



# 39<sup>e</sup> CÉRÉMONIE DE REMISE DES DIPLÔMES

**JEUDI 18 NOVEMBRE 2021 À 18 H 30**  
BÂTIMENT AMPHIMAX, AUDITOIRE 351

*Unil*  
UNIL | Université de Lausanne

IDHEAP  
Institut de hautes études  
en administration publique





## PROGRAMME DE LA CÉRÉMONIE DE REMISE DES DIPLÔMES

|                   |  |  |
|-------------------|--|--|
| 18h <sup>30</sup> | <b>Musique d'ouverture</b><br><i>Amazing grace</i>   | <b>Evening Sisters</b><br><i>Get on board</i>  |
| 18h <sup>35</sup> | <b>Ouverture de la cérémonie</b><br><br>Mot du Doyen de la FDCA  | Prof. Nils Soguel, Directeur de l'IDHEAP et Vice-doyen de la Faculté de droit, des sciences criminelles et d'administration publique<br>Prof. Vincent Martenet             |
| 18h <sup>50</sup> | <b>Master PMP</b><br><br>Mot du Responsable du programme<br>Remise des grades  | Prof. Giuliano Bonoli, Vice-Directeur de l'IDHEAP<br>Prof. J.-Christophe Graz, Vice-doyen de la Faculté des sciences sociales et politiques                                |
| 19h <sup>00</sup> | <b>Intermède musical</b>   | <b>Evening Sisters</b><br><i>Do Lord</i>   |
| 19h <sup>05</sup> | <b>Diplômes MPA et DAS en administration publique</b><br><br>Mot de la Responsable du programme<br><br>Remise des diplômes   | Prof. Laure Athias, Vice-Directrice de l'IDHEAP<br><br>Prof. Laure Athias<br>Prof. Nils Soguel   |
| 19h <sup>15</sup> | <b>Intermède musical</b>   | <b>Evening Sisters</b><br><i>Amazing Grace</i>   |
| 19h <sup>20</sup> | <b>Doctorat en administration publique</b><br><br>Présentations par les Directeurs-trices de thèses<br><br>Remise des grades | Prof. Y. Emery, T. Mettler, G. Bonoli, S. Baume, F. Maiani, T. Mettler, Ch. Thoeni, G. Bonoli.<br><br>Jérôme Rossier, Vice-Recteur UNIL et les Directeur-trice-s de thèses |
| 19h <sup>50</sup> | <b>Présentation de l'AD-IDHEAP</b>   | Mme Léa Meyer, Présidente de l'Association des diplômé-e-s de l'IDHEAP<br>Mme Laëtitia Desfontaine, Membre du comité de l'AD-IDHEAP  |
| 19h <sup>55</sup> | <b>Remise des prix</b>   | Prof. Giuliano Bonoli, Prof. Laure Athias et Prof. Nils Soguel   |
| 20h <sup>00</sup> | <b>Mot de clôture du Directeur</b>   | Prof. Nils Soguel, Directeur de l'IDHEAP   |
| 20h <sup>05</sup> | <b>Musique de clôture</b><br><i>Unlock the heaven's door</i>   | <b>Evening Sisters</b><br><i>Unlock the heaven's door</i>  |
| 20h <sup>10</sup> | <b>Photographies officielles</b>   |  |

