

THE LABOR FORCE PARTICIPATION OF WOMEN OF ARABIC
ANCESTRY IN THE US

by

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I dedicate this thesis to my role model in this life,

(MY FATHER, Dr. Naif Almutairi).

ACKNOWLEDGEMENTS

I must express deep gratitude to my husband, Abdulla for his endless support and encouragement throughout my years of study. This accomplishment would not have been possible without him. I also would like to thank my research advisor, Dr. Foster Amey, for providing me with his advice, precious time, and knowledge. He is such a great person, mentor, and teacher. I would also like to acknowledge my committee members Dr. Angela Mertig and Dr. Meredith Dye for reading my work and providing me with valuable comments to enrich the research. Finally, I would like to thank Dr. Vicky MacLean, Director of the Sociology Graduate Program, for being such a great supportive person throughout my years of study at Middle Tennessee State University.

ABSTRACT

The main objective of this study was to contribute to continuing research on the labor force participation of women of Arabic backgrounds living in the US. The study explored the difference in labor force participation between immigrants and native-born women who claim descent from different Arab countries, given their human capital, assimilation, and demographic characteristics.

The study analyzed data from the American Community Survey (2012-2016) collected by the US Bureau of Census. The majority of the women in this study were immigrants. Approximately 31% of the women were born in the US.

From 2012 to 2016, the labor force participation rate of these women was higher in the US than in other Arab countries; however, it was lower than other groups in the US. Women of Arabic descent born in the US had a higher labor force participation rate than their immigrant counterparts. This difference was largely due to the ability to speak English more fluently, controlling for demographic variables that impact labor force participation. Duration of stay in the US did not have any significant impact on the odds of labor force participation.

TABLE OF CONTENTS

	Page
LIST OF TABLES	vii
INTRODUCTION	1
LITERATURE REVIEW	2
Immigrants and the labor market in the US	3
Effect of assimilation on labor force participation.....	3
Women and work in Arab society.....	4
Age and labor force participation.....	5
Education and labor force participation	5
Marriage, children, and family income	6
Disability and work	7
Hypothesis.....	7
METHODS	7
Data	7
Measures.....	8
Statistical methods.....	9
RESULTS	9
DISCUSSION.....	12
SUMMARY AND CONCLUSION	13

REFERENCES	14
APPENDICES	16
APPENDIX A – TABLES	17
APPENDIX B – INSTITUTIONAL REVIEW BOARD APPROVAL	21

LIST OF TABLES

Table 1. Description of Variables in the Analysis. N = 3,425	18
Table 2. Labor Force Participation by Nativity & Citizenship Status of Arab Women 18 Years and Older	19
Table 3. Estimated Odds Ratios from Logistic Regression Models	20

INTRODUCTION

Studies of economic activities of US residents have often drawn attention to variation among different population groups in the country. Different patterns of engagement in work activities (referred to as labor force participation) have been reported for racial groups, men and women, and for the native-born and immigrants. For example, data from the US Bureau of Labor Statistics (BLS) (2017) show that in 2016, unemployment rates were lower for foreign-born residents (4.3%) than native-born residents (5.0%). There were also differences within and between the sexes in the same year. Unemployment was higher for native-born men (5.2%) compared to foreign-born men (4.3%). The situation was reversed for women whereby the native-born (4.7%) experienced lower unemployment than foreign-born women. Overall, men were only slightly more likely (4.9%) than women (4.8%) to be unemployed.

One area of research on economic activities of US residents has tried to explain the uneven labor force participation of immigrant and native-born populations. Early researchers in this area of work such as Chiswick (1978), Mincer (1979), Tienda et al. (1984), Borjas (1985), and Posten (1988) among others, have compared immigrants from various world regions to native-born Americans. While several studies have been done on immigrants from Asia, Latin America and the Caribbean, as well as those from Africa, studies have only recently appeared on the economic activities of immigrants from the Middle East and North Africa. In particular, participation in the US labor market by women who claim Arabic ancestry has been examined in the context of reported low levels of non-domestic work by women in Arab countries (e.g., Alfarran 2016; Abdelhadi 2017).

