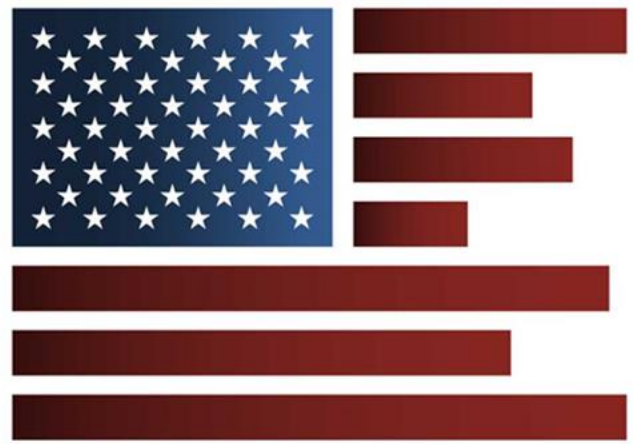
STATE of the UNION

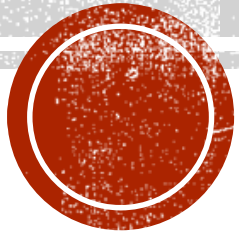


DISCRIMINATION

David Pedulla
Stanford University

DISCRIMINATION

David S. Pedulla
Stanford University
dpedulla@stanford.edu



State of the Union, 2018
Stanford Center on Poverty & Inequality

THE PROBLEM: GENDER DISCRIMINATION

- 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.

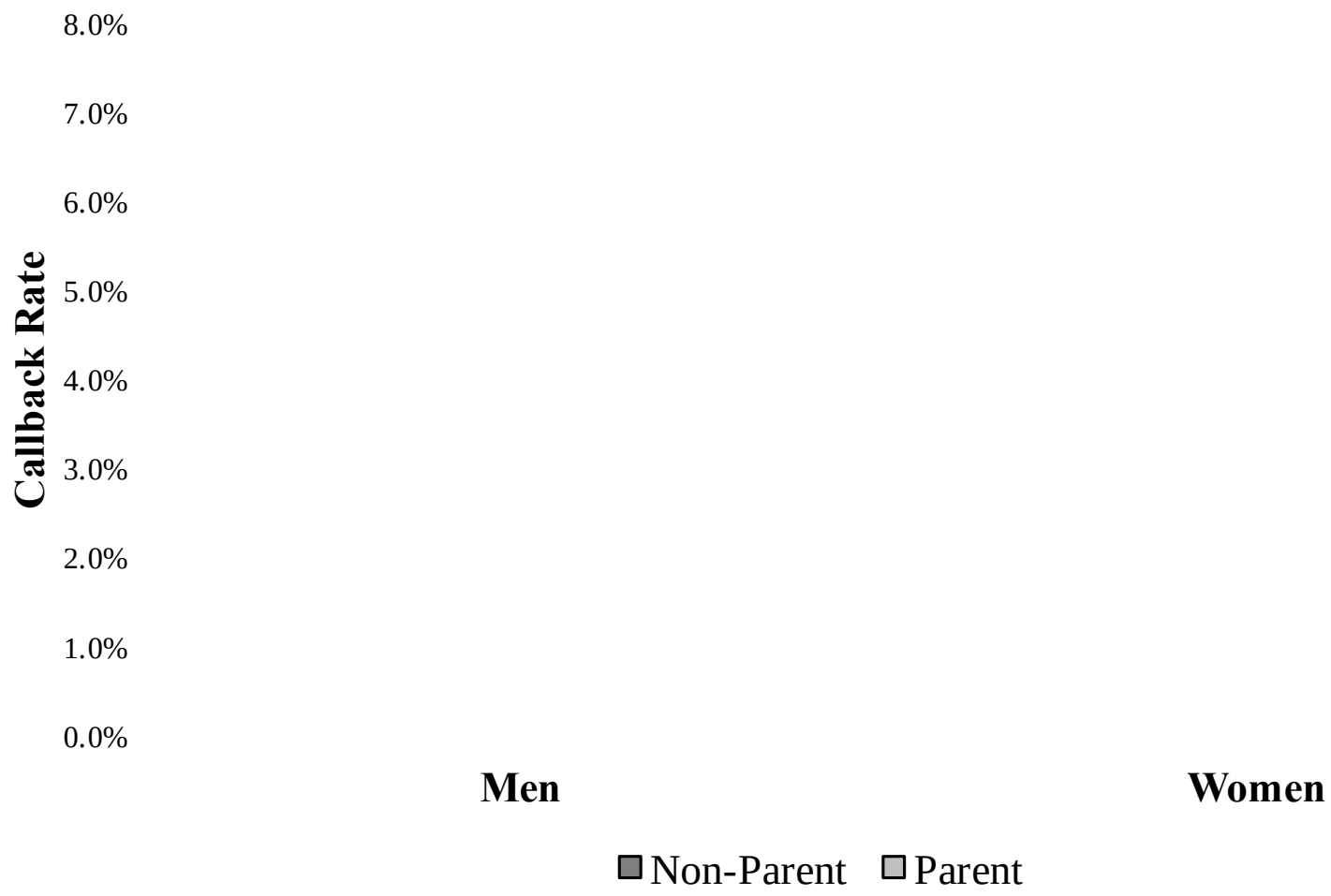
2. Discrimination is difficult to detect.

