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This document provides a description of the data- and do-files used in the article “Do Employers Use Unemployment as a Sorting Criterion When Hiring? Evidence from a Field Experiment” by Stefan Eriksson and Dan-Olof Rooth.

Data Description

The main data used in the article is data from the correspondence testing field experiment. This data is provided for replication purposes. In addition, Swedish administrative data is used as a background to the main analysis. This data has restricted access as described below.

(i) Field Experimental Data

This section describes the data from the correspondence testing field experiment. The file “Dataset_Hiringexperiment.dta” contains the dataset. The main analysis (Tables 2-9) is described in the do-file “Dofile_Main.do”. The additional analysis in online Appendix E and F is described in the do-file “Dofile_Online_AppendixEF.do”.

All created variables are described in detail in the do-files. The variables in the experimental dataset are:

<i>Variable name:</i>	<i>Description:</i>
id	Identification number
callback	Callback to a job interview (0/1)
nuarblos	Contemporary unemployment (0=0 months; 1=3 months; 2=6 months; 3=9 months)
scarce	Unemployment immediately after graduation (0/1)
parbetslos	Unemployment between jobs (0/1)
erfar	Work experience (1, 2, 3, 4 or 5 years)
antlarbetsg	Number of employers (0=1 employer; 1=3 employers)
dhighskill	High skill occupations (0=medium/low skill; 1=high skill)
ddata	Computer occupations (0/1)
dred	Accountants and auditors (0/1)
dsjuk	Registered nurses (0/1)
dsvso	Middle school teachers (language and social sciences) (0/1)
dmano	Middle school teachers (math and natural sciences) (0/1)
dgyr	Secondary school teachers (0/1)
dftg	Sales representatives and buying and purchasing agents (0/1)
dbutik	Retail sales persons and cashiers (0/1)
dmaskin	Installation, maintenance and repair occupations (0/1)
dbygg	Construction laborers and carpenters (0/1)
dfordon	Bus, truck and taxi drivers (0/1)
dlokal	Janitors and cleaners (0/1)
drest	Food serving and waitress (0/1)
dsthlm	Stockholm (0/1)

dgbg	Gothenburg (0/1)
dlandet	Rest of Sweden (0/1)
min	Ethnic minority male applicant (0/1)
kvinna	Native Swedish female applicant (0/1)
svman	Native Swedish male applicant (0/1)
doverutb	More education than required (0/1)
sommarjobb	Work experience during summer breaks (0/1)
utlgymn	Visiting US high school (0/1)
komp	Personality trait – extroversion (0/1)
varme	Personality trait – agreeableness (0/1)
cult	Leisure time: Cultural activities (0/1)
fotboll	Leisure time: Soccer (0/1)
basket	Leisure time: Basketball (0/1)
lopning	Leisure time: Running (0/1)
simning	Leisure time: Swimming (0/1)
golf	Leisure time: Golf (0/1)
tennis	Leisure time: Tennis (0/1)

All of the variables listed above are from the experiment. In addition, the file contains three additional variables on firm characteristics. These variables are from Statistics Sweden (Företagsdatabasen) and are linked by the firm identification number (cfar) from the information in the advertisements. These variables are:

ant_as	Number of employees
andel_kv	Share female employees
sektor	Sector the firm belongs to (10-15=public sector; 21-25=private sector)

(ii) Administrative Data

In the background analysis (i.e. Table 1, Figure 3 and online Appendix A-D), we use Swedish administrative data on individual unemployment spells and occupations. This data has restrictive access. Swedish law requires users of such data to get approval from an Ethical Review Board (Regionala Etikprövningsnämnden, in our case at Linköping University). Therefore, we are unable to make our data on unemployment spells and occupations in Sweden directly available online. However, researchers can get access to all the administrative data used in the article by following the steps outlined below. As a first step, the researcher should apply for approval to use the data from the Ethical Review Board (ERB) as described on the website <http://www.epn.se/en/start/startpage>. After getting an ERB approval, the next step is to order the data from Statistics Sweden (<http://www.scb.se>) and the Swedish Public Employment Service (<http://www.arbetsformedlingen.se>). In this process, Statistics Sweden assigns each individual an identification number unrelated to the personal identification numbers used in Sweden. This identification number then makes it possible to match data from different administrative registers. The identification numbers are then sent to the Employment Service to obtain information for each individual's unemployment history. These steps are carried out by Statistics Sweden.

The data and procedure required to reproduce the analysis in Figure 3 and online Appendix B and C is described in detail in online Appendix B, C and D. Essentially, this means that individual data on unemployment spells from the Employment Service's database (HÄNDEL, 2001-2007) is combined with occupational data from Statistics Sweden's Occupational register

(Yrkesstatistiken, 2005, 2003, 2001). The do-file “Dofile_Online_AppendixBC.do” describes the analysis.

The data and procedure required to reproduce the descriptive analysis in Table 1 and online Appendix A is described in detail in online Appendix A. Essentially this is just a description of employment and occupations in Sweden using individual employment data (LISA, 2005; Yrkesstatistiken, 2005). The Swedish vacancy data is from the Employment Service. This data is available from the Employment Service (<http://www.arbetsformedlingen.se>). The US occupational data is from IPUMS; fully available on the website <http://www.ipums.org>.

List of Files

Stata 12 is required to run the analysis described in these do-files.

- Dataset_Hiringexperiment.dta (correspondence testing dataset)
- Dofile_Main.do (performs the main analysis in Tables 2-9 using the correspondence testing dataset)
- Dofile_Online_AppendixEF.do (performs the analysis in online Appendix E and F using the correspondence testing dataset)
- Dofile_Online_AppendixBC.do (performs the analysis in Figure 3 and online Appendix B and C)