

Contents

Acknowledgements	7
List of Figures.....	9
List of Tables.....	11
1 Introduction	13
1.1 Motivation	13
1.2 A short history of immigration to Germany	14
1.3 Contents of the three essays	17
1.3.1 Two different approaches explaining the immigrant-native wage gap ...	17
1.3.2 Family migration	21
1.4 Data basis	23
1.4.1 ALWA-ADIAB	23
1.4.2 LPP	24
1.4.3 IAB-SOEP Migration Sample	24
1.5 Structure of the thesis	25
2 Job mobility as a new explanation for the immigrant-native wage gap: A longitudinal analysis of the German labor market	27
2.1 Introduction	27
2.2 Theoretical background and previous literature	28
2.2.1 The immigrant-native wage gap	28
2.2.2 Job mobility and its impact on wage inequality	29
2.2.3 Differences in job mobility patterns	31
2.3 Analytical approach	33
2.3.1 Data and sample restriction	33
2.3.2 Variables and operationalization	34
2.3.3 Statistical method	36
2.4 Results	37
2.4.1 Descriptive results	37
2.4.2 Multivariate results	39
2.5 Robustness checks	43
2.6 Conclusion	44

3	Does personality matter? The impact of the Big Five on the migrant and gender wage gaps	47
3.1	Introduction	47
3.2	Related empirical literature	48
3.2.1	The Big Five and migration status	48
3.2.2	The Big Five and gender	49
3.2.3	Non-cognitive traits in a wage framework	49
3.3	Research questions and derived hypotheses	51
3.4	Data and methods	53
3.4.1	Sample description	53
3.4.2	The methods	54
3.4.3	Mitigating endogeneity concerns	56
3.5	Descriptive statistics	57
3.5.1	Description of the Big Five personality dimensions	59
3.6	Results	61
3.6.1	Baseline Mincer equations	61
3.6.2	Wage differences between the groups	62
3.6.3	Split samples	65
3.6.4	Unconditional quantile regressions	66
3.6.5	Oaxaca-Blinder decomposition	67
3.7	Robustness checks	70
3.8	Concluding remarks	72
4	Labor market integration of migrants: Are family migrants worse off?	73
4.1	Introduction	73
4.2	Migration and family status	75
4.2.1	Family investment theory	75
4.2.2	Tied mover theory	77
4.2.3	Different types of family migrants	78
4.3	Data and methodology	81
4.3.1	Sample description and operationalization	81
4.3.2	Identification strategy	83
4.3.3	Statistical method	86

4.4	Descriptive statistics	87
4.4.1	Transition into first employment	87
4.4.2	Employment stability	90
4.4.3	Wages	92
4.5	Multivariate results	94
4.5.1	Transition into first employment	94
4.5.2	Employment stability	98
4.5.3	Wages	102
4.6	Robustness checks	104
4.7	Conclusion	105
5	Conclusion and Outlook	109
5.1	Main findings	109
5.2	Limitations and further research	111
5.3	Policy implications	112
	Bibliography	115
A	Supplements: Job mobility.....	125
B	Supplements: Does personality matter?	131
C	Supplements: Are family migrants worse off?	141
	Abstract	157
	Kurzfassung	159