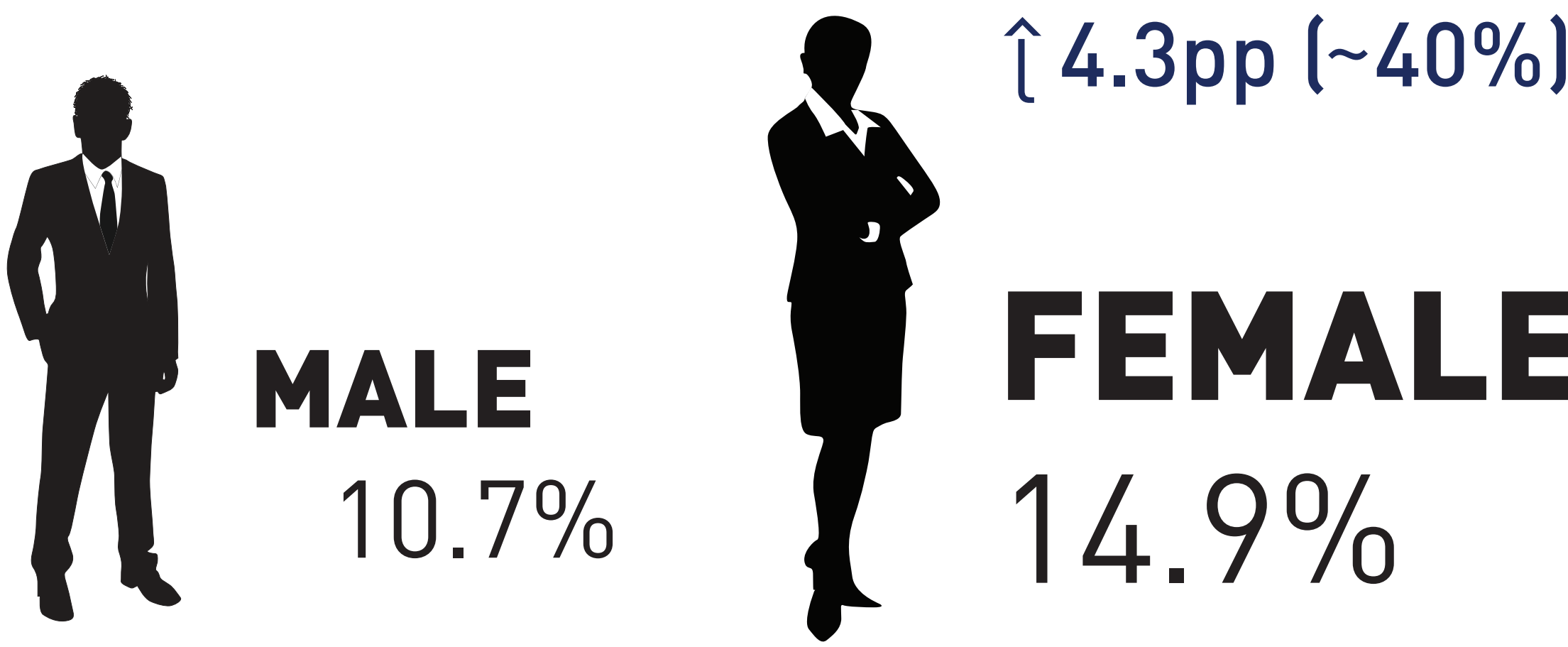


METHODOLOGY

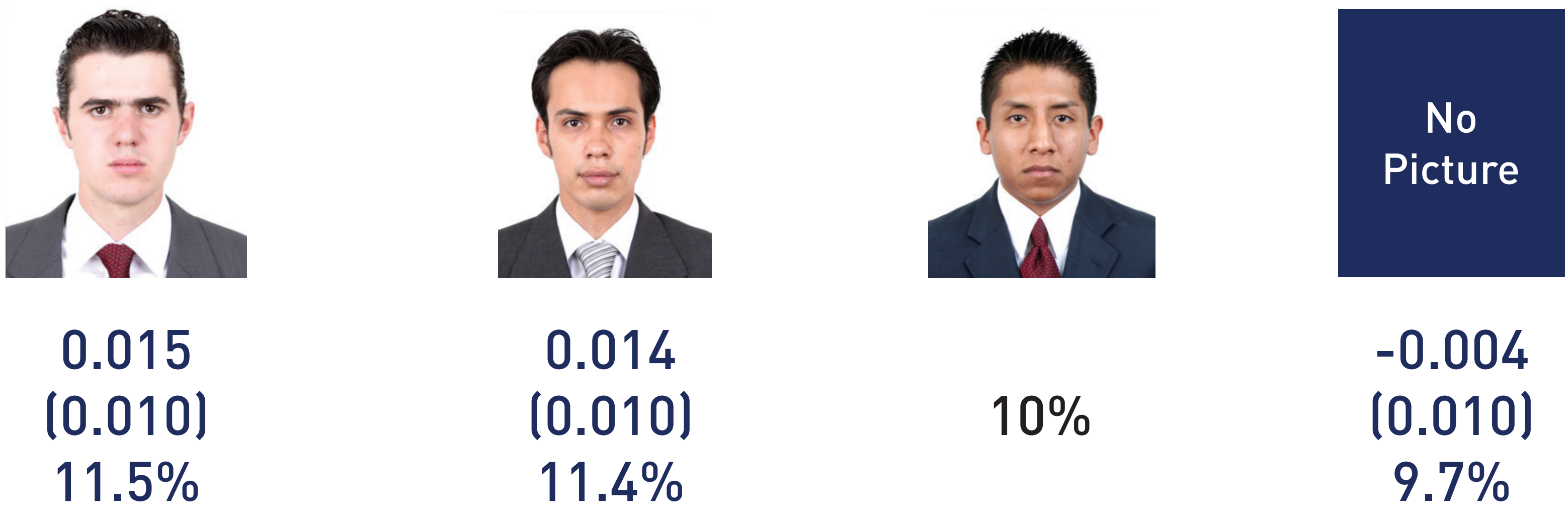
LINEAR PROBABILITU MODEL:
 $Pr(Callback_{ij} = 1) = \text{Gender} + \text{Phenotype} + \text{Married} + \text{Controls}.$

