

## Workshop Program:

“Women on the Move – Current Perspectives on Female Migration”

Thursday, 6<sup>th</sup> May

09:00h – 09:15h	<b>Welcome:</b> Stefan Liebig and Magdalena Krieger (SOEP)
09:15h – 10:00h	<b>Women &amp; Migration: A Look Back and Ahead</b> Michaela Kreyenfeld (Hertie School)
10:00h – 10:30h	<b>Understanding the Gender Balance of Mexican Migration: Evolution of Profiles and Trends</b> Andrea Miranda Gonzalez (UC Berkeley)
10:30h – 11:00h	Coffee Break
11:00h – 11:30h	<b>The Role of Gender and Culture for Migration in a Setting of Free Mobility</b> Rosa Weber (University of Stockholm)
11:30h – 12:00h	<b>Ethnic Identity of Couples in Germany</b> Teresa Freitas Monteiro (Institute for Employment Research & Humboldt University)
12:00h – 13:00h	Lunch Break
13:00h – 13:30h	<b>Left-Behind or Left-Ahead? Implications of Male Migration on Female Political Participation in India</b> Rithika Kumar (University of Pennsylvania)
13:30h – 14:00h	<b>Labor Market Participation of Refugees Women and the Role of Personal Social Networks and Family Dynamics</b> Kamal Kassam (Federal Institute of Population Research)
14:00h – 14:30h	Coffee Break
14:30h – 15:00h	<b>The Effects of Family-Level and Local-Level Diasporas on the Inter-Generational Transmission of Female Labor Force Participation</b> Dorian Tsolak (University of Bielefeld)
15:00h – 15:30h	<b>Intersections and Commonalities: Using Matching to Decompose Wage Gaps by Gender and Nativity in Germany</b> Maximilian Sprengholz & Maik Hamjediers (Humboldt University)
15:30h – 16:00h	Coffee Break
16:00h – 16:30h	<b>Effects of Motherhood on Income Trajectories in Germany: An Intersectional Perspective</b> Maria Hornung (Humboldt University)
16:30h - 17:00h	<b>Closing Discussion:</b> Magdalena Krieger (SOEP)

Friday, 7<sup>th</sup> May

09:00h – 09:15h	<b>Welcome:</b> Magdalena Krieger (SOEP)
09:15h – 10:00h	<b>Labor Market Integration in Germany: The intersection of migration and gender</b> Zerrin Salikutluk (Humboldt University and Berlin Institute for Integration and Migration Research)
10:00h – 10:30h	<b>What is Going on When Migrant Women Integrate into the Labor Market? Autonomy, Dependency or Gender and the Couples' Division of Housework</b> Tanja Fendel (Institute for Employment Research)
10:30h – 11:00h	Coffee Break
11:00h – 11:30h	<b>Is there a gender gap in health among migrants in Russia?</b> Sandra Pellet (INED) & Marine de Talancé (ERUDITE, Univ. Gustave Eiffel)
11:30h – 12:00h	<b>Employment and Mental Health of Refugees: The Role of Gender</b> Valeriia Heidemann (German Socio-Economic Panel & Humboldt University)
12:00h – 12:30h	<b>Closing Discussion:</b> Magdalena Krieger (SOEP)

We welcome registrations to the workshop via [workshop-femalemigrants@diw.de](mailto:workshop-femalemigrants@diw.de)!

