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Assimilation of Migrants

Alessandra Venturini

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Assimilation

migrants receive the same remuneration and have the same probability of finding a job than similar natives

Economic integration

Effect on the welfare

reduction

is a pre-requisite

Social integration

Public spending

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4 Assimilation in the labour market: WAGE
Methodological problems

Political issue

Economic assimilation is a prerequisite for social assimilation or integration, and in any case for peaceful lives of foreigner in the destination country.

Policies to implement

Special integration policies, like language courses, special training policies or selective migration policies to avoid non-assimilating workers or, as in the case of refugees, special schemes to reduce their welfare state dependency, which also refer to specific localizations in the country.

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c-assimilation in the labour market: WAGE
Methodological problems

- Reference group
- Selection of the migrants (probability of remaining)

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c-assimilation in the labour market: WAGE
Methodological problems

In the case of the USA, the debate mainly centres on the work of Barry Chiswick, George Borjas, La Londe and Topel, but there are many other relevant contributions.

The estimated equation uses as explanatory variables for the wages of workers (i): a vector of socio-economic characteristics Xi, the worker's age as a proxy of his experience Ai, a dummy Ii which specifies whether the worker is an immigrant, and a variable yi which indicates the number of years the worker has been resident in the destination country, which is of course 0 for natives.

$$LogWi = a\,Xi + b1Ai + b2Ai^2 + g°Ii + g'yi + g''yi^2 + \epsilon i$$

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Barry Chiswick in his pioneering work of 1978, using a cross section drawn only from one census, identified a negative coefficient for $g°$ - which indicates the percentage difference between immigrants and natives at the time of arrival – and a positive coefficient for g' – which identifies the rate at which wages grow with respect to those of the natives- while g'' increases at a decreasing rate

The conclusion tended to support an "over" assimilation of immigrants. In that, in the short-term they are able to catch up with and overtake corresponding natives.

The causes of this result were not attributed to the lack of specific human capital in the receiving country at the time of arrival but to the fact that these people possess a greater propensity to risk and possess more human capital, which came to the fore over time.
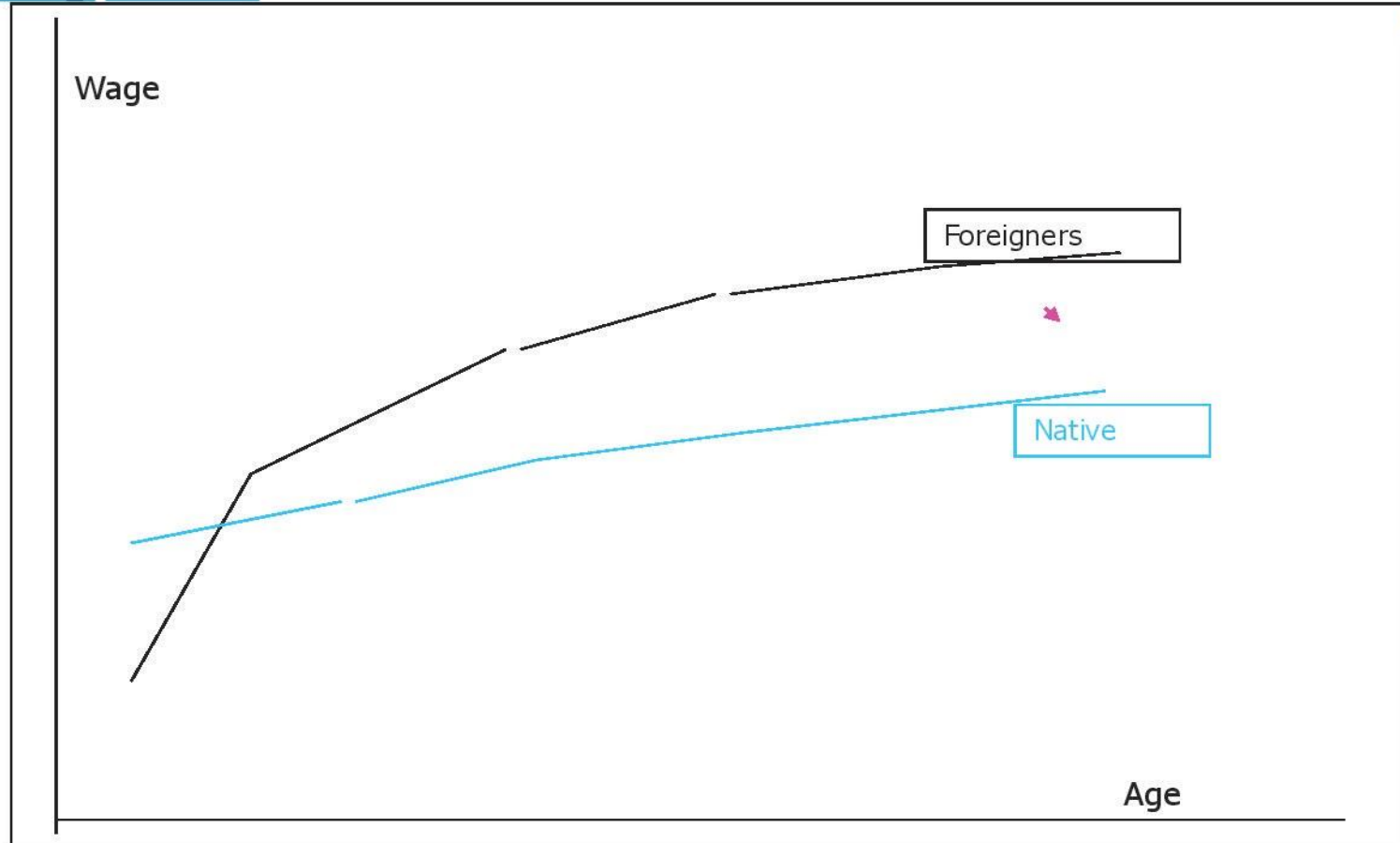
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FIGURE 9-4

