



The Race to Earn Labour Market Penalties among British Muslim Women

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About this presentation

- Focuses on the interplay between gender, race, migration, religion and various labour market outcomes
- Attempts to provide a nuanced understanding of the intersectionality of identities in relation to labour market activities
- Draws on two studies
 - Quantitative analysis of a large data set from the LFS
 - Qualitative interviews from a mixed-method study focusing on migrants in the English long term care sector
- Briefly discusses the role of public and employment policies in addressing labour market inequalities

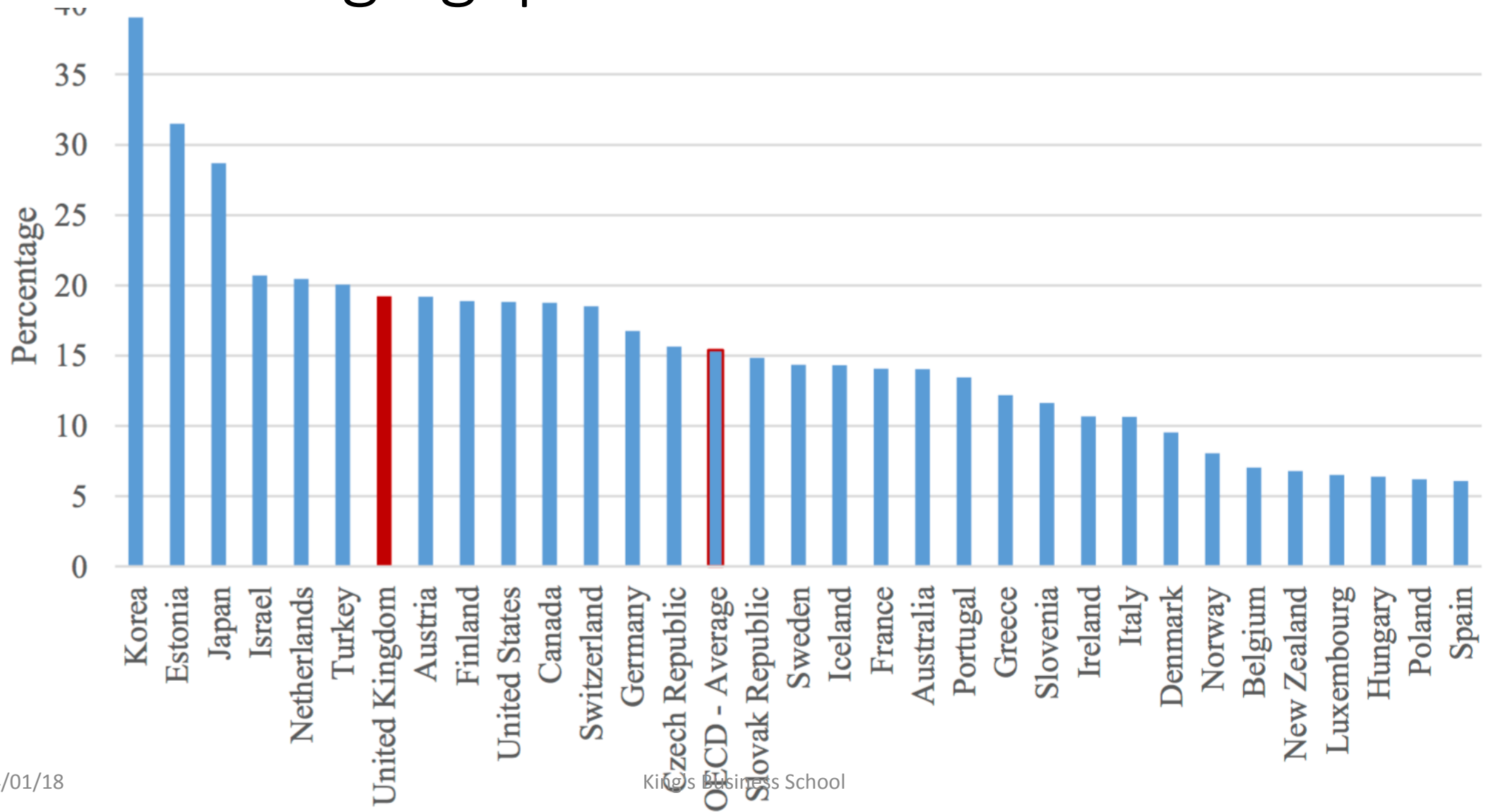
Labour market outcomes

- Access to the labour market
- Meritocratic matching
 - Over-qualifications, deskilling and qualifications' mismatch
- Wage differentials
- Quality of work
 - Contracts; harassment in the workplace; exclusion; authority
- Career progression
 - Access to training; promotions; glass ceilings/ glass escalators
- Job quitting/firing/redundancy
 - Especially those linked to discrimination

