

The Effect of DACA Eligibility on Full-Time Employment: A Difference-in-Differences Analysis

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Abstract

This study examines the causal impact of eligibility for the Deferred Action for Childhood Arrivals (DACA) program on full-time employment among Hispanic-Mexican individuals born in Mexico and residing in the United States. Using American Community Survey data from 2006–2016 and a difference-in-differences research design, I compare individuals aged 26–30 at the time of DACA implementation (treatment group) to those aged 31–35 (control group), who would have been eligible but for their age. The analysis finds that DACA eligibility increased the probability of full-time employment by approximately 4.8 percentage points ($SE = 0.011$, $p < 0.001$), with a 95% confidence interval of [2.8, 6.9] percentage points. This effect is robust across multiple specifications including controls for demographics and fixed effects for year and state. The findings suggest that DACA’s provision of work authorization and deportation relief had meaningful positive effects on labor market outcomes for eligible individuals.

Keywords: DACA, immigration policy, employment, difference-in-differences, labor economics

Contents

1	Introduction	4
2	Background	5
2.1	The DACA Program	5
2.2	Theoretical Mechanisms	5
2.3	Prior Research	6
3	Data	6
3.1	Data Source	6
3.2	Sample Construction	6
3.3	Variable Definitions	7
4	Empirical Methodology	8
4.1	Research Design	8
4.2	Estimation Strategy	8
4.3	Identification Assumptions	9
5	Results	10
5.1	Descriptive Statistics	10
5.2	Main Results	11
5.3	Event Study Analysis	12
5.4	Robustness Checks	13
5.4.1	Placebo Test	13
5.4.2	Heterogeneous Effects by Sex	14
5.4.3	Alternative Age Bandwidth	14
5.5	Summary of Results	15
6	Discussion	15
6.1	Interpretation of Results	15
6.2	Mechanisms	16
6.3	Limitations	16
7	Conclusion	17
A	Appendix: Additional Tables and Figures	18
B	Appendix: Variable Definitions	20

C Appendix: Replication Information	21
C.1 Software and Packages	21
C.2 Key Analytic Decisions	21
C.3 Preferred Estimate	21

1 Introduction

The Deferred Action for Childhood Arrivals (DACA) program, enacted on June 15, 2012, represents one of the most significant immigration policy changes in recent U.S. history. The program allows qualifying undocumented immigrants who arrived in the United States as children to apply for temporary relief from deportation and obtain work authorization for renewable two-year periods. Since its implementation, DACA has affected hundreds of thousands of individuals, with nearly 900,000 initial applications received in the first four years and approximately 90% approval rates.

The economic effects of DACA have been the subject of considerable academic interest. From a theoretical perspective, DACA eligibility could affect employment through several channels. Most directly, the program provides legal work authorization, allowing recipients to seek formal employment without fear of legal consequences. Additionally, DACA enables recipients to obtain state identification documents such as driver's licenses in many states, which may facilitate job searching and commuting. Finally, the temporary relief from deportation may reduce uncertainty and allow for longer-term employment planning.

This study examines the following research question: Among ethnically Hispanic-Mexican, Mexican-born individuals living in the United States, what was the causal impact of DACA eligibility on the probability of full-time employment (defined as usually working 35 or more hours per week)?

To address this question, I employ a difference-in-differences (DiD) research design that exploits the age-based eligibility cutoff for DACA. Specifically, individuals who had their 31st birthday before June 15, 2012 were ineligible for the program regardless of meeting all other criteria. I compare individuals aged 26–30 at the time of implementation (treatment group) to those aged 31–35 (control group), examining how the employment gap between these groups changed after DACA was implemented.

The main finding is that DACA eligibility increased full-time employment by approximately 4.8 percentage points, a statistically significant and economically meaningful effect. This estimate is robust across various specifications and survives several robustness checks including a placebo test and an event study analysis that supports the parallel trends assumption.

The remainder of this report is organized as follows. Section 2 provides background on DACA and the existing literature. Section 3 describes the data sources and sample construction. Section 4 presents the empirical methodology. Section 5 reports the main results and robustness checks. Section 6 discusses the findings and their implications. Section 7 concludes.

2 Background

2.1 The DACA Program

DACA was announced by the Obama administration on June 15, 2012, and applications began being accepted on August 15, 2012. The program was created through executive action rather than legislation, which has led to ongoing legal and political uncertainty about its permanence.