The Age-Earnings Profiles of Immigrant and Native Men in the Cross Section

Source: Barry R. Chiswick, "The Effect of Americanization on the Earnings of Foreign-Born Men," *Journal of Political Economy* 86 (October 1978): Table 2, Column 3.
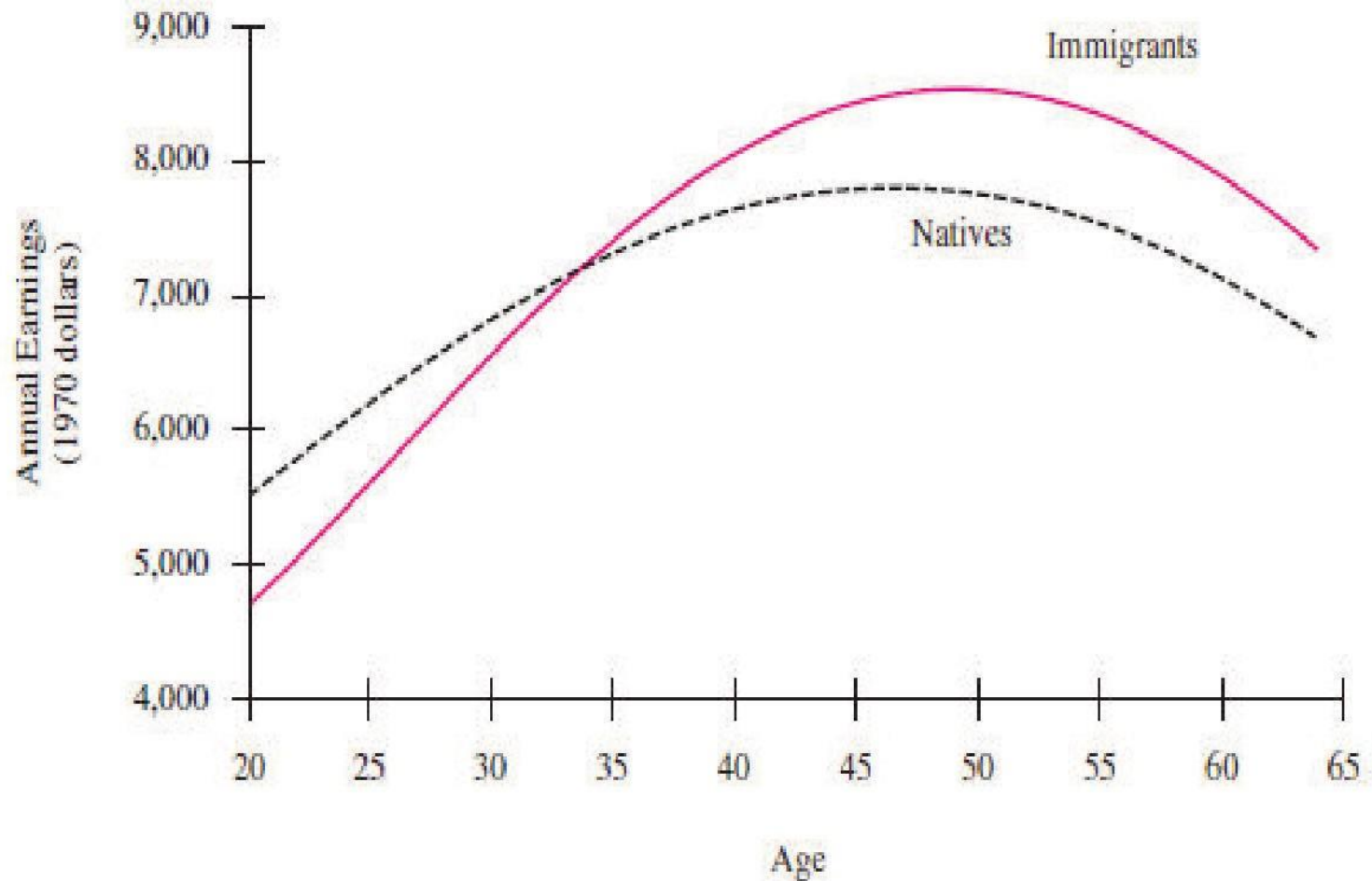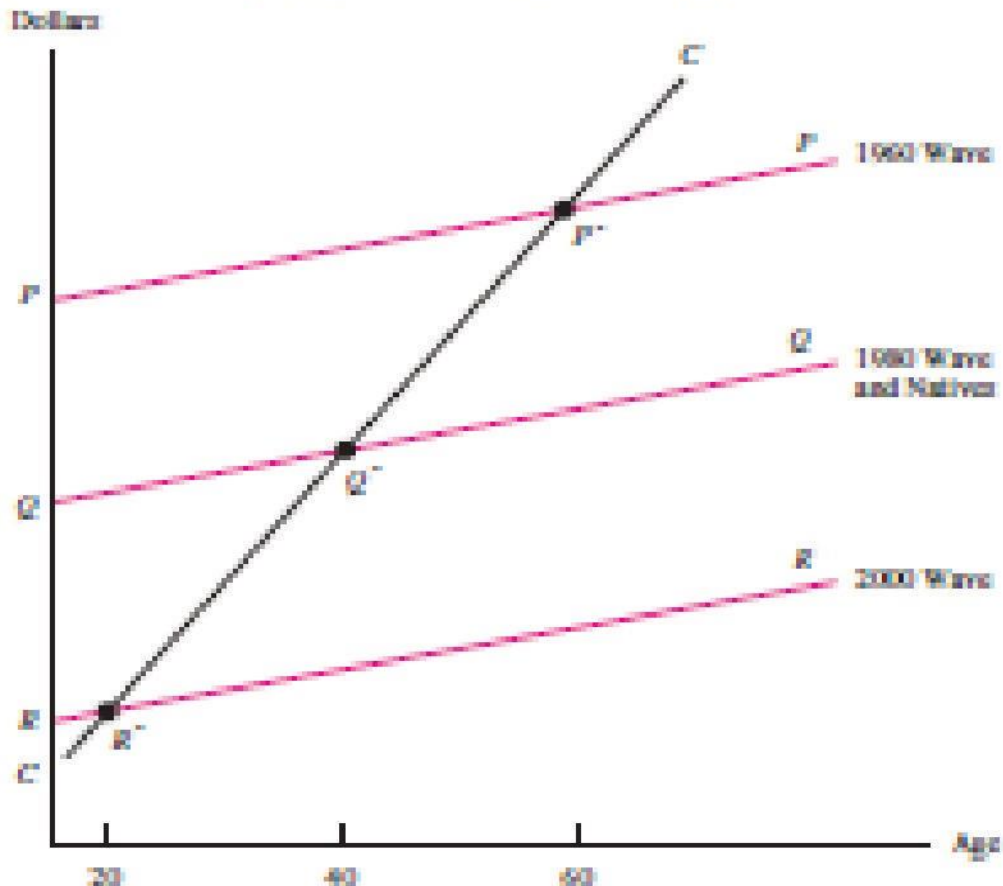
FIGURE 9-5   Cohort Effects and the Immigrant Age-Earnings Profile

The typical person migrating in 1960 is skilled and has age-earnings profile PP; the 2000 immigrant is unskilled and has age-earnings profile RR; the 1980 immigrant has the same skills as the typical native and has age-earnings profile QQ. Suppose all immigrants arrive at age 20. The 2000 census cross section reports the wages of immigrants who have just arrived (point R*); the wages of immigrants who arrived in 1980 when they are 40 years old (point Q*); and the wage of immigrants who arrived in 1960 when they are 60 years old (point P*). The cross-sectional age-earnings profile erroneously suggests that immigrant earnings grow faster than those of natives.

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George Borjas in his 1985 research came to a different conclusion.

Using two censuses he showed how the different wages structures of two cohorts can be missed in a single cross section analysis, while a longitudinal analysis reveals a phenomenon of "under" assimilation

which can be attributed to the lower 'quality' of the most recent cohorts, therefore, a higher $g°$ and a lower g'.

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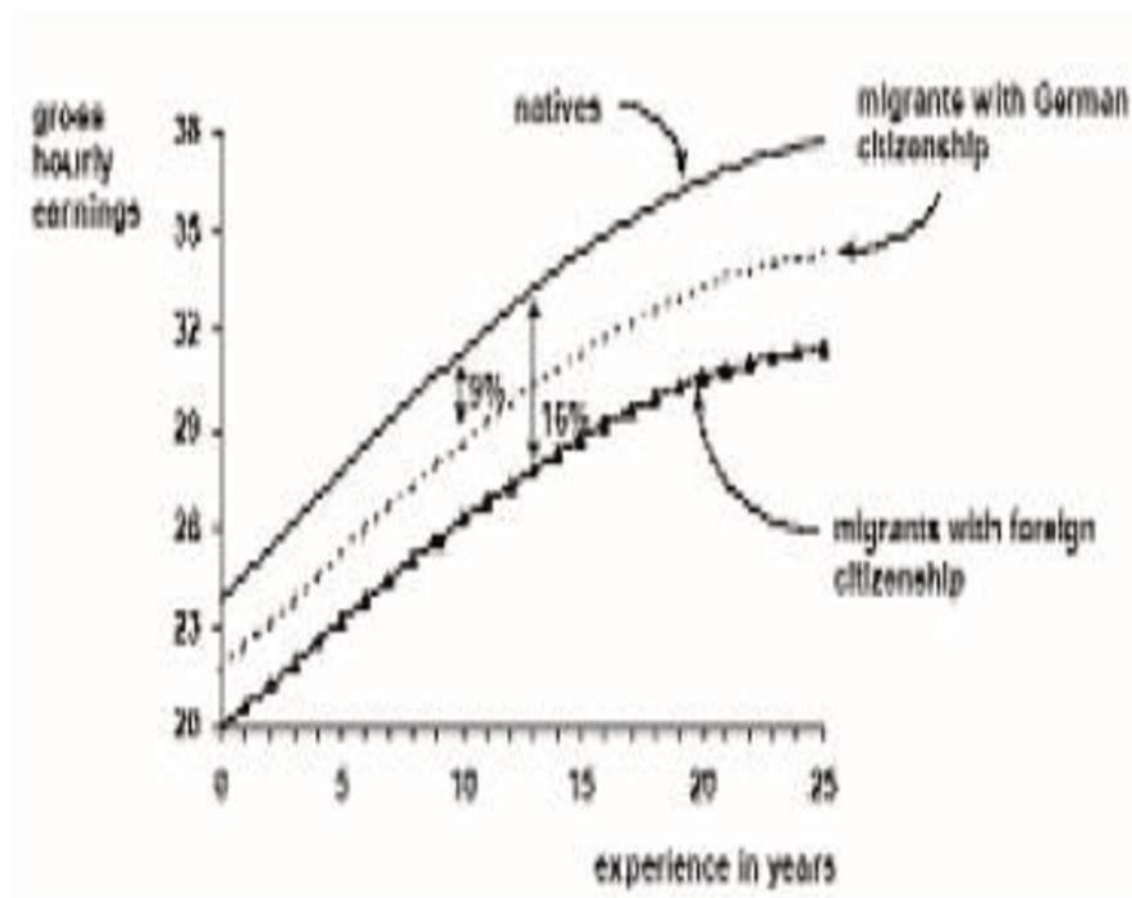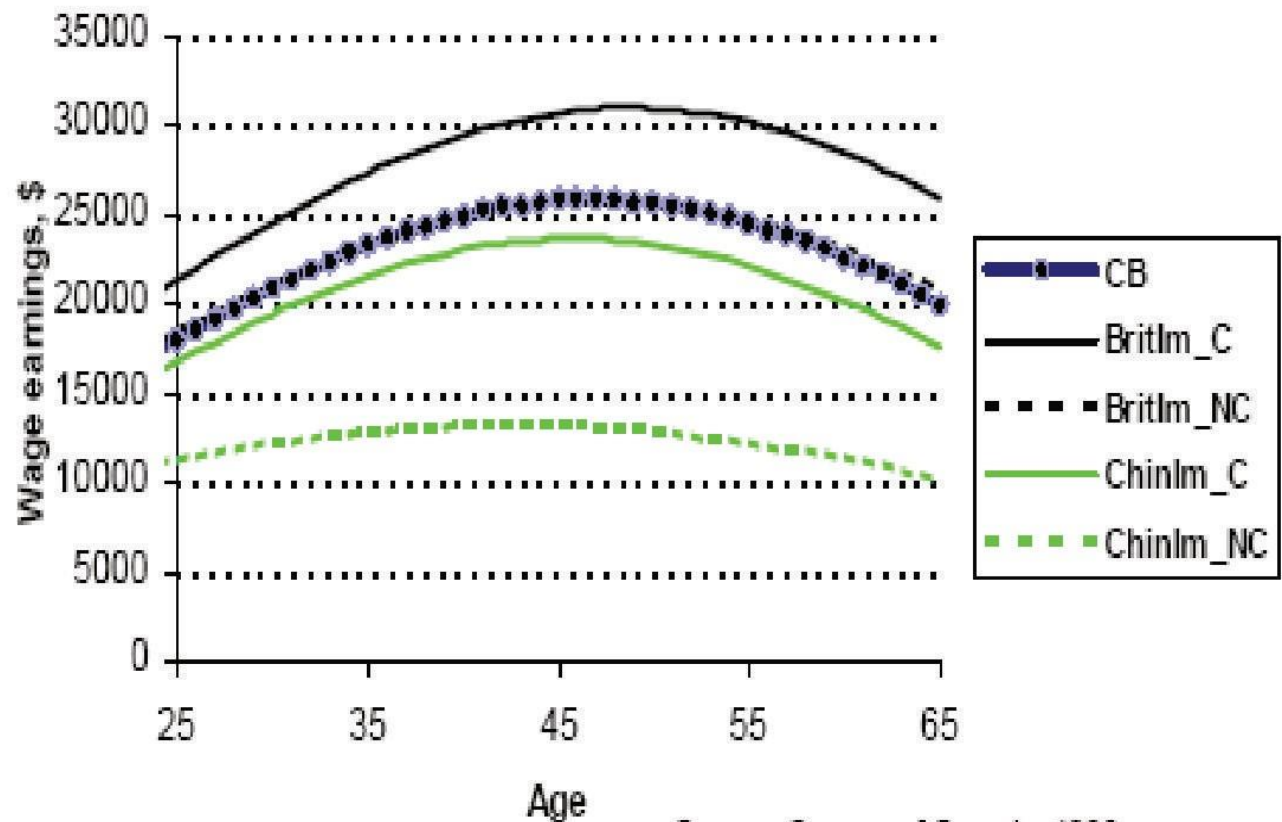Figure 12: Frontier Earnings Functions of Inhabitants and Immigrants

