

Birkelund, Gunn Elisabeth et al.

Article — Published Version

Gender Discrimination in Hiring: Evidence from a Cross-National Harmonized Field Experiment

European Sociological Review

Provided in Cooperation with:

WZB Berlin Social Science Center

Suggested Citation: Birkelund, Gunn Elisabeth et al. (2022) : Gender Discrimination in Hiring: Evidence from a Cross-National Harmonized Field Experiment, European Sociological Review, ISSN 1468-2672, Oxford University Press, Oxford, Vol. 38, Iss. 3, pp. 337-354, <https://doi.org/10.1093/esr/jcab043>

This Version is available at:

<https://hdl.handle.net/10419/245913>

Standard-Nutzungsbedingungen:

Die Dokumente auf EconStor dürfen zu eigenen wissenschaftlichen Zwecken und zum Privatgebrauch gespeichert und kopiert werden.

Sie dürfen die Dokumente nicht für öffentliche oder kommerzielle Zwecke vervielfältigen, öffentlich ausstellen, öffentlich zugänglich machen, vertreiben oder anderweitig nutzen.

Sofern die Verfasser die Dokumente unter Open-Content-Lizenzen (insbesondere CC-Lizenzen) zur Verfügung gestellt haben sollten, gelten abweichend von diesen Nutzungsbedingungen die in der dort genannten Lizenz gewährten Nutzungsrechte.

Terms of use:

Documents in EconStor may be saved and copied for your personal and scholarly purposes.

You are not to copy documents for public or commercial purposes, to exhibit the documents publicly, to make them publicly available on the internet, or to distribute or otherwise use the documents in public.

If the documents have been made available under an Open Content Licence (especially Creative Commons Licences), you may exercise further usage rights as specified in the indicated licence.



<https://creativecommons.org/licenses/by/4.0/>

Supplementary Material for “Gender discrimination in hiring. Evidence from a cross-national harmonized field experiment”.

Table S1: Proportion of female employees by occupation and country. Percentages.

<i>Country</i>	Cook	Payroll Clerk	Receptionist	Sales Rep.	Software Dev.	Store Assistant
GER	37.4	73.5	73.9	37.3	13.8	70.0
NL	23.3	80.0	71.2	36.5	10.8	66.5
NOR	45.0	83.7	69.0	34.8	17.3	63.9
ESP	50.7	65.7	75.9	30.8	24.3	67.0
UK	73.1	77.2	72.9	43.8	16.7	62.9
USA	19.7	89.5	60.9	27.1	18.7	50.3
Mean tot.	42.4	71.6	71.6	36.1	15.9	64.1

Source: EU-LFS, averaged from 2014-2016. U.S. data from U.S. Bureau of Labor Statistics (2020), U.S. Department of Labor, Current Population Survey.

Table S2: Linear probability models.

	<i>Dependent variable:</i>					
	Callback					
	UK (1)	ESP (2)	GER (3)	NOR (4)	NL (5)	USA (6)
Gender (Female = 1)	0.053* (0.030)	0.055** (0.026)	0.093*** (0.034)	0.029 (0.039)	0.069** (0.029)	-0.003 (0.040)
Constant	0.404*** (0.042)	0.194*** (0.025)	0.685*** (0.045)	0.322*** (0.056)	0.739*** (0.033)	0.495*** (0.055)
Occupation controls:	Yes	Yes	Yes	Yes	Yes	Yes
Observations	786	959	717	547	982	502

Note: *p<0.1 **p<0.05 ***p<0.01.

Table S3: Cross-country differences, country coefficients omitted. Linear probability models.

	Callback					
	Ref: GER	Ref: NL	Ref: NOR	Ref: ESP	Ref: UK	Ref: USA
Female	0.075** (0.034)	0.083*** (0.029)	0.024 (0.039)	0.062** (0.030)	0.048 (0.033)	0.019 (0.041)
Female*NL	0.008 (0.045)					
Female*NOR	-0.050 (0.052)					
Female*ESP	-0.013 (0.045)					
Female*UK	-0.027 (0.047)					
Female*USA	-0.056 (0.053)					
Female*GER		-0.008 (0.045)				
Female*NOR		-0.059 (0.049)				
Female*ESP		-0.021 (0.042)				
Female*UK		-0.035 (0.044)				
Female*USA		-0.064 (0.050)				
Female*GER			0.050 (0.052)			
Female*NL			0.059 (0.049)			
Female*ESP			0.038 (0.049)			
Female*UK			0.024 (0.051)			
Female*USA			-0.005 (0.057)			
Female*GER				0.013 (0.045)		
Female*NL				0.021 (0.042)		
Female*NOR				-0.038 (0.049)		
Female*UK				-0.014 (0.044)		
Female*USA				-0.043 (0.051)		
Female*GER					0.027 (0.047)	
Female*NL					0.035 (0.044)	
Female*NOR					-0.024 (0.051)	
Female*ESP					0.014 (0.044)	
Female*USA					-0.029 (0.053)	
Female*GER						0.056 (0.053)
Female*NL						0.064 (0.050)
Female*NOR						0.005 (0.057)
Female*ESP						0.043 (0.051)
Female*UK						0.029 (0.053)
Constant	0.494*** (0.025)	0.486*** (0.021)	0.304*** (0.028)	0.185*** (0.020)	0.218*** (0.023)	0.283*** (0.029)
Occupation controls	Yes	Yes	Yes	Yes	Yes	Yes
Observations	4,493	4,493	4,493	4,493	4,493	4,493

