

9. Tackle discrimination and encourage diversity

WHAT and WHY?

Discrimination plays an important role in the persistent disadvantage faced by many youth with migrant parents. It has two distinct facets: individuals' subjective perception of being discriminated against and actual discrimination, for example in the hiring process. Regarding the latter, applicants with a 'foreign-sounding name' often have to send twice as many applications before receiving a positive reply as their peers with otherwise similar CV but a "native-born" sounding name (Heath, Liebig and Simon, 2013^[93]). EU-wide, almost one in five youth with immigrant parents feels part of a group that is discriminated against; significant shares of self-reported discrimination are also found in other OECD countries, including Canada, Israel and the United States. In Europe, the share is higher among those whose parents are native-born than among their foreign-born peers (OECD/EU, 2018^[1]). While this does obviously not mean that the actual incidence is higher for the former group, it does point to a higher awareness of the issue.

Many individuals experience different forms of discrimination simultaneously based on their parental migration background, gender and gender identity, socio-economic status, and other aspects. These are not necessarily linked to a migration experience and immigrant parents. To tackle discrimination of youth with migrant parents effectively, intersectionality, the combination of individuals' several social and political identities needs to be taken into account, as policy impact can differ across otherwise similar groups with migrant parents (Richardson, Mittelmeier and Rienties, 2020^[71]; Arai, Bursell and Nekby, 2016^[94]).

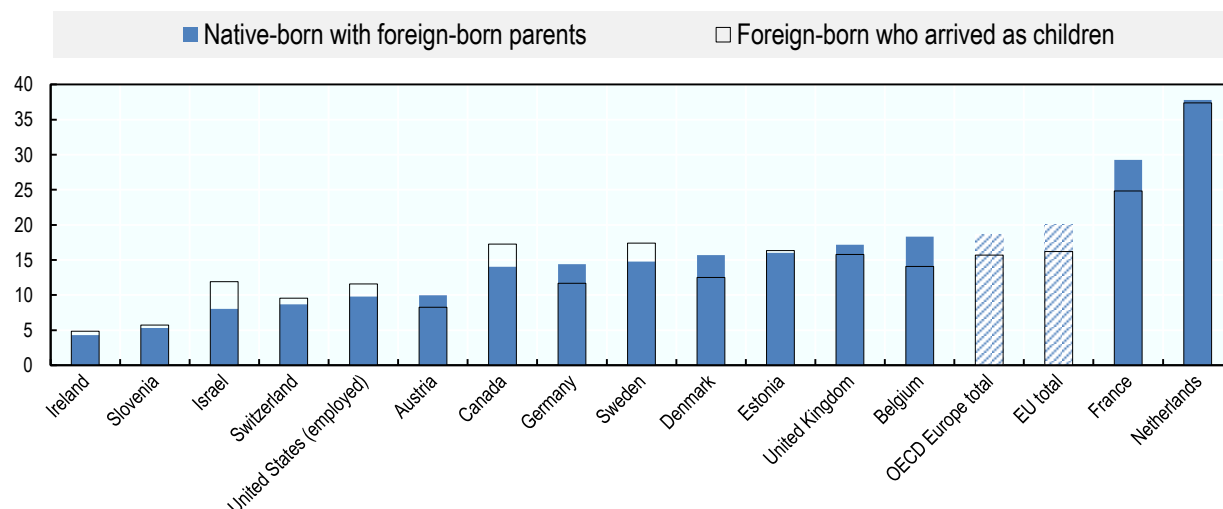
However, not all disadvantage faced by youth with migrant parents is outright discrimination. Channels and practices through which companies or the public administration recruit and promote staff can also put youth with migrant parents at an inherent disadvantage. These more underlying, structural obstacles are addressed through diversity policies. Encouraging diversity means more than meeting targets in recruitment. Companies and the public sector must put in place effective diversity management and build a culture of inclusion to ensure that youth with migrant parents have equal opportunities (OECD, 2020^[95]).

WHO?

