

The Price of Prejudice

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The paper is based on a field experiment that goes on to investigate ethnic prejudice in the workplace. The authors want to see how potential discriminators respond to changes in the cost of discrimination.

```
library(dplyr)
library(tidyverse)
library(haven)
```

All analysis for the original paper was done using STATA and all data and necessary code instructions was made publicly available. With my replication work, I didn't have much to do with the raw data, but jumped into replication right away. Following is the chunk for replication of Table 2: Team Production Function.

```
Price <- read_dta("Price_of_Prejudice_Stata_data (1).dta") %>%
  mutate( productivity = case_when(ethnicity == 3 | couple == 4 ~ 0, TRUE ~ 1)) %>%
  mutate (LnProd_1 = log(prod_1),
          LnProd_2 = log(own_prod_2),
          muslim_team = 0)
Price_1 <- Price %>%
  mutate(Muslim_sounding_team = case_when(ethnicity == 2 & couple == 1 ~ 1,
                                          TRUE ~ 0))

Price_2 <- Price_1 %>%
  mutate(Danish_sounding_team = case_when(ethnicity == 1 & couple == 1 ~ 1,
                                          TRUE ~ 0))

Price_2 <- Price_2 %>%
  mutate(Alone_2nd_round = case_when(couple == 3 ~ 1, TRUE ~ 0))

Price_2 <- Price_2 %>%
  mutate(team = 1)%>%
  mutate(team = case_when(Danish_sounding_team == 1 ~ 2, Muslim_sounding_team
                        ==1 ~ 3, Alone_2nd_round == 1 ~ 4))

Price_2 <- Price_2 %>%
  mutate(Team_type = case_when(team == 1 ~ "Heterogeneous", team ==2 ~ "Danish",
                              team == 3 ~ "Muslim", team == 4 ~"Alone"))
```

Dummies:

```
Price_2 <- Price_2 %>%
  mutate(danish = case_when(ethnicity == 1 ~ 1, TRUE ~ 0))%>%
  mutate(lnprodpartnertemp = case_when(Alone_2nd_round == 0 ~ log(prod_partner),
```

```

TRUE ~ 0 ),
  decision_maker = case_when(type == 1 & couple != 3 ~ 1, TRUE ~ 0))
# Here, danish 0 "Muslim-sounding" 1 "Danish-sounding"
#temporary partner variable

```

Interaction -between being a decision-maker and being in a heterogeneous team

```

Price_2 <- Price_2 %>%
  mutate(decision_maker_mixed = case_when(muslim_team == 0 &
    Danish_sounding_team == 0 &
    Alone_2nd_round == 0 ~
    decision_maker, TRUE ~ 0),
    lnprodialone = LnProd_1 * Alone_2nd_round)
#name first one "D-M in heterogeneous team" and second lnprodialone "ln(Prod_1) * alone"

```

Estimate production function

```

Price_3 <- Price_2 %>%
  filter(productivity == 1)

A <- lm(LnProd_2 ~ LnProd_1+lnprodpartnertemp+lnprodialone+male, data = Price_3)
# For vce(robust) :
library(sandwich)
library(lmtest)
AA <- vcovHC(A, type = "HC1")
robust_AA <- sqrt(diag(AA))

B <- lm(LnProd_2 ~ LnProd_1+lnprodpartnertemp+lnprodialone+male+ decision_maker,
  data = Price_3)
BB <- vcovHC(B, type = "HC1")
robust_BB <- sqrt(diag(BB))

C <- lm(LnProd_2 ~ LnProd_1+lnprodpartnertemp+lnprodialone+male+
  Danish_sounding_team + Muslim_sounding_team + Alone_2nd_round,
  data = Price_3)
CC <- vcovHC(C, type = "HC1")
robust_CC <- sqrt(diag(CC))

D <- lm(LnProd_2 ~ LnProd_1+lnprodpartnertemp+lnprodialone+male+
  Danish_sounding_team + Muslim_sounding_team + Alone_2nd_round+
  decision_maker + decision_maker_mixed, data = Price_3)
DD <- vcovHC(D, type = "HC1")
robust_se <- sqrt(diag(DD))

library(stargazer)
stargazer(A,B,C,D, type ="text",
  title = "Table 2:Team Production Function",
  dep.var.labels = c("Dependent Variable: ln(prod2)"),
  notes.label ="Significance Levels",
  covariate.labels = c("logprod1i","logprod1j","logprod1i * Alone","Male","Danish","Muslim","Alone",
    Heterogeneous"),

