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TOMMASO FRATTINI  
WITH ANISSA BOUCLAGHEM

**10th Migration Observatory  
Report:  
"Immigrant Integration in  
Europe"**



CENTRO STUDI LUCA D'AGLIANO



Research  
Education  
Outreach

**CCA**

# IMMIGRANT INTEGRATION IN EUROPE

10th Migration Observatory Report

May 2026

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# IMMIGRANT INTEGRATION IN EUROPE

10th Migration Observatory Report

May 2026

Tommaso Frattini (University of Milan, LdA and CEPR)  
*with* Anissa Bouchlaghem (LdA)

This report is prepared within the Migration Observatory project, jointly carried out by Collegio Carlo Alberto and Centro Studi Luca d'Agliano and funded by Fondazione Compagnia di San Paolo.



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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.

## **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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# Executive summary

VI

IMMIGRANT INTEGRATION IN EUROPE 10TH MIGRATION OBSERVATORY REPORT

This is the 10th edition of the Migration Observatory annual report on immigrant integration in Europe.

The report draws on data from the latest edition of the European Labour Force Survey (2024) and is structured in two parts. In the first, we provide a concise, easily accessible, and up-to-date overview of the size, characteristics, and relative economic performance of the foreign-born population across European countries. In the second part, we analyse how such aspects have evolved over the last ten years, comparing size, demographic profile, educational attainment, and labour market outcomes of immigrants in 2015 and in 2024.

The decade 2015-2024 was characterised by structural upgrading and employment expansion across Europe. Migrants participated in this transformation and improved in absolute terms across several dimensions. However, relative gaps with natives narrowed only marginally. The stability of baseline gaps masks substantial internal shifts in origin composition, duration of stay, and cross-country dynamics. Economic integration progressed, but convergence remained partial and uneven.

The key findings are summarised below.

## PART I - IMMIGRANT INTEGRATION IN EUROPE IN 2024

### Immigrant population - size and characteristics

***Bottom line:** More than one in eight residents of the EU is an immigrant. This ratio increases to almost one in six when focusing on EU14 countries, where most immigrants live. The number of foreign-born residents in the EU remained stable from 2023 to 2024. About one in five immigrants living in a European country in 2024 have emigrated within the previous five years. About half of the immigrants are European. The share of tertiary-educated natives and immigrants is strongly correlated across countries.*

- In 2024, immigrants account for 12.7% of the total population in the EU (EU27). Most of them (52.5 million) live in an EU14 country, where the share of immigrants in the population is 16%.
- Immigrant concentration is highly heterogeneous across countries. The share of immigrants ranges from as low as about 0.4% in Romania, 0.43% in Bulgaria to as high as 23% in Sweden, 34% in Switzerland, and 56% in Luxembourg.

- In 2024, about one in five immigrants (19%) living in a European country had emigrated within the previous five years, whereas in 2023 this share was 18%. Among the countries with more than 1% of immigrants in the population, Cyprus, the Czech Republic, Ireland, Lithuania, Luxembourg, Malta, the Netherlands, Portugal, and Poland have this share above 25%.
- Most immigrants (53%) were born in another European country: 29% are from an EU member state, while an additional 24% were born in a European country outside of the EU. Among the other areas of origin, Africa and the Middle East account for 18% of all immigrants, while 16% are from Asia and 13% from the Americas or Oceania.
- Among the foreign-born population, 52% are women. The share of immigrant women is highest, around 60%, in the Baltic countries (Estonia, Latvia, and Lithuania).
- Overall, one-third of immigrants have tertiary education, and a similar share have completed lower secondary education, with the remainder having reached upper secondary education. However, the educational levels of immigrants vary considerably across destinations.
- 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 (only 15% have tertiary education) and the second lowest (after Romania) share of natives with tertiary education (24%). Conversely, Luxembourg and Ireland have among the highest shares of tertiary-educated immigrants, respectively 62 and 66%.

## Employment

**Bottom line:** *Immigrants have a lower probability of employment than natives, especially in central and northern Europe. The employment gap is stable relative to previous years and is smaller for earlier migrants and for those from EU countries. When individual characteristics are taken into account, gaps change only slightly.*

- On average, across Europe, immigrants are nine percentage points less likely to be employed than natives. The gap decreases by only two percentage points when individual characteristics are taken into account, leaving a seven percentage point gap.
- Employment gaps are more sizable in central and northern European countries like the Netherlands (-15 percentage points), Finland (-14 percentage points), France and Belgium (-13 percentage points), and Sweden and Germany (-12 percentage points).

- Smaller employment gaps are visible in Portugal (-1 percentage points), the Czech Republic (-2 percentage points), and Italy (-3 percentage points) which also displays the lowest native employment probability in Europe. In Ireland, immigrants are as likely as natives to be employed; in Luxembourg, Malta and Poland, the differential is positive.
- Immigrants' age-gender-education profiles cannot fully explain differentials in employment probabilities, indicating that additional immigrant-specific factors contribute to these gaps.
- The employment probability of EU immigrants is only two percentage points lower than that of natives, whereas immigrants from outside the EU display a disadvantage of 11 percentage points. Such differences do not depend on demographic and educational characteristics: individuals with the same age-gender-education profiles face fewer difficulties finding a job if they come from an EU rather than a non-EU country. 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 eleven percentage points lower (18 versus 7 percentage points) between immigrants with less than five years of residence and those who have been in the country for six years or more.

### Occupational status

**Bottom line:** *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 Socio-Economic Index of Occupational Status, ISEI).
- 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 percentage points higher than natives. Likewise, natives are more concentrated than immigrants in the three highest-paid occupational categories: managers, professionals and associate professionals (48% versus 35%).

- 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 15 percentage points more likely than natives to work in an elementary occupation. Among their co-nationals who arrived earlier, the gap is only slightly lower (13 percentage points).
- As with the employment gap, differences in individual characteristics between immigrants and natives can explain only a small part of the occupational disadvantage of immigrants. They account for 23% of the differential probability of having an elementary occupation and 38% of the differential probability of working in one of the three highest-paid occupational categories.
- In countries where the occupational distribution of immigrants is more similar to that of natives, immigrants tend to perform better also in terms of employment probability. Conversely, 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 - A DECADE OF CHANGE IN THE ECONOMIC INTEGRATION OF MIGRANTS (2015-2024)**

### **Size and characteristics**

***Bottom line:** Between 2015 and 2024, migrants became a structural component of EU countries, increasing from 12.1% to 15.5% of the population in EU14 countries, albeit with significant cross-country heterogeneity. Moreover, the composition of migrant populations shifted away from predominantly EU-origin toward an increasingly larger presence of non-EU migrants.*

- In EU14 countries, about one in six residents was foreign-born in 2024, whereas only one in ten was foreign-born in 2015. Across the EU27, the increase was similarly sustained, though levels are lower.
- The increase was uneven across EU Member States. Malta (+19 percentage points) and Cyprus (+8 percentage points) recorded strong growth, while Greece remained broadly stable, and Latvia and Lithuania experienced slight declines. Migrants remain primarily concentrated in Western European countries.
- The composition of origins changed over the decade. In EU14 countries, the share of EU-born migrants declined from 35% to less than 28%, while the share of migrants from West Asia and North Africa increased from 18% to 20%. In countries such as Germany and Austria, these shifts were particularly pronounced.

- The share of migrants from the Americas also increased, especially in Spain, where it rose from 37.5% to 49% of the foreign-born population.

## Education

**Bottom line:** *Educational attainment improved among migrants over the decade. However, similar or stronger educational upgrading among natives meant that relative education gaps did not narrow in most countries. Educational convergence was therefore partial and highly heterogeneous across Europe.*

- In EU14 countries, the share of tertiary-educated migrants increased from around 26% in 2015 to 32% in 2024. However, educational attainment among natives rose even more rapidly over the same period, implying that the relative education gap widened over time.
- Educational upgrading was uneven across EU countries. Some countries, such as Denmark, Latvia, Lithuania, and Sweden, experienced substantial increases in the share of tertiary-educated migrants, while in others progress was limited. In most EU14 countries, the rise in tertiary education attainment among natives matched or exceeded that of migrants, indicating that educational upgrading largely reflects broader structural trends in European societies rather than migrant-specific convergence.

## Employment

**Bottom line:** *Between 2015 and 2024, employment increased substantially for both migrants and natives. As a result, the aggregate migrant-native employment gap remained broadly stable. Behind this stability lie divergent country trends and offsetting compositional effects.*

- Across EU14 countries, native employment increased by more than six percentage points over the decade. Migrants' employment also increased. As a result, the migrant-native employment gap remained close to ten percentage points in both 2015 and 2024.
- Adjusting for differences in age, gender and education reduces the employment gap only moderately, indicating that demographic and educational composition explains only part of migrants' disadvantage.
- Country trajectories diverged. Denmark, Sweden, and Slovenia recorded reductions in the employment gap. In contrast, Greece, Cyprus, Italy, and Portugal experienced widening gaps, largely due to exceptionally strong employment growth among natives rather than declining outcomes for migrants.

- Origin differences remain central. In 2015, non-EU migrants in EU14 countries faced an employment gap of about -13 percentage points relative to natives, compared with around -3 percentage points for EU-born migrants. By 2024, the gap for non-EU migrants narrowed slightly, while the EU-born gap remained broadly unchanged.
- Over the same period, the share of non-EU migrants increased. Given their initially larger disadvantage, this shift in composition would have exerted upward pressure on the aggregate employment gap. Instead, improvements among non-EU migrants partly counterbalanced this demographic effect.
- Duration of residence continues to matter. In 2015, recent migrants faced an employment gap of about -18 percentage points, compared with roughly -7 percentage points among those resident for more than five years. By 2024, the gap for earlier migrants narrowed slightly, while the gap for recent migrants widened, largely reflecting the increased presence of non-EU migrants among new arrivals.

### Occupational status

***Bottom line:** Migrants' occupational positioning improved moderately over the decade, reflecting both structural upgrading of European labour markets and some degree of relative advancement. Nonetheless, substantial occupational quality gaps persist, particularly for non-EU migrants.*

- In EU14 countries, the average occupational-status gap between immigrants and natives (measured by ISEI) declined from -0.42 standard deviations in 2015 to -0.40 in 2024, corresponding to a reduction of about 5%.
- When comparing migrants and natives with similar age, gender, and education profiles, the occupational gap declined more strongly, although it remained sizeable. This suggests some improvement in relative occupational allocation, even as educational differences evolved.
- The share of migrants employed in elementary occupations decreased from almost 21.5% in 2015 to around 18% in 2024. Among natives, the corresponding decline was from 7.3% to 6%. Although the migrant-native gap narrowed, migrants remain disproportionately concentrated in low-status occupations.
- At the upper end of the occupational distribution, migrants' presence expanded. The share employed in highly skilled occupations increased from 29% to 34%, while among natives it rose from 46% to 50%. Despite somewhat faster growth among migrants, they remain underrepresented in the highest-status jobs.
- Progress was uneven across countries. In some EU countries the occupational-status gap narrowed significantly, while in others it widened or remained stable.

- Origin differences remain pronounced. Although occupational gaps declined for both EU and non-EU migrants, non-EU migrants continue to face larger disadvantages.
- Duration patterns reveal a distinct dynamic: recent migrants are more likely than earlier migrants to hold high-skilled jobs yet also face higher employment gaps. This suggests that employment access and job quality do not move in parallel and that occupational allocation remains segmented across migrant groups.

# Introduction

Migration has become a defining feature of contemporary European societies. In many countries across the continent, immigrants now represent a substantial share of both the population and the workforce. Their presence reflects a variety of migration dynamics, including labour mobility within the EU, humanitarian inflows, and family reunification. As a result, migrants are not a marginal component of European labour markets, but an increasingly structural one. Understanding how they participate in economic life is therefore essential for assessing the broader economic and social implications of migration.

The labour market plays a central role in the process of immigrant integration. Access to employment determines individuals' economic opportunities and shapes their prospects for social mobility and long-term participation in the host society. Employment and occupational outcomes influence earnings, career trajectories, and the effective use of migrants' skills. For this reason, differences in labour market outcomes between immigrants and natives remain a key dimension of economic integration. Identifying where such differences persist, and how they evolve over time, is crucial for understanding the opportunities and challenges associated with migration in Europe.

This report provides a comparative overview of the labour market integration of immigrants across European countries. Drawing on data from the European Labour Force Survey, it examines the demographic characteristics of the foreign-born population and their labour market outcomes relative to natives. The analysis focuses on employment probabilities and occupational status, while also considering differences in education and the composition of migrant populations across countries. By presenting a consistent set of indicators across European labour markets, the report aims to contribute to an evidence-based understanding of migrant integration.

This edition marks the 10th Migration Observatory Report. Reaching this milestone provides an opportunity not only to document the current situation, but also to take a broader view of how immigrant integration has evolved over time. For this reason, the report combines a snapshot of the most recent labour market outcomes with a longer-term perspective on developments over the past decade. The period since the mid-2010s has been characterised by important demographic and economic changes, making it particularly relevant for assessing how the integration of migrants has evolved across European labour markets.

The first part of the report focuses on the current situation of immigrants in European labour markets. It examines the size and characteristics of the foreign-born population, including their educational attainment and countries of origin. It then analyses key labour market outcomes, such as employment probabilities and occupational status, comparing immigrants and natives across European countries. Particular attention is given to differences between migrants originating from EU and non-EU countries, as well as to the role of duration of residence in shaping labour market outcomes.

The second part adopts a dynamic perspective and examines changes between 2015 and 2024. This period encompasses multiple developments that have shaped migration and labour markets across Europe, including the large refugee inflows of the mid-2010s, the disruption associated with the COVID-19 pandemic, and the subsequent recovery of employment in many countries. During these years, the foreign-born population in several European economies increased substantially and its composition evolved. At the same time, labour markets themselves changed, with overall employment rising and the occupational structure gradually shifting toward higher-skilled jobs. The analysis explores how these demographic and economic developments have affected the labour market integration of migrants over the decade.

Taken together, the evidence presented in this report highlights both progress and persistent challenges. Migrants have participated in the employment growth observed across many European economies, and their educational attainment has improved over time. At the same time, differences in employment probabilities and occupational allocation relative to natives remain present in most countries, and these gaps vary substantially across migrant groups and national contexts. Understanding these patterns is essential for interpreting the economic role of migration in Europe.

To ensure accessibility, the report presents results primarily through graphical evidence and concise discussion in the main text. More detailed results are reported in the Tables Appendices, while the Technical Appendices provide information on the data and methodology used in the analysis. Throughout the report, immigrants are defined as individuals who were born outside their current country of residence.

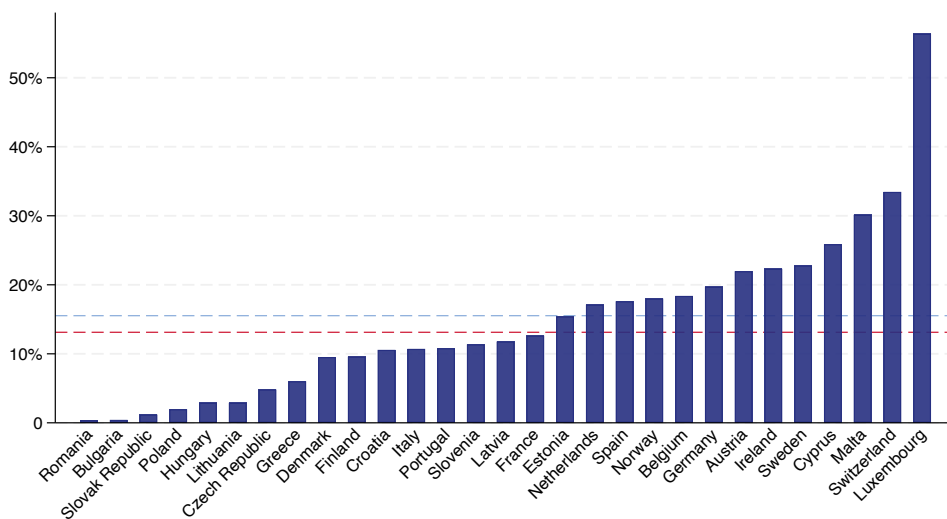
# PART I: IMMIGRANTS IN THE EUROPEAN LABOUR MARKET

## IMMIGRANT POPULATION - SIZE

In 2024, approximately 13% of European residents were born in a country other than their current country of residence. Most of them, 52.5 million, live in an EU14 country, where immigrants constitute almost 16% of the population. However, there is considerable variation in the relative size of immigrant populations across Europe. In most Eastern European countries, the immigrant share is extremely low, standing at less than 1% in Bulgaria and Romania, 1% in Slovakia, 2% in Poland, 3% in Hungary, and 5% in the Czech Republic. Among EU14 countries, the proportion of immigrants ranges from nearly 6% in Greece to 23% in Sweden, and peaks at 56% in Luxembourg. Among EFTA (European Free Trade Area) - but not EU - countries, the immigrant share is close to 34% in Switzerland (Figure 1).

FIGURE 1: IMMIGRANTS ACCOUNT FOR 13% OF THE EUROPEAN POPULATION

Share of immigrants in the total population (2024)



Note: Blue line: EU average (15.5%); red line: EU27+2 average (13.12%)

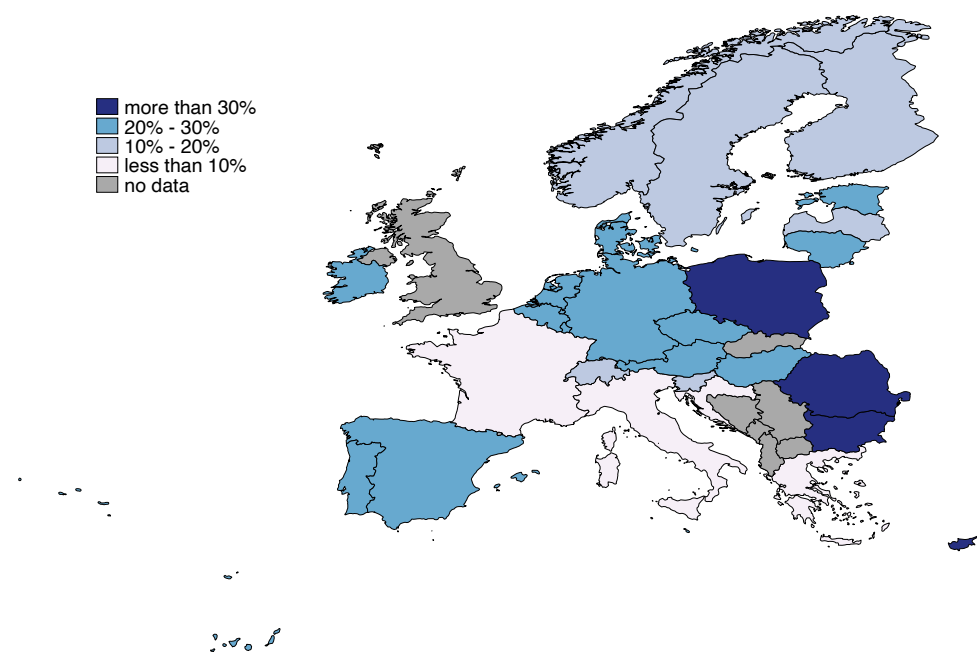
The foreign-born population in Europe has been slowly but steadily increasing in recent years. Between 2015 and 2024, the number of immigrants grew by nearly 19 million, equivalent to slightly more than 4% of the total European population. We will specifically investigate how the immigrant population in Europe has changed over the last decade in the second part of this report.

Most immigrants have resided in their host country for a considerable period: in 2024, fewer than one in five had arrived within the previous five years (19%). In 2023, however, this share was almost one percentage point lower, indicating a slight increase in net immigration inflows into Europe over the past year.

This aggregate figure masks significant cross-country differences. Among countries where immigrants account for more than 1% of the population, Cyprus (34%), the Czech Republic (30%), Malta (30%), and Poland (49%) record the highest shares of recently arrived immigrants. In Ireland (27%), the Netherlands (28%), Portugal (27%), Lithuania (27%), and Luxembourg (27%) as well, more than one in four immigrants has been in the country for at most five years (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-born population (2024)

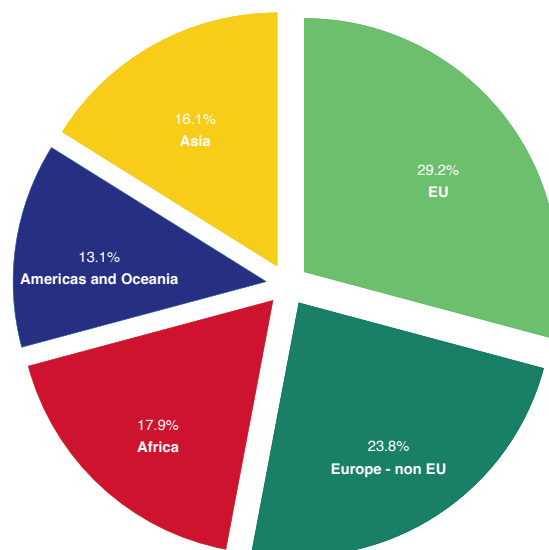


### IMMIGRANT POPULATION - CHARACTERISTICS

A long-standing but often underappreciated feature of European immigration is that most foreign-born residents (53%) originate from another European country. EU mobile citizens alone make up 29% of the overall immigrant population, while a further 24% were born in non-EU European countries. Among other regions of origin, Africa and the Middle East account for 18% of all immigrants, while 16% come from Asia, and 13% from the Americas or Oceania (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 (2024)



In terms of gender composition, women represent 52% of all immigrants, consistent with previous years. Only a few countries, such as Malta (57%) and Slovenia (53%), have a more male-dominated immigrant population.

Regarding education, about one-third of both immigrants (33%) and natives (37%) have attained a university degree on average across Europe.<sup>1</sup> However, while the share of highly educated immigrants is comparable to that of natives, immigrants are significantly more likely to have no more than lower secondary education: 33% of immigrants and 17% of natives fall in this low education category.

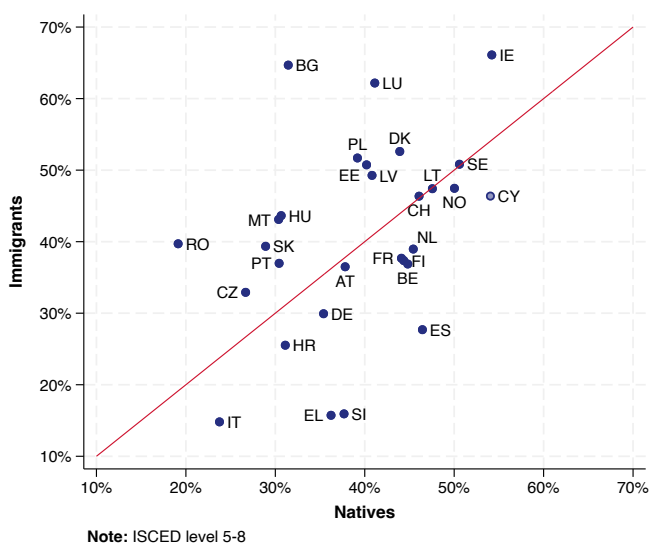
The degree of educational polarisation among immigrants varies by country. Italy has the least educated foreign-born population, with almost 43% having at most lower secondary education and only 15% holding a university degree. Similarly, 40% of immigrants in Greece have no more than lower secondary education, and 16% have tertiary education. Conversely, Ireland and Luxembourg have some of the highest shares of tertiary-educated immigrants, 66% and 62%, respectively, followed by Denmark, with 53% of migrants having university education. These cross-country differences closely mirror the educational levels of native populations: countries with a more educated

<sup>1</sup> Note that here and below we focus on the age range 25-64, to exclude individuals who may have not yet completed their education, and those who are not in working age.

native workforce 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, but it also has the second lowest share of natives with tertiary education (24%), after Romania (19%).

**FIGURE 4: COUNTRIES WITH MORE EDUCATED NATIVES ATTRACT MORE EDUCATED IMMIGRANTS**

Shares of immigrants and natives with tertiary education, by country (2024)



Note: ISCED level 5-8

## IMMIGRANT POPULATION - LABOUR MARKET OUTCOMES

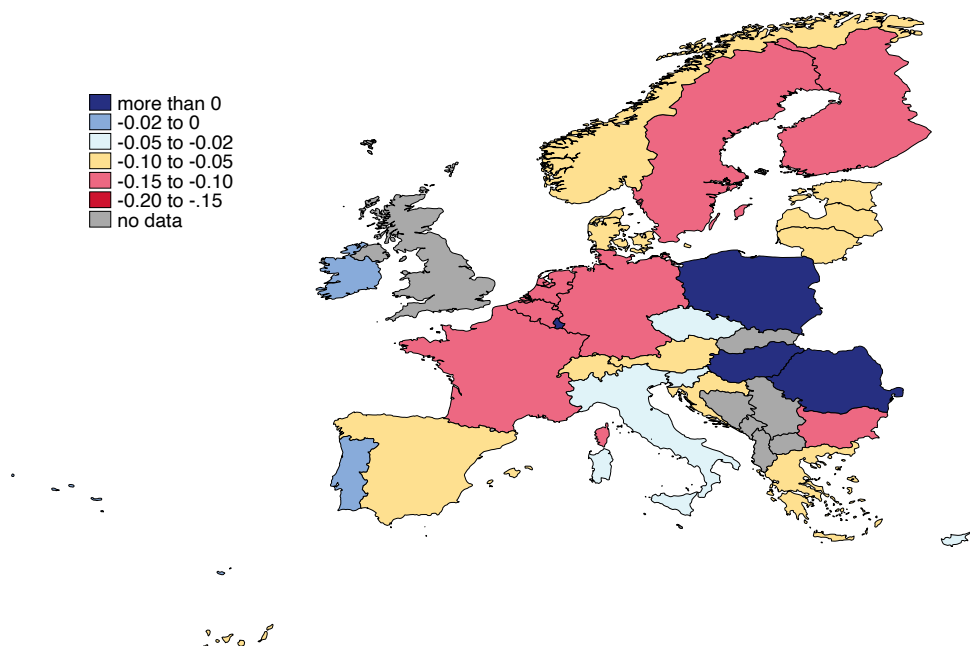
### Employment

On average, immigrants have worse labour market outcomes than natives. In 2024, they were nine percentage points less likely to be employed than natives. Given that the employment rate of natives across Europe is almost 80%, this translates to an 11% lower likelihood of employment for immigrants (as in 2023).

Among countries with large immigrant populations, the employment gap is particularly pronounced in central and northern European countries such as the Netherlands (-15 percentage points), Finland (-14 percentage points), Belgium and France (-13 percentage points), and Sweden and Germany (-12 percentage points), whereas it is smaller in Cyprus (-4 percentage points), Italy (-3 percentage points), and the Czech Republic (-2 percentage points). However, Italy's smaller employment gap is partly explained by the relatively low employment rate among native Italians (71%, compared with a European average of 80%). As a result, immigrants in Italy do not have a high probability of employment in absolute terms, but only relative to the native population. In Ireland and

Portugal, by contrast, there is no statistically significant difference in the probability of employment between immigrants and natives. In Luxembourg, Malta and Poland, immigrants are even more likely to be employed than natives (+3, +5 and +6 percentage points, respectively, see Figure 5).

**FIGURE 5: IN MOST COUNTRIES, IMMIGRANTS ARE LESS LIKELY THAN NATIVES TO HAVE A JOB**  
Immigrant-native differences in employment probability (2024)



So far, we have examined the differences in labour market outcomes between the average immigrant and the average native, highlighting that immigrants tend to have a lower probability of employment. This gap may stem from immigrant-specific barriers to labour market integration, such as discrimination by employers, challenges in obtaining formal recognition of foreign qualifications, limited transferability of skills acquired abroad, and insufficient fluency in the host country's language. However, differences in characteristics such as age distribution, gender composition, and educational attainment between immigrants and natives may also contribute to the observed employment disparity.

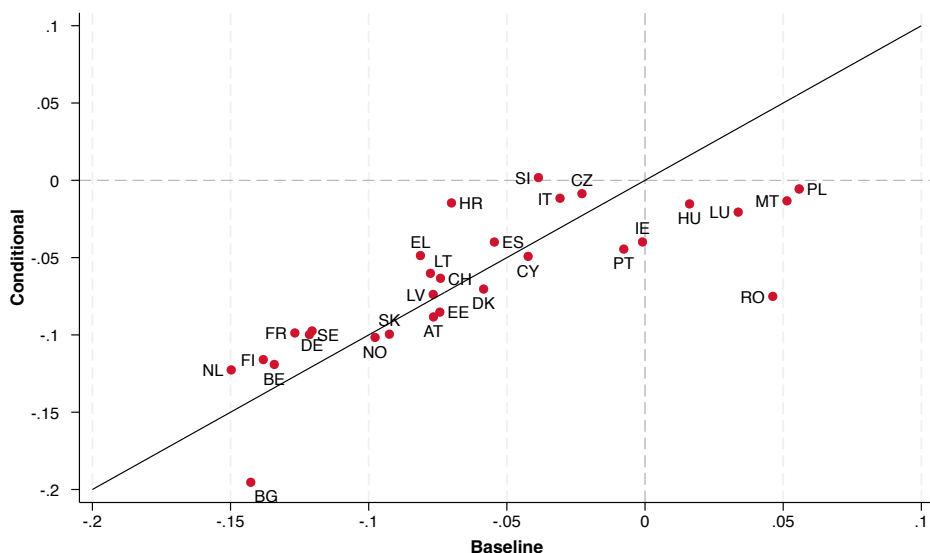
Understanding the underlying causes of this gap is crucial, as the appropriate policy responses depend on whether the disparity is driven by structural barriers faced by immigrants or by differences in demographic and educational profiles. To distinguish between these factors, we can compare the employment probabilities of immigrants and natives with similar age, gender, and education profiles. This adjustment only marginally reduces the employment gap, which remains at just over seven percentage points across Europe. This finding suggests that, on average, immigrants and natives across Europe

have a comparable mix of labour market characteristics. More importantly, it indicates that demographic and educational differences alone do not fully explain immigrants' employment disadvantage, implying that additional barriers must be addressed to close the gap.

However, employment disparities vary across countries. In some cases, the raw employment gap (*baseline gap*) differs significantly from the gap observed after adjusting for demographic and educational differences (*conditional gap*), as illustrated in Figure 6. The graph plots *baseline employment gaps* on the horizontal axis and *conditional gaps* on the vertical axis. Countries positioned below the 45-degree line are those where immigrants, after accounting for their demographic and educational characteristics, face greater employment disadvantages (or smaller advantages) than initially observed. This suggests that immigrants in these countries possess characteristics that should make them more employable than natives, yet they still face greater difficulties in securing employment. Conversely, countries above the 45-degree line are those where immigrants, after adjustment, exhibit smaller employment gaps (or greater advantages) than initially estimated, indicating that differences in age, gender, and education explain a larger share of the observed employment disparity.

**FIGURE 6: DEMOGRAPHIC CHARACTERISTICS DO NOT EXPLAIN THE IMMIGRANT-NATIVE EMPLOYMENT GAP**

Baseline and conditional differences in employment probability (2024)



EU immigrants tend to achieve significantly better employment outcomes than their non-EU counterparts. In several countries, including Poland (+12 percentage points), Estonia (+8 percentage points), Luxembourg and Malta (+7 percentage points), Hungary and Ireland (+5 percentage points), Portugal (+4 percentage points), and Cyprus (+3 percentage points), they even outperform natives.

Looking at the employment probability gap, across all European countries EU immigrants have a baseline employment probability that is two percentage points lower than that of natives, in line with the gap measured in 2023; instead, for non-EU immigrants the gap is much larger (-11 percentage points), but it is one percentage point lower than the previous year. The stronger labour market performance of EU immigrants, relative to non-EU immigrants, is only partially explained by differences in age, gender, and education composition. Even when comparing EU and non-EU immigrants to natives with similar individual characteristics, substantial employment disparities persist between the two groups. For EU immigrants, the employment probability gap remains virtually unchanged after controlling for demographics, while for non-EU immigrants, it narrows slightly to -9 percentage points. This persistent difference suggests that EU immigrants benefit from a more favourable institutional framework, rather than from differences in their labour market characteristics. For instance, recognition of foreign qualifications and access to regulated professions are generally more straightforward for EU than for non-EU citizens, facilitating their labour market integration. Additionally, freedom of movement within the EU allows EU citizens to relocate more flexibly, enabling them not only to settle in countries with higher labour demand but also to leave if employment opportunities decline, either returning to their country of origin or moving to another EU country at a lower cost.

As expected, immigrants who have spent more time in the host country tend to experience higher labour market integration. Among recent immigrants (those who have been in the country for no more than five years), the average employment gap compared to natives is -18 percentage points, or -19 percentage points when adjusted for age, gender, and education. For earlier immigrants (those with more than five years of residence), the gap shrinks to -7 percentage points, -5 percentage points when accounting for individual characteristics. Although these figures are derived from a cross-sectional dataset, meaning they compare different groups of migrants rather than tracking the same individuals over time, they still suggest a process of labour market assimilation – at least in terms of employment probability – among foreign-born workers. This could result from immigrants acquiring country-specific skills, such as language proficiency. However, selective outmigration may also play a role, with less successful immigrants returning home or migrating elsewhere after a few years in the host country.

