

Challenging Multilevel Discrimination: dealing with diversity in the workplace

Organizers

Joana Sousa Ribeiro
CES/University of Coimbra, Portugal
E-mail: joanasribeiro@ces.uc.pt

Sónia Pereira
CEG/University of Lisboa, Portugal
E-mail: s_pereira@clix.pt

Abstract

The aim of this workshop is to provide an understanding of interethnic relations in the realm of the labour market. The integration of immigrants and members of ethnic minorities in the labour markets of their countries of residence, in both low skilled and highly skilled occupations, frequently result in interethnic encounters or relations. These encounters involve the establishment of both employer–employee and employee–employee relationships and provide opportunities as well as challenges. Such opportunities are usually recognised within diversity management approaches, while challenges are more commonly posed by different discriminatory practices (direct discrimination, indirect discrimination, and institutional discrimination, for example), strategies of social closure and professional cultures. Emphasis has been put on the recognition of the value of diversity in the workplace in parallel with measures to fight discrimination but evidence has shown that progress has been slow and discrimination has subsisted.

We expect to bring together experiences across sectors and occupations (from low skilled to highly skilled), that take into account different national experiences, as well as different perceptions of such encounters, involving both employers and employees' experiences, the nature of the challenges that arise, definitions and policy responses. The contributors might also try to identify indicators of socio-economic integration across other variables (for instance, gender, nationality) and recognise the role of non-state actors (employers, professional associations, trade unions, civic associations) in promoting migrants' labour rights.

Contributions involving the challenges posed also to research on this subject, involving methodological questions on migration and discrimination are also welcomed.