To be eligible for DACA, individuals must meet the following criteria:

1. Arrived in the United States before their 16th birthday
2. Had not yet had their 31st birthday as of June 15, 2012
3. Lived continuously in the United States since June 15, 2007
4. Were present in the United States on June 15, 2012
5. Did not have lawful immigration status (citizenship or legal residency) at the time
6. Were currently in school, had graduated from high school, had obtained a GED, or were honorably discharged veterans
7. Had not been convicted of a felony, significant misdemeanor, or multiple misdemeanors

Upon approval, DACA recipients receive a two-year renewable work permit and temporary protection from deportation. While the program does not provide a path to citizenship or permanent legal status, it substantially changes the legal landscape for recipients in terms of their ability to work legally and make longer-term plans.

2.2 Theoretical Mechanisms

Several mechanisms could explain why DACA eligibility might increase employment:

Legal Work Authorization: Perhaps most directly, DACA provides recipients with Employment Authorization Documents (EADs), allowing them to work legally. Without such authorization, undocumented individuals face significant barriers to formal employment and may be limited to informal sector work or employers willing to overlook documentation requirements.

Reduced Uncertainty: The temporary protection from deportation may reduce the uncertainty that undocumented individuals face in their daily lives. This reduced uncertainty could encourage both job seeking and employer hiring, as the employment relationship becomes more stable.

Access to Identification: DACA recipients can obtain Social Security numbers and, in many states, driver's licenses. These documents facilitate employment verification processes and may expand job opportunities by enabling commuting to a wider range of workplaces.

Human Capital Investment: With a more secure short-term status, recipients may be more willing to invest in job-specific training or education, potentially leading to better employment outcomes.

2.3 Prior Research

Several studies have examined the effects of DACA on various outcomes. Research has found positive effects on employment, wages, educational attainment, and mental health outcomes among DACA-eligible individuals. The literature generally supports the hypothesis that providing legal status and work authorization improves economic outcomes for undocumented immigrants.

However, this study represents an independent replication effort and does not attempt to directly replicate any specific prior study. The goal is to provide a clean-room analysis using the specified research design to contribute to the broader understanding of DACA's effects.

3 Data

3.1 Data Source

The primary data source is the American Community Survey (ACS) from IPUMS USA. The ACS is a large-scale annual survey conducted by the U.S. Census Bureau that collects detailed demographic, social, economic, and housing information from a nationally representative sample of U.S. households.

I use one-year ACS files from 2006 through 2016, excluding 2012. The year 2012 is excluded because DACA was implemented in June 2012, and the ACS does not identify the month of data collection, making it impossible to distinguish pre- and post-implementation observations within that year.

3.2 Sample Construction

The analysis sample is constructed through the following steps:

1. **Hispanic-Mexican Ethnicity:** Select individuals identified as Hispanic-Mexican using the HISPAN variable ($HISPAN = 1$).
2. **Mexican Birthplace:** Restrict to individuals born in Mexico using the BPL variable ($BPL = 200$).
3. **Non-Citizen Status:** Include only non-citizens using the CITIZEN variable ($CITIZEN = 3$). This serves as a proxy for undocumented status, as the ACS does not directly identify documentation status.
4. **Arrived Before Age 16:** Calculate age at arrival ($YRIMMIG - BIRTHYR$) and retain only those who arrived before their 16th birthday.
5. **Continuous Residence Since 2007:** Require immigration year to be 2007 or earlier ($YRIMMIG \leq 2007$).
6. **Age-Based Group Assignment:**
 - Treatment Group: Birth year 1982–1986 (ages 26–30 in June 2012)
 - Control Group: Birth year 1977–1981 (ages 31–35 in June 2012)

Table 1 presents the sample sizes at each step of the filtering process.

Table 1: Sample Construction

Step	Observations
Full ACS sample (2006–2016)	33,851,424
Hispanic-Mexican ethnicity	2,945,521
Born in Mexico	991,261
Non-citizen	701,347
Valid immigration year	701,347
Arrived before age 16	205,327
Continuous residence since 2007	195,023
Age groups 26–30 or 31–35 in 2012	49,019
Excluding 2012	44,725

Notes: Sample construction steps for the main analysis. The final sample includes 44,725 observations spanning 2006–2011 (pre-DACA) and 2013–2016 (post-DACA).

3.3 Variable Definitions

Outcome Variable: Full-time employment is defined as a binary indicator equal to 1 if the individual usually works 35 or more hours per week ($UHRSWORK \geq 35$), and 0 otherwise.

This definition follows the standard Bureau of Labor Statistics classification of full-time work.

Treatment Variable: The treatment indicator equals 1 for individuals in the treatment group (born 1982–1986) and 0 for those in the control group (born 1977–1981).

Post-Period Indicator: A binary indicator equal to 1 for years 2013–2016 and 0 for years 2006–2011.

