Gender Economics
Session 11
Intersectionality

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Sciences Po Menton

Introduction

- **Intersectionality** examines how various forms of inequality and and discriminated groups (e.g., race, disability, lgbtq+) overlap and interact

- In economics, understanding intersectionality is key to accurately analyzing disparities in labor markets and the underlying mechanisms

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Introduction

- **Intersectionality** examines how various forms of inequality and and discriminated groups (e.g., race, disability, lgbtq+) overlap and interact
- In economics, understanding intersectionality is key to accurately analyzing disparities in labor markets and the underlying mechanisms
- **Challenges:**
  - Limited data on overlapping identities
  - Small sample sizes
  - Sensitive data
  - Change in reporting rather than change in trends

Economics of SOGI (Badgett et al., 2024)

Research Question

What is the current state of economic research on Sexual Orientation and Gender Identity (SOGI) issues?

Data : Comprehensive review:

- Published economics articles across subfields (labor, public, health economics).
- Data sources include academic journals, working papers, and survey datasets.

Empirical Strategy : Meta-analysis and structured synthesis:

- Identify trends and gaps in the literature.
- Highlight areas of empirical strength and methodological challenges.

Economics of SOGI (Badgett et al., 2024)

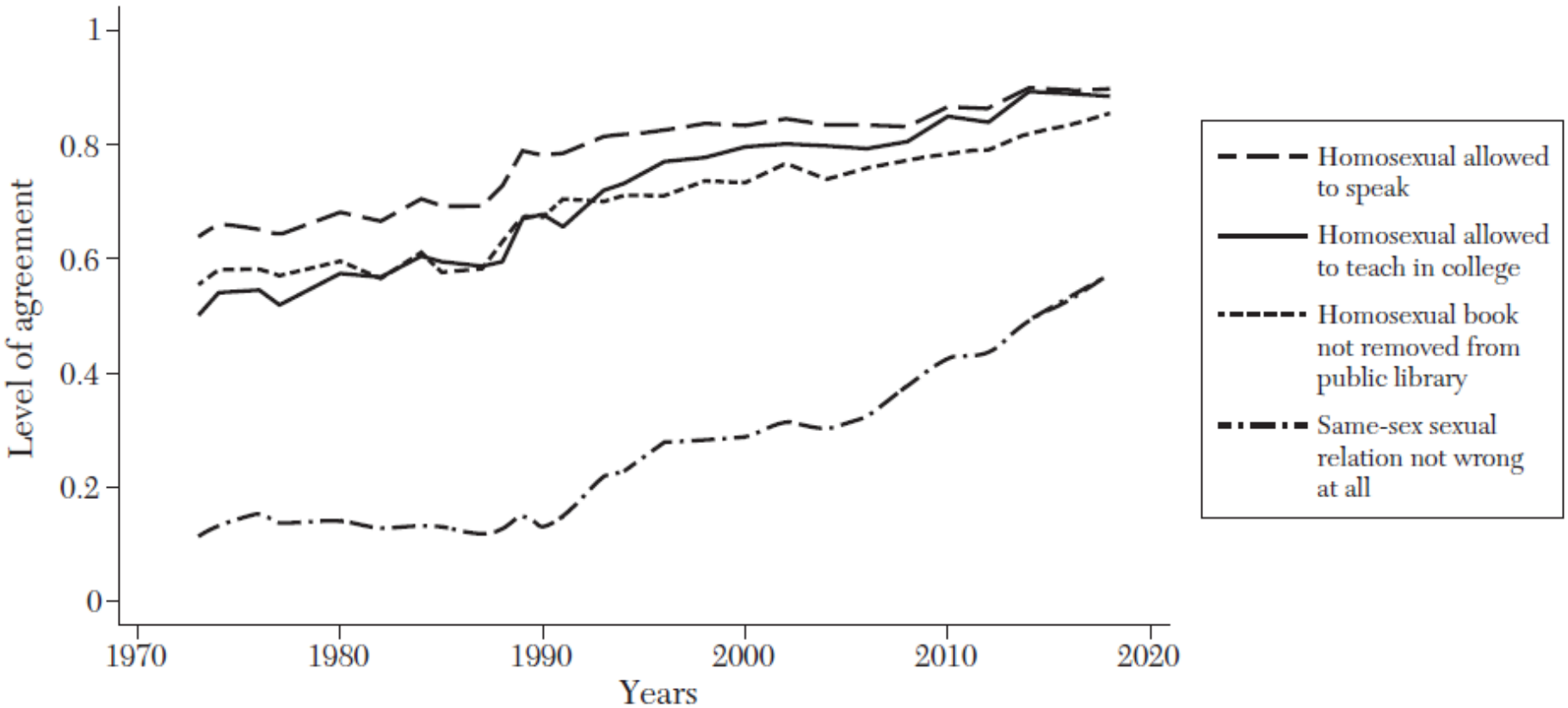


Figure 1. Attitudes toward Sexual Minority People in the US over Time

Economics of SOGI (Badgett et al., 2024)

TABLE 1
INTERVIEW INVITATION RATES IN FIELD EXPERIMENTS ON HIRING DISCRIMINATION

Authors	Year of data	N of applicants	Location	Signal	Callback rate LGBT	Callback rate non-LGBT	Occupations
Sexual orientation-related studies							
Weichselbaumer (2003)	1998–2000	1,226 (female)	Vienna	Line on résumé: "1996–98: Managerial activity for the Viennese Gay People's Alliance"	48% (masc. lesbian)*; 36% (fem. lesbian)*	60% (fem. straight); 49% (masc. straight)	Accountants and secretaries
Drydakis (2009)	2006–07	3,428 (female)	Athens	Line on résumé: "Member volunteer in the Athenian Homosexual Community"	13.9%*	40.1%	Low-skilled office jobs, industry jobs, café and restaurant, shop sales
Drydakis (2011)	2007–08	2,114 (male)	Athens	Line on résumé: "Member volunteer in the Athenian Homosexual Community (from 2001–05)"	21.9%*	49.3%	Low-skilled office jobs, industry jobs, café and restaurant, shop sales
Tilcsik (2011)	2005	3,538 (male)	US (CA, FL, NV, NY, OH, PA, TX)	Line on résumé: treasurer of campus LG organization	7.2%*	11.5%	White-collar entry-level
Ahmed et al. (2013)	2010	3,990	Sweden	Cover letter mentions wife or husband; lines on résumé: "Engaged in the Swedish Federation for LGBT Rights" and with Stockholm Pride Festival	26% for gay men; 26% for lesbian women*	30% for straight men; 32% for straight women	10 jobs, mix male, female, and gender neutral
Bailey et al. (2013)	2010	4,608	Philadelphia, Chicago, Dallas, San Francisco	Line on résumé: leadership position in LG university organization	12.4% lesbian; 13.9% gay men	12.4% straight women, 11.9% straight men	Available on CareerBuilder.com
Baert (2014)	2012–13	1,152 (female)	Belgium	Line in résumé: "Married to [female name]"	18%	16%	Secretary, nanny, manual worker, management assistant, ergotherapist, engineer
Drydakis (2014)	2010–11	4,526	Cyprus	Line on résumé: "Member volunteer in the Cypriot Homosexual Association (from 2005 to 2008)"	14.1% gay men*; 11.1% lesbian women*	52.5% straight men; 49.5% straight women	Low-skilled office jobs, industry jobs, café and restaurant, shop sales
Drydakis (2015)	2013	11,098	UK	Line on résumé: mentions budget responsibility in GL unions at university	59% gay men*; 60.2% lesbian women*	64.3% men; 65.8% women	Broad range
Patacchini et al. (2015)	2012	2,320	Rome and Milan	Line on résumé; internship in pro-gay advocacy group	9.6%* for gay men; 12.4% lesbian	11.9% straight men; 10.3% straight women	Various clerical and sales associate jobs
Mishel (2016)	2014	1,550 (female)	US (NY, VA, TN, DC)	Line on résumé: secretarial position in LGBT student organization	12%*	17%	Administrative, clerical, secretarial
Acquisti and Fong (2020)	2013	4,173 (male)	US	Facebook profile lists gender that job candidate is "interested in"; interests and activities consistent with real profiles of same sexual orientation	10.7%	10.6%	Required grad degree (MA in information systems) and experience
Drydakis (2021)	2013–14; 2018–19	2,294 (male)	Athens	Line on résumé: "Member volunteer in the Athenian Homosexual Community"	3.2%* in 2013–14; 4.3%* in 2018–19	33.3% in 2013–14; 34.8% 2018–19	Low-skilled office jobs, industry jobs, café and restaurant, shop sales

Economics of SOGI (Badgett et al., 2024)

Results

- Growing research coverage, with increasing focus on transgender and nonbinary populations.
- SOGI considerations are expanding into mainstream fields such as labor economics and public economics.
- Data availability improving, especially with better identification of SOGI status in large surveys.
- Persistent gaps remain, particularly regarding intersectionality (race, disability combined with SOGI).
- Calls for further methodological innovation to better capture gender and sexual diversity.

