Third Annual Report, 1 April 2005 – 31 March 2006

The year that has just ended was the mid-point of this five years Programme (2003 – 2008). It was a year in which three projects came to an end (1.1 and 1.2 below) or shortly afterwards came to an end (1.3) (though in each case extensive writing for publications is taking place). In the middle and autumn of 2006 the remaining three of the eight projects Programme start.

We marked the Programme mid-point by a two-day conference in which all five of the projects that have been undertaken so far were represented and there were keynote lectures from John Salt on Trends and Emerging Issues in UK Immigration and Emigration and Tariq Modood on Multiculturalism, Ethnicity and Integration: Contemporary Challenges. There was also a guest keynote lecture from Anthony Heath (Oxford): Unequal Chances: Minorities in Western Labour Markets. Full details of the conference programme are given in section 2.

1. Research Projects

1.1 Social Capital, Gender and Differential Outcomes (Bristol and UCL) (October, 2003 – September, 2005)

Dr. Claire Dwyer (UCL), Professor Tariq Modood (Bristol) and Dr. Suruchi Thapar-Björkert (Bristol) are the project leaders and responsible for the administration of the project.
Dr. Gurchathen Sanghera (Bristol) and Dr. Bindi Shah (UCL) were full-time researchers on this project until its end in September, 2005.

A certain amount of fieldwork required mopping up at the start of this period but most of the final six months of this project consisted of analysis, writing and presentations as listed below. Preliminary findings, based at this stage largely on the Slough data are as follows:

i. Importance of Education
Considerable evidence for a set of shared beliefs and values about the value and importance of education among young Pakistanis and among parents regardless of their own educational or class backgrounds.

ii. Class and Social Capital

1. Full details of the aims and objectives of each project are in the full Programme Proposal and are not stated here unless they have had to be reconsidered.
However our findings point to class-based contexts within which norms, values and aspirations are negotiated. What was clear from our research was that parents differed in their abilities to assist their children in enabling these aspirations. More middle class parents are able to mobilise not only economic capital – in terms of accessing schools in more affluent areas, or driving to different schools or buying extra resources – but also social and cultural capital. In contrast, some less well educated more working-class parents do not enforce rules and discipline that instil a work ethic or ambition, especially among the boys; parent-child relationships are not strong, close or trusting; and nor is children’s religious practice and attendance at the mosque strong.

If social capital varies across class at the family level, can working class Pakistani families draw on social capital generated through community-based organisations at the neighbourhood or locale level? The Slough Community School and a homework club, both run by Pakistani Muslim volunteers who themselves are professional are two examples of the civic organisations that can help generate social capital in the community.

iii. Religion as Social Capital
A religious identification, as a Muslim, a British Muslim or a Pakistani Muslim, was relevant for all our informants. However how this religious identification was articulated and its meanings varied considerably. For some young men an identification as Muslim was prioritised, religion provided them with a source of strength and perhaps also social capital which encouraged them to study and be successful. For other young men, their identification as British Muslims was part of their performance of a ‘hard’ and rebellious masculinity and not necessarily reflected in observance of religious practices.

iv. ‘Street’ culture as social capital
There is also some evidence of the ways in which ethnicity may function as social deficit rather than social capital. We particularly found this to be the case with a group of working-class young men who had few educational qualifications or aspirations but had strong associations with a peer-based street culture which included drug dealing and other illegal activities.

v. Transforming/negotiating negative masculine subcultures
Within our subset of young men who had left school with few educational qualifications we also had a group who were distinguished by their ability to negotiate their way through expectations and pressures from family, peer culture and the larger society and map out alternative career pathways in the post-sixteen transition. They have used their social networks to learn about other paths to gaining qualifications that will lead to jobs in the public and voluntary sector; jobs with some status, money and a satisfying career path.

vi. Structural factors/ Gendered and racialised labour markets
However in considering the attitudes of these young men we also have to consider the ways in which the wider social context and structural constraints shape academic achievement and economic opportunities for Pakistanis in particular ways. Young working-class Muslim men with few qualifications face service dominated labour
markets which discriminate against them by gender and class but are also more explicitly shaped by racialised discourses on Islam.

Workshop
A key event was a workshop where two project papers were presented, together with one external paper, to an invited set of participants and with comments from four discussants. The workshop ‘Researching Muslim Masculinities’ was organised on 15th July 2005 in the Department of Geography, UCL. It was intended to bring together scholars working on Muslim masculinities. Despite some late cancellations due to the terrorist attacks in London the previous week the workshop went ahead and was very successful. The papers presented by the project team were:

‘GCSE’s, A Levels, degree, job, marriage, the five stages of Pakistani life: Educational Achievement and Career Choices for young British Pakistani Muslim men – Negotiating Gender Identities’; and,

‘Methodological Dilemmas: researching Pakistani Muslim communities in Bradford and Slough’.