This process is particularly visible among non-EU immigrants: their employment disadvantage declines from -23 percentage points among recent arrivals to -9 percentage points for those with longer tenure in the host country. In contrast, recent EU migrants have employment probabilities comparable to natives, whereas earlier EU migrants experience a slightly larger employment gap of -2 percentage points.<sup>2</sup>

Interestingly, when controlling for demographic characteristics, the employment probability gap for recent EU migrants widens, while it narrows for earlier EU migrants: these changes make the *conditional* employment gap, on average across all European countries, identical for recent and earlier EU migrants. This pattern is driven by the fact that recent EU migrants tend to have more favourable age, gender, and education profiles, making them more employable than those who emigrated earlier. Note that EU14 countries display a slightly different situation: in those countries, the *baseline* and *conditional* employment gaps for recent EU migrants are identical, and not statistically significant, meaning that recent EU immigrants in EU14 countries have the same employment probability as natives with same educational and demographic profiles.

### Occupational Status

Employment probability is a broad but limited measure of labour market integration. A more comprehensive assessment must also consider the nature of the jobs that employed individuals perform. Jobs vary not only in earnings potential but also in terms of occupational hazards, prestige, and social status. To capture these differences, we use the Socio-Economic Index of Occupational Status (ISEI), a continuous measure that ranks occupations based on their average education and income levels. This index reflects the extent to which different occupations translate education into earnings, providing a more nuanced view of labour market integration.<sup>3</sup> Higher ISEI values indicate occupations with greater socio-economic status, while lower values correspond to less prestigious and lower-paid jobs. To ensure cross-country comparability, we standardised the measure so that the mean is zero and the standard deviation is one within each country. As a result, positive values represent occupations that are more prestigious and better remunerated than the national average, whereas negative values indicate jobs that rank below the national norm in terms of status and earnings.

Figure 7 illustrates the distribution of occupational status among immigrants and natives across European countries. If the two groups had identical occupational distributions, the graph would display a straight line at zero. However, the actual distribution deviates from this, revealing important differences. The line appears above zero at points where immigrants are overrepresented relative to natives and below zero where they are

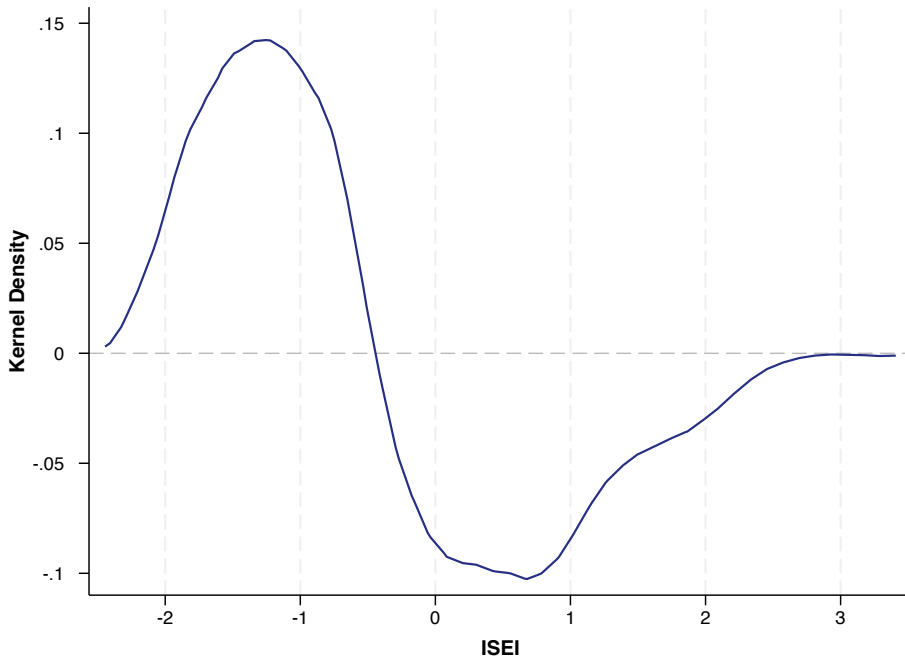
2 All the aggregate percentages refer to the estimates for the entire sample of countries in EU-LFS (i.e. 'All' in the Tables in the Appendix).

3 See Ganzeboom, H B G and D J Treiman (2003), "Three Internationally Standardised Measures for Comparative Research on Occupational Status", in J H.P. Hoffmeyer-Zlotnik and C 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.

underrepresented. The figure clearly shows that, on average, across Europe, immigrants are significantly more likely than natives to be employed in lower-paid, lower-status occupations. By contrast, they are less present in mid-level professions that fall in the middle of the occupational prestige scale.

#### FIGURE 7: IMMIGRANTS' JOBS ARE LESS PRESTIGIOUS AND LESS REMUNERATED THAN NATIVES'

Immigrant-native difference in distribution along the occupational status scale (2024)



Note: ISEI standardized at country level

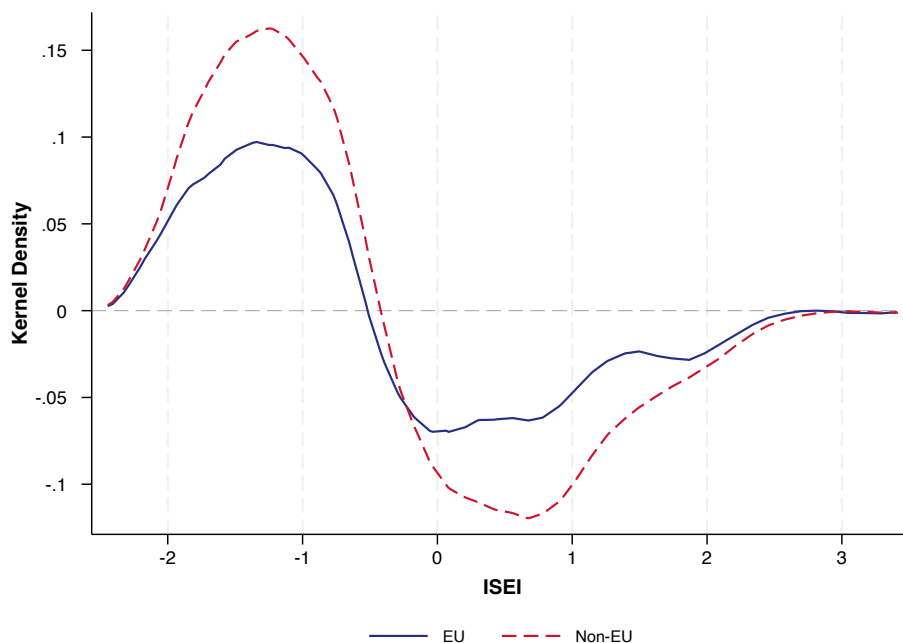
Due to this greater polarisation - particularly their higher concentration at the bottom of the occupational scale - immigrants tend to have a lower overall occupational status than natives. Across all European countries, the mean ISEI score for immigrants is 33% of a standard deviation lower than that of natives. In EU14 countries, this difference increases to -39%. Among countries with a substantial immigrant population, Italy exhibits the largest occupational status gap, with immigrants scoring 72% of a standard deviation lower than natives.

The occupational status distributions of EU and non-EU migrants follow similar patterns (Figure 8). However, EU migrants tend to be slightly closer to natives, as they are less concentrated in lower-status jobs and have a higher presence in mid-tier professions. The mean occupational prestige gap between EU migrants and natives across all European countries is -18% of a standard deviation, whereas for non-EU migrants, it is -40%.

These differences widen in EU14 countries, where the gaps increase to -26% and -45%, respectively. Differences in age, gender, and education profiles explain only 38% of the occupational status gap for EU immigrants and 37% for non-EU immigrants, suggesting that other structural barriers contribute to occupational disparities.

**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 (2024)



Note: ISEI standardized at country level

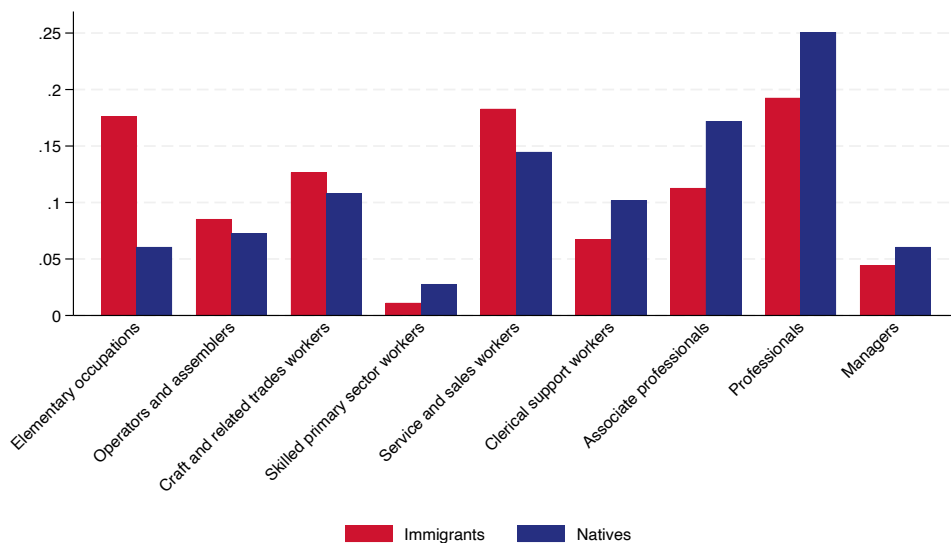
### Distribution across occupations

The distribution of occupational status (ISEI) suggests that immigrants are disproportionately concentrated in lower-quality jobs compared to natives. Figure 9 illustrates this pattern by showing the percentage of immigrants (red columns) and natives (blue columns) across the nine major occupational groups defined by the ISCO-o8 classification.<sup>4</sup> ISCO-o8 is a hierarchical four-level classification system that categorises jobs worldwide based on skill level and specialisation. In Figure 9, occupational categories are arranged from left to right, with jobs on the right-hand side typically associated with higher average wages. This structure allows for a clearer visualisation of how immigrants and natives are distributed across the job spectrum.

4 We excluded Armed Forces Occupations.

**FIGURE 9: IMMIGRANTS ARE MORE LIKELY THAN NATIVES TO BE EMPLOYED IN LESS-PAID OCCUPATIONS**

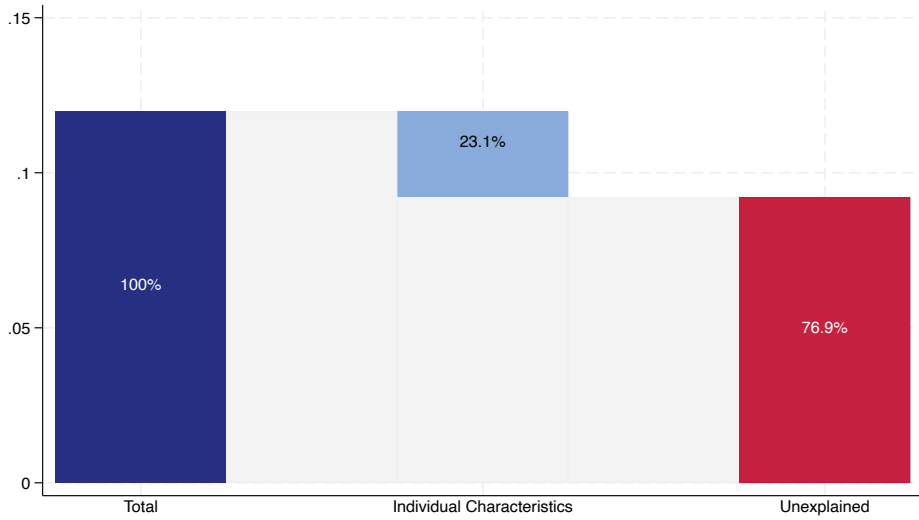
Immigrant and native distribution across one-digit ISCO occupations (2024)



As expected, the occupational distributions of natives and immigrants differ significantly. Among natives, nearly 48% are employed in one of the three highest-paid occupational categories, with the largest shares working as professionals (25%) and technicians or associate professionals (17%). In contrast, only 6% of natives are employed in elementary occupations. Among immigrants, the occupational profile is notably different. Only 35% work in one of the top three occupational categories, and they are far more likely to be employed in elementary occupations. The share of immigrants in these low-status jobs is 12 percentage points higher than that of natives. This disadvantage is even more pronounced among non-EU immigrants, who are 14 percentage points more likely than natives to work in elementary occupations, compared to nine percentage points for EU immigrants. Time spent in the host country only slightly reduces this disparity. Among recent non-EU immigrants, the gap is 15 percentage points, while for those who have lived in the country for five or more years, it narrows only slightly to 13 percentage points. However, there is considerable variation across European countries. Among nations where immigrants account for more than 1% of the population, Luxembourg, Ireland and Sweden stand out as having the highest proportions of immigrants employed in the top three occupational categories, at 71%, 56%, and 51%, respectively. At the opposite end of the spectrum, Italy and Greece have the lowest shares of immigrants in high-skilled occupations (16%), followed by Spain (21%). These countries also exhibit some of the largest disparities in the probability of immigrants being employed in elementary occupations compared to natives, with gaps of 19, 19, and 16 percentage points, respectively.

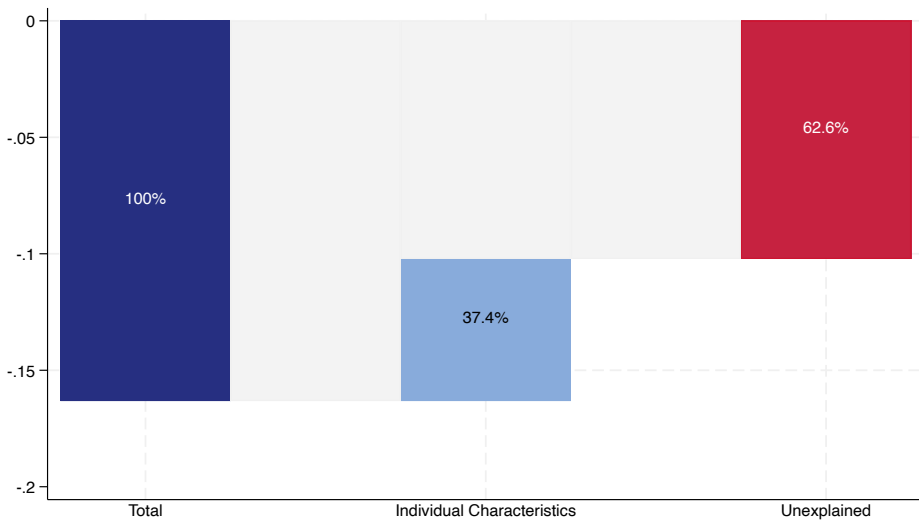
**FIGURE 10: INDIVIDUAL CHARACTERISTICS EXPLAIN MORE THAN ONE FIFTH OF IMMIGRANT OCCUPATIONAL DISADVANTAGE**

Immigrant-native difference in probability of having elementary occupations: Overall and after accounting for individual characteristics (2024)



**FIGURE 11: INDIVIDUAL CHARACTERISTICS EXPLAIN MORE THAN ONE THIRD 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 (2024)



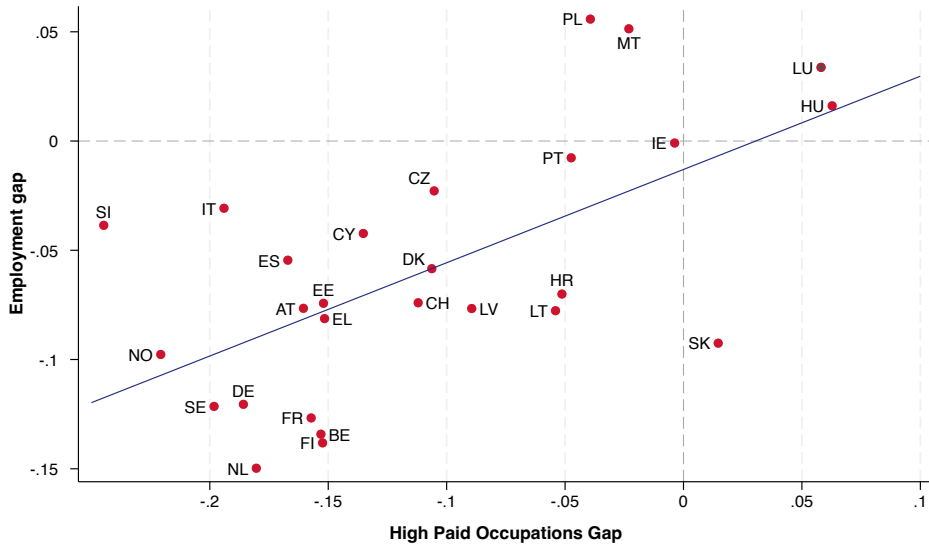
Crucially, Figure 10 and Figure 11 demonstrate that differences in individual characteristics - such as age, gender, and education - explain only a small fraction of immigrants' occupational disadvantage. This is particularly evident in their overrepresentation in lower-status jobs (Figure 10). In fact, only 23% of the gap in the probability of working in an elementary occupation can be attributed to differences in age, gender, and education profiles. Similarly, when examining the likelihood of working in one of the three highest-paid occupational categories (Figure 11), these demographic differences account for slightly more than one-third (37%) of the gap.

The strong concentration of immigrants at the lower end of the occupational distribution also highlights a critical issue: immigrants' education is not rewarded to the same extent as that of natives. Many highly educated immigrants experience skill misallocation, taking up unskilled jobs that do not match their formal qualifications. It is not uncommon to find foreign university graduates working as delivery workers, cleaners, or caretakers, underscoring the inefficiencies in the labour market recognition of immigrant skills.

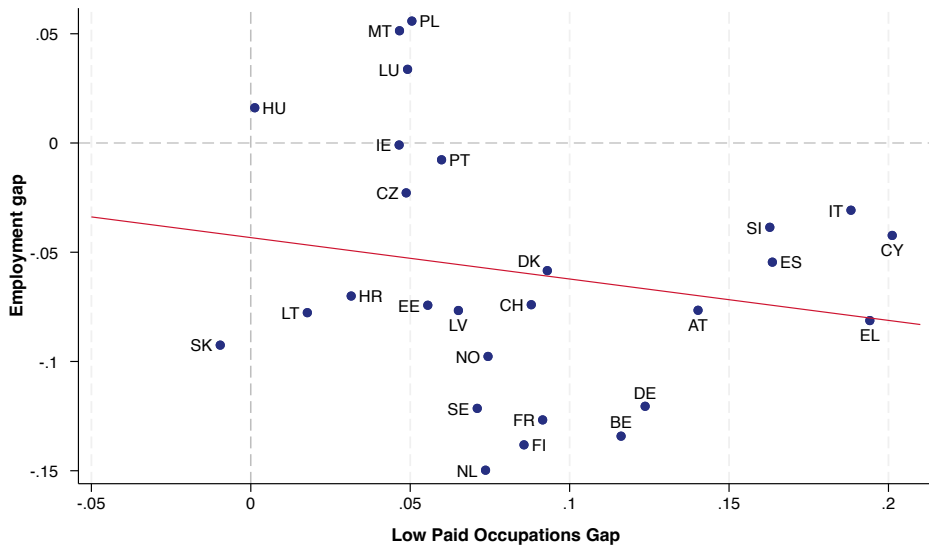
In countries where immigrants have a more similar occupational distribution to natives, they also tend to have better employment outcomes. Figure 12 illustrates this relationship, focusing on countries where immigrants make up more than 1% of the population. The top graph in Figure 12 shows a positive correlation between the likelihood of immigrants being in high-status occupations and their employment probability gap. In other words, the more immigrants are integrated into high-paying jobs, the smaller the employment gap with natives. Conversely, the bottom graph highlights that greater concentration of immigrants in low-status occupations is associated with a more negative employment probability gap.

These graphs suggest that occupational segregation and employment disadvantage often go hand in hand, rather than being independent phenomena. While this does not necessarily imply a causal relationship, it underscores that the difficulties immigrants face in securing employment are often mirrored by challenges in accessing higher-status occupations.

**FIGURE 12: OCCUPATIONAL DISTRIBUTION AND EMPLOYMENT GAP ARE CORRELATED**  
 Immigrant-native differences in employment and in concentration in high paid occupation (2024)



Immigrant-native differences in employment and in concentration in low paid occupation (2024)



## PART II: A DECADE OF CHANGE IN THE ECONOMIC INTEGRATION OF MIGRANTS (2015-2024)

The year 2015 marked a turning point in migration flows to Europe. It coincided with a sharp increase in asylum applications, particularly from Syria and Afghanistan, and signalled the beginning of a period in which humanitarian migration became more prominent in several Member States. At the same time, intra-EU mobility remained significant, and new migration corridors emerged. The decade that followed was therefore shaped not only by the scale of inflows, but also by changes in their composition. These demographic developments unfolded alongside substantial changes in European labour markets. Southern European economies moved from post-crisis stagnation to sustained employment growth; the COVID-19 shock temporarily disrupted entire sectors while accelerating digitalisation and new forms of work; and, in the later years, many Member States experienced historically tight labour markets. The structure of employment also continued to evolve, with a gradual decline in elementary occupations and an expansion of higher-skilled jobs. Together, these shifts altered both the opportunities available to migrants and the conditions under which economic integration unfolded.

In this second part of the report, we will take a ‘dynamic perspective’ and examine how the foreign-born population evolved across Europe over the 2015-2024 decade, and how the changes in both the characteristics of the immigrant population and in the European economic landscape affected the labour market integration of migrants.

As in the first part, immigrants are defined as individuals born abroad. Second-generation immigrants, i.e. the native-born children of foreign-born parents are therefore classified as natives. The analysis focuses primarily on how migrants’ characteristics changed between 2015 and 2024, both in terms of their demographic composition and their labour market outcomes, benchmarking these changes against those in the native-born population. To make comparisons over time meaningful, throughout this second part we will display in cross-country graphs only countries with at least 4% of immigrants in their 2015 population, and when making aggregate statements, we will always refer to average values across EU14 countries, unless explicitly noted. Interested readers will find detailed results for all available countries, as well as EU27 and EFTA aggregates in the Tables Appendix.

The analysis is based on two cross-sections of the European Labour Force Survey (2015 and 2024).

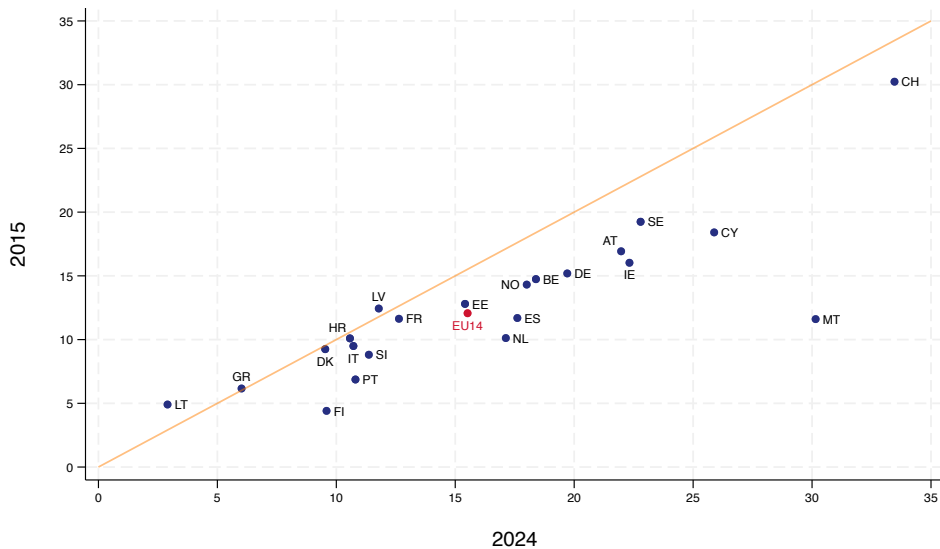
## MIGRANTS AS A STRUCTURAL COMPONENT OF EUROPEAN SOCIETIES

Between 2015 and 2024, migrants became an increasingly structural component of European societies. In EU14 countries, migrants represented 12.1% of the population in 2015; by 2024 this share had risen by 3.5 percentage points (more than 12 million additional foreign-born residents), reaching 15.5%. This means that roughly one in six residents in EU14 countries is now foreign-born.

The increase was not uniform across countries (Figure 13). The increase is largest in Malta (19 percentage points), followed by Cyprus (almost 8 percentage points), Ireland and Spain (around 6 percentage points each). In Croatia, Denmark, France, and Italy, by contrast, the migrant share changed only marginally (almost one percentage point), while in Greece it remained broadly stable. Latvia and Lithuania, instead, saw the presence of immigrants in their population decline by around one and two percentage points, respectively. These contrasting trajectories indicate that while the overall European trend points towards greater demographic relevance of migrants, national experiences differ markedly.

**FIGURE 13: GROWTH IN MIGRANT PRESENCE VARIES SUBSTANTIALLY ACROSS COUNTRIES**

Migrant share in 2015 and in 2024 across European countries



In general, the foreign-born population is still primarily concentrated in Western European countries. When considering all EU27 countries, the increase in the share of immigrants in the population has been therefore slightly lower than in the EU14, from 9.7% in 2015 to almost 13% in 2024.

## CHANGING COMPOSITION OF THE MIGRANT POPULATION

Changes in the size of the migrant population were accompanied by important shifts in its composition. These shifts concern both the geographical origin of migrants and their educational attainment. Understanding these transformations is crucial for interpreting subsequent labour market outcomes.

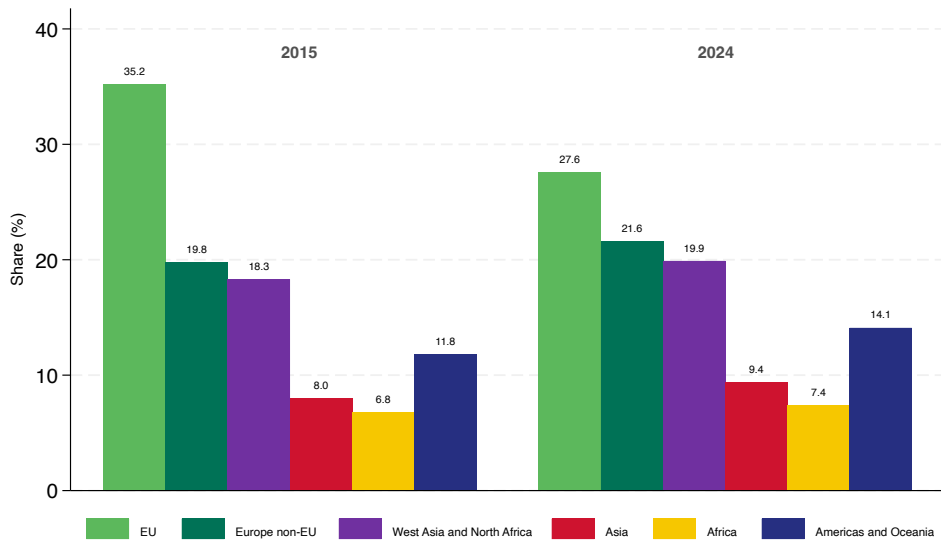
### Origin

Across Europe, migrants originating from other European countries continued to represent a substantial share of the foreign-born population. However, in several EU14 countries, the share of non-EU migrants increased over the decade, reflecting new inflows and changing migration corridors.<sup>5</sup>

At the EU14 level, migrants born in another EU country accounted for 35% of the foreign-born population in 2015. By 2024, this share had fallen to less than 28%, a decline of almost eight percentage points (or 22% of the initial share), as we show in Figure 14.

**FIGURE 14: MIGRANTS' ORIGIN SHIFTED AWAY FROM PREDOMINANTLY EU**

Distribution of migrants by area of origin in EU14 countries, 2015 and 2024



<sup>5</sup> Note that for Germany in 2015 we have no detailed information on country of birth. In this case, therefore, we rely on country of nationality to define area of origin. This implies that for Germany in 2015, naturalised migrants are not included in any analysis by origin.

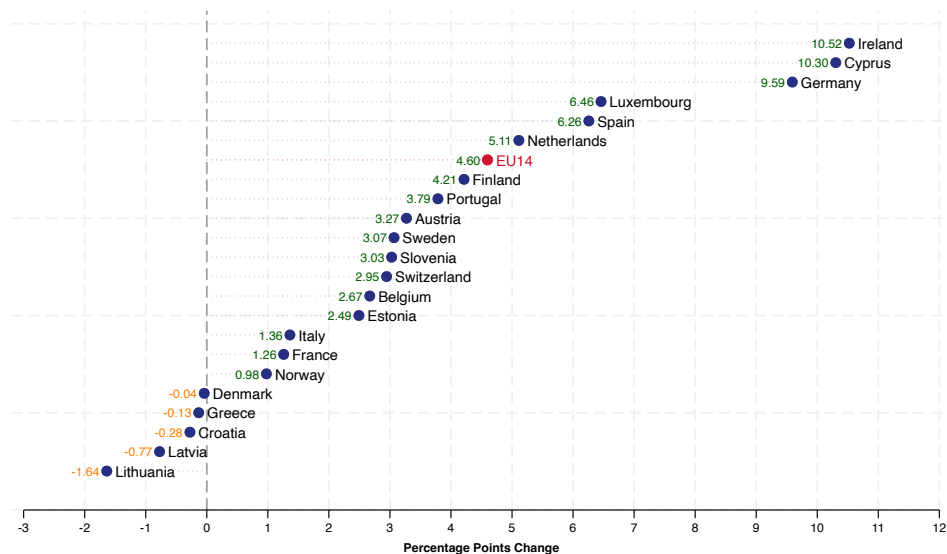
At the same time, migrants originating from West Asia and North Africa represented 18% of immigrants in EU14 countries in 2015 and increased to 20% in 2024. While this aggregate rise of two percentage points (10% of the initial share) is moderate, it masks very large country-specific changes. In Germany, the share of migrants from this area rose from 8% to 20%, an increase of 12 percentage points, equivalent to a 150% growth.<sup>6</sup> In Austria, it increased from 5% to 11%, a rise of six percentage points, or a 120% growth. These developments are consistent with the large inflows of asylum seekers from Syria and Afghanistan after 2015, which were not evenly spread across EU countries.

A further important shift concerns migrants from the Americas. At the EU14 level, their share increased from less than 12% in 2015 to 14% in 2024 (a 19% increase). This change was particularly pronounced in Spain, where migrants from the Americas rose from 37.5% to 49% of the foreign-born population, an increase of almost 12 percentage points (a 31% increase), reflecting especially the large outflow of refugees from Venezuela.

In other countries, including Luxembourg and Ireland, intra-EU mobility remained central despite its relative decline. By contrast, in some Eastern European countries, the composition of migrants remained relatively stable, reflecting more limited inflows overall. Figure 15 displays percentage point changes in the share of non-EU migrants in the total foreign-born population for each European country.

**FIGURE 15: THE COMPOSITION OF MIGRANT ORIGINS EVOLVED UNEVENLY ACROSS EUROPE**

Change in the share of non-EU migrants between 2015 and 2024, by country



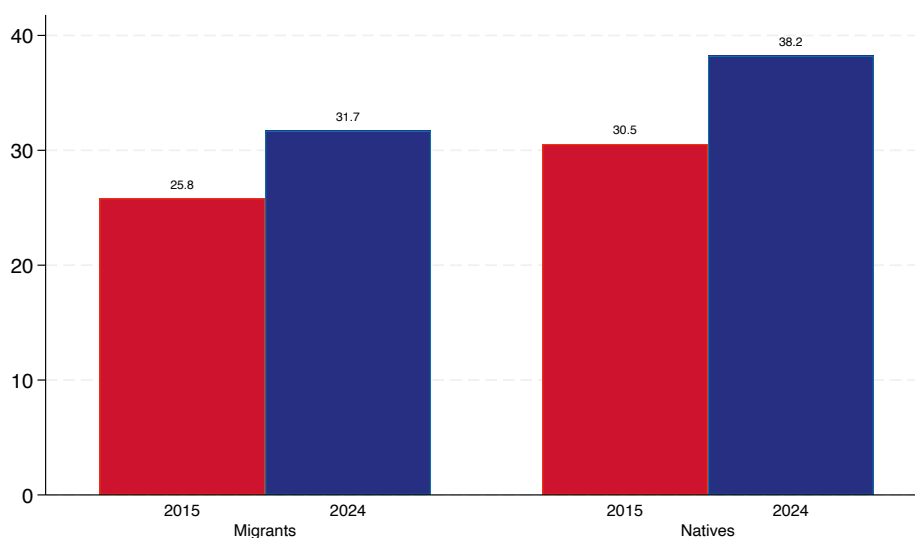
6 Note that this comparison over time for Germany should be taken with some caution, since information on country of origin is not entirely comparable between 2015 and 2024 (see footnote 5 and Technical Appendix - Part II).

## Education

Educational attainment among migrants improved over the decade, but not uniformly across countries and not necessarily relative to natives. In EU14 countries, the share of tertiary-educated migrants increased from around 26% in 2015 to 32% in 2024, a rise of almost six percentage points, equivalent to a 21% growth. However, over the same period, the share of tertiary-educated natives increased too, from about 30% to 38% - a rise of eight percentage points, or 26% (Figure 16). As a result, the relative education gap between migrants and natives did not narrow but widened.