This study contributes to ongoing research on the labor force participation of women of Arabic descent living in the US. It examines the extent to which immigrant and native-born

women who claim ancestry from a number of Arab countries differ in the US labor force given their human capital, assimilation, and demographic characteristics. This study analyzes data from the American Community Survey collected by the US Bureau of the Census.

LITERATURE REVIEW

People of working age (16 years and over) in the United States fall into three categories, namely, the employed, the unemployed, and those not in the labor force. The employed and unemployed constitute the labor force of the country (Newburger and Gryn 2009; Fogg and Harrington 2012). They form the pool of labor supply by either working or actively seeking employment. Those not in the labor force are mainly “students, housewives, retired workers, seasonal workers interviewed in an off season who were not looking for other work, institutionalized people, and people doing only incidental unpaid family work” (Newburger and Gryn 2009:2). This group also includes those discouraged by conditions in the labor market. Even though this latter group may desire employment, they are not included in the labor force because they are not actively looking for employment. In sum, the term “labor force participation” does not cover only people who are taking active part in economic activity; it includes all those actively seeking to work even if they do not currently hold a job. Labor force participation rate (LFPR) measures for any population group the proportion of members who are classified in the labor force. This is given by the equation:

$$LFPR = \frac{\text{Number in the Labor Force}}{\text{Total number of Persons}} \times 100.$$

Several factors influence the likelihood of labor force participation in any population. Principal among these are demographic variables such as sex, age, marital status and human capital characteristics such as education and training. For immigrants, however, additional

characteristics come into play and these are related to their assimilation in the host society. The main factors here are language ability, duration of stay in host country, and citizenship status.

Immigrants and the labor market in the US

The American Immigration Council (2017) estimated that in 2015 immigrants made up about 17% of the US labor force. This was made up of 9.7% foreign-born men and 7.3% foreign-born women. Labor force participation rates were, however, higher among foreign-born workers (65.2%) than native-born workers (62.3%) (BLS 2017). In general, foreign-born men had higher participation rates than all other workers while foreign-born women participated the least. Participation of immigrants in the US labor force depends on a variety of factors, namely, socioeconomic background, human capital, and their assimilation in US society.

Effect of assimilation on labor force participation

Early research on assimilation of immigrants into a host society, (for example, Chiswick 1978), established that the basis for rapid increase in immigrant earnings relative to those of the native-born was their assimilation into American society. The main assimilation factors noted by Chiswick are language skills and knowledge of “customs, and the nature of labor markets in the United States” (p. 918). Chiswick’s analysis also pointed out the importance of duration of stay in the US. Excluding it from analysis would “mask important differences between the native and foreign born and among the foreign born” (p. 918). Schoeni (1998) added that immigrant groups with rapid assimilation also experience the strongest increase in labor force participation. Most studies of assimilation analyze its effects on income but it is clear that income depends on labor force participation. For example, Koopman (2016) showed that assimilation, i.e. “sociocultural variables such as language proficiency, interethnic social ties and gender values” (p. 197) better

explain differences in labor market position among European ethnic minorities, controlling for socioeconomic background variables.

Among immigrant women in the US are Arab immigrant women. Evidence shows that their participation in the labor market is among the lowest of any immigrant group (Read, 2006). However, American born Arab women's labor force participation rates mimic that of native-born women (Read, 2006). Reasons for the deficit in immigrant Arab-women's labor force participation has been attributed to traditional values against women working, controlled by religious expectation (Read, 2006). However, Read and Bartkowski (2000) have suggested that in the United States, Arab women might be expected to spend more time in the workforce, because living in a democratic country might give them more freedom to use their education for career and work.