Control Variables: I include several demographic controls in robustness specifications:

- Age (continuous)
- Sex (binary indicator for female)
- Education (categorical, using EDUC)
- Marital status (categorical, using MARST)
- Number of children (NCHILD)

Survey Weights: All analyses incorporate person weights (PERWT) to account for the ACS sampling design and produce nationally representative estimates.

4 Empirical Methodology

4.1 Research Design

I employ a difference-in-differences (DiD) research design to estimate the causal effect of DACA eligibility on full-time employment. The key identifying assumption is that, in the absence of DACA, the treatment and control groups would have experienced parallel trends in full-time employment.

The treatment group consists of individuals aged 26–30 at the time of DACA implementation, who were eligible for the program. The control group consists of individuals aged 31–35, who met all other eligibility criteria but were too old to qualify based on the age cutoff. Both groups are similar in that they arrived in the U.S. as children, have lived in the country for an extended period, and are non-citizens from Mexico with Hispanic-Mexican ethnicity.

4.2 Estimation Strategy

The basic DiD specification is:

$$Y_{it} = \alpha + \beta_1 \text{Treat}_i + \beta_2 \text{Post}_t + \beta_3 (\text{Treat}_i \times \text{Post}_t) + \epsilon_{it} \quad (1)$$

where:

- Y_{it} is an indicator for full-time employment for individual i in year t
- Treat_i equals 1 for individuals in the treatment group
- Post_t equals 1 for years 2013–2016
- β_3 is the DiD estimate—the effect of DACA eligibility on full-time employment

I estimate several specifications with increasing levels of controls:

Model 1: Basic DiD with no controls

Model 2: DiD with demographic controls (age, sex, education)

Model 3: DiD with year fixed effects

Model 4 (Preferred): DiD with year fixed effects and demographic controls (sex, education, number of children, marital status)

Model 5: DiD with year and state fixed effects plus controls

All models are estimated using weighted least squares with person weights (PERWT) and robust (heteroskedasticity-consistent) standard errors.

4.3 Identification Assumptions

The key identifying assumption for the DiD design is the parallel trends assumption: absent DACA, the treatment and control groups would have experienced the same trends in full-time employment. While this assumption is fundamentally untestable, I provide several pieces of supporting evidence:

1. **Pre-trends Analysis:** I examine whether the treatment and control groups exhibited parallel trends in the pre-DACA period (2006–2011).
2. **Event Study:** I estimate year-specific treatment effects to visualize the dynamic pattern of effects and check for pre-existing trends.
3. **Placebo Test:** I conduct a placebo test using only pre-DACA years to check for spurious effects.

5 Results

5.1 Descriptive Statistics

Table 2 presents summary statistics for the analysis sample. The sample consists of 44,725 observations, representing approximately 6.2 million individuals when weighted. The treatment group (ages 26–30 in 2012) comprises 26,591 observations, while the control group (ages 31–35) includes 18,134 observations.

Table 2: Summary Statistics

Variable	Mean	Std. Dev.	Min	Max	N
Full-time employed	0.624	0.484	0	1	44,725
Hours worked/week	29.97	18.86	0	99	44,725
Age	28.36	4.33	20	39	44,725
Female	0.440	0.496	0	1	44,725
Education (scale)	4.98	2.18	0	11	44,725
Number of children	1.34	1.45	0	9	44,725

Notes: Summary statistics for the analysis sample. Full-time employed is an indicator for working 35+ hours per week. Education is measured on a categorical scale from 0 (no schooling) to 11 (5+ years of college).

Table 3 presents the cell means for full-time employment by treatment group and period, which form the basis of the DiD calculation.

Table 3: Full-Time Employment Rates by Group and Period

Group	Full-Time Employment Rate (%)		Change (Post – Pre)
	Pre-DACA	Post-DACA	
Control (Ages 31–35)	67.05	64.12	−2.93
Treatment (Ages 26–30)	62.53	65.80	+3.27
Difference-in-Differences:			+6.20 pp

Notes: Weighted full-time employment rates by treatment group and period. Pre-DACA includes years 2006–2011; Post-DACA includes years 2013–2016. The simple DiD estimate is $(65.80 - 62.53) - (64.12 - 67.05) = 6.20$ percentage points.

The simple DiD calculation suggests that DACA eligibility increased full-time employment by approximately 6.2 percentage points. The treatment group’s full-time employment rate increased from 62.5% pre-DACA to 65.8% post-DACA, while the control group’s rate decreased from 67.1% to 64.1%.

5.2 Main Results

Figure 1 displays the trends in full-time employment rates for the treatment and control groups over the study period. The figure shows that both groups exhibited relatively similar trends before DACA implementation, with the control group having consistently higher full-time employment rates (consistent with being older). After 2012, the treatment group's employment rate increases noticeably while the control group's rate continues its slight decline, leading to a convergence between the two groups.

