

# Comment on 'Unexplored Dimensions'

---

Alan Manning

Centre for Economic Performance, LSE

---

Trani, 9/6/12

# Overview

---

- Good to focus on Europe
  - Know much less than about US
- Good to focus on ‘unexplored’
  - But is it unexplored for a reason?
  - Coming to realize lots of stuff correlated with economic outcomes

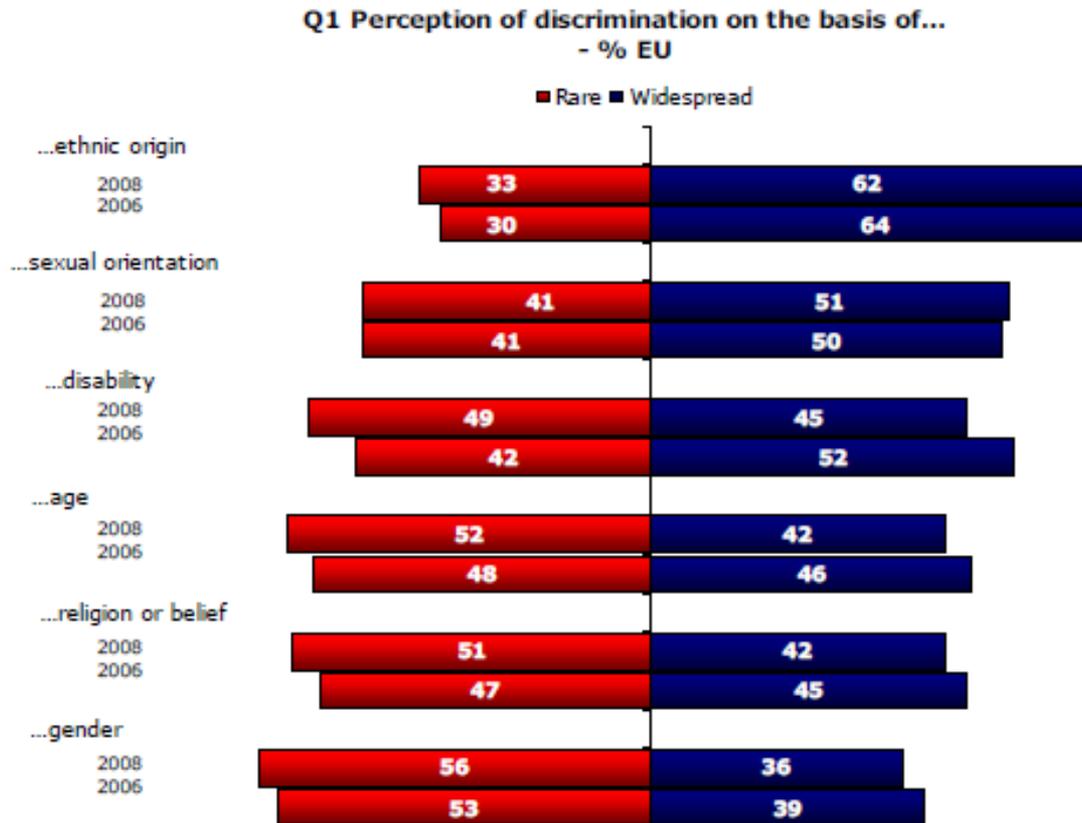
# General Areas of Comment

- Unexplored Corners
- Attitudes
- More on Cross-Country Differences
- Snapshot vs. Change

# Unexplored Dimensions

- May be unexplored for a good reason
- But becoming apparent that labour market outcomes correlated with lots of ‘stuff’, weird stuff
- Try to get some idea of what are most important dimensions in practice

