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# 8<sup>th</sup> Migration Observatory Report: “Immigrant Integration in Europe”

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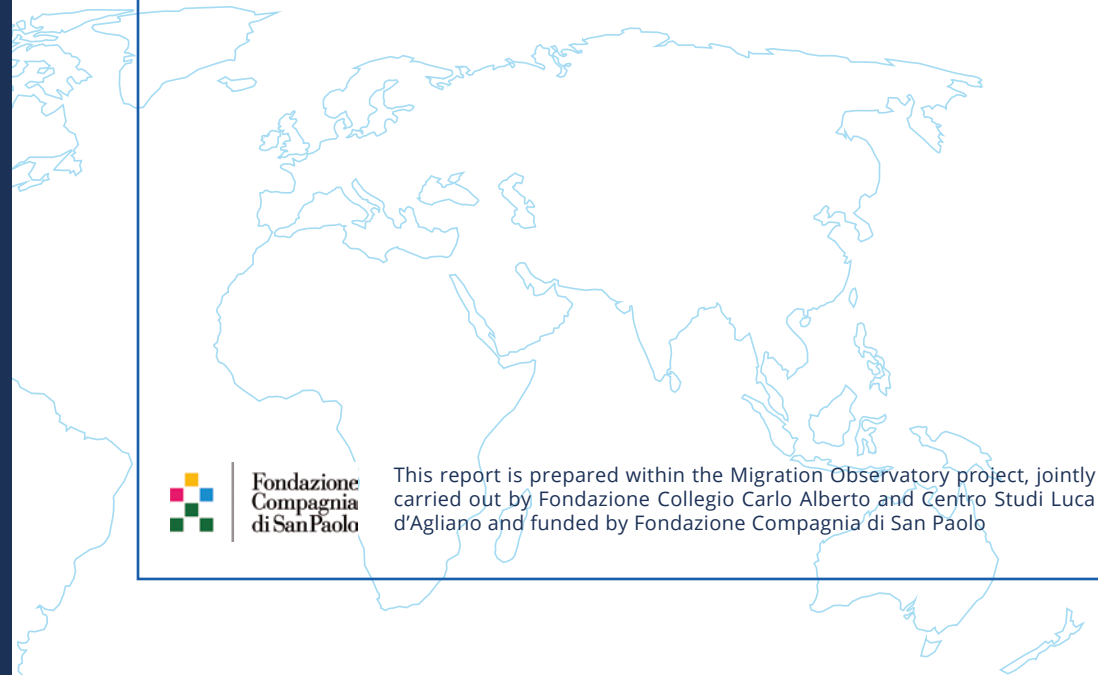
*with* Angela Dalmonte (LdA)

March 2024

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March 2024



Fondazione  
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This is the eighth edition of the Migration Observatory annual report on immigrant integration in Europe. This year, we focus on the skill mismatch and the overeducation of immigrants in Europe.

The report is articulated in two parts. In the first part, we use data from the latest edition of the European Labour Force Survey (2022) to provide a concise, easily accessible, and up-to-date source of reference regarding the size, characteristics, and relative economic performance of immigrants in EU countries. In the second part, instead, we focus on skill mismatch and overeducation risk in the context of immigrant assimilation. First, we investigate the differentials in labour market outcomes between natives, foreign-educated immigrants, domestically-educated immigrants, and second generations. Then, we focus on highly educated (first and second-generation) migrants only and analyse their economic integration in terms of employment probability, job quality, and skill mismatch relative to natives.

We show that highly skilled migrants display lower employment probability than comparable natives. Moreover, especially those with foreign qualifications are also employed in lower-paying occupations and display significantly higher overeducation than natives, with differences that are persistent over time.

The key findings are summarised below.

## PART I - IMMIGRANT INTEGRATION IN EUROPE IN 2022

### IMMIGRANT POPULATION - SIZE AND CHARACTERISTICS

*BOTTOMLINE: More than one in ten residents of the European Union is an immigrant. This ratio increases to 14% in EU14 countries, where most immigrants live. The number of foreign-born residents in the EU has slightly increased from 2021 to 2022. About one in six immigrants living in a European country in 2022 have emigrated within the previous five years. More than half of the immigrants are European. The share of tertiary educated natives and immigrants is strongly correlated across countries.*

- In 2022, immigrants account for 11.9% of the total population in the European Union. Most of them (48.1 million) live in a EU14 country, where the share of immigrants in the population is 14.4%.
- Immigrant concentration is highly heterogeneous across countries. The share of immigrants ranges from as low as 0.2 or 0.3% in Romania and Bulgaria to as high as 22% in Sweden, 33% in Switzerland and above 54% in Luxembourg.
- In 2022, about one in six immigrants (16.5%) living in a European country had emigrated within the previous five years, whereas in 2021, this share was 15.7%. Among the countries with more than 1% of immigrants in the population, only Cyprus, the Czech Republic, and Malta have this share above 25%.
- Most immigrants (54.2%) were born in another European country: 31.5% come from an EU member state, while an additional 22.7% were born in a European country outside of the EU. Among the other areas of origin, Africa and the Middle East account for 17.9% of all immigrants, while 16.2% come from Asia and 11.6% from the Americas or Oceania.
- Among the foreign-born population, 52% are women. In Malta, Norway, Slovenia, Luxembourg, Finland, and Iceland, more than 50% of immigrants are men.

- Slightly less than one-third of immigrants have tertiary education, slightly more than one-third have completed lower secondary education, and the rest have reached upper secondary education. However, the educational levels of immigrants vary considerably across destination countries.
- Differences in immigrants' education across member states reflect the educational level of natives: countries with higher shares of university-educated natives also have higher fractions of immigrants with tertiary education and vice versa.
- Italy has the least educated immigrants (13% have tertiary education) and the second lowest (after Romania) share of natives with tertiary education (22%). Conversely, Luxembourg and Ireland have among the highest shares of tertiary educated immigrants, respectively 54 and 64%.

## EMPLOYMENT

*BOTTOMLINE: Immigrants have a lower probability of employment than natives, especially in central and northern Europe. The employment gap has decreased relative to 2021. Hungary, Ireland, Italy, and Spain are among the countries with the smallest immigrant-native gap in terms of employment probability. Differences in age-gender-education profiles cannot explain gaps.*

- On average, across Europe, immigrants are 8.6 percentage points less likely to be employed than natives. This marks a slight improvement with respect to 2021 (-9.5 p.p.), continuing the positive trend since the Covid shock.
- Employment gaps are more sizable in central and northern European countries like Bulgaria (-17.5 p.p.), the Netherlands (-15.6 p.p.), Sweden (-14.2 p.p.), France (-12.5 p.p.), or Germany (-12.4 p.p.) and smaller in Spain (-5.5 p.p.) and Italy (-2.3 p.p.), where natives' employment probability is among the lowest in Europe. In Portugal and Norway, immigrants are as likely as natives to be employed; in Luxembourg, the differential is positive.
- Immigrants' age-gender-education profiles cannot fully explain differentials in employment probabilities.
- The employment probability of EU immigrants is only one percentage point lower than that of natives, whereas immigrants from outside the EU display a disadvantage of almost 12 percentage points. Such differences do not depend on age-gender-education profiles: the same individuals would face fewer difficulties finding a job if they were EU rather than non-EU citizens. Institutional factors like free mobility within the EU and the normative framework play a central role in explaining this difference.
- The probability of employment is higher for immigrants who have spent more time in the host country. The immigrant-native gap is about ten percentage points lower (17.7 vs 7 p.p.) between immigrants with less than five years of residence and those who have been in the country for six years or more.

## OCCUPATIONAL STATUS

*BOTTOMLINE: Immigrants are considerably more likely than natives to be employed in low-pay and low-status occupations, even after accounting for differences in personal characteristics such as education.*

- Immigrants' occupational distribution is more polarised than that of natives. Immigrants are much more concentrated than natives in the least qualified occupations and are absent from the middle part of the occupational distribution (measured by the ISEI index).
- EU immigrants are employed in more prestigious and better-paid occupations than non-EU immigrants.

- Immigrants' probability of working in an elementary occupation is 12.3 percentage points higher than natives. Likewise, natives are more concentrated than immigrants in the three highest-paid occupational categories: managers, professionals, and associate professionals (46.5% vs 34%).
- The concentration in elementary occupations is higher for non-EU than EU immigrants. The share of non-EU immigrants in elementary occupations does not significantly change with years since migration. Non-EU immigrants who have been in the country for no more than five years are 14.5 p.p. more likely than natives to work in an elementary occupation. This differential is just 0.7 p.p. lower among their co-nationals who have emigrated earlier.
- Differences in individual characteristics between immigrants and natives can explain only a small part of the occupational disadvantage of immigrants. They account for about 22% of the differential probability of having an elementary occupation and 36% of the differential probability of working in one of the three highest-paid occupational categories.
- In countries where the occupational distribution of immigrants is similar to that of natives, immigrants tend to perform better also in terms of employment probability. A higher immigrant likelihood of being at the bottom of the occupational distribution relative to natives is associated with a more significant employment probability gap. This correlation suggests that misallocation across occupation and employment assimilation are associated, not alternative.

## PART II: ASSIMILATION AND SKILL MISMATCH

### FIRST AND SECOND GENERATIONS IN EUROPE

*BOTTOMLINE: First- and second-generation immigrants display different patterns in their labour market integration, mainly because of different levels of human capital transferability. About one-third of migrants have received their highest educational qualification in the host country, and the share of domestically-educated is higher among those with tertiary education. First-generation immigrants who obtained their highest qualification before arrival are the most disadvantaged group regarding employment probability and job quality. First generations with domestic education and second generations display smaller employment probability gaps but are similar to natives in terms of employment quality.*

- In 2021, 11.3% of the European population was born outside the current country of residence, and 3.5% were native-born with both parents born outside the country of residence, i.e., second-generation immigrants. In EU14 countries, these shares increase to 13.6% and 4.3%.
- Natives, first- and second-generation immigrants have similar rates of tertiary education: about one-third in all three population groups. The share of natives and second-generation migrants with low education is also very similar (18% and 17%), whereas among first-generation migrants, about one-third have secondary education.
- 30% of immigrants have acquired their highest level of education in the host country. This share is similar among EU and non-EU migrants (29.1% and 30.4%, respectively). Among immigrants with tertiary education, the share of domestically-educated is even higher (38%).
- Immigrants with a foreign education are 10 p.p. less likely to have a job than natives with similar age-gender-education profiles. Conversely, the employment probability of first-generation immigrants who have received their highest educational qualification in the host country and second-generation immigrants is 5 p.p. lower than comparable natives. In all groups, women are characterised by more significant gaps than men.

- Foreign-educated immigrants are also 13.5 p.p. more likely than comparable natives to work in a low-qualified job. Conversely, domestically-educated immigrants are only 1 p.p. more likely than natives to work in elementary occupations, and the differential is zero for the second generations.
- Foreign-educated immigrants are 14 p.p. less likely than comparable natives to work in high-skilled and high-paying jobs. The differential is only 1 p.p. for those with domestic education and zero for the second generations.
- The employment probability gap between foreign- and domestically-educated immigrants is more significant among those who have spent less time in the host country. Among immigrants who have been at least ten years in their current country, foreign- and domestically-educated migrants have the same employment probability, 7 p.p. lower than natives'. No group reaches natives' employment probability levels within thirty years in the host country.
- There is no parallel convergence in job quality: foreign-educated immigrants are more likely to work in low-pay occupations than natives and domestically-educated immigrants, regardless of time spent in the host country.

### HIGHLY EDUCATED IMMIGRANTS

*BOTTOMLINE: About one-third of both the native and immigrant population has tertiary education. Immigrants who acquired their tertiary education abroad have a lower employment probability than natives, and those in employment have lower job quality. Gaps are more significant for non-EU migrants. Domestically-educated first-generation immigrants and second-generation immigrants have smaller employment probability gaps, and those in employment have jobs similar to highly educated natives.*

- The share of tertiary educated in EU14 is lower among first-generation immigrants than natives (36% and 31%). Second-generation immigrants' tertiary education share is similar to that of natives. Immigrant women are more likely to be tertiary educated than immigrant men (32% and 29%, respectively), and EU immigrants are more likely to have tertiary education than those from outside the EU (34% vs 29.5%).
- Highly educated immigrants have a lower probability of employment than their native counterparts, particularly non-EU immigrants with foreign education (-22 p.p.). The gap decreases to about -5 p.p. for non-EU immigrants with domestic education. Conversely, EU immigrants with foreign education have a gap of -6 p.p., and those with domestic education have a gap of approximately -1 p.p. The gaps in employment probability of highly educated second-generation immigrants are similar to those of domestically-educated first generations and slightly larger for those of EU descent.
- Foreign-educated immigrants with tertiary education are more likely than similar natives to work in low-pay occupations. This difference is more significant among non-EU (10 p.p.) than EU (5 p.p.) migrants. They are also less likely to work in high-skilled occupations: the differential with natives is -24 p.p. for non-EU migrants and -14 p.p. for those from EU countries.
- Immigrants with a domestic tertiary education and tertiary educated second-generation immigrants are employed in similarly skilled occupations as natives. The only exception is non-EU migrants, who are slightly more (less) likely to work in low-pay (high-pay) occupations.
- In terms of employment probability, high-skilled non-EU immigrants with foreign education reach convergence with similar natives only after more than 20 years of migration. Conversely, the differentials in employment quality remain unaffected by permanence in the country of residence.

### OVEREDUCATION OF HIGHLY EDUCATED IMMIGRANTS

*BOTTOMLINE: Almost 40% of the tertiary educated native workers in Europe are over-educated. Overeducation is more pronounced among immigrants, especially among those with foreign qualifications. Second-generation immigrants are as likely as other natives to be over-qualified. Differences in educational quality between origin and destination countries explain about one-sixth of the gap in overeducation of foreign-educated migrants. Thus, most of the remaining differential overeducation leads to a waste of migrants' human capital.*

- Workers are defined as over-educated if they have a higher education level than the education level that is more frequent among other individuals employed in the same occupation, country, and age group. According to this definition, 18% of all European natives and 38.5% of all tertiary educated natives are over-educated.
- Highly skilled first-generation immigrants are more likely to be over-educated than natives. The differential is more prominent for those with foreign education, +20 p.p. and +23.5 p.p. for EU and non-EU immigrants, respectively.
- The magnitude of the differentials in overeducation probability is heterogenous in Europe: among the countries with more than 1% of immigrants in their populations, Greece (+40 p.p.), Italy (+36 p.p.), Spain (+30 p.p.) and Finland (+29 p.p.) display the highest gaps for first-generation immigrants with foreign education. Conversely, Luxembourg, Cyprus and Malta are characterised by the lowest differentials between natives and foreign-educated immigrants (below 10 p.p.). Domestically-educated first-generation immigrants instead display the highest differentials with respect to similar natives in Estonia (+20 p.p.), Finland (+16 p.p.), Norway (+13 p.p.) and Denmark (+13 p.p.).
- Throughout Europe, highly educated non-EU migrants originate from countries with a lower educational quality than their host country, except for migrants in Bulgaria. Differences are highest in Switzerland, Denmark, the Netherlands, Germany, Sweden, Austria, Belgium, and Italy. Thus, holders of foreign qualifications may possess less human capital than their formal qualification would suggest, leading to an over-estimate of their effective overeducation.
- Taking differences in educational quality into account reduces the immigrant-native differential in the probability of overeducation by only 15% for EU immigrants and 17% for non-EU immigrants.
- The overeducation of highly skilled immigrants from EU and non-EU countries, and with a foreign or domestic education is pretty stable, regardless of the years since migration. Thus, while time spent in the host country increases migrants' labour market integration in terms of participation and employment, it does not significantly reduce the degree of overqualification and consequent skill waste that immigrants experience.

## INTRODUCTION

An increasingly ageing population and the economic recovery following the Covid-induced recession have led to severe skill shortages in many European labour markets, particularly in skilled professions. Employers struggle to find or retain suitable qualified candidates, prompting consideration of immigration as a potential solution to alleviate these shortages, at least in the short run. The Talent Partnerships announced in the EU Pact on Migration and Asylum, recently approved, aim to address this issue by fostering international mobility between the EU and its partners, focusing on better matching labour market needs with skills.

While the development of such partnerships is a welcome attempt to attract skills and talents from abroad, it's important to recognize that approximately one-third of immigrants currently residing in Europe are already highly skilled. Tertiary education is nearly as common among immigrants as it is among EU natives, a fact often overlooked in public discourse on immigration.

In this 8th Annual Report on Immigrant Integration in Europe, we spotlight these highly educated migrants and investigate their labour market integration challenges. We believe that understanding the challenges related to the best use of immigrants' skills is crucial for the success of European economies and for shaping the integration trajectories of many migrants. Documenting immigrants' potential skills and their actual utilization (or lack thereof) is essential for informed policy-making, which could benefit both European economies and immigrants' integration.

As in previous editions, this report is structured in two parts. First, we provide an overview of immigrants' main characteristics and key labour market outcomes across European countries. We compute several indicators, benchmarking relevant outcomes against the native population and segmenting the analysis across areas of origin and by migration seniority. In the second part, we focus on immigrants' education and separately analyse the labour market outcomes of foreign-educated immigrants, immigrants educated in the host country, and second-generation immigrants. We then zoom in on highly educated immigrants and demonstrate the extent to which they underperform in European labour markets compared to similarly skilled natives. Notably, differences between immigrants with foreign and domestic education persist, with the latter group faring better but still not matching the labour market outcomes of highly skilled natives. Overeducation remains pervasive and does not diminish with time spent in the host country, hindering migrants' ability to unlock their full productive potential. European migration policies could play a crucial role in breaking these barriers and facilitating the fuller economic integration of highly skilled migrants who otherwise risk being confined to the least productive niches of European labour markets.

The analysis is based on microdata from the two latest editions of the European Labour Force Survey for the years 2021 and 2022. To ensure accessibility and interpretability, we have minimized technical details in the main text and presented results primarily in graphical form. However, extensive Table Appendices provide detailed results of our analysis, along with Technical Appendices that offer a complete description of the data and methodology. Throughout this report, immigrants are defined as foreign-born individuals.

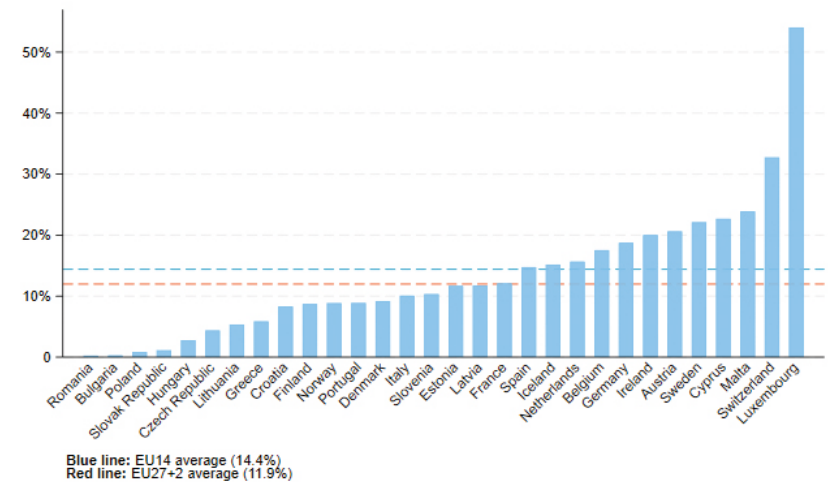
## PART I: IMMIGRANTS IN THE EUROPEAN LABOUR MARKET

### IMMIGRANT POPULATION - SIZE

In 2022, about 11.9% of European residents were born in a country other than their country of birth. Most of them, 48.1 million, live in an EU14 country<sup>1</sup>, where the share of immigrants in the population is around 14.4%. There is considerable heterogeneity in the relative size of immigrant populations across countries, even within the EU14. The immigrant share is extremely low in most Eastern European countries: it is as low as about 0.25% in Bulgaria and Romania, 0.84% in Poland, 1.1 and 2.8% in Slovakia and Hungary and 4.3% in the Czech Republic. Among EU14 countries, the share of immigrants in the population ranges from almost 6% in Greece to as high as 22% in Sweden, 33% in Switzerland, and slightly more than 54% in Luxembourg (Figure 1).

**Figure 1: Immigrants make up more than 10% of the European population**

Share of immigrants in the total population (2022)



The foreign-born population in Europe has been slowly but steadily increasing over the last years. Between 2015 and 2022, the number of immigrants in Europe increased by more than 10 million, equivalent to slightly more than 2% of the European population.

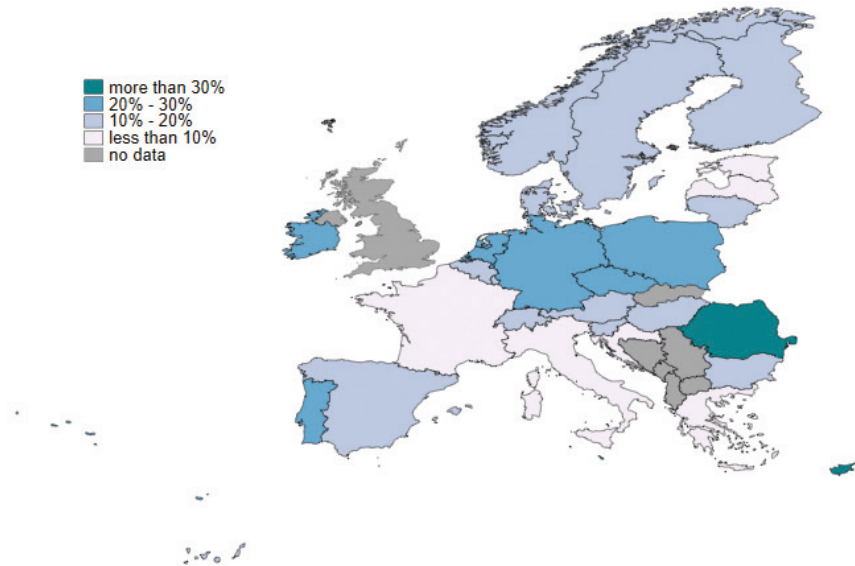
The data show that most immigrants have been in their current country of residence for quite a long time: on average, less than one in six immigrants living in a European country in 2022 has emigrated within the previous five years. With respect to 2021, the share of recent immigrants has increased from 15.7 to 16.5 percentage points. The aggregate figure, however, still hides significant cross-country differences. Among the countries where immigrants account for more than 1% of their population, the Netherlands stands out with more than one-fifth (23%)

<sup>1</sup> Throughout the report, we refer to "European" countries to indicate EU27 countries as well as Norway and Switzerland. EU14 countries are Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, the Netherlands, Portugal, Spain, Sweden.

of immigrants arrived in the last five years: only the Czech Republic, Malta and Cyprus have a higher share of recent immigrants (respectively 25%, 30% and 33%). Austria, Germany, Spain, and Sweden also host a relatively large share of recently arrived immigrants: about one in five migrants in these countries have been there for five years at most (Figure 2).

**Figure 2: Over 80% of migrants have been in the host country for more than five years**

*Share of recent immigrants in the foreign population (2022)*

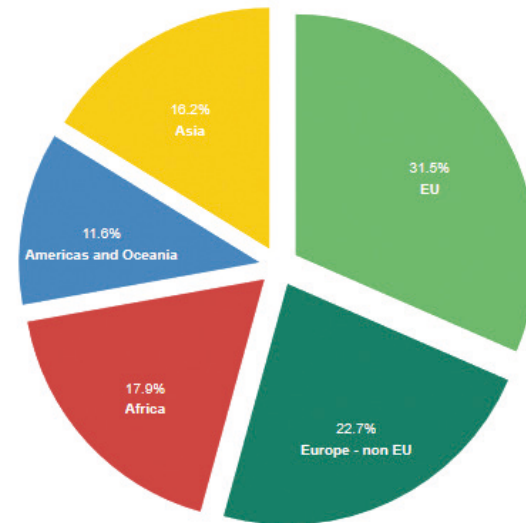


### IMMIGRANT POPULATION – CHARACTERISTICS

A long-standing but often under-appreciated feature of immigration in EU countries is that most of the foreign-born population (54.2%) originates from another European country. Not only do EU mobile citizens make up 31.5% of the overall immigrant population in the European Union (also including Norway and Switzerland), but an additional 22.7% were born in a European country outside of the EU. Among the other areas of origin, Africa and the Middle East account for 17.9% of all immigrants, while 16.2% come from Asia and 11.6% from the Americas or Oceania (see Figure 3).

**Figure 3: More than half of the immigrants in the EU are from another European country**

*Composition of immigrants by area of origin (2022)*

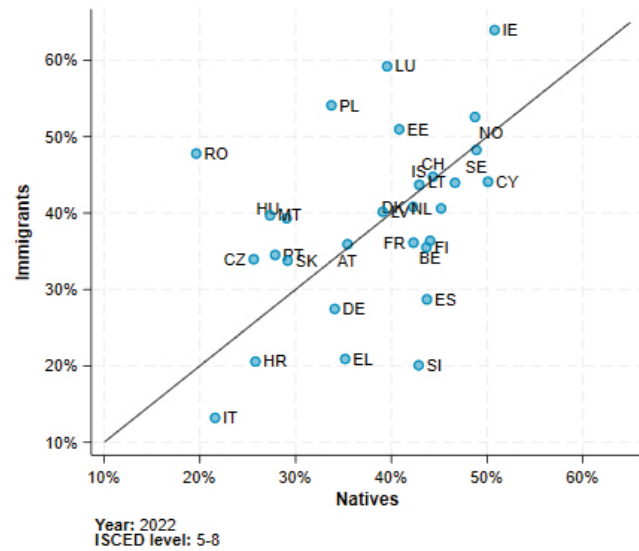


Regarding gender, like in previous years, women account for 52% of all immigrants. Romania, Slovenia, and Norway stand out for their male-dominated immigrant population: in Romania, 63% are men, and in the other two countries, at least 52% of immigrants are men.

About one-third of both immigrants and natives have received a university education, on average, across all countries<sup>2</sup>. However, while the share of highly educated immigrants is very similar to that of natives, the proportion of immigrants that have at most completed lower secondary education is substantially higher than among natives: one in three immigrants vs. one in five natives.

<sup>2</sup> Note that here and below we focus on the age range 25-64, in order to exclude individuals who may have not yet completed their education, and those who are not in working age.



**Figure 4: Countries with more educated natives attract more educated immigrants***Shares of immigrants and natives with tertiary education, by country (2022)*

The higher educational polarisation of immigrants relative to natives is a common feature of most European countries, yet countries differ substantially in the educational level of their foreign-born population. For instance, Italy has the least educated immigrants, displaying the highest share of immigrants with no more than lower secondary education (47%) and the lowest share of immigrants with tertiary education (13%). Conversely, Poland and Ireland have among the highest shares of tertiary educated immigrants, 54 and 64%, respectively. Interestingly, as we highlight every year, these cross-country differences closely mirror the underlying differences in the education of the native-born: countries with a more educated native population also tend to attract more highly skilled immigrants (Figure 4).

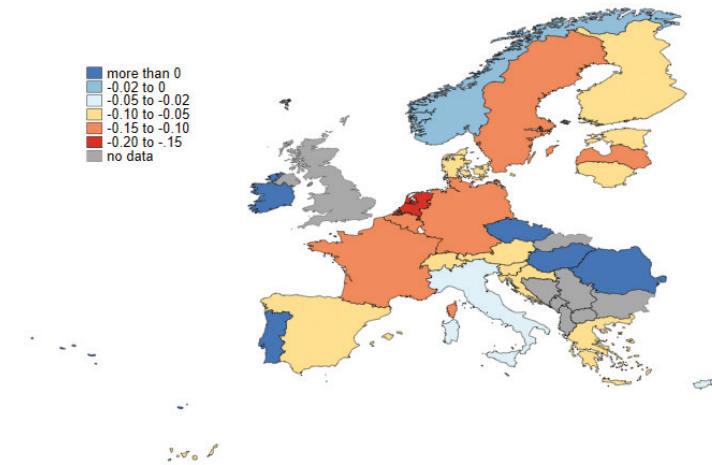
Again, Italy provides a perfect example, as it not only has the lowest share of university-educated immigrants among all EU countries (13%), but it also has the second lowest share of natives with tertiary education (22%), after Romania (20%).

### LABOR MARKET OUTCOMES - EMPLOYMENT

Immigrants have, on average, worse labour market outcomes than natives. Regarding employment, they are 8.6 percentage points less likely than natives to have a job, an employment probability gap that has decreased relative to 2021 (9.5 p.p.) – a trend also observed with respect to the previous year. Since the employment probability of natives is, on average, slightly more than 80% across the whole EU and in the EU14 countries, immigrants are 10.75% less likely to have a job than natives (in 2021, it was equal to 12.4%).

Among countries with large immigrant populations, employment gaps are more significant in central and northern European countries like the Netherlands (-15.6 p.p.), Sweden (-14.2

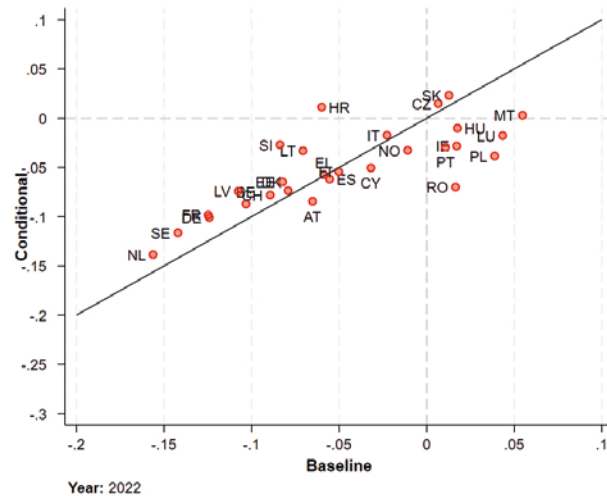
p.p.), France (-12.5 p.p.) or Germany (-12.4 p.p.) and smaller in Spain (-5.5 p.p.) and in Italy (-2.3 p.p.). However, Italy has one of the lowest native employment rates. Therefore, immigrants do not have a high probability of employment in absolute terms but only relative to Italian natives. Portugal and Luxembourg stand out among the countries with a substantial share of immigrants in their population, for having the former no statistically significant difference in employment probability between immigrants and natives, and the latter a positive differential in the employment probability in favour of immigrants, equal to 4.3 p.p. (see Figure 5).

**Figure 5: In most countries, immigrants are less likely than natives to have a job***Immigrant-native differences in employment probability (2022)*

So far, we have focused on differences in labour market outcomes between the average immigrant and the average native, and we have shown that immigrants tend to have a lower employment probability. This gap might originate from immigrant-specific hurdles in labour market integration, such as discrimination from employers, difficulties in formal recognition of foreign qualifications, low transferability of skills acquired at home, and lack of fluency in the host country's language. However, the gap might also originate from differences in characteristics such as age structure, gender mix and educational composition between the two populations. Understanding the source of the employment disadvantage is essential since the policy interventions required to close the gap are obviously different under the two scenarios. For this reason, we have also computed differences in employment probability between immigrants and natives with similar age-gender-education profiles. This comparison does not significantly affect the average gap, which is still estimated to be 7.6 percentage points on average across Europe. This result indicates that, on average, immigrants' mix of labour market characteristics across European countries is similar to natives' one. More importantly, it also shows that immigrant traits alone cannot explain their employment disadvantage and, therefore, that other factors need to be addressed to close the gap. However, there are also some countries where the raw difference in employment probability between immigrants and natives (baseline gap) is significantly different from the employment probability gap once differences in gender, age and education are considered (conditional gap), as we show in Figure 6. The graph reports, for each country, baseline gaps on the horizontal axis and conditional gaps on the vertical axis. Countries below the 45-degree line

are those where the conditional disadvantage (advantage) of immigrants is larger (smaller) than their baseline one, which indicates that immigrants have a gender-age-education profile that makes them more employable than natives. Conversely, countries above the 45-degree line are those where immigrants have a less favourable profile than natives; therefore, conditioning out individual characteristics reduces employment probability differences (alternatively, an increase in the employment probability advantage).

**Figure 6: Demographic characteristics do not explain the immigrant-native employment gap**  
*Baseline and conditional differences in employment probability (2022)*



EU immigrants tend to have considerably better employment outcomes than non-EU immigrants, and, in some countries like Bulgaria, Portugal, Luxembourg, Ireland or Hungary, they also outperform natives. The employment probability gap of both EU and non-EU immigrants has decreased between 2021 and 2022: across all European countries, EU immigrants have a probability of employment (baseline) that is one percentage point lower than natives, whereas their employment probability was two p.p. lower than natives the previous year; non-EU immigrants instead have a substantially larger gap, 11.8 p.p., which has decreased from 12.9 p.p. in 2021. The better employment performance of EU immigrants relative to their non-EU counterparts is only partly driven by a different composition of the two groups regarding their age, gender or education. When EU and non-EU immigrants are compared to natives with the same individual characteristics, the differences in employment probability gaps between the two groups are still substantial. The gap for EU immigrants increases to 1.4 percentage points, whereas the non-EU gap slightly decreases to 9.8 percentage points. The persistence of significant differences in the conditional employment gap between the two groups thus suggests that the better performance of EU immigrants may be due to the more favourable institutional setting they face. For instance, recognition of foreign qualifications and access to licensed occupations is more straightforward for EU than non-EU citizens, which facilitates the labour market integration of the former relative to the latter. Additionally, EU citizens can move freely across countries, and they are therefore

able not only to settle in countries with higher labour demand but also to move out of their country of current residence and move back to their country of origin or another EU country at a lower cost, should labour demand decrease.

As expected, immigrants who have spent more time in the host country tend also to have a higher labour market integration. The average difference in employment probabilities between natives and immigrants who have been in the country for no more than five years (recent immigrants) is 17.6 percentage points, or 19.2 percentage points when we compare immigrants to natives with the same age-gender-education profile. For earlier immigrants, who have accumulated more than five years of residence in the host country, the gap decreases to just 7 percentage points and to 5.3 p.p. when differences in individual characteristics are considered. Even though these figures are based on a single cross-section of data and therefore do not refer to the same migrants observed at two different points in time but to different groups of migrants (with potentially distinct characteristics), they still suggest the existence of assimilation of foreign-born citizens in the host country labour market. This process may be due to immigrants acquiring country-specific skills, such as learning the host country's language. However, it may also be driven by selective outmigration, with less successful immigrants returning home (or migrating to a different country) after a few years in the host country. Note that this process is more clearly visible for non-EU immigrants. Their employment disadvantage decreases with time spent in the destination country, from 23.5 percentage points among the recent ones to 9.8 percentage points for those who have been longer in the host country.

Recent EU migrants display a 2.5 lower employment probability than natives, and this employment disadvantage is significantly smaller among earlier EU migrants (0.7 percentage points)<sup>3</sup>. It is important to note that when accounting for demographic characteristics, the employment probability differential with natives widens more for recent than for earlier EU migrants<sup>4</sup>. This pattern is driven by the fact that recent EU migrants have age, gender and education characteristics that make them more employable than their co-natives who emigrated earlier.

## OCCUPATIONAL STATUS

Employment probability is only a crude measure of labour market integration. Indeed, the type of jobs that employed individuals perform is another crucial dimension to analyse. Jobs differ in earnings potential, occupational hazard, prestige, and social status they confer on workers. We measure occupational status with the Socio-Economic Index of Occupational Status (ISEI). This continuous index scores occupations in relation to their average education and income levels, thus capturing the attributes of occupations that convert education into income. Higher values of the index correspond to occupations with a higher socio-economic status<sup>5</sup>. We have standardised the measure to have a mean zero and a standard deviation of one in each country; therefore, values above zero indicate occupations that are more prestigious and remunerative than the national average and vice versa for values below zero.

<sup>3</sup>These aggregate percentages refer to the baseline estimates for the entire sample of countries in EULFS (i.e., "All" in the Tables in the Appendix).

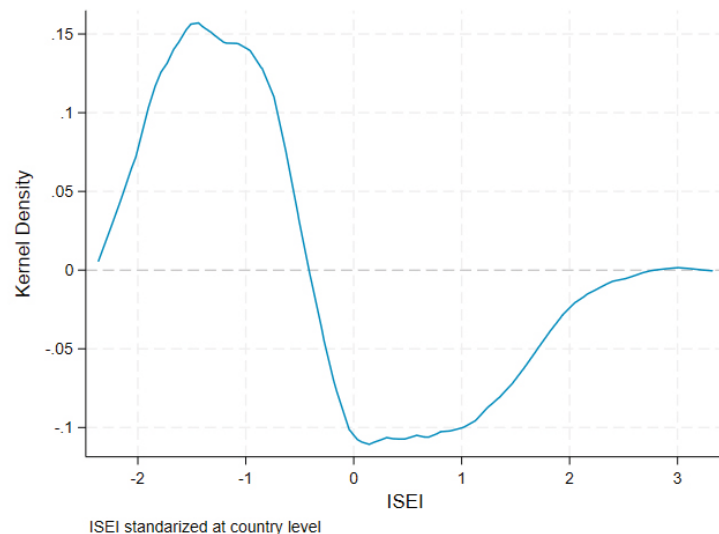
<sup>4</sup>For recent EU immigrants the gap increases from 2.5 p.p. to 4.8 p.p., while for earlier immigrants the gap increases from 0.7 p.p. to 0.9 p.p.  
<sup>5</sup>See Ganzeboom, Ganzeboom, Harry B.G.; Treiman, Donald J. (2003). "Three Internationally Standardised Measures for Comparative Research on Occupational Status." in Jürgen H.P. Hoffmeyer-Zlotnik & Christof Wolf (Eds.), *Advances in Cross-National Comparison. A European Working Book for Demographic and Socio-Economic Variables*. New York: Kluwer Academic Press. Pp. 159-193.

