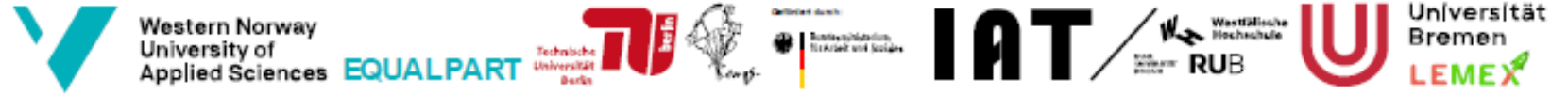


October, 18th 2024

9.00 – 17.00 h

TU Berlin, Room
H1035



Conference: The Impact of Gendered Migration Cycles on the Labour Market Integration of Female Migrants in European Welfare States – Developing Pathways towards Gender-responsive Policies

Presentation: Ethnic penalty, gender gap, and the role of integration policies in migrants' labour market inclusion

Presenters: Giacomo Solano (Radboud University, NL)

Stefano Cantalini (University of Milan, IT)

Nazareno Panichella (University of Milan, IT)



Paradigm shift_new Outlooks



Ethnic penalty, gender gap, and the role of integration policies in migrants' labour market inclusion

Giacomo Solano (Radboud University, NL)

Stefano Cantalini (University of Milan, IT)

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Introduction

- Focus on **integration of migrants in the labour market** (i.e., employment and job quality gap between migrants and non-migrants).
- Role of **ethnic penalty** & **gender** in combination with **integration policies**

Background: Ethnic penalty, gender gap and double disadvantage

- **Ethnic penalty:** Migrants are at a disadvantage compared to non-migrants – unemployment, underemployment, job quality (Heath & Cheung 2007; Cantalini, Cantalini, Guetto, Panichella, 2022; Reyneri & Fullin, 2011)
- **Gender gap:** women face more challenges in the job market (Blau & Kahn, 1992; Goldin, 1990; Petroncolo & Ronchi, 2020)
- **Double disadvantage:** double disadvantage for female migrants, as both migrants and women (Gathmann & Keller, 2017; Grubanov-Boskovic et al., 2020)

Background: Integration Policies

- **Integration policies** can be defined as those that stipulate what is expected from migrants, the conditions required to become and to remain remain part of a society and migrants' entitlements/rights (Hammar, 1990)
- **No clear effect of integration policies on LM integration:**
 - No effect or negative effect on **employment chances** (Bergh, 2014; Bredtmann, and Otten, 2015; Hoxhaj et al., 2019; Kislev, 2017; Lancee, 2016; Levels Levels et al., 2017)
 - Positive effect on **job quality** (Hoxhaj et al., 2019; Guzi et al., 2015; Platt et et al., 2021; Prokic-Breuer and McManus, 2016)

Background: Integration Policies

- **What we don't know:** what is the effect of inclusive policies in relation to ethnic penalty & gender gap

Research questions

- **RQ/1:** Is there a gender gap among migrants?
 - Yes, worse position of female migrants than male migrants
- **RQ/2:** Are there differences in the ethnic penalty based on gender?
 - Yes, widen gap for women than men

Research questions

- **RQ/3:** What is the effect of more inclusive policies on the gender gap among migrants?
 - More inclusive policies reduce gender gap among migrants
- **RQ/4:** What is the effect of more inclusive policies on the gender gap in ethnic penalty?
 - More inclusive policies reduce gender gap in ethnic penalty

Methodology

- Individual-level data from **EU Labour Force Survey, 2012-2019** (biennial data)
 - **Western European countries:** Austria, Belgium, France, Germany, Greece, Ireland, Italy, Netherlands, Norway, Portugal, Spain, Sweden, Switzerland and UK
 - **Non-European-born** migrants from Southern America, Africa and Asia vs. **natives**
 - **Migrated less than 10 years** before the interview
 - Age 25-59
 - N = 10M (225000+, 2.3% of migrants)
-

Methodology

- **DVs (individual level):**
 - ✓ **Employment** (0-1)
 - ✓ **Quality of job:** 0 - 1 avoiding low-skilled occupations (ISCO 8-9 & care sector)
- **Main independent variables:** Migrants; Sex; Integration policies (overall and labour market – 2-year time lag)
- **Control variables:** education, marital status, age, GDP; welfare expenditure



**MIGRANT
INTEGRATION
POLICY INDEX
2020**

Migrant Integration Policy Index (MIPEX)

