

# Populated Pre-Analysis Plan: Malaysia Correspondence Study\*

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## **Abstract**

This document presents the tables that populate the Pre-Analysis Plan: Malaysia Correspondence Study dated June 7, 2023. The AEA RCT registry is AEARCTR-0011591<sup>1</sup>. The document is organized in two sections: 1) Main Results that report regression estimates using the callback as the outcome, and 2) Additional Results, reporting estimates with outcomes: Any Profile Visits and number of Profile Views.

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<sup>1</sup><https://www.socialscienceregistry.org/trials/11591>

# 1 Main Results

Tables 1 to 10 present the Pre-Analysis Plan regression estimates using callback as the outcome.

Table 1: Effects of Ethnicity, Gender and Soft Skills on Callback Rates

	(1)	(2)	(3)
Malay	-0.127*** (0.014)		
Indian	-0.150*** (0.013)		
Female		0.012 (0.010)	
Teamwork			0.000 (0.012)
Leadership			0.001 (0.012)
Constant	0.175*** (0.012)	0.078*** (0.007)	0.083*** (0.009)
$R^2$	0.057	0.000	0.000
Observations	2,994	2,994	2,994

*Note:* This table presents the results of specifications 1, 2, and 3. The outcome for all columns takes the value of 1 if the company contacted the candidate through email. Robust Standard errors are reported in parentheses. \* p<0.1, \*\* p<0.05, \*\*\* p<0.01

Table 2: Effects of Ethnicity, Gender and Soft Skills on Callback Rates

	(1)	(2)	(3)
Malay	-0.114*** (0.019)	-0.163*** (0.024)	
Indian	-0.135*** (0.018)	-0.174*** (0.023)	
Female	0.033 (0.024)		0.015 (0.018)
Teamwork		-0.043 (0.029)	0.005 (0.017)
Leadership		-0.019 (0.030)	0.001 (0.017)
Female $\times$ Malay	-0.026 (0.028)		
Female $\times$ Indian	-0.031 (0.026)		
Teamwork $\times$ Malay		0.070** (0.033)	
Teamwork $\times$ Indian		0.059* (0.032)	
Leadership $\times$ Malay		0.040 (0.034)	
Leadership $\times$ Indian		0.016 (0.032)	
Teamwork $\times$ Female			-0.010 (0.025)
Leadership $\times$ Female			-0.001 (0.025)
Constant	0.159*** (0.016)	0.196*** (0.022)	0.076*** (0.012)
$R^2$	0.058	0.059	0.001
Observations	2,994	2,994	2,994

*Note:* This table presents the results of specifications 4, 5, and 6. The outcome for all columns takes the value of 1 if the company contacted the candidate through email. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 3: Heterogeneous Effects of Ethnicity on Callback Rates

	(1)	(2)	(3)	(4)
Malay	-0.125*** (0.018)	-0.152*** (0.023)	-0.113*** (0.016)	-0.125*** (0.024)
Indian	-0.142*** (0.017)	-0.173*** (0.022)	-0.137*** (0.015)	-0.159*** (0.022)
Company size $\leq$ 50 employees	0.029 (0.024)			
Malay $\times$ Small company	-0.004 (0.028)			
Indian $\times$ Small company	-0.017 (0.026)			
Greater Kuala Lumpur		-0.017 (0.025)		
Malay $\times$ Greater Kuala Lumpur		0.040 (0.029)		
Indian $\times$ Greater Kuala Lumpur		0.037 (0.027)		
Low processing time			0.054* (0.028)	
Malay $\times$ Low processing time			-0.050 (0.032)	
Indian $\times$ Low processing time			-0.047 (0.031)	
High salary				0.004 (0.026)
Malay $\times$ High salary				-0.002 (0.029)
Indian $\times$ High salary				0.014 (0.027)
Constant	0.162*** (0.016)	0.186*** (0.021)	0.161*** (0.014)	0.172*** (0.021)
$R^2$	0.058	0.058	0.059	0.057
Observations	2,994	2,994	2,994	2,994

*Note:* This table presents the results of specification 7. The outcome for all columns takes the value of 1 if the company contacted the candidate through email. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 4: Heterogeneous Effects of Gender on Callback Rates

