
Fertility Discrimination in Hiring? Evidence from a Field Experiment

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Abstract

In this paper, we conduct a correspondence testing experiment to examine whether employers discriminate among job candidates in relation to family status (for example, to whether or not children are present in the household and the age of those children). Our experiment relies on the fact that, in German speaking countries (Switzerland, Germany and Austria), cvs routinely include detailed information about the job candidate's personal characteristics. We consider 30-year old job applicants seeking secretarial or accounting positions. Preliminary findings suggest that, when applying for full-time jobs, having a family (indicated by the marriage and the presence of children, or by being married but childless) results in fewer invitations for an interview compared to single, childless individuals. For part-time jobs (females, only), having children raises the chances of getting a job interview.

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