VIOLENT CRIME AND THE LABOR MARKET:
HOW PERIODS OF ISLAMIST TERRORISM AFFECT THE EMPLOYMENT OF MIDDLE EASTERN MEN

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PREJUDICE, STEREOTYPING, AND EMPLOYMENT

Average hiring discrimination constant over time (Quillian et al, 2017)

But: Dependency of discrimination on events, time and place (Mobasseri, 2019)

- Reduced callbacks for Black applicants after recent violent crime events in the neighborhood

Legend
- △ Violent Crime
- ⬤ Restaurants
- — Oakland Street Map
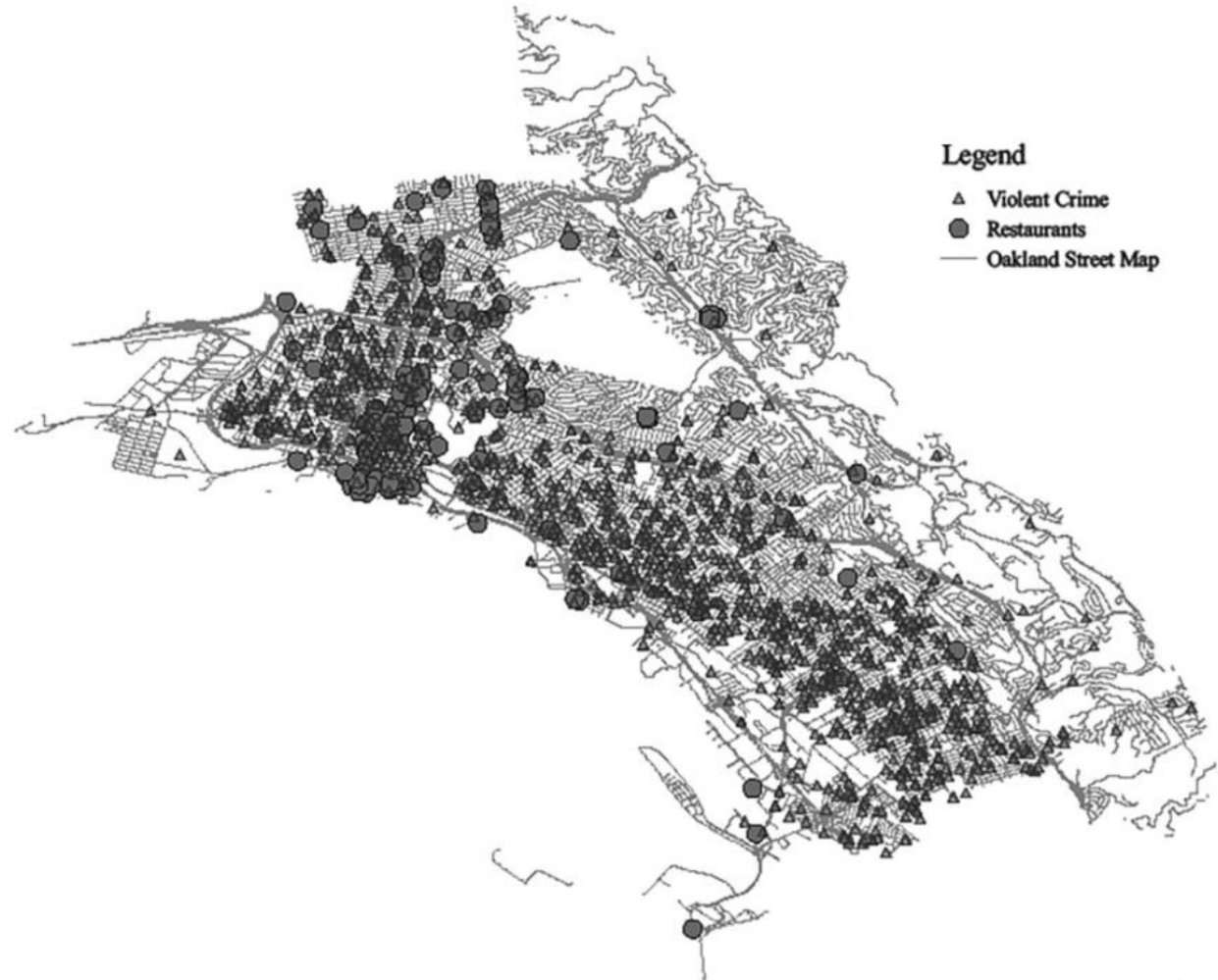
PREJUDICE, STEREOTYPING, AND EMPLOYMENT

Terrorist events are one of the most extreme forms of violent crime (Nesser, 2018)

- Strong increase in number of events in the Western world since 9/11

Islamist terrorism often associated with (vague) outgroup

- Muslims
- Arabs
- Middle Eastern men

Event	Country / Region	Employment	Population	Authors and Year of Publication
Sep 2001, NYC, DC	US	0	Arab and Muslim men	Kaushal et al. (2007)
Sep 2001, NYC, DC	US	0	Muslim men	Rabby and Rodgers (2011)
Sep 2001, NYC, DC	US	-	Young Muslim men	Rabby and Rodgers (2011)
Sep 2001, NYC, DC	Canada	0	Muslims	Shannon (2012)
Sep 2001, NYC, DC	Australia	0	Muslim immigrants or immigrants who fit Muslim Arab stereotype	Goel (2009)
Sep 2001, NYC, DC	Germany	0	Nationality from a predominantly Muslim country	Braakmann (2009)
Sep 2001, NYC, DC	Great Britain	0	Arab men	Braakmann (2010)
Sep 2001, NYC, DC	Sweden	0	Middle East + North Africa	Åslund and Rooth (2005)
Mar 2004, Madrid	Great Britain	0	Arab men	Braakmann (2010)
Mar 2004, Madrid	Netherlands	0	Muslim immigrants	Elsayed and de Grip (2018)
Jul 2005, London	Netherlands	0	Muslim immigrants	Elsayed and de Grip (2018)
Jul 2005, London	Great Britain	0	Arab men	Braakmann (2010)
Jul 2005, London	US	0	Muslim men	Rabby and Rodgers (2011)
Jul 2005, London	London	-	Minorities	Ratcliffe and von Hinke Kessler Scholder (2015)
Jan 2015, Paris	France	0 / -	First name of Arabic origin	Glover (2019)