Women and work in Arab society

Data from the World Bank (2018) show that Arab countries have some of the lowest labor force participation rates for women among the nations of the world. The rates range from a low of 7.9% in Yemen to a high of 28.2% in Kuwait. Throughout the world, female labor force participation rates rarely exceed 50%. However, they are very low in the Arab gulf region. For example, while the 2017 rates average 39.3% for the world and 46.0% for North America, they average just 20.5% for the Middle East & North Africa. Several Arab gulf countries are below the average for the region. They include Jordan (17.7%), Oman (12.9%), Qatar (14.1%), Saudi Arabia (16.9%), and the United Arab Emirates (12.4%).

Writing about the situation in Saudi Arabia, Alfarran (2016) identified the major obstacles to women's labor force participation to include "considerable cultural, social and regulatory barriers of a conservative society" (p. i). According to Alfarran's study, some of the

cultural elements that keep women out of the labor force involve gender segregation of the work place, patriarchy, and a system of guardianship. Arab women's low level of labor force participation is also often linked to Islam (Abdelhadi 2017; Read 2006) since it is the major religion in Arab nations. This view has been challenged by some researchers, notably Abdelhadi (2107), Read (2014), Offenbauer (2005), and Baden (1992). The common conclusion in these studies is that Arab culture that existed before Islam, stresses traditional family arrangements that are deeply patriarchal and value women's contributions in the household over paid outside work. Read (2014), for instance, examined both Muslim and Christian women of Arabic origin who live in the US and found no significant differences in their labor force participation. Read further found a common impact of religion whereby the more religious Muslim and Christian Arab women had lower odds of labor force participation than those with lower religiosity. Thus, the specific form of religion, by itself, seems to play a far smaller role in the labor force participation of Arab women than some might assume.

Age and labor force participation

A previous analysis of the age pattern of labor force participation of immigrant women showed that, in general, employment peaked between the ages of 35 and 45 years (Vernes 1998) similar to the experience of native-born women. However, unlike Filipina women whose participation rate peaked at 72%, women from the Middle East peaked at 55%. These levels were, however, affected by levels of education and childcare responsibilities.

Education and labor force participation

Education is the most basic human capital factor that workers bring to the labor market and is very "closely associated with labor market outcome, including labor force participation" (Fogg and Harrington 2012:4). The higher the level of education, the greater the likelihood of

entry into the labor force. For immigrants, it is likely the main reason for entry into the US labor market which offers higher earning potential. It matters for immigrants whether the degree they hold was earned in their home country or in the US. Because of differences in educational systems, academic qualifications are not easily transferred (Fogg and Harrington 2012). Thus, we can expect that among Arab women, labor force participation will differ not just by level of education but also by their nativity status. Those born in the US will more likely resemble other native-born women and have higher labor force participation than the immigrants among them.

Another aspect of education that impacts labor force participation is school enrollment. Many students in the US work while attending school on a part-time or full-time basis. This is particularly relevant for youth under 25 years of age. A recent release by the BLS (2018) showed that in October 2017, part-time students had a higher labor force participation rate (74%) than full-time students (36.9%). Overall, however, those enrolled part-time had a higher labor force participation rate (67.4%) than those enrolled full time (37.6%), with women showing higher likelihood of participation in the labor force than men. Thus, we would expect a similar effect of school enrollment for women of Arabic descent such that those attending school full-time will be less likely to participate in the labor force.

Marriage, children, and family income

Previous studies (e.g., Jallilvand 2000; Shapiro and Mott 1983) have found that women's labor force participation is affected by marital status, the presence of children, and financial need to work. This is particularly relevant to Arab women with strong cultural expectations to take care of domestic matters. Living in the US is different however. Economic conditions may make it necessary to engage in the labor force. Thus, one can expect that Arab women born in the US will be more active in the labor force while immigrants' participation will be impacted more by

cultural expectations. On the other hand, high family income and presence of school age children may be reasons to engage less in the labor force.

Disability and work

Lastly, physical and mental disabilities influence the likelihood of engaging in work activities in the US. As BLS (2018) data show, in 2016, labor force participation rates were 20% for those with a disability and 68.5% for those without a disability.

