

# *"Are transgender individuals discriminated against in the hiring process?" (#18698)*

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## **1) Have any data been collected for this study already?**

No, no data have been collected for this study yet.

## **2) What's the main question being asked or hypothesis being tested in this study?**

In this study we investigate if transgender individuals are discriminated against when applying for work, by comparing callback rates to non-transgender individuals. Specifically, we compare individuals who have changed their name either within or across genders. We also investigate a number of potential moderators of this potential discrimination.

Hypothesis 1: In general, job applications that signal a gender change will face discrimination in the form of lower callback rates than job applications whom do not.

Hypothesis 2: In relation to H1, we predict an interaction between the relative gender balance in a work sector. I.e. the rate of discrimination will depend in part on whether an occupation is male- or female-dominated.

Hypothesis 3: We also predict an interaction with the gender of the applicant i.e. whether the individual is male to female (MtF) or female to male (FtM) transgender.

Hypothesis 4: We predict that the amount of customer interaction interacts with the degree of discrimination against transgender individuals, such that higher customer interaction in the job sector relates to lower callback rate for transgender individuals compared to non-transgender individuals.

## **3) Describe the key dependent variable(s) specifying how they will be measured.**

The key dependent variable is the callback rate in a correspondence test experiment. We measure callback rate as the percentage of positive responses in relation to the total number of fictitious applications sent out to job vacancies.

## **4) How many and which conditions will participants be assigned to?**

The experimental manipulation involves manipulating the gendered name of the applicant, and the gendered name the applicant has switched to. This involves a 2x2 manipulation, where applicants have a female or male original name, and a new name which is either female or male. The original name is mentioned in the letter of application and the curriculum vitae. Thus, our four hypothetical applicants are the following:

1. Female to Female 2. Female to Male 3. Male to Female 4. Male to Male

(The first names are randomized according to gender, from a list of the most common names in

Sweden)

**5) Specify exactly which analyses you will conduct to examine the main question/hypothesis.**

Hypothesis 1 primary analysis: t-test comparing trans-individuals and non-transgender individuals in callback rate. Our hypothesis is that transgender individuals will get a statistically significant lower callback rate than non-transgender individuals.

This will be followed up by complimentary regression analyses were the factors mentioned in Hypothesis 2-4 will be tested, controlling also for variance in unobservables (\*Neumark, 2012).

**6) Describe exactly how outliers will be defined and handled, and your precise rule(s) for excluding observations.**

In the hypothetical case that details of the study are publicly leaked prior to the finished data collection, we may have to halt data collection. Any data points where we deem that the fictitious nature of the experiment has been detected by an employer will have to be excluded. We will not apply to vacancies posted by companies which we have already applied to. We will also only apply to job vacancies that can be applied for via email.

**7) How many observations will be collected or what will determine sample size?**

**No need to justify decision, but be precise about exactly how the number will be determined.**

The data collection is limited by a pre-defined time period. Data collection will start on January 22, 2019, and end on May 31st 2019. During this time, job vacancies that meet our requirements, and were posted the previous day, will be applied for, insofar as our research assistant is able to get to them all. The choice of time period was based on previous studies using the same methodology.

**8) Anything else you would like to pre-register?**

**(e.g., secondary analyses, variables collected for exploratory purposes, unusual analyses planned?)**

Data will also be recorded on the location of the job vacancy, to allow comparison between rural and metropolitan areas. This will be added to a complementary analysis.

To be able to control for variation in “unobservables” (\*Neumark, 2012), we are varying the skill level of the applicant using a randomization procedure that includes work experience and related variables.

(\*Neumark, D. (2012). Detecting discrimination in audit and correspondence studies. *Journal of Human Resources*, 47(4), 1128-1157.)

We will limit the search for job vacancies to “Platsbanken”, a Swedish registry of job vacancies. We have created applications prior to starting the data collection. These occupations are all low-qualified (they do not require a university degree), and include a range of male-dominated, female-dominated and gender-neutral occupations. Applications will only be sent a single time to each employer.