PREJUDICE, STEREOTYPING, AND EMPLOYMENT

Null effects surprising because

- attitudes and sentiments negatively affected
  (Alvarez-Benjumea and Winter 2020, Böhmelt et al. 2019, Ciftci 2012, Davis 2007, Helbling 2013, Hitlan et al. 2007, Legewie 2013, Panagopoulos 2006, Park et al. 2007, Schüller 2016, Semyonov et al. 2006, Strebel and Steenbergen 2017, Van de Vyver et al. 2016, Frey, 2021)

- perceived and self-reported discrimination among Muslims increases
  (Giani and Merlino, 2020; Goel 2010)

- fear, threat perceptions, safety evaluations, trust, and political preferences affected

Most studies assume that negative attitudes lead to (taste-based) discrimination (Braakmann 2009, 2010, Elsayed and de Grip 2017, Gould and Klor 2016, Shannon 2012)

- Intermediate mechanisms: perceived group threat, fear and anger, stereotyping, and prejudice

PREJUDICE, STEREOTYPING, AND EMPLOYMENT

We argue that

- Consequences of Islamist terrorist (and other violent crime) events depend on the temporal and organizational context

- Islamist terrorism needs to be **salient** to evoke strong effects
- We need to focus on **periods of events** instead of single, most sensational events
- **Organizational structures** need to allow for translating attitudes into labor market outcomes

CONSEQUENCES OF TERRORIST EVENTS

Condition 1: Salience of event-type

Events put exemplars to the foreground

- Judgements about the characteristics of a group are often made based on whatever events and exemplars are most available (Fiske 1998, Park et al. 2007)

Cognitive availability should be more likely if the topic of Islamist terrorism is highly salient in public discourse and the media (Breckenridge et al. 2010, Sunstein 2003)

CONSEQUENCES OF TERRORIST EVENTS

Condition 2: Temporal clustering

Group categorization is more likely when people are exposed to multiple individuals with similar characteristics compared to the same individual multiple times (Barsalou et al. 1998)

Salience alone is insufficient if about the same individual/event

CONSEQUENCES OF TERRORIST EVENTS
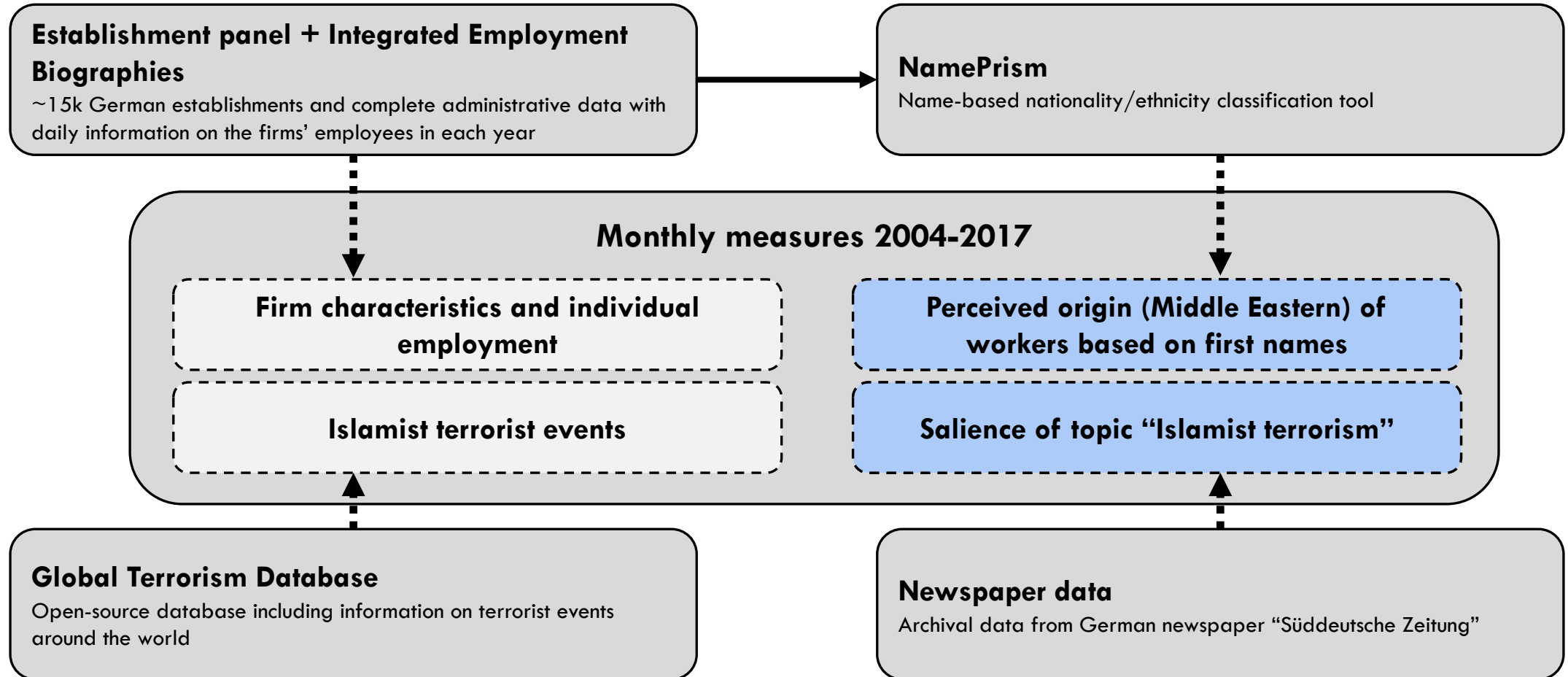
Condition 3: Opportunity to discriminate