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.

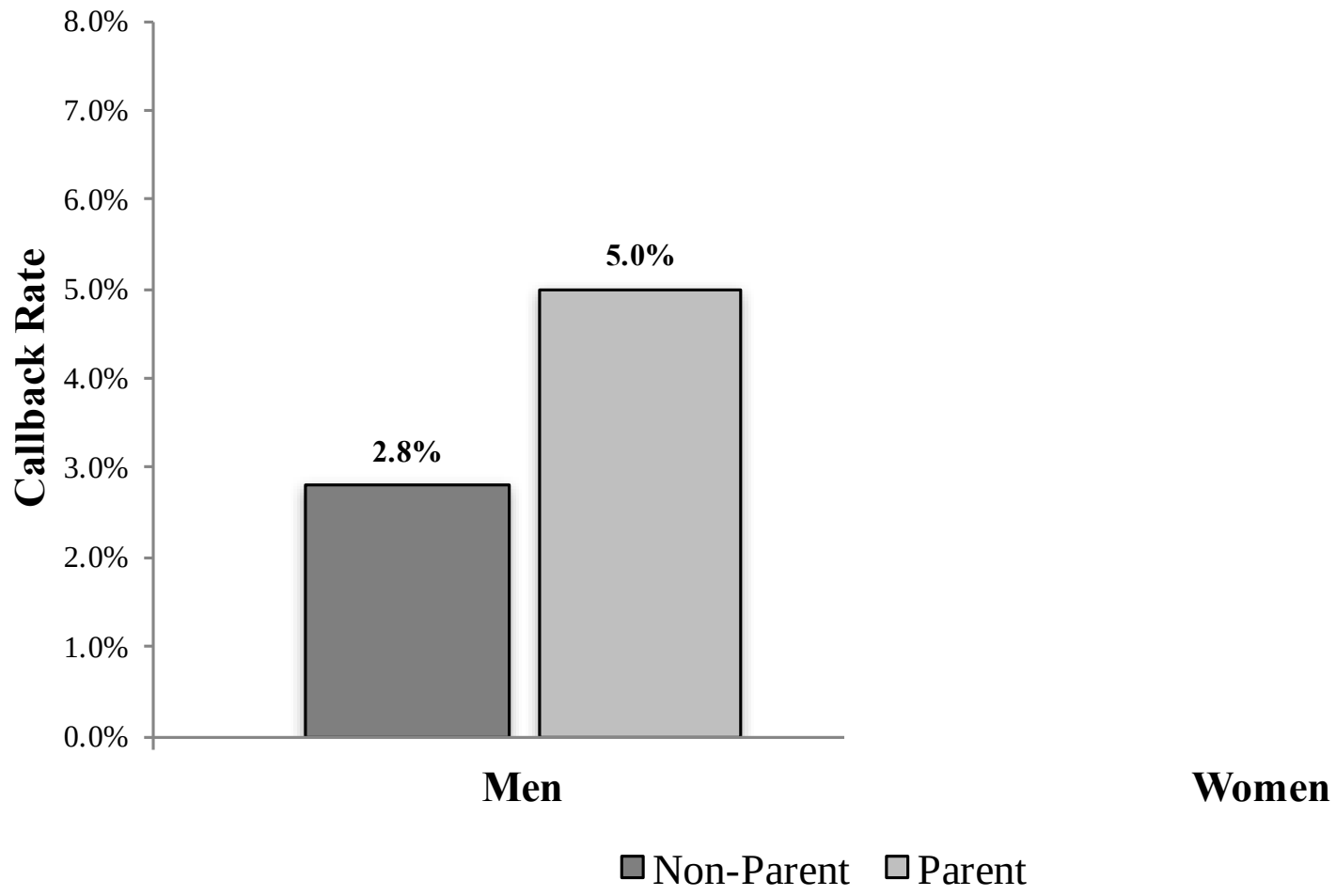
KEY FINDINGS ON GENDER DISCRIMINATION

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



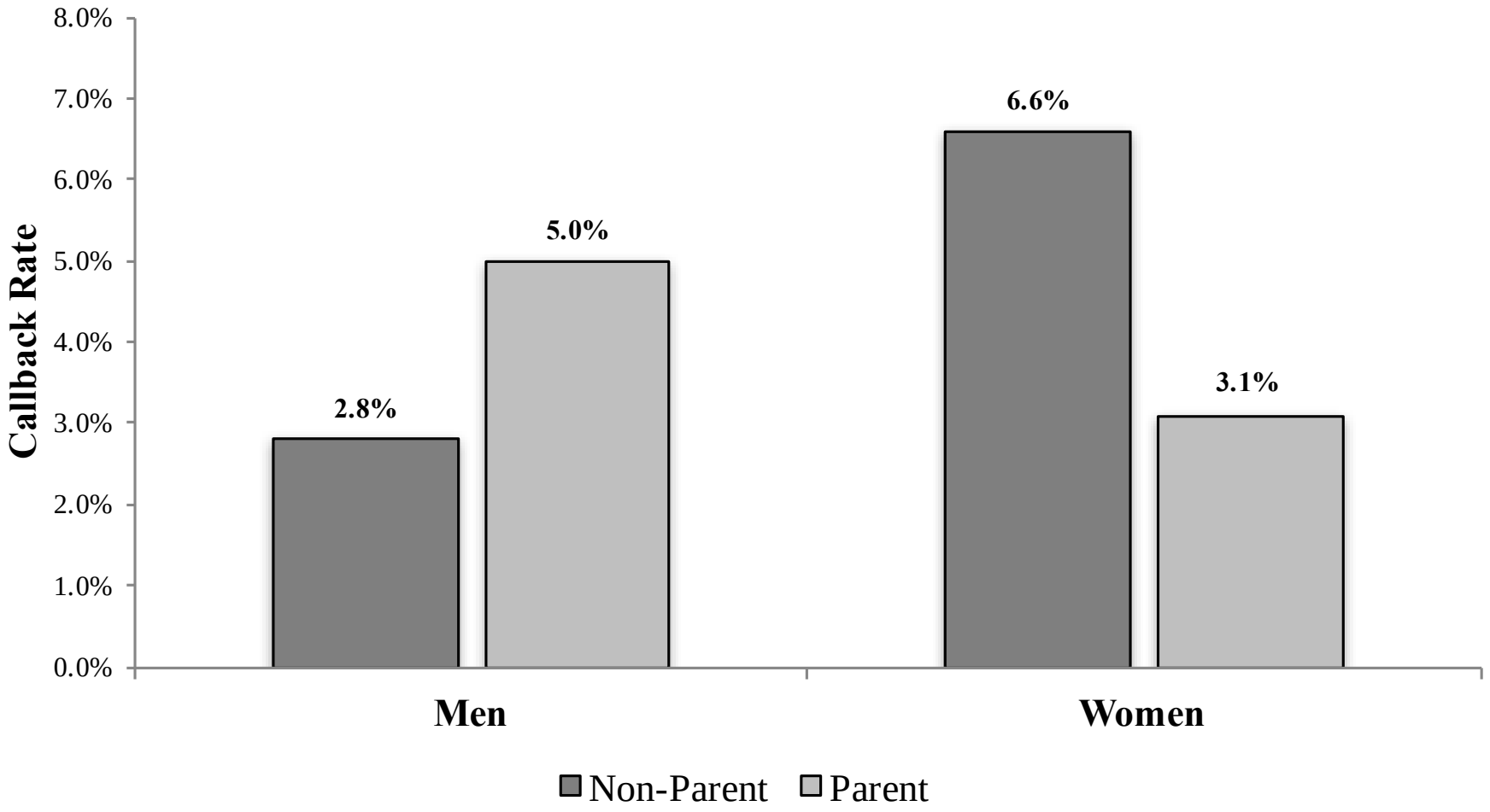
Correll, Shelley J., Stephen Benard, and In Paik. 2007. "Getting a Job: Is There a Motherhood Penalty?" *American Journal of Sociology* 112(5):1297-1339.