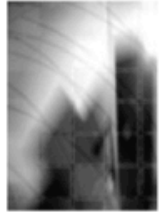
Existing evidence on labour market inequalities

- Previous studies highlight a significant (negative) effect of certain characteristics in relation to various labour market outcomes including hiring
 - Being a woman
 - % of women (25-65) in 'work' increased from 62% in 1994 to 69% in 2014; % of men is 82% in the UK – also evidence of vertical gender segregation
 - The gender wage gap in 2014 was 19%
 - Having some form of social markers (skin tone, clothing, language etc.)
 - Ethnicity (e.g. Modood; Maxwell, Dale) – Eastern European (Fox et al. 2012)
 - Being a migrant
 - Depends on migratory trajectories etc.
 - Having a 'foreign' name (Andriessen et al. 2012; Blommaert et al. 2014)
 - 29% of Muslim women (16-64) are in employment compared to around 50% of the whole population (2011 Census)

Gender wage gap in OECD countries- 2010



Empirical evidence



Article

Can religious affiliation explain the disadvantage of Muslim women in the British labour market?

Work, employment and society

1–18

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Nabil Khattab

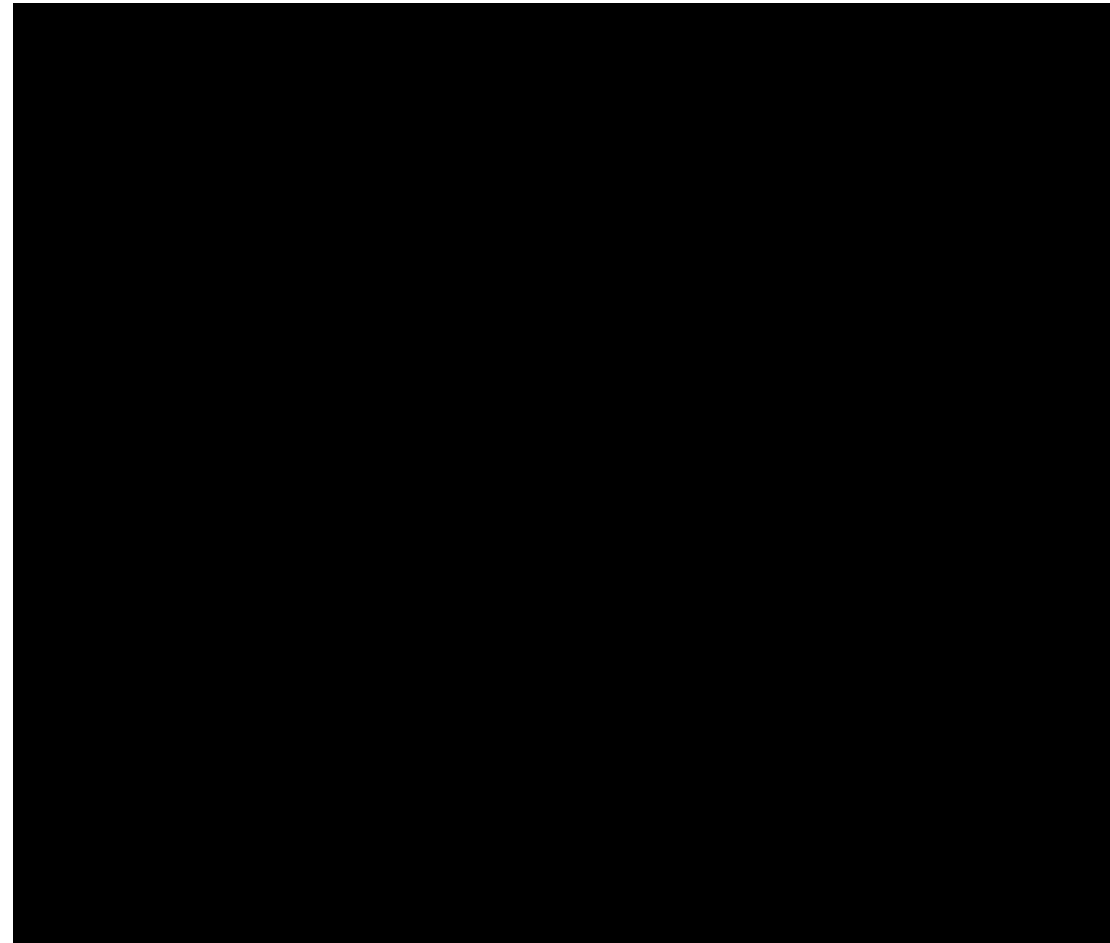
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Muslim women and intersectionality