Conclusion

The economics of SOGI is becoming a robust, interdisciplinary area requiring new theories and empirical approaches.

LGBTQ+ Economics (Badgett et al., 2021)

Research Question

How does sexual orientation and gender identity affect economic outcomes across the life course?

Data

Review of international datasets and empirical studies.

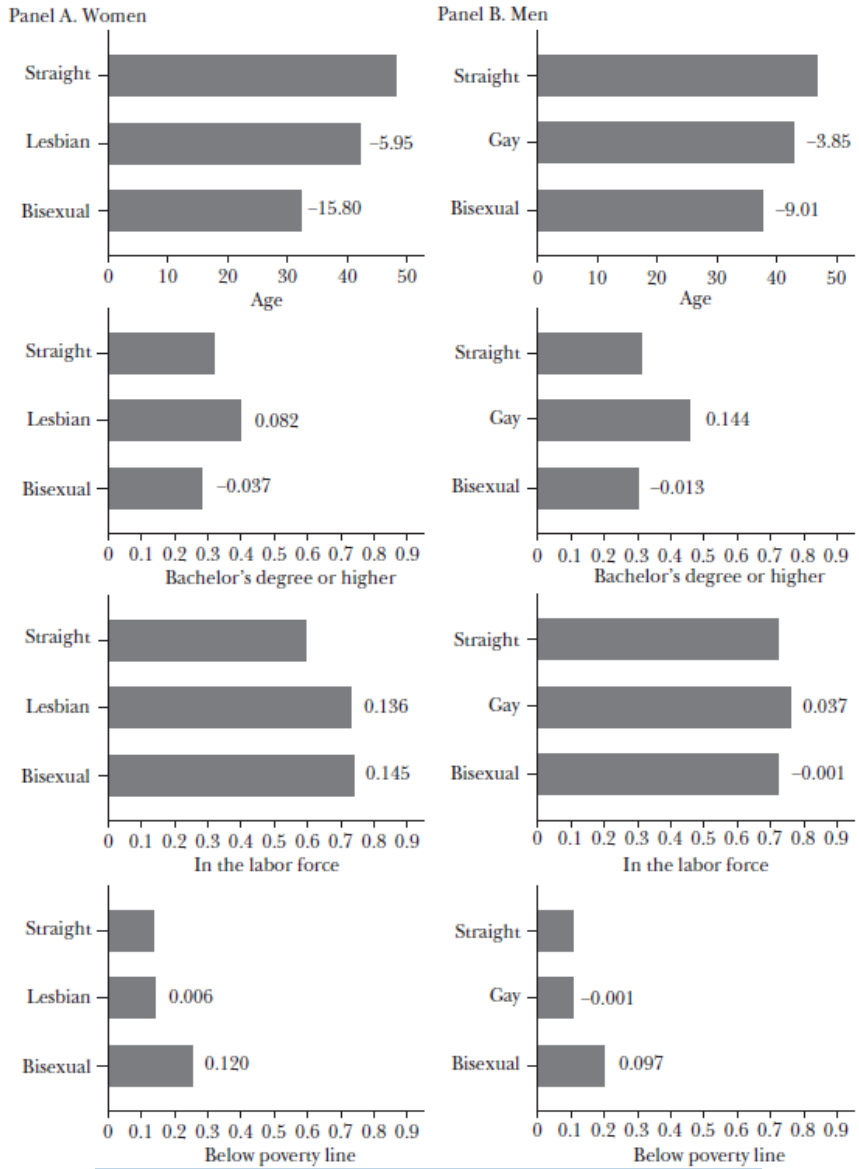
Empirical Strategy

Synthesis of literature on human capital, family formation, labor markets.

LGBTQ+ Economics (Badgett et al., 2021)

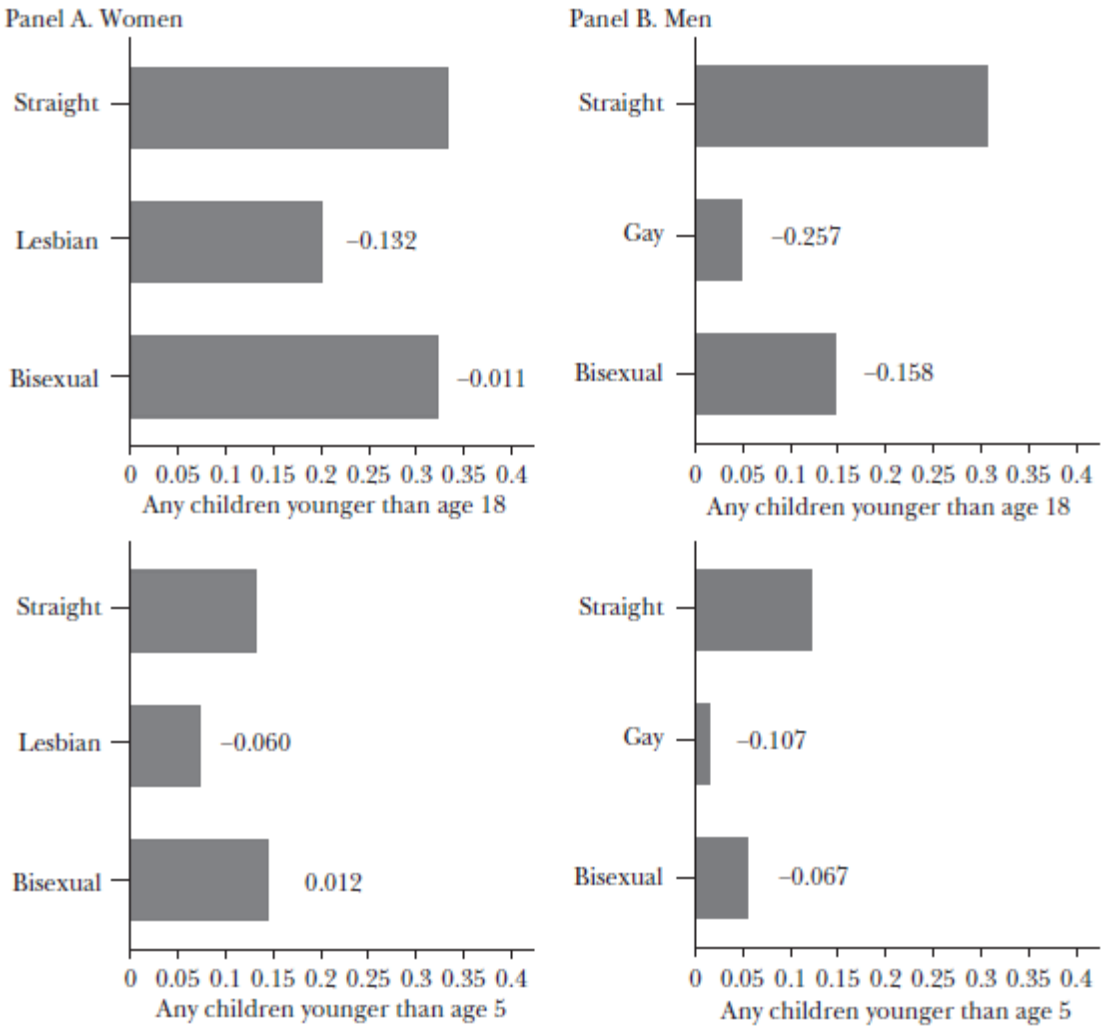
Figure 1

Demographic Characteristics by Individual Self-Reported Sexual Orientation



LGBTQ+ Economics (Badgett et al., 2021)

Figure 2
Presence of Children by Sexual Orientation



LGBTQ+ Economics (Badgett et al., 2021)

Results

- LGBTQ+ individuals face distinct economic constraints compared to cisgender heterosexual peers.
- Persistent evidence of discrimination in education, employment, and income
- Labor market penalties are more pronounced for transgender and nonbinary people
- Recent data improvements are enabling more comprehensive empirical studies
- Greater inclusion could lead to broader economic growth by reducing underemployment.

