

## Ethnicity strand

Strand organiser: Dr. Nissa Finney (University of St Andrews)

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### 9.15am Tuesday 14 September: Education, employment, place & ethnic inequalities

#### Ethnic representation in public sector employment

Nadia Hezlin Yashaiya<sup>1</sup> and Abdillah Noh<sup>2</sup>; <sup>1</sup>Centre for Advanced Research, Universiti Brunei Darussalam, <sup>2</sup>Faculty of Arts and Social Sciences, Universiti Brunei Darussalam

Why is there a persistent nature of over-representation and under-representation of ethnic groups in public sector employment? What contributes to the persistent nature of bureaucratic over-representativeness or under-representativeness? Answers to such a question are necessary because, while there have been many empirical studies of the relationship between different types of bureaucratic representation (gender, ethnic, class) and/or different features of bureaucracies (levels, types of agencies, unitary or federal) and possible policy outcomes, the studies have largely been silent when it comes to identifying antecedents to bureaucratic over-representativeness or under-representativeness. Interviews with senior public officials reveal that while personal attributes – like education, personal values, identity and socialisation – are important in determining one's public service motivation, an ethnically heterogeneous environment with the potential for producing numerous types of exclusive institutions can influence one's perception of the public service, alter one's motivation to serve in the public service or even eliminate one's chances of joining the civil service

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#### Home, neighbourhood, school or all three: What determines higher educational achievement and labour market success among the Russian-speaking minority in Tallinn Urban Region, Estonia?

David Knapp, Kadi Kalm, Kadri Leetmaa, Tiit Tammaru; Department of Geography, University of Tartu, Tartu, Estonia

Research concerning segregation has tended to compare minority outcomes to those of the majority. However, outcomes can vary significantly within minority groups, and understanding why such differences emerge can shed light on why some individuals can integrate or assimilate among the majority, while others are segregated or marginalised. Also, studies on segregation have started to acknowledge the interdependencies between different domains, such as between the home, neighbourhood and school. In this paper, we examine the role of home, neighbourhood and school characteristics, alone and in concert, in the achievement of higher education and labour market outcomes among the minority population within a vicious circles of segregation framework. We undertake a longitudinal study using linked individual-level data from the Estonian Education Information System, Estonian Population Register and Estonian Population Censuses. The Russian-speaking ethno-linguistic minority living in Tallinn Urban Region makes for an interesting case study because of the variation in ethnic composition in neighbourhoods, the comprehensive nature of the education system and the ability for parents to choose between majority- and minority-rich schools. In addition to the characteristics of the parents, the choice of where to live and to go to school may affect whether a Russian-speaking minority member achieves higher education and at what occupational status they enter the labour market. We present findings and discuss implications for segregation research.

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#### Is the ethnic penalty worse in less deprived areas?

Stephen Jivraj, Christiana Alao; University College London

Background – There has been a great deal and mixed evidence in the literature in the UK, demonstrating the disadvantages faced by ethnic minorities in the labour market in deprived areas where such disadvantage are a continuing concern for the wider society, government as well as social science researchers. However, there is a lack of evidence pointing towards the effect in less deprived areas, which could be stronger because of more

discrimination and poorer social networks in these places. This paper studies the potential disadvantages and the unemployment ethnic penalty in less deprived areas. Data came from Understanding society, which was restricted to those aged 25-50 years. Employment was measured by focusing on three categories of employment status (employed, unemployed and inactive – those not seeking employment). Ethnicity was measured by focusing on broad ethnic minority groupings for this analysis: (White, Black, Asian, Mixed and Other). Area deprivation (IMD) was measured by utilising the IMD score. Multinomial regression was used due to the unordered categorical nature of the outcome, to look for the interaction between ethnicity, area deprivation and their relationship to employment status. The results show that ethnic minorities have a greater rate of unemployment and economic inactivity than the White populations in less deprived neighbourhoods. For instance, the Black populations (OR: 3.448) and Mixed populations (OR: 2.004). For all groups, the disadvantage relative to the White majority is lower in most deprived neighbourhoods than in least deprived. This implies that ethnic inequalities in the labour market are greater in less deprived neighbourhoods. The paper concludes that ethnic minorities experience continuing disadvantage compared to the White majority wherever they live however, increased co-ethnic community could potentially increase the likelihood of employment and hence lower the ethnic penalty in unemployment.

