CENTRO STUDI LUCA D'AGLIANO

Research Education Outreach

9th Migration Observatory Report:
"Immigrant Integration in Europe"

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March 2025

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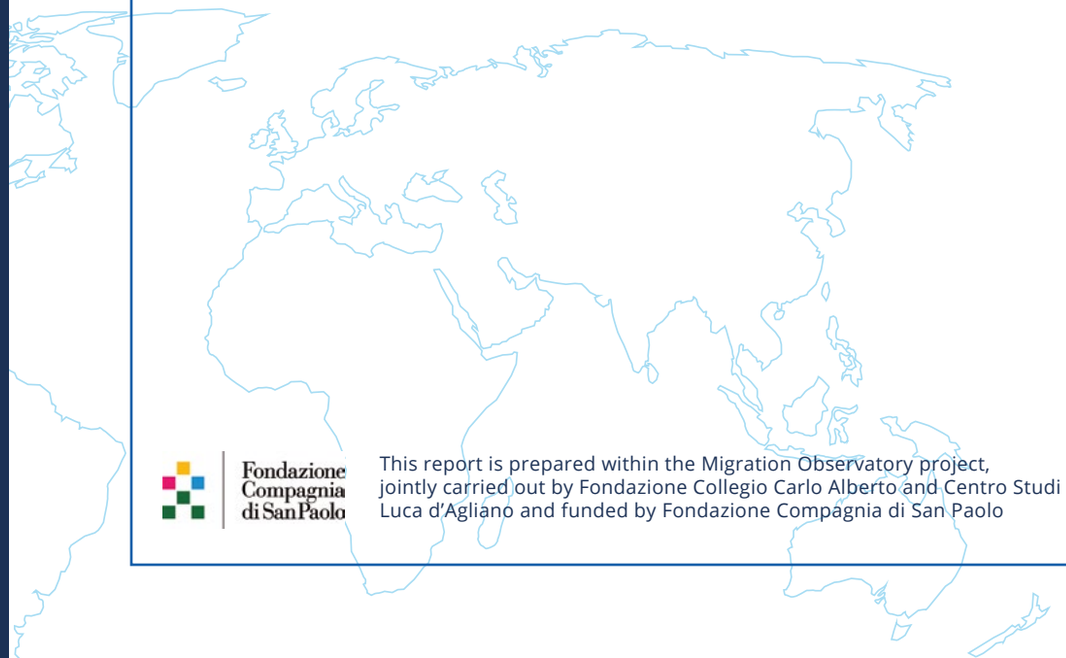


Fondazione Compagnia di San Paolo

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

TABLE OF CONTENTS

Executive Summary

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

The report is articulated in two parts. In the first part, we use data from the latest edition of the European Labour Force Survey (2023) to provide a concise, easily accessible and up-to-date source of reference regarding the size, characteristics, and relative economic performance of immigrants in European countries. In the second part, instead, we shift our focus to their native-born descendants – commonly referred to as second-generation immigrants. We assess their demographic profile, educational attainment, employment outcomes, and the role of citizenship in shaping their labour market integration.

We show that while second-generation immigrants fare better than the first-generations in many respects, significant disparities persist compared to natives with native-born parents. The key findings are summarised below.

PART I - IMMIGRANT INTEGRATION IN EUROPE IN 2023

IMMIGRANT POPULATION - SIZE AND CHARACTERISTICS

BOTTOMLINE: More than one in ten residents in Europe is an immigrant. This ratio increases to 15% in EU14 countries, where most immigrants live. The number of foreign-born residents in Europe has slightly increased from 2022 to 2023. About one in five immigrants living in a European country in 2023 have emigrated within the previous five years. More than half of the immigrants are European. The share of tertiary-educated natives and immigrants is strongly correlated across countries.

- In 2023, immigrants account for 12.6% of the total European population. Most of them (50.3 million) live in a EU14 country, where the share of immigrants in the population is 15%.
- Immigrant concentration is highly heterogeneous across countries. The share of immigrants ranges from as low as about 0.35% in Romania and Bulgaria to as high as 23% in Sweden, 33% in Switzerland and 55% in Luxembourg.
- In 2023, about one in five immigrants (18%) living in a European country had emigrated within the previous five years, whereas in 2022, this share was 16.5%. Among the countries with more than 1% of immigrants in the population, only the Netherlands, Portugal, Czech Republic, Cyprus, Malta and Poland have this share above 25%.
- Most immigrants (54%) were born in another European country: 30% come 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 17% of all immigrants, while 16% come from Asia and 12% from the Americas or Oceania.
- Among the foreign-born population, 52% are women. Only in Romania, Malta and Slovenia, significantly more than 50% of immigrants are men.
- Slightly less than one-third of immigrants have tertiary education, slightly more than one-third have completed lower secondary education, and the rest have reached upper secondary education. However, the educational levels of immigrants vary considerably across destination countries.
- Differences in immigrants' education across member states reflect the educational level of

natives: countries with higher shares of university-educated natives also have higher fractions of immigrants with tertiary education, and vice versa.
- Italy has the least educated immigrants (14% have tertiary education) and the second lowest (after Romania) share of natives with tertiary education (23%). Conversely, Luxembourg and Ireland have among the highest shares of tertiary-educated immigrants, respectively 58% and 65%.

EMPLOYMENT

BOTTOMLINE: Immigrants have a lower probability of employment than natives, especially in central and northern Europe. The employment gap is stable relative to 2022. Differences in age-gender-education profiles cannot explain gaps.

- On average, across Europe, immigrants are 9 percentage points less likely to be employed than natives. The employment probability gap is essentially stable with respect to 2022.
- Employment gaps are more sizable in central and northern European countries like the Netherlands (-16 p.p.), France and Germany (-13 p.p.), and Belgium (-12 p.p.), and smaller in Italy (-3 p.p.), the Czech Republic (-2.6 p.p.) and Cyprus (-2 p.p.). In Ireland, Portugal and Iceland, immigrants are as likely as natives to be employed; in Luxembourg and Malta, the differential is positive.
- Immigrants' age-gender-education profiles cannot fully explain differentials in employment probabilities.
- The employment probability of EU immigrants is only 2 percentage points lower than that of natives, whereas immigrants from outside the EU display a disadvantage of nearly 12 percentage points. Such differences do not depend on age-gender-education profiles: the same individuals would face fewer difficulties finding a job if they were EU rather than non-EU citizens. Institutional factors like free mobility within the EU and the normative framework play a central role in explaining this difference.
- The probability of employment is higher for immigrants who have spent more time in the host country. The immigrant-native gap is ten percentage points lower (17 vs 7 p.p.) between immigrants with less than five years of residence and those who have been in the country for six years or more.

OCCUPATIONAL STATUS

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

- Immigrants' occupational distribution is more polarised than that of natives. Immigrants are much more concentrated than natives in the least qualified occupations and are absent from the middle part of the occupational distribution (measured by the ISEI index).
- EU immigrants are employed in more prestigious and better-paid occupations than non-EU immigrants.
- Immigrants' probability of working in an elementary occupation is 12 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% vs 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 p.p. more likely than natives to work in an elementary occupation. This differential is just 1.5 p.p. lower among their co-nationals who have emigrated earlier.
- Differences in individual characteristics between immigrants and natives can explain only a small part of the occupational disadvantage of immigrants. They account for 22% of the differential probability of having an elementary occupation and 35.5% of the differential probability of working in one of the three highest-paid occupational categories.
- In countries where the occupational distribution of immigrants is similar to that of natives, immigrants tend to perform better also in terms of employment probability. A higher immigrant likelihood of being at the bottom of the occupational distribution relative to natives is associated with a more significant employment probability gap. This correlation suggests that misallocation across occupation and employment assimilation are associated, not alternative.

PART II - SECOND GENERATION IMMIGRANTS IN EUROPE

SIZE AND CHARACTERISTICS

BOTTOMLINE: Second-generation immigrants represent a growing but still relatively small share of the European population. Their presence is highest in Western European countries with longer histories of immigration.

- In 2023, second-generation immigrants accounted for 4% of the European population aged 0-74, with an additional 5% having a mixed background (one foreign-born and one native-born parent). These shares are higher in EU14 countries, where second-generation immigrants make up 6% of the population.
- The largest concentrations of second-generation immigrants are found in Luxembourg (10%), Belgium, Germany, and Switzerland (8%), and Austria and France (7%). In contrast, their presence remains marginal (below 1%) in most Central and Eastern European countries.
- Second-generation immigrants are significantly younger than both first-generation immigrants and natives. Their average age in EU14 countries is 24, compared to 42 for first-generation immigrants and 41 for natives. Most second-generation immigrants (42%) are in the 0-14 age range, and an additional 27% is aged 15-29.

EDUCATION

BOTTOMLINE: Second-generation immigrants achieve higher education levels than their foreign-born parents but remain at a disadvantage compared to natives.

- Among working-age individuals (25-64), second-generation immigrants are 6 percentage points less likely than natives to attain tertiary education. This disadvantage increases to 9 percentage points when accounting for differences in age and gender.
- At the lower end of the educational spectrum, in the EU14 second-generation immigrants are 5 percentage points more likely than natives to have low education (at most lower-secondary education). This gap is one third than that of first-generation immigrants.
- Educational disadvantages are more pronounced for the descendants of non-EU than of EU migrants.

EMPLOYMENT AND OCCUPATIONAL STATUS

BOTTOMLINE: Second-generation immigrants have higher employment rates and are employed in better paid jobs than first-generation immigrants but continue to face a disadvantage compared to natives.

- Across the EU14, second-generation immigrants are 5 percentage points less likely to be employed than natives. The employment gap is larger in some countries, particularly Belgium (-17 p.p.), France (-8 p.p.), and the Netherlands (-7 p.p.).
- In contrast, in Luxembourg, Norway, and Portugal, second-generation immigrants are more likely than natives to be employed.
- Differences in age, gender, and education do not fully explain the employment gap, suggesting that other factors linked to their immigration background play a role.
- Second-generation immigrants have a 20% higher probability than natives to work in elementary occupations.
- At the top of the occupational ladder, second-generation immigrants are 9% less likely than natives to hold high-skilled jobs. This gap is entirely explained by differences in education and age structure.
- Descendants of EU migrants have occupational profiles more similar to natives, while those of non-EU origin face greater disadvantages.

NEET (*Not in Employment, Education, or Training*) RATE

BOTTOMLINE: Second-generation immigrants are more likely than natives to be NEET, a pattern that is driven by those of non-EU origin.

- Among individuals aged 15-29, second-generation immigrants have a NEET rate 2 percentage points higher than natives, meaning they are 20% more likely to be neither in work nor education.
- In general, countries with a higher NEET share among natives also display high NEET share among second-generation immigrants.
- The NEET rate among second-generation EU migrants matches that of natives. However, second-generation migrants of non-EU origin are 2.5 percentage points more likely than natives to be neither in employment, education, nor training, a 25% higher likelihood.

CITIZENSHIP AND LABOUR MARKET OUTCOMES

BOTTOMLINE: Citizenship acquisition is associated with better labour market outcomes for second-generation immigrants, but access to citizenship remains uneven across countries.

- In 2023, 75% of second-generation immigrants in Europe held the citizenship of their country of residence. This share is higher (77%) for second-generation migrants of non-EU origin than for those of EU origin (70%).
- More educated migrants are generally more likely to hold citizenship. In the EU14 78% of low-educated second-generation migrants, but 92% of those with tertiary education, are citizens of their country of birth and residence.
- Naturalisation rates vary widely: in Sweden, the Netherlands, and Portugal, over 95% of second-generation migrants hold citizenship, while in some countries, legal barriers limit access to citizenship
- Second-generation immigrants who are citizens of their country of birth are 3 percentage points more likely to be employed than their non-naturalised counterparts. The employment advantage is still 2 percentage points even after adjusting for education and demographic factors.

- Holding citizenship is also associated with better occupational status. Second-generation migrants without citizenship are 5 percentage points (equivalent to 50%) more likely to be employed in elementary occupations than those with citizenship, and 16 percentage points (equivalent to 23%) less likely to work in a highly skilled job.

INTRODUCTION

Migration continues to shape the demographic and economic landscape of Europe, with immigrants and their descendants playing an increasingly central role in the labour market. The integration of immigrants into the labour market is a key factor in ensuring social cohesion and economic stability. While much of the policy debate focuses on migration flows and border policies, understanding how immigrants and their children navigate European labour markets is equally – if not more – important.

The 9th Migration Observatory Report provides a comprehensive analysis of the labour market integration of immigrants and second-generation migrants across European countries. Based on the latest data from the European Labour Force Survey (2023), it examines key indicators such as employment rates, occupational distribution, educational attainment, and citizenship status. By presenting an up-to-date, concise and accessible overview of immigrant integration, the report contributes to a fact-based discussion on the economic role of migration in Europe.

The report is structured in two main parts. The first part focuses on first-generation immigrants – individuals born outside their country of residence – examining their demographic profile, educational background, and labour market performance compared to natives. The analysis highlights persistent employment and occupational disadvantages, differences between EU and non-EU migrants, which decrease but do not vanish with length of stay. The second part shifts the focus to second-generation immigrants – those born in Europe to immigrant parents. As this population group becomes an increasingly important part of the workforce, understanding their integration is essential for assessing the long-term effects of migration. This section explores their educational achievements, employment rates, occupational mobility, and the role of citizenship in shaping their labour market opportunities. Having grown up and been educated in their country of residence, they should, in principle, enjoy equal opportunities to their peers from native-born families. However, the evidence suggests that gaps remain in employment and occupational status, partly driven also by lower educational achievements.

We will show that, on average, first-generation immigrants are less likely to be employed than native-born workers, and when they do find work, they are more often concentrated in lower-skilled and lower-paid occupations. This disadvantage is particularly pronounced for non-EU immigrants, who face additional barriers such as difficulties in having their qualifications recognised, weaker professional networks, and discrimination. However, outcomes vary significantly across European countries, with some showing much smaller employment gaps or even a higher likelihood of employment among certain immigrant groups.

As regards second-generation migrants, the evidence suggests that while they tend to outperform first-generation immigrants in terms of education and employment, they continue to face disadvantages compared to natives with native-born parents. Second-generation immigrants are, on average, less likely to be employed than native-born individuals with native-born parents, and those who do work are still overrepresented in lower-skilled jobs. These disadvantages are

particularly pronounced among the descendants of non-EU immigrants. Additionally, second-generation immigrants have lower levels of tertiary education than their native-born peers, which contributes to some of the disparities in employment and occupation. A key finding is that holding citizenship is strongly associated with better labour market outcomes, suggesting a role for legal and institutional factors in shaping employment opportunities.

By providing a detailed empirical assessment of these trends, this report aims to inform policy discussions on how best to support the full economic and social integration of immigrants and their descendants. Policymakers and stakeholders can use this evidence to design targeted policies that promote equal opportunities and reduce structural barriers to integration, ensuring that migration contributes positively to European economies and societies. Addressing these issues is not only a matter of fairness but also of economic necessity, ensuring that Europe makes the most of the talent and potential within its diverse population.

To ensure accessibility the main text minimises technical details and presents results primarily in graphical form. However, extensive Table Appendices provide detailed results of our analysis, and Technical Appendices offer a full description of the data and methodology. Throughout this report, immigrants are defined as foreign-born individuals.

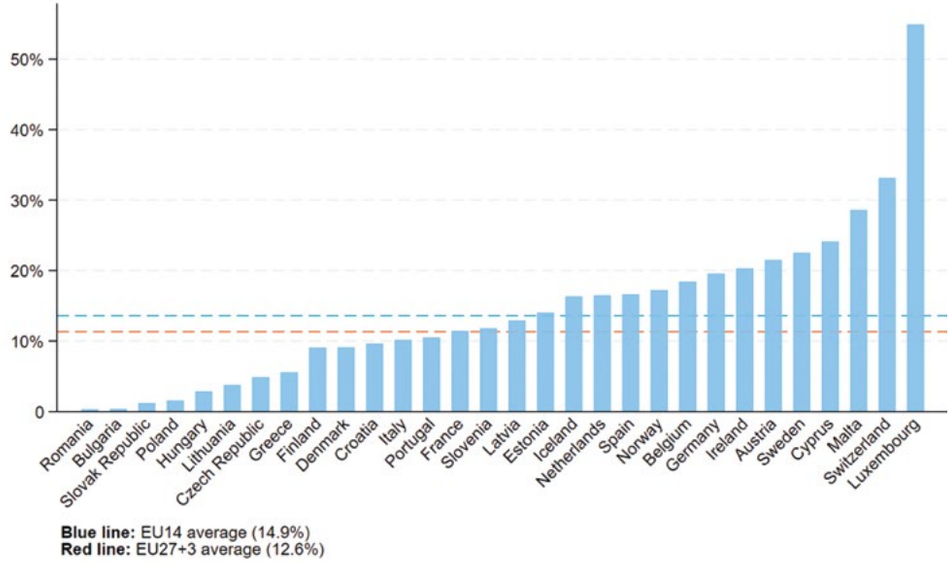
PART I: IMMIGRANTS IN THE EUROPEAN LABOUR MARKET

IMMIGRANT POPULATION - SIZE

In 2023, approximately 12.6% of European residents were born in a country other than their current country of residence. Most of them-50.3 million-live in an EU14 country, where immigrants constitute around 15% 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 just 0.35% in Bulgaria and Romania, 1.2% in Slovak Republic, 1.6% in Poland, 2.9% in Hungary, and 4.9% in the Czech Republic. Among EU14 countries, the proportion of immigrants ranges from nearly 6% in Greece to as high as 23% in Sweden, 33% in Switzerland, and 55% in Luxembourg (Figure 1).

Figure 1: Immigrants make up almost 13% of the European population

Share of immigrants in the total population (2023)

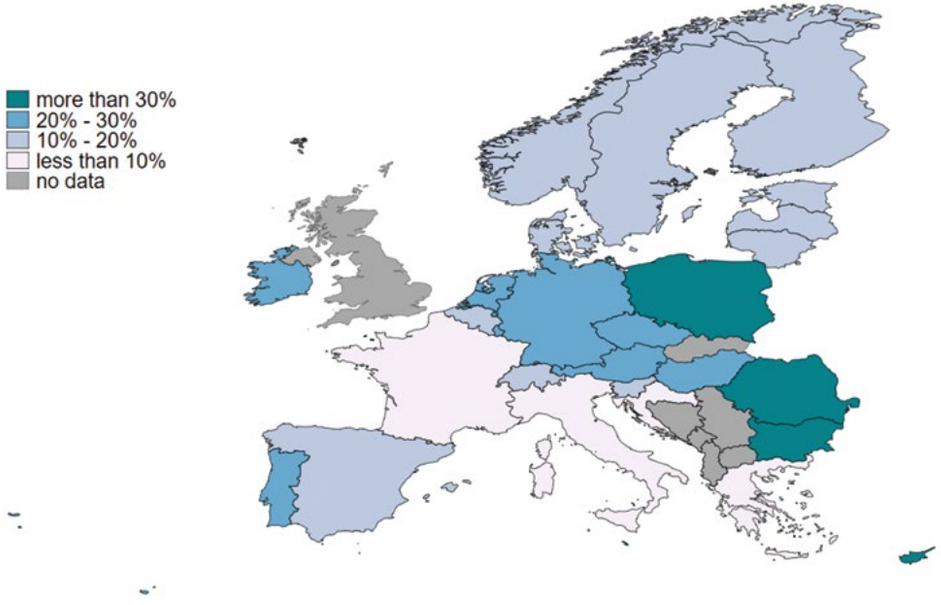


The foreign-born population in Europe has been slowly but steadily increasing in recent years. Between 2015 and 2023, the number of immigrants grew by more than 16.5 million, equivalent to slightly more than 3.5% of the total European population.

Most immigrants have resided in their host country for a considerable period: in 2023, fewer than one in five had arrived within the previous five years. However, the proportion of recent immigrants increased from 16.5% in 2022 to 18% in 2023, suggesting a rise in migration inflows. This aggregate figure masks significant cross-country differences. Among countries where immigrants represent more than 1% of the population, Portugal stands out, with over

one-quarter (27%) of its immigrant population having arrived in the past five years. The Czech Republic (28%), Cyprus (34%), Malta (39%), and Poland (42%) have even higher shares of recent immigrants. In Germany, Ireland, the Netherlands, and Slovak Republic, around one in four immigrants has been in the country for no more than five years (Figure 2).

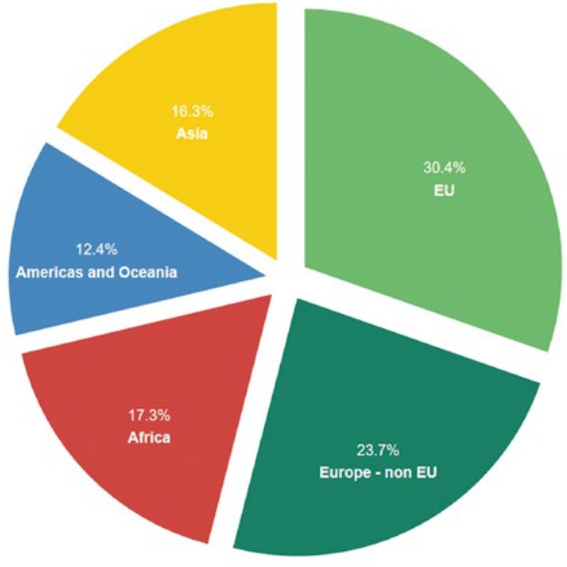
Figure 2: Over 80% of migrants have been in the host country for more than five years
Share of recent immigrants in the foreign population (2023)



IMMIGRANT POPULATION – CHARACTERISTICS

A long-standing but often underappreciated feature of European immigration is that most foreign-born residents (54%) originate from another European country. EU mobile citizens alone make up 30% 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 17% of all immigrants, while 16% come from Asia, and 12% from the Americas or Oceania (see Figure 3).

Figure 3: More than half of the immigrants in Europe are from another European country
Composition of immigrants by area of origin (2023)



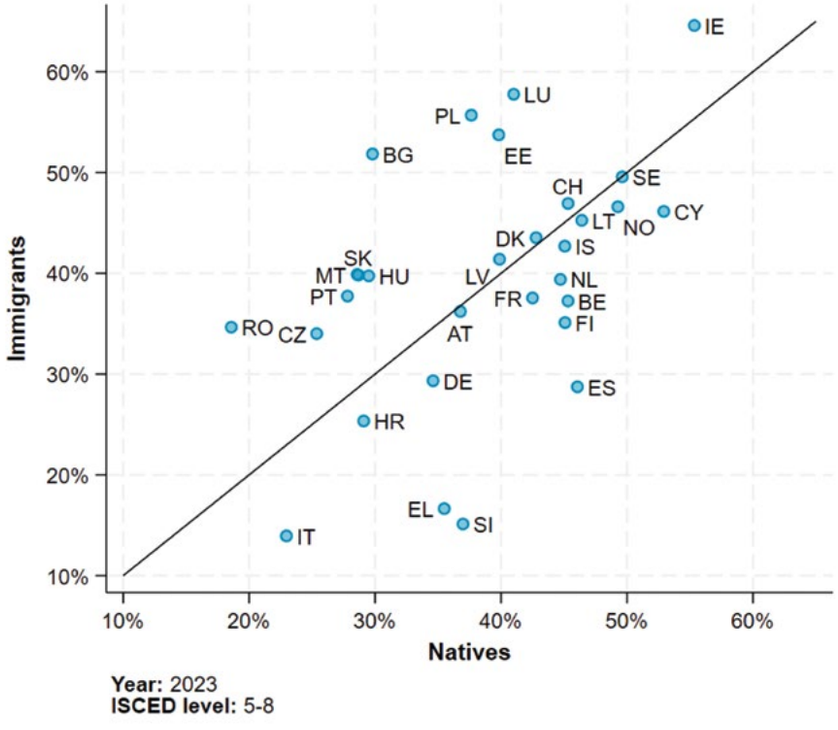
In terms of gender composition, women represent 52% of all immigrants, consistent with previous years. Some countries have a more male-dominated immigrant population, such as Romania (61% male), Malta (57%), and Slovenia (53%).