	(1)	(2)	(3)	(4)
Female	0.019 (0.013)	0.003 (0.016)	0.011 (0.011)	0.011 (0.018)
Company size $\leq$ 50 employees	0.029** (0.014)			
Female $\times$ Small company	-0.015 (0.021)			
Greater Kuala Lumpur		0.004 (0.014)		
Female $\times$ Greater Kuala Lumpur		0.014 (0.021)		
Low processing time			0.021 (0.017)	
Female $\times$ Low processing time			0.002 (0.024)	
High salary				0.007 (0.015)
Female $\times$ High salary				0.002 (0.021)
Constant	0.065*** (0.009)	0.075*** (0.011)	0.072*** (0.008)	0.073*** (0.012)
$R^2$	0.002	0.001	0.002	0.001
Observations	2,994	2,994	2,994	2,994

*Note:* This table presents the results of specification 8. The outcome for all columns takes the value of 1 if the company contacted the candidate through email. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 5: Effects of Ethnicity and Degree on Callback Rates

	(1)	(2)	(3)	(4)	(5)
Malay	-0.096*** (0.015)	-0.174*** (0.021)	-0.121*** (0.015)	-0.128*** (0.014)	-0.129*** (0.014)
Indian	-0.117*** (0.014)	-0.198*** (0.020)	-0.146*** (0.014)	-0.151*** (0.014)	-0.151*** (0.013)
Accounting	0.136*** (0.031)				
Malay $\times$ Accounting	-0.120*** (0.035)				
Indian $\times$ Accounting	-0.129*** (0.033)				
Business Administration		-0.096*** (0.024)			
Malay $\times$ Business Administration		0.095*** (0.027)			
Indian $\times$ Business Administration		0.098*** (0.026)			
Computer Science			0.023 (0.037)		
Malay $\times$ Computer Science			-0.043 (0.041)		
Indian $\times$ Computer Science			-0.026 (0.039)		
Electrical Engineering				-0.060 (0.044)	
Malay $\times$ Electrical Engineering				0.024 (0.047)	
Indian $\times$ Electrical Engineering				0.033 (0.044)	
Mechanical Engineering					-0.017 (0.048)
Malay $\times$ Mechanical Engineering					0.040 (0.057)
Indian $\times$ Mechanical Engineering					0.020 (0.052)
Constant	0.141*** (0.013)	0.222*** (0.018)	0.172*** (0.013)	0.179*** (0.012)	0.176*** (0.012)
$R^2$	0.072	0.067	0.057	0.058	0.057
Observations	2,994	2,994	2,994	2,994	2,994

Note: This table presents the results of specification 7. The outcome for all columns takes the value of 1 if the company contacted the candidate through email. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 6: Effects of Gender and Degree on Callback Rates

	(1)	(2)	(3)	(4)	(5)
Female	0.006 (0.011)	0.012 (0.015)	0.018* (0.011)	0.011 (0.011)	0.012 (0.010)
Accounting	0.044** (0.018)				
Female $\times$ Accounting	0.024 (0.027)				
Business Administration		-0.031** (0.014)			
Female $\times$ Business Administration		-0.001 (0.020)			
Computer Science			0.025 (0.023)		
Female $\times$ Computer Science			-0.047 (0.030)		
Electrical Engineering				-0.051*** (0.019)	
Female $\times$ Electrical Engineering				0.016 (0.032)	
Mechanical Engineering					-0.001 (0.027)
Female $\times$ Mechanical Engineering					-0.001 (0.040)
Constant	0.067*** (0.007)	0.093*** (0.011)	0.074*** (0.007)	0.081*** (0.007)	0.078*** (0.007)
$R^2$	0.008	0.004	0.001	0.002	0.000
Observations	2,994	2,994	2,994	2,994	2,994

*Note:* This table presents the results of specification 8. The outcome for all columns takes the value of 1 if the company contacted the candidate through email. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 7: Effects of Ethnicity and Industry on Callback Rates

	(1)	(2)	(3)	(4)
Malay	-0.129*** (0.016)	-0.114*** (0.015)	-0.133*** (0.015)	-0.128*** (0.017)
Indian	-0.150*** (0.016)	-0.135*** (0.014)	-0.158*** (0.014)	-0.154*** (0.016)
Manufacturing	-0.021 (0.026)			
Malay $\times$ Manufacturing	0.011 (0.030)			
Indian $\times$ Manufacturing	0.004 (0.028)			
Professional services		0.077*** (0.029)		
Malay $\times$ Professional services		-0.044 (0.033)		
Indian $\times$ Professional services		-0.053* (0.032)		
Retail			-0.071** (0.030)	
Malay $\times$ Retail			0.043 (0.034)	
Indian $\times$ Retail			0.059* (0.032)	
Other industries				-0.013 (0.025)
Malay $\times$ Other				0.006 (0.029)
Indian $\times$ Other				0.013 (0.028)
Constant	0.181*** (0.014)	0.154*** (0.013)	0.185*** (0.013)	0.179*** (0.015)
$R^2$	0.057	0.063	0.060	0.057
Observations	2,994	2,994	2,994	2,994