- Based on 2011 census: Muslims account for 4.8% of the population in England and Wales
 - Larger than all other non-Christian faith groups put together
 - 47% of them are born abroad; 8% of White ethnicity; 33% are ≤ 15 years; 46% resides in the 10% most deprived areas; 73% identify their national identity as British
- Heterogeneous group
 - Gender (common); race; culture; religion; social markers and migration (social and human capital) - Un-neutral multiple identities
 - Rich research subjects !!



Conceptual framework of analysis

- Draws on the ‘intercategorical complexity’ approach (McCall, 2005)
- As well as the intersectionality literature more generally (Choo and Ferree, 2010)
- Acknowledges the role of human capital while recognising how this operates through non neutral multiple identities
- Assumes Muslim women do not enter the labour market solely as ‘women’ but with multiple ‘challenges’
- The analysis attempted to ‘categories’ and explore multiple dimensions of discrimination and multiple labour market outcomes

Data and Methods

- Labour Force Survey
 - 2002-2013
- Key information on religion, ethnicity, qualifications, employment
- Comparative analysis between Christian and Muslim women (19-65)
- An initial sample of 245,391 women
 - Of which, 8,444 self-identified as Muslims
- Three labour market outcomes:
 - Economic activity (3 categories: in employment; unemployed but seeking work; economically inactive);
 - Salariat class;
 - Earnings (gross hourly rate)

Analysis

- Migration, gender, religion and race are treated as ‘anchor’ points
 - Multivariate analysis
 - Logit model: obtaining salariat jobs
 - Mixed-effect models: hourly pay
 - Multinomial regression: economic activities
 - Core independent variables: ethno-religious background and generation
 - Controlled variables: age, age2, marital status, number of children under the age of 10, qualifications, part-time versus full-time employment, occupational attainment (two-digit scale), work- ing in the public sector versus the private sector, length of employment experience with current employer, region of residence and year of survey to control for periodical effects
- + Interaction terms

Findings (1)

- White-British Christian women had the highest proportion in employment (68%), the lowest rate of unemployment (2.5%) and the lowest rate of economic inactivity
- In general, second generation Muslim women did better than the first generation in terms of economic activity, but this pattern is reversed in relation to unemployment
- The main difference between Muslim and Christian White-British women is in the category of inactive labour participation (53% vs. 29%)

Findings: Economic activities

- All groups of Muslim women were more likely to be unemployed or economically inactive than being in employment
- White-British Muslim and White-British Christian women had the same probability of experiencing unemployment
- Reduced penalty for second generation Indian-Muslim, Pakistani-Muslim and Bangladeshi-Muslim women
- Qualifications seemed to operate in the same way across all groups in relation to economic inactivity and unemployment; except for 1st generation Pakistani-Muslim women (higher qualifications were associated with higher risk of unemployment)

Logistic regression (odds-ratios) for obtaining a salariat class among women aged 16-64 years, UK LFS 2002–2013 (N=219,342), with reference group 'all other classes'.

