

Report on Bachelor / Master Thesis

Institute of Economic Studies, Faculty of Social Sciences, Charles University

Student:	Viktorija Pasichnyk
Advisor:	Doc. Julie Chytilová, Ph.D.
Title of the thesis:	Discrimination of Ukrainian Citizens in the Czech Labor Market: A Field Experiment

OVERALL ASSESSMENT *(provided in English, Czech, or Slovak):*

Short summary

The bachelor thesis of Viktorija Pasichnyk focuses on the topic of discrimination of Ukrainian minority in the Czech labor market. Given the large migration wave of Ukrainians to the Czech Republic during the last 15 months caused by the invasion of Russia to Ukraine, this is a very topical and important area of research. In order to answer her questions, Viktorija Pasichnyk designed and implemented a large correspondence field experiment (N=875). Following the established literature measuring discrimination in the labor market, she responded to job offers posted online and sent CVs of fictitious applicants which were identical except of the signals of nationality (Czech or Ukrainian). The observed difference in callback rates then allows her to estimate the extent of discrimination. She finds large levels of discrimination of Ukrainian applicants whose callback rate is approximately 40% lower than the callback rate of Czech applicants. Moreover, discrimination seems to increase over time. These are interesting, relevant and important findings.

Contribution

The main contribution of the author to the existing literature which measures discrimination in the labor markets using correspondence field experiments is the focus on a new, specific and very relevant context - specifically on discrimination of the Ukrainian minority in the Czech Republic during the times of Russian invasion which led to migration of more than eight million people from Ukraine and around half a million settling down in the Czech Republic. This is a very nice contribution for a bachelor thesis. I also want to appreciate the effort to collect an original dataset to study this issue. The author managed to carefully design and implement the experiment and to collect a new dataset on her own.

Methods

The author carefully designed the experiment such that the data allows her to test a set of clearly specified hypotheses, including differences in callback rates between Czech and Ukrainian applicants, and between university students and high school graduates. She followed standard established methods of correspondence field experiments designed to measure discrimination of various minority groups. An important feature of the experimental design is the choice of the signal of the group attribute, in this case nationality, such that it allows to identify the effects of the group attribute and at the same time appears as natural. The author decided to signal Ukrainian nationality by the Ukrainian-sounding name of the applicant, the Ukrainian flag displayed in the CV, and the native language of the applicant. Further, the author uses standard and appropriate methods to analyze the data. The data and

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analysis are clearly described and carefully executed. I would also like to appreciate including a section on limitations of the study.

Literature

It is obvious that the author has a sound knowledge of the relevant literature, in the field of economics of discrimination in general, and more specifically of correspondence field experiments. The thesis provides a nice and useful overview of the literature which is clearly structured and includes both the classic as well as recent contributions to the relevant literature.

Manuscript form

The thesis reads well and is written in good English. The text is well-structured and the tables clearly organized.

Overall evaluation and suggested questions for the discussion during the defense

To sum up, I believe the thesis fulfills the requirements for a bachelor thesis at IES, Faculty of Social Sciences, Charles University. I recommend the thesis for the defense and suggest grade A. I even believe that given the quality of the thesis and relevance of the findings it would make sense to write a short academic article based on the thesis.

The results of the Turnitin analysis do not indicate significant text similarity with other available sources.

Suggested questions for the discussion during the defense:

- If you were to organize another experiment on a related topic, which new questions would you like to study?
- After having the experience with implementing the correspondence field experiment, would you do anything differently?

SUMMARY OF POINTS AWARDED (for details, see below):

CATEGORY	POINTS
<i>Contribution (max. 30 points)</i>	30
<i>Methods (max. 30 points)</i>	30
<i>Literature (max. 20 points)</i>	20
<i>Manuscript Form (max. 20 points)</i>	19

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TOTAL POINTS	<i>(max. 100 points)</i>	99
GRADE	(A – B – C – D – E – F)	A

NAME OF THE REFEREE: *Julie Chytilová*

DATE OF EVALUATION: *May 11, 2023*

Referee Signature

EXPLANATION OF CATEGORIES AND SCALE:

CONTRIBUTION: *The author presents original ideas on the topic demonstrating critical thinking and ability to draw conclusions based on the knowledge of relevant theory and empirics. There is a distinct value added of the thesis.*

METHODS: *The tools used are relevant to the research question being investigated, and adequate to the author's level of studies. The thesis topic is comprehensively analyzed.*

LITERATURE REVIEW: *The thesis demonstrates author's full understanding and command of recent literature. The author quotes relevant literature in a proper way.*

MANUSCRIPT FORM: *The thesis is well structured. The student uses appropriate language and style, including academic format for graphs and tables. The text effectively refers to graphs and tables and disposes with a complete bibliography.*

Overall grading:

TOTAL	GRADE
91 – 100	A
81 - 90	B
71 - 80	C
61 – 70	D
51 – 60	E
0 – 50	F