**FIGURE 16: EDUCATIONAL UPGRADING OCCURRED AMONG BOTH MIGRANTS AND NATIVES**

Share of tertiary educated natives and migrants across EU14 countries, 2015 and 2024

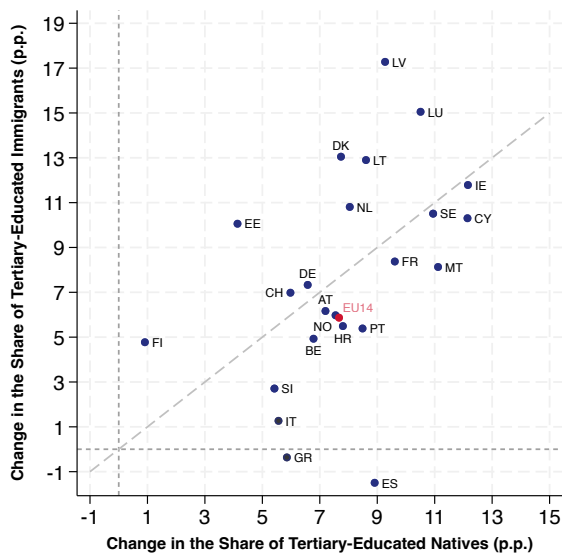


Country patterns differ markedly, as we show in Figure 17. In Latvia, the share of tertiary-educated migrants increased by 17 percentage points; in Denmark and Luxembourg, by more than 13 and 15 percentage points, respectively. By contrast, in Italy the increase was limited to one percentage point, while in Greece the share declined slightly. In several countries, including Belgium and France, migrants' educational upgrading was substantial but still smaller than that of natives, implying widening or stable relative gaps.

In a smaller group of countries, migrants experienced stronger educational gains than natives, suggesting some degree of convergence. However, in most EU14 countries the increase in tertiary attainment among natives matched or exceeded that of migrants. This indicates that educational upgrading over the decade reflects broader structural change rather than a migrant-specific improvement.

**FIGURE 17: RELATIVE EDUCATIONAL UPGRADING SHOWS STRONG CROSS-COUNTRY HETEROGENEITY**

2015-2024 change in the share of tertiary-educated migrants and natives, by country



### Employment probability: Diverging paths behind a stable aggregate

Across EU14 countries, employment rose strongly between 2015 and 2024. Natives benefited most visibly: their employment rate increased by more than six percentage points over the decade. Migrants' employment also increased, but the improvement was often slightly smaller. As a result, the overall migrant-native employment gap at the EU14 level remained broadly stable.

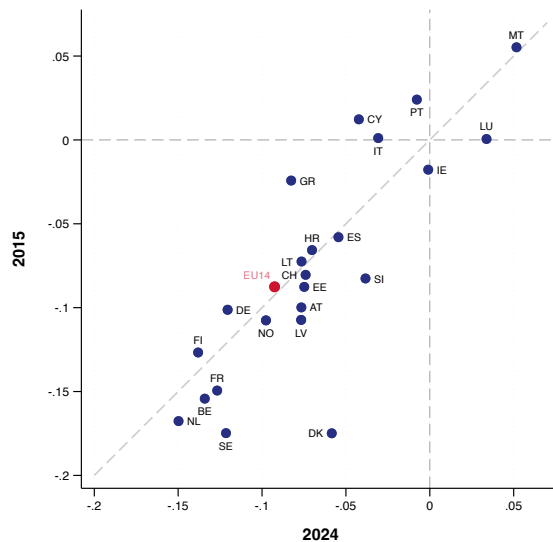
In 2015, migrants in EU14 countries were around nine percentage points less likely to be employed than natives. Comparing migrants and natives with similar age, gender, and education profiles, the gap was still sizeable - about eight percentage points - indicating that differences in composition explain only part of the disadvantage.

Country trajectories diverged sharply. We show that in Figure 18, where countries above the 45-degree line are those that saw an absolute increase in the size of the gap, i.e. a relative worsening of migrants' employment probability, whereas countries below the 45-degree line are those where migrants' employment increased more than that of natives. Denmark stands out for a pronounced decrease in the migrant-native gap, while Sweden and Slovenia also recorded meaningful reductions. At the other end of the spectrum, the gap widened in Greece, Cyprus, Italy, and Portugal. In these cases, the widening largely reflects exceptionally strong gains in native employment rather than a collapse in migrants' employment prospects. For instance, native employment rose by

about 15 percentage points in Greece, while migrant employment increased by roughly nine percentage points - leaving the gap about six percentage points wider. Similar patterns emerge in Cyprus (natives +13 versus migrants +7), Italy (+7 versus +4), and Portugal (+10 versus +7).

**FIGURE 18: MIGRANT - NATIVE EMPLOYMENT GAPS ARE FAIRLY STABLE OVER TIME, BUT DIVERGING COUNTRY TRAJECTORIES**

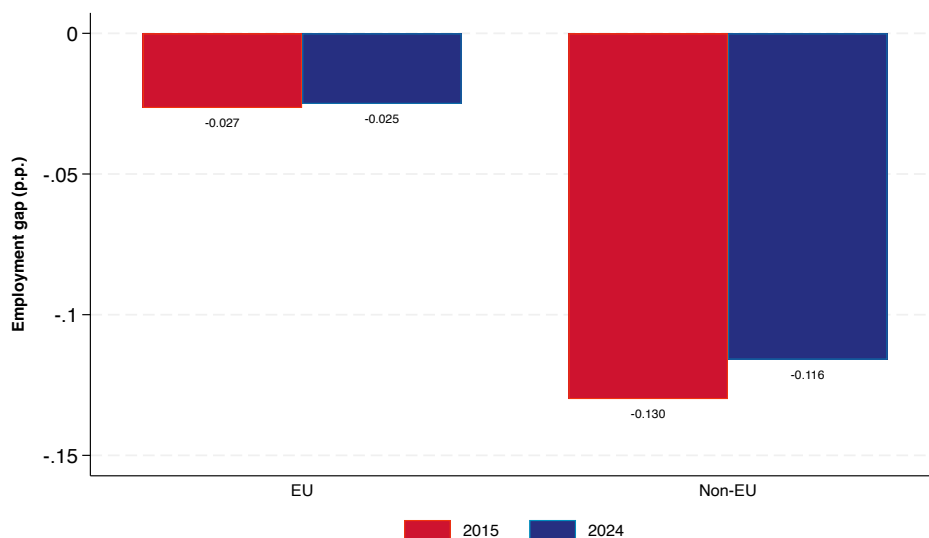
Migrant - native employment gap in 2015 and 2024, by country



Origin matters in a systematic way. In 2015, non-EU migrants faced a markedly larger employment disadvantage than EU-born migrants. At the EU14 level, the employment gap between non-EU migrants and natives was in double digits, at -13 percentage points, compared with a much smaller gap for EU-born migrants (almost -3 percentage points). By 2024, the gap for non-EU migrants had narrowed to less than -12 percentage points, while the gap for EU-born migrants did not change (Figure 19).

This distinction is central in light of the compositional shifts discussed earlier. Over the decade, the share of non-EU migrants increased. Given their initially larger disadvantage, this demographic reweighting would, all else equal, have pushed the overall migrant-native employment gap upwards. Instead, the relative improvement among non-EU migrants partially offset this effect. In other words, the stability of the aggregate gap masks an internal rebalancing across origin groups.

**FIGURE 19: EU MIGRANTS' EMPLOYMENT GAP IS SMALLER, BUT THE NON-EU GAP DECREASED**  
Immigrant-native differences in employment probability in 2015 and 2024 in EU14 countries, by origin

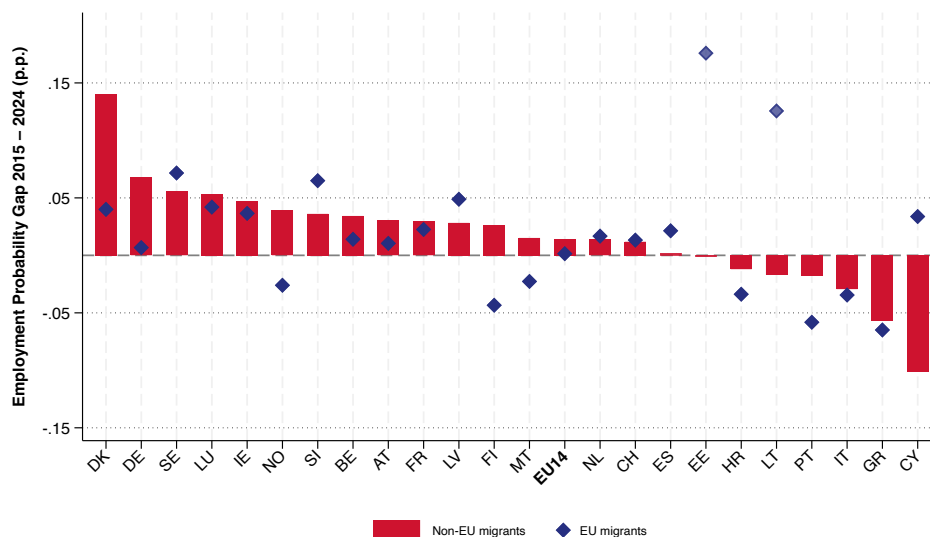


Once differences in age, gender, and education are taken into account, the magnitude of the gaps declines slightly for migrants from outside of the EU, whereas those for EU migrants does not change. The employment gap for non-EU migrants, when comparing individuals with similar observable characteristics, was slightly lower (indicating their less favourable age-gender-education profile relative to natives) but still substantial in 2015 (about -11 percentage points) and decreased to around ten percentage points by 2024. The fact that the adjusted gaps decrease only slightly relative to the baseline indicate that the less favourable age-gender-education profile of non-EU migrants relative to natives explains only a small part of the origin-based disadvantage. Conversely, for EU migrants accounting for individual characteristics did not significantly affect the gap in either 2015 or 2024, which is an indication that their demographic characteristics are similar to those of natives.

Country patterns display considerable heterogeneity. In Denmark and Germany, the employment gap for non-EU migrants narrowed visibly over the decade. By contrast, in Greece and Cyprus, the gap for non-EU migrants widened, reflecting especially strong gains in native employment. In several Nordic and Central European countries, EU-born migrants were already close to parity with natives and saw only limited changes over time.

## FIGURE 20: CHANGES IN EMPLOYMENT GAPS ARE HETEROGENEOUS ACROSS COUNTRIES

Change in immigrant-native differences in employment probability between 2015 and 2024, by country and origin



Differences by duration of residence reinforce these patterns. In 2015, recent migrants faced a very large employment gap (about -17 percentage points), compared with roughly -8 percentage points among those who had been in the host country for more than five years. By 2024, the gap for earlier migrants had narrowed slightly (to around -7 percentage points), whereas the gap for recent migrants significantly increased, by almost three percentage points. This worsening of the employment gap for recent migrants, however, is not driven by a generally tougher labour market conditions for newly arrived migrants, but rather by the increasing share of non-EU migrants, who have large employment gaps, among recent migrants. In fact, when origin and duration are combined, recent non-EU migrants stand out as the most disadvantaged group, despite substantial improvements over the past decade. While recent non-EU migrants in 2015 faced almost a -30 percentage point employment probability differential with respect to natives, the gap for their 2024 counterparts was 'only' around -25 percentage points, a 16% reduction. Earlier and recent EU migrants display instead very similar, and significantly smaller, employment gaps (around -3 percentage points), which have remained fairly stable over time.

Taken together, the employment evidence suggests a decade characterised by broad-based employment growth, significant cross-country heterogeneity, and selective improvement among non-EU migrants that mitigated the aggregate impact of compositional change.

## Occupational status: Persistent gaps, uneven progress

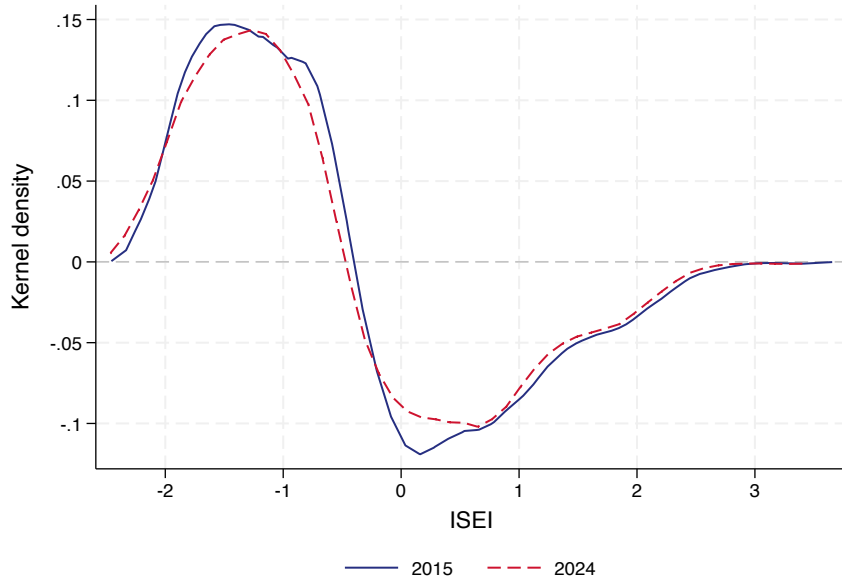
A decade of employment growth did not automatically translate into equal progress in the type of jobs migrants hold. As we did in the first part of the report, to capture differences in job quality we rely on the Socio-Economic Index of Occupational Status (ISEI), a continuous indicator that ranks occupations according to their typical levels of education and earnings. The index reflects how strongly education translates into income across occupations, offering a more refined measure of labour market positioning. Higher values correspond to more prestigious and better-paid occupations, while lower values indicate jobs with lower status and remuneration. For comparability across countries, the index is standardised within each country to have a mean of zero and a standard deviation of one. Consequently, positive values denote occupations above the national average in terms of status and pay, and negative values denote occupations below it.

Figure 21 shows the differences between the occupational distribution of immigrants and natives across EU14 countries in 2015 (solid blue line) and in 2024 (dashed red line). In both years, if the distribution of occupational quality of immigrants and natives was the same, the line would remain at zero throughout the graph. Instead, the observed pattern departs from this baseline, pointing to systematic differences. In the figure, values above zero indicate values of the occupational quality scale in which immigrants are overrepresented compared to natives, while values below zero signal underrepresentation. Overall, the evidence shows that immigrants across EU14 countries are disproportionately concentrated in lower-paid and lower-status jobs and less represented in occupations situated in the middle range of the occupational prestige hierarchy, as we noted in the first part. However, the figure shows that this polarisation has slightly reduced over time, and the 2024 line is flatter than the corresponding 2015 line.

This can also be appreciated by looking at changes in the average immigrant-native occupational quality gap over the decade, which we show in Figure 22. At the EU14 level, in 2015 migrants' occupational status was about 0.42 standard deviations below that of natives. Differences in demographic characteristics between immigrants and natives could account for slightly less than one third of this differential. By 2024, the gap narrowed by about 5%, reaching 0.4 standard deviations. Remarkably, the differential with respect to natives with similar characteristics declined more significantly, by about 17% - though it remained substantial at roughly -0.24 standard deviations. This reflects the relative worsening of immigrants' education (relative to that of natives) over the last decade but also suggests that immigrants today find occupations that are closer to those of similar natives than the occupations that immigrants were able to find a decade ago.

In other words, the decade brought some improvement in occupational status among migrants relative to natives, but not a step-change. The remaining gap is still large enough to matter for wages, job security, and career prospects, dimensions that are closely correlated with occupational status.

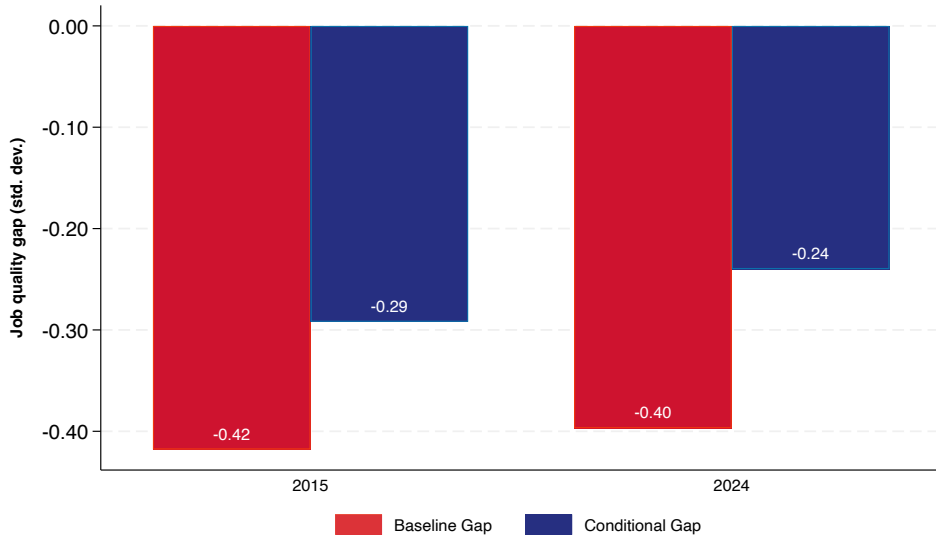
**FIGURE 21: THE OCCUPATIONAL DISTRIBUTION OF MIGRANTS IMPROVED SLIGHTLY OVER TIME**  
Immigrant-native differences in distribution along the occupational quality scale in EU14 countries, 2015 and 2024



Note: ISEI standardized at country level.

**FIGURE 22: MIGRANTS' CHARACTERISTICS ARE INCREASINGLY IMPORTANT TO EXPLAIN MIGRANTS' OCCUPATIONAL QUALITY GAPS**

Baseline and conditional immigrant - native gaps in occupational quality in EU14 countries, 2015 and 2024

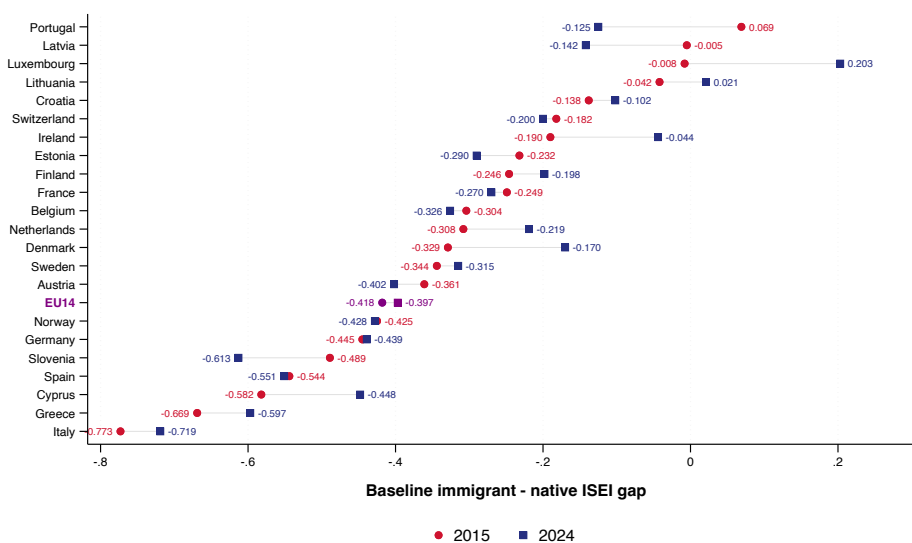


Progress was far from uniform across countries (see Figure 23). Several countries recorded sizeable narrowing of the occupational status gap. For example, Denmark almost halved the gap from  $-0.33$  in 2015 to  $-0.17$  in 2024, Ireland substantially decreased, and almost eliminated, the gap, moving from  $-0.19$  to  $-0.04$  (a 77% reduction), and Greece also saw a reduction in the gap of more than 10% over the past decade.

At the other end of the distribution, the gap widened in a smaller set of countries. Among countries with a significant immigrant presence since 2015, most notably the gap increased by 11% in Austria, reaching  $-0.4$  and turned negative ( $-0.19$ ) from positive ( $0.07$ ) in Portugal. In Austria, the deterioration of the occupational quality of immigrants is entirely explained by the change in their age-gender-education profiles over the past decade, whereas in Portugal changes in the characteristics of the immigrant population do not explain much of the increased gap.

**FIGURE 23: PROGRESS IN MIGRANTS' OCCUPATIONAL QUALITY WAS UNEVEN ACROSS COUNTRIES**

Immigrant-native occupational quality gap in 2015 and 2024, by country



This pattern is instructive when read alongside employment outcomes. In countries such as Greece, Italy, and Cyprus, the employment gap widened because native employment grew very fast. Yet, in these countries where immigrants were historically working in less prestigious occupations than natives, the occupational status gap narrowed, suggesting that - even when migrants did not catch up in employment probability - they may have moved into somewhat higher-status occupations.

Origin differences are substantial, though average occupational quality improved for all immigrant groups. Among EU-born migrants, the occupational-status gap in EU14 countries was 0.3 standard deviations in 2015 and improved by 10% by 2024. Among non-EU migrants, occupational gaps in 2015 were almost twice as large as among EU migrants (-0.53), but shrank by 15% over time, reaching -0.45 in 2024.

Remarkably, both in 2015 and 2024 recent migrants exhibit smaller gaps in occupational quality with respect to natives than those who have been in the country for more than five years. This is true not only on average across all EU14 countries, but it is also the case in most individual member states. Furthermore, the relative occupational quality of recent migrants has improved throughout Europe over the last decade. While in 2015 there were a few countries where recent migrants were employed in lower-quality jobs than earlier migrants (such as Finland, France, Italy, the Netherlands, Norway, Sweden), by 2024 that is the case only in Cyprus, Greece, and Portugal - among those with a significant immigrant presence in both years.

As we noted elsewhere, duration patterns should be read as comparisons between cohorts observed each year, rather than as direct evidence of individual trajectories. Nevertheless, the disadvantage of earlier migrants in terms of occupational prestige stands out as a persistent feature across labour markets, both in time and in geography. This result indicates that, while recent migrants struggle more than their earlier counterparts to find a job (and thus display higher gaps in employment probability), they tend to have better placements in the labour market. This is not only driven by their more favourable characteristics: even when comparing immigrants to natives with the same age-education profile, in fact, the occupational quality gap is larger for earlier than for recent migrants. As we will show later, the higher average job quality of employed recent migrants is driven primarily by their relative over-representation in the most highly skilled occupations, whereas they are still more likely than earlier migrants to be employed in elementary occupations.

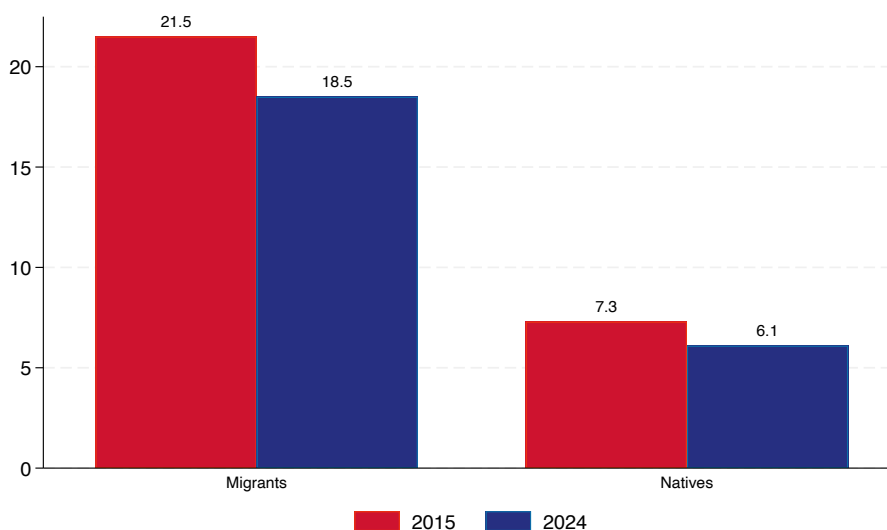
### **Occupational structure and job quality**

The previous section showed that migrants' relative job quality improved - albeit modestly - over the decade. To understand what drives that limited convergence, it is useful to examine how migrants and natives are distributed across broad occupational groups. We focus on elementary occupations, which are typically associated with lower pay and weaker career prospects, and high-skilled occupations, which are at the top of the job-quality ladder.

In EU14 countries, the share of migrants in elementary occupations declined from 21.5% in 2015 to 18.5% in 2024 (Figure 24). For natives, the corresponding decline was from 7.3% to 6%. In other words, the concentration in elementary occupations declined by about 14% for immigrants and 20% for natives over this decade. This broad-based contraction reflects technological change and a gradual upgrading of labour demand across European economies.

**FIGURE 24: EMPLOYMENT IN ELEMENTARY OCCUPATIONS DECLINED MORE FOR MIGRANTS THAN NATIVES**

Share of migrants and natives in elementary occupations in EU14 countries, 2015 and 2024



Highly skilled occupations expanded over the same period. Among migrants, the share employed in jobs at the top of the occupational ladder increased from 28.7% to 34%, an 18% increase; for natives, it rose from around 46% to 50%, a 9% increase (Figure 25). Despite a stronger expansion into high skilled occupations for immigrants, they thus remain structurally less represented in the highest-quality jobs.

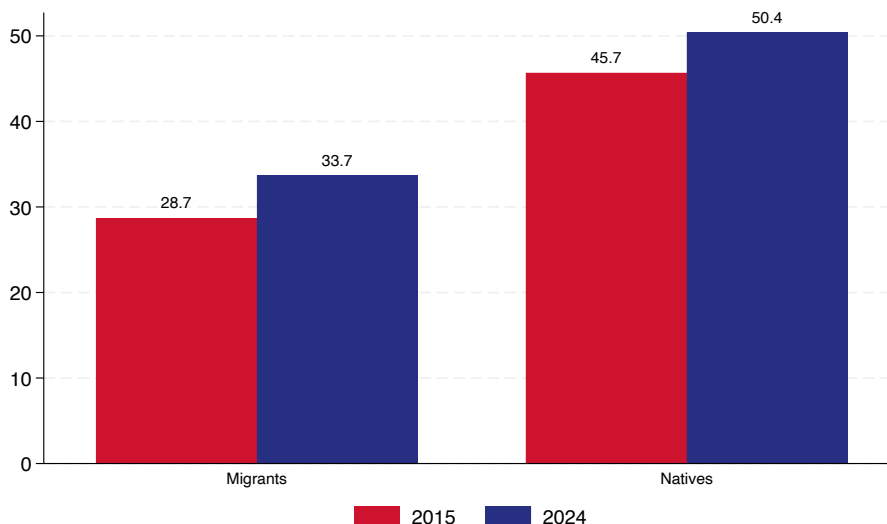
In 2015, migrants were about 15 percentage points more likely than natives to work in elementary occupations. By 2024, this gap narrowed to less than 13 percentage points. Accounting for differences in education and demographics reduces the size of the gap by 15% in 2015, and by 23% in 2024, reflecting the relative deterioration in migrants' education over time, which has gone together with a relative improvement of their labour market outcomes.

Origin differences are pronounced. Non-EU migrants were almost 18 percentage points more likely than natives to be employed in elementary occupations in 2015, compared with less than 11 percentage points for EU-born migrants. By 2024, the non-EU gap declined to 14 percentage points (a 21% reduction), while the EU-born gap declined to

nine percentage points (a 14% reduction). Thus, although all immigrants are still over-represented in elementary, low-pay, occupations relative to natives, they also show relative improvements over time. Such improvements are more pronounced among those who originate from countries outside of the EU, who – despite such improvements – remain more disadvantaged.

**FIGURE 25: EMPLOYMENT IN HIGH SKILLED OCCUPATIONS INCREASED FOR BOTH IMMIGRANTS AND NATIVES**

Share of migrants and natives in high skilled occupations in EU14 countries, 2015 and 2024



The differences between migrants who have been in the host country for more or less than five years reveal an interesting pattern. On the one hand, across EU14 countries recent migrants are slightly more likely than their earlier counterparts to work in an elementary occupation: in 2015 they were 17 percentage points more likely than natives to have a low-pay job, whereas among earlier migrants the corresponding gap was close to 15 percentage points. For both groups, the gap has slightly narrowed over the subsequent decade. On the other hand, the probability of working in a highly skilled occupation is higher among recent than among earlier migrants: in 2015, recent migrants were 15 percentage points less likely than natives to have a highly skilled job, whereas the same differential was 18 percentage points among earlier migrants. Additionally, between 2015 and 2024 this gap narrowed by one third for recent migrants but remained stable for earlier migrants. Thus, even though some migrants often take up elementary jobs upon arrival, others find immediately more highly paid jobs than pre-existing migrants.

The systematically higher concentration of recent migrants in more high-skilled jobs than earlier migrants is partly driven by a higher selectivity of migrants' employment among those who have recently arrived in the host country, who exhibit more substantial employment probability gaps than those who have been longer in the country. However,

even though our cross-sectional data do not allow us to follow individual migration paths and career trajectories, they also suggest that more successful migrants may tend to out-migrate after a few years – possibly because they can also have good career prospects in their home countries – and that the stayers are therefore disproportionately likely to be found among those employed in less well paid occupations. The availability of longitudinal data could help better disentangling the relative importance of these two mechanisms.

# Conclusions

The decade between 2015 and 2024 was marked by profound demographic and structural transformation across European labour markets. Migrants became a more visible and structurally embedded component of European societies. Their share in the population increased, their geographical composition shifted, and their educational profile improved. At the same time, European economies themselves evolved: elementary occupations declined, high-skilled jobs expanded, and overall employment reached historically high levels in many countries.

These changes created both new opportunities and new tensions in the process of economic integration.

In absolute terms, migrants participated in the broad labour market expansion of the decade. Employment rates increased substantially, and in most countries, migrants experienced higher probabilities of employment in 2024 than in 2015. The share of migrants with tertiary education rose, and their concentration in elementary occupations declined. High-skilled employment became more common among migrants, reflecting both educational upgrading and structural shifts in labour demand.

However, improvements in absolute outcomes did not automatically translate into strong relative convergence with natives. The aggregate employment gap in EU14 countries remained broadly stable over the decade. Migrants' average job quality improved only modestly, and sizeable differences persisted even after accounting for education and demographic characteristics. The decline in elementary occupations and the expansion of higher-skilled jobs benefited both migrants and natives, but migrants remained over-represented in lower-quality jobs and under-represented in higher-status occupations.

One of the most consequential dynamics of the decade concerns migrants from outside the EU. The share of non-EU migrants increased over time, reflecting asylum-related inflows and changing migration corridors. Given their initially larger disadvantages, this compositional shift might have led to a widening of aggregate employment gaps. Instead, the relative labour market position of non-EU migrants improved, particularly in employment probability. This improvement partly offset the demographic reweighting toward groups facing greater initial disadvantages. In this sense, the stability of the aggregate employment gap conceals an important internal rebalancing: adverse compositional change was counteracted by better relative outcomes among non-EU migrants. Yet, in terms of job quality, origin-based differences remain pronounced. Non-EU migrants continue to face larger disadvantages in occupational allocation than EU-born migrants.

The decade also highlights substantial heterogeneity across countries. In some Member States, improvements in migrant employment and occupational positioning were pronounced; in others, gaps widened or remained largely unchanged. In countries such as Italy, for example, the share of natives in elementary occupations remained broadly stable while that of migrants declined, suggesting distinct dynamics of occupational reallocation. In others, strong gains in native employment outpaced improvements among migrants, mechanically widening relative gaps. There is no single European trajectory of integration; national institutional contexts, labour demand structures, and migration histories continue to shape outcomes in distinct ways.

Taken together, the evidence suggests that 2015-2024 was a decade of structural upgrading and broad-based labour market recovery. Migrants were part of that transformation. Absolute indicators improved across multiple dimensions: employment, education, and occupational distribution. Yet relative convergence with natives was gradual and uneven. Structural change reduced the prevalence of the lowest-quality jobs and expanded opportunities at the top, but persistent gaps in job quality – especially for non-EU migrants – underscore the continued segmentation of European labour markets.

Whether the next decade will consolidate gradual convergence or entrench structural divides will depend not only on macroeconomic conditions, but also on policies affecting recognition of qualifications, labour market access, and mobility within occupational hierarchies. The evidence presented here suggests that integration is neither stagnant nor automatic: it advances, but slowly, and in ways that remain deeply shaped by origin, duration of residence, and national context.

