Migration to Integration: Culture and Labor Dynamics

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Story of Sudha

Recently Moved

Multiple years since immigration

This Paper

- **Research Question:**

How cultural beliefs impact female labor force participation decisions?

- **Approach:**

Migration as a catalyst for belief exposure

Horizontal transmission of cultural beliefs: exposure to gendered work norms

- **Research Design:**

Create a country-specific “female work norm index” for origin and destination of each migrant

Utilize the movers design model to capture exposure effects and influence on female labor force participation

Literature

1. Cultural norms and labor market outcomes

Notions associated with different cultural norms: Oh, Suanna (2021), Doumbia and Goussé (2021), Bertrand et al (2015), Alesina and Guiliano (2010), Fortin (2005), Antecol (2000) etc.

2. Asymmetric nature of beliefs

Persistence of norms from origin: Nunn et al (2013), Schmitz and Weinhardt (2023) etc.

Assimilation to norms in destination: Jaschke et al (2022), Boelmann et al (2021) etc.

3. Exposure to beliefs

Movers design model for exposure effects: Chetty and Hendren (2018), Laliberté (2021) etc.

Outline

- Data and Research Design
- Results
- Conclusion

Data Sources

- **Primary Data Source: IPUMS International**
  - Novel global census data
  - Individual level data for migrants
  - Millions of migrants from different origins
  - Gateway to implement movers design

- **Female Work Norms Data Source: World Value Survey**
  - Versions: Wave 6 and Wave 7
  - Global survey data
  - Data for natives and migrants in multiple countries
  - Compiled at a country level

Data: IPUMS International for Individuals

- Demographic information about one-time movers: migrants with their origin and observed destination countries
- Age: 18-64 years old excluding students and retirees
- Total observations are 1,892,783 observed for 16 destination countries from 76 origin countries
- The variables from this dataset:
  - Dependent variable: Female labor force participation
  - Independent variables: Years since immigration
  - Control variables: Marital status, education attainment status, presence of children, age

Data: World Value Survey for Countries

- Questionnaire comprising of personal beliefs on female work norms of migrants and the natives of a country with answers of the form agree (1), neither (2), disagree (3)
- 80 countries from wave 6 and wave 7 versions
- Advantage: same questions across countries simplify comparison
- Independent variable: “Female Work Norm Index” based on questions in the survey
- This index is then mapped to the IPUMS International dataset to capture origin-based and destination-based female work norms for every migrant

Data: World Value Survey for Countries

For example:

- Migrants from India to United States
  - India (Origin) Female Norm Index: -0.3
  - United States (Destination) Female Norm Index: 0.4

- Migrants from Canada to United States
  - Canada (Origin) Female Norm Index: 0.3
  - United States (Destination) Female Norm Index: 0.4

Research Design

- Identification Assumption: A migrant with a same origin-destination pair is assumed to have same preferences and work norms at the time of move in the destination country.

- The identification assumption allows the possibility that the migrants who move from India to Canada are likely to have different female work norms than those that move from India to Malaysia.

- A naïve correlation between destination female work norms and labor force participation would confound sorting based on unobserved female work norms with exposure effects.

Research Design

- Estimate the exposure effects to female work norms on the female labor force participation:

$$Lfp_i = \alpha + \beta\,(\Delta C_{od} * yrsimm_i) + \gamma_{od} + \gamma_y + \gamma_a + \varepsilon_{iod} \quad (1)$$

where α is a constant, i denotes migrant, o denotes origin country and d denotes destination country

Lfp_i: labor force participation of a migrant

ΔC_{od}: difference between origin and destination female work norm index

$yrsimm_i$: years since immigration

γ_{od}: origin-by-destination fixed effects

γ_y: years since immigration fixed effects

γ_a: age fixed effects

Research Design

- The coefficient of interest: β on the interaction between differences in destination-origin female work norms and years since immigration

- Interpretation:
  For every increase in a year of exposure to destination female work norms different from the origin by one standard deviation, increases the female labor force participation by β percentage points

Exposure Effects: Movers Estimates

Note: The female work norm indices are standardised to mean 0 and standard deviation 1 and years since immigration is measured in years. The estimates reported in the table are multiplied by 100 to enhance readability.

Research Design: Heterogenous Exposure Effects

- Estimate the heterogenous exposure effects on female labor force participation:

$$Lfp_i = \alpha + \beta_1 \left(\Delta C_{od}{}^{1} * yrsimm_i\right) + \beta_2 \left(\Delta C_{od}{}^{2} * yrsimm_i\right) + \gamma_{od} + \gamma_y + \gamma_a + \varepsilon_{iod_{od}} \quad (2)$$

where all variables hold the same meaning as in model (1).

$\Delta C_{od}{}^{1}$: dummy for transition from a restrictive to a supportive female work norms

$\Delta C_{od}{}^{2}$: dummy for transition from a supportive to restrictive female work norms

The baseline category is the dummy for countries with similar female work norms.

Heterogenous Exposure Effects

Note: The female work norm indices are standardised to mean 0 and standard deviation 1 and years since immigration is measured in years. The estimates reported in the table are multiplied by 100 to enhance readability.