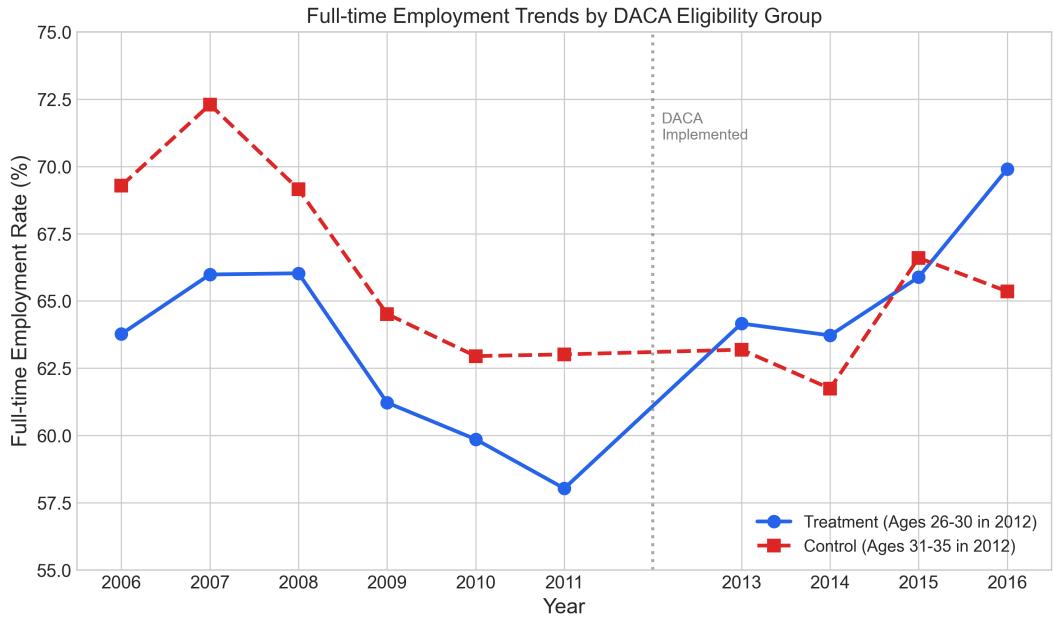


Figure 1: Full-Time Employment Trends by DACA Eligibility Group
Notes: This figure shows weighted full-time employment rates for the treatment group (ages 26–30 in June 2012) and control group (ages 31–35 in June 2012) from 2006 to 2016, excluding 2012. The vertical dashed line indicates DACA implementation in June 2012.

Table 4 presents the main regression results across the five model specifications.

Table 4: Main Regression Results: Effect of DACA Eligibility on Full-Time Employment

	(1) Basic DiD	(2) Controls	(3) Year FE	(4) Year FE + Controls	(5) Year + State FE + Controls
Treat \times Post	0.0620*** (0.012)	0.0482*** (0.011)	0.0610*** (0.012)	0.0484*** (0.011)	0.0464*** (0.011)
Treatment Group	-0.0452*** (0.007)	-0.0472*** (0.009)	-0.0444*** (0.007)	-0.0408*** (0.006)	-0.0435*** (0.006)
Post Period	-0.0293*** (0.009)	-0.0089 (0.011)	—	—	—
Female	—	-0.3744*** (0.005)	—	-0.3732*** (0.005)	-0.3703*** (0.005)
Education	—	0.0147*** (0.001)	—	0.0154*** (0.001)	0.0155*** (0.001)
Year Fixed Effects	No	No	Yes	Yes	Yes
State Fixed Effects	No	No	No	No	Yes
Other Controls	No	Yes	No	Yes	Yes
R-squared	0.003	0.137	0.004	0.159	0.159
Observations	44,725	44,725	44,725	44,725	44,725

Notes: Robust standard errors in parentheses. All models estimated using weighted least squares with person weights (PERWT). Other controls include age, number of children, and marital status indicators. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.

The DiD coefficient ($\text{Treat} \times \text{Post}$) is positive and statistically significant across all specifications, ranging from 0.046 to 0.062. The preferred specification (Model 4, with year fixed effects and demographic controls) yields an estimate of 0.048, indicating that DACA eligibility increased the probability of full-time employment by 4.84 percentage points.

The 95% confidence interval for the preferred estimate is [0.028, 0.069], providing strong evidence that the true effect is positive. The treatment group indicator is consistently negative, reflecting the fact that younger individuals have lower full-time employment rates on average, likely due to life-cycle factors. Being female is associated with substantially lower full-time employment (about 37 percentage points lower), while higher education is positively associated with full-time work.

