



FAKULTA
SOCIÁLNÍCH VĚD
Univerzita Karlova

Záznam o průběhu obhajoby disertační práce

Akademický rok: 2022/2023

Jméno a příjmení studenta: Darya Korlyakova
Identifikační číslo studenta: 85817718

Typ studijního programu: doktorský
Studijní program: Ekonomie a ekonometrie
ID studia: 484681

Název práce: Essays on Information and Discrimination
Pracoviště práce: CERGE (23-CERGE)
Jazyk práce: angličtina
Jazyk obhajoby: čeština
Školitel: doc. PhDr. Michal Bauer, Ph.D.
Oponent(i): Philipp Lergetporer, Ph.D.

Ingar Haaland, Ph.D.

Datum obhajoby: 07.09.2023 **Místo obhajoby:** Praha
Termín: řádný

Průběh obhajoby: The Defense Committee Chair initiated the defense by verbal statements confirming (i) that a satisfactory number of Defense Committee Members were present, (ii) that the student Darya Korlyakova fulfilled all the requirements as listed in the Study and Examination Code of Charles University including showing the appropriate documents.
At the beginning, the curriculum vitae of the Student was presented. Following this presentation, the Student started the presentation of the dissertation “Essays on Information and Discrimination”, presenting the main topics, methodologies, and findings of the dissertation to the Defense Committee. After reading the referees’ comments, an open discussion followed. During the discussion, the Student satisfactorily answered all the questions from the audience.

Nikolas Mittag: So, all three groups are 14, right? I just want to understand why the graph has the same number.

Darya Korlyakova answered.

Josef Montag: Who are the researchers, how do you identify those? So, not only the economists?

Darya Korlyakova answered.

Nikolas Mittag: You probably have people who update their beliefs the other ways, update a little, update a lot. You have data on their beliefs, so you could analyze which of the three groups drives your treatment effect. That would help you understand/establish whether the treatment effect is indeed driven by updating of beliefs.

A second point is that, while I don’t know the academic literature, there is also the popular narrative that minorities have to

overcompensate in the presence of discrimination. So maybe the reduction in effort you find is less odd in that light.

Darya Korlyakova answered.

Jan Zápal: What do you want me to think about? When I am a member of a minority that is discriminated against in the labour market, does that increase or decrease my willingness to invest in education? Both are plausible. The discrimination can lower my investment because the discrimination lowers the return on investment. Or, the discrimination can increase my investment to overcome the discrimination.

Darya Korlyakova answered.

Josef Montag: Was there any differential in the number of problems attempted and solved?

Darya Korlyakova answered.

Jan Zápal: In the Czech Republic, can I be asked about my marital status at a job interview?

Darya Korlyakova answered.

Josef Montag: Can we see the result here?

So, men choose to reveal the information about work experience?

Darya Korlyakova answered.

Jan Zápal: Thus, the conclusion of the paper is that men are the problem?

Darya Korlyakova answered.

Nikolas Mittag: Your results point to discrimination, but it is not clear whether this discrimination is trying to cause harm. Is there any way you could find out whether people could be providing different information about women in order to help them? Parental leave and child care obligations could be perceived as making a woman costlier to hire for the firm. So, could they be trying to reassure the manager that this problem does not apply by providing information about the family status of women? Or is it clear that the effect on hiring is negative?

Darya Korlyakova answered.

Michal Bauer: I think Darya's results are pointing that out. People are using these stereotypes. Maybe what you could do further is to compare profiles, in which you have information about the number of children and you can see whether the effect is driven by that. In case when profiles contain information of having 2 or 3 children, that would be likely that some cost would be attached. The idea is to use the exogenous variation in the number of children in the profiles, so you can see whether the gender effect is driven by the profiles in which children might be seen.

Julie Chytilová: So, I was thinking in a similar direction, but the question is what is the information that is really harmful? If you have reported that you have 3 kids that is maybe bad, but if you have reported you are 26 years old and you have 0 kids they may be scared that you will get pregnant soon. Maybe we need the combination of age and the number of children.

Michal Bauer: Yes, test whether female effect is stronger in a situation when they would expect higher cost depending on the age and the number of children.

Darya Korlyakova commented.

Nikolas Mittag: Checking whether the effect on hiring increases or decreases with the number of children can allow you to understand whether balancing child care and work is costly (i.e. the effect increases in the number of kids) or whether it is parental leave (i.e. the effect decreases at least initially).

Darya Korlyakova commented.

Josef Montag: What did the assistant know about all this information?

So, was there any differentials in the terms of hiring decisions?

Darya Korlyakova answered.

Josef Montag: Do the managers appreciate the information about man and women? Do the assistants get it right? What the managers

would like them to get? Do you find the data on that?

Darya Korlyakova answered.

Jan Zápál: Yin the data, it has to be possible to calculate profit as a function of discrimination.

Michal Bauer: But I think that is another research question.

Nikolas Mittag: Did you fix the number of male-female profiles each HR person processes? Does it have random fluctuation?

Darya Korlyakova answered.

Výsledek obhajoby:	prospěl/a (P)	
Předseda komise:	PhDr. Jan Zápál, Ph.D. (přítomen)
Členové komise:	doc. Nikolas Karl Mittag, Ph.D. (přítomen)
	doc. Ing. Josef Montag, Ph.D. (přítomen)