



Gender and Ethnicity in the Labor Market

Second Term Seminar 2019-2020

Organised by Prof. Klarita Gërxhani, with Dr. Eva Zschirnt (MWF)

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Course Description and Objectives

Due to globalization, immigration and increasing participation of women in the labor market, organizations in modern societies face a dynamic environment that poses ever-changing pressures on their workplace arrangements. Increasing diversity has been continuously emphasized, especially by organizational psychologists, as highly beneficial for an organization's collective achievement. A diverse working environment allows for new ideas and perspectives, it enhances a sense of belonging and well-being, and it also increases an organization's revenues.

This seminar will focus on gender and ethnic diversity in the labor market, with also a glimpse at gender and ethnicity in political representation. Women's participation in the labor market has increased, public opinion has changed, and national-level initiatives like quotas have been imposed on female representation on corporate boards. Similarly, labour forces have become increasingly diverse on the basis of ethnicity. In many European countries the guestworkers of the 1950s and 1960s have stayed, their children are born and educated in the host countries, often have the citizenship of these countries and are entering the labour market. Furthermore, increasing labour migration as well as refugee flows have diversified the labour force. Considering such societal developments, one might expect that gender and ethnic diversity in the workplace (and in political representation) will have reached a fair representation of societal gender and ethnic diversity by now. Is this the case? And what are the underlying mechanisms of the current (lack of) gender and ethnic diversity?

The main objective of this seminar is to provide an interdisciplinary overview of trends and theoretical perspectives related to gender and ethnic diversity. Moreover, by covering a range of empirical designs implemented to study gender and ethnic diversity in the labor market, the seminar will provide the researchers with a broad knowledge of how one can do empirical research on these important societal phenomena.

Each week, for eight meetings, researchers will read and discuss the selected readings. During the last two meetings, researchers will present an application of the theories and approaches covered in the seminar into: either their ongoing research or a new research proposal.

Teaching Methods/Learning Formats

Weekly two-hour class meetings, weekly active participation and discussion, weekly discussion memos, individual or group presentations in the last two meetings.

Schedule

This seminar takes place on **Mondays at 15:00-17:00** in **Seminar Room 2** at the Badia Fiesolana.

The full list of seminar sessions is the following:

Monday	13 th January	Seminar Room 2
Monday	20 th January	Seminar Room 2
Monday	27 th January	Seminar Room 2
Monday	3 rd February	Seminar Room 2
Monday	10 th February	Seminar Room 2
Monday	17 th February	Seminar Room 2
Monday	24 th February	Seminar Room 2
Monday	2 nd March	Seminar Room 2
Monday	9 th March	Seminar Room 2
Monday	16 th March	Seminar Room 2

Teaching Criteria

This seminar is worth 20 credits.

Researchers who choose to take this seminar for credit are required to meet Departmental attendance, *participate actively*, complete the *discussion memo* tasks, and *present* their progress in the end.

Researchers also have the option of writing a term paper for this course as part of their general term paper requirements. Should they wish to do so, they must discuss their proposed topic with Professor Gërkhani well before the Department's deadline for Term Papers.

In detail:

- Researchers are required to *participate actively*. This implies that they are required to read the designated literature before each meeting and participate actively in class discussions.
- *Discussion memos*: It is important to carefully study each week's readings prior to the meetings. This improves the quality of the discussion since researchers come to the meeting well prepared. For this reason, researchers are requested to prepare a brief discussion memo on the readings programmed for each week. Discussion memos should consist of max 250 words and must include: (1) a reflection of what you find most engaging, exciting, and/or puzzling from the weekly literature; and (2) what you would like the class discussion to focus on (in the form of one or two questions).

The Discussion memos are not meant to be mere summaries of the readings. Instead, they are meant to be food for thought, by reflecting your own intellectual engagement with the material; specifying what is obscure or confusing in the readings; taking issue with some core idea or argument; or, exploring some interesting consequences of an idea. The Discussion memos will be the basis for the meetings' discussions. Each researcher submits them to the course website at the latest *every Sunday prior to the meeting at 23:00*, and takes them to class for the discussion.

- *Presentations*: By collectively reading a list of studies, researchers get to know the different traditions of theory and research in diversity, how the theory is connected to empirical research, how particular research designs and methods may be chosen for different research questions, and how new research projects can build on existing studies. In the last two meetings,

researchers are asked to present the extent to which this added knowledge has affected their ongoing research or has stimulated new research ideas.