	Model 1	Model 2	Model 3
Intercept	0.004	0.004	0.004
Married	1.17**	1.17**	1.17**
Married, base=Married	1.00**	1.00**	1.00**
Divorced	0.89**	0.89**	0.89**
Divorced/divorced	0.91**	0.91**	0.91**
Number of children under 10	0.85**	0.85**	0.85**
Region, base=Inner London			
Inner London	0.97	0.97	0.97
Other London	0.76**	0.76**	0.76**
Other UK	0.76**	0.76**	0.76**
Qualification, base=No qualification			
High tertiary education	32.65**	32.65**	31.93**
High secondary education	4.40**	4.40**	4.33**
Generation, base=Christian White-British			
Indian-Muslims	0.43**		
Indian-Muslims	0.60**		
Pakistani-Muslims	0.19**		
Pakistani-Muslims	0.50**		
Bangladeshi-Muslims	0.15**		
Bangladeshi-Muslims	0.51**		
British Muslims	0.68**		
White-Others	0.22**		
Muslims	0.25**		
Generation, base=British natives			
2nd generation Muslim women		0.22**	0.04**
3rd generation Muslim women		0.51**	0.05**
Year, base=2002–2004			
2007	1.08**	1.08**	1.08**
2010	1.02	1.03	1.03
2013	0.96**	0.96**	0.96**
Interaction effect			
Generation × tertiary education			6.78**
Generation × tertiary education			12.20*
Generation × secondary education			5.55**
Generation × secondary education			9.32*
Goodness of Fit Ratio Tests			
Chi-square	$\chi^2=57,612.59$	$\chi^2=57,490.25$	$\chi^2=57,549.29$
p-value	$p<0.001$	$p<0.001$	$p<0.001$
Nagelkerke's R-squared	0.23	0.23	0.23

Salariat jobs

- While controlling for other factors, all groups of Muslim women were significantly less likely to obtain jobs within the salariat class
- Second-generation seemed to face reduced penalties
- White-British Muslim women faced the lowest penalties
- White-Other Muslim and Black-Muslim women were similar to first generation Pakistani and Bangladeshi women
- Education appeared to be more important for Muslim women, especially 2nd generation than for White-British Christian women.

Findings: Pay

- Five groups earned significantly less than White-British Christian women
 - 1st and 2nd generations Bangladeshi-Muslim; 1st gen Pakistani-Muslim, Black-Muslim and Muslim-Other women
- First generation Indian-Muslim women with tertiary education had a higher pay return for their qualifications
- Black-Muslim women with secondary and tertiary education had a lower pay return on their qualifications
 - Combined effect of blackness and religious affiliation
- second generation Muslim women (Indian, Pakistani and Bangladeshi) performed significantly better than their first generation counterparts

Key messages

- Labour market experience of Muslim women varies enormously by ethnicity, the type of labour market outcome under study and by generation
- The main labour market penalty facing Muslim women is finding jobs that are relevant to their qualifications
- Labour market performance is highly sensitive to their complex intersectionality of gender, race/ethnicity and religion
- Religious identity might have greater influence than other identities operating extrinsically through unfair practices by employers and intrinsically through women's choices and cultural preferences
- Intergenerational difference – resilience, adaptation and the way individuals express their religion identity
- Some interesting findings related to White-British Muslims: penalties in attaining salariat jobs

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Experiences of racism and discrimination
among migrant care workers in England:
Findings from a mixed-methods research
project

