

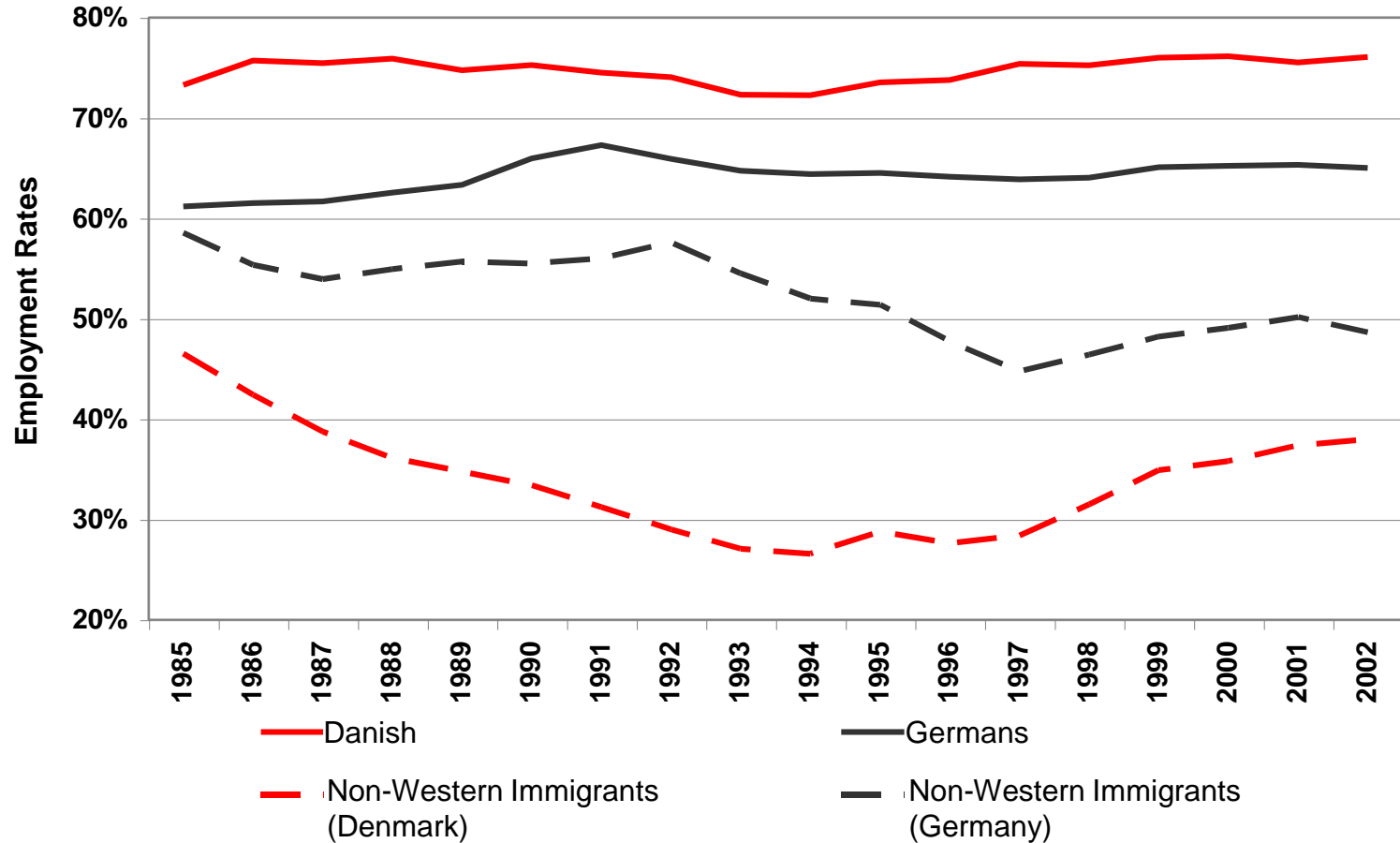
Gender, Ethnic Identity and Work

Amelie Constant
Georgetown University, DIW DC and IZA, Bonn
and
Klaus F. Zimmermann
IZA, Bonn University and DIW Berlin

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Motivation

Employment Rates of Natives and Non-Western Immigrants in Germany and Denmark (16-66 year olds), 1985-2002



