

## Self Selection among Emigrants: A Gender perspective

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*This article examines gender differences in self selection among emigrants, and more particularly, gender specific linkage between education, occupation and emigration. My analysis focuses on Israel, an interesting case study regarding migration process where emigration of Jews from the state has been discouraged by governmental authorities since its establishment. A complex interaction between innovation and traditional forces and its outcomes on women's position in the local labor force increases the significance to research from a gender perspective. I use unique and innovative register-based emigration stock linked to the Labor Force surveys for the years 2001-2007. The results of the preliminary analysis support the hypothesis that there is greater positive selectivity among women emigrants from Israel, with respect to education and occupation, than among men.*

In recent years we witness a growing interest of women in the migration process. Women now comprise 50% of the international migration stock, but very little has been said about sex differences in the migration process and its outcome. Gender differences in emigration were not explicitly considered in micro-economic models.

According to Self Selection theories (micro-economic models), migrants are viewed as individuals, rational actors, who decide to move based on cost-benefit calculations; the individual migration behavior is guided by the search for better economic opportunities. Self Selection assumes that emigrants do not represent a random sample of the home country population; rather, they are selected in a systematic way from the relevant distribution. Previous Self selection researchers considered the selectivity process as similar for men and women, gender was considered as one more variable in the self selection equation.

There is a debate among researchers regarding emigrants' qualities, positive self selection emphasizes that the emigrants are the most able and poses the high education on average in comparison to the local population in the homeland country: Chiswick's (1978) analysis supports the idea that migrants are more able and more motivated than non-migrants; Portes and Rumbaut (2006) show that on average, immigrants to the United States from countries with low overall levels of education, such as India and Egypt, had high educational levels compared to the population in the countries of origin. Gould and Moav (2007) show that the probability to emigrate from Israel is 2.5 times higher for educated men than for those with less education.

On the other hand, Borjas (1987, 1994) criticizes the positive selection hypothesis by emphasizing the rewards to education in the country of origin. In countries with higher differential skill rewards, in comparison to destination country, the emigrants will be drawn from the lower tail of the income distribution.

There is some evidence for previous research with relevance to self selection with a gender perspective: higher returns to education can be expected for Mexican women in US because of greater gender discrimination in the Mexican labor market; Higher education levels raise the odds of female migration as they lower the odds for male migration and a gender-specific linkage between education and migration, with female but not male migration positively selected for education (Stecklov et al, 2010). Reasons for positive self selections among women rather than man can be related to gender discrimination in the local labor market as found in Mexico and in Albania. This discrimination can be detail to gender differential returns to education, also to inequality in employment opportunities for men and women and women's odds of attaining lucrative managerial positions.

This paper aims, in addition to discussing the gender perspective, to expand the self-selection equation into wider fields rather than focusing only on education and income. I wish to examine the position of an individual in the labor force market pre-emigration.

The Israeli case is interesting regarding questions of emigration and gender for several reasons: emigration of Jews from Israel has been discouraged by governmental authorities since the establishment of the Israeli state. The emigration from Israel considered as stable in recent years: average emigration rate was 2.4 per 1,000 residents during the period 1990-2005. There is positive selectivity for men emigrating from Israel due to general lower rewards to education in Israel then in destination countries; women's selectivity has not been examined, yet. A complex interaction between innovation and traditional forces and its outcomes on women's position in the local labor force increases the significance to research from a gender perspective. Regarding women's status in the labor force, there is greater gender inequality in the labor market with regards to gender inequality in earnings, gender differences in returns to education and differential odds of attaining lucrative managerial positions. This inequality conditions between men and women in Israel should be test as a ground for a greater positive selection of women emigrating from Israel than men.

Based on these theoretical considerations, I hypothesize that there is greater positive selectivity among women emigrants from Israel, with respect to education and occupation, than among men.

A unique register-based data of the emigration stock from Israel for the year 2011 is an innovative micro-level source. This stock conducted by a combination of several administrative files provides wide and comprehensive information that allowed for accurate calculation of who in the population left the country for a long period of time. The individual information enables me to merge the data with other socioeconomic and demographic data. This stock was linked to the

Israeli Labor Force surveys for the 2001-2007. The sample comprises 64,171 individuals, ages between 21 and 40, as presented in table 1.

In this paper I will present logistic regression models of the effect of socio economic and demographic characters on the odds of emigrating. In addition to the traditional variable used in the self selection equation such as education and income I will add occupational variables such as occupations, managerial position, private and public sector. Demographic characters such as marital status, number of children and their age will also participate in the analysis. The analysis will be on individuals from a cohort perspective: the samples will be divided to four age groups, in order to control differentiation that is caused due to age differences. The initial findings that presented in this extended abstract will be focus on age group between 30 and 34.

According to table 2, the emigrants are more educated than non emigrants. Regarding gender differences, the gap between emigrating women and non emigrating women (1.4 year) is higher than the gap between the two men's groups (1 year). As for the educational distribution, more emigrating women are drawn out of the 16+ years of education portion than men. More than 53% of the emigrating women have 16+ years of education, 20% more than the local population.

Table 3 present occupational characters of the emigrants compared to non emigrants. The results show that though women portion in high non manual occupation is not the largest, most of the emigrant women are drawn out of it. Whereas more Israeli women are employed in low-non manual occupations, women with academic occupations, free professions, and managerial positions are prone to emigration. As for men, emigrants are drawn relatively as their part of the general occupational distribution.

The results of the preliminary analysis support the hypothesis that there is grater positive selectivity among women emigrants from Israel, with respect to education and occupation, than among men. Additional analysis will control education, income, labor force position and demographic characters of the individuals in order to reinforce this paper hypothesis.

Table 1: Emigration Percentage, Men and Women, Jews Only.

	Emigrants	Non-Emigrants	Total
Men	2.86	97.14	31,286
Women	2.30	97.70	32,885
<i>N</i>	1,652	62,519	64,171

Table 2: Educational Characteristics of Israeli Men and Women, Emigrants and Non-Emigrants, Age 30-34, Jews only.

	Men		Women	
	Emigrants	Non-Emigrants	Emigrants	Non-Emigrants
Years of Education (SD)	15.1 (3.21)	14.11 (3.04)	15.55 (3.34)	14.13 (2.95)
Educational Distribution				
0-11	10.78	11.11	7.85	7.51
12	14.22	28.59	15.03	31.66
13-15	28.92	27.78	24.28	26.34
16+	46.08	32.52	53.18	34.15
<b><i>N</i></b>	<b>204</b>	<b>7,318</b>	<b>173</b>	<b>7,831</b>

Table 3: Occupational Distribution of Israeli Men and Women, Emigrants and Non-Emigrants, Age 30-34, Jews only.

	Men		Women	
	Emigrants	Non-Emigrants	Emigrants	Non-Emigrants
Occupational Distribution <sup>1</sup>				
High non-manual	51.15	45.94	56.2	45.14
Low non-manual	17.81	24.24	29.2	46.82
High manual	25.29	24.71	7.3	3.32
Low manual	5.57	5.11	7.3	4.71
<b><i>N</i></b>	<b>174</b>	<b>6,143</b>	<b>137</b>	<b>6,236</b>

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<sup>1</sup> Occupations are categorized as: High Non-Manual (academic occupations, free professions, managers), Low Non-Manual (clerks, agents, sales men and staff services), High Manual (professional employees on agriculture, industry and building) and Low Manual (non professional employees)