Also presented:
Peter Hopkins (University of Lancaster) presented a paper ‘Doing Research with Muslim men – the Scottish Dimension’.

Discussants were Professor Linda McDowell (University of Oxford), Dr Yunas Samad (University of Bradford), Dr Louise Archer (London Metropolitan University), Dr Marsha Henry (University of Bristol).

Outputs
Conference Papers
B Shah and C Dwyer, ‘At the end of the day you’ve got to have money to be right in this world. Negotiations of multiple influences (or expectations) in the post-16 transitions among young British Pakistanis.’ Emerging Issues in the Geographies of Children and Youth, Brunel University, 23-24 June 2005.


B Shah and C Dwyer ‘At the end of the day you’ve got to have money to be right in this world. Negotiations of multiple influences (or expectations) in the post-16 transitions among young British Pakistanis.’ Paper presented to the Department of Geography, Brunel University, 20th February, 2006

C Dwyer ‘From cricket lover to terror suspect – challenging representations of young British Muslim men.’ Paper presented to the Annual Conference of the Association of American Geographers, Chicago, 7-11 March 2006,
In the period since our last report (April 05- Mar 06) the 100 interviews and focus groups have now been completed. Further to this, the interview data have been analyzed, conference papers have been presented and publications are now in progress.

This research has created a ‘bank’ of data of these 100 interviews, stored on a digital recorder (and stored in a voice file) and in the corresponding transcripts. This constitutes a rich source of data of people talking about England, Britain, nation, national identity, how the country is changing locally and nationally, views of ‘multicultural Britain’, all of this being linked to background data on each respondent – age, occupation, gender, education – plus descriptive accounts of life story. All interviews and group discussions have been coded and analyzed utilizing a qualitative analysis software package – Weft QDA. Below we have outlined the key findings that have emerged from our analysis of this data.

1. Key Findings: Identifications with nation. How people speak about ‘national identity’

i. Indifference

Some respondents treat the question as a formal one and so simply refer to being born in England, Britain, or indeed elsewhere. These responses are of a kind: “I was born in England so I’m English”

This kind of matter of fact response often includes saying “I never think about it” and beyond that “It’s not important”. These formal or casual and ‘indifferent’ responses contrast sharply with the assumption that national identity is something fundamental which is associated with strong sentiments. Of course for some it is seen in this way, but for a surprising number of respondents, asking about their ‘national identity’ provokes little interest.

ii “Not allowed”

Some respondents do articulate a ‘positive’ identity as English or British but it is primarily stated as a reaction to ‘political correctness’ – “well… you’re not allowed to be English are you”. This is part of a way of thinking that “everyone gets attention except us”, a resentful response to multicultural or multi-ethnic Britain.

- Ashamed
People refer to being embarrassed by others who are seen to be English/British, even quintessentially English, such as pompous ‘upper classes’; rather more frequently a disavowal of identity with ‘football hooligans’ and the like who are part of the outsiders’ view of English people. This can be part of a more general view that equates Englishness with civility, reserve, and decency.

**iii. Anti-nationalist**
There is also a significant strand of anti-nationalism in peoples’ responses, articulated as hostility to national categories or as a kind of cosmopolitanism. These views may be articulated by people who have considerable experience outside Britain (e.g. “half my working life I have lived in Switzerland”).

**iv. Belonging**
Some of those who do embrace national identity in a positive way see it as a natural mode of social attachment, an important way of ‘belonging’. This may be distinguished from 4.2 above which accepts national identity but in a way that is informed by anger or resentment.

**v. Multiple ancestries**
Lastly there are those who view their national identity as ‘complicated’ by multiple ancestries (“actually my mother was Scottish”) so that to answer a question about national identity they feel they have to tell the story of their background. This usually includes three main points of reference: parents, place of birth, and place where they have spent most of their life.

### 2. Key Findings: Themes of ‘talking about Britain/England”

Questions about their view of ‘where the country is heading’, ‘is getting better or worse as a place to live’ and about what they see as significant changes, prompt much more extended discourses than any discussion of personal identity. People may, as has been argued in the literature,
- not wish to appear to be nationalist
- see the proper kind of identification with England/Britain as being muted, reserved (“we don’t blow our trumpet do we?”)

but talk about ‘this country’ and the changing way of life talk with passion and vehemence. Key themes:

- Who gets welfare? ; people get welfare who haven’t earned it or who don’t need it whilst “we work hard all our lives”. Those undeserving receivers of benefit may be tied to particular groups (asylum seekers etc.) or it may be general (people who won’t work).

