

*Thursday, 18 June 2009 | 08:19 AM*

# It's not who you know, but where you're from

*17th June 2009, 13:15 WST*

Jobseekers are finding the old adage that it is not what you know, but who you know does not necessarily apply in Australia — it is actually more about where you come from.

A study by the Australian National University has found people with Chinese names are much more likely to be knocked back for a job interview than applicants with an Anglo-Saxon name.

Researchers found Chinese job seekers also had less chance of being called back than Middle Eastern and Italian contenders.

The study sent 4000 fake job applications for entry-level waiting, data entry, customer service and sales jobs.

The fictitious employment seekers went to high school in Australia.

The research found that overall, Chinese job seekers were called back 21 per cent of the time they applied for a job, compared with 22 per cent for Middle Eastern people and 26 per cent for indigenous applicants.

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By comparison, Anglo-Saxon job seekers were called back 35 per cent of the time, only slightly ahead of Italians on 32 per cent.

“It’s consistent with the notion ... that a sudden influx of migration increases prejudice,” researcher Andrew Leigh said.

Professor Leigh said minorities would fare better in the labour market if they Anglicised their names.

“It certainly suggests Anglicising your name increases the chance of getting a job interview,” Professor Leigh said.

When looking at individual job categories, the study found people with a Middle Eastern background had to send 127 per cent more applications for a waiter’s position than Anglo-Saxon contenders.

But the study also found Middle Eastern job seekers would fare better if they applied for work with a non-Anglo-Saxon employer or in an ethnically diverse neighbourhood.

Minority groups also were more likely to be discriminated against in Sydney than in Brisbane or Melbourne.

In Sydney, Chinese job seekers needed to send 92 per cent more job applications than those with an Anglo-Saxon background, while Middle Eastern applicants needed to post 80 per cent more resumes.

But Professor Leigh said discrimination against certain groups may be more subconscious than racist.

The melting pot theory of ethnic groups eventually mixing in appears to have helped Italians, who faced little discrimination, but it did not work for indigenous job seekers, the study found.

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## [ABC Online](#)

### **PM - Study finds employers shun minorities**

[This is the print version of story <http://www.abc.net.au/pm/content/2008/s2601101.htm>]

**PM - Wednesday, 17 June , 2009 18:30:00**

**Reporter: Emma Griffiths**

MARK COLVIN: An unusual experiment on Australian employers has led researchers to conclude that bosses are much more likely to offer a job interview to applicants with Anglo Saxon names.

The ANU economists sent out fake CV's, all with the same characteristics except the name and found those called, for instance "Betty Japananga", "Mario Bianchi", or "Bilal Kasir" were less likely to get a call-back about the job.

Employer groups have reacted angrily.

Emma Griffiths reports.

EMMA GRIFFITHS: At Auburn town hall today in Sydney's west, job seekers rolled up looking for advice. The careers expo had been organised by Auburn Diversity Services, a migrant resource centre trying to address an estimated local unemployment rate of about 10 per cent.

ELENA BERROCAL-CAPDEVILLA: There was a parade of people going in and around and asking and taking the leaflets, and thinking, and you know, it's extremely difficult for people to find a job.

EMMA GRIFFITHS: The centre's executive officer Elena Berrocal-Capdevilla has personal experience of the frustrations of job knock-backs faced by non-Anglo Saxon applicants.

ELENA BERROCAL-CAPDEVILLA: That I didn't have enough experience in this country, that I didn't have referees for instance from this country which was a big challenge. Cause even if I had recommendation letters, those recommendation letters were in Spanish so it wasn't easy to convince employers that there were adequate and appropriate letters.

EMMA GRIFFITHS: Researchers at the Australian National University have found evidence of substantial racial discrimination - right at the beginning of the recruitment process.

Economist professor Andrew Leigh:

ANDREW LEIGH: We sent out over 4,000 fake CVs. What we did with the CVs was we changed the name to denote ethnicity. So for example, one CV might carry the name Brian Robinson and another CV might carry the name Bilal Kasir and then that allows us to look at whether or not hiring discrimination varies systematically with the ethnicity of the name on the CV.

EMMA GRIFFITHS: And the findings were stark.

ANDREW LEIGH: We find that there is substantial hiring discrimination. We find that if you're an Indigenous applicant you need to put in 35 per cent more job applications to get the same number of call backs. A Chinese applicant 68 per cent more, Middle Eastern applicant 64 per cent more, an Italian job applicant has to put in more applications but only 12 per cent more than an Anglo-Saxon job applicant.

EMMA GRIFFITHS: So can we conclude from these findings that bosses in Australia are racist?

ANDREW LEIGH: So it's not clear whether our findings are driven by a small number of employers who are very strongly discriminating, or a large number of employers who are potentially discriminating just subconsciously.

We have pretty good evidence out of sociology that a lot of discrimination is non-intentional; it's just that some names feel more common to employers, others feel a little odd, and so the person doesn't get a call back.

EMMA GRIFFITHS: But one employer group doesn't believe there's any discrimination involved at all. The acting chief of the Australian Chamber of Commerce and Industry is Greg Evans.

GREG EVANS: If you look across the Australian workforce. The Australian workforce is made up of the same sort of ethnic backgrounds and diversity as wider Australian society and I think you know perhaps the researchers need to get out of the sheltered world of the university quadrangle and actually see the diversity of ethnic backgrounds that are evident across all Australian workplaces.

EMMA GRIFFITHS: Professor Andrew Leigh is convinced the study has measured discrimination because all of the applicant's characteristics were constant except the name. And he found discrimination across a range of jobs.

