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Master's Thesis of Sociology

Network-based job searching and the labor market outcomes of female marriage migrants

– The effect of social ties and length of residence –

사회연결 기반의 구직과 여성결혼이민자의 직업:
연대와 체류기간의 효과 중심으로

August 2022

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Abstract

It has been widely acknowledged in the migration and labor scholarship that social ties are important channels through which migrants find opportunities and integrate in the labor market of their destination countries. The impacts of relying on social ties on the labor market outcomes show mixed results in many studies as they depend on individual-level factors, group-level factors, and structural contexts of the sending countries and the destination countries. In the South Korean context, female marriage migrants as one of the major long-term immigrants have been receiving attention from various sectors including the government and the civil societies. As on average their numbers have been increasing, their socioeconomic integration has become one of the main issues that need to be examined further. It is known that marriage migrants generally benefit from social networks and social capital of different sources, but it is not clear what type of social ties are useful in the context of job searching for marriage migrants and whether the effect differs for newer and older migrants. Specifically, the effects of network-based job search methods on the labor market outcomes and their varying effect on the labor market outcomes by the length of residence of migrants have been neglected in the field. This study adopts the lens of the strength of ties and ethnic social capital in examining the association between social network-based job search methods and the labor market outcomes of female marriage migrants. The hypotheses that, controlling for other variables, the effect of each job search method on being employed and type of occupations marriage migrants have is different for the total sample and for each ethnic group

is tested. Moreover, the hypothesis that the effect of each job search method on being employed and type of occupations marriage migrants have also differs by the length of residence is also examined. Analyzing the data from the National Survey of Multicultural Family 2018, the study aims to examine the effect of network-based job search methods on the labor market outcomes of marriage migrants and how the effect on labor market outcomes differ by the period of time migrant have settled in the host society. The analysis method includes binary logistic regression on the employment status of marriage migrants, binary logistic regression on the employment of marriage migrants' ethnic subsamples, and multinomial logistic regression on the type of occupations. The overall result confirms that the effect of network-based job search method on the employment status of female marriage migrants varies for the total sample. Job searching through coethnic strong tie yield higher odds of being employed, but when taking the effect of length of residence into account, job search through Korean weak tie shows higher odds of being employed. This confirms that while coethnic strong ties are initial important source of labor market mobility, Korean weak tie as host-country specific becomes more important as migrants adapt to the host society over time. For each ethnic subsample, Korean-Chinese, Chinese, Vietnamese, and other Southeast Asians show different patterns of reliance on social ties, even after taking into account the effect of length of residence. However, a test on the effect of job search methods on the type of occupations marriage migrants have showed a mixed result. This study contributes to the scholarship by considering the temporal dimension of economic integration through the lens

of network-based job search activities, showing that each type of social ties can render useful paths to economic integration at different stages of migrants' adaptation to the host society

Keyword: Female marriage migrants, Employment, Labor market outcome, Job search method, Social ties

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Chapter 1 Introduction

Since the onset in the 1990's, marriage migration in South Korea has become an established migration trend, and tremendous efforts have been made to improve the socioeconomic integration of marriage migrants on the side of the government, the civil society, and the multicultural families themselves. The issues of language barrier and acculturation that caused concerns among policymakers have become less problematic as the length of residence of marriage migrants become longer, their own community more established, and the government service provision more stable and wide-ranging. (Han, 2013) However, it is a fact that a large proportion of multicultural families are low-income families and economically unstable. This circumstance is likely to have negative impact on the integration of marriage migrants as they find their families on the verge of poverty. (Kim and Choi, 2018) However, not only because of necessity but also immigrants' economic participation, the quality of their employment, and the occupational choices are indicative of their integration in the destination society. (Yu, 2018) Moreover, the majority of marriage migrants themselves express needs to participate in the workforce. (Statistics Korea, 2018) Therefore, it is crucial for us to understand what can improve their economic situations. This study begins from the point of view that, in order to understand the economic integration of marriage migrants better, not only economic participation itself is important. Apart from employment status as the first-step indicator when examining immigrants' integration, occupational choice is also one of the leading indicators of the labor market integration of immigrants because reflects the outcome

of educational attainment and the skills required to perform the job and, to a certain extent, it can also reflect the income associated with the job. (Lancee, 2012)

Understanding the association between job search methods through different types of social network, and the labor market outcomes can bring insights into the patterns of labor market integration and migrants' job search-focused policy implications.

According to the sample of female marriage migrants whose nationality by birth are Korean-Chinese, Chinese, Vietnamese, Filipino, Thai, and Cambodian, 62.89% were employed and 37.11% were unemployed. Among those employed, 27% were sales and service workers, 25% were semi-skilled manual workers, 25% were elementary workers or simple manual workers, and 23% were professionals, managers, or clerical workers. (Statistics Korea, 2018) In a similar fashion to many immigrant groups across different locations, the statistics tell us that more than half of female marriage migrants relied on their social networks as a job search method. From our sample, while approximately 58% of marriage migrants used social network-based job search methods, the rest 42% opted other methods including formal channels, private agencies, and other channels. Among those who used social networks as a job search method, 44% used coethnic weak tie as a job search method, followed by Korean weak tie, coethnic strong tie, and Korean strong tie account for 23%, 21%, and 13% respectively. Of those who were employed, roughly 42% said they found their jobs through other channels which are not network-based, meaning more than half still relied on their social ties as a job search method. 27% relied on their coethnic weak ties. The rest 13%

got employed through Korean weak tie, and 12% and 6% used coethnic strong tie and Korean strong tie respectively. This shows that the majority of marriage migrants relied on their social networks to enter the labor market, and their choice of occupations could be directly or indirectly influenced by the type of social ties they rely on.

The former literature has contributed to our understanding of marriage migrants' economic participation, especially in terms of the influence of family factors, human capital, acculturation, ethnic social capital has on their employment. However, the question of what kind of social networks, particularly the strength of ties, contributes to labor market outcomes of marriage migrants has been so far neglected. According to the National Survey of Multicultural Families 2018, more than half of network-based job search methods, not formal methods, were used by marriage migrants in finding a job, demonstrating the unchanging importance of mobilizing social networks in economic participation and occupational mobility of migrants. Similar to the situations of migrant groups across the world, marriage migrants face entry barriers and discrimination in certain occupations and the devaluation of their human capital. This likely explains the large proportion of them using social networks in job search process. The examination of the influence of social network on the labor market outcomes of immigrants have been the central attention of migration scholars for decades. Yet, the results are still mixed across different receiving locations and ethnic groups. Not all ties are equally valuable. One must consider the network characteristics and the social context of the receiving society. A handful literature about the labor market

outcomes of marriage migrants in South Korea have adopted the social network as social capital approach, but the importance of tie strength and ethnic capital of the networks have not been studied together. Moreover, the former literature treated social networks as static and ready to be accessed or utilized immediately when needed. But this research argues that the strength of ties, ethnic capital, and length of residence act as the determinants of different labor market outcomes for marriage migrants in Korea.

The research questions are as followed: first, how do different network-based job search methods (through ethnic strong ties and weak ties) influence the employment status and the type of occupations marriage migrants have?; Second, does the effect of network-based job search methods differ from non-network job search methods on the employment status and the type of occupations they have?; Third, does the effect of job search method on the employment and type of occupations vary by length of residence? In other words, what type of job search method becomes more or less effective in job searching as the length of residence becomes longer? Lastly, do different ethnic groups demonstrate different pattern of reliance on social networks in the job search process and the outcomes of their employment status and type of occupations? Drawing data from the National Survey of Multicultural Families 2018, this study answers the questions by binary logistic regression and multinomial logistic regression method.

The estimation result of binary logistic regression on being employed on the overall sample implies that job search through Korean weak tie can yield the best result of being employed.

However, length of residence shows mediating effect on the relationship between job search methods and employment status. The main effect of on type of occupation is significant for certain outcome, in particular semi-skilled manual worker, but not the others. The interaction effects of length of residence, job search methods, and type of occupation one has are evident for semi-skilled manual workers and elementary workers as an outcome. Different patterns of reliance on different types of social networks in the job search process can also be observed in the result. It shows that, apart from interpersonal networks itself, immigrants are placed within certain structural context that facilitate or obstruct their use of social networks in the job search process.

This research aims to contribute to the extant literature by bringing insights to the importance of the strength of ties in job search process and how network-based job search methods, particularly job search through coethnic strong tie, Korean strong tie, coethnic weak tie, through Korean weak tie, and other methods exhibit different roles at different length of residence. This provides a more multidimensional perspective of migrant economic integration and contributes the temporal dimension to literature. The research contributes to the more dynamic depiction of social networks in playing a role of connecting individuals to employment and occupations of their choice. It also portrays the different needs of newer migrants and older migrants in the job search process and shows the differentiated patterns of economic integration between different ethnic groups in the receiving country of immigration.

Chapter 2 Theoretical Framework

1. How social networks influence immigrants' labor market integration

1) The mechanism of social ties in the job search process

The extant literature on social capital and its impacts on various aspects of human lives and society demonstrates that the topic is not a new subject but has been the central attention of sociologists since the onset of the discipline. (Coleman, 1990; Portes, 1998) It is not an overstatement to say that there is scarcely any area of the discipline in which discussion of the role of social capital has been as vigorous as the labor scholarship. Social capital theory offers a useful explanatory framework for the reasons why and how social networks are beneficial for the job search. Although scholars disagree upon an exact definition of social capital, most can concur that social capital refers to the resources derived from being embedded in one's social relationships. (Portes, 1998; Portes and Sensenbrenner, 2018) Social capital, therefore, is not an exclusive goods of a particular individual. By being embedded in social relationships, one can gain access and mobilize social resources through direct and indirect contacts for instrumental purposes, particularly economic gains and socioeconomic status attainment. (Lin et al, 1981; Lin and Erickson, 2012) It should be added that 'social ties,' 'social networks' and 'social relationships' are often referred to interchangeably in the scholarly community. Although the study acknowledges

the conceptual differences, it does not elaborate on them as this goes beyond the purposes which have been set out.