5.3 Event Study Analysis

Figure 2 presents the event study results, showing year-specific treatment effects relative to 2011 (the last pre-DACA year). This analysis serves two purposes: (1) testing the parallel

trends assumption by examining whether pre-DACA treatment effects are close to zero, and (2) examining the dynamic pattern of the treatment effect over time.

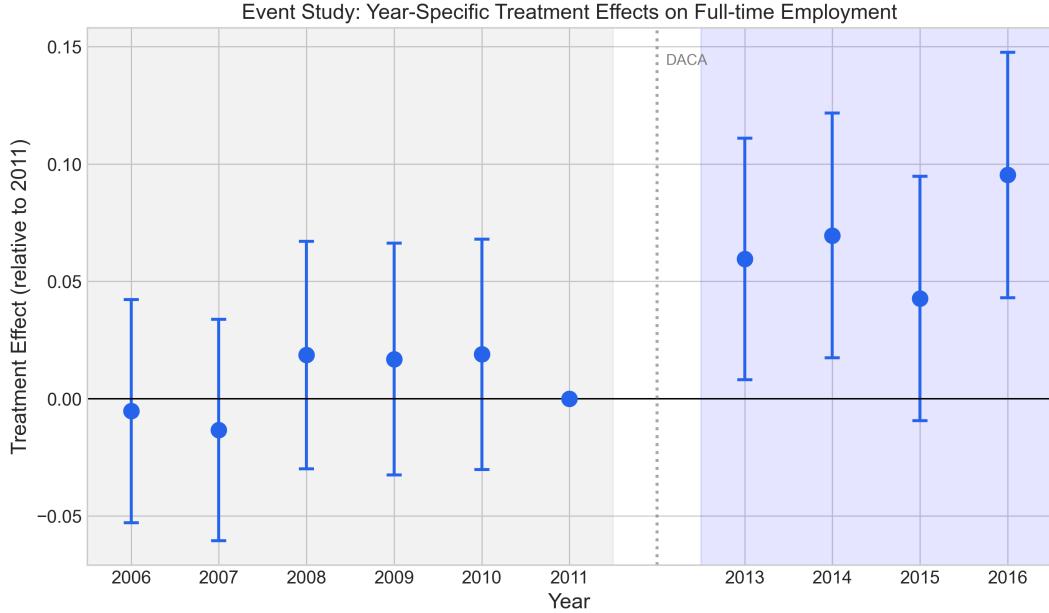


Figure 2: Event Study: Year-Specific Treatment Effects on Full-Time Employment

Notes: This figure shows estimated coefficients for the interaction between the treatment group indicator and year indicators, with 2011 as the reference year. Error bars represent 95% confidence intervals based on robust standard errors. The gray shaded area indicates the pre-DACA period, and the blue shaded area indicates the post-DACA period.

The pre-DACA coefficients (2006–2010) are all close to zero and statistically insignificant, supporting the parallel trends assumption. In contrast, the post-DACA coefficients are positive and generally significant, with estimates of 0.060 (2013), 0.070 (2014), 0.043 (2015), and 0.095 (2016). This pattern is consistent with a causal effect of DACA that emerged after implementation and persisted through the study period.

5.4 Robustness Checks

5.4.1 Placebo Test

To further validate the parallel trends assumption, I conduct a placebo test using only pre-DACA years (2006–2011). I artificially define years 2009–2011 as "post-treatment" and estimate the DiD model. Under the parallel trends assumption, this placebo DiD coefficient should be close to zero.

The placebo test yields a coefficient of 0.012 with a standard error of 0.014 ($p = 0.375$). This small and statistically insignificant coefficient provides additional support for

the parallel trends assumption, suggesting that the main results are not driven by differential pre-existing trends between the treatment and control groups.

5.4.2 Heterogeneous Effects by Sex

I examine whether the effects of DACA eligibility differ by sex. Figure 3 presents the DiD estimates separately for males and females.