Decision makers in organization translate stereotypes to behavior

- in absence of institutional regulation impeding discrimination

Workscouncils, as the primary means of co-determination and worker representation, are allowed to raise objections to hiring and dismissal decisions (Addison et al. 2010)
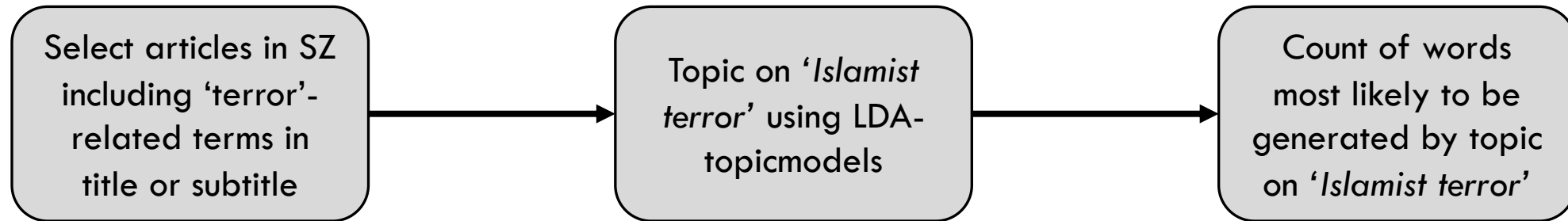
Formalized hiring practices may reduce discrimination in hiring decisions (Pager and Shepherd 2008)

DATA

Establishment panel + Integrated Employment Biographies
~15k German establishments and complete administrative data with daily information on the firms' employees in each year

NamePrism
Name-based nationality/ethnicity classification tool

Monthly measures 2004-2017

Firm characteristics and individual employment

Perceived origin (Middle Eastern) of workers based on first names

Islamist terrorist events

Salience of topic "Islamist terrorism"

Global Terrorism Database
Open-source database including information on terrorist events around the world

Newspaper data
Archival data from German newspaper "Süddeutsche Zeitung"

DATA

TOPIC SALIENCE

Select articles in SZ including 'terror'-related terms in title or subtitle → Topic on '*Islamist terror*' using LDA-topicmodels → Count of words most likely to be generated by topic on '*Islamist terror*'
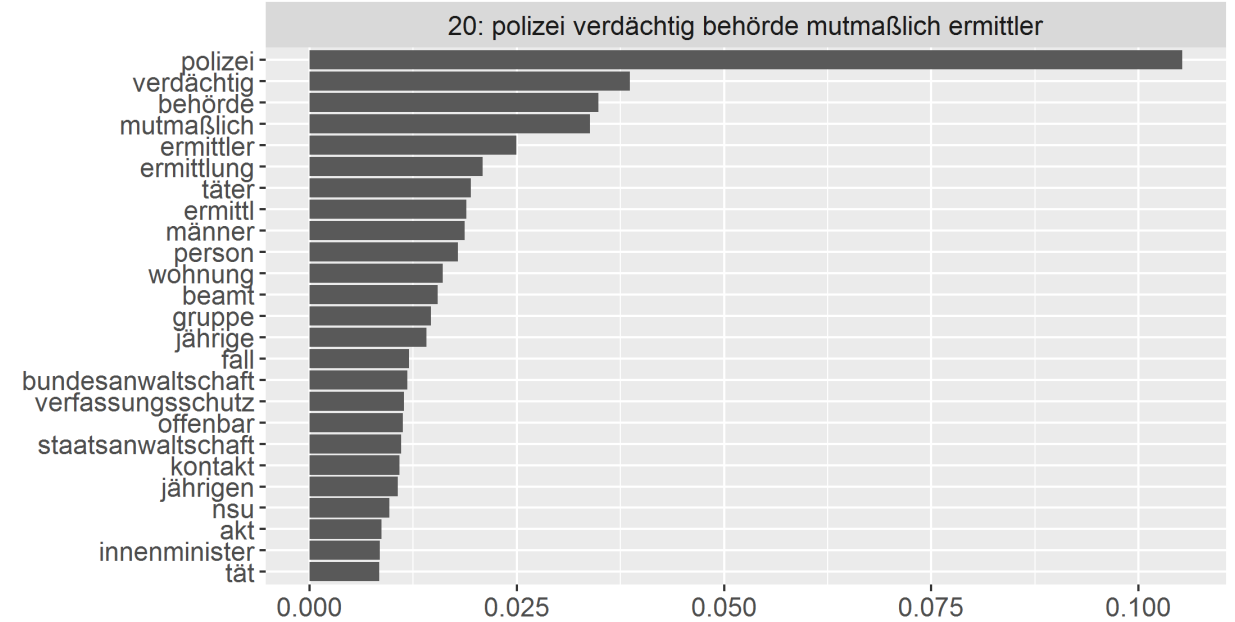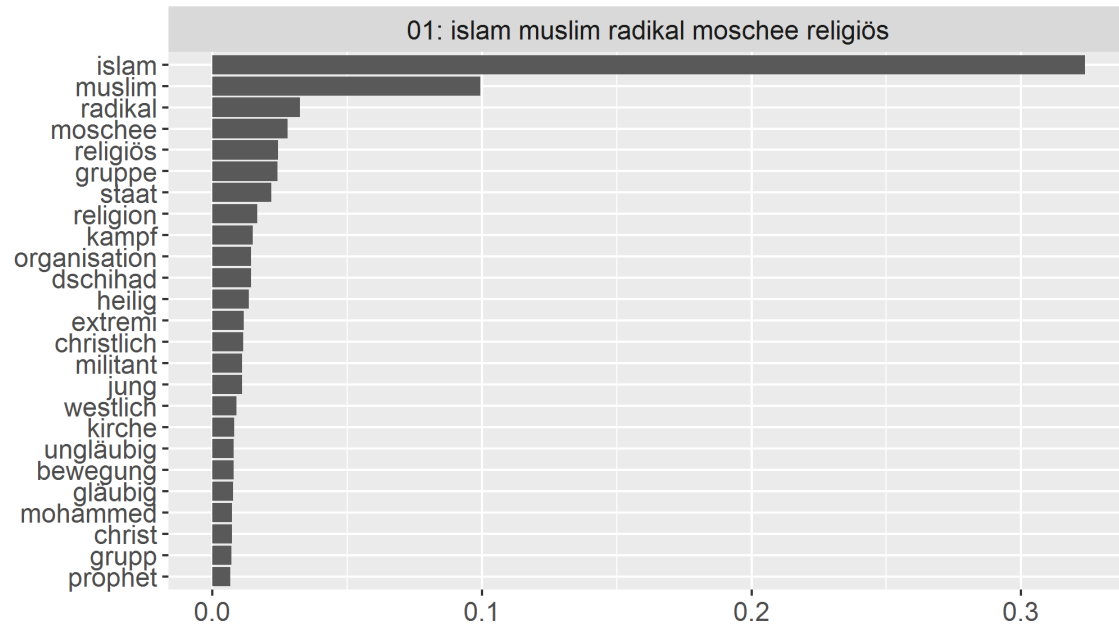
855,394 articles over the period from 2004 to 2017