Among young people born to immigrants in EU countries, almost one in five feels part of a group that is discriminated against on the grounds of ethnicity, nationality or race. One in seven report to experience discrimination because of their ethnicity, culture, race, or colour in Canada. In the United States, one native-born with immigrant parents in ten reports to have experienced discrimination in the workplace. In the United States, young men with migrant parents are more likely than their female peers to consider themselves part of a discriminated group. In the EU-countries, there is no gender difference. In many countries, those who are highly educated and those whose first language is not the language in their residing country report higher levels of discrimination (OECD/EU, 2018^[1]).

Figure 9.1. Self-reported discrimination

Percentages, 15- to 34-year-olds, 2008-16

Source: OECD/EU (2018^[1]).

HOW?

Stakeholders have a range of options available, including:

- Combating discriminatory hiring practises through legislation and ensuring equality of opportunity in recruitment
- Raising awareness about workplace rights and protection of all staff as well as about inclusive workplaces more broadly
- Assisting employers in achieving and sustaining a diverse workforce

Most OECD countries have taken measures to combat discriminatory hiring practices. However, the scale and scope of the steps vary widely. The most common action to combat discrimination are legal remedies. Many OECD countries have, for example, implemented non-discrimination legislation along with agencies responsible for monitoring its application. In the OECD countries that were settled by migration, like Australia, Canada and the United States, such legislation dates back several decades. In the European context, significant impetus came from the EU's Racial Equality Directive 2000/43/EC. The directive implemented the principle of equal treatment between persons irrespective of racial or ethnic origin.

Several OECD countries have also implemented more proactive policies to remove barriers that hamper access to the labour market for youth with migrant parents and promote professional upward mobility. Often they are based on targets, although hard quotas are rare. Countries like Finland, France, Germany and Norway, for example, have experimented with anonymous CVs, though generally only in small pilots. These tools, if carefully designed and monitored, can be effective in tackling discriminatory hiring practices (Heath, Liebig and Simon, 2013^[93]).

Equality of opportunity in recruitment also includes to set up diverse selection teams and interview panels. It involves strengthening recourse and support mechanisms for potential victims of discrimination. This can also include setting up internal staff networks that promote diversity and inclusion (OECD, 2020^[95]).

Along with anti-discrimination legislation, initiatives inform youth with migrant parents about workplace rights and protection and help them enforce these rights in cases where they are not respected. Australia,

for example, has developed a “pay and conditions tool” to assist migrants and temporary visa holders in checking their salary and entitlements. The tool includes videos, brochures and posters informing about workplace rights in various languages. Moreover, it has put in place a free translator service for access to the Fair Work Ombudsman. Many other OECD countries undertook similar efforts.

Requiring employers to frequently monitor and report on measures taken to support diversity can ensure that rules and regulations are no ‘empty shell’ policy. In Sweden, for example, senior civil servants have to follow-up on diversity goals as part of their performance review. An obligation for employers to report on equality measures also exists in Norway (OECD, 2020^[95]).

Countries also need to clearly communicate about and raise awareness on the benefits of inclusive and intercultural competent workspaces more broadly. Again, such efforts ideally start in the public administration. Through active diversity policies for the public sector, the state can be a role model for the private sector. One example is the Mana Aki project in New Zealand, a training programme for staff in public services to become aware and reflect on their intercultural competencies in an online setting.

A growing number of OECD countries have developed diversity labels or charters, to highlight diverse recruitment practices and to support the implementation of inclusion policies in companies. While not exclusively targeted at youth with migrant parents, they are often an important target group of such diversity tools, particularly in countries with large populations of youth with migrant parents and persistent disadvantage, such as in many longstanding European destinations. The French government, for example, provides companies with the possibility of passing an audit as to whether or not they use fair hiring and promotion practices. If enterprises satisfy six criteria, they can obtain a diversity label (‘label diversité’). The criteria include a formal commitment to diversity; an active role of the social partners; equitable human resource procedures; communication by the enterprise on the question of diversity; concrete public measures in favour of diversity; and evaluation of practices. Along similar lines, Belgium grants specific diversity awards to employers with diversity-friendly company structures. Canada helps employers to obtain a diversified workforce by providing diversity training and support in developing inclusive hiring practices and retaining newcomers. Other OECD countries, including Austria, Belgium, Finland, Germany, Italy, the Netherlands, Spain and Sweden, have promoted ‘diversity charters’. Signatories commit themselves to pro-diversity recruitment and career management practices.

