

Title: Labor of Love: Cross-Nativity Marriage and Immigrant Labor Force Participation Across European Union Member States

Abstract: Intermarriage has long been conceived as a critical component of immigrant integration (Davis 1941, Gordon 1964, Song 2009). More recently, cross-nativity marriage has been shown to improve immigrant labor force outcomes (Stevens et al. 2012, Dribe and Nystedt 2014, Furtado and Song 2015). A parallel yet separate line of research has shown that immigrant labor force outcomes are strongly influenced by the sociopolitical climate of the host society and the overall reception that immigrants receive upon arrival (Reitz 1998, Fussell 2014, Alba and Foner 2015). Given the recent rise in anti-immigrant sentiment across a number of immigrant-receiving societies, *has the value of cross-nativity marriage changed in any appreciable way and, if so, how and by how much?* This research seeks to address the abovementioned question through an analysis of European Union Labor Force Survey (EU-LFS) data harmonized with European Social Survey (ESS) and Migrant Integration Policy Index (MIPEX). In particular, we use multilevel structural equation modeling (MSEM) to look at substantive changes in immigrant labor force outcomes across nineteen European Union countries (Austria, Bulgaria, Cyprus, the Czech Republic, Germany, Estonia, Spain, France, Croatia, Hungary, Ireland, Lithuania, Latvia, the Netherlands, Poland, Portugal, Slovenia, the Slovak Republic, and the United Kingdom) from 2008 to 2018. Our setup allows us to address the following hypotheses:

H1A: Countries with higher cross-nativity marriage rates will have better labor market outcomes for immigrants

H1B: Countries with increased cross-nativity marriage rates over time will have improved labor market outcomes for immigrants over the same period

H1C: Countries with decreased cross-nativity marriage rates over time will have worsening labor market outcomes for immigrants over the same period

H2A: Countries with a higher proportion of migrating families to single migrants will have better immigrant labor market outcomes

H2B: Countries that see an increase in migrating families over single migrants over time will have increased labor market outcomes for migrants over the same period

H2C: Countries that see an increase in single migrants over migrating families over time will have worsening labor market outcomes for migrants over the same period

H3A: Unmarried immigrant women will have better labor force outcomes than married immigrant women

H3B: Unmarried immigrant men will have worse labor force outcomes than married immigrant men

H4A: Cross-natively married immigrants are more likely to be self-employed than other immigrants

H4B: Immigrants are more likely to be self-employed in countries with more inclusive integration policies

H5A: Countries with more egalitarian integration policies will have better labor force outcomes for all immigrants

H5B: Countries with better gender equality provisions will have better labor force outcomes for all immigrants

H5C: Immigrants with higher educational attainment will have a greater likelihood to be employed in the professional sector in countries with more egalitarian integration policies

H6A: Countries with higher levels of social trust will have better labor force outcomes for all immigrants

H6B: Countries with greater levels of openness to outsiders will have better labor force outcomes for all immigrants

Preliminary results suggest the following:

H1 Set: Mixed support for the influence of cross-nativity marriage on immigrant labor market outcomes (marriage to a native-born spouse increases an immigrant's likelihood of employment and this effect is stronger in countries with higher cross-nativity marriage rates, but increases or decreases in the cross-nativity marriage rate do not seem to affect immigrant labor force participation)

H2 Set: Undetermined (we are still constructing variables to address these)

H3 Set: Mixed support for the H3A hypothesis (unmarried immigrant women are actually less likely to be employed but more likely to participate in the labor market than married immigrant women) and strong support for H3B

H4 Set: Strong support for these two hypotheses

H5 Set: Indirect effects for all three of these variables (policies do not directly affect individual-level outcomes but do moderate the strength of the cross-nativity marriage effect)

H6 Set: Strong support for these two hypotheses

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