Terms in title or subtitle identifying articles on "terror": terror; anschlag, anschläg, attenta, attentä, amok
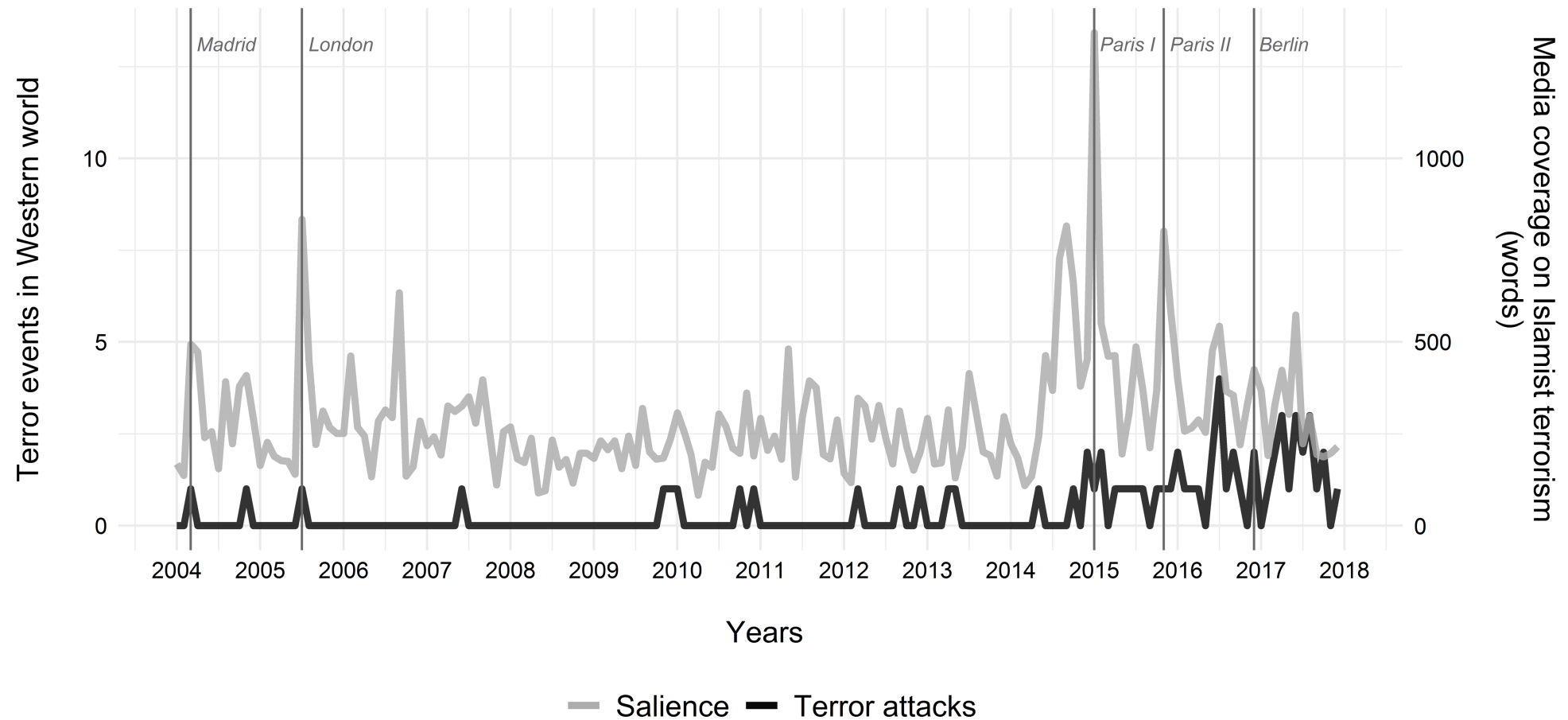
16,215 articles selected
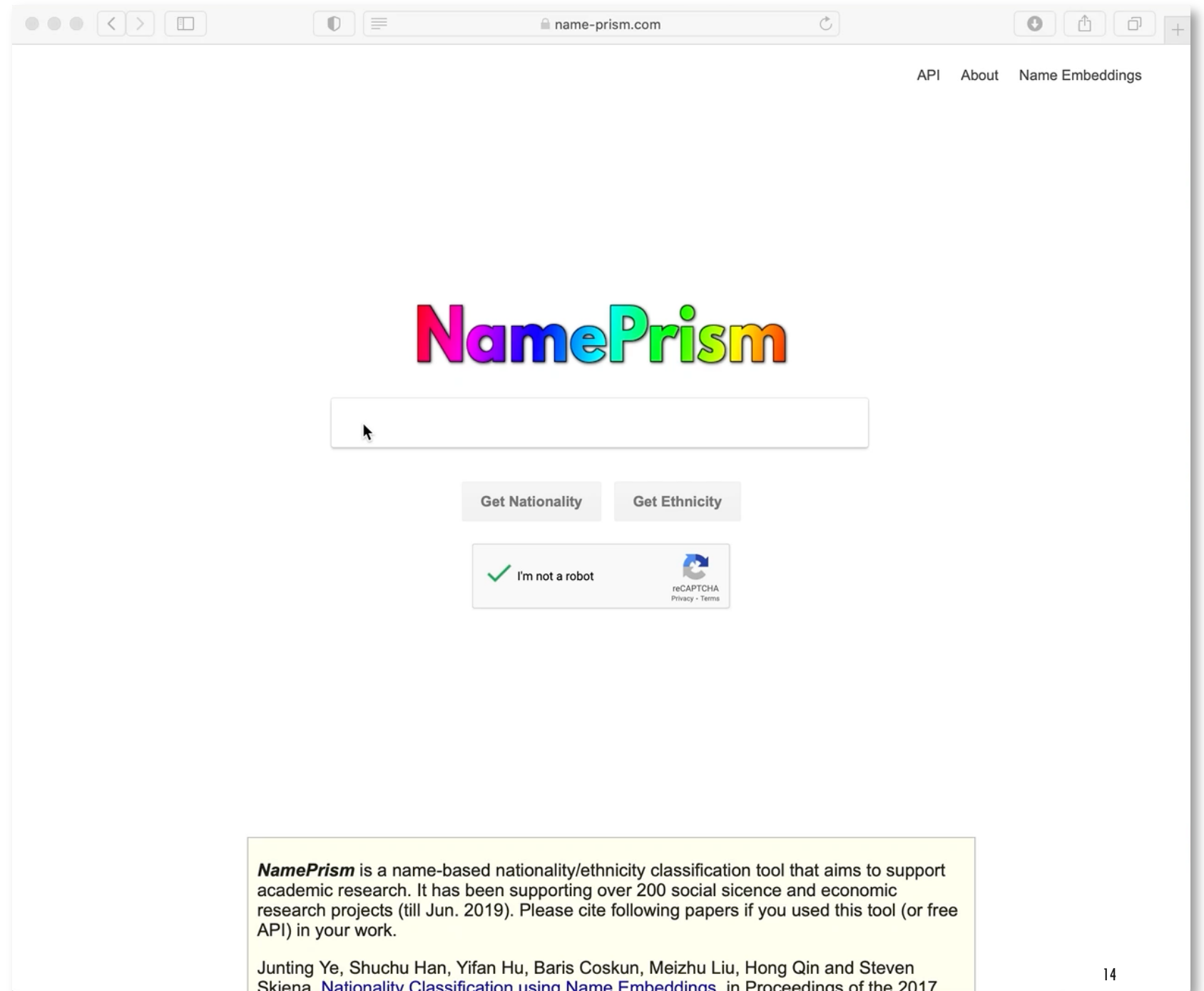
DATA