```

```

no.space = TRUE,
se = list(robust_AA,robust_BB,robust_CC,robust_se),
keep.stat = c("adj.rsq","n")

)

```

Table 2: Team Production Function

Dependent variable:				
Dependent Variable: ln(prod2)				
	(1)	(2)	(3)	(4)
logprod1i	0.416*** (0.066)	0.413*** (0.066)	0.385*** (0.052)	0.387*** (0.053)
logprod1j	0.416*** (0.066)	0.421*** (0.067)	0.385*** (0.052)	0.387*** (0.053)
logprod1i * Alone	0.398*** (0.064)	0.401*** (0.065)	0.444 (0.285)	0.443 (0.287)
Male	0.027 (0.027)	0.026 (0.027)	0.020 (0.033)	0.020 (0.033)
Danish		-0.008 (0.024)		-0.028 (0.039)
Muslim				0.038 (0.047)
Alone			0.047* (0.025)	0.064** (0.032)
Decision maker			-0.024 (0.035)	-0.025 (0.035)
Heterogeneous			-0.354 (1.411)	-0.335 (1.422)
Constant	0.849 (0.517)	0.848 (0.519)	1.135*** (0.369)	1.117*** (0.373)
Observations	147	147	147	147
Adjusted R2	0.465	0.461	0.463	0.456
Significance Levels *p<0.1; **p<0.05; ***p<0.01				

In this table: *the Dependent variable is the log of the number of envelopes stuffed in round 2 by worker i* prod1i is the number of envelopes stuffed in round 1 by worker i *prod1j is the number of envelopes stuffed by i's coworker in round 2* Alone is a dummy set to 1 if worker i works alone in round 2 *Male is worker i's gender* Decision maker indicates if worker i makes a choice of coworker *The remaining dummies characterize team composition in round 2.

- Two main observations can be made here:
- The table replication is not exact. This is because of tiny differences between softwares. I have used the stargazer package which allows for professional tables, yet some differences remain as compared to original table.
- There is a key difference to mark here. The number of observations, in this replication is 147 unlike 140 in the paper. This has led to some minor change in statistic. The code was explained fairly well, however, authors did not provide specifications on filtering the data. My assumption is that the error is stemming from filtering differences by "Or" vs "And"

Remaining is an attempt to replicate another existing table:

