



คณะเศรษฐศาสตร์ มหาวิทยาลัยธรรมศาสตร์

ขอเชิญผู้ที่สนใจเข้าร่วมการสัมมนาหัวข้อ “Examining Hiring Discrimination through Direct Signalling: A Correspondence Study in the Thai Labour Market”

ในวันศุกร์ที่ 29 พฤศจิกายน 2567

รับชมผ่าน Facebook live และ Zoom Meeting

คณะเศรษฐศาสตร์ มหาวิทยาลัยธรรมศาสตร์ ขอเชิญผู้ที่สนใจเข้าร่วมการสัมมนาหัวข้อ “Examining Hiring Discrimination through Direct Signalling: A Correspondence Study in the Thai Labour Market” นำเสนอโดย Asst.Prof.Dr.Patrick Devahastin - Assistant Professor of Economics, Hiroshima University ดำเนินรายการโดย ผศ.ดร.ชฎานี ชวะโนทย์ คณะเศรษฐศาสตร์ มหาวิทยาลัยธรรมศาสตร์ ในวันศุกร์ที่ 29 พฤศจิกายน 2567 เวลา 10.00 – 11.30 น.

ผู้ที่สนใจสามารถรับชมผ่าน Facebook live: EconTU Official และ Zoom: Meeting ID : 933 1224 8854

25/11/67-149





Seminar on ▶▶▶▶

Examining Hiring Discrimination through Direct Signalling: A Correspondence Study in the Thai Labour Market

29 November 2024 : 10.00 - 11.30 a.m.

via Facebook live EconTU Official & Zoom Meeting ID: 933 1224 8854



SPEAKER

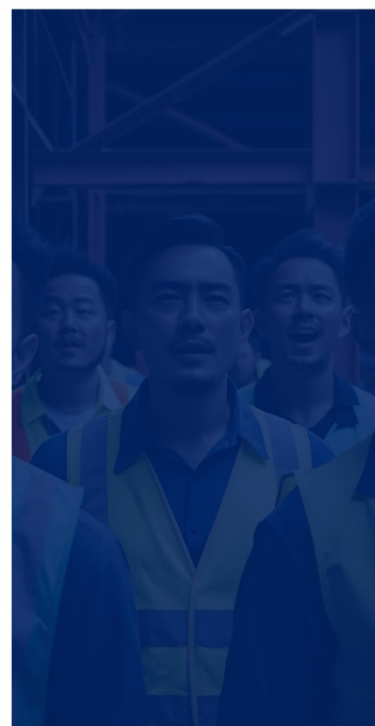
Asst. Prof. Dr. Patrick Devahastin
Assistant Professor of Economics, Hiroshima University



MODERATOR

Asst. Prof. Dr. Chayanee Chawanote
Faculty of Economics, Thammasat University

ABSTRACT: This study revisits Bertrand and Mullainathan (2004) and explores how correspondence studies have become standard for examining hiring discrimination, especially in countries with visible minority populations. Although Thailand is relatively homogenous with fewer visible minorities, ethnic-sounding names and the visibility of religious affiliation on national ID cards can be used to identify minorities. The study incorporated direct signals of religious affiliation in resume-based trials. It explicitly included a fictitious applicant's faith, either "Buddhist" or "Islam," in the personal information section of the resume. The study also examined the interaction between religion and ethnicity using Thai- and Arabic-sounding surnames in the resumes. Additionally, the study explored whether cultural assimilation could reduce discrimination. The experiment involved sending 3,129 resumes to 1,043 employers in the Bangkok Metropolitan Region, with each employer receiving three resumes representing different treatment groups: Buddhist with a Thai full name, Muslim with a Thai full name, and Muslim with a Thai first name and an Arabic surname. After addressing critiques by Heckman and Siegelman (1993), the results revealed that Muslim applicants with Thai surnames were less likely to receive interview invitations. In contrast, Muslims with Arabic surnames were more likely to receive interview invitations than their Buddhist counterparts. These findings highlight the complex interplay between religion and ethnicity. Additionally, signals of cultural assimilation had a modest positive effect on the likelihood of receiving an invitation.



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