Motivation

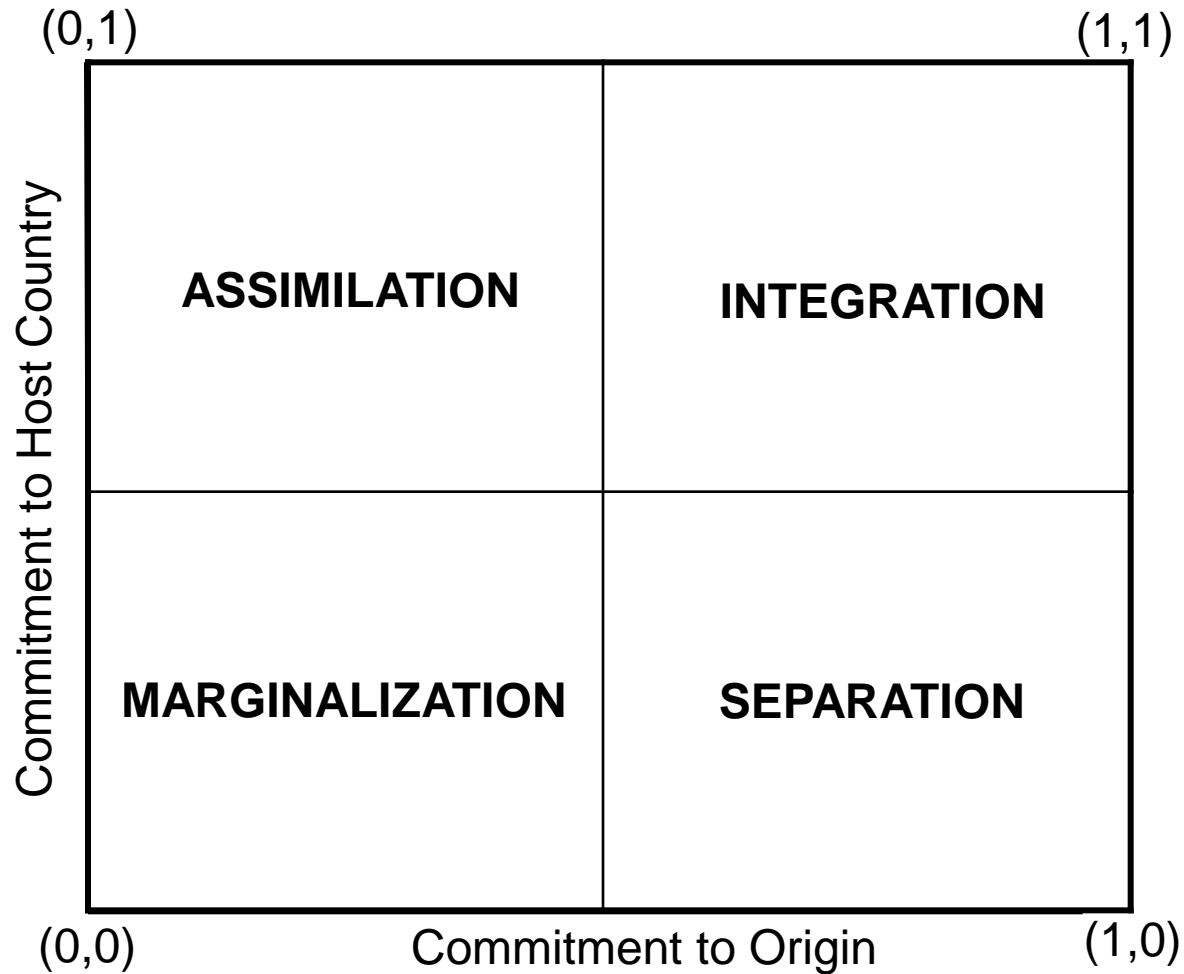
- High unemployment and low employment rates among immigrant population in Germany
- Differences in labor market behavior by country of origin (ex., Uhlenhof and Zimmermann)
- „Country of origin“ does not capture the complicity of the concept of ethnic identity
- We propose measures to quantify the ethnic identity.
- Evolution of ethnic identity after immigration may affect labor market behavior of immigrants
- The effect of ethnic identity on labor market behavior may differ with gender, as gender differences in labor market behavior are significant in Germany.

Measuring ethnic identity

- Ethnicity is “what people are” since they are born in their home country.
- Ethnic identity is the balance between the commitment to or self-identification with the culture and society of the origin and the commitment to or self-identification with the host culture and society, achieved by an individual after migration.
- Whereas ethnicity is a permanent characteristic and a static concept, ethnic identity is dynamic and may evolve in several directions.
- We are interested in measuring the intensity of the ethnic identity of migrants after immigration.
- We call this measure or the measurement concept the “***ethnosizer***.” The objective is to parameterize the ethnosizer and estimate these parameters for one-dimensional and two-dimensional variants using individual data on migrants of different ethnicities.
- We also define the word ***ethnosize*** as containing a higher quantity of commitment to, devotion to, or self-identification with one’s own ethnicity.

