

***Nonprofit Sector and social
support network: A case of
discrimination groups***

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Outline

- ▣ Migrant workers: The target of stereotype threat
- ▣ Stereotype threat and coping strategies: A brief review
- ▣ Study-1: The baseline identity of Participants
- ▣ Study-2: The effects of impression management to deny strategy
- ▣ Study-3: The effects of the deservingness of the role model
- ▣ Nonprofit Sector and social support network towards migrants in China

Migrant workers: The target of stereotype threat

- The term "rural-to-urban migrants" in the Chinese context refers to farmers-turned-workers who used to be farmers but have now left the countryside to find jobs or a better life in the cities (Li & Li, 2007).
- Of the total 1.3 billion people (1,370,536,875 as of 2011 year-end), the employment stood at 774.80 million persons, rural-to-urban migrants reached 232.23 million persons, occupied 29.01 percent of national employment.

Stereotype threat and coping strategies: A brief review

- Stereotype threat is a situational predicament where individuals are at risk, by dint of their actions or behaviors, of confirming negative stereotypes about their group (Steele & Aronson, 1995).
- Although stereotype threat is quite pervasive, it is but one form of social identity threat (Steele et al., 2002), a situational predicament occurring when individuals become fearful that their social category is devalued by others (Tajfel & Turner, 1986; see also Crocker & Major, 1989).

Study-1: The baseline identity of Participants

Participants

- **First generation immigrants:** 153 temporary employees (72 women, 81 men) . The average age of participants was 40.5 years (SD=6.78).
- **Second generation immigrants (workers):** 142 temporary employees (90 women, 52 men) . The average age of participants was 22.5 years (SD=3.4).
- **Second generation immigrants (students):** 88 students (45 women, 43 men) . The average age of participants was 16.3 years (SD=1.6).



Kashgar

Yining
Kuqa

Urumqi

Korla

Turpan

Hetian

Dunhuang

Jiayuguan

Golmud

Xining

Yinchuan

Lanzhou

Tibet

Lhasa

Shigatse

Tsedang

Tingri

Gyangtse

Zhangmu Everest

Yangtze River

Lijiang

Dali

Kunming

Guiyang

Guilin

Nanning

Haikou

Sanya

Yellow River

Hailar

Qiqihar

Harbin

Changchun

Shenyang

Hohhot

Beijing

Tianjin

Baotou

Datong

Yinchuan

Lanzhou

Taiyuan

Shijiazhuang

Qingdao

Xian

Kaifeng

Chengdu

Yichang

Wuhan

Nanjing

Suzhou

Hefei

Shanghai

Hangzhou

Huangshan

Nanchang

Fuzhou

Yangshuo

Guangzhou

Shenzhen

Macau

Hong Kong

Xiamen

Taiwan

Dongsha Islands

- The measure we used in our research is depicted in Figure 1. The scale is a modified version of the one developed by Swann (2009). The measure was a scale that asked participants to choose among five symmetrical degrees of overlap (0%, 25%, 50%, 75% and 100%).