# Impressions of discrimination (Eurobarometer)



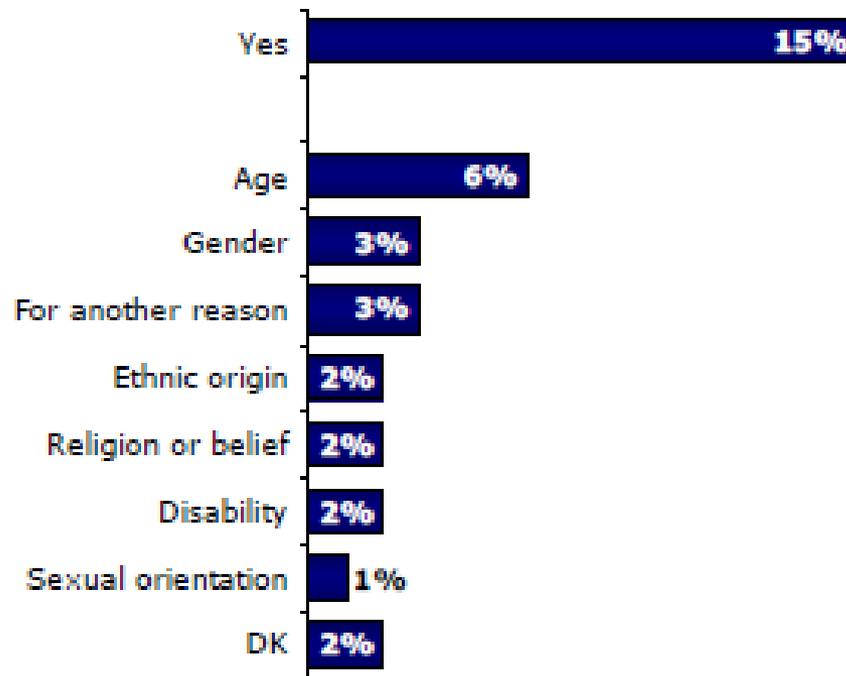
NB: "Don't know" and "non-existent" (SPONTANEOUS) answers are not shown  
Note: 2008 figures based on EU27, 2006 based on EU25

# What does this tell us?

- Maybe nothing – problem with attitudinal data
- Right to move sexuality up the list ahead of gender
- But should disability be on the list
  - Think mental health issues very important
  - But hard because question is ‘is penalty proportionate’
- Gender down the list but more women than gays so which is bigger problem

# Total Personal Experience of Discrimination

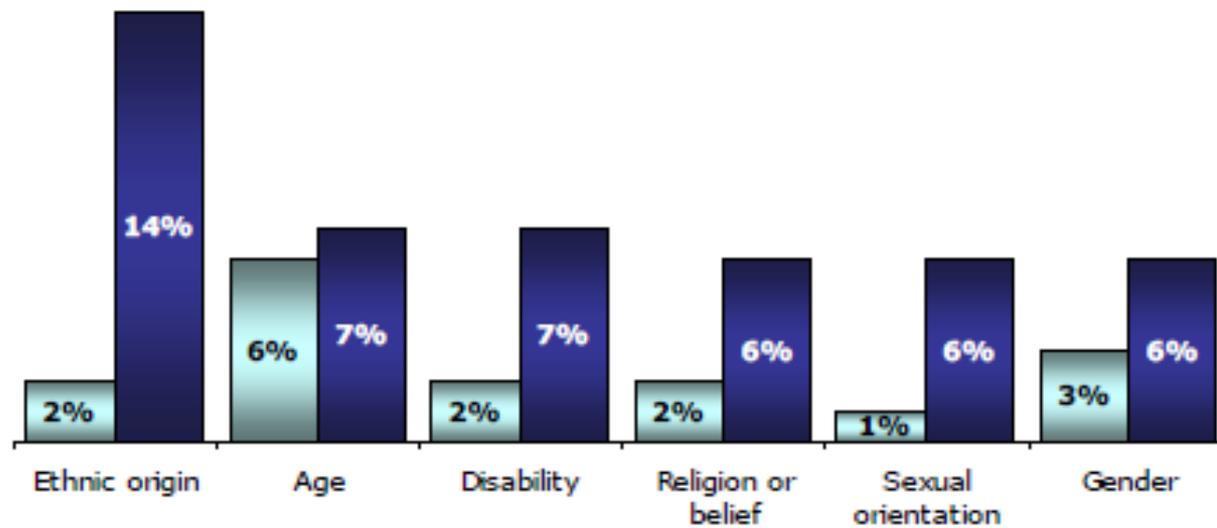
**QA3 In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds? Was it a discrimination on basis of...? Please tell me all that apply. - % EU27**