Effects of Same-Sex Marriage (Carpenter, 2020)

Research Question

What are the direct effects of legalizing same-sex marriage on union formation?

Data

Massachusetts confidential administrative data, 2001–2013.

Empirical Strategy

Difference-in-differences comparing same-sex and different-sex marriage rates pre- and post-legalization.

Effects of Same-Sex Marriage (Carpenter, 2020)

Results

- Large and significant increases in marriage rates among same-sex couples.
- Larger effects for lesbians compared to gay men.
- No evidence of negative impacts on heterosexual marriage rates.
- Highlights the demand and social significance of marriage rights for LGBTQ+ individuals.

Question

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Underestimating LGBT pop (Coffman et al., 2016)

Research Question *Are the size of the LGBT population and the prevalence of antigay sentiment systematically underestimated in direct surveys?*

Data : Original data from online survey experiments.

- Participants recruited via online platforms and use of sensitive questions about sexual orientation and attitudes toward LGBT people.

Empirical Strategy

- **Direct questioning**: individuals explicitly asked about their identity and attitudes.
- **Veiled reporting**: individuals answer indirectly, protecting anonymity on sensitive items.

By comparing the two methods, the authors estimate the extent of **social desirability bias** — the tendency to misreport sensitive information to conform to perceived social norms.

Underestimating LGBT pop (Coffman et al., 2016)

Results

- Indirect (veiled) methods reveal a significantly higher proportion of individuals identifying as LGBT compared to direct questions.
- Antigay attitudes are substantially more prevalent when measured through veiled techniques.
- Evidence of strong **social desirability bias** in both identity disclosure and expressed attitudes.
- Standard survey methods likely underestimate marginalized populations and biased sentiments.

Note: What is Social Desirability Bias?

It refers to respondents' tendency to answer questions in a manner that will be viewed favorably by others, leading to misreporting on sensitive topics.

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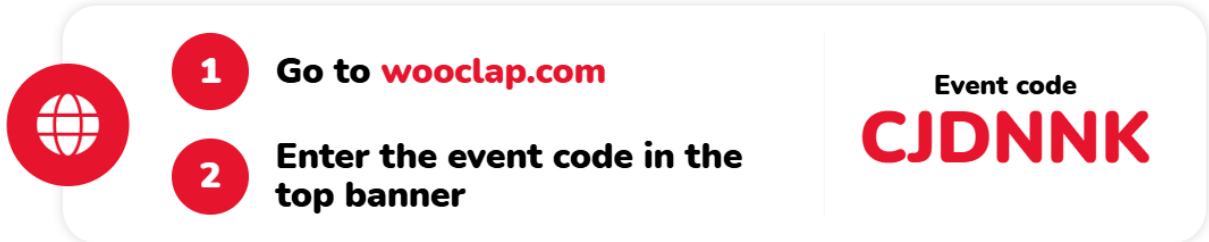

Homogamy (Ciscato et al., 2020)

Research Question

How do patterns of assortative matching differ between same-sex and different-sex couples in the marriage market?

Data

- U.S. Census data on couples' demographics and Administrative records

Empirical Strategy : Structural matching model

- Develops a marriage market model where individuals match based on observable traits (education, income).
- Estimates preferences and matching frictions using a maximum likelihood approach

Note: Assortative matching refers to the tendency of individuals to partner with others who are similar along certain traits (e.g., education level).

Homogamy (Ciscato et al., 2020)

Results

- Strong positive assortative matching by education among same-sex couples
- **Gender differences:**
  - Lesbian couples exhibit stronger preferences for educational homogamy than gay male couples.
- Sorting patterns in same-sex couples are not simply a replica of different-sex couples
- Results suggest different economic mechanisms shaping partnership formation across gender and sexual orientation groups.

Sexual Orientation and Prejudice (Plug et al., 2014)

Research Question

What explains prejudice against homosexuals?

Data

Twin survey data from the Netherlands.

Empirical Strategy

Compare prejudice levels within twin pairs

- Comparing twins who differ in their level of prejudice toward homosexuals
- Control for unobserved family background (because both twins grew up the same)

Sexual Orientation and Prejudice (Plug et al., 2014)

Results

- Family background has limited explanatory power for prejudice levels
- Higher education significantly reduces reported prejudice
- Exposure to diverse environments mitigates discriminatory attitudes
- Policy efforts targeting education could lower social stigma.

Laws Shape Attitudes (Aksoy et al., 2020)

Research Question

Do same-sex relationship recognition laws influence societal attitudes toward LGBTQ+ individuals?

Data - European Social Survey (2002-2016):

- Repeated cross-sectional survey across 30+ European countries.
- Contains questions on attitudes toward LGBTQ+ rights and equality.

Empirical Strategy - Difference-in-Differences (DiD) approach:

- Exploits variation in the timing of same-sex relationship laws across countries.
- Controls for country and year fixed effects, and important covariates like education and religiosity.

Laws Shape Attitudes (Aksoy et al., 2020)

Results

- Legal recognition of same-sex relationships significantly improves public attitudes toward LGBTQ+ individuals.
- Effects are particularly strong among initially conservative and less gender-equal populations.
- No evidence of backlash or negative counter-reactions.
- Results suggest that legislation can serve as a catalyst for cultural and social change, promoting acceptance.

Same-Sex Partnership Laws and Risky Sex (Dee, 2008)

Research Question

Do same-sex partnership laws affect risky sexual behavior?

Data

Behavioral Risk Factor Surveillance System (BRFSS), a large annual survey covering health-related behaviors in the U.S.

Empirical Strategy

Difference-in-Differences (DiD) approach:

- Compare changes in risky sexual behavior in states before and after they implement same-sex partnership laws.

Question

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Same-Sex Partnership Laws and Risky Sex (Dee, 2008)

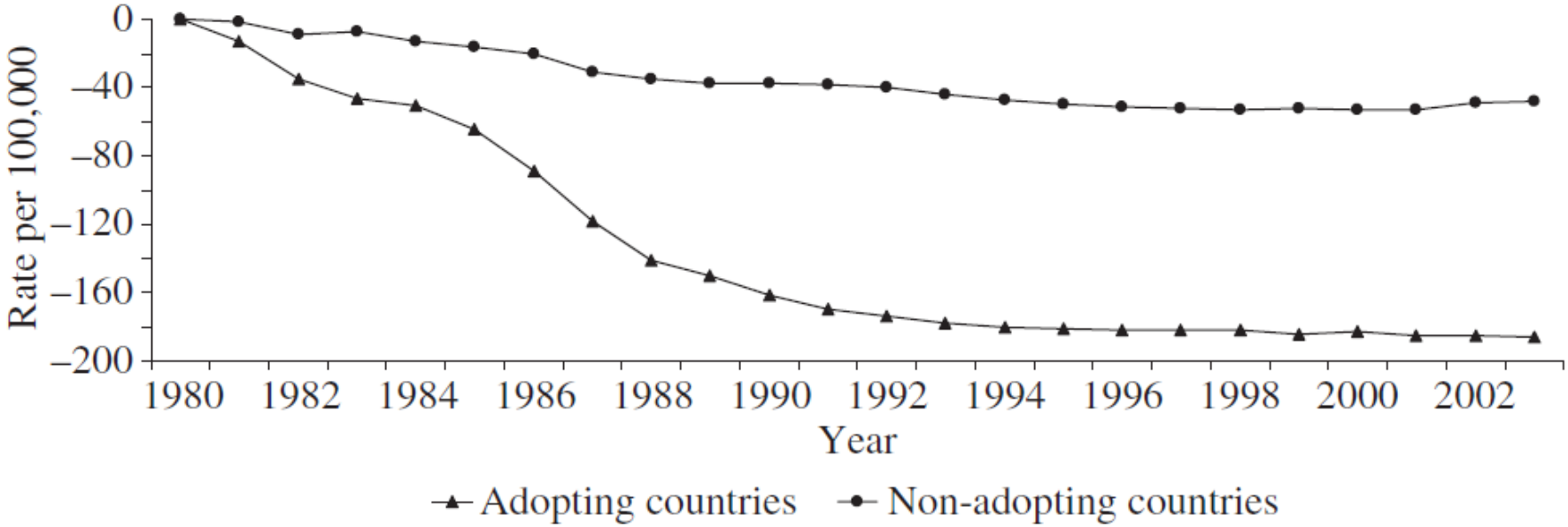


Fig. 2. *Gonorrhoea Trends by Same-Sex Partnership Law Status*

Same-Sex Partnership Laws and Risky Sex (Dee, 2008)

- **Legal recognition of same-sex partnerships is associated with significant reductions in risky sexual practices**
- Suggests that greater legal stability encourages safer long-term relationship behaviors
- No evidence of **moral hazard**: individuals do not engage in riskier behavior because of increased legal protections
- Positive public health spillovers observed following partnership recognition.