Social capital provides two main mechanisms which are particularly relevant in the job search process: information provision and influence. (Granovetter, 1973; Burt, 1992; Davern and Hachen, 2006; Trimble and Kmec, 2011) By information provision, it is argued that job search through social networks can lead to more variety of job opportunities than using formal channels. (Granovetter, 1995) Moreover, the so-called ‘insider information’ can be obtained through reliance on social networks which do not go through formal process. Davern and Hachen (2006) suggest that useful information can also include not only information about the hiring practices but also the qualities of the job itself and the expected norms and cultural codes from employers. As for the mechanism of influence, one’s contact can make referrals, put a word of mouth, or attempt to influence the decision of recruitment. Since the contact’s workplace influence, status, or power can impact the hiring decisions, high-status contacts can be especially influential. (Trimble and Kmec, 2011; Lin, 2001)

Despite the extensive amount of literature examining whether network-based job search or informal job search leads to positive labor market outcomes in various different contexts, the empirical evidence is far from being conclusive. On the one hand, numerous studies on job mobility of the general population show that using social networks yield beneficial outcomes. On the other

hand, but when racial, gender, ethnic, or class difference is taken into account, the discrepancy of benefits of relying on social networks between groups becomes clear. Minority groups such as ethnic minority, lower-income groups, migrants, and women, often found themselves using social networks in job searching for no benefit or to be led to downward integration or maintain social inequality. In short, not all job seekers benefit from reliance social networks, and those who benefit from them do not do in the same ways.

An insight provided by Bourdieu (1986) can better guide us to understand the differences of the outcomes of reliance on social networks in job searching. He proposes that social capital is not static, given resources one can readily possess and mobilize but requires continuous efforts at maintaining and reproducing itself by those embedded in the social relationships through investment of time, energy, and other capital. (Bourdieu, 1986) Indeed, many scholars have also discussed the importance of distinguishing between access to social capital and mobilization of social capital, as having access to social contacts do not always mean individuals can readily mobilize them at their will. The ability to mobilize social capital to one's instrumental purpose depends on various aspects such as the structural factors and the social location of the actor and the context of reception. One's social category and the social valuation of it within one's group and within the broader society can have impact on the ability to mobilize their social resources. (Smith, 2005; Anthias, 2007; Anthias and Cederberg, 2009; Lancee, 2015) Moreover, the status

and power of social contacts one have access to can influence the outcome of one's instrumental action when relying on social networks. (Lin, 2001)

Following this line of logic, then, disadvantaged groups may find themselves lacking the access to social networks that provide useful information or that are able to make impact on the hiring decisions. Of particular importance is social homophily, the tendency of associating with those who are similar to us, in forming one's social networks which are likely to limit the opportunities of finding out or getting the "good jobs". Furthermore, even though they have access to such networks, they may not be able to mobilize them to substantial instrumental action. The social contacts may be hesitant or unwilling to share the information or put into action that helps the job seeker. This is evident in disadvantaged groups due to distrust toward people of their own community and fear of ruining their reputation in the labor market. (Smith, 2005; Lancee, 2015)

2) The importance of the ethnicity and strength of social ties

Scholars have been associating strength of ties with the two mechanisms of social capital in facilitating individual's employment and occupational mobility. (Granovetter, 1973; Burt, 1995; Granovetter, 1995) Ever since the path-breaking research by Granovetter (1973) has set path for the hypothesis of "the strength of weak ties", the connecting link between social capital and the job search process became clearer. It is argued that weak ties weak ties could provide timely, non-redundant information and direct influence on employers. Weak ties often provide job seekers to

reach diverse networks which consist of contacts that reach beyond one's immediate circle of contacts who have access to more different types of job information, the non-redundant information, than contacts in one's immediate circle such as kinship ties. (Granovetter, 1973; Burt, 1995; Granovetter, 1995)

In East Asia, as the market economy has developed rapidly, scholars raised questions of whether informal social networks are still relevant in the job search process and what kind of ties matter more. Evidence shows the importance of informal social networks have not disappeared and remained strong as ever. (Horak, S., Klein, A. (2016); Horak et al, 2019, Kim, 2020) Although weak ties are important in the spanning of diverse information, Yanjie Bian (1997) and other scholars (Bian and Ang 1997; Bian et al, 2015) demonstrate that strong ties can be more effective in sharing information and influencing the employment as they feel more obliged and are willing to offer help than weak ties, especially in East Asia and Singapore. In South Korea, similarly, people feel the obligations to help and trust family members which are considered strong ties. (Horak and Klein, 2016) This creates a dilemma of whether weak ties or strong ties yield better outcomes in facilitating employment and occupational mobility.

However, it is also important to keep in mind that certain occupations require specialized skills and formal qualifications of which importance surpass the benefits social networks can offer. (Chua, 2011) In some cases, using formal job search channels can yield better results if one also

has access to social contacts who can provide useful information, the mixing between formal methods and social networks. (Chen et al, 2018)

3) The temporal dimension of immigrants' social networks and economic integration

That social capital is central to the adaptation of immigrants in a new host society has been generally well recognized in the scholarly community. In recent years, labor scholarship reflects a growing insight that social network ties have been a key resource for immigrants' occupational mobility, and therefore, economic integration in the host society. (Smith 2006)

There is ample evidence of changes in social network composition and the varying tendency to rely on different types of social networks. (Lubbers et al, 2020) The work of Louise Ryan (2011, 2016, 2018), for instance, provide multidimensional, temporal approach to migration research by examining the different role of social networks, strong ties, and weak ties, in facilitating migrants' economic participation. However, the most relevant work for this study is a social network analysis of marriage migrants in Gyeonggi-do area which shows that over a period of two years, marriage migrant women relied less on kinship ties over time, while the ties with co-workers significantly increase. These results indicated that migrant wives try to extend their relationships with Koreans outside or beyond their kinship ties or family members, forming new ties in workplaces. (Rho et al, 2019) It is consistent with the strength of weak ties hypothesis when taking into account the increasing length of residence meaning that migrants have adapted more to the society and have more opportunities to meet people outside of their kinship circles.

2. Labor market integration of female marriage migrants in Korea

1) Marriage migration in South Korea: The background context

A discussion of marriage migrants' labor market incorporation in South Korea cannot be complete without taking into account the local context and the broader regional contexts in which the marriage migration phenomenon is embedded in. From the perspective of the broader contexts, today's international migration is a complex dynamic placed within globalization which manifests new challenges for governments concerning the extent of sovereign control over their border and population. While human mobility along and across continents have been occurring for decades, the degree of globalization and interconnection of global economy in today's world mean that no society now does not receive impacts from the action of other societies and that their political and socioeconomic transformation cannot be considered in a complete picture without taking into account of these factors. (Castles et al, 2014) The phenomenon of international migration in South Korea is also embedded in this context. This section attempts to demonstrate the link between the global, regional, and local context of globalization and the phenomenon of cross-border marriage migration in South Korea.

After the massive destruction of the Korean war, South Korea has been putting tremendous efforts into recovering from its loss and gain economic power. The intertwining dynamic of authoritative political regime and the global politics of Cold war had paved way for an environment in which the process of industrialization and urbanization took off rapidly. Integration into the

global market through liberalization of capital and the following IMF financial crisis had brought the country's socioeconomic transformation to become even further intricate. The rapid industrialization process and disruptions of technology in various industries have caused changes in the labor market structure. As the country improved advanced its status into economically developed country within merely a few decades and the native population became more educated, a phenomenon known as "segmentation of labor marker" manifested itself as more and more natives refrained from taking jobs which are difficult, dirty, and dangerous or so-called 3D jobs. By the late 1980's, the problem of labor shortage became obvious among small-medium businesses and the government to look for proper coping measures, one of which was bringing foreign labor to fill the gaps.

While these economic processes took place, the country was on its way to facing demographical and marriage market crisis. South Korea as a society of Confucian tradition and patriarchal values was already facing an imbalance of its male and female population. Because female population received higher education their labor market participation rose to a great extent, along with feminist movements which has been active in promoting gender equality, marriage increasingly became a choice rather than a necessity. Working-class men of rural areas and men with disabilities started facing a serious crisis of finding marriage partners. It is, however, not simply a problem of marriage market. Scholars have noted that this phenomenon is similar to what East Asian countries have been facing since the 1990's which is the reproduction and care crisis. The

birth rate in South Korea has been dropping steadily to the point that today its birth rate is one of the lowest in the world, and the proportion of elderly population is large. This circumstance led to concerns over a shortage of working-age population and the higher responsibilities of care for the elderly. Especially because South Korea is a country of which the government does not provide extensive welfare, the burdens of caring the elderly fall upon individuals as a family unit. Bringing “foreign brides” into the society can be viewed as an intentional attempt to not only solve the problem of shortage of marriage partners but also to fill the void of care regimes especially for the family of unmarried men in rural areas.

Table 1: The number of international marriage and female marriage migrants from 1993–2021

Year	Total number of marriage	Total number of international marriage	Number of marriage with foreign women	% of marriage with foreign women
1993	402,593	6,545	3,109	47.50%
1995	398,484	13,493	10,365	76.82%
1997	388,960	12,473	9,276	74.37%
1999	360,407	9,823	5,370	54.67%
2001	318,407	14,523	9,684	66.68%
2003	302,503	24,775	18,750	75.68%
2005	314,304	42,356	30,719	72.53%
2007	343,559	37,560	28,580	76.09%
2009	309,759	33,300	25,142	75.50%
2011	329,087	29,762	22,265	74.81%
2013	322,807	25,963	18,307	70.51%
2015	302,828	21,274	14,677	68.99%
2017	264,455	20,835	14,869	71.37%
2019	239,159	23,643	17,687	74.81%

2021	192,507	13,102	8,985	68.58%
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Source: Statistics Korea

The new wave of cross-border migration to South Korea began from the late 1980's, the era which is considered the onset of multiculturalism paradigm, to the present. (Kim et al, 2008) Migrants, especially from developing Asian countries, began flowing into the country for economic opportunities. However, not all migrants were accepted with open arms. South Korea approaches its immigration policy regime with an ethno-centric assimilationist paradigm. The hierarchy of migrant groups is layered through the stratification of the rights of permanent residence and other rights attached to it such as permitted length of stay and family reunification. In this sense, for instance, while North Korean defectors and overseas ethnic Koreans stay on top of the hierarchy and enjoy more benefits from the immigration regime, labor migrants, which in this case refers to low-skilled migrant workers, are expected to be short-term and temporary. Although marriage migrants are diverse in ethnicity and nationality, they are considered by policymakers and the media as part of the multicultural families which are important to the care regime and reproduction of population and enjoy conditional long-term residence. (Kim, 2013)

Marriage migration began approximately since the late 1980's as Moon's Unification Church recruited women from Japan as partners for Korean men. In 1992, as Korea and China established diplomatic relations, Korean-Chinese women became the main group of target partners due to their proximity and similarity of ethnicity and language. Since the 1990's, the country witnessed an influx of foreign women as the government-led strategy of matchmaking of foreign

brides and rural Korean men started as the fact that marriage market for unmarried men in the rural areas is unpromising has become clear. Licensed matchmakers and illegal marriage brokers, together forming a regime of marriage brokerage, played a crucial role in this process. The ethnicities of marriage migrants became more diverse as the targets expanded to Southeast Asian women.