Hypothesis

In this analysis, I tested the hypothesis that among women of Arabic descent in the US, labor force participation will be higher for the native-born than for immigrants even after control for, assimilation (language ability and duration of stay), and demographic characteristics (age, marital status, educational attainment, school enrollment, presence of children, family income, and disability status).

METHODS

Data

The analysis was based on the 5-year (2012-2016) data from the American Community Survey prepared by the US Bureau of the Census. The data set is a 5% sample of American households in all 50 states. Because Arab women form a generally small proportion of the US population, I used the 5-year data set to increase the sample size. This also helped to avoid extreme variations that might occur in a particular year. The analysis was restricted to Arab women aged 18 years and older at the time of data collection. Arab women were defined as those claiming ancestry from the following Arab countries: Bahrain, Egypt, Iraq, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, United Arab Emirates, and Yemen. A total of 3,425 cases were selected for analysis.

Measures

The dependent variable in the analysis was whether or not the respondent is classified in the labor force (1 = In the labor force; 0 = Not in the Labor force). Those classified in the labor force include the following:

- i. Civilian employed at work
- ii. Civilian employed with a job but not at work
- iii. Unemployed
- iv. Armed Forces, at work
- v. Armed Forces, with a job but not at work.

Respondents not classified in i – v are deemed to be not in the labor force.

The independent variables and their measurements are shown in Table 1. The interval level variables (duration of stay, age, and family income) were collapsed into categories to help interpretation. The independent variables of interest are nativity (native-born or immigrant) and assimilation (language ability; duration of stay). Nativity was measured in three categories for analysis namely, native-born, naturalized citizen, and non-citizen.

Two variables represent assimilation. These are language ability and duration of stay. The categories for language ability follow closely the Census Bureau's categories. The only adjustment made in this study was to group "very well" and "well" into one category. The categories of duration of stay come from prior analysis. Chiswick (1978), for instance, concluded that earnings of immigrants increase more rapidly after 10 years in the US. After a long period, immigrants begin to look more like the native born. Thus, duration of stay was categorized as under 10 years, 10 to 29 years, and 30 or more years.

In addition to these, a set of relevant demographic variables was included. These are listed in Table 1. They include age at time of interview, marital status, educational attainment, current school enrollment, disability status, presence and age of children, and family income.

Statistical methods

I began the analysis using a contingency table (Table 2) to assess the distribution of cases by labor force status and nativity and citizenship status. I then compared the odds of being in the labor force for the native-born, (naturalized citizens, and non-citizens). I used binary logistic regression to understand the factors associated with the differences in the odds of labor force participation among the three groups.

RESULTS

Table 1 also presents percentage distribution of the variables in the analysis. More than one-half of the respondents (about 60%) in the analysis are not in the labor force. About 70% are immigrants. Also, about 62% of the respondents have more than high school education and about 75% are able to speak English well.

Table 2 displays the cross tabulation of labor force status with nativity and citizenship status of respondents. While only 25.7% of non-citizen immigrants are in the labor force, 41.4% of naturalized citizens participate and more than one-half of the native-born women report participation in the labor force. In general, this follows the report by the American Immigration Council (2017) that foreign-born women participated the least in the US labor force in 2015. From Table 2, the following odds of labor force participation (OLFP) can be derived for the three categories of women.

$$OLFP (Native - Born) = \frac{0.517}{0.483} = 1.07$$

$$OLFP (\text{Naturalized citizen}) = \frac{0.414}{0.586} = 0.706$$

$$OLFP (\text{Not – Citizen}) = \frac{0.257}{0.743} = 0.345$$

The odds emphasize the different probabilities or likelihoods of being in the labor force for the three groups under consideration. For naturalized citizens, the likelihood of labor force participation is only about 71% of non-participation. It is even lower for non-citizens whose likelihood of participation is only about 35% of the likelihood of non-participation. Only native-born women are slightly more likely (odds=1.07) to participate than not to participate. The factors that influence these odds are presented in Table 3.

