

## **The Ethnic Penalty in the Labour Market? Prevalence, Causes and Policy Options**

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This talk looks at contemporary ethnic minority experiences in the labour market by focusing on describing the 'ethnic penalty' that emerges when analyzing the relationship between the educational and occupational levels of ethnic minority members. While intuitively, overt discrimination insofar as one's physical appearance or linguistic abilities, and first generation immigrant status are often cited as prevailing reasons to explain the 'ethnic penalty', the findings presented in this talk will suggest that explanatory factors such as an individual's social network, a firm's working culture, and social trust in a community are equally important considerations. Moreover, the talk will consider potential policy options to alleviate the 'ethnic penalty' by examining best practices from international jurisdictions.