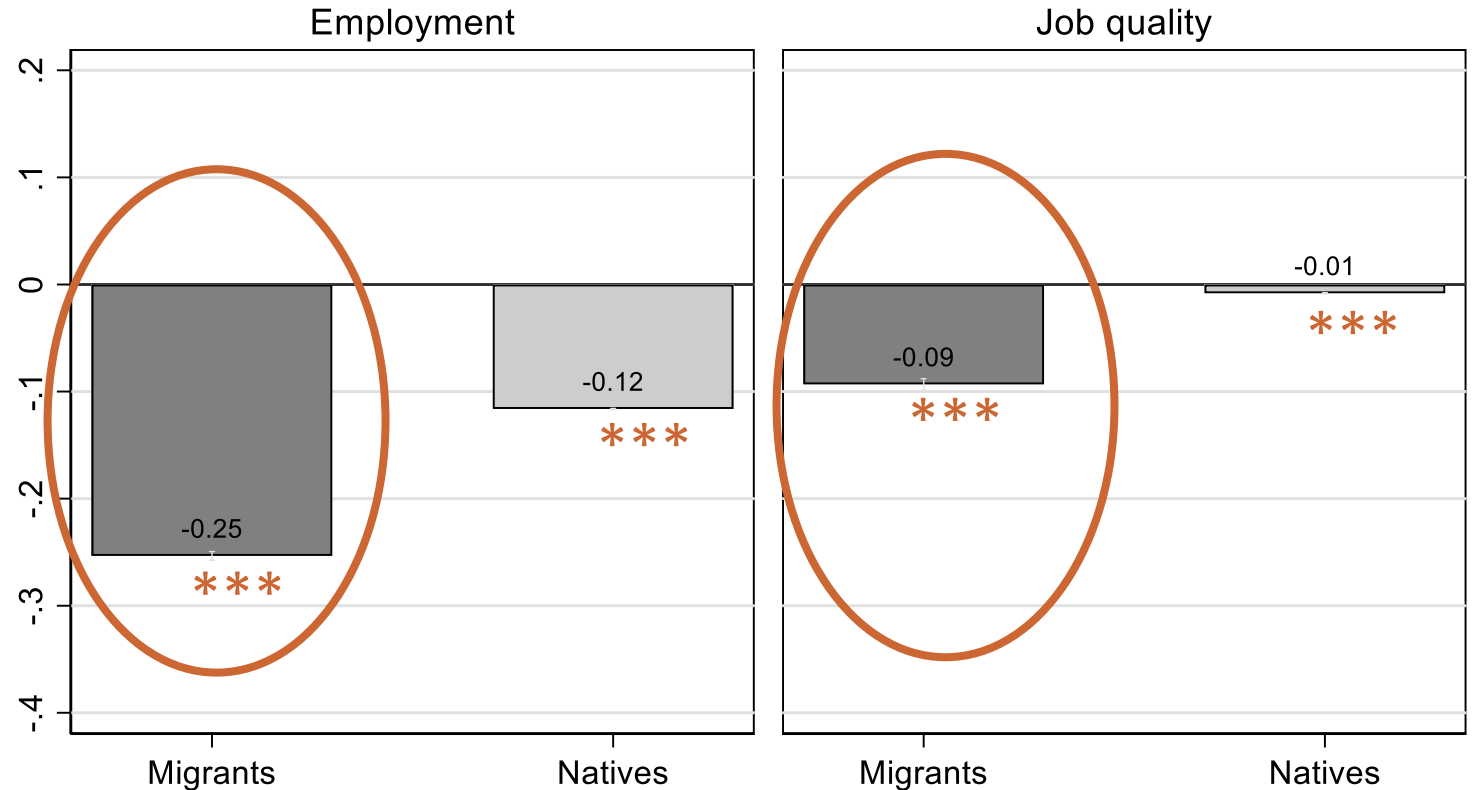
- Integration policies for international migrants (non-citizens):
 - 8 policy areas covered: labour market, education, access to nationality, health etc.
 - Combination of access to rights, and mainstream and targeted support
 - Standardised questionnaire of 58 indicators filled in by national experts (+ centralised checks)
 - Indicators → area scores → overall score (0 - least inclusive, 100 – most inclusive)

Empirical strategy

- a) Pooled linear probability models – individual level variables + country-fixed effects e year-fixed effects - DVs: employment and job quality → *RQs 1-2*
- b) Two step approach → *RQs 3-4*:
 - Step 1. First stage regression: estimation of the ethnic penalty and gender gap for each combination of country and time (56 country-time estimates)
 - Step 2. Second stage regression: country-time level variables with gaps estimated in step 1 as DV. IV: integration policies → 56 combinations

Results: Gender gap among migrants (RQ1)