In Model 1 of Table 3, the observed odds are expressed as odds ratios, comparing naturalized and native-born citizens to non-citizen immigrants. These odds ratios show that native-born respondents have odds that are over three times the odds of non-citizens to be in the labor force while naturalized citizens are over two times as likely to be in the labor force relative to non-citizens. These odds ratios are statistically significant ($p < .001$) and are not adjusted for the factors that impact labor force participation among women of Arabic descent. They suggest that native-born respondents followed by naturalized citizens participate significantly more in the labor market than do non-citizens.

Model 2 introduces the assimilation variables of language ability and duration of stay. Speaking English well gives odds that are nearly 11 times the odds of not speaking English at all. Even respondents who do not speak English well have some advantage over those who do not speak at all. Respondents in this category have odds that are more than 3 times as large. Introduction of the assimilation variables reduces the effects of nativity and citizenship status.

Although the odds ratios are now smaller, they remain statistically significant. It shows that some of the effects of nativity and citizenship come through the assimilation variables.

Model 3 controls for other demographic variables. Most of the results come out as expected. First, the significant effects of nativity and citizenship remain unchanged from Model 2. The native-born still have about 2½ times the odds of non-citizens to participate in the labor force while naturalized citizens also maintained odds that are approximately one and a half times the odds for non-citizens. Speaking English well has a significant effect on the odds ratio but very much reduced from 11.338 in Model 2 to 3.767 in Model 3 and it is the only assimilation variable that is significant. In general, the size of the influence of all assimilation variables is reduced.

The demographic variables all have a significant effect on the odds of labor force participation. Although significant, the result for family income is not as expected. In theory, women in families with large incomes were expected to have lower odds of labor force participation. In this analysis, those with family incomes \$60,000 or less have significantly lower odds compared to those earning more than \$60,000. The presence of children under six years of age also significantly affects labor force participation. As the results show, respondents with no own children and those with own children who are of school going age have significantly higher odds of participation than respondents who have own children under six years of age. Those with children of school going age in addition to children under six years of age are not different than respondents who only have children under six. Another significant family variable is marital status. Here respondents without a spouse (never married and currently unmarried) have greater odds of participation in the labor force (about 3 times) than those who are currently married.

DISCUSSION

This study finds that US women who identify as being of Arabic descent (from the nations identified) have higher labor force participation rates compared to those prevalent in the Arab world. The observed rates range from nearly 26% among non-citizens to about 52% among the native-born. Thus, being born or living outside the region of ancestry has the effect of increasing their labor force participation. This may come about because they do not face the same barriers to women's work that come from the Arab culture. Similarly, different economic needs in the US could be a factor in encouraging labor force participation.

Compared with non-Arabic women in the US, those of Arabic descent have lower rates overall than other groups of American women. However, the rate for the native-born comes close to what is reported by the Department of Labor (2017) for all women 16 years and older. This is not surprising since the native-born Arab women are expected to resemble other native-born women.

Given that non-citizens must go through an immigration process before acquiring work authorization, it appears that their lower rate of labor force participation may be due to their newness in the country. Some may be students making their transition to the labor market from school or they may be more recent arrivals not yet assimilated in US society. Indeed, this analysis showed the importance of assimilation (via language ability) which has been found to be an important variable that influences labor force participation. Thus, the bigger odds (about 2½ times) for native-born respondents over non-citizens comes largely from the resemblance of the former to other native-born Americans. However, as a group, the labor force participation rate (about 40%—see Table 2) for all women of Arabic descent is lower than for White, Black,

Hispanic and Asian women in the US in 2016 as reported by the Department of Labor (2017). This may reflect a strong cultural bias against Arab women working outside the home.

SUMMARY AND CONCLUSION

This research examined the labor force participation of women 18 years and older who identified themselves as being of Arabic descent living in the US. About 31% of these women were born in the US while the majority are immigrants. Their labor force participation rate (2012-2016) was higher than the rates found in Arab countries but lower than the rates for other groups of women in the US. Labor force participation among the women of Arabic descent differ based on their nativity and citizenship status, with those born in the US having a higher rate than their immigrant counterparts. Ability to speak English is the key assimilation variable affecting the labor force participation of Arabic women. As in other populations, several demographic variables such as age, marital status, education, and disabilities affect whether or not they are in the labor force. However, the significance of these variables does not remove the difference between native-born and immigrant Arab women in labor force participation.