The blue line in Figure 7 reports the difference between immigrants and natives in their concentration at each point of the ISEI scale: if immigrants and natives within each country had the same distribution of occupational status, then the graph would show a straight line at 0. Conversely, the line is above 0 at those points of the occupational status scale where immigrants are relatively more concentrated than natives, and below zero where they are relatively less clustered. The figure clearly shows that, on average, across all EU countries, immigrants are considerably more likely than natives to be employed in low-pay and low-status occupations. On the contrary, they are less present than natives in professions in the middle of the prestige scale.

Because of the higher polarisation in occupational distribution, and especially of their higher concentration at the bottom of the scale, immigrants have, on average, a lower occupational status than natives: across all European countries, the mean ISEI score for immigrants is 33% of a standard deviation lower than that of natives. Among the countries with a substantial share of immigrants in the population, the occupational gap is highest in Italy, about 70% of a standard deviation.

**Figure 7: Immigrants' jobs are less prestigious and less remunerated than natives'**

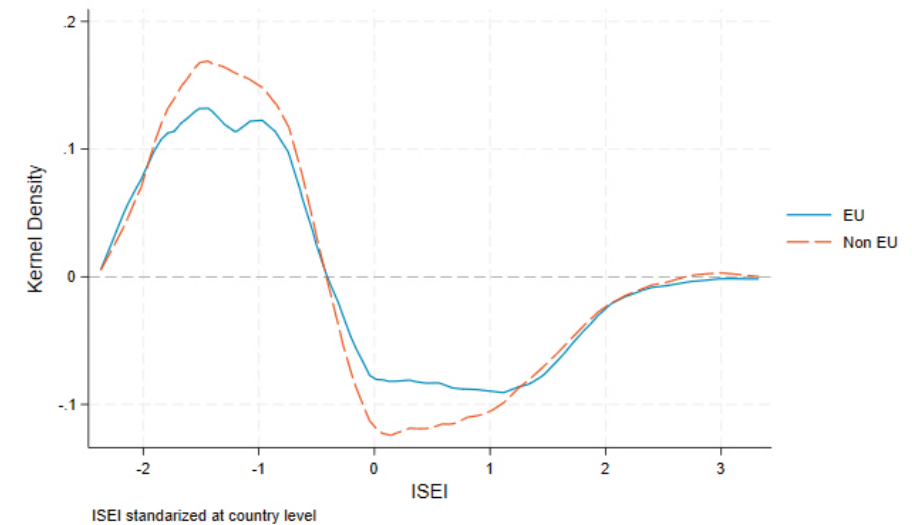
*Immigrant-native difference in distribution along the occupational status scale (2022)*



The patterns of occupational status distribution for EU and non-EU migrants are similar. However, EU migrants are slightly more similar to natives, with a lower relative concentration in the bottom part of the distribution than non-EU migrants and a higher concentration in the middle. The mean gap in occupational prestige of EU migrants relative to natives across all European countries is slightly more than half that of non-EU migrants (23% and 38% of a standard deviation, respectively). Immigrants' age-gender-education profiles can explain only about 30% of the differences in occupational prestige for EU citizens and about 40% of the gap for non-EU migrants.

**Figure 8: EU immigrants' jobs are slightly more prestigious than non-EU immigrants'**

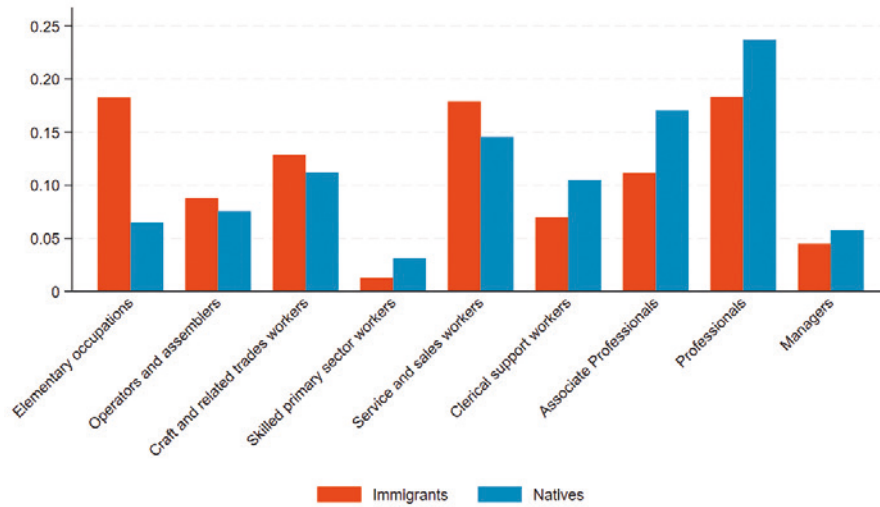
*Immigrant-native difference in distribution along the occupational status scale for EU and non-EU immigrants (2022)*



### DISTRIBUTION ACROSS OCCUPATIONS

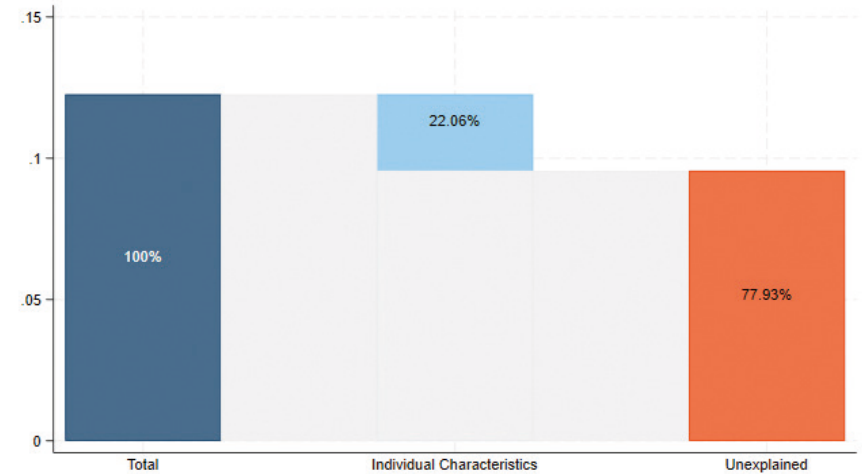
As the difference in the distribution of the ISEI suggests, immigrants tend to be disproportionately more concentrated than natives in worse jobs. Figure 9 shows the percentage of immigrants (red columns) and natives (blue columns) across the nine major groups that make up the ISCO-08 classification.<sup>6</sup> ISCO-08 is a four-level hierarchically structured classification that allows all jobs in the world to be classified based on skill level and specialisation. Moving from the left to the right, jobs in each category are associated with a higher mean wage.

<sup>6</sup>We excluded Armed Forces Occupations.

**Figure 9: Immigrants are more likely to be employed in less-paid occupations***Immigrant and native distribution across one-digit ISCO occupations (2022)*

As expected, the two distributions are very different from each other. On the one hand, 47% of natives are employed in one of the three highest-paid occupational categories, and they work mainly as professionals (24%) and as technicians and associate professionals (17%), with only 6% being occupied in an elementary occupation. On the other hand, only 33% of migrants are employed in one of the top three occupational categories, and there is a noticeable difference in the share of workers in elementary occupations, which is 12 percentage points higher than natives. The gap in the probability of working in an elementary occupation is particularly large for non-EU immigrants (13.9 percentage points against 9.2 for EU immigrants), and the disadvantage does not diminish with years of residence in the country as it is similar for both recent and earlier non-EU immigrants, respectively 14.5 and 13.8 percentage points.

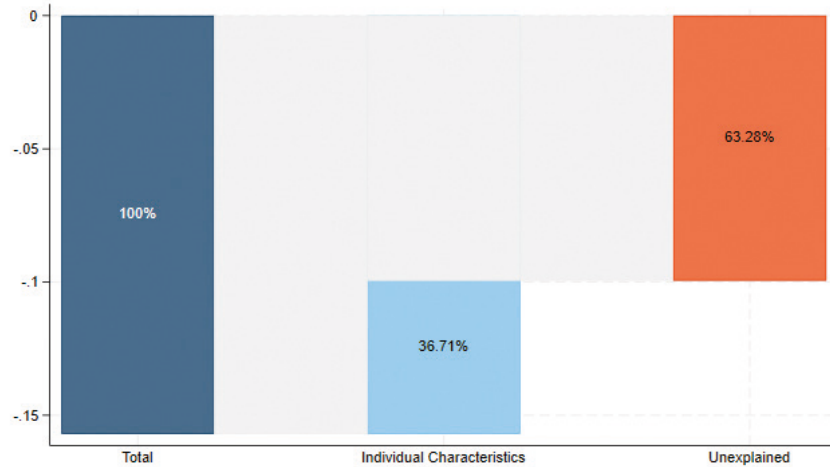
The situation among European countries is, however, very heterogeneous. Among the countries with a share of immigrants in the population above 1%, Luxembourg, Ireland, and Sweden stand out for having the highest proportions of immigrants in the top 3 occupational categories, respectively 67, 55 and 51%. On the opposite side, Italy, Greece, and Spain have the lowest shares, respectively 14, 17.5 and 21%, and they also display among the highest percentage points differences in the probability of being in the bottom occupational category with respect to natives (18.5, 20.7 and 17.6 percentage points).

**Figure 10: Individual characteristics explain almost one-fourth of immigrant occupational disadvantage***Immigrant-native difference in probability of having elementary occupations: overall and after accounting for individual characteristics*

Importantly, Figures 10 and 11 show that the differences in individual characteristics between immigrants and natives can only explain a small part of the occupational disadvantage of immigrants, especially their over-representation at the bottom of the occupational categories (Figure 10). The portion of the difference in the probability of having an elementary occupation explained by differences in age, gender and education profiles amounts to 22.06% of the total difference. Regarding the difference in the probability of working in one of the three most paid major groups (Figure 11), differences by age, gender and education profiles can explain about two-fifths of the gap. The concentration of immigrants at the bottom of the occupational distribution also shows that immigrants' education is not rewarded as much as natives' one. Immigrant skills tend to be misallocated between occupations, with formally highly educated immigrants taking up unskilled jobs, such as foreign graduates working as deliverymen or as cleaners or caretakers.

**Figure 11: Individual characteristics explain almost two-fifths of the lower immigrant concentration in the three most paid occupational categories**

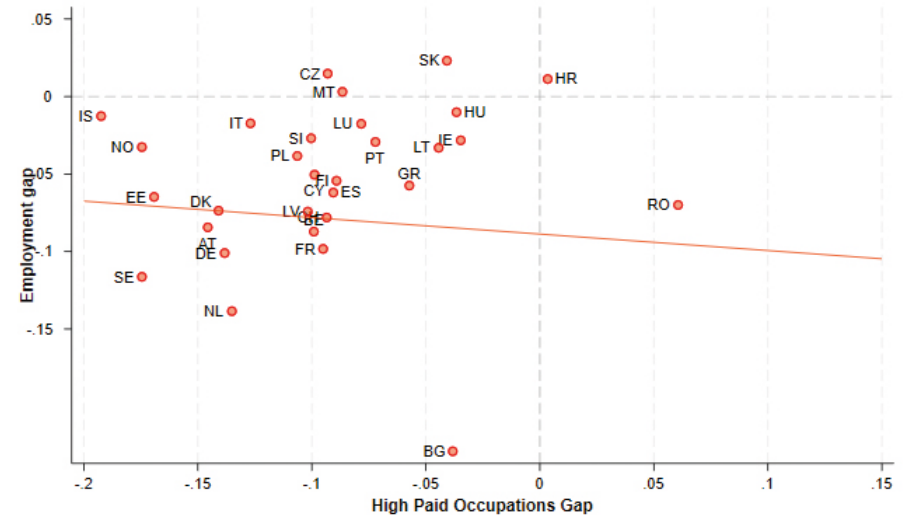
*Immigrant-native difference in the probability of working as managers, professionals or associate professionals*



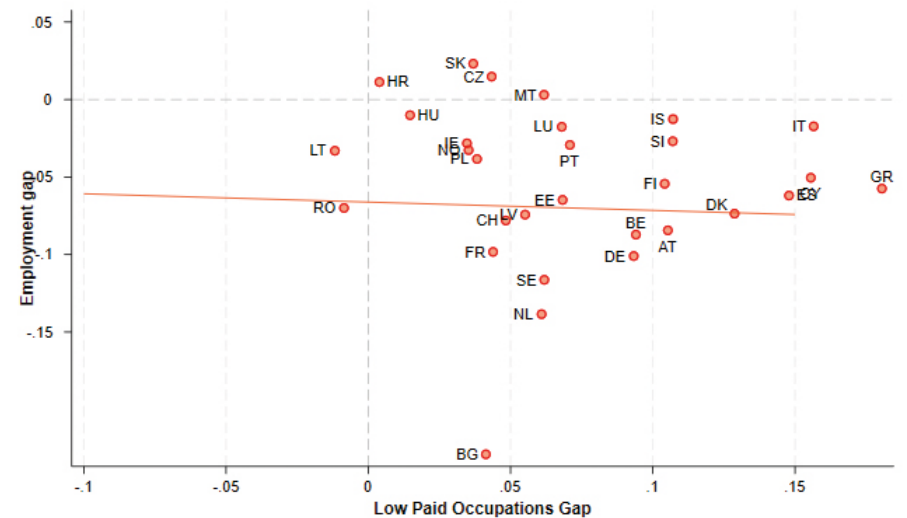
In countries where the occupational distribution of immigrants is similar to that of natives, immigrants also tend to perform better in terms of employment probability. This is shown in Figure 12 where, conditioning on age, gender and education profiles, in the top graph we display the (positive) correlation between the differentials in the probability of being at the top of the occupational distribution and the gap in employment probability. Coherently, the bottom graph shows that a higher differential in the likelihood of being at the bottom of the occupational distribution is associated with a more extensive employment probability gap. These graphs indicate that misallocation across occupations and employment assimilation are associated, not alternative.

**Figure 12: Occupational distribution and employment gap are correlated**

*Immigrant-native differences in employment and in concentration in high paid occupation (2022)*



*Immigrant-native differences in employment and in concentration in low paid occupation (2022)*



## PART II: MIGRANTS' EDUCATION, ASSIMILATION AND SKILL MISMATCH

In the first part of the report, we analysed in detail the characteristics and labour market integration of immigrants across European countries. We examined several different economic outcomes and highlighted heterogeneity across origin countries (especially EU vs. non-EU migrants), migration seniority (recent vs. earlier migrants), and their intersections.

In this second part of the report, we will focus specifically on the skills of migrants and how these are (or are not) put to productive use in the host countries. As we have seen in the first part, migrants' educational levels tend to be, on average, only slightly lower than those of EU natives. Yet, there is considerable heterogeneity between countries, although immigrants' educational levels are remarkably correlated with those of natives. But how well are immigrants matched to jobs in European labour markets? Are they employed in occupations that match their educational qualifications and skills credentials? We address these questions in the second part of the report. We believe this kind of questions are of paramount policy importance because a good skills-job match is in the interest not only of migrants themselves but also of the host country's economy at large. Immigration can be a powerful and essential tool to address short-term skill shortages in European countries. For example, the recently approved New Pact on Migration and Asylum envisages the launch of Talent Partnerships between EU and third countries. These partnerships aim to provide a comprehensive policy framework to boost mutually beneficial international mobility based on better matching of labour market needs and skills between the EU and partner countries. They are one of the tools to attract and retain foreign workers with in-demand skills and experience. While mobility schemes of this type have the potential to prove beneficial for both origin and sending countries, another critical question is how to productively use the skills of migrants who are already in the EU countries and who "have brought with them" the human capital they acquired in their home countries. If such human capital is only imperfectly transferable between countries due, e.g., to language barriers or lack of formal recognition of foreign qualifications, then migrants may end up in jobs they would be – in principle at least – over-qualified for. Such over-qualification would entail a "waste" of the home country's human capital that could be appropriately used if suitable re-skilling (or up-skilling) policies were implemented.

In what follows, we will assess the extent of immigrants' labour market integration, distinguishing between three groups: (i) *foreign-educated first-generation immigrants*, i.e. immigrants who have arrived in the host country after completing their education; (ii) *domestically-educated first-generation immigrants*, i.e. those who obtained their highest educational qualification in the current country of residence; (iii) *second-generation immigrants*, i.e. the native-born children of foreign-born parents. These three groups are characterised by markedly different levels of human capital transferability. By focusing specifically on highly educated immigrants in the three groups, we will then study the extent of over-qualification and under-employment that immigrants experience in European labour markets. Comparison of outcomes across the three groups and consideration of differences in educational quality across origin countries will allow assessing the extent to which the labour market mismatch of immigrants is driven by imperfect human capital transferability or by other factors, such as discrimination or differences in non-cognitive skills.

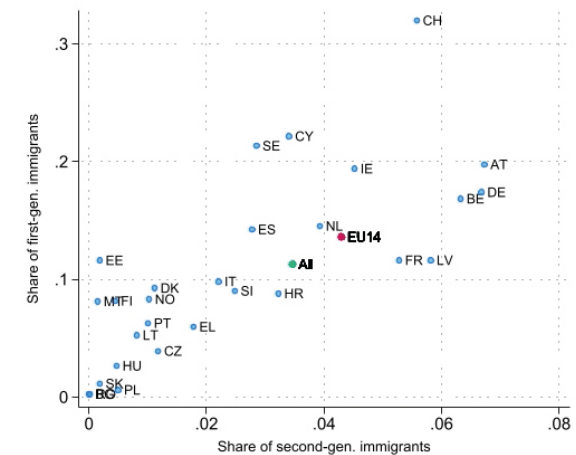
EULFS data contains information about the country where immigrants obtained their education only in 2021, not in 2022. For this reason, we will always use data relative to 2021 in what follows.

### FIRST- AND SECOND-GENERATION IMMIGRANTS IN EUROPE

In 2021, more than 11% of European residents were born outside their current country of residence, i.e., they were first-generation immigrants. An additional 3.5 percent were instead native-born but from both foreign-born parents, i.e., they were so-called "second-generation immigrants". These shares increase to almost 14% and 4%, respectively, in EU14 countries, which are, however, characterised by significant heterogeneity. Among EU14 countries, Luxembourg has both the highest share of first- and second-generation immigrants (54% and more than 8% of the total population), and countries like Austria (20% first and 7% second generations), Belgium and Germany (17% and 7%) also have among the highest shares of both. However, countries like Sweden and Ireland are characterised by a higher-than-average share of first-generation immigrants (21% and 19%, respectively) but host a proportionately smaller population of second generations (respectively 3% and 4%). Finally, some Southern European countries are characterised by low shares of first and second-generation immigrants. This is the case for Greece (6% and 2%), Italy (10% and 2%), and Portugal (6% and 1%).

**Figure 13: Share of first-generation and second-generation immigrants**

Share of first- and second-generation immigrants in the total population (2021)



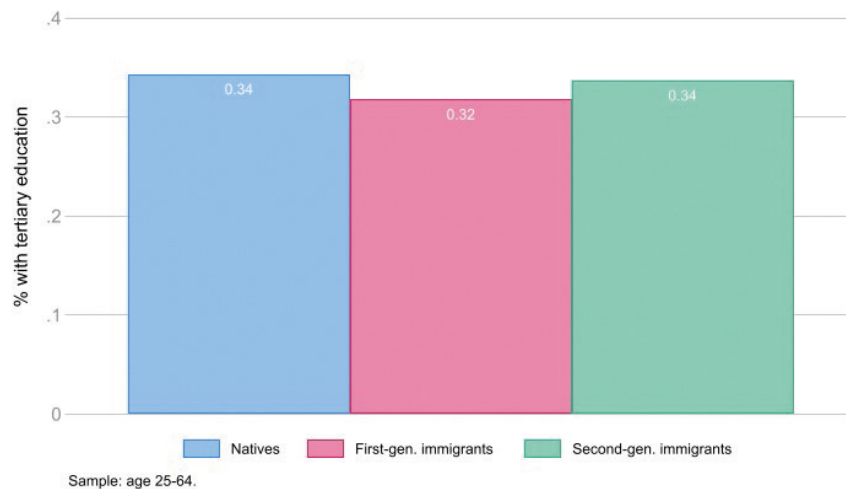
As discussed in the first part, first-generation immigrants in Europe tend to be slightly less educated on average than natives. This happens mainly because a higher share of migrants than natives (33% vs 18% in Europe, or 34% vs 21% in EU14 countries) has at most completed lower secondary education, but also because of a slightly higher share of tertiary educated natives (34%, which increases to 36% in the EU14) than of tertiary educated migrants (32%, 31% in the EU14). In contrast, the educational levels of second-generation immigrants are remarkably similar to those of natives. The share of second generations with, at most, lower secondary education (17%) is lower than among natives (18%), and the differential is more significant in the EU14 (18% vs 21%). Conversely, across Europe, the share of tertiary educated

natives and second-generation immigrants is very close (around 34%, see Figure 14), and even in the EU14, the gap is only modest (36% and 34% for natives and second generations, respectively).

Remarkably, even though first-generation EU immigrants are generally more highly educated than non-EU immigrants (respectively 36% and 30% in each group have tertiary education), the share of tertiary educated individuals among the second generations is similar for both groups, around 34%.

**Figure 14: Natives and first- and second-generation immigrants have similar tertiary education rates**

*Share of tertiary educated natives, first- and second-generation immigrants (2021)*



### FIRST AND SECOND GENERATIONS IN EUROPEAN LABOUR MARKETS

We have shown in the first part of the report that first-generation immigrants' employment probability is lower than natives' and that this is true even after accounting for differences in their educational levels. Likewise, first generations are characterised by lower occupational quality than similarly educated natives. These labour market gaps can be explained by different factors: lack of some dimensions of country-specific human capital (e.g., a lower fluency in the host country's language), limited access to professional networks, imperfect recognition of foreign qualifications, lower quality of the home-country educational qualifications, but employers' discrimination might also drive them.

However, a significant fraction of immigrants have acquired their highest level of education in the host country, about 30% across Europe. This share is similar among EU and non-EU migrants (29.1% and 30.4%, respectively). The fraction of domestically-educated immigrants is even higher (38%) among those with tertiary education. For this group of immigrants, all of the factors related to human capital transferability that hold back integration should be significantly attenuated or even disappear altogether. This should be even more true for second generations who were born, raised and educated in their current country of residence.

In what follows, we will, therefore, distinguish between these three groups in analysing their labour market integration.

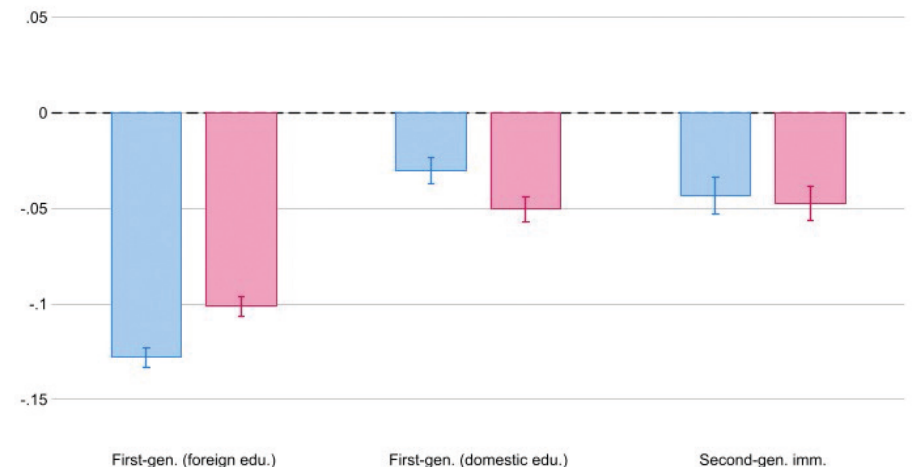
### EMPLOYMENT

Immigrants with a foreign education have the most significant employment probability gap (13 p.p.) relative to natives (Figure 15). Such a gap cannot be explained by differences in the age, gender and educational composition of the two populations: when compared to natives with the same demographic profile, the employment probability gap of foreign-educated immigrants is still ten percentage points. Conversely, first-generation immigrants who have received their highest educational qualification in the host country and second-generation immigrants display more modest employment probability gaps relative to natives, about five p.p. if compared to natives with similar demographics. Therefore, comparing the employment probability gap experienced by immigrants who were educated abroad and those who were educated domestically suggests that about half of their disadvantage can be attributed to imperfect human capital transferability. In contrast, the remaining half is likely driven by other factors such as smaller or less valuable networks or discrimination.

Interestingly, the employment probability gaps among immigrant men are similar regardless of where they were educated. This suggests imperfect human capital transferability is not the main reason for their employment disadvantage. In contrast, immigrant women with a foreign education experience an employment disadvantage that is three times as high as their male counterparts, whereas, among those who received their education in the host country, the employment probability gaps align with those of men. Likewise, differences in employment probability disadvantage between EU and non-EU migrants follow a similar pattern. Among EU migrants, differences are relatively small and not too dissimilar between those with a foreign or a domestic education (3 and 2 percentage points, respectively). However, among non-EU migrants, not only are employment gaps larger in general, but having a domestic education halves the gap (from 13 to 7 p.p.)

**Figure 15: Immigrants with foreign education are the least likely to have a job**

*Immigrant-native differences in employment, by country of education (2021)*



## OCCUPATIONAL STATUS

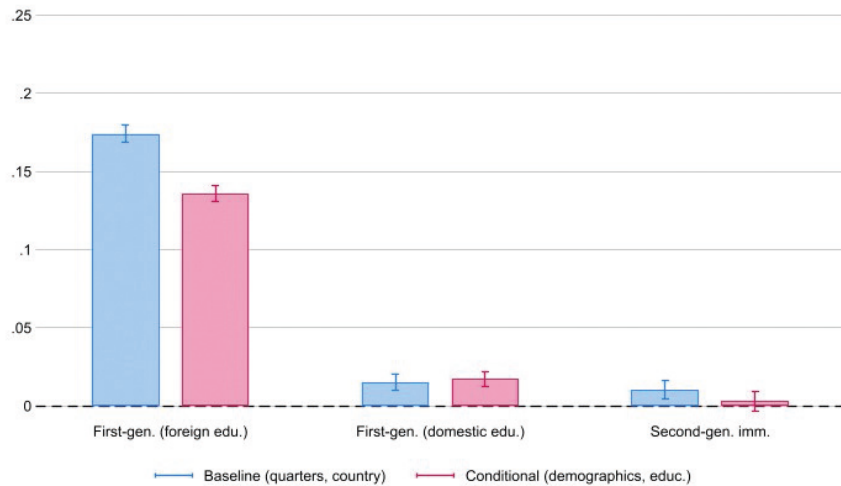
The differences between foreign- and domestically-educated immigrants become even more pronounced regarding occupational status.

On average, across Europe, employed first-generation immigrants are 17 p.p. more likely than natives to work in a low-skill and low-pay occupation (Figure 16). Since about 8% of European natives work in this type of occupation, immigrants with a foreign education are three times more likely than natives to have a low-paying job. Part of this gap can be traced back to differences in age, gender and education composition between the two groups. Yet, accounting for such differences in individual characteristics reduces the differential by only about one-fifth.

However, among immigrants who received their education in the host country, the probability of working in a low-pay occupation is only two p.p. higher than among natives with similar characteristics. This differential goes to zero among the native-born children of immigrants.

**Figure 16: Immigrants with foreign education are more likely to work in low-pay occupations**

*Immigrant-native differences in probability of working in elementary occupations, by country of education (2021)*

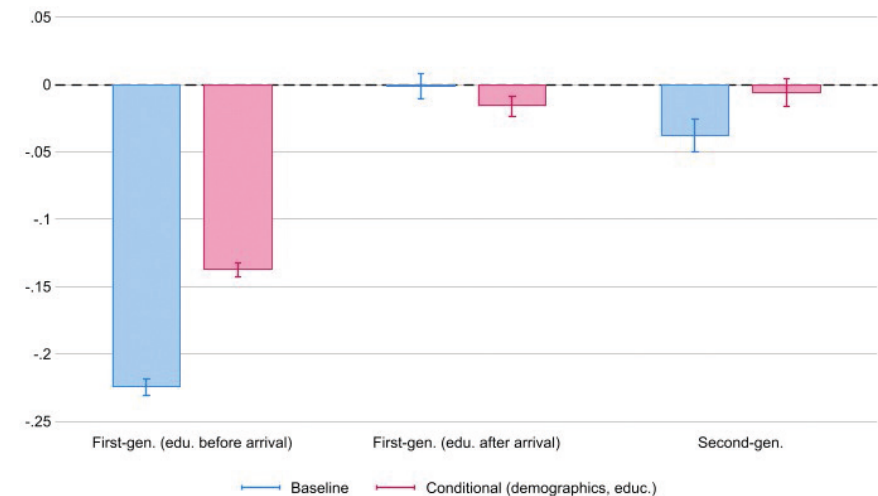


A similar pattern is evident when we consider instead the probability of working in high-skill (and high-pay) occupations (Figure 17). While foreign-educated immigrants are 22.5 p.p. less likely than natives to be employed in this type of jobs (about 14 p.p. when compared to natives with similar characteristics), the gaps are close to zero for domestically-educated first generations and for the second generations.

Thus, having a domestic education is not enough to eliminate the gap in employment probability. However, for immigrants who have a job, it reduces considerably (and eliminates for the second generations) the occupational clustering in low-pay occupations and outside high-pay jobs.

**Figure 17: Immigrants with foreign education are less likely to work in high-pay occupations**

*Immigrant-native differences in probability of working in high-pay occupations, by country of education (2021)*



## ASSIMILATION PROFILES

If the labour market disadvantage of immigrants with foreign qualifications is driven by their lack of host-country-specific skills, then such a gap may close over time, as they acquire such skills with time spent in the host country. In fact, as Figure 18 shows, the gap in employment probability relative to natives with similar age, gender and education profiles is substantially higher for foreign-educated immigrants than those who have completed their education in the host country during the first years after arrival. For both immigrant groups, the employment disadvantage vis-à-vis natives tends to shrink among those who have been in the country longer. However, the pace of the reduction is much higher for the foreign-educated group. Among immigrants who have been in the host country for at least ten years, the employment probability gap with respect to natives is the same for those who studied abroad and those who obtained their education in the host country. Importantly, neither group of immigrants completely catches up with the natives, even after many years since migration.<sup>7</sup>

Unlike for employment, foreign-educated immigrants do not catch up with those educated in their country of residence regarding the probability of working in a low-skill and low-pay occupation (Figure 19). Even among immigrants who have been in the country for as long as thirty years and who share similar age-gender-education profiles, the probability of working in a low-skill job is about six percentage points higher for those who have studied abroad than for natives, regardless of the number of years since migration.

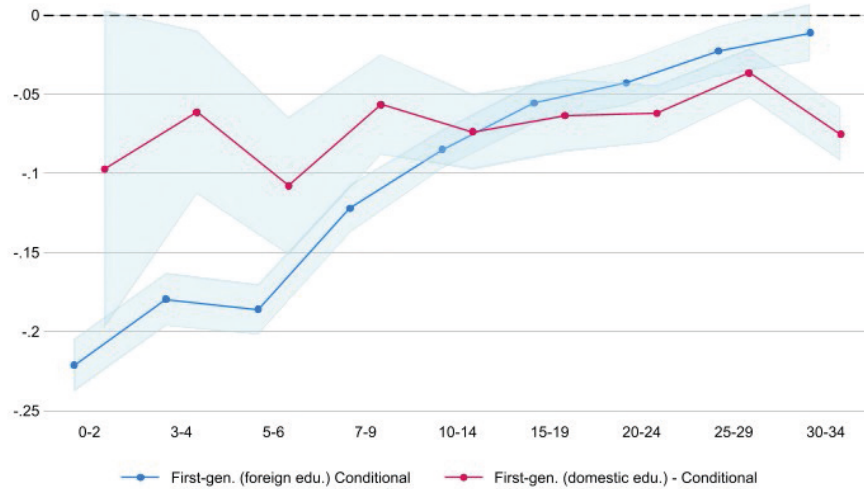
Thus, there is something about foreign education that persists over time and does not allow full convergence of immigrants' outcomes not only to those of natives but not even to those of domestically-educated immigrants.

<sup>7</sup>Note that results on the role of years since migration on integration must be taken cautiously when, like in this case, they are based on cross-sectional data. Since the data do not compare the same immigrants at different points in time but different immigrants at the same point in time, it is not possible to disentangle the "cohort effect" - i.e., the differences in the composition of subsequent immigrant cohorts - from the "residence effect" - i.e., the actual effect of time spent in the host country on the outcome of interest.



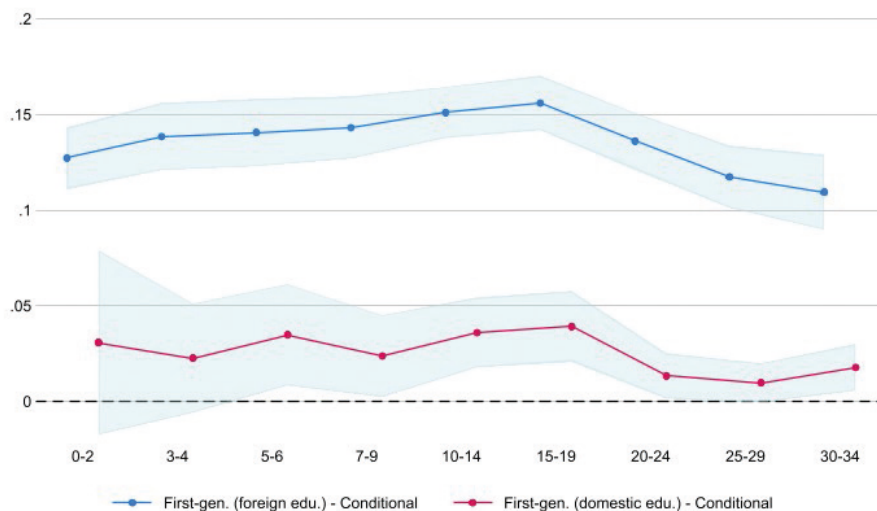
**Figure 18: After ten years since migration, the employment gaps of foreign- and domestically-educated immigrants are the same**

*Evolution of immigrant-native differences in employment over years since migration, by country of education (2021)*



**Figure 19: Foreign-educated immigrants are more likely to work in low-pay occupations regardless of time spent in the host country**

*Evolution of immigrant-native differences in probability of working in elementary occupations over years since migration, by country of education (2021)*



## HIGHLY EDUCATED MIGRANTS AND THEIR LABOUR MARKET INTEGRATION

So far, we have considered all immigrants and individuals with immigration backgrounds (i.e., second-generation immigrants), and we have shown that those who have obtained their education in the host country display a significantly better labour market integration than those who were educated abroad. Additionally, both groups have a lower employment probability than natives with comparable demographics and education. From the first part of this report, we also know that immigrants' education is not too dissimilar from that of natives. Hence, immigrants significantly increase European economies' "potential" human capital. But how do highly skilled immigrants perform in the host countries? In the remaining part of the report, we focus on this population subgroup only, i.e., on immigrants (and natives for comparison) who have achieved tertiary education.

### EMPLOYMENT

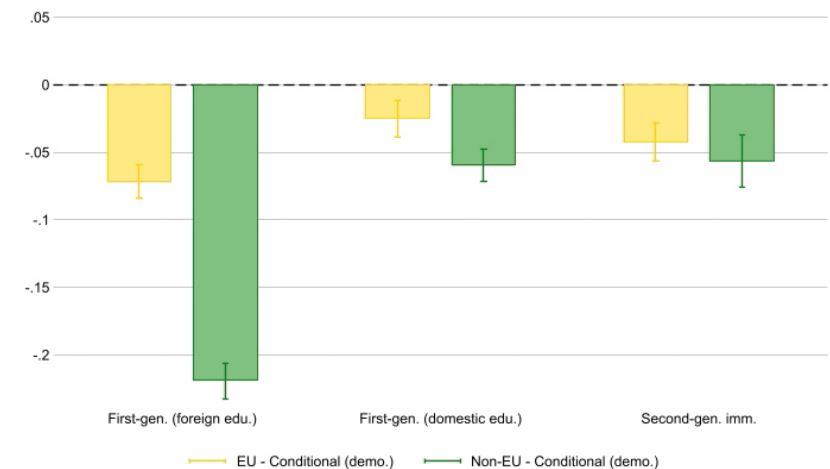
While, in general, a higher education is correlated with a higher employment probability, highly educated immigrants fare considerably worse than comparable natives in European labour markets (Figure 20).

The employment probability differential is most significant for immigrants who have received their tertiary education abroad, especially those born in a country outside of the European Union. In fact, for high-skilled EU migrants, the probability of employment is seven percentage points (or 8%) lower than for similarly skilled natives. In contrast, the employment probability differential is as high as 22 percentage points (or 12%) for foreign-educated immigrants from outside the EU.

Domestically-educated highly skilled immigrants instead have a considerably lower employment probability gap (3 p.p. and 6 p.p. for EU and non-EU immigrants, respectively). Likewise, the employment probability gap of highly educated second-generation immigrants vis-à-vis natives is small and essentially the same as for domestically-educated first generations.