Figure 13: Age-earnings profiles for the Canadian-born (CB), British Immigrants Canadian citizens (BritIm_C) and non-citizens of Canada (BritIm_NC), Chinese Immigrants Canadian citizens (ChinIm_C) and non-citizens of Canada (ChinIm_NC)

Source: Census of Canada, 1996

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The different quality of cohorts at the time of immigration is imputed to different factors:

changes in the immigration policy which chooses individuals with different characteristics,

different economic conditions in the destination country which changes the national mix of the immigrants; thus causing changes in the productivity of the workers.

It can also depend on changes in the composition of the cohorts due to non-casual repatriation.

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Finally, La Londe-Topel (1992) report similar results to those of Borjas ("under" assimilation of foreigners and a lower g')

but they attribute this not to the lower quality of the cohorts but to worse economic conditions in the receiving country at the time when the foreigner entered the labour market, offering his/her labour at a lower entry wage (negative $g°$) and having few career prospects (a lower wage pattern g').

The debate is still ongoing with new specifications and tests being introduced.

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From an analytical point of view the problem is well-known in labour literature. Building up the pattern of wages in the life cycle using census data poses numerous problems of specification.

15

The wage of an individual who belongs to the arrival cohort i in the year of the census $t(wit)$ is a function of a limited number of individual variables, Xit and the error ϵ made up of three components,

ait, the **vintage factor**, that is to say, the average value of human capital specific to the receiving country and accumulated by the cohort (i) on arrival,

$bit,$ the **time factor**, that is to say, the changes in the labour market which can have a different effect on a foreign worker's human capital on arrival

and ui the **cohort factor**, that is to say, the average value of the quality of the cohort which is fixed for each given arrival cohort.

$$W_{it} = X_{it}\beta_t + \varepsilon it; \qquad \varepsilon_{it} = a_{it} + b_{it} + u_i$$

It is not possible to identify the different kinds of error in an analysis of only one year, but with two periods of reference the estimated error is as follows

$$\varepsilon_{55,t} - \varepsilon_{65,t} = a_{55,t} - a_{65,t} + b_{55,t} - b_{65,t} + u_{55} - u_{65}$$

The estimate is correct if there is no time factor between the two cohorts [$E(b55,t-b65,t) =0$] – a solution adopted in Borjas, 1985 – and if there is no difference in terms of the average values of the quality of the worker [$E(u55-u65) =0$] in the cohorts. If the quality of the worker falls or if transitory changes reduce the new immigrant's wages, the assimilation of the foreigner will be over- or under-estimated. LaLonde and Topel abandoned the use of cross section estimates to create a quasi panel in order to follow the growth of wages of the immigrant cohorts from 1970 to 1980. It was indexed to a group of natives and using other simplifying assumptions it was possible to specify the time component

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Using longitudinal data would simplify the problem because the error due to different qualities of cohorts would be eliminated.

Since than panel data are used, but also with the panell analysis some problems remain: the self selection or attrition.

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A controversial situation is the case of **Germany.**

The empirical study carried out by Dustmann (1993) uses the individual data panel of GSOEP and shows lower earnings for foreign workers during all their working life and such a finding can be traced to the temporary nature of the migratory flow.

This conclusion is contradicted by an analysis of the same dataset by Schmidt (1993) which shows that a foreign worker's earnings are equal to a native worker's earnings after a period of 17 years.

Pischke (1992) finds that there is no difference in the rate at which incomes grow between foreigners and natives in comparable jobs, even though foreigners never reach the same wage level as the natives.

The different findings depend on the reference group with which the foreigners are compared and as Dustmann has used all natives, white collar and blue collar workers, the lack of convergence can be explained by the low skills of the foreigners. However, the small number of recent immigrants in the sample makes it difficult to study wage trends.

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Language

- Chiswick B.R. 1980, The Earnings of White and Coulored Male Immigrants in Britain, *Economica* n.47, pp.81-87

- Dustmann C. et, 2003, Labour market performance of immigrants in the UK labour market, *Home office online Report 5/03.*

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Location and community effect

- Local community can favour economic integration
- or by discouraging the linguistic proficiency can reduce it.
- The enclave litterature

Danish Dispersal Policy 1986-1998

Anna Piil Damm, Michael Rosholm, IZA DP.925,2003, **Employment Effects of Dispersal Policies on Refugee Immigrants, Part II: Empirical Evidence**

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D-assimilation in the labour market- duration of employment
unemployment rate and turnover rate

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Change in the economic cycle

The recent work of Rosholm, Scott and Husted (2000) found both in Sweden and Denmark that from 1985 to 1995 the job opportunities for male immigrants got worse.

They used a panel of administrative data showing that the worsening situation was independent of the different market trends in the two countries,

but was due to the structural changes taking place in the markets where the demand for labour was for workers with high interrelation and communication abilities,

which meant that immigrants were at a disadvantage.

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Table 2.8 Gross worker turnover rates natives and foreigners

	1991	1993	1995	1996
Natives all	0,60	0.50	0,59	0.62
Blue collar natives	0,63	0,55	0,66	0,67
Blue collar natives <40 years	0,81	0,66	0,82	0,81
Foreigners all	1,86	1,12	1,32	1,47
Africa all	1,81	0,99	1,25	1,37
Africa mediterranean	2,14	1,18	1,43	1,54
Africa no mediterranean	1,43	0,78	1,08	1,20
Europa East	2,63	1,63	1,64	1,77

Table 2.9 Gross worker turnover rate for foreigners according with the year of entrance in the legal employment

Year of entrance	Gross worker turnover rate			
	91	93	95	96
1989	0.93	0.90	1.06	0.93
1990	1.38	0.88	1.21	1.06
1991	3.93	1.01	1.12	0.98
1992		1.01	1.24	0.99
1993		3.05	1.07	1.03
1994			1.13	1.06
1995			3.92	1.25
1996				2.37

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Figure 2 Effect of increasing labour market experience on the log wage profiles for foreigners and natives at entrance in the labour market