The majority of marriage migrants are young women from the lower socioeconomic class, and the promise of economic opportunities and a better life in South Korea are the main motivations of their migration. This highly gendered nature of marriage migration is what it shares with the broader context of feminization of migration which takes place in many forms from domestic labor, prostitution, care labor, and marriage migrants. It reflects both how the inequality of development among regions constrain lives of individuals and how individuals struggle along the constraints in order to find benefits within their own limits. (Piper et al, 2003) As much as poverty and a lack of social safety nets in developing countries is undeniably a strong motivation for young women to enter South Korea as foreign brides, there have been also numerous cases of domestic harassment and racial discrimination against them. On one hand, some media portray them as victims of trafficking and patriarchal violence, emphasizing cases of those who are suppressed by their Korean family and have their rights violated. On the other hand, some public discourses portray them as opportunists who marry South Korean men for citizenship and economic opportunities. However, contrary to common stereotypes of foreign spouses, the

phenomenon is neither a simple case of global hypergamy nor pure victimization of women. In many cases, their marriages do not end up as “marrying up” as they find out their husbands lack of economic capability and end up being the breadwinner themselves. This study views marriage migrants not as both victims and exploiters, but the reflection of radically shifting political paradigms and socio-demographic features of the region. They are both products of the transformation and agents who act for their own benefits within the limited circumstance. I believe that this is a pre-requisite for understanding the context of labor market incorporation of marriage migrant women.

2) Marriage migrants’ social networks and their labor market outcomes

Even though they are more often labeled as “marriage migrants” or “foreign brides” or “foreign wives”, their status as a spouse of a Korean national being the main focus of attention, the process of social integration they go through manifests economic aspects. Their motivations for migrating were largely driven by economic opportunities, and the whole process of adaptation to the new society involves labor market participation. Not only that the majority of the family they marry into are low-income family, since the age difference between foreign spouses and their husbands is usually big, the decreasing economic power and money-earning capability of their husbands necessitate marriage migrants’ participation in the labor force. Furthermore, the increasing proportion of one-parent multicultural families shows that this group is particularly vulnerable to falling into extreme poverty. Being on the verge of poverty, this situation does not

only affect the multicultural family and their integration but also has implications for the public policymakers to consider improving their economic integration. This is because the more multicultural families are in a poverty state and unprepared for their retirement, the more public expenses as social welfares and other social problems are to be expected over time. (Kim and Choi, 2018) There is also an individual dimension to the economic participation of marriage migrants. As they try to adapt to the new society, working allows them to feel their worth and contribution in the society and gain power dynamic in their family. (Jun et al, 2011; Lee, 2013)

The extensive literature in South Korea has contributed considerably to our understanding of the economic integration of female marriage migrants. Central to the attention of scholars have been the influence of human capital and the ethnic social capital on various aspects of employment, being employed itself, type of employment, and wages earned. In particular, the social network analysis study on the formation of social networks and economic activities of marriage migrants by Ji-Eun Han (2013) shows that marriage migrants with less network closure and more loosely in contacts with many different groups find themselves benefitting more in money-earning than those who were otherwise. The result implies the importance of marriage migrants' weak ties in facilitating occupational mobility which can be expected in the result of this study, as well.

3. Research hypotheses

Taking into account the theoretical guidelines discussed in this chapter, research hypotheses can be made as followed:

Hypothesis 1: The effect of each job search method differs on employment status and type of occupations.

H1.1: Controlling for other variables, those who search for jobs through coethnic strong tie have higher odds of being employed.

Hypothesis 2: The effect of job search methods on employment status and type of occupations differ for each ethnic group.

Former literature has shown different patterns of social networks and social participation of each ethnic group. It is expected that there is a variation in patterns of reliance on different social networks for each ethnic group.

Hypothesis 3: The effect of job search methods on employment status and type of occupations differs by length of residence.

There is evidence to predict that the effect of job search methods on employment status and type of occupations varies by different length of residence. Marriage migrants maintain transnational relationships with their coethnic strong tie and rely on them

Chapter 3 Methodology

3.1 Data

Data utilized for this research comes from National Survey of Multicultural Families (NSMF) 2018 (2018 년 전국다문화가족실태조사) which is a large-scale survey project organized by Ministry of Gender Equality and Family. Due to the continuous influx of labor migrants and foreign spouses, Multicultural Families Support Act was commenced in 2008 as a legal basis of policies and measures to integrate foreign residents. Following the enactment, as a population-based survey of foreign residents, National Survey of Multicultural Families have been carried out for the first time in 2009. For every 3 years, it is conducted for updates of the situation of multicultural families. So far, they are the largest and most comprehensive surveys on the actual conditions of members of multicultural families, with the ultimate purpose of utilizing the information to develop domestic policies concerning social integration of multicultural family members into the mainstream society and promote their family unity for a stable family life. Under the supervision of Ministry of Gender Equality and Family, Korean Women's Development Institute and National Statistical Office were in charge of the survey content, data collection, analysis, and reflection of policy recommendations. (Choi, 2019) The questionnaire inquires about various aspects of life from general individual characteristics, economic participation, housing, physical health, mental health, general life satisfaction, experience of discrimination, and experience of using

public services, among others. Weights are provided for each case in order to account for the probability of selection based on multiple individuals and residential characteristics.

The sample of National Survey of Multicultural Families was collected from a total of 17,550 households as a result of 70.1% response rate. The population frame for the dataset consists of approximately 57,700 observations representing individuals whose relations concern multicultural families as defined by the law, from foreign spouses of Korean nationals, naturalized citizens, their spouses, offspring, offspring's spouses, in-laws, parents of foreign spouses and naturalized, grandchildren, etc. (Choi, 2019) For the representativeness of female marriage migrants, observations were drawn from 6 nationalities by birth which made up the largest proportion of female foreign spouses: Korean-Chinese, Chinese, Filipino, Vietnamese, Thai, and Cambodian. A subsample of job seekers and employed foreign spouses were selected. Those who were never married and other naturalized citizens who were not foreign spouses of Korean men were excluded from the study. In order to account for the representativeness of female marriage migrants from the main sending countries, those whose nationality was Korean by birth were removed from the sample.

3.2 Variable measurement and coding scheme

1) Dependent variable

There are two outcome variables of interest in this research: employment status and type of occupation.

First of all, employment status is a dichotomous categorical variable consisting of two values: being employed and being unemployed. Particularly, the survey respondents were asked whether they had participated in any income-earning activities for the past week of the time they were responding. Respondents choose between one of the choices of “Yes, I did” and “No, I did not”.

The second outcome variable is “type of occupation” which is a nominal variable consisting of 5 categories: being unemployed, Professionals/Managers/Clerical occupations, Sales and Service workers, semi-skilled manual workers, and elementary or unskilled manual workers, coded from 1 to 5 respectively. In the questionnaire of the National Survey of Multicultural Families 2018, respondents were asked to fill in the name of their main workplace for the past one week of the time the survey was conducted, their job position, and main duties. Taking into account these information, a 10-category variable of occupational choice had been created with reference to The Korean Standard Classification of Occupations which is an official system of aggregating and classifying occupations developed by STATISTICS KOREA. Various elements including the skill levels needed in the jobs, necessary education level, occupational structure of the workforce were analyzed and compared across jobs. The 10 major groups of occupations categorized by the organization are as followed: managers, professionals and related-workers, Clerks, Sales

workers, Service workers, Skilled agricultural/forestry/fishery workers, Equipment/machine operating and assembling workers, Elementary workers, and Armed forces. Due to a lack of sample of marriage migrant women being in the armed forces, the category is excluded from the study. From the original dataset, managers, professionals, and clerks are regrouped together as one category. Sales and service workers are grouped together, and skilled agricultural/forestry/fishery workers, equipment/machine operating and assembling workers are grouped as a category called semi-skilled workers. Lastly, elementary workers were defined as the last category, referring to simple manual workers. Since a baseline comparison group is essential in multinomial logistic regression so as to compare the parameter estimates, a group of unemployed is chosen as the reference outcome group.

2) Independent variable

The key independent variables of interest include job search methods, and length of residence. Job search method variable is a nominal variable consisting of 5 categories: (Job search through) coethnic strong tie, Korean strong tie, coethnic weak tie, Korean weak tie, and job search through other methods. It was created through regrouping a variable originally derived from a multiple-choice question in the survey questionnaire “Through what channel or method did you find your job?”. The original answers consist of 10 values range from methods of job search through different types of social ties to other formal and informal channels categorized according

to the major groups of occupations classified by The Korean Standard Classification of Occupations(KSCO). (“The Korean Standard Classification of Occupations,” n.d.) The first value is “coethnic strong tie” referring to coethnic family members and relatives. The second one is “Korean strong tie” which usually means the husband and their family members. Likewise, by “coethnic weak ties” and “Korean weak ties”, it is referred to finding one’s job through coethnic and Korean non-kinship tie. “Other methods” include getting one's job through channels as followed: Recruitment or referral from a public organization such as Employment Center, private employment agency, mass media or flies, entrepreneurship, and other methods.

3) Control variable

To account for the attributes that are correlated with job search methods, employment status, and type of occupation of female marriage migrants, various control variables are included in the model with reference to the former literature. Fundamental socio-demographic characteristics-related factors – age, marital status, level of education, number of kids under 9 years old, self-rated health, place of residence, and nationality by birth – were included in the analysis as control variables. In addition, the squared age variable was also added to account for the effect of age on occupational type more accurately. Marital status is found to be an important factor in driving the economic participation of marriage migrants and also have impact on one’s social circle. The extant literature finds that the number of children under the age of 9 is a significant factor in influencing one’s employment. (Ahn and Im, 2012; Kim, 2015)

Experience of participating in government-funded career training and education is included because the trainings have been geared toward certain types of occupations which therefore may influence the choice of occupation of migrant women. (Seong, 2013) Experience using the service of public employment center as a binary variable is coded as 0 for "did not participate" and "did not know" and 1 for "participated. Logically speaking, if one uses the service of public employment center, the tendency toward choosing to find a job over other informal methods and choosing the occupational types provided by the center may increase. As having access to a personal non-kinship contact in relation to job-related support can account for one's decision or opportunity to find a job through weak ties, three binary variables of whether one has access to coethnic, Korean, and other inter-ethnic job-related support are included in the model. Although the results on the effect of social participation on employment has been mixed for previous research on marriage migrants (Lee et al, 2010; Yang and Kim, 2011; Ahn and Im, 2012; Lee and Cho, 2014) two binary variables of whether one had attended coethnic social gathering and community gathering were included, as they may influence the social networks marriage migrants form and the types of contacts they can reach to.

