

Department of Economics  
Course name: The Economics of Discrimination  
Course code: EC2107  
Semester: SPRING 2017  
Type of exam: Retake  
Examiner: Mahmood Arai  
Number of credits: 7.5 credits  
Date of exam: 2017-08-15  
Examination time: 9:00 – 12:00

Write your identification number on each answer sheet (the number stated in the upper right hand corner on your exam cover).

Explain notions/concepts and symbols. If you think that a question is vaguely formulated, specify the conditions used for solving it. Only legible exams will be marked. No aids are allowed. You are allowed to answer in Swedish.

The exam consists of 5 questions. 100 points in total. For the Grade E 45 points are required, for D 50 points, C 60 points, B 75 points and A 90 points.

Your results will be made available on your “My Studies” account ([www.mitt.su.se](http://www.mitt.su.se)) on September 5, 2017, at the latest.

Good luck!

Please write your answer in 1-2 pages per question based on the reading list. Try to be concise. Try to be clear about the purpose of the studies you mention and what can be said and not be said based on the research you refer to.

### **PART I:**

**1-** Give an overview of the Becker theory of Discrimination, Statistical Discrimination and Implicit discrimination. Discuss the decision-making problem, the employer's objective function, the information structure and the behavioral assumptions.

20 points

**PART II:** The following studies (mentioned in questions 2-5) aim at testing discrimination, and aim at identifying the effects of perceived gender, ethnicity etc on some outcomes. Discuss the methods used and the limitations that exist in the study that the authors try to deal with. Be clear about the method and the variation in the data that are used to examine these effects. Please do not repeat what is in the abstract.

**2-** Neumark, D; Bank R J. and Van Nort Kyle D. Sex Discrimination in Restaurant Hiring: An Audit Study, *The Quarterly Journal of Economics*, Vol. 111, No. 3, Aug., 1996.

Abstract: In an audit study of sex discrimination in hiring, comparably matched pairs of men and women applied for jobs as waiters and waitresses at restaurants in Philadelphia. In high-price restaurants (where earnings are higher), job applications from women had an estimated probability of receiving a job offer that was lower by about 0.4, and an estimated probability of receiving an interview that was lower by about 0.35. Both estimated differentials are statistically significant. Additional evidence suggests that customer discrimination partly underlies the hiring discrimination.

20 points

**3-** Bertrand M. and Mullainathan, S. Are Emily and Greg More Employable than Lakisha and Jamal? A Field Experiment on Labor, *The American Economic Review*, Vol. 94, No. 4, Sep., 2004.

We study race in the labor market by sending fictitious resumes to help-wanted ads in Boston and Chicago newspapers. To manipulate perceived race, resumes are randomly assigned African-American- or White-sounding names. White names receive 50 percent more callbacks for interviews. Callbacks are also more responsive to resume quality for White names than for African-American ones. The racial gap is uniform across occupation, industry, and employer size. We also find little evidence that employers are inferring social class from the names. Differential treatment by race still appears to still be prominent in the U.S. labor market.

20 points

**4-** Goldin, C. and Rouse, C. Orchestrating Impartiality: The Impact of "Blind" Auditions on Female Musicians, *American Economic Association, The American Economic Review*, Vol. 90, No. 4, Sep., 2000.

Abstract: A change in the audition procedures of symphony orchestras-adoption of "blind" auditions with a "screen" to conceal the candidate's identity from the jury-provides a test for sex-biased hiring. Using data from actual auditions, in an individual fixed-effects framework, we find that the screen increases the probability a woman will be advanced and hired. Although some of our estimates have large standard errors and there is one persistent effect in the opposite direction, the weight of the evidence suggests that the blind audition procedure fostered impartiality in hiring and increased the proportion women in symphony orchestras.

20 points

5- Carlsson, M, Rooth, D.O, Evidence of Ethnic Discrimination in the Swedish Labor Market Using Experimental Data, Labour Economics vol. 14:4, 2007, pp 716-729.

We present evidence of ethnic discrimination in the recruitment process by sending fictitious applications to real job openings. Applications with identical skills were randomly assigned Middle Eastern- or Swedish-sounding names and applications with a Swedish name receive fifty percent more callbacks for an interview.

We extend previous analyses by adding register and interview information on firms/recruiters to the experimental data. We find that male recruiters and workplaces with fewer than twenty employees less often call applications with a Middle Eastern name for an interview.

20 points