# Witnessing discrimination

Q3/Q4 - Experience of discrimination  
-% EU27

□ % personally experienced ■ % witnessed

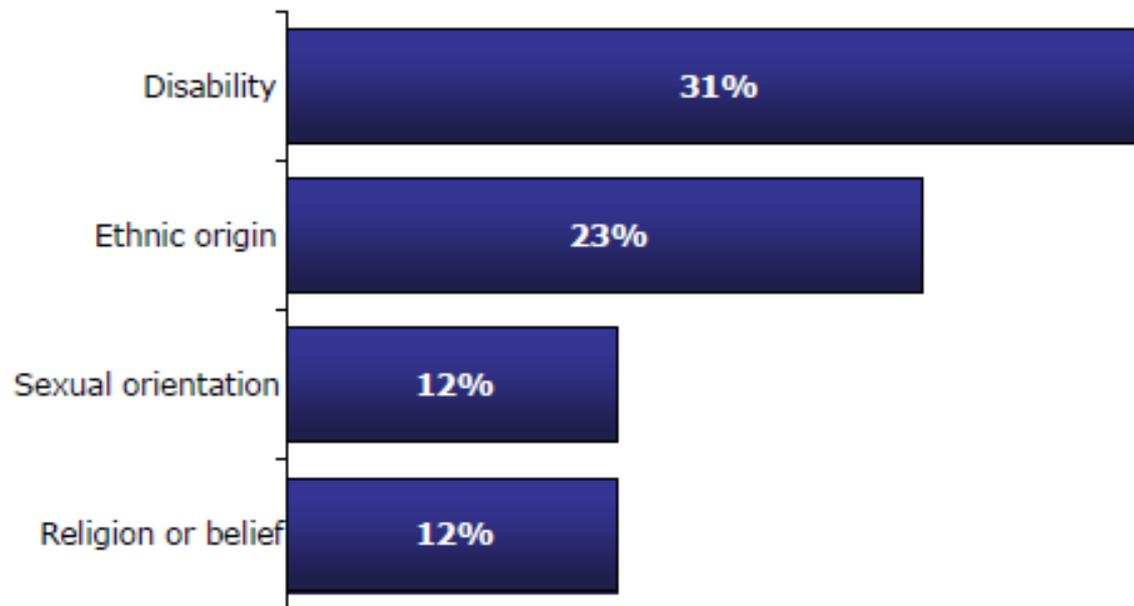


# Incidence of discrimination by group

(Note: women is 5%)

Q3/D51 In the past 12 months have you personally felt discriminated against or harassed on the basis of one or more of the following grounds?  
-% EU27

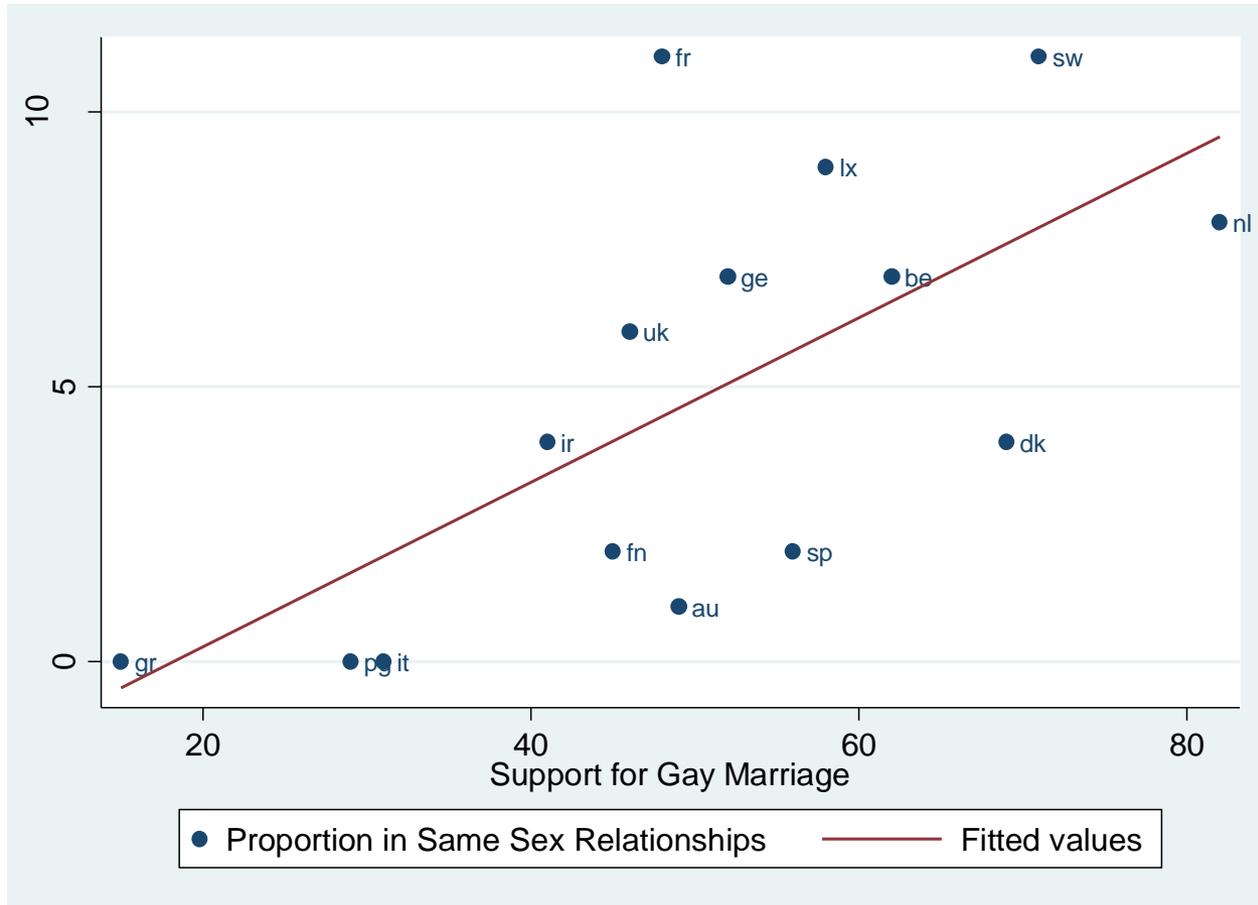
■ % of those self-defining as minority who experience discrimination on relevant ground



