

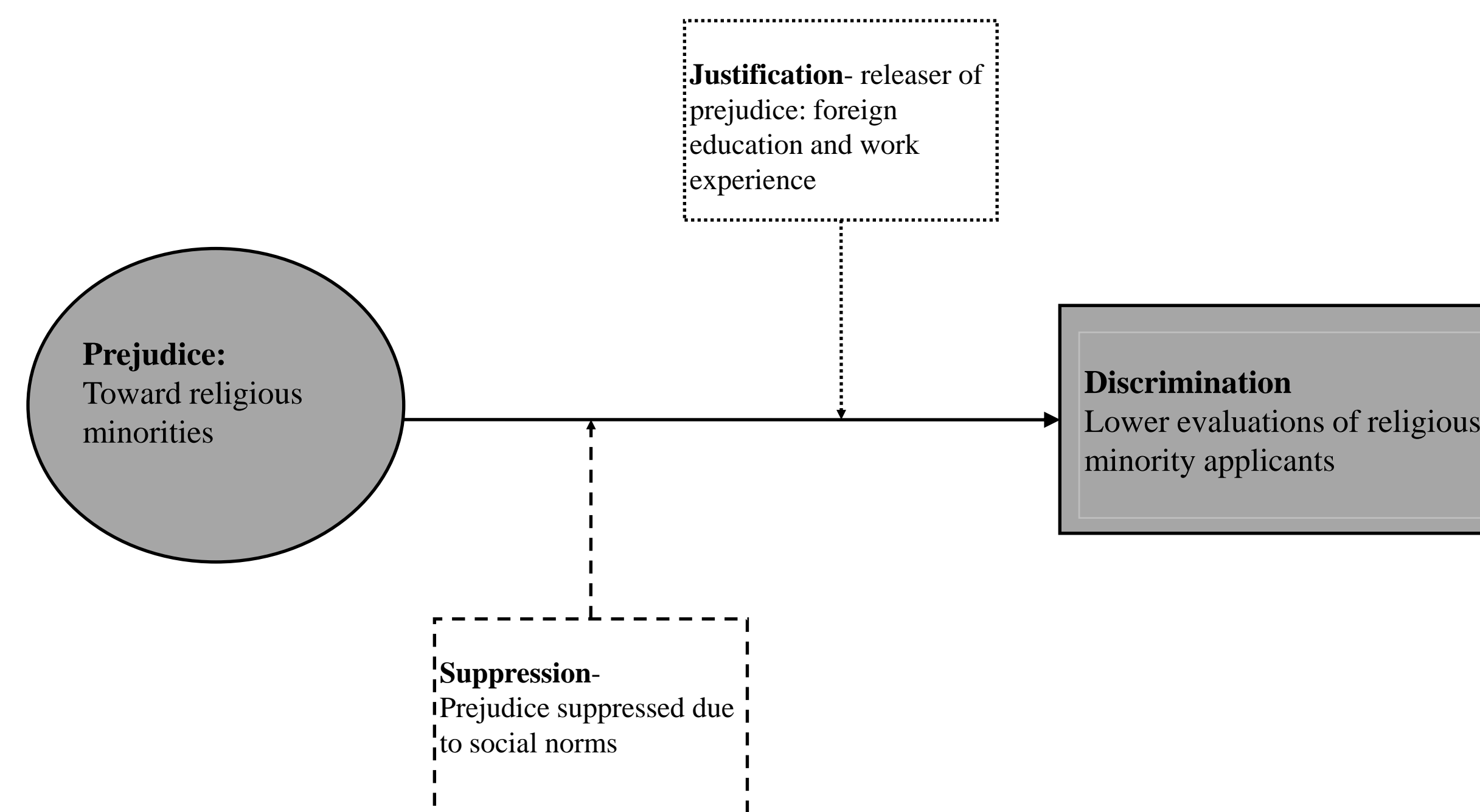
Immigrant Skills Discounting: When Religious Affiliation Leads to Discrimination