## Abstracts

### **Understanding the Gender Balance of Mexican Migration: Evolution of Profiles and Trends**

*Andrea Miranda Gonzalez (UC Berkeley)*

Due to a historically-rooted selection into migration from Mexico to the U.S., most Mexican immigrants are working-age men. For decades, the media and political narratives have often criminalized unauthorized migration and perpetuated an image of harmful migrants. However, the reality is that this narrative hides important underlying changes in the immigrant population: the female-male ratio of Mexican immigrants in the US has increased during the last decades. While this composition change may be the result of selection into return migration or demographic processes experienced in the U.S., this paper focuses on the gender-specific characteristics of migration from Mexico in the context of declining Mexico-U.S. migration streams of the last decades. The arrival of more women and the absence of can lead to important social and economic consequences at communities of origin in Mexico and at the destination in the U.S.. By using the quarterly Mexican labor force survey (ENOE) to observe socio-economic and demographic characteristics of migrants and non-migrants from 2006 to 2020, I identify profiles of migrants before they leave Mexico. Then, I focus on understanding the extent that these characteristics explain the differences in the probability to migrate for men and for women. Preliminary results indicate that relative to non-migrants, for men the decision to migrate has been halted more by period-specific events during 2006-2020 than for women. Using a decomposition analysis, I find that the differences in the composition of households explain most of the estimated difference between the probability to migrate for men and women. When comparing international migrants to within or between-state movers, reasons to migrate such as work and family reunification appear to be important drivers for women. Overall, by using quarterly data on migrants, I suggest that there is a feminization of migration from a region that has historically experienced male migrations streams.

### **The Role of Gender and Culture for Migration in a Setting of Free Mobility**

*Rosa Weber (University of Stockholm)*

Recent literature on intra-European migration focuses on Polish migration to the UK and shows that migration decisions have become more complex since the expansion of the EU. There is a clear need to expand the empirical and theoretical literature to other settings and to get deeper insight into these new migration patterns. This study contributes to the literature by analyzing migration within the Nordic context of free mobility and focuses on gender differences as well as cultural or ethno-linguistic distinctions by mother tongue. Exploiting unique Finnish register data covering the years 1977-2017, we are able to differentiate between individuals who grow up as Swedish speakers or Finnish speakers. In Finland, about 5% of the population is uniquely registered as Swedish speakers and tends to have higher emigration rates than the rest of the population. Detailed information on the timing of the move and the destination as well as return migration moreover allows us to distinguish between short and long stays abroad. This study is therefore the first register-based analysis that differentiates between own and parents' ethnolinguistic affiliation for migration and return migration intensities, and in which we have information on the country of destination. Preliminary results show that women who are Swedish speakers are much more likely to emigrate to Sweden than Swedish-speaking men. Among Finnish speakers, we also observe gender differences. Namely, women are more likely to move to Sweden than men. Yet, among Finnish speakers gender differences in the likelihood to move to Sweden are much smaller. Among

both men and women Finnish speakers with two Finnish-speaking parents are less likely to emigrate than Swedish speakers and Finnish speakers who grow up only with one Finnish speaking parent. Still, Finnish speakers appear more likely to move to countries other than Sweden, such as the US, UK, and Germany.

## **Ethnic Identity of Couples in Germany**

*Teresa Freitas Monteiro (Institute for Employment Research & Humboldt University)*

This study examines the cultural adaptation of first-generation migrant spouses depending on who was the migration driver (tied or lead mover). The challenge that migrants face with regards to their commitment and sense of belonging to a culture and society (ethnic identity) only becomes salient after migration, when origin and host cultures might clash. Particularly, when the migration decision is due to family reasons, individuals might be more likely to experience a loss in the sense of belonging, a deterioration of social relations and missed professional opportunities. Tied and lead movers have different migration motivations (family versus work) and face different constraints (e.g., human capital) and opportunities (e.g., social network through work). This is likely to be reflected in different investment strategies and adjustment patterns in the host country. To study the integration of tied and lead movers, I rely on the IAB-SOEP migration sample, which asks migrant spouses who was the main driver of the migration decision. Using structural equation modelling I look at the determinants of the migration position and I evaluate how it affects the ethnic identity of spouses. Because unobserved factors affecting the migration position might also have an influence on the degree of ethnic identity, I rely on instrumental variables that reflect the bargaining power and the labor market status of each spouse just before migration. Preliminary findings suggest that gender remains a main determinant of who is a tied mover within a couple. Overall, tied movers are more likely to be separated and less likely to be integrated.