# Tables appendix - Part I

TABLE A1: STOCK OF IMMIGRANTS IN EUROPE, OVERALL AND RECENT ARRIVALS

Country	Stock		Recent Immigrants	
	Thousand	% of population	Thousand	% of immigrants
Austria	1979	22.0	435	22.0
Belgium	2135	18.4	457	21.4
Bulgaria	28	0.4	11	39.9
Croatia	405	10.6	15	3.8
Cyprus	242	25.9	83	34.4
Czech Rep.	507	4.8	151	29.9
Denmark	569	9.5	124	21.8
Estonia	208	15.4	45	21.7
Finland	452	9.6	85	18.9
France	8415	12.6	627	7.4
Germany	16404	19.7	3788	23.1
Greece	626	6.0	36	5.8
Hungary	273	2.9	58	21.4
Ireland	1188	22.3	322	27.1
Italy	6279	10.7	503	8.0
Latvia	217	11.8	28	12.9
Lithuania	84	2.9	23	27.3
Luxembourg	312	56.4	83	26.7
Malta	169	30.2	51	30.0
Netherlands	2553	17.1	710	27.8
Norway	990	18.0	149	15.0
Poland	707	2.0	345	48.8
Portugal	1153	10.8	317	27.5
Romania	75	0.4	42	55.2
Slovak Rep.	64	1.2	16	24.6
Slovenia	236	11.4	30	12.8
Spain	8522	17.6	1803	21.2
Sweden	1944	22.8	263	13.5
Switzerland	2520	33.5	503	20.0
EU14	52530	15.5	9553	18.2
EU27	55745	12.7	10452	18.7
All	59255	13.1	11103	18.7

The table reports, for each country, the size of the immigrant population, expressed in thousands as well as a 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

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	42.9	36.2	2.8	2.3	15.7
Belgium	43.2	11.5	28.7	5.3	11.3
Bulgaria	18.2	69.1	-	-	-
Croatia	15.8	81.6	-	-	-
Cyprus	27.6	30.6	6.8	1.5	33.5
Czech Rep.	44.0	47.5	0.0	1.3	7.2
Denmark	33.4	23.8	6.7	7.4	28.7
Estonia	6.9	86.8	0.4	0.5	5.5
Finland	26.9	25.4	21.2	4.2	22.3
France	21.7	10.2	52.9	6.1	9.0
Germany	31.7	33.0	5.3	3.4	26.7
Greece	19.3	59.6	2.1	4.1	14.9
Hungary	58.8	27.6	1.3	2.2	10.1
Ireland	31.0	29.4	6.2	12.6	20.8
Italy	27.0	25.3	18.6	12.0	17.1
Latvia	12.6	79.1	0.4	0.5	7.4
Lithuania	9.2	82.2	0.3	0.6	7.7
Luxembourg	72.0	8.9	7.2	5.5	6.5
Malta	28.9	71.1	-	-	-
Netherlands	26.0	17.1	14.7	17.5	24.8
Norway	36.6	15.3	-	-	-
Poland	11.5	83.4	-	-	-
Portugal	17.5	8.2	32.2	38.5	3.6
Romania	45.2	41.0	3.8	0.4	9.6
Slovak Rep.	58.8	36.1	1.0	0.9	3.3
Slovenia	19.3	78.9	-	-	-
Spain	18.6	8.1	16.9	49.0	7.5
Sweden	26.4	14.9	35.5	6.9	16.4
Switzerland	56.9	19.2	6.4	8.0	9.5
EU14	27.6	21.6	19.6	14.1	17.2
EU27	27.5	24.0	18.5	13.4	16.6
All	29.2	23.8	17.9	13.1	16.1

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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries.

Immigrants are defined as foreign-born. For Bulgaria, Croatia, Norway, Poland and Slovenia information on country of birth is available only for European countries; for Malta information on country of birth is available only for EU countries; for Germany information on origin is available only for foreign nationals. Source: authors' elaboration on EU-LFS data (2024).

**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	51.7	23.7	36.5	9.8	37.8
Belgium	52.1	29.5	36.9	14.6	44.8
Bulgaria	58.5	3.3	64.7	14.0	31.4
Croatia	55.7	14.9	25.5	8.9	31.1
Cyprus	54.7	17.3	46.4	12.2	54.1
Czech Rep.	53.0	12.6	32.9	5.2	26.7
Denmark	50.5	18.6	52.6	16.0	43.9
Estonia	57.0	3.5	50.7	12.5	40.2
Finland	50.4	22.3	37.4	8.5	44.4
France	53.0	32.4	37.7	13.3	44.1
Germany	49.8	36.1	29.9	9.6	35.4
Greece	54.0	40.0	15.7	17.1	36.2
Hungary	50.5	9.4	43.6	12.0	30.7
Ireland	52.2	5.7	66.1	12.3	54.2
Italy	53.9	42.6	14.8	31.5	23.8
Latvia	60.7	2.8	49.3	9.6	40.8
Lithuania	58.7	5.4	47.4	5.6	47.6
Luxembourg	48.9	18.5	62.2	16.0	41.1
Malta	42.9	23.3	43.1	35.4	30.4
Netherlands	52.1	36.2	39.0	15.5	45.4
Norway	51.1	21.2	47.5	14.5	50.0
Poland	51.6	2.3	51.7	5.3	39.2
Portugal	55.5	23.2	37.0	41.2	30.4
Romania	41.8	4.8	39.7	19.9	19.1
Slovak Rep.	60.1	2.2	39.4	6.1	28.9
Slovenia	47.0	22.7	15.9	9.1	37.7
Spain	54.1	43.7	27.7	32.4	46.4
Sweden	49.8	24.8	50.8	6.2	50.6
Switzerland	50.6	26.6	46.4	5.5	46.1
EU14	52.0	35.2	31.7	19.4	38.2
EU27	52.1	34.0	32.1	16.9	36.6
All	52.0	33.4	33.0	16.7	36.9

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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

TABLE A4: EMPLOYMENT GAPS BETWEEN IMMIGRANTS AND NATIVES, OVERALL

Country	Immigrants		% Employed natives
	Baseline	Conditional (individual characteristics)	
Austria	-0.077***	-0.088***	80.4
Belgium	-0.134***	-0.119***	79.2
Bulgaria	-0.143*	-0.195**	80.1
Croatia	-0.070***	-0.015	77.3
Cyprus	-0.042***	-0.049***	83.1
Czech Rep.	-0.023*	-0.009	85.7
Denmark	-0.058***	-0.070***	82.2
Estonia	-0.074***	-0.085***	84.5
Finland	-0.138***	-0.116***	80.6
France	-0.127***	-0.099***	79.4
Germany	-0.121***	-0.097***	85.4
Greece	-0.081***	-0.049***	72.7
Hungary	0.016*	-0.015*	84.1
Ireland	-0.001	-0.040***	80.8
Italy	-0.031***	-0.012***	70.5
Latvia	-0.077***	-0.074***	79.9
Lithuania	-0.078***	-0.060**	81.2
Luxembourg	0.034***	-0.021*	75.0
Malta	0.051***	-0.013	81.4
Netherlands	-0.150***	-0.123***	86.9
Norway	-0.098***	-0.102***	83.8
Poland	0.056***	-0.006	80.4
Portugal	-0.008*	-0.044***	81.7
Romania	0.046	-0.075**	72.8
Slovak Rep.	-0.093***	-0.100***	81.4
Slovenia	-0.039***	0.002	81.1
Spain	-0.055***	-0.040***	75.3
Sweden	-0.121***	-0.100***	87.6
Switzerland	-0.074***	-0.063***	87.0
EU14	-0.091***	-0.075***	79.2
EU27	-0.086***	-0.071***	75.8
All	-0.086***	-0.071***	79.5

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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

**TABLE A5: EMPLOYMENT GAPS BETWEEN IMMIGRANTS AND NATIVES, BY ORIGIN**

Country	EU		Non-EU	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	-0.002	-0.043***	-0.130***	-0.127***
Belgium	-0.035**	-0.042***	-0.197***	-0.170***
Bulgaria	-0.084	-0.133	-0.150***	-0.203**
Croatia	0.017	-0.008	-0.090***	-0.017
Cyprus	0.029***	0.017*	-0.071***	-0.074***
Czech Rep.	-0.035*	-0.028	-0.014***	0.006
Denmark	0.001	-0.037***	-0.087***	-0.086***
Estonia	0.080	0.072***	-0.087***	-0.098***
Finland	-0.052**	-0.037***	-0.087***	-0.144***
France	-0.038**	0.006	-0.146***	-0.121***
Germany	-0.032***	-0.013***	-0.157***	-0.131***
Greece	-0.039	-0.013	-0.091***	-0.059***
Hungary	0.053***	0.032***	-0.040***	-0.088***
Ireland	0.053***	0.032***	-0.091***	-0.059***
Italy	-0.019***	-0.022***	-0.035***	-0.009**
Latvia	-0.071	-0.064	-0.077***	-0.138***
Lithuania	-0.026	0.016	-0.083***	-0.068***
Luxembourg	0.067***	0.024**	-0.046***	-0.138***
Malta	0.066***	-0.010	0.046***	-0.018
Netherlands	-0.021**	-0.008	-0.193***	-0.159***
Norway	-0.012	-0.032*	-0.149***	-0.142***
Poland	0.121***	0.001	0.051***	-0.006
Portugal	0.043***	-0.013	-0.023***	-0.053***
Romania	-0.044	-0.174*	0.057***	-0.064*
Slovak Rep.	-0.064**	-0.059**	0.128***	-0.152***
Slovenia	-0.049**	-0.019	-0.037***	0.006
Spain	-0.023	-0.019	-0.062***	-0.045***
Sweden	-0.004	-0.012*	-0.156***	-0.127***
Switzerland	-0.010**	-0.014***	-0.150***	-0.123***
EU14	-0.022***	-0.018***	-0.115***	-0.096***
EU27	-0.020***	-0.016***	-0.110***	-0.090***
All	-0.019***	-0.017***	-0.112***	-0.091***

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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

TABLE A6: EMPLOYMENT GAPS BETWEEN IMMIGRANTS AND NATIVES, BY YEARS OF RESIDENCE

Country	Recent		Earlier	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	-0.131***	-0.186***	-0.064***	-0.067***
Belgium	-0.127***	-0.166***	-0.139***	-0.109***
Bulgaria	-0.298	-0.402**	-0.032***	-0.072
Croatia	-0.105*	-0.157**	-0.070***	-0.008
Cyprus	-0.070***	-0.080***	-0.029***	-0.032***
Czech Rep.	-0.078***	-0.044	-0.003***	0.006
Denmark	-0.080***	-0.122***	-0.053***	-0.056***
Estonia	-0.123***	-0.176***	-0.057***	-0.052***
Finland	-0.217***	-0.184***	-0.114***	-0.097***
France	-0.298***	-0.322***	-0.113***	-0.080***
Germany	-0.262***	-0.264***	-0.084***	-0.053***
Greece	-0.112	-0.049	-0.080***	-0.048***
Hungary	-0.148***	-0.179***	0.051***	0.019***
Ireland	-0.012	-0.077***	0.003***	-0.029***
Italy	-0.217***	-0.171***	-0.015***	0.002
Latvia	-0.172***	-0.250***	-0.052***	-0.032
Lithuania	-0.036	-0.099**	-0.097***	-0.041
Luxembourg	0.026	-0.111***	0.039***	0.002
Malta	0.078***	-0.004	0.041***	-0.025*
Netherlands	-0.161***	-0.146***	-0.145***	-0.113***
Norway	-0.128***	-0.165***	-0.094***	-0.092***
Poland	0.038***	-0.025*	0.071***	0.010*
Portugal	-0.081***	-0.148***	0.014***	-0.015***
Romania	-0.071	-0.138***	0.142***	-0.024
Slovak Rep.	-0.314***	-0.325***	-0.025***	-0.031
Slovenia	-0.009	-0.038	-0.043***	0.008
Spain	-0.156***	-0.154***	-0.034***	-0.016***
Sweden	-0.192***	-0.189***	-0.108***	-0.085***
Switzerland	-0.072***	-0.092***	-0.075***	-0.055***
EU14	-0.199***	-0.206***	-0.070***	-0.050***
EU27	-0.185***	-0.194***	-0.067***	-0.046***
All	-0.178***	-0.189***	-0.068***	-0.047***

The table reports, for each country and separately for recent and earlier 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

**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	0.006	-0.050***	-0.004	-0.042***
Belgium	0.045	-0.021	-0.056	-0.048***
Bulgaria	0.000***	0.000***	-0.084	-0.133
Croatia	-0.155	-0.262**	0.026	0.007
Cyprus	-0.009	-0.056**	0.035	0.027***
Czech Rep.	-0.175*	-0.177*	-0.024	-0.015
Denmark	-0.019	-0.057**	0.008	-0.029**
Estonia	0.154***	0.062***	0.075	0.073***
Finland	-0.097	-0.065	-0.040	-0.029
France	0.058	0.001	-0.044	0.005
Germany	-0.040***	-0.018	-0.030	-0.011**
Greece	-0.135	-0.128	-0.029	-0.001
Hungary	-0.071**	-0.060*	0.065	0.041***
Ireland	0.091**	0.074**	0.035	-0.002***
Italy	-0.019	-0.021	-0.015	-0.018***
Latvia	-0.103	-0.311	-0.114	-0.083
Lithuania	0.181	0.118***	-0.036	0.011
Luxembourg	0.112	-0.011	0.058	0.027**
Malta	0.020	-0.076	0.084	0.005
Netherlands	0.005	0.031**	-0.034	-0.024***
Norway	0.014*	-0.034	-0.018	-0.034**
Poland	0.161***	0.044	0.107	-0.020
Portugal	-0.035*	-0.128***	0.049	-0.004
Romania	-0.524***	-0.479***	0.043	-0.119
Slovak Rep.	-0.167	-0.142	-0.057	-0.053*
Slovenia	0.139***	0.111**	-0.070	-0.033
Spain	-0.032	-0.054	-0.023	-0.018
Sweden	-0.026	-0.045**	0.001	-0.006
Switzerland	0.011	-0.016*	-0.017	-0.013***
EU14	-0.008	-0.009	-0.023	-0.019***
EU27	-0.010	-0.013*	-0.021	-0.016***
All	-0.006	-0.016**	-0.020	-0.016***

The table reports, for each country and separately for recent and earlier 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

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	-0.243***	-0.298***	-0.105***	-0.087***
Belgium	-0.224***	-0.246***	-0.193***	-0.149***
Bulgaria	-0.298	-0.402**	-0.021***	-0.059
Croatia	-0.089	-0.122	-0.092***	-0.012
Cyprus	-0.078***	-0.083***	-0.067***	-0.064***
Czech Rep.	-0.066***	-0.027	0.022***	0.029
Denmark	-0.122***	-0.166***	-0.080***	-0.068***
Estonia	-0.127***	-0.180***	-0.072***	-0.066***
Finland	-0.243***	-0.208***	-0.144***	-0.124***
France	-0.349***	-0.370***	-0.128***	-0.099***
Germany	-0.323***	-0.330***	-0.108***	-0.071***
Greece	-0.109	-0.036	-0.092***	-0.060***
Hungary	-0.182***	-0.231***	0.022***	-0.026*
Ireland	-0.033	-0.105***	-0.017***	-0.046***
Italy	-0.249***	-0.196***	-0.015***	0.009**
Latvia	-0.182**	-0.243***	-0.043***	-0.024
Lithuania	-0.039	-0.102**	-0.106***	-0.049
Luxembourg	-0.068**	-0.212***	-0.027***	-0.094***
Malta	0.090***	0.008	0.019***	-0.043**
Netherlands	-0.232***	-0.217***	-0.179***	-0.139***
Norway	-0.216***	-0.242***	-0.140***	-0.126***
Poland	0.035**	-0.026*	0.067***	0.014
Portugal	-0.084***	-0.150***	0.003***	-0.020***
Romania	-0.055	-0.126***	0.160***	-0.006
Slovak Rep.	-0.341***	-0.358***	0.045***	0.016
Slovenia	-0.031	-0.060**	-0.037***	0.017*
Spain	-0.164***	-0.160***	-0.037***	-0.016*
Sweden	-0.238***	-0.227***	-0.141***	-0.111***
Switzerland	-0.200***	-0.207***	-0.140***	-0.099***
EU14	-0.247***	-0.254***	-0.088***	-0.062***
EU27	-0.227***	-0.236***	-0.084***	-0.057***
All	-0.226***	-0.235***	-0.087***	-0.059***

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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

**TABLE A9: DIFFERENCES IN OCCUPATIONAL STATUS BETWEEN IMMIGRANTS AND NATIVES**

Country	Baseline	Conditional (individual characteristics)
Austria	-0.396***	-0.318***
Belgium	-0.325***	-0.213***
Bulgaria	0.385*	-0.043
Croatia	-0.103***	-0.014
Cyprus	-0.444***	-0.255***
Czech Rep.	-0.232***	-0.259***
Denmark	-0.166***	-0.240***
Estonia	-0.290***	-0.363***
Finland	-0.195***	-0.114***
France	-0.264***	-0.157***
Germany	-0.428***	-0.273***
Greece	-0.584***	-0.163***
Hungary	0.105***	-0.065***
Ireland	-0.041	-0.133***
Italy	-0.716***	-0.473***
Latvia	-0.137**	-0.159***
Lithuania	0.024	0.021
Luxembourg	0.203***	-0.028
Netherlands	-0.218***	-0.111***
Norway	-0.417***	-0.392***
Poland	-0.101***	-0.215***
Portugal	-0.128***	-0.232***
Romania	0.272***	-0.058
Slovak Rep.	0.187***	0.007
Slovenia	-0.615***	-0.257***
Spain	-0.544***	-0.279***
Sweden	-0.315***	-0.280***
Switzerland	-0.198***	-0.094***
EU14	-0.393***	-0.241***
EU27	-0.347***	-0.209***
All	-0.331***	-0.203***

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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries included in the table. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

**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	-0.185***	-0.220***	-0.577***	-0.408***
Belgium	-0.113***	-0.105***	-0.495***	-0.303***
Bulgaria	-0.242	-0.604	0.468**	0.031
Croatia	0.070	0.088**	-0.150***	-0.041*
Cyprus	-0.340***	-0.174***	-0.492***	-0.294***
Czech Rep.	0.121*	-0.017	-0.485***	-0.434***
Denmark	0.075**	-0.116***	-0.299***	-0.307***
Estonia	-0.006	-0.134	-0.319***	-0.386***
Finland	-0.069	0.051	-0.251***	-0.187***
France	-0.166***	-0.072*	-0.289***	-0.180***
Germany	-0.407***	-0.266***	-0.438***	-0.277***
Greece	-0.147	-0.073	-0.691***	-0.188***
Hungary	-0.008	-0.056**	0.293***	-0.080**
Ireland	-0.306***	-0.255***	0.100***	-0.071**
Italy	-0.601***	-0.453***	-0.761***	-0.477***
Latvia	-0.064	-0.067	-0.149**	-0.173***
Lithuania	0.099	0.163	0.016	0.006
Luxembourg	0.210***	0.006	0.182***	-0.093***
Netherlands	-0.118***	0.003	-0.259***	-0.148***
Norway	-0.367***	-0.365***	-0.452***	-0.412***
Poland	0.386***	0.098	-0.142***	-0.241***
Portugal	0.100***	-0.052***	-0.188***	-0.282***
Romania	0.093	-0.575	0.287**	-0.015
Slovak Rep.	0.188**	0.027	0.187*	-0.022
Slovenia	-0.187***	-0.099**	-0.694***	-0.287***
Spain	-0.376***	-0.136***	-0.586***	-0.313***
Sweden	-0.013	-0.120***	-0.420***	-0.342***
Switzerland	-0.007	-0.015	-0.467***	-0.233***
EU14	-0.263***	-0.162***	-0.445***	-0.272***
EU27	-0.215***	-0.124***	-0.399***	-0.241***
All	-0.178***	-0.111***	-0.397***	-0.241***

The table reports, for each country, 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries included in the table. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

**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	-0.203***	-0.316***	-0.438***	-0.317***
Belgium	-0.112*	-0.188***	-0.381***	-0.224***
Bulgaria	-0.674***	-1.050**	0.625***	0.190
Croatia	0.068	0.102	-0.115***	-0.022
Cyprus	-0.489***	-0.275***	-0.424***	-0.248***
Czech Rep.	-0.602***	-0.558***	-0.121***	-0.164***
Denmark	-0.076	-0.363***	-0.188***	-0.208***
Estonia	-0.419***	-0.733***	-0.247***	-0.230***
Finland	-0.001	0.019	-0.235***	-0.145***
France	0.105	-0.129	-0.283***	-0.158***
Germany	-0.312***	-0.352***	-0.451***	-0.256***
Greece	-0.672***	0.024	-0.586***	-0.169***
Hungary	0.095	-0.050	0.106***	-0.067***
Ireland	0.118*	-0.096	-0.090***	-0.142***
Italy	-0.636***	-0.446***	-0.720***	-0.473***
Latvia	-0.291	-0.759***	-0.116	-0.064
Lithuania	0.299**	0.011	-0.120	0.027
Luxembourg	0.474***	0.026	0.095***	-0.033
Netherlands	-0.102***	0.013	-0.260***	-0.142***
Norway	-0.403***	-0.484***	-0.434***	-0.389***
Poland	-0.169***	-0.270***	-0.047	-0.174***
Portugal	-0.275***	-0.451***	-0.089***	-0.177***
Romania	0.110	0.040	0.374**	-0.120
Slovak Rep.	-0.050	-0.423***	0.234***	0.092*
Slovenia	-0.534***	-0.249***	-0.627***	-0.257***
Spain	-0.537***	-0.385***	-0.546***	-0.257***
Sweden	-0.065*	-0.196***	-0.355***	-0.295***
Switzerland	0.045*	-0.067**	-0.265***	-0.106***
EU14	-0.198***	-0.220***	-0.424***	-0.242***
EU27	-0.172***	-0.217***	-0.376***	-0.205***
All	-0.148***	-0.206***	-0.364***	-0.200***

The table reports, for each country, 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries included in the table. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

**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	-0.062*	-0.164***	-0.217***	-0.233***
Belgium	0.172**	-0.062	-0.177***	-0.112***
Bulgaria	0.000***	0.000***	-0.242	-0.604
Croatia	0.284	0.316*	0.052	0.073
Cyprus	-0.120	-0.166***	-0.371***	-0.176***
Czech Rep.	0.346	-0.039	0.092	-0.021
Denmark	0.023	-0.221***	0.093**	-0.081**
Estonia	0.790**	0.036	-0.062	-0.146
Finland	0.547**	0.566*	-0.144**	-0.013
France	0.262	-0.078	-0.185***	-0.068*
Germany	-0.521***	-0.385***	-0.387***	-0.245***
Greece	0.226	0.240	-0.199*	-0.103
Hungary	0.063	0.087	-0.015	-0.068
Ireland	-0.006	0.068	-0.356***	-0.306***
Italy	-0.213**	-0.208***	-0.616***	-0.465***
Latvia	0.116	-0.106	-0.177	-0.189
Lithuania	1.372***	1.334**	0.017	0.086
Luxembourg	0.452***	0.058**	0.141***	0.002
Netherlands	-0.197***	0.021	-0.078**	0.000
Norway	-0.470***	-0.432***	-0.352***	-0.360***
Poland	-0.252**	-0.399**	0.559***	0.180**
Portugal	0.343***	-0.123	0.083***	-0.047**
Romania	-0.704***	-1.965***	0.140	-0.494
Slovak Rep.	0.769*	0.681**	0.153*	-0.012
Slovenia	-0.229	-0.117	-0.181***	-0.096**
Spain	0.464**	0.237	-0.422***	-0.157***
Sweden	0.057	-0.089	-0.021	-0.124***
Switzerland	0.159***	-0.006	-0.059***	-0.018
EU14	-0.065**	-0.066***	-0.292***	-0.176***
EU27	-0.023	-0.046**	-0.242***	-0.136***
All	0.032	-0.035**	-0.212***	-0.124***

The table reports, for each country, 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries included in the table. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

**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	-0.366***	-0.488***	-0.615***	-0.390***
Belgium	-0.344***	-0.288***	-0.543***	-0.317***
Bulgaria	-0.674***	-1.050**	0.792***	0.342
Croatia	0.003	0.037	-0.159***	-0.047
Cyprus	-0.544***	-0.293***	-0.459***	-0.294***
Czech Rep.	-0.702***	-0.614***	-0.346***	-0.314***
Denmark	-0.156**	-0.476***	-0.329***	-0.271***
Estonia	-0.447***	-0.751***	-0.272***	-0.241***
Finland	-0.143	-0.120	-0.280***	-0.210***
France	0.062	-0.142	-0.308***	-0.183***
Germany	-0.223***	-0.336***	-0.484***	-0.263***
Greece	-0.810***	-0.010	-0.679***	-0.187***
Hungary	0.111	-0.121*	0.353***	-0.066
Ireland	0.147**	-0.129*	0.089**	-0.038
Italy	-0.741***	-0.505***	-0.760***	-0.473***
Latvia	-0.357*	-0.829***	-0.109	-0.049
Lithuania	0.281**	-0.012	-0.142*	0.017
Luxembourg	0.508***	0.045	-0.084	-0.174***
Netherlands	-0.049	0.023	-0.326***	-0.190***
Norway	-0.349***	-0.520***	-0.492***	-0.410***
Poland	-0.167***	-0.266***	-0.123***	-0.219***
Portugal	-0.317***	-0.474***	-0.145***	-0.222***
Romania	0.119	0.062	0.406**	-0.069
Slovak Rep.	-0.257*	-0.702***	0.397***	0.299***
Slovenia	-0.588***	-0.273***	-0.710***	-0.288***
Spain	-0.615***	-0.435***	-0.581***	-0.284***
Sweden	-0.111**	-0.234***	-0.470***	-0.360***
Switzerland	-0.186***	-0.195***	-0.532***	-0.252***
EU14	-0.246***	-0.273***	-0.478***	-0.269***
EU27	-0.222***	-0.271***	-0.431***	-0.233***
All	-0.218***	-0.271***	-0.431***	-0.233***

The table reports, for each country, 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries included in the table. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

TABLE A14: DISTRIBUTION OF IMMIGRANTS ACROSS OCCUPATIONS (PERCENTAGE BY ROW)

Country	(I)	(II)	(III)	(IV)	(V)	(VI)	(VII)	(VIII)	(IX)
Austria	4.3	20.0	11.0	6.2	19.8	0.7	11.6	8.1	18.2
Belgium	7.6	23.9	10.1	7.0	13.7	0.4	11.0	8.0	18.3
Bulgaria	24.8	23.1	4.0	0.0	16.4	4.9	9.9	8.9	8.0
Croatia	8.9	19.5	13.1	8.9	17.4	1.4	11.6	9.4	9.7
Cyprus	5.4	18.8	10.3	7.1	16.6	0.6	10.7	4.1	26.3
Czech Rep.	2.5	19.9	9.2	3.6	13.7	1.8	20.7	19.1	9.6
Denmark	1.6	34.4	11.7	5.6	17.8	1.2	5.0	6.5	16.3
Estonia	5.2	21.2	8.9	6.6	12.4	0.8	19.9	13.0	12.0
Finland	2.4	28.9	10.6	2.1	23.7	0.4	11.1	7.9	13.0
France	6.3	23.0	10.5	5.7	18.4	0.9	11.8	7.1	16.2
Germany	3.5	18.4	14.7	8.4	15.1	0.8	11.9	10.8	16.6
Greece	3.4	8.8	3.3	5.7	21.2	5.6	19.8	7.9	24.4
Hungary	4.2	28.8	15.1	7.2	11.4	2.0	14.4	8.4	8.4
Ireland	7.7	34.5	13.4	6.9	14.4	0.6	7.3	5.4	9.9
Italy	2.3	5.5	7.7	4.7	22.7	2.0	20.0	8.7	26.5
Latvia	11.5	19.8	9.1	4.6	16.0	0.5	12.6	9.2	16.8
Lithuania	8.1	32.4	7.0	0.9	9.0	2.0	13.6	14.5	12.4
Luxembourg	4.2	60.1	7.1	3.7	6.6	0.6	4.9	4.1	8.6
Malta	11.6	19.8	12.3	7.5	18.2	0.3	11.7	7.7	10.7
Netherlands	5.8	32.1	14.6	7.9	13.9	1.0	8.4	5.7	10.6
Norway	5.0	25.0	12.1	6.9	21.0	0.9	12.8	7.2	9.0
Poland	3.6	26.4	8.7	8.6	11.0	1.1	18.9	12.7	9.1
Portugal	5.5	21.6	9.8	8.7	20.3	1.4	11.8	7.5	13.3
Romania	7.5	27.3	4.4	1.0	25.6	0.4	16.6	8.4	8.8
Slovak Rep.	11.0	23.6	13.9	8.9	15.1	0.0	12.9	9.8	4.8
Slovenia	2.7	8.3	6.9	5.7	13.4	0.6	22.3	15.5	24.5
Spain	2.7	10.2	7.6	6.0	25.2	1.6	13.4	8.2	25.0
Sweden	3.8	33.7	13.4	4.9	20.6	0.7	8.0	6.2	8.7
Switzerland	9.8	27.7	13.3	8.5	13.8	0.5	9.3	5.4	11.7
EU14	4.0	18.5	11.2	6.7	18.8	1.2	12.6	8.5	18.5
EU27	4.1	18.7	11.2	6.6	18.5	1.2	12.8	8.7	18.1
All	4.4	19.3	11.3	6.7	18.3	1.1	12.7	8.5	17.6

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 Trade Workers, (VIII) Plant and Machine Workers, (IX) Elementary Workers. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

TABLE A15: DISTRIBUTION OF NATIVES ACROSS OCCUPATIONS (PERCENTAGE BY ROW)

Country	(I)	(II)	(III)	(IV)	(V)	(VI)	(VII)	(VIII)	(IX)
Austria	6.1	25.7	20.3	10.3	15.2	3.3	10.2	4.7	4.2
Belgium	8.6	29.3	16.1	11.3	12.4	1.2	9.0	5.3	6.7
Bulgaria	5.6	18.9	10.6	6.4	19.4	2.3	12.1	13.7	10.9
Croatia	7.0	22.4	15.2	9.0	16.9	2.4	11.2	9.3	6.6
Cyprus	4.5	26.6	18.8	11.6	16.3	1.7	9.3	5.0	6.2
Czech Rep.	5.4	20.3	17.4	7.1	14.7	1.3	16.2	12.9	4.8
Denmark	3.6	34.2	20.0	7.3	14.6	1.3	7.4	4.5	7.0
Estonia	8.6	26.3	15.4	6.6	11.5	1.5	13.9	9.7	6.4
Finland	3.8	29.4	20.5	4.9	17.7	2.4	9.6	7.2	4.4
France	8.3	26.4	19.0	8.2	13.1	2.7	9.0	6.2	7.1
Germany	5.2	26.5	22.0	14.2	12.1	1.3	9.5	5.1	4.2
Greece	3.0	25.0	7.2	11.7	22.7	9.3	8.4	7.9	4.8
Hungary	4.5	20.5	16.7	8.2	13.9	2.5	13.5	11.9	8.3
Ireland	11.1	30.9	13.9	9.3	12.7	3.3	8.2	5.3	5.2
Italy	4.3	18.4	20.1	13.9	15.8	2.0	11.8	6.0	7.6
Latvia	11.0	23.6	13.5	4.9	13.7	2.9	11.7	8.6	10.2
Lithuania	9.7	30.4	9.3	4.5	11.4	2.6	13.5	8.0	10.5
Luxembourg	2.5	42.9	22.8	9.9	9.5	3.0	3.4	2.2	3.7
Malta	12.4	24.3	13.3	9.7	18.0	1.2	10.5	4.5	6.1
Netherlands	7.9	36.8	19.1	8.9	12.9	1.4	6.4	3.4	3.2
Norway	10.2	35.4	17.9	5.5	15.8	1.8	6.5	5.3	1.6
Poland	7.9	24.7	14.0	7.6	12.0	6.2	14.3	9.3	4.0
Portugal	6.3	24.0	12.2	9.7	16.9	2.2	13.1	8.3	7.3
Romania	2.7	18.7	7.4	4.9	17.8	7.4	17.6	14.6	9.0
Slovak Rep.	5.4	19.7	15.9	10.2	16.6	0.8	13.2	12.4	5.7
Slovenia	4.3	27.1	16.3	8.2	12.5	3.0	11.9	8.4	8.4
Spain	4.3	23.3	13.7	11.4	18.5	2.1	9.9	8.0	8.7
Sweden	8.3	37.8	20.7	5.8	11.9	1.3	8.0	4.6	1.6
Switzerland	10.0	29.6	19.5	13.9	11.0	2.7	7.5	3.0	2.9
EU14	5.9	25.9	18.6	11.3	14.5	2.2	9.6	6.0	6.1
EU27	6.0	24.9	17.2	10.2	14.5	2.8	10.9	7.4	6.2
All	6.1	25.1	17.2	10.2	14.5	2.8	10.8	7.3	6.1

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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Natives are defined based on country of birth. Source: authors' elaboration on EU-LFS data (2024).