- **There is a gender gap among migrants**
- Confirmed for both employment and job quality
- Gender gap stronger for empl than quality
- Gender gap stronger for migrants than for natives

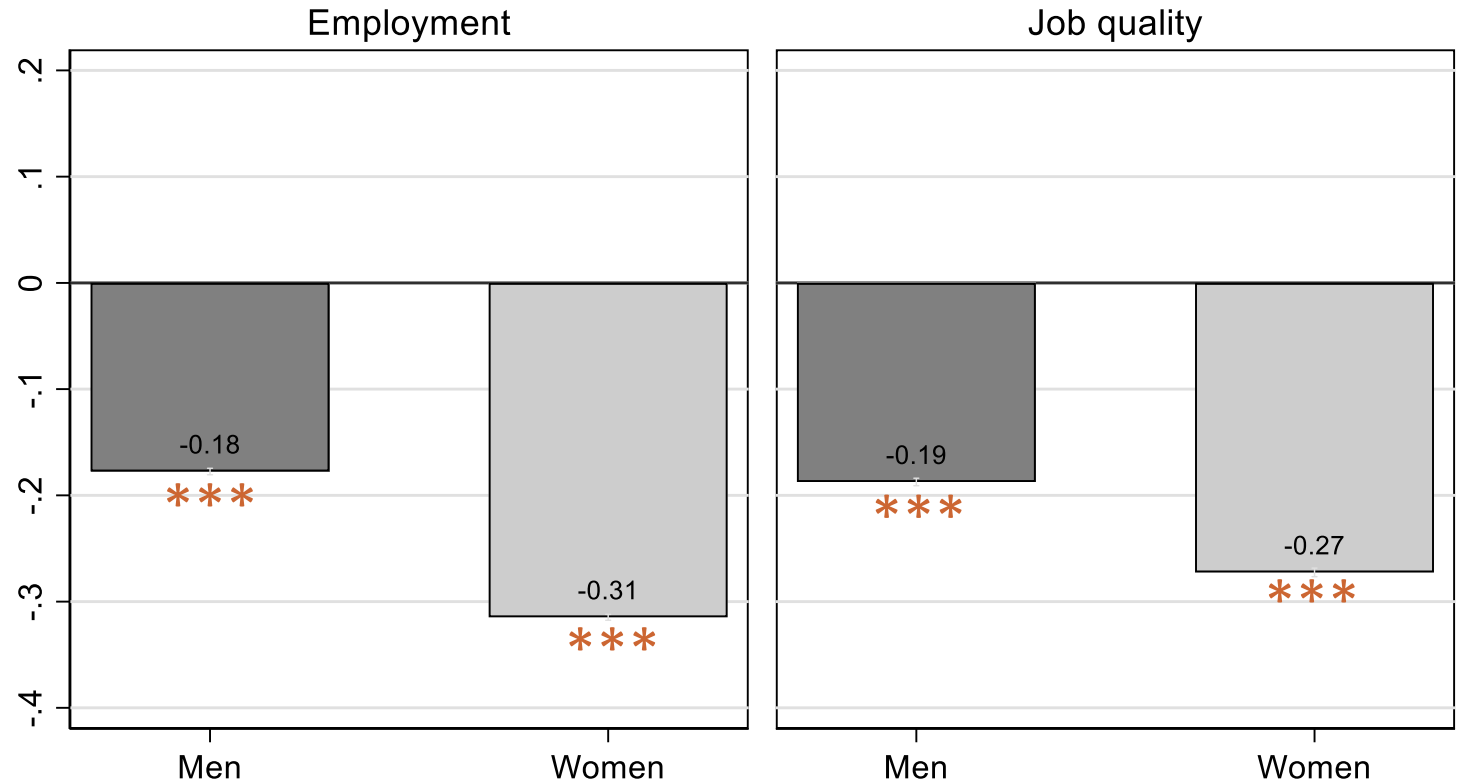


Method: Pooled linear probability models

*** p<0.01; ** p<0.05; * p<0.10

Results: Gender gap in ethnic penalty (RQ2)

- **Ethnic gap** confirmed for both employment/job quality and women/men
- **Gender gap** applies to ethnic gap: gaps smaller for migrant men