TOPIC SALIENCE

DATA

ISLAMIST TERRORISM AND TOPIC SALIENCE OVER TIME

DATA

NAME ORIGINS

• *440,000 first names taken from social security data*

• *Augmented with approx. 100,000 webscraped first names*

• *Aggregated taxonomy linked to employer-employee data*
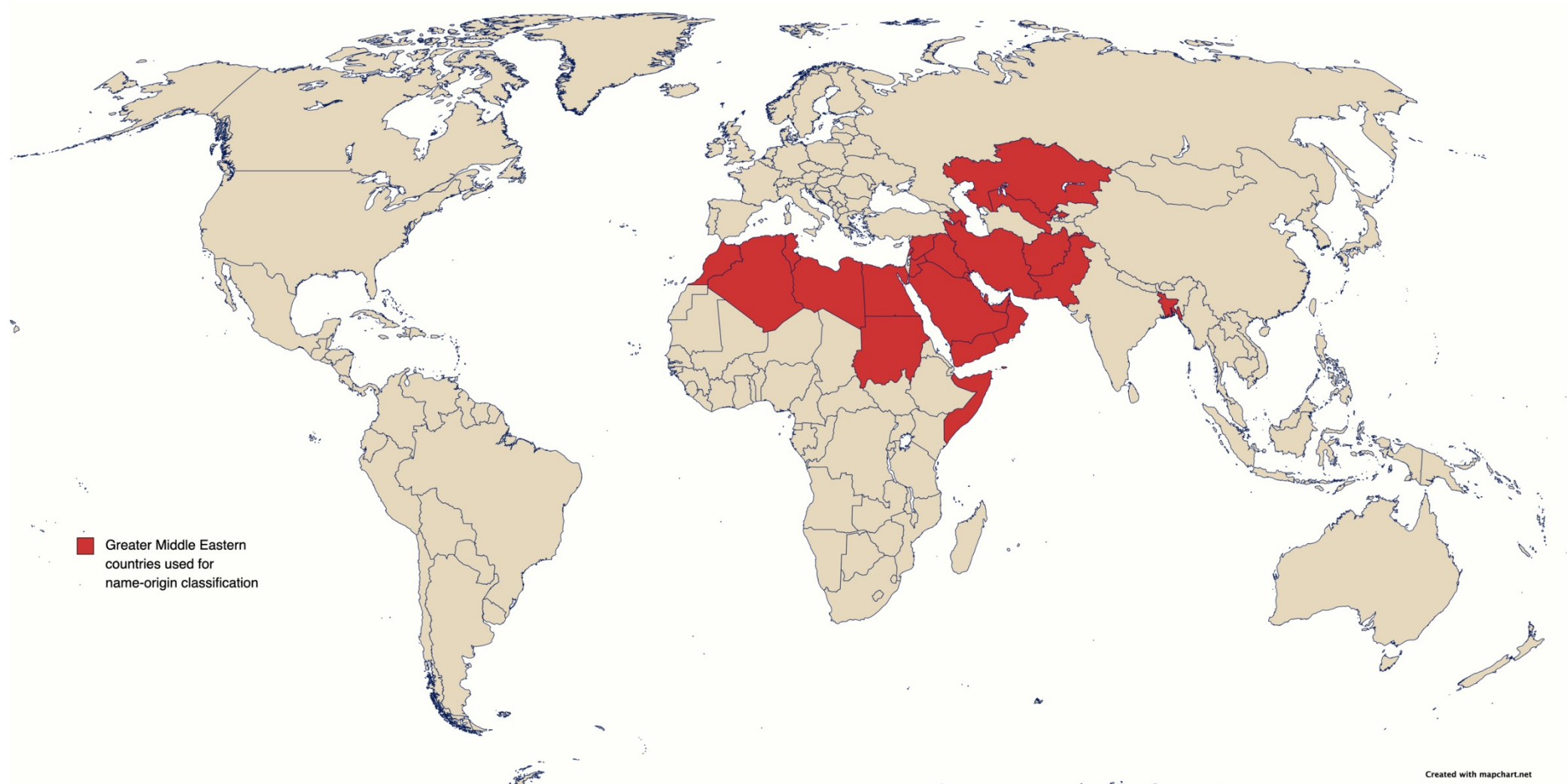

NamePrism

Get Nationality   Get Ethnicity

I'm not a robot — reCAPTCHA

NamePrism is a name-based nationality/ethnicity classification tool that aims to support academic research. It has been supporting over 200 social sicence and economic research projects (till Jun. 2019). Please cite following papers if you used this tool (or free API) in your work.