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



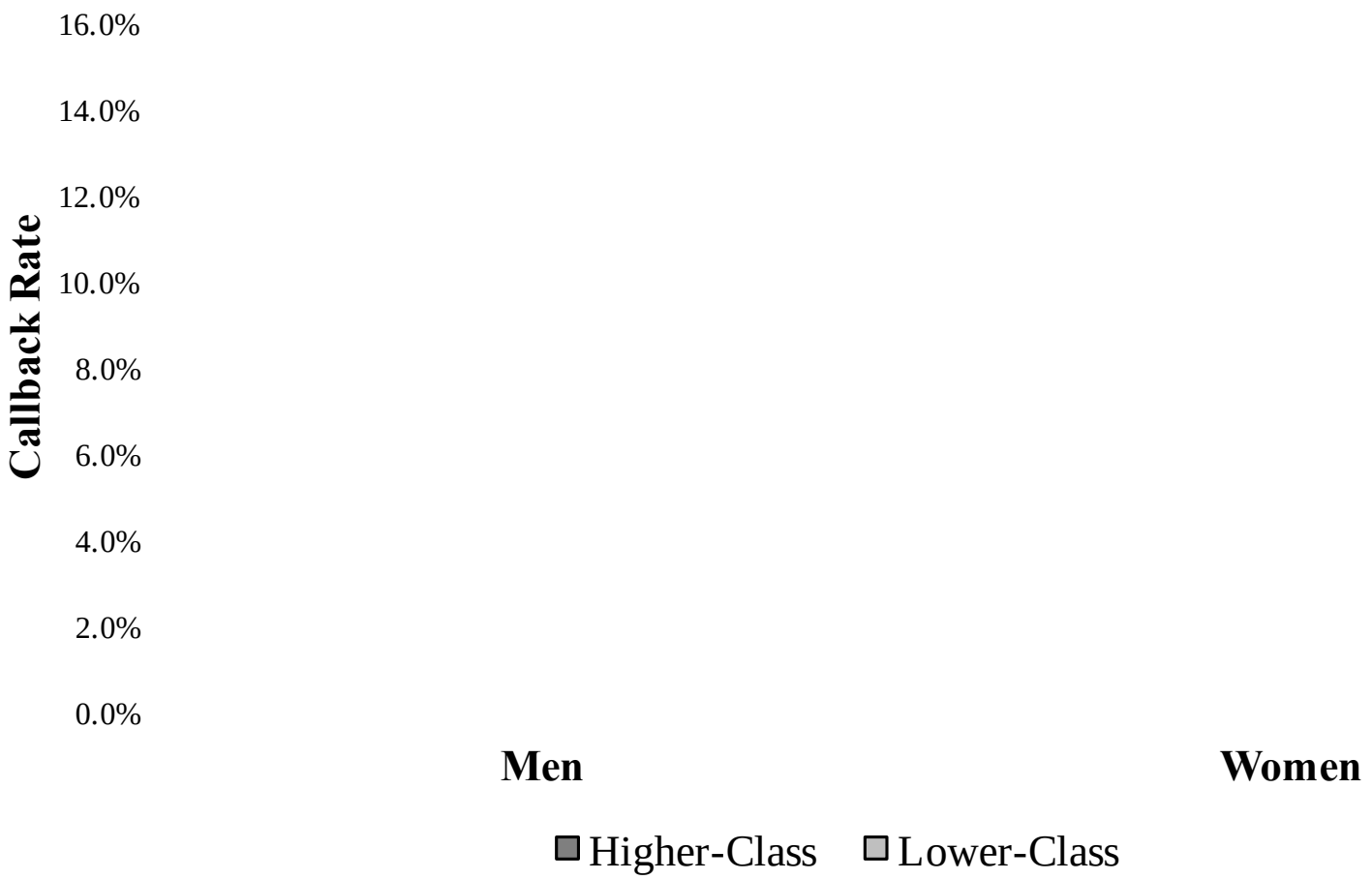
Correll, Shelley J., Stephen Benard, and In Paik. 2007. "Getting a Job: Is There a Motherhood Penalty?" *American Journal of Sociology* 112(5):1297-1339.