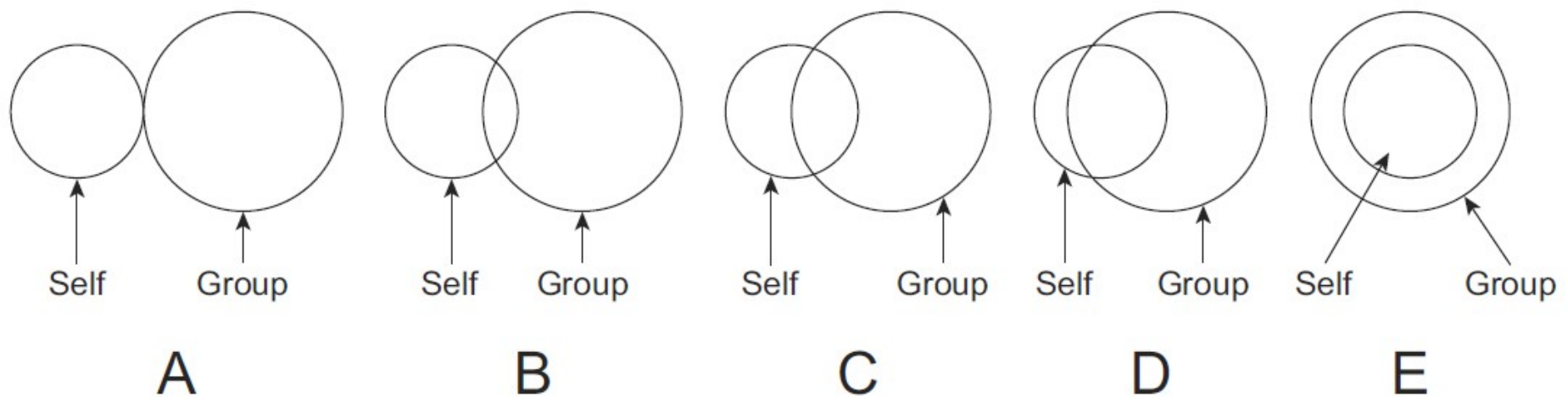


Figure 1: The fusion scale (Swann, Gómez, Seyle, Morales, & Huici, 2009). Respondents are asked which pictorial representation most closely reflects their relationship to their group. Response options range from no overlap at all (A) to complete overlap, or identity fusion (E).

Results

Participants	Group Identity	<i>N</i>	<i>M</i>	<i>SD</i>	<i>t</i>	<i>df</i>	<i>P</i>
First immigrants	City identity	153	3.16	1.39	2.453	152	0.015*
	Country identity	153	3.55	1.39			
Second immigrants (workers)	City identity	142	3.82	1.22	8.238	141	0.000*
	Country identity	142	2.49	1.25			
Second immigrants (students)	City identity	88	3.23	1.19	1.164	87	0.248
	Country identity	88	3.47	1.37			




Discuss-Dual Identity

- The result indicated with the increasing of working years in city. The city identity of migrant workers is rising, at the same time the rural identity keeps at high level. This is the “dual identity” tendency of the participants.

Study-2: Denial as an Impression Management Strategy

- When facing the stereotype threat, the easiest way to cope with it is denying either the accuracy of the stereotype or the relation to the stereotype.
- But researches in recent years found that not all people use this strategy coping with stereotype threat, compare with low impression management individual, the individual who have high impression management have more willingness to use this strategy (Major, 2000; Steel et al, 2003) .
- So the level of impression management of individual is a mean factor influencing the applicability of deny strategy.

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- What's impression management?
 - In sociology and social psychology, impression management is a goal-directed conscious or unconscious process in which people attempt to influence the perceptions of other people about a person, object or event; they do so by regulating and controlling information in social interaction.
 - **Hypothesis:** People who are concerned with impression management appear more likely to rely on denial to reduce stereotype threat.



Materials and procedure

- Stereotype threat clue: Presenting three citizens' negative assessments to migrant workers, such as “they are low ability”、 “they generally have low degree”.
- BIDR-IM: Impression Management subscale of the Balanced Inventory of Desirable Responding
- The measure of identity to rural and city of the subjects: two subjects: the first is “I’m a true villager”; the other is “I’m a true citizen”, both of them are Likert 5 level score.

Results

Participants	Group Identity	<i>N</i>	<i>M</i>	<i>SD</i>	<i>t</i>	<i>df</i>	<i>P</i>
First immigrants	City identity-baseline	153	3.16	1.39	2.37	152	0.019*
	City identity-threat	153	3.46	1			
	Country identity-baseline	153	3.55	1.39	0.918	152	0.36
	Country identity-threat	153	3.66	1.16			
Second immigrants (workers)	City identity-baseline	142	2.49	1.22	9.95	141	0.000* *
	City identity-threat	142	3.47	0.75			
	Country identity-baseline	142	3.82	1.25	3.744	141	0.000* *
	Country identity-threat	142	3.36	1.21			
Second immigrants (students)	City identity-baseline	88	3.23	1.19	3.07	87	0.003*
	City identity-threat	88	3.68	0.74			
	Country identity-baseline	88	3.47	1.37	4.397	87	0.000*
	Country identity-threat	88	2.65	1.09			



Discuss-Impression management

- It was useful to demonstrate that threat increases the relationship between denial and impression management compared with baseline conditions.
- This research found the individual of high impression management has higher sensitivity to stereotype threat comparing low impression management individual.