Regarding education, about one-third of both immigrants and natives have attained a university degree on average across Europe[1]. However, while the share of highly educated immigrants is comparable to that of natives, immigrants are significantly more likely to have only lower secondary education or less-one in three compared to one in six among natives.

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

Figure 4: Countries with more educated natives attract more educated immigrants

Shares of immigrants and natives with tertiary education, by country (2023)



The degree of educational polarisation among immigrants varies by country. Italy has the least educated foreign-born population, with 43% having at most lower secondary education and only 14% holding a university degree. Conversely, Ireland and Luxembourg have some of the highest shares of tertiary-educated immigrants, at 65% and 58%, respectively. These cross-country differences closely mirror the educational levels of native populations: countries with a more educated 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 European countries (14%), but it also has the second lowest share of natives with tertiary education (23%), after Romania (19%).

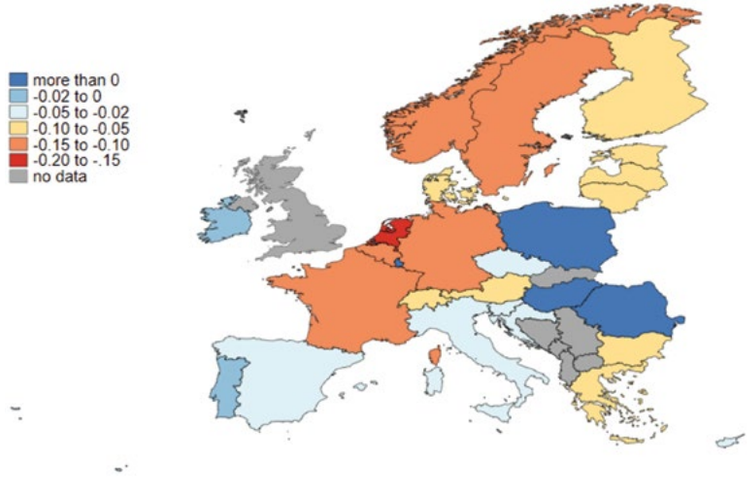
IMMIGRANT POPULATION – LABOUR MARKET OUTCOMES

EMPLOYMENT

On average, immigrants have worse labour market outcomes than natives. In 2023, they were 9 percentage points less likely to be employed than natives, a gap that has remained stable since 2022 (8.6 p.p.). Given that the employment rate of natives across Europe is 79%, this translates to an 11% lower likelihood of employment for immigrants (as in 2022).

Figure 5: In most countries, immigrants are less likely than natives to have a job

Immigrant-native differences in employment probability (2023)



Among countries with large immigrant populations, the employment gap is particularly pronounced in central and northern European countries such as the Netherlands (-16 p.p.), France and Germany (-13 p.p.), and Belgium (-12 p.p.), whereas it is smaller in Italy (-3 p.p.), the Czech Republic (-2.6 p.p.), and Cyprus (-2 p.p.). However, Italy's lower employment gap is partly due to the fact that native Italians also have relatively low employment rates, thus immigrants do not have a high probability of employment in absolute terms, but only relative to the native population. Some countries, such as Ireland, Portugal, and Iceland, exhibit no significant difference in employment probability between immigrants and natives, while in Luxembourg and Malta, immigrants are even more likely to be employed than natives (+5 and +6 p.p., respectively) (see Figure 5).

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 employment disparity.

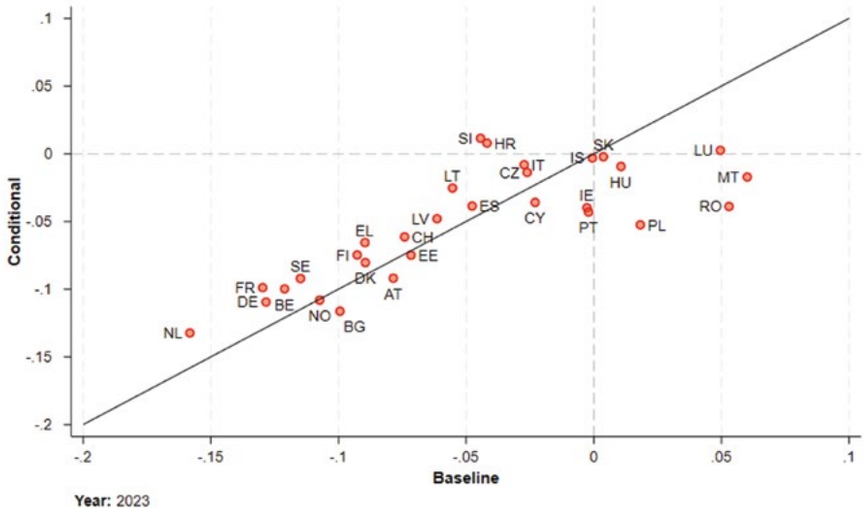
Understanding the underlying causes of this gap is crucial, as the appropriate policy responses depend on whether the disparity is driven by structural barriers faced by immigrants or by differences in demographic and educational profiles. To distinguish between these factors, we can compare the employment 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 7 percentage points across Europe (8 percentage points in EU14 countries). 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 (2023)



EU immigrants tend to achieve significantly better employment outcomes than their non-EU counterparts. In several countries, including Poland, Luxembourg, Malta, Ireland, Portugal, Hungary, and Cyprus, they even outperform natives. While the employment probability gap for non-EU immigrants has remained stable between 2022 and 2023, it has widened for EU immigrants. Across all European countries, EU immigrants have a baseline employment probability that is 2 percentage points lower than that of natives, compared to 1 percentage point in the previous year. In contrast, the employment gap for non-EU immigrants is much larger-nearly 12 percentage points-and has remained unchanged since 2022.

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 around 10 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 17 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, or 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 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 over time, from 22 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 1.8 percentage points.[2] Interestingly, when controlling for demographic characteristics, the employment probability gap for recent EU migrants widens, while it narrows for 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.

[2] *All the aggregate percentages refer to the estimates for the entire sample of countries in EULFS (i.e., "All" in the Tables in the Appendix).*

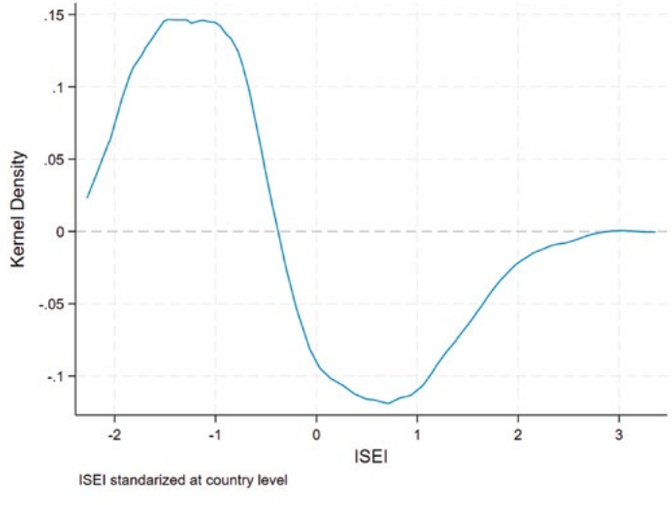
OCCUPATIONAL STATUS

The 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.[3] 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 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 (2023)



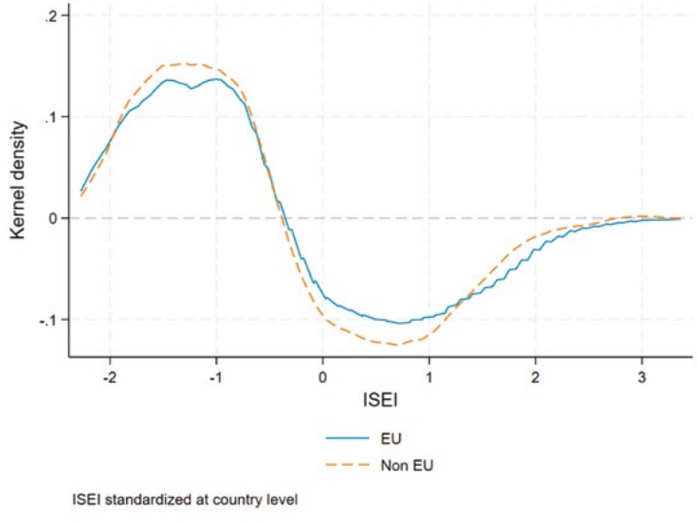
[3] *See Ganzeboom, Ganzeboom, Harry B.G.; Treiman, Donald J. (2003). "Three Internationally Standardised Measures for Comparative Research on Occupational Status." in Jürgen H.P. Hoffmeyer-Zlotnik & Christof Wolf (Eds.), Advances in Cross-National Comparison. A European Working Book for Demographic and Socio-Economic Variables. New York: Kluwer Academic Press. Pp. 159-193.*

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 32% 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 71% of a standard deviation lower than natives.

The occupational status distributions of EU and non-EU migrants follow similar patterns. 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 20% of a standard deviation, whereas for non-EU migrants, it is 38%. These differences widen in EU14 countries, where the gaps increase to 30% and 43%, 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 (2023)



DISTRIBUTION ACROSS OCCUPATIONS

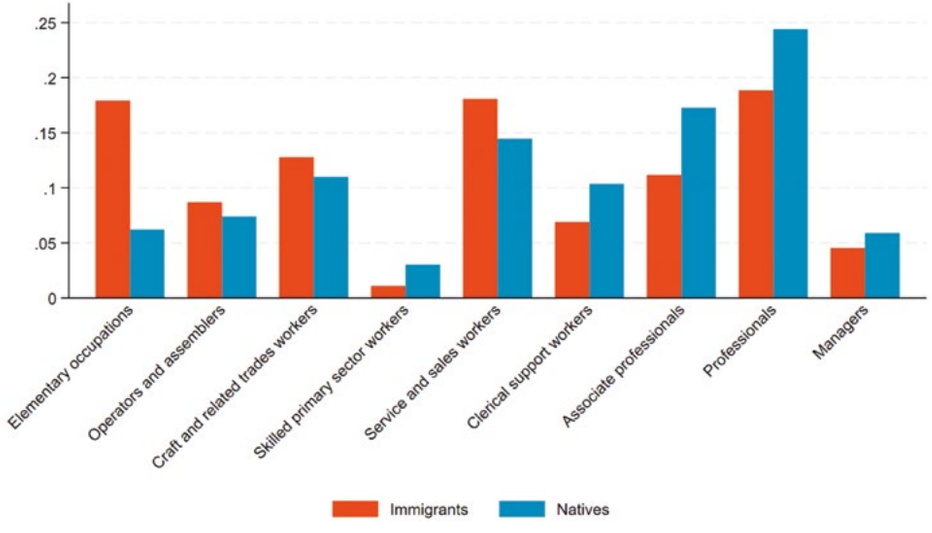
The distribution of occupational status (ISEI) suggests that immigrants are disproportionately concentrated in lower-quality jobs compared to natives. Figure 9 illustrates this pattern by showing the percentage of immigrants (red columns) and natives (blue columns) across the nine major occupational groups defined by the ISCO-08 classification.[4] ISCO-08 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.

[4] *We excluded Armed Forces Occupations.*

This structure allows for a clearer visualisation of how immigrants and natives are distributed across the job spectrum.

Figure 9: Immigrants are more likely to be employed in less-paid occupations

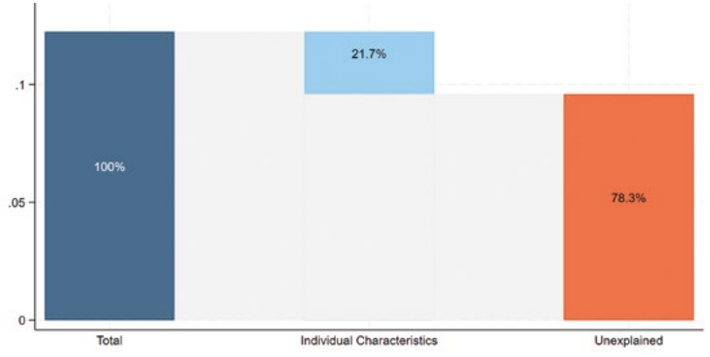
Immigrant and native distribution across one-digit ISCO occupations (2023)



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 (24%) 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 9 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 68%, 54%, and 51%, respectively. At the opposite end of the spectrum, Italy, Greece, and Spain have the lowest shares of immigrants in high-skilled occupations, at 15%, 19%, and 21%, respectively. 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, 18, 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 (2023)



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 over-representation in lower-status jobs (Figure 10). In fact, only 22% 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 just over one-third (35.5%) 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.

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: overall and after accounting for individual characteristics (2023)

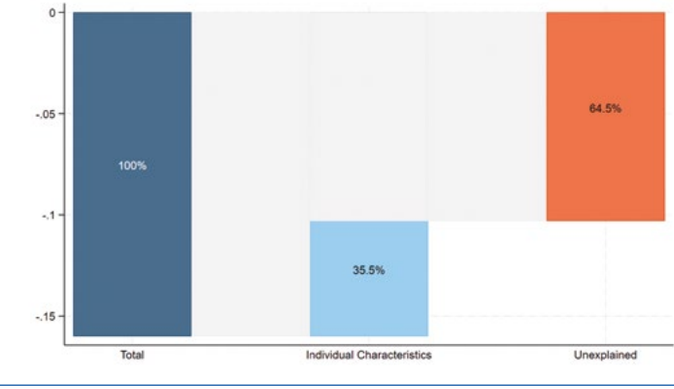
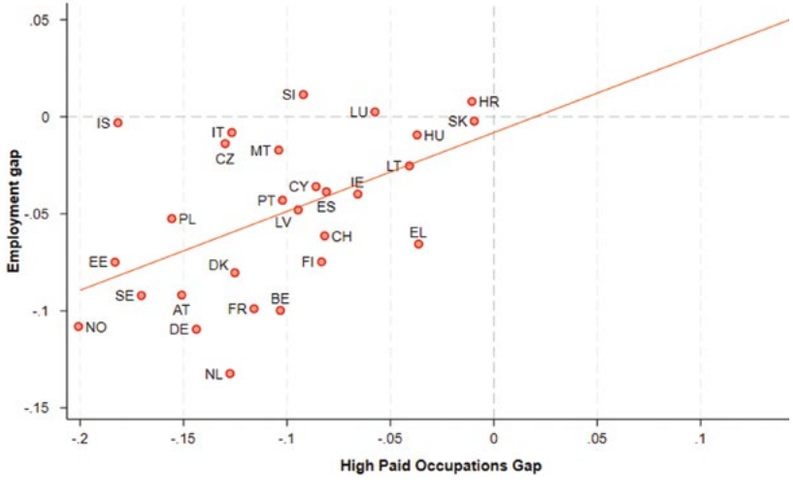


Figure 12 shows a positive correlation between the likelihood of immigrants being in high-status occupations and their employment probability gap. In other words, the more immigrants are integrated into high-paying jobs, the smaller the employment gap with natives. Conversely, the bottom graph highlights that greater concentration of immigrants in low-status occupations is associated with a larger employment probability gap.

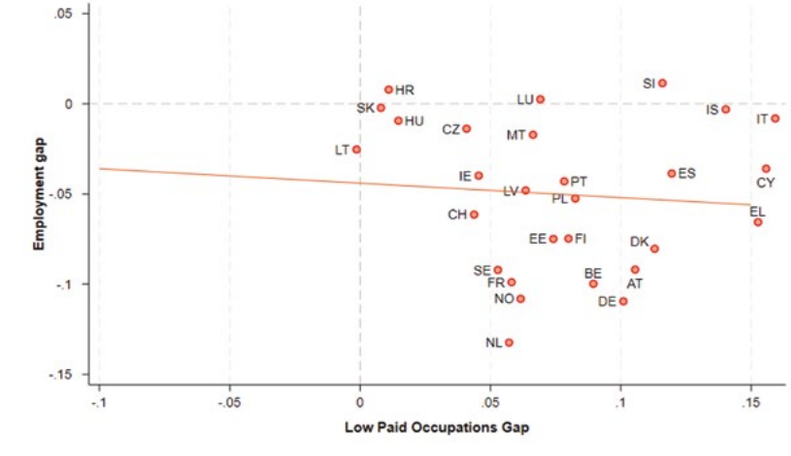
These graphs suggest that occupational segregation and employment disadvantage often go hand in hand, rather than being independent phenomena. While this does not necessarily imply a causal relationship, it underscores that the difficulties immigrants face in securing employment are often mirrored by 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 (2023)



Immigrant-native differences in employment and in concentration in low paid occupation (2023)



PART II: SECOND GENERATION IMMIGRANTS IN EUROPE

In the first part of this report, we focused on first-generation immigrants-individuals who were born in a different country from their current place of residence. In this second part, we shift our attention to their native-born offspring, that is, individuals who were born in their current country of residence to foreign-born parents. These individuals are commonly referred to as "second-generation immigrants".

The second generation represents a crucial and growing segment of the European workforce. Although its size is still relatively small in most countries, it will undoubtedly increase in the next years and their successful integration into education and employment will be key to the long-term social and economic cohesion of European societies.

Our analysis will explore their characteristics and labour market outcomes, comparing them to both natives with native-born parents (whom we will often refer to simply as "natives" for brevity) and first-generation immigrants. This comparison will help us assess the extent to which second-generation migrants face similar challenges to first-generations or whether their situation is closer to that of the descendants of native-born parents.

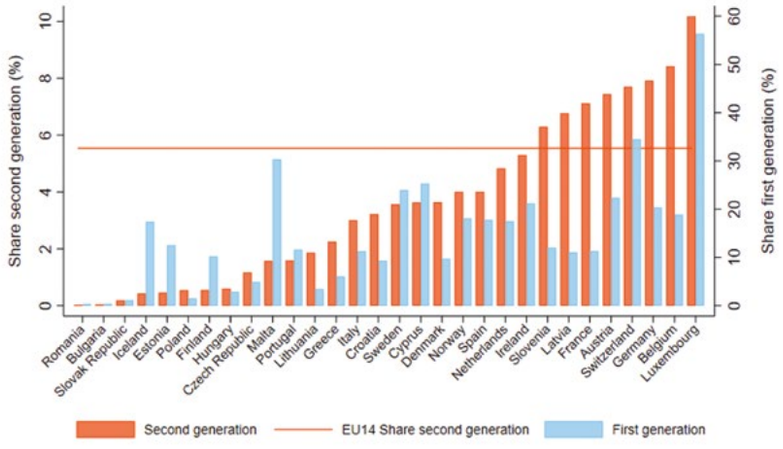
While second-generation immigrants benefit from being born and raised in their country of residence-eliminating or greatly reducing linguistic and cultural barriers-they may still face disadvantages in education and employment. Furthermore, the fact that they do not automatically receive the citizenship of their country of birth and residence means that they are also legally treated differently from the native-born children of native parents. We will show that, while their socio-economic situation compares favourably to that of first-generation immigrants, persistent gaps remain with respect to the native-born population with native ancestry.

SECOND GENERATION IMMIGRANTS - SIZE

Since large-scale immigration is a relatively recent phenomenon in many European countries, second-generation immigrants make up a smaller share of the population compared to first-generation immigrants. In 2023, 4% of the European population aged 0-74 were second-generation immigrants, while an additional 5% had a mixed background, meaning they had one foreign-born and one native-born parent. In contrast, 13% of the population in this age group were foreign-born. These shares are slightly higher in EU14 countries, where second-generation immigrants and individuals with a mixed background each account for approximately 6% of the population, while first-generation immigrants make up an additional 16% of residents (Figure 13). Notably, the share of second-generation immigrants is even lower-and the share of first-generation immigrants higher-when we focus on the working-age population (25-64). This reflects the fact that many second-generation immigrants and individuals of mixed background are still relatively young and often still in education, a point we explore later in the report.

Figure 13: Second generation immigrants account for 6% of the population in EU14 countries

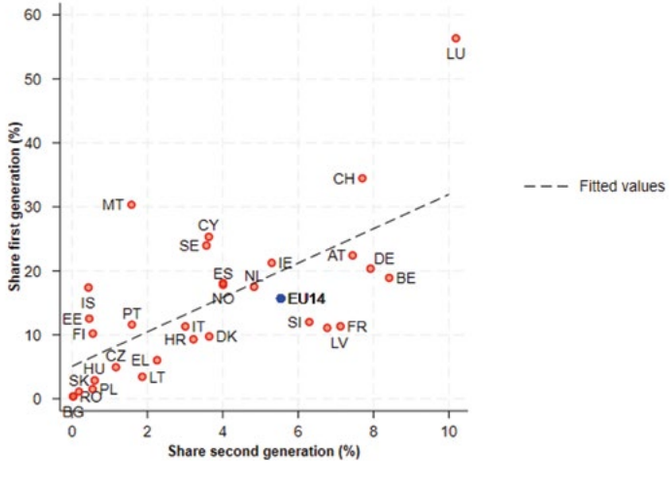
Share of first- and second-generation immigrants in the total 0-74 population (2023)



These average figures mask substantial variation across countries. The highest shares of second-generation immigrants are found in Luxembourg (10%), followed by Belgium, Germany, and Switzerland (8%), and Austria and France (7%).[5] In contrast, the second-generation population is negligible-no more than 1%-in most Central and Eastern European countries. The share remains low in Malta, Portugal, Lithuania, and Greece (around 2%), and reaches 3% in Italy. Unsurprisingly, these cross-country differences largely mirror variations in the size of the first-generation immigrant population, as shown more clearly in Figure 14.

Figure 14: Countries with a higher immigrant presence also display a higher concentration of second-generation immigrants

Share of first- and second-generation immigrants in the total 0-74 population (2023)



[5] *Six countries (Finland, Iceland, Luxembourg, the Netherlands, Sweden and Switzerland) do not report data for the population younger than 15. For these countries, therefore, all figures here and in the rest of the text refer to the age range 15-74. See Technical Appendix for more details.*

SECOND GENERATION IMMIGRANTS – AGE AND EDUCATION

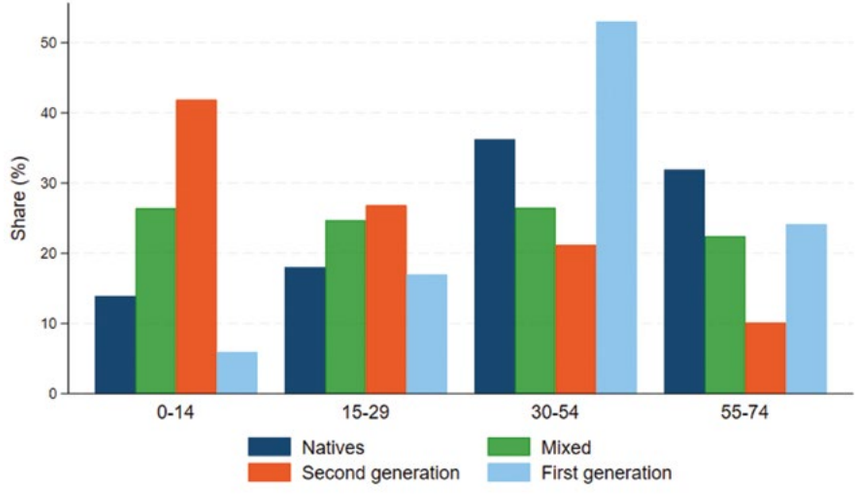
As noted earlier, second-generation immigrants tend to be significantly younger than their first-generation counterparts. Across Europe, their average age is 25 (24 in EU14 countries), compared to 42 for first-generation immigrants (also 42 in EU14 countries) and 40 for natives (41 in EU14 countries).

Figure 15 illustrates the age distribution of different population subgroups in EU14 countries, revealing stark differences between them. Most second-generation immigrants are very young, with 42% aged 0-14 and an additional 27% between 15 and 29. Their age structure contrasts sharply with that of first-generation immigrants, the majority of whom are between 30 and 54 years old (53%), while 24% are aged 55-74. The age distribution of natives with native-born parents is even more skewed towards older age groups, with 36% aged 30-54 and 32% falling within the 55-74 range.