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



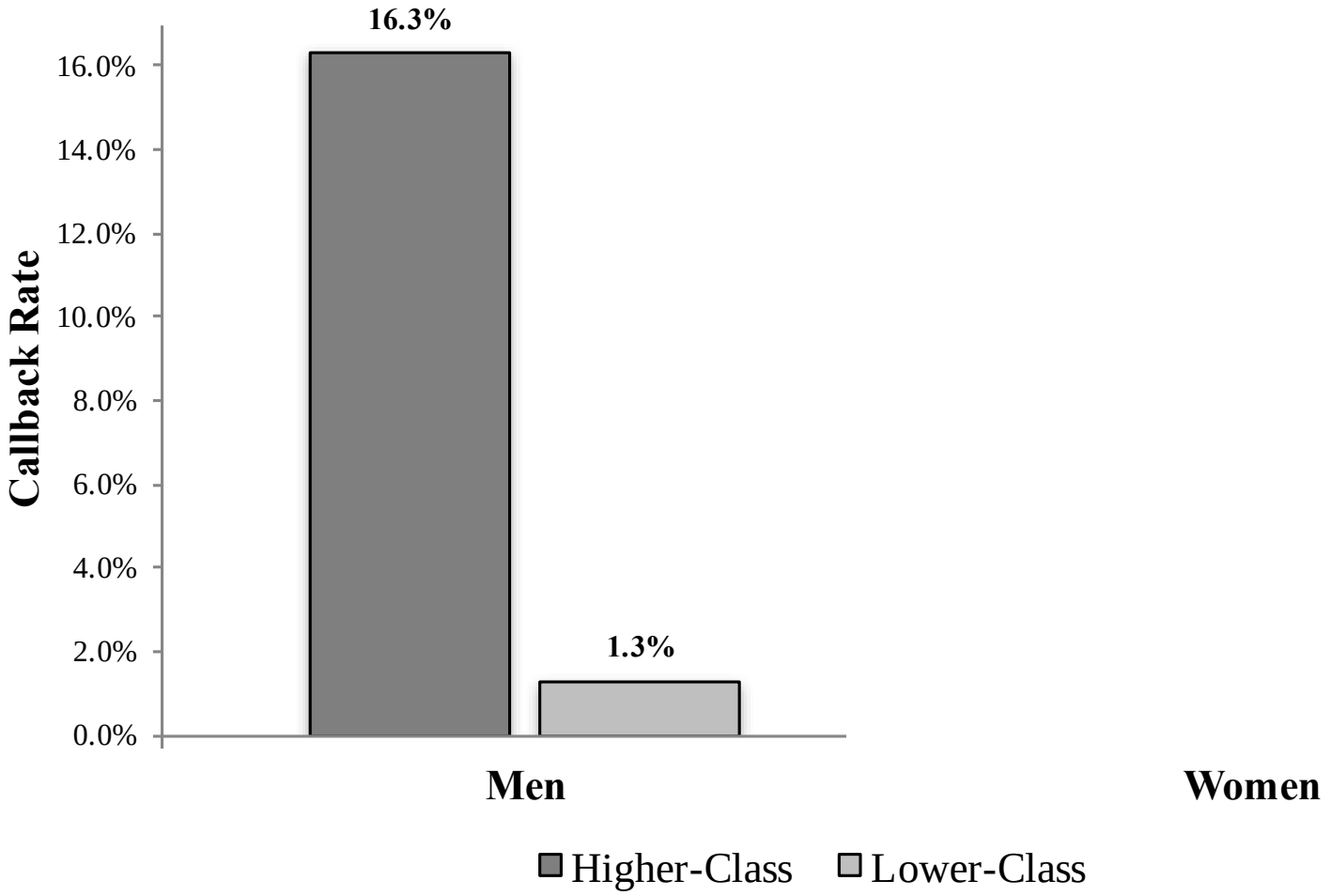
Correll, Shelley J., Stephen Benard, and In Paik. 2007. "Getting a Job: Is There a Motherhood Penalty?" *American Journal of Sociology* 112(5):1297-1339.

