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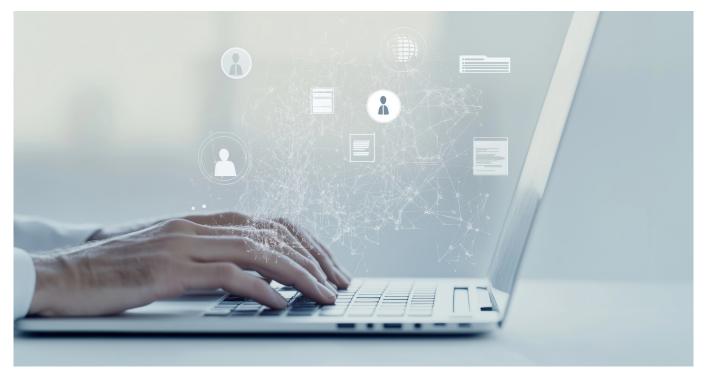nccr-onthemove.ch

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Policy Dialogue: The Chances and Risks of Algorithmic Matchmaking in the Labor Market

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Peter Kuhn, UC Santa Barbara
Anikó Hannák, University of Zurich

Friday, 5 September 2025
12:30 - 15:15
KOF Swiss Economic Institute, Zurich

The event will take place at the KOF building, Leonhardstrasse 21, Room LEE E 101, 8092 Zurich. Please **register** here **by 22 August 2025.**

Description

Matching workers to jobs is one of the most essential forces enabling and fostering individual mobility across space and economic spheres. Matching algorithms play an increasingly important role in this process. On job and recruitment platforms, social networks, and online crowdsourcing platforms, these algorithms automatically suggest job openings to job seekers and job seekers to firms. What are the advantages and disadvantages of matching algorithms? Can automated matchmaking enhance the efficiency of the matching process and reduce unequal treatment of job seekers by providing more relevant job opportunities or reducing informational deficits of certain job seekers? Do they disadvantage certain job seekers by learning and encoding discriminatory recruiter preferences? We will explore these and related questions at a policy event co-organized by the KOF Swiss Economic Institute at ETH Zurich and the nccr – on the move. The event is aimed at academics and representatives of the federal government, cantons, municipalities, companies, and non-governmental organizations interested in the opportunities and risks of automated matching tools in the labor market.

The core of the program is keynote speeches by two internationally renowned experts on recommender systems: **Peter Kuhn** and **Anikó Hannák**.

The dialogue will take place on 5 September 2025 from 12:30 to 15:15, at the KOF building, Leonhardstrasse 21, Room LEE E 101, Zurich. The event is in English.

Program

12:30 - 13:45	Standing Lunch
13:45 - 13:55	Michael Siegenthaler, KOF ETH Zurich and nccr – on the move **The Growing Importance of Job Recommender Systems in the Swiss Labor Market**
13:55 - 14:20	Peter J. Kuhn, UC Santa Barbara and IZA **Designing and Evaluating Job Recommender Systems: An Interdisciplinary Review**
14:20 - 14:45	Anikó Hannák, University of Zurich **New Faces of Bias in Online Labor Markets**
14:45 - 15:15	Plenary Discussion

About the Speakers

Peter Kuhn, Distinguished Professor of Economics at UC Santa Barbara, is a labor economist whose research has studied displaced workers, labor unions, gender differentials in labor markets, and labor search and matching. He is a Research Associate of the National Bureau of Economic Research (NBER), the Institute for the Study of Labor (IZA), and the Center for Economic Studies (CES) and was recently voted a Fellow of the Society of Labor Economists. He currently serves as Editor in Chief of the Journal of Labor Economics. Professor Kuhn pioneered the study of online matching between workers and firms with a series of articles published in the early 2000s, including "Internet Job Search and Unemployment Durations", published in the American Economic Review (2004). He remains very active in this area, especially in the use of internal data from job boards to study a range of economic issues.

Anikó Hannák is a Professor and leads the Social Computing Group at the University of Zurich's Department of Informatics. The group's research is motivated by understanding how digitalization affects individuals and society and strives to create safer and more transparent algorithmic systems. She publishes in the Computational Social Science, Algorithmic Fairness and Human-Computer Interaction communities, addressing critical questions such as: How do online platforms influence societal behavior? How can we uncover hidden biases in algorithmic decision-making systems? Can we design technologies that promote fairness and equity? Anikó has also become increasingly active in bridging academia, governance, and civil society. Her team regularly engages with stakeholders through media, public events, and collaborations—ranging from working with local organizations such as AlgorithmWatch, the Zurich Cantonal Police, the Federal Office of Communications in Switzerland to international ones, such as the IPIE and ECAT where she helps develop global standards for Algorithm Auditing.

Please register here **by 22 August 2025**. For questions please contact siegenthaler@kof.ethz.ch.

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