ANDREW LEIGH: We found the largest level of prejudice in the wait staff jobs which I think is consistent with wait staff employers thinking not only about their own discrimination but also potentially about how their customers might react to someone of a particular ethnicity.

But we also find discrimination in data-entry jobs and that's not consistent with a customer-based discrimination story, given that we see discrimination in data entry that has to be

employer based discrimination or co-worker-based discrimination.

EMMA GRIFFITHS: It's already difficult for people in these ethnic groups to get jobs knowing where the economy's going. What are you predicting for them?

ANDREW LEIGH: I would expect that it's going to be harder for everybody to find jobs in the current economy. I wouldn't expect that the level of discrimination will increase but that the gap will remain constant. In some sense, the labour market faced by a Chinese or a Middle Eastern job seeker in 2007 was tougher than the labour market that currently faces Anglo-Saxon job seekers now.

So you could say that Anglo-Saxon job seekers are getting a taste of the sort of economy that the Chinese and Middle Eastern job seekers looked at in boom times.

MARK COLVIN: ANU economist Andrew Leigh speaking to Emma Griffiths.

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# Ethnic names hinder job seeking: report

Posted Wed Jun 17, 2009 4:37pm AEST

Updated Wed Jun 17, 2009 6:50pm AEST

**A new study has found job seekers with ethnic names are less likely to be considered for positions than those with Anglo-Saxon names.**

- [Audio: Study finds employers shun minorities \(PM\)](#)

Researchers at the Australian National University sent out more than 4,000 fake applications to employers, all containing the same qualifications but different names.

They found those with Anglo-Saxon names received more calls than those with Indigenous, Chinese, Middle Eastern or Italian names.

ANU economist Professor Andrew Leigh says it is not clear whether employers were being deliberately racist.

"It could be that a very small share of employers are behaving very badly," he said.

"Or possibly, a large share of employers are just subconsciously making the mistake of choosing the less qualified Anglo candidate over the more qualified Chinese candidate."

The Australian Chamber of Commerce and Industry (ACCI) has rejected the research findings.

ACCI director of economic policy Greg Evans denies employers are racist.

"We think its an unfair and misleading characterisation of Australian business," he said.

"Australian business actually values diversity amongst its workforce. and if you look at this is an elaborate experiment but unfortunately its disproven in reality."

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## Minorities face job discrimination in Australia

19 hours ago

SYDNEY (AFP) — Job seekers in Australia face a tougher time finding work if they have non-English sounding names, with Chinese and Middle Eastern applicants facing the worst discrimination, a study has found.

Researchers from Canberra's Australian National University (ANU) sent out 4,000 fake job applications in response to employment advertisements in Sydney, Melbourne and Brisbane using ethnically distinct names.

They found Chinese applicants needed to send 68 percent more CVs than those with English names to get the same number of interviews, with Middle Eastern job-seekers requiring an additional 64 percent and Aborigines 35 percent.

The information about the applicants' qualifications for the advertised position was identical, leaving the name as the only variable for employers to decide whether to grant an interview.

"We found clear evidence of discrimination... job applicants find it easier to get an interview if they have an Anglo Saxon name," ANU researcher Alison Booth said.

The researchers suggested recently arrived migrant groups faced the most prejudice, pointing out that Italians -- well established since the 1940s -- needed to send only 12 percent more applications than Anglo Saxons.

Researcher Andrew Leigh admitted he was surprised the results pointed to widespread job-market discrimination in Australia, a country where one-in-four residents was born overseas.

He said the study showed major differences between Australian cities.

In Sydney, Chinese had to send out 92 percent more CVs than those with English names, with the figure 80 percent for Middle Eastern applicants.

In Melbourne the figures dropped to 61 percent and 64 percent respectively, falling to 57 and 51 percent in Brisbane.

"As a Sydney lad, I was confident its bosses would be the most tolerant and cosmopolitan of the three cities, while Brisbane employers would be a bunch of rednecks," Leigh told the Australian newspaper.

"It was, in fact, the other way around."

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Photo 1 of 2



Job seekers in Australia face a tougher time finding work if they have non-English sounding names, a study has found



### Map



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## Australian bosses are racist when it's time to hire

Peter Martin

June 18, 2009

A FOREIGN or indigenous-sounding name gives people less chance of landing a job in Australia, a study has found. Unless your name sounds Italian and you're in Melbourne, in which case it can be an advantage.

Australian National University researchers Alison Booth, Andrew Leigh and Elena Vargonova sent out 4000 fake job applications to employers advertising on the internet for entry-level hospitality, data entry, customer service and sales jobs, changing only the racial origin of the supposed applicants' names.

Applicants with Chinese names fared the worst, having only a one-in-five chance of getting asked in for interviews, compared to applicants with Anglo-Saxon names whose chances exceeded one-in-three.

Typically a Chinese-named applicant would need to put in 68 per cent more applications than an Anglo-named applicant to get the same number of calls back. A Middle Eastern-named applicant needed 64 per cent more, an indigenous-named applicant 35 per cent more and an Italian-named applicant 12 per cent more.

But the results varied by city. Sydney employers were generally more discriminatory than those in Melbourne or Brisbane, except when it came to indigenous names, where they were more accepting.

But only in Melbourne was there a type of non-Anglo name that was actually loved. Melbourne employers were 7 per cent more likely to respond well to someone with an Italian name than they were to an Anglo name.

Asked to guess why, Dr Leigh hastened to point out that the 7 per cent bias in favour of Italian-sounding names was not statistically significant.

"But what it does allow you to say is that there is no statistically discernible discrimination against Italian names in Melbourne. They are as well-regarded as Anglo names.