**Figure 20: Highly educated migrants are less likely to have a job than highly educated natives**

*Highly educated immigrant-native differences in employment, by country of education and origin (2021)*



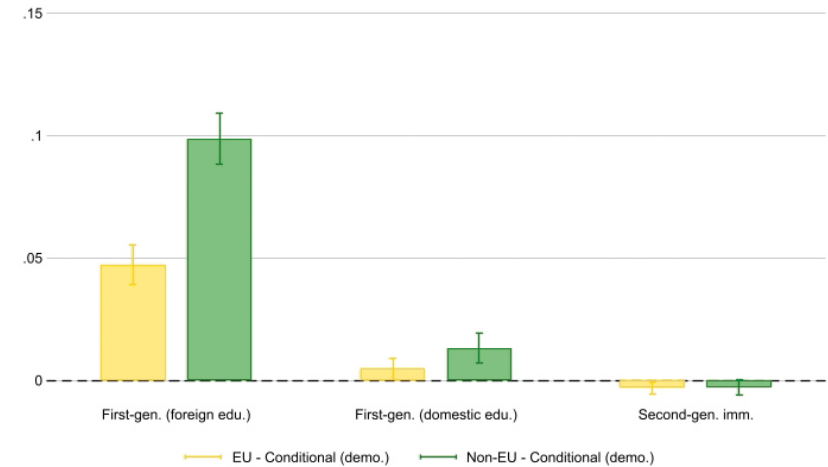
This finding indicates that, whereas a domestic education reduces the employment probability disadvantage of highly educated migrants, the gap does not disappear even among the second generations. In other words, being entirely educated in the host country, arguably familiar with its institutions, and perfectly fluent in the language is not enough to make second-generation immigrants as employable as the children of the native-born. Moreover, the similarity in employment probability gaps between domestically-educated first and second generations is also common to both men and women.

### OCCUPATIONAL STATUS

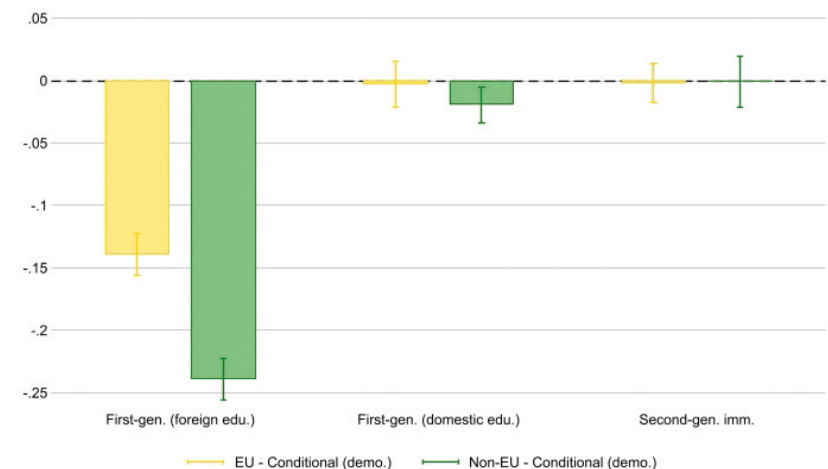
When it comes to the type of jobs performed by highly skilled migrants in Europe, the foreign-educated first generations – and especially those who come from non-EU countries – are characterised by a significantly lower job quality than natives, as shown in Figure 21. Whereas only about 1% of highly educated natives are employed in an occupation that is broadly classified as “elementary”, i.e., low-skill and low-pay, the probability of working in such occupations is five to ten times higher among immigrants with a foreign education: +5 p.p. and +10 p.p. for EU and non-EU immigrants, respectively. Acquiring tertiary education in their home countries is insufficient for these immigrants to secure moderately skilled jobs abroad. Conversely, highly educated second generations have the same probability of working in a low-pay occupation as highly educated natives, regardless of their parents’ country of birth. Likewise, first-generation immigrants with a high level of domestic education are as unlikely as natives to work in low-paying jobs (with the partial exception of non-EU migrants). However, working in a very low-skilled occupation is not frequent for highly educated individuals, who tend to be clustered in relatively higher-skilled jobs. About 80% of the European natives with tertiary education who are employed work in a highly skilled job. This share is considerably lower for foreign-educated EU (-14 p.p.) and non-EU (-24 p.p.) migrants. Such a marked occupational disadvantage is primarily driven by differences in human capital between tertiary educated immigrants who have been educated abroad and natives, and not by their origin per se. In fact, first-generation EU immigrants who have acquired their tertiary education in the destination country do not display any difference relative to natives in the probability of having a high-skilled job. Even for immigrants from non-EU countries, the likelihood of working in these types of occupations is only two p.p. lower than natives if they have received their tertiary education in the host country. Reassuringly, tertiary educated second-generation migrants display no difference relative to the children of natives in their probability of working in a high-skilled occupation.

**Figure 21: Foreign-educated high-skill migrants are employed in lower-paid occupations than comparable natives**

(a) Highly educated immigrant-native differences in probability of working in elementary occupations, by country of education and origin (2021)



(b) Highly educated immigrant-native differences in probability of working in high-skilled occupations, by country of education and origin (2021)



## OVEREDUCATION

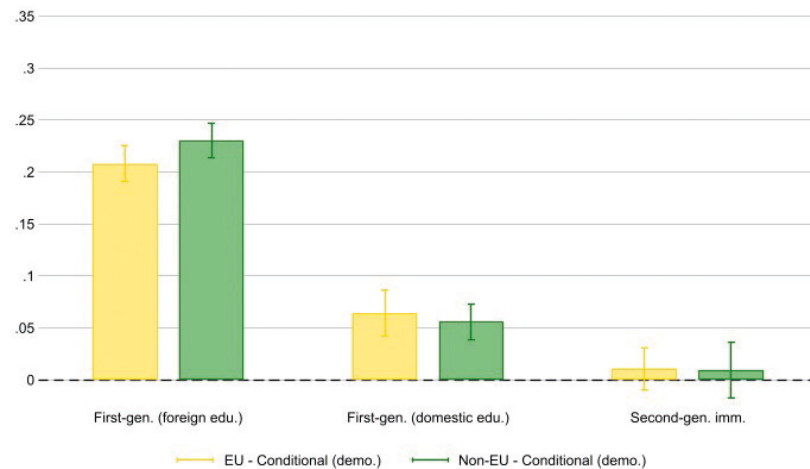
So far, we have looked at broad occupation groups. We now zoom into narrower occupation cells to assess the differential probability of overeducation of different immigrant groups relative to natives.

We adopt a data-driven definition of overeducation - based on the so-called "realized-match" method - and define anyone with a higher education level than the education level that is more frequent among other individuals employed in the same occupation, in the same country, and age group as over-educated. This definition, therefore, does not rely on self-declared subjective "feelings" of overeducation, and it allows for differences in education levels required for the same job in different countries, while also acknowledging that educational qualifications held by younger and older workers in the same occupation might differ.

According to this definition, 38.5% of all highly educated native workers in Europe are over-qualified. Still, the share of over-qualified workers is considerably higher among first-generation immigrants from all origin areas, particularly if they have been educated in the country of origin.

**Figure 22: Immigrants are more likely to be overqualified than natives**

*Highly educated immigrant-native differences in probability of overeducation, by country of education and origin (2021)*



We display this in Figure 22, which shows that first-generation foreign-educated EU immigrants are 20 p.p. more likely than natives to be over-educated. The overeducation of foreign-educated non-EU migrants is only slightly higher, 23.5 p.p. more than natives. However, there is considerable heterogeneity in the magnitude of the overeducation differentials across European countries: Greece (+40 p.p.), Italy (+36 p.p.), Spain (+30 p.p.), and Finland (+29 p.p.) are the countries with the highest differentials for foreign-educated first generations, among those with more than 1% of immigrants in their populations. Conversely, Luxembourg, Cyprus and Malta are characterised by the lowest differentials between natives and foreign-educated immigrants (below 10 p.p. or non-significant).

On the contrary, domestically-educated high-skilled immigrants are significantly less likely to be over-educated than the first generations with foreign qualifications. EU (non-EU) migrants who have received their highest educational qualification in the host country are 6 (5) p.p. more likely than comparable natives to be over-educated. Still, even this group of migrants display relatively high differentials in the probability of overeducation in some countries, such as Estonia (+20 p.p.), Finland (+16 p.p.), Denmark (+13 p.p.) and Norway (+13 p.p.).

Second-generation immigrants' overqualification rates are instead not significantly different from the ones of their natives' counterparts for both groups.

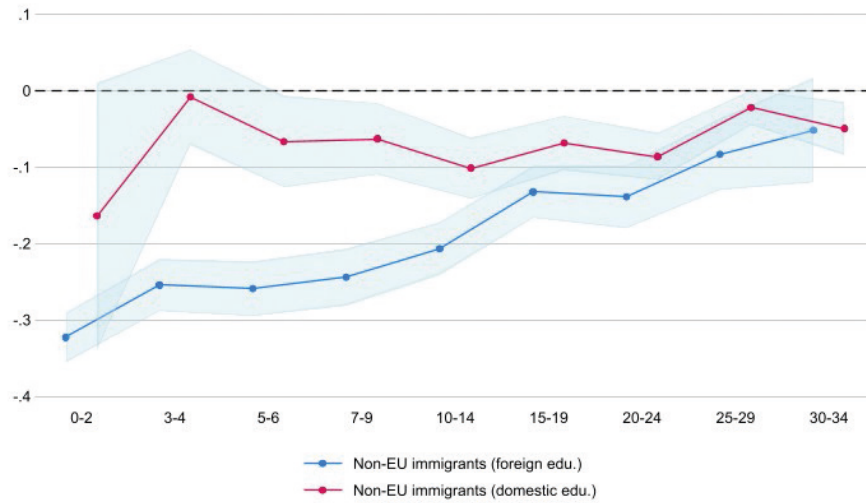
## ASSIMILATION PROFILES

For highly skilled migrants educated in the current country of residence, the employment probability gap relative to natives does not significantly vary with years since migration. It is relatively stable between 10 and 5 percentage points for non-EU migrants (Figure 23a) and essentially zero for EU migrants (Figure 23b). Conversely, the employment probability of highly skilled non-EU migrants who have been educated abroad is higher for those who have spent more time in the host country, suggesting that there are dimensions of country-specific human capital that they lack upon arrival and learn while staying in the new country.

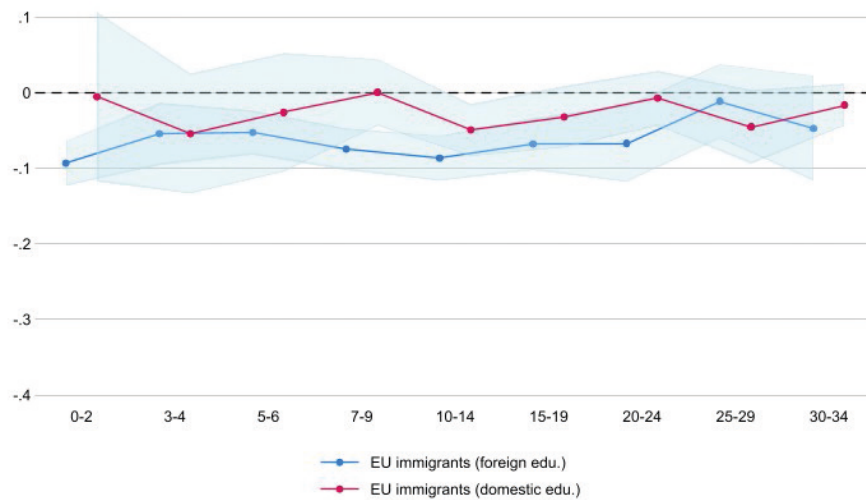
However, even though the employment probability of foreign-educated non-EU migrants is higher the longer the time spent in the host country, overeducation does not follow a parallel downward trend. Figure 24 shows that the overeducation of immigrants, from EU and non-EU countries, and with a foreign or domestic education, does not significantly change between immigrants who have been in the host country for many or few years. We have noted above that the comparison of individuals with different migration seniority observed at the same point in time does not entirely allow to draw conclusions about assimilation. Still, these figures suggest that, while time spent in the host country increases the labour market integration of migrants in terms of participation and employment, it is not enough to significantly reduce the degree of overqualification, and consequent skill waste, that immigrants experience in the host countries.

**Figure 23: Highly skilled non-EU migrants with a foreign education take more than 15 years to reach employment levels of those with a domestic education**

a) Evolution of highly educated non-EU immigrant-native differences in employment over years since migration, by country of education (2021)

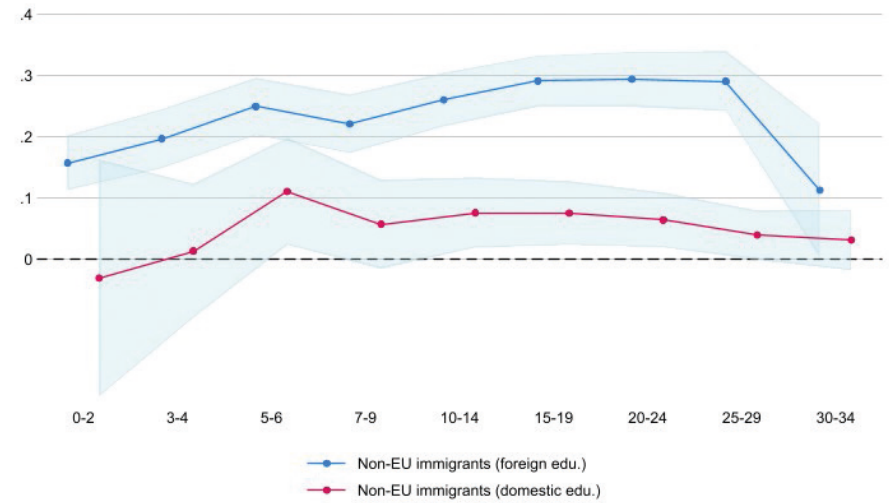


b) Evolution of highly educated EU immigrant-native differences in employment over years since migration, by country of education (2021)

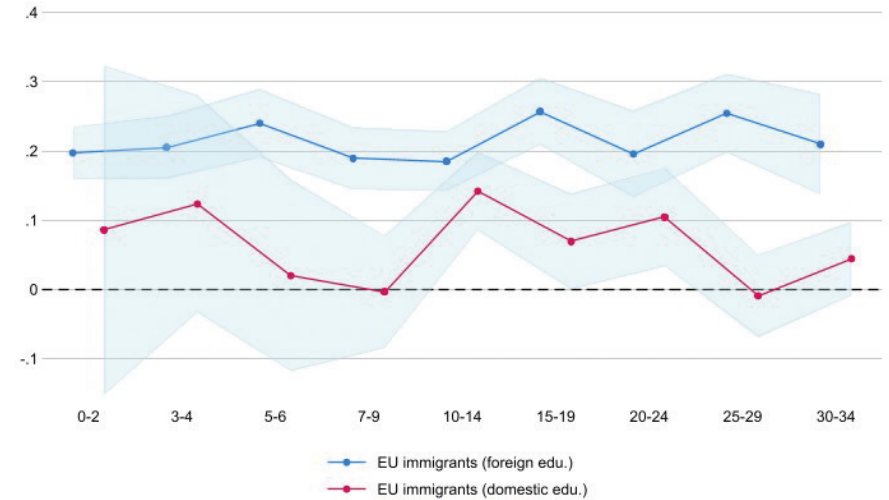


**Figure 24: Immigrants' overeducation does not decrease with years since migration**

a) Evolution of highly educated non-EU immigrant-native differences in overeducation over years since migration, by country of education (2021)



b) Evolution of highly educated EU immigrant-native differences in overeducation over years since migration, by country of education (2021)



### EDUCATION QUALITY

Why are highly educated immigrants, especially those who have acquired their education abroad, so much worse off in European labour markets than highly educated natives? The fact that these gaps are pretty persistent suggests that what these highly educated migrants lack are not country-specific skills like language, which can typically be acquired with time in the host country. Instead, there may be something intrinsic to their educational qualifications which makes them less rewarded in European labour markets.

In this section, we use the Harmonized Learning Outcomes (HLO) database distributed by the World Bank to compare the quality of educational systems across countries.<sup>8</sup> Specifically, we proxy the quality of the educational system in each country with the harmonised test scores in different international standardized tests of secondary school pupils.

**Figure 25: Educational quality in Europe is generally higher than in highly educated migrants' origin countries**

*Difference in educational quality (HLO) between European countries and countries of origin of their highly-educated migrants*

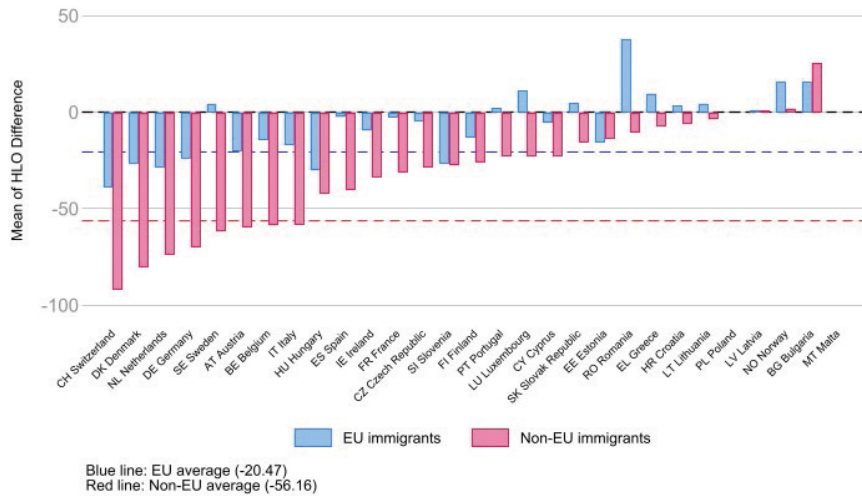


Figure 25 displays differentials in the average educational quality of highly educated EU and non-EU migrants relative to natives.

Throughout Europe, highly educated non-EU migrants originate from countries with a lower educational quality than their host country, with the only exception of Bulgaria. Differences are highest in Switzerland, Denmark, the Netherlands, Germany, Sweden, Austria, Belgium, and Italy.

Still, they are sizable everywhere, except for – primarily Eastern European – countries that tend to host a relatively low number of migrants. In most host countries, highly educated EU migrants also tend to come from countries with lower educational quality. Still, differences

<sup>8</sup>See Angrist, Noam, Simeon Djankov, Pinelopi K. Goldberg, and Harry A. Patrinos. "Measuring human capital using global learning data." *Nature* (2021).

are generally minor; in some countries, they are even zero or positive.

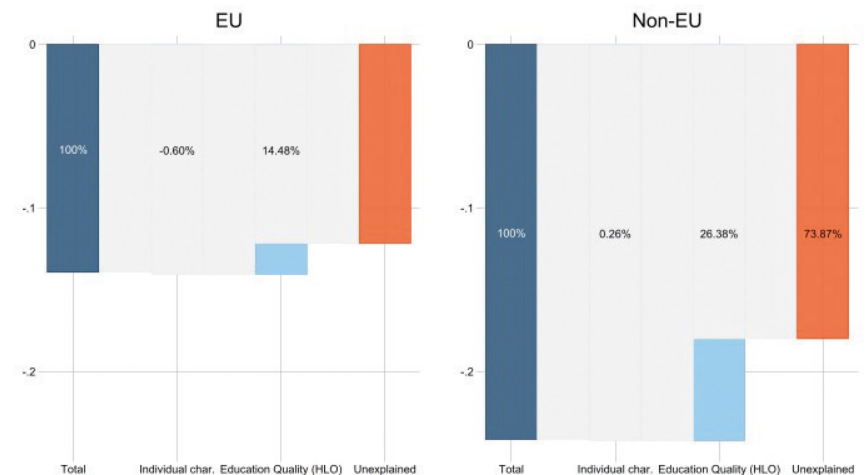
The striking differences in educational quality between origin and host countries may suggest that, especially for non-EU migrants, the apparent under-performance of foreign-educated high-skilled migrants and their measured overeducation might reflect the actual value of their educational credentials.

To assess the role of educational quality in shaping the labour market disadvantage of highly educated migrants, we can decompose their overall gap into a part that is due to their characteristics (age and gender), a part that is due to the quality of the education they have received, and a remaining "unexplained" part. Suppose the main reason why foreign-educated, highly skilled migrants do not perform as well as natives in the host country's labour market is the quality of education they have received. In that case, the "unexplained" part of the gap should be tiny.

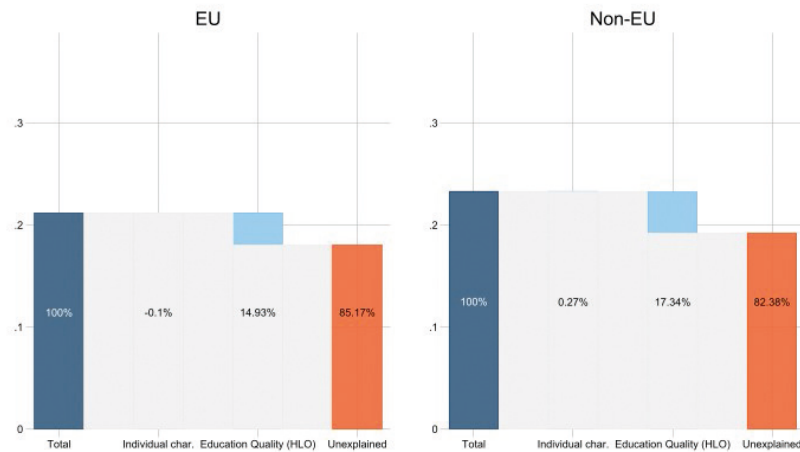
Figure 26 and Figure 27 show clearly that this is not the case: whatever labour market outcome we consider (probability of working in a high-skilled and high-pay occupation, overeducation), the gap of foreign-educated migrants is only marginally driven by differences in educational quality between the home and the host country. The role of educational quality is more prominent for non-EU than for EU migrants, which reflects the higher average quality of education in the EU than in non-EU countries. Even for non-EU migrants, however, educational quality explains at most one-quarter of their lower probability of working in a high-skilled job relative to comparable natives, and less than 18% of their higher probability of overeducation.

**Figure 26: Education quality explains at most one quarter of high-skilled migrants' lower concentration in the three highest paid occupational categories**

*Immigrant-native difference in the probability of working as managers, professionals or associate professionals: overall and after accounting for individual characteristics and educational quality*



**Figure 27: Educational quality explains one-sixth of high skilled migrants' overeducation**  
*Immigrant-native difference in probability of overeducation: overall and after accounting for individual characteristics and education quality*



## CONCLUSIONS

Around one-third of first-generation immigrants in Europe possess tertiary education, comparable to native levels, contributing significantly to the continent's human capital. This diverse influx of educated individuals enriches European society and enhances its economic potential. While some immigrants pursue education post-migration, many arrive with qualifications from their home countries, reflecting a valuable transfer of skills and knowledge across borders.

This latter group is thus making a potentially high contribution to the stock of European human capital: their origin countries have paid for their education, but it will be the host country that reaps the benefits. Our analysis has highlighted that Europe could make more to reap such benefits: foreign-educated migrants with tertiary education, particularly those who come from non-EU countries, encounter substantial barriers in accessing suitable employment opportunities. Despite their qualifications, they face lower employment rates, often ending up in lower-quality jobs that fail to utilise their skills fully. This phenomenon, known as overeducation, not only hinders the individual's career progression but also represents a loss of potential productivity for the European economy. What is even more concerning is that this mismatch persists over time. Thus, it is not only in the first period after arrival, when immigrants may still not be fluent in the host country's language or familiar with its formal and informal norms, that tertiary educated immigrants struggle in the labour market, but their occupational mismatch appears to be permanent. Our analysis has shown that the apparent mismatch and educational downgrading of immigrants are not driven by differences in educational quality between countries. Even if the quality of educational systems in most immigrants' countries of origin is lower than in their destinations, accounting for such differences can explain about one-sixth of immigrants' disadvantage:

the amount of skill waste that these numbers indicate is concerning, and policy actions should

be taken to counteract it. These measures should target especially the first period after arrival: an extensive literature has shown how the first months are crucial and how investments made during this critical "opportunity window" are more productive. Thus, actions that facilitate human capital transferability, if promptly implemented, could limit the degree of skill waste. Such measures could include, for instance, language courses, tailored job training programs, and streamlining of the procedures for the recognition of foreign educational qualifications that could help newly arrived immigrants find suitable job matches.

These measures could be easily implemented with a relatively limited budget and within the current normative framework. Furthermore, reforming visa schemes to allow immigrants to search for employment upon arrival could lead to better job matches and prevent the phenomenon of "brain waste," where highly skilled individuals are forced to accept positions below their qualifications due to bureaucratic barriers.

Addressing these structural issues is crucial for maximising the potential of immigrant human capital and fostering inclusive economic growth in Europe.

The degree of overqualification of domestically-educated migrants is substantially lower than for their foreign-educated co-nationals. However, they, too, experience a higher degree of skill mismatch relative to similarly skilled natives. This is another cause for potential concern since these migrants have acquired domestic tertiary degrees, which means that domestic resources have been used to educate them. Yet, their human capital is not put to its full productive use. In this case, there are no issues involving the transferability of foreign credentials, and language fluency is also arguably less of a problem. Still, imperfect knowledge of institutional mechanisms regulating the functioning of the host country's labour market and more limited access to family and friends networks that can facilitate labour market integration plays a role on the labour supply side. On the labour demand side, employers might discriminate against foreign workers, even though they have tertiary education degrees from host countries' institutions, for a general distaste of diversity, but also because of the red tapes involved in hiring non-EU nationals. These are also areas where policy interventions might be needed to increase the labour market awareness of foreign graduates on the one hand and to decrease discrimination – for instance, through information campaigns – on the other hand.

Skills are essential to economic growth in the modern knowledge-driven economy. Most of the policy debate on migration in Europe tends to revolve around humanitarian issues and the management of predominantly low-skilled migration. Yet immigrants who are currently in Europe already have, on average, tertiary educational credentials comparable to those of EU natives. By implementing targeted policies and fostering a supportive environment for immigrant integration, Europe can unlock the full potential of its diverse workforce and avoid the waste of valuable human capital.

## Tables Appendix – Part I

Table A1: Stock of immigrants in the European Union, overall and recent arrivals

Country	Stock		Recent Immigrants	
	Thousand	% of population	Thousand	% of immigrants
Austria	1830	21	333	18
Belgium	2011	18	332	16
Bulgaria	19	0	3	19
Croatia	337	8	9	3
Cyprus	201	23	66	33
Czech Rep.	460	4	115	25
Denmark	542	9	54	10
Estonia	152	12	13	9
Finland	403	9	47	12
France	7988	12	695	9
Germany	15599	19	3254	21
Greece	615	6	28	5
Hungary	264	3	47	18
Iceland	44	15	7	15
Ireland	1013	20	217	21
Italy	5904	10	501	8
Latvia	220	12	14	6
Lithuania	151	5	20	13
Luxembourg	287	54	52	18
Malta	125	24	38	30
Netherlands	2290	16	523	23
Norway	440	9	61	14
Poland	298	1	83	28
Portugal	911	9	213	23
Romania	45	0	19	41
Slovak Rep.	60	1	14	24
Slovenia	209	10	31	15
Spain	6933	15	1265	18
Sweden	1855	22	316	17
Switzerland	2412	33	456	19
<b>EU14</b>	48181	14	7831	16
<b>EU27</b>	50723	12	8304	16
<b>All</b>	53620	12	8827	16

The table reports, for each country, the size of the immigrant population, expressed in thousands as well as share of the total population. It also reports the size of the population of recent immigrants, defined as immigrants who have been in the country for at most five years, and the share of recent immigrants over the total immigrant population. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EULFS data 2022.

Table A2: Distribution of immigrants by area of origin

Country	% from EU	% from Europe non-EU	% from Africa and the Middle East	% from Americas and Oceania	% from Asia
Austria	44	37	3	2	14
Belgium	45	11	28	5	11
Bulgaria	17	83	0	0	0
Croatia	13	87	0	0	0
Cyprus	34	26	8	2	30
Czech Rep.	50	40	1	2	8
Denmark	30	22	7	7	34
Estonia	4	93	0	1	2
Finland	31	27	18	4	19
France	22	10	52	6	10
Germany	35	31	5	3	27
Greece	18	60	4	5	13
Hungary	59	31	2	3	6
Iceland	61	13	4	9	14
Ireland	34	33	7	11	16
Italy	27	25	19	12	17
Latvia	10	81	0	0	8
Lithuania	12	78	0	1	10
Luxembourg	74	9	6	5	6
Malta	100	0	0	0	0
Netherlands	27	15	15	19	24
Norway	75	25	0	0	0
Poland	26	74	0	0	0
Portugal	18	8	39	32	2
Romania	52	34	2	0	11
Slovak Rep.	71	24	1	1	3
Slovenia	24	76	0	0	0
Spain	23	8	17	45	7
Sweden	27	14	38	7	15
Switzerland	57	20	6	8	9
<b>EU14</b>	30	21	20	12	17
<b>EU27</b>	30	23	19	12	17
<b>All</b>	32	23	18	12	16

The table reports, for each country, the share of immigrants from each area of origin out of the total immigrant population. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EULFS data 2022.

**Table A3:** Gender composition of immigrants and education rates of natives and immigrants

Country	% Women	Immigrants		Natives	
		% Lower secondary education	% Tertiary education	% Lower secondary education	% Tertiary education
Austria	52	24	36	10	35
Belgium	52	32	36	15	44
Bulgaria	62	0	48	16	29
Croatia	55	21	21	11	26
Cyprus	55	20	44	13	50
Czech Rep.	52	11	34	6	26
Denmark	50	27	41	17	42
Estonia	61	5	51	11	41
Finland	49	18	36	10	44
France	53	33	36	14	42
Germany	50	37	27	11	34
Greece	56	35	21	19	35
Hungary	54	10	39	13	29
Iceland	49	20	44	18	43
Ireland	51	6	64	14	51
Italy	54	47	13	35	22
Latvia	63	5	40	8	39
Lithuania	58	2	44	6	47
Luxembourg	49	20	59	17	40
Malta	47	28	40	38	27
Netherlands	52	32	41	16	45
Norway	47	16	53	15	49
Poland	58	2	54	7	34
Portugal	55	27	35	44	28
Romania	37	9	48	18	20
Slovak Rep.	52	10	34	6	29
Slovenia	48	21	20	7	43
Spain	53	41	29	35	44
Sweden	51	27	48	6	49
Switzerland	51	28	45	6	44
<b>EU14</b>	52	36	30	21	36
<b>EU27</b>	52	35	31	18	35
<b>All</b>	52	34	31	18	35

The table reports, for each country, the share of women among immigrants, the share of immigrants aged 25 to 64 with at most lower secondary education (ISCED 0-2), the share of immigrants aged 25 to 64 with tertiary education (ISCED 5-8) and, by comparison, the corresponding shares among the native population. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EULFS data 2022.

**Table A4:** Employment gaps between immigrants and natives, overall

Country	Immigrants	
	Baseline	Conditional (individual characteristics)
Austria	-0.065 ***	-0.084 ***
Belgium	-0.103 ***	-0.087 ***
Bulgaria	-0.175 **	-0.229 ***
Croatia	-0.060 ***	0.011
Cyprus	-0.032 ***	-0.050 ***
Czech Rep.	0.007	0.015
Denmark	-0.079 ***	-0.074 ***
Estonia	-0.082 ***	-0.065 ***
Finland	-0.050 ***	-0.054 ***
France	-0.125 ***	-0.098 ***
Germany	-0.124 ***	-0.101 ***
Greece	-0.059 ***	-0.057 ***
Hungary	0.018 **	-0.010
Iceland	-0.008	-0.013
Ireland	0.017 *	-0.028 ***
Italy	-0.023 ***	-0.017 ***
Latvia	-0.108 ***	-0.074 ***
Lithuania	-0.071 ***	-0.033 **
Luxembourg	0.043 ***	-0.018
Malta	0.055 ***	0.003
Netherlands	-0.156 ***	-0.138 ***
Norway	-0.011	-0.033 **
Poland	0.039 **	-0.038 **
Portugal	0.011	-0.029 ***
Romania	0.016	-0.070 *
Slovak Rep.	0.013	0.023
Slovenia	-0.084 ***	-0.027 ***
Spain	-0.055 ***	-0.062 ***
Sweden	-0.142 ***	-0.116 ***
Switzerland	-0.089 ***	-0.078 ***
<b>EU14</b>	-0.090 ***	-0.081 ***
<b>EU27</b>	-0.086 ***	-0.077 ***
<b>All</b>	-0.086 ***	-0.076 ***

The table reports, for each country, the percentage point difference between immigrants and natives aged 25 to 64 in the probability of employment overall (column I), or alternatively when differences in age, gender and education characteristics are also taken into account (column II). The differences are computed as coefficients on an immigrant dummy in a linear probability model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EULFS data 2022.



Table A5: Employment gaps between immigrants and natives, by origin

Country	EU		Non-EU	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	0.008	-0.046 ***	-0.118 ***	-0.117 ***
Belgium	-0.019	-0.020	-0.163 ***	-0.129 ***
Bulgaria	0.197 ***	0.034	-0.238 ***	-0.274 ***
Croatia	0.035	-0.007	-0.078 ***	0.018
Cyprus	0.039 ***	0.018 *	-0.067 ***	-0.071 ***
Czech Rep.	-0.012	-0.006	0.022 ***	0.034 **
Denmark	-0.018	-0.051 ***	-0.104 ***	-0.081 ***
Estonia	-0.064	-0.057	-0.083 ***	-0.065 ***
Finland	0.012	-0.006	-0.079 ***	-0.077 ***
France	-0.009	0.031 **	-0.152 ***	-0.126 ***
Germany	-0.028 ***	-0.014 ***	-0.170 ***	-0.143 ***
Greece	0.024	0.024	-0.077 ***	-0.060 ***
Hungary	0.050 ***	0.038 ***	-0.030 ***	-0.080 ***
Iceland	0.013	0.007	-0.041 ***	-0.041 *
Ireland	0.054 ***	-0.002	-0.004 ***	-0.045 ***
Italy	-0.009	-0.005	-0.028 ***	-0.001
Latvia	-0.022	0.029	-0.119 ***	-0.086 ***
Lithuania	-0.026	-0.024	-0.075 ***	-0.034 **
Luxembourg	0.067 ***	0.009	-0.018 ***	-0.100 ***
Malta	0.086 ***	-0.027	0.038 ***	0.015
Netherlands	0.001	0.001	-0.214 ***	-0.186 ***
Norway	0.013	-0.013	-0.085 ***	-0.090 ***
Poland	0.059	-0.052	0.035 ***	-0.034 *
Portugal	0.084 ***	0.017	-0.008 ***	-0.039 ***
Romania	-0.035	-0.140 *	0.029 ***	-0.086 **
Slovak Rep.	-0.001	0.024	0.041 ***	0.015
Slovenia	-0.121 ***	-0.053 ***	-0.075 ***	-0.016 *
Spain	-0.012	-0.034 **	-0.069 ***	-0.061 ***
Sweden	-0.022 ***	-0.028 ***	-0.178 ***	-0.143 ***
Switzerland	-0.020 ***	-0.022 ***	-0.172 ***	-0.143 ***
<b>EU14</b>	-0.011 ***	-0.015 ***	-0.121 ***	-0.102 ***
<b>EU27</b>	-0.010 ***	-0.013 ***	-0.117 ***	-0.097 ***
<b>All</b>	-0.010 ***	-0.014 ***	-0.118 ***	-0.098 ***

The table reports, for each country and separately for EU and non-EU immigrants, the percentage point difference between immigrants and natives aged 25-64, in the probability of employment, overall (columns I and III), and when differences in age, gender and education characteristics are taken into account (columns II and IV). The differences are computed as coefficients on an immigrant dummy in a linear probability model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EULFS data 2022.

Table A6: Employment gaps between immigrants and natives, by years of residence

Country	Recent		Earlier	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	-0.102 ***	-0.170 ***	-0.058 ***	-0.069 ***
Belgium	-0.122 ***	-0.158 ***	-0.103 ***	-0.072 ***
Bulgaria	-0.558 ***	-0.564 ***	-0.012 ***	-0.085
Croatia	-0.157	-0.205 **	-0.057 ***	0.020
Cyprus	-0.067 ***	-0.074 ***	-0.016 ***	-0.022 ***
Czech Rep.	-0.106 ***	-0.079 **	0.041 ***	0.044 ***
Denmark	-0.097 ***	-0.119 ***	-0.076 ***	-0.067 ***
Estonia	-0.146 ***	-0.194 ***	-0.074 ***	-0.044 ***
Finland	-0.104 *	-0.047	-0.040 ***	-0.052 ***
France	-0.259 ***	-0.282 ***	-0.113 ***	-0.080 ***
Germany	-0.237 ***	-0.238 ***	-0.098 ***	-0.068 ***
Greece	-0.136	-0.215 **	-0.059 ***	-0.040 **
Hungary	-0.128 ***	-0.169 ***	0.042 ***	0.018 **
Iceland	0.010	0.011	-0.010 ***	-0.014
Ireland	0.021	-0.068 ***	0.017 ***	-0.020 *
Italy	-0.231 ***	-0.181 ***	-0.007 ***	0.012 ***
Latvia	-0.150	-0.180	-0.094 ***	-0.051 *
Lithuania	0.024	-0.051	-0.083 ***	-0.030 **
Luxembourg	0.066 ***	-0.070 ***	0.037 ***	-0.015
Malta	0.068 ***	-0.018	0.050 ***	0.008
Netherlands	-0.163 ***	-0.166 ***	-0.154 ***	-0.127 ***
Norway	-0.014	-0.069 *	-0.011 ***	-0.028 *
Poland	0.004	-0.068 **	0.056 ***	-0.021
Portugal	-0.078 **	-0.138 ***	0.031 ***	-0.003
Romania	-0.259 ***	-0.248 ***	0.099 ***	-0.052
Slovak Rep.	-0.015	0.006	0.021 ***	0.026
Slovenia	-0.050 **	-0.055 **	-0.089 ***	-0.019 **
Spain	-0.147 ***	-0.176 ***	-0.040 ***	-0.035 ***
Sweden	-0.219 ***	-0.210 ***	-0.125 ***	-0.099 ***
Switzerland	-0.078 ***	-0.104 ***	-0.092 ***	-0.070 ***
<b>EU14</b>	-0.191 ***	-0.204 ***	-0.073 ***	-0.057 ***
<b>EU27</b>	-0.185 ***	-0.199 ***	-0.070 ***	-0.052 ***
<b>All</b>	-0.176 ***	-0.192 ***	-0.070 ***	-0.053 ***

The table reports, for each country and separately for recent (at least 5 years of residence in the country) and earlier (more than 5 years of residence in the country) immigrants, the percentage point difference between immigrants and natives aged 25-64, in the probability of employment, overall (columns I and III), and when differences in age, gender and education characteristics are taken into account (columns II and IV). The differences are computed as coefficients on an immigrant dummy in a linear probability model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EULFS data 2022.