## **Left-Behind or Left-Ahead? Implications of Male Migration on Female Political Participation in India**

*Rithika Kumar (University of Pennsylvania)*

While internal migration is far more pervasive than international migration, its political consequences have been far less studied. One key form of internal migration across many low-income countries is seasonal male-dominated migration from villages to cities. How does such male dominated migration impact female political behavior? I study this question in India, which has over 100 million economic migrants and 18 million women spend prolonged periods in the absence of their migrant husbands. Studies on sending regions across the world ignore the gendered political consequences of migration. Past scholarship in India has focused on the impact of migrants in destination regions. I provide the first study of how female political behavior is affected by male absence due to migration. To deal with self-selection into migration I use a nationally representative panel of 24,000 respondents to compare women whose husbands turn migrants with those having co-resident husbands. I explain the mechanisms driving the findings with 20 interviews with elites and residents from Bihar—a high out-migration state in India. My findings suggest a nuanced impact of migration. On one hand it improves women's empowerment within and outside the household. On the other, these effects do not last once migrants return home suggesting that the seasonality in migration also drives women's intermittent political empowerment.

## **Labor Market Participation of Refugee Women and the Role of Personal Social Networks and Family Dynamics**

*Kamal Kassam (Federal Institute of Population Research)*

The role of family members and the personal social network (PSN) of migrant women is crucial for their integration into the labor market of the destination country. However, the literature on this topic is still sparse in the context of forced migration. This paper aims to fill the research gap by exploring the importance of PSNs and family dynamics for the labor market participation of refugee women. I use a novel dataset from the project "Forced Migration and Transnational Family Arrangements - Eritrean and Syrian Refugees in Germany" (TransFAR). TransFAR provides a wide range of information on socio-economic characteristics of 1,458 Eritrean and Syrian refugees living in Germany since 2013 (50% female). The focus is on (transnational) family structures and arrangements of refugees and their impact on the integration process in Germany. Three name generators are used to name up to 15 important persons for the egocentric social network. In addition, numerous details about the spatial distribution of these social networks are identified. By estimating different logistic regression models, I analyze to what extent the PSN structure (family, ethnicity, gender) can explain the employment status of female refugees (unemployed/employed, i.e. entering the labor market through paid work or training). To account for classical explanations of labor market integration, I also control for family composition variables as well as age, education and other demographic and economic variables. Preliminary descriptive results show that about 68% of men and 16% of women are employed and have on average five people in their PSN. Furthermore, the findings suggest that labor market participation is positively correlated with the number of Germans in the personal social network, while dependence on family members for employment is negatively related to the probability of participation for refugee women.

## **The effects of family-level and local-level diasporas on the inter-generational transmission of female labor force participation**

*Dorian Tsolak (University of Bielefeld)*

Assimilation processes are often considered a key mechanism for differences in a multitude of outcomes between different groups of migrants in receiving countries (e.g. educational performance, discrimination, labour market integration etc.). Work on the diaspora – in this study understood as the belonging to a community with common origin and shared values – calls for a reconsideration of this assumption. While research acknowledges the existence of possible diaspora effects, almost no quantitative investigations on diaspora effects have been brought forward. To address this gap, I analyse the intergenerational transmission of female migrants' labour force participation with respect to the embeddedness within two highly relevant levels of personal life simultaneously: the family and the local community. Previous research has shown that female labour force participation is transmitted intergenerationally on the family-level from mothers to daughters. In migrant families, especially if there were stronger traditional gender role attitudes and role modelling in the sending country, compared to the receiving country, women experience cultural cross-pressure, whether to participate in the labour force or not. While this cultural cross-pressure may break the intergenerational link of female labour force participation in migrant families, because assimilation behaviour prevails, I argue that this is not necessarily the case. Especially for those women who experience a lot of cross-pressure the intergenerational link may be stronger. They retreat into family-level or local-level diasporas and therefore replicate the labour market behaviour of the previous generation. For the analysis, data from the German Socio-Economic Panel Study (SOEP) are used. It remains an open question how cultural norms and values which are preserved in diasporic communities after migration affect other domains of life for (female) immigrants.

