

IPW LECTURES

Ethnic Discrimination in European Labour Markets: Results from a Cross-National Field Experiment

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Montag, 19. November 2018, 13:15 Uhr

Konferenzraum (A222), NIG, 2. Stock
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Abstract:

Sociologists and economists have relied on correspondence tests to provide compelling evidence of discrimination towards ethnic minorities in a range of national contexts and for various ethnic minorities. A recent meta-analysis of correspondence tests showed that applicants with foreign-sounding names need to send 50% more applications than equally-qualified applicants from the majority group to be invited to a job interview. However, differences in experimental design and study implementation make comparisons of callback rates across studies problematic. We rely here on a standardized set of correspondence studies conducted simultaneously in five European countries – Germany, the Netherlands, Norway, Spain and the United Kingdom – and targeting a large number of comparable ethnic minorities. Given the simultaneous focus on multiple countries of settlement and multiple countries of origin, our design is double-comparative and allows us to examine the employment outcomes of the same ethnic minority across different institutional contexts (e.g. Pakistani migrants in Norway and the UK; Turkish migrants in Germany and the Netherlands) as well as the callback rates of different ethnic minorities in the same context (for example, to test theories of ethnic hierarchies within each single country). Moreover, we varied multiple characteristics of job applicants in the experimental design, which makes it possible to disentangle the role of ethnicity from that of other traits such as gender and religion. Selected findings from the project will be discussed, with a specific focus on discrimination of Muslim minorities and the gendered nature of ethnic hierarchies in the five countries of destination.