Table A7: Employment gaps between EU immigrants and natives, by years of residence

Country	EU - Recent		EU - Earlier	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	0.000	-0.067 ***	0.010 ***	-0.042 ***
Belgium	-0.022	-0.088 ***	-0.021 ***	-0.007
Bulgaria	0.000 ***	0.000 ***	0.195 ***	0.025
Croatia	0.019	-0.060	0.046 ***	0.004
Cyprus	0.024	0.016	0.043 ***	0.019 *
Czech Rep.	-0.064	-0.039	-0.001 ***	0.002
Denmark	0.002	-0.036	-0.019 ***	-0.051 ***
Estonia	-0.235	-0.257 *	0.004 ***	0.024
Finland	-0.144	-0.060	0.031 ***	-0.001
France	0.034	-0.018	-0.014 ***	0.032 **
Germany	-0.072 ***	-0.062 ***	-0.019 ***	-0.004
Greece	-0.059	-0.139	0.023 ***	0.024
Hungary	-0.051	-0.067 **	0.062 ***	0.051 ***
Iceland	0.036	0.044	0.008 ***	0.000
Ireland	0.061	0.004	0.051 ***	-0.004
Italy	0.015	0.012	-0.007 ***	-0.004
Latvia	-0.342	-0.113	0.007 ***	0.051
Lithuania	-0.078	-0.168	-0.022 ***	-0.011
Luxembourg	0.122 ***	-0.002	0.054 ***	0.005
Malta	0.106 **	-0.029	0.080 ***	-0.028
Netherlands	-0.001	-0.005	0.001 ***	0.004
Norway	-0.005	-0.060	0.017 ***	-0.005
Poland	-0.126	-0.273 **	0.092 ***	-0.012
Portugal	0.062	0.029	0.085 ***	0.017
Romania	-0.169	-0.136	0.028 ***	-0.142
Slovak Rep.	0.029	0.008	-0.006 ***	0.027
Slovenia	-0.053	-0.077	-0.125 ***	-0.052 ***
Spain	-0.032	-0.104	-0.011 ***	-0.030 *
Sweden	-0.016	-0.051 ***	-0.021 ***	-0.021 ***
Switzerland	0.005	-0.031 ***	-0.026 ***	-0.017 ***
<b>EU14</b>	-0.031 ***	-0.046 ***	-0.008 ***	-0.010 ***
<b>EU27</b>	-0.031 ***	-0.048 ***	-0.007 ***	-0.008 **
<b>All</b>	-0.025 ***	-0.048 ***	-0.007 ***	-0.009 ***

The table reports, for each country and separately for recent (at least 5 years of residence in the country) and earlier (more than 5 years of residence in the country) EU immigrants, the percentage point difference between immigrants and natives aged 25-64, in the probability of employment, overall (columns I and III), and when differences in age, gender and education characteristics are taken into account (columns II and IV). The differences are computed as coefficients on an immigrant dummy in a linear probability model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EULFS data 2022.

Table A8: Employment gaps between non-EU immigrants and natives, by years of residence

Country	Non-EU - Recent		Non-EU - Earlier	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	-0.228 ***	-0.298 ***	-0.102 ***	-0.090 ***
Belgium	-0.196 ***	-0.209 ***	-0.158 ***	-0.115 ***
Bulgaria	-0.558 ***	-0.564 ***	-0.064 ***	-0.112
Croatia	-0.267 **	-0.295 ***	-0.075 ***	0.023
Cyprus	-0.099 ***	-0.102 ***	-0.051 ***	-0.045 ***
Czech Rep.	-0.120 ***	-0.094 **	0.085 ***	0.092 ***
Denmark	-0.142 ***	-0.157 ***	-0.098 ***	-0.072 ***
Estonia	-0.136 ***	-0.187 ***	-0.078 ***	-0.047 ***
Finland	-0.090	-0.042	-0.074 ***	-0.079 ***
France	-0.315 ***	-0.333 ***	-0.136 ***	-0.105 ***
Germany	-0.305 ***	-0.309 ***	-0.136 ***	-0.100 ***
Greece	-0.148	-0.227 **	-0.076 ***	-0.055 ***
Hungary	-0.184 ***	-0.244 ***	0.010 ***	-0.037 **
Iceland	-0.034	-0.040	-0.039 ***	-0.038
Ireland	0.008	-0.088 ***	-0.006 ***	-0.032 **
Italy	-0.277 ***	-0.217 ***	-0.006 ***	0.018 ***
Latvia	-0.129	-0.185	-0.108 ***	-0.065 **
Lithuania	0.030	-0.043	-0.090 ***	-0.032 **
Luxembourg	-0.033	-0.187 ***	-0.014 ***	-0.077 ***
Malta	0.054 *	-0.016	0.033 ***	0.027
Netherlands	-0.253 ***	-0.250 ***	-0.204 ***	-0.171 ***
Norway	-0.042	-0.099	-0.093 ***	-0.090 ***
Poland	0.015	-0.052 *	0.049 ***	-0.022
Portugal	-0.083 **	-0.145 ***	0.013 ***	-0.010
Romania	-0.293 **	-0.290 ***	0.113 ***	-0.033
Slovak Rep.	-0.043	0.004	0.099 ***	0.023
Slovenia	-0.049 **	-0.053 **	-0.079 ***	-0.008
Spain	-0.159 ***	-0.184 ***	-0.051 ***	-0.036 ***
Sweden	-0.278 ***	-0.254 ***	-0.157 ***	-0.125 ***
Switzerland	-0.202 ***	-0.211 ***	-0.166 ***	-0.124 ***
<b>EU14</b>	-0.246 ***	-0.256 ***	-0.099 ***	-0.076 ***
<b>EU27</b>	-0.237 ***	-0.249 ***	-0.096 ***	-0.070 ***
<b>All</b>	-0.235 ***	-0.247 ***	-0.098 ***	-0.071 ***

The table reports, for each country and separately for recent (at least 5 years of residence in the country) and earlier (more than 5 years of residence in the country) non-EU immigrants, the percentage point difference between immigrants and natives aged 25-64, in the probability of employment, overall (columns I and III), and when differences in age, gender and education characteristics are taken into account (columns II and IV). The differences are computed as coefficients on an immigrant dummy in a linear probability model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EULFS data 2022.

Table A9: Differences in occupational status between immigrants and natives

Country	Baseline	Conditional (individual characteristics)
Austria	-0.380 ***	-0.325 ***
Belgium	-0.352 ***	-0.228 ***
Bulgaria	0.512 **	0.083
Croatia	-0.164 ***	-0.067 ***
Cyprus	-0.446 ***	-0.258 ***
Czech Rep.	-0.185 ***	-0.252 ***
Denmark	-0.340 ***	-0.304 ***
Estonia	-0.305 ***	-0.332 ***
Finland	-0.240 ***	-0.176 ***
France	-0.231 ***	-0.115 ***
Germany	-0.442 ***	-0.286 ***
Greece	-0.484 ***	-0.209 ***
Hungary	0.088 ***	-0.029
Iceland	-0.502 ***	-0.471 ***
Ireland	0.038	-0.043
Italy	-0.698 ***	-0.452 ***
Latvia	-0.199 ***	-0.100 *
Lithuania	-0.053	0.002
Luxembourg	0.088 ***	-0.099 ***
Netherlands	-0.221 ***	-0.133 ***
Norway	-0.295 ***	-0.290 ***
Poland	0.056	-0.170 ***
Portugal	-0.068 **	-0.199 ***
Romania	0.722 ***	0.247 **
Slovenia	-0.574 ***	-0.213 ***
Spain	-0.542 ***	-0.312 ***
Sweden	-0.310 ***	-0.284 ***
Switzerland	-0.200 ***	-0.095 ***
EU14	-0.154 **	-0.161 ***
EU27	-0.386 ***	-0.243 ***
All	-0.334 ***	-0.205 ***

The table reports, for each country, the difference in occupational status, measured by the ISEI index, between immigrants and natives aged 25-64, overall (column I), or alternatively when differences in age, gender and education characteristics are also taken into account (column II). Each cell measures the difference expressed as a fraction of the within-country standard deviation. The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EULFS data 2022.

Table A10: Differences in occupational status between immigrants and natives, by origin

Country	EU		Non-EU	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	-0.164 ***	-0.233 ***	-0.565 ***	-0.409 ***
Belgium	-0.189 ***	-0.124 ***	-0.495 ***	-0.323 ***
Bulgaria	0.940 ***	0.344 **	0.382	0.004
Croatia	0.006	-0.086	-0.201 ***	-0.063 **
Cyprus	-0.273 ***	-0.129 ***	-0.546 ***	-0.333 ***
Czech Rep.	0.051	-0.029	-0.378 ***	-0.437 ***
Denmark	-0.130 ***	-0.244 ***	-0.435 ***	-0.332 ***
Estonia	-0.428 ***	-0.497 ***	-0.299 ***	-0.323 ***
Finland	-0.099	-0.045	-0.314 ***	-0.243 ***
France	-0.138 ***	-0.060 *	-0.258 ***	-0.133 ***
Germany	-0.435 ***	-0.304 ***	-0.445 ***	-0.275 ***
Greece	-0.027	-0.017	-0.600 ***	-0.259 ***
Hungary	0.031	-0.003	0.179 ***	-0.071 **
Iceland	-0.489 ***	-0.464 ***	-0.523 ***	-0.479 ***
Ireland	-0.186 ***	-0.155 ***	0.173 ***	0.021
Italy	-0.612 ***	-0.420 ***	-0.731 ***	-0.458 ***
Latvia	0.049	0.112	-0.237 ***	-0.134 **
Lithuania	0.121	0.093	-0.071 *	-0.007
Luxembourg	0.123 ***	-0.068 ***	-0.015	-0.178 ***
Netherlands	-0.140 ***	-0.063 **	-0.261 ***	-0.162 ***
Norway	-0.328 ***	-0.306 ***	-0.183 **	-0.238 ***
Poland	0.810 ***	0.339 ***	-0.075	-0.259 ***
Portugal	0.032	-0.060	-0.097 **	-0.240 ***
Romania	0.806 ***	0.339 **	0.704 ***	0.227
Slovenia	-0.075	-0.042	-0.688 ***	-0.254 ***
Spain	-0.393 ***	-0.252 ***	-0.594 ***	-0.330 ***
Sweden	-0.010	-0.113 ***	-0.420 ***	-0.352 ***
Switzerland	-0.040 ***	-0.023 *	-0.434 ***	-0.228 ***
EU14	-0.127	-0.126 *	-0.205 *	-0.228 **
EU27	-0.283 ***	-0.195 ***	-0.434 ***	-0.263 ***
All	-0.228 ***	-0.153 ***	-0.383 ***	-0.227 ***

The table reports, for each country and separately for EU and non-EU immigrants, the difference in occupational status, measured by the ISEI index, between immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). Each cell measures the difference expressed as a fraction of the within-country standard deviation. The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EULFS data 2022.

Table A11: Differences in occupational status between immigrants and natives, by years of residence

Country	Recent		Earlier	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	-0.147 ***	-0.267 ***	-0.422 ***	-0.335 ***
Belgium	-0.139 **	-0.198 ***	-0.405 ***	-0.242 ***
Bulgaria	1.873 ***	0.916 ***	0.353	-0.038
Croatia	0.098	-0.078	-0.166 ***	-0.065 **
Cyprus	-0.589 ***	-0.344 ***	-0.385 ***	-0.219 ***
Czech Rep.	-0.528 ***	-0.617 ***	-0.102 **	-0.166 ***
Denmark	-0.137	-0.346 ***	-0.365 ***	-0.299 ***
Estonia	-0.021	-0.413 ***	-0.370 ***	-0.338 ***
Finland	0.260	0.440 **	-0.296 ***	-0.249 ***
France	-0.041	-0.122 *	-0.249 ***	-0.119 ***
Germany	-0.332 ***	-0.340 ***	-0.463 ***	-0.274 ***
Greece	-0.283	-0.192	-0.489 ***	-0.216 ***
Hungary	-0.193 **	-0.239 ***	0.126 ***	-0.001
Iceland	-0.396 ***	-0.324 ***	-0.523 ***	-0.495 ***
Ireland	0.264 ***	0.052	-0.013	-0.060 **
Italy	-0.583 ***	-0.433 ***	-0.703 ***	-0.452 ***
Latvia	0.615 **	0.152	-0.245 ***	-0.103 *
Lithuania	0.152	-0.055	-0.085 **	0.011
Luxembourg	0.428 ***	0.032	0.004	-0.125 ***
Netherlands	-0.052	0.003	-0.271 ***	-0.166 ***
Norway	-0.441 ***	-0.429 ***	-0.274 ***	-0.269 ***
Poland	-0.266 ***	-0.473 ***	0.165 ***	-0.059
Portugal	-0.283 ***	-0.508 ***	-0.028	-0.142 ***
Romania	0.076	0.349	0.831 ***	0.229 *
Slovenia	-0.749 ***	-0.322 ***	-0.544 ***	-0.193 ***
Spain	-0.432 ***	-0.349 ***	-0.558 ***	-0.306 ***
Sweden	-0.114 ***	-0.215 ***	-0.348 ***	-0.299 ***
Switzerland	0.100 ***	-0.036	-0.281 ***	-0.117 ***
<b>EU14</b>	-0.232	-0.145	-0.131	-0.166 **
<b>EU27</b>	-0.177 ***	-0.198 ***	-0.418 ***	-0.249 ***
<b>All</b>	-0.145 ***	-0.187 ***	-0.363 ***	-0.207 ***

The table reports, for each country and separately for recent (at least 5 years of residence in the country) and earlier (more than 5 years of residence in the country) immigrants, the difference in occupational status, measured by the ISEI index, between immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). Each cell measures the difference expressed as a fraction of the within-country standard deviation. The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EULFS data 2022.

Table A12: Differences in occupational status between EU immigrants and natives, by years of residence

Country	EU - Recent		EU - Earlier	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	-0.107 ***	-0.218 ***	-0.180 ***	-0.237 ***
Belgium	0.032	-0.115 *	-0.242 ***	-0.132 ***
Bulgaria	0.000 ***	0.000 ***	0.983 **	0.475 ***
Croatia	0.490	-0.128 *	-0.025	-0.070
Cyprus	-0.224 ***	-0.033	-0.288 ***	-0.158 ***
Czech Rep.	-0.075	-0.254 **	0.068	0.000
Denmark	-0.152	-0.333 ***	-0.127 ***	-0.231 ***
Estonia	0.019	-0.406	-0.551 ***	-0.522 ***
Finland	0.644 *	0.995 **	-0.156 **	-0.132 **
France	0.156	0.010	-0.166 ***	-0.076 **
Germany	-0.512 ***	-0.422 ***	-0.420 ***	-0.281 ***
Greece	0.051 **	0.383 ***	-0.021	-0.026
Hungary	-0.321 ***	-0.204 **	0.066	0.017
Iceland	-0.444 ***	-0.309 **	-0.495 ***	-0.487 ***
Ireland	-0.089	-0.076	-0.193 ***	-0.166 ***
Italy	-0.232 ***	-0.165 **	-0.629 ***	-0.432 ***
Latvia	0.767 ***	0.213 ***	0.050	0.152
Lithuania	1.839 ***	1.204 ***	-0.030	-0.005
Luxembourg	0.435 ***	0.060	0.054	-0.093 ***
Netherlands	-0.202 ***	-0.072	-0.113 ***	-0.058 *
Norway	-0.486 ***	-0.402 **	-0.307 ***	-0.295 ***
Poland	0.404	-0.147	0.832 ***	0.391 ***
Portugal	-0.038	-0.213	0.034	-0.055
Romania	-0.420	-0.028	1.242 ***	0.469 ***
Slovenia	-0.065	-0.146	-0.076	-0.035
Spain	0.343 *	0.164	-0.434 ***	-0.276 ***
Sweden	0.168 ***	-0.030	-0.046 *	-0.129 ***
Switzerland	0.228 ***	0.042	-0.122 ***	-0.047 ***
<b>EU14</b>	0.230	-0.061	-0.188 *	-0.137 *
<b>EU27</b>	-0.125 ***	-0.123 ***	-0.309 ***	-0.207 ***
<b>All</b>	-0.080 ***	-0.100 ***	-0.252 ***	-0.162 ***

The table reports, for each country and separately for recent (at least 5 years of residence in the country) and earlier (more than 5 years of residence in the country) EU immigrants, the difference in occupational status, measured by the ISEI index, between immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). Each cell measures the difference expressed as a fraction of the within-country standard deviation. The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EULFS data 2022.

**Table A13:** Differences in occupational status between non-EU immigrants and natives, by years of residence

Country	Non-EU - Recent		Non-EU - Earlier	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	-0.215 ***	-0.347 ***	-0.606 ***	-0.416 ***
Belgium	-0.302 ***	-0.277 ***	-0.540 ***	-0.337 ***
Bulgaria	1.873 ***	0.916 ***	0.137	-0.214
Croatia	-0.296	-0.027	-0.196 ***	-0.064 **
Cyprus	-0.737 ***	-0.477 ***	-0.450 ***	-0.259 ***
Czech Rep.	-0.696 ***	-0.752 ***	-0.268 ***	-0.330 ***
Denmark	-0.128	-0.354 ***	-0.470 ***	-0.330 ***
Estonia	-0.025	-0.414 ***	-0.361 ***	-0.329 ***
Finland	0.137	0.267	-0.374 ***	-0.313 ***
France	-0.105	-0.165 **	-0.272 ***	-0.134 ***
Germany	-0.225 ***	-0.287 ***	-0.487 ***	-0.271 ***
Greece	-0.340	-0.291	-0.607 ***	-0.266 ***
Hungary	-0.081	-0.270 ***	0.230 ***	-0.031
Iceland	-0.314	-0.355 *	-0.567 ***	-0.505 ***
Ireland	0.383 ***	0.089	0.113 ***	0.009
Italy	-0.697 ***	-0.518 ***	-0.732 ***	-0.454 ***
Latvia	0.603 *	0.147	-0.290 ***	-0.145 **
Lithuania	0.053	-0.128	-0.091 **	0.014
Luxembourg	0.413 ***	-0.017	-0.156 **	-0.221 ***
Netherlands	0.063	0.066	-0.337 ***	-0.221 ***
Norway	-0.270	-0.523 ***	-0.165 *	-0.184 **
Poland	-0.311 ***	-0.495 ***	0.024	-0.154 ***
Portugal	-0.295 ***	-0.523 ***	-0.049	-0.173 ***
Romania	0.314	0.529 *	0.756 ***	0.186
Slovenia	-0.808 ***	-0.338 ***	-0.664 ***	-0.236 ***
Spain	-0.528 ***	-0.412 ***	-0.605 ***	-0.315 ***
Sweden	-0.228 ***	-0.286 ***	-0.456 ***	-0.365 ***
Switzerland	-0.149 ***	-0.193 ***	-0.498 ***	-0.242 ***
EU14	-0.566 ***	-0.206	0.017	-0.241 *
EU27	-0.202 ***	-0.231 ***	-0.468 ***	-0.267 ***
All	-0.176 ***	-0.225 ***	-0.415 ***	-0.227 ***

The table reports, for each country and separately for recent (at least 5 years of residence in the country) and earlier (more than 5 years of residence in the country) non-EU immigrant, the difference in occupational status, measured by the ISEL index, between immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). Each cell measures the difference expressed as a fraction of the within-country standard deviation. The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EULFS data 2022.

**Table A14:** Distribution of immigrants across occupations (percentage by row)

Country	(I)	(II)	(III)	(IV)	(V)	(VI)	(VII)	(VIII)	(IX)
Austria	5	18	11	6	20	1	13	8	18
Belgium	6	21	10	9	13	0	12	9	20
Bulgaria	12	34	9	4	24	0	0	8	10
Croatia	7	14	14	8	21	3	14	10	10
Cyprus	4	16	9	9	17	1	13	3	27
Czech Rep.	5	18	11	6	18	1	15	17	10
Denmark	2	28	13	4	18	1	5	7	22
Estonia	6	20	10	4	11	0	17	18	13
Finland	2	26	13	3	23	1	11	7	16
France	7	22	12	6	17	2	12	8	15
Germany	3	17	14	8	15	1	13	11	18
Greece	2	12	4	5	17	5	20	9	26
Hungary	4	27	12	7	13	2	12	12	9
Iceland	9	20	11	3	22	2	12	8	14
Ireland	10	32	13	7	16	1	8	6	8
Italy	2	5	7	5	23	2	19	10	27
Latvia	9	19	8	5	19	1	13	8	19
Lithuania	9	25	9	3	16	1	16	13	10
Luxembourg	6	51	10	5	7	1	6	4	10
Malta	15	16	12	8	20	0	11	5	12
Netherlands	5	31	13	9	15	1	9	6	12
Norway	7	28	11	6	17	1	16	8	5
Poland	7	26	11	6	17	2	18	7	7
Portugal	6	21	12	9	19	1	12	7	13
Romania	13	39	11	4	16	0	12	1	5
Slovak Rep.	13	11	13	12	18	1	8	15	10
Slovenia	3	12	9	4	11	1	23	15	23
Spain	4	10	7	7	25	2	12	8	27
Sweden	5	32	14	5	20	1	8	6	9
Switzerland	9	27	13	9	14	1	9	6	12
EU14	4	18	11	7	18	1	13	9	19
EU27	4	18	11	7	18	1	13	9	19
All	4	18	11	7	18	1	13	9	18

The table reports, for each country, the percent distribution of immigrant workers aged 25 to 64 across one-digit ISCO occupations. Each column reports the share of immigrants employed in the corresponding one-digit occupation among all immigrants in that country. Occupations are: (I) Managers, (II) Professionals, (III) Technicians and Associate Professionals, (IV) Clerical Support Workers, (V) Service and Sales Workers, (VI) Skilled Agricultural, Forestry and Fishery Workers, (VII) Craft and Related Tradeworkers, (VIII) Plant and Machine Workers, (IX) Elementary Workers. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EULFS data 2022.

Table A15: Distribution of natives across occupations (percentage by row)

Country	(I)	(II)	(III)	(IV)	(V)	(VI)	(VII)	(VIII)	(IX)
Austria	6	24	20	10	15	4	11	5	5
Belgium	7	27	17	14	12	1	9	6	7
Bulgaria	5	18	9	6	19	3	12	14	12
Croatia	4	19	14	10	19	4	12	10	8
Cyprus	4	25	16	13	18	1	10	5	8
Czech Rep.	5	19	17	9	15	1	16	13	5
Denmark	3	33	21	7	14	1	8	5	7
Estonia	9	26	16	7	11	1	14	11	6
Finland	2	30	21	6	17	3	9	7	5
France	8	25	20	9	13	3	9	6	7
Germany	5	25	22	14	12	1	10	5	5
Greece	3	24	7	12	21	12	9	7	5
Hungary	5	19	16	8	14	3	13	14	9
Iceland	16	30	16	4	14	4	9	4	3
Ireland	11	28	14	9	15	4	9	6	5
Italy	4	17	19	15	15	2	12	7	8
Latvia	10	22	14	5	14	3	11	10	11
Lithuania	10	28	10	5	11	3	14	10	9
Luxembourg	3	39	24	9	11	3	5	3	4
Malta	11	23	14	10	18	1	10	6	7
Netherlands	7	36	19	9	14	1	7	3	4
Norway	10	34	18	6	15	2	7	5	2
Poland	7	22	14	7	12	8	15	10	5
Portugal	6	22	11	10	18	2	13	9	8
Romania	3	19	7	5	17	7	18	14	9
Slovak Rep.	6	16	17	10	17	1	15	13	6
Slovenia	5	30	17	8	12	3	10	7	7
Spain	5	22	13	12	19	2	11	8	9
Sweden	8	37	20	6	12	1	8	5	2
Switzerland	10	29	19	15	11	3	8	3	3
EU14	6	25	19	12	14	2	10	6	6
EU27	6	23	17	10	14	3	11	8	7
All	6	24	17	11	15	3	11	8	6

The table reports, for each country, the percent distribution of native workers aged 25 to 64 across one-digit ISCO occupations. Each column reports the share of natives employed in the corresponding one-digit occupation among all natives in that country. Occupations are: (I) Managers, (II) Professionals, (III) Technicians and Associate Professionals, (IV) Clerical Support Workers, (V) Service and Sales Workers, (VI) Skilled Agricultural, Forestry and Fishery Workers, (VII) Craft and Related Trade Workers, (VIII) Plant and Machine Workers, (IX) Elementary Workers. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Natives are defined based on country off birth. Source: our elaboration on EULFS data 2022.

Table A16: Differences in the probability of having an elementary occupation between immigrants and natives

Country	Baseline	Conditional (individual characteristics)
Austria	0.131 ***	0.105 ***
Belgium	0.126 ***	0.094 ***
Bulgaria	-0.032	0.041
Croatia	0.026 **	0.004
Cyprus	0.193 ***	0.156 ***
Czech Rep.	0.052 ***	0.043 ***
Denmark	0.152 ***	0.129 ***
Estonia	0.072 ***	0.068 ***
Finland	0.110 ***	0.104 ***
France	0.078 ***	0.044 ***
Germany	0.131 ***	0.093 ***
Greece	0.207 ***	0.181 ***
Hungary	0.007	0.015 **
Ireland	0.030 ***	0.035 ***
Italy	0.185 ***	0.157 ***
Latvia	0.084 ***	0.055 **
Lithuania	0.003	-0.012
Luxembourg	0.069 ***	0.068 ***
Malta	0.047 **	0.062 ***
Netherlands	0.080 ***	0.061 ***
Norway	0.037 ***	0.035 ***
Poland	0.019 *	0.038 ***
Portugal	0.053 ***	0.071 ***
Romania	-0.046 **	-0.009
Slovak Rep.	0.044 **	0.037 *
Slovenia	0.159 ***	0.107 ***
Spain	0.176 ***	0.148 ***
Sweden	0.077 ***	0.062 ***
Switzerland	0.092 ***	0.048 ***
EU14	0.129 ***	0.102 ***
EU27	0.125 ***	0.098 ***
All	0.123 ***	0.096 ***

The table reports, for each country, the difference in the probability of being employed as elementary workers between immigrants and natives aged 25-64, overall (column I), or alternatively when differences in age, gender and education characteristics are also taken into account (column II). The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2022.

**Table A17:** Differences in the probability of having an elementary occupation between immigrants and natives, by origin

Country	EU		Non-EU	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	0.088 ***	0.090 ***	0.167 ***	0.120 ***
Belgium	0.091 ***	0.073 ***	0.158 ***	0.115 ***
Bulgaria	-0.131 ***	-0.046 **	-0.002	0.068
Croatia	-0.030 **	-0.025 **	0.039 ***	0.011
Cyprus	0.078 ***	0.062 ***	0.258 ***	0.214 ***
Czech Rep.	0.034 **	0.031 **	0.068 ***	0.054 ***
Denmark	0.098 ***	0.106 ***	0.176 ***	0.139 ***
Estonia	0.039	0.038	0.074 ***	0.070 ***
Finland	0.043 **	0.041 *	0.145 ***	0.138 ***
France	0.040 ***	0.014	0.089 ***	0.053 ***
Germany	0.128 ***	0.100 ***	0.133 ***	0.092 ***
Greece	0.060 **	0.058 **	0.244 ***	0.213 ***
Hungary	0.005	0.006	0.010	0.029 ***
Ireland	0.076 ***	0.071 ***	0.002	0.012
Italy	0.138 ***	0.126 ***	0.204 ***	0.169 ***
Latvia	-0.035	-0.055	0.103 ***	0.073 ***
Lithuania	-0.007	-0.005	0.004	-0.012
Luxembourg	0.059 ***	0.058 ***	0.101 ***	0.093 ***
Malta	-0.045 ***	0.002	0.096 **	0.092 ***
Netherlands	0.067 ***	0.051 ***	0.087 ***	0.066 ***
Norway	0.041 ***	0.039 ***	0.023 *	0.023 *
Poland	-0.050 ***	-0.021 ***	0.031 **	0.048 ***
Portugal	0.001	0.016	0.068 ***	0.087 ***
Romania	-0.054 *	-0.018	-0.045 *	-0.006
Slovak Rep.	0.039	0.031	0.054	0.047
Slovenia	0.045 ***	0.035 **	0.185 ***	0.125 ***
Spain	0.107 ***	0.099 ***	0.199 ***	0.166 ***
Sweden	0.034 ***	0.033 ***	0.093 ***	0.075 ***
Switzerland	0.057 ***	0.033 ***	0.145 ***	0.082 ***
<b>EU14</b>	0.100 ***	0.085 ***	0.142 ***	0.111 ***
<b>EU27</b>	0.096 ***	0.080 ***	0.139 ***	0.106 ***
<b>All</b>	0.092 ***	0.076 ***	0.139 ***	0.106 ***

The table reports, for each country and separately for EU and non-EU immigrants, the difference in the probability of being employed as elementary workers between immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2022.

**Table A18:** Differences in the probability of having an elementary occupation between immigrants and natives, by years of residence

Country	Recent		Earlier	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	0.134 ***	0.135 ***	0.130 ***	0.100 ***
Belgium	0.089 ***	0.082 ***	0.139 ***	0.100 ***
Bulgaria	-0.140 ***	-0.020 ***	-0.006	0.065
Croatia	-0.016	0.005	0.028 **	0.005
Cyprus	0.339 ***	0.282 ***	0.131 ***	0.110 ***
Czech Rep.	0.134 ***	0.133 ***	0.033 ***	0.023 **
Denmark	0.205 ***	0.214 ***	0.167 ***	0.137 ***
Estonia	0.026	0.054	0.085 ***	0.076 ***
Finland	0.145 **	0.132 **	0.104 ***	0.102 ***
France	0.049 **	0.048 **	0.082 ***	0.046 ***
Germany	0.161 ***	0.143 ***	0.125 ***	0.084 ***
Greece	0.311 **	0.303 **	0.207 ***	0.181 ***
Hungary	0.094 ***	0.081 ***	-0.005	0.006
Ireland	0.019	0.028 *	0.031 ***	0.034 ***
Italy	0.171 ***	0.152 ***	0.186 ***	0.157 ***
Latvia	-0.063	-0.011	0.093 ***	0.058 **
Lithuania	-0.052 ***	-0.020	0.011	-0.010
Luxembourg	0.008	0.021 *	0.085 ***	0.075 ***
Malta	0.151 ***	0.155 ***	0.005	0.019
Netherlands	0.094 ***	0.075 ***	0.077 ***	0.057 ***
Norway	0.083 **	0.075 *	0.029 ***	0.029 ***
Poland	0.075 ***	0.093 ***	-0.003	0.017 *
Portugal	0.105 ***	0.134 ***	0.043 ***	0.059 ***
Romania	-0.042	-0.063 *	-0.047 *	0.001
Slovak Rep.	0.101 *	0.072	0.028	0.027
Slovenia	0.163 ***	0.115 ***	0.158 ***	0.107 ***
Spain	0.216 ***	0.212 ***	0.170 ***	0.139 ***
Sweden	0.092 ***	0.085 ***	0.075 ***	0.060 ***
Switzerland	0.072 ***	0.066 ***	0.099 ***	0.047 ***
<b>EU14</b>	0.138 ***	0.129 ***	0.128 ***	0.099 ***
<b>EU27</b>	0.138 ***	0.127 ***	0.124 ***	0.094 ***
<b>All</b>	0.133 ***	0.123 ***	0.122 ***	0.092 ***

The table reports, for each country and separately for recent (at least 5 years of residence in the country) and earlier (more than 5 years of residence in the country) immigrants, the difference in the probability of being employed as elementary workers between immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2022.

**Table A19:** Differences in the probability of having an elementary occupation between EU immigrants and natives, by years of residence

Country	EU - Recent		EU - Earlier	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	0.127 ***	0.130 ***	0.078 ***	0.079 ***
Belgium	0.036 *	0.043 **	0.110 ***	0.086 ***
Bulgaria	0.000 ***	0.000 ***	-0.134 ***	-0.055 **
Croatia	-0.040	0.001	-0.028 *	-0.027 **
Cyprus	0.065 ***	0.035 *	0.082 ***	0.072 ***
Czech Rep.	0.072	0.082 *	0.028 *	0.023 *
Denmark	0.133 ***	0.145 ***	0.109 ***	0.119 ***
Estonia	-0.062 ***	-0.028 ***	0.068	0.058
Finland	0.031	0.004	0.045 **	0.046 **
France	0.035	0.042	0.043 ***	0.015
Germany	0.201 ***	0.172 ***	0.114 ***	0.087 ***
Greece	-0.044 ***	-0.062 ***	0.064 **	0.063 **
Hungary	0.079	0.075	-0.003	-0.001
Ireland	0.039	0.012	0.078 ***	0.078 ***
Italy	0.082 ***	0.078 ***	0.141 ***	0.129 ***
Latvia	-0.105 ***	-0.042 ***	-0.021	-0.049
Lithuania	-0.096 ***	-0.031 ***	0.000	-0.002
Luxembourg	-0.005	0.004	0.073 ***	0.066 ***
Malta	-0.026	0.020	-0.050 ***	-0.004
Netherlands	0.113 ***	0.096 ***	0.047 ***	0.034 ***
Norway	0.091 **	0.080	0.033 ***	0.032 ***
Poland	-0.050 ***	-0.023 **	-0.050 ***	-0.022 ***
Portugal	-0.045	-0.043	0.003	0.018
Romania	0.062	0.029	-0.093 ***	-0.034 **
Slovak Rep.	-0.056 ***	-0.048 ***	0.055 *	0.045 *
Slovenia	0.084	0.098	0.043 ***	0.031 **
Spain	-0.019	0.019	0.114 ***	0.104 ***
Sweden	0.046 ***	0.047 ***	0.031 ***	0.031 ***
Switzerland	0.039 ***	0.043 ***	0.063 ***	0.031 ***
<b>EU14</b>	0.128 ***	0.113 ***	0.097 ***	0.082 ***
<b>EU27</b>	0.123 ***	0.108 ***	0.093 ***	0.077 ***
<b>All</b>	0.110 ***	0.098 ***	0.090 ***	0.073 ***

The table reports, for each country and separately for recent (at least 5 years of residence in the country) and earlier (more than 5 years of residence in the country) EU immigrants, the difference in the probability of being employed as elementary workers between immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2022.

**Table A20:** Differences in the probability of having an elementary occupation between non-EU immigrants and natives, by years of residence

Country	Non-EU - Recent		Non-EU - Earlier	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	0.145 ***	0.145 ***	0.169 ***	0.118 ***
Belgium	0.140 ***	0.120 ***	0.164 ***	0.115 ***
Bulgaria	-0.140 ***	-0.020 ***	0.037	0.106
Croatia	0.008	0.008	0.039 ***	0.012
Cyprus	0.450 ***	0.391 ***	0.163 ***	0.135 ***
Czech Rep.	0.158 ***	0.152 ***	0.037 **	0.022
Denmark	0.246 ***	0.255 ***	0.192 ***	0.145 ***
Estonia	0.034	0.062	0.086 ***	0.077 ***
Finland	0.182 **	0.173 **	0.137 ***	0.132 ***
France	0.054 **	0.050 *	0.094 ***	0.054 ***
Germany	0.137 ***	0.125 ***	0.132 ***	0.086 ***
Greece	0.372 **	0.365 ***	0.243 ***	0.213 ***
Hungary	0.107 ***	0.085 **	-0.009	0.018
Ireland	0.012	0.031 *	-0.003	0.004
Italy	0.201 ***	0.177 ***	0.204 ***	0.168 ***
Latvia	-0.060	-0.008	0.111 ***	0.075 **
Lithuania	-0.049 ***	-0.020	0.013	-0.011
Luxembourg	0.036	0.055 **	0.125 ***	0.106 ***
Malta	0.219 ***	0.205 ***	0.040	0.036
Netherlands	0.079 ***	0.060 ***	0.089 ***	0.068 ***
Norway	0.053	0.061	0.018	0.017
Poland	0.083 ***	0.101 ***	0.007	0.025 **
Portugal	0.112 ***	0.142 ***	0.057 ***	0.073 ***
Romania	-0.092 ***	-0.108 ***	-0.038	0.007
Slovak Rep.	0.214 ***	0.159 *	-0.040 ***	-0.018 *
Slovenia	0.169 ***	0.117 ***	0.188 ***	0.127 ***
Spain	0.247 ***	0.238 ***	0.191 ***	0.154 ***
Sweden	0.110 ***	0.100 ***	0.090 ***	0.073 ***
Switzerland	0.137 ***	0.115 ***	0.149 ***	0.081 ***
<b>EU14</b>	0.143 ***	0.136 ***	0.142 ***	0.108 ***
<b>EU27</b>	0.145 ***	0.136 ***	0.138 ***	0.102 ***
<b>All</b>	0.145 ***	0.136 ***	0.138 ***	0.102 ***

The table reports, for each country and separately for recent (at least 5 years of residence in the country) and earlier (more than 5 years of residence in the country) non-EU immigrants, the difference in the probability of being employed as elementary workers between immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2022.



