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#### **Author**

BEHTOUI, Alireza (HOYER LEIVESTAD, Hege)

### **Title**

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### **Abstract**

This article deals with individuals of immigrant background in Swedish higher education—i.e., those who have a PhD and work in Swedish universities. The aim of the study is to examine whether and how factors other than academic qualifications—such as gender and migrant background—may affect the individual's ability to find employment and pursue a successful career in a Swedish institution of higher education. The data used in the first section are Swedish registry data (LISA database and population), administered by Statistics Sweden. The second part of the paper is based on semi-structured interviews with 19 academics of migrant background. The results show that, given the same work experience and compared to the reference group (born in Sweden with at least one Swedish-born parent), individuals born in Eastern Europe, Asia, Africa, and South America are, firstly, more likely to be unemployed and, secondly, if they are employed, to have a lower income (lower position). The ways in which such gaps arises are also examined. (HRK / Abstract übernommen) Behtoui, Alireza, E-Mail: alireza.behtoui@sh.se