- 2. Estimating the cost of discrimination

-

Part 2:

```
Price_4 <- Price_3 %>%
  filter(type == 1)
Price_4 <- Price_4 %>%
  filter(ethnicity != 3 | type_day_1 != 9999 | type_day_2 != 9999)
Price_4 <- Price_4 %>%
  filter(info == 1)

Price_5 <- Price_4 %>%
  mutate(alone = 0,
         lnprodialone = 0,
         lnprodpartnertemp = log(prod_own))

m <- lm(LnProd_2 ~ LnProd_1+lnprodpartnertemp+lnprodialone+male, data = Price_5)
mm <- vcovHC(m, type = "HC1")
robust_m <- sqrt(diag(mm))
n <- predict(m)
nn <- exp(n)

Price_6 <- Price_4 %>%
  mutate(
    lnprodpartnertemp = log(prod_other))

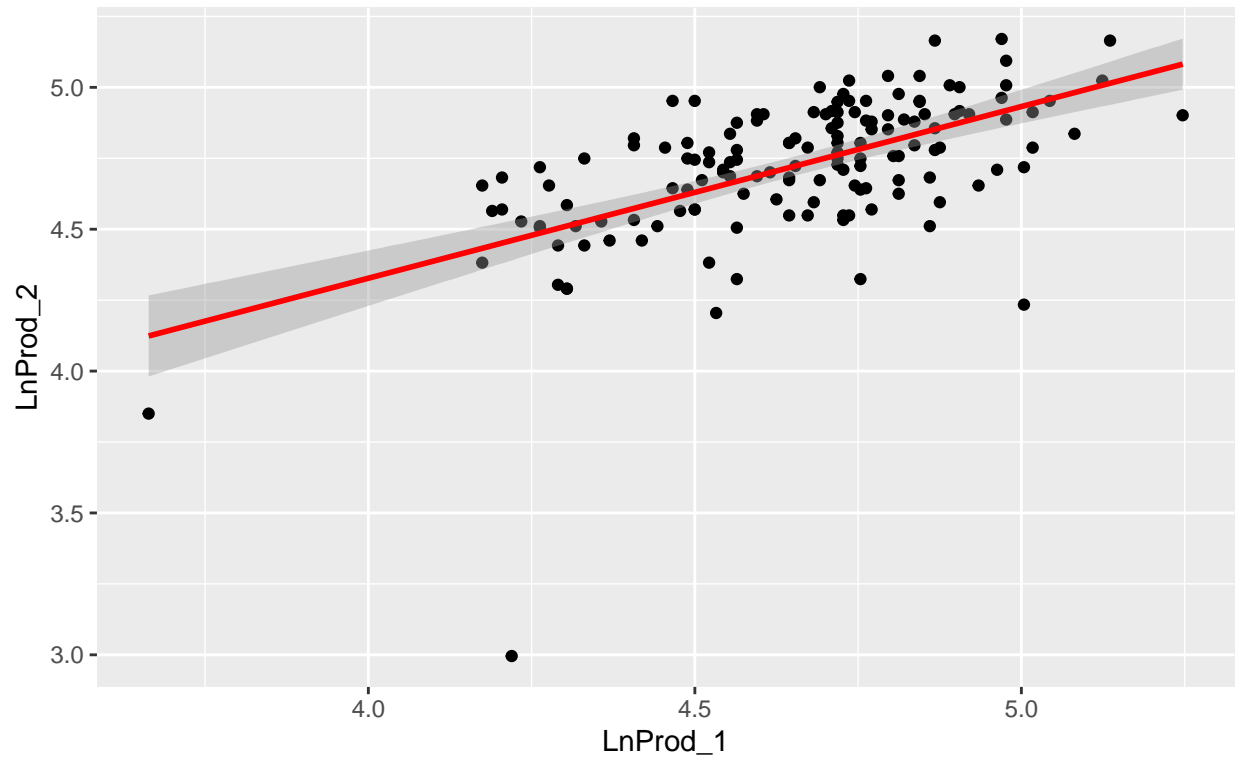
o <- lm(LnProd_2 ~ LnProd_1+lnprodpartnertemp+lnprodialone+male, data = Price_6)
oo <- vcovHC(o, type = "HC1")
robust_o <- sqrt(diag(oo))
p <- predict(o)
pp <- exp(p)
```

A few graphs to show the effect of independent variables on productivity, i.e. the number of envelopes stuffed in round 2 by worker i

```
library(ggplot2)
ggplot(Price_3, aes(x=LnProd_1, y=LnProd_2))+
  geom_point()+
  stat_smooth(method = "lm", col = "red")+
  ggtitle("Plot of relation between number of envelopes stuffed in round 1 by worker i and log of the number of envelopes stuffed in round 2 by worker i")
```

```
## 'geom_smooth()' using formula 'y ~ x'
```

