

|                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Record Nr.           | UNINA9910998895803321                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Titolo                  | Labor market related discrimination of women and migrants / / Monika Eig Müller, Stefanie Börner, Christine Barwick-Gross (eds.)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Pubbl/distr/stampa      | Baden-Baden : , : Nomos Verlagsgesellschaft, , 2025<br>©2025                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| ISBN                    | 3-7489-4939-1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Edizione                | [1st ed.]                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Descrizione fisica      | 1 online resource (245 pages)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Collana                 | Zeitschrift für Politik. Special issue ; ; 12                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Lingua di pubblicazione | Inglese                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Formato                 | Materiale a stampa                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Livello bibliografico   | Monografia                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Nota di contenuto       | Cover -- Discrimination against women and migrants in European labor markets: An introduction -- Literature -- "Non-take up", "Access to social rights", "Anti-discrimination": Reframing equality in France -- 1. Social citizenship and the conception of equality in France -- 2. Analytical grid: policy frames as normative and institutional devices -- 3. Policy frames: sequential analysis and institutionalization -- 3.1. Non-take up and access to social rights: sequential analysis of ideas and discourses (from the 1970s to 1998) -- 3.2. Institutionalizing access to social rights -- 3.3. Fighting discrimination: sequential analysis of ideas and discourses (from the 1950s to 2004) -- 3.4. Institutionalizing anti-discrimination -- 4. Conclusion -- References -- Gender and the labour market: A survey on French research -- Introduction -- 1. The emergence and consolidation of gender issues in France: The driving forces of change -- The feminist movement(s) -- Internationalisation of scientific production and reappropriation of Anglo-Saxon research: the example of (labour) economics -- European integration: law and cognitive frameworks -- 2. In what ways has the consideration of gender renewed our understanding of the dynamics of employment and inequality in France? -- Revisiting the concepts, methods and canonical objects of investigation: dynamics of employment, increase in qualifications and enduring inequalities -- Female employment at the heart of employment growth -- Changes in qualification levels and female carriers -- Analytical shifts and the |

exploration of new research topics: Fresh insights into gender inequalities in the labour market -- New insides on gender inequality on the labour market -- The reconsideration and evaluation of employment and other related public policies from a gender perspective.

Intersectionality and discriminations in pay and recruitment --

Conclusion -- Bibliography -- "Give women proper part-time work!" -

Historical trajectories of employment regulation and female labor market participation in Germany between 1998 and 2006 --

Introduction -- Welfare states' role in women's participation in the labor force and the German gender regime -- Welfare states as norm givers -- Tracing the intertwined policy norms of labor market and family policies: research design and methods used -- German labor market policy and the feminization of part-time and marginal employment -- Family policy and family models until the mid-2000s --

Aligning contradicting normative orientations within the political discourse: Employment and family policy debates in the Bundestag in the 1990s and 2000s -- Discussion and conclusion -- Primary sources --

References -- The (dis-)comfort of diversity - perspectives of racialized workers and diversity practitioners on diversity and race at the workplace -- Introduction -- The rise of the diversity discourse --

Racial diversity and anti-discrimination in the context of the workplace -- Data and Methodology -- "Diversity ends with black people" -

Racialized workers' experiences with diversity in the workplace --

Insights from Diversity practitioners -- Summary and Discussion --

Bibliography -- Acknowledgement -- Precarity-based evidence: trade unions' knowledge production on migrant workers' occupational health in slaughterhouses in Germany -- 1. Introduction -- 2.

Theory/methods package -- 2.1. Evidence-based policy -- 2.2. Data collection -- 2.3. Situational analysis of unions' evidence development --

Situational maps -- Social world/arenas -- Positional maps -- 3.

Union evidence in the ArbSchKG -- 4. Situating union evidence:

structural precarity -- 4.1. Legal situation: systemic precarity.

4.2. Cultural situation: epistemic precarity -- 5. Precarity-based

evidence: the experience of unions in Schleswig-Holstein -- 5.1. Phase

1: Initial knowledge gain -- 5.2. Phase 2: Knowledge verification --

5.3. Phase 3: Knowledge application -- 5.4. Phase 4: Optimised

knowledge gain -- 6. Final reflections -- Acknowledgement --

Competing Interests -- Sources -- Bibliography -- Appendix -- The

impact of criminal records and ethnic-sounding names on young men's employment chances in Germany: Field experimental evidence -- 1

Introduction -- 2 Background -- Discrimination theory -- Crime &

-- labor market opportunities -- Ethnicity -- Interaction of crime &

-- ethnicity -- 3 Data & -- Methods -- Study design --

Experimental manipulations -- Applicant characteristics -- Data

collection -- Outcome variable -- Analytical strategy -- 4 Findings --

Robustness checks -- 5 Discussion -- References -- Appendix --

German email -- Email (translated) -- Microaggressions at work: how highly qualified migrants experience individual discrimination at work settings --

Introduction -- Background: The Danish narrative on the good, qualified migrant --

Theoretical frame: Discrimination and microaggressions --

Study Design -- Results: Themes and Types of Microaggressions --

Microinsults by direct degradation -- Microinsults by comparison --

Microinvalidations -- Microexclusions --

Microinvisibilizations -- Who receives which type of microaggression?

-- Discussion and Conclusion: The specific experiences of highly qualified migrants -- References -- "I don't attribute that to the fact that I'm a foreigner" -

Female CEE migrants in Austria and their

perspectives on deskilling -- 1. Migration and deskilling -- 1.1 Deskilling among highly educated migrants from CEE countries in Austria -- 1.2 Gender differences in regard to deskilling.

1.3 Moving towards an understanding of the micro-processes of "deskilling" -- 2. Research question -- 3. Research context and methodological approach -- 4. The case study: Michaela -- 4.1 Applying a temporal lens -- 4.1.1 Early career migration -- 4.1.2 Incompatibility of childcare and labour -- 4.1.3 Interpreting deskilling -- 4.2 The contextuality of being a "foreigner" and a "woman" -- 4.2.1 "I'm really the only foreigner they have to deal with" -- 4.2.2 The altered relevance of gender -- 4.2.3 New ambivalences -- 5. Conclusion -- Acknowledgments -- Literature -- Categorization and differentiation as 'useful others': An intersectional perspective on the European labor market -- Introduction -- EU Labor Migration and the Construction of the "Useful Other" -- Hierarchical Differentiation in the Labor Market: Neoliberal Capitalist, Colonial, and Heteropatriarchal Influences -- Methodological approach -- Examining the Construction of the "Useful Other": Macro- and Meso-Level Insights -- Gender -- Meso-level -- Age -- Meso-level -- Origin -- Meso-level -- Class -- Meso-level -- Discussion -- Conclusion -- References -- Websites.

---