**Table A21:** Differences in the probability of having a high paid occupation between immigrants and natives

Country	Baseline	Conditional (individual characteristics)
Austria	-0.156 ***	-0.136 ***
Belgium	-0.138 ***	-0.085 ***
Bulgaria	0.223 **	0.042
Croatia	-0.029	-0.005
Cyprus	-0.156 ***	-0.074 ***
Czech Rep.	-0.074 ***	-0.109 ***
Denmark	-0.154 ***	-0.135 ***
Estonia	-0.144 ***	-0.169 ***
Finland	-0.120 ***	-0.081 ***
France	-0.118 ***	-0.067 ***
Germany	-0.175 ***	-0.114 ***
Greece	-0.172 ***	-0.061 ***
Hungary	0.033 **	-0.023 **
Ireland	0.021	-0.015
Italy	-0.268 ***	-0.164 ***
Latvia	-0.109 ***	-0.067 ***
Lithuania	-0.053 ***	-0.032 **
Luxembourg	0.007	-0.068 ***
Malta	-0.041	-0.088 ***
Netherlands	-0.127 ***	-0.081 ***
Norway	-0.178 ***	-0.179 ***
Poland	0.002	-0.097 ***
Portugal	-0.007	-0.067 ***
Romania	0.338 ***	0.152 **
Slovak Rep.	-0.025	-0.041
Slovenia	-0.279 ***	-0.114 ***
Spain	-0.190 ***	-0.089 ***
Sweden	-0.149 ***	-0.141 ***
Switzerland	-0.088 ***	-0.053 ***
<b>EU14</b>	<b>-0.166 ***</b>	<b>-0.103 ***</b>
<b>EU27</b>	<b>-0.161 ***</b>	<b>-0.100 ***</b>
<b>All</b>	<b>-0.158 ***</b>	<b>-0.099 ***</b>

The table reports, for each country, the difference in the probability of being employed in a high pay occupation (ISCO 1 digit codes 1, 2 or 3) between immigrants and natives aged 25-64, overall (column I), or alternatively when differences in age, gender and education characteristics are also taken into account (column II). The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2022.

**Table A22:** Differences in the probability of having a high paid occupation between immigrants and natives, by origin

Country	EU		Non-EU	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	-0.060 ***	-0.092 ***	-0.238 ***	-0.175 ***
Belgium	-0.070 ***	-0.044 ***	-0.199 ***	-0.121 ***
Bulgaria	0.360 *	0.117 *	0.182	0.020
Croatia	0.022	-0.022	-0.041 **	-0.001
Cyprus	-0.139 ***	-0.061 ***	-0.165 ***	-0.077 ***
Czech Rep.	0.024	-0.013	-0.155 ***	-0.189 ***
Denmark	-0.071 ***	-0.112 ***	-0.192 ***	-0.146 ***
Estonia	-0.075	-0.113	-0.148 ***	-0.172 ***
Finland	-0.065 *	-0.030	-0.149 ***	-0.107 ***
France	-0.068 ***	-0.034 **	-0.132 ***	-0.077 ***
Germany	-0.172 ***	-0.118 ***	-0.177 ***	-0.110 ***
Greece	0.002	-0.003	-0.216 ***	-0.077 ***
Hungary	0.020	-0.003	0.053 **	-0.056 ***
Ireland	-0.076 ***	-0.058 ***	0.080 ***	0.010
Italy	-0.240 ***	-0.164 ***	-0.279 ***	-0.160 ***
Latvia	-0.033	-0.013	-0.121 ***	-0.076 ***
Lithuania	0.018	-0.012	-0.061 ***	-0.034 **
Luxembourg	0.023	-0.053 ***	-0.042 *	-0.110 ***
Malta	0.200 ***	0.021	-0.172 ***	-0.158 ***
Netherlands	-0.107 ***	-0.065 ***	-0.137 ***	-0.086 ***
Norway	-0.195 ***	-0.188 ***	-0.117 ***	-0.148 ***
Poland	0.411 ***	0.202 ***	-0.067 ***	-0.147 ***
Portugal	0.002	-0.041	-0.010	-0.075 ***
Romania	0.388 ***	0.201 ***	0.327 ***	0.141 **
Slovak Rep.	-0.056	-0.064 **	0.030	0.001
Slovenia	-0.025	-0.019	-0.337 ***	-0.136 ***
Spain	-0.138 ***	-0.073 ***	-0.208 ***	-0.092 ***
Sweden	-0.046 ***	-0.102 ***	-0.187 ***	-0.157 ***
Switzerland	-0.022 ***	-0.026 ***	-0.182 ***	-0.101 ***
<b>EU14</b>	<b>-0.134 ***</b>	<b>-0.093 ***</b>	<b>-0.180 ***</b>	<b>-0.106 ***</b>
<b>EU27</b>	<b>-0.126 ***</b>	<b>-0.088 ***</b>	<b>-0.177 ***</b>	<b>-0.105 ***</b>
<b>All</b>	<b>-0.120 ***</b>	<b>-0.086 ***</b>	<b>-0.177 ***</b>	<b>-0.105 ***</b>

The table reports, for each country and separately for EU and non-EU immigrants, the difference in the probability of being employed in a high pay occupation (ISCO 1-digit codes 1, 2 or 3) between immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2022.

**Table A23:** Differences in the probability of having a high paid occupation between immigrants and natives, by years of residence

Country	Recent		Earlier	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	-0.070 ***	-0.120 ***	-0.171 ***	-0.138 ***
Belgium	-0.051 *	-0.085 ***	-0.160 ***	-0.088 ***
Bulgaria	0.683 ***	0.235 ***	0.153	-0.011
Croatia	0.064	0.008	-0.028	-0.002
Cyprus	-0.176 ***	-0.058 ***	-0.147 ***	-0.074 ***
Czech Rep.	-0.200 ***	-0.253 ***	-0.043 **	-0.073 ***
Denmark	-0.087 ***	-0.166 ***	-0.183 ***	-0.150 ***
Estonia	-0.098 *	-0.272 ***	-0.155 ***	-0.157 ***
Finland	0.132 *	0.227 ***	-0.146 ***	-0.116 ***
France	-0.047	-0.089 ***	-0.123 ***	-0.066 ***
Germany	-0.130 ***	-0.141 ***	-0.184 ***	-0.108 ***
Greece	0.109	0.143	-0.180 ***	-0.070 ***
Hungary	-0.040	-0.078 ***	0.043 ***	-0.016
Ireland	0.138 ***	0.051 *	-0.007	-0.028 *
Italy	-0.230 ***	-0.162 ***	-0.270 ***	-0.163 ***
Latvia	0.189	-0.023	-0.124 ***	-0.061 **
Lithuania	-0.059	-0.148 **	-0.052 **	-0.014
Luxembourg	0.144 ***	-0.035	-0.027	-0.075 ***
Malta	-0.227 ***	-0.279 ***	0.034	-0.016
Netherlands	-0.083 ***	-0.035 **	-0.140 ***	-0.092 ***
Norway	-0.227 ***	-0.222 ***	-0.171 ***	-0.173 ***
Poland	-0.123 ***	-0.215 ***	0.042	-0.055 ***
Portugal	-0.083 **	-0.168 ***	0.007	-0.048 ***
Romania	-0.037	0.097	0.400 ***	0.161 **
Slovak Rep.	-0.035	-0.008	-0.022	-0.051 *
Slovenia	-0.386 ***	-0.178 ***	-0.260 ***	-0.102 ***
Spain	-0.130 ***	-0.096 ***	-0.198 ***	-0.087 ***
Sweden	-0.084 ***	-0.125 ***	-0.162 ***	-0.145 ***
Switzerland	0.022 *	-0.054 ***	-0.118 ***	-0.054 ***
<b>EU14</b>	<b>-0.097 ***</b>	<b>-0.099 ***</b>	<b>-0.176 ***</b>	<b>-0.103 ***</b>
<b>EU27</b>	<b>-0.101 ***</b>	<b>-0.107 ***</b>	<b>-0.169 ***</b>	<b>-0.099 ***</b>
<b>All</b>	<b>-0.093 ***</b>	<b>-0.104 ***</b>	<b>-0.167 ***</b>	<b>-0.098 ***</b>

The table reports, for each country and separately for recent (at least 5 years of residence in the country) and earlier (more than 5 years of residence in the country) immigrants, the difference in the probability of being employed in a high-pay occupation (ISCO 1-digit codes 1, 2 or 3) between immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2022.

**Table A24:** Differences in the probability of having a high paid occupation between EU immigrants and natives, by years of residence

Country	EU - Recent		EU - Earlier	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	-0.049 ***	-0.095 ***	-0.063 ***	-0.090 ***
Belgium	0.019	-0.054 *	-0.091 ***	-0.044 ***
Bulgaria	0.000 ***	0.000 ***	0.304	0.101
Croatia	0.361 **	0.096 *	0.006	-0.019
Cyprus	-0.135 ***	-0.026	-0.140 ***	-0.069 ***
Czech Rep.	-0.021	-0.114 *	0.030	0.001
Denmark	-0.093 *	-0.159 ***	-0.076 ***	-0.124 ***
Estonia	0.039	-0.163	-0.108	-0.099
Finland	0.229 *	0.434 ***	-0.084 **	-0.067 **
France	0.079	0.005	-0.081 ***	-0.040 **
Germany	-0.208 ***	-0.175 ***	-0.165 ***	-0.107 ***
Greece	0.667 ***	0.872 ***	-0.005	-0.018
Hungary	-0.111 **	-0.075 **	0.033 *	0.004
Ireland	-0.070	-0.056	-0.075 ***	-0.059 **
Italy	-0.085 **	-0.055 **	-0.247 ***	-0.169 ***
Latvia	0.519 ***	0.211 ***	-0.017	0.022
Lithuania	0.521 ***	0.219 ***	-0.024	-0.032
Luxembourg	0.138 ***	-0.030	-0.002	-0.057 ***
Malta	0.234 ***	-0.004	0.189 ***	0.023
Netherlands	-0.181 ***	-0.086 ***	-0.073 ***	-0.055 ***
Norway	-0.261 ***	-0.224 ***	-0.187 ***	-0.184 ***
Poland	0.336 **	0.098 *	0.413 ***	0.217 ***
Portugal	-0.004	-0.081	0.002	-0.040
Romania	-0.144	0.035	0.570 ***	0.257 ***
Slovak Rep.	0.042	-0.078	-0.072 *	-0.061 *
Slovenia	0.045	-0.011	-0.030	-0.020
Spain	0.179 *	0.102	-0.157 ***	-0.084 ***
Sweden	0.021	-0.070 ***	-0.060 ***	-0.108 ***
Switzerland	0.073 ***	-0.023 **	-0.052 ***	-0.029 ***
<b>EU14</b>	<b>-0.105 ***</b>	<b>-0.093</b>	<b>-0.139 ***</b>	<b>-0.094 ***</b>
<b>EU27</b>	<b>-0.099 ***</b>	<b>-0.094</b>	<b>-0.130 ***</b>	<b>-0.088 ***</b>
<b>All</b>	<b>-0.078 ***</b>	<b>-0.088</b>	<b>-0.126 ***</b>	<b>-0.087 ***</b>

The table reports, for each country and separately for recent (at least 5 years of residence in the country) and earlier (more than 5 years of residence in the country) EU immigrants, the difference in the probability of being employed in a high-pay occupation (ISCO 1-digit codes 1, 2 or 3) between immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2022.

**Table A25:** Differences in the probability of having a high paid occupation between non-EU immigrants and natives, by years of residence

Country	Non-EU - Recent		Non-EU - Earlier	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	-0.108 ***	-0.161 ***	-0.253 ***	-0.176 ***
Belgium	-0.120 ***	-0.113 ***	-0.217 ***	-0.124 ***
Bulgaria	0.683 ***	0.235 ***	0.102	-0.050
Croatia	-0.234 **	-0.081	-0.035 *	0.001
Cyprus	-0.192 ***	-0.068 ***	-0.152 ***	-0.073 ***
Czech Rep.	-0.269 ***	-0.307 ***	-0.115 ***	-0.148 ***
Denmark	-0.084 **	-0.170 ***	-0.229 ***	-0.161 ***
Estonia	-0.111 *	-0.282 ***	-0.157 ***	-0.159 ***
Finland	0.101	0.162 *	-0.181 ***	-0.142 ***
France	-0.089 **	-0.120 ***	-0.134 ***	-0.073 ***
Germany	-0.085 ***	-0.120 ***	-0.194 ***	-0.107 ***
Greece	0.014	0.018	-0.224 ***	-0.084 ***
Hungary	0.022	-0.080 **	0.059 **	-0.051 ***
Ireland	0.207 ***	0.081 **	0.042 **	-0.010
Italy	-0.278 ***	-0.198 ***	-0.279 ***	-0.158 ***
Latvia	0.163	-0.041	-0.141 ***	-0.076 ***
Lithuania	-0.093	-0.169 ***	-0.055 **	-0.012
Luxembourg	0.153 ***	-0.047	-0.107 ***	-0.128 ***
Malta	-0.405 ***	-0.389 ***	-0.062	-0.049
Netherlands	-0.006	0.009	-0.168 ***	-0.107 ***
Norway	-0.108	-0.216 **	-0.117 ***	-0.133 ***
Poland	-0.153 ***	-0.235 ***	-0.035	-0.111 ***
Portugal	-0.086 **	-0.172 ***	0.009	-0.051 ***
Romania	0.014	0.126	0.369 ***	0.143 *
Slovak Rep.	-0.091	0.043	0.101	-0.024
Slovenia	-0.421 ***	-0.192 ***	-0.320 ***	-0.124 ***
Spain	-0.170 ***	-0.121 ***	-0.214 ***	-0.086 ***
Sweden	-0.127 ***	-0.147 ***	-0.198 ***	-0.160 ***
Switzerland	-0.079 ***	-0.116 ***	-0.206 ***	-0.097 ***
<b>EU14</b>	-0.093 ***	-0.101 ***	-0.193 ***	-0.106 ***
<b>EU27</b>	-0.101 ***	-0.112 ***	-0.188 ***	-0.103 ***
<b>All</b>	-0.100 ***	-0.112 ***	-0.188 ***	-0.103 ***

The table reports, for each country and separately for recent (at least 5 years of residence in the country) and earlier (more than 5 years of residence in the country) non-EU immigrants, the difference in the probability of being employed in a high pay occupation (ISCO 1-digit codes 1, 2 or 3 between immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2022.

## Tables Appendix – Part II

**Table B1:** Stock of first and second-generation immigrants in Europe

Country	First-gen. immigrants		Second-gen. immigrants	
	Thousand	% of population	Thousand	% of population
Austria	1736	19.8	591	6.7
Belgium	1925	16.8	723	6.3
Bulgaria	17	0.2	0	0.0
Croatia	358	8.8	131	3.2
Cyprus	194	22.2	30	3.4
Czech Rep.	418	3.9	126	1.2
Denmark	540	9.3	65	1.1
Estonia	152	11.6	2	0.2
Finland	376	8.2	20	0.4
France	7618	11.6	3461	5.3
Germany	14307	17.4	5492	6.7
Greece	629	6.0	187	1.8
Hungary	252	2.6	45	0.5
Ireland	973	19.4	227	4.5
Italy	5776	9.8	1298	2.2
Latvia	217	11.6	108	5.8
Lithuania	147	5.3	23	0.8
Luxembourg	281	53.8	45	8.6
Malta	42	8.1	1	0.1
Netherlands	2102	14.5	569	3.9
Norway	446	8.3	55	1.0
Poland	216	0.6	177	0.5
Portugal	645	6.3	103	1.0
Romania	47	0.2	3	0.0
Slovak Rep.	61	1.1	10	0.2
Slovenia	186	9.0	51	2.5
Spain	6667	14.2	1300	2.8
Sweden	1795	21.3	240	2.9
Switzerland	2343	32.0	409	5.6
<b>EU14</b>	45370	13.6	14321	4.3
<b>EU27</b>	47676	11.0	15029	3.5
<b>All</b>	50465	11.3	15493	3.5

The table reports, for each country, the share of first-generation immigrants and the share of second-generation immigrants in the total population. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. Details about the definition of first- and second-generation immigrants are presented in the Technical Appendix 2. Source: our elaboration on EULFS data 2021.

**Table B2: Education rates of natives, first and second-generation immigrants (lower secondary education)**

Country	% Lower secondary education		
	% of natives	% of first-gen. immigrants	% of second-gen. immigrants
Austria	10.2	24.3	17.7
Belgium	15.2	30.8	25.5
Bulgaria	16.5	1.6	0.0
Croatia	11.9	20.3	11.2
Cyprus	13.4	20.0	11.4
Czech Rep.	5.1	10.5	20.8
Denmark	16.4	25.6	23.8
Estonia	11.1	5.0	3.8
Finland	9.5	15.9	0.0
France	14.6	31.9	16.2
Germany	9.1	34.9	17.7
Greece	19.0	28.0	21.8
Hungary	13.9	10.0	11.5
Ireland	14.9	7.2	12.4
Italy	35.4	48.1	31.6
Latvia	8.5	5.3	6.9
Lithuania	5.2	3.2	5.4
Luxembourg	16.4	22.1	13.5
Malta	40.3	17.9	0.0
Netherlands	16.9	33.3	19.2
Norway	18.0	15.0	17.7
Poland	6.8	1.2	7.3
Portugal	42.6	30.3	17.7
Romania	19.0	14.3	0.0
Slovak Rep.	6.7	4.6	7.9
Slovenia	7.5	20.1	4.4
Spain	35.5	35.5	38.7
Sweden	7.4	27.8	9.8
Switzerland	5.0	25.9	9.2
<b>EU14</b>	<b>21.3</b>	<b>34.3</b>	<b>17.8</b>
<b>EU27</b>	<b>18.4</b>	<b>33.4</b>	<b>17.3</b>
<b>All</b>	<b>18.2</b>	<b>32.9</b>	<b>17.0</b>

The table reports, for each country, the share of first-generation immigrants, the share of second-generation immigrants and the share of natives who hold at most lower-secondary education (ISCED 0-2). The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. Details about the definition of first- and second-generation immigrants are presented in the Technical Appendix 2. Source: our elaboration on EULFS data 2021.

**Table B3: Education rates of natives, first and second-generation immigrants (tertiary education)**

Country	% Tertiary education		
	% of natives	% of first-gen. immigrants	% of second-gen. immigrants
Austria	35.1	33.8	29.2
Belgium	46.1	38.6	30.2
Bulgaria	29.3	55.8	0.0
Croatia	25.4	21.7	24.1
Cyprus	49.2	41.7	53.5
Czech Rep.	26.2	36.4	15.9
Denmark	42.0	41.7	43.6
Estonia	40.5	47.6	33.8
Finland	44.2	31.6	0.0
France	42.3	36.8	40.3
Germany	32.4	27.5	26.5
Greece	37.3	21.4	31.7
Hungary	29.0	39.3	28.1
Ireland	49.6	59.7	56.5
Italy	21.2	12.8	18.8
Latvia	40.4	37.1	33.2
Lithuania	45.5	41.6	52.2
Luxembourg	38.2	57.6	43.1
Malta	29.6	46.0	0.0
Netherlands	43.9	38.6	40.2
Norway	46.7	50.7	43.6
Poland	33.2	57.6	20.7
Portugal	29.1	36.3	47.4
Romania	18.7	48.2	0.0
Slovak Rep.	27.8	34.4	33.6
Slovenia	42.7	20.2	40.7
Spain	43.3	32.5	38.4
Sweden	46.7	46.6	45.8
Switzerland	45.4	44.5	39.6
<b>EU14</b>	<b>35.8</b>	<b>30.7</b>	<b>33.8</b>
<b>EU27</b>	<b>34.0</b>	<b>30.9</b>	<b>33.4</b>
<b>All</b>	<b>34.3</b>	<b>31.8</b>	<b>33.7</b>

The table reports, for each country, the share of first-generation immigrants, the share of second-generation immigrants and the share of natives who hold at least tertiary education (ISCED 5-8). The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. Details about the definition of first and second-generation immigrants are presented in the Technical Appendix 2. Source: our elaboration on EULFS data 2021.

Table B4: Gender composition of natives, first and second-generation immigrants

Country	% of natives	% Women	
		% of first-gen. immigrants	% of second-gen. immigrants
Austria	50.7	51.6	50.3
Belgium	50.3	51.9	49.6
Bulgaria	51.6	59.9	34.4
Croatia	51.3	55.3	50.3
Cyprus	50.2	55.8	49.9
Czech Rep.	50.8	49.8	48.3
Denmark	50.3	50.4	50.5
Estonia	51.8	59.6	60.8
Finland	51.0	48.9	40.1
France	51.4	53.5	51.7
Germany	50.9	49.5	48.3
Greece	51.1	55.8	48.7
Hungary	52.0	55.4	54.1
Ireland	50.5	50.7	49.9
Italy	51.0	54.8	47.5
Latvia	53.1	59.8	53.6
Lithuania	52.7	57.7	52.9
Luxembourg	50.4	49.2	49.5
Malta	48.5	45.0	37.4
Netherlands	50.1	52.1	50.0
Norway	49.8	47.5	47.2
Poland	51.7	58.2	56.9
Portugal	52.6	57.1	42.4
Romania	51.2	35.4	28.0
Slovak Rep.	51.1	55.4	53.3
Slovenia	49.7	47.9	47.6
Spain	50.5	53.5	48.2
Sweden	49.5	50.1	50.0
Switzerland	50.8	51.1	47.8
<b>EU14</b>	50.9	52.0	49.3
<b>EU27</b>	51.1	52.1	49.4
<b>All</b>	51.1	52.0	49.4

The table reports, for each country, the share of women among first-generation immigrants, second-generation immigrants and natives. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. Details about the definition of first and second-generation immigrants are presented in the Technical Appendix 2. Source: our elaboration on EULFS data 2021.

Table B5: Education rates of natives, first and second-generation immigrants - Women

Country	% Lower secondary edu.			% Tertiary edu.		
	Natives	First-gen. imm.	Second-gen. imm.	Natives	First-gen. imm.	Second-gen. imm.
Austria	12.7	26.0	19.5	34.8	34.7	30.8
Belgium	14.1	30.6	23.2	51.6	40.0	31.6
Bulgaria	16.4	0.0	0.0	34.7	0.0	0.0
Croatia	13.0	23.4	11.1	29.8	23.2	27.5
Cyprus	12.4	18.3	24.3	54.2	44.3	42.1
Czech Rep.	6.0	12.2	29.4	29.1	39.1	17.5
Denmark	14.4	24.5	17.9	48.7	43.0	50.9
Estonia	7.8	4.3	0.0	51.5	56.4	0.0
Finland	6.4	14.6	0.0	53.3	33.5	0.0
France	14.1	32.3	15.1	45.4	37.4	45.2
Germany	9.7	34.7	17.3	29.5	28.2	25.0
Greece	18.5	25.9	22.5	38.7	25.8	35.5
Hungary	14.7	10.9	15.1	33.5	41.6	35.7
Ireland	11.6	5.9	11.5	53.7	62.3	56.9
Italy	33.2	42.8	24.3	24.5	15.8	26.2
Latvia	6.0	4.6	6.5	51.7	37.9	40.3
Lithuania	3.2	2.5	1.8	52.7	41.5	69.0
Luxembourg	18.2	19.8	11.1	39.0	59.3	47.9
Malta	40.4	13.6	0.0	31.6	55.5	0.0
Netherlands	16.4	32.4	14.8	44.6	39.6	43.3
Norway	17.4	15.1	17.9	52.1	57.4	46.6
Poland	6.3	1.2	8.5	39.5	58.3	24.0
Portugal	37.6	29.0	13.7	34.7	39.9	64.7
Romania	20.7	9.9	0.0	20.4	54.6	0.0
Slovak Rep.	7.5	5.2	12.9	33.3	35.5	46.0
Slovenia	7.0	26.5	4.0	50.7	23.7	53.8
Spain	32.1	33.7	32.2	46.8	34.9	54.8
Sweden	6.3	26.9	8.5	56.4	48.8	47.5
Switzerland	6.4	26.4	7.8	40.4	44.7	38.4
<b>EU14</b>	20.1	33.2	17.8	37.9	32.2	33.8
<b>EU27</b>	17.6	32.5	17.3	36.9	32.4	33.4
<b>All</b>	17.5	32.0	17.0	37.1	33.2	33.7

The table reports, for each country, the share of first-generation female immigrants, second-generation female immigrants and female natives who hold at most lower-secondary education (ISCED 0-2) and at least tertiary education (ISCED 5-8), respectively in the first three and in the second three columns. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. Details about the definition of first and second-generation immigrants are presented in the Technical Appendix 2. Source: our elaboration on EULFS data 2021.

Table B6: Education rates of natives, first and second-generation immigrants - Men

Country	% Lower secondary edu.			% Tertiary edu.		
	Natives	First-gen. imm.	Second-gen. imm.	Natives	First-gen. imm.	Second-gen. imm.
Austria	7.8	22.5	15.8	35.4	32.8	27.5
Belgium	16.3	31.1	27.8	40.8	37.0	28.9
Bulgaria	16.7	4.0	0.0	24.1	58.7	0.0
Croatia	10.9	16.5	11.3	21.0	20.0	20.3
Cyprus	14.5	22.4	0.0	44.3	38.4	0.0
Czech Rep.	4.3	9.0	12.0	23.4	34.0	14.3
Denmark	18.4	26.6	29.5	35.5	40.4	36.5
Estonia	14.4	5.8	0.0	29.7	38.4	0.0
Finland	12.4	17.2	0.0	35.3	29.9	0.0
France	15.1	31.3	17.4	39.1	36.1	34.9
Germany	8.4	35.1	18.0	35.2	26.9	28.0
Greece	19.6	30.8	21.0	35.8	15.7	27.3
Hungary	13.0	8.9	7.5	24.4	36.7	19.4
Ireland	18.4	8.5	13.4	45.4	57.1	56.1
Italy	37.7	54.5	37.7	18.0	9.3	12.6
Latvia	11.2	6.2	7.3	28.4	36.2	26.0
Lithuania	7.2	4.1	9.2	38.2	41.7	34.8
Luxembourg	14.6	24.4	15.7	37.3	56.0	38.9
Malta	40.2	20.8	0.0	27.7	39.5	0.0
Netherlands	17.4	34.2	23.5	43.1	37.5	37.1
Norway	18.6	14.9	17.5	41.6	44.4	41.8
Poland	7.4	1.2	5.9	26.9	56.8	16.7
Portugal	47.8	32.2	21.1	23.1	31.1	32.8
Romania	17.3	16.6	0.0	17.1	44.9	0.0
Slovak Rep.	5.9	4.0	0.0	22.4	33.4	0.0
Slovenia	7.9	14.0	4.7	35.3	17.0	29.6
Spain	38.8	37.6	42.1	39.8	29.6	29.7
Sweden	8.4	28.8	11.2	37.6	44.4	44.1
Switzerland	3.7	25.5	10.5	50.3	44.3	40.7
<b>EU14</b>	22.5	35.5	19.1	33.7	29.0	31.6
<b>EU27</b>	19.2	34.5	18.5	31.2	29.2	30.9
<b>All</b>	19.0	33.9	18.1	31.5	30.2	31.4

The table reports, for each country, the share of first-generation male immigrants, second-generation male immigrants and male natives who hold at most lower-secondary education (ISCED 0-2) and at least tertiary education (ISCED 5-8), respectively in the first three and in the second three columns. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. Details about the definition of first and second-generation immigrants are presented in the Technical Appendix 2. Source: our elaboration on EULFS data 2021.

Table B7: Education rates of first and second-generation EU immigrants

Country	% Lower secondary edu.		% Tertiary edu.	
	First-generation EU	Second-generation EU	First-generation EU	Second-generation EU
Austria	11.1	9.0	42.6	37.9
Belgium	21.0	25.4	47.8	30.3
Bulgaria	0.0	0.0	0.0	0.0
Croatia	11.2	11.6	29.6	5.2
Cyprus	13.9	39.1	40.2	52.3
Czech Rep.	8.6	20.8	35.8	15.1
Denmark	13.3	17.3	53.0	55.1
Estonia	12.5	0.0	54.1	0.0
Finland	14.0	0.0	31.6	0.0
France	27.1	12.8	36.9	37.2
Germany	26.8	11.5	29.9	30.9
Greece	17.3	29.0	34.5	21.7
Hungary	8.7	12.2	37.1	28.2
Ireland	2.7	0.0	50.4	0.0
Italy	36.1	26.0	12.5	35.4
Latvia	3.8	19.6	39.8	21.8
Lithuania	3.0	0.0	47.5	0.0
Luxembourg	22.7	13.6	57.3	41.7
Malta	17.9	0.0	46.0	0.0
Netherlands	27.4	19.2	48.3	50.0
Norway	12.6	16.0	50.5	21.2
Poland	0.5	21.5	66.2	25.7
Portugal	26.1	5.9	42.6	29.2
Romania	38.7	0.0	43.9	0.0
Slovak Rep.	6.4	8.5	30.1	36.1
Slovenia	12.2	3.6	37.8	44.5
Spain	27.4	44.0	33.8	31.2
Sweden	12.5	10.2	60.5	42.7
Switzerland	19.3	8.6	50.8	40.9
<b>EU14</b>	25.4	13.2	33.7	33.9
<b>EU27</b>	24.7	13.4	33.9	33.4
<b>All</b>	23.9	13.0	35.8	34.0

The table reports, for each country, the share of first-generation European immigrants and second-generation European immigrants who hold at most lower-secondary education (ISCED 0-2) and at least tertiary education (ISCED 5-8), respectively in the first two and in the second two columns. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. Details about the definition of first and second-generation immigrants are presented in the Technical Appendix 2. Source: our elaboration on EULFS data 2021.

Table B8: Education rates of first and second-generation non-EU immigrants

Country	% Lower secondary edu.		% Tertiary edu.	
	First-generation non-EU	Second-generation non-EU	First-generation non-EU	Second-generation non-EU
Austria	34.4	21.0	27.1	26.0
Belgium	37.5	25.6	32.3	30.2
Bulgaria	2.4	0.0	49.8	0.0
Croatia	21.8	11.2	20.4	24.3
Cyprus	23.4	0.0	42.6	0.0
Czech Rep.	13.2	21.6	37.3	40.2
Denmark	30.4	25.1	37.4	41.2
Estonia	4.7	3.8	47.3	33.8
Finland	16.8	0.0	31.6	0.0
France	33.0	17.8	36.8	41.8
Germany	39.0	23.2	26.4	22.6
Greece	30.6	20.0	18.2	34.1
Hungary	11.9	8.9	42.8	27.8
Ireland	9.7	13.0	65.1	57.6
Italy	53.1	33.1	12.9	14.4
Latvia	5.5	5.6	36.7	34.3
Lithuania	3.2	5.7	41.0	52.1
Luxembourg	20.5	13.2	58.5	53.4
Malta	0.0	0.0	0.0	0.0
Netherlands	35.3	19.2	35.2	39.5
Norway	22.4	18.6	51.4	55.9
Poland	1.4	4.9	55.0	19.8
Portugal	32.4	18.2	33.1	48.1
Romania	8.3	0.0	49.2	0.0
Slovak Rep.	1.0	0.0	43.1	0.0
Slovenia	22.4	4.8	15.3	38.6
Spain	38.1	36.1	32.0	41.9
Sweden	32.6	9.3	42.3	50.8
Switzerland	34.1	10.8	36.7	36.1
<b>EU14</b>	<b>38.0</b>	<b>20.6</b>	<b>29.5</b>	<b>33.8</b>
<b>EU27</b>	<b>37.1</b>	<b>19.6</b>	<b>29.7</b>	<b>33.4</b>
<b>All</b>	<b>37.0</b>	<b>19.4</b>	<b>30.0</b>	<b>33.5</b>

The table reports, for each country, the share of first-generation non-European immigrants and second-generation non-European immigrants who hold at most lower-secondary education (ISCED 0-2) and at least tertiary education (ISCED 5-8), respectively in the first two and in the second two columns. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. Details about the definition of first and second-generation immigrants are presented in the Technical Appendix 2. Source: our elaboration on EULFS data 2021.