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INTRODUCTION

- Success of Canada's immigration policies has been challenged by *immigrant skills discounting*, defined by Reitz (2002) as the devaluation of immigrants' foreign education and experience relative to those of locally-trained employees
- Previous research suggests that prejudice toward minority groups is a contributing factor (Esses & Dietz, 2002)
- Given the documented rise in anti-Muslim attitudes, this study examines skills discounting as a function of religious affiliation (Muslim or Christian)

Proposed Model for the Effect of Religious Affiliation on the Evaluation of Foreign Trained Job Applicants (Based on the Justification-Suppression Model of Prejudice; Crandall & Eshleman, 2003)



Hypothesis

There will be an interaction between the religious affiliation of the applicant and his location of training, such that when the applicant belongs to a religious minority group and possesses foreign training (as an immigrant), he will receive the least favorable evaluations

METHOD

Participants

143 Canadian university students

Design

2 (location of training) x 3 (religious affiliation) factorial design

- Location of training: Canada or Cyprus
- Religious affiliation: Christian, Muslim, or No Affiliation

METHOD

Procedure

1. Participants reviewed a job advertisement and resume for an applicant for a kinesiologist position:

Adam Fidos		
777 Addison Ave., Toronto, ON M5B 4B2 Phone: (416) 281-3264 email: a.fidos@rogers.ca		
Place & Date of Birth		
Larnaka, Cyprus- November 1985		
Education		
2006	UNIVERSITY OF CYPRUS	Nicosia, Cyprus
B.Sc. Physical Therapy		
Training		
2006-2007	SPECIAL NEEDS CLINIC- UNIVERSITY OF CYPRUS	Nicosia, Cyprus
Physiotherapy Intern		
<ul style="list-style-type: none"> Conducted physiotherapy sessions with children who have mobility problems Helped design rehabilitation programs that facilitating integration of children into public schools 		
Professional Employment		
2007-2009	CENTRAL HOSPITAL (Rehabilitation Ward)	Nicosia, Cyprus
Physiotherapist		
<ul style="list-style-type: none"> Part of team responsible for researching and recommending therapy programs Implementation of rehabilitative physiotherapy with patients of strokes, accidents, trauma <ul style="list-style-type: none"> Assisting with stretching routines Setting up equipment Motivating patients to progress with program Attendance and participation in national conferences 		
Certifications		
<ul style="list-style-type: none"> First Aid certification 		
Extracurricular Activities		
2002-2006	University of Cyprus- Muslim Student Union	Nicosia, Cyprus
Hobbies : Cycling, swimming, and reading		
Additional Qualifications		
<ul style="list-style-type: none"> Computer skills (Microsoft Works, Microsoft Word, Microsoft Excel) Interpersonal and communication skills 		
References		
Available upon request		

2. Participants then watched a taped interview of the applicant: *Pendant indicative of religious affiliation*



Dependent Measures

Evaluation of Soft Skills:

e.g., “If hired, the applicant is likely to conform to organizational norms”