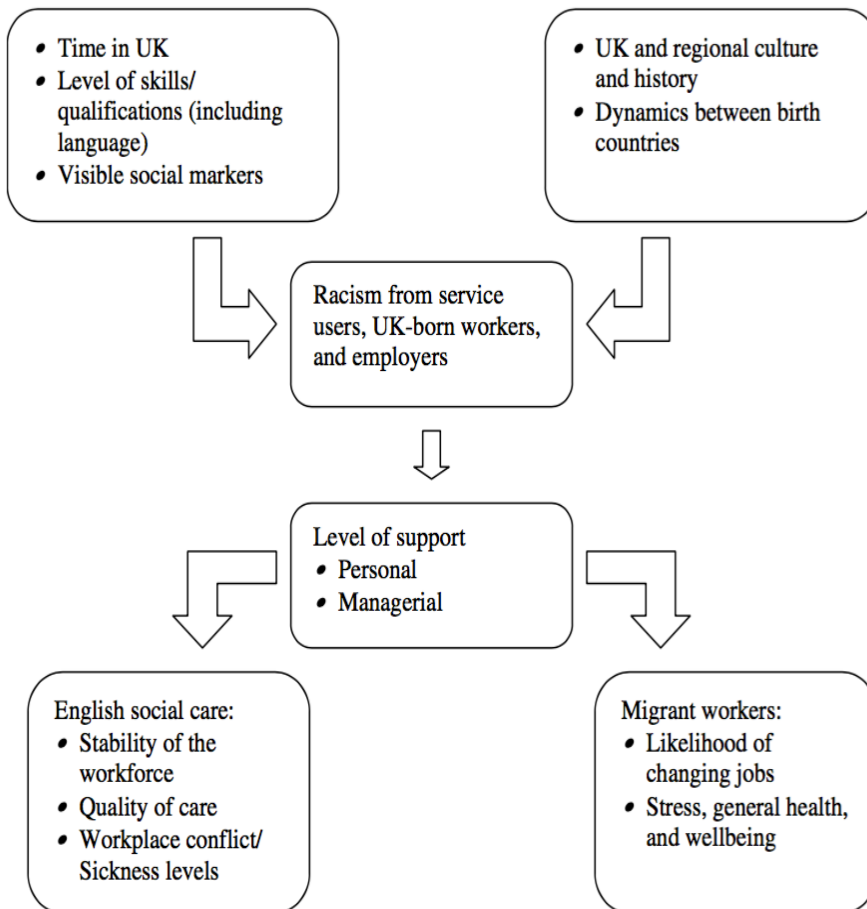
Qualitative Insights

24/01/18 Martin Stevens, Shereen Hussein and Jill Manthorpe
Kings Business School

Findings

- Visible and social markers as explanations of bullying or mistreatment
 - Migrant workers identifying their ethnicity as 'black African' gave more accounts than others that highlighted 'colour' as a factor
 - Migrant workers reporting their ethnicity as 'Asian' or 'white Other' gave more accounts focusing on their being from overseas
 - Racism was often seen to underlie bullying or mistreatment, which did not explicitly involve racist comments relating to visible social markers
 - Evidence of incidences of direct racism
- Working with people from different cultures
 - Cultural expectations; misunderstanding body language or cultural clues
 - Interaction with personalities and relationships
- Time effect – particularly when bullying received from clients – questions if migrant workers became accustomed to certain behaviour

Key messages



- Visible social markers such as dress code, skin colour and English proficiency are used to classify workers
- A complex interplay between cultural, attitudes, language ability, and local or regional elements
- multiple forms of discrimination
- At an individual level, migrant workers' experiences of racism were influenced by intermediate factors
- Experiences of racism could be an outcome of drivers for migrant recruitment into the English care sector to meet shortages



Explaining the Causes of Labour Market Inequalities

Many perspectives

Discrimination and Inequalities

- Dynamic and interactive
- Stratification/segregation of work
 - Gender division of labour → the value of women's work
- Social and institutional organisation of work
- Structure of the market and workplace context
 - Local economies
- Social closure
 - Discrimination as a mediating process between organisational/labour market structural attributes and group inequalities