**MASTER PMP | MASTER OF ARTS IN PUBLIC MANAGEMENT AND POLICY**

| Diplômé·e                    | Titre du mémoire   | Jury                                |
|------------------------------|--|-------------------------------------|
| Nom prénom                   |  | Nom prénom<br>Nom prénom            |
| Amy Jeanne                   | Extension du réseau ferroviaire Léman Express à l'horizon 2040 : analyse coûts-bénéfices   | Soguel Nils<br>Ammann Yves          |
| Burren Jordan                | Gestion de projet d'une veille réglementaire : une étude de cas chez Unisanté  | Glassey Olivier<br>Giauque David    |
| Buthey Jean                  | Bouleversement dans le système de protection sociale suisse  | Knüsel René<br>Bonoli Giuliano      |
| da Silva Fonseca Yvo-Raphael | Analyse des capacités de gestion de crise des communes suisses en situation extraordinaire à travers le cas d'étude de Val-de-Travers (NE)   | Ladner Andreas<br>Keuffer Nicolas   |
| Darmal Lema                  | Les street-level-bureaucrats et leur pouvoir discrétionnaire dans l'implémentation de politiques migratoires au sein d'une administration communale. Une étude au sein d'un Service du Contrôle des habitants              | Nahrath Stéphane<br>Fossati Flavia  |
| Dinis Pinto Andreia          | Co-working spaces: a happy medium to work locally, engage in active travel and improve well-being at work?   | Nahrath Stéphane<br>Bundi Pirmin    |
| Divorne Yannick              | Fostering Social Innovation in Urban Green Space Policy: a multi-case study in Geneva and Vaud   | Mettler Tobias<br>Neumann Oliver    |
| Ducor Nicolas                | Gestion du risque lors d'utilisation d'identités digitales dans le secteur humanitaire   | Glassey Olivier<br>Ballester Omar   |
| Ferrara Aurélie              | Le rôle des valeurs lors du processus de recrutement dans le domaine de l'accueil de jour de l'enfance   | Bonoli Giuliano<br>Aerne Annatina   |
| Froidevaux Pierrivan         | Evaluation de la lutte contre les violences lors de manifestations sportives dans le canton de Genève  | Bundi Pirmin<br>Boisseaux Stéphane  |
| Giovannini Camille           | La gouvernamentalité néolibérale dans le champ des politiques de promotion de la santé mentale au travail : empowerment émancipatoire ?  | Giauque David<br>Revillod Guillaume |
| Gollut Dorian                | Autonomie communale et nouvelle gestion publique en Suisse   | Ladner Andreas<br>Bundi Pirmin      |
| Grillo Murillo Juan Felipe   | L'effectivité de l'article 14 de la Convention sur l'élimination de toutes les formes de discrimination à l'égard des femmes (CEDEF) dans la politique de genre en Colombie : étude de cas des femmes rurales colombiennes | Weerts Sophie<br>Maggetti Martino   |
| Ila Christina                | Quand impacts et outcomes n'ont pas la même valeur pour les agents publics de terrain et managers publics : deux logiques d'actions pour un même but   | Giauque David<br>Sanchez Maeva      |
| Jardim Tania                 | L'écologie du micro au macro : facteurs d'adoption d'un comportement environnemental Zero Waste  | Nahrath Stéphane<br>Brunner Dunia   |

| Diplômé·e                | Titre du mémoire   | Jury                                    |
|--------------------------|--|---|
| Nom prénom               |  | Nom prénom<br>Nom prénom                |
| Kangni Vanessa           | Réseaux, contacts et accès à l'emploi pour le public migrant   | Bonoli Giuliano<br>Otmani Ihssane       |
| Krsmanovic Bozica        | Digitalisation des activités de travail au sein d'une grande administration publique suisse : enjeux pour la Gestion des Ressources Humaines (GRH) et la fonction RH   | Giauque David<br>Weissbrodt Rafaël      |
| Lanfranconi Debra        | Expériences des proches aidants de personnes souffrant de troubles psychiques : état des lieux, perspectives et propositions   | Fossati Flavia<br>Bonoli Giuliano       |
| Luisier Damien           | Le processus de mise à l'agenda politique du droit de vote des étrangers en Valais   | Bundi Pirmin<br>Fossati Flavia          |
| Magada Andrea            | L'impact de la première vague de COVID-19 sur les processus RH : étude de cas de la Fondation Beau-Site  | Giauque David<br>Revillod Guillaume     |
| Marques Ferreira Daniel  | La réinsertion professionnelle des chômeurs âgés : quel rôle pour le mentorat ?  | Bonoli Giuliano<br>Giauque David        |
| Marti Michael            | Gouvernance : Réseau. Analyse des remplacements dans les communes vaudoises à l'aide de la théorie des coûts de transaction  | Athias Laure<br>Mettler Tobias          |
| Nguyen Dorian            | Offre culturelle de La Tour-de-Peilz : perception et pratiques des habitants   | Nahrath Stéphane<br>Moeschler Olivier   |
| Perrin Maeva             | Politique d'accessibilité universelle de la Ville de Lausanne : recherche-action et évaluation de sa mise en oeuvre  | Giauque David<br>Emery Véronique        |
| Rochat Simon             | L'Agenda 2030 et l'administration fédérale, l'exemple de l'unité ID à l'OFAC   | Maggetti Martino<br>Trein Josef Philipp |
| Rodrigues Roberto Angela | The impact of social benefits on crime: a cross-cantonal analysis in Switzerland   | Bonoli Giuliano<br>Gandenberger Mia     |
| Roulet Christophe        | La sécurité, l'intelligibilité et l'accessibilité du droit à l'épreuve d'une fusion communale : perception des acteurs de terrain et maximes de conduite des offices spécialisés   | Weerts Sophie<br>Ladner Andreas         |
| Ruchti Sanchez Daniela   | Le processus organisationnel de l'implémentation d'une politique publique lors de l'intervention d'un acteur intermédiaire : cas d'étude de la Fondation Eduki et de la politique publique de sensibilisation et d'éducation au développement durable et à la coopération internationale | Maggetti Martino<br>Badache Fanny       |

