

1. Record Nr.	UNINA9910814895603321
Autore	Vardy Felix
Titolo	Diversity in the Workplace // Felix Vardy, John Morgan
Pubbl/distr/stampa	Washington, D.C. : , : International Monetary Fund, , 2006
ISBN	1-4623-4676-6 1-4519-9136-3 1-283-51896-1 1-4519-0950-0 9786613831415
Descrizione fisica	1 online resource (47 p.)
Collana	IMF Working Papers
Altri autori (Persone)	MorganJohn
Soggetti	Diversity in the workplace Multiculturalism Labor Demography Firm Behavior Equity, Justice, Inequality, and Other Normative Criteria and Measurement Labor Discrimination Labor Discrimination: Public Policy Demographic Economics: General Unemployment: Models, Duration, Incidence, and Job Search Labor Force and Employment, Size, and Structure Demand and Supply of Labor: General Labour income economics Population & demography Population and demographics Labor force Unemployment Unemployment rate Labor markets Population Labor market Netherlands, The

Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	"October 2006."
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	""Contents""; ""I. Introduction""; ""II. Related Literature""; ""III. Model""; ""IV. Optimal Search and Hiring""; ""V. Performance Metrics""; ""VI. Policy Implications""; ""VII. Conclusions""; ""Appendix: Proofs of Lemmas, Propositions and Implications""; ""References""
Sommario/riassunto	<p>We study a model where an employer, trying to fill a vacancy, engages in optimal sequential search by drawing from two subpopulations of candidates who differ in their "discourse systems": during an interview, a minority candidate with a discourse system not shared with the employer conveys a noisier unbiased signal of ability than does a majority candidate. We show that, when the employer is "selective," minority candidates are underrepresented in the permanent workforce, fired at greater rates, and underrepresented among initial hires, even though the employer has no taste for discrimination and the populations are alike in their average ability. Furthermore, workplace diversity is increased if: (1) the cost of firing is reduced, (2) the cost of interviewing is increased, (3) the opportunity cost of leaving the position unfilled is increased, or (4) the prior probability that a candidate can perform the job is increased. Indeed, if the prior probability is sufficiently high, or the cost of firing sufficiently low, then minority candidates may be overrepresented in the permanent workforce.</p>