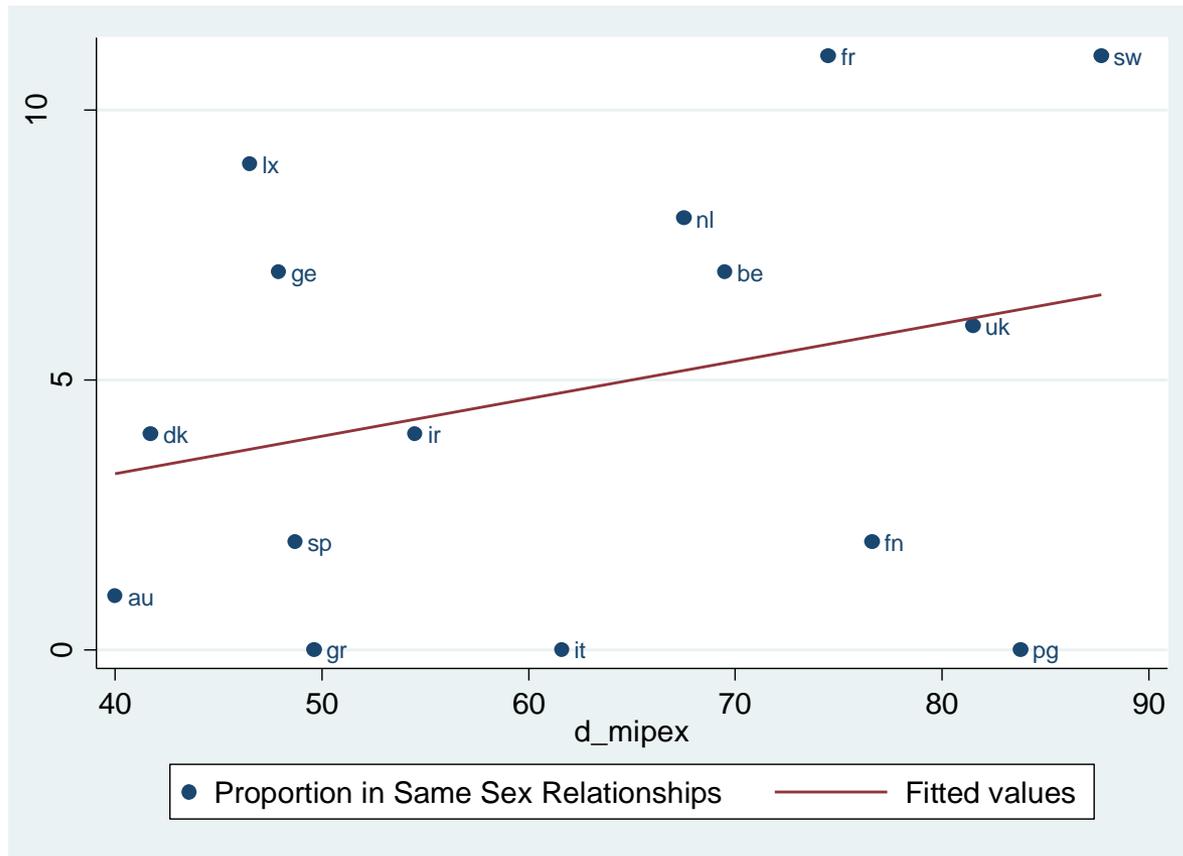
# Cross-Country Differences

- More could have been done on investigating cross-country differences
- At moment just interact 'Muslim' dummy with measure of anti-discriminatory policies
- But could use attitudinal data