These differences in age composition highlight the distinct demographic profiles of the three groups, shaping their educational attainment, labour market participation, and the long-term workforce composition of European countries.

Figure 15: Most second-generation immigrants are young, or children

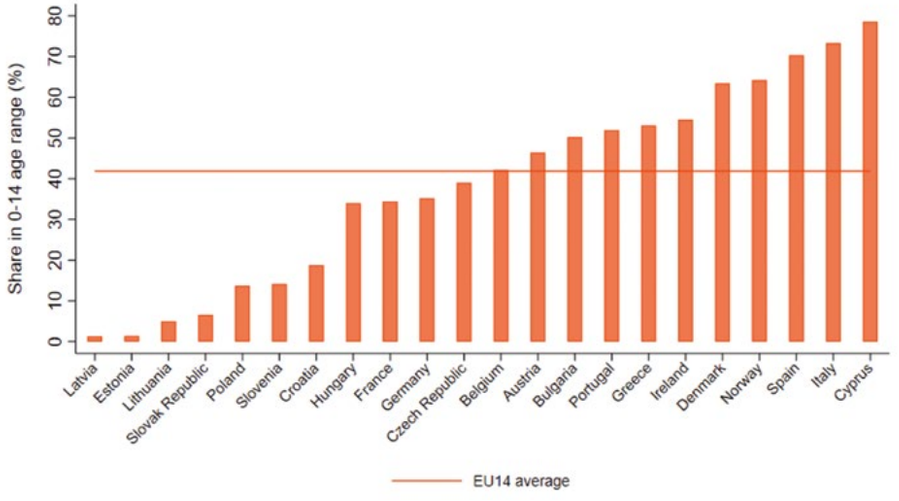
Age distribution of natives, individuals of mixed background, second- and first-generation immigrants in EU14 countries (2023)



Among individual countries, Cyprus (79%), Italy (73%), and Spain (70%) have the highest concentrations of second-generation immigrants in the 0-14 age group. In contrast, Germany and France have much lower shares, with only 35% and 34% of second-generation immigrants under the age of 15 (Figure 16). This difference reflects the longer immigration history of Germany and France, where many second-generation immigrants belong to older cohorts, unlike in countries where immigration is a more recent phenomenon.

Figure 16: More than 40% of second-generation immigrants are younger than 15

Share of second-generation immigrants in the 0-14 age range (2023)



Although many second-generation immigrants are still in full-time education, we can compare the educational attainment of those who are old enough to have reasonably completed their studies with that of first-generation immigrants and natives in the same working-age group (25-64 years old).

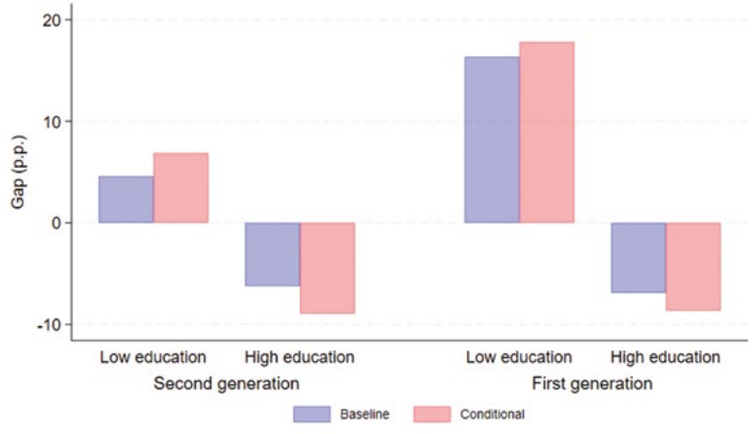
Across the EU14, second-generation immigrants are 6 percentage points less likely than natives to have attained tertiary education (Figure 17). Given that in 2023, 37% of natives in EU14 countries had a university degree, this means that the likelihood of second-generation immigrants obtaining tertiary education is 16% lower than that of natives. Notably, first-generation immigrants face a similar disadvantage, with a 7 percentage point gap compared to natives. In both cases, this disparity widens to 9 percentage points when differences in age and gender composition are taken into account. This is largely due to the younger age profile of both first- and second-generation immigrants compared to natives, as well as the higher rates of tertiary education among younger cohorts.

At the lower end of the educational spectrum, second-generation immigrants are almost 5 percentage points more likely than natives to have only lower-secondary education or less. Since 21% of natives in EU14 countries fall into this category, this implies that second-generation immigrants are 24% more likely than natives to have low education levels. As before, adjusting for differences in age structure, the gap widens to seven percentage points.

However, unlike for tertiary education, the gap in low educational attainment is substantially larger for first-generation than for second-generation migrants. First-generation immigrants are 16 percentage points more likely than natives to have low education levels, making their disadvantage 3.5 times larger than that of second-generation immigrants.

Figure 17: Second generation immigrants are more educated than first generations

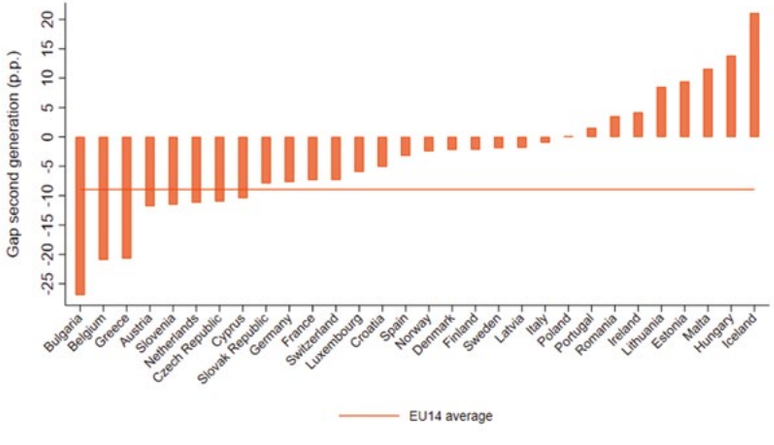
Differences in the probability of having a low or high education between natives and first- or second-generation immigrants in EU14 countries, age 25-64 (2023)



Italy stands out as the only country where second-generation immigrants have a notably higher probability of attaining tertiary education than natives, with a seven percentage point advantage. However, this difference entirely disappears once age structure is taken into account. As Figure 18 illustrates, when comparing second-generation immigrants and natives of the same age, their likelihood of holding a university degree is virtually identical. This pattern is not observed in most other countries where second-generation immigrants make up a significant share of the population. In fact, in the majority of cases, second-generation immigrants continue to have lower tertiary education rates than their native peers.

Figure 18: Second generations have a lower probability of tertiary education than natives

Differential probability of having tertiary education between natives and second-generation immigrants, accounting for differences in age and gender, age 25-64 (2023)

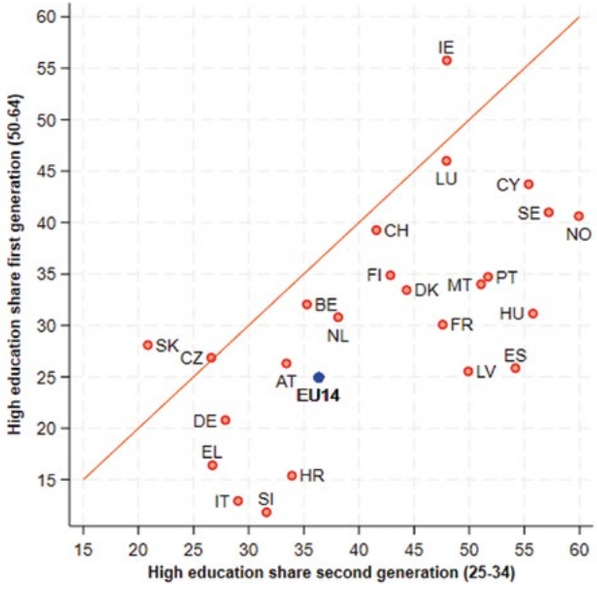


Although it may be tempting to interpret differences in educational attainment between first- and second-generation immigrants as a sign of intergenerational mobility, this interpretation is misleading. First-generation immigrants include individuals of all ages who have spent varying lengths of time in the host country, and many of them do not have children born there. While our data do not provide direct information on parental education, we can approximate the intergenerational comparison by examining the tertiary education rates of different generations. Figure 19 illustrates this by plotting, for each country, the share of first-generation immigrants aged 50-64 (the "parent generation") with tertiary education against the share of second-generation immigrants aged 25-34 (the "children's generation") who have attained the same level of education.

The results reveal substantial educational progress among second-generation immigrants in almost every country. In some cases, the increase is particularly striking, with tertiary education rates more than doubling between generations. This is most evident in Italy (29% vs 13%) and Spain (54% vs 26%), where second-generation immigrants have achieved significantly higher levels of education than the previous generation. However, it is important to note that this educational improvement is not unique to second-generation immigrants—it reflects a broader trend towards higher education levels among younger cohorts, a pattern observed among both natives with native-born parents and second-generation immigrants alike.

Figure 19: Second-generation immigrants are considerably more educated than their parents' generation

Share of first-generation immigrants aged 50-64 ("parent generation") with high education vs share of second-generation immigrants aged 25-34 ("children generation") with high education (2023)



SECOND GENERATION IMMIGRANTS – LABOUR MARKET OUTCOMES

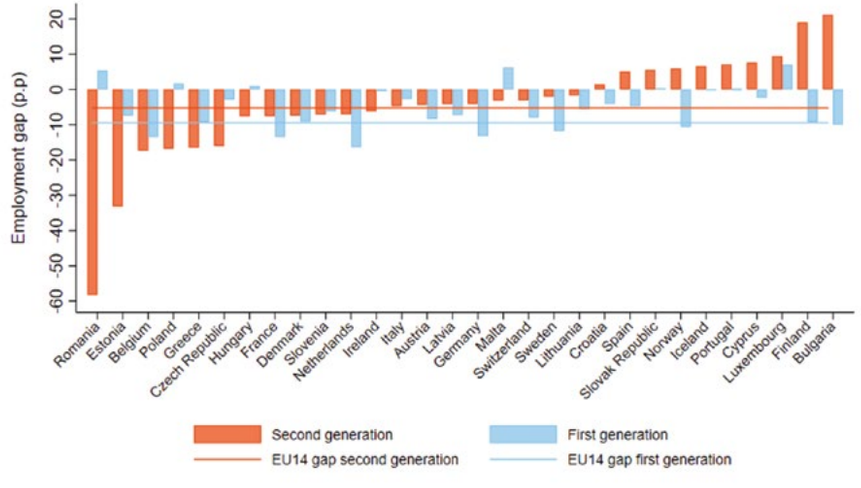
EMPLOYMENT

In all countries with a significant migrant population, second-generation immigrants have a higher probability of employment than first-generation immigrants, but generally remain less likely to be employed than natives with native-born parents. On average, across the EU14, second-generation immigrants are 5 percentage points less likely to have a job than natives, while the employment gap is 9 percentage points for first-generation immigrants (Figure 20). However, these averages mask substantial cross-country differences in both directions.

In some countries, second-generation immigrants outperform natives in terms of employment rates. This is the case in Luxembourg, Norway, and Portugal, where they are more likely than natives to be employed, with employment advantages of 9, 6, and 7 percentage points, respectively. Conversely, in countries like Belgium (-17 p.p.), France (-8 p.p.), and the Netherlands (-7 p.p.), the employment disadvantage of second-generation immigrants compared to natives is substantially larger than the EU14 average. In Belgium, this gap is particularly striking, as second-generation immigrants face an even larger employment disadvantage relative to natives (-17 p.p.) than first-generation immigrants do (-13 p.p.).

Figure 20: Second generations have a higher probability of employment than first generations

Differences in employment probability between natives and first- or second-generation immigrants, age 25-64 (2023)



The employment gap between second-generation immigrants and the descendants of natives cannot be explained by differences in age, gender, or education profiles. Even after accounting for these factors the overall employment gap across EU14 countries remains unchanged.

Notably, in countries such as France and the Netherlands, the labour market disadvantage of second-generation immigrants actually increases when they are compared to natives with the same age, gender, and education profile. This suggests that their employment gap is not driven by demographic or educational differences but rather by factors linked to their immigration background.

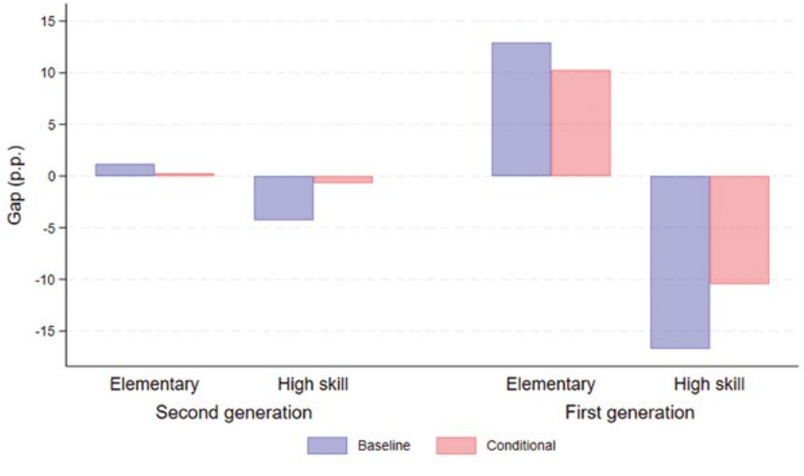
OCCUPATION

Second-generation immigrants are not only less likely to be employed than natives, but those who do find work are also more likely to be in low-skilled, low-paid jobs. Specifically, they are one percentage point more likely than natives to be employed in an elementary occupation (Figure 21). Given that 6% of employed natives work in such roles, this means that second-generation immigrants are 20% more likely than natives to hold a low-skilled job. However, there are notable differences between the descendants of EU and non-EU immigrants. Among the descendants of EU immigrants, the likelihood of working in an elementary occupation is no different from that of natives with native-born parents. By contrast, the offspring of non-EU immigrants face a higher probability of being employed in low-skilled jobs. Importantly, for both EU and non-EU second-generation immigrants this occupational disadvantage can be entirely explained by differences in age and, especially, education levels. In other words, the lower educational achievements of second-generation migrants are responsible for their lower occupational status.

A similar pattern emerges at the top end of the occupational scale. Second-generation immigrants are 4 percentage points less likely than natives to hold a high-skilled job. Across EU14 countries, 49% of natives work in highly skilled occupations, meaning that second-generation immigrants are 9% less likely than natives to secure such roles. Although this gap is smaller among the descendants of EU immigrants (-3 p.p.) than among those of non-EU immigrants (-5 p.p.), it remains statistically significant for both groups. However, in both cases, the difference disappears entirely once age, gender, and education levels are taken into account, highlighting again the role of educational disadvantage in explaining labour market penalties.

Figure 21: Second generations are more likely to work in "elementary occupations" and less likely to work in "high skill" occupations than natives, but mostly due to their lower educational achievements

Differences in the probability of having an elementary or high skill occupation between natives and first- or second-generation immigrants in EU14 countries, age 25-64 (2023)



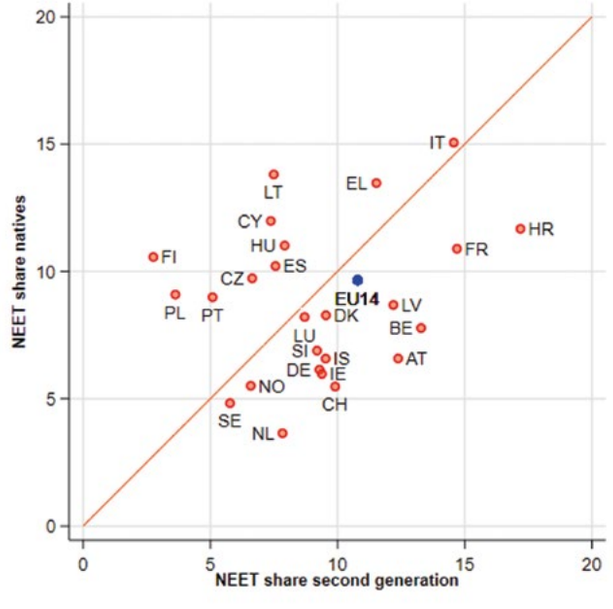
NEET

So far, we have examined the labour market situation of second-generation immigrants in terms of employment probability and occupational status, focusing on individuals aged 25-64-an age range where most people have completed their education and remain active in the labour market. However, in most European countries, only a small proportion of second-generation immigrants fall within this age group. In EU14 countries, around 70% of second-generation immigrants are under 30, with 27% aged 15-29. In contrast, these figures are 32% and 18% for natives, and 23% and 17% for first-generation immigrants, respectively. This means that a disproportionately large share of second-generation immigrants is still in education or has only recently entered the labour market.

For this younger cohort, a key indicator to consider is the NEET rate-the share of 15-29-year-olds who are neither in employment, education, nor training. This age range is critical, as it marks the transition from education to work, and ensuring a smooth transition is essential to prevent disengagement from both education and the labour market. Recognising its importance, the European Union, through the European Pillar of Social Rights Action Plan, has set a target to reduce the NEET rate to below 9% across the EU by 2030. As of 2023, this goal was almost met among natives with native-born parents, who had an average NEET rate of 10% across the EU. However, second-generation immigrants faced a significantly higher NEET rate, exceeding that of natives by 2 percentage point-a difference of 20%.

Figure 22: Countries with a higher NEET share among natives also display high NEET share among second-generation immigrants

Share of natives and second-generation immigrants aged 15-29 neither in employment nor in education or training (2023)

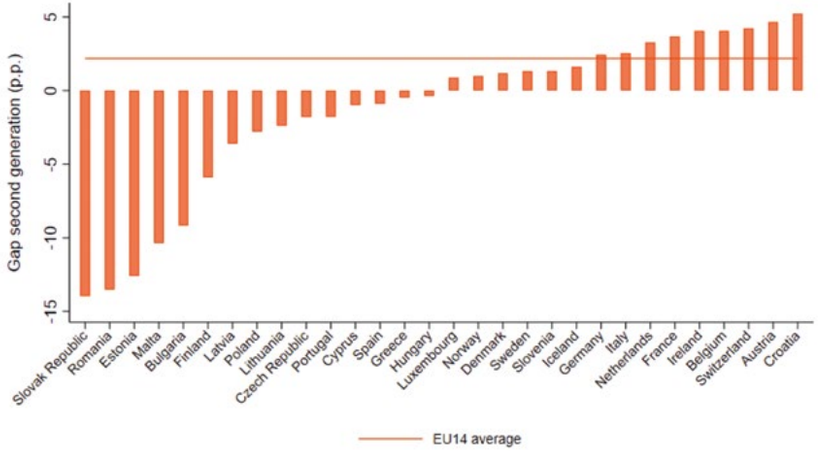


NEET rates vary considerably across countries. In the Netherlands (4%), Sweden (5%), Ireland, and Germany (6%), young natives with native-born parents already have NEET rates well below the EU's 2030 target. Conversely, in countries such as Romania (19%), Italy (15%), Lithuania (14%), and Greece (13%), the NEET rate among natives is still well above the EU target. In general, the data show a clear correlation: countries with higher NEET rates among natives also tend to have higher NEET rates among second-generation immigrants (Figure 22).

Interestingly, in all countries with a significant presence of second-generation immigrants, they consistently display a higher NEET share than natives (Figure 23). Italy presents a particularly notable case. While it has one of the highest NEET rates among its native population, the rate is not significantly higher among second-generation immigrants. However, once differences in age structure are taken into account-recognising that second-generation immigrants are more likely to still be in compulsory education-a clearer pattern emerges. After adjusting for age, education, and gender, second-generation immigrants in Italy are actually 2.5 percentage points more likely to be NEET than their native-born peers of the same profile.

Figure 23: In most countries, second generation immigrants are more likely to be NEET than natives of the same age

Differential in the probability of being neither in employment nor in education or training between natives and second-generation immigrants, accounting for differences in age, gender and education (2023)



There are significant differences between EU and non-EU second-generation migrants in terms of NEET rates. On average across EU countries, second-generation EU migrants have a NEET share identical to that of natives. In contrast, non-EU second-generation migrants are 2.5 percentage points more likely than natives to be neither in employment, education, nor training-a 25% higher probability.

CITIZENSHIP

One of the key dimensions of immigrant integration is citizenship acquisition. Naturalisation plays a significant role in the European Union, with approximately 1.1 million people acquiring EU citizenship in 2023. Becoming a citizen of one's country of residence grants full civic and political rights, allowing migrants to participate equally in society and assume the same rights and responsibilities as native-born nationals. As such, it represents a crucial milestone in the integration process.

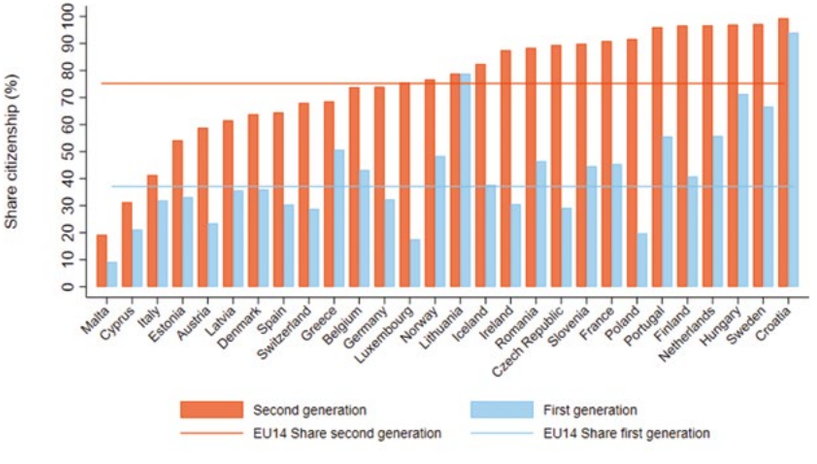
For second-generation migrants, who are born in their country of residence, acquiring citizenship often enables a formal alignment between their nationality and place of birth. Unlike in the United States, where jus soli (birthright citizenship) guarantees automatic citizenship to anyone born on American soil, no European country fully applies jus soli. Instead, European countries grant citizenship based on jus sanguinis (citizenship by descent) or conditional forms of jus soli, which impose additional requirements on children of migrants. These legal barriers can delay or complicate the citizenship process, leaving many second-generation migrants to grow up in their country of birth without the full rights and security that citizenship provides. This, in turn, can affect their social mobility and long-term integration.

In 2023, 75% of second-generation migrants in Europe held the citizenship of their country of birth. However, citizenship rates vary significantly across countries (Figure 24). In some nations, the vast majority of second-generation migrants are nationals of their country of birth. For instance, 97% in Sweden and the Netherlands, 96% in Portugal, and 91% in France hold citizenship in their country of birth.

In general, the descendants of EU migrants are less likely than those of non-EU migrants to have acquired the citizenship of their country of birth and residence. While 70% of second-generation EU migrants hold citizenship in their country of birth, this share is higher among second-generation non-EU migrants (77%). This difference largely reflects the different value that citizenship holds for the two groups. The children of EU migrants are already EU citizens by birth, even if their nationality does not match their country of birth and residence. As a result, acquiring the citizenship of their country of birth does not significantly alter their legal status. In contrast, for the children of non-EU migrants, obtaining citizenship in their country of birth means gaining an EU passport, which expands their opportunities for international mobility and access to a wider range of rights and benefits. Citizenship acquisition rates are considerably lower among first-generation migrants. Across the EU14, only 37% of first-generation migrants are citizens of their country of residence-with rates at 29% among EU migrants and 40% among non-EU migrants.

