



Discrimination in the Labor Market

Labor market discrimination is a pressing topic in the present organization of developed societies. Individuals should receive identical pay when carrying out the same tasks, and should also be given identical chances at employment, irrespective of their gender or ethnicity. Yet, many exceptions to this principle are found in actual labor market practices. Discrimination is said to occur when differences in salary or employment opportunities dictated by the employer depend on the job candidate's ethnicity, gender or other jobunrelated attributes.



Bern University
of Applied Sciences

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At the Institute for Corporate Development, we are committed to a research agenda that evaluates the extent of particular dimensions of labor market discrimination. One such example is «Fertility Discrimination in Hiring in the German Speaking Labor Markets», a project sponsored by the Swiss National Research Foundation, for which the data collection phase was recently concluded. Part of our activity portfolio is also the organization of high level academic and policy events (see below). Through those, we seek to bring the findings of our research to the attention of society and to contribute to concrete policies to eradicate discriminatory practices.

Previous Conference

Conference Content

The first BFH Conference on Discrimination in the Labor Market took place in the Business School's Marzili campus on 28–29 August 2015. It was a high level academic conference which also included a policy session. In the latter, state-of-the-art findings from academia were brought to the door-step of policy makers. The general theme of the policy session was the «Economic Costs of Discrimination in the Labor Market», The discussion focused on Switzerland with a special emphasis on ethnic discrimination of second generation migrants as well as on gender differentiated careers.

Speakers

Speakers in the policy session:

Ms. Sylvie Durrer, director of the Federal Office for Gender Equality, and Ms. Christa Markwalder, first Vice-President of the Swiss National Council, among others.

Academic speakers:

Prof. Dr. David Neumark, University of California, Irvine,
Prof. Dr. Peter Kuhn, University of California, Santa Barbara,
Prof. Dr. Sascha O. Becker, University of Warwick, among others.

Planned Conference

Conference Content

As part of our regular research output and activities, we will organize the second edition of the BFH Conference on Labor Market Discrimination. It will take place on 1–2 September 2017. Once again, world-class researchers and experts on labor market discrimination will come to Bern and present their latest findings on this important topic. As in the previous edition, in-house research conducted on Swiss labor markets will also be part of the academic program. Politicians, social players, the media and other interested parties will be invited to participate in the Policy Session.

Other Projects

Research topics in our agenda include measuring the persistence of income inequality across different generations of individual family lines in Switzerland. We also seek to address specific dimensions of labor market discrimination in the Swiss apprenticeship market.

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