

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

Research Questions

The primary goals of IP44 are:

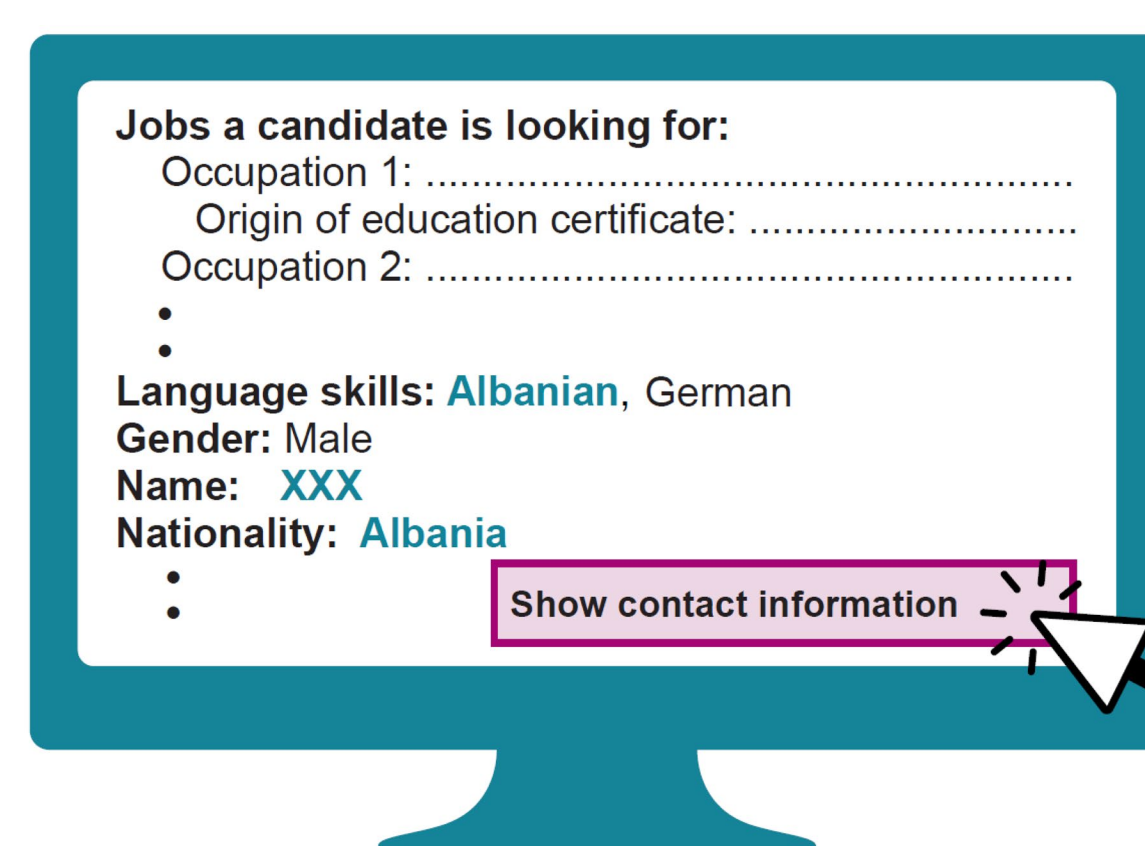
1. To monitor and understand the extent of hiring discrimination faced by ethnic and immigrant minorities in Switzerland before, during, and after COVID-19 and the wars in Ukraine and Israel-Gaza.
2. To analyze the abolition of the Swiss seasonal worker's permit to understand how improving the legal status of migrant workers affects labor market discrimination.

Contributions to NCCR

The two research projects contribute to the NCCR's understanding of labor market discrimination by analyzing intersecting markers of difference, such as ethnicity, gender and legal status for diverse groups of immigrants covering the entire migration - mobility dimension. The projects leverage novel, longitudinal data to examine how economic and political crisis events reshape labor market hierarchies.

Hiring Discrimination

Leveraging online trace ("click") data from the Swiss recruitment platform "Job-Room", we can analyze the extent of hiring discrimination and the mechanisms contributing to it with a high resolution. Fig. 1 shows that the majority of recruiters discriminates against non-European immigrants, and about 1 in 4 significantly so.