"This could be because Melbourne has a higher share of Italians than other Australian cities, and has had for a long time. Discrimination tends to be higher when you have a recent influx of arrivals, as Sydney has from China and the Middle East.

"Or it could be because many of the jobs we pretended to apply for were waiter and waitressing positions in bistros, bars, cafes and restaurants."

Asked whether the study had found that Australian employers were racist, Dr Leigh said it was clear they discriminated on the basis of the racial origin of applicants' names. "There is no other reasonable interpretation of our results," he said.

The fake applications had made clear that the supposed job-seekers had completed secondary schooling in Australia, making it unlikely that the employers had assumed the non-Anglo applicants could not speak English.

A similar study carried out in the US found that applicants with African-American-sounding names needed to submit 50 per cent more applications than white applicants to get the same number of interviews, suggesting that Australian employers were more prejudiced, except when it came to Italians and Australians with indigenous names.

## Bosses show bias against ethnic applicants

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By [Emma Chalmers](#) (/couriermail/author/0.23829.5000504-23272.00.html)  
June 18, 2009 12:00am

### THE key to nailing a dream job may be all in a name - your name.

New research has found job seekers with ethnic-sounding names have a harder time securing an interview than their Anglo-Saxon colleagues.

Researchers from the [Australian National University](#) (/http://www.anu.edu.au) sent more than 4000 fake CVs to employers hunting for staff through job advertisements as part of a 2007 experiment.

[Professor Alison Booth](#) (/http://econrss.anu.edu.au/Staff/albooth/bio\_ab.htm) said the researchers varied just the names on CVs to take a gauge of "hiring discrimination" and found people with ethnic names were less likely to be called up for an interview.

Job hunters with Anglo-Saxon names had a 35 per cent hit rate with employers in getting a phone call in response to their application. But aspiring workers from different backgrounds had to work more than twice as hard in some instances to get a call back.

"To get the same number of interviews as an applicant with an Anglo-Saxon name, a Chinese applicant must submit 68 per cent more applications, a Middle Eastern applicant must submit 64 per cent more applications, an Indigenous applicant must submit 35 per cent more applications, and an Italian applicant must submit 12 per cent more applications," Professor Booth said.

In Brisbane, the research suggested Chinese job hunters faced the greatest discrimination, having to send out more than double the number of applications to get the same results as their Anglo-Saxon counterparts. Italian workers fared better in Melbourne and Sydney but in Brisbane were forced to post almost a third more applications to get the equivalent number of interviews.

The level of discrimination also varied between job types with hospitality employers much less likely to give interviews to Middle Eastern and Chinese workers.

Chinese women also had a harder time securing interviews than Chinese men. That trend was reversed for Italian women, who had a better success rate than the opposite sex.

Among the last names surveyed were Rosso, Ferrari and Romano (Italian), Chen, Huang and Chang (Chinese), Kassir and Baghdadi (Middle Eastern) and Tjungarrayi (Indigenous). They were pitted against Anglo-Saxon last names including Abbott, Adams and Johnson.

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## Sorry Hassan, the job goes to Andrew

BY EMMA MACDONALD EDUCATION REPORTER

18/06/2009 7:15:00 AM

Jennifers, Andrews and Sarahs are far more likely to find a job than Hassans, Xius and Luigis, according to one of the largest discrimination studies ever conducted.

Australian National University economists have just issued the findings of their 212-year study in which they sent out more than 5000 fake curriculum vitae, using a variety of Anglo, Middle Eastern, indigenous, Chinese and Italian names.

The CVs responded to online jobs advertisements in Sydney, Melbourne and Brisbane.

The report found Chinese and Middle Eastern job-seekers were subject to the highest rates of discrimination. According to the report, *Does Racial and Ethnic Discrimination Vary Across Minority Groups*, written by Professor Alison Booth, Professor Andrew Leigh and researcher Elena Varganova, to get the same number of job interviews as someone with an Anglo-Saxon name, a Chinese applicant must submit 68 per cent more applications.

Middle Eastern applicants must submit 64 per cent more applications, Indigenous applicants 35 per cent more applications, and Italian 12 per cent more applications.

**More on the study in today's Canberra Times**

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## comments

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Good to see the time travel research at the ANU is progressing so well.

Posted by **212** on 18/06/2009 10:41:18 AM

Why compare the job prospects of ethnic minorities with another ethnic minority (namely Anglo SAXONS)? Australia is due to convict and gold rush immigrants a largely Anglo Celtic culture. Fancy taking the patron Saint of Scotlands name for your SAXON exemplar!!! I have witnessed a cultural minister named McDonald claiming to be white anglo SAXON male (makes the Celtic blood boil). It is largely due to professional people like yourself likening our Anglo-Celtic culture (much more like that of Scotland and Ireland than England) to Anglo Saxon that damages our cultural self image. yours Not a Bloody Saxon

Posted by **braveheart** on 18/06/2009 11:25:21 AM

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## Chinese jobseekers need to apply for 68 per cent more jobs - study

Article from: <http://www.news.com.au/heraldsun/> **Herald Sun**

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Michael Harvey  
June 18, 2009 12:00am

**JOBSEEKERS with non Anglo-Saxon names find it harder to score interviews - unless they are Italians in Melbourne.**

After decades of post-war migration, Melbourne bosses cry "Pronto!" to Italian applicants ahead of all others.

Research at the Australian National University uncovered widespread discrimination among employers.

People with Chinese-sounding names racked up the most knockbacks. And Sydney bosses were more prejudiced than their Melbourne counterparts.

Researchers sent 4000 bogus CVs in response to job ads in Melbourne, Sydney and Brisbane for junior positions in table-waiting, data entry, customer service and sales.

