



Propositions

Proposition de communication aux JIST 2007, Londres 20-22 juin 2007 à envoyer avant le 15 janvier 2007

1) Thématique à choisir dans la liste de l'appel à communication :

Travail et discriminations : égalité versus diversité et équité, rapports sociaux de sexe, de classe, d'ethnicité, de génération, question du handicap.

2) Nom : Imdorf

3) Prénom : Christian

4) Email : christian.imdorf@unibas.ch

5) Téléphone : +49 69 798 28567 (jusque fin mai à Francfort-sur-le-Main)

6) Fonction : Assistant de recherche (boursier Fonds National Suisse)

7) Institution : Institut de Sociologie, Université de Bâle / Laboratoire d'Economie et de Sociologie du Travail LEST, Aix en Provence (dès Juin 2007)

8) Adresse de l'institution : cf. www.christianimdorf.info

9) Pays : Suisse

10) Titre de la communication : Trainee selection and institutional discrimination in SME

11) Résumé (2000 signes maximum, espaces compris) :

Vocational training in small and medium-sized enterprises (SME) is fundamental in Switzerland for work integration and it is more and more considered important in international contexts. Successful admission to apprenticeship thereby is essential in reducing youth unemployment. Recent research disproves the widespread assertion that the problems faced by immigrant youth in finding apprenticeship places is due to their deficient linguistic and school achievement. Taking over the companies' perspective the organisational concept of institutional discrimination allows for understanding why particular immigrant students ('foreign youth') are continuously excluded from vocational training. Institutional discrimination of immigrant youth is assumed if firms (1) take decisions according to their own organisational logic, (2) therefore require distinctions between applicants which are based upon common ascribed criteria, and (3) the criterion of ascription is ethnicity. Thus discrimination is seen as an organisational resource for both decision and sense making which is only used as long as needed. Referring to 65 semi-structured interviews with organizational gatekeepers institutional discrimination in SME has been investigated based on argumentation analysis. The results show that a variety of organisational constraints lead to the exclusion of immigrant applicants beyond their vocational competences. E.g. immigrant students are not seen to fit in an existing team or they could attract some disagreeable clientele. Gate keepers anticipate conflicts between their employee, workplace bullying or ethnic gathering. Firms obscure the real mechanisms of selection referring to the powerful discourse accusing immigrant students of linguistic and school deficits thus not meeting the basic vocational requirements. The results allow for identifying company-based selection policies contributing to a better vocational outlook for disadvantaged school leavers.

12) Mots clés : Vocational training ; Small and medium-sized enterprises ; trainee selection; institutional discrimination; ethnicity; argumentation analysis.

Envoyer à : workinglives@londonmet.ac.uk