**MASTER PMP | MASTER OF ARTS IN PUBLIC MANAGEMENT AND POLICY**

| Diplômé·e       | Titre du mémoire  | Jury                             |
|-----------------|---|----------------------------------|
| Nom prénom      |   | Nom prénom<br>Nom prénom         |
| Shatku Anxhelo  | Analyse de l'interopérabilité dans le domaine de l'e-government : une étude de cas sur le projet eDéménagement suisse | Weerts Sophie<br>Mettler Tobias  |
| Tesfaldet Rahel | Les conditions de création d'un système de monitoring des espaces verts   | Nahrath Stéphane<br>Gaveau Adèle |
| Tinturier Simon | L'impact des modes de gouvernance des hôpitaux publics suisses sur leurs performances                                 | Athias Laure<br>Bundi Pirmin     |
| Wegmann Clément | Motivation et bénévolat : cas d'étude d'un festival de cinéma en Suisse   | Emery Yves<br>Neumann Oliver     |
| Widmer Matthias | Étude de cas sur la Commission de jeunes du canton de Vaud  | Bundi Pirmin<br>Bonoli Giuliano  |
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## MPA | MASTER OF ADVANCED STUDIES IN PUBLIC ADMINISTRATION

| Diplômé-e                 | Titre du mémoire  | Jury   |
|---------------------------|---|--|
| Nom Prénom                |   | Nom Prénom   |
| Adam Samuel               | Politique de lutte contre le tabagisme: stratégie et tactiques utilisées par l'industrie du tabac en Suisse                   | Nahrath Stéphane<br>Bonoli Giuliano<br>Diethelm Pascal |
| Carpenter Lilian          | Der Implementationsprozess des Elektronischen Patientendossiers in der Schweiz  | Ladner Andreas<br>Bundi Pirmin<br>Keller Morten        |
| Dénéreaz Sandrine         | Quels sont les facteurs favorisant le maintien au travail ou le départ dans le métier d'ambulancier?                          | Emery Yves<br>Bonoli Giuliano<br>Carron Pierre-Nicolas |
| Gasser Roland             | Die nationale Akkreditierung der Spitäler in der Schweiz als Vorschlag zur Stärkung der kontinuierlichen Qualitätsentwicklung | Nahrath Stéphane<br>Mettler Tobias<br>Tschudi Carlo    |
| Giroud Mathieu<br>Auguste | Guy La (dé)motivation des élus des exécutifs communaux en Suisse  | Ladner Andreas<br>Bundi Pirmin<br>Röthlisberger Manon  |
| Schegg René               | Visions, Values and Missions of Higher Education : A Topoi Analysis of the Universities in the Republic of Ireland            | Fossati Flavia<br>Bonoli Giuliano<br>Barnett Ronald    |
| Steinbrüchel Frédéric     | Analyse des conventions de subventionnement dans le domaine de la musique classique en Ville de Genève                        | Athias Laure<br>Weerts Sophie<br>Beer Charles          |
| Vuichard Rémi             | Hautes école et durabilité : état des lieux, tendances et bonnes pratiques  | Nahrath Stéphane<br>Maiani Francesco<br>Gillard Léo    |

## DAS | DIPLÔME DE FORMATION CONTINUE EN ADMINISTRATION PUBLIQUE





Diplômé·e

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Bütikofer Michel

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Cheseaux Nathalie

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Crettol Jean

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Crevoisier Mathilde

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Erard Florian

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Fellay Alexandre

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Huguet Sophie

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Kaufmann Manuela

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Schick Nicole

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Segu Fabienne

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Vinzio Charles

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**Dr Lorenzo Egloff**

« Le management du pouvoir judiciaire à l'exemple du Tribunal fédéral suisse. Perceptions et attentes d'une bonne justice de dernière instance, et implications managériales. »

**Prof. Yves Emery**

Prof. Andreas Lienhard

Prof. Luzius Mader

Prof. Edgar Philippin

La présente étude, dédiée au thème de la managérialisation du pouvoir judiciaire, se concentre sur la dimension culturelle des organisations judiciaires, et du Tribunal fédéral suisse en particulier, ainsi que sur leur réceptivité vis-à-vis de l'introduction d'outils de gestion. À travers l'analyse des qualités attribuées à une bonne justice par différentes parties prenantes, cette recherche a permis de découvrir la culture organisationnelle du Tribunal fédéral, d'établir le management idéalement applicable à cette institution et d'élaborer quelques recommandations qui permettraient à la Haute cour helvétique d'améliorer son efficacité dans le respect de ses valeurs et attentes prioritaires.