- E.g. Gender gap in unemployment rates correlated to attitudes to women's work
- One example: Attitudes to homosexuality correlated with incidence of same sex relationships

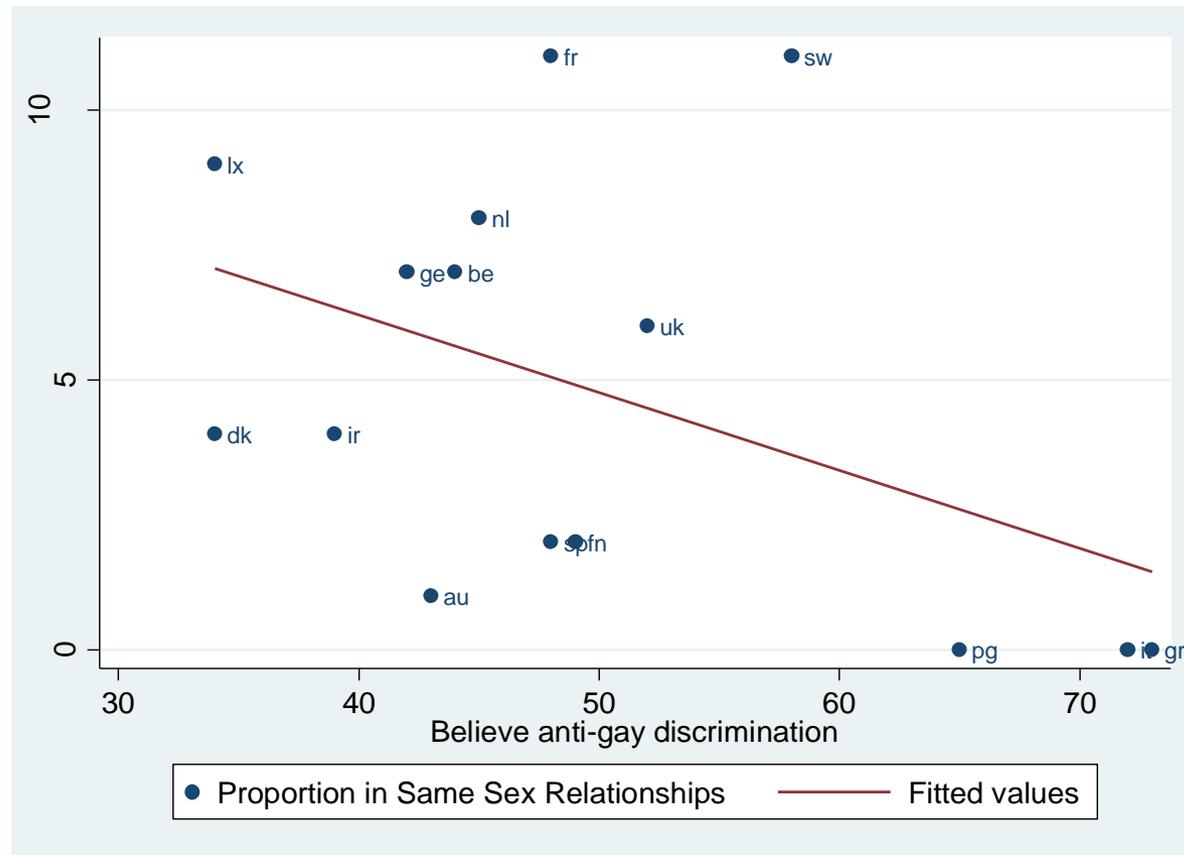
# Correlation with Support for Gay Marriage is Quite Strong