*Note:* This table presents the results of specification 7. The outcome for all columns takes the value of 1 if the company contacted the candidate through email. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 8: Effects of Gender and Industry on Callback Rates

	(1)	(2)	(3)	(4)
Female	0.017 (0.012)	0.007 (0.011)	0.014 (0.011)	0.008 (0.012)
Manufacturing	-0.011 (0.015)			
Female $\times$ Manufacturing	-0.017 (0.021)			
Professional services		0.037** (0.017)		
Female $\times$ Professional services		0.013 (0.025)		
Retail			-0.026 (0.018)	
Female $\times$ Retail			-0.017 (0.025)	
Other industries				-0.009 (0.015)
Female $\times$ Other				0.011 (0.022)
Constant	0.081*** (0.008)	0.068*** (0.008)	0.081*** (0.008)	0.081*** (0.008)
$R^2$	0.002	0.006	0.002	0.001
Observations	2,994	2,994	2,994	2,994

*Note:* This table presents the results of specification 8. The outcome for all columns takes the value of 1 if the company contacted the candidate through email. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 9: Effects of Ethnicity and Applicants Pool on Callback Rates

	(1)	(2)	(3)
Malay	-0.140*** (0.016)	-0.208*** (0.029)	-0.194*** (0.040)
Indian	-0.164*** (0.015)	-0.233*** (0.027)	-0.212*** (0.039)
Number of applicants	-0.000*** (0.000)		
Malay $\times$ Number of applicants	0.000** (0.000)		
Indian $\times$ Number of applicants	0.000** (0.000)		
Share of applicats with less education		-0.213*** (0.046)	
Malay $\times$ Share of applicats with less education		0.196*** (0.054)	
Indian $\times$ Share of applicats with less education		0.199*** (0.051)	
Share of applicats asking lower salary			-0.115** (0.050)
Malay $\times$ Share of applicats asking lower salary			0.107* (0.055)
Indian $\times$ Share of applicats asking lower salary			0.097* (0.055)
Constant	0.195*** (0.014)	0.264*** (0.025)	0.250*** (0.036)
$R^2$	0.063	0.067	0.059
Observations	2,954	2,956	2,956

*Note:* This table presents the results of specification 9. The outcome for all columns takes the value of 1 if the company contacted the candidate through email. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 10: Effects of Ethnicity and Applicants Pool on Callback Rates

	(1)	(2)	(3)
Female	0.015 (0.012)	-0.007 (0.021)	0.047 (0.030)
Number of applicants	-0.000*** (0.000)		
Female $\times$ Number of applicants	-0.000 (0.000)		
Share of applicats with less education		-0.102*** (0.028)	
Female $\times$ Share of applicats with less education		0.046 (0.040)	
Share of applicats asking lower salary			-0.020 (0.028)
Female $\times$ Share of applicats asking lower salary			-0.054 (0.041)
Constant	0.088*** (0.008)	0.120*** (0.015)	0.091*** (0.020)
$R^2$	0.005	0.005	0.002
Observations	2,954	2,956	2,956

*Note:* This table presents the results of specification 10. The outcome for all columns takes the value of 1 if the company contacted the candidate through email. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

## 2 Additional Results

Tables 11 to 20 present the regression estimates using a dummy for any profiles visits as the outcome, and tables 21 to 30 use the outcome: number of profile views.

Table 11: Effects of Ethnicity, Gender and Soft Skills on Any Profile Visits

	(1)	(2)	(3)
Malay	-0.241*** (0.021)		
Indian	-0.290*** (0.020)		
Female		0.003 (0.017)	
Teamwork			-0.000 (0.021)
Leadership			-0.019 (0.021)
Constant	0.503*** (0.016)	0.326*** (0.012)	0.334*** (0.015)
$R^2$	0.073	0.000	0.000
Observations	2,994	2,994	2,994

*Note:* This table presents the results of specifications 1, 2, and 3. The outcome for all columns takes the value of 1 if the company visited the candidate's profile on the job platform. Robust Standard errors are reported in parentheses.  
\* p<0.1, \*\* p<0.05, \*\*\* p<0.01