The only difference in the CVs were the applicant's name - varied along ethnic lines to give an estimate of "hiring discrimination".

Bosses called back Anglo-Saxon jobseekers 35 per cent of the time - compared with 21 per cent of Chinese, 22 per cent of Middle Eastern, 26 per cent of indigenous and 32 per cent of Italians.

To get the same number of interviews as an applicant with an Anglo-Saxon name, the study found a Chinese jobseeker would have to apply for 68 per cent more jobs.

Likewise, a Middle Eastern person would have to put in 64 per cent more applications, an indigenous Australian 35 per cent more and an Italian 12 per cent.

Broken down across the three capital cities, Melbourne bosses were generally less discriminatory.

However, Melbourne came out worst in the case of indigenous applicants, who must apply for 48 per cent more jobs - compared with 41 per cent in Brisbane and 25 per cent in Sydney.

It's a brighter picture for Italians in Melbourne. Compared with "Anglos", they need to apply for 7 per cent fewer jobs to get an interview - the only ethnic group and city to record such a result.

Researcher Andrew Leigh said it proved the melting pot theory of ethnic groups eventually mixing.

"Melbourne was the main destination for the wave of post-war Italian migrants," Prof Leigh said.

"This is a good news story in the sense that it tells us the melting pot works - it just takes a long time to boil."

Overall, Prof Leigh said ethnic minorities would enjoy better strike rates if they Anglicised their names.

In one instance, Sydney woman Ragda Ali completed a TAFE course and received no calls on multiple job applications. But her luck changed when she changed her name to Gabriella Hannah.

"I applied for the same jobs and got a call 30 minutes later," she told researchers.

Prof Leigh said: "It suggests Anglicising your name increases the chance of getting a job interview."

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Chinese jobseekers need to apply for ...



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## Aussie Jobs...Sorry Ali, Welcome Hannah

By IOL Staff

CAIRO — In Australia, job seekers with ethnic names find it much harder to get a job than those with Anglo-Saxon names, according to a new academic study into job discrimination.



"Job applicants find it easier to get an interview if they have an Anglo-Saxon name," concluded the experiment study conducted by the Australian National University.

Researchers sent 4000 fake resumes using Chinese, Middle Eastern, Italian, indigenous and Anglo-Saxon ethnically distinct names, responding to online jobs ads in Sydney, Melbourne and Brisbane.

"By varying the names on the CVs, we were able to estimate precisely the extent of hiring discrimination," says economist Andrew Leigh, one of the study authors.

The study found employers much more likely to offer a job interview to applicants with Anglo Saxon names than those with foreign names or names referring to ethnic minorities.

"Because all other characteristics are held constant, we can be sure that we are really measuring discrimination."

"By varying the names on the CVs, we were able to estimate precisely the extent of hiring discrimination," says Professor Leigh.

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## Aussie Jobs...Sorry Ali, Welcome Han...

The results showed a Chinese and a Middle Eastern must submit 68 and 64 percent more applications than an applicant with an Anglo-Saxon name to get the same number of interviews.

International reports have warned that racism is rife in all walks of life in Australia, a country where one quarter of the population was born overseas.

A hard-hitting report by the Human Rights and Equal Opportunity Commission in 2007 found that racism became a part of all Australia's major sports and was "prevalent" among professionals, coaches, spectators and fans.

The UN Committee on the Elimination of Racial Discrimination said in its 2005 that acts and incitement of racial hatred exists in most Australian States.

### **Sorry Ali, Hi Hannah**

The study cited the story of Ragda Ali as a clear case of employers' prejudice.

"I applied for many junior positions where no experience in sales was needed – even though I had worked for two years as a junior sales clerk," said the Sydney resident.

After applying for every job she can find and getting no reply, Ali suspected that her distinctively Middle Eastern name may be the problem.

"I didn't receive any calls so I decided to legally change my name to Gabriella Hannah," she recalled.

Expectedly, the job road for the new Ms. Hannah was much easier.

"I applied for the same jobs and got a call 30 minutes later."

The researchers further expanded their experiment to find out whether the kind of discrimination in the job market was found in the general population.

"In one experiment, we mailed letters to several thousand households, to see whether they returned them or put them in the bin," said Professor Leigh.

"We found that letters were slightly less likely to be returned if they were addressed to non-

Aussie Jobs...Sorry Ali, Welcome Han...  
Anglo people."

The study concluded that the old maxim hailing Australia for its ability to absorb new migrants into its social fabric may be nothing more than a myth.

"The Australian melting pot may not be so successful after all."

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By TERRA on 2009-06-19 10:32 (GMT)

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YOU ARE NOT AUSTRALIAN AND DON'T SPEAK IN THEIR NAME.

FOR THE REST :

EVERYWHERE, THERE ARE GOOD AND BAD PEOPLE BUT AUSTRALIANS ARE M ANOTHER THING, AUSTRALIA IS FULL OF AUSTRALIAN OF CHINESE AND OTHE ARE THE MOST RACISTS, SO DON'T BLAME BLINDLY ALL AUSTRALIANS.

**Ridicilous**

By The Concerned One on 2009-06-19 08:37 (GMT)

To Rom

Rom...are u suggesting..that employers should be wary of hiring people cus affiliation? do you know what the term" DISCRIMINATION" means? How ridi also side line the vetnamese people when you went to war in Vietnam? suc ridiculous...oh by the way...Muslims dont blame the entire Australian people iraq.

**remeber the Bali Bombing?**

By rom on 2009-06-19 08:11 (GMT)

At the Bali Bombing of 2002 hundreds of its victims were Aussies.

