



Public Lecture Series Spring 2018

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Thursday, 22 March 2018

Do Photos Help or Hinder Field Experiments of Discrimination?

**Dr. Judy Rich, Portsmouth Business School, University of
Portsmouth**

Discussant: Prof. Giuliano Bonoli, IDHEAP, University of Lausanne

18:15 – 19:45 h

University of Neuchâtel, Rue Abram-Louis-Breguet 2, Room R.113.

Abstract

This lecture assesses field experiments of labour and product markets that have attached photos to identify applicants (in the case of labour markets) or sellers/crowdfunders (in the case of product markets). The experiments seek to identify the contribution of attractiveness, race/ethnicity, skin colour, sexual orientation or religion to the behaviour of agents in markets. These experiments attach photos to CV to signal attractiveness, or the basis being tested such as race/ethnicity, skin colour or religion. Many experiments report significant findings for the impact of attractiveness or the identity revealed on positive callbacks to applicants. The issue considered here, however, is to what extent it is attractiveness or other perceived characteristics that may have had an impact on the behaviour recorded in the experiments.

Curriculum Vitae

Judy Rich is a Reader at the Faculty of Business and Law, University of Portsmouth, U.K, Faculty Research Degree Coordinator and a Research Fellow, Institute for the Study of Labour (IZA). She teaches at both undergraduate and postgraduate level, including macroeconomics, microeconomics, and labor economics as well as supervising PhDs and independent studies. Judy Rich is an active researcher whose interests are experimental economics, particularly field and natural experiments; discrimination in markets; efficiency wage theory and occupational sex segregation. She has published in all these areas in a wide range of academic journals such as *Advances in Economic Analysis and Policy*, *Annals of Economics and Statistics*, *British Journal of Industrial Relations*, *Cambridge Journal of Economics*, *Economica*, *Economic Journal*, *Feminist Economics*, *KYKLOS*, *Industrial and Labour Relations Review*, *Labour*, and *Review of Social Economy*.

Selected Publications

- Neumark, D. and Rich, J. (Forthcoming). “Do Field Experiments on Labor and Housing Markets Overstate Discrimination: A Re-Examination of the Evidence.” *Industrial and Labor Relations Review*.
- Rich, J. (2014). “What Do Field Experiments of Markets Tell Us? A Meta Analysis of Studies Conducted since 2000.” *IZA Discussion Paper*, DP 8584.
- Riach, P. and Rich, J. (2010). “An Experimental Investigation of Age Discrimination in Hiring in the English Labour Market.” Special Issue on Measuring for Discrimination, *Annals of Economics and Statistics*, Vol. 99/100, July/December.
- Riach, P. and Rich, J. (2006). “An Experimental Investigation of Sexual Discrimination in Hiring in the English Labor Market.” *The B.E. Journal of Economic Analysis and Policy*, Vol. 6, Issue 2.
- Riach, P. and Rich, J. (2002). “Field Experiments of Discrimination in the Market Place.” *Economic Journal*, Vol. 112, no. 483, pp. F480–F518.
- Riach, P. and Rich, J. (1991). “Testing for Racial Discrimination in the Labour Market.” *Cambridge Journal of Economics*, Vol.15, pp. 239–256.
- Rich, J. and Teicher, J. (2002). “Wage Fixing Behaviour of Managers: Evidence from a Survey of Australian Firms.” *British Journal of Industrial Relations*, Vol. 40, no. 2, pp. 177–195.
- Rich, J. (1999). “Gender Segregation in the Academic Staff of Universities in Great Britain, 1980/81 to 1993/94.” *Economica*, Vol. 66, pp. 509–531.