

Discussion

Disclosure Discrimination: An Experiment Focusing
on Communication in the Hiring Process

Summary

- Discrimination in communication in the context of hiring decisions
- Representative sample of Czech individuals > HR assistant
- Main task: decide what and how much information about a candidate's profile to reveal / communicate to the manager
- Treatments:
 - gender (male/female)
 - nationality (Czech/Ukrainian or Russian)
- Main results:
 - more information about family and less information about work revealed for female candidates
 - less information about foreigners revealed overall

Comments

- Ukrainian / Russian names
 - Foreign population: 30% Ukrainian, 7% Russian
 - 3 out of 8 profiles with Ukrainian names
 - 5 out of 8 profiles with Russian names
- Why mixed?
- Data collection in 2021 with quite unfavourable views of both groups
- Follow-up study:
 - Would attitudes – and therefore discrimination – have changed?

Comments

- Incentives for information communication
 - Managers have limited time
 - Managers can reward assistants for valuable information
- Do they actually do this?
- Do managers reward certain pieces of information more/less?
- Do they also discriminate?