Junting Ye, Shuchu Han, Yifan Hu, Baris Coskun, Meizhu Liu, Hong Qin and Steven Skiena, Nationality Classification using Name Embeddings, in Proceedings of the 2017

14

DATA

NAME ORIGINS

Greater Middle Eastern countries used for name-origin classification

Created with mapchart.net

ANALYTICAL APPROACH

MODEL SPECIFICATION

Establishment-level analyses

Dependent variable: male-ME probability

- Probability that an average worker in an establishment is male and has a Middle Eastern origin based on their first name

Independent variable: Islamist terrorist events and topic salience in preceding period

- No event, low salience
- …
- Multiple events, high salience

Controls

- Fixed effects for years, months and establishment

OPERATIONALIZATION

No definite prior
regarding effect window
*(number of events in x past
months)*

No definite prior
regarding necessary
increase in topic salience
*(minimum increase in media
coverage on Islamist
terrorism)*

**We assume that multiple events
and high salience matter.**

**But how do we define the time that
matters and what counts as
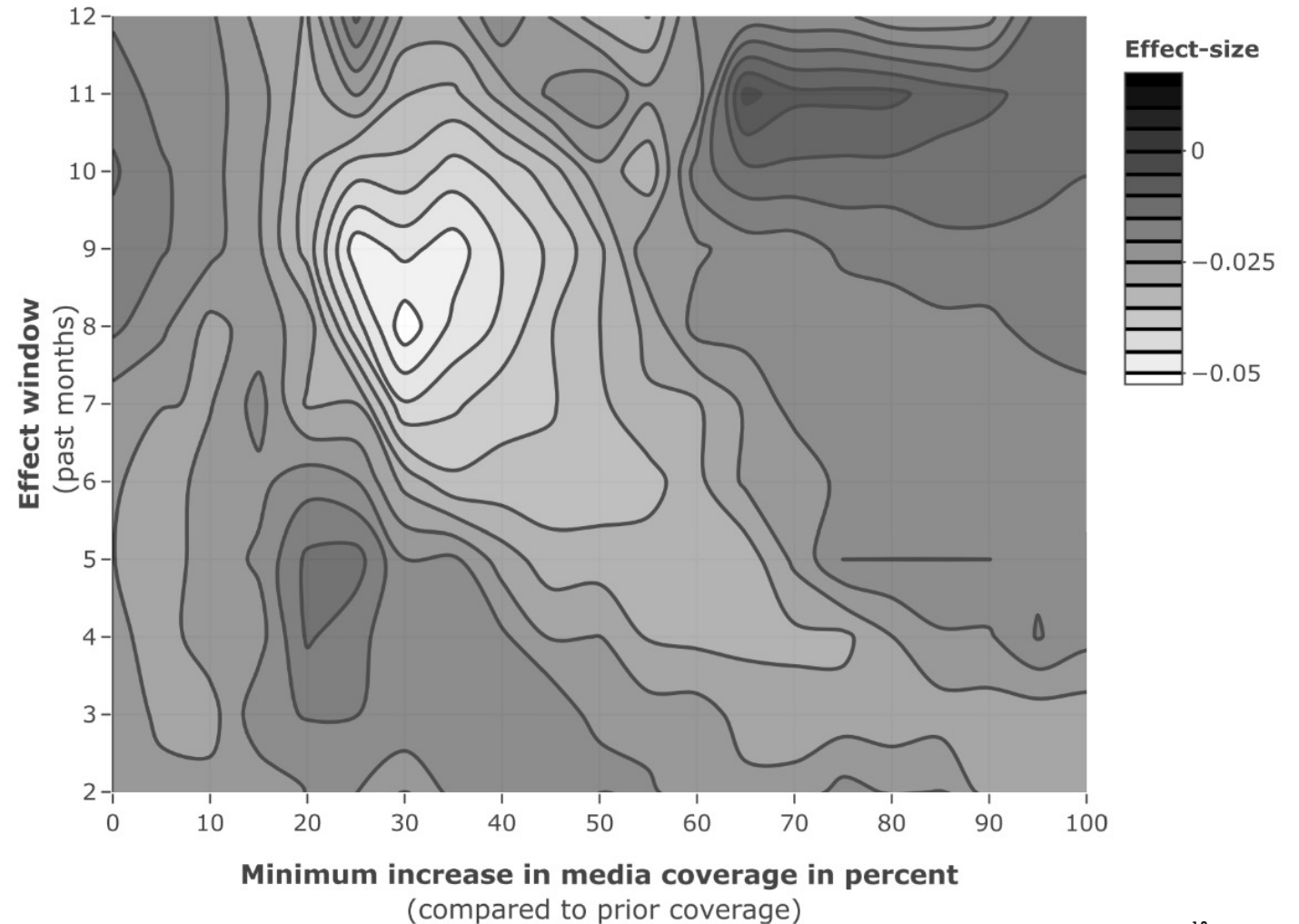salient?**

OPERATIONALIZATION

Effects of multiple events

Ref: Less than two events and/or low salience

- on male-ME probability
- by looking back x months
- by minimum increase in media coverage of x percent

Largest effects:

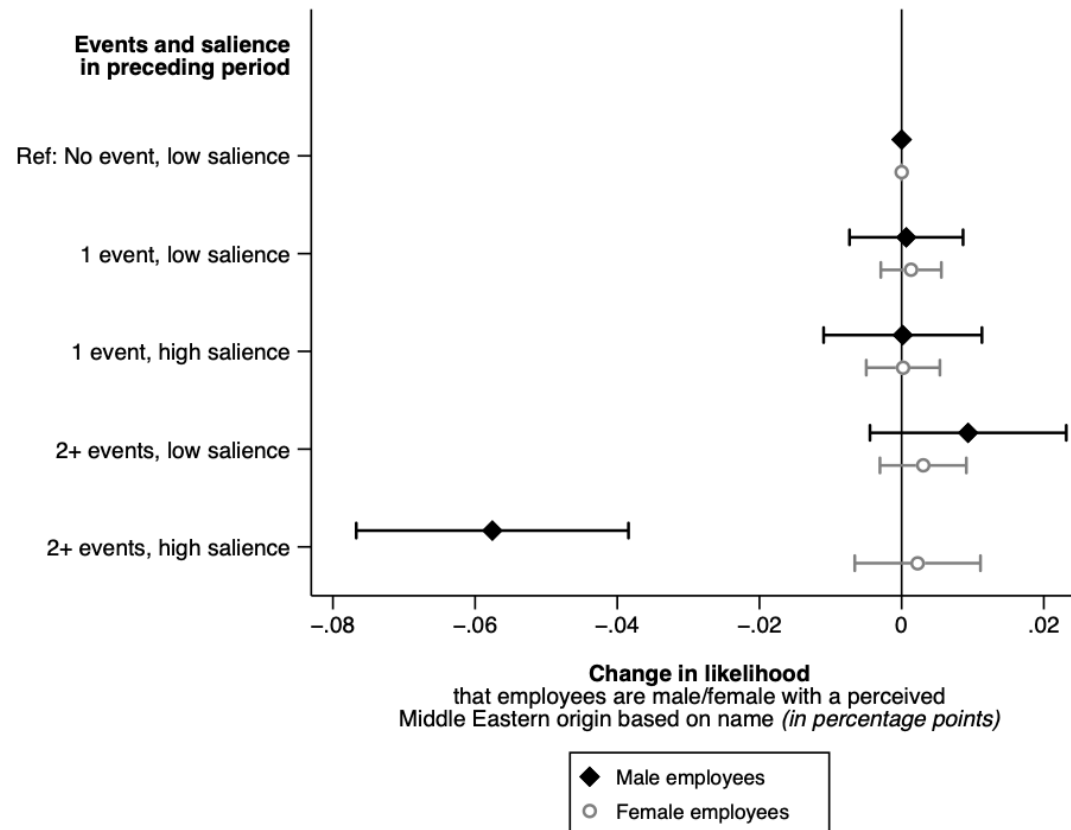- Multiple events in past 8 months
- Minimum increase of 30 percent

Minimum increase in media coverage in percent
(compared to prior coverage)

OPERATIONALIZATION

ISLAMIST TERRORIST EVENTS AND TOPIC SALIENCE

Event type	Months		Observations	
	Freq.	Percent	Freq.	Percent
Ref: No event, low salience	62	38.75	861,166	39.08
1 event, low salience	37	23.13	515,540	23.4
1 event, high salience	6	3.75	85,272	3.87
>1 events, low salience	40	25	540,469	24.53
>1 events, high salience	15	9.38	201,130	9.13
Total	160	100	2,203,577	100

Note: Events and salience calculated over past six months. All calculations based on the IAB Establishment Panel (IAB BP 9319 v1) and Integrated Employment Biographies (IEB V15.00.00-201912). Event classifications based on the Global Terrorism Database (GTD). Salience based on topic "Islamist terrorism" in the Süddeutsche Zeitung. Salience is high if number of words ascribed to "Islamist terrorism" exceed one standard deviation above mean, compared to all prior observations.

RESULTS

EFFECTS OF ISLAMIST TERRORIST EVENTS ON LIKELIHOOD THAT EMPLOYEES IN WORKPLACES ARE MALE/FEMALE WITH A PERCEIVED MIDDLE EASTERN ORIGIN BASED ON NAME

Events and salience in preceding period

- Ref: No event, low salience
- 1 event, low salience
- 1 event, high salience
- 2+ events, low salience
- 2+ events, high salience

Change in likelihood that employees are male/female with a perceived Middle Eastern origin based on name *(in percentage points)*

◆ Male employees
○ Female employees

Notes:

95% Confidence intervals.

Controls include establishment-fixed effects, year- and month of the year-fixed effects.

Preceding period includes 8 months before month under observation.
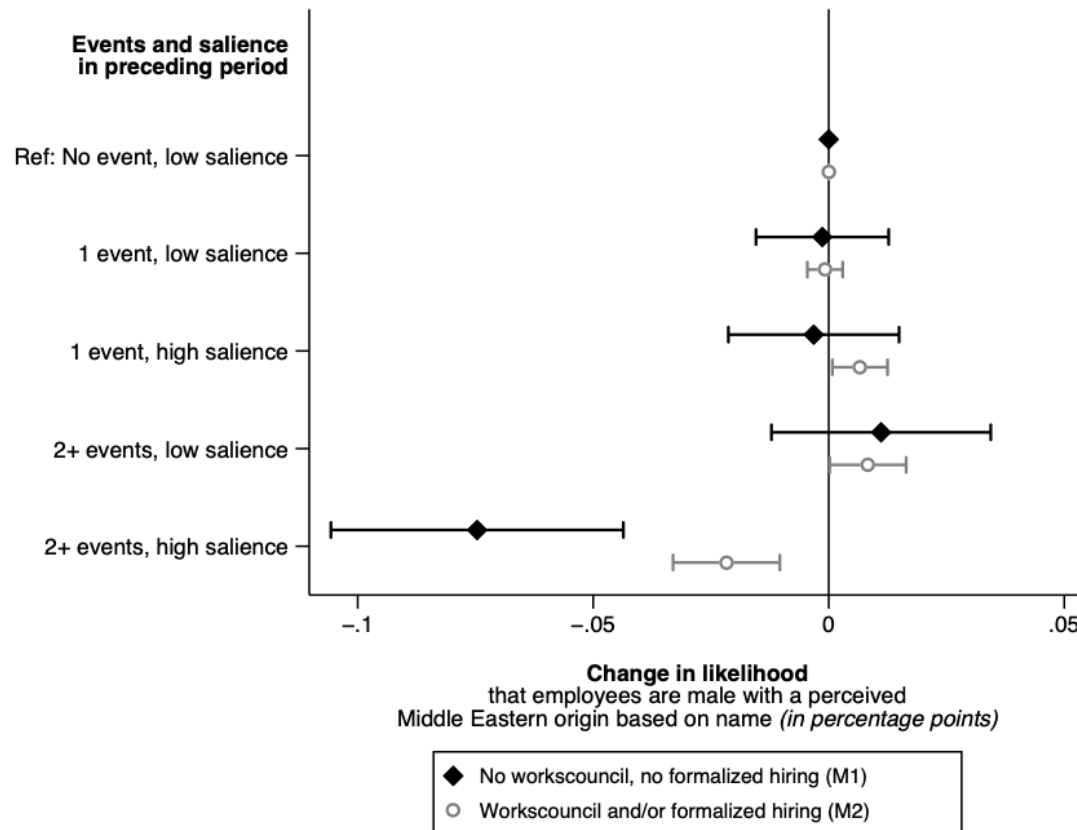
Salience high if number of words on topic 'Islamist terrorism' in preceding period at least 30 percent higher than average before period.