# Correlation with anti-discrimination measure is weaker



# But attitudes do have problem



# Snapshot

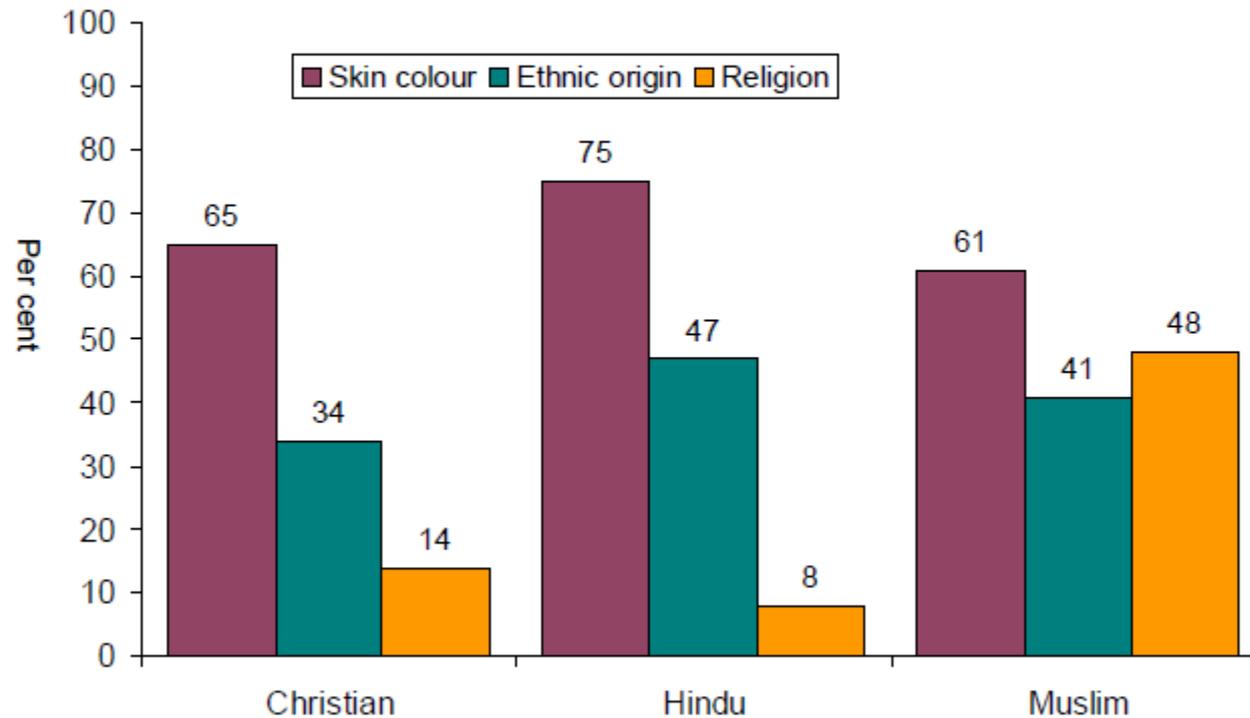
- Paper presents snapshot at point in time
- But identifying change is also very important
- Can hope to do something on this because of generational change e.g. On anti-gay attitudes

# The Muslim employment penalty

- This is very important
- Hard but could try more to disentangle the reason
- Is it
  - Discrimination (and is that religion?)
  - Culture (e.g. Low female employment rates)
  - Circumstance (poor socio-economic background)
    - Ana Matos paper

# Cause of Harassment in UK

**Figure 4.14:** Cause of harassment among those experiencing harassment due to skin colour, ethnicity or religion in the two years prior to 2009-10 by religion



Base: Combined sample, England and Wales, Christian (319); Hindu (74); Muslim (389).

# Changing Female Muslim Labour Force Participation

f R  
D B

	Pakistani	Bangladeshi	Indian	Southern Italy 1980
All Women	25%	16%	64%	29%
<b>UK-born</b>				
All	45%	48%	76%	29%
Single	68%	69%	81%	43%
Married	42%	40%	75%	19%
Married – dependent children under 16	36%	34%	69%	20%
<b>Foreign-born</b>				
All	18%	12%	61%	
Single	32%	64%	77%	
Married	19%	12%	61%	
Married – dependent children under 16	16%	11%	62%	

# Conclusion

- Huge amount of interesting information in this paper
- But area is so vast it can't cover anything
- Could:
  - Look more at cross-country variation
  - Exploit attitudinal differences to try understand sources of differentials
  - Try to say something about trends