Table B9: Employment gaps (all)

Country	First-gen. imm. (foreign edu./no edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	-0.115 ***	-0.114 ***	-0.017 **	-0.074 ***	-0.046 ***	-0.060 ***
Belgium	-0.167 ***	-0.137 ***	-0.097 ***	-0.088 ***	-0.138 ***	-0.132 ***
Bulgaria	-0.060	-0.076	0.229 ***	0.114 ***	-0.767 ***	-0.628 ***
Croatia	-0.168 ***	-0.029	0.031 *	0.002	-0.005	-0.021
Cyprus	-0.062 ***	-0.063 ***	-0.028 *	-0.070 ***	0.013	0.038
Czech Rep.	0.017	0.007	-0.074 **	-0.051 *	-0.153 ***	-0.078 **
Denmark	-0.143 ***	-0.111 ***	-0.062 ***	-0.068 ***	-0.046 *	-0.029
Estonia	-0.116 ***	-0.121 ***	-0.100 ***	-0.081 ***	-0.031	-0.023
Finland	-0.179 ***	-0.144 ***	0.013	-0.036 *	0.086	0.122
France	-0.172 ***	-0.123 ***	-0.063 ***	-0.061 ***	-0.030 **	-0.056 ***
Germany	-0.173 ***	-0.133 ***	-0.030 ***	-0.051 ***	-0.054 ***	-0.048 ***
Greece	-0.143 ***	-0.080 ***	-0.040	-0.066 **	0.018	0.068
Hungary	-0.003	-0.007	0.072 ***	0.006	-0.015	0.040 *
Ireland	-0.037 **	-0.066 ***	0.030 *	-0.017	-0.077 *	-0.083 **
Italy	-0.041 ***	-0.011 ***	-0.007	0.006	-0.048	0.017
Latvia	-0.063 *	-0.029	-0.068 **	-0.044	-0.081 ***	-0.069 ***
Lithuania	-0.137 ***	-0.066 ***	-0.067 ***	-0.043 **	-0.046	-0.048
Luxembourg	-0.016	-0.023 *	0.038 *	-0.002	0.055 ***	0.016
Malta	0.139 ***	0.068 **	-0.069	-0.089	-0.797 ***	-0.622 ***
Netherlands	-0.229 ***	-0.197 ***	-0.100 ***	-0.105 ***	-0.056 ***	-0.080 ***
Norway	-0.023	-0.049 ***	0.001	-0.012	-0.101	-0.092
Poland	0.087 ***	0.006	0.091 **	0.002	-0.176 ***	0.000
Portugal	-0.113 ***	-0.121 ***	0.059 ***	-0.002	0.061	-0.022
Romania	-0.048	-0.082	0.089	-0.118	0.055	0.114
Slovak Rep.	-0.006	-0.038	0.042	0.036	-0.116 *	-0.059
Slovenia	-0.094 ***	-0.032 ***	0.000 ***	0.000 ***	0.056 ***	-0.020
Spain	-0.080 ***	-0.082 ***	-0.017	-0.031 *	-0.112	-0.104 *
Sweden	-0.232 ***	-0.191 ***	-0.045 ***	-0.042 ***	-0.025 **	-0.016 *
Switzerland	-0.114 ***	-0.100 ***	-0.015 **	-0.045 ***	-0.029 ***	-0.039 ***
<b>EU14</b>	<b>-0.133 ***</b>	<b>-0.109 ***</b>	<b>-0.033 ***</b>	<b>-0.050 ***</b>	<b>-0.042 ***</b>	<b>-0.047 ***</b>
<b>EU27</b>	<b>-0.130 ***</b>	<b>-0.103 ***</b>	<b>-0.031 ***</b>	<b>-0.051 ***</b>	<b>-0.044 ***</b>	<b>-0.048 ***</b>
<b>All</b>	<b>-0.128 ***</b>	<b>-0.101 ***</b>	<b>-0.030 ***</b>	<b>-0.050 ***</b>	<b>-0.043 ***</b>	<b>-0.047 ***</b>

The table reports, for each country, the difference in the probability of being employed between first-gen. immigrants who received education before arrival (including immigrants with no education and those for whom this information is missing), first-gen. immigrants who received education after their arrival, second-gen. immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix 2 for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

Table B10: Employment gaps (all) – Men

Country	First-gen. imm. (foreign edu./no edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	-0.058 ***	-0.050 ***	-0.006	-0.051 ***	-0.045 ***	-0.064 ***
Belgium	-0.072 ***	-0.061 ***	-0.106 ***	-0.086 ***	-0.084 ***	-0.083 ***
Bulgaria	0.005	-0.057	0.193 ***	0.144 ***	0.000 ***	0.000 ***
Croatia	-0.062 **	0.046 *	0.032	0.016	0.042	0.011
Cyprus	-0.048 ***	-0.055 ***	-0.018	-0.043 **	0.000	0.023
Czech Rep.	0.045 ***	0.035 **	-0.039	-0.040	-0.192 ***	-0.118 **
Denmark	-0.087 ***	-0.073 ***	-0.045 ***	-0.047 ***	0.008	0.027
Estonia	-0.022	-0.025	-0.085 ***	-0.052 *	-0.117	-0.081
Finland	-0.079 **	-0.070 **	0.034	-0.030	0.199 ***	0.184 ***
France	-0.066 ***	-0.030 **	-0.029 *	-0.026 *	-0.016	-0.042 ***
Germany	-0.104 ***	-0.073 ***	-0.024 ***	-0.042 ***	-0.041 ***	-0.033 ***
Greece	-0.010	0.008	-0.037	-0.067	0.054	0.117
Hungary	0.011	0.003	0.024	-0.038 *	-0.040	0.003
Ireland	-0.013	-0.034 *	-0.012	-0.053 **	-0.016	-0.042
Italy	0.042 ***	0.037 ***	0.006	0.022 **	-0.167 ***	-0.079 *
Latvia	0.018	0.054	-0.043	-0.020	-0.108 ***	-0.095 ***
Lithuania	-0.031	0.031	-0.058 **	-0.028	-0.075	-0.053
Luxembourg	-0.009	-0.011	0.022	-0.022	-0.011	-0.033
Malta	0.090 ***	0.045 *	-0.083	-0.112	-0.880 ***	-0.592 ***
Netherlands	-0.161 ***	-0.140 ***	-0.081 ***	-0.084 ***	-0.057 ***	-0.071 ***
Norway	-0.008	-0.030	0.024	0.005	-0.083	-0.095
Poland	0.109 ***	0.041 ***	0.052	-0.013	-0.101 ***	0.035
Portugal	-0.031	-0.055	0.038	-0.015	0.054	0.007
Romania	-0.047	-0.016	0.051	-0.055	0.200 ***	0.198 ***
Slovak Rep.	0.031	0.014	0.088 ***	0.074 ***	-0.104	-0.068
Slovenia	-0.030 ***	0.009	0.000 ***	0.000 ***	0.015	-0.058 ***
Spain	-0.046 ***	-0.063 ***	-0.047 *	-0.046 *	-0.137	-0.079
Sweden	-0.158 ***	-0.146 ***	-0.060 ***	-0.055 ***	-0.026 *	-0.025 *
Switzerland	-0.061 ***	-0.042 ***	-0.011	-0.036 ***	-0.034 ***	-0.036 ***
EU14	-0.064 ***	-0.054 ***	-0.027 ***	-0.041 ***	-0.032 ***	-0.036 ***
EU27	-0.061 ***	-0.048 ***	-0.026 ***	-0.042 ***	-0.044 ***	-0.048 ***
All	-0.060 ***	-0.047 ***	-0.025 ***	-0.041 ***	-0.035 ***	-0.038 ***

The table reports, for each country, the difference in the probability of being employed between male first-gen. immigrants who received education before arrival (including immigrants with no education and those for whom this information is missing), first-gen. immigrants who received education after their arrival, second-gen. immigrants and male natives aged 25-64, overall (columns I and III), or alternatively when differences in age and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix 2 for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

Table B11: Employment gaps (all) – Women

Country	First-gen. imm. (foreign edu./no edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	-0.166 ***	-0.178 ***	-0.028 ***	-0.098 ***	-0.045 ***	-0.056 ***
Belgium	-0.251 ***	-0.206 ***	-0.087 ***	-0.091 ***	-0.194 ***	-0.182 ***
Bulgaria	-0.085	-0.084	0.265 ***	0.064 **	-0.726 ***	-0.632 ***
Croatia	-0.237 ***	-0.080 ***	0.035	-0.013	-0.044	-0.048
Cyprus	-0.058 ***	-0.070 ***	-0.022	-0.090 ***	0.019	0.102
Czech Rep.	-0.035	-0.021	-0.094 *	-0.050	-0.109 **	-0.040
Denmark	-0.208 ***	-0.148 ***	-0.072 ***	-0.085 ***	-0.102 ***	-0.088 **
Estonia	-0.194 ***	-0.203 ***	-0.113 ***	-0.109 ***	0.025	-0.006
Finland	-0.287 ***	-0.222 ***	-0.007	-0.042	-0.118	0.008
France	-0.254 ***	-0.197 ***	-0.092 ***	-0.090 ***	-0.041 **	-0.068 ***
Germany	-0.243 ***	-0.194 ***	-0.038 ***	-0.062 ***	-0.070 ***	-0.063 ***
Greece	-0.198 ***	-0.139 ***	-0.048	-0.077	-0.009	0.020
Hungary	-0.018	-0.014	0.122 ***	0.037 *	0.014	0.064 **
Ireland	-0.069 ***	-0.097 ***	0.069 ***	0.016	-0.124 *	-0.113 **
Italy	-0.090 ***	-0.052 ***	-0.007	-0.009	0.078 *	0.124 ***
Latvia	-0.165 ***	-0.113 *	-0.088 **	-0.057	-0.055	-0.041
Lithuania	-0.228 ***	-0.145 ***	-0.075 ***	-0.057 **	-0.017	-0.048
Luxembourg	-0.025	-0.037 **	0.060 *	0.015	0.125 ***	0.072 ***
Malta	0.178 ***	0.083 *	0.012	-0.121	0.000 ***	0.000 ***
Netherlands	-0.284 ***	-0.247 ***	-0.114 ***	-0.127 ***	-0.056 ***	-0.091 ***
Norway	-0.051 *	-0.074 ***	-0.004	-0.024	-0.143	-0.083
Poland	0.061	-0.016	0.137 ***	0.026	-0.227 ***	-0.029
Portugal	-0.134 **	-0.143 ***	0.080 ***	0.008	0.061	-0.053
Romania	-0.163	-0.207	0.083	-0.205	-0.014	0.050
Slovak Rep.	-0.063	-0.090 **	0.019	0.012	-0.109	-0.069
Slovenia	-0.159 ***	-0.068 ***	0.000 ***	0.000 ***	0.103 ***	0.027 *
Spain	-0.103 ***	-0.097 ***	0.020	-0.021	-0.114	-0.141
Sweden	-0.300 ***	-0.222 ***	-0.028 ***	-0.032 ***	-0.024	-0.002
Switzerland	-0.166 ***	-0.160 ***	-0.019 *	-0.055 ***	-0.027 **	-0.041 ***
EU14	-0.190 ***	-0.155 ***	-0.035 ***	-0.058 ***	-0.051 ***	-0.058 ***
EU27	-0.186 ***	-0.155 ***	-0.033 ***	-0.058 ***	-0.053 ***	-0.058 ***
All	-0.184 ***	-0.149 ***	-0.032 ***	-0.059 ***	-0.052 ***	-0.057 ***

The table reports, for each country, the difference in the probability of being employed between female first-gen. immigrants who received education before arrival (including immigrants with no education and those for whom this information is missing), first-gen. immigrants who received education after their arrival, second-gen. immigrants and female natives aged 25-64, overall (columns I and III), or alternatively when differences in age and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix 2 for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.



Table B12: Differences in the probability of having an elementary occupation (all)

Country	First-gen. imm. (foreign edu./no edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	0.183 ***	0.148 ***	0.028 ***	0.024 ***	0.005	-0.011 *
Belgium	0.162 ***	0.130 ***	0.009	0.012	0.038 **	0.013
Bulgaria	-0.033	0.020	-0.052	0.014	0.000 ***	0.000 ***
Croatia	0.078 ***	0.017	-0.003	0.009	-0.009	-0.007
Cyprus	0.265 ***	0.208 ***	-0.018 *	-0.013	-0.051 ***	-0.071 **
Czech Rep.	0.058 ***	0.045 ***	0.017	0.030	0.071 **	0.045
Denmark	0.208 ***	0.177 ***	0.084 ***	0.080 ***	0.013	-0.001
Estonia	0.047 ***	0.054 ***	0.070 ***	0.056 ***	-0.013	-0.029
Finland	0.113 ***	0.100 ***	0.045 ***	0.051 ***	-0.043 ***	-0.044 ***
France	0.163 ***	0.104 ***	-0.003	0.001	0.008	0.001
Germany	0.190 ***	0.144 ***	0.009 ***	0.007 **	0.010 **	0.001
Greece	0.245 ***	0.208 ***	0.053 **	0.052 **	-0.029	-0.029
Hungary	0.008	-0.010	-0.062 ***	-0.016 **	-0.036 **	-0.030 *
Ireland	0.082 ***	0.085 ***	-0.031 ***	-0.014 *	-0.035 ***	-0.022 *
Italy	0.246 ***	0.205 ***	0.055 ***	0.049 ***	0.072 **	0.058 *
Latvia	0.092 **	0.077 **	0.048 *	0.040	0.057 ***	0.044 **
Lithuania	0.048 **	0.021	0.010	0.008	-0.019	-0.018
Luxembourg	0.099 ***	0.072 ***	0.014	0.009	0.000	-0.012
Malta	-0.013	0.003	0.004	0.057	0.000 ***	0.000 ***
Netherlands	0.095 ***	0.062 ***	0.026 ***	0.024 ***	0.004	0.003
Norway	0.071 ***	0.062 ***	0.007	0.008	-0.026 ***	-0.025 ***
Poland	0.022	0.043 ***	-0.033 **	0.002	-0.007	-0.023 **
Portugal	0.120 **	0.107 **	-0.039 ***	-0.020 **	-0.068 ***	-0.038 ***
Romania	-0.095 ***	-0.095 ***	-0.096 ***	-0.019 *	-0.101 ***	-0.078 ***
Slovak Rep.	0.032 *	0.038 **	-0.025 ***	-0.010 ***	0.041	0.046 *
Slovenia	0.160 ***	0.117 ***	0.000 ***	0.000 ***	0.032 **	0.032 ***
Spain	0.194 ***	0.168 ***	0.040 ***	0.043 ***	-0.058 ***	-0.037
Sweden	0.106 ***	0.088 ***	0.016 ***	0.013 ***	0.007 *	0.005
Switzerland	0.119 ***	0.063 ***	0.000	0.008 **	0.000	-0.009 **
EU14	0.183 ***	0.147 ***	0.017 ***	0.018 ***	0.010 ***	0.003
EU27	0.179 ***	0.140 ***	0.016 ***	0.017 ***	0.011 ***	0.003
All	0.174 ***	0.136 ***	0.015 ***	0.017 ***	0.010 ***	0.003

The table reports, for each country, the difference in the probability of being employed in an elementary occupation between first-gen. immigrants who received education before arrival (including immigrants with no education and those for whom this information is missing), first-gen. immigrants who received education after their arrival, second-gen. immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix 2 for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

Table B13: Differences in the probability of having an elementary occupation (all) – Men

Country	First-gen. imm. (foreign edu./no edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	0.129 ***	0.101 ***	0.030 ***	0.018 ***	0.014	-0.003
Belgium	0.081 ***	0.062 ***	-0.009	-0.004	0.022	0.005
Bulgaria	-0.012	0.059	0.013	0.034	0.000 ***	0.000 ***
Croatia	0.025	-0.002	0.009	0.017	-0.007	-0.005
Cyprus	0.137 ***	0.113 ***	0.005	0.005	-0.024	-0.019
Czech Rep.	0.045 ***	0.041 **	0.001	0.009	0.065	0.057
Denmark	0.156 ***	0.141 ***	0.091 ***	0.087 ***	0.026	0.008
Estonia	-0.014	-0.011	0.043 *	0.033	-0.058 ***	-0.070 ***
Finland	0.068 ***	0.058 **	0.057 **	0.060 ***	-0.034 ***	-0.040 ***
France	0.104 ***	0.071 ***	-0.015 *	-0.009	0.007	0.002
Germany	0.134 ***	0.095 ***	0.011 **	0.003	0.010 *	-0.003
Greece	0.151 ***	0.123 ***	0.063 **	0.060 *	-0.039 ***	-0.047 ***
Hungary	-0.010	-0.010	-0.028 *	0.009	0.011	0.015
Ireland	0.059 ***	0.059 ***	-0.043 ***	-0.022 *	-0.027	-0.013
Italy	0.211 ***	0.177 ***	0.055 ***	0.045 ***	0.128 **	0.102 **
Latvia	0.101 *	0.105 **	-0.038	-0.018	0.019	0.019
Lithuania	0.010	0.004	-0.027	-0.019	-0.043 **	-0.052 ***
Luxembourg	0.034 ***	0.014	0.000	-0.006	0.016	0.004
Malta	-0.012	-0.002	0.356	0.407	0.000 ***	0.000 ***
Netherlands	0.060 ***	0.034 ***	0.037 ***	0.033 ***	0.019 **	0.014
Norway	0.029 **	0.014	0.000	0.002	-0.020 ***	-0.023 ***
Poland	-0.028 ***	-0.017 ***	-0.032 ***	-0.012 ***	0.013	0.011
Portugal	-0.005	0.000	-0.011	0.000	-0.039 ***	-0.037 ***
Romania	-0.101 ***	-0.092 ***	-0.104 ***	-0.028 *	-0.108 ***	-0.067 ***
Slovak Rep.	0.007	0.018	0.011	0.030	0.188 *	0.185 *
Slovenia	0.096 ***	0.075 ***	0.000 ***	0.000 ***	0.042 **	0.039 **
Spain	0.123 ***	0.113 ***	0.062 ***	0.061 ***	-0.023	-0.038
Sweden	0.089 ***	0.077 ***	0.018 ***	0.012 **	0.010	0.009
Switzerland	0.080 ***	0.036 ***	0.000	0.002	0.005	-0.008
EU14	0.131 ***	0.104 ***	0.019 ***	0.017 ***	0.013 ***	0.003
EU27	0.126 ***	0.096 ***	0.017 ***	0.016 ***	0.013 ***	0.003
All	0.122 ***	0.093 ***	0.017 ***	0.015 ***	0.012 ***	0.003

The table reports, for each country, the difference in the probability of being employed in an elementary occupation between male first-gen. immigrants who received education before arrival (including immigrants with no education and those for whom this information is missing), first-gen. immigrants who received education after their arrival, second-gen. immigrants and male natives aged 25-64, overall (columns I and III), or alternatively when differences in age and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix 2 for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

Table B14: Differences in the probability of having an elementary occupation (all) – Women

Country	First-gen. imm. (foreign edu./no edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	0.248 ***	0.209 ***	0.025 ***	0.034 ***	-0.005	-0.011 **
Belgium	0.274 ***	0.214 ***	0.025	0.026	0.064 **	0.013
Bulgaria	-0.045	-0.019	-0.086 ***	-0.018	0.000 ***	0.000 ***
Croatia	0.143 ***	0.032	-0.016	0.000	-0.011	-0.007
Cyprus	0.380 ***	0.279 ***	-0.041 ***	-0.031 ***	-0.083 ***	-0.071 ***
Czech Rep.	0.086 ***	0.050 **	0.034	0.051	0.075	0.045
Denmark	0.282 ***	0.227 ***	0.078 ***	0.074 ***	-0.005	-0.001
Estonia	0.118 ***	0.122 ***	0.099 ***	0.078 ***	0.001	-0.029
Finland	0.188 ***	0.151 ***	0.032	0.034	-0.053 ***	-0.044 ***
France	0.235 ***	0.143 ***	0.010	0.005	0.009	0.001
Germany	0.266 ***	0.212 ***	0.008	0.013 **	0.011 *	0.001
Greece	0.372 ***	0.323 ***	0.040	0.048	-0.018	-0.029
Hungary	0.031 *	-0.013	-0.091 ***	-0.029 ***	-0.083 ***	-0.030 ***
Ireland	0.111 ***	0.118 ***	-0.020 *	-0.006	-0.046 ***	-0.022 ***
Italy	0.294 ***	0.240 ***	0.055 ***	0.053 ***	0.011	0.058
Latvia	0.077	0.032	0.132 ***	0.089 **	0.092 ***	0.044 **
Lithuania	0.093 ***	0.034	0.048	0.029	0.003	-0.018
Luxembourg	0.178 ***	0.142 ***	0.024	0.037 *	-0.018	-0.012
Malta	-0.020	0.004	-0.047 ***	0.001	0.000 ***	0.000 ***
Netherlands	0.138 ***	0.094 ***	0.015 *	0.016 **	-0.012	0.003
Norway	0.135 ***	0.131 ***	0.009	0.014	-0.031 ***	-0.025 *
Poland	0.089 ***	0.114 ***	-0.040 *	0.015	-0.032 ***	-0.023 ***
Portugal	0.182 ***	0.156 **	-0.067 ***	-0.035 ***	-0.097 ***	-0.038 **
Romania	-0.087 ***	-0.103 ***	-0.088 ***	0.004	-0.093 ***	-0.078 ***
Slovak Rep.	0.076 *	0.072 *	-0.060 ***	-0.043 ***	-0.068 ***	0.046 ***
Slovenia	0.249 ***	0.164 ***	0.000 ***	0.000 ***	0.022	0.032 *
Spain	0.275 ***	0.219 ***	0.015	0.032 *	-0.119 ***	-0.037 **
Sweden	0.127 ***	0.096 ***	0.015 ***	0.015 ***	0.005	0.005
Switzerland	0.167 ***	0.098 ***	0.001	0.014 ***	-0.006	-0.009
EU14	0.252 ***	0.198 ***	0.014 ***	0.018 ***	0.008	0.003
EU27	0.246 ***	0.198 ***	0.013 ***	0.018 ***	0.009 *	0.003
All	0.241 ***	0.186 ***	0.013 ***	0.018 ***	0.009 *	0.003

The table reports, for each country, the difference in the probability of being employed in an elementary occupation between female first-gen. immigrants who received education before arrival (including immigrants with no education and those for whom this information is missing), first-gen. immigrants who received education after their arrival, second-gen. immigrants and female natives aged 25-64, overall (columns I and III), or alternatively when differences in age and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix 2 for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

Table B15: Differences in the probability of having a high-skilled occupation (all)

Country	First-gen. imm. (foreign edu./no edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	-0.228 ***	-0.175 ***	-0.003	-0.025 ***	-0.056 ***	-0.016
Belgium	-0.175 ***	-0.095 ***	0.032	0.003	-0.112 ***	-0.023
Bulgaria	0.242 *	0.140	0.424 ***	0.092	0.000 ***	0.000 ***
Croatia	-0.203 ***	-0.053 ***	0.130 ***	0.051 **	0.008	0.012
Cyprus	-0.206 ***	-0.091 ***	0.022	-0.004	0.043	0.049
Czech Rep.	-0.082 ***	-0.079 ***	0.073 *	-0.085 **	-0.123 ***	-0.079 **
Denmark	-0.210 ***	-0.149 ***	-0.110 ***	-0.114 ***	-0.015	0.011
Estonia	-0.071 **	-0.125 ***	-0.137 ***	-0.100 ***	-0.237 ***	-0.221 ***
Finland	-0.237 ***	-0.135 ***	-0.062 **	-0.066 ***	0.158	0.253 *
France	-0.237 ***	-0.125 ***	0.019	-0.009	-0.019	0.003
Germany	-0.238 ***	-0.162 ***	-0.016 *	-0.021 ***	-0.055 ***	-0.028 ***
Greece	-0.266 ***	-0.096 ***	-0.078 **	-0.018	0.041	0.079
Hungary	-0.068 ***	-0.025 **	0.275 ***	0.051 ***	0.095 **	0.106 **
Ireland	-0.039 *	-0.045 **	0.067 ***	0.001	0.092 *	0.034
Italy	-0.319 ***	-0.180 ***	-0.090 ***	-0.052 ***	-0.112 ***	-0.050 **
Latvia	-0.124 **	-0.072 *	-0.028	-0.026	-0.089 ***	-0.042
Lithuania	-0.147 ***	-0.078 ***	-0.030	-0.047 **	0.041	0.020
Luxembourg	-0.109 ***	-0.085 ***	0.006	-0.008	-0.053 *	0.020
Malta	0.045	-0.024	0.361 ***	0.102	0.000 ***	0.000 ***
Netherlands	-0.178 ***	-0.110 ***	-0.009	-0.006	-0.030 **	-0.018
Norway	-0.205 ***	-0.198 ***	0.042	-0.003	0.003	0.057
Poland	0.001	-0.087 ***	0.291 ***	0.057	0.017	0.057 **
Portugal	-0.121 **	-0.085 **	0.104 ***	0.011	0.113	0.022
Romania	-0.003	0.029	0.277 *	-0.121	0.244	0.397 *
Slovak Rep.	-0.053	-0.066 *	0.110 **	0.016	0.163 *	0.122 **
Slovenia	-0.270 ***	-0.117 ***	0.000 ***	0.000 ***	-0.079 ***	-0.053 ***
Spain	-0.229 ***	-0.124 ***	-0.016	-0.024	0.089	0.080
Sweden	-0.220 ***	-0.200 ***	0.038 ***	0.008	-0.007	-0.001
Switzerland	-0.129 ***	-0.052 ***	0.038 ***	-0.005	-0.023 *	0.009
EU14	-0.236 ***	-0.146 ***	-0.008 *	-0.017 ***	-0.039 ***	-0.008
EU27	-0.230 ***	-0.141 ***	-0.003	-0.016 ***	-0.038 ***	-0.007
All	-0.225 ***	-0.138 ***	-0.001	-0.016 ***	-0.038 ***	-0.006

The table reports, for each country, the difference in the probability of being employed in a high-skilled occupation between first-gen. immigrants who received education before arrival (including immigrants with no education and those for whom this information is missing), first-gen. immigrants who received education after their arrival, second-gen. immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, education and gender characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix 2 for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

Table B16: Differences in the probability of having a high-skilled occupation (all) - Men

Country	First-gen. imm. (foreign edu./no edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	-0.247 ***	-0.194 ***	-0.035 ***	-0.045 ***	-0.068 ***	-0.016
Belgium	-0.146 ***	-0.076 ***	0.057	0.005	-0.095 ***	-0.022
Bulgaria	0.323	0.162	0.566 ***	0.220 ***	0.000 ***	0.000 ***
Croatia	-0.124 ***	-0.029	0.104 ***	0.035	0.061	0.060
Cyprus	-0.138 ***	-0.056 ***	0.041	0.008	0.231 **	0.127
Czech Rep.	-0.022	-0.049 *	0.076	-0.097 **	-0.073	-0.034
Denmark	-0.177 ***	-0.146 ***	-0.100 ***	-0.116 ***	-0.009	0.026
Estonia	-0.027	-0.105 ***	-0.109 ***	-0.078 **	-0.326 ***	-0.176
Finland	-0.198 ***	-0.144 ***	-0.045	-0.101 ***	0.206	0.175
France	-0.224 ***	-0.125 ***	0.063 ***	0.008	-0.034	-0.003
Germany	-0.257 ***	-0.167 ***	-0.041 ***	-0.031 ***	-0.070 ***	-0.030 ***
Greece	-0.227 ***	-0.054 *	-0.124 ***	-0.024	-0.019	0.050
Hungary	0.012	0.000	0.250 ***	0.026	0.072	0.123 **
Ireland	-0.007	-0.026	0.119 ***	0.026	0.163 **	0.090 *
Italy	-0.303 ***	-0.166 ***	-0.087 ***	-0.051 ***	-0.108 **	-0.029
Latvia	0.033	0.013	0.039	-0.039	-0.035	-0.009
Lithuania	-0.105 ***	-0.085 **	0.029	-0.026	-0.079	-0.029
Luxembourg	-0.099 ***	-0.081 ***	0.011	0.007	-0.047	0.055
Malta	0.044	-0.017	-0.184	-0.260	0.000 ***	0.000 ***
Netherlands	-0.178 ***	-0.107 ***	-0.038 **	-0.024	-0.041 *	-0.010
Norway	-0.187 ***	-0.169 ***	0.022	-0.017	0.050	0.062
Poland	0.149 ***	0.017	0.464 ***	0.172 **	-0.017	0.038
Portugal	-0.015	-0.062	0.158 ***	0.061 **	0.134	0.077
Romania	0.079	0.023	0.404 **	0.012	0.121	0.252
Slovak Rep.	0.065	0.015	0.124 *	0.036	-0.004	0.141
Slovenia	-0.262 ***	-0.138 ***	0.000 ***	0.000 ***	-0.074 ***	-0.029
Spain	-0.181 ***	-0.108 ***	-0.001	-0.015	0.064	0.109
Sweden	-0.170 ***	-0.192 ***	0.019	-0.004	0.039 **	0.002
Switzerland	-0.121 ***	-0.025 ***	0.007	-0.009	-0.026	0.030 *
EU14	-0.226 ***	-0.136 ***	-0.007	-0.013 **	-0.048 ***	-0.007
EU27	-0.217 ***	-0.131 ***	-0.001	-0.014 **	-0.045 ***	-0.006
All	-0.212 ***	-0.126 ***	-0.001	-0.015 ***	-0.044 ***	-0.005

The table reports, for each country, the difference in the probability of being employed in a high-skilled occupation between male first-gen. immigrants who received education before arrival (including immigrants with no education and those for whom this information is missing), first-gen. immigrants who received education after their arrival, second-gen. immigrants and male natives aged 25-64, overall (columns I and III), or alternatively when differences in age, education and gender characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix 2 for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

Table B17: Differences in the probability of having a high-skilled occupation (all) - Women

Country	First-gen. imm. (foreign edu./no edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	-0.205 ***	-0.155 ***	0.033 **	-0.005	-0.044 **	-0.017
Belgium	-0.208 ***	-0.121 ***	0.005	-0.001	-0.128 ***	-0.023
Bulgaria	0.158	0.113	0.303 *	-0.003	0.000 ***	0.000 ***
Croatia	-0.296 ***	-0.079 ***	0.150 ***	0.067 **	-0.053	-0.047
Cyprus	-0.273 ***	-0.131 ***	-0.002	-0.017	-0.198 **	-0.058
Czech Rep.	-0.176 ***	-0.133 ***	0.068	-0.069	-0.178 ***	-0.125 ***
Denmark	-0.248 ***	-0.152 ***	-0.124 ***	-0.109 ***	-0.018	-0.007
Estonia	-0.113 ***	-0.147 ***	-0.167 ***	-0.120 ***	-0.236 **	-0.248 ***
Finland	-0.283 ***	-0.125 ***	-0.081 **	-0.028	0.082	0.433
France	-0.249 ***	-0.126 ***	-0.026	-0.027	-0.005	0.010
Germany	-0.209 ***	-0.154 ***	0.015	-0.008	-0.036 ***	-0.027 **
Greece	-0.319 ***	-0.152 ***	-0.006	-0.009	0.128	0.109
Hungary	-0.160 ***	-0.058 ***	0.265 ***	0.073 ***	0.103 *	0.089
Ireland	-0.074 **	-0.071 **	0.010	-0.027	0.013	-0.028
Italy	-0.339 ***	-0.199 ***	-0.097 ***	-0.053 ***	-0.120 **	-0.070 *
Latvia	-0.308 ***	-0.187 ***	-0.097 *	-0.007	-0.144 ***	-0.073 **
Lithuania	-0.182 ***	-0.064 ***	-0.088 **	-0.069 **	0.141 ***	0.061 *
Luxembourg	-0.115 ***	-0.091 ***	-0.005	-0.029	-0.062	-0.018
Malta	0.048	-0.035	0.467 ***	0.194 ***	0.000 ***	0.000 ***
Netherlands	-0.180 ***	-0.113 ***	0.024	0.013	-0.018	-0.026
Norway	-0.218 ***	-0.243 ***	0.043	0.004	-0.069	0.036
Poland	-0.183 ***	-0.221 ***	0.121	-0.029	0.069	0.086 **
Portugal	-0.193 ***	-0.101 ***	0.056	-0.032	0.093	-0.050
Romania	-0.157	0.035	0.053	-0.405	0.384	0.577 **
Slovak Rep.	-0.220 ***	-0.196 ***	0.088	0.001	0.267 ***	0.121 **
Slovenia	-0.268 ***	-0.085 ***	0.000 ***	0.000 ***	-0.086 ***	-0.079 ***
Spain	-0.284 ***	-0.142 ***	-0.037	-0.032	0.174	0.013
Sweden	-0.276 ***	-0.205 ***	0.056 ***	0.022 **	-0.057 ***	-0.002
Switzerland	-0.141 ***	-0.085 ***	0.072 ***	0.001	-0.021	-0.014
EU14	-0.246 ***	-0.154 ***	-0.011	-0.018 ***	-0.028 ***	-0.007
EU27	-0.244 ***	-0.150 ***	-0.006	-0.016 ***	-0.029 ***	-0.006
All	-0.238 ***	-0.148 ***	-0.003	-0.016 ***	-0.030 ***	-0.007

The table reports, for each country, the difference in the probability of being employed in a high-skilled occupation between female first-gen. immigrants who received education before arrival (including immigrants with no education and those for whom this information is missing), first-gen. immigrants who received education after their arrival, second-gen. immigrants and female natives aged 25-64, overall (columns I and III), or alternatively when differences in age, education and gender characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix 2 for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

Table B18: Employment gaps (highly-educated)

Country	First-gen. imm. (foreign edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	-0.142 ***	-0.157 ***	-0.041 ***	-0.061 ***	-0.055 ***	-0.045 ***
Belgium	-0.141 ***	-0.165 ***	-0.078 ***	-0.078 ***	-0.080 *	-0.102 **
Bulgaria	-0.160	-0.132	0.099 ***	0.086 ***	-0.905 ***	-0.673 ***
Croatia	-0.279 ***	-0.234 ***	0.061 ***	0.061 ***	0.019	0.033
Cyprus	-0.154 ***	-0.154 ***	-0.075 ***	-0.094 ***	0.053	0.075 **
Czech Rep.	-0.031	-0.051	-0.062	-0.030	0.084 **	0.059 *
Denmark	-0.118 ***	-0.138 ***	-0.051 ***	-0.055 ***	-0.061 **	-0.046 *
Estonia	-0.161 ***	-0.158 ***	-0.132 ***	-0.120 ***	0.110 ***	0.135 ***
Finland	-0.100 ***	-0.128 ***	0.005	-0.018	0.118 ***	0.101 ***
France	-0.210 ***	-0.200 ***	-0.065 ***	-0.055 ***	-0.055 ***	-0.067 ***
Germany	-0.173 ***	-0.183 ***	-0.029 ***	-0.052 ***	-0.025 **	-0.024 **
Greece	-0.249 ***	-0.204 ***	-0.125 *	-0.122 *	0.139 ***	0.160 ***
Hungary	-0.068 ***	-0.060 ***	-0.010	-0.013	-0.065	-0.047
Ireland	-0.070 ***	-0.087 ***	-0.009	-0.018	-0.015	-0.017
Italy	-0.208 ***	-0.230 ***	-0.096 ***	-0.079 ***	-0.064	0.012
Latvia	-0.046	-0.052	-0.064	-0.046	-0.084 **	-0.085 **
Lithuania	-0.121 ***	-0.096 ***	-0.088 ***	-0.062 **	-0.116 ***	-0.116 ***
Luxembourg	-0.022	-0.028 *	0.022	0.020	-0.015	-0.011
Malta	-0.007	0.013	0.082 ***	0.108 ***	0.000 ***	0.000 ***
Netherlands	-0.166 ***	-0.176 ***	-0.052 ***	-0.062 ***	-0.028 **	-0.047 ***
Norway	-0.038 *	-0.054 **	0.018	0.013	-0.057	-0.053
Poland	0.014	-0.001	-0.024	-0.025	-0.100 ***	-0.002
Portugal	-0.088	-0.105 *	0.027	0.003	-0.065	-0.081
Romania	-0.370 ***	-0.431 ***	-0.116	-0.127	0.000 ***	0.000 ***
Slovak Rep.	-0.020	-0.066	0.010	0.001	-0.158	-0.191
Slovenia	-0.074 ***	-0.065 ***	0.000 ***	0.000 ***	0.023	-0.003
Spain	-0.152 ***	-0.152 ***	-0.031	-0.026	-0.031	0.000
Sweden	-0.155 ***	-0.169 ***	-0.023 ***	-0.028 ***	0.014	0.015
Switzerland	-0.106 ***	-0.115 ***	-0.032 ***	-0.039 ***	-0.012	-0.018 *
EU14	-0.166 ***	-0.174 ***	-0.044 ***	-0.051 ***	-0.039 ***	-0.042 ***
EU27	-0.162 ***	-0.170 ***	-0.044 ***	-0.049 ***	-0.038 ***	-0.041 ***
All	-0.156 ***	-0.165 ***	-0.043 ***	-0.048 ***	-0.037 ***	-0.040 ***

The table reports, for each country, the difference in the probability of being employed between highly-educated first-gen. immigrants who received education before arrival (including immigrants for whom this information is missing), highly-educated first-gen. immigrants who received education after their arrival, highly-educated second-gen. immigrants and highly-educated natives aged 25-64, overall (columns I and III), or alternatively when differences in age and gender characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix 2 for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

Table B19: Employment gaps (highly-educated) - Men

Country	First-gen. imm. (foreign edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	-0.089 ***	-0.101 ***	-0.017	-0.039 ***	-0.076 ***	-0.076 ***
Belgium	-0.077 ***	-0.097 ***	-0.072 **	-0.063 **	-0.034	-0.034
Bulgaria	-0.083	-0.088	0.087 ***	0.123 ***	0.000 ***	0.000 ***
Croatia	-0.159 **	-0.104	0.072 ***	0.062 **	0.084 ***	0.084 ***
Cyprus	-0.073 ***	-0.083 ***	-0.041	-0.051 *	0.117 ***	0.117 ***
Czech Rep.	0.030 ***	0.021 **	-0.004	0.003	0.055 ***	0.055 ***
Denmark	-0.081 ***	-0.095 ***	-0.048 ***	-0.043 **	0.046	0.046
Estonia	-0.040	-0.048	-0.148 ***	-0.104 ***	0.000 ***	0.000 ***
Finland	0.009	-0.030	0.063 ***	0.029	0.094 ***	0.094 ***
France	-0.115 ***	-0.102 ***	-0.027	-0.017	-0.040 *	-0.040 *
Germany	-0.114 ***	-0.128 ***	-0.028 **	-0.049 ***	-0.021 *	-0.021 *
Greece	-0.050	-0.007	-0.160 *	-0.160 *	0.113	0.113
Hungary	-0.035	-0.022	-0.044	-0.053 *	-0.105	-0.105
Ireland	-0.024	-0.034	-0.012	-0.018	0.018	0.018
Italy	-0.044 ***	-0.078 ***	-0.028	-0.010	-0.026	-0.026
Latvia	0.125 ***	0.131 ***	-0.034	0.005	-0.152 **	-0.152 **
Lithuania	-0.016	0.014	-0.066 *	-0.031	-0.164 **	-0.164 **
Luxembourg	0.005	-0.007	0.006	-0.015	-0.096 **	-0.096 **
Malta	-0.030	-0.009	0.075 ***	0.091 ***	0.000 ***	0.000 ***
Netherlands	-0.089 ***	-0.100 ***	-0.038 **	-0.047 ***	-0.036 **	-0.036 **
Norway	-0.030	-0.043	0.051	0.045	-0.063	-0.063
Poland	0.006	0.003	-0.070	-0.075	0.021	0.021
Portugal	0.057	0.028	0.016	-0.020	-0.019	-0.019
Romania	-0.210	-0.263	-0.043	-0.048	0.000 ***	0.000 ***
Slovak Rep.	0.010 ***	-0.008 ***	-0.019	-0.025 ***	-0.670 ***	-0.670 ***
Slovenia	-0.062 ***	-0.043 *	0.000 ***	0.000 ***	-0.054 **	-0.054 **
Spain	-0.072 ***	-0.077 ***	-0.003	0.005	-0.057	-0.057
Sweden	-0.085 ***	-0.097 ***	-0.028 **	-0.033 ***	0.030 **	0.030 **
Switzerland	-0.036 ***	-0.049 ***	-0.015	-0.027 ***	-0.012	-0.012
EU14	-0.089 ***	-0.099 ***	-0.026 ***	-0.030 ***	-0.023 **	-0.025 **
EU27	-0.086 ***	-0.095 ***	-0.025 ***	-0.030 ***	-0.024 **	-0.027 ***
All	-0.081 ***	-0.090 ***	-0.024 ***	-0.029 ***	-0.023 **	-0.026 ***

The table reports, for each country, the difference in the probability of being employed between male highly-educated first-gen. immigrants who received education before arrival (including immigrants for whom this information is missing), highly-educated first-gen. immigrants who received education after their arrival, highly-educated second-gen. immigrants and highly-educated natives aged 25-64, overall (columns I and III), or alternatively when differences in age characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix 2 for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