GENDER & CLASS BACKGROUND (RIVERA & TILCSIK 2016)



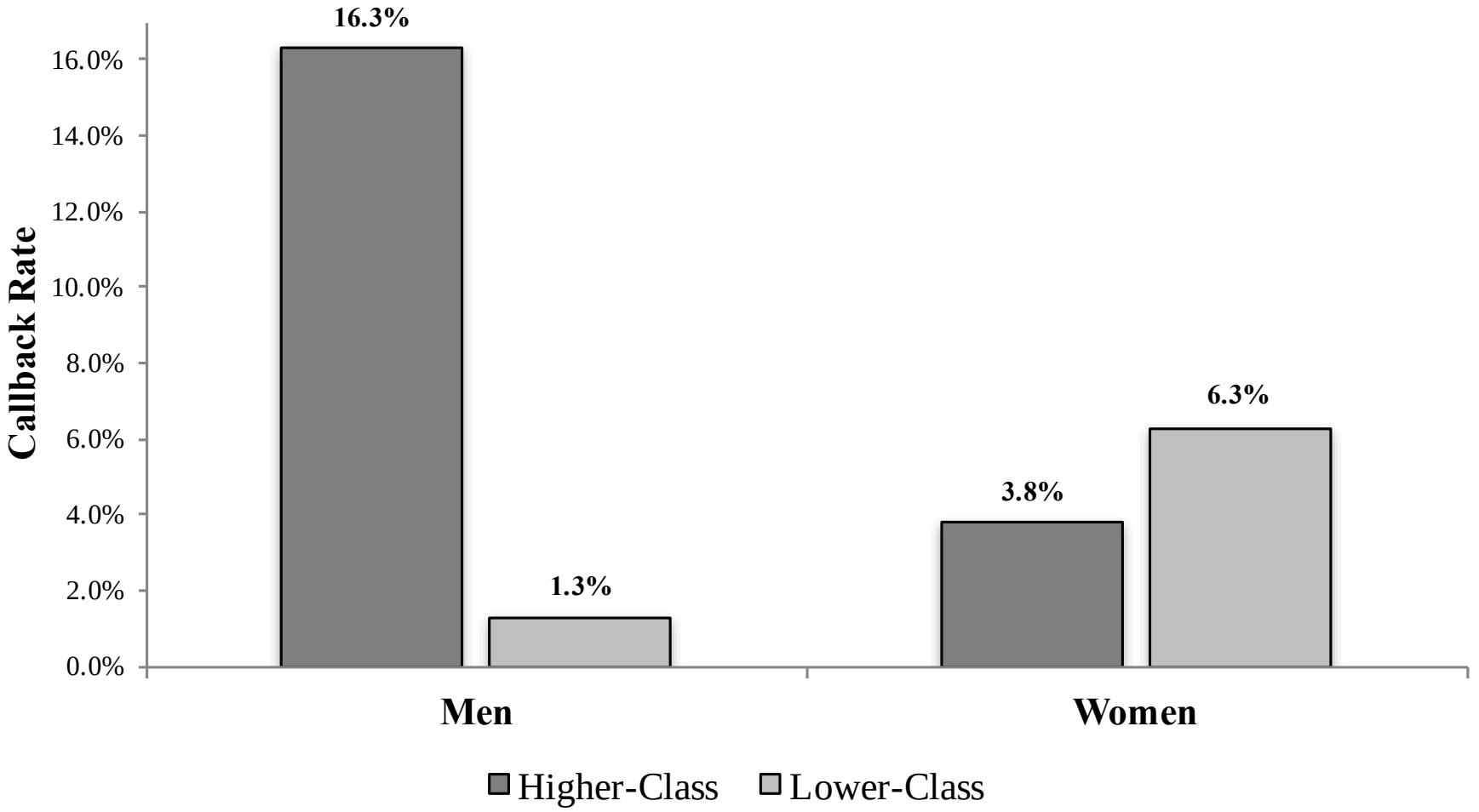
Rivera, Lauren A., and András Tilcsik. 2016. "Class Advantage, Commitment Penalty: The Gendered Effect of Social Class Signals in an Elite Labor Market." *American Sociological Review* 81(6):1097-1131.