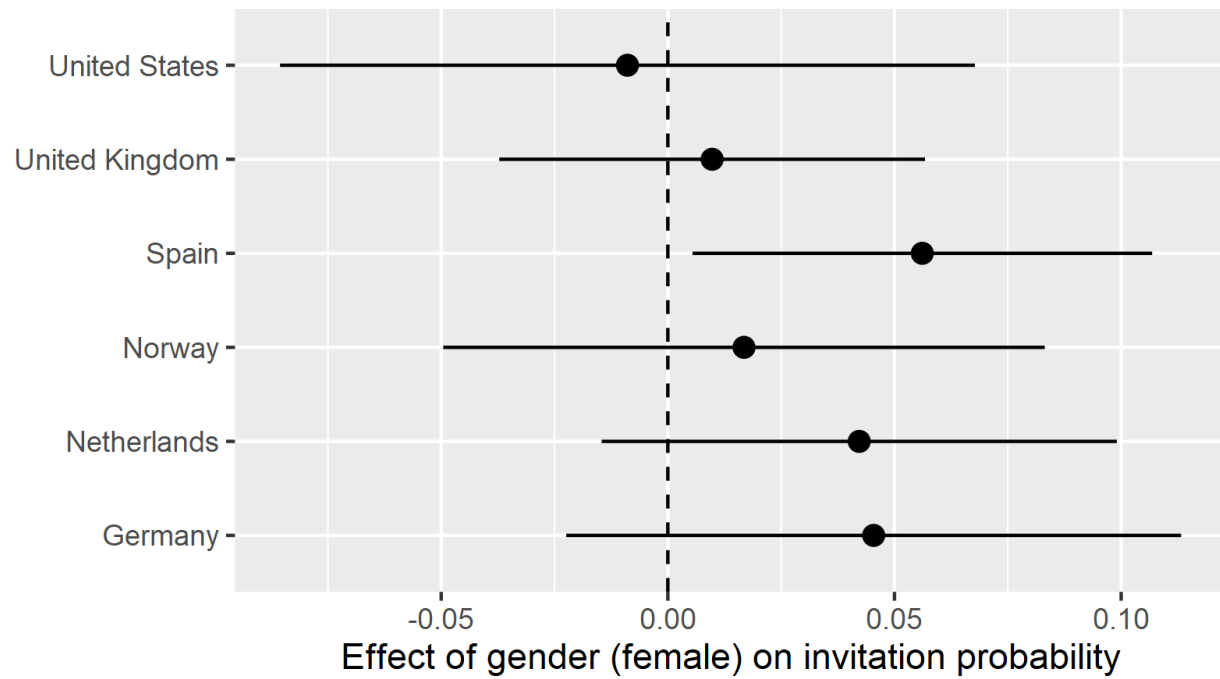
Note: Country main effect coefficients omitted. *p<0.1 **p<0.05 ***p<0.01

Table S4: Callback ratios (strict definition) by country, occupation and gender.

