DISCRIMINATION

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State of the Union, 2018
Stanford Center on Poverty & Inequality
Gender discrimination occurs across institutional domains, from education, to health care, to consumer markets, and beyond.

Focus today on gender discrimination in employment.

Specifically, I will discuss gender discrimination in hiring.
DEFINING GENDER DISCRIMINATION

- Gender Discrimination:
  - Differential treatment of a person (or group) due to their gender.

- Focus on behaviors, rather than attitudes, beliefs, or ideologies.

- Gender Discrimination Example:
  - A woman has equal (or superior) skills, educational credentials, and ability compared to a man.
  - They both apply for the same job.
  - The man gets hired.
MEASURING DISCRIMINATION: CHALLENGES

1. Discrimination is difficult to observe.

2. Discrimination is difficult to detect.
A SOLUTION: FIELD EXPERIMENTS/AUDIT STUDIES

- Send matched pairs of nearly identical fictitious job applications to apply for real job openings.

- Randomly assign resumes a gender, often using gendered names (e.g., Michelle vs. Michael).

- Track employers’ responses to each application (e.g., “callbacks”).

- Because everything is held constant, other than the gendered name, any difference in “callback” rates can be attributed to gender discrimination.

- Solves the dual challenges of observation and detection.
KEY FINDINGS ON GENDER DISCRIMINATION
Gender & Parental Status (Correll, Benard, & Paik 2007)

Callback Rate

Men

Women

Non-Parent

Parent

GENDER & PARENTAL STATUS (CORRELL, BENARD, & PAIK 2007)

Gender & Parental Status (Correll, Benard, & Paik 2007)

GENDER & CLASS BACKGROUND (RIVERA & TILCSIK 2016)

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 Callback Rate

<table>
<thead>
<tr>
<th>Class</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Higher-Class</td>
<td>16.3%</td>
</tr>
<tr>
<td>Lower-Class</td>
<td>1.3%</td>
</tr>
</tbody>
</table>

GENDER & CLASS BACKGROUND (RIVERA & TILCSIK 2016)

**callbacks by gender and social class:**

<table>
<thead>
<tr>
<th>Social Class</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Higher-Class</td>
<td>16.3%</td>
<td>3.8%</td>
</tr>
<tr>
<td>Lower-Class</td>
<td>1.3%</td>
<td>6.3%</td>
</tr>
</tbody>
</table>

GENDER & EMPLOYMENT HISTORIES (PEDULLA 2016)

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Contextual Forces & Gender Discrimination:
- Status of job (e.g., professional vs. working class).
- Gender composition of job.
- Gender-typing of job.

Field Experiment Findings (Yavorsky 2017):
- Women experience discrimination when applying for male-dominated working class jobs.
- Men experience discrimination when applying for female-dominated jobs, across the status of the position.

The effects of gender on hiring discrimination are complex and heterogeneous:
- Parental status
- Class background
- Employment history
- Contextual forces

Commitment concerns are a key mechanism linking gender and hiring outcomes.

Violations of gender norms also appear to be important in producing gender discrimination.
FUTURE DIRECTIONS: GENDER DISCRIMINATION

- Continued and additional attention to **mechanisms**:  
  - Commitment  
  - Competence  
  - Fit

- Continued and additional attention to **variation**:  
  - Policy and legal environments  
  - Organizational demography  
  - Organizational policies  
  - Organizational practices

- Developing and testing interventions to reduce gender discrimination.
THANK YOU

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