Large corporations often find it easier to implement diversity-led recruitment practices and inclusion policies than small and medium-sized enterprises. SMEs have fewer resources, and recruitment channels are often subject to the bias of personal networks. To address this, in Flanders, SME employers could request financial support from the Flemish Department of Work and Social Economy to develop “Diversity Plans” until 2016. To support staff in their efforts to establish a diversity policy in their company trade unions deploy “diversity consultants” (van de Voorde and de Bruijn, 2010^[96]). An organisation from France that seeks to equip employers with opportunities to recruit, retain and promote ethnically diverse staff is Mozaïk RH. The recruitment agency specialises at fostering diversity at the workplace by matching young candidates with migrant parents with local businesses. As part of its efforts, Mozaïk RH runs a job preparation programme, ‘Mozaïk Campus’, offering workshops, individual coaching and media-trainings. In Germany, the ‘WelKMU’ project targets highly educated youth with migrant parents to foster the presence of graduates with migrant parents in small and medium-sized enterprises (SMEs). WelKMU supports students in tertiary education through counselling, information sessions at universities and application workshops. The project also offers networking events, company fairs and company visits. SMEs receive short information videos and diversity training as well as targeted placement, counselling, trouble-shooting and mediation services from recruitment through the employment stage.

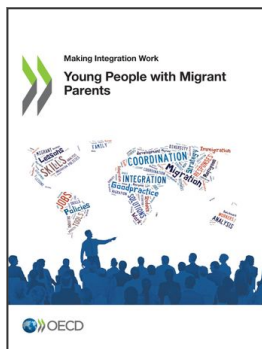
Table 9.1. Measures to tackle discriminatory hiring practices against young people with migrant parents in OECD countries, 2016

	Yes/No	Instruments used
Australia	Yes (but not all are specific to immigrants)	<ul style="list-style-type: none"> • Equal opportunity and non-discrimination laws • Initiatives to better inform migrants and temporary visa holders of their workplace rights and protections, including: • Pay And Conditions Tool (calculate.fairwork.gov.au) to assist workers check their salary and entitlements • The Fair Work Ombudsman's free interpreter service (13 14 50) with material in 27 languages • Videos in 14 different languages (posted on YouTube), workplace rights presentations and seminars with relevant groups, distribution of posters and brochures to migrant resource centres and community groups, pro-active engagement with ethnic media
Austria	Yes (but not targeted exclusively at young people with migrant parents)	<ul style="list-style-type: none"> • General Equal Treatment Act forbidding discrimination in the Federal Civil Service on ethnic grounds • Diversity charters for companies
Belgium	Yes	Development and use of diversity charters, diversity labels (in Brussels capital region) and specific diversity awards for employers
Canada	Yes	<ul style="list-style-type: none"> • Services helping employers meet the challenges of a diversified workforce and understand the business case of hiring internationally trained immigrants including diversity training, support in developing inclusive hiring practices and retaining newcomers • Support of Immigrant Employment Councils (IECs) through multi-stakeholder collaboration enhancing immigrant labour market integration, including by connecting skilled newcomers with Canadian employers • Canadian Human Rights Act and Canadian Employment Equity Act
Chile	No	/
Czech Republic	No	/
Denmark	Yes	Law against discrimination (SAMEN Act)
Estonia		
Finland	Yes	<p>Use of diversity charters in companies</p> <p>Pilots on anonymous CVs in the public Sector in Helsinki and Espoo</p>
France	Yes (but not targeted exclusively at young people with migrant parents)	<ul style="list-style-type: none"> • Contracts between government and firms to improve diversity and equity (e.g. diversity charters and diversity labels) • Use of anonymous CVs
Germany	Yes (not yet systematic)	<ul style="list-style-type: none"> • Use of diversity charters in companies • Use of anonymous CVs in various federal states
Greece	Yes	<ul style="list-style-type: none"> • Several EU funded projects against discrimination related to employment • Informational and awareness-raising campaigns against racism and xenophobia in several fields, including working conditions and hiring practices planned • National law implementing the Equal Treatment Directive 2000/43/EU and the General Framework Directive 2000/78/EU and prohibiting discrimination on the grounds of i.a. racial or ethnic origin regarding employment and occupation; entitling victims of discrimination to seek legal protection and imposing administrative sanctions on employers who discriminate
Hungary	No	/
Iceland		
Israel		
Ireland	Yes	<ul style="list-style-type: none"> • Employment Equality Acts 1998 – 2015 • 'Integrated Workplaces: An Action Strategy To Support Integrated Workplaces' includes a range of initiatives to assist employers and trade unions to respond effectively to the potential and challenges of a culturally diverse workforce and to create integrated workplaces.