What is Moral Hazard?

Moral hazard occurs when individuals engage in riskier behavior because they are protected from the consequences, often due to insurance, legal protections, or other safety nets.

Why gay men live in San Francisco? (Black et al., 2002)

Research Question: *Why are gay men geographically concentrated in particular urban areas, such as San Francisco?*

Data

- U.S. Census microdata
- Surveys on local labor market characteristics and amenities

Empirical Strategy : Location choice model

- Analyze the geographic distribution of same-sex male couples relative to different-sex couples
- Estimate the importance of:
  - Local labor market conditions (e.g., wages, employment opportunities)
  - Presence of social amenities supportive of the gay community (e.g., antidiscrimination laws, cultural acceptance).

Why gay men live in San Francisco? (Black et al., 2002)

Results:

- Geographic concentration of gay men is explained by a combination of higher labor market opportunities and greater social acceptance.
- Presence of gay-friendly amenities (e.g., protections against discrimination, cultural institutions) significantly attracts same-sex couples
- Economic clustering: once a city becomes recognized as gay-friendly, network effects amplify migration and concentration further over time
- Economic incentives (higher wages) and social environment (acceptance) jointly drive location choices.

Same-Sex Marriage, Employment (Sansone, 2019)

Research Question

How did the legalization of same-sex marriage affect employment outcomes among same-sex couples in the United States?

Data - American Community Survey (ACS):

- Annual large-scale survey covering detailed information on household composition, employment, income.

Empirical Strategy - Difference-in-Differences (DiD) design:

- Compare same-sex couples' employment outcomes in states before and after marriage legalization.
- States that did not legalize marriage serve as controls.
- Controls for individual demographics and state-specific economic trends.

Same-Sex Marriage, Employment (Sansone, 2019)

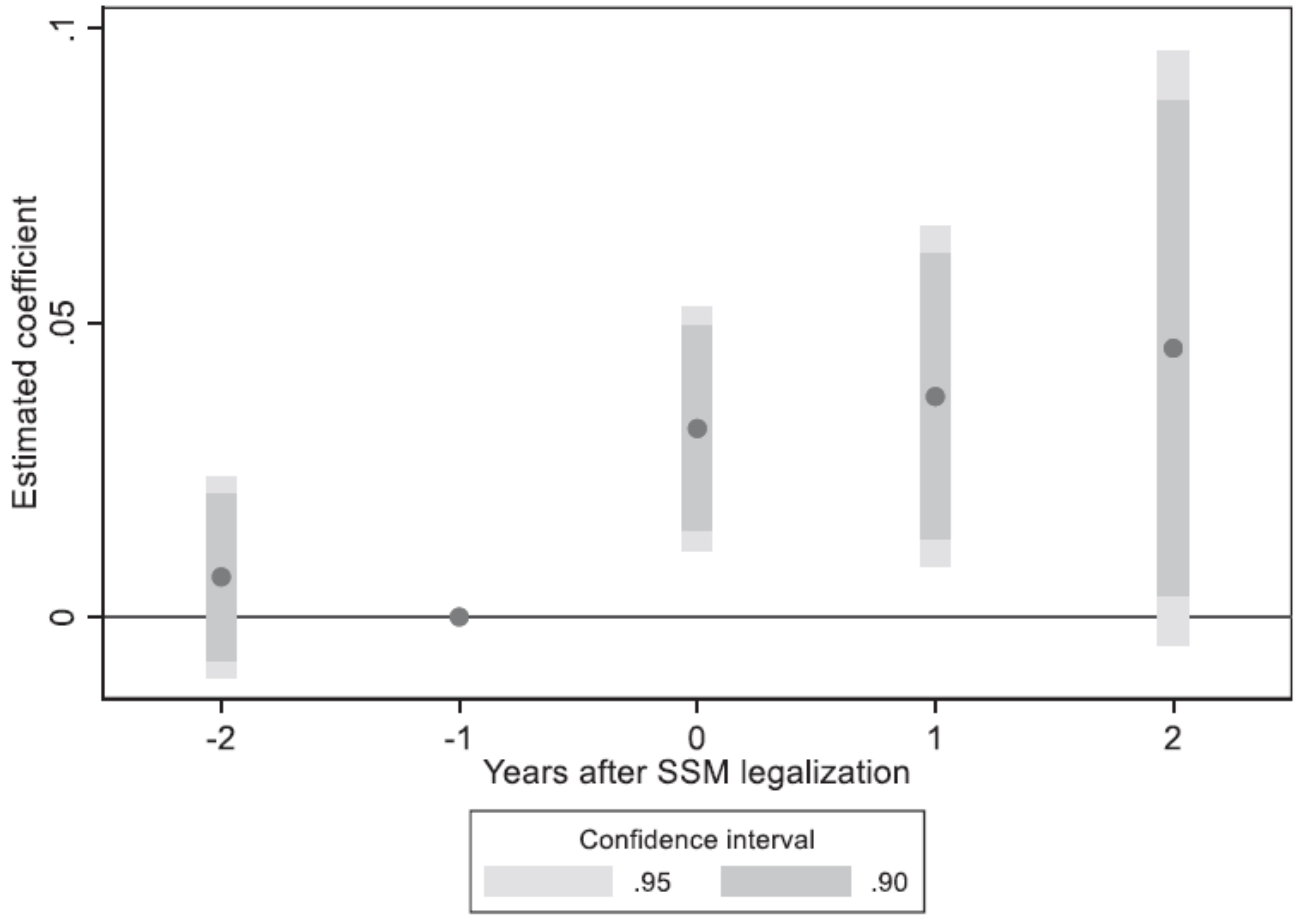


Fig. 1. Effect of SSM legalization on probability both partners working. Event study. This figure analyzes whether individuals in same-sex couples were more likely to be both employed after SSM legalization.

Same-Sex Marriage, Employment (Sansone, 2019)

