

# Discrimination against female migrants wearing headscarves

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## **Abstract:**

In Western countries, as a result of a large influx of Muslim migrants, the Muslim headscarf has become the subject of major controversy. This paper presents the results of an experiment examining the effect of wearing this headscarf in the labor market. The experiment exploited specifics of the German job application process, in which job seekers typically attach their pictures, and sometimes also reference letters, to their resumes. Attaching photos allowed the experimenter to show an applicant wearing a headscarf, and reference letters allowed favorable personal characteristics to be indicated. Strongly negative reactions were found for applicants wearing headscarves; the presence or absence of reference letters also had effects on the level of discrimination.