www.eui.eu/RSCAS

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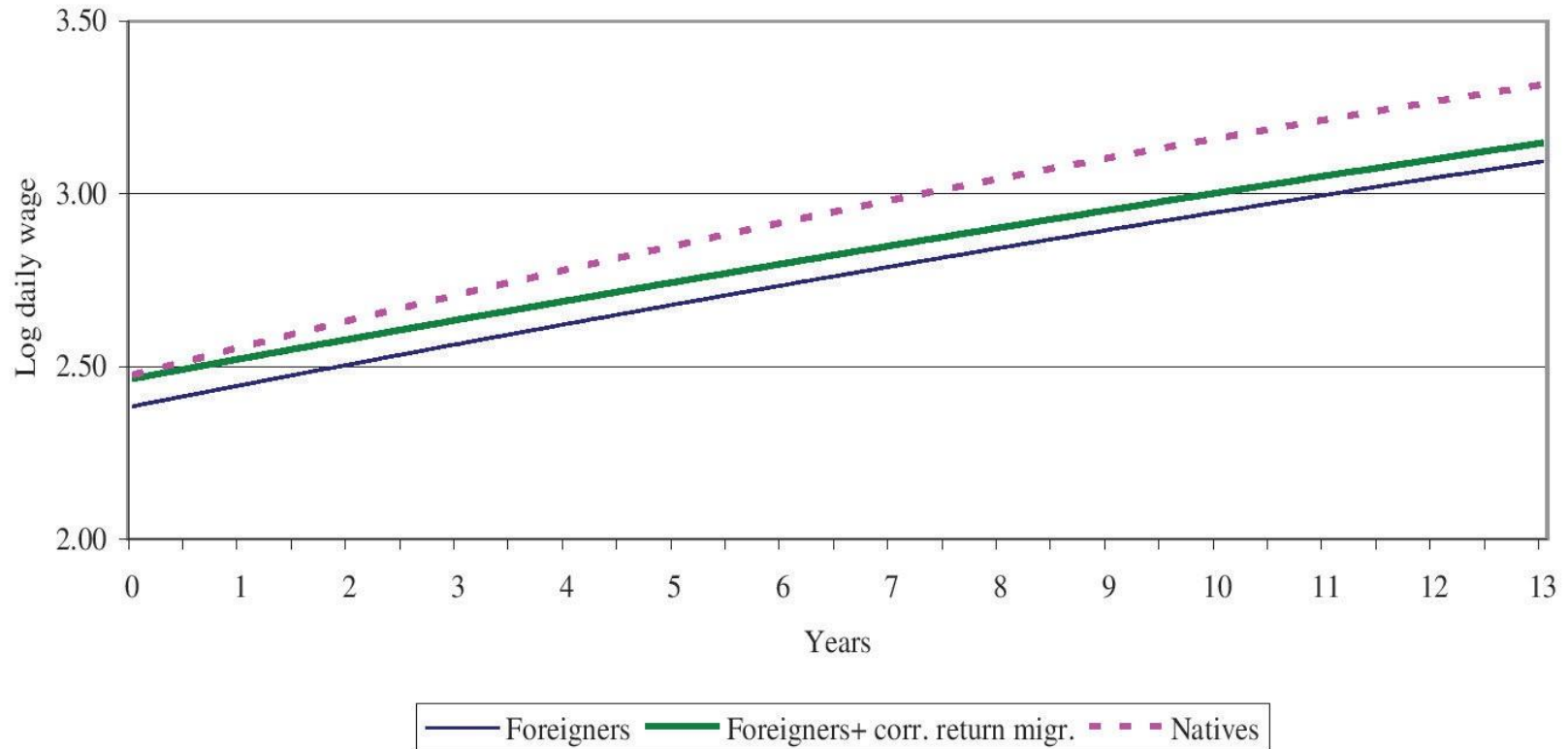
Figure 4. Foreign-native differentials in wages and days worked by sectors at increasing experience in the labour market

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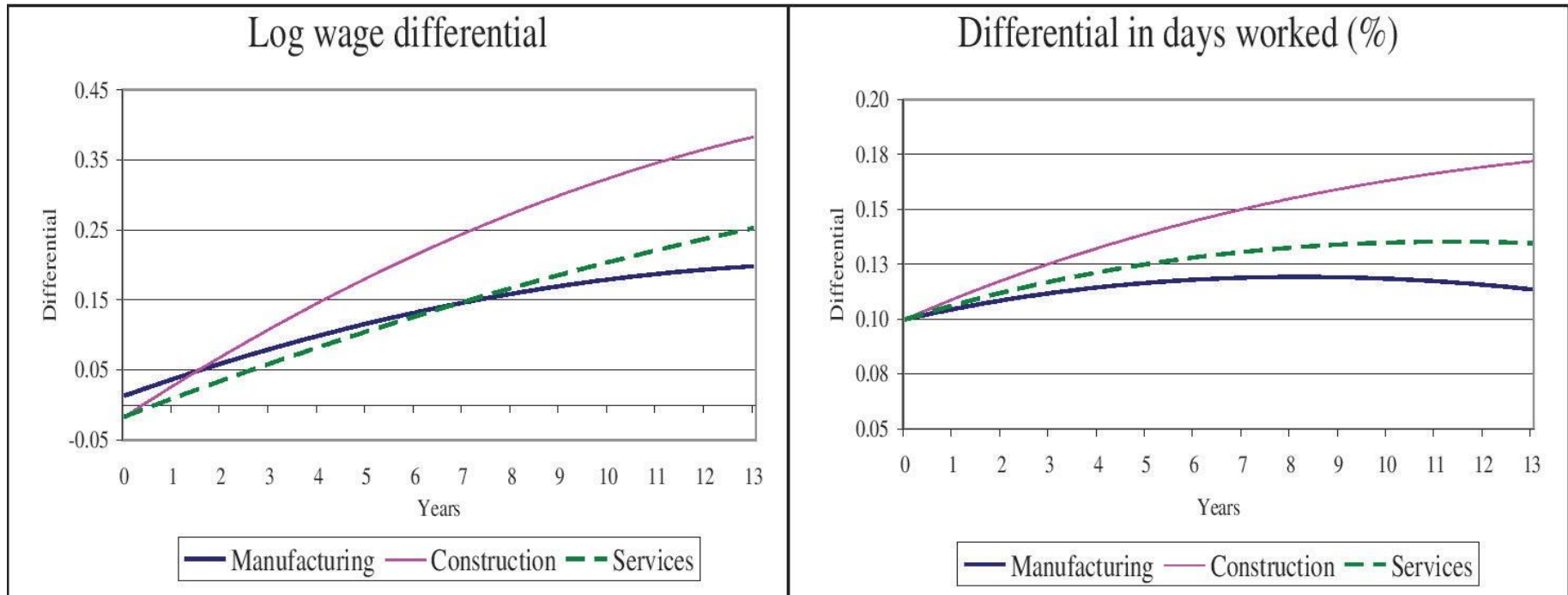
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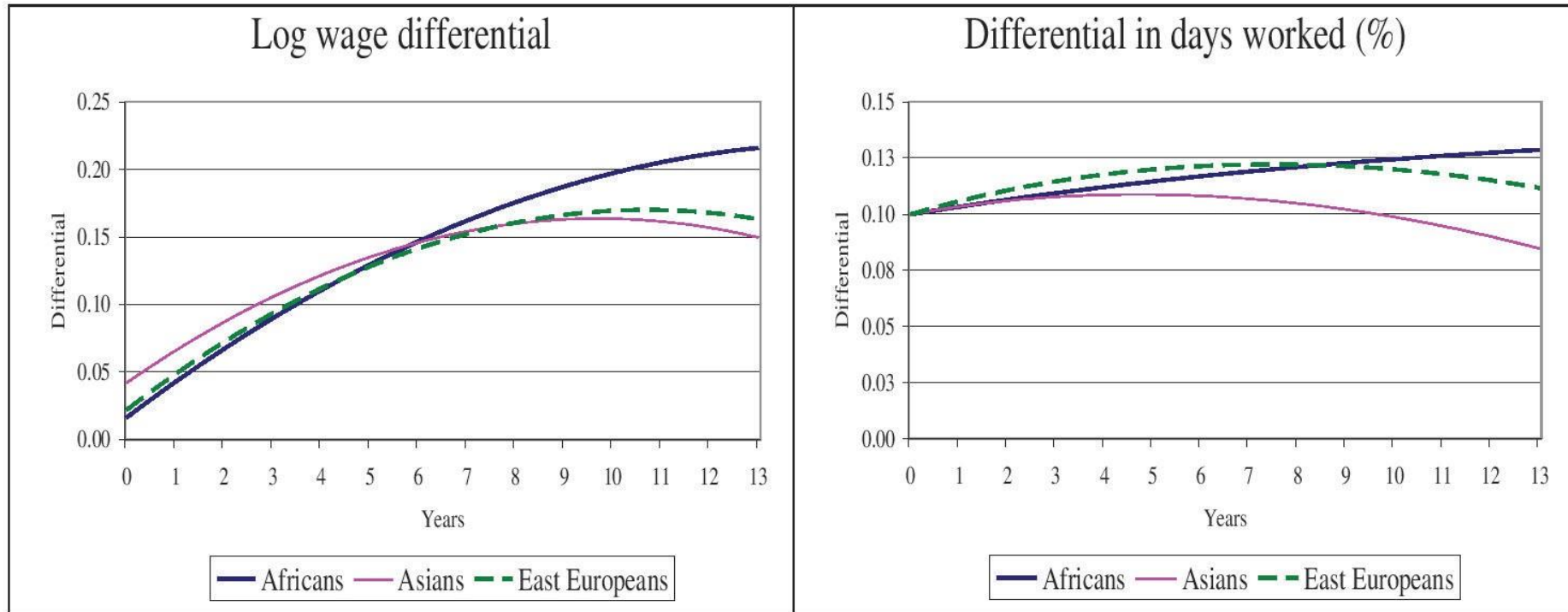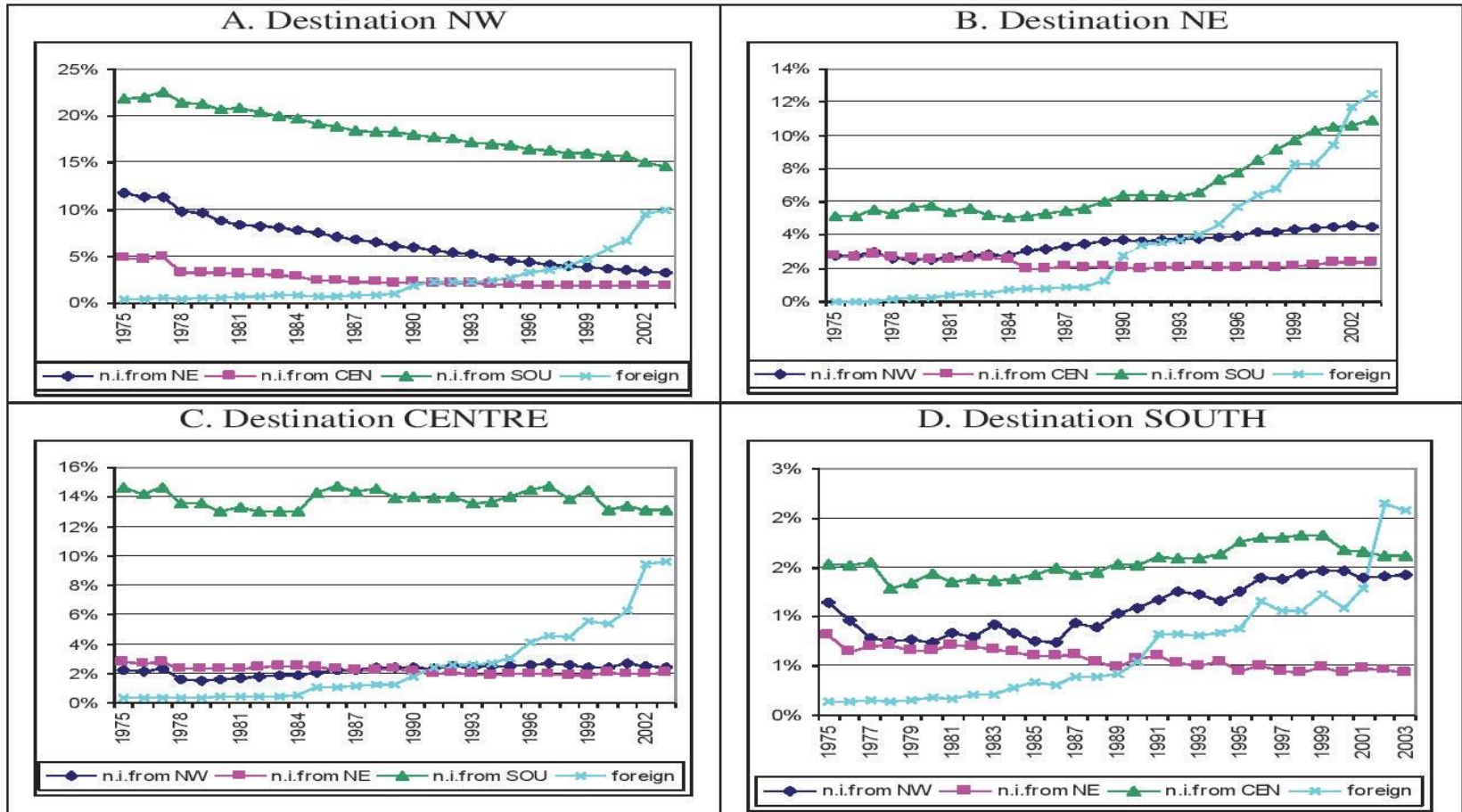# Figure 5. Foreign-native differentials in wages and days worked by ethnic groups at increasing experience in the labour market