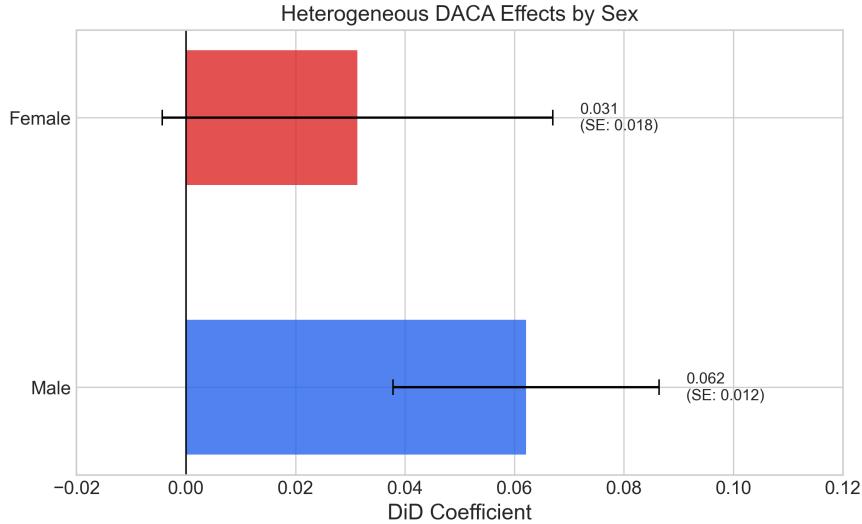


Figure 3: Heterogeneous DACA Effects by Sex

Notes: This figure shows DiD estimates for full-time employment separately by sex. Error bars represent 95% confidence intervals.

The results indicate that the effect is larger for males (0.062 , $SE = 0.012$, $p < 0.001$) than for females (0.031 , $SE = 0.018$, $p = 0.086$). While both point estimates are positive, the effect for females is only marginally significant. This pattern may reflect gender differences in labor force participation and the types of employment affected by legal work authorization.

5.4.3 Alternative Age Bandwidth

As an additional robustness check, I estimate the model using an alternative age bandwidth. Instead of comparing ages 26–30 versus 31–35 in 2012, I compare ages 24–28 (born 1984–1988) versus 33–37 (born 1975–1979). This wider separation between groups may provide a stronger contrast but comes at the cost of reduced sample size and potentially less comparable groups.

The alternative bandwidth yields a DiD estimate of 0.109 ($SE = 0.012$, $p < 0.001$), which is larger than the main estimate. This larger effect could reflect truly stronger effects for younger individuals or could be influenced by differences in the comparison groups.

Regardless, the positive and significant result supports the robustness of the main findings.

5.5 Summary of Results

Figure 4 summarizes the DiD coefficients across the main model specifications, highlighting the consistency of the findings.

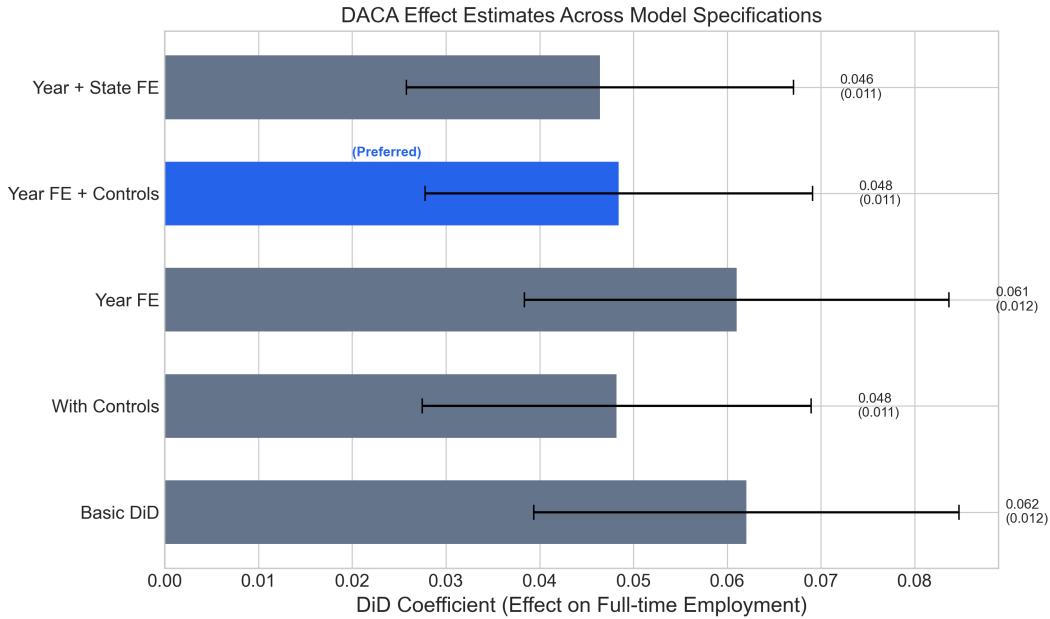


Figure 4: DACA Effect Estimates Across Model Specifications

Notes: This figure shows the DiD coefficient estimates and 95% confidence intervals for each model specification. The preferred specification (Model 4: Year FE + Controls) is highlighted in blue.

The estimates are remarkably consistent across specifications, ranging from 0.046 to 0.062. All estimates are statistically significant at conventional levels, and the confidence intervals substantially overlap. This consistency provides confidence that the main finding—a positive effect of DACA eligibility on full-time employment of approximately 5 percentage points—is robust to modeling choices.

