

MOVE ON ROUNDTABLE: INTEGRATING MIGRANTS & REFUGEES INTO THE LABOUR MARKET

Exploring the not unlawful discrimination faced by migrants
who wish to enter employment
Dr Panagiotis Pentaris, University of Greenwich



@DrPentaris



OUTLINE

- Forms of discrimination and migrants; how does the law protect migrants?
- Not unlawful discrimination; microaggressions
- Microaggressions and migrants who are seeking employment
- Moving on?

DISCRIMINATION - ACTIVITY

- Provide a definition of discrimination.
- What are stereotyping and prejudice and what are the differences between these concepts and the concept of discrimination?
- What does 'fairness' mean?
- What is the effect of discrimination on a person?
- How is the concept of discrimination relevant to migrants seeking employment?

UNLAWFUL DISCRIMINATION

■ UK:

■ Equality Act 2010

- Age (allowing direct discrimination)
- Disability
- Gender reassignment (undergoing medical procedures is not necessary)
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

PROTECTING MIGRANT WORKERS – HEALTH & SAFETY EXECUTIVE (HSE)

- Language and communication issues;
- Basic competencies, such as literacy, numeracy, general health, etc.
- Are previous vocational qualifications (non-UK) compatible with those in the UK?
- Attitudes towards migrant workers and migrant workers' attitudes toward British workers.

<http://www.hse.gov.uk/migrantworkers/>

NOT UNLAWFUL DISCRIMINATION

Research suggests that it is almost impossible not to inherit biases and stereotypical attitudes from our ancestors (Sue & Sue, 2008; Sue, 2003; Baker & Fishbein, 1998; Banaji & Greenwald, 1995; Fiske & Stevens, 1993)

- Microaggressions: coined by Pearce and popularized by Sue (2003). Largely used in relation to race:
 - *Racial microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color. Perpetrators of microaggressions are often unaware that they engage in such communications when they interact with racial/ethnic minorities (Sue et al., 2007; abstract).*

MICROAGRESSIONS (TAXONOMY)

- Microassaults: conscious, deliberate, and either subtle or explicit biased attitudes, beliefs, or behaviors communicated through environmental cues, behaviors or verbalizations.
E.g., referring to someone as ‘oriental’ or ‘of strange faith’.
- Microinsults: often conscious communication that conveys rudeness and insensitivity.
E.g., when a white person asks a black person waiting in the lobby of a hotel to carry his/her luggage.
- Microinvalidations: often unconscious cues, which refer to communications that exclude, negate, or nullify the psychological thoughts, feelings, or experiential reality of a person.
E.g., to tell someone of Indian origins, who was born and raised in the UK, that they speak good English; it negates their British heritage and conveys that they are perpetual foreigners.

NOT UNLAWFUL DISCRIMINATION OF MIGRANTS ENTERING EMPLOYMENT

- In small groups, discuss how the concepts of macroaggression apply to migrants.
- Can you offer examples of microaggression toward migrants seeking employment?

MOVING ON

CONTACT DETAILS

Dr Panagiotis Pentaris
Dpt of Psychology, Social Work and Counselling
University of Greenwich
P.Pentaris@gre.ac.uk
020 8331 8218
Twitter: @DrPentaris