Table 12: Effects of Ethnicity, Gender and Soft Skills on Any Profile Visits

	(1)	(2)	(3)
Malay	-0.267*** (0.029)	-0.239*** (0.037)	
Indian	-0.307*** (0.029)	-0.325*** (0.035)	
Female	-0.023 (0.032)		-0.017 (0.030)
Teamwork		-0.017 (0.039)	-0.026 (0.030)
Leadership		-0.036 (0.039)	-0.022 (0.030)
Female × Malay	0.054 (0.042)		
Female × Indian	0.034 (0.041)		
Teamwork × Malay		0.009 (0.052)	
Teamwork × Indian		0.041 (0.050)	
Leadership × Malay		-0.017 (0.051)	
Leadership × Indian		0.061 (0.050)	
Teamwork × Female			0.053 (0.042)
Leadership × Female			0.006 (0.042)
Constant	0.515*** (0.022)	0.521*** (0.027)	0.342*** (0.021)
$R^2$	0.074	0.074	0.001
Observations	2,994	2,994	2,994

*Note:* This table presents the results of specifications 4, 5, and 6. The outcome for all columns takes the value of 1 if the company visited the candidate's profile on the job platform. Robust Standard errors are reported in parentheses. \* p<0.1, \*\* p<0.05, \*\*\* p<0.01

Table 13: Heterogeneous Effects of Ethnicity on Any Profile Visits

	(1)	(2)	(3)	(4)
Malay	-0.273*** (0.028)	-0.229*** (0.035)	-0.223*** (0.025)	-0.159*** (0.038)
Indian	-0.328*** (0.027)	-0.280*** (0.034)	-0.284*** (0.024)	-0.219*** (0.037)
Company size $\leq$ 50 employees	-0.016 (0.032)			
Malay $\times$ Small company	0.073* (0.042)			
Indian $\times$ Small company	0.083** (0.041)			
Greater Kuala Lumpur		0.045 (0.033)		
Malay $\times$ Greater Kuala Lumpur		-0.017 (0.044)		
Indian $\times$ Greater Kuala Lumpur		-0.015 (0.042)		
Low processing time			-0.030 (0.036)	
Malay $\times$ Low processing time			-0.067 (0.046)	
Indian $\times$ Low processing time			-0.024 (0.045)	
High salary				0.076** (0.034)
Malay $\times$ High salary				-0.119*** (0.045)
Indian $\times$ High salary				-0.104** (0.044)
Constant	0.511*** (0.021)	0.475*** (0.027)	0.512*** (0.018)	0.451*** (0.028)
$R^2$	0.076	0.074	0.077	0.076
Observations	2,994	2,994	2,994	2,994

*Note:* This table presents the results of specification 7. The outcome for all columns takes the value of 1 if the company visited the candidate's profile on the job platform. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 14: Heterogeneous Effects of Gender on Any Profile Visits

	(1)	(2)	(3)	(4)
Female	0.039*	0.048*	-0.005	0.008
	(0.023)	(0.028)	(0.020)	(0.031)
Company size $\leq$ 50 employees	0.074***			
	(0.024)			
Female $\times$ Small company	-0.078**			
	(0.035)			
Greater Kuala Lumpur		0.076***		
		(0.025)		
Female $\times$ Greater Kuala Lumpur		-0.072**		
		(0.035)		
Low processing time			-0.075***	
			(0.027)	
Female $\times$ Low processing time			0.031	
			(0.038)	
High salary				0.005
				(0.026)
Female $\times$ High salary				-0.007
				(0.037)
Constant	0.292***	0.278***	0.346***	0.323***
	(0.016)	(0.019)	(0.014)	(0.022)
$R^2$	0.003	0.003	0.003	0.000
Observations	2,994	2,994	2,994	2,994

*Note:* This table presents the results of specification 8. The outcome for all columns takes the value of 1 if the company visited the candidate's profile on the job platform. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 15: Effects of Ethnicity and Degree on Any Profile Visits

	(1)	(2)	(3)	(4)	(5)
Malay	-0.222*** (0.024)	-0.239*** (0.029)	-0.244*** (0.023)	-0.249*** (0.022)	-0.245*** (0.022)
Indian	-0.298*** (0.023)	-0.275*** (0.029)	-0.285*** (0.022)	-0.301*** (0.021)	-0.288*** (0.021)
Accounting	0.067* (0.036)				
Malay × Accounting	-0.073 (0.048)				
Indian × Accounting	0.037 (0.049)				
Business Administration		0.023 (0.032)			
Malay × Business Administration		-0.004 (0.042)			
Indian × Business Administration		-0.032 (0.041)			
Computer Science			-0.017 (0.047)		
Malay × Computer Science			0.025 (0.063)		
Indian × Computer Science			-0.044 (0.058)		
Electrical Engineering				-0.247*** (0.060)	
Malay × Electrical Engineering				0.157** (0.078)	
Indian × Electrical Engineering				0.177** (0.077)	
Mechanical Engineering					-0.046 (0.065)
Malay × Mechanical Engineering					0.062 (0.085)
Indian × Mechanical Engineering					-0.032 (0.078)
Constant	0.487*** (0.018)	0.492*** (0.022)	0.506*** (0.017)	0.518*** (0.016)	0.506*** (0.016)
$R^2$	0.077	0.073	0.074	0.079	0.074
Observations	2,994	2,994	2,994	2,994	2,994