Table B20: Employment gaps (highly-educated) - Women

Country	First-gen. imm. (foreign edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	-0.189 ***	-0.209 ***	-0.061 ***	-0.081 ***	-0.032	-0.020
Belgium	-0.199 ***	-0.227 ***	-0.083 ***	-0.093 ***	-0.132 **	-0.165 **
Bulgaria	-0.221	-0.159	0.109 ***	0.071 ***	-0.898 ***	-0.662 ***
Croatia	-0.376 ***	-0.337 ***	0.053 *	0.062 **	-0.026	-0.002
Cyprus	-0.204 ***	-0.202 ***	-0.096 ***	-0.122 ***	-0.038	0.058
Czech Rep.	-0.137 **	-0.145 **	-0.103	-0.047	0.121 *	0.043
Denmark	-0.169 ***	-0.187 ***	-0.056 ***	-0.065 ***	-0.120 ***	-0.114 ***
Estonia	-0.239 ***	-0.232 ***	-0.125 ***	-0.123 ***	0.127 ***	0.120 ***
Finland	-0.212 ***	-0.228 ***	-0.048	-0.061	0.000 ***	0.000 ***
France	-0.274 ***	-0.270 ***	-0.102 ***	-0.090 ***	-0.074 ***	-0.087 ***
Germany	-0.221 ***	-0.234 ***	-0.030 **	-0.056 ***	-0.027 *	-0.027 *
Greece	-0.296 ***	-0.272 ***	-0.090	-0.100	0.170 **	0.192 ***
Hungary	-0.124 ***	-0.119 ***	0.016	0.009	-0.032	-0.018
Ireland	-0.119 ***	-0.137 ***	-0.011	-0.020	-0.053	-0.045
Italy	-0.270 ***	-0.296 ***	-0.131 ***	-0.120 ***	-0.034	0.033
Latvia	-0.225 **	-0.214 **	-0.102 *	-0.083	-0.032	-0.042
Lithuania	-0.220 ***	-0.196 ***	-0.110 ***	-0.086 **	-0.093 **	-0.094 **
Luxembourg	-0.050 **	-0.050 **	0.038	0.044	0.072 **	0.064 *
Malta	0.012	0.031	0.112 ***	0.111 ***	0.000 ***	0.000 ***
Netherlands	-0.226 ***	-0.240 ***	-0.062 ***	-0.075 ***	-0.035 *	-0.057 ***
Norway	-0.047	-0.065 **	0.004	-0.006	-0.054	-0.043
Poland	0.006	-0.006	0.008	0.020	-0.133 ***	-0.010
Portugal	-0.149 *	-0.162 *	0.032 *	0.014	-0.091	-0.114
Romania	-0.881 ***	-0.901 ***	-0.213	-0.222	0.000 ***	0.000 ***
Slovak Rep.	-0.076 ***	-0.125 ***	0.030 ***	0.020 ***	-0.002	-0.100
Slovenia	-0.084 ***	-0.084 ***	0.000 ***	0.000 ***	0.061 ***	0.030 *
Spain	-0.213 ***	-0.213 ***	-0.040	-0.047 *	0.071	0.077
Sweden	-0.225 ***	-0.235 ***	-0.020 *	-0.023 **	-0.003	0.004
Switzerland	-0.173 ***	-0.186 ***	-0.045 ***	-0.053 ***	-0.021	-0.026
EU14	-0.225 ***	-0.235 ***	-0.059 ***	-0.067 ***	-0.051 ***	-0.056 ***
EU27	-0.222 ***	-0.235 ***	-0.057 ***	-0.067 ***	-0.049 ***	-0.056 ***
All	-0.216 ***	-0.227 ***	-0.056 ***	-0.064 ***	-0.048 ***	-0.053 ***

The table reports, for each country, the difference in the probability of being employed between female highly-educated first-gen. immigrants who received education before arrival (including immigrants for whom this information is missing), highly-educated first-gen. immigrants who received education after their arrival, highly-educated second-gen. immigrants and highly-educated natives aged 25-64, overall (columns I and III), or alternatively when differences in age characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix 2 for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

Table B21: Differences in the probability of having an elementary occupation (highly-educated)

Country	First-gen. imm. (foreign edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	0.090 ***	0.090 ***	0.016 ***	0.017 ***	0.001	0.001
Belgium	0.076 ***	0.077 ***	0.005	0.005	-0.003	-0.003
Bulgaria	-0.005 ***	-0.006 **	-0.005 ***	-0.005 **	0.000 ***	0.000 ***
Croatia	-0.007 ***	-0.007 ***	0.010	0.010	-0.007 ***	-0.008 ***
Cyprus	0.087 ***	0.089 ***	0.007	0.008	-0.012 ***	-0.021 ***
Czech Rep.	0.012	0.013	0.019	0.018	-0.003 ***	-0.002 *
Denmark	0.127 ***	0.126 ***	0.038 ***	0.037 ***	0.003	-0.001
Estonia	0.078 ***	0.076 ***	0.046 **	0.035 *	-0.023 ***	-0.036 ***
Finland	0.089 ***	0.090 ***	0.057 ***	0.058 ***	-0.010 ***	-0.010 ***
France	0.073 ***	0.074 ***	0.006	0.006	-0.007 ***	-0.007 ***
Germany	0.077 ***	0.078 ***	0.005 *	0.007 **	-0.001	-0.001
Greece	0.235 ***	0.233 ***	0.037	0.036	0.038	0.038
Hungary	-0.002 **	-0.002 *	0.001	0.001	-0.004 ***	-0.004 ***
Ireland	0.066 ***	0.066 ***	-0.002	-0.001	-0.011 ***	-0.010 ***
Italy	0.183 ***	0.184 ***	0.032 ***	0.031 ***	-0.007 ***	-0.008 ***
Latvia	0.035	0.035	-0.001	-0.001	0.023	0.023
Lithuania	0.038	0.034	0.017 *	0.013	-0.009	-0.007
Luxembourg	0.009 *	0.009 *	0.008	0.008	0.011	0.011
Malta	0.013	0.013	-0.012 *	-0.015 *	0.000 ***	0.000 ***
Netherlands	0.031 ***	0.031 ***	0.001	0.001	0.000	-0.001
Norway	0.054 ***	0.054 ***	0.003	0.002	-0.006 ***	-0.005 **
Poland	0.039 ***	0.039 ***	0.013	0.013	-0.004 ***	-0.004 ***
Portugal	0.048	0.049	-0.004	-0.003	-0.010 **	-0.011 **
Romania	-0.003 ***	-0.004 ***	-0.003 ***	-0.003 ***	0.000 ***	0.000 ***
Slovak Rep.	0.062 *	0.062 *	-0.003 ***	-0.003 ***	-0.003 ***	-0.003 ***
Slovenia	0.042 ***	0.042 ***	0.000 ***	0.000 ***	0.025 **	0.024 **
Spain	0.110 ***	0.111 ***	0.022 *	0.021	-0.019 ***	-0.022 ***
Sweden	0.057 ***	0.057 ***	0.001	0.001	-0.001	-0.002
Switzerland	0.023 ***	0.023 ***	0.005 *	0.005 *	-0.004 ***	-0.004 ***
EU14	0.085 ***	0.086 ***	0.011 ***	0.011 ***	-0.002 *	-0.003 *
EU27	0.083 ***	0.083 ***	0.011 ***	0.011 ***	-0.002	-0.002
All	0.077 ***	0.078 ***	0.011 ***	0.011 ***	-0.002	-0.002

The table reports, for each country, the difference in the probability of being employed in an elementary occupation between highly-educated first-gen. immigrants who received education before arrival (including immigrants for whom this information is missing), highly-educated first-gen. immigrants who received education after their arrival, highly-educated second-gen. immigrants and highly-educated natives aged 25-64, overall (columns I and III), or alternatively when differences in age and gender characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix 2 for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

Table B22: Differences in the probability of having an elementary occupation (highly-educated) – Men

Country	First-gen. imm. (foreign edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	0.073 ***	0.074 ***	0.021 ***	0.021 ***	0.001	0.000
Belgium	0.043 ***	0.043 ***	0.002	0.002	0.003	0.002
Bulgaria	-0.008 **	-0.011 **	-0.008 **	-0.011 *	0.000 ***	0.000 ***
Croatia	-0.012 ***	-0.011 ***	0.018	0.020	-0.012 ***	-0.012 ***
Cyprus	0.029 ***	0.030 ***	0.030 *	0.031 *	-0.013 ***	-0.017 ***
Czech Rep.	0.005	0.006	-0.001	-0.001	-0.001	-0.002
Denmark	0.114 ***	0.114 ***	0.049 ***	0.049 ***	-0.015 ***	-0.020 ***
Estonia	0.002	0.003	0.000	-0.009	0.000 ***	0.000 ***
Finland	0.105 **	0.105 **	0.085 **	0.085 **	-0.010 ***	-0.009 **
France	0.050 ***	0.051 ***	0.009	0.009	-0.008 *	-0.007 *
Germany	0.065 ***	0.065 ***	0.002	0.003	-0.001	-0.001
Greece	0.149	0.149	0.100	0.101	-0.015 **	-0.017
Hungary	0.000	0.001	0.012	0.011	-0.002 ***	-0.002 ***
Ireland	0.050 ***	0.051 ***	-0.013 **	-0.012 **	-0.017 ***	-0.016 ***
Italy	0.154 ***	0.154 ***	0.021 **	0.021 **	-0.007 ***	-0.009 ***
Latvia	0.027	0.029	-0.015 **	-0.014 **	0.042	0.043
Lithuania	0.065	0.063	0.003	0.001	0.006	0.010
Luxembourg	0.007	0.008	-0.001	-0.001	0.015	0.013
Malta	0.046	0.041	-0.001	0.017	0.000 ***	0.000 ***
Netherlands	0.026 ***	0.026 ***	0.006	0.006	0.008	0.007
Norway	0.021 *	0.021 *	-0.004 ***	-0.004 **	-0.006 ***	-0.006 ***
Poland	-0.004 ***	-0.004 ***	-0.004 ***	-0.004 ***	-0.004 ***	-0.003 ***
Portugal	-0.013 **	-0.009 **	0.002	0.004	-0.015 *	-0.018 *
Romania	-0.004 ***	-0.004 ***	-0.005 ***	-0.005 ***	0.000 ***	0.000 ***
Slovak Rep.	-0.003 ***	-0.003 ***	-0.003 ***	-0.003 ***	0.000 ***	0.000 ***
Slovenia	0.038 **	0.039 **	0.000 ***	0.000 ***	0.006	0.005
Spain	0.052 ***	0.053 ***	0.037	0.036	-0.015 ***	-0.022 ***
Sweden	0.047 ***	0.048 ***	0.001	0.001	-0.007 ***	-0.008 ***
Switzerland	0.013 ***	0.013 ***	0.004	0.004	-0.004 ***	-0.004 ***
EU14	0.060 ***	0.060 ***	0.012 ***	0.012 ***	-0.002	-0.003
EU27	0.058 ***	0.058 ***	0.012 ***	0.011 ***	-0.002	-0.003
All	0.053 ***	0.053 ***	0.011 ***	0.011 ***	-0.002	-0.002

The table reports, for each country, the difference in the probability of being employed in an elementary occupation between male highly-educated first-gen. immigrants who received education before arrival (including immigrants for whom this information is missing), highly-educated first-gen. immigrants who received education after their arrival, highly-educated second-gen. immigrants and highly-educated natives aged 25-64, overall (columns I and III), or alternatively when differences in age characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

Table B23: Differences in the probability of having an elementary occupation (highly-educated) – Women

Country	First-gen. imm. (foreign edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	0.107 ***	0.107 ***	0.011 **	0.012 **	0.001	0.002
Belgium	0.111 ***	0.111 ***	0.007	0.007	-0.008 ***	-0.008 ***
Bulgaria	-0.002	-0.002	-0.002 **	-0.003 *	0.000 ***	0.000 ***
Croatia	-0.003 *	-0.003	0.004	0.004	-0.003 *	-0.004 *
Cyprus	0.137 ***	0.139 ***	-0.012 ***	-0.008 ***	-0.012 ***	-0.029 ***
Czech Rep.	0.025	0.025	0.041	0.040	-0.004 **	-0.002
Denmark	0.142 ***	0.142 ***	0.027 ***	0.027 ***	0.018	0.016
Estonia	0.144 ***	0.139 ***	0.075 **	0.065 **	-0.019 ***	-0.032 ***
Finland	0.069 *	0.070 *	0.029	0.031	0.000 ***	0.000 ***
France	0.094 ***	0.094 ***	0.004	0.003	-0.007 **	-0.007 **
Germany	0.091 ***	0.091 ***	0.009 *	0.011 **	-0.003	-0.001
Greece	0.289 ***	0.286 ***	-0.002	-0.002	0.078	0.080
Hungary	-0.005 ***	-0.005 ***	-0.005 ***	-0.005 ***	-0.005 ***	-0.005 ***
Ireland	0.082 ***	0.082 ***	0.007	0.007	-0.008 **	-0.007 *
Italy	0.203 ***	0.204 ***	0.040 ***	0.039 ***	-0.007 ***	-0.008 ***
Latvia	0.052	0.055	0.015	0.015	0.012	0.009
Lithuania	0.004	-0.001	0.030 **	0.025 *	-0.015 ***	-0.016 ***
Luxembourg	0.010	0.009	0.016	0.016	0.008	0.011
Malta	-0.021	-0.018	-0.007	-0.005	0.000 ***	0.000 ***
Netherlands	0.036 ***	0.036 ***	-0.003	-0.003	-0.008 ***	-0.008 ***
Norway	0.088 ***	0.086 ***	0.006	0.006	-0.006 **	-0.005
Poland	0.089 ***	0.089 ***	0.027	0.027	-0.005 ***	-0.004 ***
Portugal	0.078	0.079	-0.008 **	-0.008 **	-0.005 *	-0.006 *
Romania	0.000 ***	0.000 ***	-0.001	-0.001	0.000 ***	0.000 ***
Slovak Rep.	0.161 **	0.160 **	-0.002 ***	-0.003 ***	-0.002 ***	-0.003 ***
Slovenia	0.046 ***	0.046 ***	0.000 ***	0.000 ***	0.036 **	0.036 **
Spain	0.172 ***	0.172 ***	0.011	0.011	-0.022 ***	-0.022 ***
Sweden	0.068 ***	0.068 ***	0.001	0.001	0.004	0.003
Switzerland	0.035 ***	0.036 ***	0.005	0.006 *	-0.004 **	-0.003 **
EU14	0.111 ***	0.111 ***	0.009 ***	0.009 ***	-0.002	-0.002
EU27	0.109 ***	0.111 ***	0.009 ***	0.009 ***	-0.002	-0.002
All	0.103 ***	0.103 ***	0.010 ***	0.010 ***	-0.001	-0.001

The table reports, for each country, the difference in the probability of being employed in an elementary occupation between female highly-educated first-gen. immigrants who received education before arrival (including immigrants for whom this information is missing), highly-educated first-gen. immigrants who received education after their arrival, highly-educated second-gen. immigrants and highly-educated natives aged 25-64, overall (columns I and III), or alternatively when differences in age characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

Table B24: Differences in the probability of having a high-skilled occupation (highly-educated)

Country	First-gen. imm. (foreign edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	-0.210 ***	-0.214 ***	0.006	0.001	0.026	0.025
Belgium	-0.120 ***	-0.119 ***	0.004	0.003	-0.069 *	-0.071 *
Bulgaria	0.070	0.098	0.116	0.127	0.000 ***	0.000 ***
Croatia	-0.102	-0.115	0.020	0.018	-0.037	-0.035
Cyprus	-0.137 ***	-0.150 ***	-0.040	-0.039	-0.011	0.034
Czech Rep.	-0.101 **	-0.105 ***	-0.088 *	-0.079	-0.039	-0.046
Denmark	-0.206 ***	-0.214 ***	-0.091 ***	-0.091 ***	0.016	0.023
Estonia	-0.197 ***	-0.184 ***	-0.205 ***	-0.161 ***	-0.253	-0.224
Finland	-0.321 ***	-0.336 ***	-0.065 *	-0.078 **	-0.106	-0.133
France	-0.200 ***	-0.209 ***	-0.010	-0.009	0.011	0.011
Germany	-0.207 ***	-0.212 ***	-0.005	-0.016	0.003	-0.002
Greece	-0.441 ***	-0.500 ***	-0.049	-0.069	-0.007	0.012
Hungary	-0.056 **	-0.063 **	0.049 ***	0.052 ***	-0.090	-0.089
Ireland	-0.069 ***	-0.072 ***	-0.015	-0.014	0.074	0.074
Italy	-0.450 ***	-0.458 ***	-0.091 ***	-0.085 ***	-0.068	-0.049
Latvia	-0.138 *	-0.124	-0.057	-0.035	-0.088 *	-0.082 *
Lithuania	-0.106 **	-0.102 **	-0.074 **	-0.074 **	-0.018	-0.028
Luxembourg	-0.045 ***	-0.049 ***	-0.013	-0.012	-0.032	-0.024
Malta	-0.087	-0.094	0.133 ***	0.182 ***	0.000 ***	0.000 ***
Netherlands	-0.185 ***	-0.187 ***	0.012	0.011	-0.031 *	-0.030 *
Norway	-0.264 ***	-0.275 ***	-0.004	-0.005	-0.015	0.018
Poland	-0.215 ***	-0.195 ***	-0.001	0.030	0.064 *	0.010
Portugal	-0.089	-0.105	-0.001	-0.013	0.046	0.058
Romania	-0.138	-0.124	-0.138	-0.123	0.000 ***	0.000 ***
Slovak Rep.	-0.260 ***	-0.282 ***	0.088 *	0.073	0.209 ***	0.209 ***
Slovenia	-0.086 ***	-0.089 ***	0.000 ***	0.000 ***	-0.083 ***	-0.078 ***
Spain	-0.244 ***	-0.245 ***	-0.052 *	-0.049 *	-0.002	0.000
Sweden	-0.214 ***	-0.215 ***	0.051 ***	0.052 ***	-0.028 **	-0.023 *
Switzerland	-0.020 **	-0.023 ***	0.018 *	0.015	-0.009	-0.011
EU14	-0.215 ***	-0.216 ***	-0.017 **	-0.015 **	-0.003	-0.001
EU27	-0.211 ***	-0.212 ***	-0.017 ***	-0.015 **	-0.004	-0.002
All	-0.197 ***	-0.198 ***	-0.016 ***	-0.014 **	-0.006	-0.004

The table reports, for each country, the difference in the probability of being employed in a high-skilled occupation between highly-educated first-gen. immigrants who received education before arrival (including immigrants for whom this information is missing), highly-educated first-gen. immigrants who received education after their arrival, highly-educated second-gen. immigrants and highly-educated natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix 2 for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

Table B25: Differences in the probability of having a high-skilled occupation (highly-educated) – Men

Country	First-gen. imm. (foreign edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	-0.213 ***	-0.217 ***	-0.012	-0.019	0.067 ***	0.065 ***
Belgium	-0.093 ***	-0.092 ***	0.003	0.002	-0.127 **	-0.124 **
Bulgaria	0.241 ***	0.283 ***	0.232 ***	0.302 ***	0.000 ***	0.000 ***
Croatia	-0.063	-0.085	0.011	0.001	-0.009	-0.008
Cyprus	-0.043 *	-0.063 ***	-0.059	-0.048	0.006	0.080
Czech Rep.	-0.073	-0.073	-0.111	-0.107	0.035	0.035
Denmark	-0.205 ***	-0.213 ***	-0.132 ***	-0.130 ***	0.080 **	0.093 ***
Estonia	-0.203 ***	-0.205 ***	-0.273 ***	-0.217 ***	0.000 ***	0.000 ***
Finland	-0.310 ***	-0.321 ***	-0.112 **	-0.125 **	-0.129	-0.147
France	-0.216 ***	-0.225 ***	-0.007	-0.006	-0.013	-0.015
Germany	-0.214 ***	-0.220 ***	0.016	0.006	0.001	-0.001
Greece	-0.408 ***	-0.451 ***	-0.117	-0.142	-0.069	-0.047
Hungary	-0.031	-0.030	0.036	0.036	-0.206 *	-0.206 *
Ireland	-0.040	-0.041	0.017	0.018	0.146 **	0.147 **
Italy	-0.452 ***	-0.456 ***	-0.072 ***	-0.069 ***	0.056	0.076
Latvia	-0.047	-0.037	-0.080	-0.042	-0.015	-0.004
Lithuania	-0.179 **	-0.178 ***	-0.012	-0.014	-0.225 **	-0.245 **
Luxembourg	-0.052 **	-0.060 ***	-0.006	-0.008	-0.031	-0.020
Malta	-0.163	-0.189 *	0.089 **	0.149 ***	0.000 ***	0.000 ***
Netherlands	-0.185 ***	-0.187 ***	0.010	0.011	-0.017	-0.016
Norway	-0.219 ***	-0.233 ***	-0.014	-0.017	-0.103	-0.101
Poland	-0.122 **	-0.110 **	0.068	0.081	0.082 *	0.041
Portugal	-0.089	-0.116	0.081 ***	0.063 **	0.137 ***	0.151 ***
Romania	-0.119	-0.115	0.049	0.050	0.000 ***	0.000 ***
Slovak Rep.	-0.183 **	-0.188 **	0.055	0.051	0.000 ***	0.000 ***
Slovenia	-0.106 ***	-0.114 ***	0.000 ***	0.000 ***	-0.015	-0.010
Spain	-0.168 ***	-0.169 ***	-0.038	-0.037	-0.007	-0.005
Sweden	-0.200 ***	-0.203 ***	0.038 ***	0.037 ***	-0.042 **	-0.042 **
Switzerland	0.032 ***	0.029 ***	0.024	0.022	-0.008	-0.009
EU14	-0.199 ***	-0.199 ***	-0.006	-0.004	-0.010	-0.008
EU27	-0.193 ***	-0.193 ***	-0.007	-0.004	-0.010	-0.008
All	-0.175 ***	-0.175 ***	-0.006	-0.004	-0.011	-0.009

The table reports, for each country, the difference in the probability of being employed in a high-skilled occupation between male highly-educated first-gen. immigrants who received education before arrival (including immigrants for whom this information is missing), highly-educated first-gen. immigrants who received education after their arrival, highly-educated second-gen. immigrants and highly-educated natives aged 25-64, overall (columns I and III), or alternatively when differences in age and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix 2 for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

Table B26: Differences in the probability of having a high-skilled occupation (highly-educated) – Women

Country	First-gen. imm. (foreign edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	-0.208 ***	-0.209 ***	0.024	0.021	-0.007	-0.009
Belgium	-0.151 ***	-0.149 ***	0.004	0.001	-0.009	-0.015
Bulgaria	-0.071	-0.067	0.035	-0.003	0.000 ***	0.000 ***
Croatia	-0.141	-0.153	0.025	0.028	-0.059	-0.055
Cyprus	-0.219 ***	-0.227 ***	-0.024	-0.031	-0.075	-0.029
Czech Rep.	-0.166 **	-0.162 **	-0.066	-0.045	-0.100	-0.118
Denmark	-0.212 ***	-0.216 ***	-0.056 ***	-0.058 ***	-0.043	-0.038
Estonia	-0.183 ***	-0.169 ***	-0.158 ***	-0.122 ***	-0.272 *	-0.224
Finland	-0.353 ***	-0.358 ***	-0.024	-0.031	0.000 ***	0.000 ***
France	-0.187 ***	-0.194 ***	-0.015	-0.014	0.029	0.030
Germany	-0.201 ***	-0.201 ***	-0.030 *	-0.040 **	0.005	-0.003
Greece	-0.472 ***	-0.524 ***	-0.015	-0.019	0.024	0.053
Hungary	-0.094 **	-0.095 **	0.057 ***	0.064 ***	-0.035	-0.040
Ireland	-0.105 ***	-0.107 ***	-0.046	-0.046	0.003	0.005
Italy	-0.444 ***	-0.460 ***	-0.103 ***	-0.097 ***	-0.130	-0.120
Latvia	-0.245 *	-0.248 *	-0.012	-0.011	-0.127 **	-0.123 **
Lithuania	0.000	-0.003	-0.129 ***	-0.132 ***	0.070 *	0.068 *
Luxembourg	-0.037 *	-0.035 *	-0.018	-0.018	-0.030	-0.033
Malta	-0.015	-0.009	0.176 ***	0.172 ***	0.000 ***	0.000 ***
Netherlands	-0.185 ***	-0.186 ***	0.014	0.012	-0.043 *	-0.045 *
Norway	-0.306 ***	-0.316 ***	-0.004	0.000	0.122 ***	0.185 ***
Poland	-0.311 ***	-0.294 ***	-0.054	-0.008	0.052	-0.013
Portugal	-0.090	-0.102	-0.047	-0.057	-0.011	-0.001
Romania	0.000 ***	0.000 ***	-0.418 *	-0.390	0.000 ***	0.000 ***
Slovak Rep.	-0.404 ***	-0.414 ***	0.111 **	0.091	0.232 ***	0.194 ***
Slovenia	-0.070 ***	-0.070 ***	0.000 ***	0.000 ***	-0.127 ***	-0.119 ***
Spain	-0.324 ***	-0.324 ***	-0.061 *	-0.059	0.002	0.003
Sweden	-0.228 ***	-0.229 ***	0.061 ***	0.062 ***	-0.014	-0.004
Switzerland	-0.084 ***	-0.086 ***	0.007	0.006	-0.013	-0.014
EU14	-0.232 ***	-0.231 ***	-0.027 ***	-0.025 ***	0.004	0.003
EU27	-0.230 ***	-0.233 ***	-0.026 ***	-0.026 ***	0.000	0.006
All	-0.221 ***	-0.223 ***	-0.025 ***	-0.024 ***	-0.001	0.001

The table reports, for each country, the difference in the probability of being employed in a high-skilled occupation between female highly-educated first-gen. immigrants who received education before arrival (including immigrants for whom this information is missing), highly-educated first-gen. immigrants who received education after their arrival, highly-educated second-gen. immigrants and highly-educated native aged 25-64, overall (columns I and III), or alternatively when differences in age and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix 2 for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

Table B27: Differences in the probability of being overeducated (highly-educated)

Country	First-gen. imm. (foreign edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	0.169 ***	0.175 ***	0.006	0.011	0.003	-0.001
Belgium	0.220 ***	0.213 ***	0.089 ***	0.090 ***	0.043	0.045
Bulgaria	-0.145	-0.159	0.024	0.023	0.000 ***	0.000 ***
Croatia	0.138	0.106	0.046	0.043	0.043	0.035
Cyprus	0.107 ***	0.099 ***	0.057 *	0.076 **	-0.109	-0.074
Czech Rep.	0.087 *	0.095 *	0.057	0.062	-0.016	-0.021
Denmark	0.215 ***	0.220 ***	0.120 ***	0.128 ***	-0.008	0.003
Estonia	0.157 ***	0.144 ***	0.210 ***	0.197 ***	-0.097	-0.072
Finland	0.297 ***	0.287 ***	0.151 ***	0.161 ***	-0.307 ***	-0.321 ***
France	0.237 ***	0.221 ***	0.047 **	0.048 **	0.010	0.011
Germany	0.190 ***	0.196 ***	0.027 **	0.042 ***	-0.016	0.000
Greece	0.367 ***	0.399 ***	0.112	0.120	0.047	0.053
Hungary	0.125 ***	0.114 ***	-0.004	-0.001	0.172 **	0.169 **
Ireland	0.158 ***	0.168 ***	0.097 ***	0.101 ***	0.007	0.019
Italy	0.359 ***	0.360 ***	0.061 ***	0.060 ***	0.057	0.055
Latvia	0.158	0.133	0.022	0.043	0.108 *	0.121 **
Lithuania	0.170 ***	0.150 ***	0.112 ***	0.092 **	0.088	0.083
Luxembourg	0.000	0.021	0.025	0.014	0.076 **	0.031
Malta	0.108	0.017	-0.114	-0.132	0.000 ***	0.000 ***
Netherlands	0.186 ***	0.186 ***	0.070 ***	0.075 ***	0.021	0.035
Norway	0.235 ***	0.229 ***	0.119 ***	0.130 ***	0.013	0.037
Poland	0.215 ***	0.201 ***	-0.053	-0.067	-0.031	-0.053
Portugal	0.155	0.170 *	0.015	0.025	-0.104	-0.111
Romania	0.137	0.151	0.285 **	0.251 *	0.000 ***	0.000 ***
Slovak Rep.	0.211 ***	0.178	0.031	-0.009	0.081	0.033
Slovenia	0.108 ***	0.109 ***	0.000 ***	0.000 ***	0.104 ***	0.101 ***
Spain	0.296 ***	0.295 ***	0.064 **	0.068 **	0.008	0.020
Sweden	0.261 ***	0.253 ***	0.039 ***	0.046 ***	0.023	0.039 **
Switzerland	0.179 ***	0.182 ***	0.087 ***	0.096 ***	0.002	0.012
EU14	0.230 ***	0.229 ***	0.050 ***	0.056 ***	0.006	0.012
EU27	0.225 ***	0.224 ***	0.050 ***	0.055 ***	0.008	0.013
All	0.221 ***	0.221 ***	0.053 ***	0.058 ***	0.008	0.013

The table reports, for each country, the difference in the probability of being overeducated between highly-educated first-gen. immigrants who received education before arrival (including immigrants for whom this information is missing), highly-educated first-gen. immigrants who received education after their arrival, highly-educated second-gen. immigrants and highly-educated natives aged 25-64, overall (columns I and III), or alternatively when differences in age and gender characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix 2 for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.



Table B28: Differences in the probability of being overeducated (highly-educated) – Men

Country	First-gen. imm. (foreign edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	0.153 ***	0.158 ***	0.021	0.026	-0.090 ***	-0.096 ***
Belgium	0.179 ***	0.174 ***	0.029	0.029	0.117 *	0.116 *
Bulgaria	-0.340 ***	-0.350 ***	-0.333 ***	-0.361 ***	0.000 ***	0.000 ***
Croatia	0.080	0.050	0.144 **	0.142 **	-0.014	-0.018
Cyprus	0.045 *	0.040	0.112 **	0.143 ***	-0.072	-0.037
Czech Rep.	0.100	0.103 *	0.126	0.126	-0.154 *	-0.160 **
Denmark	0.136 ***	0.160 ***	0.098 ***	0.105 ***	0.051	0.074
Estonia	0.137 **	0.131 **	0.173 ***	0.146 **	0.000 ***	0.000 ***
Finland	0.167 **	0.175 **	0.185 ***	0.202 ***	-0.336 ***	-0.308 ***
France	0.243 ***	0.229 ***	0.055 *	0.053 *	0.016	0.018
Germany	0.166 ***	0.182 ***	0.018	0.041 **	-0.018	0.000
Greece	0.370 **	0.378 **	0.212 *	0.197	0.089	0.096
Hungary	0.114 **	0.084 *	0.036	0.037	0.441 ***	0.452 ***
Ireland	0.144 ***	0.153 ***	0.056	0.055	0.049	0.074
Italy	0.326 ***	0.327 ***	0.030	0.031	0.111	0.098
Latvia	0.148	0.155	0.006	0.049	0.092	0.108
Lithuania	0.206 ***	0.183 ***	0.071	0.041	0.154	0.145
Luxembourg	0.014	0.038	0.025	0.024	0.074	0.038
Malta	0.122	-0.006	-0.414 ***	-0.155 **	0.000 ***	0.000 ***
Netherlands	0.162 ***	0.164 ***	0.043	0.051 *	0.017	0.028
Norway	0.165 ***	0.158 ***	0.209 ***	0.212 ***	0.162	0.176
Poland	0.116 **	0.110 *	-0.160 ***	-0.167 ***	-0.113 *	-0.127 **
Portugal	0.068	0.093	-0.075	-0.060	-0.218 ***	-0.221 ***
Romania	0.122	0.145	0.205	0.194	0.000 ***	0.000 ***
Slovak Rep.	0.114	0.080	-0.064	-0.101	0.000 ***	0.000 ***
Slovenia	0.115 ***	0.118 ***	0.000 ***	0.000 ***	0.027	0.022
Spain	0.229 ***	0.227 ***	-0.011	-0.003	-0.057	-0.024
Sweden	0.198 ***	0.195 ***	0.056 ***	0.071 ***	0.023	0.037
Switzerland	0.140 ***	0.147 ***	0.070 ***	0.083 ***	-0.040	-0.027
EU14	0.195 ***	-0.199 ***	0.033 ***	-0.002	0.004	-0.010
EU27	0.190 ***	0.191 ***	0.035 ***	0.041 ***	0.004	0.008
All	0.185 ***	0.186 ***	0.039 ***	0.045 ***	0.001	0.007

The table reports, for each country, the difference in the probability of being overeducated between male highly-educated first-gen. immigrants who received education before arrival (including immigrants for whom this information is missing), highly-educated first-gen. immigrants who received education after their arrival, highly-educated second-gen. immigrants and highly-educated natives aged 25-64, overall (columns I and III), or alternatively when differences in age characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix 2 for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

Table B29: Differences in the probability of being overeducated (highly-educated) – Women

Country	First-gen. imm. (foreign edu.)		First-gen. imm. (domestic edu.)		Second-gen. immigrants	
	Baseline	Cond.	Baseline	Cond.	Baseline	Cond.
Austria	0.186 ***	0.190 ***	-0.009	-0.005	0.078 **	0.078 **
Belgium	0.256 ***	0.253 ***	0.140 ***	0.147 ***	-0.045	-0.035
Bulgaria	0.012	0.007	0.274	0.291	0.000 ***	0.000 ***
Croatia	0.184	0.175	-0.028	-0.031	0.084	0.075
Cyprus	0.159 ***	0.149 ***	0.021	0.028	-0.184	-0.168
Czech Rep.	0.085	0.085	-0.010	-0.001	0.109	0.102
Denmark	0.289 ***	0.295 ***	0.137 ***	0.143 ***	-0.066	-0.060
Estonia	0.154 ***	0.153 ***	0.232 ***	0.227 ***	-0.058	-0.063
Finland	0.447 ***	0.440 ***	0.108 *	0.122 **	0.000 ***	0.000 ***
France	0.232 ***	0.214 ***	0.040	0.041	0.006	0.008
Germany	0.218 ***	0.214 ***	0.038 *	0.044 **	-0.014	0.000
Greece	0.385 ***	0.417 ***	0.065	0.065	0.031	0.019
Hungary	0.142 ***	0.141 ***	-0.027	-0.024	0.047	0.044
Ireland	0.173 ***	0.180 ***	0.138 ***	0.141 ***	-0.029	-0.034
Italy	0.379 ***	0.380 ***	0.083 ***	0.083 ***	0.026	0.026
Latvia	0.111	0.089	0.019	0.045	0.116 *	0.135 **
Lithuania	0.110 *	0.102	0.148 ***	0.139 ***	0.065	0.059
Luxembourg	-0.011	0.004	0.021	0.010	0.078	0.036
Malta	0.100	0.041	-0.080	-0.099	0.000 ***	0.000 ***
Netherlands	0.209 ***	0.208 ***	0.096 ***	0.099 ***	0.025	0.041
Norway	0.294 ***	0.288 ***	0.079	0.081	-0.150	-0.120
Poland	0.301 ***	0.304 ***	0.028	0.017	0.027	-0.001
Portugal	0.211	0.220	0.061	0.069	-0.046	-0.055
Romania	0.000 ***	0.000 ***	0.402 *	0.343 *	0.000 ***	0.000 ***
Slovak Rep.	0.346 ***	0.334 ***	0.093	0.052	0.090	0.029
Slovenia	0.102 ***	0.103 ***	0.000 ***	0.000 ***	0.154 ***	0.147 ***
Spain	0.365 ***	0.365 ***	0.114 ***	0.119 ***	0.056	0.060
Sweden	0.316 ***	0.316 ***	0.024	0.029 *	0.013	0.036
Switzerland	0.231 ***	0.225 ***	0.118 ***	0.112 ***	0.057 **	0.061 **
EU14	0.265 ***	0.262 ***	0.066 ***	0.071 ***	0.007	0.013
EU27	0.260 ***	0.258 ***	0.064 ***	0.068 ***	0.011	0.015
All	0.258 ***	0.256 ***	0.067 ***	0.071 ***	0.013	0.017

The table reports, for each country, the difference in the probability of being overeducated between female highly-educated first-gen. immigrants who received education before arrival (including immigrants for whom this information is missing), highly-educated first-gen. immigrants who received education after their arrival, highly-educated second-gen. immigrants and highly-educated natives aged 25-64, overall (columns I and III), or alternatively when differences in age characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on the three group of interest dummies in a linear regression model. See Technical Appendix 2 for details. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

**Table B30:** Differences in the probability of having a high-skilled occupation (highly-educated), by origin

Country	First-gen. EU imm.		First-gen. non-EU imm.	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	-0.078 ***	-0.082 ***	-0.202 ***	-0.206 ***
Belgium	-0.017	-0.018	-0.141 ***	-0.141 ***
Bulgaria	0.104	0.129	0.104	0.118
Croatia	-0.107	-0.105	0.040	0.036
Cyprus	-0.101 ***	-0.107 ***	-0.127 ***	-0.133 ***
Czech Rep.	0.011	0.013	-0.238 ***	-0.235 ***
Denmark	-0.086 ***	-0.089 ***	-0.149 ***	-0.153 ***
Estonia	0.015	0.017	-0.207 ***	-0.176 ***
Finland	-0.052	-0.062	-0.218 ***	-0.235 ***
France	-0.084 ***	-0.091 ***	-0.089 ***	-0.090 ***
Germany	-0.129 ***	-0.134 ***	-0.122 ***	-0.132 ***
Greece	-0.086	-0.118	-0.288 ***	-0.326 ***
Hungary	0.025	0.020	-0.040	-0.036
Ireland	-0.130 ***	-0.132 ***	-0.007	-0.006
Italy	-0.201 ***	-0.196 ***	-0.343 ***	-0.348 ***
Latvia	-0.078	-0.047	-0.087 *	-0.071
Lithuania	0.032	0.032	-0.097 ***	-0.096 ***
Luxembourg	0.000	-0.002	-0.065 ***	-0.066 ***
Malta	-0.115 **	-0.129 **	0.000 ***	0.000 ***
Netherlands	-0.087 ***	-0.087 ***	-0.106 ***	-0.108 ***
Norway	-0.186 ***	-0.195 ***	-0.178 ***	-0.178 ***
Poland	0.143 ***	0.164 ***	-0.232 ***	-0.207 ***
Portugal	0.005	0.013	-0.030	-0.060 *
Romania	0.172 ***	0.180 ***	-0.196	-0.183
Slovak Rep.	-0.024	-0.044	-0.221 ***	-0.237 ***
Slovenia	0.035	0.022	-0.176 ***	-0.172 ***
Spain	-0.121 ***	-0.119 ***	-0.179 ***	-0.179 ***
Sweden	-0.047 ***	-0.048 ***	-0.138 ***	-0.138 ***
Switzerland	0.024 ***	0.021 ***	-0.067 ***	-0.072 ***
<b>EU14</b>	-0.099 ***	-0.099 ***	-0.137 ***	-0.136 ***
<b>EU27</b>	-0.093 ***	-0.093 ***	-0.136 ***	-0.136 ***
<b>All</b>	-0.084 ***	-0.084 ***	-0.134 ***	-0.133 ***