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Figure 2. Share of native immigrants and foreigners in total area employment by migration areas.

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A. Destination NW

B. Destination NE

C. Destination CENTRE

D. Destination SOUTH

Source: WHIP and INPS data, own calculations

www.eui.eu/RSCAS

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Figure 4. Experience- log wage profiles for foreigners, native immigrants and locals, blue collars males in manufacturing in north west entering in the labour market at age 16.
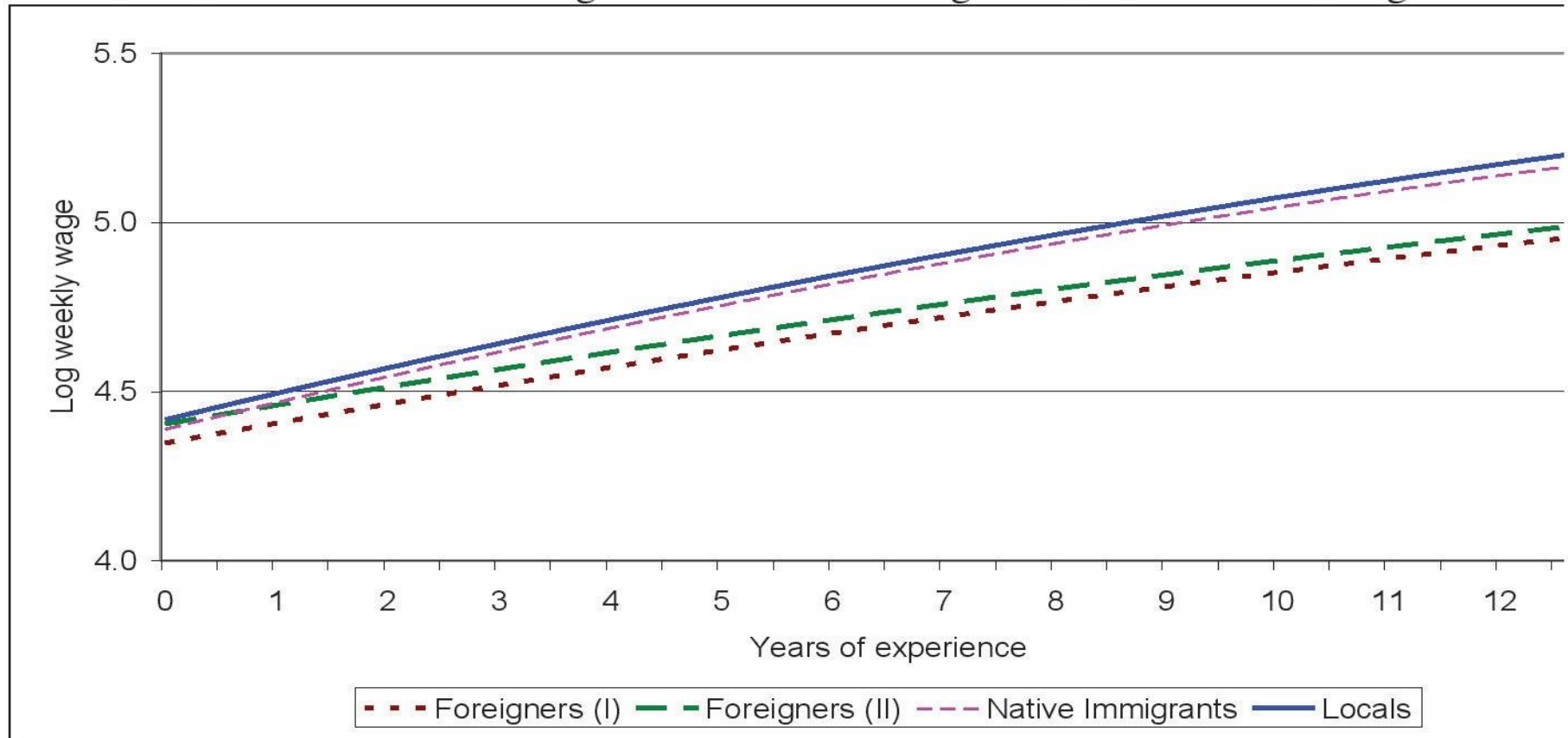
Source: WHIP, own calculations.

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e-discrimination

OAXACA DECOMPOSITION

→ *Affirmative action*
C.Knowles Myers The case of California, IZADP.1674, 2005

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the first for native workers and the second for foreign workers which will result in two different estimated vectors of coefficients and .

$$1. \; w_{in} = b_n X_{in} + \in_{in}$$
$$2. \; w_{if} = b_f X_{if} + \in_{if}$$

Given the average characteristics of native workers $\overline{X_n}$ — and foreign workers X_f and the estimated coefficients $\hat{b}_n$ and $\hat{b}_f$, the average wage for native and foreign workers can be computed as:

$$3. \; \overline{w_n} = \overline{X_n} \, \hat{b}_n$$

$$4. \; \overline{w_f} = \overline{X_f} \, \hat{b}_f$$

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$$\overline{Wn} - \overline{Wf} = (\overline{W}_n - \overline{W_n^c}) + (\overline{W_f^c} - \overline{Wf}) = (\overline{Xn} - \overline{Xf})\hat{b_n} + (\hat{b}_n - \hat{b}f)\overline{Xf}$$

Explained by the
different
characteristics

Unexplained by the
different
characteristics

Quantity

Prices

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- In general the wage differential is larger between female and male

- In general the unexplained part is larger for female than for immigrants

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Table 3 Daily log wage

	BIGTOWNpop				noBIGTOWNpop			
	1990		1998		1990		1998	
	Abs.	%	Abs.	%	Abs.	%	Abs.	%
Wage gap	0.10		0.20		0.07		0.15	
explained	0.09	84.6	0.14	69.8	0.08	112.1	0.11	74.9
unexplained	0.02	15.4	0.06	30.2	-0.01	-12.1	0.04	25.1
gender		-22.6		-16.2		-32.3		-21.9
age		1.6		3		3.8		1.9
Years of presence		41.2		13		62.7		17.5
Tenure with same empl.		7.1		6		16.8		13.9
Skill level		36.7		48.6		38.3		50.2
Sectors		-3.3		-0.3		-2.1		-1.4
Firm size		29.6		20.5		31.4		19
geo. area		-5.6		-4.8		-6.6		-4.2

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Conclusion

- Under assimilation prevails with different interpretation according to the specific study undertaken.