TABLE A16: DIFFERENCES IN THE PROBABILITY OF HAVING AN ELEMENTARY OCCUPATION BETWEEN IMMIGRANTS AND NATIVES

Country	Baseline	Conditional (individual characteristics)
Austria	0.140***	0.113***
Belgium	0.116***	0.085***
Bulgaria	-0.028	0.020**
Croatia	0.031***	0.015
Cyprus	0.201***	0.170***
Czech Rep.	0.049***	0.040***
Denmark	0.093***	0.090***
Estonia	0.056***	0.061***
Finland	0.086***	0.079***
France	0.092***	0.061***
Germany	0.124***	0.083***
Greece	0.194***	0.147***
Hungary	0.001	0.012*
Ireland	0.047***	0.056***
Italy	0.188***	0.161***
Latvia	0.065***	0.069***
Lithuania	0.018	0.013
Luxembourg	0.049***	0.053***
Malta	0.047***	0.064***
Netherlands	0.074***	0.051***
Norway	0.074***	0.071***
Poland	0.051***	0.062***
Portugal	0.060***	0.077***
Romania	-0.001	0.028
Slovak Rep.	-0.010	0.005
Slovenia	0.163***	0.109***
Spain	0.164***	0.130***
Sweden	0.071***	0.054***
Switzerland	0.088***	0.045***
EU14	0.127***	0.099***
EU27	0.122***	0.094***
All	0.120***	0.092***

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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

**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	0.092***	0.090***	0.182***	0.135***
Belgium	0.073***	0.065***	0.151***	0.103***
Bulgaria	-0.111***	-0.053*	-0.017	0.029
Croatia	-0.015	-0.017	0.044***	0.024***
Cyprus	0.073***	0.058***	0.260***	0.226***
Czech Rep.	0.015	0.017	0.073***	0.057***
Denmark	0.060***	0.076***	0.111***	0.098***
Estonia	0.008	0.014	0.060***	0.066***
Finland	0.053***	0.046**	0.100***	0.094***
France	0.082***	0.055***	0.094***	0.063***
Germany	0.109***	0.078***	0.131***	0.088***
Greece	0.052	0.054*	0.230***	0.174***
Hungary	0.010	0.013	-0.014	0.010
Ireland	0.092***	0.082***	0.022**	0.041***
Italy	0.133***	0.126***	0.210***	0.175***
Latvia	-0.028	-0.027	0.079***	0.082***
Lithuania	-0.018	-0.040	0.022	0.019
Luxembourg	0.050***	0.049***	0.046***	0.057***
Malta	-0.017	0.012	0.074***	0.083***
Netherlands	0.062***	0.040***	0.078***	0.056***
Norway	0.065***	0.063***	0.081***	0.077***
Poland	0.004	0.023	0.055***	0.065***
Portugal	-0.018***	0.001	0.081***	0.097***
Romania	-0.090***	-0.058***	0.008	0.036
Slovak Rep.	-0.014	-0.001	-0.003	0.013
Slovenia	0.056***	0.042**	0.183***	0.123***
Spain	0.085***	0.063***	0.183***	0.148***
Sweden	0.038***	0.038***	0.083***	0.062***
Switzerland	0.051***	0.030***	0.140***	0.073***
EU14	0.093***	0.076***	0.140***	0.109***
EU27	0.088***	0.071***	0.136***	0.104***
All	0.085***	0.068***	0.135***	0.103***

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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

**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	0.166***	0.168***	0.135***	0.101***
Belgium	0.118***	0.110***	0.118***	0.081***
Bulgaria	0.193	0.257	-0.072**	-0.029
Croatia	-0.002	-0.038	0.032***	0.016**
Cyprus	0.338***	0.307***	0.140***	0.117***
Czech Rep.	0.088***	0.067**	0.039***	0.033***
Denmark	0.155***	0.172***	0.086***	0.078***
Estonia	0.105***	0.137***	0.039***	0.034***
Finland	0.092***	0.088**	0.084***	0.077***
France	0.041	0.059**	0.096***	0.064***
Germany	0.156***	0.136***	0.117***	0.073***
Greece	0.237**	0.167*	0.192***	0.145***
Hungary	0.032	0.021	-0.004	0.010
Ireland	0.067***	0.091***	0.040***	0.044***
Italy	0.196***	0.175***	0.187***	0.160***
Latvia	0.248***	0.332***	0.035	0.026
Lithuania	-0.005	0.041	0.030	-0.001
Luxembourg	0.004	0.031***	0.067***	0.054***
Malta	0.118***	0.125***	0.018	0.033***
Netherlands	0.089***	0.064***	0.068***	0.047***
Norway	0.093***	0.097***	0.073***	0.068***
Poland	0.074***	0.085***	0.032***	0.042***
Portugal	0.114***	0.140***	0.045***	0.060***
Romania	-0.013	0.010	0.006	0.038
Slovak Rep.	0.020	0.048	-0.015	-0.004
Slovenia	0.183***	0.139***	0.160***	0.106***
Spain	0.215***	0.201***	0.155***	0.118***
Sweden	0.101***	0.093***	0.066***	0.050***
Switzerland	0.076***	0.064***	0.092***	0.040***
EU14	0.143***	0.133***	0.124***	0.094***
EU27	0.140***	0.129***	0.120***	0.089***
All	0.134***	0.125***	0.118***	0.087***

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 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

**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	0.116***	0.121***	0.085***	0.082***
Belgium	0.056**	0.072***	0.080***	0.065***
Bulgaria	0.000***	0.000***	-0.111***	-0.053
Croatia	-0.063***	-0.070***	-0.011	-0.014
Cyprus	0.075***	0.092***	0.073***	0.054***
Czech Rep.	-0.047***	-0.023***	0.021	0.022
Denmark	0.120***	0.134***	0.041***	0.060***
Estonia	-0.064***	-0.011	0.013	0.015
Finland	0.041	0.034***	0.055***	0.049
France	0.026	0.067	0.086***	0.056***
Germany	0.179***	0.140***	0.096***	0.068***
Greece	0.068	0.082**	0.057*	0.059
Hungary	-0.037**	-0.085*	0.014	0.021
Ireland	0.138***	0.114**	0.087***	0.077***
Italy	0.060*	0.061*	0.136***	0.129***
Latvia	-0.106***	-0.013	-0.004	-0.010
Lithuania	-0.101***	-0.077	-0.013	-0.037
Luxembourg	0.001	0.023*	0.064***	0.051***
Malta	-0.040**	-0.008	-0.012	0.018
Netherlands	0.111***	0.077***	0.037***	0.022***
Norway	0.091**	0.094*	0.061***	0.059***
Poland	0.132	0.146	-0.019	0.004
Portugal	-0.003	0.041	-0.019***	-0.001
Romania	-0.084***	-0.007***	-0.090***	-0.061
Slovak Rep.	0.025	0.037	-0.017	-0.004
Slovenia	0.103	0.071	0.049**	0.039**
Spain	0.026	0.054	0.088***	0.064***
Sweden	0.055***	0.050***	0.034***	0.035***
Switzerland	0.049***	0.046***	0.052***	0.024***
EU14	0.119***	0.102***	0.089***	0.073***
EU27	0.115***	0.096***	0.085***	0.068***
All	0.103***	0.089***	0.082***	0.065***

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 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

**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	0.224***	0.224***	0.174***	0.118***
Belgium	0.168***	0.141***	0.149***	0.096***
Bulgaria	0.193	0.257	-0.065	-0.025
Croatia	0.017	-0.028	0.044***	0.023***
Cyprus	0.376***	0.341***	0.185***	0.163***
Czech Rep.	0.103***	0.077***	0.057***	0.046**
Denmark	0.182***	0.202***	0.110***	0.087***
Estonia	0.109***	0.140***	0.042***	0.036***
Finland	0.106***	0.102**	0.099***	0.092***
France	0.045	0.057**	0.099***	0.066***
Germany	0.146***	0.134***	0.128***	0.079***
Greece	0.264**	0.180*	0.225***	0.170***
Hungary	0.067**	0.076***	-0.041***	-0.012
Ireland	0.050**	0.085***	0.008	0.021**
Italy	0.229***	0.203***	0.207***	0.173***
Latvia	0.305***	0.369***	0.040	0.031
Lithuania	-0.004	0.043	0.037	0.004
Luxembourg	0.009	0.032**	0.077***	0.066***
Malta	0.146***	0.146***	0.035**	0.042***
Netherlands	0.077***	0.056***	0.079***	0.057***
Norway	0.095***	0.099***	0.081***	0.076***
Poland	0.072***	0.084***	0.038***	0.047***
Portugal	0.122***	0.147***	0.067***	0.080***
Romania	-0.012	0.011	0.022	0.054
Slovak Rep.	0.019	0.051	-0.013	-0.004
Slovenia	0.198***	0.151***	0.181***	0.120***
Spain	0.229***	0.213***	0.174***	0.135***
Sweden	0.118***	0.110***	0.077***	0.057***
Switzerland	0.130***	0.101***	0.145***	0.071***
EU14	0.152***	0.144***	0.138***	0.103***
EU27	0.147***	0.139***	0.134***	0.098***
All	0.146***	0.138***	0.133***	0.097***

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 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

**TABLE A21: DIFFERENCES IN THE PROBABILITY OF HAVING A HIGH SKILL OCCUPATION BETWEEN IMMIGRANTS AND NATIVES**

Country	Baseline	Conditional (individual characteristics)
Austria	-0.168***	-0.138***
Belgium	-0.125***	-0.073***
Bulgaria	0.169*	-0.021
Croatia	-0.031**	0.006
Cyprus	-0.153***	-0.069***
Czech Rep.	-0.116***	-0.130***
Denmark	-0.098***	-0.128***
Estonia	-0.151***	-0.193***
Finland	-0.120***	-0.068***
France	-0.139***	-0.091***
Germany	-0.168***	-0.106***
Greece	-0.197***	-0.029
Hungary	0.064***	-0.012
Ireland	-0.005	-0.044***
Italy	-0.273***	-0.167***
Latvia	-0.077**	-0.094***
Lithuania	-0.024	-0.023
Luxembourg	0.045***	-0.051***
Malta	-0.063***	-0.114***
Netherlands	-0.120***	-0.062***
Norway	-0.218***	-0.206***
Poland	-0.079***	-0.122***
Portugal	-0.056***	-0.103***
Romania	0.103**	-0.016
Slovak Rep.	0.070**	-0.016
Slovenia	-0.299***	-0.133***
Spain	-0.209***	-0.095***
Sweden	-0.158***	-0.144***
Switzerland	-0.087***	-0.051***
EU14	-0.172***	-0.104***
EU27	-0.166***	-0.102***
All	-0.164***	-0.102***

The table reports, for each country, the difference in the probability of being employed in a high skill occupation 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

**TABLE A22: DIFFERENCES IN THE PROBABILITY OF HAVING A HIGH SKILL OCCUPATION BETWEEN IMMIGRANTS AND NATIVES, BY ORIGIN**

Country	EU		Non-EU	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	-0.083***	-0.099***	-0.240***	-0.173***
Belgium	-0.032*	-0.031**	-0.200***	-0.107***
Bulgaria	-0.009	-0.147	0.192	-0.004
Croatia	0.043	0.046*	-0.051***	-0.005
Cyprus	-0.153***	-0.066***	-0.153***	-0.068***
Czech Rep.	0.042	-0.020	-0.230***	-0.210***
Denmark	0.000	-0.078***	-0.152***	-0.155***
Estonia	0.044	-0.019	-0.171***	-0.211***
Finland	-0.085***	-0.019	-0.135***	-0.090***
France	-0.081***	-0.039**	-0.153***	-0.104***
Germany	-0.163***	-0.103***	-0.171***	-0.107***
Greece	0.023	0.051	-0.253***	-0.051***
Hungary	0.029	0.003	0.123	-0.037**
Ireland	-0.117***	-0.086***	0.055**	-0.024
Italy	-0.237***	-0.178***	-0.287***	-0.161***
Latvia	-0.011	-0.024	-0.088***	-0.104***
Lithuania	0.059	0.082	-0.033**	-0.034
Luxembourg	0.046***	-0.038***	0.042**	-0.074***
Malta	0.194***	0.065**	-0.172***	-0.194***
Netherlands	-0.088***	-0.017**	-0.134***	-0.074***
Norway	-0.202***	-0.200***	-0.229***	-0.210***
Poland	0.196***	0.077*	-0.103***	-0.140***
Portugal	0.039***	-0.035***	-0.081***	-0.122***
Romania	0.029	-0.159	0.111***	-0.002
Slovak Rep.	0.088**	0.014	0.045	-0.059
Slovenia	-0.096***	-0.059**	-0.337***	-0.147***
Spain	-0.157***	-0.049***	-0.222***	-0.105***
Sweden	-0.038***	-0.091***	-0.201***	-0.165***
Switzerland	-0.009	-0.019***	-0.198***	-0.104***
EU14	-0.131***	-0.083***	-0.188***	-0.112***
EU27	-0.121***	-0.077***	-0.184***	-0.111***
All	-0.114***	-0.076***	-0.185***	-0.112***

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 skill occupation 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

**TABLE A23: DIFFERENCES IN THE PROBABILITY OF HAVING A HIGH SKILL OCCUPATION BETWEEN IMMIGRANTS AND NATIVES, BY YEARS OF RESIDENCE**

Country	Recent		Earlier	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	-0.073***	-0.116***	-0.188***	-0.142***
Belgium	-0.037	-0.067***	-0.147***	-0.075***
Bulgaria	-0.346***	-0.502***	0.278***	0.083
Croatia	-0.054	-0.022	-0.033**	0.005
Cyprus	-0.129***	-0.017	-0.164***	-0.086***
Czech Rep.	-0.286***	-0.266***	-0.062***	-0.085***
Denmark	-0.066***	-0.182***	-0.112***	-0.119***
Estonia	-0.200***	-0.347***	-0.136***	-0.140***
Finland	-0.041	-0.008	-0.136***	-0.081***
France	-0.025	-0.133***	-0.145***	-0.088***
Germany	-0.123***	-0.150***	-0.178***	-0.097***
Greece	-0.256***	0.021	-0.198***	-0.031
Hungary	0.049	-0.013	0.066***	-0.011
Ireland	0.077***	-0.018	-0.029*	-0.051***
Italy	-0.232***	-0.148***	-0.275***	-0.168***
Latvia	-0.131*	-0.360***	-0.066*	-0.046
Lithuania	0.090	-0.048	-0.083**	-0.010
Luxembourg	0.160***	-0.033**	0.001	-0.052***
Malta	-0.165***	-0.219***	-0.016	-0.067***
Netherlands	-0.097***	-0.019	-0.128***	-0.070***
Norway	-0.272***	-0.307***	-0.214***	-0.193***
Poland	-0.103***	-0.140***	-0.062***	-0.112***
Portugal	-0.124***	-0.191***	-0.037***	-0.081***
Romania	-0.054	-0.060	0.199***	0.011
Slovak Rep.	-0.088	-0.256***	0.101***	0.030
Slovenia	-0.293***	-0.160***	-0.300***	-0.128***
Spain	-0.184***	-0.120***	-0.213***	-0.089***
Sweden	-0.064***	-0.114***	-0.173***	-0.149***
Switzerland	0.003	-0.059***	-0.113***	-0.050***
EU14	-0.107***	-0.108***	-0.182***	-0.102***
EU27	-0.110***	-0.116***	-0.175***	-0.098***
All	-0.105***	-0.116***	-0.173***	-0.098***

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 in the country) immigrants, the difference in the probability of being employed in a high skill occupation 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

**TABLE A24: DIFFERENCES IN THE PROBABILITY OF HAVING A HIGH SKILL OCCUPATION BETWEEN EU IMMIGRANTS AND NATIVES, BY YEARS OF RESIDENCE**

Country	EU - Recent		EU - Earlier	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	-0.025*	-0.064***	-0.098***	-0.108***
Belgium	0.091***	-0.015	-0.060***	-0.034**
Bulgaria	0.000***	0.000***	-0.009	-0.147
Croatia	0.031	0.063	0.039	0.042*
Cyprus	-0.067*	-0.068**	-0.165***	-0.066***
Czech Rep.	0.031	-0.116**	0.041	-0.012
Denmark	-0.059*	-0.156***	0.022	-0.055***
Estonia	0.493***	0.169***	0.014	-0.032
Finland	0.105	0.161	-0.106***	-0.041
France	0.067	-0.078	-0.090***	-0.036**
Germany	-0.212***	-0.161***	-0.154***	-0.093***
Greece	0.065	0.063	0.008	0.044
Hungary	0.007	0.008	0.031	0.003
Ireland	0.042	0.089	-0.140***	-0.109***
Italy	-0.060	-0.065**	-0.244***	-0.183***
Latvia	0.011	-0.112	-0.055	-0.060
Lithuania	0.489***	0.478***	0.032	0.057
Luxembourg	0.149***	-0.022	0.017	-0.038***
Malta	0.382***	0.212***	0.160***	0.034
Netherlands	-0.143***	-0.001	-0.058***	-0.021
Norway	-0.335***	-0.309***	-0.178***	-0.182***
Poland	-0.077	-0.123	0.263***	0.100**
Portugal	0.172***	-0.030	0.030**	-0.036***
Romania	-0.295***	-0.843***	0.045	-0.126
Slovak Rep.	0.202	0.172*	0.081**	0.005
Slovenia	-0.183**	-0.140*	-0.084***	-0.048*
Spain	0.295***	0.200***	-0.182***	-0.063***
Sweden	-0.022	-0.082***	-0.039***	-0.092***
Switzerland	0.044***	-0.038***	-0.026***	-0.013**
EU14	-0.080***	-0.064***	-0.137***	-0.086***
EU27	-0.075***	-0.066***	-0.128***	-0.079***
All	-0.063***	-0.068***	-0.121***	-0.077***

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 in the country) EU immigrants, the difference in the probability of being employed in a high skill occupation 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

**TABLE A25: DIFFERENCES IN THE PROBABILITY OF HAVING A HIGH SKILL 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	-0.129***	-0.175***	-0.260***	-0.172***
Belgium	-0.142***	-0.109***	-0.216***	-0.108***
Bulgaria	-0.346***	-0.502***	0.334***	0.127*
Croatia	-0.079	-0.048	-0.053***	-0.005
Cyprus	-0.138***	-0.008	-0.163***	-0.095***
Czech Rep.	-0.319***	-0.282***	-0.172***	-0.162***
Denmark	-0.072**	-0.203***	-0.182***	-0.153***
Estonia	-0.216***	-0.359***	-0.157***	-0.155***
Finland	-0.081	-0.053	-0.151***	-0.101***
France	-0.050	-0.148***	-0.159***	-0.102***
Germany	-0.084***	-0.144***	-0.189***	-0.098***
Greece	-0.306***	0.014	-0.249***	-0.051***
Hungary	0.070	-0.024	0.140**	-0.042**
Ireland	0.085***	-0.039	0.047**	-0.014
Italy	-0.274***	-0.168***	-0.287***	-0.160***
Latvia	-0.154*	-0.387***	-0.068*	-0.045
Lithuania	0.083	-0.057	-0.102***	-0.021
Luxembourg	0.176***	-0.021	-0.065**	-0.101***
Malta	-0.261***	-0.298***	-0.118***	-0.129***
Netherlands	-0.070***	-0.021	-0.154***	-0.086***
Norway	-0.218***	-0.304***	-0.240***	-0.200***
Poland	-0.104***	-0.141***	-0.104***	-0.139***
Portugal	-0.144***	-0.203***	-0.060***	-0.097***
Romania	-0.051	-0.051	0.225***	0.033
Slovak Rep.	-0.161***	-0.364***	0.137**	0.077
Slovenia	-0.313***	-0.164***	-0.340***	-0.144***
Spain	-0.222***	-0.145***	-0.222***	-0.094***
Sweden	-0.079***	-0.125***	-0.220***	-0.171***
Switzerland	-0.082***	-0.104***	-0.226***	-0.106***
EU14	-0.116***	-0.122***	-0.199***	-0.108***
EU27	-0.121***	-0.132***	-0.195***	-0.106***
All	-0.121***	-0.133***	-0.197***	-0.107***

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 in the country) non-EU immigrants, the difference in the probability of being employed in a high skill occupation 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2024).

## Tables appendix - Part II

TABLE B1: STOCK OF IMMIGRANTS IN EUROPE IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, OVERALL

Country	Thousand	Change 2015 - 2024 (thousand)	% of population	Change 2015 - 2024 (p.p.)
Austria	1434	545	16.9	5.0
Belgium	1655	480	14.7	3.7
Bulgaria	25	3	0.3	0.1
Croatia	415	-10	10.1	0.5
Cyprus	150	92	18.4	7.5
Czech Rep.	309	197	2.9	1.9
Denmark	524	44	9.2	0.3
Estonia	166	42	12.8	2.6
Finland	240	212	4.4	5.2
France	7540	875	11.6	1.0
Germany	12180	4224	15.2	4.5
Greece	667	-41	6.2	-0.1
Hungary	176	97	1.8	1.1
Ireland	752	436	16.0	6.3
Italy	5739	540	9.5	1.2
Latvia	243	-26	12.4	-0.7
Lithuania	143	-59	4.9	-2.0
Luxembourg	221	91	48.4	7.9
Malta	51	118	11.6	18.5
Netherlands	1676	877	10.1	7.0
Norway	556	433	14.3	3.7
Poland	247	460	0.7	1.3
Portugal	712	441	6.9	3.9
Romania	15	60	0.1	0.3
Slovak Rep.	43	21	0.8	0.4
Slovenia	182	54	8.8	2.6
Spain	5374	3147	11.7	5.9
Sweden	1394	550	19.2	3.5
Switzerland	2114	406	30.2	3.2
EU14	40109	12422	12.1	3.5
EU27	42273	13472	9.7	3.0
All	44943	14311	10.1	3.0

The table reports, for each country, the size of the immigrant population, expressed in thousands, as well as the share of the total population in 2015. In addition to these, it also shows the change in the immigrant stock between 2015 and 2024, both in thousands and in percentage points. The three bottom rows display the mean values for the EU14 countries, EU27 countries, and all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B2: STOCK OF RECENT ARRIVALS IN EUROPE IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, OVERALL**

Country	Thousand	Change 2015 - 2024 (thousand)	% of immigrants	Change 2015 - 2024 (p.p.)
Austria	301	134	21.0	1.0
Belgium	344	113	20.8	0.6
Bulgaria	7	4	28.5	11.4
Croatia	6	9	1.4	2.4
Cyprus	42	42	27.8	6.6
Czech Rep.	47	104	15.3	14.6
Denmark	125	-1	23.8	-2.0
Estonia	4	42	2.2	19.5
Finland	33	52	13.9	5.0
France	856	-229	11.4	-3.9
Germany	1681	2107	13.8	9.3
Greece	55	-19	8.2	-2.4
Hungary	21	37	11.9	9.5
Ireland	175	147	23.2	3.9
Italy	605	-103	10.5	-2.5
Latvia	11	17	4.7	8.2
Lithuania	6	17	4.4	22.8
Luxembourg	60	24	27.0	-0.3
Malta	11	40	20.9	9.0
Netherlands	151	558	9.0	18.8
Norway	192	-43	34.5	-19.5
Poland	238	107	96.3	-47.5
Portugal	67	250	9.4	18.1
Romania	8	33	53.6	1.6
Slovak Rep.	8	8	18.4	6.2
Slovenia	20	10	11.1	1.7
Spain	573	1230	10.7	10.5
Sweden	276	-13	19.8	-6.3
Switzerland	472	31	22.3	-2.4
EU14	5301	4252	13.2	5.0
EU27	5730	4721	13.6	5.2
All	6394	4709	14.2	4.5

The table reports, for each country, the size of recent immigrants, expressed in thousands, as well as their share of the total population in 2015. It also shows the change in the stock between 2015 and 2024, both in thousands and in percentage points. Recent immigrants are defined as those who have been in the country for at most five years. The three bottom rows present the mean values for the EU14 countries, EU27 countries, and all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

TABLE B3: DISTRIBUTION OF IMMIGRANTS BY AREA OF ORIGIN IN 2015

Country	% from EU	% from Europe non-EU	% from Americas and Oceania	% from Africa	% from Asia	% from West Asia and North Africa
Austria	45.2	39.5	2.6	1.7	5.9	5.1
Belgium	47.2	12.7	3.5	12.2	5.9	18.5
Bulgaria	25.2	53.2	-	-	-	-
Croatia	10.9	88.2	-	-	-	-
Cyprus	54.2	9.7	2.2	2.3	16.9	14.7
Czech Rep.	64.2	26.4	1.7	0.1	5.8	1.8
Denmark	30.9	22.0	6.2	5.5	20.7	14.5
Estonia	7.3	86.9	0.1	0.0	0.2	5.5
Finland	36.6	26.9	4.8	8.1	14.9	8.7
France	25.8	8.6	5.0	13.4	6.5	40.6
Germany	47.3	36.7	3.2	0.0	4.6	8.2
Greece	19.1	60.1	2.7	1.2	5.3	11.6
Hungary	73.6	18.9	1.3	0.5	3.0	2.6
Ireland	69.5	3.0	8.8	5.5	10.9	2.3
Italy	31.9	24.3	12.5	5.6	13.4	12.3
Latvia	11.0	83.2	0.2	0.0	0.4	5.2
Lithuania	12.8	80.1	0.4	0.3	0.5	5.9
Luxembourg	80.8	6.4	2.9	4.8	3.1	2.1
Malta	45.9	-	-	-	-	-
Netherlands	25.2	14.7	21.6	6.5	15.2	16.7
Norway	39.7	12.5	-	-	-	-
Poland	33.5	56.4	-	-	-	-
Portugal	25.3	8.8	19.1	44.4	1.6	0.7
Romania	51.6	34.8	8.2	1.7	0.0	3.8
Slovak Rep.	74.3	18.8	2.3	0.2	2.4	2.0
Slovenia	30.5	67.3	-	-	-	-
Spain	30.9	5.3	37.5	3.6	6.3	16.5
Sweden	28.7	19.4	6.7	8.4	12.4	24.4
Switzerland	62.1	17.9	7.7	3.6	5.5	3.3
EU14	35.2	19.8	11.8	6.8	8.0	18.3
EU27	35.1	22.0	11.2	6.4	7.7	17.5
All	36.9	21.8	10.9	6.2	7.5	16.6

The table reports, for each country, the share of immigrants from each area of origin out of the total immigrant population in 2015. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. For Bulgaria, Croatia, Norway, Poland and Slovenia information on country of birth is available only for European countries; for Malta information on country of birth is available only for EU countries; for Germany information on origin is available only for foreign nationals. Source: authors' elaboration on EU-LFS data (2015).

**TABLE B4: CHANGES IN THE DISTRIBUTION OF IMMIGRANTS BY AREA OF ORIGIN OVER THE PERIOD 2015-2024**

Country	Change 2015-2024 EU	Change 2015-2024 Europe non-EU	Change 2015-2024 Americas and Oceania	Change 2015-2024 Africa	Change 2015-2024 Asia	Change 2015-2024 West Asia and North Africa
Austria	-2.3	-3.2	-0.3	-0.4	0.6	5.6
Belgium	-4.0	-1.1	1.8	1.1	1.0	1.2
Bulgaria	-7.0	15.9	-	-	-	-
Croatia	4.9	-6.6	-	-	-	-
Cyprus	-26.6	20.8	-0.8	3.1	-0.3	3.8
Czech Rep.	-20.3	21.1	-0.4	-0.1	0.1	-0.5
Denmark	2.5	1.8	1.2	-0.2	-3.2	-2.1
Estonia	-0.5	-0.1	0.3	0.0	0.3	-0.1
Finland	-9.7	-1.5	-0.6	0.4	7.3	4.1
France	-4.1	1.6	1.1	4.6	0.1	-3.3
Germany	-15.6	-3.8	0.2	3.0	3.9	12.2
Greece	0.2	-0.4	1.4	-0.4	-2.6	1.8
Hungary	-14.8	8.7	0.8	0.7	4.9	-0.3
Ireland	-38.5	26.4	3.8	0.2	8.1	0.0
Italy	-4.9	1.0	-0.5	1.5	2.4	0.5
Latvia	1.6	-4.1	0.3	0.1	0.2	1.9
Lithuania	-3.6	2.1	0.2	0.0	0.3	1.1
Luxembourg	-8.7	2.4	2.6	0.8	1.3	1.5
Malta	-17.0	-	-	-	-	-
Netherlands	0.7	2.3	-4.1	0.6	-1.3	1.8
Norway	-3.2	2.8	-	-	-	-
Poland	-22.0	27.0	-	-	-	-
Portugal	-7.8	-0.7	19.4	-12.5	1.4	0.1
Romania	-6.4	6.3	-7.8	-0.3	6.4	1.8
Slovak Rep.	-15.5	17.2	-1.4	-0.2	0.5	-0.6
Slovenia	-11.2	11.6	-	-	-	-
Spain	-12.3	2.8	11.5	-1.2	0.0	-0.7
Sweden	-2.4	-4.5	0.2	2.0	4.1	0.7
Switzerland	-5.1	1.3	0.3	0.7	1.4	1.5
EU14	-7.6	1.8	2.3	0.6	1.4	1.6
EU27	-7.6	1.9	2.2	0.6	1.3	1.6
All	-7.7	2.0	2.1	0.6	1.3	1.7

The table reports, for each country, the change in the share of immigrants from each area of origin out of the total immigrant population, expressed in percentage points, over the period 2015-2024. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. For Bulgaria, Croatia, Norway, Poland and Slovenia information on country of birth is available only for European countries; for Malta information on country of birth is available only for EU countries; for Germany information on origin is available only for foreign nationals. Source: authors' elaboration on EU-LFS data (2015 and 2024).

TABLE B5: EDUCATION RATES OF IMMIGRANTS AND NATIVES IN 2015

Country	Immigrants		Natives	
	% Lower secondary education	% Tertiary education	% Lower Secondary education	% Tertiary education
Austria	26.1	30.3	12.3	30.6
Belgium	37.1	31.9	22.5	38.0
Bulgaria	6.9	43.9	18.2	27.7
Croatia	23.9	20.0	15.9	23.3
Cyprus	24.5	36.1	21.3	41.9
Czech Rep.	13.1	29.1	6.7	21.5
Denmark	24.6	39.6	19.7	36.2
Estonia	6.6	40.7	13.1	36.1
Finland	33.9	32.6	11.4	43.5
France	40.6	29.3	19.8	34.5
Germany	32.3	22.6	8.7	28.8
Greece	43.6	16.1	28.2	30.4
Hungary	11.1	31.5	16.9	24.1
Ireland	9.5	54.3	21.4	42.0
Italy	44.8	13.5	39.3	18.2
Latvia	6.3	32.0	10.3	31.5
Lithuania	5.1	34.5	6.6	39.0
Luxembourg	27.8	47.1	22.4	30.6
Malta	40.6	35.0	55.5	19.3
Netherlands	30.2	28.2	21.4	37.4
Norway	24.2	41.5	16.2	42.5
Poland	3.7	54.6	9.3	27.6
Portugal	36.7	31.6	56.8	21.9
Romania	6.4	47.2	25.0	17.1
Slovak Rep.	11.2	27.1	8.6	21.1
Slovenia	27.8	13.2	11.4	32.3
Spain	39.6	29.2	41.8	37.5
Sweden	29.9	40.3	11.7	39.6
Switzerland	24.9	39.4	5.9	40.1
EU14	36.4	25.8	25.2	30.5
EU27	35.5	26.0	22.1	29.0
All	34.8	27.0	21.8	29.3

The table reports, for each country, 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) expressed in percentage points, in 2015. And, by comparison, the corresponding shares among the native population. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015).

