

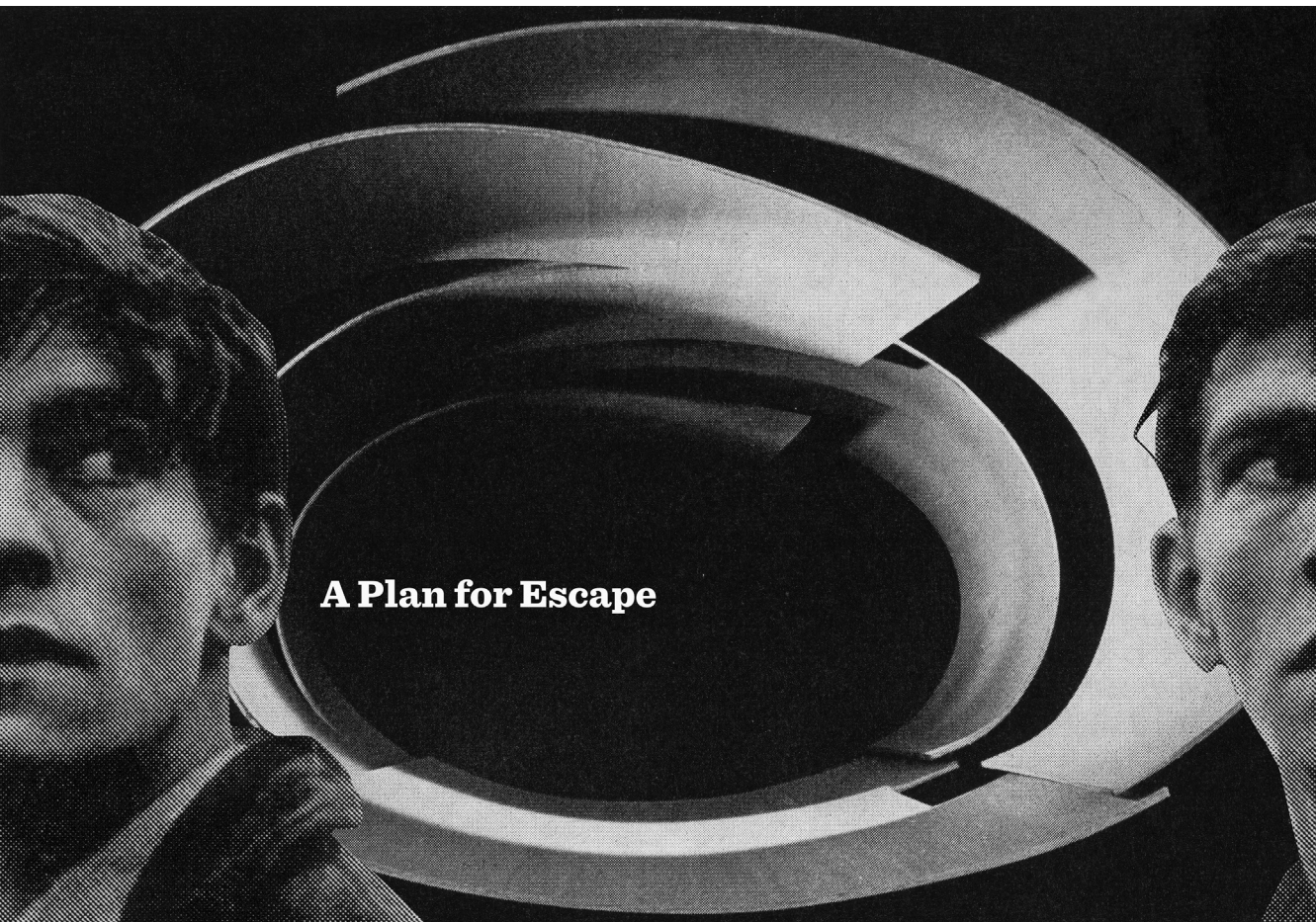
UNIVERSITY OF COPENHAGEN
FACULTY OF SOCIAL SCIENCES



Labour Market Integration

On the multiple dimensions of immigrant
labour market integration

PHD DISSERTATION 2018 · JONAS FELBO-KOLDING



A Plan for Escape

Labour Market Integration

On the multiple dimensions of immigrant labour
market integration

Jonas Felbo-Kolding

Department of Sociology, University of Copenhagen

Name of department: Department of Sociology
Author: Jonas Felbo-Kolding
Title and subtitle: Labour Market Integration: on the multiple dimensions of immigrant labour
market integration
Advisor: Søren Kaj Andersen
Submitted on: February 15, 2018

PhD Dissertation 2018 © Jonas Felbo-Kolding
ISBN 978-87-7209-145-7 (Printed book)
ISBN 978-87-7209-155-6 (E-book)
Printed by SL grafik, Frederiksberg, Denmark (slgrafik.dk)