3.3 Descriptive statistics of the variables

The description of variables selected for the analysis model of this study is summarized in Table 2 below. Approximately 63% of the sample were employed and 37% unemployed. The outcome variable "type of occupation" is a nominal variable consisting of 5 categories: the unemployed,

professional/manager/clerk, sales and service worker, semi-skilled manual worker, and elementary worker. While for this outcome variable, 57.62% were unemployed, 9.78% were working as professionals, managers, or clerks, 11.45% were sales and service worker, 10.61% were semi-skilled manual workers, and the rest 10.54% were elementary workers or low-skilled manual workers. Considering the highest level of education of the marriage migrant sample, the highest proportion include those without any educational background or those with a level of education lower than elementary school (80.27%), followed by those with high school qualifications amounting to 8.11%. Less than 5 % of female marriage migrants in the sample have a university degree or higher level of education. Almost 62% of the sample live in an urban area, while only about 38% live in rural areas. The age of the sample has a mean of 42.3 years old and a standard deviation of 12.09. Their age ranges from 19 as a minimum value to 91 as a maximum value, a considerably wide range. The majority of female marriage migrants in the sample were married (81.59%), and 13.48% and 4.93% were divorced and widowed, respectively. The mean number of children under the age of 9 is 0.68 with a standard deviation of 0.83. When asked what their subjective socioeconomic status is, 64.39% answered “middle class” and the others answered “lower class” (30.26%) and “higher class” (5.35%) respectively. While more than half of the sample (72.95%) rated their health from good to very good, 18.80% rated it as “moderate” and the rest (8.26%) “poor” to “very poor”. Approximately 35.06% have Korean citizenship. The sample’s nationality by birth are divided into 6 nationalities: Korean Chinese (44.92%), Chinese (19.73%),

Vietnamese (19.48%), Filipino (7.23%), Thai (5.32%), and Cambodian (3.32%). Only 19% of female marriage migrants have participated or taken a career-related training or career education provided by the government. Similarly, only 25% have used the employment service provided by public employment centers. Those who have participated in activities or service provided by the Multicultural Family Support Center was higher than the former two, consisting of 46.63%. 62.11% of the sample have participated in social gatherings with coethnic migrants for the past year, and only 17.97% have participated in community activities during the same period. Apart from access to family support, 37.89% of the sample have access to job-related coethnic contact when needed, while 39.99% have access to Korean contact. Their length of residence ranges from less than one year (starting from 0) to 62 years, with a mean of 12.36 and a standard deviation of 6.19.

Table 2: Summary of descriptive statistics and coding scheme

Variable	N	Code	Mean/ Percentage	S.D.	Min	Max
<i>Outcome measure</i>						
Employment status	2048		0.63	0.48	0	1
Employed	1288	1	62.89%			
Unemployed	760	0	37.11%			
Type of occupation	1319		2.07	1.44	1	5
Unemployed	760	1	57.62%			
Professional, Manager, Clerk	129	2	9.78%			
Sales and Service worker	151	3	11.45%			
Semi-skilled manual worker	140	4	10.61%			
Elementary	139	5	10.54%			
<i>Predictor and control variables</i>						
Age	2048	–	42.3	12.09	19	91
Squared age	2048	–	1,935.55	1,142.28	361	8,281
Highest level of education	2048	–	0.66	1.44	0	6

Unschooler	1644	0	80.27%			
Elementary school	23	1	1.12%			
Junior high school	76	2	3.71%			
High school	166	3	8.11%			
Junior college	42	4	2.05%			
University	80	5	3.91%			
Graduate school	17	6	0.83%			
Marital status	2048		1.32	0.7	1	3
Married	1671	1	81.59			
Widowed	101	2	4.93			
Divorced	276	3	13.48			
Number of children under the age of 9	2048	—	0.68	0.83	1	5
Self-rated health	2048					
Very poor	29	1	1.42%	3.92	1	5
Poor	140	2	6.84%			
Moderate	385	3	18.80%			
Good	902	4	44.04%			
Very good	592	5	28.91%			
Place of residence	2,048		0.62	0.49	0	1
Rural	779	0	38.04%			
Urban	1,269	1	61.96%			
Subjective socioeconomic status	879		2.25	0.54	1	3
High	47	1	5.35%			
Middle	566	2	64.39%			
Low	266	3	30.26%			
Korean nationality	2,048		0.65	0.47	0	1
Yes	1,330	1	35.06%			
No	718	0	64.94%			
Korean language proficiency	879	—	2.25	1.01	1	5
Nationality by birth	2,048		2.18	1.38	1	6
Korean-Chinese	920	1	44.92%			
Chinese	404	2	19.73%			
Vietnamese	399	3	19.48%			
Filipino	148	4	7.23%			
Thai	109	5	5.32%			
Cambodian	68	6	3.32%			
Experience of career-related training	2,048		0.19	0.39	0	1

Yes	385	1	19%			
No	1664	0	81%			
Experience with public employment centers	2,048		0.25	0.43	0	1
Yes	512	1	25%			
No	1,536	0	75%			
Experience using Multicultural Family Support Center	2,048		0.53	0.5	0	1
Yes	1,093	1	46.63%			
No	955	0	53.37%			
Participation in coethnic gatherings	2,048		0.38	0.49	0	1
Participated	776	1	62.11%			
Did not participate	1,272	0	37.89%			
Participation in community gatherings	879		0.18	0.38	0	1
Participated	158	1	17.97%			
Did not participate	721	0	82.03%			
Having access to job-related coethnic contact	2,048		0.38	0.49	0	1
Yes	776	1	37.89%			
No	1,272	0	62.11%			
Having access to job-related Korean contact	2,048		0.4	0.5	0	1
Yes	819	1	39.99%			
No	1,229	0	60.01%			
Length of residence	2,048	–	12.36	6.19	0	62
Job search method	879	–	3.65	1.36	1	5
Coethnic kinship tie	107	12%				
Korean kinship tie	66	8%				
Coethnic non-kinship tie	226	26%				
Korean non-kinship tie	112	13%				
Other methods	368	42%				

The stacked bar graph in Figure 2 below shows the relative proportion of job search methods used by female marriage migrants by original nationality group. Considering the job search methods female marriage migrants opted for when finding a job, there is a variation of the methods used between each ethnic group. Non-network based job search methods take up the largest proportion of job search methods among every ethnic group, making up 43% of Korean-Chinese, 38% of Chinese, 43% of Vietnamese, and 42% of other Southeast Asian migrants. However, when comparing the proportion of network-based and non-network based job search methods, it is clear that female marriage migrants of every ethnic group from the sample still opted for social networks more when searching for a job relative to non-network based methods. The proportion of the types of social tie which marriage migrants utilized during their job search process varies among each ethnic group. Among Korean-Chinese migrants, 23% used coethnic weak tie as a channel of job searching. 33% of Chinese marriage migrants searched for a job through coethnic weak ties, and 33% Vietnamese of Vietnamese also opted for the same method. 18% of other Southeast Asian migrants searched for a job through Korean weak tie as the highest proportion of network-based job search method. One of the common trends which can be observed for every ethnic group in the sample is that job search through Korean strong ties take up the smallest proportion of all the job search methods used.

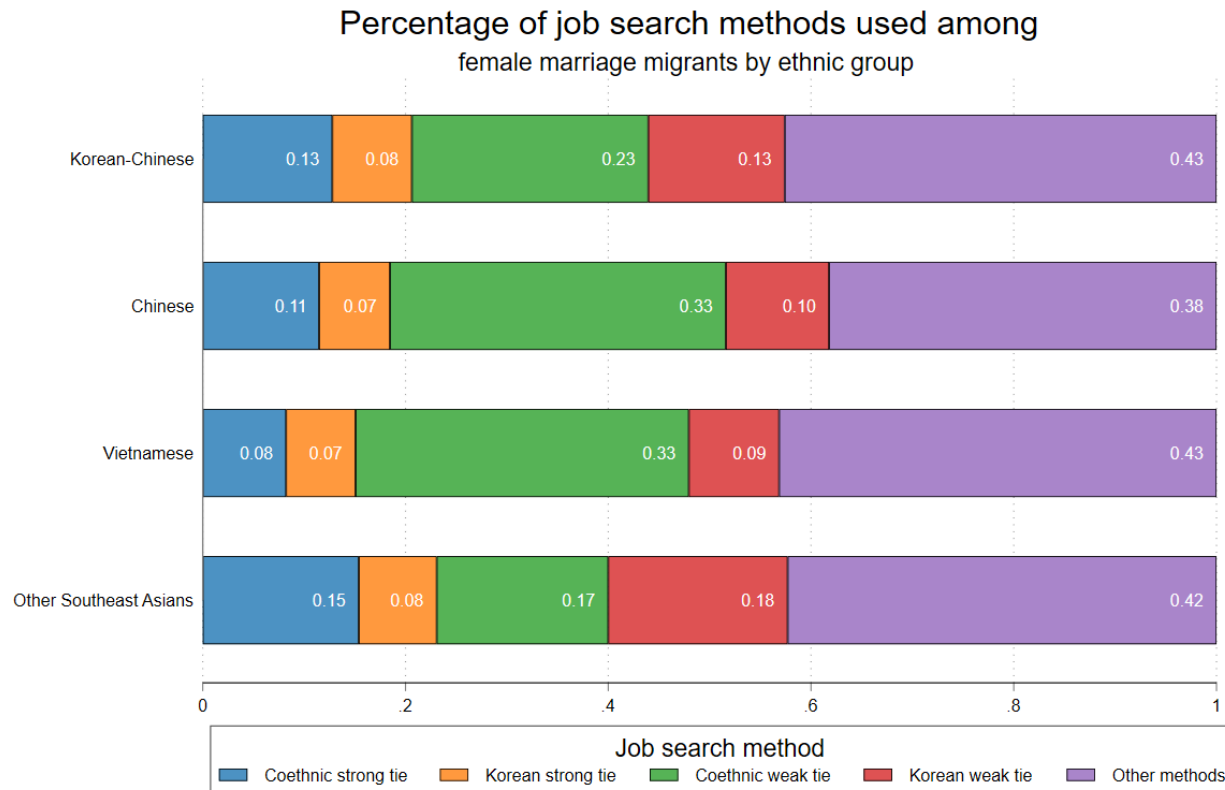


Figure 1: Percentage of job search methods used among female marriage migrants by ethnic groups