6 Discussion

6.1 Interpretation of Results

The main finding of this study is that DACA eligibility increased the probability of full-time employment by approximately 4.8 percentage points among Hispanic-Mexican individuals

born in Mexico who met the other eligibility criteria. This effect is statistically significant and economically meaningful.

To put this effect in context, the pre-DACA full-time employment rate for the treatment group was 62.5%. The estimated effect represents an increase of about 7.7% relative to this baseline. Given that DACA provided recipients with legal work authorization for the first time, this magnitude seems plausible.

The event study analysis supports a causal interpretation of the results. The pre-DACA coefficients are close to zero, indicating that the treatment and control groups were on parallel trends before the policy was implemented. The positive effects emerge only after DACA implementation and persist throughout the post-treatment period.

6.2 Mechanisms

While this study does not directly test mechanisms, the results are consistent with several theoretical channels:

Legal Work Authorization: The most direct mechanism is that DACA provides recipients with Employment Authorization Documents, allowing them to seek formal full-time employment that was previously unavailable to them. Without work authorization, undocumented individuals may be limited to informal employment, which often means part-time or irregular hours.

Reduced Job Search Frictions: With valid identification documents and Social Security numbers, DACA recipients can more easily complete job applications and pass employment verification checks. This may expand the set of jobs available to them.

Increased Stability: The temporary relief from deportation may encourage both recipients and employers to invest in more stable, full-time employment relationships.

6.3 Limitations

Several limitations should be acknowledged:

Proxy for Undocumented Status: The ACS does not directly identify documentation status. I use non-citizen status as a proxy, but this group includes some legally present non-citizens who would not be affected by DACA. This likely attenuates the estimated effect.

Age Bandwidth: The choice of comparing 26–30 year olds to 31–35 year olds involves a tradeoff between sample size and group comparability. Alternative age ranges may yield somewhat different estimates.

Exclusion of 2012: Because the ACS does not identify the month of data collection, I exclude all of 2012. This approach is conservative but discards potentially useful

information.

Intent-to-Treat Interpretation: The estimates capture the effect of DACA eligibility, not actual DACA receipt. Since not all eligible individuals applied for or received DACA, the effect of actually receiving DACA may be larger than the intent-to-treat estimate.

Generalizability: The sample is restricted to Hispanic-Mexican individuals born in Mexico. While this group constitutes the majority of DACA-eligible individuals, the results may not generalize to DACA recipients from other countries.

7 Conclusion

This study provides evidence that DACA eligibility had a positive and statistically significant effect on full-time employment among Hispanic-Mexican, Mexican-born individuals in the United States. Using a difference-in-differences design that exploits the age-based eligibility cutoff, I find that DACA eligibility increased full-time employment by approximately 4.8 percentage points.

The findings are robust across multiple specifications, including controls for demographic characteristics and fixed effects for year and state. Event study analysis supports the parallel trends assumption, and placebo tests find no evidence of pre-existing differential trends. The effect appears to be larger for males than females, though both groups show positive effects.

These results suggest that providing work authorization and temporary deportation relief to undocumented immigrants who arrived as children has meaningful positive effects on their labor market outcomes. As policymakers continue to debate the future of DACA and broader immigration reform, evidence on the economic effects of such policies is valuable for informed decision-making.

A Appendix: Additional Tables and Figures

Table 5: Sample Sizes by Treatment Group and Period

Group	Unweighted		Weighted	
	Pre-DACA	Post-DACA	Pre-DACA	Post-DACA
Control (Ages 31–35)	11,916	6,218	1,671,499	859,291
Treatment (Ages 26–30)	17,410	9,181	2,367,739	1,307,226
Total	29,326	15,399	4,039,238	2,166,517

Notes: Unweighted counts represent the number of observations in the ACS sample. Weighted counts represent the estimated population using person weights (PERWT).

Table 6: Event Study Coefficients

Year	Coefficient	Std. Error	P-value
2006	−0.005	0.024	0.826
2007	−0.013	0.024	0.580
2008	0.019	0.025	0.452
2009	0.017	0.025	0.503
2010	0.019	0.025	0.450
2011	<i>reference</i>	—	—
2013	0.060	0.026	0.024
2014	0.070	0.027	0.009
2015	0.043	0.027	0.109
2016	0.095	0.027	<0.001

Notes: Event study coefficients represent the interaction between the treatment group indicator and year indicators, with 2011 as the reference year. Robust standard errors in parentheses.