- The main policy issue driven from the empirical letterature is that unskilled assimilate less and that skilled migrants should be prefered because they assimilate more.

- If destination countries want to reduce the cost of under assimilation or invest in selection or invest in policies which reduce the negative carrier impact as education, training etc.

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Assimilation in the sociology literature

In classical sociology progressive change from a more diverse to a less diverse behaviour

The different paradigms

- The straight line assimilation process
  (Chicago School, Warner and Srole 1945)
- The melting pot (Glazer and Moyniham 1970)
- The bumpy line (Gans 1979)
- The segmented line (Portes and Zou 1993)

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European debate of the '80s focused on the policies

- France integration by assimilation

- Germany integration by separation

- The Netherland quasi melting pot Multicultural approach

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Labour market integration and determinants

Alessandra Venturini

Migrant integration and transnational links

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Integration in the labour market

Reduction of differences between similar groups over time (Alba Nee, 1997)

LF Participation,

Employment rate and Unemployment rate
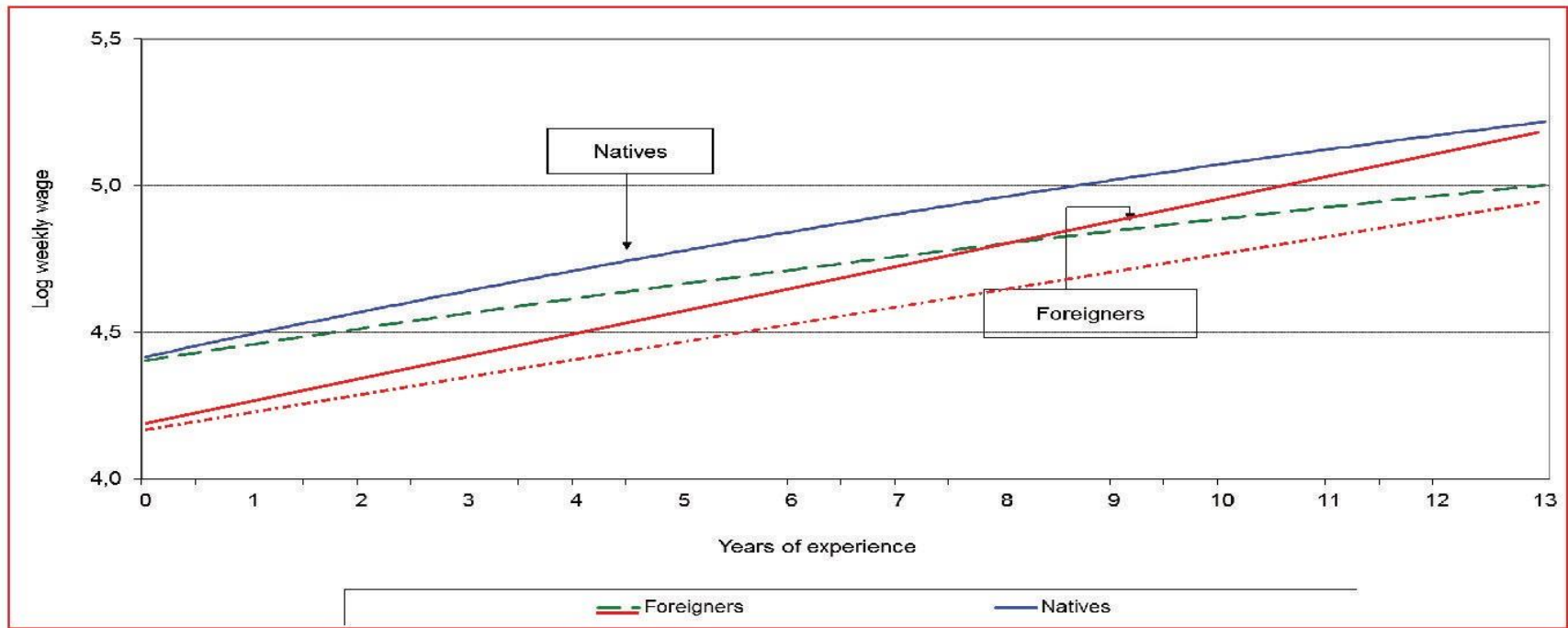
Duration of employment

Wage as synthetic index

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Figure 4. Experience- log wage profiles for migrants, and natives, blue collar males in manufacturing in the North West entering in the labour market at age 16.
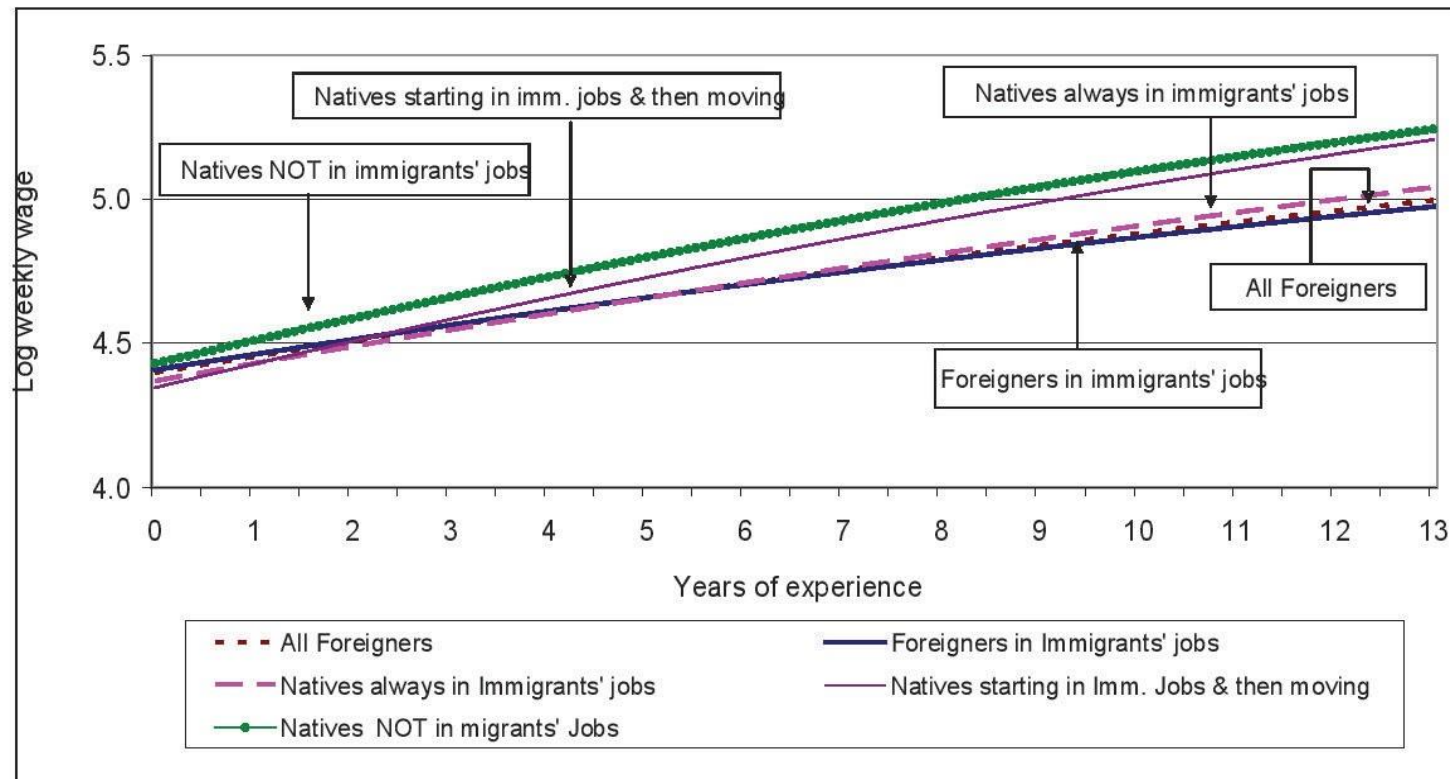
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But if we limit the analyses to the sectors where the migrants are more than 15%, which are 47 sectors on 160 and which employs 70% of the migrants and only 30% of the natives the picture change. Trap 58% of foreigners only 19% of natives do not move.

