



The Relationship Between Gender, Political Affiliation, and Perceived Fairness In Hiring



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Introduction

- Members of socially advantaged groups who support existing social systems and group-based hierarchies (Bahamondes et al., 2021b), as well as those who endorse race-related conspiracy beliefs (Jolley et al., 2020; Obaidi et al., 2022), are more inclined to perceive discrimination against themselves and to express prejudice toward minority groups (Lilly et al. 2023).
- There is little research that observes how gender moderates perceived reverse discrimination in equitable hiring policies.

Research Questions

- Can political affiliation influence the perceived fairness of hiring policies for minorities in the workplace?
- Does this relationship differ between those of different genders?

Methods

Sample

- Respondents (n=18877) were drawn from the US General Social Survey (GSS), a series of nationally representative cross-sectional interviews non-institutionalized adults in the U.S. who speak either English or Spanish from 1972 until 2021.

Measures

- Participants’ perception of reverse discrimination in hiring was measured with the question “What do you think the chances are these days that a white person won't get a job or promotion while an equally or less qualified black person gets one instead?” Possible responses ranged from 0 (not very likely to somewhat likely) to 1 (very likely).
- Respondents also chose their sex assigned at birth with 1 corresponding with male and 2 corresponding with female.
- Participants rated their political party affiliation on a scale of 0 (strong Democrat) to 6 (strong Republican).

Results

Bivariate

- Chi-Square analysis showed that political party affiliation **was** significantly associated with perceived fairness of hiring non-white workers. ($p < 2.2^{-16}$).
- More conservative respondents may be more likely to rate reverse discrimination as “very likely.” More liberal respondents may be more likely to rate it “not very likely.”

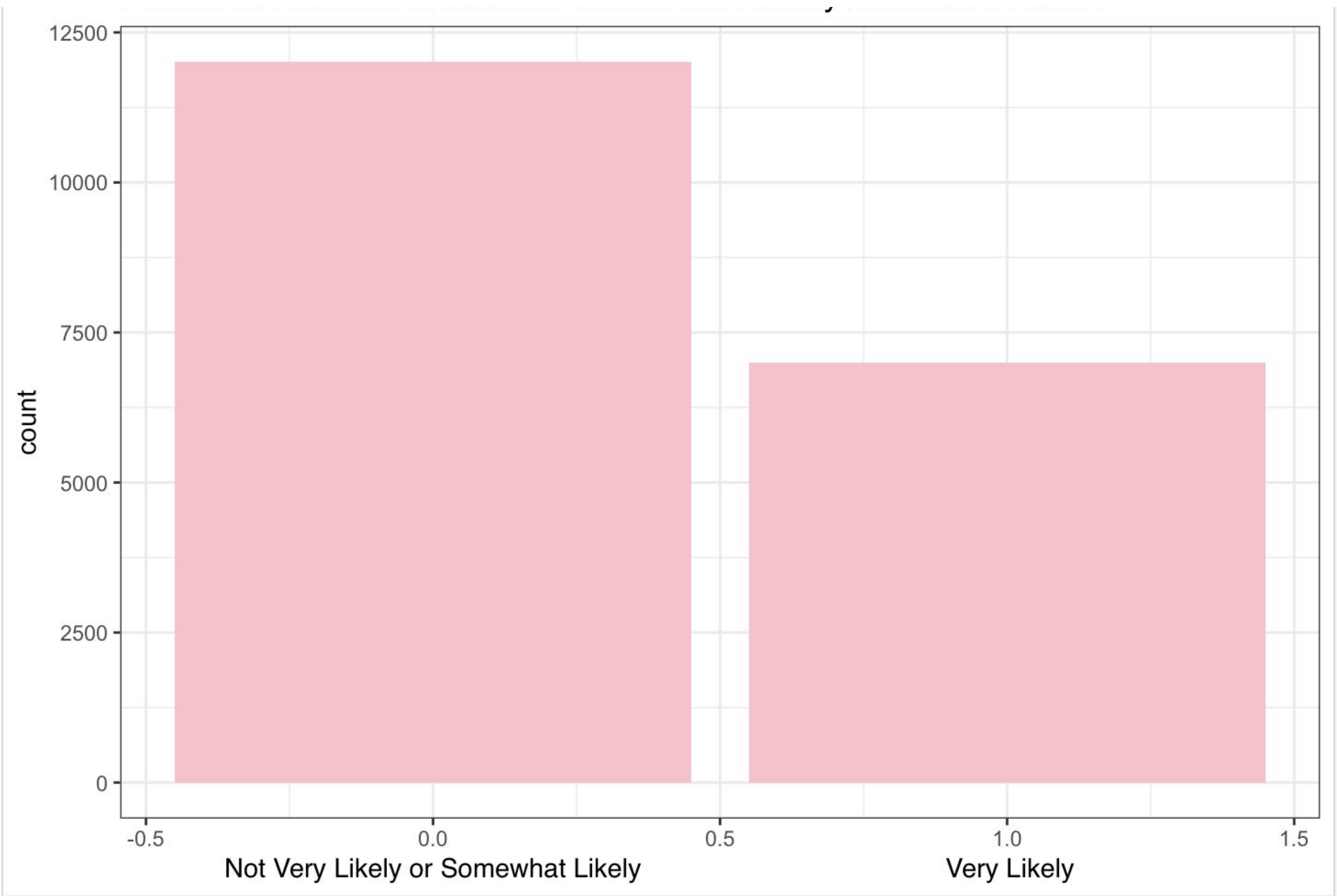


Figure 1: Perceived Fairness of Equal Opportunity Hiring Policies for White Workers

Multivariate

- Logistic regression analyses actually showed that conservatives were significantly more likely than liberals to perceive hiring policies for non-white workers as unfair (OR .865, $p = 2^{-16}$).
- Gender significantly moderates the relationship between partisanship and perception of fairness in hiring. Women have about 12% lower odds of perceiving reverse discrimination as likely.