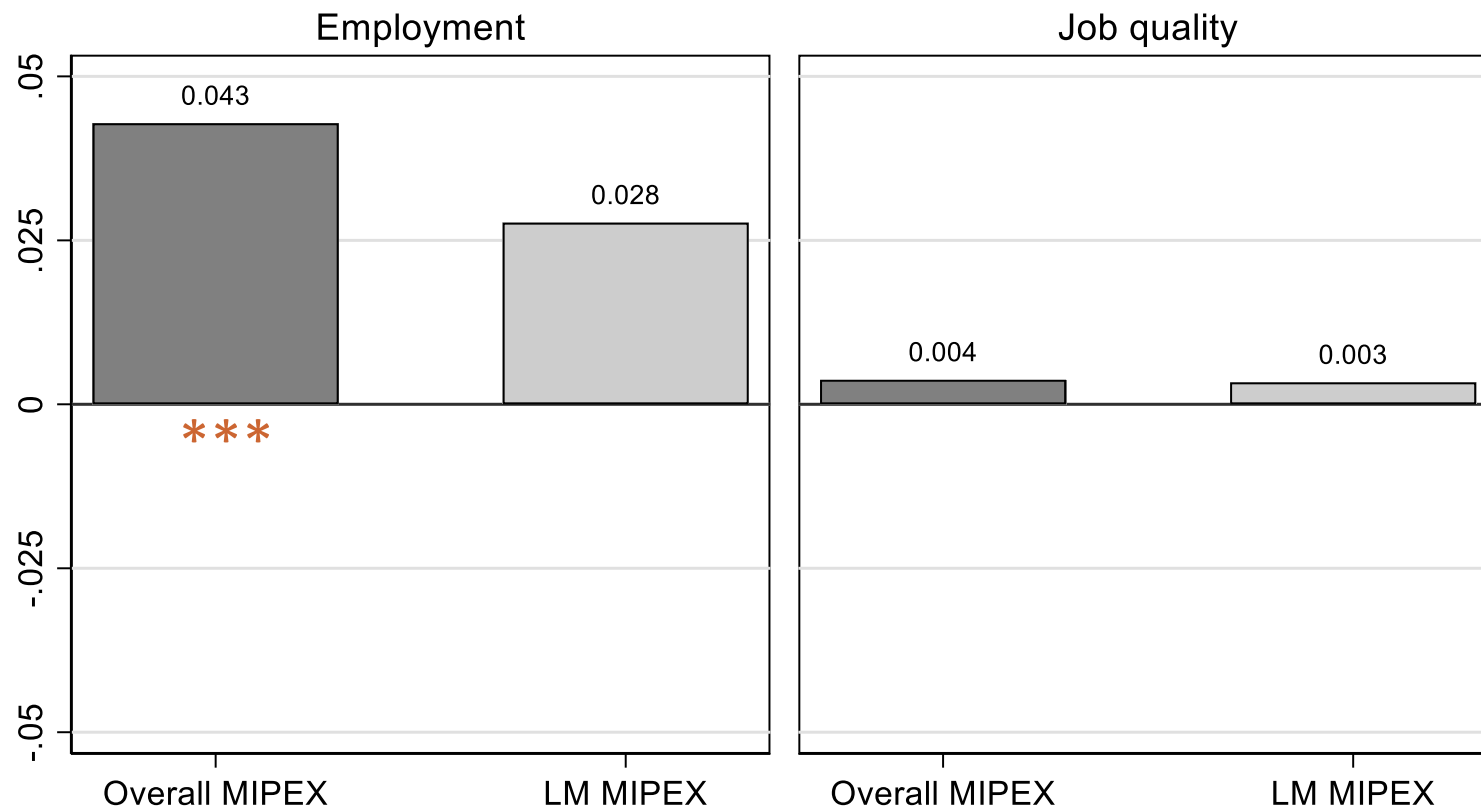


*** p<0.01; ** p<0.05; * p<0.10

Method: Pooled linear probability models

Results: Effect of policies on gender gap among migrants (RQ3)

- More inclusive policies associated with **smaller gender gap on employment** among migrants



***p<0.001; **p<0.01; *p<0.05

Method: Weighted least squares regression

Results: Effect of policies on ethnic penalty by gender (RQ4)

- More inclusive policies associated with **greater ethnic gap for men**
- Confirmed for both **employment** and **job quality**



***p<0.01; **p<0.05; *p<0.10

Method: Weighted least squares regression

Expectations

1. Worse LM position of female migrants than male migrants
2. Widen ethnic gap for women than men
3. More inclusive policies reduce gender gap among migrants (only employment, no quality)
4. More inclusive policies reduce gender gap in ethnic penalty (**BUT...**)

Discussion

- More inclusive policies are associated with greater ethnic penalty for men but not for women:
 - Possible inverse causality? Policy makers reactive to challenges faced by 'average' migrant (=male) only
 - Investment in long-term LM integration (=quality of job) with support that mainly targets/fits 'average' migrant (=male) → this is also emerging from the fact that inclusive policies do not reduce gender gap on job quality

