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### Ethnic Diversity, Integration, and their Implications

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# Ethnic Diversity, Integration, and their Implications

Anna Nicotra

## Introduction & Significance

- Some social groups in society, such as ethnic minorities, are uniquely exposed to significant levels of *horizontal inequalities (HIs)*<sup>1</sup>, translating to discrimination
  - Expressed by barriers in all spheres of life, including employment, housing, and representation in government
- Influxes of refugees, migrants, and immigrants contribute the prevalence of these different ethnic minority groups<sup>2</sup>
- Native individuals of the host country that are exposed to ethnic minorities in their own neighborhood are shown to develop more positive attitudes towards minorities<sup>3</sup>
- Less is known about whether ethnic diversity directly predicts ethnic discrimination in practice and the role of migration law

## Research Questions

Does increased ethnic diversity predict greater levels of ethnic discrimination?

Is this relationship moderated by countries' migration laws when integrating newcomers (refugees, immigrants, migrants) into society?

## Methodology

- Ethnic discrimination scores** assessed using *Coding Guide: The National Worker Protections (WorkR2) Dataset*<sup>4</sup>
  - Assigned individual scores for 27 countries ranging from 0 to 2 for particular year
  - U.S. Department of State Country Reports on Human Rights Practices**
    - 1999-2001<sup>5</sup>
    - 2020<sup>6</sup>
- Ethnic Diversity** determined using a Fractionalization Index for Ethnic Heterogeneity<sup>7</sup>
  - Ethnic Heterogeneity**: the probability of two randomly selected individuals in society belonging to different ethno-linguistic groups<sup>8</sup>
- % Migrant Stock** found in World Bank International Census Data
  - International Migrant Stock**: percent of the population that consists of people born in a country other than that in which they live, including refugees<sup>9</sup>
- Existence of **migration law and the measures of integration** found in the United Nations Population Division
  - International Migration Policies 2017 Data<sup>10</sup>

## Results

**Table 1:** Discrimination, Migration Law, and % Migrant Stock Data, by Country

Country	Discrimination Score (1999-2001) <sup>5</sup>	Discrimination Score (2020) <sup>6</sup>	Existence of Migration Law <sup>10</sup>	Measure of Integration - Language Skills Training <sup>10</sup>	Measure of Integration - Protection Against Anti-discrimination <sup>10</sup>	% Migrant Stock <sup>9</sup>
Belgium	2	2	✓	✓	✓	12.3
Finland	0.5	1	✓	✓	✓	5.74
Japan	0	0	✓			1.6
Kuwait	0	0	✓			73.6
Palau	1	1	✓			26.6
Somalia	0	0	✓			0.2
Swaziland	0	0	✓	✓		2.5
Netherlands	0	1	✓	✓		11.7
Turkey	1	0				3.8

