The impact of religious identity on hiring outcomes

AEA RCT Registry

Analysis plan

Statistical models

The analysis consists of four sets of regression models.

First, the vignette dimensions are regressed on the interview propensity score and on the perception variables, which are analysed as separate outcome measures. Second, perceived religious affiliation is regressed on the interview propensity score and on the taste-based and statistical perceptions variables, again treated as separate outcomes. Third, perceived religiosity is regressed on the interview propensity score and on the taste-based and statistical perception variables, again treated as separate outcomes. Fourth, we regress the vignette dimensions on perceived religiosity, after which perceived religiosity is regressed on the interview propensity score while also including the direct effects of the vignette dimensions.

All models control for job characteristics, company characteristics, and recruiter characteristics. In models that include the vignette dimension related to names, we additionally control for external ratings of perceived religiosity and perceived social class associated with the names.

All models include photograph fixed effects at the level of the base photograph, i.e. the photograph without the visual religious manipulation (e.g., without headscarf, beard, or cross pendant).

For the perception outcomes related to taste-based and statistical discrimination, analyses are conducted both at the cluster level using composite scores and at the item level by estimating separate models for each individual item.

All models are estimated using OLS, controlling for respondents' social desirability score based on the Marlow–Crowne scale. The analyses are then replicated using WLS, where respondent-level weights are derived from the Bayesian Truth Serum scores. In the WLS models, the Marlow–Crowne social desirability score is not included as a control variable.

As a robustness check, all models are re-estimated after excluding respondents whose total time spent on the experimental task falls within the lowest five percent of the distribution.

Exploratory analyses

In addition to the models outlined above, we replicate the fourth model using perceived religious affiliation, rather than perceived religiosity, as an exploratory analysis.

Transformations

All reverse-coded statements specified above are recoded prior to analysis so that higher values consistently reflect higher levels of the underlying construct. Responses on religious identity are recoded into four mutually exclusive categories: (1) Roman Catholic, (2) Muslim, (3) other religion, and (4) non-religious or "I do not know". Political preferences are recoded into the following ideological categories: (1) extreme left: PVDA, PTB, (2) centre-left: Ecolo, Groen, PS,

Vooruit, (3) centre: CD&V, Les Engagés, (4) centre-right: DéFI, MR, N-VA, Anders, (5) extreme right: Vlaams Belang, (6) blank vote or other.

Inference criteria

We use the $p<.001$, $p<.01$, $p<.05$, and $p<.1$ criteria to determine if the regression analyses suggests that the results are significantly different from those expected if the null hypothesis were correct. We use the wyoung package in Stata to adjust for multiple hypothesis testing, calculating 1) Westfall-Young corrections, 2) Bonferroni-Holm corrections, and 3) Šidák-Holm adjusted p-values.

Data inclusion and exclusion

Observations where participants fail one or two of the two manipulation checks, will be excluded from the sample.

Missing data

Incomplete observations are removed from the dataset.