Research Design: Robustness Checks

- Falsification Tests: Males are entrenched as “primary breadwinners” in most of cultural gendered work norms

- Countries in Conflict: Migration decisions are less likely to be voluntary. This sample, less likely influenced by self-selection, allows for a clearer assessment of the impact of cultural factors, minimizing the influence of other motivations behind migration.

Countries in Conflict

- UCDP dataset, which details intentional attacks on civilians by governments and organized armed groups, including the year of each attack.

- By linking this data to the IPUMS International dataset based on the origin country and the migrant's year of move, I identify approximately 0.2 million forced migrants.

Countries in Conflict: Heterogenous Exposure Effects

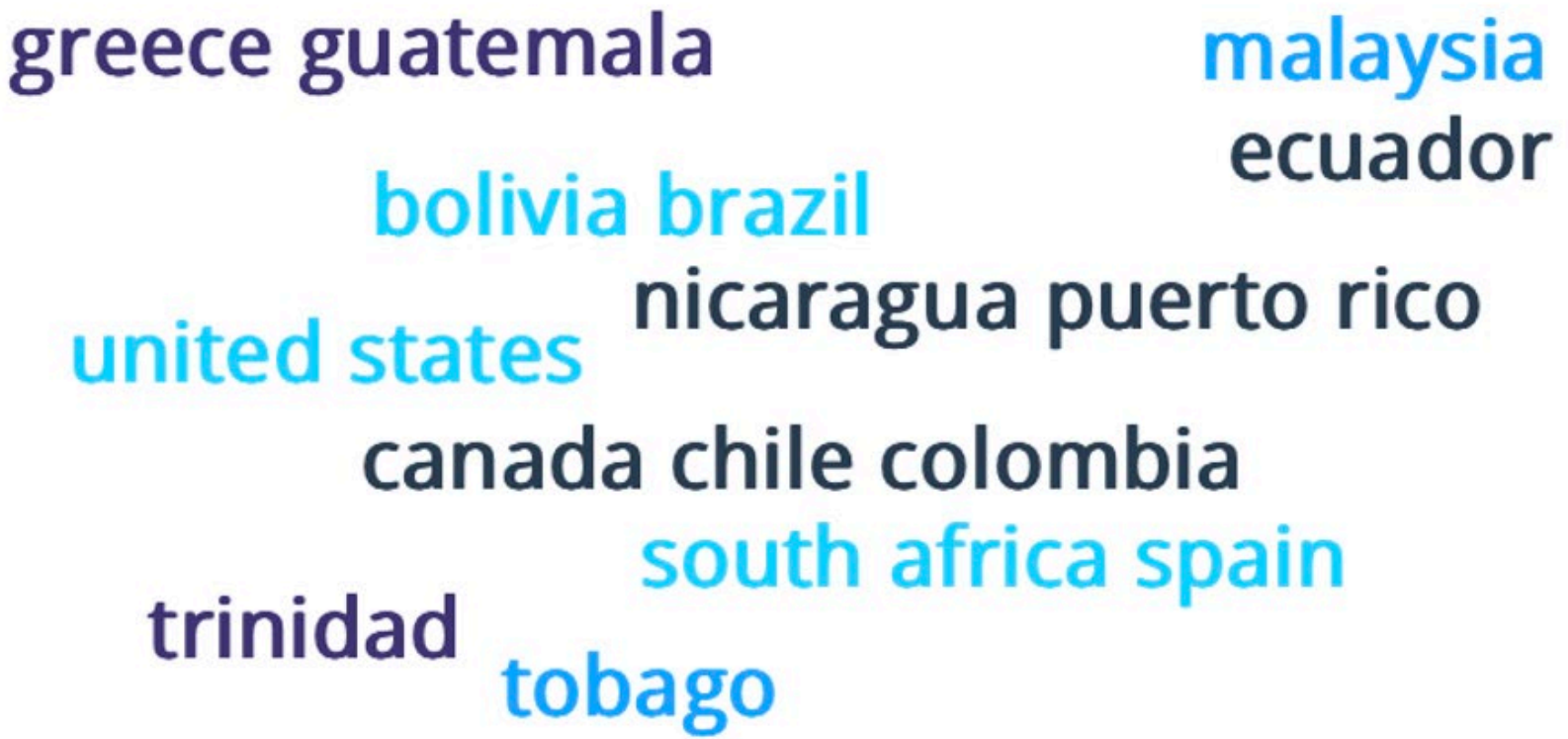
Note: The female work norm indices are standardised to mean 0 and standard deviation 1 and years since immigration is measured in years.

Conclusions

1. The differences in female work norms significantly influence female labor force participation
2. A transition from a restrictive to a female-supportive work norms increases the probability of female labor force participation with the duration of exposure to these norms
3. However, persistence of female-supportive work norms translates in movements to female-restrictive work norms
4. Males do not show any impact on their labor force participation due to exposure effects
5. I aim to address the influence of non-economic factors on migrant female labor force participation

Appendix

Destination Countries: 16 countries



Origin Countries: 76 countries

netherlands new zealand nicaragua nigeria

georgia germany ghana greece guatemala

bangladesh belarus bolivia brazil

canada chile china colombia cyprus

ecuador egypt estonia ethiopia

india indonesia iran iraq

kazakhstan kenya kuwait kyrgyzstan

malaysia mexico morocco myanmar

ukraine united states uruguay uzbekistan

haiti hong kong

World Map of Gendered Work Norms