**TABLE B6: CHANGE IN EDUCATION RATES OF IMMIGRANTS AND NATIVES AND OVER THE PERIOD 2015-2024**

Country	Immigrants		Natives	
	% Lower secondary education	% Tertiary education	% Lower Secondary education	% Tertiary education
Austria	-2.4	6.2	-2.5	7.2
Belgium	-7.6	4.9	-7.9	6.8
Bulgaria	-3.6	20.8	-4.2	3.7
Croatia	-9.0	5.5	-7.0	7.8
Cyprus	-7.1	10.3	-9.1	12.1
Czech Rep.	-0.5	3.8	-1.5	5.2
Denmark	-6.1	13.0	-3.7	7.7
Estonia	-3.1	10.1	-0.6	4.1
Finland	-11.5	4.8	-2.8	0.9
France	-8.2	8.4	-6.5	9.6
Germany	-2.4	7.9	-0.2	7.0
Greece	-3.5	-0.4	-11.1	5.9
Hungary	-1.7	12.1	-4.9	6.6
Ireland	-3.8	11.8	-9.0	12.2
Italy	-2.3	1.3	-7.8	5.6
Latvia	-3.5	17.3	-0.7	9.3
Lithuania	0.2	12.9	-1.0	8.6
Luxembourg	-9.2	15.1	-6.3	10.5
Malta	-17.3	8.1	-20.1	11.1
Netherlands	5.9	10.8	-5.9	8.0
Norway	-3.0	6.0	-1.7	7.5
Poland	-1.4	-2.9	-4.0	11.5
Portugal	-13.5	5.4	-15.6	8.5
Romania	-1.6	-7.5	-5.1	2.0
Slovak Rep.	-9.0	12.2	-2.5	7.8
Slovenia	-5.1	2.7	-2.3	5.4
Spain	4.1	-1.5	-9.4	8.9
Sweden	-5.1	10.5	-5.4	10.9
Switzerland	1.7	7.0	-0.3	6.0
EU14	-1.7	5.9	-5.8	7.7
EU27	-1.5	6.1	-5.3	7.7
All	-1.4	6.1	-5.2	7.7

The table reports, for each country, the change in the share of immigrants aged 25 to 64 with at most lower secondary education (ISCED 0-2), the change in the share of immigrants aged 25 to 64 with tertiary education (ISCED 5-8), expressed in percentage points, between 2015 and 2024. By comparison, it also reports the corresponding changes among the native population. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B7: EMPLOYMENT GAPS BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, OVERALL**

Country	Immigrants			Natives		
	Baseline	Change 2015-2024	Conditional (individual characteristics)	Change 2015-2024	% employed natives	Change 2015-2024
Austria	-0.100***	0.023***	-0.104***	0.010*	77.4	0.030***
Belgium	-0.154***	0.020*	-0.139***	0.013	73.3	0.060***
Bulgaria	-0.037	-0.103	-0.070	-0.125	70.6	0.097***
Croatia	-0.066***	-0.005	-0.027**	0.014	64.3	0.130***
Cyprus	0.012*	-0.055***	0.002	-0.057***	70.3	0.128***
Czech Rep	-0.023	0.000	-0.017	0.000	78.0	0.077***
Denmark	-0.175***	0.116***	-0.159***	0.079***	79.4	0.028***
Estonia	-0.088***	0.013	-0.056***	-0.027	79.4	0.052***
Finland	-0.127***	-0.011	-0.104***	-0.028	75.4	0.053***
France	-0.149***	0.023**	-0.108***	0.008	73.9	0.055***
Germany	-0.101***	-0.019***	-0.069***	0.006	81.4	0.041***
Greece	-0.024***	-0.058***	-0.021***	-0.039**	57.9	0.148***
Hungary	0.025**	-0.009	-0.015	-0.009	71.6	0.125***
Ireland	-0.018***	0.017	-0.076***	0.035***	71.3	0.095***
Italy	0.001	-0.032***	0.010***	-0.026***	63.6	0.070***
Latvia	-0.107***	0.031	-0.072***	0.012	75.6	0.043***
Lithuania	-0.073***	-0.004	-0.029**	-0.026	76.8	0.044***
Luxembourg	0.001	0.033**	-0.042***	0.019	74.1	0.010
Malta	0.055***	-0.004	0.007	-0.034*	68.6	0.128***
Netherlands	-0.168***	0.018*	-0.153***	0.027***	79.8	0.071***
Norway	-0.108***	0.010	-0.110***	0.006	82.2	0.016***
Poland	-0.017	0.073***	-0.102***	0.088***	70.3	0.101***
Portugal	0.024***	-0.032***	-0.031***	-0.016**	71.7	0.100***
Romania	0.176***	-0.130**	0.059	-0.128**	68.6	0.042***
Slovak Rep.	-0.098***	0.005	-0.064***	-0.028	71.0	0.105***
Slovenia	-0.083***	0.044***	-0.023***	0.022*	72.3	0.088***
Spain	-0.058***	0.004	-0.071***	0.031**	65.6	0.098***
Sweden	-0.175***	0.053***	-0.149***	0.046***	87.0	0.006***
Switzerland	-0.080***	0.006	-0.074***	0.008	85.6	0.014***
EU14	-0.088***	-0.005	-0.075	-0.004	72.7	0.064***
EU27	-0.083***	-0.007**	-0.072	-0.004	72.3	0.070***
All	-0.082***	-0.009***	-0.072*	-0.005*	72.6	0.069***

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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B8: BASELINE EMPLOYMENT GAPS BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, BY ORIGIN**

Country	EU		Non-EU	
	Baseline	Change 2015 - 2024	Baseline	Change 2015 - 2024
Austria	-0.012**	0.010***	-0.161***	0.030***
Belgium	-0.049***	0.014***	-0.231***	0.034**
Bulgaria	0.148	-0.237**	-0.069	-0.077
Croatia	0.051	-0.034***	-0.078***	-0.012
Cyprus	-0.005	0.034	0.030***	-0.101***
Czech Rep.	-0.074***	0.039	0.051**	-0.065**
Denmark	-0.039***	0.040***	-0.228***	0.140***
Estonia	-0.096**	0.176***	-0.087***	-0.001
Finland	-0.009	-0.043	-0.196***	0.026
France	-0.061***	0.023	-0.176***	0.029**
Germany	-0.039***	0.007	-0.225***	0.068***
Greece	0.025**	-0.065	-0.036***	-0.057**
Hungary	0.021*	0.032**	0.034	-0.074***
Ireland	0.005	0.036**	-0.069***	0.047***
Italy	0.015***	-0.034***	-0.006	-0.029***
Latvia	-0.121***	0.049	-0.106***	0.028
Lithuania	-0.150***	0.126	-0.064***	-0.017
Luxembourg	0.025**	0.042***	-0.099***	0.053**
Malta	0.089***	-0.023	0.031	0.015
Netherlands	-0.038**	0.017	-0.207***	0.014
Norway	0.015	-0.026	-0.188***	0.039*
Poland	0.071*	0.050	-0.044*	0.095***
Portugal	0.101***	-0.058***	-0.003	-0.018**
Romania	0.244***	-0.288**	0.131**	-0.074
Slovak Rep.	-0.126***	0.061	-0.020	-0.108
Slovenia	-0.114***	0.065**	-0.072***	0.036***
Spain	-0.045***	0.021	-0.064***	0.002
Sweden	-0.075***	0.072***	-0.211***	0.055***
Switzerland	-0.023***	0.013*	-0.162***	0.012
EU14	-0.027***	0.001	-0.130***	0.014***
EU27	-0.025***	-0.001	-0.123***	0.010***
All	-0.021***	-0.005	-0.125***	0.010***

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 in 2015, overall (columns I and III). It also reports the change in the probability of employment between 2015 and 2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B9: CONDITIONAL EMPLOYMENT GAPS BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, BY ORIGIN**

Country	EU		Non-EU	
	Conditional (individual characteristics)	Change 2015 - 2024	Conditional (individual characteristics)	Change 2015 - 2024
Austria	-0.050***	0.002	-0.146***	0.014*
Belgium	-0.042***	-0.005	-0.213***	0.034**
Bulgaria	0.130	-0.260	-0.104	-0.098
Croatia	-0.036	0.030	-0.026**	0.011
Cyprus	-0.017*	0.025**	0.024**	-0.103***
Czech Rep.	-0.046**	0.013	0.028	-0.032
Denmark	-0.066***	0.022	-0.195***	0.099***
Estonia	-0.092*	0.164***	-0.053***	-0.044**
Finland	0.002	-0.052	-0.166***	0.004
France	-0.006	0.013	-0.137***	0.014
Germany	-0.021***	0.008	-0.180***	0.048***
Greece	0.025**	-0.035	-0.032***	-0.040*
Hungary	-0.010	0.036**	-0.027	-0.071***
Ireland	-0.044***	0.051***	-0.150***	0.084***
Italy	0.011**	-0.038***	0.008**	-0.021***
Latvia	-0.099**	0.046	-0.068***	0.008
Lithuania	-0.144***	0.169**	-0.017	-0.046
Luxembourg	-0.017*	0.041***	-0.159***	0.015
Malta	0.064***	-0.089***	-0.039**	0.008
Netherlands	-0.043***	0.030*	-0.185***	0.023**
Norway	-0.019	-0.017	-0.171***	0.026
Poland	-0.044	0.032	-0.119***	0.105***
Portugal	0.000	-0.017	-0.043***	-0.013
Romania	0.077	-0.243*	0.047	-0.105
Slovak Rep.	-0.073***	0.025	-0.038	-0.110*
Slovenia	-0.051***	0.036	-0.014	0.016
Spain	-0.073***	0.056**	-0.070***	0.025*
Sweden	-0.066***	0.054***	-0.182***	0.050***
Switzerland	-0.025***	0.009	-0.144***	0.019*
EU14	-0.030***	0.008	-0.112***	0.013***
EU27	-0.030***	0.009*	-0.106***	0.012***
All	-0.028***	0.004	-0.108***	0.011***

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 in 2015, when differences in age, gender and education characteristics are taken into account (columns I and III). It also reports the change in the conditional probability of employment between 2015 and 2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B10: BASELINE EMPLOYMENT GAPS BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, BY YEARS OF RESIDENCE**

Country	Recent		Earlier	
	Baseline	Change 2015 - 2024	Baseline	Change 2015 - 2024
Austria	-0.098***	-0.033***	-0.100***	0.037***
Belgium	-0.153***	0.026***	-0.155***	0.015
Bulgaria	0.111	-0.403***	-0.069	0.038
Croatia	-0.141	0.036***	-0.065***	-0.006
Cyprus	0.089***	-0.159***	-0.015*	-0.014
Czech Rep.	-0.018	-0.059***	-0.024	0.021
Denmark	-0.223***	0.143***	-0.168***	0.115***
Estonia	-0.049	-0.075***	-0.087***	0.031
Finland	-0.277***	0.061***	-0.089***	-0.025
France	-0.284***	-0.014***	-0.136***	0.023*
Germany	-0.171***	-0.091***	-0.085***	0.001
Greece	-0.126***	0.013***	-0.018***	-0.064***
Hungary	-0.023	-0.125***	0.030***	0.020
Ireland	-0.042***	0.030***	-0.014***	0.017
Italy	-0.165***	-0.052***	0.016***	-0.032***
Latvia	-0.321***	0.147***	-0.102***	0.049
Lithuania	0.034	-0.068***	-0.075***	-0.021
Luxembourg	0.036**	-0.010***	-0.011	0.050***
Malta	-0.007	0.085***	0.070***	-0.029
Netherlands	-0.241***	0.080***	-0.164***	0.018*
Norway	-0.157***	0.029***	-0.079***	-0.015
Poland	-0.005	0.043***	-0.167*	0.239***
Portugal	-0.197***	0.116***	0.037***	-0.023***
Romania	0.147*	-0.217***	0.197***	-0.056
Slovak Rep.	0.050	-0.364***	-0.124***	0.098***
Slovenia	-0.114***	0.104***	-0.080***	0.037***
Spain	-0.116***	-0.040***	-0.053***	0.019
Sweden	-0.309***	0.116***	-0.143***	0.035***
Switzerland	-0.079***	0.007***	-0.082***	0.006
EU14	-0.175***	-0.027***	-0.075***	0.003
EU27	-0.164***	-0.026***	-0.071***	0.000
All	-0.153***	-0.031***	-0.071***	-0.001

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 in 2015, overall (columns I and III). It also reports the change in the probability of employment between 2015 and 2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year dummy in a linear probability model. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B11: CONDITIONAL EMPLOYMENT GAPS BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, BY YEARS OF RESIDENCE**

Country	Recent		Earlier	
	Conditional (individual characteristics)	Change 2015 - 2024	Conditional (individual characteristics)	Change 2015 - 2024
Austria	-0.157***	-0.044***	-0.093***	0.023***
Belgium	-0.186***	0.006	-0.128***	0.014
Bulgaria	0.021	-0.429*	-0.089***	0.020
Croatia	-0.109	-0.056	-0.026**	0.019
Cyprus	0.096***	-0.185***	-0.028***	-0.007
Czech Rep.	-0.039	-0.020	-0.013	0.013
Denmark	-0.204***	0.073***	-0.160***	0.094***
Estonia	-0.148*	-0.032	-0.050***	0.002
Finland	-0.206***	0.005	-0.077***	-0.035
France	-0.295***	-0.033	-0.089***	0.007
Germany	-0.167***	-0.100***	-0.050***	-0.002
Greece	-0.095***	0.022	-0.016***	-0.043**
Hungary	-0.062*	-0.129***	-0.009	0.021
Ireland	-0.130***	0.050**	-0.065***	0.035***
Italy	-0.099***	-0.073***	0.020***	-0.023***
Latvia	-0.385***	0.119	-0.060***	0.047
Lithuania	-0.029	-0.080	-0.029**	0.000
Luxembourg	-0.084***	-0.031	-0.034***	0.037**
Malta	-0.089***	0.069*	0.025*	-0.061***
Netherlands	-0.277***	0.122***	-0.145***	0.031***
Norway	-0.173***	0.006	-0.075***	-0.020
Poland	-0.086***	0.052**	-0.306***	0.309***
Portugal	-0.233***	0.072**	-0.020***	0.004
Romania	0.118	-0.252***	0.017	-0.034
Slovak Rep.	0.023	-0.343***	-0.079***	0.056*
Slovenia	-0.148***	0.097**	-0.010	0.017
Spain	-0.144***	-0.012	-0.064***	0.048***
Sweden	-0.295***	0.098***	-0.119***	0.030***
Switzerland	-0.106***	0.008	-0.063***	0.007
EU14	-0.180***	-0.033***	-0.075***	0.003
EU27	-0.176***	-0.029***	-0.071***	0.000
All	-0.168***	-0.032***	-0.071***	-0.001

The table reports, for each country and separately for recent and earlier immigrants, the percentage point difference between immigrants and natives aged 25-64, in the probability of employment in 2015, when differences in age, gender and education characteristics are taken into account (columns I and III). It also reports the change in the conditional probability of employment between 2015 and 2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B12: BASELINE EMPLOYMENT GAPS BETWEEN EU IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, BY YEARS OF RESIDENCE**

Country	EU - Recent		EU - Earlier	
	Baseline	Change 2015 - 2024	Baseline	Change 2015 - 2024
Austria	0.015	-0.009	-0.022***	0.018*
Belgium	0.006	0.039	-0.067***	0.010
Bulgaria	0.288***	0.000***	0.021	-0.109
Croatia	0.204**	-0.358**	0.044	-0.018
Cyprus	0.008	-0.017	-0.007	0.042***
Czech Rep.	0.016	-0.190*	-0.088***	0.064**
Denmark	-0.066***	0.047	-0.007	0.015
Estonia	-0.398*	0.552***	-0.078	0.154***
Finland	-0.053	-0.043	0.003	-0.043
France	-0.146***	0.204***	-0.049***	0.005
Germany	-0.037***	-0.003	-0.040***	0.010
Greece	-0.100**	-0.036	0.036***	-0.066
Hungary	-0.031	-0.040	0.026**	0.039**
Ireland	0.045***	0.047	-0.006	0.041**
Italy	-0.031	0.013	0.020***	-0.035***
Latvia	-0.084	-0.027	-0.123***	0.008
Lithuania	-0.371***	0.557*	-0.145***	0.110
Luxembourg	0.074***	0.039	0.010	0.048***
Malta	-0.05	0.068	0.119***	-0.034
Netherlands	0.000	0.005	-0.044**	0.010
Norway	-0.004	0.019	0.029	-0.046*
Poland	0.078*	0.083*	-0.005	0.112
Portugal	0.024	-0.060	0.105***	-0.057***
Romania	0.314***	-0.843***	0.212***	-0.169
Slovak Rep.	0.004	-0.171	-0.139***	0.082*
Slovenia	-0.068	0.206**	-0.117***	0.047
Spain	-0.056	0.024	-0.044**	0.021
Sweden	-0.084***	0.058**	-0.072***	0.073***
Switzerland	-0.003	0.014	-0.031***	0.015*
EU14	-0.029***	0.014	-0.025***	0.000
EU27	-0.025***	0.006	-0.024***	-0.001
All	-0.017***	-0.001	-0.022***	-0.005

The table reports, for each country and separately for recent and earlier EU immigrants, the percentage point difference between immigrants and natives aged 25-64, in the probability of employment in 2015, overall (columns I and III). It also reports the change in the probability of employment between 2015 and 2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B13: CONDITIONAL EMPLOYMENT GAPS BETWEEN EU IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, BY YEARS OF RESIDENCE**

Country	EU - Recent		EU - Earlier	
	Conditional (individual characteristics)	Change 2015 - 2024	Conditional (individual characteristics)	Change 2015 - 2024
Austria	-0.045***	-0.019	-0.022***	0.018**
Belgium	-0.050***	0.017	-0.067***	0.010
Bulgaria	0.211***	0.000***	0.021	-0.109
Croatia	0.161***	-0.427***	0.044	-0.018
Cyprus	0.002	-0.072**	-0.007	0.042***
Czech Rep.	-0.019	-0.187*	-0.088***	0.064**
Denmark	-0.083***	0.019	-0.007	0.015
Estonia	-0.397*	0.436**	-0.078	0.154***
Finland	0.038	-0.118	0.003	-0.043
France	-0.156***	0.152**	-0.049***	0.005
Germany	-0.041***	0.020	-0.040***	0.010
Greece	-0.096**	-0.028	0.036***	-0.066
Hungary	-0.051	-0.016	0.026**	0.039**
Ireland	-0.027**	0.097***	-0.006	0.041**
Italy	-0.003	-0.018	0.020***	-0.035***
Latvia	-0.075	-0.266	-0.123***	0.008
Lithuania	-0.461*	0.568**	-0.145***	0.110
Luxembourg	-0.047***	0.028	0.010	0.048***
Malta	-0.081	-0.012	0.119***	-0.034
Netherlands	-0.028	0.049	-0.044**	0.010
Norway	-0.046**	0.011	0.029	-0.046*
Poland	-0.024	0.055	-0.005	0.112
Portugal	0.007	-0.143**	0.105***	-0.057***
Romania	0.299***	-0.795***	0.212***	-0.169
Slovak Rep.	-0.132	-0.018	-0.139***	0.082*
Slovenia	-0.104	0.203**	-0.117***	0.047
Spain	-0.101*	0.042	-0.044**	0.021
Sweden	-0.105***	0.054**	-0.072***	0.073***
Switzerland	-0.035***	0.012	-0.031***	0.015*
EU14	-0.048***	0.028**	-0.025***	0.000
EU27	-0.052***	0.023**	-0.024***	-0.001
All	-0.048***	0.014	-0.022***	-0.005

The table reports, for each country and separately for recent and earlier EU immigrants, the percentage point difference between immigrants and natives aged 25-64, in the probability of employment in 2015, when differences in age, gender and education characteristics are taken into account (columns I and III). It also reports the change in the conditional probability of employment between 2015 and 2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B14: BASELINE EMPLOYMENT GAPS BETWEEN NON-EU IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, BY YEARS OF RESIDENCE**

Country	Non-EU - Recent		Non-EU - Earlier	
	Baseline	Change 2015 - 2024	Baseline	Change 2015 - 2024
Austria	-0.256***	0.014	-0.146***	0.041***
Belgium	-0.325***	0.102***	-0.213***	0.020
Bulgaria	-0.003	-0.289	-0.079	0.060
Croatia	-0.302**	0.213	-0.076***	-0.016
Cyprus	0.130***	-0.209***	-0.025**	-0.041***
Czech Rep.	-0.057	-0.009	0.073***	-0.051*
Denmark	-0.310***	0.188***	-0.219***	0.139***
Estonia	0.034	-0.163*	-0.088***	0.016
Finland	-0.379***	0.137**	-0.147***	0.002
France	-0.333***	-0.017	-0.161***	0.032**
Germany	-0.389***	0.065***	-0.192***	0.084***
Greece	-0.136***	0.026	-0.030***	-0.063***
Hungary	-0.011	-0.171**	0.042*	-0.021
Ireland	-0.167***	0.135***	-0.034***	0.016
Italy	-0.214***	-0.035*	0.015***	-0.030***
Latvia	-0.344***	0.161	-0.099***	0.055*
Lithuania	0.074	-0.111	-0.068***	-0.037
Luxembourg	-0.085***	0.018	-0.104***	0.077**
Malta	0.020	0.070	0.034	-0.015
Netherlands	-0.416***	0.184***	-0.197***	0.018
Norway	-0.305***	0.089*	-0.137***	-0.003
Poland	-0.030	0.065**	-0.243**	0.310***
Portugal	-0.264***	0.180***	0.014*	-0.011
Romania	0.073	-0.127	0.183***	-0.024
Slovak Rep.	0.090	-0.431***	-0.068	0.113*
Slovenia	-0.122***	0.090*	-0.067***	0.030*
Spain	-0.149***	-0.015	-0.056***	0.020
Sweden	-0.382***	0.144***	-0.170***	0.029***
Switzerland	-0.239***	0.038	-0.145***	0.005
EU14	-0.295***	0.047***	-0.110***	0.021***
EU27	-0.275***	0.045***	-0.105***	0.017***
All	-0.272***	0.043***	-0.106***	0.015***

The table reports, for each country and separately for recent and earlier non-EU immigrants, the percentage point difference between immigrants and natives aged 25-64, in the probability of employment in 2015, overall (columns I and III). It also reports the change in the probability of employment between 2015 and 2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B15: CONDITIONAL EMPLOYMENT GAPS BETWEEN NON-EU IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, BY YEARS OF RESIDENCE**

Country	Non-EU - Recent		Non-EU - Earlier	
	Conditional (individual characteristics)	Change 2015 - 2024	Conditional (individual characteristics)	Change 2015 - 2024
Austria	-0.315***	0.002	-0.120***	0.029***
Belgium	-0.333***	0.071**	-0.189***	0.031**
Bulgaria	-0.102	-0.306	-0.104	0.048
Croatia	-0.235*	0.102	-0.024**	0.013
Cyprus	0.150***	-0.239***	-0.036***	-0.029**
Czech Rep.	-0.061	0.021	0.045*	-0.024
Denmark	-0.278***	0.101***	-0.192***	0.114***
Estonia	-0.089	-0.095	-0.048***	-0.014
Finland	-0.316***	0.089	-0.126***	-0.015
France	-0.344***	-0.032	-0.117***	0.016
Germany	-0.376***	0.042***	-0.139***	0.069***
Greece	-0.095***	0.029	-0.028***	-0.045**
Hungary	-0.080	-0.166**	-0.018	-0.017
Ireland	-0.264***	0.155***	-0.110***	0.061***
Italy	-0.135***	-0.062***	0.022***	-0.017***
Latvia	-0.415***	0.157	-0.055***	0.050
Lithuania	0.014	-0.126	-0.017	-0.018
Luxembourg	-0.198***	-0.019	-0.144***	0.050*
Malta	-0.099**	0.092*	-0.029	-0.025
Netherlands	-0.441***	0.212***	-0.173***	0.033***
Norway	-0.295***	0.051	-0.117***	-0.013
Poland	-0.104***	0.068**	-0.339***	0.346***
Portugal	-0.305***	0.143***	-0.028***	0.009
Romania	0.039	-0.160	0.054	-0.053
Slovak Rep.	0.155	-0.506***	-0.122**	0.139**
Slovenia	-0.156***	0.083*	0.003	0.011
Spain	-0.167***	0.005	-0.061***	0.046***
Sweden	-0.356***	0.120***	-0.145***	0.029***
Switzerland	-0.251***	0.038	-0.115***	0.014
EU14	-0.288***	0.029***	-0.090***	0.026***
EU27	-0.276***	0.030***	-0.086***	0.024***
All	-0.274***	0.028***	-0.086***	0.022***

The table reports, for each country and separately for recent and earlier non-EU immigrants, the percentage point difference between immigrants and natives aged 25-64, in the probability of employment in 2015, when differences in age, gender and education characteristics are taken into account (columns I and III). It also reports the change in the conditional probability of employment between 2015 and 2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B16: DIFFERENCES IN OCCUPATIONAL STATUS BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, OVERALL**

Country	Baseline	Change 2015 - 2024	Conditional (individual characteristics)	Change 2015 - 2024
Austria	-0.361***	-0.041***	-0.304***	-0.013
Belgium	-0.304***	-0.022	-0.212***	-0.001
Bulgaria	0.367*	0.015	0.127	-0.172
Croatia	-0.138***	0.036	-0.052**	0.039
Cyprus	-0.582***	0.134***	-0.369***	0.108***
Czech Rep.	-0.046	-0.194***	-0.132***	-0.128**
Denmark	-0.329***	0.159***	-0.329***	0.085***
Estonia	-0.232***	-0.058	-0.181***	-0.186***
Finland	-0.246***	0.048	-0.091**	-0.024
France	-0.249***	-0.021	-0.162***	0.003
Germany	-0.445***	0.006	-0.278***	0.007
Greece	-0.669***	0.072*	-0.311***	0.142***
Hungary	0.063*	0.043	-0.044*	-0.024
Ireland	-0.190***	0.146***	-0.260***	0.126***
Italy	-0.773***	0.054***	-0.587***	0.122***
Latvia	-0.005	-0.137*	0.026	-0.195***
Lithuania	-0.042	0.063	0.042	-0.024
Luxembourg	-0.008	0.211***	-0.153***	0.125***
Netherlands	-0.308***	0.089***	-0.188***	0.085***
Norway	-0.425***	-0.003	-0.415***	0.015
Poland	0.425***	-0.524***	0.041	-0.242***
Portugal	0.069***	-0.194***	-0.119***	-0.117***
Romania	0.753***	-0.491**	0.141	-0.205
Slovak Rep.	0.172**	0.020	0.082	-0.076
Slovenia	-0.489***	-0.124***	-0.135***	-0.113***
Spain	-0.544***	-0.007	-0.394***	0.117***
Sweden	-0.344***	0.029*	-0.321***	0.040***
Switzerland	-0.182***	-0.018	-0.069***	-0.023
EU14	-0.419***	0.021***	-0.292***	0.052***
EU27	-0.375***	0.028	-0.141***	0.059***
All	-0.334***	0.002	-0.227***	0.029***

The table reports, for each country and separately for recent and earlier non-EU immigrants, the percentage point 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 III). It also reports the change in these differences between 2015 and 2024 (columns II and IV). Each cell measures the difference expressed as a fraction of the within-country standard deviation. Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries included in the table. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B17: BASELINE DIFFERENCES IN OCCUPATIONAL STATUS BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, BY ORIGIN**

Country	EU		Non-EU	
	Baseline	Change 2015 - 2024	Baseline	Change 2015 - 2024
Austria	-0.077***	-0.111***	-0.605***	0.020
Belgium	-0.103***	-0.010	-0.502***	0.007
Bulgaria	0.524	-0.763	0.331	0.134
Croatia	0.208**	-0.136	-0.184***	0.036
Cyprus	-0.355***	0.013	-0.807***	0.311***
Czech Rep.	0.094	0.031	-0.215***	-0.285***
Denmark	-0.118***	0.195***	-0.438***	0.133***
Estonia	0.096	-0.104	-0.257***	-0.062
Finland	-0.165**	0.094	-0.312***	0.058
France	-0.143***	-0.025	-0.286***	-0.009
Germany	-0.418***	0.002	-0.536***	0.087***
Greece	-0.440***	0.293***	-0.729***	0.023
Hungary	0.034	-0.042	0.139*	0.156*
Ireland	-0.258***	-0.061	-0.015	0.120***
Italy	-0.654***	0.051***	-0.831***	0.068***
Latvia	0.031	-0.096	-0.009	-0.145*
Lithuania	0.080	0.017	-0.053	0.067
Luxembourg	0.023	0.189***	-0.156***	0.337***
Netherlands	-0.124***	0.006	-0.377***	0.117***
Norway	-0.297***	-0.081	-0.535***	0.071
Poland	0.733***	-0.354**	0.325***	-0.464***
Portugal	0.194***	-0.096***	0.020	-0.204***
Romania	0.736***	-0.646	0.767***	-0.490**
Slovak Rep.	0.080	0.112	0.384**	-0.191
Slovenia	-0.085*	-0.100	-0.610***	-0.081**
Spain	-0.346***	-0.035	-0.636***	0.042
Sweden	-0.081***	0.068**	-0.460***	0.040**
Switzerland	-0.020	0.014	-0.454***	-0.018
EU14	-0.297***	0.031**	-0.526***	0.077***
EU27	-0.235***	0.020	-0.459***	0.059***
All	-0.189***	0.011	-0.452***	0.054***

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), and the change in these differences between 2015 and 2024 (columns II and IV). Each cell measures the difference expressed as a fraction of the within-country standard deviation. Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries included in the table. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B18: CONDITIONAL DIFFERENCES IN OCCUPATIONAL STATUS BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, BY ORIGIN**

Country	EU		Non-EU	
	Conditional (individual characteristics)	Change 2015 - 2024	Conditional (individual characteristics)	Change 2015 - 2024
Austria	-0.176***	-0.045*	-0.420***	0.015
Belgium	-0.084***	-0.019	-0.342***	0.038
Bulgaria	0.090	-0.694	0.136	-0.107
Croatia	0.028	0.057	-0.063**	0.023
Cyprus	-0.227***	0.045*	-0.519	0.218***
Czech Rep.	-0.053	0.040	-0.227***	-0.209***
Denmark	-0.223***	0.107**	-0.381***	0.068**
Estonia	0.035	-0.178	-0.197***	-0.194***
Finland	0.005	0.041	-0.166***	-0.020
France	-0.061**	-0.012	-0.199***	0.017
Germany	-0.283***	0.024	-0.303***	0.034**
Greece	-0.246***	0.176**	-0.328***	0.132***
Hungary	-0.033	-0.027	-0.075	-0.005
Ireland	-0.260***	-0.001	-0.263***	0.193***
Italy	-0.527***	0.074***	-0.611***	0.145***
Latvia	-0.006	-0.067	0.031	-0.213***
Lithuania	0.128	0.030	0.033	-0.030
Luxembourg	-0.127***	0.131***	-0.244***	0.158***
Netherlands	-0.077*	0.082*	-0.229***	0.086***
Norway	-0.346***	-0.026	-0.472***	0.052
Poland	0.226**	-0.132	-0.020	-0.207***
Portugal	-0.069***	0.006	-0.142***	-0.142***
Romania	0.102	-0.667	0.170	-0.192
Slovak Rep.	0.001	0.020	0.270**	-0.285*
Slovenia	0.052	-0.149**	-0.193***	-0.084***
Spain	-0.325***	0.182***	-0.426***	0.115***
Sweden	-0.134***	0.010	-0.408***	0.067***
Switzerland	0.024*	-0.032*	-0.246***	0.011
EU14	-0.239***	0.076***	-0.361***	0.092***
EU27	-0.353***	0.007**	-0.237***	0.034***
All	-0.161***	0.051***	-0.302***	0.067***

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, when differences in age, gender and education are taken into account (columns I and III), and the change in these differences between 2015 and 2024 (columns II and IV). Each cell measures the difference expressed as a fraction of the within-country standard deviation. Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries included in the table. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B19: BASELINE DIFFERENCES IN OCCUPATIONAL STATUS BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, BY YEARS OF RESIDENCE**

Country	Recent		Earlier	
	Baseline	Change 2015 - 2024	Baseline	Change 2015 - 2024
Austria	-0.285***	0.079**	-0.379***	-0.065***
Belgium	-0.236***	0.124*	-0.320***	-0.062*
Bulgaria	0.187	-0.868	0.417**	0.207
Croatia	-0.815***	0.891***	-0.130***	0.016
Cyprus	-0.990***	0.496***	-0.415***	-0.013
Czech Rep.	0.254	-0.874***	-0.093***	-0.032
Denmark	-0.336***	0.258***	-0.403*	0.211***
Estonia	0.256	-0.674***	-0.258***	0.011
Finland	-0.459***	0.455**	-0.217***	-0.021
France	-0.293***	0.400***	-0.245***	-0.044
Germany	-0.401***	0.083**	-0.452***	-0.010
Greece	-0.514***	-0.173	-0.677***	0.077*
Hungary	-0.030	0.126	0.073*	0.035
Ireland	-0.093***	0.218***	-0.208***	0.113***
Italy	-0.853***	0.214***	-0.769***	0.047***
Latvia	0.514**	-0.814***	-0.029	-0.093
Lithuania	0.929***	-0.629***	-0.069**	-0.055
Luxembourg	0.274***	0.202***	-0.121***	0.216***
Netherlands	-0.352***	0.249**	-0.307***	0.046
Norway	-0.617***	0.201*	-0.327***	-0.118**
Poland	0.423***	-0.589***	0.489*	-0.534**
Portugal	-0.542***	0.273***	0.095***	-0.182***
Romania	0.547***	-0.436*	0.889***	-0.530*
Slovak Rep.	0.243	-0.295	0.156*	0.085
Slovenia	-0.622***	0.092	-0.477***	-0.148***
Spain	-0.187*	-0.357***	-0.574***	0.021
Sweden	-0.435***	0.369***	-0.330***	-0.024
Switzerland	0.096***	-0.051	-0.273***	0.005
EU14	-0.310***	0.110***	-0.432***	0.004
EU27	-0.242***	0.070***	-0.368***	-0.007
All	-0.183***	0.035*	-0.355***	-0.009

The table reports, for each country and separately for recent and earlier immigrants, the difference in occupational status, measured by the ISEI index, between immigrants and natives aged 25-64, overall (columns I and III), and the change in these differences between 2015 and 2024 (columns II and IV). Each cell measures the difference expressed as a fraction of the within-country standard deviation. Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries included in the table. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B20: CONDITIONAL DIFFERENCES IN OCCUPATIONAL STATUS BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, BY YEARS OF RESIDENCE**

Country	Recent		Earlier	
	Conditional (individual characteristics)	Change 2015 - 2024	Conditional (individual characteristics)	Change 2015 - 2024
Austria	-0.399***	0.087**	-0.280***	-0.035**
Belgium	-0.248***	0.072	-0.203***	-0.023
Bulgaria	0.067	-1.122**	0.144	0.043
Croatia	-0.595**	0.718***	-0.046*	0.024
Cyprus	-0.620***	0.334***	-0.273***	0.021
Czech Rep.	-0.113	-0.444***	-0.134***	-0.032
Denmark	-0.464***	0.099	-0.356***	0.144***
Estonia	-0.490**	-0.232	-0.179***	-0.061
Finland	-0.189	0.213	-0.076*	-0.073
France	-0.307***	0.197*	-0.150***	-0.012
Germany	-0.389***	0.042	-0.267***	0.017
Greece	-0.108*	0.142	-0.319***	0.144***
Hungary	-0.294***	0.252**	-0.017	-0.054
Ireland	-0.234***	0.151**	-0.265***	0.117***
Italy	-0.592***	0.157***	-0.588***	0.123***
Latvia	0.229*	-1.003***	0.013	-0.088
Lithuania	0.514***	-0.494***	0.028	-0.011
Luxembourg	-0.124***	0.153***	-0.148***	0.112***
Netherlands	-0.276***	0.300***	-0.181***	0.039
Norway	-0.607***	0.109	-0.316***	-0.079*
Poland	0.059	-0.311***	-0.262	0.097
Portugal	-0.492***	0.039	-0.104***	-0.077***
Romania	0.303*	-0.265	0.034	-0.163
Slovak Rep.	0.067	-0.485*	0.086	0.004
Slovenia	-0.408***	0.174**	-0.110***	-0.138***
Spain	-0.315***	-0.057	-0.400***	0.140***
Sweden	-0.486***	0.292***	-0.294***	-0.001
Switzerland	0.002	-0.061*	-0.095***	-0.010
EU14	-0.337***	0.129***	-0.432***	0.004
EU27	-0.293***	0.090***	-0.231***	0.030
All	-0.257***	0.065***	-0.355***	-0.009