- Civility: people don’t show respect, lack of politeness, lack of care for others, dirty untidiness, litter, vandalism, loutishness.

- Security: can’t leave your door unlocked, crime, theft, places you can’t go.

- Some hints: were ‘civility’ complaints more common in Westown, ‘welfare and material’ complaints (jobs, housing, health care) more common in the City?
Outputs


Publications are in progress.

1.3 Ethnic Segregation and the Transition from School to Work (Bristol)  
(October, 2004 – September, 2006)

Dr Nabil Khattab, Professor Tariq Modood and Professor Ron Johnston (Bristol) are the project leaders. Dr Ibrahim Sirkeci was appointed from January 2005 as a full time researcher for 18 months. He was responsible for the quantitative analysis of the 2001 Samples of Anonymised Records (SARs) data. Dr Sirkeci has resigned after being offered a lectureship post elsewhere and his contract came to its end 7 months after he started the post. Arrangements were made for Dr Sirkeci to continue to participate in the quantitative analysis after he ceased to work on the project on a full-time basis.

Dr Kamel Mansi was appointed as qualitative RA from July 2005 for 12 months and he was responsible for collecting the qualitative data as well as the analysis of these data, including preparing a relevant literature review.

Mrs Karen Paton was appointed as an RA for 10 months from September 2005 to help Dr Mansi in the fieldwork, data analysis and writing up the results. She formally resigned from the post at the end of April 2006 but arrangements have been made for her to continue to participate in the quantitative analysis and writing up of the project.

This report provides details about the main goals of the project and the extent to which these aims have been achieved, staff involved, research activities undertaken since April 2005 and the preliminary research outputs to date.

In the project there are 3 main phases:
1. Quantitative analysis of Controlled Access Microdata Sample (CAMS). In this phase there are 2 stages: a) relevant literature review; and b) statistical analysis of 2001 CAMS.
2. Qualitative investigation, based on the quantitative analysis, began 6 months after the start of the project. Within this phase there were 3 main tasks: a) literature review of qualitative studies on segregation and transition to employment; b) data collection through in-depth interviews with about 70 people of ethnic minority background; and c) data analysis using NVivo.
3. Writing the project outputs. This phase is still underway.
Research undertaken

Quantitative analysis: because the impact of segregation was being examined (as a macro level factor) along with other individual-based factors, a multilevel approach was required. More important, there was a need to have access to such data to allow the application of this special method. The SARs or CAMS data are individual, and so we could not use them without matching them to neighbourhood-based factors. Thus, the first task was to match these datasets; this was done with the help of the ONS through special arrangements giving us access to these datasets at one of their sites. As a result of the resignation of Dr. Sirkeci and due to other technical problems within the ONS, we were able to begin the quantitative analysis only around August-September 2005 after some delay. Work could only proceed slowly as Dr. Sirkeci had other commitments due to his new post, but was completed ahead of the qualitative analysis.

Qualitative analysis: while the quantitative analysis was still being worked on, Dr Mansi and Mrs Paton were recruited as qualitative RAs and work proceeded with a literature review and the design of the research tools (question guide for the in-depth interviews). Fieldwork was undertaken during December 2005 – February 2006 in Bristol, London and Manchester and 69 interviews were achieved. They were transcribed and coded into NVivo by the end of March and we were ready to proceed to the stage of analysis by the end of this reporting year.

Outputs

Conference Presentations
Over the past 6-7 months some of the preliminary research outcomes have been presented at a number of conferences and seminars:


Nabil Khattab and Ibrahim Sirkeci, ‘The impact of residential segregation and ethno-religious background on transition from school to work in Britain: A multilevel model.’ Mobility, Ethnicity and Society Conference, University of Bristol 16-17 March 2006.

Seminar presentations


Professor John Salt directs this project and is responsible for its administration. Dr. Jane Millar is responsible for the day-to-day management and implementation of the project. An experienced research and project manager, she has specialised in conducting international science and technology-related policy studies on sourcing, migration, industrial competitiveness and employment. She is also expert advisor to
two international projects concerned with gender diversity and employment in the
digital economy.
Professor Peter Wood, an authority on the business services and consultancy industry,
is part of the research team.