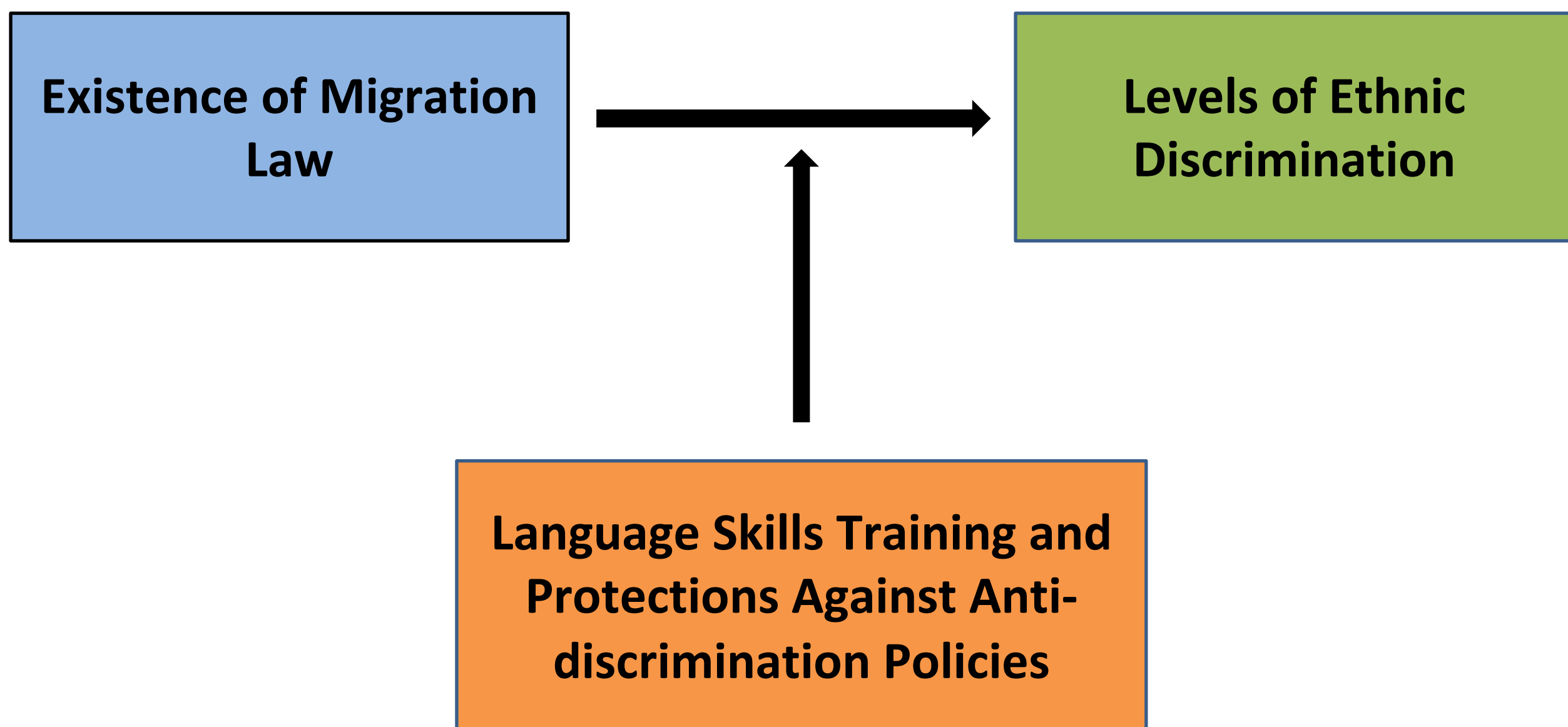
**Table 1.** Includes 9 of the 27 countries included in analysis.

- More often than not, the discrimination scores did not change from the early 2000s to 2020
- Inconsistent outcomes: greater ethnic diversity predicted both increased and decreased level of ethnic discrimination
- As % Migrant stock increased, discrimination score decreased
- 70% of the countries that received a score of at least 1 for discrimination also contained migration law with at least one measure of integration, and the only countries that received scores of 2 for discrimination had both

## Legal Framework: Netherlands Case Study

- Civil Integration Act (1994)**<sup>11</sup>
  - Art. 7**: newcomers are required to attend classes about Dutch language and society and pass an examination to receive a residence permit
  - Mandated Dutch national language
  - European Union**: defines the process as “putting responsibility of integration on the newcomer who needs to undertake the necessary steps to succeed”
- Equal Treatment Act (1994)**<sup>12</sup>
  - Protections against discrimination based on race do not apply “in cases where a person’s racial appearance is a genuine and determining requirement” for employment

## Migration Law and Ethnic Discrimination: Relationship Moderated by Policies



**Figure 1.** this figure shows a simple moderation model in which the effect of migration law on the levels of ethnic discrimination is dependent on certain integration policies in the migration law – language skills training and protections against anti-discrimination.

## Conclusions

- No direct causal relationship between ethnic diversity and ethnic discrimination
- Existence of a migration law appears to predict better outcomes for discrimination, but only when it outlines at least one of the measures of integration
- Weak negative relationship between % migrant stock and discrimination score

## Limitations

- Language inconsistencies in the U.S. State Human Rights reports may lead to scoring inaccuracies
- Small sample of 27 countries limits generalizability



Scan this QR code for the data set for 27 countries included in the analysis and a comprehensive list of references