- *Term paper:* Researchers who chose to submit a term paper are required to make significant use of the selected literature and provide an application to their research topic. The term paper must be submitted via email to Professor Gërxhani with the administrative assistant in copy (Claudia.Fanti@eui.eu). Please see the 2019-20 Researchers' Guide for more information regarding the term paper and the deadlines for submission.

Credit is only given to researchers who meet the tasks outlined here above. Moreover, researchers are required to take part in the meetings. Taking part in a meeting implies timely presence, good preparation, and active participation in-group discussions.

Should a researcher decide to submit a term paper for this course, it must be handed in by the deadline indicated in the 2019-20 Researchers' Guide. A term paper which is handed in late will not be considered.

Feedback

Researchers can expect to receive brief individual feedback on their discussion memos and their presentations. Group feedback will also be provided, as part of the learning process in class discussions.

Background literature

Researchers wishing to further their knowledge of gender and ethnic diversity can consult these core texts.

- *These books can be found on the reserved shelf of the EUI library.*

1. Becker, Gary (1971). *The Economics of Discrimination*. Chicago: University of Chicago Press.
2. Hochschild, Arlie R. (1989). *The Second Shift: Working Parents and the Revolution at Home*. New York: Viking.
3. Castles, Stephen, Hein De Haas, and Mark J. Miller (2013). *The age of migration: International population movements in the modern world* (5th edition). Macmillan International Higher Education.

Readings

Session 1: Introduction

1. England, Paula and Nancy Folbre (2005). Gender and Economic Sociology. Ch. 27 (p. 627-650), in Neil J. Smelser and Richard Swedberg (2005). *The Handbook of Economic Sociology* (2nd edition). Princeton University Press. © (2005) Princeton University Press
2. Quillian, Lincoln (2006). New Approaches to Understanding Racial Prejudice and Discrimination. *Annual Review of Sociology* 32: 299–328.

3. Castles, Stephen, Hein De Haas, and Mark J. Miller (2013). *The age of migration: International population movements in the modern world* (5th edition). Macmillan International Higher Education. Chapter 11: Migrants and Minorities in the labour force (p.240-263).
4. Azmat, Ghazala and Barbara Petrongolo (2014). Gender and labor market: What have we learned from field and lab experiments. *Labour Economics* 30: 32-40.

Optional:

1. Foschi, M. (1996) ‘Double Standards in the Evaluation of Men and Women’, *Social Psychology Quarterly*, 59(3): 237-254.
2. Niederle, Muriel (2016). Gender. In: *Handbook of Experimental Economics*, second edition, by John Kagel and Alvin E. Roth (eds). Princeton University Press: 481-553.
3. Balafoutas, L., and Sutter, M. (2012). Affirmative action policies promote women and do not harm efficiency in the laboratory. *Science* 335: 579–582.

Session 2: Interdisciplinary theoretical perspectives on gender diversity

1. Burt, Ronald S. (1998). The Gender of Social Capital. *Rationality and Society* 10: 5-46.
2. Reskin, Barbara F. (2002). Rethinking Employment Discrimination and Its Remedies. Ch. 9 (pp. 218-245), in Guillen et al. (Eds.) *The New Economic Sociology: Developments in an Emerging Field*. New York: Russell Sage Foundation.
3. Correll, Shelley J. and Cecilia L. Ridgeway (2003). “Expectation States Theory.” Pp. 29-51 in the *Handbook of Social Psychology*, edited by John Delamater. Kluwer Academic/Plenum Publishers, New York.
4. Correll, Shelley J. and Stephen Benard (2006). Biased estimators? Comparing status and statistical theories of gender discrimination. *Advances in Group Processes* 23: 89–116.

Optional:

1. Reskin, Barbara F. and Denise D. Bielby (2005). A Sociological Perspective on Gender and Career Outcomes. *Journal of Economic Perspectives* 19(1): 71–86.
2. Hanming, Fang and Andrea Moro (2011). “Theories of Statistical Discrimination and Affirmative Action: A Survey.” In Jess Benhabib, Matthew O. Jackson and Alberto Bisin editors: *Handbook of Social Economics*, Vol. 1A, The Netherlands: North-Holland, , pp. 133-200.