Study-3: The effects of the deservingness of the role model

Materials and procedure

- The participants who were randomly assigned to the deserving role model condition read that Lily (or Jack) had achieved her (or his) success through her (or his) own ability and hard work, and that the inventions were her (or his) own ideas.
- The participants who were randomly assigned to the undeserving role model condition read that her deceased spouse was the actual inventor.
- The two versions of the story were identical in their description of how much success she had achieved.

Results

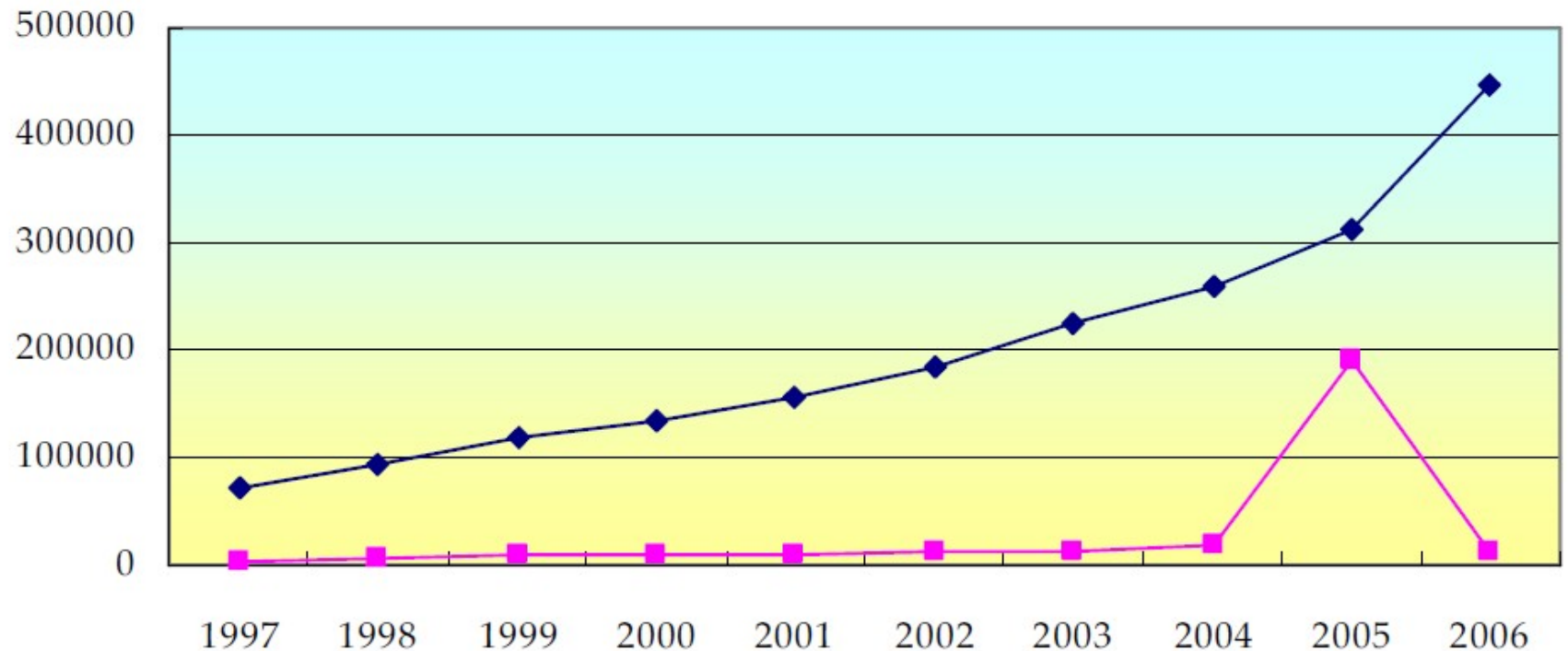
Participants	Group Identity	<i>N</i>	<i>M</i>	<i>SD</i>	<i>t</i>	<i>df</i>	<i>P</i>
First immigrants	City identity-baseline	67	3.28	1.31	2.167	66	0.034*
	City identity-threat	67	3.72	1			
	Country identity-baseline	67	3.49	1.41	0.165	66	0.869
	Country identity-threat	67	3.52	1.08			
Second immigrants (workers)	City identity-baseline	69	2.61	1.05	6.612	68	0.000**
	City identity-threat	69	3.52	0.92			
	Country identity-baseline	69	3.86	1.17	2.903	68	0.005**
	Country identity-threat	69	3.35	1.08			
Second immigrants (students)	City identity-baseline	40	3.48	1.18	2.223	39	0.032*
	City identity-threat	40	3.92	0.83			
	Country identity-baseline	40	3.25	1.35	2.58	39	0.014*
	Country identity-threat	40	2.58	0.9			