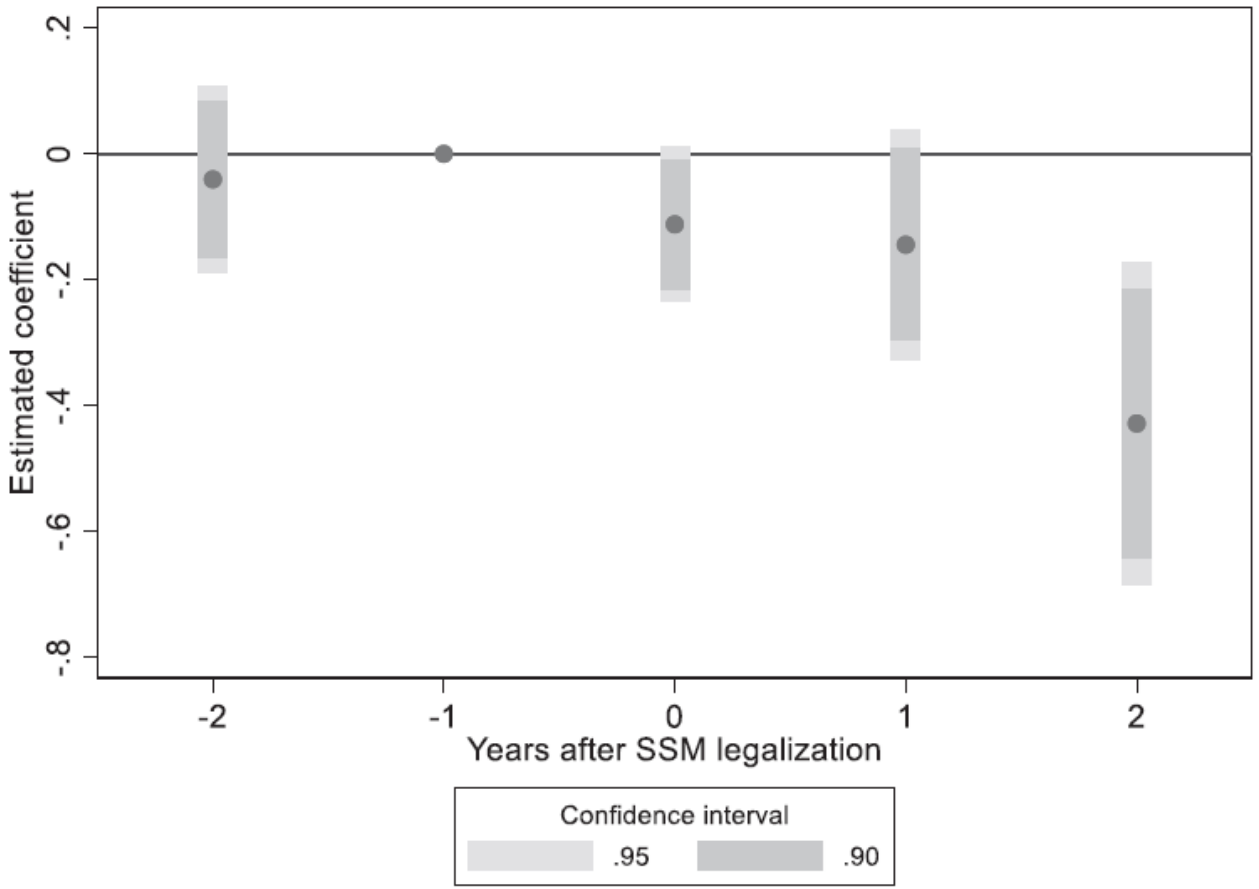


Fig. 3. Effect of SSM legalization on Google homophobic searches. Event study. This figure analyzes whether state-specific search intensities on Google for the words *Leviticus*, *Sodomy*, and *Faggot* changed after SSM legalization.

Same-Sex Marriage, Employment (Sansone, 2019)

Results

- Legalization of same-sex marriage led to higher employment rates among individuals in same-sex couples
- Both individual and joint employment probabilities increased significantly.
- Reduced perceived and actual workplace discrimination following legalization.
- Same-sex couples shifted towards more stable, full-time employment after marriage equality laws.

Conclusion

Marriage equality not only advanced legal rights but also improved economic integration and labor market outcomes.

Economics of SOGI (Badgett et al., 2024)

TABLE 1
INTERVIEW INVITATION RATES IN FIELD EXPERIMENTS ON HIRING DISCRIMINATION

Authors	Year of data	N of applicants	Location	Signal	Callback rate LGBT	Callback rate non-LGBT	Occupations
Transgender-related studies							
Make the Road (2010)	2008	48	New York City	One in each pair of testers was transgender	8.3%*	50.0%	High-end retail
Winter et al. (2018)	2016–17	6,000	Malaysia, Singapore, Thailand, Vietnam	Transgender applicants indicated gender identity differed from sex assigned at birth; distinguished legal name from "use name" or preferred name.	11.1%*	16.9%	Occupations reflecting broad range of educational credentials
Granberg et al. (2020)	2019	2,224	Sweden	Name change in cover letter	34.0%*	40.3%	12 low-skill jobs, mix male and female jobs

Hiring Discrimination (Granberg et al., 2020)

Research Question: *Is there causal evidence that transgender individuals face hiring discrimination in the labor market?*

Data

- Field experiment with 2,224 fictitious job applications in Sweden (2019).
- Applications sent to employers in 12 low-skill occupations, with randomized clues of transgender status.

Empirical Strategy

- Correspondence study: randomized assignment of transgender vs. cisgender signals through name change statements.
- Measure positive employer responses (interview invitations, requests for further information).

Hiring Discrimination (Granberg et al., 2020)

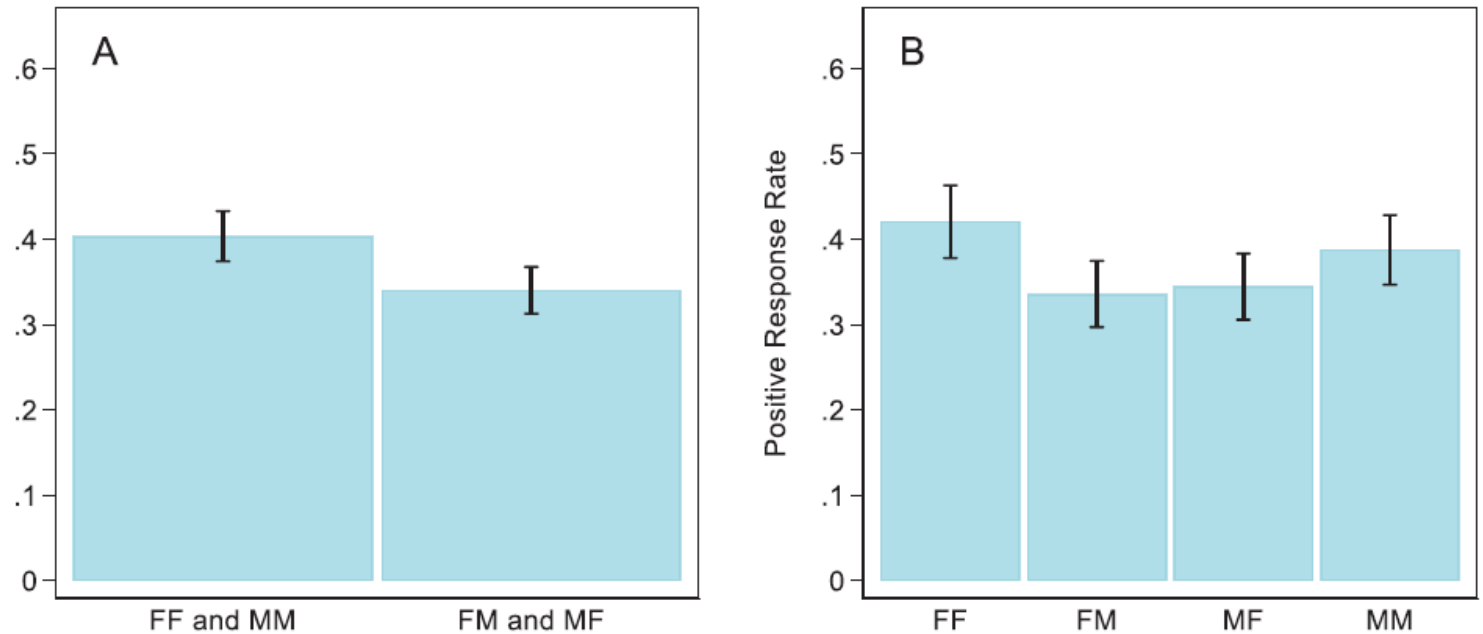


Figure 1. Mean Positive Employer Response Rates for Different Applicants. Note.—These figures show the mean positive employer response rates for applicants with different types of name changes in our sample. The black lines indicate 95 percent confidence intervals. The types of name changes are: Female to Female (FF), Female to Male (FM), Male to Female (MF), and Male to Male (MM). Graph A aggregates FM with MF into a transgender category and FF with MM into a cisgender category.

Hiring Discrimination (Granberg et al., 2020)

Results

- Cisgender applicants received more positive responses (40%) than transgender applicants (34%).
- Discrimination was stronger in male-dominated occupations.
- No support found for statistical discrimination (i.e., employers did not infer lower skills).
- Results partly sensitive to robustness tests; discrimination more pronounced when compared to dominant gender groups.

Conclusion

Field experimental evidence confirms hiring discrimination against transgender individuals, particularly in gendered job sectors.

Earnings (Geijtenbeek and Plug, 2018)

Research Question: *How does legally changing one's gender status affect labor market earnings among transgender individuals?*

Data

- Large administrative dataset from the Dutch labor force (2006-2012).
- Includes trans individuals identified through legal gender changes.

Empirical Strategy

- Compare earnings of the same individuals before and after administrative gender transition.
- Fixed effects models control for unobserved individual heterogeneity.
- Additional comparisons to cisgender men and women.