3.4 Data Analysis method

A statistical software widely utilized in social sciences, Stata version 15 was used as a tool to analyze the data. Two data analysis methods are opted to answer the research questions: Binary logistic regression and Multinomial logistic regression. In order to answer the research question regarding the outcome of employment status, Since the dependent variable is a dichotomous variable, a logistic regression model is chosen. Logistic regression, or more strictly binary logistic regression, assumes that the response variable is a binary response variable where individuals are assigned to one of two outcomes. The interpretation rests on the fact that the probabilities of a

reference event are $P(\text{event})/P(\text{not event})$ and makes an assumption that the other predictor variables are constant. (UCLA: Statistical Consulting Group. n.d.) The greater the log odds, the more likely the reference event is. Thus, positive coefficients in logistic regression model indicate that the event becomes more likely and negative coefficients indicate that the event becomes less likely. For categorical predictor variables, positive coefficients denote that the event is more likely to occur at that level of the predictor than at the reference level. In other words, the interpretation of coefficients is an interpretation of the likelihood of an event of interest occurring predicted by a unit of change in the predictor variable, and the interpretation of the likelihood is relative to the reference value of that predictor variable. The standard error (SE) of the coefficient estimates the variability between coefficient estimates that we would obtain if samples were obtained from the same population repeatedly. The calculation assumes that repeating the sampling does not change the sample size and the coefficient estimates. In a nutshell, the standard errors of coefficient estimates are used to measure the precision of the estimate of the coefficients, assuming that the smaller the standard errors, the more precise the estimate is.

In order to answer the research questions of which outcome variable is type of occupation, a Multinomial Logistic Regression is run to obtain When categories are unordered or cannot be ranked by certain orders, it is one of the often-chosen statistical methods. The probability of membership in other categories is compared to the probability of membership in the reference category. In this research, the probability of It is a widely popular analysis method for research on

occupational attainment and choices of occupations. In the multinomial logit model, one outcome group is used as the “reference group” (also called a base category). The coefficients for all other outcome groups describe how the independent variables are related to the probability of being in that outcome group versus the reference group. A crucial feature of the multinomial logit model is that it estimates $k-1$ models, where k is the number of levels of the outcome variable. In this research, being unemployed is set as the reference group, and STATA estimated a model for being employed as a professional, manager, or clerk relative to being unemployed, a model for being employed as a sales or service worker relative to being unemployed, a model for being employed as a semi-skilled manual worker relative to being unemployed, and a model for being employed as an elementary worker relative to being unemployed. The parameter estimates are relative to the referent group, therefore the standard interpretation of the multinomial logit is that for a unit change in the predictor variable, the logit of outcome m relative to the referent group is expected to change by its respective parameter estimate given the variables in the model are held constant.

Since multinomial logit coefficients can only be understood in terms of relative probabilities, the next step was to draw inferences about actual probabilities through the calculation of continuous or discrete marginal effects. (Princeton University, n.d.) In Chapter 4, results of marginal effect calculation are discussed after each logistic regression and multinomial logistic regression table.

Chapter 4 Result and Discussion

In this section, the results in terms of the statistical findings will be discussed. In the next section, discussion, the links between the statistical findings and hypotheses, and their implications for the research are presented. Table 3 presents the results of binary logistic regression on the employment status of female marriage migrants for the total sample, and Table 6 presents the result of binary logistic regression on the employment status of female marriage migrants by ethnic groups sub-samples: Korean-Chinese, Chinese, Vietnamese, and other Southeast Asian migrants (Filipinos, Thais, and Cambodians). The result of multinomial logistic regression on the type of occupations is shown in Table 5.

The Model 1 of Table 3 includes only the control variables. The control variables include crucial socio-demographic variables which were found to be influential factors on employment of female marriage migrants based on the results of related former literature, including age, marital status, highest level of education completed, health, original nationality, etc. Experience of using service provided by Public Employment Center and experience of using service provided Multicultural Family Support Center are also included in the model as control variables. In addition, social capital-related variables which were found to be influential factors on the employment of female marriage migrants were also included: participation in coethnic migrant social gathering, participation in community social gathering, having access to job-related coethnic contact, and having access to job-related Korean contact. First of all, the result shows that having a higher level

of self-rated health is associated with the odds of 1.322 of being employed at a significance level of 0.05. The association of nationality and employment is only significant for Vietnamese marriage migrants with Korean-Chinese as a reference level. Being Vietnamese is negatively associated with being employed in comparison to being Korean-Chinese in this model. Experience of using the service provided by public employment centers is positively associated with being employed at a significance level of 0.01. Being introduced jobs through public employment centers increases the odds of being employed by more than 2 times. Experience of attending activities or using service provided by Multicultural Family Support Centers is, however, negatively associated with being employed at a significance level of 0.05. The odds that marriage migrants who have access to a job-related contact who is a coethnic migrant are employed are 3.128 relative to those who don't. Moreover, the odds ratio of 1.798 for the job-related contact variable shows that having access to a social contact who is Korean increases the odds of being employed.

Model 2 introduces the main predictor variable, job search methods, which is a nominal variable consisting of 5 values: (Job search through) *Coethnic strong tie*, *Korean strong tie*, *Coethnic weak tie*, *Korean weak tie*, and *Other methods*. Incorporating job search methods variable into the model changes the significance and magnitude of some control variable, but the associations between job search methods variable and the outcome in this model do not turn out to be significant. In this model, the introduction of job search method variable changes the

magnitude and significance of some control variables. However, the odds ratio of job search method in this model does not appear statistically significant.

The next question to be examined is whether the effect of job search methods on employment differs by length of residence. Model 3 presents the full model including the control variables, the main predictor variable, and interaction terms of job search method, length of residence, and the outcome variable. Relative to coethnic strong tie, the odds ratio of 1.161 indicates that the odds of being employed for marriage migrants who find a job through Korean weak tie is 1.161 times higher as the length of residence in South Korea increases 1 year.

Table 3 Result of Binary Logistic Regression on the employment status of female marriage migrants (Total sample)

Variable	Model 1	Model 2	Model 3
	Odds ratio (S.E.)		
Age	1.003	1.002	0.991
	-0.05	-0.03	(-0.16)
Squared age	1	1	1
	(-0.27)	(-0.27)	(-0.08)
<i>Marital status</i>	Reference level = Married		
Widowed	0.852	0.849	0.914
	(-0.36)	(-0.36)	(-0.21)
Divorced	1.593	1.633	1.479
	-1.59	-1.69	-1.37
<i>Education level</i>	Reference level = Unschooled		
Primary school	0.04	0.0367	0.0538
	(-1.83)	(-1.86)	(-1.69)
Junior high school	1.569	1.647	1.648
	-0.71	-0.78	-0.82
High school	0.942	0.88	0.721
	(-0.10)	(-0.20)	(-0.55)
College(less than 4 years)	4.378	4.184	2.944
	-1.02	-0.99	-0.83

University(4 years or higher)	1.07 -0.13	1.065 -0.12	1.099 -0.17
Graduate school	1.2 -0.17	1.244 -0.2	1.084 -0.07
Number of children	0.858 (-1.06)	0.865 (-1.04)	0.862 (-1.07)
Self-rated health	1.322* -2.15	1.305* -2.09	1.326* -2.19
Socioeconomic status	1.327 -1.39	1.328 -1.42	1.384 -1.66
Place of length of residence	0.983 (-0.06)	0.972 (-0.10)	0.89 (-0.42)
Korean citizenship	0.883 (-0.41)	0.887 (-0.40)	0.881 (-0.43)
Korean language proficiency	1.235 -1.84	1.25 -1.94	1.264* -2.05
<i>Nationality by birth</i>	Reference level = Korean-Chinese		
Chinese	0.988 (-0.03)	0.981 (-0.06)	0.934 (-0.20)
Vietnamese	0.430* (-2.24)	0.413* (-2.36)	0.415* (-2.33)
Filipino	0.879 (-0.33)	0.916 (-0.22)	0.893 (-0.29)
Thai	0.809 (-0.35)	0.847 (-0.28)	0.825 (-0.33)
Cambodian	0.943 (-0.09)	0.977 (-0.04)	1.043 -0.06
Career-related training	1.213 -0.64	1.224 -0.67	1.134 -0.41
Public employment center	2.110** -2.74	2.156** -2.87	2.218** -2.97
Multicultural Family Support Center	0.575* (-2.53)	0.559** (-2.63)	0.555** (-2.65)
Coethnic social gathering	1.004 -0.02	0.985 (-0.07)	1.061 -0.26
Community social gathering	1.038 -0.13	1.097 -0.32	1.007 -0.02
Length of residence	0.991 (-0.41)	0.991 (-0.37)	0.962 (-0.70)

Job-related coethnic contact	3.128*** -4.7	3.198*** -4.81	3.328*** -4.94
Job-related Korean contact	1.798* -2.46	1.832* -2.56	1.886** -2.71
<u>Job search method</u>	Reference level = Coethnic strong tie		
Korean strong tie		1.087 -0.19	0.805 (-0.20)
Coethnic weak tie		1.279 -0.68	0.512 (-0.71)
Korean weak tie		0.812 (-0.49)	0.121* (-1.97)
Other methods		1.208 -0.55	1.191 -0.19
<u>Interaction terms</u>	Reference level = Coethnic strong tie * length of length of residence		
Korean strong tie * length of residence			1.021 -0.29
Coethnic weak tie * length of residence			1.07 -1.09
Korean weak tie * length of residence			1.161* -2.09
Other methods * length of residence			0.998 (-0.03)
Observations	879	879	879
Pseudo R2	0.128	0.131	0.143
chi2	81.78	92.63	102.4

t statistics in parentheses

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Next, a post-estimation of the average probabilities of being employed as a positive outcome for each job search method used is presented in Table 4 and visualized in Figure 2 below.