Dou you muslims believe, the Australians have forgotten that. And all the te that could have been thwarted before they were carried out? In such circun that recruiters think twice and thrice before contacting an applicant carrying

Printed June 18, 2009 12:09am AEST

## Bosses prefer to interview Anglos

Stephen Lunn, Social affairs writer | June 18, 2009

Article from: [The Australian](#)

**EMPLOYERS are far less likely to interview a person with a Chinese, Middle Eastern or Aboriginal name for a job even if their CV is identical to someone with an Anglo-Saxon name.**

And Sydney bosses discriminate more than those in Melbourne or Brisbane, a new study using 4000 fake CVs reveals.

Australian National University professor of social sciences Andrew Leigh sent out 4000 fictitious resumes to employers in Brisbane, Sydney and Melbourne looking for entry-level workers in the hospitality, data entry, customer service and sales area.

The CVs were identical apart from made-up names indicating Italian, indigenous, Chinese or Middle Eastern heritage, ensuring responses purely measuring discrimination, Professor Leigh said. All bogus applicants had a high school education in Australia.

The results were conspicuously different depending on whether the CV bore surnames such as Mitchell, Chang, Hariri, Tipungwuti or Bianchi.

"To get the same number of interviews as an applicant with an Anglo-Saxon name, a Chinese applicant must submit 68 per cent more applications, a Middle Eastern applicant must submit 64 per cent more, an indigenous applicant 35 per cent more and an Italian applicant 12 per cent more," Professor Leigh said.

Sydney bosses were less likely to give jobseekers with Chinese and Middle Eastern names a go than the other two capital cities, but more likely to grant an interview to a person with an indigenous name.

Chinese jobseekers needed to send 92 per cent more job applications than those with an Anglo-Saxon background to secure an interview in Sydney, while Middle Eastern applicants needed to post 80 per cent more resumes.

In Brisbane it was 57 per cent and 51 per cent respectively.

"As a Sydney lad, I was confident its bosses would be the most tolerant and cosmopolitan of the three cities, while Brisbane employers would be a bunch of rednecks. It was, in fact, the other way around," Professor Leigh said.

But Italians in Melbourne can take heart. The study shows they are more likely to be offered an interview than someone with an Anglo-Saxon name.

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# REPUBLIKA ONLINE

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## Di Aussie, Nama Timur Sulit Cari Kerja

By Republika Contributor

Minggu, 21 Juni 2009 pukul 13:29:00



Di Australia, pemilik nama etnis timur cenderung sulit mencari kerja ketimbang mereka dengan nama ras Anglo-Saxon. Hal itu diungkapkan oleh studi akademis terbaru tentang diskriminasi kerja yang dilakukan oleh Australian National University (ANU).

"Bila pelamar kerja memiliki nama ras kulit putih, mereka lebih mudah masuk tahap wawancara," bunyi laporan penelitian tersebut. Peneliti melakukan studi dengan cara mengirim 400 berkas lamaran palsu menggunakan nama Cina, Timur Tengah, Italia, warga asli, dan nama-nama Anglo-Saxon dengan tipe etnis berbeda. Lamaran itu dikirim berdasar lowongan online yang diiklankan di Sydney, Melbourne, dan Brisbane.

Dengan meragamkan nama-nama di dalam CV, kami dapat memperkirakan secara pasti, bagaimana besarnya tingkat diskriminasi pekerjaan," ujar pakar ekonomi sekaligus penulis utama penelitian, Andrew Leigh.

Studi menemukan, para pemberi kerja cenderung suka menawarkan wawancara kepada pelamar dengan nama Anglo-Saxon, ketimbang mereka yang memiliki nama asing, atau mengacu pada etnis minoritas di Australia. "Karena semua karakteristik kita gunakan dengan konstan, kami dapat pastikan, kami benar-benar mengukur tingkat diskriminasi," ujar Andrew.

Hasil menunjukkan, nama Cina dan Timur Tengah sedikit--bila tak bisa dibayangkan tak ada--menerima panggilan wawancara kerja. Pemilik dua nama etnis tersebut harus mengirimkan aplikasi 68 persen lebih banyak dari pemilik nama Anglo-Saxon, untuk mendapat jumlah panggilan wawancara yang sama.

Studi yang dilaporkan secara internasional itu mengingatkan, rasisme adalah kekerasan tak diinginkan dan ada di hampir aspek kehidupan di Negeri Kangguru, negara di mana seperempat populasi dilahirkan di tanah asing.

Laporan memukul telak oleh Komisi Hak Asasi dan Persamaan Kesempatan pada 2007, menemukan jika rasisme menjadi bagian besar dari olah raga utama di Australia, dan memiliki tingkat kehadiran tinggi di kalangan profesional, pelatih, penonton, dan juga penggemar.

Kemudian, Komite PBB Eliminasi Diskriminasi Ras mengatakan, dalam laporan 2005, bahwa aksi dan pengobaran kebencian rasial ada di hampir seluruh negara bagian Australia.

### Halo Hannah, Oh Maaf Ali,

Studi ANU, selain memberi angka statistik, memaparkan beberapa kisah para pencari kerja, salah satunya milik seorang Muslim, migran asal sebuah negara di Timur Tengah, Ragda Ali. Cerita Ali adalah satu kasus nyata prasangka negatif para pemberi kerja

"Saya melamar untuk banyak posisi junior, dengan syarat tanpa pengalaman di penjualan, meski saya sendiri

telah bekerja sebagai petugas administrasi junior selama dua tahun," tutur penduduk kota Sydney tersebut.

Setelah melamar setiap lowongan pekerjaan yang ada, ia tidak pernah mendapat balasan. Ragda pun curiga, nama timur tengahnya mungkin menjadi masalah.