Number of establishments: 36,738.

Number of observations: 1,663,571.

RESULTS

WORKSCOUNCILS AND FORMALIZED HIRING

Events and salience in preceding period

Ref: No event, low salience

1 event, low salience

1 event, high salience

2+ events, low salience

2+ events, high salience

−.1   −.05   0   .05

Change in likelihood
that employees are male with a perceived
Middle Eastern origin based on name *(in percentage points)*

◆ No workscouncil, no formalized hiring (M1)
○ Workscouncil and/or formalized hiring (M2)

Notes:

95% Confidence intervals.

Controls include establishment-fixed effects, year- and month of the year-fixed effects.

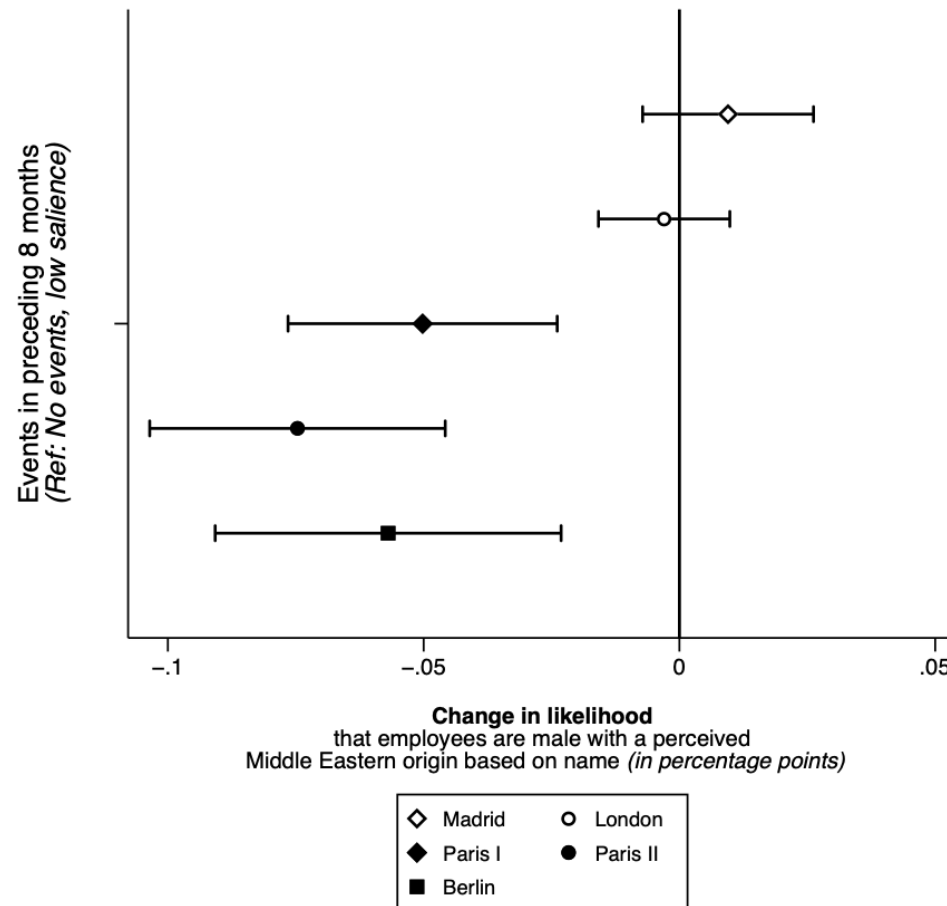Preceding period includes 8 months before month under observation.

Salience high if number of words on topic 'Islamist terrorism' in preceding period at least 30 percent higher than average before period.

Number of establishments: 36,738.

Number of observations: 1,663,571.

RESULTS

MAJOR EVENTS

Categorization

Madrid, 2004: 1 event, low salience

London, 2005: 1 event, high salience

Paris, Jan 2015: 2+ events, high salience

Paris, Nov 2015: 2+ events, high salience

Berlin, Dec 2016: 2+ events, high salience / 2+ events, low salience

RESULTS

ROBUSTNESS CHECKS

Robust to other specifications:
- Events: Honor killings
- Society and establishment-level controls
- Number of wounded and killed
- No effects for right-wing terrorism
- No effects for random events
- Exclusion of time-periods
- No effects for other name-based origins
- Linear models
- Nationality
- Weights
- Aggregate and individual-level analyses
- Other establishment sizes
- Other event-definitions

CONCLUSION

Robust evidence that workplace composition changes in response to Islamist terrorist events

Negative employment effects of Islamist terror …

… when multiple events coincide with high salience

… for men with Middle Eastern name

… in establishments with non-formalized hiring and without shopfloor worker representation

CONCLUSION

Implications

- Theories and studies on event-based discrimination should account for the wider context in which event takes place

- Attitudes and sentiments do not necessarily translate to hiring discrimination
    - Shopfloor representation and formalization of workplaces can prevent hiring discrimination

- Name-based measures allow for identification of outgroup-effects within large populations

THANK YOU!

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