Table 4 Average probabilities of being employed for each job search method

Covariate	Probability	S.E.	p-value	95% CI
Coethnic strong tie	0.5996	0.06	0	(0.4819, 0.7173)

Korean strong tie	0.6124	0.04	0	(0.4981, 0.7269)
Coethnic weak tie	0.6461	0.05	0	(0.5704, 0.7219)
Korean weak tie	0.5700	0.06	0	(0.4588, 0.6812)
Other methods	0.6283	0.03	0	(0.5638, 0.6929)

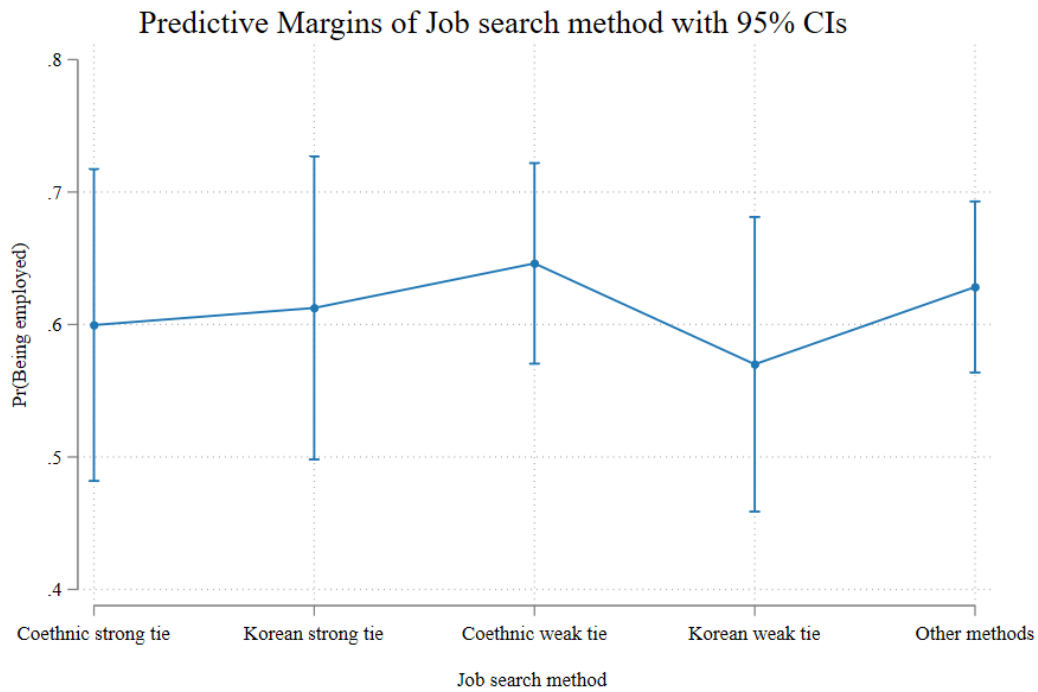


Figure 2 Predictive margins of job search methods with 95% Confidence Interval (Total sample)

Through calculating predicted probabilities of being employed across different job search methods and length of residence in South Korea, the nature of the interaction of the variables was further investigated after fitting the logistic regression model in Table 5.

Table 5 The average marginal effect of length of residence on the probability of being employed by each job search method used

Covariate	Probability	S.E.	p-value	95% confidence interval
Coethnic strong tie	-0.0076	0.011	0.480	(-0.0287, -0.0135)
Korean strong tie	-0.0033	0.009	0.719	(-0.0212, 0.0146)

Coethnic weak tie	0.0056	0.006	0.383	(-0.0069, 0.0181)
Korean weak tie	0.0204	0.009	0.029	(0.0021, 0.0386)
Other methods	-0.0081	0.006	0.178	(-0.0200, 0.0037)

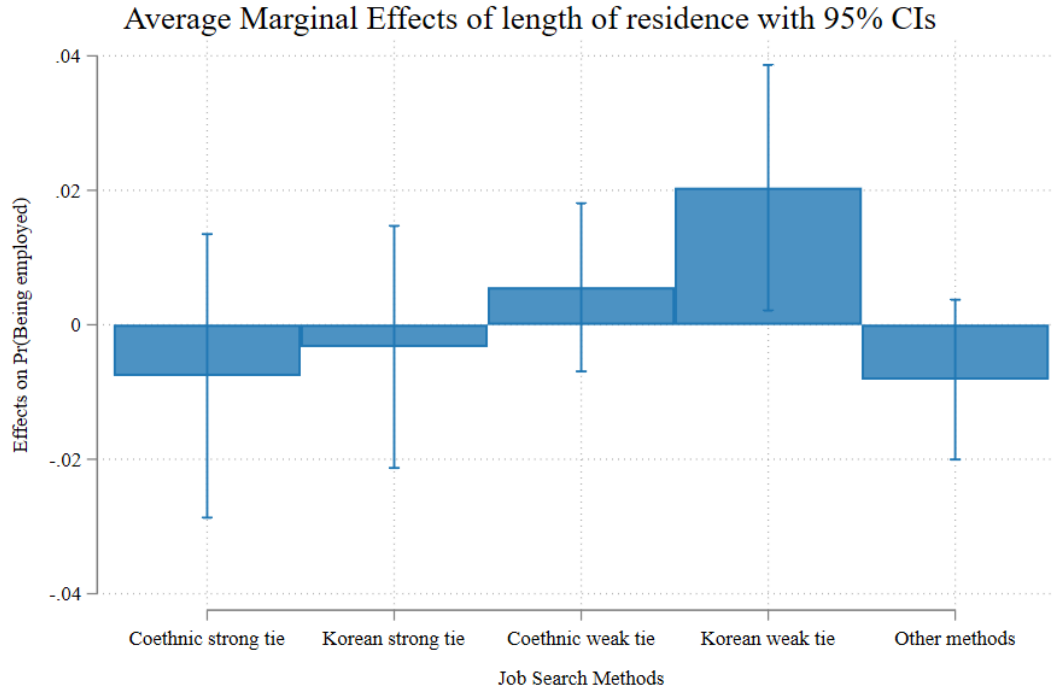


Figure 2: Average marginal effects of length of residence with 95% Confidence Interval

Table 6 represents the results of logistic regression on the employment status of female marriage migrants by subsamples. The subsamples are divided by ethnic groups: Korean–Chinese, Chinese, Vietnamese, and other Southeast Asians. The control variables are the same as Table 5, but nationality by birth variable was removed in this table. The result shows that, for all of the ethnic subsamples, the odds of being employed through other social ties, relative to coethnic strong tie, are lower and can be interpreted as less likely to happen. However, the effect of job search methods on employment status varies the length of residence. For, Chinese, Korean–Chinese, and Vietnamese, job searching through coethnic weak ties have the higher odds of being employed as

the length of residence increases. Especially for Vietnamese migrants, the odds are almost 3 times higher for those who search for jobs through coethnic weak ties. Interestingly, the result on the Vietnamese show the high odds of being employed for those who search for jobs through Korean strong ties. For Korean–Chinese, Vietnamese and other South east Asian marriage migrants, the odds of being employed through Korean weak tie is higher relative to coethnic ties, as the length of residence increases.

Table 6 Results of Logistic Regression on the employment status of female marriage migrants by ethnic groups

Variable	Korean– Chinese	Chinese	Vietnamese	Other Southeast Asians
	Odds ratio (S.E.)			
Age	1.285* –2.23	1.039 –0.29	0.921 (–0.22)	2.778* –2.12
Squared age	0.998* (–2.14)	1 (–0.35)	1.002 –0.43	0.985* (–2.31)
<i>Marital status</i>	Reference level = Married			
Widowed	0.555 (–0.95)	3.762 –1.21	0.428 (–0.66)	0.109 (–1.07)
Divorced	0.465 (–1.84)	4.034* –2.26	0.153 (–1.47)	0.137 (–0.81)
Level of education	1.106 –0.63	1.283 –0.98	0.671 (–1.47)	
Number of children	1.126 –0.38	0.639 (–1.09)	1.289 –0.93	0.444 (–1.58)
Self-rated health	2.060*** –3.75	0.448* (–2.20)	0.502* (–2.33)	2.116 –1.54
<i>Subjective Socioeconomic status</i>	Reference level = High			
Middle	2.915 –1.2	3.413 –0.72	4.049 –1.45	0.159 (–1.31)
Low	4.303	0.807	4.743	0.954

	-1.58	(-0.12)	-1.52	(-0.03)
Place of residence	0.513	0.407	0.276	0.609
	(-1.12)	(-1.39)	(-1.77)	(-0.55)
Korean citizenship	2.166	1.296	1.259	1.132
	-1.49	-0.4	-0.36	-0.13
Korean language proficiency	1.262	1.243	1.125	1.058
	-1.42	-0.67	-0.43	-0.11
Career-related training	3.209*	0.777	2.595	0.127
	-2.09	(-0.37)	-1.34	(-1.54)
Public employment center	4.745**	3.525	1.853	39.76
	-3.1	-1.61	-0.89	-1.72
Multicultural Family Support Center	0.64	0.116***	1.697	0.187*
	(-1.25)	(-3.84)	-0.92	(-2.34)
Coethnic social gathering	1.385	1.378	4.078*	0.579
	-0.94	-0.62	-2.42	(-0.89)
Community social gathering	1.22	4.796*	1.56	33.10**
	-0.48	-2.17	-0.54	-2.68
Length of residence	0.861	0.579**	0.326**	0.792
	(-1.65)	(-2.90)	(-2.62)	(-1.60)
Job-related Coethnic contact	3.006**	4.025**	2.68	51.76***
	-2.99	-2.65	-1.73	-3.36
Job-related Korean contact	1.27	0.337	4.455**	38.16***
	-0.67	(-1.84)	-2.63	-4.07
<u>Job search method</u>	Reference level = Coethnic strong tie			
Korean strong tie	8.504	0.0002	0.000002**	0.001
	-0.9	(-1.38)	(-3.00)	(-1.93)
Coethnic weak tie	0.02*	0.000002***	0.00008*	0.101
	(-2.02)	(-3.91)	(-2.26)	(-0.94)
Korean weak tie	0.0266	0.001	0.000002*	0.0006**
	(-1.79)	(-1.43)	(-2.86)	(-3.28)
Other methods	0.364	0.0004*	0.00004*	0.002***
	(-0.55)	(-2.44)	(-2.37)	(-3.55)
<u>Interaction terms</u>	Reference level = Coethnic strong tie			
	* Length of residence			
Korean strong tie * length of residence	0.884	1.61	3.895**	1.267
	(-0.89)	-1.27	-2.93	-0.87
Coethnic weak tie * length of residence	1.261*	2.227***	2.844*	1.203
	-2.15	-3.63	-2.4	-0.98

