

Monitoring Ethnic and Immigrant Discrimination in Hiring Decisions in Times of Crisis



Research Questions

Track and understand hiring discrimination against ethnic and immigrant minorities in Switzerland, especially during major events like COVID-19 and the wars in Ukraine and Israel-Gaza.

Study how improving the legal status of migrant workers (like ending the Swiss seasonal worker's permit) affects discrimination in the labor market.

Contributions to NCCR

Our research helps to understand labor market discrimination by analyzing the intersection of ethnicity, gender, and legal status. Using new longitudinal data, we examine how political crises reshape labor market hierarchies.

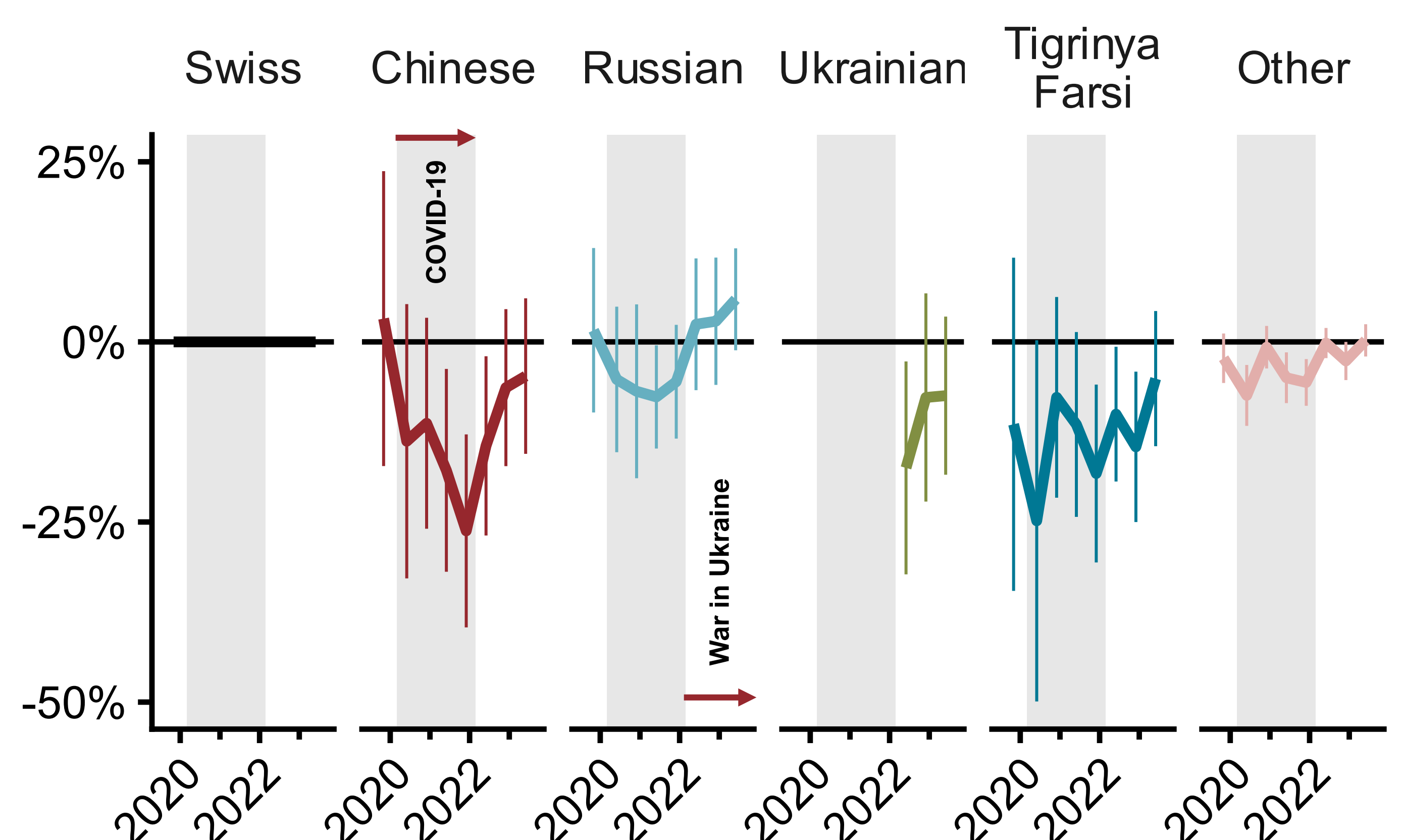
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Hiring Discrimination

During COVID-19, ethnic minorities on the Swiss job platform Job-Room faced widespread recruiter discrimination—Chinese-speaking applicants in particular. The post-crisis economic upswing brought declining discrimination for most groups, including Russians after March 2023.



Effect of language on contact rates relative to otherwise equally qualified Swiss natives



Seasonal Workers

Seasonal workers on temporary permits change jobs less often and see lower earnings growth than comparable migrants with stable residency. But once they become eligible for a residence permit, they switch jobs more frequently—often moving into higher-paying, year-round roles. This suggests that restrictive visa conditions suppress upward labor market mobility of migrants.

Job changes, with earnings increase and decrease