La méthodologie choisie se caractérise par l'utilisation combinée d'outils qualitatifs et quantitatifs, l'application d'une approche dite compréhensive et l'intégration d'un nombre maximal d'acteurs internes et externes avec des caractéristiques hétérogènes. L'étude s'est déroulée en trois étapes : une analyse documentaire, la tenue d'entretiens et la réalisation d'une enquête. Les résultats de la phase quantitative ont fait l'objet d'un traitement statistique et d'une comparaison avec les résultats obtenus dans le cadre de la phase qualitative. Finalement, les résultats issus des différentes phases de la recherche ont été comparés à ceux d'une étude précédente, portant sur les tribunaux suisses de première et deuxième instance. Toutes les analyses ont été effectuées en appliquant la typologie dite des mondes développée par Boltanski et Thévenot.

Les résultats de la recherche montrent l'existence au Tribunal fédéral suisse d'une culture judiciaire hybride, post-bureaucratique et homogène, caractérisée par la prise en compte des valeurs étatiques, influencée par la logique judiciaire et en lien avec l'histoire et le rôle de la Haute cour helvétique. Les participants à l'étude se sont avant tout reconnus dans les valeurs traditionnelles de la justice (impartialité, indépendance, équité, confiance), mais aussi dans des valeurs proches du monde industriel et commercial (efficacité, rapidité, transparence, autocritique). Si les résultats mettent en exergue une dernière instance judiciaire suisse fondamentalement ouverte au management, ils soulignent également l'existence d'opinions et attentes divergentes entre certains acteurs principaux s'agissant d'éléments importants du point de vue du potentiel des réformes managériales réalisables. Ces divergences, qui trouvent probablement leur origine dans les différentes « cultures métiers », concernent principalement les acteurs jurisprudentiels par rapport aux autres parties prenantes. Les participants à l'étude partagent donc la même conception d'une bonne justice suisse de dernière instance, mais ne sont pas d'accord sur les moyens (choix managériaux) pour y parvenir. Compte tenu d'une surcharge chronique et faute de véritables alternatives managériales, la recherche d'un compromis entre les attentes divergentes exprimées par les participants à l'étude paraît inévitable pour créer les bases d'une évolution managériale compatible avec la culture du Tribunal fédéral et en mesure d'apporter des améliorations sur le long terme. Les organes chargés de la gestion du tribunal et le secrétaire général pourraient à cet égard avoir une influence déterminante, notamment en endossant le rôle de médiateur entre les logiques managériale et judiciaire et en favorisant l'évolution des différentes cultures métiers vers ce que l'on appelle une « supra-culture hybride » garante de meilleures performances.

**Dr Vadym Mozgovoy**

« Physiolytics At The Workplace: Longitudinal Evaluation Of Organizational Effects At Swiss Public Administrations »

**Prof. Tobias Mettler**

Prof. Andreas Ladner

Prof. Peter Rohner

Prof. Till Winkler

Recently, a growing number of public and private organizations has been developing a concern with excessive stress in the workplace and its damages to workers' organizational well-being. A large body of research shows that public organizations may, nowadays, choose to implement Government-to-Employee (G2E) Services, broadly defined as the Public Human Resource Management (PHRM) policies, practices, and processes integrated with Information and Communication Technology (ICT) in public service. Present doctoral dissertation contributes to the ongoing efforts of advancing the inter-disciplinary knowledge on physiolytics in G2E services at the intersection of digital government and organizational psychology.

I look at digital stress coping from two complementary views of digital government and organizational psychology. Physiolytics is defined as a technology based on biosensors and empowered by ubiquitous computing that might support achieving the objectives of stress coping. The "physiolytics" broadly refers to the use of (1) computing devices, linked to the wearable biosensors of external environment, (2) analysis of the data on the physics and physiology and (3) quantified feedback. So, this practice is empowered by an Artificial Intelligence (AI) and requires Machine Learning (ML) methods. Consequently, physiolytics implies a two-folded approach to its implementation in an organization: on one side, an organization provides the ICT access for digital stress coping as an employee service, and on the other side, an individual chooses to cope with stress as result of complex transactions in work environment. Consequently, physiolytics should be discussed from both perspectives of digital government and organizational psychology.

