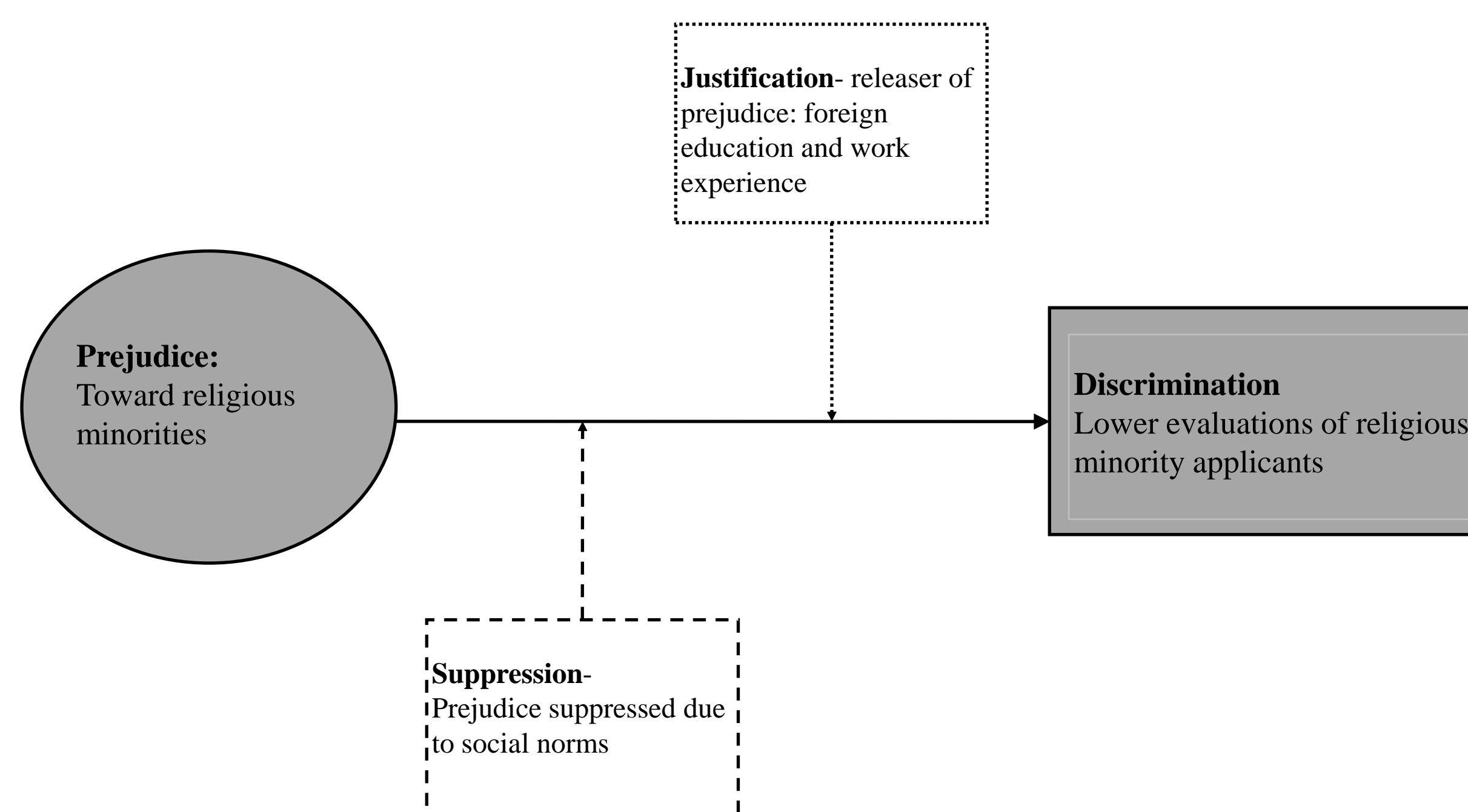


INTRODUCTION

- 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 Fodos		777 Addison Ave., Toronto, ON M5S 4B2 Phone: (416) 281-3264 email: a.fodos@uwo.ca
Place & Date of Birth		
Larnaka, Cyprus- November 1985		
Education		
2006	B.Sc. Physical Therapy	UNIVERSITY OF CYPRUS, Nicosia, Cyprus
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 Assisting with stretching routines 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 Word, 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:

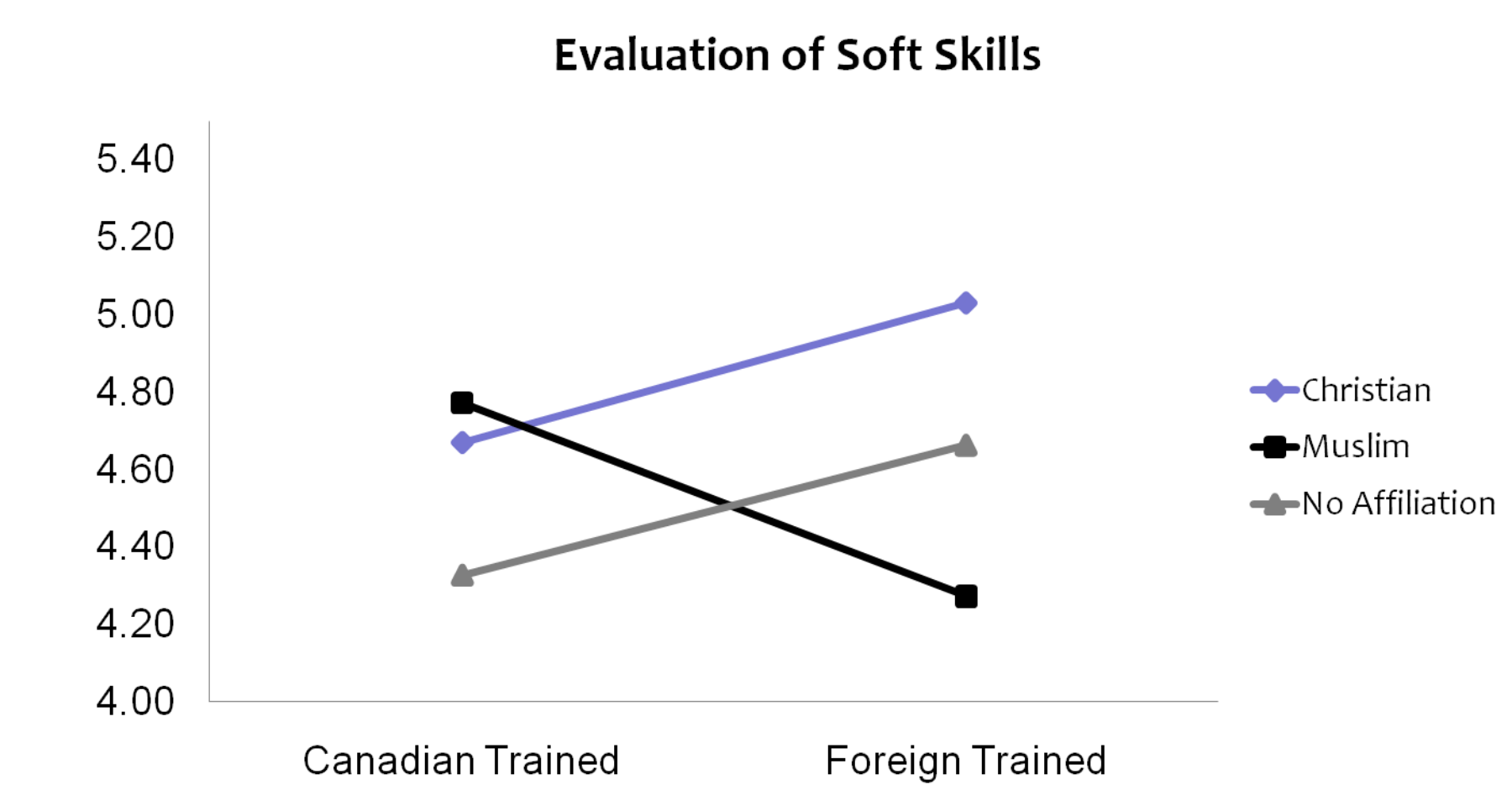
e.g., "If hired, the applicant is likely to conform to organizational norms"