	Yes/No	Instruments used
Italy	Yes Use of diversity charters in companies	Different projects on diversity management (financed by the Ministry of Interior and developed by regions in co-operation with trade unions or by the National Anti-Discrimination Office (UNAR)
Japan	No	/
Korea		
Latvia	Yes	<i>Promoting diversity (non-discrimination)</i> programme to reduce employment and socio-economic inclusion barriers for people at risk of social exclusion and discrimination (humanitarian migrants are a target group), while raising awareness on non-discrimination by providing motivation measures, support through social workers and mentors
Lithuania	No	/
Luxembourg	Yes	Use of diversity charters in companies
Mexico	Yes	<i>National Council to Prevent Discrimination</i> to promote and guarantee equality and non-discrimination rights via a <i>National Program for Equality and Non-Discrimination 2014-18</i> (includes a strategy on measures to reduce inequality in economic rights for discriminated people or groups and the protection of migrants and decent work inclusion opportunities)
Netherlands	Yes	Use of diversity charters in companies
New Zealand	No (not systematic)	/
Norway	No (not systematic in the private sector but some companies have programmes)	<ul style="list-style-type: none"> • The Federation of Norwegian Enterprises runs a leadership and boardroom competence development programme (<i>Global Future</i>) for multi-cultural talents with potential and ambition for professional advancement • Use of anonymous CVs • Anti-discrimination Act for public sector employment
Poland	No	/
Portugal	Yes	<ul style="list-style-type: none"> • Administrative complaint procedure for cases of racial discrimination run by a Commission for Equality and Against Racial Discrimination (CICDR) that is chaired by the High Commissioner for Migration and includes representatives elected by the parliament, representatives of employer associations, trade unions, immigrants and associations, NGOs and civil society. • Rising awareness about available legal and administrative remedies via a website (www.cicdr.pt) informing about legislation, legal documents, final administrative convictions, activities developed and the complaint procedure • Workshops and training sessions with technicians from the “Choices Programme”, local mediators and young adults on the fight against racial discrimination
Slovak Republic	No	/
Slovenia	No	/
Spain	Yes	<ul style="list-style-type: none"> • Programmes at school to detect racism and xenophobic attitudes and sensitise students to prevent discrimination • Use of diversity charters in companies
Sweden	Yes	<ul style="list-style-type: none"> • Use of diversity charters in companies • Discrimination act • Ombudsman
Switzerland	Yes (part of cantonal integration programme)	Varies across cantons and employers (e.g. diversity management)
Turkey	Yes	Eligibility to same placement services and vocational training, career advice and rights related to work and social security than nationals
United Kingdom	Yes	<ul style="list-style-type: none"> • Equality and Human Right Commission • Equal Opportunities Policies
United States	Yes (not specific to immigrants)	<ul style="list-style-type: none"> • Title VII of the Civil Rights Act • Equal Employment Opportunity Act

Note: n.a. = information not available; / = not applicable.

Source: OECD questionnaire on the integration of young people with migrant parents 2016.



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