Figure 6. Experience- log wage profiles for foreign migrants, and locals, blue collar males in manufacturing in North West entering in the labour market at age 16 by type of jobs

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Migration policy:
entrance
selection
citizenship

Structure of the
Labour market

**Institution of the
LM**

Integration

Integration
policies

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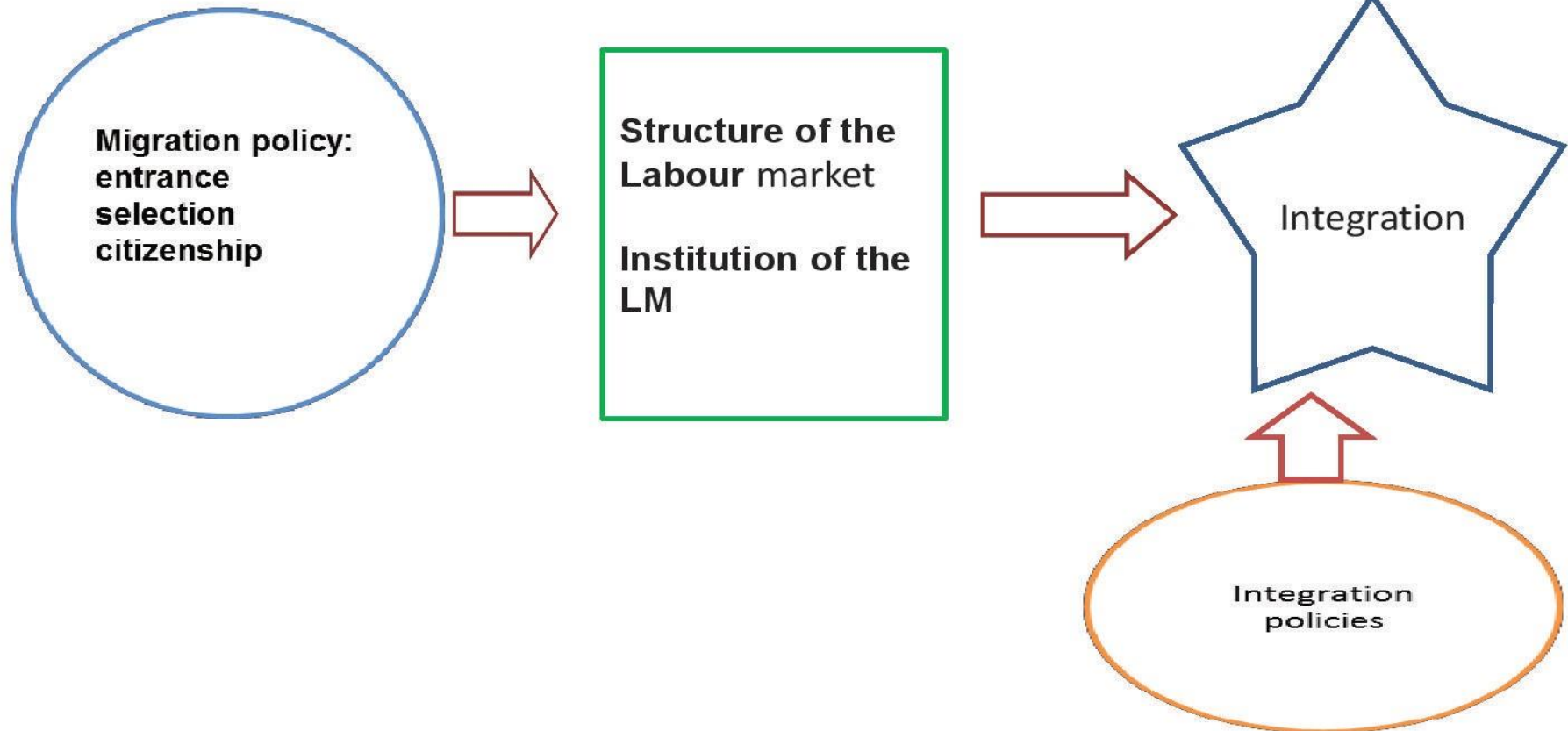of the European Union

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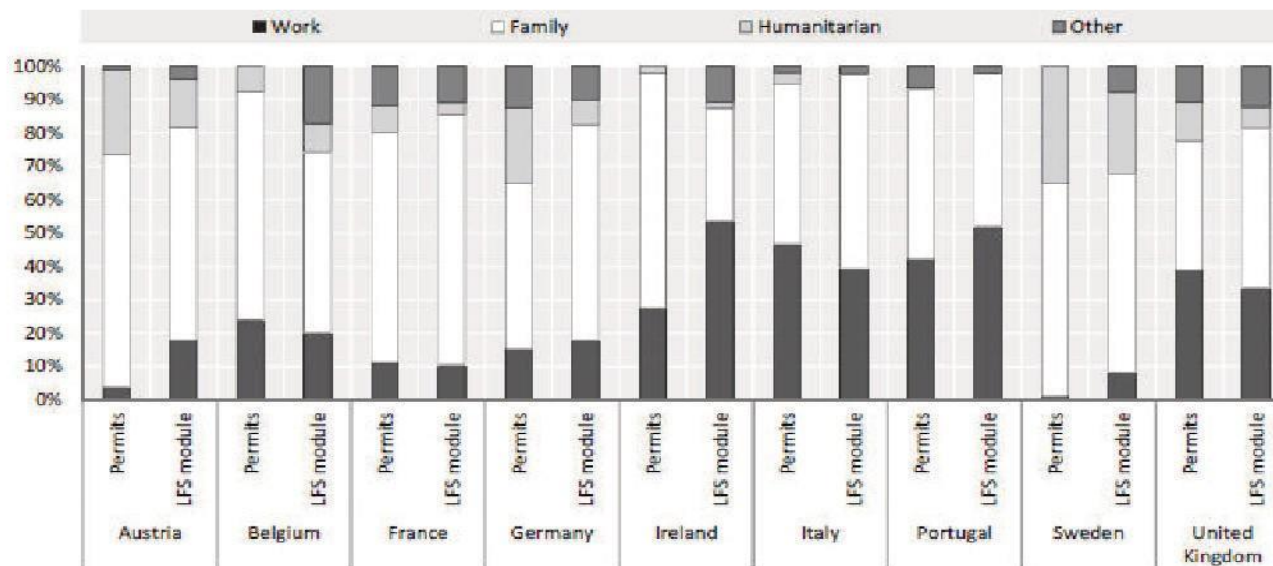
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Figure 2 A comparison of labour force survey and of OCDE standardized permit data
(non-EU migrants)   2005-08 cumulative

Source: Lemaître G., 2014, Migration in Europe, in Matching Economic Migration with Labour Needs, OCDE and EU, p.351

Source: Eurostat Labour Force Survey ad-hoc immigrant module and OECD standardised immigration.
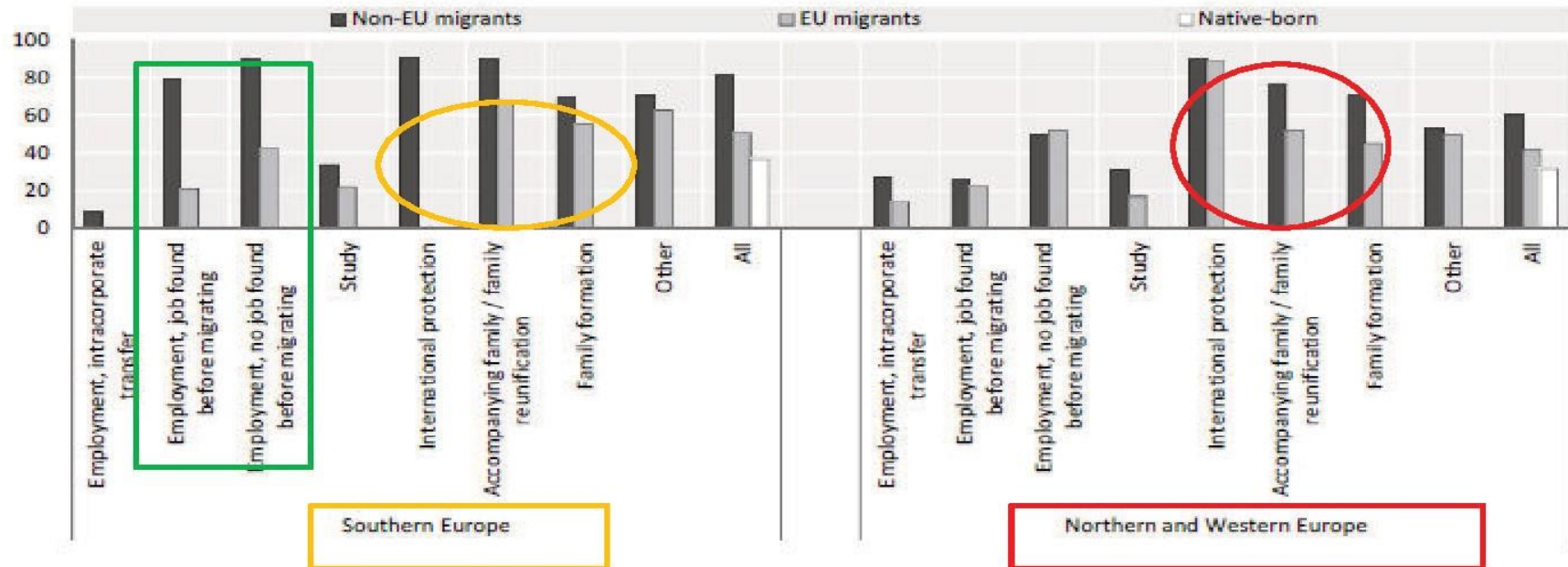
Figure 3 Overqualification rates of recent immigrants by reason for migrating and of native.born persons of the same age distributions, 2008

Source: Lemaître G., 2014, Migration in Europe,in Matching Economic Migration with Labour Needs, OCDE and EU, p.360

ISCO: International Standard Classification of Occupations.

Note: A worker is deemed to be overqualified if holding a tertiary degree and working in a job classified as medium or low-skilled (ISCO 4-9).

Source: Eurostat Labour Force Survey ad-hoc immigrant module.