Korean weak tie * length of residence	1.298*	1.486	3.959**	1.718*
	-2.16	-1.27	-2.64	-2.19
Other methods * length of residence	1.063	1.622*	2.737*	1.761**
	-0.62	-2.33	-2.3	-2.71
Observations	446	157	146	124
Pseudo R2	0.249	0.4	0.302	0.648
chi2	63	55.94	49.23	67.89

t statistics in parentheses

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

The post-estimation result

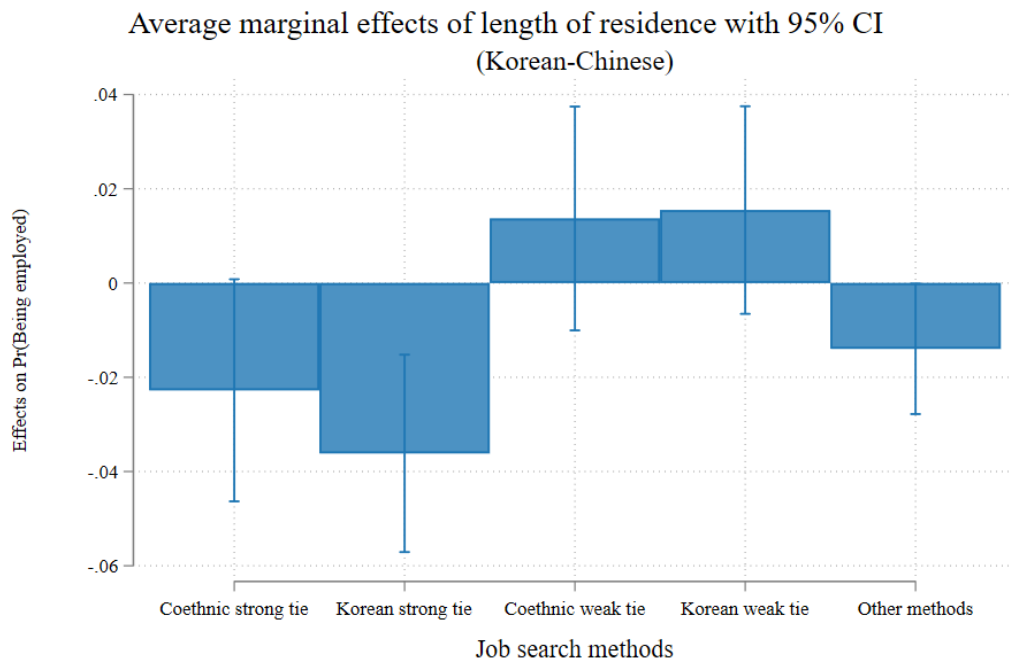


Figure 3: Average marginal effects of length of residence with 95% Confidence Interval (Korean-Chinese sub-sample)

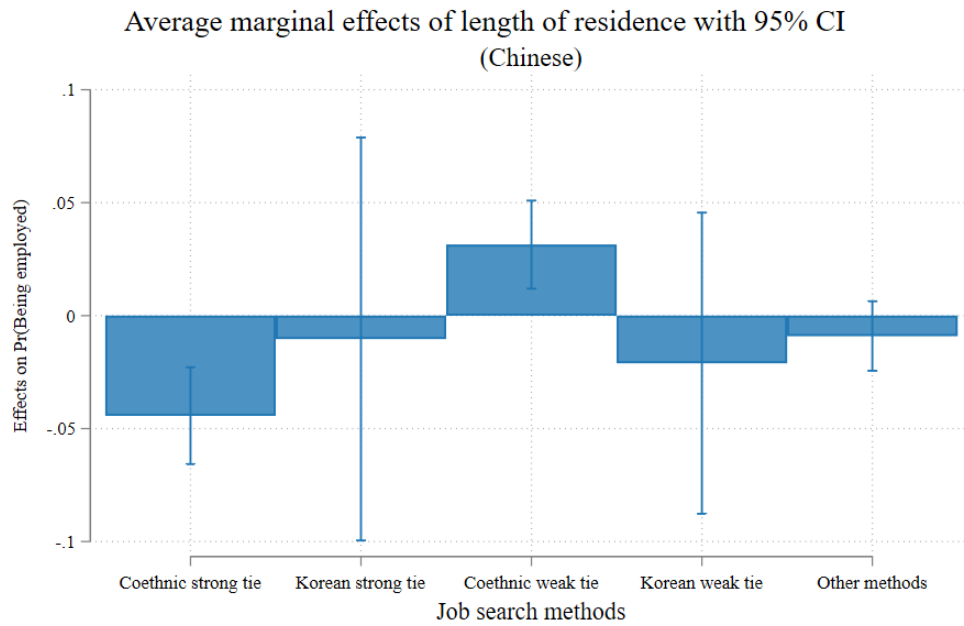


Figure 4: Average marginal effects of length of residence with 95% Confidence Interval (Chinese sub-sample)

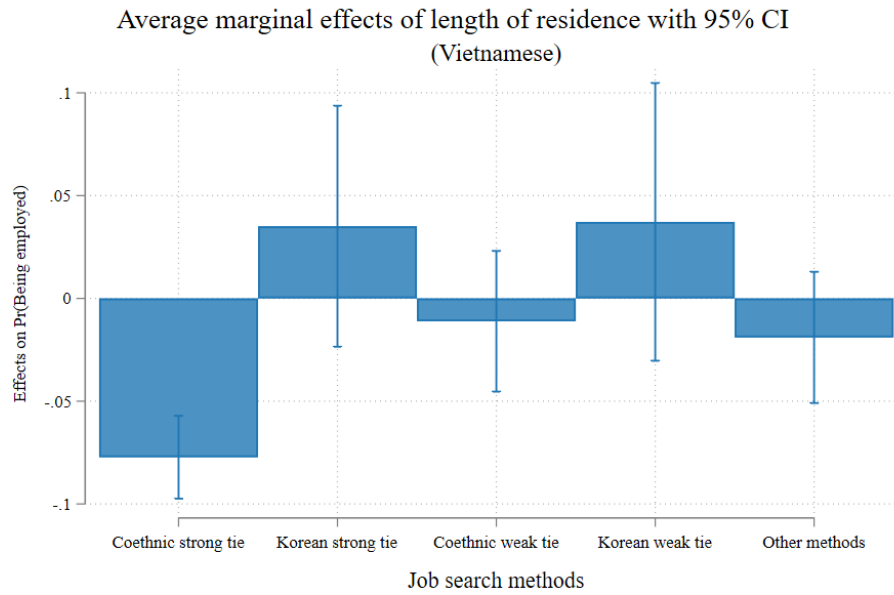


Figure 5: Average marginal effects of length of residence with 95% Confidence Interval (Vietnamese sub-sample)

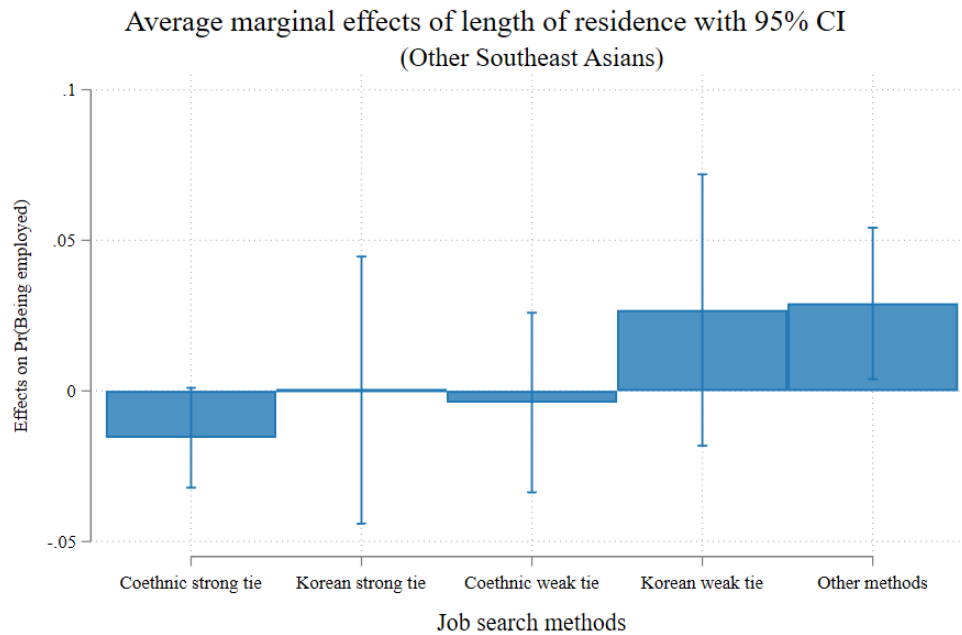


Figure 6: Average marginal effects of length of residence with 95% Confidence Interval
(Other Southeast Asian sub-sample)

Next, Table 7 presents the result of Multinomial logistic regression on types of occupations of marriage migrants with the unemployed being the reference group of the model. The result shows that the odds of having a job as a semi-skilled manual worker is lower for those who search for jobs through social ties other than coethnic strong ties. However, the result is not significant for other groups. Taking into account the interaction terms, the result shows that, as length of residence becomes longer, the odds of being employed through coethnic weak ties and Korean weak ties becomes higher for semi-skilled manual workers and elementary workers. The result does not turn out to be significant for other groups which can be interpreted that the independent variables are not significant factors for predicting having occupations in the field of professional, manager, or clerk and sales and service workers.