Seasonal Workers

A preliminary analysis of the Swiss seasonal worker's permit reveals a narrowing wage gap between temporary migrants and Swiss citizens after the abolition of the seasonal permit in 2002. The results (Fig. 2) suggest that the strengthened economic rights of temporary migrants contributed to reducing wage disparities.

(Planned) Outputs

Several journal articles and a PhD dissertation will summarize the findings of the two main research questions. We will disseminate the findings through workshops and policy briefs. We started with a successful expert exchange roundtable on 24 November 2023 at KOF (100 participants).

Fig.2: Wage gap between temporary migrants and Swiss workers narrows after migrants get the right to change employers.

The figure shows the unexplained wage gap between workers with a seasonal permit (after 2002: short-term permit) and Swiss workers.

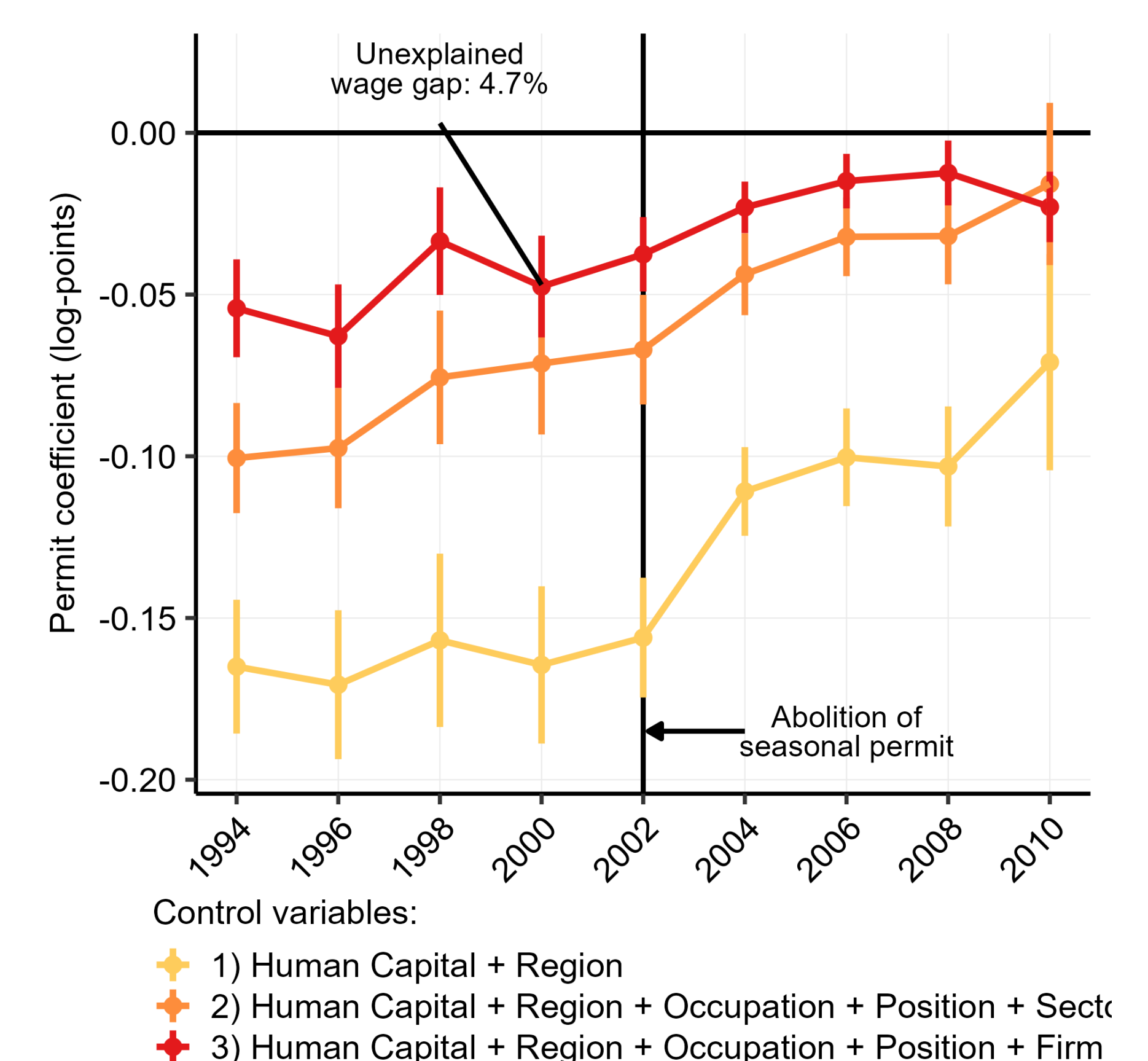
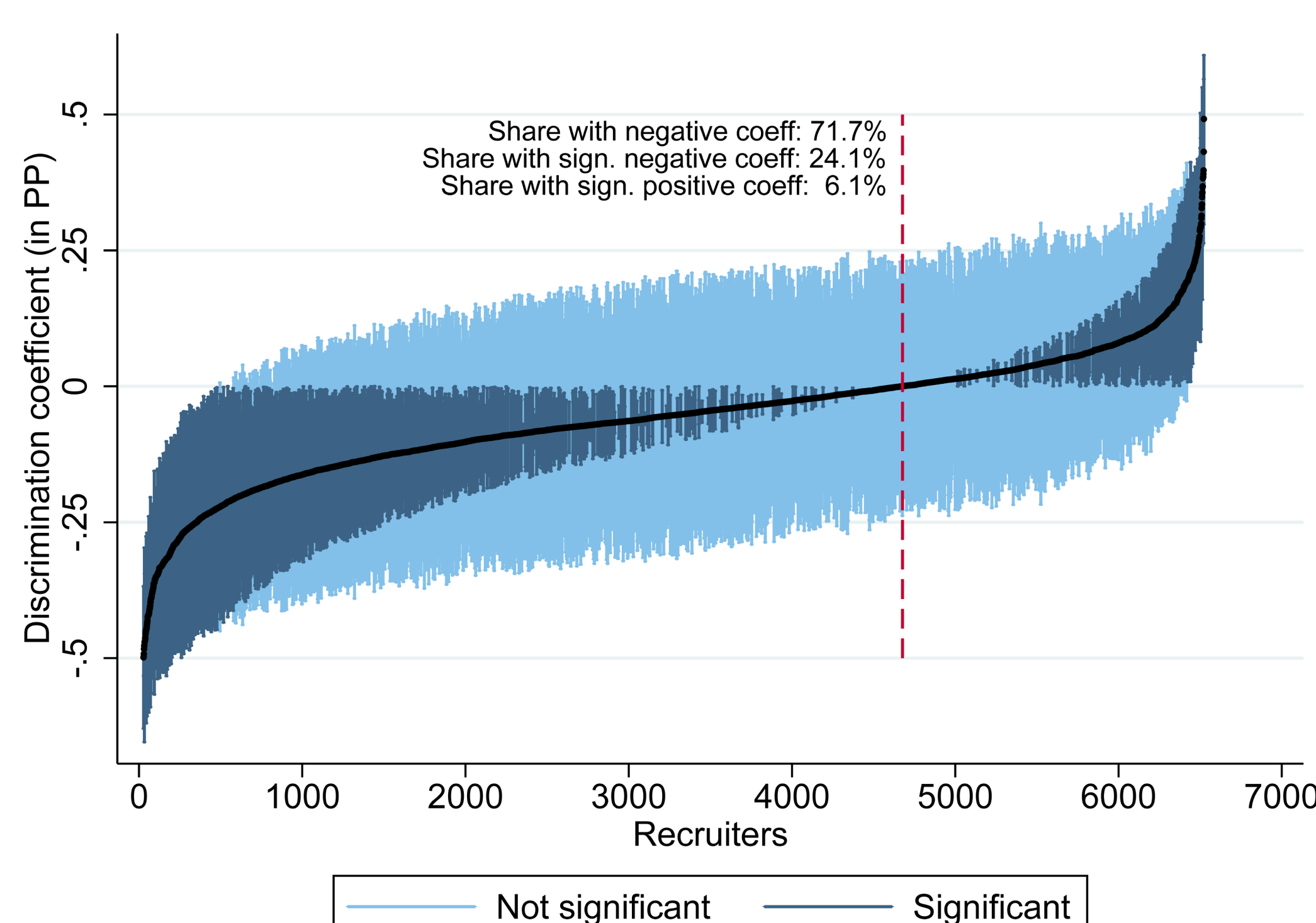


Fig.1: Distribution of recruiter-specific discrimination coefficients.

The figure shows the distribution of recruiter-specific discrimination against non-European job seekers in Switzerland.



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