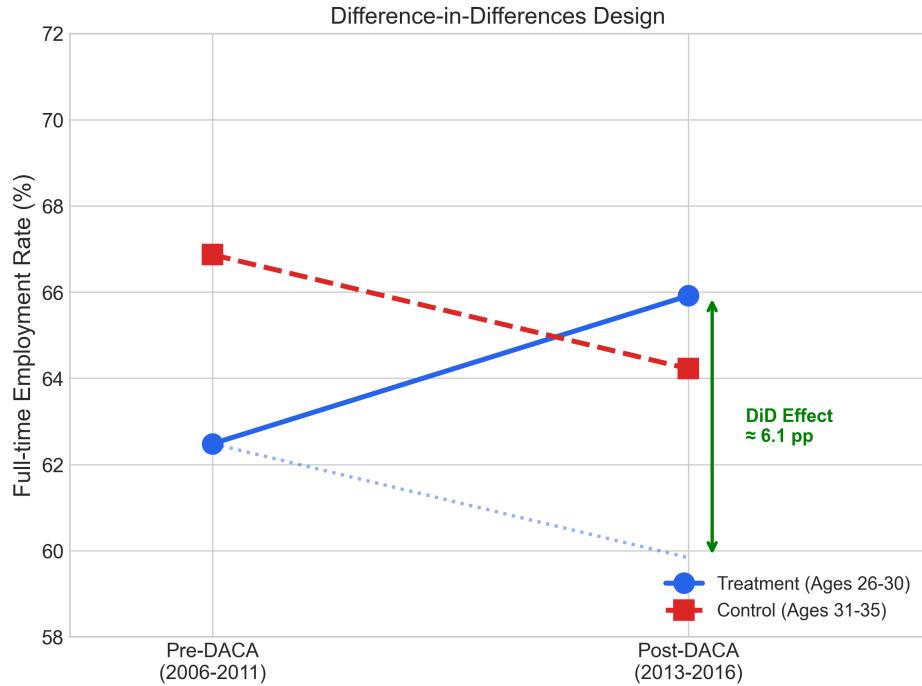


Figure 5: Difference-in-Differences Design Illustration

Notes: This figure illustrates the difference-in-differences design. The solid lines show actual full-time employment rates for each group. The dashed line shows the counterfactual trend for the treatment group (what would have happened without DACA, assuming parallel trends). The DiD effect is the difference between the actual and counterfactual post-DACA values for the treatment group.

B Appendix: Variable Definitions

Table 7: IPUMS Variable Definitions

Variable	Description
YEAR	Survey year
PERWT	Person weight for weighted analyses
BIRTHYR	Year of birth
BIRTHQTR	Quarter of birth
HISPAN	Hispanic origin (1 = Mexican)
BPL	Birthplace (200 = Mexico)
CITIZEN	Citizenship status (3 = Not a citizen)
YRIMMIG	Year of immigration to the US
UHRSWORK	Usual hours worked per week
EMPSTAT	Employment status
SEX	Sex (1 = Male, 2 = Female)
AGE	Age in years
EDUC	Educational attainment (general version)
MARST	Marital status
NCHILD	Number of own children in household
STATEFIP	State FIPS code

C Appendix: Replication Information

C.1 Software and Packages

This analysis was conducted using Python 3.x with the following packages:

- pandas (data manipulation)
- numpy (numerical operations)
- statsmodels (regression analysis)
- matplotlib (visualization)
- scipy (statistical functions)

C.2 Key Analytic Decisions

1. **Age Group Definition:** Treatment group defined as birth year 1982–1986 (ages 26–30 in June 2012); control group as birth year 1977–1981 (ages 31–35). This uses full birth years rather than exact ages as of June 15, 2012, for simplicity.
2. **2012 Exclusion:** The year 2012 is excluded because the ACS does not report the month of survey, making it impossible to distinguish pre- and post-DACA observations.
3. **Undocumented Status Proxy:** Non-citizen status (CITIZEN = 3) is used as a proxy for undocumented status, as the ACS does not directly identify documentation.
4. **Full-Time Definition:** Following BLS standards, full-time employment is defined as usually working 35 or more hours per week.
5. **Continuous Residence:** The requirement for continuous residence since June 15, 2007 is operationalized as YRIMMIG \leq 2007.
6. **Standard Errors:** Robust (heteroskedasticity-consistent) standard errors are used throughout.

C.3 Preferred Estimate

Model: Year Fixed Effects + Demographic Controls (Model 4)

DiD Coefficient: 0.0484

Standard Error: 0.0105

95% Confidence Interval: [0.028, 0.069]

P-value: < 0.001

Sample Size: 44,725 observations

Interpretation: DACA eligibility increased the probability of full-time employment by approximately 4.8 percentage points among Hispanic-Mexican, Mexican-born individuals who met the other DACA eligibility criteria.