Primary research has involved conducting semi-structured interviews among 41
senior Human Resource (HR) professionals in 31 leading UK-based TNC’s and with a
range of industry and policy experts and stakeholders. For the most part, these
interviews were held at head-office locations. Background statistical analysis,
principally relating to work permits, has also been completed.

Industry Interviews
Industry interviews took place between April and December 2005. In order to
supplement efforts to identify appropriate respondents, the support of two institutions
(eSkillsUK, the Sector Skills Council for the information technology (IT) and
telecommunications industry, and the Chartered Institute for Personnel and
Development (CIPD), the leading professional body for those involved in human
resource management and development), agreed to promote the research within their
industry networks.

The sample spanned six main sectors that can be clustered into three main industry
groupings:

1. traditional heavy-engineering based industries, such as mining, extractives
   and aerospace and defence;
2. light-engineering and research intensive industries, including
   pharmaceuticals, electronics, electrical engineering and
   telecommunications companies;
3. knowledge-intensive industries, including software and IT-related business
   services and consulting.

In the majority of cases, the interviews were recorded and have been transcribed.
This information is in the process of being analysed.

Industry data
Detailed company-specific quantitative data were received from ten companies on
their patterns of international mobility. Thesedata have been compiled into a database
that enables the examination of, for example, volumes, origin and destination of
particular types of international moves.

Stakeholder interviews
A limited number of interviews were conducted with industry and policy experts and
stakeholders, including representatives drawn from government departments, social
alliances, professional groups and other agents, such as recruiters and lawyers.

Outputs
Forthcoming Conferences
J Millar and J Salt will present further research findings at the following conferences:


*J Millar* will be presenting an analysis of policies for corporate-sponsored migration to the Intellect Offshoring Group on 25 May 2006.

An industry and policy workshop at the CIPD to discuss the project findings with practitioners is proposed for autumn 2006. The length of the project has been extended for 3-4 months.

**Submitted Publications**


**Publications in Progress**


2. Mid-Programme Conference: Mobility, Ethnicity and Society, 16-17 March 2006, at the University of Bristol.

The papers from the conference can be found at www.bristol.ac.uk/sociology/leverhulme/conference/mobilityconference.html
Photographs from the conference can also be found at www.bristol.ac.uk/sociology/leverhulme/conference/mobilityconference.html

Conference Programme

Thursday
1.30 – 1.45 Welcome
1.45 – 3.30 Keynote Lectures

John Salt
Trends and emerging issues in UK immigration and emigration

Tariq Modood
Multiculturalism, ethnicity and integration: contemporary challenges

3.30 – 3.45 Afternoon Tea

3.45 – 5.00 Keynote Guest Speaker

Anthony Heath (Oxford): Unequal Chances: Minorities in Western Labour Markets

5.00 – 6.00 Round Table on the pitfalls of reductionism in the fields of migration and multiculturalism

Chair: John Salt
Ron Johnston
Ceri Peach (Oxford)
Khalid Koser
Pnina Werbner (Keele)

6.00 Drinks Reception
7.00 Conference Dinner (The Orangery, Goldney House)
Friday

9.30 – 11.15  Session 2 – Methodological Issues

_Gurchathen Sanghera and Bindi Shah_
Place, Space and Time in the Research Process: A Comparative between Bradford and Slough

_Robin Mann and Steve Fenton_
Nation- and class-matching in the qualitative interview

Discussant:
_Yasmin Gunaratnam_

Discussion

11.15 – 11.30  Morning Coffee

11.30 – 1.15  Session 3 – Education, Work and Segregation

_Suruchi Thaper-Björkert, Gurchathen Sanghera, Tariq Modood, Bindi Shah, Claire Dwyer_
Moving On: Exploring the Educational Aspirations of Young Pakistanis in Britain

_Nabil Khattab, Ibrahim Sirkeci, Tariq Modood, Ron Johnston_
The impact of residential segregation and ethnoreligious background on transition from school to work in Britain: A multilevel model

Discussant:
_Anthony Heath (Oxford)_

Discussion

1.15 – 2.15  Lunch

2.15 – 4.45  Session 4 – Nationalism, Class, Trans-national Corporations and Human Smuggling

_Steve Fenton and Robin Mann_
Indifference, decency, resentment: modes of the construction of Englishness

_Jane Millar and John Salt_
The mobility of expertise in trans-national corporations

_Khalid Koser_
Human Smuggling: Theoretical and Empirical Perspectives from Pakistan, Afghanistan and the UK

Discussant:
_João Peixoto (Lisbon)_

Discussion

4.45  Conclusion and Tea