



Awarded COFAS Marie Curie fellows – For the FIIP programme



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Home University:

Swiss Federal Institute (ETH),
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Host University:

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Project: Dynamics of Ethnic Workplace Segregation in Sweden

Abstract: Social segregation – the separation of individuals into distinct groups in social life – has been associated with social disadvantages of minority group members. It is considered to be a driving factor in the reproduction of social inequalities. Most sociological research on segregation is about neighborhoods and occupations; it is only recently that the workplace, as the organizational context in which social inequality is produced, started receiving adequate attention in the social sciences. Segregation at work is related to various factors that precede the matching of individuals with jobs, such as previous exposure to, for example, natives or immigrants at the workplace. At the same time, it is also portrayed as affecting what happens after individuals are matched with jobs, such as changes in the career prospects for those already employed. Existing research, however, fails to identify and address the dynamics associated with it. The goal of the proposed research is to fill this gap in the context of ethnic workplace segregation in Sweden. The question becomes: How do individual decisions combine to create flows that define the ecological structure of workplace segregation? The current project proposal puts forth a unique research agenda that combines statistical analysis of employer-employee data in Stockholm between 1990-2002 with large-scale agent-based computer simulations. Such an effort is situated within a broader theoretical endeavor, which stresses the importance of social dynamics and structure of interdependencies between actors. The project promises to be relevant for policy makers and may contribute to reorient the way sociologists think about social inequalities in the labor market.

Career plan: The FAS Incoming International Postdoc Fellowship is an excellent opportunity to establish myself further in the social science research community, get deeper into the applied social research that FAS represents, and build an international career. It allows me to strengthen my research profile, characterized by theoretically sound reasoning, advanced statistical analysis of micro-level data, and agent-based modeling. After the fellowship I intend to commence a permanent position as a professor in sociology at a university or research institute.