The table reports, for each country and separately for recent and earlier immigrants, the difference in occupational status, measured by the ISEI index, between immigrants and natives aged 25-64, when differences in age, gender and education are taken into account (columns I and III), and the change in these differences between 2015 and 2024 (columns II and IV). Each cell measures the difference expressed as a fraction of the within-country standard deviation. Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries included in the table. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B21: BASELINE DIFFERENCES IN OCCUPATIONAL STATUS BETWEEN EU IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, BY YEARS OF RESIDENCE**

Country	EU - Recent		EU - Earlier	
	Baseline	Change 2015 - 2024	Baseline	Change 2015 - 2024
Austria	-0.222***	0.158***	-0.023	-0.198***
Belgium	-0.104***	0.276***	-0.103***	-0.075
Bulgaria	0.545	0.000	0.497*	-0.736
Croatia	-0.698***	0.993***	0.259**	-0.205*
Cyprus	-0.566***	0.445***	-0.309***	-0.065*
Czech Rep.	0.273	0.084	0.068	0.027
Denmark	-0.240***	0.264**	-0.105**	0.200***
Estonia	-0.089	0.878***	0.087	-0.150
Finland	-0.597***	1.148***	-0.101	-0.044
France	-0.001	0.270	-0.158***	-0.030
Germany	-0.500***	-0.033	-0.379***	-0.016
Greece	-0.233*	0.467	-0.455***	0.254**
Hungary	0.155	-0.092	0.024	-0.038
Ireland	-0.188***	0.185	-0.268***	-0.104**
Italy	-0.720***	0.505***	-0.653***	0.035*
Latvia	-0.933***	1.052**	0.061	-0.242
Lithuania	1.121***	0.268	0.065	-0.052
Luxembourg	0.309***	0.146**	-0.087***	0.228***
Netherlands	-0.186	-0.013	-0.119**	0.041
Norway	-0.629***	0.144	-0.059	-0.303***
Poland	0.652***	-0.899***	1.524***	-0.975***
Portugal	-0.489***	0.825***	0.228***	-0.147***
Romania	0.697**	-1.349***	0.756**	-0.622
Slovak Rep.	0.925***	-0.137	-0.029	0.186
Slovenia	0.093	-0.319	-0.097*	-0.084
Spain	0.273*	0.194	-0.410***	-0.017
Sweden	0.000	0.057	-0.101***	0.080***
Switzerland	0.203***	-0.043	-0.111***	0.051**
EU14	-0.241***	0.176***	-0.309***	0.014
EU27	-0.178***	0.155***	-0.248***	0.005
All	-0.095***	0.127***	-0.212***	0.000

The table reports, for each country and separately for recent and earlier EU immigrants, the difference in occupational status, measured by the ISEI index, between immigrants and natives aged 25-64, overall (columns I and III), and the change in these differences between 2015 and 2024 (columns II and IV). Each cell measures the difference expressed as a fraction of the within-country standard deviation. Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries included in the table. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B22: CONDITIONAL DIFFERENCES IN OCCUPATIONAL STATUS BETWEEN EU IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, BY YEARS OF RESIDENCE**

Country	EU - Recent		EU - Earlier	
	Conditional (individual characteristics)	Change 2015 - 2024	Conditional (individual characteristics)	Change 2015 - 2024
Austria	-0.325***	0.166***	-0.119***	-0.117***
Belgium	-0.168***	0.120*	-0.054***	-0.059
Bulgaria	0.311	0.000	-0.187	-0.417
Croatia	-1.074***	1.395***	0.090	-0.021
Cyprus	-0.377***	0.207***	-0.194***	0.010
Czech Rep.	-0.102	0.087	-0.043	0.024
Denmark	-0.428***	0.210**	-0.192***	0.110**
Estonia	-0.836***	0.875**	0.056	-0.212
Finland	-0.203	0.774**	0.037	-0.055
France	-0.116	0.053	-0.056*	-0.015
Germany	-0.457***	0.081**	-0.208***	-0.030
Greece	-0.239**	0.484**	-0.247***	0.147*
Hungary	-0.277**	0.372**	-0.012	-0.061
Ireland	-0.231***	0.317**	-0.264***	-0.052
Italy	-0.588***	0.383***	-0.528***	0.063***
Latvia	-0.486***	0.401	0.022	-0.225
Lithuania	0.370***	1.003	0.124	-0.045
Luxembourg	-0.089***	0.143***	-0.126***	0.125***
Netherlands	-0.193	0.219	-0.063	0.060
Norway	-0.623***	0.177	-0.153***	-0.212***
Poland	0.179*	-0.565***	0.622***	-0.455***
Portugal	-0.392***	0.255**	-0.053***	-0.005
Romania	0.677**	-2.571***	-0.188	-0.300
Slovak Rep.	0.196	0.516	-0.024	0.005
Slovenia	-0.105	0.004	0.061	-0.158**
Spain	0.067	0.185	-0.366***	0.200***
Sweden	-0.176***	0.087	-0.129***	0.001
Switzerland	0.078**	-0.073*	0.001	-0.013
EU14	-0.279***	0.223***	-0.231***	0.053***
EU27	-0.236***	0.203***	-0.179***	0.043***
All	-0.190***	0.166***	-0.155***	0.031***

The table reports, for each country and separately for recent and earlier EU immigrants, the difference in occupational status, measured by the ISEI index, between immigrants and natives aged 25-64, when differences in age, gender and education are taken into account (columns I and III), and the change in these differences between 2015 and 2024 (columns II and IV). Each cell measures the difference expressed as a fraction of the within-country standard deviation. Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries included in the table. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B23: BASELINE DIFFERENCES IN OCCUPATIONAL STATUS BETWEEN NON-EU IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, BY YEARS OF RESIDENCE**

Country	Non-EU - Recent		Non-EU - Earlier	
	Baseline	Change 2015 - 2024	Baseline	Change 2015 - 2024
Austria	-0.418***	0.047	-0.628***	0.005
Belgium	-0.497***	0.153	-0.503***	-0.041
Bulgaria	-0.144	-0.537	0.408*	0.383
Croatia	-0.951***	0.962***	-0.179***	0.022
Cyprus	-1.180***	0.631***	-0.559***	0.096**
Czech Rep.	0.230	-0.953***	-0.285***	-0.071
Denmark	-0.415***	0.256***	-0.533***	0.197***
Estonia	0.295	-0.741***	-0.285***	0.012
Finland	-0.340	0.192	-0.308***	0.025
France	-0.443***	0.507***	-0.274***	-0.040
Germany	-0.006	-0.222***	-0.604***	0.109***
Greece	-0.627***	-0.201	-0.734***	0.040
Hungary	-0.294	0.407	0.213***	0.143
Ireland	0.097*	0.059	-0.043**	0.136***
Italy	-0.924***	0.181***	-0.826***	0.063***
Latvia	0.753***	-1.121***	-0.040	-0.075
Lithuania	0.920***	-0.638***	-0.082**	-0.064
Luxembourg	0.125	0.380***	-0.299***	0.214**
Netherlands	-0.610***	0.561***	-0.371***	0.044
Norway	-0.599***	0.239	-0.508***	0.005
Poland	0.354***	-0.517***	-0.245	0.124
Portugal	-0.569***	0.258***	0.043**	-0.185***
Romania	0.460*	-0.340	1.012***	-0.622*
Slovak Rep.	-0.273	0.010	0.738***	-0.331
Slovenia	-0.771***	0.185*	-0.595***	-0.112***
Spain	-0.484***	-0.139	-0.647***	0.059*
Sweden	-0.661***	0.551***	-0.429***	-0.040**
Switzerland	-0.212***	0.024	-0.507***	-0.029
EU14	-0.405***	0.156***	-0.539***	0.056***
EU27	-0.331***	0.109***	-0.473***	0.041***
All	-0.308***	0.090***	-0.468***	0.037***

The table reports, for each country and separately for recent and earlier 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), and the change in these differences between 2015 and 2024 (columns II and IV). Each cell measures the difference expressed as a fraction of the within-country standard deviation. Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year dummy in a linear regression model. \*, \*\*, \*\*\* indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries included in the table. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B24: CONDITIONAL DIFFERENCES IN OCCUPATIONAL STATUS BETWEEN NON-EU IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, BY YEARS OF RESIDENCE**

Country	Non-EU - Recent		Non-EU - Earlier	
	Conditional (individual characteristics)	Change 2015 - 2024	Conditional (individual characteristics)	Change 2015 - 2024
Austria	-0.551***	0.065	-0.400***	0.014
Belgium	-0.402***	0.124	-0.332***	0.012
Bulgaria	-0.158	-0.897*	0.184	0.156
Croatia	-0.036	0.099	-0.063**	0.017
Cyprus	-0.736***	0.434***	-0.383***	0.085***
Czech Rep.	-0.125	-0.489**	-0.242***	-0.077
Denmark	-0.495***	0.013	-0.425***	0.148***
Estonia	-0.450*	-0.289	-0.197***	-0.055
Finland	-0.170	0.053	-0.164***	-0.048
France	-0.405***	0.283**	-0.185***	-0.002
Germany	-0.161***	-0.170***	-0.320***	0.065***
Greece	-0.055	0.057	-0.338***	0.142***
Hungary	-0.319**	0.205	-0.033	-0.035
Ireland	-0.222***	0.102	-0.275***	0.236***
Italy	-0.593***	0.102**	-0.613***	0.150***
Latvia	0.349**	-1.196***	0.012	-0.071
Lithuania	0.521***	-0.524***	0.019	-0.012
Luxembourg	-0.184**	0.233***	-0.260***	0.090
Netherlands	-0.393***	0.424***	-0.222***	0.030
Norway	-0.577***	0.041	-0.427***	0.010
Poland	0.023	-0.271***	-0.890***	0.682***
Portugal	-0.541***	0.066	-0.127***	-0.096***
Romania	0.085	-0.025	0.239	-0.319
Slovak Rep.	-0.031	-0.671**	0.432***	-0.123
Slovenia	-0.472***	0.213**	-0.165***	-0.113***
Spain	-0.559***	0.138	-0.415***	0.130***
Sweden	-0.645***	0.413***	-0.371***	0.013
Switzerland	-0.216***	0.026	-0.256***	0.003
EU14	-0.420***	0.158***	-0.356***	0.088***
EU27	-0.373***	0.115***	-0.301***	0.072***
All	-0.358***	0.100***	-0.297***	0.068***

The table reports, for each country and separately for recent and earlier non-EU immigrants, the difference in occupational status, measured by the ISEI index, between immigrants and natives aged 25-64, when differences in age, gender and education are taken into account (columns I and III), and the change in these differences between 2015 and 2024 (columns II and IV). Each cell measures the difference expressed as a fraction of the within-country standard deviation. Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries included in the table. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B25: SHARES OF IMMIGRANTS AND NATIVES IN ELEMENTARY OCCUPATIONS IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, OVERALL**

Country	Immigrants		Natives	
	% Elementary occupation	Change 2015-2024	% Elementary occupation	Change 2015-2024
Austria	19.5	-1.2	5.7	-1.5
Belgium	21.3	-3.0	8.5	-1.8
Bulgaria	9.8	-1.7	10.2	0.8
Croatia	13.3	-3.6	6.2	0.4
Cyprus	37.3	-11.0	9.1	-2.9
Czech Rep.	10.6	-1.0	5.0	-0.3
Denmark	22.1	-5.7	6.8	0.3
Estonia	13.4	-1.4	7.0	-0.6
Finland	15.7	-2.6	4.6	-0.2
France	17.3	-1.1	9.1	-2.0
Germany	18.9	-2.3	5.7	-1.5
Greece	33.5	-9.2	4.6	0.2
Hungary	11.4	-3.0	10.3	-2.0
Ireland	15.2	-5.3	6.7	-1.5
Italy	31.6	-5.1	8.1	-0.4
Latvia	13.7	3.1	11.3	-1.0
Lithuania	10.3	2.1	8.0	2.5
Luxembourg	13.6	-5.0	4.9	-1.2
Malta	7.4	3.3	9.3	-3.2
Netherlands	14.4	-3.8	4.9	-1.7
Norway	11.6	-2.6	2.5	-0.9
Poland	6.4	2.7	6.5	-2.5
Portugal	13.5	-0.2	10.7	-3.4
Romania	0.0	0.0	9.3	-0.3
Slovak Rep.	10.8	-6.0	8.5	-2.7
Slovenia	17.9	6.7	5.5	2.9
Spain	28.7	-3.7	9.3	-0.7
Sweden	11.7	-3.0	2.5	-0.9
Switzerland	10.6	1.1	2.9	0.0
EU14	21.5	-3.0	7.3	-1.2
EU27	21.2	-3.1	7.4	-1.2
All	20.4	-2.8	7.3	-1.2

The table reports, for each country, the share of immigrants and natives aged 25 to 64 employed in elementary occupations (ISCO 9) in 2015, and the change in this share over the period 2015-2024, expressed in percentage points. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B26: DIFFERENCES IN THE PROBABILITY OF HAVING AN ELEMENTARY OCCUPATION BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER 2015-2024, OVERALL**

Country	Baseline	Change 2015 - 2024	Conditional (individual characteristics)	Change 2015 - 2024
Austria	0.137***	0.003	0.114***	-0.002
Belgium	0.128***	-0.012	0.102***	-0.014
Bulgaria	-0.004	-0.024	0.031	-0.016
Croatia	0.071***	-0.040***	0.056***	-0.037***
Cyprus	0.282***	-0.081***	0.229***	-0.067***
Czech Rep.	0.056***	-0.007	0.051***	-0.013
Denmark	0.153***	-0.060***	0.138***	-0.049***
Estonia	0.064***	-0.008	0.049***	0.014
Finland	0.111***	-0.025	0.097***	-0.018
France	0.082***	0.009	0.052***	0.010
Germany	0.138***	-0.014***	0.098***	-0.020***
Greece	0.289***	-0.095***	0.254***	-0.100***
Hungary	0.011	-0.010	0.026***	-0.013
Ireland	0.085***	-0.038***	0.083***	-0.028***
Italy	0.235***	-0.047***	0.215***	-0.056***
Latvia	0.025**	0.040	0.015	0.054**
Lithuania	0.023**	-0.005	0.008	0.008
Luxembourg	0.088***	-0.038***	0.084***	-0.028***
Malta	-0.018	0.065***	0.002	0.062***
Netherlands	0.095***	-0.021**	0.077***	-0.028***
Norway	0.092***	-0.017	0.089***	-0.019
Poland	-0.001	0.052***	0.027**	0.036***
Portugal	0.028***	0.032***	0.053***	0.023***
Romania	-0.093***	0.091***	-0.036***	0.058**
Slovak Rep.	0.024	-0.033	0.008	-0.002
Slovenia	0.123***	0.039***	0.072***	0.045***
Spain	0.194***	-0.030**	0.178***	-0.053***
Sweden	0.092***	-0.021***	0.080***	-0.023***
Switzerland	0.078***	0.010**	0.043***	0.006
EU14	0.147***	-0.020***	0.124***	-0.026***
EU27	0.142***	-0.020***	0.119***	-0.026***
All	0.138***	-0.018***	0.115***	-0.023***

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 III). It also reports the change in this difference over the period 2015-2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B27: BASELINE DIFFERENCES IN THE PROBABILITY OF HAVING AN ELEMENTARY OCCUPATION BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER 2015-2024, BY ORIGIN**

Country	EU		Non-EU	
	Baseline	Change 2015 - 2024	Baseline	Change 2015 - 2024
Austria	0.063***	0.029***	0.202***	-0.020**
Belgium	0.077***	-0.003	0.180***	-0.029*
Bulgaria	-0.110***	-0.002	0.020	-0.037
Croatia	0.034	-0.049*	0.076***	-0.033**
Cyprus	0.128***	-0.055***	0.432***	-0.172***
Czech Rep.	0.034**	-0.019	0.083***	-0.009
Denmark	0.109***	-0.049***	0.176***	-0.065***
Estonia	-0.039**	0.047	0.072***	-0.011
Finland	0.060***	-0.007	0.151***	-0.051*
France	0.050***	0.032	0.094***	0.000
Germany	0.129***	-0.021***	0.184***	-0.053***
Greece	0.251***	-0.200***	0.299***	-0.068***
Hungary	0.007	0.003	0.022	-0.036
Ireland	0.100***	-0.008	0.045***	-0.023**
Italy	0.166***	-0.033***	0.269***	-0.060***
Latvia	-0.041**	0.013	0.033**	0.047*
Lithuania	-0.004	-0.014	0.025**	-0.004
Luxembourg	0.080***	-0.030**	0.126***	-0.080***
Malta	-0.061***	0.043***	0.016	0.058**
Netherlands	0.050***	0.012	0.112***	-0.034***
Norway	0.050***	0.015	0.128***	-0.047***
Poland	-0.028	0.032	0.008	0.046**
Portugal	-0.045***	0.027***	0.057***	0.023***
Romania	-0.093***	0.003	-0.093***	0.100***
Slovak Rep.	-0.016	0.001	0.117**	-0.119**
Slovenia	0.033**	0.022	0.150***	0.031*
Spain	0.125***	-0.040	0.226***	-0.043***
Sweden	0.045***	-0.007	0.113***	-0.030***
Switzerland	0.047***	0.005	0.131***	0.009
EU14	0.107***	-0.015***	0.177***	-0.037***
EU27	0.104***	-0.016***	0.172***	-0.036***
All	0.097***	-0.012***	0.169***	-0.034***

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 (column I and III). It also reports the change in this difference over the period 2015-2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B28: CONDITIONAL DIFFERENCES IN THE PROBABILITY OF HAVING AN ELEMENTARY OCCUPATION BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER 2015-2024, BY ORIGIN**

Country	EU		Non-EU	
	Conditional (individual characteristics)	Change 2015 - 2024	Conditional (individual characteristics)	Change 2015 - 2024
Austria	0.070***	0.020***	0.155***	-0.020***
Belgium	0.064***	0.000	0.142***	-0.033**
Bulgaria	-0.058**	-0.005	0.051	-0.026
Croatia	0.046**	-0.065**	0.057***	-0.029**
Cyprus	0.115***	-0.060***	0.355***	-0.137***
Czech Rep.	0.035**	-0.019	0.069***	-0.016
Denmark	0.115***	-0.040***	0.151***	-0.054***
Estonia	-0.041**	0.057*	0.056***	0.012
Finland	0.048**	-0.004	0.137***	-0.043
France	0.015	0.039**	0.066***	-0.001
Germany	0.096***	-0.025***	0.123***	-0.042***
Greece	0.234***	-0.186***	0.263***	-0.078***
Hungary	0.019**	-0.006	0.045**	-0.031
Ireland	0.090***	-0.009	0.065***	-0.026**
Italy	0.161***	-0.038***	0.243***	-0.068***
Latvia	-0.044**	0.015	0.023*	0.061**
Lithuania	-0.006	-0.029	0.009	0.012
Luxembourg	0.073***	-0.021*	0.122***	-0.066***
Malta	-0.047***	0.061***	0.038**	0.044**
Netherlands	0.038**	0.001	0.093***	-0.038***
Norway	0.052***	0.010	0.121***	-0.045**
Poland	0.015	0.024	0.031**	0.034**
Portugal	-0.011*	0.009	0.078***	0.018**
Romania	-0.037**	-0.022	-0.035***	0.066**
Slovak Rep.	-0.025	0.026	0.085	-0.073
Slovenia	0.018	0.026	0.090***	0.042***
Spain	0.132***	-0.073***	0.201***	-0.057***
Sweden	0.044***	-0.006	0.097***	-0.033***
Switzerland	0.024***	0.009*	0.084***	-0.003
EU14	0.095***	-0.022***	0.149***	-0.041***
EU27	0.091***	-0.023***	0.142***	-0.039***
All	0.084***	-0.018***	0.140***	-0.037***

The table reports, for each country and separately for recent and earlier non-EU immigrants, the percentage point difference between immigrants and natives aged 25-64, in the probability of employment in 2015, when differences in age, gender and education characteristics are taken into account (columns I and III). It also reports the change in the conditional probability of employment between 2015 and 2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B29: BASELINE DIFFERENCES IN THE PROBABILITY OF HAVING AN ELEMENTARY OCCUPATION BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER 2015-2024, BY YEARS OF RESIDENCE**

Country	Recent		Earlier	
	Baseline	Change 2015 - 2024	Baseline	Change 2015 - 2024
Austria	0.158***	0.008	0.133***	0.002
Belgium	0.139***	-0.021	0.126***	-0.00
Bulgaria	0.067	0.126	-0.024	-0.048
Croatia	0.309*	-0.313*	0.068***	-0.036***
Cyprus	0.550***	-0.211***	0.172***	-0.031***
Czech Rep.	0.085*	0.004	0.051***	-0.013
Denmark	0.224***	-0.070***	0.151***	-0.073***
Estonia	0.067	0.039	0.066***	-0.027
Finland	0.221***	-0.129*	0.095***	-0.011
France	0.132***	-0.091**	0.078***	0.018*
Germany	0.191***	-0.035**	0.155***	-0.038***
Greece	0.291***	-0.053	0.289***	-0.097***
Hungary	0.162***	-0.130**	-0.005	0.001
Ireland	0.124***	-0.058***	0.073***	-0.033***
Italy	0.269***	-0.073***	0.233***	-0.046***
Latvia	-0.084***	0.332***	0.025**	0.010
Lithuania	-0.082***	0.076**	0.026***	0.004
Luxembourg	0.059***	-0.054***	0.100***	-0.033**
Malta	0.007	0.111***	-0.024**	0.041**
Netherlands	0.140***	-0.050	0.094***	-0.027***
Norway	0.104***	-0.011	0.085***	-0.012
Poland	0.003	0.071***	-0.066***	0.097***
Portugal	0.135***	-0.021	0.024***	0.022***
Romania	-0.093***	0.079**	-0.093***	0.099**
Slovak Rep.	0.137*	-0.117	-0.002	-0.014
Slovenia	0.155***	0.028	0.121***	0.038**
Spain	0.090***	0.125***	0.203***	-0.048***
Sweden	0.186***	-0.085***	0.075***	-0.009**
Switzerland	0.059***	0.017	0.084***	0.008
EU14	0.171***	-0.028***	0.151***	-0.027***
EU27	0.169***	-0.030***	0.145***	-0.026***
All	0.152***	-0.018**	0.141***	-0.023***

The table reports, for each country and separately for recent and earlier immigrants, the difference in the probability of being employed as elementary workers between immigrants and natives aged 25-64, overall (column I and III). It also reports the change in this difference over the period 2015-2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B30: CONDITIONAL DIFFERENCES IN THE PROBABILITY OF HAVING AN ELEMENTARY OCCUPATION BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER 2015-2024, BY YEARS OF RESIDENCE**

Country	Recent		Earlier	
	Conditional (individual characteristics)	Change 2015 - 2024	Conditional (individual characteristics)	Change 2015 - 2024
Austria	0.167***	0.003	0.102***	-0.003
Belgium	0.131***	-0.015	0.096***	-0.012
Bulgaria	0.094	0.155	0.013	-0.046
Croatia	0.253**	-0.283**	0.054***	-0.034***
Cyprus	0.473***	-0.162***	0.143***	-0.037***
Czech Rep.	0.092**	-0.028	0.044***	-0.013
Denmark	0.227***	-0.058**	0.135***	-0.066***
Estonia	0.141*	-0.001	0.048***	-0.012
Finland	0.196***	-0.108	0.083***	-0.006
France	0.128***	-0.063	0.045***	0.019*
Germany	0.170***	-0.039***	0.100***	-0.032***
Greece	0.258***	-0.080	0.255***	-0.102***
Hungary	0.194***	-0.170***	0.008	0.004
Ireland	0.131***	-0.044**	0.071***	-0.027***
Italy	0.241***	-0.066***	0.214***	-0.056***
Latvia	-0.044	0.381***	0.015	0.011
Lithuania	-0.022	0.058*	0.009	-0.003
Luxembourg	0.086***	-0.051***	0.075***	-0.020*
Malta	0.059*	0.066*	-0.014	0.048***
Netherlands	0.116***	-0.054	0.077***	-0.032***
Norway	0.104***	-0.006	0.080***	-0.013
Poland	0.029**	0.056***	-0.001	0.047***
Portugal	0.141***	0.005	0.049***	0.008
Romania	-0.064***	0.065*	-0.017*	0.053
Slovak Rep.	0.082	-0.035	-0.009	0.006
Slovenia	0.129***	0.014	0.068***	0.047***
Spain	0.122***	0.077**	0.184***	-0.069***
Sweden	0.182***	-0.087***	0.064***	-0.012***
Switzerland	0.054***	0.013	0.041***	0.005
EU14	0.166***	-0.032***	0.125***	-0.033***
EU27	0.162***	-0.033***	0.119***	-0.031***
All	0.147***	-0.022***	0.115***	-0.028***

The table reports, for each country and separately for recent and earlier immigrants, the difference in the probability of being employed as elementary workers between immigrants and natives aged 25-64, when differences in age, gender and education are taken into account (column I and III). It also reports the change in this difference over the period 2015-2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B31: BASELINE DIFFERENCES IN THE PROBABILITY OF HAVING AN ELEMENTARY OCCUPATION BETWEEN EU IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER 2015-2024, BY YEARS OF RESIDENCE**

Country	EU - Recent		EU - Earlier	
	Baseline	Change 2015 - 2024	Baseline	Change 2015 - 2024
Austria	0.131***	-0.014	0.037***	0.048***
Belgium	0.100***	-0.044	0.068***	0.012
Bulgaria	-0.113***	0.000	-0.106***	-0.005
Croatia	0.117	-0.183	0.029	-0.040
Cyprus	0.190***	-0.115***	0.114***	-0.042***
Czech Rep.	0.062	-0.109**	0.029*	-0.008
Denmark	0.206***	-0.086**	0.085***	-0.045**
Estonia	-0.070***	0.006	-0.037*	0.050
Finland	0.155**	-0.114	0.046**	0.009
France	0.011	0.015	0.054***	0.032
Germany	0.195***	-0.016	0.101***	-0.005
Greece	0.282***	-0.216*	0.249***	-0.192***
Hungary	0.102**	-0.138***	-0.001	0.015
Ireland	0.144***	-0.006	0.088***	-0.001
Italy	0.167***	-0.106**	0.167***	-0.031***
Latvia	-0.110***	0.007	-0.037*	0.032
Lithuania	-0.072***	-0.033***	-0.003	-0.010
Luxembourg	0.048***	-0.047***	0.093***	-0.028**
Malta	-0.092***	0.051**	-0.056***	0.043**
Netherlands	0.108*	0.003	0.043***	-0.005
Norway	0.069***	0.022	0.036***	0.025
Poland	-0.024	0.156	-0.066***	0.047***
Portugal	0.061	-0.063	-0.050***	0.031***
Romania	-0.093***	0.003*	-0.093***	0.003
Slovak Rep.	-0.085***	0.109	-0.007	-0.010
Slovenia	-0.055***	0.157**	0.039***	0.009
Spain	0.010	0.016	0.137***	-0.048*
Sweden	0.098***	-0.044**	0.034***	0.000
Switzerland	0.038***	0.011	0.050***	0.002
EU14	0.146***	-0.029***	0.099***	-0.010**
EU27	0.142***	-0.029***	0.095***	-0.011**
All	0.122***	-0.019**	0.090***	-0.008*

The table reports, for each country and separately for recent and earlier EU immigrants, the difference in the probability of being employed as elementary workers between immigrants and natives aged 25-64, overall (column I and III). It also reports the change in this difference over the period 2015-2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B32: CONDITIONAL DIFFERENCES IN THE PROBABILITY OF HAVING AN ELEMENTARY OCCUPATION BETWEEN EU IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER 2015-2024, BY YEARS OF RESIDENCE**

Country	EU - Recent		EU - Earlier	
	Conditional (individual characteristics)	Change 2015 - 2024	Conditional (individual characteristics)	Change 2015 - 2024
Austria	0.141***	-0.018	0.043***	0.038***
Belgium	0.103***	-0.026	0.050***	0.013
Bulgaria	-0.081**	0.000	-0.028	-0.035
Croatia	0.164	-0.228*	0.039*	-0.055**
Cyprus	0.171***	-0.074**	0.103***	-0.054***
Czech Rep.	0.077*	-0.088*	0.029*	-0.009
Denmark	0.227***	-0.096***	0.093***	-0.037**
Estonia	-0.027***	0.042***	-0.040*	0.056
Finland	0.123*	-0.087	0.037*	0.009
France	0.014	0.059	0.016	0.040**
Germany	0.172***	-0.042**	0.064***	-0.004
Greece	0.282***	-0.219*	0.231***	-0.177***
Hungary	0.124***	-0.209***	0.010	0.011
Ireland	0.137***	-0.027	0.079***	-0.001
Italy	0.159***	-0.099**	0.163***	-0.037***
Latvia	-0.170***	0.161***	-0.040**	0.028
Lithuania	0.046***	-0.131***	-0.006	-0.025
Luxembourg	0.073***	-0.047***	0.067***	-0.013
Malta	-0.062***	0.055**	-0.045***	0.065***
Netherlands	0.082	-0.006	0.033**	-0.012
Norway	0.069***	0.026	0.039***	0.018
Poland	0.017	0.141	-0.001	0.022
Portugal	0.058	-0.010	-0.014**	0.009
Romania	-0.086***	0.066**	-0.012	-0.048**
Slovak Rep.	-0.025***	0.065	-0.025	0.024
Slovenia	-0.025***	0.094*	0.020	0.020
Spain	0.056	0.006	0.140***	-0.081***
Sweden	0.102***	-0.050***	0.033***	0.002
Switzerland	0.037***	0.012	0.020***	0.008
EU14	0.143***	-0.041***	0.085***	-0.016***
EU27	0.138***	-0.042***	0.081***	-0.017***
All	0.120***	-0.029***	0.076***	-0.013***

The table reports, for each country and separately for recent and earlier EU immigrants, the difference in the probability of being employed as elementary workers between immigrants and natives aged 25-64, when differences in age, gender and education are taken into account (column I and III). It also reports the change in this difference over the period 2015-2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B33: BASELINE DIFFERENCES IN THE PROBABILITY OF HAVING AN ELEMENTARY OCCUPATION BETWEEN NON-EU IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER 2015-2024, BY YEARS OF RESIDENCE**

Country	Non-EU - Recent		Non-EU - Earlier	
	Baseline	Change 2015 - 2024	Baseline	Change 2015 - 2024
Austria	0.217***	0.007	0.200***	-0.026***
Belgium	0.213***	-0.045	0.174***	-0.025
Bulgaria	0.233	-0.040	-0.014	-0.050
Croatia	0.532**	-0.517**	0.073***	-0.030**
Cyprus	0.705***	-0.328***	0.248***	-0.063***
Czech Rep.	0.113	-0.010	0.078***	-0.021
Denmark	0.240***	-0.058*	0.180***	-0.083***
Estonia	0.082	0.027	0.074***	-0.032*
Finland	0.278***	-0.171*	0.134***	-0.035
France	0.194***	-0.149***	0.086***	0.013
Germany	0.142***	0.005	0.190***	-0.063***
Greece	0.294***	-0.030	0.299***	-0.074***
Hungary	0.259***	-0.192**	-0.016	-0.025
Ireland	0.085***	-0.035	0.033***	-0.025**
Italy	0.323***	-0.094***	0.266***	-0.058***
Latvia	-0.080**	0.385***	0.033**	0.007
Lithuania	-0.083***	0.078**	0.028***	0.008
Luxembourg	0.107***	-0.098***	0.134***	-0.057**
Malta	0.062	0.083	0.004	0.031
Netherlands	0.187***	-0.110*	0.112***	-0.034***
Norway	0.156***	-0.061	0.118***	-0.037*
Poland	0.012	0.060***	-0.066***	0.104***
Portugal	0.173***	-0.051	0.053***	0.014
Romania	-0.093***	0.080**	-0.093***	0.115**
Slovak Rep.	0.305***	-0.286**	0.016	-0.028
Slovenia	0.198***	-0.001	0.146***	0.034*
Spain	0.142***	0.087*	0.232***	-0.058***
Sweden	0.231***	-0.113***	0.093***	-0.016***
Switzerland	0.121***	0.009	0.134***	0.010
EU14	0.197***	-0.047***	0.175***	-0.038***
EU27	0.196***	-0.050***	0.170***	-0.036***
All	0.188***	-0.043***	0.168***	-0.034***

The table reports, for each country and separately for recent and earlier non-EU immigrants, the difference in the probability of being employed as elementary workers between immigrants and natives aged 25-64, overall (column I and III). It also reports the change in this difference over the period 2015-2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024)

**TABLE B34: CONDITIONAL DIFFERENCES IN THE PROBABILITY OF HAVING AN ELEMENTARY OCCUPATION BETWEEN EU IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER 2015-2024, BY YEARS OF RESIDENCE**