Figure 24: 75% of second-generation migrants are citizens of the country they were born in

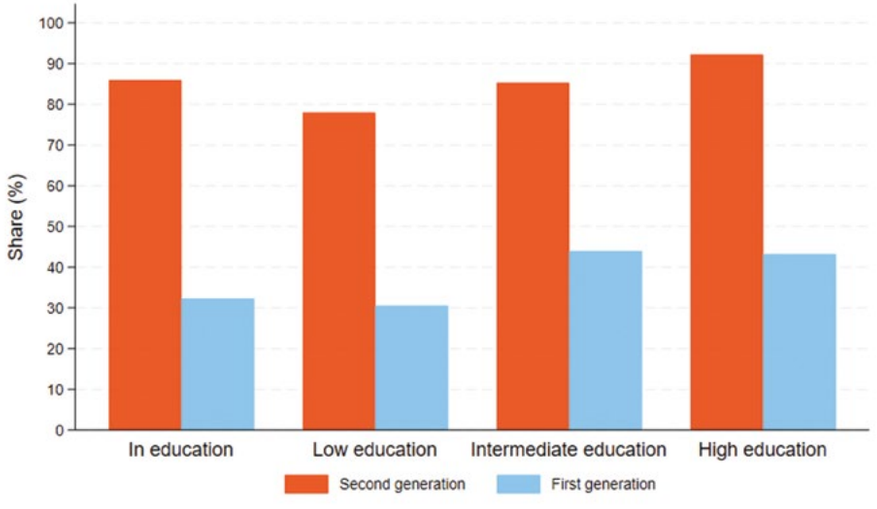
Share of first- and second-generation immigrants aged 0-74 who are citizens of their country of birth (2023)



Beyond the EU/non-EU divide, there is also a clear educational gradient in naturalisation. More educated migrants are generally more likely to hold citizenship, a pattern that is stronger among second-generation migrants than among first-generation migrants and holds for both EU and non-EU groups. Across the EU14, 78% of low-educated second-generation migrants aged 15-74 are citizens of their country of birth and residence. This share is lower among those of EU origin (73%) but higher for those of non-EU origin (80%). Among those with intermediate education, 85% hold citizenship, while the figure rises to 92% for those with higher education. The respective shares for EU-origin second-generation migrants are 85% (intermediate education) and 90% (high education), while for non-EU second-generation migrants, they are 86% and 94%, respectively. Notably, many second-generation migrants have not yet completed their education. Among those still in education, 86% hold citizenship, though with a marked difference between EU-origin (69%) and non-EU-origin (89%) second-generation migrants.

Figure 25: Naturalisation is more frequent among the more educated

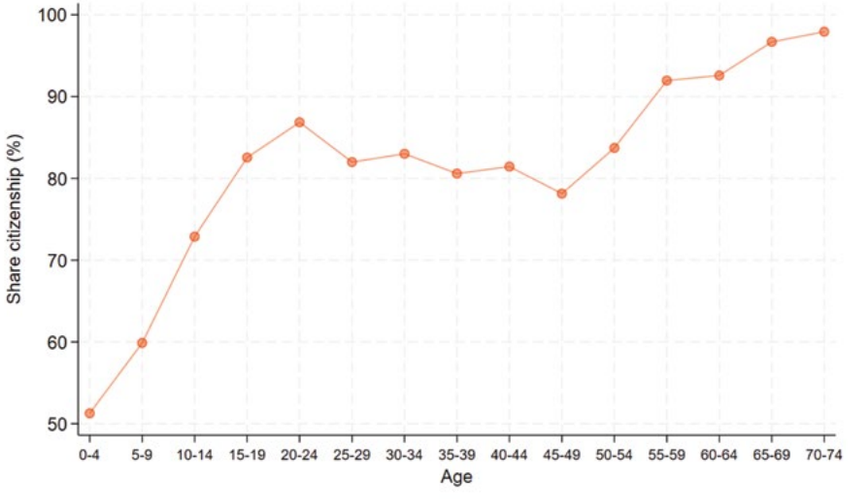
Share of first- and second-generation immigrants aged 15-74 who are citizens of their country of birth in EU14 countries, by education (2023)



The likelihood of holding citizenship among second-generation migrants increases significantly with age. When pooling data from all countries that provide information on children under 15 (see footnote 5), we observe a clear upward trend. Among second-generation children aged 0-4, only 51% are citizens of their country of birth. This proportion rises steadily with age, reaching 60% among those aged 5-9, 73% among those aged 10-14, and 83% among those aged 15-19.

Figure 26: Among second generations, the probability of naturalisation increases with age

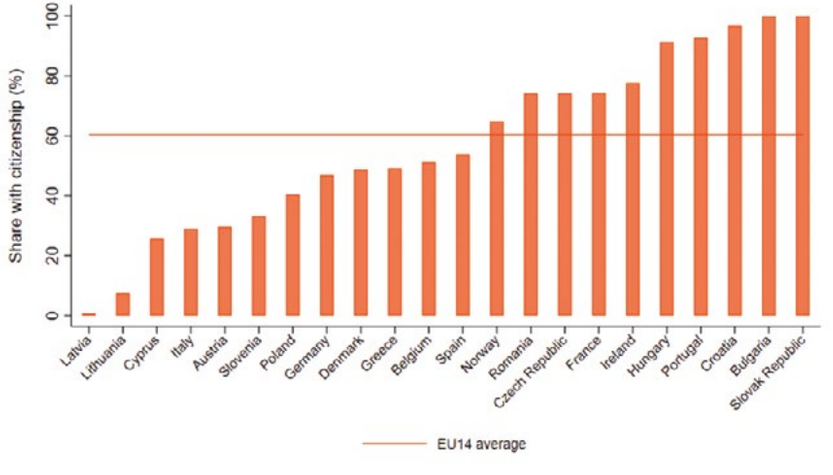
Share of second-generation immigrants who are citizens of their country of birth across European countries, by age (2023)



While the age gradient in naturalisation is evident across all countries, there are significant cross-country differences in the share of second-generation immigrant children who hold citizenship in their country of birth. Figure 27 illustrates these variations, highlighting how national policies and legal frameworks shape citizenship acquisition rates among second-generation migrants.

Figure 27: Second generation children, aged 0-14, have very low citizenship rates in some countries

Share of second-generation immigrants aged 0-14 who are citizens of their country of birth (2023)



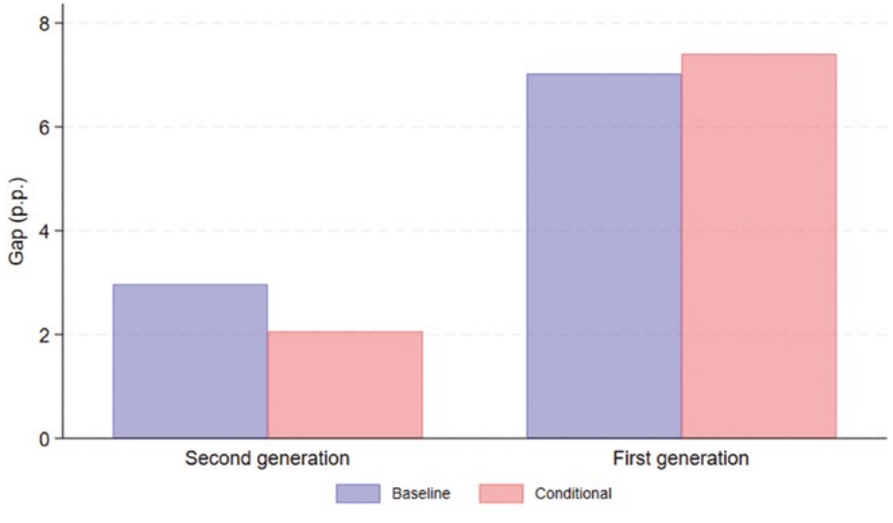
CITIZENSHIP AND LABOUR MARKET OUTCOMES

In general, first- and second-generation immigrants who hold the citizenship of their country of birth and residence tend to have better labour market outcomes than those who do not. Among individuals aged 25-64 across EU14 countries, second-generation immigrants with citizenship are 3 percentage points more likely to be employed than those without it.

However, it would be misleading to interpret these differences as purely reflecting a causal effect of citizenship on employment. Access to citizenship is selective on both the "supply" and "demand" sides. On the supply side, countries typically impose eligibility requirements for naturalisation, ensuring that applicants have resided in the country for a sufficient period, possess language proficiency, and demonstrate familiarity with the country's culture and institutions. In some cases, applicants must also meet minimum income thresholds at the time of application. On the demand side, only foreign nationals who are motivated enough to apply-and who can afford both the financial costs (such as application fees) and the non-monetary burdens (such as paperwork and administrative hurdles) of the naturalisation process-will pursue citizenship. As a result, naturalised first- and second-generation migrants are likely to be positively selected, meaning they may have stronger labour market prospects than their non-naturalised counterparts even before acquiring citizenship. Despite this caveat, it is also possible that citizenship facilitates migrants' labour market integration. When comparing naturalised and non-naturalised second-generation migrants with the same level of education, age, and gender, those who hold citizenship have an employment probability that is 2 percentage points higher. The naturalisation premium is even more pronounced for first-generation migrants, who are 7 percentage points more likely to be employed than their non-naturalised peers (Figure 28).

Figure 28: Naturalised migrants have higher employment probability than non-naturalised

Differences in employment probability between naturalised and non-naturalised first- and second-generation immigrants in EU14 countries, age 25-64 (2023)

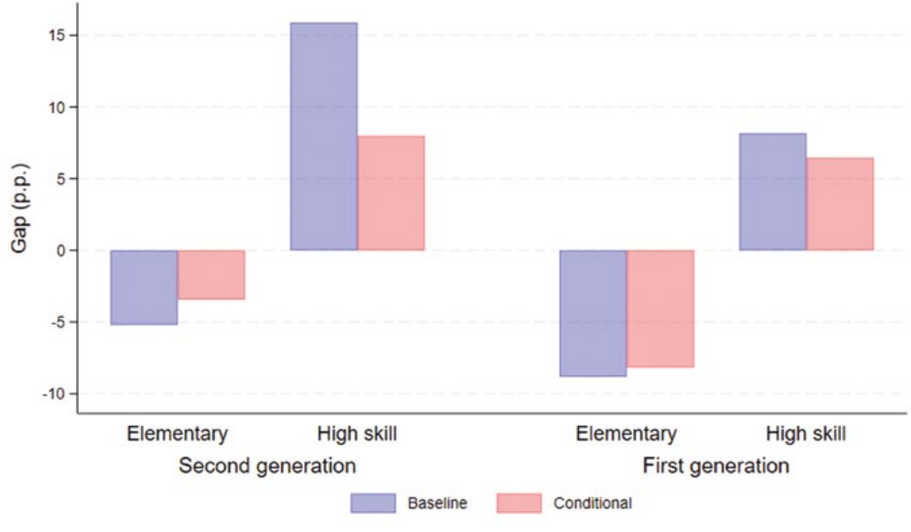


The association between citizenship and occupational status is even stronger than for employment probability. Second-generation migrants without citizenship are 5 percentage points more likely to be employed in elementary occupations than their naturalised counterparts. Given that 10% of non-naturalised second-generation migrants work in low-skilled jobs, this implies that holding citizenship is linked to a 50% lower likelihood of being in elementary occupations. Even after accounting for differences in age, education, and gender, naturalised second-generation migrants still have a 3 percentage point lower probability of working in a low-skilled job than those without citizenship.

At the other end of the occupational scale, naturalised second-generation migrants are 16 percentage points more likely to be employed in a highly skilled occupation than their non-naturalised peers. When adjusting for age, gender, and education, this advantage is reduced by half, but remains significant at 8 percentage points. Since 35% of non-naturalised second-generation migrants are employed in highly skilled occupations, this means that-even after accounting for the selectivity of naturalisation-holding citizenship is associated with a 23% higher probability of being in a high-skilled job compared to non-naturalised migrants (Figure 29).

Figure 29: Naturalised migrants are employed in more prestigious and better paid occupations

Differences in the probability of having an elementary or high skill occupation between naturalised and non-naturalised first- or second-generation immigrants in EU14 countries, age 25-64 (2023)



CONCLUSIONS

This report has examined the labour market integration of second-generation immigrants in Europe, highlighting key differences and similarities with both first-generation immigrants and natives with native-born parents. While the second generations benefits from being born and raised in their country of residence - eliminating linguistic and cultural barriers - they still face disadvantages in education and employment.

Second-generation immigrants, on average, have higher educational attainment than first-generation immigrants but remain less likely to reach tertiary education compared to natives. Moreover, their probability of low educational attainment remains higher than that of natives, although the gap is much smaller than for first-generation immigrants. These patterns suggest that while some intergenerational educational mobility is occurring, it is not sufficient to eliminate disparities entirely.

In the labour market, second-generation immigrants fare better than the first generations but continue to experience employment disadvantages compared to natives. They are less likely to be employed, and when they do find jobs, they are more likely to work in low-skilled occupations. These disadvantages persist even after controlling for differences in age, gender, and education levels, suggesting that other factors such as discrimination, social networks, and institutional barriers may play a role in shaping their labour market trajectories.

The NEET (Not in Employment, Education, or Training) rate is another area of concern. Second-generation immigrants are more likely than natives to fall into this category, which raises concerns about their long-term economic integration and social mobility. This challenge is particularly pronounced for the descendants of non-EU migrants, who face higher risks of labour market exclusion.

Finally, citizenship acquisition appears to play a role in improving labour market outcomes. Second-generation immigrants who hold the citizenship of their country of birth have better employment prospects and are more likely to work in high-skilled occupations. However, variations in national naturalisation policies mean that access to citizenship remains uneven across Europe, affecting the opportunities available to second-generation immigrants.
The findings of this report point to several areas where policy interventions can enhance the integration of second-generation immigrants into European labour markets.

First, improving educational outcomes seems crucial: while second-generation immigrants are more educated than their foreign-born parents, they still lag behind their native peers. Policies should focus on reducing early educational disadvantages through targeted support, including language assistance, tutoring, and mentorship programmes in schools. Special attention should be given to ensuring that second-generation immigrants have equal access to tertiary education, particularly in countries where they remain underrepresented in higher education.

The substantial NEET rates among second-generation immigrants signal difficulties in moving from education to employment. The facilitation of school-to-work transitions thus is another area of intervention. Expanding vocational training programmes, apprenticeships, and career counselling services tailored to second-generation immigrants can help bridge this gap and improve their employment prospects.

The persistent employment gap between second-generation immigrants and natives might also indicate the need for policies that tackle structural barriers to labour market participation, like anti-discrimination laws but also initiatives that connect second-generation immigrants with professional networks, mentorship programmes, and job placement services can help level the playing field. The report highlights that descendants of non-EU migrants face greater disadvantages than those of EU migrants. Policymakers might consider targeted interventions to support this group in overcoming the challenges they face.

Given the positive link between citizenship and labour market outcomes, policies should ensure that second-generation immigrants have streamlined and equitable access to citizenship of their country of birth and residence. Reducing bureaucratic barriers and simplifying procedures, particularly for those born and raised in their country of residence, could help improve their social and labour market integration.

The second generation represents a crucial and growing segment of the European workforce. Their successful integration into education and employment will be key to the long-term social and economic cohesion of European societies. While significant progress has been made compared to first-generation immigrants, persistent gaps remain. Addressing these disparities requires a comprehensive approach that includes educational support, labour market interventions, and policies that facilitate full participation in society. By investing in the potential of second-generation immigrants, European countries can foster more inclusive and dynamic economies for the future.

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	1928	22	390	20
Belgium	2129	18	380	18
Bulgaria	24	0	9	36
Croatia	369	10	14	4
Cyprus	223	24	76	34
Czech Rep.	510	5	144	28
Denmark	542	9	88	16
Estonia	189	14	25	13
Finland	425	9	72	17
France	7508	11	611	8
Germany	16449	20	3820	23
Greece	580	6	23	4
Hungary	270	3	61	22
Iceland	50	16	7	15
Ireland	1066	20	267	25
Italy	5944	10	480	8
Latvia	239	13	31	13
Lithuania	109	4	16	14
Luxembourg	299	55	63	21
Malta	156	29	61	39
Netherlands	2441	17	623	26
Norway	943	17	132	14
Poland	575	2	240	42
Portugal	1111	11	301	27
Romania	65	0	35	54
Slovak Rep.	64	1	15	23
Slovenia	245	12	36	15
Spain	7984	17	1513	19
Sweden	1911	23	290	15
Switzerland	2468	33	484	20
EU14	50317	15	8921	18
EU27	53355	12	9684	18
All	56816	13	10307	18

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 EULFS data (2023).

Table A2: Distribution of immigrants by area of origin

Country	% from EU	% from Europe non-EU	% from Africa and the Middle East	% from Americas and Oceania	% from Asia
Austria	44	36	3	2	15
Belgium	43	12	27	5	13
Bulgaria	28	72	0	0	0
Croatia	14	86	0	0	0
Cyprus	31	29	8	2	31
Czech Rep.	45	44	0	1	9
Denmark	31	23	7	7	32
Estonia	7	87	0	1	4
Finland	27	27	20	5	20
France	23	9	51	6	11
Germany	33	32	5	3	27
Greece	22	53	3	4	18
Hungary	59	32	1	2	6
Iceland	59	13	5	10	13
Ireland	31	30	5	13	20
Italy	27	25	19	12	17
Latvia	9	82	0	0	8
Lithuania	12	79	0	0	8
Luxembourg	72	9	7	6	6
Malta	100	0	0	0	0
Netherlands	27	16	15	18	24
Norway	70	30	0	0	0
Poland	15	85	0	0	0
Portugal	17	8	31	39	4
Romania	43	40	4	4	9
Slovak Rep.	70	26	1	2	1
Slovenia	21	79	0	0	0
Spain	21	8	19	46	6
Sweden	26	15	37	7	15
Switzerland	57	19	6	8	9
EU14	29	22	19	13	17
EU27	29	24	18	13	17
All	30	24	17	12	16

The table reports, for each country, the share of immigrants from each area of origin out of the total immigrant population. The three bottom rows 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 EULFS data (2023).

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

Country	% Women	Immigrants		Natives	
		% Lower secondary education	% Tertiary education	% Lower secondary education	% Tertiary education
Austria	52	24	36	10	37
Belgium	52	31	37	15	45
Bulgaria	63	6	52	15	30
Croatia	55	18	25	10	29
Cyprus	55	18	46	12	53
Czech Rep.	52	12	34	5	25
Denmark	51	25	44	17	43
Estonia	60	3	54	12	40
Finland	48	22	35	9	45
France	53	33	38	14	42
Germany	50	36	29	11	35
Greece	60	30	17	17	35
Hungary	52	12	40	13	29
Iceland	48	20	43	17	45
Ireland	52	6	65	11	55
Italy	54	43	14	33	23
Latvia	60	4	41	9	40
Lithuania	58	3	45	6	46
Luxembourg	49	21	58	16	41
Malta	43	20	40	38	29
Netherlands	52	36	39	16	45
Norway	50	23	47	14	49
Poland	51	3	56	6	38
Portugal	55	25	38	44	28
Romania	39	12	35	20	19
Slovak Rep.	56	6	40	6	29
Slovenia	47	25	15	9	37
Spain	53	43	29	33	46
Sweden	50	26	50	6	50
Switzerland	50	27	47	5	45
EU14	52	35	31	20	37
EU27	52	34	32	17	36
All	52	34	33	17	36

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 EULFS data (2023).

Table A4: Employment gaps between immigrants and natives, overall

Country	Immigrants		
	Baseline	Conditional (individual characteristics)	% Employed natives
Austria	-0.079 ***	-0.092 ***	80
Belgium	-0.121 ***	-0.100 ***	78
Bulgaria	-0.099	-0.116 *	80
Croatia	-0.042 ***	0.008	74
Cyprus	-0.023 ***	-0.036 ***	82
Czech Rep.	-0.026 **	-0.014	85
Denmark	-0.089 ***	-0.080 ***	82
Estonia	-0.072 ***	-0.075 ***	84
Finland	-0.093 ***	-0.075 ***	81
France	-0.130 ***	-0.099 ***	78
Germany	-0.128 ***	-0.109 ***	85
Greece	-0.090 ***	-0.066 ***	71
Hungary	0.011	-0.009	84
Iceland	-0.001	-0.003	86
Ireland	-0.003	-0.040 ***	81
Italy	-0.027 ***	-0.008 ***	69
Latvia	-0.061 ***	-0.048 **	80
Lithuania	-0.055 ***	-0.025	81
Luxembourg	0.050 ***	0.003	75
Malta	0.060 ***	-0.017	80
Netherlands	-0.158 ***	-0.132 ***	87
Norway	-0.107 ***	-0.108 ***	84
Poland	0.018	-0.053 ***	80
Portugal	-0.002	-0.043 ***	81
Romania	0.053	-0.039	72
Slovak Rep.	0.004	-0.002	81
Slovenia	-0.044 ***	0.011	80
Spain	-0.048 ***	-0.039 ***	74
Sweden	-0.115 ***	-0.092 ***	88
Switzerland	-0.074 ***	-0.061 ***	87
EU14	-0.092 ***	-0.079 ***	78
EU27	-0.088 ***	-0.074 ***	79
All	-0.087 ***	-0.074 ***	79

*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. Column III reports the natives' probability of employment. 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 EULFS data (2023).*

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

Country	EU		Non-EU	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	0.000	-0.049 ***	-0.135 ***	-0.127 ***
Belgium	-0.024 *	-0.026 **	-0.180 ***	-0.146 ***
Bulgaria	0.203 ***	0.138 ***	-0.121 ***	-0.135 *
Croatia	0.008	-0.036	-0.051 ***	0.016
Cyprus	0.035 ***	0.022 **	-0.049 ***	-0.059 ***
Czech Rep.	-0.051 ***	-0.030	-0.007 ***	0.000
Denmark	-0.011	-0.037 ***	-0.123 ***	-0.099 ***
Estonia	-0.012	-0.035	-0.077 ***	-0.078 ***
Finland	0.004	0.006	-0.129 ***	-0.105 ***
France	-0.037 **	0.011	-0.151 ***	-0.123 ***
Germany	-0.023 ***	-0.009 *	-0.175 ***	-0.154 ***
Greece	-0.104 *	-0.055	-0.086 ***	-0.070 ***
Hungary	0.044 ***	0.035 ***	-0.037 ***	-0.073 ***
Iceland	0.028 *	0.025	-0.042 ***	-0.045 **
Ireland	0.058 ***	0.024	-0.031 ***	-0.070 ***
Italy	-0.025 ***	-0.023 ***	-0.028 ***	-0.003
Latvia	-0.045	-0.047	-0.063 ***	-0.049 **
Lithuania	-0.160 **	-0.140 *	-0.045 ***	-0.013
Luxembourg	0.075 ***	0.033 ***	-0.013 ***	-0.084 ***
Malta	0.064 ***	-0.024	0.059 ***	-0.019
Netherlands	-0.038 ***	-0.025 ***	-0.200 ***	-0.168 ***
Norway	0.000	-0.029 *	-0.171 ***	-0.152 ***
Poland	0.077 **	-0.010	0.013 ***	-0.056 ***
Portugal	0.044 **	-0.023	-0.013 ***	-0.049 ***
Romania	0.250 ***	0.151 **	0.024 ***	-0.067 *
Slovak Rep.	-0.006	-0.002	0.022 ***	-0.002
Slovenia	-0.051 **	0.008	-0.043 ***	0.012
Spain	-0.027 *	-0.028 *	-0.054 ***	-0.042 ***
Sweden	-0.003	-0.010	-0.147 ***	-0.119 ***
Switzerland	-0.007 *	-0.009 **	-0.155 ***	-0.125 ***
EU14	-0.021 ***	-0.018 ***	-0.119 ***	-0.101 ***
EU27	-0.019 ***	-0.016 ***	-0.114 ***	-0.095 ***
All	-0.018 ***	-0.016 ***	-0.116 ***	-0.097 ***

