

Study 1 - Employer responses towards breaks from the labour force for childcare (#28839)

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1) Have any data been collected for this study already?

No, no data have been collected for this study yet.

2) What's the main question being asked or hypothesis being tested in this study?

The purpose of this project is to test whether a CV gap reduces the probability of a job application progressing, and whether providing a care explanation or reformatting the CV to make the gap less salient impacts this probability.

3) Describe the key dependent variable(s) specifying how they will be measured.

A binary variable denoting whether or not a job application received a callback to a further stage. This will be recorded manually by monitoring email inboxes and mobile phone voicemail inboxes. A callback is defined as any of the following:

Invitation to interview

Other further stage (e.g. requests for a call back, or a test/assessment task)

Straightforwardly asking for a call back - no reason given or to "discuss the role"

Asking for a call back with clear positive interest (e.g. "really keen to speak to you; really like your CV")

Asked to get in touch once we've moved city

Asking about availability to start working

More than one missed call

Offer

4) How many and which conditions will participants be assigned to?

This study will send out 4 CV and cover letter variants. Each variant will be sent to 2250 job vacancies posted on a UK jobs board.

More specifically, we plan to apply to 8 role types: HR Manager, Administrative Assistant, Support Worker, Call Centre Worker, Finance Manager, Production Manager, Software Engineer, and Warehouse Operative. Each role type will have a unique CV and cover letter template, tailored to be attractive to vacancies in that field. Over the trial period, research assistants will search for each role type on the jobs board and the corresponding search results will be randomly assigned to the 4 arms. The research assistants will then submit the appropriate CV/cover letter variant to each vacancy. We will never apply to the same vacancy or the same employer twice.

5) Specify exactly which analyses you will conduct to examine the main question/hypothesis.

We will use linear regressions to investigate differences in callback rates across the four arms. Since arm assignment will be stratified on a number of key variables, including role type and submission date, we do not need to control for them in our analysis. However, we will control for working pattern (part time/full time) and job location. We will specify standard errors as heteroskedasticity robust.

6) Describe exactly how outliers will be defined and handled, and your precise rule(s) for excluding observations.

All outlier exclusion and handling will occur at the point of application. In particular, we will exclude any vacancies for which our CVs do not meet minimum skill or experience requirements, and those demanding information which one of our arms does not disclose by design (in particular, specific dates for employment spells).

7) How many observations will be collected or what will determine sample size? No need to justify decision, but be precise about exactly how the number will be determined.

We will send out 9000 applications in total; the trial will run until we have done so.

8) Anything else you would like to pre-register? (e.g., secondary analyses, variables collected for exploratory purposes, unusual analyses planned?)

We will also report some descriptive statistics on arm-specific callback rates split by subgroups. In particular, we will draw out splits by working pattern (part time/full time), gender "type" (male-dominated/female-dominated role types) and skill level (high-skill/low-skill role types).