"Saya tidak pernah mendapat panggilan satu pun," akunya. "Saya pun memutuskan mengganti nama dengan proses legal menjadi Gabriella Hanna," kenang Ragda.

Seperti yang telah ia dua, jalan mencari pekerjaan bagi Nona Hannah baru, menjadi lebih mudah. "Saya mengirim untuk pekerjaan yang sama, dan saya mendapat panggilan 30 menit kemudian," tuturnya.

Para peneliti, lebih lanjut melebarkan studi untuk menemukan apakah diskriminasi di pasar lapangan kerja juga berlaku pada masalah umum lain. Dalam satu eksperimen, mereka mengirim surat-surat ke ribuan rumah tangga.

"Tujuan kami untuk melihat apakah pos akan mengembalikan surat-surat itu, atau membuangnya ke tempat sampah," ujar Andrew yang juga seorang guru besar di ANU. Para peneliti menemukan surat-surat tersebut sepertinya cenderung dikembalikan jika alamatnya ditujukan kepada orang-orang non-Anglo.

Studi tersebut menyimpulkan jika slogan tua Australia bahwa negara itu memiliki kemampuan menyerap budaya lain dan migran ke dalam kehidupan sosial hanya sekedar mitos belaka. "Anggapan Australia sebagai tempat peleburan budaya, tidak sepenuhnya benar," ujar Andrew. (iol/itz)

# 'Ethnic names' struggle in job search

17 June 2009 | 15:07

New research by the Australian National University shows job applicants with 'ethnic' names find it tougher to get an interview than those with Anglo-Saxon names.

New research by the Australian National University shows job applicants with 'ethnic' names find it tougher to get an interview than those with Anglo-Saxon names.

Economists at the university, Professors Alison Booth and Andrew Leigh, disseminated 4000 fake CVs to job advertisers in Brisbane, Melbourne and Sydney to test the level of discrimination.

Researchers found that applicants with Chinese names were more likely to be knocked back than applicants with Anglo-Saxon names.

Job seekers with Italian, Middle Eastern and Indigenous names also had a lower chance of being called in for an interview.

All the fake CVs, regardless of the ethnicity of the names, stated the applicant had studied in Australia.

"By varying the names on the CVs, we were able to estimate precisely the extent of hiring discrimination," Professor Booth says.

"Because all other characteristics are held constant, we can be sure that we are actually measuring discrimination."

Professor Leigh says minorities would fare better in the labour market if they Anglicised their names.

"It certainly suggests Anglicising your name increases the chance of getting a job interview," Prof Leigh told reporters in Canberra.



A study has found people with ethnic names find it tougher to get job interviews (Reuters)

Watch on SBS TV 6.30pm nightly, 9.30pm Mon-Fri.  
Or log-on to [www.sbs.com.au/news](http://www.sbs.com.au/news) to watch video on demand.

# Tom, Dick or Anna beat Hu to the job

Yuko Narushima

June 18, 2009

WHAT'S in a name? An added difficulty in getting a job if it's not Anglo-Saxon, research by the Australian National University shows.

A study into hiring discrimination sent 4000 fake curriculum vitae to employers in Sydney, Melbourne and Brisbane, changing only the names of the applicants. It found call-back rates were higher for applicants with an Anglo-Saxon name.

"Sydney has the highest level of labour market discrimination for Chinese and Middle Easterners," one of the report's authors, economist Andrew Leigh, said. "There may be other stages of discrimination at the interview itself and in the workplace but we can't observe that."

Common indigenous, Middle Eastern, Italian and Chinese names were substituted across fictional templates to measure employer bias. Other factors such as qualifications, experience and gender were kept equal.

In Sydney a person named Fatima Hariri or Ping Lee had to apply for twice as many jobs as a Lisa Robinson to secure the same number of interviews.

People with distinctively Aboriginal names fared somewhat better. For every 20 job applications sent by Anglo-Saxon sounding counterparts, indigenous people had to fire off an extra five. Italian jobseekers had to send an additional three.

Discrimination was more acute in certain industries, the report found. For entry-level jobs in data entry, customer service, sales and waiting tables, employment prospects were worst for ethnic-sounding waiting staff.

Job prospects were particularly bad if the would-be waiter had a Middle Eastern name. They would have to put in 127 per cent more applications for the same number of interviews.

"That's potentially because being a waiter requires the most customer interaction," Professor Leigh said. "You might imagine an employer who was not themselves discriminatory but who was worried their customers were."

However, findings for data entry showed employers were not blameless. Again, Chinese and Middle Eastern-sounding job applicants were worst hit.

A man named Hu Chen for example would need to apply for 182 per cent of the jobs someone called Martin Johnson, the report found.

Source: [The Sydney Morning Herald](#)

*Tuesday, 23 June 2009 | 04:00 AM*

# Name shame in imperfect world for job-seekers

*22nd June 2009, 15:00 WST*

Unsurprisingly, the world is not perfect. You know it's not, I know it's not, and even my dog has worked out things are crook when she can't get a walk in the morning.

But the way some economists, policy-makers and politicians have looked at the unfolding global recession and the response to it over the past two years you could be forgiven for believing they actually lived in a world of perfection.

There's a name for this perfection — the efficient markets hypothesis.

Treasury Department second-in-charge David Gruen, in a speech last week about the global recession, touched on this hypothesis, which has driven much of the economics profession over the past three decades or so.

It's been the policy framework for many governments' approach to their economic policies.



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The drive towards self-regulation of markets, of governments retreating from heavy-handed intercession from areas like finance, was because of the theory that such markets don't need any interference.