*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 EULFS data (2023).*

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

Country	Recent		Earlier	
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	-0.133 ***	-0.198 ***	-0.067 ***	-0.071 ***
Belgium	-0.117 ***	-0.141 ***	-0.129 ***	-0.094 ***
Bulgaria	-0.197	-0.256 *	-0.117 ***	-0.105
Croatia	-0.025	-0.134 **	-0.048 ***	0.011
Cyprus	-0.030 ***	-0.046 ***	-0.020 ***	-0.025 ***
Czech Rep.	-0.041	-0.019	-0.022 ***	-0.011
Denmark	-0.068 ***	-0.082 ***	-0.092 ***	-0.079 ***
Estonia	-0.146 ***	-0.202 ***	-0.056 ***	-0.045 ***
Finland	-0.168 ***	-0.107 **	-0.071 ***	-0.063 ***
France	-0.243 ***	-0.269 ***	-0.116 ***	-0.081 ***
Germany	-0.260 ***	-0.269 ***	-0.094 ***	-0.067 ***
Greece	-0.348 ***	-0.305 **	-0.080 ***	-0.057 ***
Hungary	-0.113 ***	-0.154 ***	0.038 ***	0.022 ***
Iceland	-0.032	-0.038	0.006 ***	0.002
Ireland	-0.036	-0.113 ***	0.008 ***	-0.020 *
Italy	-0.210 ***	-0.166 ***	-0.012 ***	0.005
Latvia	-0.020	-0.091	-0.084 ***	-0.051 **
Lithuania	0.016	-0.068 *	-0.066 ***	-0.019
Luxembourg	0.058 ***	-0.070 ***	0.049 ***	0.017
Malta	0.089 ***	-0.017	0.041 ***	-0.029 *
Netherlands	-0.169 ***	-0.168 ***	-0.154 ***	-0.120 ***
Norway	-0.113 ***	-0.161 ***	-0.109 ***	-0.102 ***
Poland	-0.031	-0.090 ***	0.053 ***	-0.026 *
Portugal	-0.046 **	-0.114 ***	0.010 ***	-0.025 **
Romania	-0.102	-0.152 **	0.172 ***	0.048
Slovak Rep.	-0.058	-0.084 *	0.024 ***	0.025
Slovenia	-0.007	-0.026	-0.050 ***	0.018 **
Spain	-0.104 ***	-0.124 ***	-0.038 ***	-0.023 ***
Sweden	-0.191 ***	-0.183 ***	-0.100 ***	-0.078 ***
Switzerland	-0.061 ***	-0.084 ***	-0.078 ***	-0.055 ***
EU14	-0.190 ***	-0.204 ***	-0.073 ***	-0.055 ***
EU27	-0.178 ***	-0.195 ***	-0.070 ***	-0.051 ***
All	-0.171 ***	-0.188 ***	-0.071 ***	-0.052 ***

*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 EULFS data (2023).*

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	0.008	-0.055 ***	-0.002 ***	-0.049 ***
Belgium	0.020	-0.029	-0.040 ***	-0.029 **
Bulgaria	0.212 ***	0.099 ***	0.201 ***	0.131 *
Croatia	-0.352 **	-0.421 ***	0.018 ***	-0.023
Cyprus	-0.010	-0.035	0.045 ***	0.035 ***
Czech Rep.	0.000	0.037	-0.058 ***	-0.037 *
Denmark	-0.029	-0.042	-0.008 ***	-0.037 ***
Estonia	0.060	-0.014	-0.025 ***	-0.041
Finland	0.000	0.040	0.010 ***	0.005
France	-0.139 *	-0.152 **	-0.026 ***	0.026 *
Germany	-0.019	-0.007	-0.024 ***	-0.009
Greece	0.165	0.230 *	-0.113 ***	-0.064
Hungary	-0.034	-0.053 *	0.053 ***	0.046 ***
Iceland	0.062	0.077	0.022 ***	0.017
Ireland	0.043	-0.011	0.061 ***	0.031 *
Italy	-0.003	-0.010	-0.023 ***	-0.022 ***
Latvia	0.207 ***	0.270 ***	-0.096 ***	-0.106
Lithuania	0.008	-0.117	-0.173 ***	-0.142 *
Luxembourg	0.144 ***	0.024	0.061 ***	0.033 ***
Malta	0.092 **	0.002	0.059 ***	-0.035
Netherlands	-0.028 *	-0.007	-0.042 ***	-0.030 ***
Norway	0.053 *	-0.006	-0.011 ***	-0.035 *
Poland	0.109 *	0.082	0.067 ***	-0.030
Portugal	-0.181 *	-0.262 ***	0.061 ***	-0.005
Romania	0.260 ***	0.294 **	0.245 ***	0.077
Slovak Rep.	-0.072	-0.085	0.008 ***	0.015
Slovenia	0.065	0.003	-0.060 ***	0.008
Spain	-0.083	-0.113 *	-0.024 ***	-0.023
Sweden	0.013	-0.016	-0.006 ***	-0.009
Switzerland	0.019 **	-0.014 *	-0.015 ***	-0.006
EU14	-0.018 **	-0.021 **	-0.020 ***	-0.017 ***
EU27	-0.017 **	-0.022 ***	-0.019 ***	-0.014 ***
All	-0.010	-0.023 ***	-0.018 ***	-0.015 ***

*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 EULFS data (2023).*

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	-0.258 ***	-0.325 ***	-0.112 ***	-0.089 ***
Belgium	-0.202 ***	-0.211 ***	-0.180 ***	-0.134 ***
Bulgaria	-0.240 *	-0.294 *	-0.134 ***	-0.117
Croatia	0.027	-0.088	-0.060 ***	0.018
Cyprus	-0.034 ***	-0.047 ***	-0.059 ***	-0.057 ***
Czech Rep.	-0.050 *	-0.030	0.016 ***	0.016
Denmark	-0.089 ***	-0.103 ***	-0.127 ***	-0.097 ***
Estonia	-0.156 ***	-0.212 ***	-0.059 ***	-0.045 ***
Finland	-0.211 ***	-0.144 ***	-0.103 ***	-0.090 ***
France	-0.258 ***	-0.287 ***	-0.138 ***	-0.105 ***
Germany	-0.343 ***	-0.357 ***	-0.127 ***	-0.093 ***
Greece	-0.540 ***	-0.505 ***	-0.072 ***	-0.056 **
Hungary	-0.159 ***	-0.213 ***	0.010 ***	-0.019
Iceland	-0.102 *	-0.120 **	-0.023 ***	-0.024
Ireland	-0.052 **	-0.131 ***	-0.023 ***	-0.050 ***
Italy	-0.242 ***	-0.190 ***	-0.008 ***	0.015 ***
Latvia	-0.023	-0.095	-0.083 ***	-0.047 *
Lithuania	0.016	-0.065 *	-0.055 ***	-0.005
Luxembourg	-0.053	-0.195 ***	0.011 ***	-0.039 *
Malta	0.089 ***	-0.024	0.032 ***	-0.025
Netherlands	-0.230 ***	-0.233 ***	-0.190 ***	-0.148 ***
Norway	-0.214 ***	-0.242 ***	-0.167 ***	-0.140 ***
Poland	-0.034	-0.095 ***	0.051 ***	-0.025
Portugal	-0.037	-0.104 ***	-0.005 ***	-0.031 **
Romania	-0.143 **	-0.203 ***	0.159 ***	0.043
Slovak Rep.	-0.047	-0.083	0.067 ***	0.051
Slovenia	-0.014	-0.029	-0.048 ***	0.020 **
Spain	-0.106 ***	-0.125 ***	-0.042 ***	-0.023 **
Sweden	-0.248 ***	-0.228 ***	-0.128 ***	-0.101 ***
Switzerland	-0.181 ***	-0.188 ***	-0.151 ***	-0.107 ***
EU14	-0.239 ***	-0.255 ***	-0.094 ***	-0.070 ***
EU27	-0.223 ***	-0.241 ***	-0.090 ***	-0.065 ***
All	-0.221 ***	-0.239 ***	-0.093 ***	-0.067 ***

*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, 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 EULFS data (2023).*

Table A9: Differences in occupational status between immigrants and natives

Country	Baseline	Conditional (individual characteristics)
Austria	-0.374 ***	-0.302 ***
Belgium	-0.323 ***	-0.214 ***
Bulgaria	0.182	-0.110
Croatia	-0.105 ***	-0.037
Cyprus	-0.440 ***	-0.250 ***
Czech Rep.	-0.189 ***	-0.276 ***
Denmark	-0.254 ***	-0.269 ***
Estonia	-0.223 ***	-0.318 ***
Finland	-0.214 ***	-0.120 ***
France	-0.275 ***	-0.162 ***
Germany	-0.427 ***	-0.285 ***
Greece	-0.442 ***	-0.120 **
Hungary	0.065 **	-0.041 *
Iceland	-0.532 ***	-0.490 ***
Ireland	-0.073 **	-0.140 ***
Italy	-0.714 ***	-0.467 ***
Latvia	-0.173 ***	-0.152 ***
Lithuania	-0.035	0.016
Luxembourg	0.081 **	-0.068 ***
Netherlands	-0.233 ***	-0.136 ***
Norway	-0.409 ***	-0.336 ***
Poland	-0.081 **	-0.273 ***
Portugal	-0.076 **	-0.232 ***
Romania	0.486 ***	0.224 *
Slovak Rep.	0.138 **	0.012
Slovenia	-0.587 ***	-0.223 ***
Spain	-0.517 ***	-0.270 ***
Sweden	-0.317 ***	-0.292 ***
Switzerland	-0.176 ***	-0.087 ***
EU14	-0.389 ***	-0.245 ***
EU27	-0.339 ***	-0.210 ***
All	-0.322 ***	-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. Immigrants are defined as foreign-born. Source: authors' elaboration on EULFS data (2023).*

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	-0.169 ***	-0.204 ***	-0.551 ***	-0.394 ***
Belgium	-0.084 **	-0.055 **	-0.502 ***	-0.338 ***
Bulgaria	1.165 ***	0.699 ***	0.078	-0.196
Croatia	0.107	0.031	-0.148 ***	-0.050 *
Cyprus	-0.286 ***	-0.119 ***	-0.518 ***	-0.323 ***
Czech Rep.	0.096	-0.038	-0.393 ***	-0.445 ***
Denmark	-0.044	-0.182 ***	-0.358 ***	-0.315 ***
Estonia	-0.033	-0.177	-0.242 ***	-0.332 ***
Finland	-0.037	0.050	-0.294 ***	-0.198 ***
France	-0.275 ***	-0.143 ***	-0.275 ***	-0.170 ***
Germany	-0.443 ***	-0.309 ***	-0.419 ***	-0.274 ***
Greece	-0.007	0.160	-0.556 ***	-0.196 ***
Hungary	0.064	0.029	0.065	-0.151 ***
Iceland	-0.518 ***	-0.454 ***	-0.556 ***	-0.548 ***
Ireland	-0.339 ***	-0.267 ***	0.070 *	-0.080 **
Italy	-0.622 ***	-0.442 ***	-0.750 ***	-0.471 ***
Latvia	0.052	-0.057	-0.195 ***	-0.160 ***
Lithuania	0.019	-0.016	-0.040	0.019
Luxembourg	0.132 ***	-0.037	-0.059	-0.142 ***
Netherlands	-0.164 ***	-0.030	-0.262 ***	-0.174 ***
Norway	-0.416 ***	-0.320 ***	-0.404 ***	-0.347 ***
Poland	0.499 ***	0.256 ***	-0.136 ***	-0.322 ***
Portugal	0.137 **	-0.025	-0.130 ***	-0.286 ***
Romania	0.743 **	0.288 **	0.438 ***	0.212
Slovak Rep.	0.190 **	0.091	0.043	-0.134
Slovenia	-0.142 ***	-0.035	-0.670 ***	-0.261 ***
Spain	-0.384 ***	-0.171 ***	-0.557 ***	-0.296 ***
Sweden	-0.051 **	-0.152 ***	-0.410 ***	-0.346 ***
Switzerland	0.004	-0.002	-0.437 ***	-0.240 ***
EU14	-0.297 ***	-0.185 ***	-0.429 ***	-0.270 ***
EU27	-0.242 ***	-0.142 ***	-0.380 ***	-0.237 ***
All	-0.203 ***	-0.126 ***	-0.378 ***	-0.237 ***

*The table reports, for each country and separately for EU and non-EU immigrants, the difference in occupational status, measured by the ISEI index, between immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). Each cell measures the difference expressed as a fraction of the within-country standard deviation. The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix for details. *, **, *** indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The three bottom rows 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 EULFS data (2023).*

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	-0.077 ***	-0.224 ***	-0.432 ***	-0.318 ***
Belgium	-0.202 ***	-0.189 ***	-0.368 ***	-0.230 ***
Bulgaria	0.241	-0.320	-0.044	-0.161
Croatia	-0.272	-0.321 **	-0.105 ***	-0.033
Cyprus	-0.526 ***	-0.310 ***	-0.400 ***	-0.228 ***
Czech Rep.	-0.454 ***	-0.524 ***	-0.105 **	-0.198 ***
Denmark	-0.109	-0.330 ***	-0.274 ***	-0.259 ***
Estonia	-0.265 **	-0.616 ***	-0.214 ***	-0.254 ***
Finland	0.195	0.398 **	-0.273 ***	-0.199 ***
France	-0.030	-0.130 *	-0.291 ***	-0.165 ***
Germany	-0.314 ***	-0.367 ***	-0.450 ***	-0.268 ***
Greece	-0.377	-0.250	-0.439 ***	-0.117 **
Hungary	-0.192 **	-0.206 ***	0.111 ***	-0.011
Iceland	-0.869 ***	-0.835 ***	-0.479 ***	-0.433 ***
Ireland	0.043	-0.202 ***	-0.101 ***	-0.125 ***
Italy	-0.561 ***	-0.429 ***	-0.721 ***	-0.468 ***
Latvia	-0.154	-0.545 ***	-0.199 ***	-0.071
Lithuania	0.194 *	-0.111	-0.074	0.039
Luxembourg	0.424 ***	0.042	-0.009	-0.088 ***
Netherlands	-0.105 ***	-0.033	-0.275 ***	-0.160 ***
Norway	-0.434 ***	-0.412 ***	-0.423 ***	-0.331 ***
Poland	-0.247 ***	-0.387 ***	0.012	-0.211 ***
Portugal	-0.302 ***	-0.491 ***	-0.016	-0.166 ***
Romania	-0.023	-0.048	0.754 ***	0.367 **
Slovak Rep.	-0.102	-0.406 ***	0.210 ***	0.138 **
Slovenia	-0.574 ***	-0.227 ***	-0.589 ***	-0.220 ***
Spain	-0.473 ***	-0.380 ***	-0.524 ***	-0.250 ***
Sweden	-0.079 **	-0.234 ***	-0.358 ***	-0.305 ***
Switzerland	0.098 ***	-0.056 **	-0.253 ***	-0.101 ***
EU14	-0.197 ***	-0.231 ***	-0.420 ***	-0.245 ***
EU27	-0.171 ***	-0.226 ***	-0.367 ***	-0.205 ***
All	-0.142 ***	-0.213 ***	-0.354 ***	-0.200 ***

*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), 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. Immigrants are defined as foreign-born. Source: authors' elaboration on EULFS data (2023).*

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	-0.030	-0.156 ***	-0.204 ***	-0.215 ***
Belgium	0.074	0.013	-0.127 ***	-0.080 ***
Bulgaria	1.599 ***	0.675 ***	0.885 ***	0.619 **
Croatia	0.896 ***	-0.130 ***	0.101	0.017
Cyprus	-0.129 *	-0.005	-0.320 ***	-0.144 ***
Czech Rep.	0.259	-0.092	0.076	-0.032
Denmark	-0.063	-0.229 **	-0.041	-0.173 ***
Estonia	0.087	-0.461	-0.034	-0.131
Finland	0.249	0.406 *	-0.073	0.002
France	-0.071	-0.113	-0.281 ***	-0.135 ***
Germany	-0.543 ***	-0.459 ***	-0.422 ***	-0.280 ***
Greece	-0.414	-0.371	0.012	0.186
Hungary	-0.087	-0.075	0.081 *	0.041
Iceland	-1.006 ***	-0.833 ***	-0.455 ***	-0.408 ***
Ireland	-0.102	-0.146	-0.373 ***	-0.285 ***
Italy	-0.173 *	-0.119 *	-0.637 ***	-0.454 ***
Latvia	1.187 ***	1.679 ***	0.000	-0.194
Lithuania	1.008 ***	0.351 **	-0.081	-0.053
Luxembourg	0.506 ***	0.118 **	0.051	-0.064 **
Netherlands	-0.294 ***	-0.036	-0.110 ***	-0.025
Norway	-0.688 ***	-0.492 ***	-0.372 ***	-0.290 ***
Poland	-0.065	0.112	0.572 ***	0.249 ***
Portugal	0.596	0.122	0.111 *	-0.033
Romania	-0.272	0.238	1.317 ***	0.316 **
Slovak Rep.	0.413 **	-0.055	0.147 *	0.119 *
Slovenia	0.351 *	0.263	-0.186 ***	-0.062
Spain	0.165	0.182 *	-0.408 ***	-0.187 ***
Sweden	0.137 **	-0.071	-0.087 ***	-0.166 ***
Switzerland	0.218 ***	0.015	-0.066 ***	-0.010
EU14	-0.163 ***	-0.123 ***	-0.318 ***	-0.194 ***
EU27	-0.114 ***	-0.095 ***	-0.262 ***	-0.149 ***
All	-0.044 **	-0.075 ***	-0.231 ***	-0.135 ***

*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), 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. Immigrants are defined as foreign-born. Source: authors' elaboration on EULFS data (2023).*

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	-0.140 ***	-0.308 ***	-0.613 ***	-0.407 ***
Belgium	-0.435 ***	-0.358 ***	-0.537 ***	-0.340 ***
Bulgaria	-0.017	-0.508	-0.115	-0.222
Croatia	-0.361 **	-0.336 **	-0.147 ***	-0.044
Cyprus	-0.615 ***	-0.389 ***	-0.456 ***	-0.285 ***
Czech Rep.	-0.620 ***	-0.624 ***	-0.278 ***	-0.355 ***
Denmark	-0.137	-0.390 ***	-0.387 ***	-0.303 ***
Estonia	-0.290 ***	-0.627 ***	-0.233 ***	-0.267 ***
Finland	0.177	0.396 **	-0.367 ***	-0.296 ***
France	-0.023	-0.132 *	-0.294 ***	-0.176 ***
Germany	-0.184 ***	-0.312 ***	-0.466 ***	-0.266 ***
Greece	-0.307	-0.022	-0.553 ***	-0.195 ***
Hungary	-0.262 **	-0.292 ***	0.167 ***	-0.106 **
Iceland	-0.745 ***	-0.834 ***	-0.523 ***	-0.476 ***
Ireland	0.076	-0.214 ***	0.079 *	-0.030
Italy	-0.654 ***	-0.503 ***	-0.754 ***	-0.469 ***
Latvia	-0.174	-0.580 ***	-0.216 ***	-0.057
Lithuania	0.152	-0.135	-0.074	0.047
Luxembourg	0.280 ***	-0.052	-0.210 ***	-0.174 ***
Netherlands	0.001	-0.017	-0.339 ***	-0.211 ***
Norway	-0.216 *	-0.355 ***	-0.459 ***	-0.361 ***
Poland	-0.253 ***	-0.404 ***	-0.060	-0.270 ***
Portugal	-0.350 ***	-0.523 ***	-0.057	-0.211 ***
Romania	0.027	-0.105	0.651 ***	0.377 *
Slovak Rep.	-0.521 ***	-0.692 ***	0.363 ***	0.182 **
Slovenia	-0.663 ***	-0.275 ***	-0.671 ***	-0.255 ***
Spain	-0.523 ***	-0.424 ***	-0.564 ***	-0.269 ***
Sweden	-0.165 ***	-0.297 ***	-0.451 ***	-0.356 ***
Switzerland	-0.139 ***	-0.199 ***	-0.509 ***	-0.258 ***
EU14	-0.211 ***	-0.271 ***	-0.465 ***	-0.267 ***
EU27	-0.192 ***	-0.274 ***	-0.414 ***	-0.229 ***
All	-0.186 ***	-0.271 ***	-0.413 ***	-0.230 ***

*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), 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. Immigrants are defined as foreign-born. Source: authors' elaboration on EULFS data (2023).*

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

Country	(I)	(II)	(III)	(IV)	(V)	(VI)	(VII)	(VIII)	(IX)
Austria	5	20	11	6	19	1	13	8	18
Belgium	9	21	10	8	12	0	13	8	18
Bulgaria	5	31	4	8	30	0	7	13	2
Croatia	7	19	12	9	18	1	15	8	11
Cyprus	5	19	10	6	18	1	11	3	27
Czech Rep.	5	20	7	4	15	1	20	19	10
Denmark	2	31	12	4	18	1	5	7	20
Estonia	7	23	9	5	11	0	18	14	13
Finland	1	29	15	3	18	2	9	9	13
France	6	22	11	6	18	2	12	7	16
Germany	3	19	14	8	14	1	12	11	18
Greece	3	14	3	6	19	4	21	7	23
Hungary	5	25	13	9	12	2	15	10	10
Iceland	8	22	10	4	20	1	10	9	17
Ireland	11	32	11	7	14	1	9	6	9
Italy	2	5	7	5	23	2	19	10	27
Latvia	12	16	10	5	14	2	12	11	18
Lithuania	6	31	7	2	13	1	15	14	11
Luxembourg	5	52	10	4	8	0	5	5	10
Malta	11	17	15	9	19	0	10	8	11
Netherlands	5	31	14	8	15	1	9	6	11
Norway	5	26	11	6	23	1	12	7	9
Poland	6	25	9	8	14	1	18	9	10
Portugal	6	22	10	8	20	1	12	8	14
Romania	12	29	7	6	21	1	12	2	10
Slovak Rep.	12	17	16	13	16	0	11	9	7
Slovenia	3	9	6	4	11	1	25	14	26
Spain	4	10	8	6	25	1	14	8	24
Sweden	3	34	14	5	20	1	8	6	8
Switzerland	10	28	13	9	14	1	9	6	11
EU14	4	18	11	7	18	1	13	9	19
EU27	4	18	11	7	18	1	13	9	18
All	5	19	11	7	18	1	13	9	18

The table reports, for each country, the percent distribution of immigrant workers aged 25 to 64 across one-digit ISCO occupations. Each column reports the share of immigrants employed in the corresponding one-digit occupation among all immigrants in that country. Occupations are: (I) Managers, (II) Professionals, (III) Technicians and Associate Professionals, (IV) Clerical Support Workers, (V) Service and Sales Workers, (VI) Skilled Agricultural, Forestry and Fishery Workers, (VII) Craft and Related Tradeworkers, (VIII) Plant and Machine Workers, (IX) Elementary Workers. The three bottom rows 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 EULFS data (2023).

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

Country	(I)	(II)	(III)	(IV)	(V)	(VI)	(VII)	(VIII)	(IX)
Austria	7	25	20	10	15	4	10	5	5
Belgium	8	28	17	14	11	1	9	5	7
Bulgaria	6	19	10	6	19	3	13	14	12
Croatia	6	22	14	9	18	3	11	10	7
Cyprus	4	27	17	13	17	2	9	4	7
Czech Rep.	5	20	17	7	15	1	16	13	5
Denmark	3	34	21	7	14	1	8	5	7
Estonia	9	26	16	7	11	1	14	10	6
Finland	3	31	21	5	16	3	10	7	4
France	8	26	20	8	13	3	9	7	7
Germany	5	26	22	14	12	1	10	5	4
Greece	3	23	8	11	23	10	9	7	5
Hungary	4	19	16	9	14	3	14	13	9
Iceland	16	32	16	4	14	3	9	4	2
Ireland	11	31	14	9	14	4	8	5	4
Italy	4	18	20	14	16	2	12	6	8
Latvia	12	22	14	5	14	2	10	10	11
Lithuania	9	30	10	4	11	3	14	10	10
Luxembourg	3	42	23	11	10	2	4	2	3
Malta	13	23	12	10	17	1	11	6	7
Netherlands	8	36	19	9	14	1	7	3	4
Norway	10	35	18	6	15	2	8	5	2
Poland	7	24	14	7	12	7	14	9	4
Portugal	6	22	12	10	18	2	14	9	8
Romania	3	18	7	5	17	8	18	14	10
Slovak Rep.	6	17	16	10	17	1	14	12	6
Slovenia	4	26	16	8	13	3	12	8	8
Spain	5	22	14	12	19	2	10	8	8
Sweden	8	38	21	6	12	1	8	5	1
Switzerland	10	29	19	14	11	3	8	3	3
EU14	6	25	19	12	15	2	10	6	6
EU27	6	24	17	10	15	3	11	7	6
All	6	24	17	10	14	3	11	7	6

The table reports, for each country, the percent distribution of native workers aged 25 to 64 across one-digit ISCO occupations. Each column reports the share of natives employed in the corresponding one-digit occupation among all natives in that country. Occupations are: (I) Managers, (II) Professionals, (III) Technicians and Associate Professionals, (IV) Clerical Support Workers, (V) Service and Sales Workers, (VI) Skilled Agricultural, Forestry and Fishery Workers, (VII) Craft and Related Trade Workers, (VIII) Plant and Machine Workers, (IX) Elementary Workers. The three bottom rows 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 EULFS data (2023).