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### **Documenting the lives of ethnic and religious minorities in the pandemic: Reflections from the Evidence for Equality National Survey (EVENS)**

**Nissa Finney<sup>1</sup>, James Nazroo<sup>2</sup>, Natalie Shlomo<sup>2</sup>, Dharmi Kapadia<sup>2</sup>, Laia Becares<sup>3</sup>, Harry Taylor<sup>2</sup>, Neema Begum<sup>2</sup>, Dan Ellingworth<sup>2</sup>; <sup>1</sup>University of St Andrews, <sup>2</sup>University of Manchester, <sup>3</sup>University of Sussex**

The Evidence for Equality National Survey (EVENS) ran from February to June 2021 to document the lives of ethnic and religious minorities in Britain during the Covid-19 pandemic. EVENS constitutes the largest contemporary British survey of ethnic and religious minorities.. The paper reflects on the non-probability approach to survey design and recruitment methods, presenting an overview of the innovations of EVENS, challenges and adaptations, and the resulting characteristics of the EVENS sample. Early findings on education, employment, and place experiences of ethnic and religious minorities in Britain during the pandemic will be presented.

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## **2.00pm Tuesday 14 September: Ethnicity & health**

### **Births, stillbirths, and infant mortality by ethnicity**

**Thomas Maddox, Chloe Stevens, Gemma Quayle, David Corps; Office for National Statistics**

Ethnicity is a key inequality affecting stillbirth and infant mortality rates in England and Wales. Understanding how risk factors affect outcomes for babies for different ethnic groups is instrumental in lowering these rates and monitoring progress against the government ambition to halve stillbirth and neonatal mortality rates in England by 2025. We worked with different areas in the ONS to understand the quality of the ethnicity variable on the birth notification and update the way we categorise ethnic groups to align with the 2021 Census question. Our analysis of the rate of stillbirths and infant mortality across 13 years found differences between ethnicities in areas including IMD (index of multiple deprivation), cause of death, birthweight and gestation length. In this presentation, we will discuss the datasets, statistical methods and key results from our analysis.

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**Ethnic differences in health behaviours and subjective expectations of UK graduates during Covid-19**  
**Angus Holford<sup>1</sup>, Renee Reichl Luthra<sup>2</sup>, Adeline Delavande<sup>3</sup>; <sup>1</sup>Institute for Social and Economic Research, University of Essex, <sup>2</sup>Department of Sociology, University of Essex, <sup>3</sup>Department of Economics, University of Technology Sydney**

Ethnic differences in health behaviours are well-documented in the UK, with marked variation in terms of substance use, diet, and physical activity. Although Covid-19 has had a disproportionate impact on minority communities, we do not yet know how Covid-19 specific health behaviours might have varied across ethnicities in the UK. Using a new dataset that includes detailed data on Covid-19 related health behaviours for an ethnically diverse sample of recent university graduates, this paper provides new evidence on the role of socioeconomic and demographic factors as well as the strength of ethnic ties in determining adherence to recommended health behaviours during the pandemic. This paper moreover includes novel measures of ethnic differences in the perceived risk and expected severity of Covid-19 transmission, as well as the perceived efficacy of health behaviours in mitigating this risk. We show that despite the fact that ethnic minority graduates in the UK (correctly) perceive a higher risk of Covid infection and more severe consequences of an infection, these subjective expectations do not explain their higher adherence to public health guidelines. Nor does their (higher) objective risk due to public transportation use, working conditions, or housing conditions. Rather, ethnic differences are most pronounced among those minorities who are most strongly embedded in a co-ethnic peer network, and among those who have higher levels of trust in state intervention. These findings point towards the importance of harnessing ethnic communication and influence channels to ensure adherence to public health policy in the UK.