I adopt a multi-method quantitative approach by implementing an experimental and survey research strategy. This allows drawing upon strengths both strategies for achieving more credible findings in consistency with positivism research philosophy. The final dataset in the survey study comprised observations on 332 public servants collected in 2019, and experimental research drew upon two small longitudinal datasets including the validation sample for longitudinal evaluation of stress-related states.

My findings on stress identification and measurement supported by a complementary study on the impact of psychological climate on felt stress imply that physiolytics could have significant longitudinal organizational effects in public service. Notably, physiolytics implementation is highly likely to reduce felt stress among public servants in long-term perspective. It could also highly likely prevent negative stress outcomes at individual, organizational, and societal level, while enhancing psychological well-being of public servants, improved organizational performance, and better service delivery to citizens.

In conclusion, I propose a conceptual meta-model of long-term organizational effects associated with physiolytics implementation in Government-to-Employee service, comprised of three functional processes. The first functional process in Digital Government aims to redefine public information management. The second functional process in Public Human Resource Management aims to deploy digital employee assistance program (EAP) under usual confidentiality and anonymity conditions. The third functional process in Public Service Delivery aims to coordinate public servants' digital stress coping. I conclude that the key stakeholders in public service, including public human resource managers, public servants, and citizens, could benefit from greater psychological well-being development that physiolytics may support in long-term perspective.

**Dre Delia Pisoni**

« An unaffordable fringe of society? The Matthew effect in dual-vocational education and training programmes for disadvantaged youth in Switzerland »

**Prof. Giuliano Bonoli**

Prof. Yves Emery  
Prof. Mael Dif-Pradalier  
Prof. John Gal

That the most disadvantaged individuals profit less from social policy schemes when compared to their less-disadvantaged counterparts may sound counterintuitive, yet this is what research in social policies on a phenomenon called the Matthew effect describes since the mid-1970s. In her dissertation, Delia Pisoni aims to investigate the reasons and mechanisms leading to such an effect through an in-depth analysis of two case studies. With a more micro and mainly inductive approach, she wishes to contribute to the existing literature which has taken a mainly macro approach, and to investigate deeper, more hidden, and perhaps also unexpected mechanisms and reasons leading to a Matthew effect. The main data source are semi-structured interviews with key actors (60 interviews with 63 persons), complemented with desk research of primary and secondary sources.

The chosen policy field are dual-Vocational Education and Training (dual-VET, or apprenticeship) programmes for disadvantaged youth in Switzerland. Indeed, with a social investment approach, since the mid-90s public money is increasingly invested into people to support their (re)integration into labour markets, with human capital investments being an important tool for social investment policies. Moreover, post-compulsory education is key to labour market integration in knowledge economies, and dual-VET seems to ease the school-to-work transition. However, it is crucial that such policies reach out particularly to the most disadvantaged youth. Indeed, the most disadvantaged face the greatest insertion difficulties, being in greatest need of support. Moreover, unemployment spells at young age may cause 'scarring-effects' that negatively affect youth's labour market integration on a long term. Matthew effects in dual-VET programmes for disadvantaged youth might, therefore, have particularly detrimental and long-term repercussions on welfare states and individual well-being. From an individual perspective, this translates into missing out on life-chances and worse integration prospects for the most vulnerable and most in-need individuals. From a societal perspective, it translates into significant long-term expenditures in terms of social benefits and forgone public revenue.

Consequently, from a theoretical perspective, to avoid Matthew effects in this policy field should be politically highly salient. Yet, on the contrary, the empirical findings carried out in this research have shown that the Matthew effect may not result as a mere side effect of policy making, but may be a triggered effect, serving policy makers as a vent-valve to cope with the existing cost-containment context. Indeed, the most disadvantaged youth were creamed-off in one programme—more resources were invested in the youth already closer to the apprenticeship-market—or defined out in the other—the most disadvantaged youth were excluded by the definition of the target group. More generally, the Matthew effect was a strategy to select the 'good risks' at the entrance of the programmes. Indeed, to reach positive results was key to keep the financial allocation to the measures. Consequently, it allowed the programmes' survival in the given context of cost-containment. To conclude, this study adds to the evidence that, in contexts of tight public budgets, service oriented modern Welfare States tread a fine line between empowering and prioritising beneficiaries.