16  
*Note:* This table presents the results of specification 7. The outcome for all columns takes the value of 1 if the company visited the candidate's profile on the job platform. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 16: Effects of Gender and Degree on Any Profile Visits

	(1)	(2)	(3)	(4)	(5)
Female	0.001 (0.020)	-0.017 (0.024)	0.015 (0.018)	0.004 (0.018)	0.004 (0.018)
Accounting	0.053* (0.029)				
Female $\times$ Accounting	0.010 (0.041)				
Business Administration		-0.009 (0.024)			
Female $\times$ Business Administration		0.040 (0.034)			
Computer Science			0.023 (0.037)		
Female $\times$ Computer Science			-0.089* (0.050)		
Electrical Engineering				-0.122*** (0.043)	
Female $\times$ Electrical Engineering				-0.035 (0.061)	
Mechanical Engineering					-0.040 (0.046)
Female $\times$ Mechanical Engineering					-0.008 (0.066)
Constant	0.313*** (0.014)	0.330*** (0.017)	0.323*** (0.013)	0.334*** (0.013)	0.329*** (0.013)
$R^2$	0.003	0.001	0.001	0.005	0.001
Observations	2,994	2,994	2,994	2,994	2,994

*Note:* This table presents the results of specification 8. The outcome for all columns takes the value of 1 if the company visited the candidate's profile on the job platform. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 17: Effects of Ethnicity and Industry on Any Profile Visits

	(1)	(2)	(3)	(4)
Malay	-0.219*** (0.025)	-0.252*** (0.025)	-0.239*** (0.023)	-0.253*** (0.025)
Indian	-0.274*** (0.024)	-0.312*** (0.024)	-0.299*** (0.022)	-0.274*** (0.025)
Manufacturing	0.013 (0.036)			
Malay $\times$ Manufacturing	-0.075 (0.046)			
Indian $\times$ Manufacturing	-0.055 (0.045)			
Professional services		-0.032 (0.035)		
Malay $\times$ Professional services		0.042 (0.047)		
Indian $\times$ Professional services		0.078* (0.046)		
Retail			-0.004 (0.046)	
Malay $\times$ Retail			-0.013 (0.062)	
Indian $\times$ Retail			0.062 (0.061)	
Other industries				0.020 (0.034)
Malay $\times$ Other				0.037 (0.046)
Indian $\times$ Other				-0.055 (0.044)
Constant	0.500*** (0.018)	0.512*** (0.019)	0.504*** (0.017)	0.497*** (0.019)
$R^2$	0.075	0.074	0.074	0.075
Observations	2,994	2,994	2,994	2,994

*Note:* This table presents the results of specification 7. The outcome for all columns takes the value of 1 if the company visited the candidate's profile on the job platform. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 18: Effects of Gender and Industry on Any Profile Visits

	(1)	(2)	(3)	(4)
Female	-0.002 (0.020)	0.010 (0.020)	-0.005 (0.018)	0.011 (0.020)
Manufacturing	-0.047* (0.026)			
Female $\times$ Manufacturing	0.017 (0.038)			
Professional services		0.019 (0.028)		
Female $\times$ Professional services		-0.026 (0.038)		
Retail			-0.012 (0.035)	
Female $\times$ Retail			0.061 (0.051)	
Other industries				0.034 (0.026)
Female $\times$ Other				-0.024 (0.037)
Constant	0.339*** (0.014)	0.321*** (0.014)	0.327*** (0.013)	0.315*** (0.014)
$R^2$	0.001	0.000	0.001	0.001
Observations	2,994	2,994	2,994	2,994

*Note:* This table presents the results of specification 8. The outcome for all columns takes the value of 1 if the company visited the candidate's profile on the job platform. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 19: Effects of Ethnicity and Applicants Pool on Any Profile Visits