Discussion

- More inclusive policies are associated with smaller gender gaps within the migrant group:
 - Eased access to labour market for certain categories of non-economic migrants (Kanas & Steinmetz, 2021)
 - Policies may help alleviate the pressure of family and childcare responsibilities
- Only on **chances of being employed** and not on job quality



Conclusions

- There is a gender gap in the ethnic penalty and among the migrant group
- Higher relevance of the overall integration approach compared to more sectoral approaches to integration

Conclusions: Next steps

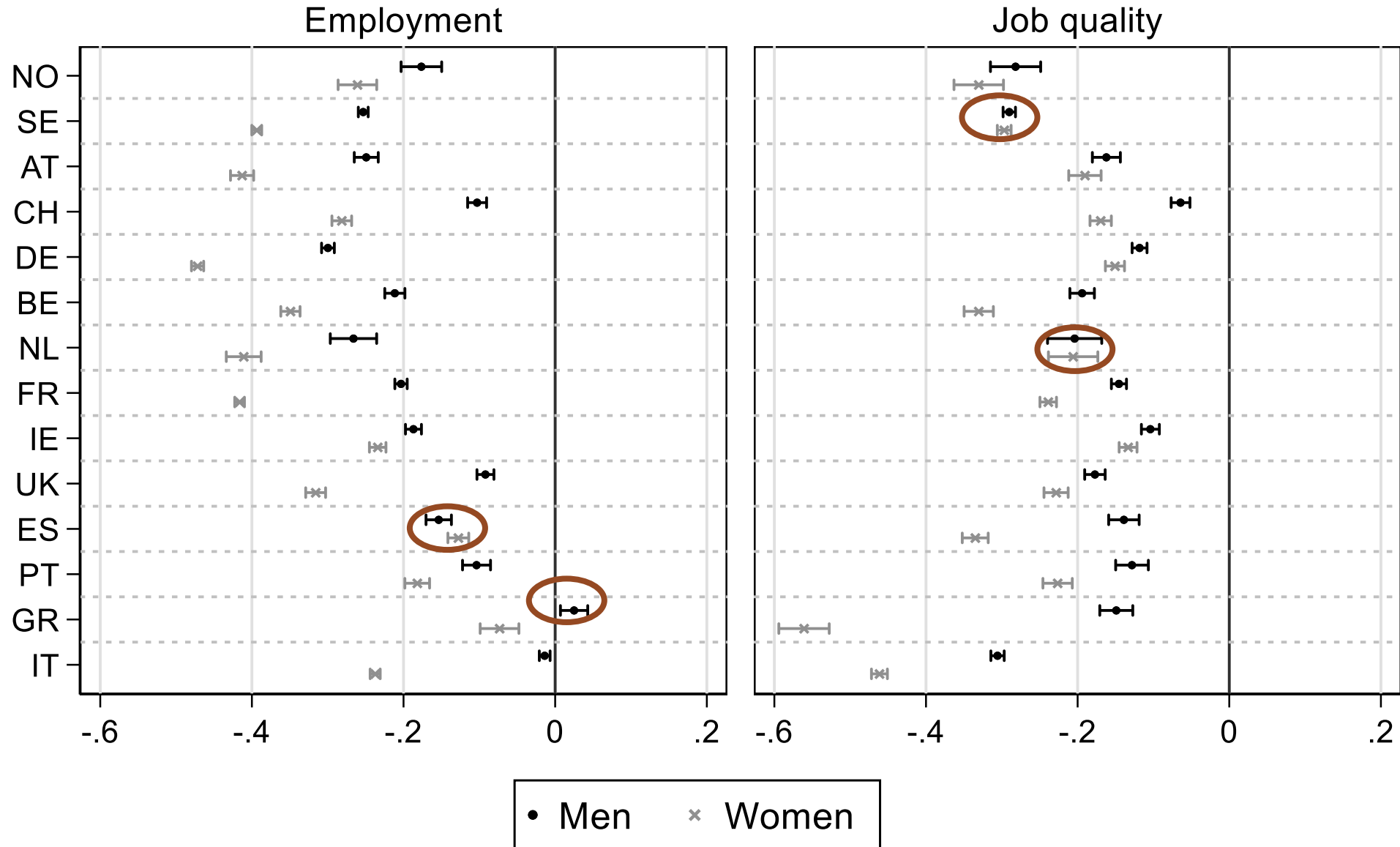
- Further disentangle the effect of policies by looking at different areas within integration policies (e.g., antidiscrimination)
- Other DVs linked to employment: e.g., participation in the labour force, wage, number of working hours
- Further investigate endogeneity



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Results: Ethnic gap – by gender



Results: Gender gap – migrants and natives