## **Intersections and Commonalities: Using Matching to Decompose Wage Gaps by Gender and Nativity in Germany**

*Maximilian Sprengholz & Maik Hamjediers (Humboldt University)*

Wage gaps between women and men and between immigrants and natives have been investigated extensively, but mostly separately. On average, results reveal both raw and conditional wage advantages of men compared to women, and of natives compared to immigrants. The simple sum of gender and nativity gaps has often been interpreted as a 'double disadvantage' for female immigrants who are penalized for being a women and immigrant. Yet, the few studies in which wage gaps by gender and nativity are estimated in conjunction, show that disadvantages are not additive but interactive. Moreover, even in these intersectionally aware studies, wage gaps are typically decomposed using linear regression techniques into an explained component due to differences in wage-determining characteristics, and an unexplained component due to unequal returns to these characteristics or differences in unobservables (e.g. via Kitagawa-Blinder-Oaxaca). Such decompositions are rendered inappropriate if individual characteristics between compared groups lack common support. Without common support, wages are assumed for combinations of characteristics that occur among one group but not among the other. As characteristics differ systematically by gender and nativity, particularly in terms of exercised occupations and associated qualifications, many immigrant women may have no counterparts among immigrant men, native women, and native men to compare their wages to. As a result, the relative magnitudes of explained and unexplained wage gaps can be biased. We tackle these issues by applying matching techniques to German survey data of 2015 (SOEP) in an intersectional setting. We seek to make three contributions: First, we evaluate the characteristics of unmatched individuals to uncover selection processes by gender and nativity, especially with respect to occupational segregation. Second, we estimate pairwise wage gaps between all groups to test for a potential double disadvantage for immigrant women not just at the mean, but across the full wage distribution. Third, we discuss the implications of 'explained' wage gaps in light of pre-market and market discrimination.

## **Effects of motherhood on income trajectories in Germany: An intersectional perspective**

*Maria Hornung (Humboldt University)*

Motherhood has a negative impact on income trajectories across countries (Budig & England, 2001). After transitioning to motherhood, mothers' earnings do on average neither catch up with their pre-birth earnings nor with childless women. Social benefits partly mitigate the effects of motherhood on income losses. Besides unemployment benefits, which partly substitute income losses, well-paid parental leave regulations not only compensate for possible income declines but also provide job guarantees (Boeckmann et al., 2015). Research shows that childcare and parental leave policies alleviate the challenges women face in the labour market after childbirth (Boeckmann et al., 2015). Social benefit provision in Germany is mostly means-tested and therefore highly dependent on employment (Hegelich & Meyer, 2008). Consequently, women are affected differently by the motherhood penalty and can expect different social welfare support depending on their labour market integration and on their labour market earnings. The effect of motherhood on income trajectories is often discussed without considering differences among women. Although there are some studies on the educational differences in mothers' employment patterns (Konietzka & Kreyenfeld, 2010), the migrant perspective in this regard has been widely omitted. A study on Belgium shows that women of migrant origin are less likely to re-enter the labour market after motherhood compared to natives (Kil et al., 2018). Applying the theory of cumulative advantage and disadvantage (Diprete & Eirich, 2006), it is assumed that disadvantaged positions before motherhood will further increase the disadvantages after transitioning to motherhood. This paper aims at examining the effect of motherhood on income trajectories from an intersectional

