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Parallel Workshop

The Role of Emotions in Interethnic Relationships of Muslims: Feminism and Masculinities

Islamophobia and its Origins - A Study Among Dutch Youth

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How can we explain Islamophobia? This is the intriguing question that is answered in this paper. We conducted a survey among 581 Dutch non-Muslim youth aged 14-16 year, including seven questions to measure the attitude towards Islam and Muslims and a variety of questions to measure various independent variables derived from the main theories in this field of study. Theories included in this study are the direct contact hypothesis, political socialisation theory, social identity theory and theories of perceived threat. Our analyses show that the evaluation of direct contact, the perceived attitude of relevant others, and the perception of threat have most effect on the attitude towards Islam and Muslims. Perceived threat mediates the effects of negative clichés and stereotypes about Islam and Muslims, the national attitude, and the evaluation of the information received by the mass media on the attitude towards Islam and Muslims. Our proposed model explains up to 70 percent of the variance in the attitude towards the Islam and Muslims.

Parallel Workshop

Challenging Multilevel Discrimination: Dealing with Diversity in the Workplace

The Diversity in Healthcare: Intercultural or Interethnic Relations in Hospitals?

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This paper analysis the professional integration process of foreign' physicians and nurses in the healthcare institutions. Moreover, it focuses on the intercultural/interethnic relations among the professionals and the users. Special attention is given to the debate related with the intercultural/interethnic concepts and its relevance to the reproduction mechanisms of discrimination.

The used methodologies are a comparison of biographical interviews made to a panel of nurses and physicians that came from Spain and from some of East European countries, semi-structured interviews to several Institutional Actors and participant observation in healthcare institutions.

Keywords: Intercultural Professional Governance, Migration, Integration, Interethnic relations, Discrimination.

Studying ethnic discrimination in the Dutch labour market through the use of correspondence testing: In search of the appropriate method of analysis

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In the period may- december 2008 a total number of 1463 correspondence tests were performed to study ethnic discrimination in the Dutch labour market. A research design was used that allowed to distinguish between applicant characteristics (ethnic group, gender, starting vs experienced workers) and vacancy characteristics (sector, occupational level, customer contact). Three methods of analysis are applied for the analysis of correspondence testing throughout the literature. Our presentation will list the advantages and disadvantages

of these methods. Furthermore, we will show how results may differ across these methods. The question of which method is considered the appropriate method of analysis in light of the research design is subsequently raised.

Interethnic Discrimination on the Dutch Labour Market Further Explained: Gender Differences and Types of Discrimination

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Evidence exists that ethnic minorities encounter discrimination in the labour market. However, in these studies only an overall distinction is made in unequal treatment of ethnic minorities. Empirical discrimination research taking both gender and ethnicity under investigation hardly exists. Not only do well-performed field experiments offer the possibility of making a more fine-grained distinction in types of discrimination. They can also give us better insight in differences in treatment of women and men.

The focus in this paper is twofold. First we look into the extent to and way in which discrimination varies between men and women of different ethnic groups and on how these differences can be explained by studying the labour market sectors and employer characteristics. Second we will distinguish different types of discrimination. If discrimination does occur, how does it manifest itself besides blunt and apparent rejection? Do women encounter different types of discrimination than men?

Our data consists of a recent large scale study in the Netherlands that used field experiments to study ethnic discrimination on the Dutch labour market. Correspondence tests as well as audits by telephone, were conducted. The latter gives us not only quantitative, but also valuable qualitative information, which proves itself especially important in distinguishing different types of discrimination. Half of all tests were conducted using male names and the other half using female names. Moreover labour market sector differences, employer characteristics and job levels were taken into account.

Turkish migrants and native Germans compared: The effect of inter-ethnic and intra-ethnic friendships on the transition from unemployment to work

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Abstract. In many European countries, certain groups of migrants are more frequently, and longer unemployed than native residents. One of the factors affecting labour market outcomes is the social capital a person holds. Especially ties bridging between different networks is found to contribute to achieve success on the labour market. However, it is not clear from the pertinent literature to what extent bridging social capital also affects the duration of unemployment. Moreover, there is not much known about whether the effects of bridging social capital are different for immigrants and native residents. Comparing Turkish and native residents in Germany, we investigate in this paper to what extent social capital can help reducing the duration of unemployment. More specifically, we analyse whether having inter-ethnic and/or intra-ethnic friendships can be associated with shorter unemployment duration. With data from the German Socio- Economic Panel Survey (GSOEP) we estimate an event history model and find that for native Germans, intra-ethnic friendships lower unemployment duration, whereas inter-ethnic friendships do not. For Turks, inter-ethnic friendships reduce the unemployment duration, whereas intra-ethnic friendships do not. In other words, only having German friends facilitates the transition to employment, for both Turks and Germans, but in particular for the first generation Turkish migrants.

Key Words: Turkish migrants, unemployment duration, transition to work, social capital, Germany, GSOEP