Country	Occupation	Gender	n	Callback rate	Callback gender ratio	p
Germany	Cook	Male	66	0.59	0.80	0.33
Germany	Cook	Female	55	0.47		
Germany	Payroll Clerk	Male	61	0.13	1.60	0.38
Germany	Payroll Clerk	Female	62	0.21		
Germany	Receptionist	Male	61	0.46	1.35	0.10
Germany	Receptionist	Female	66	0.62		
Germany	Sales Representative	Male	49	0.35	0.72	0.40
Germany	Sales Representative	Female	72	0.25		
Germany	Software Developer	Male	58	0.50	1.30	0.20
Germany	Software Developer	Female	54	0.65		
Germany	Store Assistant	Male	51	0.18	1.55	0.33
Germany	Store Assistant	Female	62	0.27		
Netherlands	Cook	Male	113	0.68	0.94	0.71
Netherlands	Cook	Female	133	0.64		
Netherlands	Payroll Clerk	Male	97	0.19	1.45	0.27
Netherlands	Payroll Clerk	Female	89	0.27		
Netherlands	Receptionist	Male	62	0.24	1.32	0.57
Netherlands	Receptionist	Female	50	0.32		
Netherlands	Sales Representative	Male	83	0.28	1.27	0.52
Netherlands	Sales Representative	Female	68	0.35		
Netherlands	Software Developer	Male	82	0.71	0.88	0.46
Netherlands	Software Developer	Female	72	0.62		
Netherlands	Store Assistant	Male	65	0.12	2.75	0.001
Netherlands	Store Assistant	Female	68	0.34		
Norway	Cook	Male	36	0.25	0.78	0.80
Norway	Cook	Female	41	0.20		
Norway	Payroll Clerk	Male	46	0.20	0.59	0.52
Norway	Payroll Clerk	Female	43	0.12		
Norway	Receptionist	Male	9	0.33	0.27	0.33
Norway	Receptionist	Female	11	0.09		
Norway	Sales Representative	Male	91	0.11	1.95	0.08
Norway	Sales Representative	Female	84	0.21		
Norway	Software Developer	Male	59	0.32	1.05	0.97
Norway	Software Developer	Female	53	0.34		
Norway	Store Assistant	Male	35	0.09	1.79	0.55
Norway	Store Assistant	Female	39	0.15		
Spain	Cook	Male	175	0.22	1.05	0.96
Spain	Cook	Female	189	0.23		
Spain	Payroll Clerk	Male	86	0.14	1.86	0.07
Spain	Payroll Clerk	Female	81	0.26		

Spain	Receptionist	Male	76	0.05	4.47	0.001
Spain	Receptionist	Female	51	0.24		
Spain	Sales Representative	Male	34	0.38	0.82	0.79
Spain	Sales Representative	Female	35	0.31		
Spain	Software Developer	Male	28	0.46	0.94	0.97
Spain	Software Developer	Female	23	0.43		
Spain	Store Assistant	Male	105	0.10	1.80	0.21
Spain	Store Assistant	Female	76	0.17		
United Kingdom	Cook	Male	61	0.26	0.93	0.97
United Kingdom	Cook	Female	49	0.24		
United Kingdom	Payroll Clerk	Male	115	0.05	2.89	0.01
United Kingdom	Payroll Clerk	Female	93	0.15		
United Kingdom	Receptionist	Male	53	0.09	0.83	0.95
United Kingdom	Receptionist	Female	51	0.08		
United Kingdom	Sales Representative	Male	67	0.07	1.51	0.66
United Kingdom	Sales Representative	Female	71	0.11		
United Kingdom	Software Developer	Male	64	0.12	1.28	0.83
United Kingdom	Software Developer	Female	50	0.16		
United Kingdom	Store Assistant	Male	49	0.24	0.32	0.03
United Kingdom	Store Assistant	Female	63	0.08		
United States	Cook	Male	37	0.54	0.79	0.50
United States	Cook	Female	40	0.42		
United States	Payroll Clerk	Male	55	0.13	1.16	0.96
United States	Payroll Clerk	Female	34	0.15		
United States	Receptionist	Male	46	0.13	1.61	0.52
United States	Receptionist	Female	38	0.21		
United States	Sales Representative	Male	37	0.32	0.79	0.76
United States	Sales Representative	Female	39	0.26		
United States	Software Developer	Male	36	0.36	0.72	0.52
United States	Software Developer	Female	46	0.26		
United States	Store Assistant	Male	43	0.23	1.43	0.44
United States	Store Assistant	Female	51	0.33		

Figure S1: Effect of gender on callback probability (strict definition).



Note: Coefficients with 95% confidence intervals from linear probability models estimated for each country, including occupation controls (table S5, models 1-6.)

Table S5: Strict callback definition. Linear probability models.

	<i>Dependent variable:</i>					
	Callback (strict)					
	UK (1)	ESP (2)	GER (3)	NOR (4)	NL (5)	USA (6)
Gender (Female = 1)	0.010 (0.024)	0.056** (0.026)	0.045 (0.035)	0.017 (0.034)	0.042 (0.029)	-0.009 (0.039)
Constant	0.250*** (0.034)	0.193*** (0.025)	0.517*** (0.045)	0.212*** (0.049)	0.636*** (0.033)	0.485*** (0.054)
Occupation controls:	Yes	Yes	Yes	Yes	Yes	Yes
Observations	786	959	717	547	982	502

Note: * p<0.1 ** p<0.05 *** p<0.01.

Table S6: Cross-country differences, country coefficients omitted. Linear probability model.

	Callback (strict definition)
	Ref: GER
Female	0.029 (0.032)
Female*NL	0.027 (0.043)
Female*NOR	-0.014 (0.049)
Female*ESP	0.035 (0.043)
Female*UK	-0.020 (0.045)
Female*USA	-0.018 (0.051)
Constant	0.376*** (0.023)
Occupation controls	Yes
Observations	4,493

Note: Country main effect coefficients omitted.

*p<0.1 **p<0.05 ***p<0.01