perspective. The idea hereby is to see whether the transition to motherhood leads to more convergence or more divergence of income trajectories across women. Taking on an intersectional perspective, I focus on women of foreign origin groups and with different educational backgrounds, expecting that both structural mechanisms related to the eligibility for public support, labour force related aspects and discrimination as well as cultural mechanisms such as attitudes towards motherhood and attitudes towards working mothers play a role in explaining diverging/converging income trajectories before and after motherhood. In order to estimate income trajectories around childbirth a growth mixture model is used. This model allows for group based income trajectories (Herle et al., 2020). The dependent variable is current annual income. To allow for the presence of welfare support, this variable consists of individual labor income as well as social benefits. Individual labour earnings are wages and salary from all employment including training, primary and secondary jobs and self-employment. Social benefits included in the income variable are maternity benefits and unemployment benefits. A further regression analysis inspects what characteristics women have to select into different income group trajectories. The data used in this paper derive from the German Socio-Economic Panel (GSOEP). Women are included in the sample three years before until five years after their first child was born. I intend to use the country of origin as well as educational attainment as a predictor for belonging into one income trajectory group. Following the data, four regions of origin are differentiated: Germany, Eastern Europe, Turkey and Southern Europe.: Migrant women have to migrate at least three years before childbirth to be included in the sample. Further variables that could play a role in dividing women into different income trajectories are expected to be educational attainment, labour market characteristics (hours worked, labour force participation), uptake of social benefits and the timing of events such as migration and childbirth. With this paper, I hope to shed more light on the heterogeneity of women experiencing motherhood and detect mechanisms which explain diverging/converging income trajectories after experiencing motherhood.

### **What is going on when migrant women integrate into the labor market? Autonomy, dependency or gender and the couples' division of housework**

*Tanja Fendel (Institute for Employment Research)*

The division of housework time among migrant and especially non-Western migrant couples is far from even and gender differences are higher than among native-born couples. This study examined the impact of the migrant women's labor market integration on her and her partners' housework time, to assign the behavior to theoretical perspectives (relative resources, gender deviance or autonomy). Using data from the German Socio Economic Panel (GSOEP) for the years 1995-2018, the results of fixed effects estimations show that among Western migrant and native-born women, the relative in contrast to the absolute income as well as the labor market entrance has significant impact on the wife's housework time. A negative effect of the relative income decreases with the women's income share but does not become positive following the gender device perspective. Non-Western migrant women hardly adjust their housework hours to the absolute or relative income or the labor market entrance. The adjustments of their partners on their labor market situation are even higher than the own adjustment. It is of high relevance to realize equal sharing patterns at the migrant family level, to supply accessible, affordable and quality external services as well as to develop policies to monitor and regulate working conditions in the domestic services.

## **Is there a gender gap in health among migrants in Russia?**

*Sandra Pellet (INED) & Marine de Talancé (ERUDITE, Univ. Gustave Eiffel)*

Female migration, which accounts for half of the global migrant population, exhibits specific characteristics. Gender could therefore be a source of health heterogeneity among migrants. While one strand of the literature largely discusses the healthy immigrant effect and another one investigates a gender gap in general population, to this day little is known about women's health in migration. Furthermore, although Russia is the fourth host country in the world, migrations in Russia have not been deeply studied from a health perspective. The aim of this article is to fill this knowledge gap by investigating the existence of a potential gender gap in health among migrants in Russia. To overcome the lack of data, we conducted our own survey in Moscow among 1213 migrants from Uzbekistan and Tajikistan. Our results show that there is a substantial gender gap: migrant women are on average in poorer health than men. This gap is not entirely explained by gender differences in socioeconomic, demographic, living and working observed characteristics. While exploring the potential mechanisms behind this gap, we find that women's disadvantage in health appears only after a certain time spent in migration and for migrants with a vulnerable legal status. To check this, we also investigate the dynamic evolution of self-assessed health of men and women and found that women also have a disadvantage in terms of health deterioration.

## **Employment and Mental Health of Refugees: the Role of Gender**

*Valeriia Heidemann (German Socio-Economic Panel & Humboldt University)*

Refugees experience a lower level of positive mental health than the general population and other migrants. Labour market integration and mental health are shown to be highly interrelated. Employment is associated with significant improvements in the mental health of refugees. Exploring the theory of personal control I examine the difference in the impact of employment status on the mental health of male and female refugees. The theory predicts women to show a higher level of psychological distress because of a lower level of personal control. Employment is a significant factor that contributes to personal control and is expected to improve notably the mental health of female refugees. Using the IAB-BAMF-SOEP data I study whether female refugees benefit more in terms of mental health from employment in a host country than male refugees.