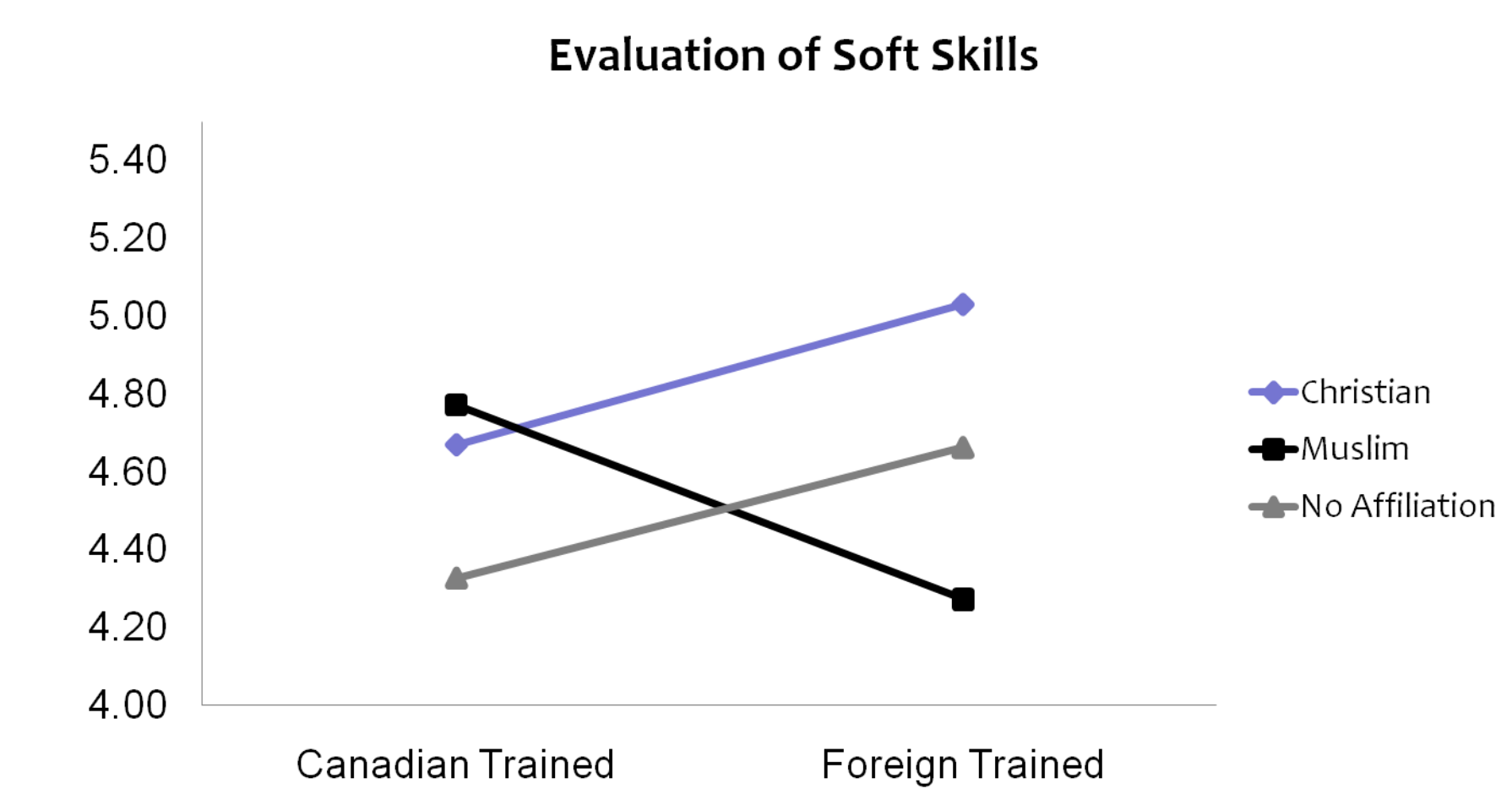
Evaluation of Hard Skills:

e.g., “Overall, the applicant's education (OR experience) is suitable for the kinesiologist position”