	(1)	(2)	(3)
Malay	-0.241*** (0.026)	-0.283*** (0.043)	-0.352*** (0.062)
Indian	-0.297*** (0.024)	-0.343*** (0.042)	-0.378*** (0.060)
Number of applicants	-0.000*** (0.000)		
Malay $\times$ Number of applicants	-0.000 (0.000)		
Indian $\times$ Number of applicants	0.000 (0.000)		
Share of applicats with less education		-0.130** (0.066)	
Malay $\times$ Share of applicats with less education		0.104 (0.088)	
Indian $\times$ Share of applicats with less education		0.130 (0.087)	
Share of applicats asking lower salary			-0.166** (0.069)
Malay $\times$ Share of applicats asking lower salary			0.174* (0.090)
Indian $\times$ Share of applicats asking lower salary			0.138 (0.089)
Constant	0.541*** (0.018)	0.557*** (0.032)	0.609*** (0.047)
$R^2$	0.089	0.074	0.075
Observations	2,954	2,956	2,956

*Note:* This table presents the results of specification 9. The outcome for all columns takes the value of 1 if the company visited the candidate's profile on the job platform. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 20: Effects of Ethnicity and Applicants Pool on Any Profile Visits

	(1)	(2)	(3)
Female	-0.014 (0.021)	-0.012 (0.035)	-0.088* (0.051)
Number of applicants	-0.000*** (0.000)		
Female $\times$ Number of applicants	0.000 (0.000)		
Share of applicats with less education		-0.069 (0.050)	
Female $\times$ Share of applicats with less education		0.040 (0.072)	
Share of applicats asking lower salary			-0.127** (0.051)
Female $\times$ Share of applicats asking lower salary			0.143* (0.074)
Constant	0.368*** (0.015)	0.354*** (0.024)	0.407*** (0.036)
$R^2$	0.013	0.001	0.002
Observations	2,954	2,956	2,956

*Note:* This table presents the results of specification 10. The outcome for all columns takes the value of 1 if the company visited the candidate's profile on the job platform. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 21: Effects of Ethnicity, Gender and Soft Skills on Profile Views

	(1)	(2)	(3)
Malay	-0.793*** (0.069)		
Indian	-0.905*** (0.066)		
Female		0.019 (0.052)	
Teamwork			-0.013 (0.063)
Leadership			-0.021 (0.065)
Constant	1.267*** (0.060)	0.693*** (0.036)	0.714*** (0.045)
$R^2$	0.080	0.000	0.000
Observations	2,994	2,994	2,994

*Note:* This table presents the results of specifications 1, 2, and 3. The outcome for all columns is the number of times the company viewed the candidate's profile. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 22: Effects of Ethnicity, Gender and Soft Skills on Profile Views

	(1)	(2)	(3)
Malay	-0.830*** (0.094)	-0.903*** (0.118)	
Indian	-0.911*** (0.094)	-1.030*** (0.118)	
Female	0.001 (0.119)		-0.067 (0.090)
Teamwork		-0.193 (0.145)	-0.085 (0.090)
Leadership		-0.082 (0.149)	-0.077 (0.090)
Female × Malay	0.074 (0.138)		
Female × Indian	0.012 (0.133)		
Teamwork × Malay		0.255 (0.165)	
Teamwork × Indian		0.286* (0.165)	
Leadership × Malay		0.069 (0.173)	
Leadership × Indian		0.092 (0.163)	
Teamwork × Female			0.144 (0.126)
Leadership × Female			0.114 (0.130)
Constant	1.266*** (0.084)	1.358*** (0.107)	0.748*** (0.065)
$R^2$	0.080	0.081	0.001
Observations	2,994	2,994	2,994

*Note:* This table presents the results of specifications 4, 5, and 6. The outcome for all columns is the number of times the company viewed the candidate's profile. Robust Standard errors are reported in parentheses.  
\* p<0.1, \*\* p<0.05, \*\*\* p<0.01

Table 23: Heterogeneous Effects of Ethnicity on Profile Views

	(1)	(2)	(3)	(4)
Malay	-0.759*** (0.088)	-0.825*** (0.122)	-0.782*** (0.078)	-0.610*** (0.110)
Indian	-0.910*** (0.080)	-0.994*** (0.117)	-0.894*** (0.078)	-0.725*** (0.108)
Company size $\leq$ 50 employees	0.187 (0.122)			
Malay $\times$ Small company	-0.078 (0.140)			
Indian $\times$ Small company	0.010 (0.137)			
Greater Kuala Lumpur		-0.059 (0.129)		
Malay $\times$ Greater Kuala Lumpur		0.048 (0.148)		
Indian $\times$ Greater Kuala Lumpur		0.141 (0.142)		
Low processing time			-0.010 (0.135)	
Malay $\times$ Low processing time			-0.042 (0.163)	
Indian $\times$ Low processing time			-0.043 (0.149)	
High salary				0.248** (0.122)
Malay $\times$ High salary				-0.269* (0.140)
Indian $\times$ High salary				-0.264* (0.136)
Constant	1.184*** (0.074)	1.305*** (0.107)	1.269*** (0.070)	1.097*** (0.097)
$R^2$	0.083	0.080	0.080	0.082
Observations	2,994	2,994	2,994	2,994