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

Country	Baseline	Conditional (individual characteristics)
Austria	0.133 ***	0.105 ***
Belgium	0.117 ***	0.088 ***
Bulgaria	-0.093 ***	-0.055 **
Croatia	0.034 ***	0.012
Cyprus	0.201 ***	0.162 ***
Czech Rep.	0.047 ***	0.040 ***
Denmark	0.124 ***	0.113 ***
Estonia	0.068 ***	0.072 ***
Finland	0.091 ***	0.080 ***
France	0.091 ***	0.058 ***
Germany	0.136 ***	0.100 ***
Greece	0.182 ***	0.155 ***
Hungary	0.014 *	0.014 *
Iceland	0.142 ***	0.140 ***
Ireland	0.043 ***	0.046 ***
Italy	0.188 ***	0.161 ***
Latvia	0.066 ***	0.063 ***
Lithuania	0.011	-0.002
Luxembourg	0.071 ***	0.067 ***
Malta	0.040 ***	0.065 ***
Netherlands	0.079 ***	0.057 ***
Norway	0.069 ***	0.062 ***
Poland	0.062 ***	0.078 ***
Portugal	0.057 ***	0.080 ***
Romania	-0.002	0.006
Slovak Rep.	0.005	0.009
Slovenia	0.173 ***	0.114 ***
Spain	0.156 ***	0.124 ***
Sweden	0.069 ***	0.053 ***
Switzerland	0.083 ***	0.043 ***
EU14	0.129 ***	0.103 ***
EU27	0.125 ***	0.098 ***
All	0.123 ***	0.096 ***

*The table reports, for each country, the difference in the probability of being employed as elementary workers between immigrants and natives aged 25-64, overall (column I), or alternatively when differences in age, gender and education characteristics are also taken into account (column II). The differences are computed as coefficients on an immigrant dummy in a linear 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 EULFS data (2023).*

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

	EU		Non-EU	
Country	**Baseline**	**Conditional (individual characteristics)**	**Baseline**	**Conditional (individual characteristics)**
Austria	0.091 ***	0.089 ***	0.169 ***	0.120 ***
Belgium	0.067 ***	0.054 ***	0.154 ***	0.117 ***
Bulgaria	-0.124 ***	-0.052 **	-0.090 ***	-0.055 **
Croatia	-0.025	-0.023	0.046 ***	0.019 *
Cyprus	0.075 ***	0.053 ***	0.264 ***	0.221 ***
Czech Rep.	0.017	0.013	0.068 ***	0.057 ***
Denmark	0.079 ***	0.091 ***	0.147 ***	0.125 ***
Estonia	0.070 *	0.076 **	0.068 ***	0.071 ***
Finland	0.015	0.010	0.125 ***	0.113 ***
France	0.092 ***	0.060 ***	0.091 ***	0.059 ***
Germany	0.132 ***	0.104 ***	0.139 ***	0.102 ***
Greece	0.057 *	0.051	0.215 ***	0.183 ***
Hungary	0.001	-0.002	0.033 **	0.039 ***
Iceland	0.134 ***	0.132 ***	0.155 ***	0.155 ***
Ireland	0.083 ***	0.074 ***	0.021 **	0.032 ***
Italy	0.138 ***	0.128 ***	0.208 ***	0.174 ***
Latvia	-0.020	-0.002	0.074 ***	0.070 ***
Lithuania	0.024	0.027	0.010	-0.005
Luxembourg	0.062 ***	0.062 ***	0.093 ***	0.080 ***
Malta	-0.040 ***	-0.007	0.072 ***	0.093 ***
Netherlands	0.079 ***	0.050 ***	0.079 ***	0.060 ***
Norway	0.059 ***	0.056 ***	0.076 ***	0.067 ***
Poland	-0.030 **	-0.013	0.071 ***	0.087 ***
Portugal	-0.026 **	-0.001	0.079 ***	0.101 ***
Romania	-0.098 ***	-0.100 *	0.016	0.026
Slovak Rep.	-0.010	-0.006	0.033	0.036
Slovenia	0.049 **	0.036 **	0.196 ***	0.130 ***
Spain	0.085 ***	0.064 ***	0.177 ***	0.143 ***
Sweden	0.024 ***	0.024 ***	0.085 ***	0.065 ***
Switzerland	0.049 ***	0.028 ***	0.133 ***	0.074 ***
EU14	0.103 ***	0.085 ***	0.140 ***	0.112 ***
EU27	0.098 ***	0.079 ***	0.137 ***	0.107 ***
All	0.094 ***	0.075 ***	0.136 ***	0.106 ***

*The table reports, for each country and separately for EU and non-EU immigrants, the difference in the probability of being employed as elementary workers between immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on an immigrant dummy in a linear 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 EULFS data (2023).*

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

	Recent		Earlier	
Country	**Baseline**	**Conditional (individual characteristics)**	**Baseline**	**Conditional (individual characteristics)**
Austria	0.133 ***	0.136 ***	0.133 ***	0.099 ***
Belgium	0.131 ***	0.119 ***	0.118 ***	0.084 ***
Bulgaria	-0.119 ***	-0.104 *	-0.072 **	-0.034
Croatia	-0.004	0.016	0.036 ***	0.011
Cyprus	0.339 ***	0.293 ***	0.136 ***	0.110 ***
Czech Rep.	0.101 ***	0.090 ***	0.031 ***	0.023 **
Denmark	0.188 ***	0.196 ***	0.132 ***	0.115 ***
Estonia	0.137 ***	0.169 ***	0.055 ***	0.051 ***
Finland	0.067	0.045	0.091 ***	0.084 ***
France	0.085 ***	0.081 ***	0.092 ***	0.057 ***
Germany	0.173 ***	0.160 ***	0.129 ***	0.089 ***
Greece	0.500 ***	0.488 ***	0.176 ***	0.149 ***
Hungary	0.065 **	0.054 *	0.004	0.006
Iceland	0.260 ***	0.270 ***	0.124 ***	0.121 ***
Ireland	0.062 ***	0.085 ***	0.035 ***	0.035 ***
Italy	0.155 ***	0.142 ***	0.190 ***	0.162 ***
Latvia	0.053	0.087	0.078 ***	0.064 **
Lithuania	-0.033	0.014	0.019	-0.005
Luxembourg	0.016	0.036 ***	0.085 ***	0.070 ***
Malta	0.077 ***	0.096 ***	0.016	0.042 ***
Netherlands	0.089 ***	0.062 ***	0.076 ***	0.056 ***
Norway	0.068 ***	0.051 ***	0.071 ***	0.065 ***
Poland	0.075 ***	0.089 ***	0.055 ***	0.072 ***
Portugal	0.108 ***	0.137 ***	0.044 ***	0.065 ***
Romania	-0.025	-0.029	0.010	0.024
Slovak Rep.	0.069	0.085 *	-0.014	-0.014
Slovenia	0.135 ***	0.080 ***	0.180 ***	0.120 ***
Spain	0.225 ***	0.220 ***	0.145 ***	0.109 ***
Sweden	0.089 ***	0.089 ***	0.065 ***	0.049 ***
Switzerland	0.059 ***	0.053 ***	0.091 ***	0.043 ***
EU14	0.151 ***	0.144 ***	0.126 ***	0.097 ***
EU27	0.147 ***	0.139 ***	0.122 ***	0.092 ***
All	0.140 ***	0.132 ***	0.120 ***	0.090 ***

*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 (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 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 EULFS data (2023).*

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	0.122 ***	0.126 ***	0.083 ***	0.079 ***
Belgium	0.068 ***	0.067 ***	0.067 ***	0.052 ***
Bulgaria	-0.124 ***	-0.024 ***	-0.124 ***	-0.061
Croatia	-0.074 ***	-0.010	-0.022	-0.021
Cyprus	0.076 ***	0.063 ***	0.074 ***	0.053 ***
Czech Rep.	-0.003	-0.001	0.020	0.015
Denmark	0.178 ***	0.177 ***	0.071 ***	0.088 ***
Estonia	0.284 *	0.326 **	0.045	0.047
Finland	-0.045 ***	-0.066 ***	0.023	0.020
France	0.033	0.032	0.095 ***	0.060 ***
Germany	0.215 ***	0.188 ***	0.115 ***	0.088 ***
Greece	0.517 *	0.512 **	0.034	0.027
Hungary	0.037	0.027	-0.003	-0.006
Iceland	0.168 ***	0.172 ***	0.132 ***	0.130 ***
Ireland	0.125 **	0.141 ***	0.078 ***	0.066 ***
Italy	0.041	0.041 *	0.140 ***	0.131 ***
Latvia	-0.113 ***	-0.165 ***	-0.066 *	-0.040
Lithuania	-0.100 ***	-0.017 **	0.036	0.031
Luxembourg	0.009	0.027 *	0.073 ***	0.063 ***
Malta	-0.030	-0.001	-0.042 ***	-0.007
Netherlands	0.095 ***	0.046 ***	0.072 ***	0.052 ***
Norway	0.086 **	0.060	0.055 ***	0.056 ***
Poland	0.049	0.047	-0.043 ***	-0.023 ***
Portugal	0.020	0.068	-0.029 **	-0.004
Romania	-0.098 ***	-0.222 ***	-0.098 ***	-0.035
Slovak Rep.	-0.060 ***	-0.039 ***	0.000	0.000
Slovenia	-0.067 ***	-0.046 **	0.060 ***	0.043 **
Spain	-0.060 ***	-0.048 **	0.091 ***	0.069 ***
Sweden	0.042 ***	0.046 ***	0.020 ***	0.020 ***
Switzerland	0.030 ***	0.033 ***	0.056 ***	0.028 ***
EU14	0.141 ***	0.121 ***	0.097 ***	0.079 ***
EU27	0.135 ***	0.113 ***	0.093 ***	0.074 ***
All	0.117 ***	0.101 ***	0.089 ***	0.071 ***

*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 (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 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 EULFS data (2023).*

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	0.147 ***	0.147 ***	0.173 ***	0.116 ***
Belgium	0.185 ***	0.162 ***	0.154 ***	0.111 ***
Bulgaria	-0.119 ***	-0.119 *	-0.068 **	-0.031
Croatia	0.002	0.018	0.048 ***	0.017
Cyprus	0.396 ***	0.350 ***	0.178 ***	0.151 ***
Czech Rep.	0.125 ***	0.111 ***	0.040 **	0.030 *
Denmark	0.194 ***	0.207 ***	0.162 ***	0.129 ***
Estonia	0.127 ***	0.159 ***	0.057 ***	0.052 ***
Finland	0.107 *	0.084	0.123 ***	0.116 ***
France	0.094 ***	0.091 ***	0.091 ***	0.057 ***
Germany	0.150 ***	0.145 ***	0.136 ***	0.094 ***
Greece	0.469 *	0.443 **	0.212 ***	0.181 ***
Hungary	0.085 **	0.072 **	0.018	0.029 *
Iceland	0.342 ***	0.355 ***	0.110 ***	0.106 ***
Ireland	0.049 ***	0.074 ***	0.006	0.016 *
Italy	0.182 ***	0.166 ***	0.210 ***	0.176 ***
Latvia	0.055	0.091	0.090 ***	0.073 **
Lithuania	-0.029	0.016	0.017	-0.009
Luxembourg	0.029	0.044 **	0.122 ***	0.095 ***
Malta	0.099 ***	0.115 ***	0.050 **	0.071 ***
Netherlands	0.085 ***	0.071 ***	0.078 ***	0.058 ***
Norway	0.052 ***	0.046 ***	0.083 ***	0.073 ***
Poland	0.076 ***	0.091 ***	0.067 ***	0.085 ***
Portugal	0.112 ***	0.141 ***	0.067 ***	0.087 ***
Romania	-0.011	0.009	0.030	0.036
Slovak Rep.	0.175 **	0.186 **	-0.047 ***	-0.049 ***
Slovenia	0.154 ***	0.093 ***	0.204 ***	0.137 ***
Spain	0.247 ***	0.241 ***	0.163 ***	0.124 ***
Sweden	0.108 ***	0.106 ***	0.081 ***	0.060 ***
Switzerland	0.115 ***	0.094 ***	0.140 ***	0.075 ***
EU14	0.155 ***	0.152 ***	0.138 ***	0.106 ***
EU27	0.151 ***	0.148 ***	0.135 ***	0.101 ***
All	0.149 ***	0.145 ***	0.134 ***	0.100 ***

*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 (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 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 EULFS data (2023).*

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

Country	Baseline	Conditional (individual characteristics)
Austria	-0.162 ***	-0.135 ***
Belgium	-0.131 ***	-0.080 ***
Bulgaria	0.057	-0.078
Croatia	-0.040 **	-0.015
Cyprus	-0.144 ***	-0.063 ***
Czech Rep.	-0.107 ***	-0.146 ***
Denmark	-0.118 ***	-0.120 ***
Estonia	-0.119 ***	-0.178 ***
Finland	-0.111 ***	-0.053 ***
France	-0.139 ***	-0.091 ***
Germany	-0.166 ***	-0.110 ***
Greece	-0.146 ***	-0.020
Hungary	0.028 **	-0.028 ***
Iceland	-0.226 ***	-0.206 ***
Ireland	-0.013	-0.043 ***
Italy	-0.272 ***	-0.166 ***
Latvia	-0.097 ***	-0.093 ***
Lithuania	-0.048 **	-0.025
Luxembourg	-0.001	-0.055 ***
Malta	-0.036 *	-0.094 ***
Netherlands	-0.128 ***	-0.076 ***
Norway	-0.216 ***	-0.181 ***
Poland	-0.070 ***	-0.145 ***
Portugal	-0.023	-0.094 ***
Romania	0.205 ***	0.094
Slovak Rep.	0.058 *	-0.004
Slovenia	-0.285 ***	-0.116 ***
Spain	-0.196 ***	-0.090 ***
Sweden	-0.156 ***	-0.146 ***
Switzerland	-0.079 ***	-0.050 ***
EU14	-0.168 ***	-0.105 ***
EU27	-0.163 ***	-0.103 ***
All	-0.161 ***	-0.103 ***

*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 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 EULFS data (2023).*

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

	EU		Non-EU	
Country	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)
Austria	-0.082 ***	-0.099 ***	-0.231 ***	-0.167 ***
Belgium	-0.031 *	-0.017	-0.207 ***	-0.130 ***
Bulgaria	0.657 ***	0.460 ***	-0.007	-0.135 **
Croatia	0.069 *	0.036	-0.062 ***	-0.026 *
Cyprus	-0.131 ***	-0.047 ***	-0.150 ***	-0.070 ***
Czech Rep.	0.006	-0.052 ***	-0.187 ***	-0.213 ***
Denmark	-0.035 *	-0.090 ***	-0.159 ***	-0.134 ***
Estonia	-0.045	-0.113 **	-0.127 ***	-0.185 ***
Finland	-0.030	0.019	-0.147 ***	-0.085 ***
France	-0.125 ***	-0.071 ***	-0.143 ***	-0.097 ***
Germany	-0.173 ***	-0.119 ***	-0.163 ***	-0.106 ***
Greece	0.077	0.138	-0.203 ***	-0.062 ***
Hungary	0.031 *	0.001	0.022	-0.075 ***
Iceland	-0.228 ***	-0.200 ***	-0.222 ***	-0.215 ***
Ireland	-0.129 ***	-0.088 ***	0.048 **	-0.020
Italy	-0.240 ***	-0.169 ***	-0.284 ***	-0.162 ***
Latvia	0.038	-0.018	-0.110 ***	-0.100 ***
Lithuania	-0.010	-0.036	-0.052 **	-0.024
Luxembourg	0.020	-0.041 ***	-0.059 **	-0.090 ***
Malta	0.144 ***	0.041	-0.107 ***	-0.151 ***
Netherlands	-0.100 ***	-0.027 **	-0.141 ***	-0.092 ***
Norway	-0.230 ***	-0.181 ***	-0.207 ***	-0.180 ***
Poland	0.291 ***	0.189 ***	-0.103 ***	-0.176 ***
Portugal	0.067 **	-0.011	-0.045 ***	-0.115 ***
Romania	0.256 *	0.085	0.195 ***	0.096
Slovak Rep.	0.083 **	0.034	0.012	-0.075
Slovenia	-0.076 ***	-0.030	-0.324 ***	-0.134 ***
Spain	-0.161 ***	-0.069 ***	-0.206 ***	-0.095 ***
Sweden	-0.060 ***	-0.109 ***	-0.189 ***	-0.161 ***
Switzerland	-0.005	-0.017 ***	-0.188 ***	-0.106 ***
EU14	-0.142 ***	-0.092 ***	-0.179 ***	-0.110 ***
EU27	-0.133 ***	-0.086 ***	-0.176 ***	-0.110 ***
All	-0.125 ***	-0.084 ***	-0.177 ***	-0.111 ***

*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 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 EULFS data (2023).*

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	-0.049 ***	-0.107 ***	-0.184 ***	-0.140 ***
Belgium	-0.080 ***	-0.068 ***	-0.147 ***	-0.085 ***
Bulgaria	-0.018	-0.291 *	-0.010	-0.055
Croatia	-0.175 **	-0.165 ***	-0.038 **	-0.014
Cyprus	-0.146 ***	-0.047 ***	-0.143 ***	-0.066 ***
Czech Rep.	-0.209 ***	-0.236 ***	-0.074 ***	-0.117 ***
Denmark	-0.065 **	-0.146 ***	-0.147 ***	-0.133 ***
Estonia	-0.148 ***	-0.316 ***	-0.114 ***	-0.151 ***
Finland	-0.012	0.109 *	-0.125 ***	-0.080 ***
France	-0.028	-0.077 ***	-0.147 ***	-0.092 ***
Germany	-0.115 ***	-0.148 ***	-0.177 ***	-0.103 ***
Greece	0.033	0.074	-0.147 ***	-0.021
Hungary	-0.071 **	-0.080 ***	0.045 ***	-0.019
Iceland	-0.380 ***	-0.354 ***	-0.201 ***	-0.180 ***
Ireland	0.033	-0.071 **	-0.025	-0.036 **
Italy	-0.202 ***	-0.142 ***	-0.275 ***	-0.167 ***
Latvia	-0.114	-0.311 ***	-0.108 ***	-0.053 **
Lithuania	-0.015	-0.156 ***	-0.054 **	-0.002
Luxembourg	0.130 ***	-0.033 *	-0.034 **	-0.058 ***
Malta	-0.089 ***	-0.139 ***	0.005	-0.065 ***
Netherlands	-0.095 ***	-0.037 ***	-0.140 ***	-0.083 ***
Norway	-0.266 ***	-0.240 ***	-0.215 ***	-0.173 ***
Poland	-0.149 ***	-0.198 ***	-0.024	-0.116 ***
Portugal	-0.125 ***	-0.194 ***	0.005	-0.068 ***
Romania	-0.003	-0.024	0.315 ***	0.157
Slovak Rep.	-0.013	-0.153 **	0.079 **	0.040
Slovenia	-0.303 ***	-0.132 ***	-0.282 ***	-0.113 ***
Spain	-0.161 ***	-0.122 ***	-0.201 ***	-0.084 ***
Sweden	-0.068 ***	-0.131 ***	-0.171 ***	-0.149 ***
Switzerland	0.023 **	-0.058 ***	-0.110 ***	-0.049 ***
EU14	-0.102 ***	-0.110 ***	-0.179 ***	-0.104 ***
EU27	-0.106 ***	-0.119 ***	-0.172 ***	-0.100 ***
All	-0.100 ***	-0.117 ***	-0.171 ***	-0.100 ***

*The table reports, for each country and separately for recent and earlier 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 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 EULFS data (2023).*

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	-0.034 **	-0.086 ***	-0.094 ***	-0.103 ***
Belgium	0.046	0.026	-0.047 **	-0.027 *
Bulgaria	0.651 ***	0.213 ***	0.659 ***	0.577 ***
Croatia	0.570 ***	0.193 ***	0.061	0.024
Cyprus	-0.101 ***	-0.030	-0.137 ***	-0.050 ***
Czech Rep.	0.111	-0.026	-0.006	-0.055 ***
Denmark	-0.080	-0.132 ***	-0.030	-0.098 ***
Estonia	-0.007	-0.234	-0.037	-0.090 *
Finland	-0.065	0.046	-0.020	0.017
France	0.007	-0.023	-0.130 ***	-0.069 ***
Germany	-0.206 ***	-0.180 ***	-0.166 ***	-0.106 ***
Greece	0.095	0.098	0.077	0.141
Hungary	-0.024	-0.027	0.037 **	0.005
Iceland	-0.473 ***	-0.382 ***	-0.197 ***	-0.177 ***
Ireland	-0.017	-0.035	-0.144 ***	-0.096 ***
Italy	-0.028	-0.007	-0.247 ***	-0.175 ***
Latvia	0.523 ***	0.743 ***	-0.006	-0.099
Lithuania	0.515 ***	0.212 ***	-0.061	-0.060
Luxembourg	0.158 ***	-0.009	-0.008	-0.046 ***
Malta	0.268 ***	0.164 ***	0.102 **	-0.010
Netherlands	-0.189 ***	-0.037	-0.061 ***	-0.021
Norway	-0.385 ***	-0.257 ***	-0.203 ***	-0.168 ***
Poland	0.095	0.178	0.310 ***	0.174 ***
Portugal	0.208	0.019	0.059 **	-0.013
Romania	-0.220 ***	-0.046	0.509 ***	0.155 **
Slovak Rep.	0.202 *	-0.009	0.060	0.042
Slovenia	0.200 **	0.162	-0.101 ***	-0.047 **
Spain	0.109	0.121	-0.173 ***	-0.077 ***
Sweden	0.006	-0.082 ***	-0.073 ***	-0.115 ***
Switzerland	0.074 ***	-0.032 ***	-0.031 ***	-0.013 **
EU14	-0.115 ***	-0.089 ***	-0.145 ***	-0.092 ***
EU27	-0.106 ***	-0.086 ***	-0.137 ***	-0.086 ***
All	-0.086 ***	-0.083 ***	-0.131 ***	-0.083 ***

*The table reports, for each country and separately for recent and earlier 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 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 EULFS data (2023).*