Session 3: Demand-side mechanisms

1. Goldin, Claudia and Cecilia Rouse (2000). Orchestrating Impartiality: The Impact of “Blind” Auditions on Female Musicians, *American Economic Review* 9(4): 715-741.

2. Castilla, Emilio J. (2008). Gender, Race, and Meritocracy in Organizational Careers, *American Journal of Sociology* 113 (6): 1479–1526.
3. Rivera, Laurie A. (2017). When Two Bodies Are (Not) a Problem: Gender and Relationship Status Discrimination in Academic Hiring, *American Sociological Review* 82(6): 1111-1138.
4. Quadlin, Natasha (2018). The Mark of a Woman’s Record: Gender and Academic Performance in Hiring. *American Sociological Review* 83(2): 331–360.

Optional:

1. Barbara, R.F. and McBrier D. (2000). Why Not Ascription? Organizations’ Employment of Male and Female Managers. *American Sociological Review*, 65: 210-33. © (2000) ASA
2. Correll S.J., Benard, S., and Paik, I. (2007). Getting a job: Is there a motherhood penalty?, *American Journal of Sociology* 112(5): 1297-1338.
3. Godechot, O. (2016). The chance of influence: A natural experiment on the role of social capital in faculty recruitment, *Social Networks*, 46: 60-75.

Session 4: Supply-side mechanisms

1. Correll, J. Shelley (2001). Gender and the Career Choice Process: The Role of Biased Self Assessments. *American Journal of Sociology* 106(6): 1691-1730. © (2001) ASA
2. Willer, Robb, Christabel L. Rogalin, Bridget Conlon, and Michael T. Wojnowicz (2013). Overdoing Gender: A Test of the Masculine Overcompensation Thesis. *American Journal of Sociology* 118: 980-1022.
3. Auspurg, Katrin, Thomas Hinz, and Carsten Sauer (2017). Why Should Women Get Less? Evidence on the Gender Pay Gap from Multifactorial Survey Experiments. *American Sociological Review* 82(1): 179–210.
4. Schram, Arthur, Jordi Brandts, and Klarita Gërxhani (2019). Social-Status Ranking: A Hidden Channel to Gender Inequality under Competition. *Experimental Economics* 22(2): 396-418. © (2018)The Author(s)

Optional:

1. Niederle, Muriel and Lise Vesterlund (2007). Do Women Shy Away From Competition? Do Men Compete Too Much? *Quarterly Journal of Economics* 122(3): 1067-1101.
2. Reuben, Ernesto, Paula Sapienza, and Luigi Zingales (2014). How Stereotypes Impair Women's Careers in Science. *Proceedings of the National Academy of Sciences* 111: 4403–4408.
3. Smith-Lovin, Lynn, and J. Miller McPherson (1993). “You Are Who You Know: A Network Approach to Gender.” Pp. 223–51 in *Theory on Gender/Feminism*, ed. Paula England. Hawthorne, N.Y.: Aldine de Gruyter.

Session 5: Political representation as a labour market (guest lecturer: A. Haraldsson)

1. Mcdermott, Monika L. (1998). Race and Gender Cues in Low-Information Elections. *Political Research Quarterly* 51(4): 895-918.
2. Lovenduski, Joni (2005). "Obstacles to Feminizing Politics." Ch. 3. Pp. 45-82 in *Feminizing politics* Joni Lovenduski. Cambridge: Polity.
3. Lawless, Jennifer (2012). "Barack Obama and 18 Million Cracks in the Glass Ceiling: Sex, Race, and Political Ambition." Ch. 4. Pp. 49-76 in *Becoming a candidate: political ambition and the decision to run for office*, Jennifer Lawless. Cambridge: Cambridge University Press.
4. Jennings, Freddie J., and Calvin R. Coker (2019). 'I just don't think she has a presidential look': The influence of sexism on candidate image. *Information, Communication & Society*: 1-15.

Optional:

1. Sigelman, Carol. K., Lee Sigelman, Barbara J. Walkosz, and Michael Nitz (1995). Black Candidates, White Voters: Understanding Racial Bias in Political Perceptions. *American Journal of Political Science* 39(1): 243-265.
2. Shah, Paru (2014). It Takes a Black Candidate. *Political Research Quarterly* 67(2): 266-279.
3. Dittmar, Kelly (2015). "Consultant Perceptions of Voters' Gender Stereotypes." Ch. 2. Pp. 18-30 in *Navigating gendered terrain: stereotypes and strategy in political campaigns*, Kelly Dittmar. Philadelphia: Temple University Press.