But, as you might have noticed, that hasn't worked out quite so well.

“As the crisis has demonstrated, relying on financial market firms to self-regulate turns out to be the economic equivalent of letting children decide their own diets,” Dr Gruen said.

As he put it, there is a problem with the individuals supposedly inhabiting the theoretical world at the heart of the hypothesis.

“These individuals are assumed to be far-sighted and rational, and to understand, in extraordinary detail, the economic world in which they live and make decisions,” he said

It also means that the financial markets they operate work perfectly. There are no problems like the ones we've seen in the past couple of years, no herd-like behaviour, no big swings in confidence or pessimism.

“It's as if, as the Titanic was sailing into iceberg-infested waters, those with the requisite skills and training to warn of the impending danger were instead hard at work, in a windowless cabin, perfecting the design of ship hulls for a world without icebergs,” Dr Gruen explained. Now the imperfection at a global market level is for all of us to see. But what about down at the shopfront level? Well, an interesting study by three Australian National University economists has highlighted there can be costs at the business level by human imperfection in simply picking staff. We all know of cases where a person has been put in a job and they just weren't up to it. But the ANU study examined the bias of management when it came to employing those staff. The economists sent 4000 fake CVs that were identical except for one crucial thing — the name. Twenty per cent of the CVs had a traditional Anglo-Saxon name like Jennifer Abbott and Phillip Mitchell. But another 20 per cent carried indigenous names, another 20 per cent went by Middle-Eastern names, another 20 per cent by Italian and the rest by Chinese. The study's main findings? That Australian employers,



when given the same resumes for the same job, were much more likely to ring for an interview with a candidate with an Anglo-Saxon name.

An applicant with an Italian name would have to put up 12 per cent more applications to get the same number of callbacks for a job than someone with an Anglo-Saxon name.

For indigenous-named candidates, it was 35 per cent more applications. For Middle-Eastern names, 64 per cent more, and for Chinese-sounding names, 68 per cent.

The study focused on four types of jobs.

A Middle-Eastern male name trying for a wait-staff job would have to put up 127 per cent more applicants for that position than an Anglo-Saxon name.

You could mount an argument that as a waiter, with the position in direct customer contact, then the prospective employer might have a fear about their new employee “scaring” the clientele.

But how do you explain that a Chinese-sounding name had to put up 82 per cent more applications for a data-entry job that had no public contact responsibilities?

This bias towards Anglo-Saxon names is not unique to Australia.

Similar studies in the US have found the same “in-built” racist tendencies of employers over long periods, split largely along black and white lines.

Not even the ANU report argues there is widespread explicit racism in the decision-making process of business people when it comes to employment (although that is always a chance).

They believe much of it is a subconscious bias over which we might have little control.

There’s a way of testing your own in-built biases.

One of the report’s authors, Andrew Leigh, who is also one of the best young economists in the country, admitted he had taken the “implicit association

test” on many occasions, and though his bias tendencies were reducing over time, they were still there.

So why is this important?

Put it this way. The ANU study was conducted during 2007 as unemployment fell to near record lows.

It suggests that employers were prepared to go with a prospective staff member based solely on the name at the top of the CV and not the quality of the candidate.

How many potential great waiters or sales staff or even data entry employees were not given a chance based simply on name? Certainly it would appear the business may have cost themselves money. Ultimately, it shows that even at this level, when given a bunch of CVs, there is an imperfection in the decision-making process. So trying to argue at the macroeconomic level that markets operate perfectly . . . . well, that argument is a long way short of perfection.

To test your inherent biases, go to <http://iat.org.au/>

SHANE WRIGHT

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 Have your say

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### **Tom, Dick or Hariri: unfamiliar names miss out on Australia's jobs**

Posted on : 2009-07-09 | Author : DPA

News Category : Australasia

Sydney - Immigrants everywhere complain about having to drive taxis despite having the paper qualifications for better paid jobs. Poor English largely explains the discrepancy in Australia, according to a recent survey by demographer Bob Birrell of Melbourne's Monash University.

But poor communication skills is not the whole story. A new Australian National University (ANU) study shows employers discriminating against those who don't have Anglo-Saxon-sounding names.

"To get the same number of interviews as an applicant with an Anglo-Saxon name, a Chinese applicant must submit 68 per cent more applications," ANU economist Andrew Leigh said.

Leigh has just published his results after sending out 4,000 resumes to employers who had advertised for restaurant staff, data-entry people and openings for other semi-skilled workers.

"What we did with the CVs was we changed the name to denote ethnicity," he explained. "So, for example, one CV might carry the name Brian Robinson and another CV might carry the name Bilal Kasir and then that allows us to look at whether or not hiring discrimination varies systematically with the ethnicity of the name on the CV."

The most discriminated against were Chinese.

"It did surprise me," Professor Leigh said. "My stereotype had been that you would discriminate in favour of them (Chinese) rather than against. They are hardworking and conscientious."

One explanation could be that Chinese are recent migrants and the big influx could raise fears - as right-wing politician Pauline Hanson deliberately did in 1996 - that Australia is being "swamped by Asians."

Leigh found that Middle Eastern applicants had to submit 64 per cent more resumes, Aborigines had to send in 35 per cent more and Italian applicants 12 per cent more (the Italians faced less discrimination because the big migrations came in the immediate post-war period and in the 1950s).

The simple conclusion from the study was that employers were discriminating on the basis of race. "There is no other reasonable interpretation of our results."

But, as Leigh pointed out, "it's not clear whether our findings are driven by a small number of employers who are very strongly discriminating or a large number of employers who are potentially discriminating just subconsciously."