GENDER & CLASS BACKGROUND (RIVERA & TILCSIK 2016)



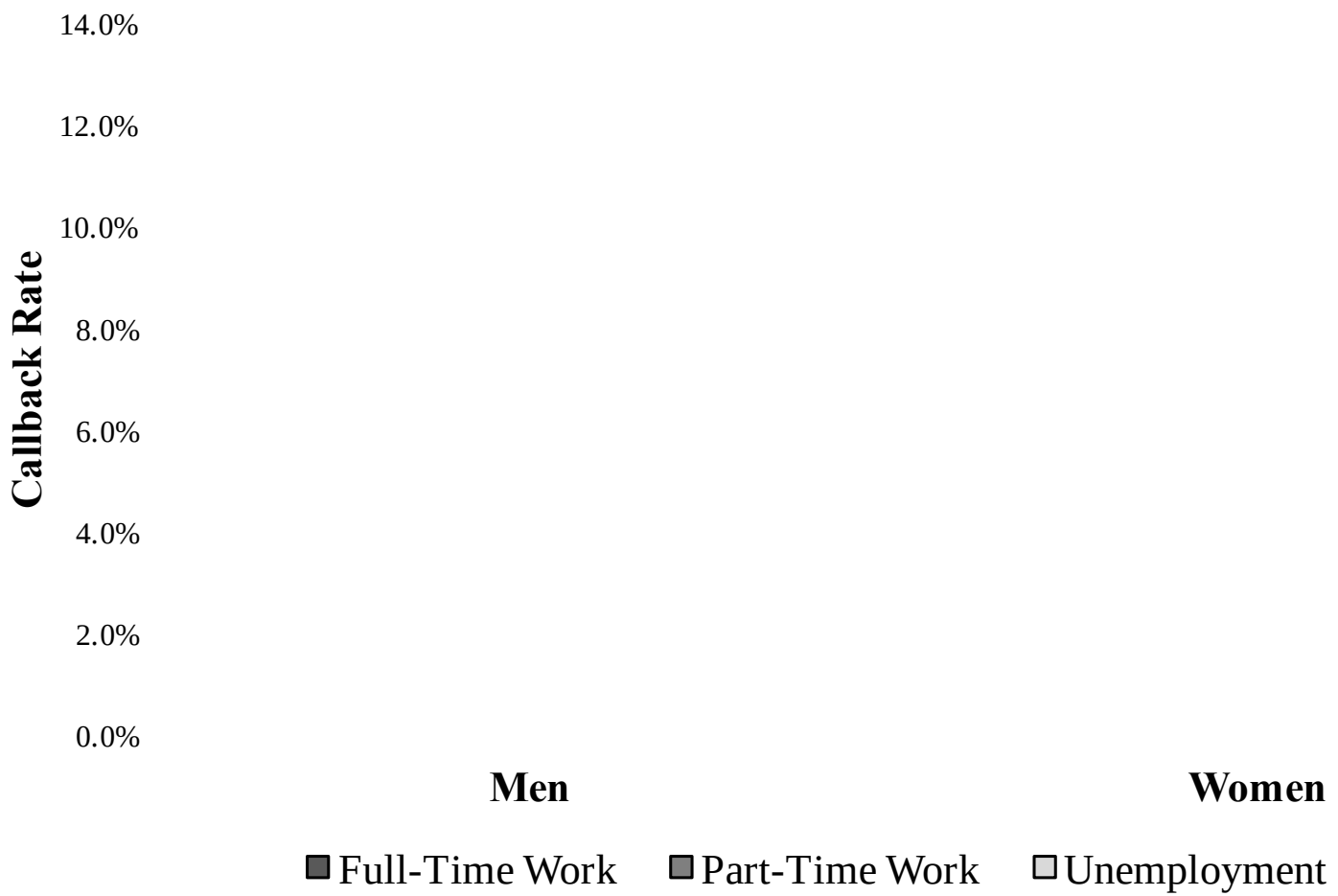
Rivera, Lauren A., and András Tilcsik. 2016. "Class Advantage, Commitment Penalty: The Gendered Effect of Social Class Signals in an Elite Labor Market." *American Sociological Review* 81(6):1097-1131.