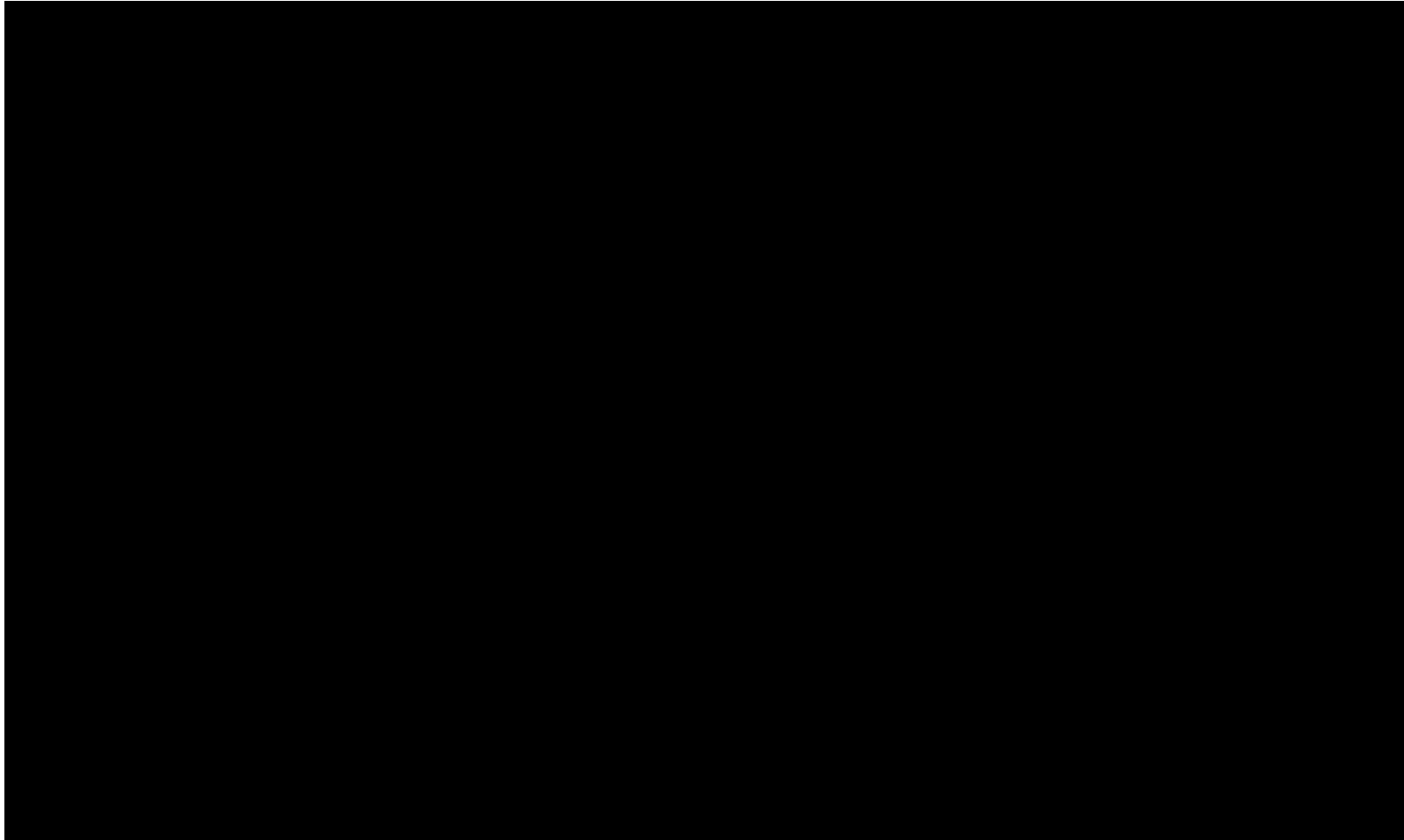
conomical perspective

- Neoclassical school of thoughts
 - Individualism, rationality, competition, the role of agency – regarding certain groups as more productive (Becker, 1971)
- Statistical discrimination
 - Employers make a decision based on previous knowledge (or lack of knowledge) about various groups of workers – assuming rationality and no conscious discrimination (Phelps, 1972)
- Dual market model – segmented labour market theory
 - Different groups are channeled towards different sectors; with those with certain characteristics systematically channeled into lower paying jobs (Beer & Barringer, 1970; Castles, 2012 – migration;)
- Institutional racism
 - Once different groups are channeled into different types of jobs, the normal operation of the institution will lead to differences in productivity, promotional opportunities, and pay.

Sociological perspective

- Considerable focus on gender inequalities and to a lesser extent on race/ethnicity
- Some recent work on migration
 - Concepts of human capital (devaluation, deskilling, length of stay) and notions of otherness (recognition and representation)
- Almost no conceptualisation of the role of religion
- Occupation segregation – links to dual market model
- Preference theory – a feminist approach
 - The position of women in the labour market is almost entirely dependent on the rational choices they make
- Functionalist 'human capital theory' - links somewhat to neoclassical theory

Otherness and ascribed assumptions- never static





Employment and Public Policies

Some consequences of labour market inequalities

- The relationship between labour market differentials and persistent social and economic disparities
- Individuals' wellbeing, mental and general health
- Social inclusion
- Social mobility
- The vicious cycle of low return to similar human capital investments
 - Withdrawal from the labour market?
 - Deterring from further investments in human capital

Inequalities and organisational policies

- Loss of opportunity
 - Even when acting to increase utility
- Impacts on various employment outcomes
 - Job quitting; productivity; quality of work; job satisfaction etc.
- Transparency and accessibility of policies
 - Support for parents; access to multi-faith space etc.
- Promoting equality issues
 - Visibility and involvement
- The role of civic partnerships and trade unions

The role of public policy

- Women and child care responsibilities
 - Childcare provision
 - Policies around flexible working, maternity and paternity leave etc.
- Equality and Human Rights
 - The Equality Act 2010
 - Transparency of gender wage gaps in large organisations
 - The public sector equality duty (April, 2011)
 - Human rights frameworks: UK Human Rights Act 1998; European convention on Human Rights
 - The Race Relations Act (1976)
 - Race equality duty came into force in 2001
- Public (state supported) initiatives
 - Women's business Council; Women on Boards

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Thank you for listening

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