The table reports, for each country and separately for EU and non-EU first-generation immigrants, the difference in the probability of being employed in a high-skilled occupation between highly-educated immigrants and highly-educated natives aged 25-64, overall (columns I and III), or alternatively when differences in age and gender characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix 2 for details. In the sample only natives and first-generation immigrants are included, excluding second-generation immigrants. All first-generation immigrants are included, without differentiating between those who obtained education before or after their arrival. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

**Table B31:** Differences in the probability of having a high-skilled occupation (highly-educated), by years of residence

Country	Recent immigrants		Earlier immigrants	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	-0.113 ***	-0.121 ***	-0.136 ***	-0.138 ***
Belgium	-0.056 *	-0.063 **	-0.075 ***	-0.075 ***
Bulgaria	0.201 ***	0.253 ***	0.049	0.051
Croatia	-0.152	-0.118	0.015	0.012
Cyprus	-0.144 ***	-0.126 ***	-0.105 ***	-0.118 ***
Czech Rep.	-0.136 **	-0.123 *	-0.072 **	-0.072 **
Denmark	-0.169 ***	-0.170 ***	-0.112 ***	-0.117 ***
Estonia	-0.213 ***	-0.239 ***	-0.188 ***	-0.140 ***
Finland	-0.289 ***	-0.314 ***	-0.140 ***	-0.152 ***
France	-0.075 *	-0.055	-0.089 ***	-0.095 ***
Germany	-0.149 ***	-0.165 ***	-0.115 ***	-0.119 ***
Greece	-0.439 **	-0.379 *	-0.204 ***	-0.241 ***
Hungary	-0.106 **	-0.096 *	0.015	0.013
Ireland	-0.014	-0.007	-0.062 ***	-0.065 ***
Italy	-0.340 ***	-0.315 ***	-0.294 ***	-0.299 ***
Latvia	0.143 ***	0.157 ***	-0.127 ***	-0.108 **
Lithuania	-0.092	-0.070	-0.080 ***	-0.081 ***
Luxembourg	-0.056 ***	-0.049 **	0.000	-0.003
Malta	-0.138	-0.147	-0.083	-0.090
Netherlands	-0.108 ***	-0.107 ***	-0.095 ***	-0.097 ***
Norway	-0.282 ***	-0.254 ***	-0.157 ***	-0.168 ***
Poland	-0.305 ***	-0.271 ***	-0.028	-0.011
Portugal	0.035	0.044	-0.020	-0.036
Romania	-0.250	-0.229	-0.128	-0.117
Slovak Rep.	-0.443 ***	-0.461 ***	0.010	-0.009
Slovenia	-0.240 ***	-0.216 ***	-0.072 ***	-0.078 ***
Spain	-0.201 ***	-0.200 ***	-0.149 ***	-0.149 ***
Sweden	-0.169 ***	-0.159 ***	-0.087 ***	-0.090 ***
Switzerland	0.002	-0.003	-0.011	-0.013 *
<b>EU14</b>	-0.139 ***	-0.132 ***	-0.119 ***	-0.120 ***
<b>EU27</b>	-0.141 ***	-0.129 ***	-0.115 ***	-0.117 ***
<b>All</b>	-0.129 ***	-0.117 ***	-0.110 ***	-0.112 ***

The table reports, for each country and separately for recent (at most 5 years of residence in the country) and earlier (more than 5 years of residence), the difference in the probability of being employed in a high-skilled occupation between highly-educated immigrants and highly-educated natives aged 25-64, overall (columns I and III), or alternatively when differences in age and gender characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix 2 for details. In the sample only natives and first-generation immigrants are included, excluding second-generation immigrants. All first-generation immigrants are included, without differentiating between those who obtained education before or after their arrival. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

**Table B32:** Differences in the probability of having a high-skilled occupation (highly-educated), by origin

Country	First-gen. EU imm. (foreign edu.)		First-gen. non-EU imm. (foreign edu.)	
	Baseline	Conditional (demographics and edu. quality)	Baseline	Conditional (demographics and edu. quality)
Austria	-0.146 ***	-0.012	-0.307 ***	-0.276 ***
Belgium	-0.019	0.040	-0.274 ***	-0.125 ***
Bulgaria	0.201 ***	0.246 ***	-0.510 *	0.131 ***
Croatia	-0.351	0.000 ***	-0.023	0.154 ***
Cyprus	-0.128 ***	-0.099 **	-0.146 ***	-0.146 ***
Czech Rep.	0.055 *	0.056	-0.309 ***	-0.278 ***
Denmark	-0.198 ***	-0.147 **	-0.218 ***	-0.074
Estonia	0.008	0.215	-0.218 ***	-0.168 ***
Finland	-0.175 **	-0.253 **	-0.394 ***	-0.348 ***
France	-0.121 ***	-0.127 ***	-0.231 ***	-0.178 ***
Germany	-0.211 ***	-0.071 **	-0.205 ***	-0.156 ***
Greece	-0.314 **	-0.417 **	-0.492 ***	-0.568 ***
Hungary	-0.019	-0.010	-0.112 **	-0.055
Ireland	-0.170 ***	-0.153 **	-0.016	0.028
Italy	-0.278 ***	-0.171 ***	-0.514 ***	-0.461 ***
Latvia	-0.039	-0.006	-0.170 *	-0.190 *
Lithuania	0.064	0.025	-0.136 ***	-0.102 **
Luxembourg	-0.018	-0.032 *	-0.102 ***	-0.051 **
Netherlands	-0.157 ***	-0.067	-0.206 ***	-0.100 ***
Norway	-0.268 ***	-0.248 ***	-0.313 ***	-0.346 ***
Poland	0.090	0.188 ***	-0.302 ***	-0.290
Portugal	0.023	0.078	-0.189 *	-0.110
Romania	0.172 ***	-0.595	-0.273	0.000 ***
Slovak Rep.	-0.156	-0.202 **	-0.336 ***	-0.332 ***
Slovenia	0.035	0.037	-0.176 ***	-0.136 **
Spain	-0.211 ***	-0.182 ***	-0.256 ***	-0.139 ***
Sweden	-0.114 ***	-0.110 ***	-0.270 ***	-0.181 ***
Switzerland	0.015 *	0.100 **	-0.098 ***	-0.029
<b>EU14</b>	-0.165 ***	-0.112 ***	-0.246 ***	-0.182 ***
<b>EU27</b>	-0.157 ***	-0.105 ***	-0.244 ***	-0.183 ***
<b>All</b>	-0.138 ***	-0.105 ***	-0.238 ***	-0.180 ***

The table reports, for each country and separately for EU and non-EU first-generation immigrants, the difference in the probability of being employed in a high-skilled occupation between highly-educated immigrants who received education in the country of origin (including immigrants for whom this information is missing) and highly-educated natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education quality characteristics are also taken into account (columns II and IV). Education quality is inserted as HLO (measure n.3) for both immigrants and natives, see Technical Appendix 2 for details. The differences are computed as coefficients on an immigrant dummy in a linear regression model. In the sample only natives and first-generation immigrants who obtained formal qualification in the country of origin are included, excluding second-generation immigrants. Malta is excluded as we lack data on education quality. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

**Table B33:** Differences in the probability of having a high-skilled occupation (highly-educated), by years of residence

Country	Recent immigrants (foreign edu.)		Earlier immigrants (foreign edu.)	
	Baseline	Conditional (demographics and edu. quality)	Baseline	Conditional (demographics and edu. quality)
Austria	-0.134 ***	-0.093 ***	-0.255 ***	-0.200 ***
Belgium	-0.080 **	0.044	-0.137 ***	-0.033
Bulgaria	0.201 ***	0.246 ***	-0.510 *	0.131 ***
Croatia	-0.302	0.000 ***	-0.071	-0.166
Cyprus	-0.136 ***	-0.050	-0.142 ***	-0.194 ***
Czech Rep.	-0.178 **	-0.043	-0.062	-0.069
Denmark	-0.191 ***	-0.101 *	-0.224 ***	-0.141 ***
Estonia	-0.225 ***	-0.244 ***	-0.176 ***	-0.057
Finland	-0.421 ***	-0.353 ***	-0.289 ***	-0.264 ***
France	-0.098 **	-0.008	-0.235 ***	-0.207 ***
Germany	-0.170 ***	-0.179 ***	-0.235 ***	-0.167 ***
Greece	-0.439 **	-0.030	-0.443 ***	-0.510 ***
Hungary	-0.113 **	0.032	-0.027	-0.069
Ireland	-0.023	-0.019	-0.107 ***	-0.145 ***
Italy	-0.377 ***	-0.253 ***	-0.465 ***	-0.390 ***
Latvia	0.137 ***	0.095	-0.317 ***	-0.298 ***
Lithuania	-0.154	-0.108	-0.090 *	-0.068
Luxembourg	-0.073 ***	-0.058 **	-0.016	-0.034 **
Netherlands	-0.119 ***	-0.071 **	-0.244 ***	-0.142 ***
Norway	-0.313 ***	-0.303 ***	-0.257 ***	-0.296 ***
Poland	-0.281 ***	0.000 ***	-0.139 **	-0.096
Portugal	0.085 **	0.111 ***	-0.208 **	-0.156
Romania	-0.358	0.000 ***	0.034	-0.595
Slovak Rep.	-0.443 ***	-0.471 ***	-0.109	-0.098
Slovenia	-0.240 ***	-0.759 ***	-0.072 ***	-0.052
Spain	-0.272 ***	-0.147 **	-0.229 ***	-0.159 ***
Sweden	-0.196 ***	-0.124 ***	-0.225 ***	-0.171 ***
Switzerland	-0.003	0.037 **	-0.034 ***	0.057 ***
<b>EU14</b>	-0.169 ***	-0.113 ***	-0.241 ***	-0.181 ***
<b>EU27</b>	-0.169 ***	-0.108 ***	-0.234 ***	-0.178 ***
<b>All</b>	-0.154 ***	-0.096 ***	-0.221 ***	-0.170 ***

The table reports, for each country and separately for recent (at most 5 years of residence in the country) and earlier (more than 5 years of residence), the difference in the probability of being employed in a high-skilled occupation between highly-educated immigrants who received education in the country of origin (including immigrants for whom this information is missing) and highly-educated natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education quality characteristics are also taken into account (columns II and IV). Education quality is inserted as HLO (measure n.3) for both immigrants and natives, see Technical Appendix 2 for details. The differences are computed as coefficients on an immigrant dummy in a linear regression model. In the sample only natives and first-generation immigrants who obtained formal qualification in the country of origin are included, excluding second-generation immigrants. Malta is excluded as we lack data on education quality. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

**Table B34:** Differences in the probability of being overeducated (highly-educated), by origin

Country	First-gen. EU imm.		First-gen. non-EU imm.	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	0.081 ***	0.087 ***	0.156 ***	0.162 ***
Belgium	0.141 ***	0.138 ***	0.198 ***	0.195 ***
Bulgaria	-0.178 *	-0.185 *	0.023 ***	0.013
Croatia	0.163 **	0.158 *	0.011 ***	0.002
Cyprus	0.056 **	0.063 **	0.133 ***	0.129 ***
Czech Rep.	-0.010	-0.003	0.181 ***	0.188 ***
Denmark	0.129 ***	0.144 ***	0.173 ***	0.180 ***
Estonia	0.044	0.017	0.188 ***	0.176 ***
Finland	0.123 **	0.122 **	0.246 ***	0.253 ***
France	0.136 ***	0.118 ***	0.120 ***	0.118 ***
Germany	0.162 ***	0.166 ***	0.099 ***	0.112 ***
Greece	0.113	0.128	0.248 ***	0.262 ***
Hungary	0.064 **	0.056 **	0.023 ***	0.029
Ireland	0.200 ***	0.215 ***	0.097 ***	0.104 ***
Italy	0.171 ***	0.170 ***	0.267 ***	0.269 ***
Latvia	0.301 *	0.292 *	0.013 ***	0.023
Lithuania	0.327 ***	0.303 ***	0.108 ***	0.088 ***
Luxembourg	0.033 *	0.042 **	0.035 ***	0.039
Malta	0.178 ***	0.128 *	0.000 ***	0.000 ***
Netherlands	0.187 ***	0.195 ***	0.113 ***	0.114 ***
Norway	0.218 ***	0.221 ***	0.162 ***	0.164 ***
Poland	-0.053	-0.082	0.178 ***	0.171 ***
Portugal	0.028	0.020	0.056 ***	0.084 **
Romania	0.144	0.142	0.279 ***	0.257 **
Slovak Rep.	0.076	0.035	0.210 ***	0.182 **
Slovenia	0.004	0.011	0.185 ***	0.183 ***
Spain	0.165 ***	0.169 ***	0.215 ***	0.216 ***
Sweden	0.200 ***	0.198 ***	0.159 ***	0.158 ***
Switzerland	0.168 ***	0.173 ***	0.118 ***	0.131 ***
<b>EU14</b>	0.152 ***	0.154 ***	0.146 ***	0.149 ***
<b>EU27</b>	0.145 ***	0.147 ***	0.145 ***	0.147 ***
<b>All</b>	0.150 ***	0.152 ***	0.144 ***	0.147 ***

The table reports, for each country and separately for EU and non-EU first-generation immigrants, the difference in the probability of being overeducated between highly-educated immigrants and highly-educated natives aged 25-64, overall (columns I and III), or alternatively when differences in age and gender characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix 2 for details. In the sample only natives and first-generation immigrants are included, excluding second-generation immigrants. All first-generation immigrants are included, without differentiating between those who obtained education before or after their arrival. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

**Table B35:** Differences in the probability of being overeducated (highly-educated), by years of residence

Country	Recent immigrants		Earlier immigrants	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	0.101 ***	0.107 ***	0.116 ***	0.121 ***
Belgium	0.215 ***	0.230 ***	0.152 ***	0.145 ***
Bulgaria	-0.277 ***	-0.301 ***	0.047 ***	0.045
Croatia	0.196	0.205	0.040 ***	0.031
Cyprus	-0.025	-0.001	0.170 ***	0.159 ***
Czech Rep.	0.167 **	0.183 **	0.035 ***	0.040
Denmark	0.199 ***	0.224 ***	0.144 ***	0.149 ***
Estonia	0.156 **	0.149 **	0.186 ***	0.169 ***
Finland	0.361 ***	0.374 ***	0.181 ***	0.183 ***
France	0.051	0.082 *	0.134 ***	0.123 ***
Germany	0.152 ***	0.195 ***	0.112 ***	0.109 ***
Greece	0.292	0.298	0.192 ***	0.207 ***
Hungary	0.021	0.039	0.052 ***	0.046 **
Ireland	0.143 ***	0.190 ***	0.126 ***	0.121 ***
Italy	0.259 ***	0.251 ***	0.235 ***	0.236 ***
Latvia	-0.073	-0.133 *	0.087 ***	0.109 *
Lithuania	0.248 **	0.261 ***	0.121 ***	0.096 ***
Luxembourg	0.070 **	0.045	0.020 ***	0.042 **
Malta	0.175	0.153	0.127 ***	0.061
Netherlands	0.117 ***	0.141 ***	0.150 ***	0.143 ***
Norway	0.189 ***	0.215 ***	0.197 ***	0.195 ***
Poland	0.266 ***	0.252 ***	0.027 ***	0.015
Portugal	-0.004	-0.012	0.048 ***	0.062 *
Romania	0.349 *	0.323	0.245 ***	0.227 **
Slovak Rep.	0.261 **	0.250 **	0.086 ***	0.042
Slovenia	0.197 **	0.185 **	0.100 ***	0.103 ***
Spain	0.210 ***	0.230 ***	0.197 ***	0.194 ***
Sweden	0.240 ***	0.268 ***	0.152 ***	0.140 ***
Switzerland	0.179 ***	0.218 ***	0.138 ***	0.130 ***
<b>EU14</b>	0.158 ***	0.182 ***	0.145 ***	0.141 ***
<b>EU27</b>	0.157 ***	0.175 ***	0.141 ***	0.139 ***
<b>All</b>	0.159 ***	0.178 ***	0.142 ***	0.139 ***

The table reports, for each country and separately for recent (at most 5 years of residence in the country) and earlier (more than 5 years of residence), the difference in the probability of being overeducated between highly-educated immigrants and highly-educated natives aged 25-64, overall (columns I and III), or alternatively when differences in age and gender characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix 2 for details. In the sample only natives and first-generation immigrants are included, excluding second-generation immigrants. All first-generation immigrants are included, without differentiating between those who obtained education before or after their arrival. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

**Table B36:** Differences in the probability of being overeducated (highly-educated), by origin

Country	First-gen. EU imm. (foreign edu.)		First-gen. non-EU imm. (foreign edu.)	
	Baseline	Conditional (demographics and edu. quality)	Baseline	Conditional (demographics and edu. quality)
Austria	0.125 ***	0.107 ***	0.237 ***	0.207 ***
Belgium	0.153 ***	0.089 **	0.327 ***	0.220 ***
Bulgaria	-0.277 ***	-0.299 ***	0.438	-0.243 ***
Croatia	0.292	0.000 ***	0.081	0.172
Cyprus	0.041	0.040	0.152 ***	0.147 ***
Czech Rep.	-0.033	-0.033	0.242 ***	0.192 **
Denmark	0.219 ***	0.256 ***	0.221 ***	0.195 ***
Estonia	0.126	0.011	0.162 ***	0.157 ***
Finland	0.265 ***	0.342 ***	0.315 ***	0.318 ***
France	0.190 ***	0.172 ***	0.256 ***	0.208 ***
Germany	0.246 ***	0.150 ***	0.150 ***	0.121 ***
Greece	0.065	0.176	0.499 ***	0.613 ***
Hungary	0.126 ***	-0.077	0.123 **	0.080
Ireland	0.327 ***	0.315 ***	0.085 **	0.062
Italy	0.227 ***	0.103 ***	0.409 ***	0.366 ***
Latvia	0.329 *	0.324 *	0.017	0.020
Lithuania	0.178	0.129	0.169 ***	0.121 **
Luxembourg	0.004	0.019	0.032	0.046
Netherlands	0.241 ***	0.063	0.148 ***	0.082 **
Norway	0.232 ***	0.192 ***	0.303 ***	0.314 ***
Poland	0.011	0.031	0.274 ***	0.396
Portugal	-0.019	-0.138	0.327 ***	0.244 **
Slovenia	0.004	0.108 *	0.185 ***	0.200 ***
Spain	0.276 ***	0.251 ***	0.303 ***	0.181 ***
Sweden	0.261 ***	0.249 ***	0.264 ***	0.215 ***
Switzerland	0.186 ***	0.099 **	0.176 ***	0.128 ***
<b>EU14</b>	0.223 ***	0.178 ***	0.236 ***	0.194 ***
<b>EU27</b>	0.213 ***	0.171 ***	0.234 ***	0.193 ***
<b>All</b>	0.225 ***	0.181 ***	0.232 ***	0.192 ***

The table reports, for each country and separately for EU and non-EU first-generation immigrants, the difference in the probability of being overeducated between highly-educated immigrants who received education in the country of origin (including immigrants for whom this information is missing) and highly-educated natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education quality characteristics are also taken into account (columns II and IV). Education quality is inserted as HLO (measure n.3) for both immigrants and natives, see Technical Appendix 2 for details. The differences are computed as coefficients on an immigrant dummy in a linear regression model. In the sample only natives and first-generation immigrants who obtained formal qualification in the country of origin are included, excluding second-generation immigrants. Malta is excluded as we lack data on education quality. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

**Table B37:** Differences in the probability of being overeducated (highly-educated), by years of residence

Country	Recent immigrants (foreign edu.)		Earlier immigrants (foreign edu.)	
	Baseline	Conditional (demographics and edu. quality)	Baseline	Conditional (demographics and edu. quality)
Austria	0.112 ***	0.098 ***	0.204 ***	0.163 ***
Belgium	0.207 ***	0.102 **	0.227 ***	0.153 ***
Bulgaria	-0.277 ***	-0.299 ***	0.438	-0.243 ***
Croatia	0.709 ***	0.000 ***	0.096	0.309 **
Cyprus	-0.038	-0.088 *	0.224 ***	0.249 ***
Czech Rep.	0.236 ***	0.164	0.016	-0.003
Denmark	0.167 ***	0.159 **	0.258 ***	0.247 ***
Estonia	0.160 **	0.161 *	0.160 ***	0.127 *
Finland	0.327 **	0.354 **	0.291 ***	0.289 ***
France	0.110 **	0.105	0.282 ***	0.221 ***
Germany	0.162 ***	0.232 ***	0.211 ***	0.161 ***
Greece	0.292	-0.164 ***	0.372 ***	0.396 ***
Hungary	0.031	-0.035	0.173 ***	0.150 **
Ireland	0.121 **	0.202 **	0.191 ***	0.244 ***
Italy	0.269 ***	0.170 ***	0.377 ***	0.316 ***
Latvia	-0.061	-0.127	0.365 **	0.635 ***
Lithuania	0.325 ***	0.278 ***	0.117 **	0.079
Luxembourg	0.052	0.037	-0.018	0.009
Netherlands	0.106 ***	0.143 ***	0.261 ***	0.191 ***
Norway	0.200 ***	0.214 ***	0.255 ***	0.255 ***
Poland	0.282 ***	0.000 ***	0.141 **	0.248
Portugal	-0.051	-0.127 **	0.288 ***	0.244 **
Slovenia	0.197 **	0.606 ***	0.100 ***	0.155 ***
Spain	0.284 ***	0.179 ***	0.303 ***	0.221 ***
Sweden	0.252 ***	0.260 ***	0.270 ***	0.220 ***
Switzerland	0.178 ***	0.212 ***	0.187 ***	0.124 ***
<b>EU14</b>	0.180 ***	0.187 ***	0.259 ***	0.205 ***
<b>EU27</b>	0.178 ***	0.179 ***	0.252 ***	0.203 ***
<b>All</b>	0.178 ***	0.182 ***	0.248 ***	0.201 ***

The table reports, for each country and separately for recent (at most 5 years of residence in the country) and earlier (more than 5 years of residence), the difference in the probability of being overeducated between highly-educated immigrants who received education in the country of origin (including immigrants for whom this information is missing) and highly-educated natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education quality characteristics are also taken into account (columns II and IV). Education quality is inserted as HLO (measure n.3) for both immigrants and natives, see Technical Appendix 2 for details. The differences are computed as coefficients on an immigrant dummy in a linear regression model. In the sample only natives and first-generation immigrants who obtained formal qualification in the country of origin are included, excluding second-generation immigrants. Malta is excluded as we lack data on education quality. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows report the mean values for the EU14 countries, EU27 countries and all the countries. First-generation immigrants are defined as foreign-born. Source: our elaboration on EULFS data 2021.

## Technical Appendix 1 – Part I

### DATASET

Our analysis is based on the 2022 yearly wave of the European Labour Force Survey (EU LFS). The EU LFS is conducted in the 27 Member States of the European Union, 2 candidate countries and 3 countries of the European Free Trade Association (EFTA). At the moment, the LFS microdata for scientific purposes contain data for all Member States plus Iceland, Norway and Switzerland. The EU LFS is a large quarterly household survey of people aged 15 and over as well as of persons outside the labour force. The National Statistical Institutes of each member country are responsible for selecting the sample, preparing the questionnaires, conducting the direct interviews among households, and forwarding the results to Eurostat in accordance with the common coding scheme.

### SAMPLE

We include in our sample all individuals for which country of birth is known and all those who are resident in Malta (see below). In the analysis of education levels and labour market outcomes we include only individuals in working age and who are likely to have finished their full-time education (25-64 years old).

### VARIABLES

We use the following variables, derived from the EU LFS, in our analysis.

**Immigrant:** A dummy variable equal to one if individuals are born outside of their country of residence and zero otherwise, based on the original EU LFS variable “country”, which records individuals’ country of birth. The variable “country” is equal to one when the individual is born in the residence country (“immigrant” equals 0 in this case) and takes values higher than one when the individual is born abroad (“immigrant” equals 1 in these cases): the different codes identify the region of birth and vary across different years and countries. In addition, in the case of Malta, we also consider as immigrants those observations with missing country of birth as Malta does not release information on “country” for residents whose origin is not from one of the 27 member states of the European Union.

**Recent immigrant:** We define as recent immigrants those with no more than five years of residence in the country, as reported by the variable “yearsid”.

**Education levels:** We use the three education groups defined by the variable “hatlev1d” in the EU LFS. Low education includes less than primary, primary and lower secondary education (ISCED levels 0-2). Intermediate education corresponds to upper secondary and post-secondary non-tertiary education (ISCED levels 3 and 4). Highly educated individuals have short-cycle tertiary, bachelor or equivalent or doctoral or equivalent degrees (ISCED levels from 5 to 8).

**Employed:** A binary variable which recodes the original EU LFS variable “ilostat” to one if the individual is employed or self-employed (“ilostat” equal to one), and zero otherwise (“ilostat” equal to 2 or 3).

**ISEI:** The Socio-Economic Index of Occupational Status, a continuous index which scores occupations in relation to their average education and income levels, thus capturing the attributes of occupation that convert education into income. It is assigned to each employed

individual by matching three-digit ISCO codes for occupation (“isco08\_3d”) with their corresponding value of the ISEI index. We then normalize the index by subtracting the sample mean and dividing by the sample standard deviation. The normalization is performed at country level unless differently specified.

**Elementary Occupation:** We define an “elementary job” dummy, which takes value one when an individual is employed in an elementary occupation, and zero if they are employed in any other occupation. We define elementary occupations as those with a one-digit ISCO code equal to nine. We derive the one-digit ISCO codes from the “isco08\_1d” variable in the EU LFS.

**High Pay Occupations:** We define a “high pay job” dummy, which takes value one when an individual is employed as either a manager, professional or associate professional, and zero otherwise. We define high pay occupations as those with a one-digit ISCO code equal to one, two or three. We derive the one-digit ISCO codes from the “isco08\_1d” variable in the EU LFS.

**Male:** A dummy variable equal to one if individuals are male and zero if they are female, based on the EU LFS variable sex. The variable sex is equal to one when the individual is male, and to two when the individual is female. This definition is used in all countries.

### WEIGHTS

We use the sampling weights provided in the EU LFS (variable “coeffy”) throughout the analysis.

### REGRESSION ANALYSIS

To obtain differentials in labour market outcomes we estimate regressions of the type:

$$Depvar_{ic} = \beta_0 + \beta_1 imm_{ic} + \beta_2 male_{ic} + \beta_3 age_{ic} + \beta_4 age_{ic}^2 + \beta_5 Dedu_{ic} + \beta_6 D_c + \beta_7 D_q + \varepsilon_{ic} \quad (A1)$$

where *Depvar* is the labour market outcome of interest, *imm* stands for the immigrant indicator, *male* is a dummy for male, *age* is the age in years and *age*<sup>2</sup> is its square, *Dedu* are the three education dummies defined above, *D<sub>c</sub>* is a set of country dummies and *D<sub>q</sub>* are quarter dummies that capture potential seasonality. In some specifications we substitute the *imm* dummy with a set of dummies for recent and non-recent immigrants, or for EU and non-EU immigrants, as well as with their pairwise combinations. Each of the figures reported in the tables corresponds to the coefficient  $\beta_1$  resulting in each case. We estimate equation (A1) first separately for each country and then for all the EU14 countries pooled, the EU27 countries and for the whole sample of countries.

We provide *baseline* gaps estimating equation (A1) including only the variables *imm*, *D<sub>c</sub>* and *D<sub>q</sub>*; we also estimate the gap within a country controlling for individual characteristics including *male*, *age* and *Dedu*. Finally, we estimate the complete model for *conditional* gaps (including individual characteristics).

We obtain estimates of differences in employment, occupational status and the probability of being in elementary or high paid occupations (managers, professionals, or associate professionals) by using as dependent variable respectively:

- Employed
- ISEI
- “*elementary job*” dummy
- “*high pay job*” dummy

To assess the impact of individual characteristics on the difference in the probability of being employed as elementary or high paid workers we perform a Gelbach<sup>9</sup> decomposition of the coefficient on  $imm_{ic}$  (Figure 10 and 11).

<sup>9</sup>Jonah B. Gelbach, 2016. “When Do Covariates Matter? And Which Ones, and How Much?”, *Journal of Labor Economics*, University of Chicago Press, vol. 34(2), pages 509-543.

## DATASET

The analysis for the second part of the report is based on the 2021 yearly wave of the European Labour Force Survey (EU LFS), conducted in the 27 Member States of the European Union (not including the UK), 2 candidate countries and 3 countries of the European Free Trade Association (EFTA). At the moment, the LFS microdata for scientific purposes contain data for all Member States plus Iceland, Norway and Switzerland. These are the countries we use in our analysis, with the exception of Iceland for which no annual data are currently available for 2021. In the analysis additional data sources are used, i.e., the Harmonized Learning Outcomes Database (further described in Technical Appendix 2) and the International Migration Database (OECD). For this section of the report, the 2021 yearly wave of the EU LFS is used because some crucial variables needed for the analysis on employment quality (i.e., the country where the highest educational level was completed) are absent in the 2022 wave, as they are part of the 2021 module on the “Labour market situation of migrants and their immediate descendants”.

## SAMPLE

We include in the sample all individuals for which area of origin is known. In our analysis on labor market outcomes, we include only immigrants aged between 25 and 64 years old.

## VARIABLES

In addition to the variables described in Technical Appendix 1, we use the following variables, derived from the EU LFS and other databases.

**First-and second-generation immigrants:** second-generation immigrants are defined as native-born individuals with both parents born outside the current country of residence. Conversely, we classify the native-born with only one parent born in a country different from the country of residence as natives. Second-generation immigrants’ identification is made by means of the variables with information about the country of birth of the mother and the father of the individual (“*cobfath*” and “*cobmoth*”). If father and mother of second-generation immigrants come from two different areas of origin, we assign to the children the area of origin of the mother.

**Years of residence:** the number of years of residence in the host country, available from the variable “*yearesid*”, is regrouped in the following categories: 0-2, 3-4, 5-6, 7-9, 10-14, 15-19, 20-24, 25-29, 30-34, 35-39, 40-44, 45-49, 50-59, 60-69, 70-79, 80-89.

**“First-generation (foreign edu.)” and “First-generation (domestic edu.)”:** we classify first-generation immigrants as “foreign edu.” if the year in which the highest formal qualification is obtained (“*hatyear*”) is lower than the year of arrival in the current country of residence (computed as survey year, i.e., 2021, minus “*yearesid*”<sup>10</sup>). We include in this category immigrants for whom the variable “*hatyear*” is not applicable by construction (i.e., with less than primary education) and those for whom this information is missing. We classify first-generation immigrants as “domestic edu.” if the year in which the highest formal qualification is obtained is higher than the year of arrival in the current country of residence.

<sup>10</sup>The variable “*yearesid*” is reported in five-year intervals for values larger than 10, hence in these cases we take the central point of the interval as reference.

**“Overeducation”:** we define individuals as “over-educated” if their education level is higher than the modal level of natives’ education in the same country, 3-digits ISCO occupation and 10-years age groups. The analysis on overeducation risk is performed on the subsample of employed individuals, aged 25-64, highly educated and with non-missing information on both education and occupation.

**Education quality measures:** we rely on the Harmonized Learning Outcomes (HLO) Database to measure a country’s educational quality.<sup>11</sup> The HLO is a globally comparable database of 164 countries, covering the years from 2000 to 2017, and reaching a coverage of 98% of the global population. We measure the (time-invariant) “educational quality” for each country as the average math score for each country in the whole period (2000-2017). For countries where no math test is available, we use the average reading score.

For some foreign-educated immigrants, we do not observe the country of education, but only the area of origin. In these cases, we compute a weighted average measure of education quality by origin area, where the country-of-destination-specific weights are given by the size of the foreign-born population from each origin country in 2021, which we obtain from the International Migration Database of the OECD.<sup>12</sup> We additionally use data about population size from the World Bank database, in order to circumvent some informational shortages in OECD database. In particular, in the OECD database some immigrants are registered as born in “former USSR” or “former Yugoslavia” countries, without detailed information about the precise country. In these cases, we compute a weighted average of education quality in these areas by weighting each former USSR (Yugoslavia) count as according to its 2021 population size.

Immigrants from Cyprus and Croatia are missing the education quality variable as these countries are not part of OECD and thus, they are not included in the OECD Database on population composition. For this reason, they are excluded from this part of the analysis. For Italy, we retrieve the information on the stock of immigrants from former USSR or former Yugoslavian countries from the 2021 Census,<sup>13</sup> for lack of detailed information in the OECD database.

**WEIGHTS**

We use the sampling weights provided in the EU LFS (variable “coeffy”) throughout the analysis.

**REGRESSION ANALYSIS**

We estimate the differential between natives and first-generation foreign-educated, first-generation domestically-educated, and second-generation immigrants in several labour market outcomes. Specifically, we use as dependent variables:

- Employed
- “elementary job” dummy
- “high pay job” dummy
- “overeducated” dummy

<sup>11</sup> Angrist, N., Djankov, S., Goldberg, P.K. et al. “Measuring human capital using global learning data.”, *Nature* 592, 403–408 (2021).  
<sup>12</sup> International Migration Database (oecd.org)  
<sup>13</sup> Stranieri residenti al 1° gennaio (istat.it)

Moreover, we estimate the assimilation profiles of first-generation immigrants over years since migration in the labour market for a time span of 30 years since migration, for each of the above-mentioned labour market outcomes.

For each of these dependent variables, we estimate a regression of the following type, on the aggregate sample, separately for male and female individuals and (or) separately for only European or Non-European immigrants:

$$Depvar_{ic} = \beta_0 + \beta_1 first\ gen_{(foreign\ edu)_i} + \beta_2 first\ gen_{(domestic\ edu)_i} + \beta_3 sec\ gen_i + \beta_4 age_i + \beta_5 age_i^2 + \beta_6 Dedu_i + \beta_7 D_c + \beta_8 D_q + \varepsilon_i \quad (B1)$$

where *Depvar* is each of the described dependent variables, *first gen (foreign edu)* and *first gen (domestic edu)* and *sec gen* are three dummy variables that denote our three groups of immigrants, *sex* is a dummy for males, *age* is the age in years and *age<sup>2</sup>* is its square, *Dedu* are the three education dummies defined above, *D<sub>c</sub>* is a set of country dummies and *D<sub>q</sub>* are quarter dummies that capture potential seasonality.

In the analysis on assimilation profiles, we replace the *first gen* dummy in equation (B1) with a set of 9 dummy variables for groups of 2 to 5-years since migration (i.e., 0-2; 3-4; 5-6; 7-9; 10-14; 15-19; 20-24; 25-29; 30-34), as follows:

$$Depvar_i = \beta_0 + \beta_1 D\ YSM + \beta_2 age_i + \beta_3 age_i^2 + \beta_4 Dedu_i + \beta_5 D_c + \beta_6 D_q + \varepsilon_i \quad (B2)$$

In the graphs in the text, we plot the coefficients  $\beta_i$  for each year-since-migration group.

We provide *baseline* labour market gaps estimating equation (B1) including only the variables *first gen (foreign edu)*, *first gen (domestic edu)*, *sec gen*, *D<sub>c</sub>* and *D<sub>q</sub>*; we then estimate the complete model for *conditional* gaps (including individual characteristics such as *age*, *age<sup>2</sup>* and *Dedu*). In all cases the sample includes only natives and immigrants in working age and who are likely to have finished their full-time education (25-64 years old). In part of the analysis, we further restrict the sample to highly educated individuals only.

To assess the impact of individual demographic characteristics (e.g., age and gender) and of education quality on the immigrant native gaps, we perform a Gelbach decomposition of the coefficient on *first gen (foreign edu)*, i.e., exclusively on the subsample of immigrants who obtained the highest formal qualification before the arrival in the current country of residence.



### **Migration Observatory**

The Migration Observatory is a Centro Studi Luca d'Agliano - Collegio Carlo Alberto joint research initiative which has been funded by the Compagnia di San Paolo since 2016. The main objective is to study analytically topical issues on migration, such as the implications of different migration policies from an international and cross-disciplinary perspective. Also, it aims to construct a critical mass of academic knowledge in order to increase the visibility of Collegio Carlo Alberto and Centro Studi Luca d'Agliano in the policy debate. The Migration Observatory activities are organised in collaboration with FIERI.

### **Centro Studi Luca d'Agliano**

The Centro Studi Luca d'Agliano was founded in Turin in 1986 by the family of Luca d'Agliano, his friends, and some of his teachers. It is currently located at the Collegio Carlo Alberto in Torino and at the University of Milan. It is a non-profit research institution contributing original research in the field of international and development economics. Particular emphasis is placed on the training of young scholars and in giving them the opportunity of acquiring a truly international perspective. The activities of the Centro Studi mainly focus on academic research, but it also greatly contributes to the policy debate.

### **Fondazione Collegio Carlo Alberto**

The Collegio Carlo Alberto is a foundation created in 2004 as a joint initiative of the Compagnia di San Paolo and the University of Torino. Its mission is to foster research and high education in the social sciences, in accordance with the values and practices of the international academic community, through a threefold action plan: the production of first-rate research in Economics, Public Policy, Social Sciences and Law; the provision of top-level undergraduate and graduate education in the above disciplines; the contribution to the public policy debate.

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