TABLE OF CONTENTS

<i>ACKNOWLEDGEMENTS</i>	5
<i>INTRODUCTION</i>	7
1. RESEARCH QUESTIONS	8
2. THE LABOUR MARKET INTEGRATION OF CEE IMMIGRANTS	9
3. THE EMPIRICAL CONTEXT OF THE DISSERTATION – THE DANISH LABOUR MARKET	10
4. THE ARTICLES OF THE DISSERTATION	11
5. THEORETICAL FRAMEWORK	15
6. DATA AND METHODS	26
7. CONTRIBUTIONS AND LIMITATIONS OF THE DISSERTATION	37
REFERENCES	43
<i>ARTICLE ONE: LIVING HOURS UNDER PRESSURE: FLEXIBILITY LOOPHOLES AND THE DANISH IR-MODEL</i>	
1. INTRODUCTION	51
2. SECURING A LIVING WAGE IN PRIVATE SERVICES – A LITERATURE REVIEW	53
3. METHODS AND USED DATA SETS	55
4. REGULATING LOW-WAGE WORK IN DENMARK: THE DANISH IR-SYSTEM AND COLLECTIVE AGREEMENTS ON WAGES AND WORKING TIME	56
5. ACTUAL HOURLY WAGES AND YEARLY INCOME LEVELS – FULL-TIME WORKERS AND PART-TIME WORKERS COMPARED	57
6. CONCLUSION AND DISCUSSION	61
REFERENCES	63
<i>ARTICLE TWO: LABOUR MARKET SEGMENTATION BY REGION OF ORIGIN: THE CASE OF INTRA-EU MIGRANTS IN THE UK, GERMANY AND DENMARK</i>	
1. INTRODUCTION	70
2. LABOUR MARKET SEGMENTATION OF IMMIGRANTS IN WESTERN EUROPE: THEORETICAL EXPLANATIONS AND HYPOTHESES	72
3. DATA AND METHODS	76
4. RESULTS: SEGMENTATION BY REGION OF ORIGIN?	79
5. DISCUSSION AND CONCLUSION	86
REFERENCES	90
APPENDIX	95
<i>ARTICLE THREE: THE UNIONISATION OF IMMIGRANT WORKERS – LONG-TERM CENTRAL AND EASTERN EUROPEAN IMMIGRANTS IN DENMARK</i>	
1. INTRODUCTION	100
2. UNIONISATION AMONG WORKERS	101
3. DATA AND METHODS	104

4. RESULTS	111
5. DISCUSSION AND CONCLUSION	120
REFERENCES	123

***ARTICLE FOUR: DECOMPOSING THE NATIVE-IMMIGRANT EARNINGS GAP –
LONG-TERM CENTRAL AND EASTERN EUROPEAN IMMIGRANTS
IN DENMARK***

1. INTRODUCTION	129
2. APPROACHES TO NATIVE-IMMIGRANT EARNINGS GAPS	132
3. DATA AND METHODS	136
4. DESCRIPTIVE STATISTICS	140
5. RESULTS	143
6. DISCUSSION AND CONCLUSION	154
REFERENCES	158
APPENDIX	163

DANSK RESUMÉ ***167***

ENGLISH SUMMARY ***169***

ACKNOWLEDGEMENTS

This dissertation was written during my enrolment as a PhD fellow at the Department of Sociology at the University of Copenhagen from 2014 to 2018. Writing a dissertation can be a lonesome experience at times, and this dissertation would not have been possible had it not been for all the crucial support at different stages over the three years. For that, I wish to thank a number of people.

The dissertation is partly funded by a grant from the Danish Ministry of Employment and partly by the five-year research programme of FAOS, Employment Relations Research Centre, at the Department of Sociology at the University of Copenhagen. I wish to thank all of the people at FAOS for creating a stimulating research environment throughout the entire period. To my supervisor, Søren Kaj Andersen, special thanks for believing in my project and abilities enough to ensure the financial foundation for my project, for always finding the time for a quick talk, and, not least, for trying to keep me on track over the years, not an easy task. Special thanks go to Carsten Jørgensen for making our shared office an almost homely place to be, and to Christian Lyhne Ibsen for self-sacrificingly offering your help at a crucial stage when you had more than enough to keep yourself busy, but still took time out to help me, which made a great difference. I have, furthermore, benefitted immensely from inputs over the years by Anna Ilsøe and Trine Pernille Larsen (co-authors of article one), Jens Arnholtz, Jesper Due, Nana Wesley Hansen, Patricia Thor Larsen, Jørgen Steen Madsen, Louise Weber Madsen, Mikkel Mailand and Steen Navrbjerg. I wish to express my gratitude to Anna Christine Schmidt, Nanna Stærmosse, Sarah Ann Ansel-Henry, Johan Jacobsen, Ane Kristiansen, Cecillie Toft Nørgaard, Clara Blicher Winther, Felicia Reintoft, and Mikkel Krogh. Thank you for all of your patient help over the years.