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	-0.067 ***	-0.134 ***	-0.256 ***	-0.172 ***
Belgium	-0.186 ***	-0.146 ***	-0.219 ***	-0.128 ***
Bulgaria	-0.144	-0.387 **	-0.062	-0.104 *
Croatia	-0.236 ***	-0.194 ***	-0.059 ***	-0.022
Cyprus	-0.156 ***	-0.050 ***	-0.147 ***	-0.074 ***
Czech Rep.	-0.283 ***	-0.285 ***	-0.139 ***	-0.176 ***
Denmark	-0.056	-0.153 ***	-0.205 ***	-0.151 ***
Estonia	-0.157 ***	-0.321 ***	-0.122 ***	-0.157 ***
Finland	0.006	0.132 *	-0.174 ***	-0.125 ***
France	-0.035	-0.087 ***	-0.151 ***	-0.099 ***
Germany	-0.064 ***	-0.129 ***	-0.183 ***	-0.101 ***
Greece	-0.082	0.029	-0.202 ***	-0.062 ***
Hungary	-0.104 **	-0.117 ***	0.061 **	-0.062 ***
Iceland	-0.296 ***	-0.328 ***	-0.208 ***	-0.186 ***
Ireland	0.044	-0.078 **	0.052 **	0.001
Italy	-0.244 ***	-0.174 ***	-0.286 ***	-0.162 ***
Latvia	-0.124	-0.326 ***	-0.116 ***	-0.048 *
Lithuania	-0.042	-0.175 ***	-0.053 **	0.004
Luxembourg	0.080 **	-0.068 **	-0.122 ***	-0.098 ***
Malta	-0.164 ***	-0.205 ***	-0.049	-0.098 ***
Netherlands	-0.042 ***	-0.030 **	-0.171 ***	-0.106 ***
Norway	-0.163 ***	-0.227 ***	-0.224 ***	-0.177 ***
Poland	-0.157 ***	-0.209 ***	-0.067 ***	-0.154 ***
Portugal	-0.143 ***	-0.205 ***	-0.013	-0.086 ***
Romania	0.038	-0.019	0.278 ***	0.158
Slovak Rep.	-0.189 **	-0.271 ***	0.125 *	0.036
Slovenia	-0.350 ***	-0.161 ***	-0.319 ***	-0.127 ***
Spain	-0.182 ***	-0.141 ***	-0.211 ***	-0.084 ***
Sweden	-0.097 ***	-0.150 ***	-0.204 ***	-0.163 ***
Switzerland	-0.076 ***	-0.109 ***	-0.217 ***	-0.107 ***
EU14	-0.097 ***	-0.117 ***	-0.193 ***	-0.108 ***
EU27	-0.106 ***	-0.130 ***	-0.188 ***	-0.106 ***
All	-0.106 ***	-0.131 ***	-0.190 ***	-0.107 ***

*The table reports, for each country and separately for recent and earlier 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 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 EULFS data (2023).*

Tables Appendix – Part II

Table B1: Share of natives, individuals with mixed background, second-generation and first-generation immigrants in Europe

Country	Age 0-74				Age 25-64			
	Natives	Mixed	Second generation	First generation	Natives	Mixed	Second generation	First generation
Austria	63	7	7	22	64	4	4	28
Belgium	64	9	8	19	64	7	5	24
Bulgaria	99	0	0	0	100	0	0	0
Croatia	80	7	3	9	79	6	3	12
Cyprus	65	6	4	25	65	2	0	33
Czech Rep.	91	3	1	5	90	3	1	6
Denmark	82	4	4	10	83	3	1	13
Estonia	87	0	0	13	86	0	1	13
Finland	87	2	1	10	86	1	0	13
France	75	7	7	11	73	6	6	15
Germany	64	8	8	20	64	6	5	25
Greece	89	3	2	6	90	1	1	9
Hungary	95	2	1	3	95	1	0	3
Iceland	79	3	0	17	77	2	0	20
Ireland	69	5	5	21	66	2	2	30
Italy	83	3	3	11	83	1	0	15
Latvia	70	12	7	11	66	14	9	11
Lithuania	92	3	2	3	92	3	2	3
Luxembourg	26	7	10	56	25	6	8	62
Malta	64	4	2	30	59	2	0	39
Netherlands	71	6	5	17	70	6	4	20
Norway	71	6	4	18	70	4	1	25
Poland	97	1	1	2	97	1	0	2
Portugal	82	5	2	12	82	3	1	15
Romania	100	0	0	0	100	0	0	0
Slovak Rep.	97	1	0	1	98	1	0	1
Slovenia	72	10	6	12	68	12	5	14
Spain	75	3	4	18	76	2	0	22
Sweden	66	7	4	24	64	7	3	27
Switzerland	48	10	8	34	45	9	7	39
EU14	73	6	6	16	73	4	3	20
EU27	78	5	5	13	78	4	3	16
All	78	5	4	13	77	4	3	17

The table reports, for each country, the share of natives, individuals with mixed background, first-generation and second-generation immigrants over the total population in the age ranges 0-74 and 25-64. Finland, Iceland, Luxembourg, the Netherlands, Sweden and Switzerland do not report data for the population younger than 15. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "native" if both parents and the individual are native-born, "mixed" if native-born with one foreign-born parent, "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).

Table B2: Age composition of natives and individuals with mixed background

	Natives				Mixed			
Country	**0-14**	**15-29**	**30-54**	**55-74**	**0-14**	**15-29**	**30-54**	**55-74**
Austria	14	17	37	32	33	21	21	25
Belgium	16	19	34	31	32	25	29	13
Bulgaria	16	15	39	30	51	34	10	4
Croatia	16	18	36	31	30	28	30	12
Cyprus	15	15	39	31	51	32	14	3
Czech Rep.	18	17	38	26	28	15	31	26
Denmark	15	21	34	29	37	24	26	12
Estonia	20	18	40	22	6	21	55	18
Finland		22	41	37		61	24	15
France	20	20	33	28	25	19	36	20
Germany	15	17	35	33	24	18	23	35
Greece	15	17	38	30	39	44	14	3
Hungary	16	18	40	27	40	23	17	21
Iceland		24	45	31		55	33	12
Ireland	20	19	36	26	43	33	15	9
Italy	13	16	37	34	38	39	17	6
Latvia	22	19	36	23	13	17	54	16
Lithuania	16	16	40	27	14	15	46	25
Luxembourg		21	39	40		37	38	25
Malta	14	19	38	29	41	34	15	9
Netherlands		23	40	37		36	37	26
Norway	17	20	34	29	38	26	25	10
Poland	16	17	40	27	16	5	20	58
Portugal	13	16	37	33	37	40	19	4
Romania	17	17	39	27	60	29	8	3
Slovak Rep.	17	17	40	26	30	15	37	18
Slovenia	19	18	38	25	13	11	39	37
Spain	13	16	39	31	41	34	18	7
Sweden		23	42	35		32	43	25
Switzerland		21	41	38		30	42	28
EU14	14	18	36	32	26	25	26	22
EU27	15	18	37	30	26	24	27	23
All	15	18	37	31	26	24	27	23

The table reports, for each country, the distribution of natives and individuals with mixed background over the age ranges 0-14, 15-29, 30-54 and 55-74. Finland, Iceland, Luxembourg, the Netherlands, Sweden and Switzerland do not report data for the population younger than 15. For these countries, therefore we consider individuals in the age range 15-74. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "native" if both parents and the individual are native-born and "mixed" if native-born with one foreign-born parent. Source: authors' elaboration on EULFS data (2023).

Table B3: Age composition of second-generation and first-generation immigrants

	Second generation				First generation			
Country	**0-14**	**15-29**	**30-54**	**55-74**	**0-14**	**15-29**	**30-54**	**55-74**
Austria	46	31	17	5	7	17	53	23
Belgium	42	22	25	10	8	18	51	23
Bulgaria	50	7	10	33	18	11	33	37
Croatia	19	26	36	19	2	6	45	47
Cyprus	79	19	1	1	6	20	59	16
Czech Rep.	39	14	14	33	10	18	52	20
Denmark	63	23	13	1	11	17	53	19
Estonia	1	4	39	55	4	6	34	56
Finland		92	6	1		22	63	15
France	34	23	30	13	5	15	46	34
Germany	35	27	24	15	8	16	50	25
Greece	53	38	6	3	2	6	65	27
Hungary	34	21	15	30	9	15	52	24
Iceland		79	11	10		26	60	15
Ireland	55	26	14	6	7	20	59	14
Italy	73	24	2	1	4	15	60	21
Latvia	1	4	46	48	8	6	29	58
Lithuania	5	9	38	49	18	5	27	51
Luxembourg		56	37	7		18	58	24
Malta					5	21	62	12
Netherlands		49	43	8		21	54	24
Norway	64	21	12	2	5	19	60	16
Poland	14	1	9	76	20	30	44	6
Portugal	52	29	18	1	10	16	54	20
Romania					45	15	30	10
Slovak Rep.	7	7	35	52	18	7	43	32
Slovenia	14	8	31	46	7	14	45	35
Spain	70	26	3	1	6	18	57	20
Sweden		50	34	16		23	56	21
Switzerland		44	41	15		15	58	26
EU14	42	27	21	10	6	17	53	24
EU27	42	28	23	12	6	17	53	24
All	40	27	22	12	6	17	53	24

The table reports, for each country, the distribution of second-generation and first-generation immigrants over the age ranges 0-14, 15-29, 30-54 and 55-74. Finland, Iceland, Luxembourg, the Netherlands, Sweden and Switzerland do not report data for the population younger than 15. For these countries, therefore we consider individuals in the age range 15-74. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "second generation" if native-born with two foreign-born parents, and as "first generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).

Table B4: Distribution of second-generation and first-generation immigrants by area of origin

Country	Second generation			First generation		
	EU	Other Europe	Rest of the world	EU	Other Europe	Rest of the world
Austria	28	54	18	42	37	21
Belgium	32	17	51	41	13	46
Bulgaria	5	85	10	25	66	9
Croatia	4	96	0	14	83	3
Cyprus	30	22	47	31	28	41
Czech Rep.	61	21	17	42	46	12
Denmark	15	29	56	30	23	47
Estonia	3	92	4	8	86	6
Finland	23	50	28	27	27	46
France	21	7	72	21	10	69
Germany	35	38	28	31	32	37
Greece	4	77	18	22	53	25
Hungary	70	28	3	58	33	10
Iceland	42	24	34	59	13	28
Ireland	25	50	26	32	29	39
Italy	21	25	55	27	26	47
Latvia	7	89	4	9	81	10
Lithuania	6	89	5	11	78	11
Luxembourg	80	8	12	72	9	19
Malta	30		70	28		72
Netherlands	6	28	66	26	17	57
Norway	23	20	58	36	14	50
Poland	16	81	3	11	82	7
Portugal	10	10	81	17	8	75
Romania				43	40	17
Slovak Rep.	90	9	1	67	28	4
Slovenia	13	36	50	17	81	2
Spain	15	3	81	21	8	71
Sweden	41	16	44	23	15	61
Switzerland	59	28	13	55	20	25
EU14	26	24	50	28	22	51
EU27	25	26	49	28	24	49
All	26	26	48	29	23	48

The table reports, for each country, the share of second-generation and first-generation immigrants aged 0-74 from each area of origin. Finland, Iceland, Luxembourg, the Netherlands, Sweden and Switzerland do not report data for the population younger than 15. For these countries, therefore we consider individuals in the age range 15-74. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. In the case of Bulgaria, Croatia, Malta, Poland, Norway and Slovenia, we also consider as foreign born 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 European Union, and Bulgaria, Croatia, Poland, Norway and Slovenia do not release information on "countryb" for residents whose origin is not from a European country. Each individual is classified as "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).

Table B5: Low education gaps between natives and individuals with mixed background, second-generation, first-generation immigrants

Country	Mixed		Second generation		First generation		
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	% low education natives
Austria	0.010 *	0.009 *	0.101 ***	0.130 ***	0.146 ***	0.157 ***	10
Belgium	0.008	0.023 **	0.123 ***	0.141 ***	0.178 ***	0.192 ***	14
Bulgaria	-0.157 ***	-0.155 ***	-0.140 ***	-0.142 ***	-0.098 ***	-0.098 ***	15
Croatia	-0.056 ***	-0.031 ***	-0.005	0.008	0.080 ***	0.066 ***	10
Cyprus	-0.038 ***	-0.007	-0.083 ***	-0.057 **	0.057 ***	0.078 ***	12
Czech Rep.	0.033 **	0.034 ***	0.133 ***	0.133 ***	0.071 ***	0.069 ***	5
Denmark	-0.006	-0.004	0.120 ***	0.129 ***	0.086 ***	0.096 ***	17
Estonia	0.134	0.121	0.044	0.060	-0.091 ***	-0.077 ***	12
Finland	-0.003	0.003	-0.092 ***	-0.095 ***	0.130 ***	0.140 ***	9
France	-0.002	0.007	0.043 ***	0.054 ***	0.202 ***	0.204 ***	13
Germany	-0.020 ***	-0.023 ***	0.089 ***	0.092 ***	0.258 ***	0.261 ***	10
Greece	-0.108 ***	-0.021	-0.097 **	-0.004	0.123 ***	0.130 ***	18
Hungary	-0.090 ***	-0.094 ***	-0.088 ***	-0.094 ***	-0.011	-0.009	13
Iceland	0.057	0.061	-0.125 ***	-0.119 **	0.033 **	0.041 **	17
Ireland	-0.058 ***	-0.038 *	-0.048 **	-0.030	-0.059 ***	-0.037 ***	12
Italy	-0.159 ***	-0.082 ***	-0.120 ***	0.002	0.103 ***	0.136 ***	33
Latvia	0.016	0.013	-0.006	-0.003	-0.052 ***	-0.042 ***	9
Lithuania	-0.006	-0.007	-0.027 ***	-0.024 **	-0.025 ***	-0.017 **	6
Luxembourg	0.007	0.023	-0.008	0.034 *	0.054 ***	0.074 ***	16
Malta	-0.090 **	-0.011	-0.379 ***	-0.265 ***	-0.181 ***	-0.143 ***	39
Netherlands	-0.011	0.000	0.018 **	0.063 ***	0.195 ***	0.213 ***	16
Norway	0.007	0.017	0.017	0.030	0.086 ***	0.095 ***	14
Poland	-0.001	-0.014	-0.039 ***	-0.059 ***	-0.029 ***	-0.023 ***	6
Portugal	-0.278 ***	-0.135 ***	-0.220 ***	-0.096 *	-0.204 ***	-0.161 ***	45
Romania	-0.089	-0.096	0.130	0.110	-0.071 **	-0.071 **	20
Slovak Rep.	-0.048 ***	-0.047 ***	0.001	0.000	-0.001	-0.001	6
Slovenia	0.066 ***	0.045 ***	0.086 ***	0.081 ***	0.172 ***	0.167 ***	8
Spain	-0.118 ***	-0.073 ***	-0.054	0.012	0.099 ***	0.126 ***	33
Sweden	0.018 ***	0.019 ***	0.005	0.012 **	0.200 ***	0.206 ***	6
Switzerland	0.002	0.004	0.037 ***	0.048 ***	0.219 ***	0.224 ***	5
EU14	-0.038 ***	-0.034 ***	0.046 ***	0.069 ***	0.164 ***	0.178 ***	21
EU27	-0.035 ***	-0.033 ***	0.042 ***	0.058 ***	0.155 ***	0.167 ***	18
All	-0.034 ***	-0.031 ***	0.041 ***	0.056 ***	0.156 ***	0.167 ***	18

*The table reports, for each country, the percentage point difference between natives and individuals with mixed background, second-generation and first-generation immigrants aged 25-64, in the probability of having a low education (ISCED levels 0-2), overall (columns I, III and V), and when differences in age and gender are taken into account (columns II, IV and VI). The differences are computed as coefficients on three dummies (mixed, secgen and for) 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. Column VII reports the share of natives with low education. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "native" if both parents and the individual are native-born, "mixed" if native-born with one foreign-born parent, "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born.. Source: authors' elaboration on EULFS data (2023).*

Table B6: High education gaps between natives and individuals with mixed background, second-generation, first-generation immigrants

	Mixed		Second generation		First generation		
Country	**Baseline**	**Conditional (individual characteristics)**	**Baseline**	**Conditional (individual characteristics)**	**Baseline**	**Conditional (individual characteristics)**	**% tertiary education natives**
Austria	0.064 ***	0.069 ***	-0.070 ***	-0.118 ***	-0.005	-0.025 ***	37
Belgium	0.000	-0.017	-0.187 ***	-0.209 ***	-0.094 ***	-0.112 ***	47
Bulgaria	0.238	0.256	-0.296 ***	-0.269 ***	0.221 ***	0.215 ***	30
Croatia	0.065 ***	0.036 *	-0.034	-0.051 **	-0.035 ***	-0.021	29
Cyprus	0.072 ***	-0.008	-0.019	-0.104	-0.066 ***	-0.113 ***	53
Czech Rep.	-0.045 **	-0.035 *	-0.143 ***	-0.110 ***	0.084 ***	0.070 ***	26
Denmark	0.125 ***	0.116 ***	0.027	-0.022	0.012	-0.011	42
Estonia	-0.139 *	-0.122 *	0.068	0.094	0.139 ***	0.143 ***	40
Finland	-0.025	-0.009	-0.097	-0.022	-0.100 ***	-0.114 ***	45
France	0.049 ***	0.034 ***	-0.056 ***	-0.074 ***	-0.049 ***	-0.055 ***	42
Germany	0.060 ***	0.073 ***	-0.058 ***	-0.077 ***	-0.051 ***	-0.063 ***	35
Greece	0.184 **	0.123	-0.138 *	-0.207 ***	-0.185 ***	-0.192 ***	35
Hungary	0.089 ***	0.098 ***	0.112 ***	0.138 ***	0.104 ***	0.099 ***	29
Iceland	-0.028	-0.026	0.239 *	0.211 *	-0.024	-0.038 **	45
Ireland	0.116 **	0.086 *	0.070	0.042	0.105 ***	0.072 ***	55
Italy	0.086 ***	0.037 ***	0.069 ***	-0.010	-0.089 ***	-0.112 ***	23
Latvia	-0.038	-0.061 ***	-0.052 **	-0.019	0.004	0.036	41
Lithuania	0.076 ***	0.061 ***	0.051 *	0.085 ***	-0.012	0.043 **	46
Luxembourg	-0.026	-0.049 *	0.000	-0.060 **	0.162 ***	0.131 ***	41
Malta	0.052	-0.021	0.211	0.116	0.114 ***	0.087 ***	28
Netherlands	0.043 ***	0.029 ***	-0.059 ***	-0.112 ***	-0.053 ***	-0.075 ***	45
Norway	0.086 ***	0.048 *	0.033	-0.025	-0.021	-0.048 ***	49
Poland	-0.040 **	0.064 ***	-0.150 ***	0.001	0.178 ***	0.117 ***	38
Portugal	0.246 ***	0.168 ***	0.081	0.016	0.107 ***	0.081 ***	27
Romania	0.257 **	0.249 **	-0.049	0.035	0.161 ***	0.150 ***	19
Slovak Rep.	-0.040	-0.040 *	-0.107 **	-0.079 *	0.111 ***	0.106 ***	29
Slovenia	-0.078 ***	-0.037 ***	-0.127 ***	-0.115 ***	-0.237 ***	-0.225 ***	39
Spain	0.131 ***	0.084 ***	0.037	-0.032	-0.170 ***	-0.199 ***	46
Sweden	0.010	0.005	0.004	-0.019	0.001	-0.021 ***	50
Switzerland	0.033 ***	0.030 ***	-0.055 ***	-0.073 ***	0.015 ***	0.001	45
EU14	0.058 ***	0.052 ***	-0.062 ***	-0.090 ***	-0.069 ***	-0.087 ***	37
EU27	0.051 ***	0.048 ***	-0.062 ***	-0.086 ***	-0.062 ***	-0.080 ***	35
All	0.050 ***	0.046 ***	-0.062 ***	-0.086 ***	-0.059 ***	-0.077 ***	36

*The table reports, for each country, the percentage point difference between natives and individuals with mixed background, second-generation and first-generation immigrants aged 25-64, in the probability of having a high education (ISCED levels 5-8), overall (columns I, III and V), and when differences in age and gender are taken into account (columns II, IV and VI). The differences are computed as coefficients on three dummies (mixed, secgen and for) 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. Column VII reports the share of natives with high education. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "native" if both parents and the individual are native-born, "mixed" if native-born with one foreign-born parent, "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).*

Table B7: Employment gap between natives and individuals with mixed background, second-generation, first-generation immigrants

	Mixed		Second generation		First generation		
Country	**Baseline**	**Conditional (individual characteristics)**	**Baseline**	**Conditional (individual characteristics)**	**Baseline**	**Conditional (individual characteristics)**	**% employed natives**
Austria	-0.044 ***	-0.032 ***	-0.044 ***	-0.061 ***	-0.083 ***	-0.097 ***	81
Belgium	-0.010	-0.037 ***	-0.174 ***	-0.154 ***	-0.134 ***	-0.116 ***	80
Bulgaria	0.079	0.006	0.212 ***	0.191 ***	-0.099	-0.116 *	80
Croatia	0.009	-0.048 ***	0.014	0.001	-0.041 ***	0.005	74
Cyprus	-0.019	-0.049 **	0.076	0.091 *	-0.023 ***	-0.037 ***	82
Czech Rep.	-0.047 ***	-0.032 *	-0.160 ***	-0.095 **	-0.029 **	-0.015	85
Denmark	-0.002	-0.018	-0.074 ***	-0.053 **	-0.091 ***	-0.082 ***	82
Estonia	0.013	0.022	-0.331 ***	-0.300 ***	-0.074 ***	-0.078 ***	85
Finland	0.038	0.049	0.190 ***	0.202 ***	-0.092 ***	-0.074 ***	81
France	0.003	-0.020 **	-0.076 ***	-0.088 ***	-0.135 ***	-0.107 ***	79
Germany	-0.011 **	0.000	-0.041 ***	-0.036 ***	-0.132 ***	-0.112 ***	86
Greece	-0.111	-0.145 *	-0.165	-0.125	-0.092 ***	-0.068 ***	71
Hungary	-0.008	-0.008	-0.076 **	-0.066 **	0.010	-0.010	84
Iceland	-0.040	-0.034	0.066	0.089	-0.002	-0.004	86
Ireland	-0.003	-0.013	-0.062	-0.079 **	-0.005	-0.043 ***	81
Italy	0.051 ***	0.029 ***	-0.047 *	-0.013	-0.027 ***	-0.008 **	69
Latvia	-0.044 **	-0.047 **	-0.041 *	-0.027	-0.073 ***	-0.058 ***	81
Lithuania	-0.020	-0.037 **	-0.017	-0.016	-0.056 ***	-0.027	81
Luxembourg	0.011	-0.008	0.094 ***	0.010	0.070 ***	0.003	73
Malta	0.081 ***	0.045	-0.032	-0.165	0.063 ***	-0.016	80
Netherlands	-0.022 ***	-0.034 ***	-0.070 ***	-0.091 ***	-0.164 ***	-0.140 ***	87
Norway	0.007	-0.012	0.059 ***	0.027	-0.106 ***	-0.108 ***	84
Poland	-0.064 ***	0.038 **	-0.168 ***	0.004	0.017	-0.052 ***	80
Portugal	0.053 **	0.001	0.071 *	-0.003	0.000	-0.043 ***	81
Romania	0.136	0.071	-0.583 ***	-0.174	0.053	-0.039	72
Slovak Rep.	-0.076 ***	-0.108 ***	0.055	0.096 ***	0.003	-0.003	81
Slovenia	-0.091 ***	0.001	-0.071 ***	-0.022 *	-0.062 ***	0.010	82
Spain	-0.001	-0.037	0.051	0.036	-0.047 ***	-0.039 ***	74
Sweden	-0.031 ***	-0.028 ***	-0.020 **	-0.010	-0.119 ***	-0.095 ***	88
Switzerland	-0.015 **	-0.019 ***	-0.031 ***	-0.037 ***	-0.080 ***	-0.069 ***	88
EU14	0.001	-0.008 **	-0.052 ***	-0.054 ***	-0.094 ***	-0.082 ***	78
EU27	-0.004	-0.011 ***	-0.053 ***	-0.053 ***	-0.090 ***	-0.077 ***	79
All	-0.004	-0.011 ***	-0.052 ***	-0.052 ***	-0.090 ***	-0.077 ***	79

*The table reports, for each country, the percentage point difference between natives and individuals with mixed background, second-generation and first-generation immigrants aged 25-64, in the probability of employment, overall (columns I, III and V), and when differences in age, gender and education characteristics are taken into account (columns II, IV and VI). The differences are computed as coefficients on three dummies (mixed, secgen and for) 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. Column VII reports the share of natives that are employed. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "native" if both parents and the individual are native-born, "mixed" if native-born with one foreign-born parent, "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).*

