

# Hidden Gender Discrimination

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New draft coming soon!

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## Abstract

We study gender preferences in hiring within three male-dominated sectors in Uganda. We document that women are perceived to excel in trustworthiness — a valued but hard-to-find trait — and an unmet demand for female workers. We design an intervention to match vocationally trained women with firms, building on these key facts. We randomize gender profiles to measure gender differences in hiring preferences and we randomize the provision of monitoring support. We find that both the demand for hiring women and the gender hiring gap vary based on workplace diversity preferences. At the top quintile, employers prefer women over equally qualified men. However, reducing monitoring costs widens the gender hiring gap, particularly among employers with high diversity preferences, indicating hidden gender discrimination rooted in trust perceptions. Monitoring the firm does not impact the gender gap in hiring. Our study implies that gender gaps might be more extensive than previously estimated and that reducing asymmetric information may have unintended consequences for persistent gender segregation in the labor market in poor countries.

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<sup>‡</sup>We thank Siwan Anderson, Abhijit Banerjee, Aditi Bhowmick, Lorenzo Casaburi, Rocco Macchiavello, Rohini Pande, Michael Peters, Frank Schilbach, David Yanagizawa-Drott and various participants at NEUDC and MIT Behavioral Lunch for helpful discussion and comments, and Josh Bwiira for his outstanding field management and research assistance. The experiments were approved by Mildmay Uganda (0408-2023), and the Uganda National Council for Science and Technology (SS2574ES). The experiment was pre-registered at the AER Registry ([AEARCTR-0013698](#)).