**Dre Laetitia Ramelet**

« Décrypter le consentement politique. Retour aux sources avec Grotius, Hobbes and Pufendorf »

**Prof. Sandrine Baume**

Prof. Andreas Ladner

Prof. Simone Zurbuchen

Prof. Luc Foisneau

Cette thèse examine l'argument selon lequel la justification morale du pouvoir politique repose sur le consentement de celles et ceux qui y sont soumis. Elle étudie trois auteurs classiques - Grotius, Hobbes et Pufendorf -, dont les œuvres se sont avérées fondatrices pour le concept de consentement, mais souvent éclipsées par celles de Locke, qui s'en est pourtant beaucoup inspiré à ce sujet. La thèse met ensuite ce corpus en dialogue avec la littérature contemporaine sur le consentement politique.

Dans la partie historique de la thèse, il s'est agi d'identifier les fonctions du concept dans les théories classiques de la légitimité politique, ainsi que les raisons qui l'ont rendu si influent. Parmi les facteurs expliquant ce succès, la thèse a retenu la flexibilité du concept. En effet, le consentement a pu être invoqué pour justifier des régimes politiques très différents, tout en se basant sur des conceptions parfois opposées de la liberté, de l'égalité, ou encore du fondement des normes morales s'appliquant en politique. Par ailleurs, les auteurs se sont appuyés sur diverses catégories juridiques pour développer leurs arguments politiques, notamment en exploitant les notions de contrat, de transfert de droit et de consentement présumé. L'intérêt de ces auteurs classiques pour le consentement s'est également accompagné de multiples efforts pour démontrer en quoi – et à quelles conditions – nous aurions des raisons à la fois morales et prudentielles de consentir au pouvoir de l'État, puis de nous conformer à ses décisions même lorsque celles-ci nous déplaisent.

Sur la base de cette analyse historique, la thèse a mis en avant les apports que l'on peut tirer de ce corpus pour nos réflexions sur le consentement et la légitimité politique aujourd'hui. Elle propose notamment une redéfinition de la notion de consentement politique, qui semblait être tombée dans une impasse. Tant dans la littérature actuelle que dans la littérature classique, ce consentement est souvent envisagé comme l'engagement volontaire d'une personne à obéir aux décisions d'un état. La thèse soutient qu'il est judicieux de revenir à une autre facette de la notion de consentement, liée à celle de permission, et définit le consentement politique en tant qu'acceptation intérieure du pouvoir des autorités sur soi-même. Enfin, ce consentement étant rarement exprimé explicitement, la thèse argumente qu'il est essentiel pour la légitimité morale de nos institutions qu'elles accordent le plus de place possible à l'expression de l'insatisfaction des citoyennes et citoyens, à défaut de pouvoir obtenir directement leur consentement.

**Dre Amalia Sofia**

“Human rights and private involvement in migration management.”

**Prof. Francesco Maiani**

Prof. Weerts Sophie

Prof. hon. Mader Luzius

Prof. de Bruycker Philippe

‘Driven by Western states’ desire to control the influx of migrants, the management and regulation of immigration are central challenges of today’s policy making. As a result, public authorities increasingly turn to the private sector to purchase services for many day-to-day operations, including the detention of non-nationals. This has led to a private industry around migration which has seen an exponential growth in the last decades. However, this has raised several concerns regarding a variety of human rights issues common across jurisdictions, in Europe and beyond.

Despite the pervasive nature and broad acceptance of private involvement in immigration detention, few scientific contributions have explored the legal framework within which it takes place. The present research focuses on what legal standards apply *ex ante* to this outsourcing process. We explore what human rights concerns arise specifically from the delegation of immigration detention to private actors, what limits and rules are set upon it under international human rights and EU law, and how those rules function in practice. We combine legal analysis with social science methods, studying normative standards and then analyzing their application through case-studies.

This work offers a novel contribution by showing that many safeguards on delegation of immigration detention can be inferred from UN, ECHR and EU law, which - if applied correctly - address effectively many of the concerns that arise from the outsourcing to private actors. While it is obvious that the delegating state must retain some control over the contractors, through our in-depth analysis of norms flowing from international and EU law, we can define the concrete extent of this notion. The outcome of this analysis is a list of standards applying to different aspects of private involvement: the choice of a provider guided by human rights considerations in the procurement procedures, contractual arrangements, requirements to be applied to selection and training of private staff, as well as effective monitoring and oversight. By analyzing the existing legal framework, we show that – contrary to what is sometimes assumed – standards on delegation do exist, and this practice does not take place in a legal vacuum. Although international and EU law leave some flexibility to states to take “make it or buy it” decisions in line with their priorities and resources, this does not go without safeguards.