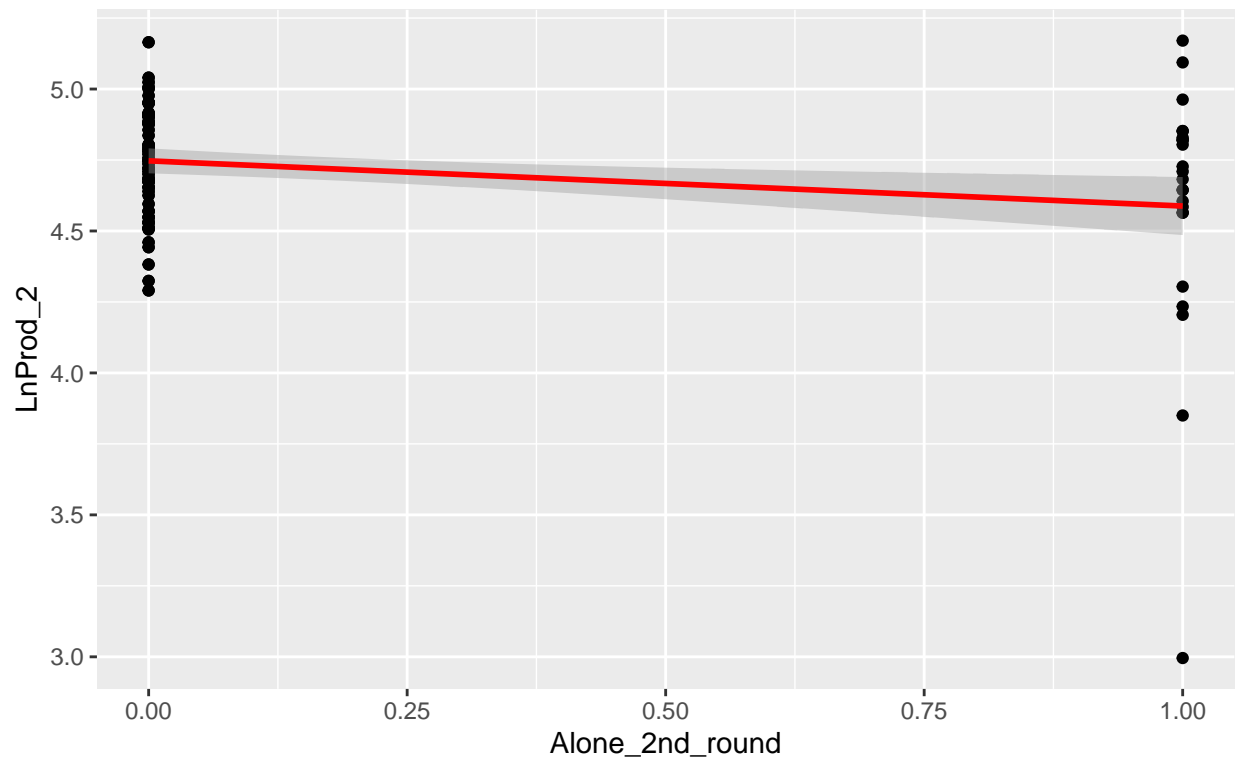
Plot of relation between number of envelopes stuffed in round 1 by worker i
by worker i



```
library(ggplot2)
ggplot(Price_3, aes(x=Alone_2nd_round, y=LnProd_2))+
  geom_point()+
  stat_smooth(method = "lm", col = "red")+
  ggtitle("Plot of relation between worker working alone and log of the number of envelopes stuffed in  
by worker i")

## 'geom_smooth()' using formula 'y ~ x'
```

Plot of relation between worker working alone and log of the number of envelopes stuffed by worker i



```
library(ggplot2)
ggplot(Price_3, aes(x=lnprodpartnertemp, y=LnProd_2))+
  geom_point()+
  stat_smooth(method = "lm", col = "red")+
  ggtitle("Plot of relation between number of envelopes stuffed by i's coworker in round 2 and log of t
by worker i")

## 'geom_smooth()' using formula 'y ~ x'
```

Plot of relation between number of envelopes stuffed by i...s coworker in rou
by worker i