Earnings (Geijtenbeek and Plug, 2018)

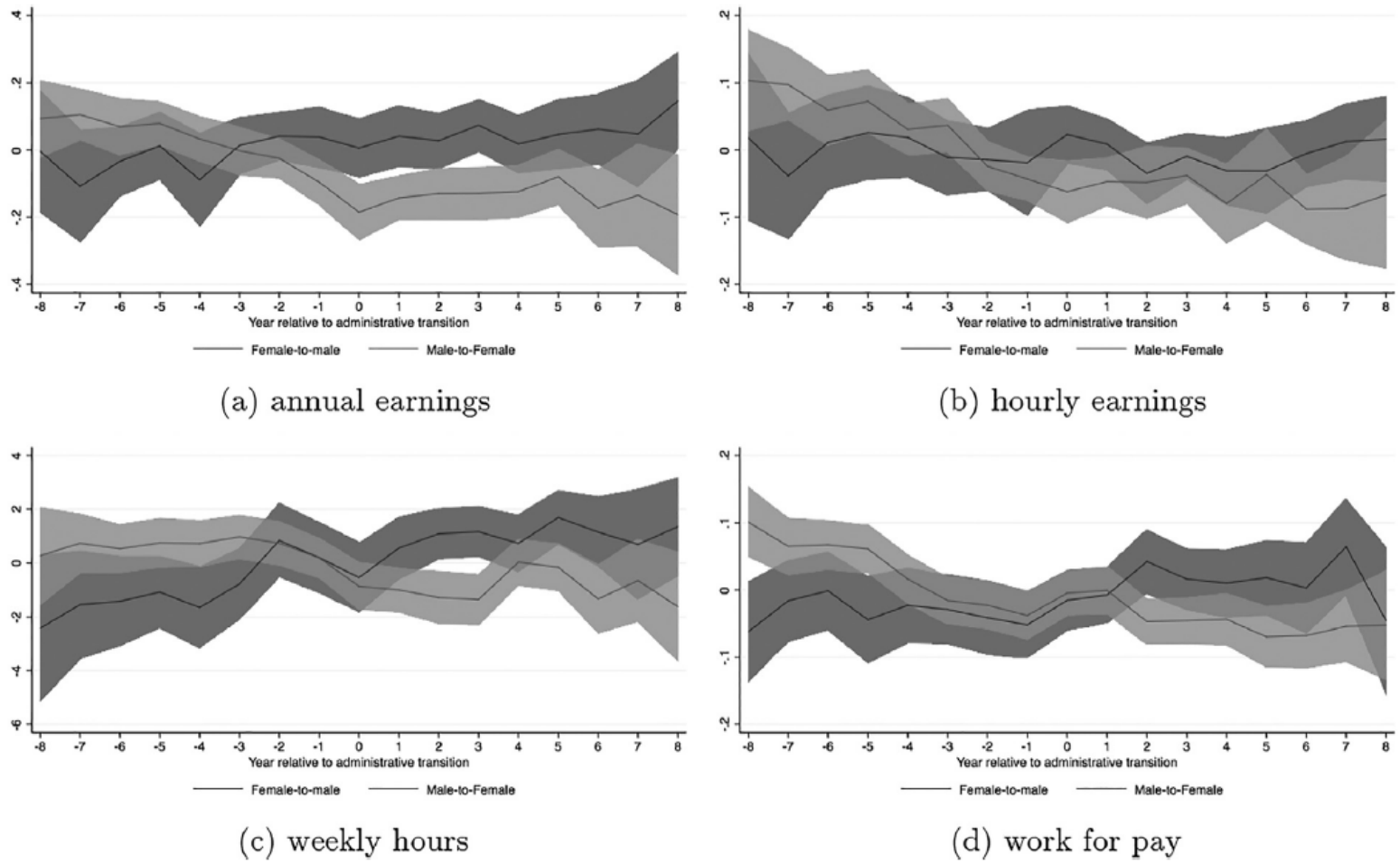


Fig. 2. Labor market outcomes of MTF and FTM workers in pre-transition, in-transition, and post-transition years.
Notes: The graphs contain the labor market outcomes of FTMs and MTFs by year relative to administrative change, after controlling for year of observation and individual fixed effects. The actual transition occurs three years (year $= -3$) before the administrative gender change (year=0). The shaded areas represent 95% confidence intervals.

Earnings (Geijtenbeek and Plug, 2018)

Results

- Male-to-female (MTF) individuals experience earnings losses after transition.
- Female-to-male (FTM) individuals do not experience earnings gains.
- Registered women face a labor market penalty, compounded for MTF individuals.
- Results consistent with models of both gender-based and LGBT-based discrimination.

Conclusion

Transgender workers face complex penalties reflecting both gender norms and discrimination related to sexual/gender minority status.

Labor Market Views (Aksoy et al., 2025)

Research Question

How much does social desirability bias distort stated support for transgender workers in the labor market?

Data

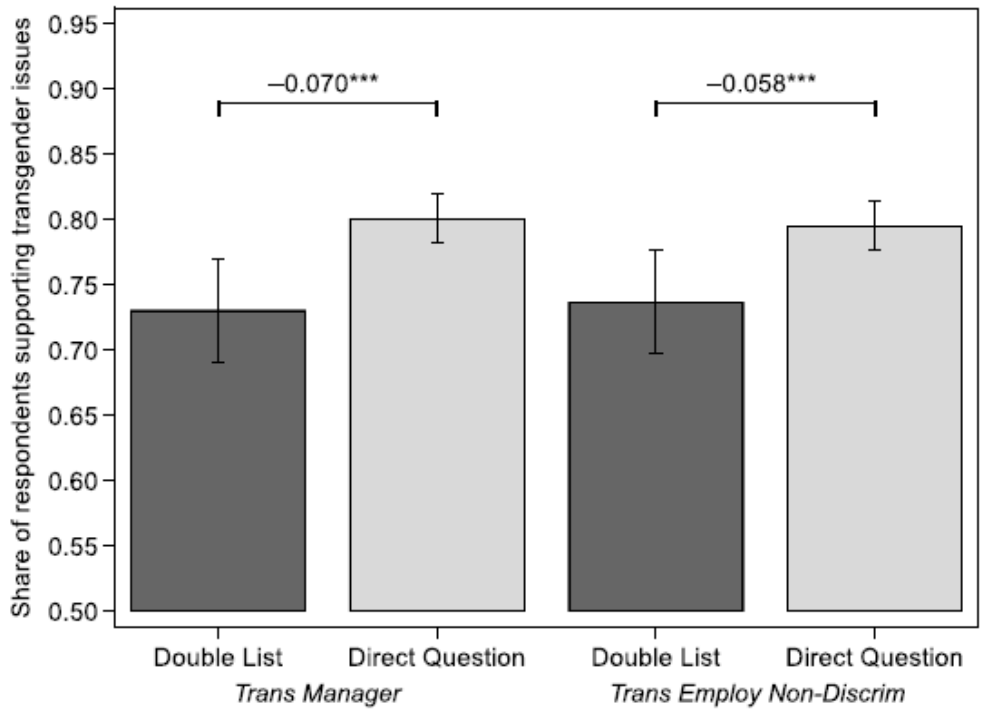
- U.S. nationally representative online survey sample (2023).
- Double list experiment plus direct questions about transgender employment rights.

Empirical Strategy

- List experiments protect anonymity, eliciting more honest attitudes.
- Comparison between list experiment results and direct questioning identifies misreporting.