By performing three case studies we investigate whether the strict observance of the above-mentioned standards is sufficient to address human rights concerns, or whether the standards themselves are insufficient for the purpose. Among the main findings of this analysis is the fact that some of the standards are under-used, or not applied strictly enough on the ground. For example, even when independent monitoring systems are in place, their recommendations are often not implemented. Furthermore, we also show how some standards, in the way they are designed at present time, contain gaps which hinder their effectiveness.

**Dr Stefan Stepanovic**

« Implementing data-driven systems for work and health: The role of incentives in the use of physiolytics »

**Prof. Tobias Mettler**

Prof. Mauro Cherubini

Prof. Reima Suomi

Prof. Ali Sunyaev

Following the recent success of health wearable devices (smartwatches, activity trackers) for personal and leisure activities, organizations have started to build digital occupational health programs and data-driven health insurance around these systems. In this way, firms or health insurance companies seek to both support a new form of health promotion for their workforce/clients and to take advantage of large amounts of collected data for organizational purposes.

Still, the success in the implementation of wearable health devices (also known as physiolytics) in organizational settings is entirely dependent on the individual motivation to adopt and use physiolytics over time (since organizations cannot establish a mandated use). Therefore, organizations often use incentives to encourage individuals to participate in such data-driven programs. Yet, little is known about these mechanisms that serve to align the interests of an organization with the interests of a group of individuals. This is an important challenge because these incentives may blunder the frontiers between what is voluntary and what is not.

Against this background, this thesis aims, from a critical realist perspective, to build general knowledge regarding incentives in physiolytics-centered organizational programs. By doing so, individuals may be able to recognize challenges linked to participation in such programs; organizations may create sensible incentives; policymakers may identify new social issues that appear with this form of digitalization in organizations; and, finally, researchers may investigate new practical and social challenges regarding digitalization in organizations.

In concrete terms, the first explorative phase of the thesis shows that feedback, gamification features and financial incentives are the most implemented incentives in physiolytics-centered organizational programs. There is also an overrepresentation of financial incentives for data-health plans, indicating that health insurance companies are building their strategy on external motivators. A second, more explanatory phase serves to further explore these types of incentives and specify recommendations by taking a higher perspective than normative views, so that it is possible to create more alternative managerial strategies or develop other policy perspectives. This part principally shows that the most influential incentives on user behavior are the ones that are transparent, that stimulate individual empowerment, and that propose defined benefits.

In terms of contributions, this thesis allows individuals to evaluate how their autonomy and integrity is impacted by incentives in such data-driven programs. This thesis also outlines the necessity for organizations to invest time and resources to know their audience. Organizations additionally need to develop several strategies, by mixing incentives or gradually introducing them. Policymakers must ensure that regulations permit the clear consent of participants; guarantee a proportionality of incentives, and involve entities that can guide individuals through data-sharing. Finally, this thesis enables researchers to further investigate how organizations can develop appropriate and desirable environments regarding data-driven technology, so that individuals may enhance their decision-making processes and organizations may succeed in their implementation.

**Dr Jason Wettstein**

Influences in decision making: Three essays in behavioral economics

**Prof. Christian Thoeni**

Prof. Laure Athias

Prof. Jordi Brandts

Prof. Adrian Bruhin

My thesis investigates influences in decision making. While they are endless sources of influences in decision making, I focus on three different ones: stereotypes, choice architecture, and values.

Stereotypes are category-based generalization (P. J. Grossman and Lugovsky 2011). People predict and infer behaviors of others based on their attributes. Choice architecture is the presentation design of choices (Thaler and Sunstein 2008). A different choice architecture induces different behaviors. Finally, values are fundamental beliefs, which state preferred ways of living and thinking. Often people have stable values and tend to live according to their values. In their own way, they are all influences in decision making.

Firstly, in a joint work with my supervisor, we elaborate a precise stereotype elicitation mechanism. While the measure of stereotypes helps investigate how stereotypes influence attitudes and behaviors, their measures are subject to biases. Assuming participants are aware of their stereotypes, an obvious bias in measuring them is the social desirability one. Apart from this bias, there is often room for measurement errors, such as due to unknown behaviors baselines or overestimation of differences. Our design gets partially rid of the former bias, since it is costly to express a socially desirable stereotype, and because we provide participants with baselines and outline estimated differences, we also reduce measurement errors. Finally, using our elicitation mechanism, we find no systematic gender stereotypes in cooperation, but a systematic overestimation of left-leaning individuals in cooperation compared to right-leaning ones.