*Note:* This table presents the results of specification 7. The outcome for all columns is the number of times the company viewed the candidate's profile. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 24: Heterogeneous Effects of Gender on Profile Views

	(1)	(2)	(3)	(4)
Female	0.095 (0.065)	0.116 (0.089)	-0.024 (0.060)	-0.016 (0.083)
Company size $\leq$ 50 employees	0.242*** (0.074)			
Female $\times$ Small company	-0.163 (0.107)			
Greater Kuala Lumpur		0.099 (0.076)		
Female $\times$ Greater Kuala Lumpur		-0.154 (0.110)		
Low processing time			-0.119 (0.080)	
Female $\times$ Low processing time			0.164 (0.122)	
High salary				0.042 (0.076)
Female $\times$ High salary				0.053 (0.106)
Constant	0.583*** (0.044)	0.631*** (0.061)	0.725*** (0.043)	0.665*** (0.060)
$R^2$	0.004	0.001	0.001	0.001
Observations	2,994	2,994	2,994	2,994

*Note:* This table presents the results of specification 8. The outcome for all columns is the number of times the company viewed the candidate's profile. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 25: Effects of Ethnicity and Degree on Profile Views

	(1)	(2)	(3)	(4)	(5)
Malay	-0.708*** (0.079)	-0.800*** (0.100)	-0.781*** (0.073)	-0.821*** (0.072)	-0.842*** (0.070)
Indian	-0.860*** (0.075)	-0.920*** (0.094)	-0.888*** (0.070)	-0.935*** (0.069)	-0.916*** (0.070)
Accounting	0.367*** (0.141)				
Malay $\times$ Accounting	-0.337** (0.160)				
Indian $\times$ Accounting	-0.161 (0.159)				
Business Administration		-0.034 (0.119)			
Malay $\times$ Business Administration		0.013 (0.138)			
Indian $\times$ Business Administration		0.030 (0.133)			
Computer Science			0.005 (0.199)		
Malay $\times$ Computer Science			-0.101 (0.216)		
Indian $\times$ Computer Science			-0.123 (0.211)		
Electrical Engineering				-0.715*** (0.195)	
Malay $\times$ Electrical Engineering				0.496** (0.213)	
Indian $\times$ Electrical Engineering				0.522** (0.206)	
Mechanical Engineering					-0.369* (0.191)
Malay $\times$ Mechanical Engineering					0.727** (0.313)
Indian $\times$ Mechanical Engineering					0.207 (0.207)
Constant	1.174*** (0.068)	1.283*** (0.086)	1.266*** (0.062)	1.309*** (0.062)	1.290*** (0.062)
$R^2$	0.085	0.080	0.080	0.085	0.083
Observations	2,994	2,994	2,994	2,994	2,994

26

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*Note:* This table presents the results of specification 7. The outcome for all columns is the number of times the company viewed the candidate's profile. Robust Standard errors are reported in parentheses.  
\* p<0.1, \*\* p<0.05, \*\*\* p<0.01

Table 26: Effects of Gender and Degree on Profile Views

	(1)	(2)	(3)	(4)	(5)
Female	-0.001 (0.059)	0.008 (0.075)	0.048 (0.056)	0.021 (0.055)	0.013 (0.054)
Accounting	0.173** (0.087)				
Female $\times$ Accounting	0.086 (0.126)				
Business Administration		-0.032 (0.073)			
Female $\times$ Business Administration		0.023 (0.104)			
Computer Science			0.045 (0.129)		
Female $\times$ Computer Science			-0.219 (0.162)		
Electrical Engineering				-0.353*** (0.090)	
Female $\times$ Electrical Engineering				-0.067 (0.150)	
Mechanical Engineering					-0.115 (0.117)
Female $\times$ Mechanical Engineering					0.086 (0.222)
Constant	0.651*** (0.041)	0.709*** (0.052)	0.688*** (0.038)	0.717*** (0.038)	0.701*** (0.038)
$R^2$	0.004	0.000	0.001	0.004	0.000
Observations	2,994	2,994	2,994	2,994	2,994