Evaluation of Hard Skills:

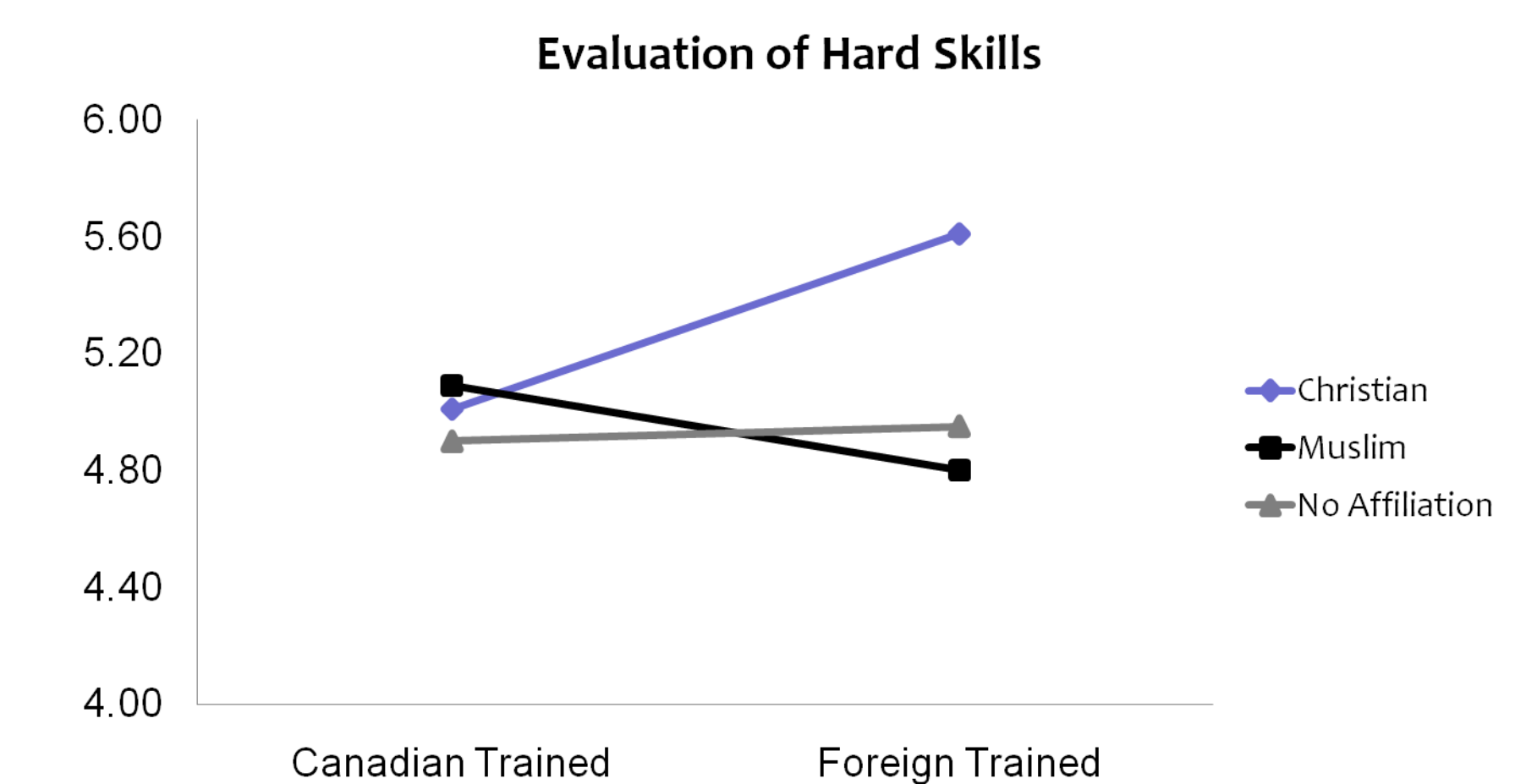
e.g., "Overall, the applicant's education (OR experience) is suitable for the kinesiologist position"

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