CODEBOOK
IL181 Gender inequality in online marketplaces

Project description:
This project seeks to investigate whether women have to undersell themselves in online job marketplaces to compete against men. We focus on the online job platform Freelancer.com to gather talent listings of individuals offering their services and compare the hourly rate offered by men vs. women, controlling for factors like job function, experience, job completion rate, etc.

VARIABLES

Name	Column label	Description	Format	Collection method	Missing values
Search field	job_or_field	Freelancer.com categorizes their profiles by job function/field. This variable indicates what section of Freelancer the profile is in. Profiles in the same section are assumed to have a similar job function.	String	From URL	No
Person name	name	The name of the person. Only the first name is provided. We will use this to determine the gender of the person.	String	Scraped	No
Profile link	profile_link	The Freelancer.com link to the user's profile.	URL	Scraped	No
Profile tagline	tagline	The self-described tagline of the user on their profile. For example, "Experienced CPA".	String	Scraped	No
Profile description	user_description	The self-written description of the user on their profile. They often describe the services offered, their level of experience, and other things here. It is freeform text	Freeform text	Scraped	No
Profile location	location	The location of the user. It is usually in the format "City, Country".	String	Scraped	No
Join date	join_date	Date the user joined Freelancer.com. Has the format "MMM DD, YYYY" -- for example, "January 11, 2022".	String	Scraped	No
Hourly rate	hourly_rate	The hourly rate charged by the user to perform their services. All rates are in USD.	Number	Scraped	No
Pay grade	pay_grade	The amount of money earned by the user doing projects in the skill/category they belong in. It is a number from 0 to 10, and increases the more money the freelancer earns in the category.	Number	Scraped	No

Average rating	avg_rating	The user's average rating received by the people they have worked for. It is a number from 0 to 5. The higher the number, the better the rating. Some users may have a rating of 0, which means they have not been reviewed yet.	Number	Scraped	No
Number of reviews	num_reviews	The number of reviews that the user has received.	Number	Scraped	No
Number of recommendations	num_recommendations	The number of recommendations that have been written on the user's profile by people that have contracted them before.	Number	Scraped	No
Percentage of jobs completed	pct_jobs_completed	The percentage of jobs the user has completed successfully. It is a number from 0 to 100.	Number	Scraped	No
Percentage of jobs on budget	pct_on_budget	The percentage of jobs performed by the user that have stayed within the agreed-upon budget. It is a number from 0 to 100.	Number	Scraped	No
Percentage on time	pct_on_time	The percentage of jobs completed on time by the user. It is a number between 0 and 100.	Number	Scraped	No
Repeat hire rate	repeat_hire_rate	The rate at which this user has been hired again by individuals who have contracted with them. The number is a percentage from 0 to 100.	Number	Scraped	No