

Arab Academics Employment Survey 2015

Executive Summary

Kav Mashve's annual employer's survey of 2015 focused on employer's attitudes towards the employment of Arab Academics in times of crisis and calm. This focus was chosen due to the fact the survey was performed several months after Operation Protective Edge.

The research, conducted by LotemSensing, included a web based questionnaire (100 participants) followed by in-depth interviews with 20 managers of mixed Jewish Arab teams.

The survey reveals a 30% increase in managers reporting concern or fear of employing Arab Academics (2013 20% - 2015 52%). This rise in concern could be directly related to Operation Protective Edge.

Despite this increase, 85% of the respondents reported there was no tension between Jewish and Arab employees in the work environment during times of peace. When asked about Crisis's such as Operation Protective Edge, 70% reported a sense of tension between Jewish and Arab employees, though in most cases business continued as usual, despite the tension.

There are a number of positive trends regarding the organizational environment and attitudes to diversity: 86% reported a rise in organizational awareness regarding the importance of diversity, compared to 51% in the 2011 survey; results suggest positive interactions between Jews and Arabs reduce fears and stereotypes; managers reported diverse teams were effective and generally consisted of positive interpersonal relationships. An interesting phenomenon rising from survey results is that in both diverse and homogeneous organizations a fixed 25% of people fear employment of Arabs. This finding may suggest that diversity initiatives and the presence of Arab co-workers are not sufficient conditions for the complete elimination of primeval fears.



Though Operation protective edge had a negative effect on attitudes and the inclination to recruit Arab employees, it is evident that diverse organizations are agile, and cope effectively with external crisis. Whereas 70% of interviewees reported a feeling of interpersonal tension during the operation, very few incidents of actual conflict were reported, the few incidents reported took place mainly in the virtual environments of social networks.

The fact that 85% of the organizations reporting no tension at all merely 3 months following operation protective edge suggests that organizations recuperate quickly and effectively from external crisis.