RESULTS

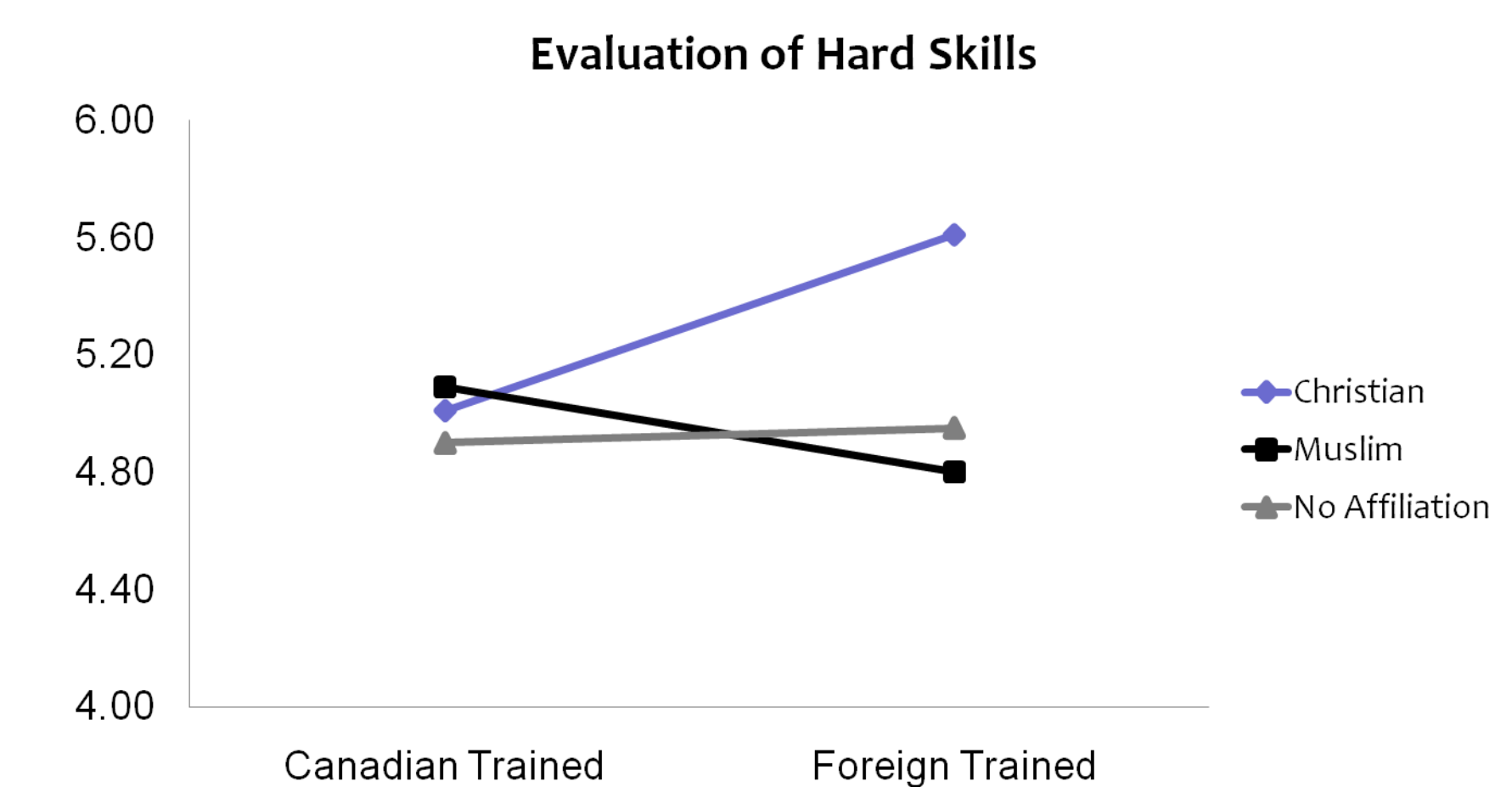
Soft Skills: Significant interaction $F(2,133) = 4.50, p < .05$.

- Out-group derogation- Muslim Immigrant received lower ratings than the Christian Immigrant and the Canadian trained applicants



Hard Skills: Significant Interaction $F(2, 134) = 3.58, p < .05$

- In-group favoritism- Christian Immigrant was rated more positively than his Muslim and No Affiliation counterparts, as well as the Canadian trained applicants



DISCUSSION & IMPLICATIONS

- When presented as Canadian-trained, religious affiliation had no bearing on the evaluation of the applicant's soft and hard skills

- When presented as Foreign-trained, the Christian applicant was at a consistent advantage while the Muslim applicant was at a consistent disadvantage

- Evidence of discrimination toward the Foreign-trained Muslim, with variation in pattern depending on whether examining perceptions of hard or soft skills: mainly in-group favoritism toward the Christian applicant on hard skills and out-group derogation of Muslim applicant on soft skills

- Implications:

- Are the benefits of credential recognition limited to in-group members?
- Additional tools needed to address perceived lack of soft skills
- Need to engage in further research on the distinction between hard and soft skills, as well as means to incorporate both when addressing immigrant skills discounting

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