Country	Non-EU - Recent		Non-EU - Earlier	
	Conditional (individual characteristics)	Change 2015 - 2024	Conditional (individual characteristics)	Change 2015 - 2024
Austria	0.221***	0.004	0.146***	-0.029***
Belgium	0.184***	-0.037	0.136***	-0.034**
Bulgaria	0.256	-0.007	0.018	-0.045
Croatia	0.357*	-0.376*	0.055***	-0.027**
Cyprus	0.613***	-0.270***	0.205***	-0.054***
Czech Rep.	0.110*	-0.038	0.062**	-0.019
Denmark	0.226***	-0.027	0.153***	-0.077***
Estonia	0.160*	-0.017	0.055***	-0.016
Finland	0.258***	-0.156*	0.122***	-0.029
France	0.187***	-0.124**	0.057***	0.010
Germany	0.133***	-0.004	0.122***	-0.051***
Greece	0.248***	-0.053	0.264***	-0.083***
Hungary	0.305***	-0.226**	0.004	-0.011
Ireland	0.116***	-0.035	0.050***	-0.029***
Italy	0.286***	-0.082***	0.240***	-0.068***
Latvia	-0.025	0.398***	0.022*	0.009
Lithuania	-0.025*	0.063*	0.010	0.001
Luxembourg	0.120***	-0.087***	0.118***	-0.054**
Malta	0.124***	0.023	0.013	0.030
Netherlands	0.164***	-0.109*	0.093***	-0.038***
Norway	0.154***	-0.054	0.108***	-0.034*
Poland	0.033**	0.050**	-0.002	0.051***
Portugal	0.182***	-0.029	0.074***	0.004
Romania	-0.051***	0.052	-0.022	0.074
Slovak Rep.	0.164	-0.115	0.043	-0.048
Slovenia	0.161***	-0.005	0.084***	0.045***
Spain	0.165***	0.045	0.204***	-0.072***
Sweden	0.224***	-0.113***	0.079***	-0.020***
Switzerland	0.107***	0.001	0.082***	-0.003
EU14	0.191***	-0.047***	0.145***	-0.043***
EU27	0.188***	-0.049***	0.138***	-0.041***
All	0.180***	-0.042***	0.136***	-0.039***

The table reports, for each country and separately for recent and earlier non-EU immigrants, the difference in the probability of being employed as elementary workers between immigrants and natives aged 25-64, when differences in age, gender and education are taken into account (column I and III). It also reports the change in this difference over the period 2015-2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B35: SHARES OF IMMIGRANTS AND NATIVES IN HIGH-SKILLED OCCUPATIONS IN 2015 AND CHANGES OVER THE PERIOD 2015-2024**

Country	Immigrants		Natives	
	% High-skilled occupation	Change 2015-2024	% High-skilled occupation	Change 2015-2024
Austria	31.0	4.4	45.7	6.4
Belgium	37.5	4.1	48.8	5.3
Bulgaria	51.0	0.9	33.0	2.1
Croatia	35.0	6.6	38.1	6.5
Cyprus	23.2	11.3	41.6	8.3
Czech Rep.	36.1	-4.5	38.4	4.7
Denmark	38.7	8.9	53.1	4.7
Estonia	35.2	0.1	45.9	4.5
Finland	37.0	4.8	50.7	3.1
France	35.8	4.0	48.3	5.4
Germany	30.5	6.1	49.5	4.2
Greece	9.6	5.8	33.3	1.8
Hungary	39.7	8.4	36.2	5.6
Ireland	42.2	13.4	47.6	8.4
Italy	13.3	2.2	40.6	2.2
Latvia	41.9	-1.6	42.3	5.7
Lithuania	38.6	9.0	43.3	6.2
Luxembourg	58.1	13.3	59.3	8.9
Malta	46.6	-2.8	41.8	8.2
Netherlands	40.4	12.1	54.2	9.6
Norway	38.8	3.3	59.8	3.7
Poland	55.3	-16.6	39.3	7.3
Portugal	41.7	-4.8	37.7	4.7
Romania	47.2	-8.0	24.7	4.1
Slovak Rep.	37.3	11.1	33.1	7.9
Slovenia	24.2	-6.3	47.1	0.6
Spain	18.3	2.2	36.6	4.7
Sweden	41.2	9.7	57.1	9.7
Switzerland	45.1	5.6	52.4	6.7
EU14	28.7	5.0	45.7	4.7
EU27	29.1	4.9	43.0	5.1
All	30.1	5.3	43.4	5.0

The table reports, for each country, the share of immigrants and natives aged 25 to 64 employed in high-skilled occupations (ISCO 1-3) in 2015, and the change in this share over the period 2015-2024, expressed in percentage points. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B36: DIFFERENCES IN THE PROBABILITY OF WORKING IN HIGH-SKILLED OCCUPATIONS BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER THE PERIOD 2015-2024, OVERALL**

Country	Baseline	Change 2015 - 2024	Conditional (individual characteristics)	Change 2015 - 2024
Austria	-0.147***	-0.021***	-0.126***	-0.010*
Belgium	-0.113***	-0.011	-0.072***	-0.001
Bulgaria	0.179**	-0.012	0.072	-0.095
Croatia	-0.031**	0.001	-0.009	0.013
Cyprus	-0.183***	0.030**	-0.089***	0.022**
Czech Rep.	-0.023	-0.093***	-0.063***	-0.066***
Denmark	-0.144***	0.046***	-0.144***	0.015
Estonia	-0.106***	-0.044*	-0.093***	-0.098***
Finland	-0.137***	0.017	-0.049**	-0.020
France	-0.125***	-0.014	-0.088***	-0.002
Germany	-0.190***	0.021***	-0.120***	0.021***
Greece	-0.237***	0.040*	-0.093***	0.068***
Hungary	0.035**	0.029	-0.010	-0.001
Ireland	-0.055***	0.049***	-0.082***	0.039***
Italy	-0.273***	0.000	-0.192***	0.029***
Latvia	-0.005	-0.073**	0.003	-0.099***
Lithuania	-0.047***	0.025	-0.012	-0.007
Luxembourg	-0.006	0.051**	-0.063***	0.013
Malta	0.048**	-0.110***	-0.031*	-0.089***
Netherlands	-0.136***	0.016	-0.079***	0.022*
Norway	-0.210***	-0.008	-0.199***	-0.005
Poland	0.160***	-0.239***	-0.008	-0.106***
Portugal	0.040***	-0.096***	-0.047***	-0.058***
Romania	0.224***	-0.120	-0.001	-0.004
Slovak Rep.	0.043	0.027	-0.003	-0.016
Slovenia	-0.228***	-0.071***	-0.074***	-0.056***
Spain	-0.183***	-0.026**	-0.117***	0.027**
Sweden	-0.159***	0.000	-0.152***	0.008
Switzerland	-0.072***	-0.015*	-0.032***	-0.017**
EU14	-0.175***	0.005	-0.121***	0.022***
EU27	-0.167***	0.001	-0.115***	0.016***
All	-0.163***	0.000	-0.113***	0.015***

The table reports, for each country, the difference in the probability of being employed in a high skilled occupation 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 III). It also reports the change in this difference over the period 2015-2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B37: BASELINE DIFFERENCES IN THE PROBABILITY OF WORKING IN HIGH-SKILLED OCCUPATIONS BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER 2015-2024, BY ORIGIN**

Country	EU		Non-EU	
	Baseline	Change 2015 - 2024	Baseline	Change 2015 - 2024
Austria	-0.022***	-0.061***	-0.255***	0.014*
Belgium	-0.031***	-0.001	-0.195***	-0.004
Bulgaria	0.196	-0.203	0.175*	0.015
Croatia	0.125***	-0.081	-0.052***	0.001
Cyprus	-0.136***	-0.017	-0.229***	0.076***
Czech Rep.	0.052*	-0.010	-0.115***	-0.115***
Denmark	-0.059***	0.058***	-0.188***	0.037**
Estonia	0.076	-0.033	-0.120***	-0.050**
Finland	-0.118***	0.033	-0.152***	0.016
France	-0.078***	-0.003	-0.141***	-0.012
Germany	-0.176***	0.013	-0.223***	0.052***
Greece	-0.132***	0.156***	-0.264***	0.011
Hungary	0.033*	-0.004	0.043	0.080**
Ireland	-0.087***	-0.031	0.026***	0.029
Italy	-0.234***	-0.002	-0.292***	0.005
Latvia	0.032	-0.043	-0.009	-0.079**
Lithuania	-0.097*	0.157	-0.042**	0.012
Luxembourg	0.006	0.041*	-0.060**	0.101***
Malta	0.126***	0.068	-0.014	-0.157***
Netherlands	-0.073***	-0.014	-0.160***	0.026*
Norway	-0.171***	-0.032	-0.245***	0.016
Poland	0.346***	-0.149**	0.094***	-0.196***
Portugal	0.071***	-0.032*	0.028***	-0.108***
Romania	0.299**	-0.269	0.167	-0.055
Slovak Rep.	-0.008	0.096*	0.164***	-0.119
Slovenia	-0.037	-0.060	-0.286***	-0.051***
Spain	-0.109***	-0.049*	-0.217***	-0.004
Sweden	-0.061***	0.023*	-0.202***	0.001
Switzerland	-0.004	-0.005	-0.188***	-0.011
EU14	-0.129***	0.001	-0.203***	0.016***
EU27	-0.120***	0.000	-0.194***	0.011**
All	-0.111***	-0.001	-0.195***	0.011**

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 (column I and III). It also reports the change in this difference over the period 2015-2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B38: CONDITIONAL DIFFERENCES IN THE PROBABILITY OF WORKING IN HIGH-SKILLED OCCUPATIONS BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER 2015-2024, BY ORIGIN**

Country	EU		Non-EU	
	Conditional (individual characteristics)	Change 2015 - 2024	Conditional (individual characteristics)	Change 2015 - 2024
Austria	-0.064***	-0.034***	-0.181***	0.010
Belgium	-0.024***	-0.005	-0.120***	0.011
Bulgaria	0.016	-0.162	0.085	-0.091
Croatia	0.037	0.011	-0.015	0.008
Cyprus	-0.060***	-0.008	-0.112***	0.047***
Czech Rep.	-0.014	-0.006	-0.124***	-0.084**
Denmark	-0.106***	0.025	-0.163***	0.007
Estonia	0.042	-0.060	-0.104***	-0.106***
Finland	-0.022	0.003	-0.067***	-0.022
France	-0.041***	0.002	-0.104***	0.002
Germany	-0.117***	0.020***	-0.125***	0.028***
Greece	-0.055***	0.108**	-0.104***	0.057***
Hungary	0.006	-0.004	-0.053**	0.020
Ireland	-0.083***	0.000	-0.082***	0.058***
Italy	-0.181***	0.007	-0.195***	0.038***
Latvia	0.012	-0.037	0.003	-0.109***
Lithuania	-0.069*	0.152**	-0.007	-0.023
Luxembourg	-0.053***	0.016	-0.088***	0.020
Malta	0.058**	-0.004	-0.104***	-0.094***
Netherlands	-0.058***	0.043*	-0.087***	0.016
Norway	-0.184***	-0.015	-0.210***	0.003
Poland	0.144***	-0.057	-0.063**	-0.068**
Portugal	-0.044***	0.007	-0.049***	-0.074***
Romania	0.071	-0.211	-0.056	0.065
Slovak Rep.	-0.042	0.054	0.092**	-0.151**
Slovenia	0.016	-0.076**	-0.101***	-0.043***
Spain	-0.096***	0.045**	-0.126***	0.027**
Sweden	-0.092***	-0.001	-0.180***	0.017**
Switzerland	0.006	-0.023***	-0.103***	-0.001
EU14	-0.100***	0.021***	-0.132***	0.026***
EU27	-0.094***	0.019***	-0.126***	0.019***
All	-0.088***	0.015***	-0.127***	0.019***

The table reports, for each country and separately for EU and non-EU immigrants, the difference in the probability of working in high-skilled occupations between immigrants and natives aged 25-64, when differences in age, gender and education are taken into account (column I and III). It also reports the change in this difference over the period 2015-2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B39: BASELINE DIFFERENCES IN THE PROBABILITY OF WORKING IN HIGH-SKILLED OCCUPATION BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER 2015-2024, BY YEARS OF RESIDENCE**

Country	Recent		Earlier	
	Baseline	Change 2015 - 2024	Baseline	Change 2015 - 2024
Austria	-0.099***	0.027*	-0.158***	-0.030***
Belgium	-0.085***	0.048	-0.120***	-0.027*
Bulgaria	0.086	-0.436**	0.205**	0.072
Croatia	-0.379***	0.329***	-0.027*	-0.006
Cyprus	-0.261***	0.132***	-0.151***	-0.013
Czech Rep.	0.096	-0.381***	-0.042*	-0.020
Denmark	-0.155***	0.089***	-0.174***	0.068
Estonia	0.211**	-0.410***	-0.118***	-0.018
Finland	-0.198***	0.156**	-0.128***	-0.008
France	-0.156***	0.131**	-0.122***	-0.023
Germany	-0.185***	0.062***	-0.219***	0.042***
Greece	-0.168***	-0.088	-0.240***	0.043**
Hungary	0.063	-0.015	0.033**	0.034
Ireland	-0.007	0.085***	-0.064***	0.035**
Italy	-0.287***	0.055***	-0.272***	-0.003
Latvia	0.282***	-0.413***	-0.013	-0.053
Lithuania	0.438***	-0.346***	-0.060***	-0.021
Luxembourg	0.118***	0.041	-0.055***	0.056**
Malta	0.148***	-0.312***	0.026	-0.041
Netherlands	-0.172***	0.075	-0.134***	0.005
Norway	-0.308***	0.035	-0.160***	-0.054**
Poland	0.166***	-0.269***	0.101	-0.163
Portugal	-0.191***	0.067**	0.050***	-0.087***
Romania	0.126	-0.178	0.289***	-0.089
Slovak Rep.	0.146*	-0.234**	0.020	0.081*
Slovenia	-0.281***	-0.013	-0.224***	-0.077***
Spain	-0.011	-0.174***	-0.197***	-0.016
Sweden	-0.197***	0.133***	-0.153***	-0.021***
Switzerland	0.039**	-0.037*	-0.109***	-0.004
EU14	-0.151***	0.048***	-0.182***	0.002
EU27	-0.137***	0.030***	-0.174***	-0.002
All	-0.124***	0.022**	-0.171***	-0.003

The table reports, for each country and separately for recent and earlier immigrants, the difference in the probability of working in high-skilled occupation between immigrants and natives aged 25-64, overall (column I and III). It also reports the change in this difference over the period 2015-2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B40: CONDITIONAL DIFFERENCES IN THE PROBABILITY OF WORKING IN HIGH-SKILLED OCCUPATION BETWEEN IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER 2015-2024, BY YEARS OF RESIDENCE**

Country	Recent		Earlier	
	Conditional (individual characteristics)	Change 2015 - 2024	Conditional (individual characteristics)	Change 2015 - 2024
Austria	-0.141***	0.028**	-0.122***	-0.019***
Belgium	-0.086***	0.020	-0.068***	-0.007
Bulgaria	0.038	-0.546***	0.082	0.001
Croatia	-0.277***	0.258*	-0.005	0.009
Cyprus	-0.086***	0.070***	-0.085***	0.000
Czech Rep.	0.077	-0.183***	-0.060***	-0.025
Denmark	-0.208***	0.022	-0.152***	0.037***
Estonia	0.126	-0.214*	-0.093***	-0.047**
Finland	-0.044	0.036	-0.048***	-0.035
France	-0.161***	0.037	-0.081***	-0.007
Germany	-0.179***	0.042***	-0.119***	0.029***
Greece	-0.013	0.047	-0.097***	0.069***
Hungary	0.023	0.014	-0.009	0.003
Ireland	-0.065***	0.053*	-0.086***	0.036**
Italy	-0.172***	0.032**	-0.193***	0.030***
Latvia	0.130***	-0.481***	0.001	-0.052
Lithuania	0.261***	-0.297***	-0.020	0.010
Luxembourg	-0.046***	0.017	-0.062***	0.011
Malta	-0.095**	-0.120**	0.019	-0.058**
Netherlands	-0.149***	0.136***	-0.074***	0.004
Norway	-0.281***	-0.028	-0.155***	-0.036*
Poland	0.005	-0.136***	-0.212*	-0.107
Portugal	-0.159***	0.034	-0.042***	-0.040***
Romania	0.028	-0.079	-0.019	0.044
Slovak Rep.	0.048	-0.301***	-0.014	0.041
Slovenia	-0.200***	-0.046	-0.061***	-0.065***
Spain	-0.062*	-0.044	-0.121***	-0.035***
Sweden	-0.209***	0.096***	-0.141***	-0.007
Switzerland	-0.013	-0.040***	-0.038***	-0.011
EU14	-0.150***	0.055***	-0.119***	0.020***
EU27	-0.144***	0.038***	-0.112***	0.016***
All	-0.136***	0.030***	-0.110***	0.013***

The table reports, for each country and separately for recent and earlier immigrants, the difference in the probability of working in high-skilled occupation between immigrants and natives aged 25-64, when differences in age, gender and education are taken into account (column I and III). It also reports the change in this difference over the period 2015-2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B41: BASELINE DIFFERENCES IN THE PROBABILITY OF WORKING IN HIGH-SKILLED OCCUPATION BETWEEN EU IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER 2015-2024, BY YEARS OF RESIDENCE**

Country	EU - Recent		EU - Earlier	
	Baseline	Change 2015 - 2024	Baseline	Change 2015 - 2024
Austria	-0.071***	0.046**	-0.005	-0.094***
Belgium	-0.035*	0.125***	-0.029***	-0.031
Bulgaria	0.171	0.000***	0.227	-0.235
Croatia	-0.379***	0.416***	0.152***	-0.112*
Cyprus	-0.223***	0.156***	-0.118***	-0.048**
Czech Rep.	0.172**	-0.141	0.033	0.007
Denmark	-0.116***	0.057	-0.054***	0.074***
Estonia	0.058	0.435	0.066	-0.052
Finland	-0.245***	0.349**	-0.100***	-0.006
France	-0.077	0.145	-0.079***	-0.011
Germany	-0.216***	0.003	-0.158***	0.004
Greece	-0.016	0.081	-0.140***	0.149**
Hungary	0.145**	-0.138	0.023	0.008
Ireland	-0.036***	0.080	-0.096***	-0.045*
Italy	-0.258***	0.197***	-0.234***	-0.010
Latvia	-0.425***	0.436*	0.048	-0.103
Lithuania	0.565***	-0.069***	-0.106*	0.138
Luxembourg	0.132***	0.017	-0.042***	0.060**
Malta	0.186**	0.198*	0.116***	0.043
Netherlands	-0.136**	-0.007	-0.063***	0.005
Norway	-0.322***	-0.014	-0.062**	-0.116***
Poland	0.327***	-0.403***	0.609***	-0.347***
Portugal	-0.173***	0.345***	0.083***	-0.053***
Romania	0.385**	-0.675***	0.256	-0.211
Slovak Rep.	0.256**	-0.054	-0.041	0.123**
Slovenia	-0.016	-0.167	-0.038	-0.046
Spain	0.194***	0.100	-0.141***	-0.042
Sweden	-0.049***	0.027	-0.064***	0.025*
Switzerland	0.079***	-0.035	-0.038***	0.012
EU14	-0.132***	0.059***	-0.127***	-0.008
EU27	-0.120***	0.051***	-0.119***	-0.007
All	-0.099***	0.041***	-0.112***	-0.008

The table reports, for each country and separately for recent and earlier EU immigrants, the difference in the probability of working in high-skilled occupation between immigrants and natives aged 25-64, overall (column I and III). It also reports the change in this difference over the period 2015-2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B42: CONDITIONAL DIFFERENCES IN THE PROBABILITY OF WORKING IN HIGH-SKILLED OCCUPATION BETWEEN EU IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER 2015-2024, BY YEARS OF RESIDENCE**

Country	EU - Recent		EU - Earlier	
	Conditional (individual characteristics)	Change 2015 - 2024	Conditional (individual characteristics)	Change 2015 - 2024
Austria	-0.109***	0.047***	-0.048***	-0.060***
Belgium	-0.058***	0.045*	-0.012	-0.021
Bulgaria	0.074	0	-0.057	-0.089
Croatia	-0.507***	0.569***	0.066*	-0.023
Cyprus	-0.101***	0.030	-0.051***	-0.017
Czech Rep.	-0.002	-0.103	-0.015	0.002
Denmark	-0.199***	0.042	-0.090***	0.034
Estonia	-0.294	0.474	0.043	-0.074
Finland	-0.039	0.194	-0.019	-0.021
France	-0.129**	0.056	-0.031*	-0.004
Germany	-0.194***	0.049	-0.084***	-0.004
Greece	-0.020	0.081	-0.058***	0.104**
Hungary	-0.040	0.049	0.010	-0.009
Ireland	-0.052***	0.146**	-0.090***	-0.017
Italy	-0.201***	0.146***	-0.182***	0.002
Latvia	-0.184***	0.088	0.026	-0.091
Lithuania	0.250***	0.246	-0.073*	0.131*
Luxembourg	-0.036**	0.013	-0.053***	0.015
Malta	-0.014	0.222**	0.069**	-0.047
Netherlands	-0.137***	0.138*	-0.045**	0.024
Norway	-0.296***	-0.016	-0.106***	-0.074**
Poland	0.141***	-0.251	0.209***	-0.100**
Portugal	-0.116***	0.083	-0.041***	0.003
Romania	0.379**	-1.239***	-0.085	-0.021
Slovak Rep.	-0.058	0.237*	-0.040	0.042
Slovenia	-0.094	-0.041	0.023	-0.072**
Spain	0.111**	0.094	-0.118***	0.052**
Sweden	-0.124***	0.042	-0.086***	-0.008
Switzerland	0.014	-0.045***	0.003	-0.016*
EU14	-0.136***	0.086***	-0.092***	0.009*
EU27	-0.130***	0.077***	-0.086***	0.008
All	-0.118***	0.062***	-0.080***	0.005

The table reports, for each country and separately for recent and earlier EU immigrants, the difference in the probability of working in high-skilled occupation between immigrants and natives aged 25-64, when differences in age, gender and education are taken into account (column I and III). It also reports the change in this difference over the period 2015-2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B43: BASELINE DIFFERENCES IN THE PROBABILITY OF WORKING IN HIGH-SKILLED OCCUPATION BETWEEN NON-EU IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER 2015-2024, BY YEARS OF RESIDENCE**

Country	Non-EU - Recent		Non-EU - Earlier	
	Baseline	Change 2015 - 2024	Baseline	Change 2015 - 2024
Austria	-0.160***	0.031	-0.266***	0.006
Belgium	-0.183***	0.041	-0.197***	-0.019
Bulgaria	0.007	-0.357	0.203**	0.130
Croatia	-0.379***	0.303***	-0.050***	-0.002
Cyprus	-0.277***	0.140***	-0.196***	0.033*
Czech Rep.	0.003	-0.322***	-0.135***	-0.037
Denmark	-0.188***	0.116***	-0.226***	0.058***
Estonia	0.229**	-0.443***	-0.132***	-0.025
Finland	-0.157*	0.075	-0.151***	0.000
France	-0.196***	0.146**	-0.137***	-0.022
Germany	-0.022	-0.062***	-0.249***	0.060***
Greece	-0.228***	-0.078	-0.266***	0.017
Hungary	-0.067	0.138	0.061*	0.079*
Ireland	0.050***	0.035	0.023**	0.024
Italy	-0.303***	0.029	-0.290***	0.003
Latvia	0.391***	-0.545***	-0.021	-0.048
Lithuania	0.432***	-0.347***	-0.056***	-0.044
Luxembourg	0.060	0.115**	-0.124***	0.059
Malta	0.127*	-0.386***	-0.050*	-0.066*
Netherlands	-0.227***	0.157**	-0.158***	0.004
Norway	-0.286***	0.067	-0.227***	-0.013
Poland	0.111***	-0.215***	-0.258***	0.155*
Portugal	-0.200***	0.055	0.037***	-0.096***
Romania	-0.025	-0.024	0.319**	-0.094
Slovak Rep.	0.063	-0.224*	0.218***	-0.080
Slovenia	-0.331***	0.019	-0.281***	-0.059***
Spain	-0.145***	-0.077	-0.223***	0.001
Sweden	-0.274***	0.195***	-0.191***	-0.029***
Switzerland	-0.076**	-0.006	-0.213***	-0.014
EU14	-0.164***	0.052***	-0.207***	0.008*
EU27	-0.147***	0.030**	-0.199***	0.004
All	-0.148***	0.030**	-0.200***	0.004

The table reports, for each country and separately for recent and earlier non-EU immigrants, the difference in the probability of working in high-skilled occupation between immigrants and natives aged 25-64, overall (column I and III). It also reports the change in this difference over the period 2015-2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

**TABLE B44: CONDITIONAL DIFFERENCES IN THE PROBABILITY OF WORKING IN HIGH-SKILLED OCCUPATION BETWEEN EU IMMIGRANTS AND NATIVES IN 2015 AND CHANGES OVER 2015-2024, BY YEARS OF RESIDENCE**

Country	Non-EU - Recent		Non-EU - Earlier	
	Conditional (individual characteristics)	Change 2015 - 2024	Conditional (individual characteristics)	Change 2015 - 2024
Austria	-0.209***	0.036	-0.176***	0.007
Belgium	-0.138***	0.030	-0.116***	0.006
Bulgaria	0.005	-0.512***	0.099	0.026
Croatia	-0.008	-0.034	-0.015	0.008
Cyprus	-0.078***	0.072***	-0.125***	0.032**
Czech Rep.	-0.170**	-0.107	-0.116***	-0.045
Denmark	-0.215***	0.007	-0.177***	0.033**
Estonia	-0.106	-0.246**	-0.104***	-0.051**
Finland	-0.044	-0.007	-0.069***	-0.034
France	-0.177***	0.039	-0.098***	-0.003
Germany	-0.087***	-0.045**	-0.129***	0.041***
Greece	-0.010	0.039	-0.107***	0.060***
Hungary	0.004	-0.023	-0.063***	0.025
Ireland	-0.084***	0.048	-0.082***	0.066***
Italy	-0.157***	-0.004	-0.197***	0.041***
Latvia	0.179***	-0.558***	-0.002	-0.047
Lithuania	0.261***	-0.307***	-0.015	-0.006
Luxembourg	-0.058**	0.040	-0.095***	0.000
Malta	-0.147**	-0.145***	-0.097***	-0.042
Netherlands	-0.163***	0.147***	-0.084***	-0.002
Norway	-0.256***	-0.051	-0.188***	-0.010
Poland	-0.041	-0.090***	-0.510***	0.378***
Portugal	-0.180***	-0.024	-0.044***	-0.053***
Romania	-0.176*	0.135	0.041	0.005
Slovak Rep.	0.128	-0.491***	0.072	0.004
Slovenia	-0.221***	0.064	-0.088***	-0.053***
Spain	-0.176***	0.044	-0.121***	0.031**
Sweden	-0.252***	0.128***	-0.167***	-0.002
Switzerland	-0.093***	-0.007	-0.106***	-0.002
EU14	-0.161***	0.051***	-0.129***	0.025***
EU27	-0.154***	0.032***	-0.123***	0.020***
All	-0.154***	0.030***	-0.123***	0.019***

The table reports, for each country and separately for recent and earlier non-EU immigrants, the difference in the probability of working in high-skilled occupation between immigrants and natives aged 25-64, when differences in age, gender and education are taken into account (column I and III). It also reports the change in this difference over the period 2015-2024 (columns II and IV). Differences and changes are computed as coefficients on an immigrant dummy and its interaction with a 2024-year 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 show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Immigrants are defined as foreign-born. Source: authors' elaboration on EU-LFS data (2015 and 2024).

# Technical appendix - Part I

## DATASET

Our analysis is based on the 2024 yearly wave of the European Labour Force Survey (EU-LFS). The EU-LFS is conducted in the 27 Member States of the EU, four candidate countries, and three countries of the European Free Trade Association (EFTA). The analysis considers all countries for which 2024 LFS microdata for scientific purposes are available, i.e. all Member States plus 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 whom country of birth is known and all those living in Bulgaria, Croatia, Malta, Norway, Poland, and Slovenia for whom we can determine whether they were foreign or native born (see below).

In the analysis of education levels and labour market outcomes, we consider only individuals of working age who are likely to have completed their full-time education (25-64 years old). For the other parts of the analysis, we do not impose any age restrictions. However, in Finland, Luxembourg, the Netherlands, Sweden, and Switzerland, the data only cover individuals in the age range 15-90.

## 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 “*countryb*” which records individuals’ country of birth. The variable “*countryb*” 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 Bulgaria, Croatia, Malta, Norway, Poland, and Slovenia, we also consider as immigrants those observations with missing

country of birth as Malta does not release information on “*countryb*” for residents whose origin is not from one of the 27 member states of the EU, and Bulgaria, Croatia, Norway, Poland, and Slovenia do not release information on “*countryb*” for residents whose origin is not from a European country.

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

**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 normalise the index by subtracting the sample mean and dividing by the sample standard deviation. The normalisation 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 otherwise. 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 Skill Occupations:** We define a “*high skill job*” dummy, which takes value one when an individual is employed as either a manager, professional or associate professionals, and zero otherwise. We define high skill 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:

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

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 (without the country dummies), and then on three pooled samples: EU14 countries, EU27 countries, and the full set of 29 countries, including country dummies to control for cross-country differences.

We provide *baseline* gaps estimating equation (A1) including only the variables *imm*, *D<sub>c</sub>*, and *D<sub>q</sub>*. Finally, we estimate the complete model for *conditional* gaps including individual characteristics.

We obtain estimates of differences in employment, occupational status and in the probability of having an elementary or high skill occupation by using as dependent variable respectively:

- Employed
- *ISEI*, the standardised index of occupational status.
- Dummy for being employed in an elementary occupation.
- Dummy for being employed in a high skilled occupation (managers, professionals, or associate professionals).

To assess the impact of individual characteristics on the difference in the probability of being employed in an elementary or high-skill occupation we perform a Gelbach<sup>7</sup> decomposition of the coefficient on *imm<sub>ic</sub>* (Figure 10 and 11).

7 Gelbach, J B (2016), "When Do Covariates Matters? And Which Ones, and How Much?", *Journal of Labor Economics* 34(2): 509-543.

# Technical appendix - Part II

## DATASET

For the second part of the report, the analysis relies on two waves of the EU-LFS, 2015 and 2024, to examine changes in the population over the decade. The sample of countries are those included in the 2024 microdata, as described in Technical Appendix 1 (i.e. EU27 countries plus Norway and Switzerland).

## SAMPLE

As in the first part of the report, our sample includes all individuals for whom country of birth is known, as well as those living in Bulgaria, Croatia, Malta, Norway, Poland, and Slovenia for whom we can identify whether they are foreign- or native-born. In the analysis of education levels and labour market outcomes, we consider only individuals of working age who are likely to have completed their full-time education (25-64 years old). For the other parts of the analysis, we do not impose any age restrictions. However, in Finland, Luxembourg, the Netherlands, Sweden, and Switzerland, the data only cover individuals in the age range 15-90.

## VARIABLES

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

***Immigrant***: defined as in Technical Appendix 1 using the EU-LFS variable “*countryb*”.

***Origin***: For the analysis of areas of origin, we use the EU-LFS variable “*countryb*” to classify individuals into six regions of origin: EU, Other Europe, Americas and Oceania, Africa, Asia, and West Asia, and North Africa. For Germany, the classification is based on the variable “*national*”. In 2015, the variable “*countryb*” for Germany does not report detailed information on country of birth. Thus, to assign the area of origin of foreign-born individuals in Germany in 2015, we rely on information about citizenship (*citizenship*). This implies that all analysis by country of birth for Germany in 2015 is possible only for non-naturalised migrants. For 2024, instead, Germany follows the same classification as all other countries. Over-time comparisons by area of origin for Germany should, therefore, be taken with caution.

***Year2024***: A dummy variable equal to one for observations from the 2024 EU-LFS wave and zero for observations from the 2015 wave.

## WEIGHTS

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

## REGRESSION ANALYSIS

We estimate immigrant-native differentials, and their change between 2015 and 2024 for the following variables.

- Employed
- *ISEI*, the standardised index of occupational status.
- Dummy for being employed in an elementary occupation (ISCO code 9).
- Dummy for being employed in a high skilled occupation (managers, professionals, or associate professionals).

Specifically, for each dependent variable, we estimate the following equation:

$$Depvar_{i,c} = \beta_0 + \beta_1 imm_{i,c} + \beta_2 year2024_t + \beta_3 (imm_{i,c} \times year2024_t) + \beta_4 male_{ic} + \beta_5 age_{ic} + \beta_6 age_{ic}^2 + \beta_7 Dedu_{ic} + \beta_8 D_c + \beta_9 D_q + \varepsilon_{ic} \quad (B1)$$

where *Depvar* is the labour market outcome of interest; *imm* stands for the immigrant indicator; *year2024* is a dummy indicating the 2024 wave; *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 the Appendix regression tables, we display the following coefficients:

- $\beta_1$ , measuring the 2015 difference between immigrants and natives in 2015;
- $\beta_2$ , measuring the change in the mean value of the dependent variable for natives between 2015 and 2024;
- $\beta_3$ , measuring the change in the immigrant-native differential between 2015 and 2024.

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 (without the country dummies), and then on three pooled samples: EU14 countries, EU27 countries, and the full set of 29 countries, including country dummies

to control for cross-country differences. We provide *baseline* gaps estimating equation (A1) including only the variables *imm*, *year2024*, and their interaction as well as  $D_e$ , and  $D_q$ . Finally, we estimate the complete model for *conditional* gaps including individual characteristics.

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