GENDER & CLASS BACKGROUND (RIVERA & TILCSIK 2016)



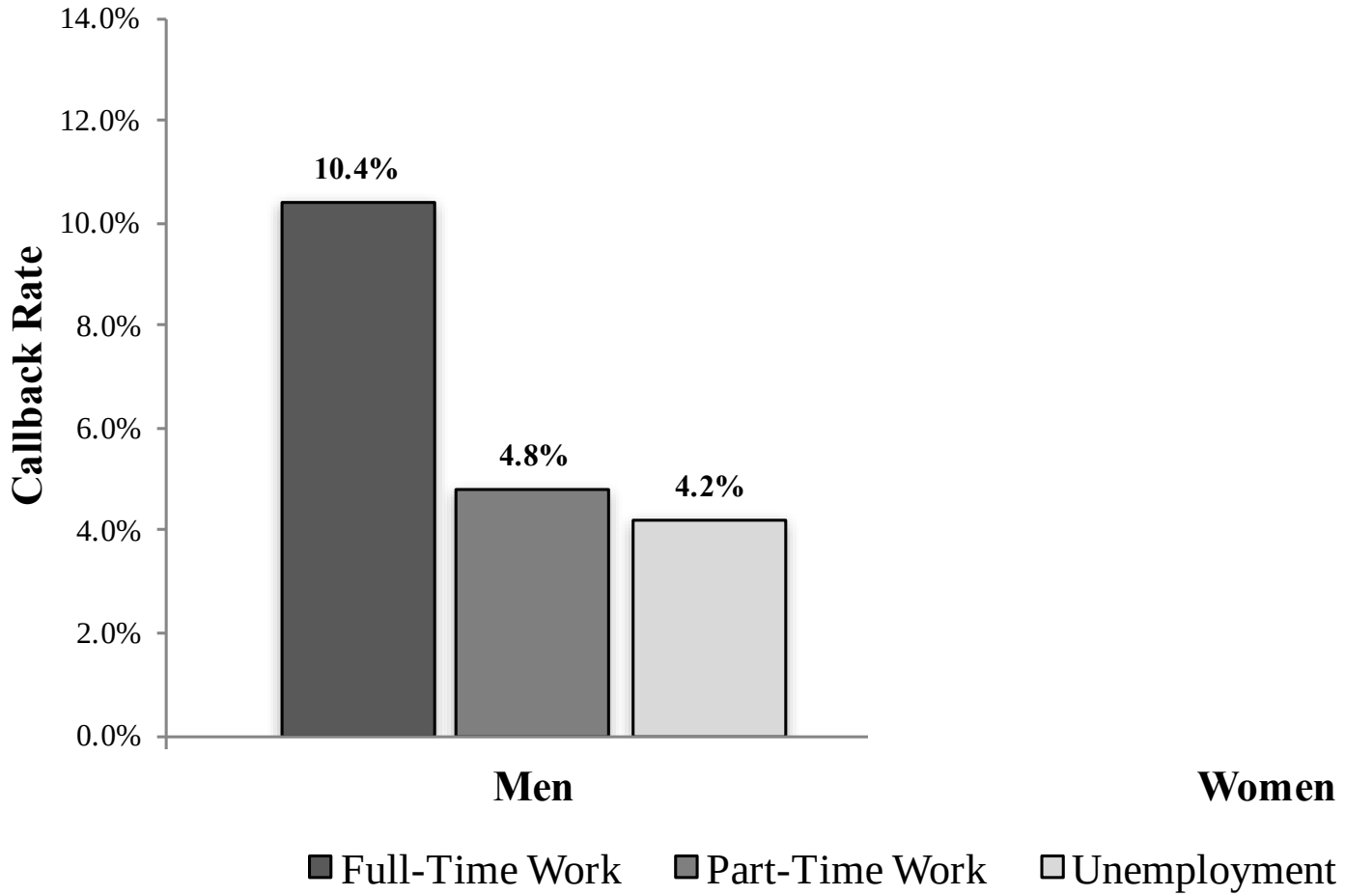
Rivera, Lauren A., and András Tilcsik. 2016. "Class Advantage, Commitment Penalty: The Gendered Effect of Social Class Signals in an Elite Labor Market." *American Sociological Review* 81(6):1097-1131.