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**Migrant mortality differences during the first COVID-19 wave in Belgium. Can demographic and socioeconomic indicators explain differential mortality?**

**K. Vanthomme<sup>1</sup>, S. Gadeyne<sup>1</sup>, P. Lusyne<sup>2</sup>, H. Vandenheede<sup>1</sup>; <sup>1</sup>Sociology Department, Interface Demography, Vrije Universiteit Brussels, <sup>2</sup>Statbel, Directorate General Statistics, Statistics Belgium**

Belgium has noted a significant excess mortality during the first COVID-19 wave. Research in other countries has shown that people with migrant origin are disproportionately affected. Belgium has an ethnically diverse and increasingly ageing population and is therefore particularly apt to study differential mortality by migrant group during this first wave of COVID-19. We used nationwide individually-linked data from the Belgian National Register providing sociodemographic indicators and mortality; and the administrative census of 2011 providing indicators of socioeconomic position. Age-standardized all-cause mortality rates (ASMRs) were calculated during the first COVID-19 wave (weeks 11-20 in 2020) and compared with ASMRs during weeks 11-20 in 2019 to calculate excess mortality by migrant origin, age and gender. For both years, relative inequalities were calculated by migrant group using Poisson regression, with and without adjustment for sociodemographic and socioeconomic indicators. The results indicate that among the middle-aged, ASMRs revealed increased mortality in all origin groups, with significant excess mortality for Belgians and Sub-Saharan African men. At old age, excess mortality up to 60% was observed for all groups. In relative terms, most male elderly migrant groups showed higher mortality than natives, as opposed to 2019 and to women. Adding the control variables decreased this excess mortality. This study underlined important inequalities in overall and excess mortality in specific migrant communities, especially in men. Tailor-made policy measures and communication strategies should be set-up, taking into account the particular risks to which groups are exposed.

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## **Unpacking the complexity of migrated older adults' lives in the UK through an intersectional lens: A qualitative systematic review**

**Mengxing Ma<sup>1,2</sup>, Gaurav Joshi<sup>3</sup>; <sup>1</sup>Department of Geography, University of Sheffield, <sup>2</sup>Department of Social Work, University of Melbourne, <sup>3</sup>University of Chinese Academy of Sciences**

The intersection of population ageing and international migration increases the ethnic and cultural diversity of the UK's older population, which has significant implications for health and care services and requires social inclusion and equal access to welfare. This review aimed to explore the complexity of migrated older adults' lives and analyse how their multiple identity markers interweave and affect their lived experiences. This review is a qualitative systematic review informed by Thomas and Harden (2008). Intersectionality is applied as a theoretical scaffold to inform the qualitative thematic synthesis of the data. A total of 29 studies in the period 2000-2020 were included. Three themes- language barriers, racism and discrimination, negotiating cultural influences, were identified as common challenges faced by migrated older adults. However, the degree of these challenges and the resources to buffer their effects vary dramatically given the significant differences in older migrated adults' gender, socio-economic status (SES), cultural backgrounds and migration pathways. Rather than focusing on any single factor, it is required to consider the intersection of age, race, ethnicity, gender, SES, and migration status when understand and address inequality not only between migrated older adults and native older adults, among different migrated older adult groups but also within any certain group. This review calls for the acknowledgment and awareness of policymakers, care and service practitioners and academics on the heterogeneity of migrated older adults.

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## **10.30am Wednesday 15 September: Complexities of white ethnic identities**

**(Session convenor: Ivelina Hristova)**

### **Racism or nationalism? The discriminatory consequences of labelling Hans Siebers; Tilburg University**

Classifying people is a risky endeavour. Classifications not just represent reality but also shape it. Ascribed categories may not match those the people concerned subscribe to. Discrimination theory (e.g. Pager and Shepherd, 2008) tells us that in institutional contexts, particular identities are inappropriate. One's ethnic or racial identity should not influence hiring decisions. No easy solutions are available, not even self-identification. The latter unpacks the kind of discourses people draw on to make themselves and their experiences meaningful. However, that does not necessarily mean that those discourses are right or even appropriate. Two identities are particularly problematic since they trigger discrimination against people with a migration background, i.e. racial and national identities. I will present a comparative framework for analysing cases of discrimination against them. There is a strong need for such a framework. First, 'race' and 'ethnicity' / 'nationality', racism and nationalism, are often conflated in the literature, whereas both have very different historical and institutional roots. Second, a strong imbalance prevails in the literature that overemphasizes racism as the source of discrimination, drawing attention away from nationalism as its main source. Third, an analysis pointing either to racism or to nationalism as the source of discrimination has very different policy consequences to deal with the problem. Without a clear conceptual and analytical framework, we may easily become part of the problem instead of the solution. What about calling people with an Eastern European background 'white' or 'ethnic'? I will develop such a framework with examples from the Netherlands.