The *Ethnosizer*

as a two-dimensional understanding of ethnic identity



The Ethnosizer

Five elements of ethnic identity that compose the Ethnosizer

Language

Own opinion on spoken and written German;
Own opinion on spoken and written language of origin

Culture

Preferred media

Ethnic Self-Identification

Self-identification as German ;
Self-identification with the country of origin

Ethnic Interaction

Ancestry of three closest friends

Migration History

Intend to apply for German Citizenship;
Return to the country of origin

The Economic Effects of Ethnic Identity

Ethnic identity and gender differences in working probabilities: Motivation

HYPOTHESIS: Integration, assimilation, separation and marginalization lead to different labor market outcomes

- Integrated immigrants have the greatest potential for being employed in the labour market of the host country, as they possess the broadest set of knowledge and skills
- Assimilated immigrants also have significant potential for employment in the host country, as they are similar to natives. This potential is, however, not as large as that of integrated immigrants, because the human capital of assimilated individuals is restricted to skills and knowledge specific to the host society only
- Separation hinders immigrants' entrance to the mainstream job market in the host country, but offers opportunities for employment in the ethnic specific job market
- Marginalization impedes access to both the general and ethnic specific job market, since marginalized immigrants are detached from both societies, and may not have enough human capital to work in the host country

Data set and variables used

- German Socio-economic Panel (GSOEP): 2000, 2001, 2002 waves
- Non-German nationals, only foreign-born migrants; No. of obs is 1,400
- Turks (34.8%), ex-Yugoslavs (17.8%), Italians (15.3%), Greeks (8.5%), Spaniards (3.6%), Others (18.4)
- Regressors: Age, age at entry, gender, religion, education at home, country of origin
- Measures of ethnic identity: ethnosizer

The Economic Effects of Ethnic Identity

Probit models of pre- and post-migration characteristics and probability to work

	Males		Females	
	I	II	I	II
Constant	0.910* (1.76)	1.541** (2.56)	1.31** (2.35)	0.832 (1.30)
<i>Pre-migration characteristics</i>				
Age at entry	-0.035 (-1.46)	-0.010 (-0.42)	-0.071*** (-3.21)	-0.062*** (-2.68)
Age at entry squared	-0.0002 (-0.49)	-0.001 (-1.21)	0.001** (2.33)	0.001** (2.02)
Muslim	0.402 (1.45)	0.515* (1.79)	-0.251 (-0.74)	0.043 (0.11)
Catholic	0.746** (2.54)	0.772** (2.49)	0.256 (0.75)	0.407 (1.07)
Other Christian	0.694** (2.37)	0.754** (2.48)	0.098 (0.29)	0.271 (0.72)
Other religions	0.711 (1.72)	0.801* (1.90)	0.049 (0.11)	0.194 (0.40)
College in home country	0.389 (0.94)	0.303 (0.71)	0.150 (0.38)	0.201 (0.48)
Vocational training in home country	-0.129 (-0.53)	-0.164 (-0.65)	0.559** (2.35)	0.537** (2.13)
Complete school in home country	0.035 (0.14)	0.081 (0.29)	0.196 (0.81)	0.322 (1.22)
Incomplete school in home country	-0.063 (-0.20)	-0.053 (-0.16)	0.240 (0.71)	0.366 (1.06)
Ex-Yugoslavian	0.075 (0.40)	0.093 (0.48)	0.122 (0.73)	0.181 (1.03)
Greek	0.495 (1.58)	0.537* (1.66)	0.250 (0.97)	0.428 (1.58)
Italian	0.251 (0.98)	0.247 (0.92)	0.092 (0.40)	0.220 (0.92)
Spanish	0.518 (1.38)	0.509 (1.32)	0.238 (0.67)	0.376 (1.01)
Other ethnicities	0.295 (1.34)	0.132 (0.57)	0.034 (0.19)	-0.001 (-0.01)