Labor Market Views (Aksoy et al., 2025)

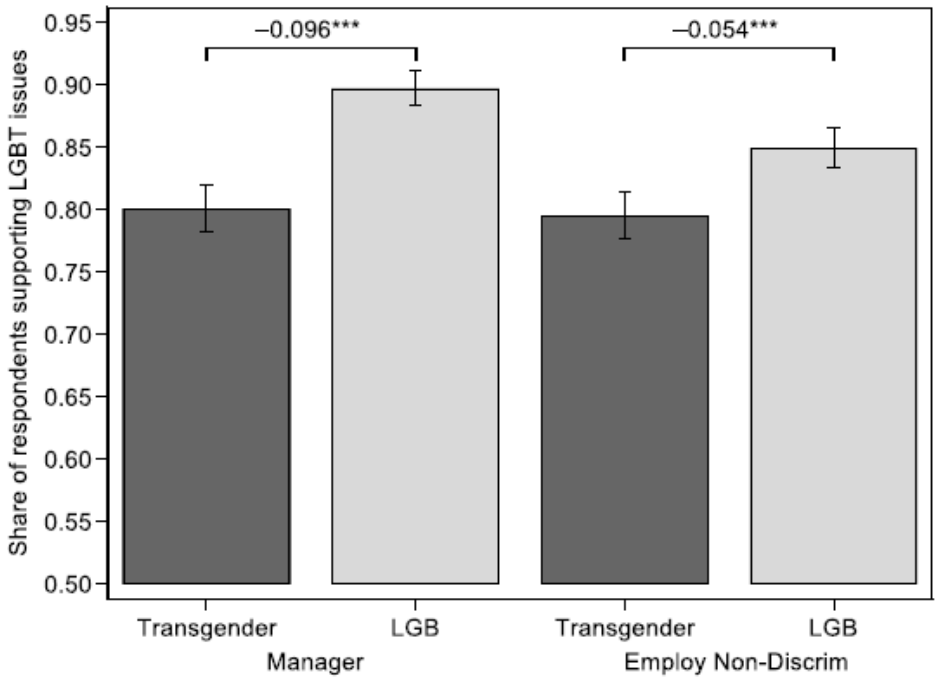
Figure 1. List Experiments on Attitudes Toward Transgender People



Source. 2022 Prolific List Experiment.
Notes. The 95% confidence intervals reported with vertical range plots. The numbers above the horizontal bars are the differences between the two groups at the base of each horizontal bar. Trans Manager key statement: "I would be comfortable having a transgender manager at work." Trans Employ Non-Discrim key statement: "I think the law should prohibit employment discrimination against transgender individuals." Number of observations: 1,806. See also Figure B.3 and Table B.3 in the Online Appendix. *$p < 0.10$; **$p < 0.05$; ***$p < 0.01$.

Labor Market Views (Aksoy et al., 2025)

Figure 3. Comparison of Views Toward Transgender Individuals Relative to LGB Individuals and Issues



Source. 2022 Prolific List Experiment.
Notes. The 95% confidence intervals are reported with horizontal range plots. The numbers above the horizontal bars are the differences between the two groups at the base of each horizontal bar. Questions used in this table are the following for "Manager": "Would you be comfortable having a [*transgender*]/[*openly lesbian, gay, or bisexual*] manager at work?" For "Employ Non-Discrim": "Do you think the law should prohibit employment discrimination against [*transgender*]/[*lesbian, gay, or bisexual*] individuals?" Number of observations: 1,806. *$p < 0.10$; **$p < 0.05$; ***$p < 0.01$.

Labor Market Views (Aksoy et al., 2025)

Results

- Direct survey responses overstate support for transgender workers by 8–10%.
- Even after correction, about two-thirds of respondents support nondiscrimination protections.
- Support for transgender rights lags slightly behind support for LGB individuals.
- Respondents systematically underestimate public support for transgender employment rights.

Conclusion

Accurate measures of labor market attitudes reveal stronger public support than perceived, but social desirability bias remains significant.

Earnings (Carpenter et al., 2025)

Research Question : *What are the labor market earnings disparities for nonbinary and transgender individuals relative to cisgender individuals?*

Data

- Restricted-access 2021 Canadian Census linked to tax records.
- First nationally representative data covering nonbinary and transgender populations.

Empirical Strategy

- Regression analysis controlling for rich demographics and job characteristics.
- Separate analyses for transgender men, transgender women, and nonbinary individuals assigned male or female at birth.

Earnings (Carpenter et al., 2025)

Results

- Nonbinary individuals assigned female at birth have the largest earnings penalties.
- All gender minorities (nonbinary, transgender) earn less than cisgender men.
- Occupational sorting explains a substantial share of the disparities.
- Large data sample allows unprecedented precision in estimating economic inequalities.

Conclusion

Nonbinary and transgender individuals face significant labor market inequalities; policies must consider nonbinary status explicitly.

Minimum Wage Reform (Derenoncourt and Montialoux, 2021)

Research Question:
Did the 1967 federal minimum wage extension reduce racial and gender wage gaps?

Data

- BLS industry wage data and CPS microdata from 1960s-1970s.

Empirical Strategy

- Cross-industry Difference-in-Differences design
- Compare wage changes before and after policy across newly covered vs. previously covered industries.

Minimum Wage Reform (Derenoncourt and Montialoux, 2021)

Gender-Specific Results

- Black women experienced large wage gains without employment losses
- Helped close both gender and racial wage gaps.

Conclusion

Minimum wage expansions can be powerful tools for reducing intersectional labor market inequalities.

Racial Inequality in Labor Markets (Bayer et al., 2025)

Research Question:

How have racial labor market gaps evolved over time?

- Review and new analysis using CPS, Census, and historical datasets.

Empirical Strategy

- Decompose earnings gaps by distributional and positional forces.
- Highlight importance of participation margins and subgroup heterogeneity.

Racial Inequality in Labor Markets (Bayer et al., 2025)

Gender-Specific Results

- Black women historically had higher labor force participation rates than White women
- Call for more attention to gender-specific racial disparities in participation and wages.

Conclusion

Future research must disaggregate racial inequality analyses by gender to better understand labor dynamics.

Discrimination (Bertrand and Mullainathan, 2004)

Research Question:
Are resumes with African-American sounding names facing discrimination in hiring?

Data

- Field experiment: 5,000 resumes sent to real job ads in Boston and Chicago.
- Names randomized to signal race and gender.

Empirical Strategy

- Random assignment of names to identical resumes to isolate racial and gender biases.
- Compare callback rates across groups.

Discrimination (Bertrand and Mullainathan, 2004)

Results

- Both African-American men and women face ˜50% fewer callbacks than Whites
- Higher resume quality improves outcomes for White women, not for African-American women
- Discrimination operates similarly across genders.

Conclusion

Racial bias persists strongly; credential improvements do not close the gap for minority women.

Discrimination in Lending (Pope and Sydnor, 2011)

Research Question:
Do race and gender influence access to peer-to-peer loans?

Data

- Data from Prosper.com with borrower photos.

Empirical Strategy

- Use borrower photos to infer race and gender
- Estimate likelihood of loan funding conditional on applicant characteristics.

Discrimination in Lending (Pope and Sydnor, 2011)

Gender-Specific Results

- Black women have the lowest loan approval rates.
- Intersectionality: race and gender jointly influence discrimination severity.

Conclusion

Black women face compounded discrimination in credit access, illustrating the complexity of market bias.

Anti-muslim discrimination (Valfort, 2020)

Literature documents strong anti-arab discrimination. Is it driven by racism or islamophobia?

Research Question and Data

- Study labor market penalties associated with Muslim identity in France
- Use administrative employer-employee matched data.

Empirical Strategy

- Regression models estimating wage penalties linked to religious identity
- Separate analysis for men and women.

Anti-muslim discrimination (Valfort, 2020)

Gender-Specific Results

- Muslim men face stronger wage penalties than Muslim women
- No significant penalty found for Muslim women relative to non-Muslim women.

Conclusion

Labor market discrimination for arabs seems can be partly explained by islamophobia for men and not for women

Discrimination Against Muslims (Adida et al., 2010)

Research Question: *Does Muslim identity itself (independent of ethnicity) reduce labor market opportunities in France?*

Data

- Correspondence study (field experiment) sending 300+ identical resumes to real job offers.
- Candidates differ only in implied religious identity: Muslim vs. Christian first names and volunteer activities.
- Target group: Second-generation Senegalese immigrants (same ethnicity, different religion).

Empirical Strategy

- Random assignment of religious signals (first names and voluntary work).
- Compare callback rates between Muslim and Christian applicants.