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APPENDICES

APPENDIX A – TABLES

Table 1. Description of Variables in the Analysis. N = 3,425

Variables & Measurement	Percentage
<i>Dependent Variable</i>	
Labor Force Status	
In Labor Force	39.9%
Not in Labor Force	60.1%
<i>Independent Variables</i>	
Nativity & Citizenship Status	
Native-born	30.8%
Naturalized	39.6%
Not Citizen	29.7%
Ability to speak English	
Well	75.2%
Not Well	17.5%
Not At All	7.2%
Duration of Stay	
Native or 30+ Years	19.3%
10 to 29 Years	38.9%
Under 10 Years	41.8%
Age Group	
18 to 24 Years	17.1%
25 to 39 Years	37.4%
40 to 64 Years	35.2%
65 Years & Over	10.4%
Marital Status	
Never Married	23.0%
Currently Unmarried	13.2%
Currently Married	63.8%
Educational attainment	
More Than High School	61.6%
High School Only	19.8%
Less Than High School	18.6%
School enrollment	
Not Enrolled	79.1%
Currently Enrolled	20.9%
Disabilities	
Without a Disability	88.3%
With a Disability	11.7%
Presence and Age of Children	
No children	55.0%
Children 6 to 17 Years Only	19.9%
Children Under 6 and 6 to 17 Years	13.7%
Children Under 6 Years Only	11.4%
Family income	
30000 or less	33.6%
30001 to 60000	22.4%
60001 to 120000	23.2%
More than 120000	20.9%

Table 2. Labor Force Participation by Nativity & Citizenship Status of Arab Women 18 Years and Older.

Labor force Status	Nativity and Citizenship Status of Arab Women			Total
	Not-Citizen	Naturalized	Native-Born	
In Labor Force	261 25.7%	561 41.4%	545 51.7%	1367 39.9%
Not in Labor Force	755 74.3%	794 58.6%	509 48.3%	2058 60.1%
Total	1016 100%	1355 100%	1054 100%	3425 100%
Odds of Labor Force Participation	0.345	0.706	1.07	0.664

$\chi^2 = 148.12; p < .001$

Table 3. Estimated Odds Ratios from Logistic Regression Models

Variables	Model 1	Model 2	Model 3
Nativity & Citizenship Status			
Native-Born	3.155***	2.653***	2.470***
Naturalized	2.380***	1.581**	1.615**
Not Citizen†			
Ability to Speak English			
Well		11.338***	3.767***
Not Well		3.433**	1.957
Not At All†			
Duration of Stay			
Native or 30+ Years		0.821	0.765
10 to 29 Years		1.511**	1.320
Under 10 Years†			
Age Group			
18 to 24 Years			8.555***
25 to 39 Years			16.634***
40 to 64 Years			20.486***
65 Years and Over†			
Marital Status			
Never Married			2.942***
Currently Unmarried			3.473***
Currently Married†			
Educational Attainment			
More Than High School			3.415***
High School Only			1.627**
Less Than High School†			
School Enrollment			
Not Enrolled			2.190***
Currently Enrolled†			
Disabilities			
Without a Disability			2.828***
With a Disability†			
Presence and Age of Children			
No Children			1.636**
Children 6 to 17 Years Only			1.454*
Children Under 6 and 6 to 17 Years			0.687
Children Under 6 Years Only†			
Family income			
30000 or less			0.444***
30001 to 60000			0.652**
60001 to 120000			1.067
More Than 120000†			
Model Chi-sq.	111.981***	284.894***	715.774***
DF	2	6	21
* $p < .05$	** $p < .01$	*** $p < .001$	† Comparison Group