During the research for this dissertation, I had the pleasure of spending a semester at the Sociology Department at Brown University in the United States, where Prof. David Lindstrom was kind enough to not only arrange for an office, but also to include me in his stimulating course on event history analysis. I also wish to thank the graduate students at Brown for making me feel welcome when I arrived without knowing a soul in Providence. Special thanks go to Yashas Vaidya, Rebecca Wang, Svenja Kopyciok and Thomas Marlow. I hope to see you all again in the future.

Throughout the years, I have been fortunate enough to have many colleagues comment on my work. Thanks in particular to Sarah Christine Swider for our always thought-provoking talks and, not least, your engaging and constructive comments on my work. They have definitely helped improve the dissertation significantly and, perhaps even more so, made me reflect on research in new ways. To Janine Leschke (co-author article three) for your insightful advice on everything from drafting the introduction

over publication strategies to believing in our joint article even in the face of obstacles, for which I also owe Thees Spreckelsen (co-author article three) thanks. To the participants at the annual international workshops on industrial relations in Budapest (2015), Copenhagen (2016), and London (2017) for all your insightful comments. To Jon Erik Dølvik and the PhD fellows at the Department of Sociology (former, present and visiting) for your always constructive comments.

The research would not have been possible without the assistance of the people at Statistics Denmark, who helped with the collection of survey data and guided me into the complex world of administrative register data. Moreover, thanks to the 1,778 Polish and Romanian long-term immigrants who, by patiently completing the survey, gave me a unique window into their thoughts and experiences on labour market integration in Denmark.

To my dear family and friends, thank you for your endless support and love, I look forward to spending more time with all of you in the future.

Finally, a number of special people deserve their own separate thanks. To Simon, as you, of course, already know, I have struggled to find the right words to express my thanks to you. We both know that I could write several pages or perhaps even a separate dissertation on your importance to this project as well as in life more generally. However, we also know that you would then have me condense that to two sentences, getting rid of all the wordiness. So here goes: it is impossible to say all of that in two sentences and you know it. Therefore, I will not do it and you cannot make me! Instead, I will summarise it in one sentence. Thank you for being you!

To my three children, Nikoline, Samuel and Johanna, thank you for being your own wonderful selves and thereby reminding me every day that regardless of what anyone might think of my academic accomplishments, good or bad, I have already succeeded far beyond my wildest aspirations in what matters the most.

To my wife, Henriette, thank you for not just keeping up with me, which I know, at times, is more than a little challenging. Thank you for believing in me, even when I did not. Thank you for making it possible for me to pursue my work-life ambitions by literally doing everything at home without making me feel too guilty, and, having three children, that says a lot. Your tireless ability to make our family a safe haven in times of work-life struggles is admirable and unparalleled. I love you more than you know!

INTRODUCTION

Over the last few decades, the integration between economies and labour markets across the globe, and especially within the European Union (EU), has increased. As a result, immigrants' labour market integration is one of the major challenges facing Western European states today, not least because of the increasing migration flows coming from Central and Eastern Europe (CEE) and countries outside the EU. On the positive side, labour immigrants may, for example, through targeted recruitment efforts, be a source of labour to alleviate employers' short-term demands during periods of economic boom, thereby positively affecting the state budget through the taxation of firms' profit and individual workers' labour market income. Immigrants may also be part of a more general longer-term solution to structural shortages of labour due to demographic challenges. On the negative side, if immigrants fail to integrate successfully into the receiving labour markets, it undermines the fiscal basis of the state and challenges the individual immigrant's and later generations' broader social integration and welfare.

Labour market integration, at an overall societal or political level, is often defined in binary terms as integrated if employed and not integrated if not employed. However, such a simplistic understanding misses the multidimensionality of labour market integration. Over the last two to three decades, labour markets across the Western world have experienced an overall process of flexibilisation that has led to a general increase in atypical or non-standard forms of employment (Castells 1996; Kalleberg 2009, 2011; Standing 2011).¹ As a result, labour market integration currently takes on a multitude of forms. In order to understand more fully the labour market integration of natives and immigrants today, we first need to focus on the multiple dimensions of integration (earnings, working hours, employment stability, hourly wages, unionisation, etc.). Second, we need to distinguish the experiences of different groups in order to understand their degrees of integration and the processes that led to integration. Third, we need to focus on the factors that influence both the degree of integration and the process leading to it.

The rest of the introduction is structured in the following manner. First, I present the overall research questions guiding the dissertation. Second, I focus on the labour market integration of CEE immigrants. Third, I present the primary empirical context of the dissertation, i.e. the Danish labour market. Fourth, I briefly present each of the four articles with a focus on how it contributes to answering the overall research questions. Fifth, I present the overall theoretical framework of the dissertation with a focus on the concept of labour market integration in different strands of literature and the factors

¹ Throughout the dissertation, I choose to primarily use the terms atypical or non-standard forms of employment instead of, for instance, the frequently used term precarious employment (Kalleberg 2009).