Discrimination Against Muslims (Adida et al., 2010)

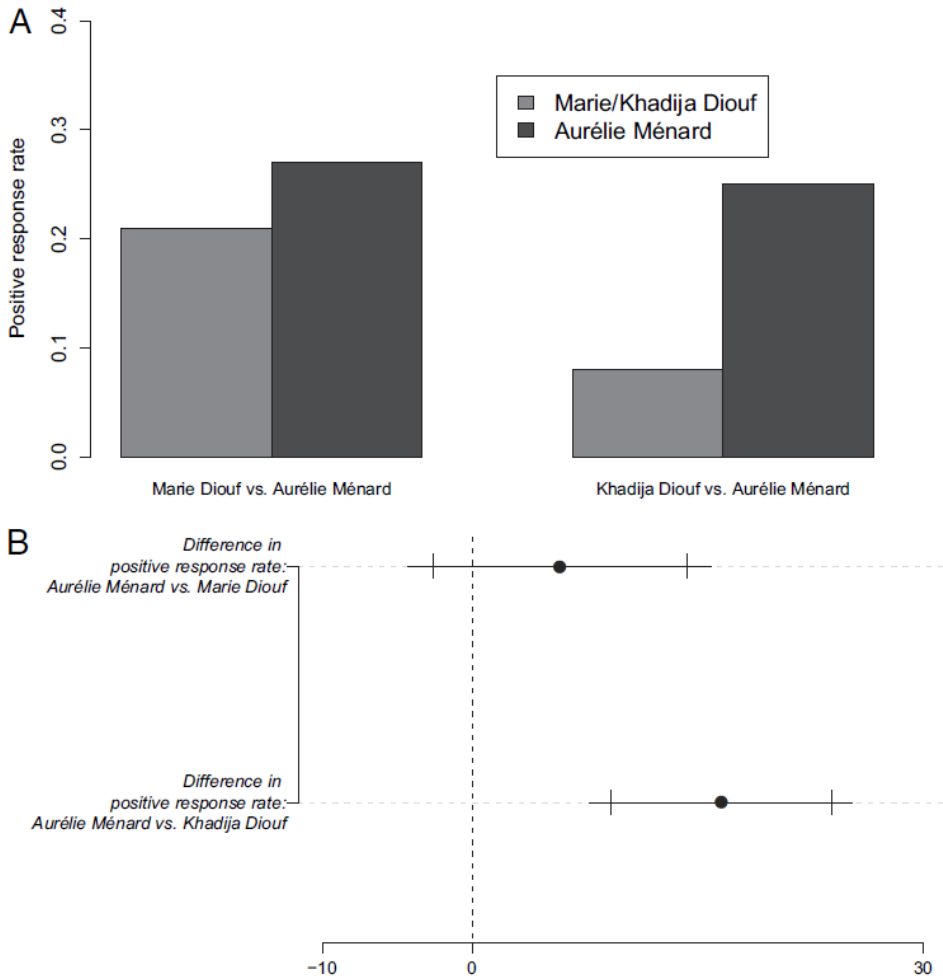


Fig. 2. (*A*) Substantive effect of Khadija Diouf vs. Marie Diouf. (*B*) Statistical significance of the Khadija Diouf effect. This figure is based on results in Table S3 from Dataset S1. In *B*, the dot represents the difference in response rates, the horizontal line marks the 95% confidence level, and the two vertical lines mark the 90% confidence level.

Discrimination Against Muslims (Adida et al., 2010)

Results: Focus on Women

- Muslim women (e.g., K̈hadija Diouf̈) received 2.5 times fewer callbacks than Christian women (e.g., M̈arie Diouf̈).
- Discrimination remains even after holding education, experience, and ethnicity constant.
- Signals of religious involvement (e.g., volunteering at Muslim associations) further increase discrimination.

Conclusion

Religious identity alone leads to significant labor market discrimination, especially for Muslim women, independent of ethnic origin.

Islamophobia

When there's one [Muslim], that's ok;
it's when there's a lot of them that there are problems.

Brice Hortefeux, Former French Minister of Interior.[1]

"One Muslim is Enough" (Adida et al., 2014)

Research Question and Data

- How does the share of Muslims in a group affect prejudice?
- Field experiment using experimental games in France.

Empirical Strategy

- Manipulate group composition in controlled experiments
- Measure discriminatory behavior in economic games.

"One Muslim is Enough" (Adida et al., 2014)

First name	**Version 1**	Sylvie	Georges	Khadija	Jean-Marc	Farida	Michel
	Version 2	Sylvie	Mohammed	Joséphine	Jean-Marc	Christine	Aboubacar
Ethnicity / Religion	**Version 1**	FFF	FFF	SM	FFF	Muslim North African	SX
	Version 2	FFF	Muslim North African	SX	FFF	FFF	SM

"One Muslim is Enough" (Adida et al., 2014)

Gender-Specific Results

- Discrimination rises sharply with Muslim group salience
- Gender-specific analysis not primary, but Muslim men appear more penalized.

Conclusion

Group salience increases discrimination, particularly affecting Muslim men in economic interactions.

SSI & parents' Labor Supply (Deshpande et al., 2021)

SSI is an income support mechanism for low-income people with disabilities

Research Question

- How does the loss of children's Supplemental Security Income (SSI) affect parental labor supply and household income?

Data

- Administrative data from the Social Security Administration (SSA), covering SSI records, parental earnings, and applications.

Empirical Strategy

- Regression Discontinuity (RD) based on a 2004–2005 budget shock to SSA's child review process.
- Difference-in-Differences (DD) to explore heterogeneity by household characteristics.

SSI & parents' Labor Supply (Deshpande et al., 2021)

Results: Gender-Specific Insights

- Parents (especially mothers) significantly increase labor earnings after child SSI loss—suggesting a strong income replacement effect.
- Increase occurs on the intensive margin; no major changes in employment probability.
- No corresponding increase in other disability income applications (from mothers or other family members).

Conclusion

Parental labor supply, particularly that of mothers, compensates for lost disability income. The effect is larger than typical income elasticity estimates, suggesting behavioral adaptation and household-level labor substitution.

Financial Distress (Deshpande et al., 2021)

Research Question

- *How does receiving disability benefits affect severe financial outcomes like bankruptcy, foreclosure, and home loss?*

Data

- SSA administrative records linked to credit, housing, and court data (bankruptcy, foreclosure, eviction).

Empirical Strategy

- Exploits age-based thresholds (SSA disability grid) for more lenient eligibility after age 50 and 55.
- Regression Discontinuity using SSA decision rules.

Financial Distress (Deshpande et al., 2021)

Results:

- Disability allowance reduces bankruptcy (20%), foreclosure (33%), and home sale (15%).
- Effect applies broadly, but women more likely to experience financial distress pre-allowance and benefit from stability post-allowance.
- Disability programs function as insurance against severe financial volatility, especially for vulnerable households.

Conclusion

Disability benefits protect against extreme financial shocks, with important implications for gender-equity and household security.

Job Displacement, Divorce & Disability (Charles and Stephens Jr, 2004)

Research Question

- How do job displacement and disability events affect the likelihood of divorce?

Data

- Panel Study of Income Dynamics (PSID), using events like layoffs, plant closures, and new disabilities.

Empirical Strategy

- Compare effects of layoffs vs. plant closings to disentangle economic vs. informational shocks.

Job Displacement, Divorce & Disability (Charles and Stephens Jr, 2004)

Results: Gender and Household Dynamics

- Divorce hazard rises significantly after job displacement—but not after a spousal disability.
- Layoffs (interpreted as signaling low partner quality) have stronger effects than plant closings (pure income shock).
- Both husbands' and wives' job loss increase divorce risk—no strong gender asymmetry found in results.

Conclusion

Informational content of job loss—rather than income loss per se—may drive household dissolution. Gender-neutral implications for policy and modeling.

Limit

Beyond the Binary: Gender as a Spectrum

- Most economic datasets treat gender as binary (male/female).
- Non-binary, transgender, and gender non-conforming individuals are often excluded or misclassified
- This exclusion leads to incomplete understanding of economic disparities
- Emerging research stresses the need for inclusive survey designs and gender identity measures.

Debate Structure

2 Research Questions

- Should we introduce gender quotas in firms?
- Should countries implement fertility-promoting policies?
- **Groups**: 5 students per group
- **Positions**:
  - Affirmative: Introduce gender quotas (Or Fertility-promoting polices)
  - Negative: Oppose gender quotas (or Fertility-promoting polices)
- **Timing**:
  - Opening statements: 5 mins each
  - Rebuttals: 5 mins each
  - Audience Q&A
  - Closing statements: 1-3 mins each

Use the course materials, the internet, public debate, newspapers, etc.

Final Essay Instructions - Deadline 16th May

- You will write a structured analytical essay based on a research question chosen from a list provided by email

Core Requirements

- **Problematize the issue**, showing complexity and multiple perspectives.
- Use and cite **economics papers from at least two different sessions of the course**.
- Include **statistics or data** (e.g., from course papers, official databases, or simple data visualizations). Own creation of graphs are encouraged but not mandatory.
- You may draw on media, public debate, or policy documents

Essay Structure

- Introduction: present the issue and its relevance
- Affirmative: present arguments or evidence supporting one side
- Negative: present counterarguments or limitations
- Third Section: your own position and justification
- Conclusion: summarize key insights and implications

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