The Economic Effects of Ethnic Identity

Probit models of pre- and post-migration characteristics and probability to work

	Males		Females	
	I	II	I	II
<i>Post-migration characteristics</i>				
No degree in Germany	-0.802*** (-2.84)	-0.684** (-2.30)	-0.047 (-0.14)	-0.011 (-0.03)
Higher degree in Germany	-0.159 (-0.71)	-0.238 (-1.01)	-0.001 (0.00)	-0.025 (-0.11)
University degree in Germany	-0.197 (-0.59)	-0.227 (-0.64)	0.046 (0.13)	-0.087 (-0.23)
Live in a large city	-0.303*** (-2.25)	-0.310** (-2.23)	-0.106 (-0.89)	-0.101 (-0.82)
Years since migration	0.055* (1.78)	0.038 (1.19)	0.024 (0.94)	0.029 (1.06)
Years since migration squared	-0.002*** (-3.03)	-0.002** (-2.47)	-0.001 (-1.47)	-0.001 (-1.59)
Married	0.412** (2.21)	0.415** (2.11)	-0.452*** (-2.59)	-0.450** (-2.42)
Children under 16 in the household	0.176 (1.09)	0.143 (0.86)	-0.618*** (-4.17)	-0.586*** (-3.81)
Measures of ethnic identity		yes		yes
Number of observations	560	541	559	536
Pseudo-R ²	0.209	0.228	0.105	0.130

Note: Probit models. Dependent variable: working equals 1 if a respondent works full-time, part-time, or is self-employed, and 0 otherwise. Reference group: non-religious Turkish male with no education in home country, and primary or secondary education in Germany.

* significant at 10% ** significant at 5% *** significant at 1% (two-tail test; t-values in parentheses)

The Economic Effects of Ethnic Identity

Probit models of self-constructed measures of ethnic identity on working probability of male and female migrants to Germany

	Male			Female		
	B	I	II	B	I	II
Integration	-0.033 (0.40)	-0.036 (-0.39)	-0.068 (-0.69)	0.142* (1.93)	0.164** (2.02)	0.166** (1.98)
Separation	-0.322*** (-5.15)	-0.214*** (-2.84)	-0.216*** (-2.70)	-0.164*** (-3.18)	-0.090 (-1.43)	-0.073 (-1.13)
Marginalization	-0.315*** (-3.67)	-0.289*** (-3.04)	-0.321*** (-3.19)	-0.144* (-1.95)	-0.082 (-0.98)	-0.063 (-0.73)
Pre-migration characteristics		yes	yes		yes	yes
Post-migration characteristics			yes			yes
N of observations	591	547	541	591	542	536
Pseudo-R ²	0.075	0.142	0.228	0.054	0.097	0.130

Note: Dependent variable: working equals 1 if a respondent works full-time, part-time, or is self-employed, and 0 otherwise. Reference group: non-religious Turkish male with no education in home country, and primary or secondary education in Germany. The reference category is assimilation. The value of each of the four measures of ethnic identity varies between 0 and 5. The sum of assimilation, integration, separation and marginalization per observation equals to 5.

* significant at 10% ** significant at 5% *** significant at 1% (two-tail test; t-values in parentheses)

The Economic Effects of Ethnic Identity

Simulated probability to work at maximum ethnic identity

- 74% of sampled immigrant men and 46.1% of sampled immigrant women worked at the time of the survey.
- If all female immigrants were integrated, their probability to work would increase to 77%, and hence become slightly higher than the probability to work for the males in the sample
- If all male immigrants were marginalized, the working rate would fall to 43%, and thus, become slightly lower than the actual probability to work of sampled immigrant women.
- If all men were fully assimilated, this would result in a 90 percent probability to work among immigrant males.

	Males	Females
Integration	0.106	0.306
Assimilation	0.161	-0.002
Separation	-0.107	-0.141
Marginalization	-0.311	-0.123

Note: The entry in each cell should be understood as a change in the probability to work if the corresponding measure of ethnic identity were at maximum (=5) and the remaining three measures were at minimum (=0) for all males and females respectively

The Economic Effects of Ethnic Identity

Ethnic identity and gender differences in working probabilities: Key findings

- For immigrant men, preservation of the attachment to the origin does not affect their probability to work as long as they strongly attach to the host culture and society.
- For immigrant women, maintaining commitment to the country of origin along with a strong adjustment to the host society has a very strong and positive effect on their labour market behaviour
- Male and female immigrants, who are not able to invest and entrust themselves to the culture of the host society, generally fare worse than immigrants who can appreciate and adapt to the host society
- Separation and marginalization do not have a positive effect on the probability to work for either male or female immigrants
- Marginalization is the least likely balance of cultural commitments among male and female immigrants

