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BIBB-Kolloquium zur Berufsbildungsforschung

18.02.2016

14.00 Uhr, Bundesinstitut für Berufsbildung, Bonn, Raum 3.230

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Universität Bamberg

Foreign accents in the hiring process

Research from multiple disciplines indicates that the presence of a foreign accent can influence applicant evaluations, hiring decisions, career opportunities and earnings. Based on a field experiment conducted in Germany, we study the initial contact between employers and applicants (with and without a Turkish accent) who call to inquire about an advertised position. Building upon human capital and discrimination theories, we address the question whether foreign accents are relevant for employers in terms of productivity considerations, or if they are a source of bias triggering discrimination. Results demonstrate that foreign-accented applicants are turned down more often than accent-free applicants and that this effect is not conditional on productivity aspects such as the communicative demands of the job.