In subconscious discrimination, Leigh explained, people make snap decisions on the basis of familiarity. "A quick rule of thumb is that you know to run to the people with the same colour," he said.

The ANU study deliberately allayed the fears of potential employers that applicants with foreign-sounding names would have poor English. None was identified as a new migrant; all had been through Australian high schools.

"It's possible you could still say that they would have inferior communications skills, but if you looked at the CV you couldn't conclude that," Leigh said.

It's not the first study to look at racism in Australia and find discrimination.

Sydney-based market research firm Crosby-Textor published a survey two years ago that showed Australians like best those people who lived a long way away or those who were near and shared a similar culture, language and history. The British were tops followed by New Zealanders and Americans. The Chinese were rated only half as nice as the British.

To put racism into context, Leigh said that Anglo-Saxon jobseekers are now getting a taste of the sort of economy that the Chinese and Middle Eastern jobseekers faced before the recession. It was hard for them in the boom times - it's even harder now.

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<http://www.earthtimes.org/articles/show/276746,tom-dick-or-hariri-unfamiliar-names-miss-out-on-australias-jobs.html>

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## Australian job market rife with racism

Phil Mercer, Foreign Correspondent

Last Updated: July 12, 2009 8:10PM UAE / July 12, 2009 4:10PM GMT

SYDNEY // A university study has uncovered widespread racial discrimination against Middle-Eastern job seekers in Australia.

In a far-reaching experiment, academics in Canberra have found that Australian companies are far less likely to interview a prospective employee with a Middle-Eastern, Chinese, aboriginal or Italian name than a white, Anglo-Saxon applicant with the same qualifications.

Researchers sent out 4,000 fictitious resumes in response to job advertisements for entry-level positions in hospitality, sales, data entry and customer service in Sydney, Melbourne and Brisbane.

"My co-authors and I were interested in trying to look at the extent of ethnic and racial discrimination in Australia," said Andrew Leigh, an economics professor at the Australian National University.

The fake resumes state that all candidates had attended secondary school in Australia and had the same work experience. Only the names differed.

The results have shown that finding employment can be a frustrating battle for ethnic applicants, regardless of their credentials, with job hunters from a Middle-Eastern background having to submit 64 per cent more resumes than their Anglo-Saxon counterparts to secure an interview.

"It is consistent with some theories that talk about the melting pot taking a long time to simmer," Mr Leigh added. "If we had done this study in 1950s Australia, it might well have been that there was a lot more discrimination against Italian migrants who were then fresh off the boat. It may be now that Middle Eastern and Chinese applicants who have arrived more recently are suffering more racial discrimination."

The outcome of the study has surprised the research team, which had expected indigenous Australians to be worse off as they already suffer chronic disadvantage in so many other areas, such as health and education.

The level of prejudice in the workplace has varied from city to city, with Sydney belying its reputation as an engaging cosmopolitan hub. It was the least tolerant of the major centres and the worst place for Middle-Eastern and Chinese job-seekers.

"A big influx of migrants doesn't make people more tolerant, it makes them in the short-run less tolerant," Mr Leigh said.

Jamal Daoud, 42, a Saudi-born Palestinian who moved to Australia in 1996, has felt the full force of religious and racial bigotry in the labour market.

"There was a customer service job at an Australian airport, and they were impressed with my resume but they were suspicious of my name," said Mr Daoud, who was initially called on the telephone to assess his suitability for an interview but the conversation ended abruptly when he said that he had been born in Saudi Arabia.

"It comes to their mind that Muslims and Saudis who are around aeroplanes will be repeating the 11th of September without knowing that the majority of Muslims are condemning such action," Mr Daoud said.

"The rejection made me very depressed. We hoped that with time things will get better, but we discovered now it is getting worse."

"I am starting to feel that I am besieged. This is daily life for us. There are highly qualified people who are working in security, as a taxi driver or in a convenience store and I meet such people every day."

For three of the past six years this well-skilled Muslim migrant has been unemployed and he is currently holding down a low-paying position in the public service.

[thenational.ae/article/.../SPORT](http://thenational.ae/article/.../SPORT)



Jamal Daoud, a Saudi-born Palestinian, has been unemployed for three out of six years in Australia despite numerous qualifications. **Ian Waldie for The National**

7/14/2009

### Australian job market rife with racism...

Mr Daoud is understandably upset that Australia has not seen fit to harness his talents. His qualifications include a bachelor's degree in veterinary medicine, a postgraduate certificate in politics and a diploma in teaching English as a second language.

Others looking to escape the unemployment queue in Australia have changed their names to bury their Islamic heritage; a man called Mohammed became Michael to get a start in real estate, while another, Bilal, became Billy to secure opportunities in the finance world.

"It is common. There are people who are urging us to change our names so that we can hide our real identity and culture. That way we would be less likely to be targeted by discrimination," Mr Daoud said.

Business groups do not believe that such problems are widespread and have disputed the findings of the Australian National University study.

"We were surprised because any routine observation of Australian workplaces right across the economy shows the diversity that is seen in Australian society," said Greg Evans, the acting chief executive of the Australian Chamber of Commerce and Industry.

"Australian employers value that diversity and they recruit people on a non-discriminatory basis based on who is most appropriate to fill certain roles."

Although Mr Leigh and his fellow researchers have unearthed a worrying seam of prejudice, they are hopeful it might just be unconscious discrimination where employers have lazily picked Anglo-Saxon names they feel familiar with, shortcomings that can be addressed through education and greater awareness.

"While we can't fully rule out that there is something very sinister going on here," Mr Leigh said. "I'm more optimistic that people are making mistakes rather than being out-and-out nasty."

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