Secondly, I investigate different underlying mechanisms in donation decisions. Using an experiment on nudging (Thaler and Sunstein 2008), I am able to some extent to disentangle, which mechanism dominates the decision to donate. I find that this decision is mostly triggered by an emotional arousal in contrast to a lower cognitive cost. However, I do not exclude that the cognitive cost is playing a role, since, it likely decreases the intrinsic motivation of participants to donate jointly with the impression of control that this nudge sets. The joint mechanisms sum up to no difference on the realized level of donation. The overall experiment shows that this nudge is not a free lunch for charities, as suggested by previous research (Schulz et al. 2018), but shows that more research is needed before implementing this nudge in donation decisions.

Finally, I investigate the evolution of gender differences in values with respect to economic growth and the increase in gender equality. Apart from an obvious fundamental inquiry, this research has implications for policymakers. Assuming the intention is to reach gender equality, at least, in economic outcomes, whether gender differences in values increase or decrease with the economic/gender equality growth could lead to different policies. For instance, if women and men tend to differ more and more in their job choices, the "equal work, equal pay" policy is unlikely to reach gender equality in economic outcomes. Nevertheless, I do not reach a definite answer. While I unambiguously show that more gender equality and economic growth decrease differences in life-situations between men and women, I show conflicting evidence for differences in values. On a cross-country investigation, I find that gender differences in values increase, but on a within-country analysis, they decrease. While these results suggest an endogeneity issue in the cross-country analysis, the paradox is robust to additional specifications, such as ecological stress factors and cultural differences. I conclude on a puzzle and show that more research is needed, especially since it might have important policy implications.



## Dre Anna Wilson

« Employers and the governance of inclusion: Disadvantaged youths' access to dual apprenticeships in collective skill formation systems »

### Prof. Giuliano Bonoli

Prof. Daniel Oesch

Prof. Christian Lyhne Ibsen

Prof. Christian Imdorf

In Anna Wilson's doctoral dissertation, the aim is to understand the extent to which vocational training systems seek to be inclusive towards disadvantaged youth and the factors and conditions that contribute to a willingness of employers to provide apprenticeships to this group.

The main can be summarized in two main themes.

The state as an inclusion-driver and an inclusive employer. Efforts to include disadvantaged young people in in-firm vocational training are largely contingent upon the public sector and the state. One of the dissertation's three papers shows the engagement and involvement of firms in such endeavors are less extensive than the state-driven, 'external', measures.

In an experimental employer survey, Wilson finds that employers active in the public sector are more lenient towards disadvantaged youth as apprentice candidates than those in the private sector. In this study, against the expectations, neither training network nor employer association affiliation – factors that have been shown to have a positive effect on willingness to fulfil a social policy role before – correlates with a more lenient hiring attitudes towards disadvantaged apprentice candidates.

Wilson shows in a study of short vocational programs in Switzerland it was possible for the state to broker an agreement with the employers' camp which aimed to create training opportunities for disadvantaged, practically oriented youths. This despite the tradition of a little involved state, which is widely believed to be a cornerstone in the strength and robustness of the VET system in general.

The importance of personal beliefs and goodwill. Although state efforts seem to be a significant force behind the provision of and access to training for low achievers and other disadvantaged groups, there are also private employers that do indeed show a higher willingness to select disadvantaged youth for apprenticeships (short or regular). Her findings show, in different ways, that the attitude of the recruiter, regardless of sector, has a determining impact on the willingness to offer training for disadvantaged and on preferences for specific candidates.

In the employer survey, when zooming in on the more egalitarian individuals who are active in the private sector in the commercial business sphere in the canton of Vaud, there is a tendency to attribute less importance to aptitude test scores as well as the educational track. This shows that the sector type, indeed, does not explain all the variation in egalitarian stated behavior, but that individual recruiters who are willing to lower the bars for low achievers exist in the private sector as well.

To summarize, employers' inclusive hiring behavior is more likely to play out in 'favorable employer' settings: where profit-making is less of a concern, where in-firm resources are available for vocational training, in the instances where the training is not too theoretically demanding, and where there is a personal belief in 'giving a chance' also to low achieving amongst employers.

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