Discuss- Deservingness of the role model

- One such dimension involves internal versus external attributions: whether the success was caused by factors internal to the person, or by factors external to the person.
- In this experiment, we found that it is beneficial for participants who have been placed under stereotype threat to be exposed to other rural-to-urban migrants who have been successful.
- Deserving role models may instead inspire group members to believe that their group can achieve success through internal and stable attributes.

Nonprofit Sector and social support network towards migrants in China



◆ Number of labor dispute cases accepted ■ Number of collective labor dispute cases

Source: Annual statistical report of China's labor and social security development, 1997-2006, Ministry of labor and social security, China









New Citizen Program

- Mission: Improve the environment for children of migrant workers.
- Goals: To launch programs in cooperation with other non-profit organizations, such as education for children of migrant workers, psychological care volunteer services, and public welfare innovation. They also introduce the concept of school social workers to address the needs of children of migrant workers.





小小鸟打工互助热线

Little Bird Hotline

- Mission: Defending the rights and interests of migrant workers.
- Goals: To assist the urban floating population through rights-protection services and maximizing limitations, to achieve incorporation into urban life and to develop self-confidence, and to provide them with a city-wide mutual aid information networking platform.



← Help the migrant workers reclaim the deferred salary



↑ Shenyang Little Bird Hotline present legal popularization activity in construction site



← Shenzhen Little Bird held legal counseling event in industrial area

Green Ground Migrant Workers' Service Centre

- Mission: Improving the quality of community education and striving for educational equality.
- Goals: To empower vulnerable groups and encourage more established groups to assist others.



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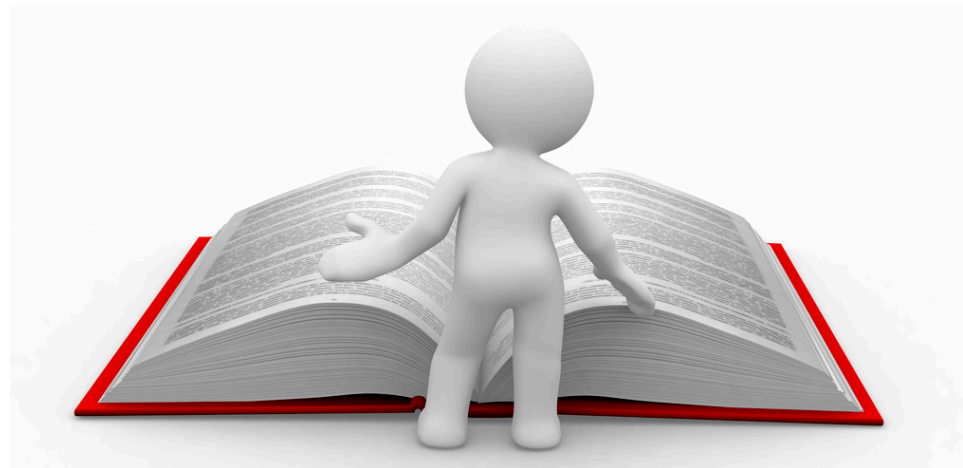




Conclusion

- Stereotypes assign similar characteristics to all members of a group, despite the fact that group members may vary widely from one another.
- According to Augustinos et al (2006) “A stereotype is a schema, with all the properties of schemas.
- In Moscvici (1984) social representation theory, social representations are shared beliefs held by the society we live in or the group to which we belong. Although social representations are social categories they are not , unlike the schemas of the socio-cognitive theory, the outcome of individual cognitive functioning. Rather they are widely shared and emerge from the social and cultural life of the individual.

- Social representations are like stereotypes, but emphasis in the theory is on the way representations are shared, and how this pattern of sharing influences and is influenced by communication within and between sub-populations.
- The theory emphasizes the power of consensual representations in creating social constructions that are treated as though they were physical reality.



Thank you for your attention!

I welcome your questions, suggestions, and comments!

