

Impact of Affirmative Action for Women on the Bias Against Them

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We design an experiment to see if affirmative action for women leads to a biased opinion about their ability. If such bias always existed, then does the affirmative action lead to an aggravation of the bias?

The experimental design is such that each experiment has 3 male and 3 female participants. Participants are able to see each other. The experiment is divided into two rounds. In the first round, all 6 participants perform a simple math task. Two of the best performers are selected to perform another math task in round 2. In treatment 1, there is affirmative action and the group is informed that one of those selected will be a woman, in treatment 2 there is no affirmative action and in treatment 3 there is affirmative action and players are updated about the performance of the group at the end of round 1. For round 1, each player gets rewarded for the number of correct answers.