**Codebook for the Russian experimental data**

**The experimental data**

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VacanciesPublic.csv contains data from the correspondence study (main stage), collected between June 2017 and January 2018.

vacancyID – vacancy ID number,

applicationDate – date of the job application,

candidateID – applicant’s account ID number,

name – applicant’s name (in Cyrillic),

nameLat – applicant’s name (in English),

gender – applicant’s gender,

occupation – applicant’s occupation,

ethnicity – applicant’s ethnicity,

city – city of application,

website – job search website ID number,

RA – research assistant’s ID number,

ethnCollapsed – applicant’s ethnic group (collapsed into 10 groups),

ethnGroup2 – applicant’s ethnic group (collapsed into two groups),

emailContact – contacted by employer by email,

websiteContact – contacted by employer on the website,

phoneContact – contacted by employer on the phone,

response – contacted by employer,

rejected – received a rejection message on the website,

genderEmp – gender of the HR person who responded to the application,

notRussianEmp – HT person who responded to the application did not have an ethnically Russian name (coded by three people, 1 if at least two coders coded the name as not ethnically Russian).