RESULTS

RESULT 1 : FEMALES RECEIVE MORE CALLBACKS THAN MALES

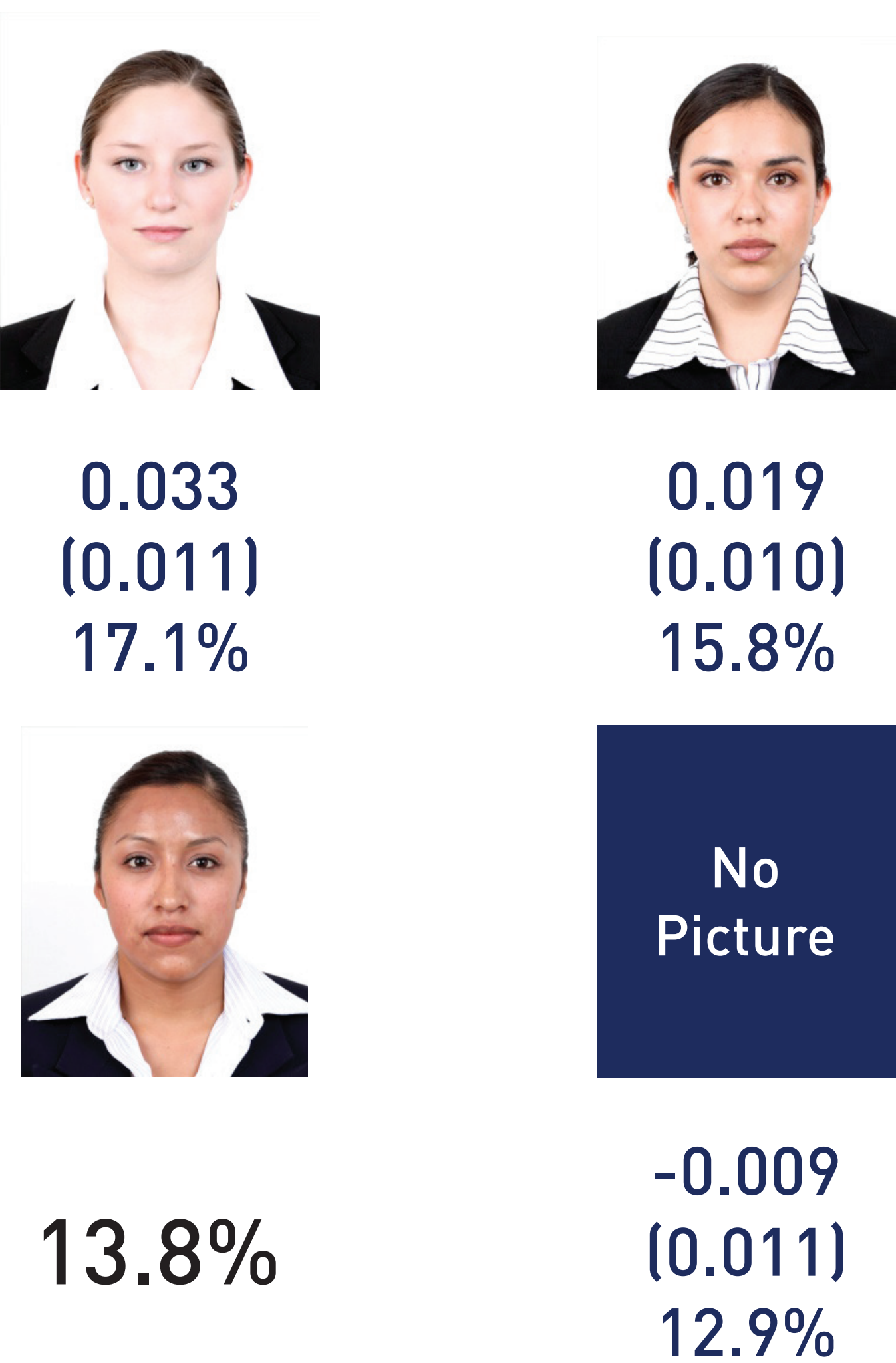
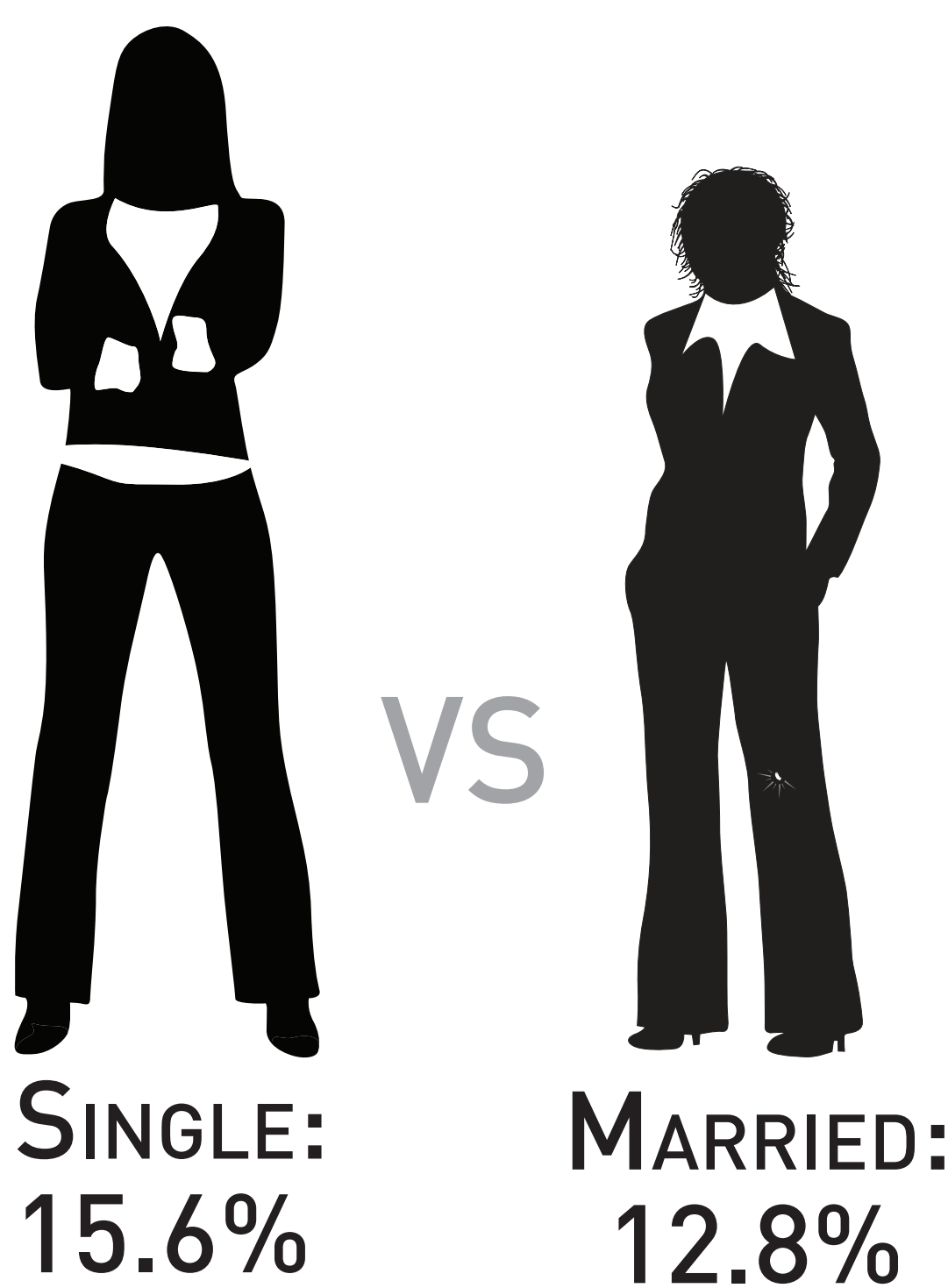


RESULT 2 : EMPLOYERS DO NOT PREFER “SPECIFIC” TYPE OF MALES



MARRIAGE PENALTY:
-2.8 PP (5% SIGNIFICANT)

RESULTS 3 : EMPLOYERS PREFER A “SPECIFIC” TYPE OF WOMEN: “EUROPEAN” PHENOTYPES AND SINGLE.



POLICY IMPLICATIONS

IN MEXICO MOST JOB ADS ASK FOR A PICTURE AND INCLUDING MARITAL STATUS IS CUSTOMARY.

HOWEVER, THOSE AFFECT THE PROBABILITY OF ENTERING A JOB INDEPENDENT OF QUALIFICATIONS.

THEY SHOULD NOT BE ALLOWED.

MARRIED
NEED TO SEND
15% MORE CVs

“INDIGENOUS” - PHENOTYPE
NEEDS TO SEND 23%
MORE CVs THAN “EUROPEAN” -PHENOTYPE
TO REACH 1 CALLBACK