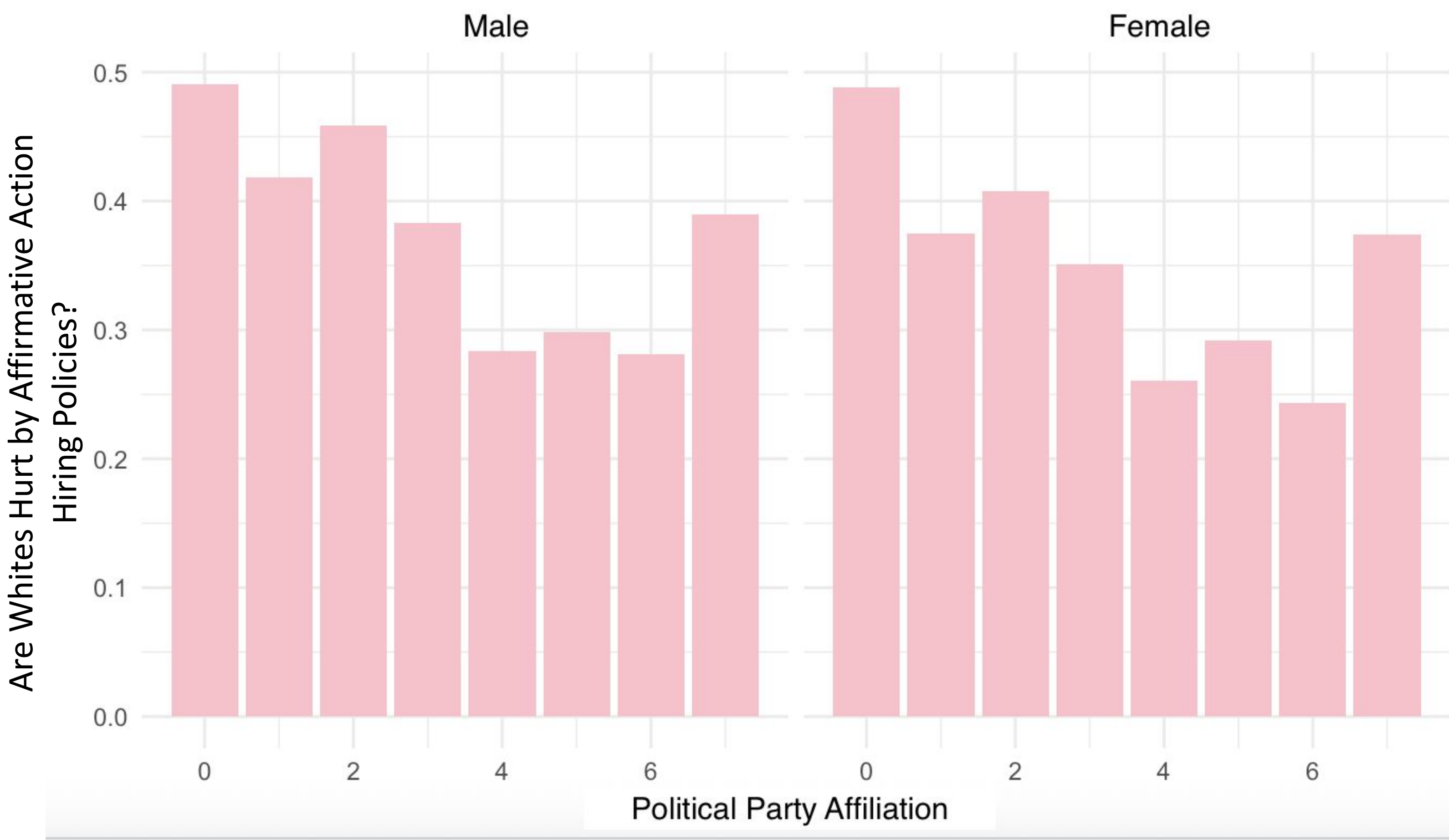


Figure 2: The Association Between Perceived Fairness of Hiring, Political Party Affiliation, and Gender

Discussion

- As political conservatism increases (partyid score), people are more likely to believe hiring policies for minority workers are unfair, while liberals and moderates are less likely to believe the former.
- This research assesses whether respondents think affirmative action or diversity efforts unfairly disadvantage white people in the workplace, gauging whether respondents perceive competition for jobs between racial groups. These findings may contribute to political science research regarding American public opinion and the extent to which progressive policy attitudes persist or fracture along partisan and gender lines.

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