Table 7: Result of Multinomial logistic regression on types of occupation of marriage migrants

Variable	Odds ratio (S.E.)			
	Professional, Manager, Clerk	Sales and service, worker	Semi-skilled manual worker	Elementary worker
Age	1.005 -0.05	1.105 -1.15	1.254* -2.14	1.048 -0.47
Squared age	1 -0.37	0.999 (-0.99)	0.998* (-2.38)	1 (-0.37)
<i>Marital status</i>	Reference level = Married			
Widowed	0.589 (-0.56)	0.948 (-0.08)	1.142 -0.19	0.642 (-0.74)
Divorced	0.927 (-0.17)	0.523 (-1.30)	1.441 -0.79	0.542 (-1.31)
Level of education	Reference level = Unschooled			
Primary school	1.095 -0.06	5.80*** (-17.10)	9.10*** (-13.53)	7.39*** (-16.65)
Junior high school	4.227 -1.17	2.831 -0.86	1.499 -0.36	0.971 (-0.02)
High school	1.086 -0.1	1.679 -0.65	0.549 (-0.49)	1.421 -0.35
College(less than 4 years)	11.56 -1.42	4.70*** (-13.09)	15.71 -1.89	2.32*** (-15.68)
University(4 years or higher)	7.289** -2.67	4.35 -1.88	2.316 -1.05	1.98*** (-25.93)
Graduate school	1.165 -0.07	0.967 (-0.02)	0.783 (-0.11)	2.37 -0.56
Number of children	0.653 (-1.92)	1.082 -0.45	0.868 (-0.69)	1.087 -0.38
Self-rated health	1.4 -1.76	1.572** -2.94	1.357 -1.82	1.3 -1.76
Socioeconomic status	0.424** (-3.12)	1.274 -0.77	2.027* -2.21	1.41 -1.09
Place of residence	0.247*** (-3.34)	1.167 -0.37	0.656 (-0.94)	1.18 -0.34
Korean citizenship	3.143* -2.46	2.172* -2.03	2.102 -1.48	1.691 -1.28
<i>Nationality</i>	Reference level = Korean-Chinese			
Chinese	0.507	1.526	1.03	0.395

	(-1.20)	-0.95	-0.06	(-1.86)
Vietnamese	3.651*	1.231	0.997	0.565
	-2.51	-0.4	(-0.00)	(-0.98)
Filipino	1.176	1.58	2.616	1.111
	-0.22	-0.8	-1.47	-0.18
Thai	3.24	3.762	3.618	1.305
	-0.83	-1.63	-1.34	-0.26
Cambodian	8.811**	3.2	0.784	1.09**
	-2.67	-1.53	(-0.30)	(-27.83)
Korean language proficiency	1.376	0.976	1.511**	1.33
	-1.65	(-0.13)	-2.61	-1.89
Career-related training	1.307	1.207	1.532	1.104
	-0.55	-0.44	-0.92	-0.2
Public employment center	1.885	3.432**	2.950*	2.361*
	-1.57	-2.99	-2.48	-2.01
Multicultural Family Support Center	0.450*	0.278***	0.254***	0.477*
	(-2.37)	(-3.65)	(-3.97)	(-2.16)
Coethnic social gathering	1.271	1.261	2.199*	1.174
	-0.65	-0.65	-2.25	-0.48
Community social gathering	1.478	1.625	1.946	1.199
	-0.8	-1.18	-1.58	-0.4
Length of residence	0.824	0.852*	0.793**	0.858*
	(-1.43)	(-2.06)	(-3.23)	(-2.20)
Job-related coethnic contact	3.424***	3.902***	4.406***	2.593**
	-3.67	-3.81	-4.19	-2.74
Job-related Korean contact	0.746	1.803	1.591	1.802
	(-0.76)	-1.78	-1.37	-1.72
<u>Job search method</u>				
	Reference level = Coethnic strong tie			
Korean strong tie	0.378	0.186	0.0224*	0.369
	(-0.40)	(-1.02)	(-2.15)	(-0.65)
Coethnic weak tie	0.226	0.0779	0.00682***	0.0704
	(-0.78)	(-1.59)	(-3.56)	(-1.83)
Korean weak tie	0.23	0.0686	0.0106**	0.0945
	(-0.76)	(-1.88)	(-2.95)	(-1.39)
Other methods	0.37	0.113	0.0126***	0.165
	(-0.53)	(-1.72)	(-3.68)	(-1.36)
<u>Interaction term</u>				
	Reference level = Coethnic strong tie * length of residence			
Korean strong tie * length of residence	1.018	1.068	1.166	1.108
	-0.09	-0.65	-1.27	-1.1
Coethnic weak tie * length of residence	1.209	1.13	1.338**	1.214*

	-1.34	-1.15	-3.27	-2.25
Korean weak tie * length of residence	1.182	1.208	1.307*	1.280*
	-1.15	-1.83	-2.33	-2.42
Other methods * length of residence	1.151	1.139	1.238**	1.151
	-1.02	-1.56	-2.85	-1.82
Observations	879			
Pseudo R2	0.206			

t statistics in parentheses

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Chapter 5 Conclusion

5.1 Summary

There has been much discussion about the presumed positive effects of social networks in the scholarly community. In South Korea, the extensive literature also has been examining the relationship between social capital of migrants, and more recently this relationship has been addressed in the literature on the economic integration of marriage migrants. However, the assumption that different ethnicity and strength of ties play a different role in the job search process of marriage migrants was still an unsolved issue. The extant literature, however, has neglected considering the role of ethnicity and strength of ties in influencing employment status and the types of occupations marriage migrants have and how the role of these network-based job search methods change as migrants' length of residence increases. They have also treated social networks as static source of social capital for migrants.

The overall result confirms that the effect of network-based job search method on the employment status of female marriage migrants varies for the total sample. Job searching through coethnic strong tie yield higher odds of being employed, but when taking the effect of length of residence into account, job search through Korean weak tie shows higher odds of being employed. This confirms that while coethnic strong ties are initial important source of labor market mobility, Korean weak tie as host-country specific becomes more important as migrants adapt to the host

society over time. For each ethnic subsample, Korean–Chinese, Chinese, Vietnamese, and other Southeast Asians show different patterns of reliance on social ties, even after taking into account the effect of length of residence. However, a test on the effect of job search methods on the type of occupations marriage migrants have showed a mixed result. It shows that, apart from interpersonal networks itself, immigrants are placed within certain structural context that facilitate or obstruct their use of social networks in the job search process. This also implies the importance of non–redundant information and influence gained from social networks outside of one’s immediate social circle in order to be employed in various occupations. This study contributes to previous research by studying the importance of strength of ties in facilitating job searching and employment in different occupations, in particular implying that bridging contacts and non–redundant information becomes more crucial as migrants adapt to the new society, and by addressing the problems of taking social capital as static, non–changing entity across time as done in the majority of previous research. The strength of this research lies in showing the 3–way interactions of job search methods, length of residence, and employment and the types of occupations marriage migrants have. In other words, apart from demonstrating that ethnicity and strength of ties are the crucial elements to consider when studying the effect of social networks on economic integration of marriage migrants. And adding the temporal dimension to the study gives a more dynamic picture of the role of different ties in the job search process of immigrants,

5.2 Implications and limitations of research

Some limitations of the study should be noted. First of all, as the National Survey of Multicultural Families is a cross-sectional research design, there is limitation in drawing an assumption on the causality of the effect of job search methods and other variables on occupational choice. Further research can complement this limitation by using longitudinal survey and time-sensitive social network analysis. in-depth interviews on a focus group can also draw new insights into the dynamic of social network activation and its impact on the economic integration of marriage migration in the future.

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초록

사회적 유대는 이민자가 기회를 찾거나 목적지 국가의 노동시장에 통합되기 위해 중요한 통로라는 것이 이민자 및 노동학문계에 널리 인정되고 있다. 사회적 유대의 영향에 기반한 노동시장 결과는 개인차원에서의 요소, 집단차원에서의 요소와 파견국가와 대상국가의 구조적맥락에 따라서 서로 다른 연구결과를 보여주고 있다. 한국의 맥락에서는 여성 결혼이민이 주요 장기이민자의 하나로 정부와 시민사회 등 다양한 분야로부터 많은 주목을 받아오고 있다. 여성 결혼이민자의 수의 증가와 함께 그들의 사회경제적 통합은 더욱 더 검토되어야 할 주요 이슈가 되었다. 결혼이민자들은 일반적으로 사회네트워크와 다양한 분야의 사회자본의 혜택을 받는 것으로 알려져 있지만, 어떠한 사회적 유대가 결혼이민자들의 구직에 유용한지 그리고 새로운 이민자와 기존의 이민자들간의 어떤 다른 효과가 있는지 명확하지 않다. 구체적으로, 네트워크 기반 구직 방법이 노동시장 성과에 미치는 영향과 이주자의 거주기간에 따라 노동시장 성과에 미치는 다양한 영향은 현장에서 간과되어 왔다. 본 연구는 소셜 네트워크 기반 구직 방법과 여성 결혼이민자의 노동 시장 성과 간의 연관성을 조사하기 위해 유대와 민족적 사회적 자본의 강도라는 렌즈를 사용합니다. 다른 변수를 통제하여 각 구직 방법이 취업 및 결혼이민자의 직업 유형에 미치는 영향이 전체 표본과 민족별로 다르다는 가설을 검증하였다. 또한, 결혼이민자의 취업형태와 직업유형에 따른 구직방법의 영향도 거주기간에 따라 다르다는 가설도 살펴보았다. 2018 년 전국 다문화가족 실태조사 자료를 분석하여 네트워크 기반 구직활동이 결혼이민자의 노동시장 성과에 미치는 영향과 이주기간에 따른 노동시장 성과에 미치는 영향을 살펴보고자 한다. 호스트 사회에 정착했습니다. 또한, 결혼이민자의 취업형태와 직업유형에 따른

구직방법의 영향도 거주기간에 따라 다르다는 가설도 살펴보았다. 2018 년 전국 다문화가족 실태조사 자료를 분석하여 네트워크 기반 구직활동이 결혼이민자의 노동시장 성과에 미치는 영향과 이주기간에 따른 노동시장 성과에 미치는 영향을 살펴보려고 한다. 호스트 사회에 정착했습니다.

분석 방법은 결혼이민자의 고용상태에 대한 이항 로지스틱 회귀분석, 결혼이민자 소수민족 고용에 대한 이항 로지스틱 회귀분석, 직업 유형에 대한 다항 로지스틱 회귀분석을 포함한다. 종합적인 결과는 네트워크 기반 구직활동이 결혼이주인 여성의 취업상태에 미치는 영향이 전체 표본에 따라 다르다는 것을 확인시켜준다. 민족적 유대관계를 통한 구직은 취업확률이 높지만 체류기간의 영향을 고려할 때 한국의 약한 유대관계를 통한 구직활동은 취업확률이 더 높은 것으로 나타났다. 이는 인종적 강한 유대가 노동 시장 이동의 초기 중요한 원천이지만 이민자들이 시간이 지남에 따라 수용 사회에 적응함에 따라 수용 국가로서의 한국의 약한 유대가 더욱 중요해진다는 것을 확인시켜줍니다. 각 민족 하위표본에 대해 조선족, 중국인, 베트남인 및 기타 동남아인은 거주 기간의 영향을 고려한 후에도 사회적 유대에 대한 의존 패턴이 다른 것으로 나타났습니다. 그러나 결혼이민자의 직업 유형에 대한 구직 방법의 효과에 대한 테스트는 엇갈린 결과를 보였다. 이 연구는 네트워크 기반 구직 활동의 렌즈를 통해 경제 통합의 시간적 차원을 고려하여 각 유형의 사회적 유대가 이민자의 수용 사회 적응의 다양한 단계에서 경제적 통합에 유용한 경로를 제시할 수 있음을 보여줌으로써 장학금에 기여합니다.

주요어 : 여성결혼이민자, 직업, 구직활동, 직종, 사회네트워크

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