

# Disability-Based Employment Discrimination: Evidence from a Series of Field Experiments

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**Room Benvenuti**  
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Various explanations have been offered to account for persistent labour market inequalities among people with disabilities, ranging from merit and personal responsibility, to human capital, to employer attitudes. With a few exceptions, far less direct information is known about how discriminatory attitudes affect disabled job seekers. This talk presents findings from a Canadian audit study of disability labour market outcomes where matched pair résumés were sent to real active jobs in both Toronto and Edmonton. Fake job seekers were matched on all characteristics but where one job seeker signalled disability and the other did not. Résumés were sent in response to ads for both administrative and labourer job vacancies. While overall, there were small differences in the chances of a disabled job seeker receiving a rejection, requests for more information, or an interview compared to similarly situated non-disabled job seekers, the effects were considerably more noticeable among labourer jobs regardless of whether the applicant signalled a physical or cognitive disability.



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