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### **Experiences of discrimination: EU migrants in the UK, Germany, Spain and Italy Neli Demireva, University of Essex**

This study focuses on experiences of discrimination of EU migrants. There has been an increase of hate crime in Europe in the last 10 years (Bleich 2007, Whine 2015). Based on 154 in-depth interviews in three groups of

countries: countries traditionally receiving migrants such as Germany and the UK; countries traditionally sending migrants such as Bulgaria and Romania; and countries which at present are both receiving and sending migrants such as Italy and Spain, the paper investigates the modes of integration of EU migrants and the challenges they face in their attempt to become part of the mainstream society in the receiving country. The country selection allows us to examine a range of regional and national contexts in which migrants are embedded and to give due diligence to the pan-European policy debates and regulations that might shape the migration process. We find evidence of tensions between groups – between the majority and the EU migrant community but also between the migrants and established minority groups. In the extreme, the respondents in the study talk about verbal attacks - in many other cases discrimination, in their words, takes the form of strategic lack of assistance or interest in the hardship that the migrant faces. The paper raises important questions about the various forms of racist abuse to which EU migrants are exposed, and the role that social media and politicians play in these exchanges.

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## **Midday Wednesday 15 September: Discrimination, representation & identification for migrants & minorities**

**'I don't think this is racist but...': discussing difference and negotiating minority identities in the transition to adulthood**

**Helen Packwood, University of Edinburgh**

Incidents of racial injustice and ethnic inequality continue to dominate the headlines and fuel public debate. Despite compelling evidence of the importance of 'talking about race' (Harries 2014, 2017, Andreouli et al. 2016) many school-age students show a reluctance to discuss difference, for fear of being misconstrued as 'racist' or 'intolerant'. A new lexicon is needed to allow students and staff to talk about migrant and minority identities and experiences of everyday racism more clearly and directly. The paper draws on a mixed methods research project based in Scotland. Repeat in-depth interview (n=92) were carried out with school pupils over a period of two years and analysed alongside national administrative datasets which contain detailed ethnic and social stratification (n=471,317). The evidence is presented through a series of case studies that look at the intersections of ethnic identity, neighbourhood disadvantage and social class. Findings highlight many notable differences and distinctions between ethnic groups as well as the lived experiences of young people from a range of ethnic, migrant and non-ethnic backgrounds. The paper also goes on to demonstrate the challenge of discussing difference in free and inhibited ways, and a tendency to minimise experiences of racism. This paper raises important questions about how narratives of difference are obscured and neutralised within neoliberal educational environments.

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**Local hostility effect on immigrants' wellbeing: Does ethnic composition in neighbourhoods and exposure to out-group matter?**

**Michaela Šedovič, London School of Economics and Political Science**

Current research suggests that contact of migrants with the non-migrant population can affect their wellbeing. Similarly, studies show that individuals perceiving discrimination score lower on wellbeing scales. One potential but under-researched driver of this effect is the non-migrant population's attitudes towards immigrants. This paper explores the effect of local hostility, measured as attitudes towards immigrants, on migrants' wellbeing in the UK. Using individual data from wave 9 of the UK Household Longitudinal Study (employing also UKHLS neighbourhood module) matched to aggregate data on attitudes towards immigrants derived from the European Value Survey (2017), I focus on attitudes at the small geographical area level of NUTS 3 units. Controlling for local area characteristics (such as unemployment level) and for individual level characteristics related to life satisfaction, I estimate the relationship between local hostility and individual life satisfaction in an OLS regression analysis. Furthermore, I explore the moderating effect of neighbourhood

ethnic composition, close ties in neighbourhood, and neighbourhood interethnic mixing on this association. By exploiting measures of both contact with and exposure to other ethnic groups (neighbourhood ethnic composition, neighbourhood mixing, interethnic friendships), I am better able to identify the mechanisms linking environmental attitudes to wellbeing. Preliminary results suggest that local hostility measured on the NUTS1 level is associated with lower wellbeing of the first-generation migrants, those living in the UK for more than 5 years, and immigrants of non-white ethnicities. Further examination will include NUTS3 level of analysis and focus on the potential moderating effects of contextual factors.