*Note:* This table presents the results of specification 8. The outcome for all columns is the number of times the company viewed the candidate's profile. Robust Standard errors are reported in parentheses.  
\* p<0.1, \*\* p<0.05, \*\*\* p<0.01

Table 27: Effects of Ethnicity and Industry on Profile Views

	(1)	(2)	(3)	(4)
Malay	-0.818*** (0.083)	-0.788*** (0.081)	-0.780*** (0.074)	-0.789*** (0.082)
Indian	-0.920*** (0.082)	-0.933*** (0.076)	-0.905*** (0.071)	-0.858*** (0.078)
Manufacturing	-0.202* (0.122)			
Malay $\times$ Manufacturing	0.098 (0.147)			
Indian $\times$ Manufacturing	0.074 (0.134)			
Professional services		0.041 (0.136)		
Malay $\times$ Professional services		-0.019 (0.154)		
Indian $\times$ Professional services		0.096 (0.154)		
Retail			0.080 (0.180)	
Malay $\times$ Retail			-0.100 (0.205)	
Indian $\times$ Retail			0.003 (0.199)	
Other industries				0.101 (0.132)
Malay $\times$ Other				-0.013 (0.152)
Indian $\times$ Other				-0.152 (0.148)
Constant	1.321*** (0.073)	1.255*** (0.069)	1.255*** (0.064)	1.235*** (0.070)
$R^2$	0.082	0.080	0.080	0.081
Observations	2,994	2,994	2,994	2,994

*Note:* This table presents the results of specification 7. The outcome for all columns is the number of times the company viewed the candidate's profile. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 28: Effects of Gender and Industry on Profile Views

	(1)	(2)	(3)	(4)
Female	-0.000 (0.064)	0.030 (0.061)	-0.001 (0.056)	0.054 (0.061)
Manufacturing	-0.201*** (0.072)			
Female $\times$ Manufacturing	0.067 (0.108)			
Professional services		0.084 (0.085)		
Female $\times$ Professional services		-0.044 (0.119)		
Retail			-0.010 (0.105)	
Female $\times$ Retail			0.156 (0.159)	
Other industries				0.120 (0.083)
Female $\times$ Other				-0.108 (0.116)
Constant	0.751*** (0.046)	0.671*** (0.042)	0.695*** (0.039)	0.656*** (0.041)
$R^2$	0.003	0.000	0.001	0.001
Observations	2,994	2,994	2,994	2,994

*Note:* This table presents the results of specification 8. The outcome for all columns is the number of times the company viewed the candidate's profile. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 29: Effects of Ethnicity and Applicants Pool on Profile Views

	(1)	(2)	(3)
Malay	-0.827*** (0.081)	-0.882*** (0.137)	-1.157*** (0.206)
Indian	-0.940*** (0.079)	-1.096*** (0.121)	-1.242*** (0.195)
Number of applicants	-0.001*** (0.000)		
Malay $\times$ Number of applicants	0.000 (0.000)		
Indian $\times$ Number of applicants	0.000 (0.000)		
Share of applicats with less education		-0.415* (0.217)	
Malay $\times$ Share of applicats with less education		0.210 (0.269)	
Indian $\times$ Share of applicats with less education		0.458* (0.251)	
Share of applicats asking lower salary			-0.673*** (0.242)
Malay $\times$ Share of applicats asking lower salary			0.566** (0.283)
Indian $\times$ Share of applicats asking lower salary			0.521* (0.269)
Constant	1.372*** (0.069)	1.440*** (0.108)	1.699*** (0.175)
$R^2$	0.090	0.082	0.084
Observations	2,954	2,956	2,956

*Note:* This table presents the results of specification 9. The outcome for all columns is the number of times the company viewed the candidate's profile. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$

Table 30: Effects of Ethnicity and Applicants Pool on Profile Views

	(1)	(2)	(3)
Female	-0.007 (0.065)	-0.020 (0.102)	-0.099 (0.156)
Number of applicants	-0.001*** (0.000)		
Female $\times$ Number of applicants	0.000 (0.000)		
Share of applicats with less education		-0.237* (0.137)	
Female $\times$ Share of applicats with less education		0.105 (0.204)	
Share of applicats asking lower salary			-0.395*** (0.149)
Female $\times$ Share of applicats asking lower salary			0.192 (0.214)
Constant	0.787*** (0.045)	0.791*** (0.069)	0.945*** (0.110)
$R^2$	0.008	0.001	0.003
Observations	2,954	2,956	2,956

*Note:* This table presents the results of specification 10. The outcome for all columns is the number of times the company viewed the candidate's profile. Robust Standard errors are reported in parentheses. \*  $p < 0.1$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$