Ethnic hierarchy in the Russian labour market

A field experiment

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Project description

- First audit study to study ethnic discrimination in Russia
- Funded by the British Academy (2016-19)
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Main research question

- The main idea is to look at the differences in the ethnic hierarchy / discrimination within the same country
- Regions with varying ethnic composition of the population and institutional characteristics
- Mostly unexplored in the literature, although Maurer-Fazio (2012) looked at Inner Mongolia and Urumqi in China

Ethnic groups

| Ethnic group	Size in Russia in 2010 (thousand)	Region of origin
Ethnic Russians	111,017	European Russia
Armenians	1,182	Caucasus
Azeris	603	Caucasus
Chechens	1,431	Caucasus
Georgians	158	Caucasus
Tatars	5,311	Volga region
Tajiks	200	Central Asia
Uzbeks	290	Central Asia
Germans	394	Western Europe
Jews	157	Eastern Europe
Latvians	19	Eastern Europe
Lithuanians	31	Eastern Europe
Ukrainians	1,928	Eastern Europe

Design

- Over 9,500 vacancies, nested in 320 CVs created on two job search websites (clustered design)
- 10 ethnic groups (some were combined: Azeris/Chechens, Latvians/Lithuanians, Tajiks/Uzbeks)
- Ethnicity signaled by name only
- Two treatments: ethnicity and gender
- Full factorial design: 10 ethnic groups x 2 genders x 4 cities x 4 occupations = 320 accounts

Results: contact rates

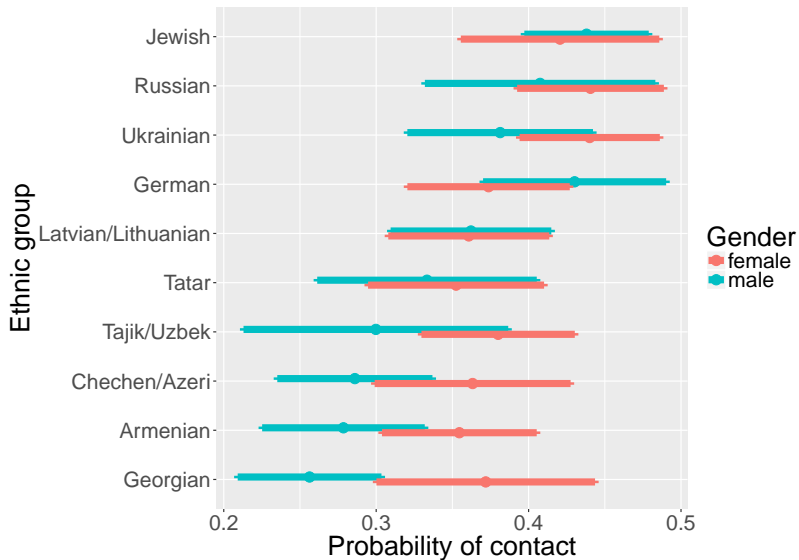| Applications	Response rate	on the phone	on the website
9684	0.37	0.21	0.24

Contact rates by ethnic group
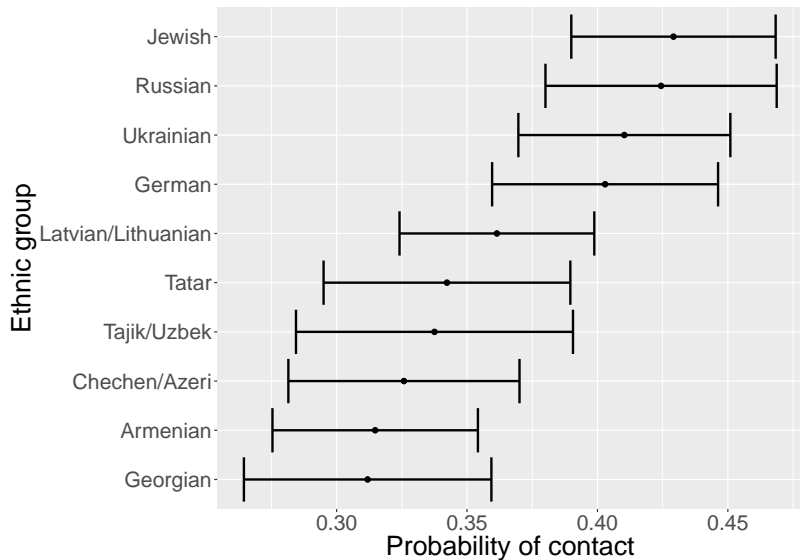
Contact rates by ethnic group and location

Contact rates by ethnic groups and gender

Formal test: ethnic hierarchy

	Moscow/St Petersburg	Kazan/Ufa
Jewish	−0.02 (0.04)	0.05 (0.04)
Ukrainian	−0.01 (0.03)	−0.005 (0.04)
German	−0.04 (0.03)	0.04 (0.04)
Latvian/Lithuanian	−0.07** (0.03)	−0.04 (0.04)
Tatar	−0.12*** (0.03)	0.01 (0.04)
Tajik/Uzbek	−0.13*** (0.03)	−0.02 (0.04)
Chechen/Azeri	−0.13*** (0.03)	−0.04 (0.04)
Armenian	−0.14*** (0.03)	−0.03 (0.04)
Georgian	−0.15*** (0.03)	−0.04 (0.04)
Observations	5,937	3,747

Note: Ethnic Russians are the reference group.

Interacting ethnicity and gender

	Moscow/St Petersburg	Kazan/Ufa
Southern	-0.07^{***} (0.02)	-0.02 (0.02)
male	-0.001 (0.03)	0.01 (0.03)
Southern:male	-0.08^{***} (0.03)	-0.03 (0.03)
Observations	5,937	3,747

Note: Groups of European origin are the reference group.

Other results

- In Moscow and St Petersburg all ethnic groups were more likely to be contacted on the website (rather than on the phone), compared to ethnic Russians and Ukrainians
- In Moscow and St Petersburg groups of Southern origin were also more likely to be explicitly rejected
- Male employers were more likely to explicitly reject discriminated groups

Conclusions

- Employers prefer groups of European origin over groups of Asian/Southern origin, but only in Moscow and St Petersburg
- No evidence of ethnic hierarchy in hiring in Kazan and Ufa: the effect of ethnic composition or ethnic federalism?
- Consistent with the results of an experiment in China (Maurer-Fazio 2012) where the was no discrimination against Mongolian and Uyghur applicants in Hohhot and Urumqi
- Gendered ethnic stereotypes
- Multiple explanations: ethnic composition of the population; status of ethnic Russians as non-indigeneous people in ethnic republics; higher recent immigration to Moscow and St Petersburg