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### **Covering the pandemic: post-colonial representations of Brazilian indigenous people amid a public health crisis**

**Gustavo Freitas, Luísa Carvalho Carreira; University of Coimbra**

The United Nations Declaration on the Rights of Indigenous Peoples signalled an international concern with the persistence of attacks on ethnic minority groups that date back to colonialism (UN, 2007). In Brazil, attacks against the indigenous people not only continue to happen as their extermination potential has been intensified by Covid-19 (ABEP, 2020), an urgent issue to which the UN also calls attention (UN, 2020). This research, therefore, hopes to contribute to the ongoing debate about the effects of the pandemic on indigenous people (Barreto, 2020; Amado & Motta, 2020; Menton et al., 2021). It focuses on issues of representation that not only have been a part of the struggles for the agency in postcolonial Brazil but also shape the Indigenous Peoples' right to self-determination, namely as a key component to ensure their health. Drawing on the work of post-colonial theorists (Sabido, 2019; Hall, 1997), we critically examine how the media of Brazil and Portugal, former colonial power, reported on Brazilian indigenous people during the pandemic. To this end, we use Content Analysis (Anderson, 2012) and Critical Thematic Analysis (Owen, 1984) to highlight patterns and forcefulness in 97 texts extracted from the newspapers *Folha de S. Paulo* (Brazil) and *Público* (Portugal) during the first year of the pandemic – from March 11, 2020, to March 11, 2021 (WHO, 2020). The preliminary results point to a coverage focused on registering deaths while reinforcing old discussions such as the absence of protection and preservation policies for Brazilian indigenous peoples and demarcation of land.

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### **Using Twitter to track immigration sentiment during early stages of the COVID-19 pandemic**

**Francisco Rowe<sup>1</sup>, Michael Mahony<sup>1</sup>, Eduardo Graells-Garrido<sup>2</sup>, Marzia Rango<sup>3</sup>, Niklas Sievers<sup>3</sup>; <sup>1</sup>Geographic Data Science Lab, University of Liverpool, <sup>2</sup>Barcelona Supercomputing Center, <sup>3</sup>Global Migration Data Analysis Centre (GMDAC), International Organization for Migration, Berlin**

In 2020, the world faced an unprecedented challenge to tackle and understand the spread and impacts of COVID-19. Large-scale coordinated efforts have been dedicated to understand the global health and economic implications of the pandemic. Yet, the rapid spread of discrimination and xenophobia against specific populations, particularly migrants and individuals of Asian descent, has largely been neglected. Understanding public attitudes towards migration is essential to counter discrimination against immigrants and promote social cohesion. Traditional data sources to monitor public opinion – ethnographies, interviews, and surveys – are often limited due to small samples, high cost, low temporal frequency, slow collection, release and coarse spatial resolution. New forms of data, particularly from social media, can help overcome these limitations. While some bias exists, social media data are produced at an unprecedented temporal frequency, geographical granularity, are collected globally and accessible in real-time. Drawing on a data set of 30.39 million tweets and natural language processing, this paper aims to measure shifts in public sentiment opinion about migration during early stages of the COVID-19 pandemic in Germany, Italy, Spain, the United Kingdom and the United States. Results show an increase of migration-related Tweets along with COVID-19 cases during national lockdowns in all five countries. Yet, we found no evidence of a significant increase in anti-immigration sentiment, as rises in the volume of negative messages are offset by comparable increases in positive

messages. Additionally, we presented evidence of growing social polarisation concerning migration, showing high concentrations of strongly positive and strongly negative sentiments.

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