Session 6: Immigrants and minorities in the labour market

1. Zhou, Min (2004). Revisiting ethnic entrepreneurship: Convergencies, controversies, and conceptual Advancements. *International migration review* 38(3): 1040-1074.
2. Koopmans, Ruud (2015). Does assimilation work? Sociocultural determinants of labour market participation of European Muslims. *Journal of Ethnic and Migration Studies* 42(2): 197-216.
3. Spielvogel, Gilles and Michaela Meghnagi (2018). The contribution of migration to the dynamics of the labour force in OECD countries: 2005-2015. *OECD Social, Employment and Migration Working Papers*, No. 203, OECD Publishing, Paris, <https://doi.org/10.1787/a301bef8-en>.
4. Midtbøen, Arnfinn H., and Marjan Nadim (2019). Ethnic niche formation at the top? Second-generation immigrants in Norwegian high-status occupations. *Ethnic and Racial Studies* 42(16): 177-195.

Optional:

1. Carlsson, Magnus and Dan-Olof Rooth (2016). Employer attitudes, the marginal employer, and the ethnic wage gap. *ILR Review* 69(1): 227-252.

2. Auer, Daniel, Giuliano Bonoli, and Flavia Fossati (2017). Why do immigrants have longer periods of unemployment? Swiss evidence." *International migration* 55(1): 157-174.

Session 7: Immigrants in the labour market – barriers to labour market entry

1. Darity, William A. and Patrick L. Mason (1998). Evidence on discrimination in employment: Codes of color, codes of gender. *Journal of Economic Perspectives* 12(2): 63-90.
2. Fernandez, Roberto. M. and Isabel Fernandez-Mateo (2006). Networks, Race, and Hiring. *American Sociological Review* 71(1): 42–71.
3. Heath, Anthony F., Catherine Rethon, and Elina Kilpi (2008). The second generation in Western Europe: Education, unemployment, and occupational attainment. *Annual Review of Sociology* 34: 211-235.
4. Zschirnt, Eva and Didier Ruedin (2016). Ethnic discrimination in hiring decisions: a meta-analysis of correspondence tests 1990–2015. *Journal of Ethnic and Migration Studies* 42(7): 1115-1134.

Optional:

1. Pager, Devah and Lincoln Quillian (2005). Walking the Talk? What Employers Say Versus What They Do. *American Sociological Review* 70(3): 355–80.
2. Chiswick, Barry R. and Paul W. Miller (2009). The international transferability of immigrants' human capital. *Economics of Education Review* 28(2): 162-169.
3. Åslund, Olof, and Oskar Nordström Skans (2012). Do anonymous job application procedures level the playing field?. *ILR Review* 65(1): 82-107.

Session 8: Intersectionality of gender and ethnicity in the labour market

1. Crenshaw, Kimberle (1989). Demarginalizing the intersection of race and sex: A black feminist critique of antidiscrimination doctrine, feminist theory and antiracist politics. *University of Chicago Legal Forum*: 139-167.
2. Ridgeway, Cecilia L. and Tamar Kricheli-Katz (2013). Intersecting Cultural Beliefs in Social Relations: Gender, Race, and Class Binds and Freedoms. *Gender & Society* 27(3): 294–318.
3. Moa, Bursell (2014). The Multiple Burdens of Foreign-Named Men—Evidence from a Field Experiment on Gendered Ethnic Hiring Discrimination in Sweden. *European Sociological Review* 30(3): 399–409.
4. Collins, Todd A., Tao L. Dumas, and Laura P. Moyer (2017) Intersecting disadvantages: Race, gender, and age discrimination among attorneys. *Social Science Quarterly* 98(5): 1642-1658.

Optional:

1. Verloo, Mieke (2006). Multiple inequalities, intersectionality and the European Union. *European Journal of Women's Studies* 13(3): 211-228.
2. Halrynjo, Sigtona and Merel Jonker (2016). Naming and framing of intersectionality in hijab cases—does it matter? An analysis of discrimination cases in Scandinavia and the Netherlands. *Gender, Work & Organization* 23(3): 278-295.

Sessions 9-10

Presentations of researchers (approximately 20 minutes per presentation, depending on the number of participants).