APPENDIX B – INSTITUTIONAL REVIEW BOARD APPROVAL

IRB
INSTITUTIONAL REVIEW BOARD
 Office of Research Compliance,
 010A Sam Ingram Building,
 2269 Middle Tennessee Blvd
 Murfreesboro, TN 37129



IRBN007 – EXEMPTION DETERMINATION NOTICE

Tuesday, October 02, 2018

Principal Investigator **Nuha Almutairi (Student)**
 Faculty Advisor **Foster K. Amey**
 Co-Investigators **NONE**
 Investigator Email(s) **na4p@mtmail.mtsu.edu; foster.amey@mtsu.edu**
 Department **Sociology & Anthropology**

Protocol Title ***The labor force participation of women of Arabic ancestry in the US***
 Protocol ID **19-1046**

Dear Investigator(s),

The above identified research proposal has been reviewed by the MTSU Institutional Review Board (IRB) through the **EXEMPT** review mechanism under 45 CFR 46.101(b)(2) within the research category (4) *Study involving existing data*. A summary of the IRB action and other particulars in regard to this protocol application is tabulated as shown below:

IRB Action	EXEMPT from further IRB review***	Date	10/2/18
Date of Expiration	NOT APPLICABLE		
Sample Size	500 (FIVE HUNDRED)		
Participant Pool	Existing data collected from healthy Adults (18 years or older) using existing data from US Bureau of the Census		
Exceptions	NONE		
Mandatory Restrictions	<ol style="list-style-type: none"> 1. Participants must be 18 years or older 2. Informed consent must be obtained from the participants 3. Identifying information must not be collected 		
Restrictions	Existing data only; not approved for new recruitment		
Comments	NONE		

***This exemption determination only allows above defined protocol from further IRB review such as continuing review. However, the following post-approval requirements still apply:

- Addition/removal of subject population should not be implemented without IRB approval
- Change in investigators must be notified and approved
- Modifications to procedures must be clearly articulated in an addendum request and the proposed changes must not be incorporated without an approval
- Be advised that the proposed change must comply within the requirements for exemption
- Changes to the research location must be approved – appropriate permission letter(s) from external institutions must accompany the addendum request form
- Changes to funding source must be notified via email (irb_submissions@mtsu.edu)
- The exemption does not expire as long as the protocol is in good standing

- Project completion must be reported via email (irb_submissions@mtsu.edu)
- Research-related injuries to the participants and other events must be reported within 48 hours of such events to compliance@mtsu.edu

Post-approval Protocol Amendments:

The current MTSU IRB policies allow the investigators to make the following types of changes to this protocol without the need to report to the Office of Compliance, as long as the proposed changes do not result in the cancellation of the protocols eligibility for exemption:

- Editorial and minor administrative revisions to the consent form or other study documents
- Increasing/decreasing the participant size

Only THREE procedural amendment requests will be entertained per year. This amendment restriction does not apply to minor changes such as language usage and addition/removal of research personnel.

Date	Amendment(s)	IRB Comments
NONE	NONE.	NONE

The investigator(s) indicated in this notification should read and abide by all applicable post-approval conditions imposed with this approval. [Refer to the post-approval guidelines posted in the MTSU IRB's website.](#) Any unanticipated harms to participants or adverse events must be reported to the Office of Compliance at (615) 494-8918 within 48 hours of the incident.

All of the research-related records, which include signed consent forms, current & past investigator information, training certificates, survey instruments and other documents related to the study, must be retained by the PI or the faculty advisor (if the PI is a student) at the secure location mentioned in the protocol application. The data storage must be maintained for at least three (3) years after study completion. Subsequently, the researcher may destroy the data in a manner that maintains confidentiality and anonymity. IRB reserves the right to modify, change or cancel the terms of this letter without prior notice. Be advised that IRB also reserves the right to inspect or audit your records if needed.

Sincerely,

Institutional Review Board
Middle Tennessee State University

Quick Links:

[Click here](#) for a detailed list of the post-approval responsibilities.
More information on exempt procedures can be found [here](#).