GENDER & EMPLOYMENT HISTORIES (PEDULLA 2016)



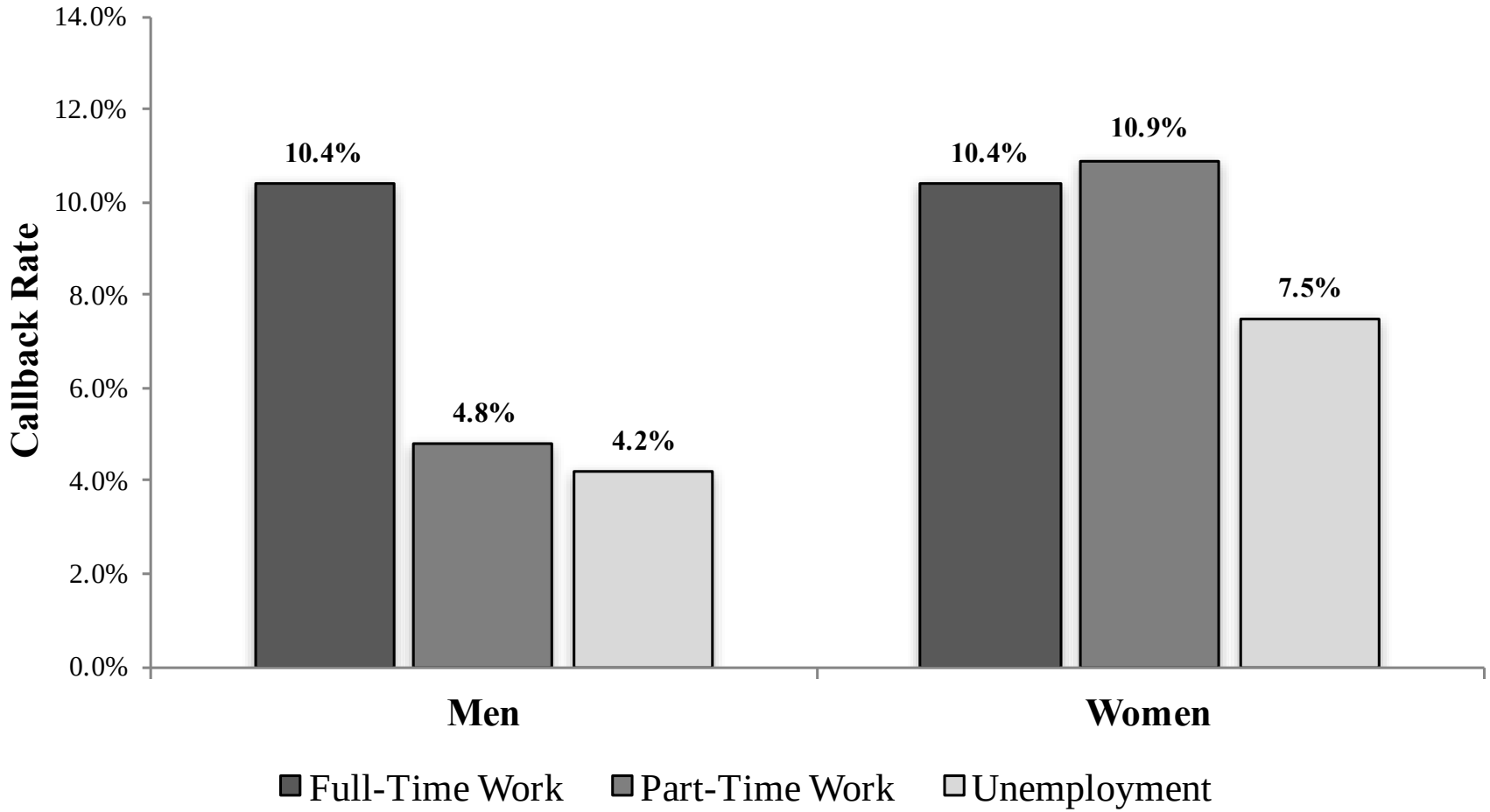
Pedulla, David S. 2016. "Penalized or Protected? Gender and the Consequences of Nonstandard and Mismatched Employment Histories." *American Sociological Review* 81(2):262-289.

GENDER & EMPLOYMENT HISTORIES (PEDULLA 2016)



Pedulla, David S. 2016. "Penalized or Protected? Gender and the Consequences of Nonstandard and Mismatched Employment Histories." *American Sociological Review* 81(2):262-289.

GENDER & EMPLOYMENT HISTORIES (PEDULLA 2016)



Pedulla, David S. 2016. "Penalized or Protected? Gender and the Consequences of Nonstandard and Mismatched Employment Histories." *American Sociological Review* 81(2):262-289.

GENDER & CONTEXTUAL FORCES (YAVORSKY 2017)

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

- Field Experiment Findings (Yavorksy 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.

Yavorsky, Jill. 2017. *Inequality in Hiring: Gendered and Classed Discrimination in the Labor Market*. Doctoral Dissertation. Columbus, Ohio: The Ohio State University.

KEY TAKE-AWAYS

- 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

David S. Pedulla
Stanford University
dpedulla@stanford.edu