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Variables used by the economist in understanding the assimilation of migrants in the labour

Individual variables				
Age (+)	Sex (+)			
Education (+)			Country of origin	
Occupation (+)				
Duration of staying	(+)		Country of origin	
Language	(+)		Country of origin	
Aggregate variables				
Ethnic Community	(+/-)		Country of origin	
Role of diaspora			Country of origin	
Selection of returns			Country of origin	

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- Control for Selection

- Economists control by the probability of leaving, with a first stage regression, which shows the **selection of the migrants remained in the country of destination**. They could be the **best or the worse**, their average quality depend of the attraction of sending country(C. Dustmann, 2001).

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- Analyses done at country level
- By nationality of the migrants
- No specific role to the migration policy
- Results are very idiosincratic and also the integration policies suggested
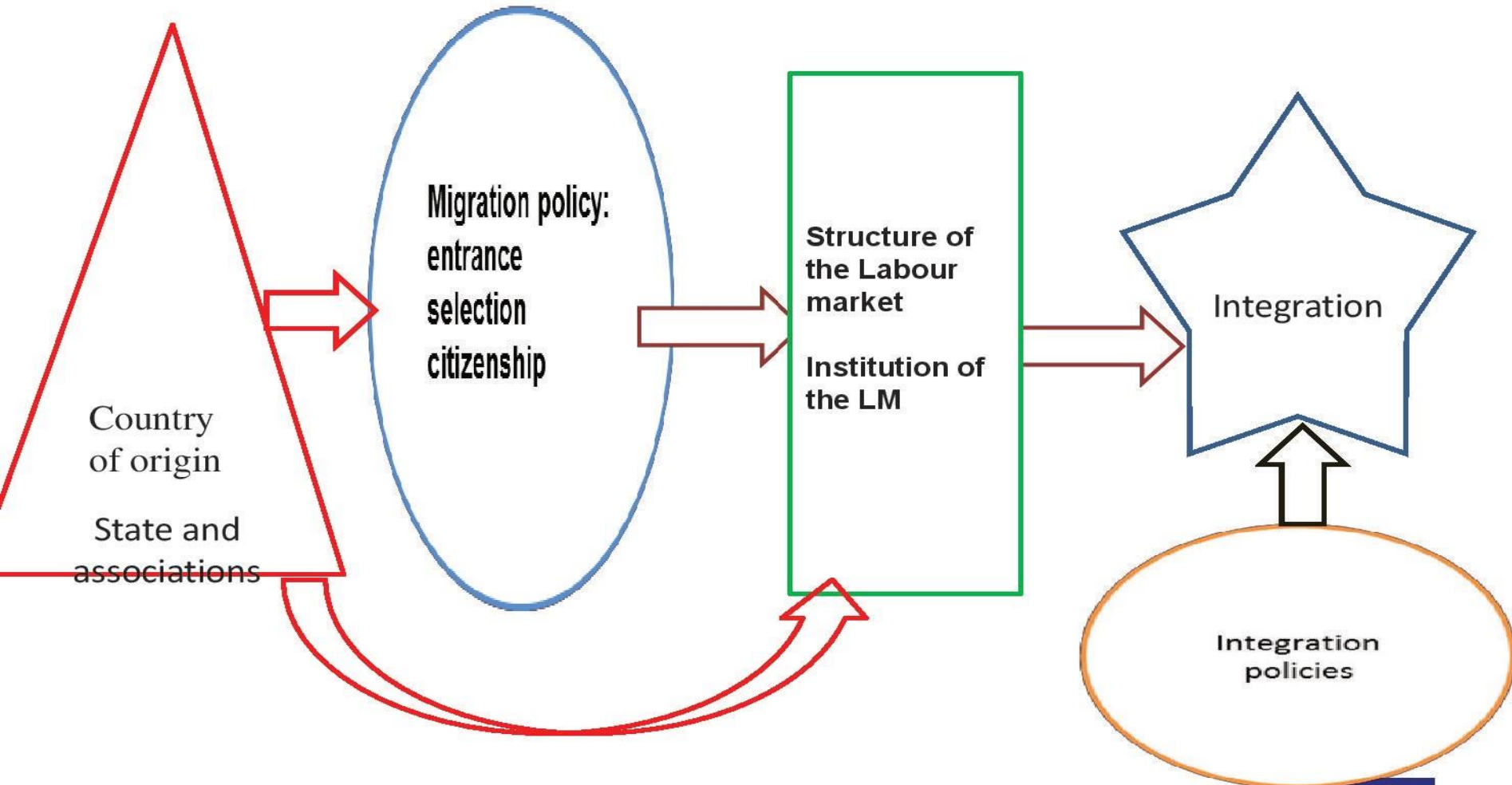- Role played by country of origin never mentioned

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State		Associations	
Citizenship law			
Implementation of citizenship law			
Incentive return			
Recognition of qualifications			
Job search and match			
		Protecting workers rights	
Educational training	i.e foreign language at school		
Pre departure training			

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State and association interventions

- Citizenship legislation and implementation which favours settlement (double passports)

- Cina incentives return of students

- Recognition of qualification

- *Better job search and matching i.e. Anapec Morocco*

- Protecting workers rights

- Educational training i.e. foreign language at school

- *Pre-departure training: legislation, minimum wage, rules of the labour market, the professionality required*

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Key Findings

MIGRATION POLICY CENTRE

LABOUR MARKET - ABSOLUTE INDEX							
LOW [0 ⊣ 0.36]		**LOW-MEDIUM [0.36 ⊣ 0.51]**		**MEDIUM-HIGH [0.51 ⊣ 0.69]**		**HIGH [0.69 ⊣ 1]**	
Morocco_ES	0.00	Turkey_BE	0.38	Turkey_UK	0.51	Ukraine_IT	0.69
Ecuador_ES	0.23	Ukraine_ES	0.42	Turkey_SE	0.52	Russia_DE	0.71
Morocco_BE	0.25	Tunisia_BE	0.42	Tunisia_IT	0.52	Ecuador_IT	0.71
Brazil_ES	0.26	Morocco_FR	0.44	Iran_SE	0.55	China_IT	0.72
Turkey_FR	0.27	Brazil_IT	0.45	India_IT	0.63	Moldova_IT	0.74
Russia_BE	0.27	China_BE	0.47	Morocco_IT	0.64	India_UK	0.78
Algeria_BE	0.29	Algeria_FR	0.47	India_BE	0.64	China_ES	0.82
Chile_ES	0.32	Tunisia_FR	0.50	Turkey_DE	0.69	Philippines_IT	0.96
China_UK	0.34	Pakistan_UK	0.51			Philippines_UK	1.00

Measuring the integration of migrants in the EU: a comparative multidimensional approach. *A. Di Bartolomeo , S. Kalantaryan and S. Bonfanti 2015*

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Key Findings

MIGRATION POLICY CENTRE

EDUCATION – ABSOLUTE INDEX							
LOW [0 ⊣ 0.14]		**LOW-MEDIUM [0.14 ⊣ 0.24]**		**MEDIUM-HIGH [0.24 ⊣ 0.33]**		**HIGH [0.33 ⊣ 1]**	
Turkey_SE	0.00	China_ES	0.14	Tunisia_FR	0.24	Russia_BE	0.34
Tunisia_IT	0.01	China_IT	0.14	Algeria_FR	0.24	India_BE	0.34
Philippines_IT	0.04	Ecuador_IT	0.16	Turkey_UK	0.25	Pakistan_UK	0.35
Morocco_IT	0.06	Morocco_BE	0.17	Ecuador_ES	0.26	Ukraine_ES	0.37
Turkey_BE	0.08	Turkey_DE	0.17	Algeria_BE	0.26	Russia_DE	0.39
Turkey_FR	0.08	Brazil_IT	0.17	Brazil_ES	0.29	India_UK	0.53
Iran_SE	0.09	Moldova_IT	0.20	Tunisia_BE	0.30	China_BE	0.56
India_IT	0.13	Ukraine_IT	0.21	Philippines_UK	0.32	Chile_ES	0.68
Morocco_ES	0.14	Morocco_FR	0.24			China_UK	1.00

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Key Findings

ACCESS TO CITIZENSHIP – ABSOLUTE INDEX

LOW [0 ⊦ 0.11]		LOW-MEDIUM [0.11 ⊦ 0.35]		MEDIUM-HIGH [0.35 ⊦ 0.63]		HIGH [0.63 ⊦ 1]	
IT_China	0.00	IT_Ukraine	0.12	BE_Russia	0.38	SE_Turkey	0.65
IT_Moldova	0.01	ES_Brazil	0.16	UK_India	0.38	FR_Tunisia	0.66
IT_Philippines	0.01	DE_Turkey	0.17	IT_Brazil	0.46	DE_Russia	0.69
ES_Ukraine	0.01	UK_China	0.18	UK_Pakistan	0.51	BE_Tunisia	0.72
IT_India	0.02	IT_Tunisia	0.24	BE_India	0.57	BE_Algeria	0.74
IT_Ecuador	0.03	ES_Chile	0.27	SE_Iran	0.60	UK_Philippines	0.74
IT_Morocco	0.05	BE_China	0.33	FR_Algeria	0.61	BE_Morocco	0.75
ES_China	0.07	ES_Ecuador	0.34	FR_Morocco	0.61	BE_Turkey	0.82
ES_Morocco	0.09	FR_Turkey	0.35			UK_Turkey	1.00

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