Table B8: Employment gap between natives and individuals with mixed background, second-generation, first-generation immigrants; EU origin

Country	Mixed		Second generation		First generation		
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	% employed natives
Austria	-0.043 ***	-0.029 ***	-0.040 **	-0.028 *	-0.005	-0.051 ***	81
Belgium	-0.028 *	-0.042 ***	-0.179 ***	-0.111 ***	-0.115 ***	-0.065 ***	80
Bulgaria	0.185 ***	0.070 ***	0.000 ***	0.000 ***	0.203 ***	0.138 ***	80
Croatia	0.039 *	-0.004	-0.035	-0.081	0.009	-0.037	74
Cyprus	-0.032	-0.063 **	0.180 ***	0.331 ***	0.035 ***	0.012	82
Czech Rep.	-0.049 ***	-0.035 **	-0.188 ***	-0.129 ***	-0.054 ***	-0.033 *	85
Denmark	0.008	-0.005	0.058	0.047	-0.009	-0.037 ***	82
Estonia	0.021	0.032	-0.462 **	-0.458 *	-0.201 **	-0.228 **	85
Finland	0.043	0.049	0.190 ***	0.172 ***	0.003	0.005	81
France	0.004	-0.013	-0.018	0.003	-0.041 **	0.004	79
Germany	-0.014 ***	0.001	-0.019 **	-0.002	-0.027 ***	-0.013 ***	86
Greece	-0.134	-0.174 *	0.089	0.028	-0.106 **	-0.053	71
Hungary	-0.014	-0.011	-0.073 **	-0.063 *	0.044 ***	0.036 ***	84
Iceland	-0.045	-0.040	0.036	0.062	0.026	0.024	86
Ireland	-0.017	-0.028	-0.444 *	-0.468	0.055 ***	0.021	81
Italy	0.047 ***	0.029 ***	-0.068	-0.102 *	-0.024 ***	-0.021 ***	69
Latvia	-0.034	-0.034	-0.003	0.023	-0.065	-0.062	81
Lithuania	-0.025	-0.048 **	-0.047	-0.032	-0.173 **	-0.153 **	81
Luxembourg	-0.001	-0.015	0.092 ***	0.011	0.096 ***	0.036 ***	73
Malta	0.056	0.034	0.189 ***	-0.059 ***	0.068 ***	-0.015	80
Netherlands	-0.024 ***	-0.033 ***	-0.046	-0.052	-0.045 ***	-0.031 ***	87
Norway	0.009	-0.017	0.089 *	0.026	0.001	-0.031 *	84
Poland	-0.078 ***	0.016	-0.114 **	0.030	0.076 **	-0.010	80
Portugal	0.052 *	0.008	0.194 ***	0.208 ***	0.046 **	-0.020	81
Romania	0.201 ***	0.154 *	-0.515 ***	-0.097	0.250 ***	0.151 **	72
Slovak Rep.	-0.090 ***	-0.124 ***	0.058	0.100 ***	-0.006	-0.003	81
Slovenia	-0.085 ***	0.002	-0.005	0.029	-0.068 ***	0.005	82
Spain	0.005	-0.027	0.076	0.061	-0.027 *	-0.027 *	74
Sweden	-0.027 ***	-0.025 ***	-0.034 ***	-0.030 **	-0.033 **	-0.001	88
Switzerland	-0.016 **	-0.017 **	-0.022 **	-0.025 ***	-0.011 **	-0.016 ***	88
EU14	-0.002	-0.005	-0.021 ***	-0.005	-0.023 ***	-0.019 ***	78
EU27	-0.006	-0.007 **	-0.024 ***	-0.005	-0.021 ***	-0.017 ***	79
All	-0.006 *	-0.008 **	-0.023 ***	-0.007	-0.019 ***	-0.017 ***	79

*The table reports, for each country, the percentage point difference between natives and individuals with mixed background, second-generation and first-generation immigrants of EU origin aged 25-64, in the probability of employment, overall (columns I, III and V), and when differences in age, gender and education characteristics are taken into account (columns II, IV and VI). The differences are computed as coefficients on three dummies (mixed, secgen and for) 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. Column VII reports the share of natives that are employed. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "native" if both parents and the individual are native-born, "mixed" if native-born with one foreign-born parent, "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).*

Table B9: Employment gap between natives and individuals with mixed background, second-generation, first-generation immigrants; non-EU origin

Country	Mixed		Second generation		First generation		
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	% employed natives
Austria	-0.056 ***	-0.061 ***	-0.045 ***	-0.074 ***	-0.140 ***	-0.133 ***	81
Belgium	0.077 ***	-0.029 ***	-0.177 ***	-0.191 ***	-0.137 ***	-0.116 ***	80
Bulgaria	0.034 ***	-0.021 ***	0.212 ***	0.190 ***	-0.121 ***	-0.135 ***	80
Croatia	-0.026 ***	-0.098 ***	0.015	0.003	-0.050 ***	0.013 ***	74
Cyprus	0.011 ***	-0.022 ***	0.068	0.068	-0.050 ***	-0.060 ***	82
Czech Rep.	0.015 ***	0.043 ***	0.020	0.131 *	-0.009 ***	-0.001 ***	85
Denmark	-0.034 ***	-0.060 ***	-0.093 ***	-0.067 **	-0.123 ***	-0.099 ***	82
Estonia	-0.028 ***	-0.011 ***	-0.332 ***	-0.297 ***	-0.047 ***	-0.022 ***	85
Finland	0.014 ***	0.044 ***	0.190 ***	0.223 ***	-0.124 ***	-0.101 ***	81
France	0.004 ***	-0.043 ***	-0.100 ***	-0.129 ***	-0.157 ***	-0.134 ***	79
Germany	-0.004 ***	-0.010 ***	-0.061 ***	-0.066 ***	-0.181 ***	-0.162 ***	86
Greece	-0.048 ***	-0.066 ***	-0.171	-0.129	-0.089 ***	-0.071 ***	71
Hungary	0.044 ***	0.020 ***	-0.088	-0.084 *	-0.038 ***	-0.075 ***	84
Iceland	-0.019 ***	-0.008 ***	0.143 ***	0.157 ***	-0.043 ***	-0.046 ***	86
Ireland	0.065 ***	0.053 ***	-0.053	-0.071 *	-0.035 ***	-0.074 ***	81
Italy	0.059 ***	0.030 ***	-0.043	0.005	-0.028 ***	-0.003 ***	69
Latvia	-0.060 ***	-0.065 ***	-0.045 *	-0.032	-0.074 ***	-0.060 ***	81
Lithuania	-0.015 ***	-0.024 ***	-0.017	-0.016	-0.052 ***	-0.022 ***	81
Luxembourg	0.171 ***	0.062 ***	0.103 **	-0.018	0.008 ***	-0.081 ***	73
Malta	0.106 ***	0.055 ***	-0.090	-0.194	0.061 ***	-0.016 ***	80
Netherlands	-0.016 ***	-0.034 ***	-0.072 ***	-0.093 ***	-0.206 ***	-0.179 ***	87
Norway	0.001 ***	0.001 ***	0.053 **	0.026	-0.169 ***	-0.154 ***	84
Poland	-0.034 ***	0.086 ***	-0.182 ***	-0.002	0.012 ***	-0.056 ***	80
Portugal	0.054 ***	-0.006 ***	0.064	-0.016	-0.011 ***	-0.049 ***	81
Romania	-0.154 ***	-0.300 ***	-0.720 ***	-0.331 ***	0.024 ***	-0.067 ***	72
Slovak Rep.	0.121 ***	0.119 ***	-0.206	-0.189	0.021 ***	-0.003 ***	81
Slovenia	-0.119 ***	0.000 ***	-0.089 ***	-0.036 **	-0.060 ***	0.011 ***	82
Spain	-0.016 ***	-0.059 ***	0.044	0.029	-0.053 ***	-0.043 ***	74
Sweden	-0.055 ***	-0.040 ***	-0.005	0.014	-0.034 ***	-0.030 ***	88
Switzerland	-0.006 ***	-0.037 ***	-0.056 ***	-0.073 ***	-0.160 ***	-0.140 ***	88
EU14	0.009	-0.023 ***	-0.070 ***	-0.081 ***	-0.117 ***	-0.102 ***	78
EU27	0.002	-0.026 ***	-0.069 ***	-0.078 ***	-0.111 ***	-0.096 ***	79
All	0.002	-0.026 ***	-0.068 ***	-0.076 ***	-0.114 ***	-0.098 ***	79

*The table reports, for each country, the percentage point difference between natives and individuals with mixed background, second-generation and first-generation immigrants of non-EU origin aged 25-64, in the probability of employment, overall (columns I, III and V), and when differences in age, gender and education characteristics are taken into account (columns II, IV and VI). The differences are computed as coefficients on three dummies (mixed, secgen and for) 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. Column VII reports the share of natives that are employed. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "native" if both parents and the individual are native-born, "mixed" if native-born with one foreign-born parent, "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).*

Table B10: Differences in the probability of having an elementary occupation between natives and individuals with mixed background, second-generation, first-generation immigrants

Country	Mixed		Second generation		First generation		% elementary occupation natives
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	
Austria	-0.009 **	-0.004	0.025 ***	0.011 *	0.134 ***	0.106 ***	5
Belgium	-0.002	-0.002	0.043 **	0.008	0.119 ***	0.090 ***	6
Bulgaria	0.069	0.122	-0.103 ***	-0.093 ***	-0.093 ***	-0.055 **	12
Croatia	-0.027 ***	-0.009	-0.026 **	-0.022 *	0.032 ***	0.010	8
Cyprus	-0.010	0.006	0.309 ***	0.275 ***	0.202 ***	0.157 ***	7
Czech Rep.	0.040 ***	0.033 **	0.038	0.018	0.048 ***	0.042 ***	5
Denmark	-0.001	0.012	0.032	0.022	0.125 ***	0.114 ***	7
Estonia	-0.007	-0.023	0.063	0.056	0.069 ***	0.074 ***	6
Finland	0.008	0.005	-0.040 ***	-0.049 ***	0.091 ***	0.080 ***	4
France	-0.015 **	-0.011	0.002	-0.009	0.090 ***	0.057 ***	7
Germany	-0.008 ***	-0.008 ***	0.013 ***	0.003	0.137 ***	0.101 ***	4
Greece	0.068	0.087	-0.046 ***	-0.053 ***	0.183 ***	0.153 ***	5
Hungary	-0.048 ***	-0.018 **	-0.070 ***	-0.032 ***	0.013	0.014 *	9
Iceland	-0.006	-0.010	-0.023 ***	-0.012	0.142 ***	0.140 ***	2
Ireland	-0.040 ***	-0.026 ***	-0.029 ***	-0.018 *	0.040 ***	0.044 ***	5
Italy	-0.010	0.007	0.002	0.010	0.188 ***	0.159 ***	8
Latvia	0.030 *	0.024	0.036 *	0.022	0.074 ***	0.069 ***	10
Lithuania	-0.052 ***	-0.036 ***	0.024	0.028	0.010	-0.002	10
Luxembourg	0.000	-0.002	0.002	-0.005	0.071 ***	0.068 ***	3
Malta	0.016	0.019	-0.083 ***	-0.017	0.040 ***	0.067 ***	7
Netherlands	0.004	0.008 **	0.006	0.004	0.080 ***	0.058 ***	3
Norway	-0.009 **	-0.007	-0.019 ***	-0.014 ***	0.068 ***	0.061 ***	2
Poland	-0.003	-0.012	0.040 *	0.018	0.062 ***	0.083 ***	4
Portugal	-0.039 ***	-0.003	-0.013	0.014	0.056 ***	0.078 ***	8
Romania	0.064	0.073	-0.100 ***	0.006	-0.002	0.008	10
Slovak Rep.	-0.006	-0.007	0.047	0.034	0.005	0.008	6
Slovenia	0.020 ***	0.000	0.035 ***	0.005	0.178 ***	0.116 ***	8
Spain	-0.017	-0.002	0.003	0.012	0.155 ***	0.120 ***	8
Sweden	-0.004 **	-0.005 **	-0.001	-0.004	0.068 ***	0.052 ***	2
Switzerland	-0.005	-0.003	-0.004	-0.011 ***	0.082 ***	0.042 ***	3
EU14	-0.007 ***	0.000	0.012 ***	0.003	0.129 ***	0.103 ***	6
EU27	-0.006 ***	0.000	0.012 ***	0.002	0.125 ***	0.098 ***	6
All	-0.006 ***	0.001	0.011 ***	0.002	0.123 ***	0.096 ***	6

*The table reports, for each country, the percentage point difference between natives and individuals with mixed background, second-generation and first-generation immigrants aged 25-64, in the probability of being employed as elementary workers, overall (columns I, III and V), and when differences in age, gender and education characteristics are taken into account (columns II, IV and VI). The differences are computed as coefficients on three dummies (mixed, secgen and for) 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. Column VII reports the share of natives employed as elementary workers. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "native" if both parents and the individual are native-born, "mixed" if native-born with one foreign-born parent, "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).*

Table B11: Differences in the probability of having an elementary occupation between natives and individuals with mixed background, second-generation, first-generation immigrants; EU origin

Country	Mixed		Second generation		First generation		% elementary occupation natives
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	
Austria	-0.012 ***	-0.006 *	-0.006	0.005	0.091 ***	0.088 ***	5
Belgium	0.006	0.000	0.047 **	0.015	0.031	0.008	6
Bulgaria	-0.124 ***	-0.032 ***	0.000 ***	0.000 ***	-0.124 ***	-0.051 **	12
Croatia	-0.018	0.002	-0.073 ***	-0.011	-0.028	-0.025	8
Cyprus	-0.010	0.016	-0.068 ***	-0.031 ***	0.075 ***	0.045 ***	7
Czech Rep.	0.041 ***	0.034 **	0.055	0.031	0.017	0.015	5
Denmark	-0.001	0.010	0.150 *	0.152	0.080 ***	0.093 ***	7
Estonia	0.020	0.003	-0.051 ***	-0.074 ***	0.303 ***	0.313 ***	6
Finland	0.019	0.015	-0.040 ***	-0.050 ***	0.015	0.007	4
France	-0.016 **	-0.014 **	-0.014	-0.030 **	0.090 ***	0.053 ***	7
Germany	-0.007 ***	-0.008 ***	0.007	-0.002	0.133 ***	0.100 ***	4
Greece	0.058	0.090	-0.053 ***	-0.029	0.057 *	0.041	5
Hungary	-0.047 ***	-0.016 *	-0.073 ***	-0.037 ***	0.001	-0.003	9
Iceland	-0.002	-0.004	-0.023 ***	-0.018 *	0.135 ***	0.131 ***	2
Ireland	-0.040 ***	-0.028 ***	0.641 **	0.629 **	0.083 ***	0.072 ***	5
Italy	-0.008	0.006	-0.021	0.004	0.137 ***	0.124 ***	8
Latvia	0.030	0.021	0.091	0.060	-0.007	0.009	10
Lithuania	-0.067 ***	-0.045 ***	-0.075 ***	-0.063 **	0.018	0.023	10
Luxembourg	-0.001	-0.003	0.006	-0.004	0.063 ***	0.062 ***	3
Malta	0.037	0.030	-0.086 ***	0.019	-0.042 ***	-0.003	7
Netherlands	0.005	0.008	0.025	0.024	0.075 ***	0.045 ***	3
Norway	-0.008	-0.004	-0.020 ***	-0.008	0.058 ***	0.055 ***	2
Poland	0.005	-0.006	0.120 *	0.114 *	-0.030 **	-0.003	4
Portugal	-0.045 ***	-0.013	-0.080 ***	-0.023	-0.028 **	-0.003	8
Romania	0.044	0.048	-0.100 ***	0.005	-0.098 ***	-0.097 *	10
Slovak Rep.	-0.001	-0.004	0.048	0.034	-0.009	-0.006	6
Slovenia	0.016 **	-0.003	0.014	-0.015	0.054 ***	0.036 **	8
Spain	-0.027 **	-0.014	0.000	0.008	0.085 ***	0.058 ***	8
Sweden	-0.003	-0.003	-0.003	-0.004	0.015 **	0.012	2
Switzerland	-0.006	-0.005	-0.009 **	-0.017 ***	0.047 ***	0.024 ***	3
EU14	-0.007 ***	-0.002	0.005	-0.003	0.106 ***	0.084 ***	6
EU27	-0.006 ***	-0.001	0.005	-0.003	0.100 ***	0.078 ***	6
All	-0.006 ***	-0.001	0.004	-0.003	0.095 ***	0.074 ***	6

*The table reports, for each country, the percentage point difference between natives and individuals with mixed background, second-generation and first-generation immigrants of EU origin aged 25-64, in the probability of being employed as elementary workers, overall (columns I, III and V), and when differences in age, gender and education characteristics are taken into account (columns II, IV and VI). The differences are computed as coefficients on three dummies (mixed, secgen and for) 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. Column VII reports the share of natives employed as elementary workers. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "native" if both parents and the individual are native-born, "mixed" if native-born with one foreign-born parent, "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).*

Table B12: Differences in the probability of having an elementary occupation between natives and individuals with mixed background, second-generation, first-generation immigrants; non-EU origin

Country	Mixed		Second generation		First generation		% elementary occupation natives
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	
Austria	0.018	0.019	0.035 ***	0.014 *	0.170 ***	0.122 ***	5
Belgium	-0.044 ***	-0.015	0.043 *	0.012	0.044 **	0.028	6
Bulgaria	0.168	0.201	-0.103 ***	-0.093 ***	-0.090 ***	-0.056 **	12
Croatia	-0.038 ***	-0.022 *	-0.026 **	-0.022 *	0.044 ***	0.017	8
Cyprus	-0.012	-0.006	0.345 ***	0.311 ***	0.265 ***	0.214 ***	7
Czech Rep.	0.003	0.011	-0.047 ***	-0.049 **	0.070 ***	0.060 ***	5
Denmark	0.003	0.018	0.013	0.001	0.149 ***	0.126 ***	7
Estonia	-0.056 ***	-0.082 ***	0.073	0.070	0.063 **	0.056 *	6
Finland	-0.043 ***	-0.039 ***	-0.040 ***	-0.048 ***	0.121 ***	0.111 ***	4
France	-0.009	0.000	0.010	0.002	0.090 ***	0.058 ***	7
Germany	-0.014 *	-0.005	0.019 ***	0.006	0.139 ***	0.101 ***	4
Greece	0.095	0.083	-0.046 ***	-0.054 ***	0.216 ***	0.183 ***	5
Hungary	-0.060 ***	-0.031 *	-0.052 ***	-0.009	0.029 **	0.039 ***	9
Iceland	-0.022 ***	-0.035 ***	-0.022 ***	0.001	0.155 ***	0.155 ***	2
Ireland	-0.041 ***	-0.022 **	-0.036 ***	-0.025 ***	0.019 **	0.032 ***	5
Italy	-0.013	0.011	0.006	0.012	0.207 ***	0.173 ***	8
Latvia	0.030	0.028	0.031	0.019	0.077 ***	0.072 ***	10
Lithuania	-0.032	-0.023	0.029	0.033	0.010	-0.002	10
Luxembourg	0.013	0.020	-0.018	-0.009	0.094 ***	0.084 ***	3
Malta	-0.004	0.010	-0.083 ***	-0.032	0.072 ***	0.094 ***	7
Netherlands	0.002	0.009	0.004	0.002	0.079 ***	0.060 ***	3
Norway	-0.014 ***	-0.016 ***	-0.019 ***	-0.016 ***	0.075 ***	0.065 ***	2
Poland	-0.019 **	-0.023 ***	0.015	-0.011	0.071 ***	0.091 ***	4
Portugal	-0.033	0.007	-0.009	0.017	0.078 ***	0.099 ***	8
Romania	0.210	0.254	0.000 ***	0.000 ***	0.016	0.028	10
Slovak Rep.	-0.060 ***	-0.038 ***	-0.060 ***	-0.023 ***	0.033	0.033	6
Slovenia	0.039 **	0.015	0.041 ***	0.012	0.201 ***	0.132 ***	8
Spain	0.008	0.030	0.005	0.015	0.176 ***	0.139 ***	8
Sweden	-0.011 ***	-0.013 ***	0.001	-0.004	0.025 ***	0.019 ***	2
Switzerland	0.000	0.007	0.008	0.004	0.130 ***	0.071 ***	3
EU14	-0.006	0.007	0.016 ***	0.006	0.141 ***	0.112 ***	6
EU27	-0.006	0.006	0.016 ***	0.005	0.137 ***	0.108 ***	6
All	-0.006	0.006	0.015 ***	0.005	0.136 ***	0.106 ***	6

*The table reports, for each country, the percentage point difference between natives and individuals with mixed background, second-generation and first-generation immigrants of non-EU origin aged 25-64, in the probability of being employed as elementary workers, overall (columns I, III and V), and when differences in age, gender and education characteristics are taken into account (columns II, IV and VI). The differences are computed as coefficients on three dummies (mixed, secgen and for) 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. Column VII reports the share of natives employed as elementary workers. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "native" if both parents and the individual are native-born, "mixed" if native-born with one foreign-born parent, "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).*

Table B13: Differences in the probability of having a high skill occupation between natives and individuals with mixed background, second-generation, first-generation immigrants

Country	Mixed		Second generation		First generation		% high skill occupation natives
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	
Austria	0.088 ***	0.054 ***	-0.065 ***	-0.030 ***	-0.160 ***	-0.133 ***	51
Belgium	-0.006	-0.003	-0.097 ***	0.011	-0.137 ***	-0.080 ***	54
Bulgaria	0.268	0.090	0.126	0.337	0.058	-0.078	34
Croatia	0.068 ***	0.028	0.002	0.027	-0.035 **	-0.012	42
Cyprus	0.182 ***	0.124 ***	-0.295 ***	-0.247 ***	-0.139 ***	-0.057 ***	47
Czech Rep.	-0.026	-0.005	-0.144 ***	-0.062	-0.108 ***	-0.146 ***	42
Denmark	0.101 ***	0.036 **	-0.017	-0.020	-0.115 ***	-0.119 ***	56
Estonia	-0.059	0.057	-0.124	-0.151 **	-0.120 ***	-0.179 ***	51
Finland	0.097 *	0.100 **	0.172	0.231 **	-0.109 ***	-0.051 ***	54
France	0.056 ***	0.036 ***	-0.017	0.016	-0.136 ***	-0.087 ***	53
Germany	0.054 ***	0.034 ***	-0.055 ***	-0.026 ***	-0.165 ***	-0.108 ***	52
Greece	0.157	0.090	0.032	0.044	-0.144 ***	-0.021	34
Hungary	0.116 ***	0.039 *	0.080 *	0.008	0.029 **	-0.027 **	39
Iceland	-0.039	-0.002	0.161	0.058	-0.227 ***	-0.206 ***	63
Ireland	0.053	-0.008	0.042	0.004	-0.010	-0.043 ***	55
Italy	0.031 **	0.009	-0.002	0.013	-0.271 ***	-0.163 ***	42
Latvia	-0.034	-0.012	-0.108 ***	-0.050 **	-0.113 ***	-0.100 ***	49
Lithuania	0.113 ***	0.052 **	-0.007	-0.020	-0.045 *	-0.023	48
Luxembourg	-0.024	-0.001	-0.103 ***	-0.051 **	-0.027	-0.067 ***	69
Malta	-0.036	-0.040	0.165	-0.034	-0.037 *	-0.099 ***	48
Netherlands	0.035 ***	0.010	-0.043 ***	-0.022 **	-0.128 ***	-0.076 ***	62
Norway	0.042	0.019	-0.009	0.018	-0.214 ***	-0.179 ***	62
Poland	0.032	0.032	-0.065 *	0.003	-0.070 ***	-0.143 ***	45
Portugal	0.155 ***	0.014	0.056	0.006	-0.017	-0.091 ***	39
Romania	0.243 *	0.153 *	0.719 ***	0.154 ***	0.205 ***	0.107	28
Slovak Rep.	0.039	0.068 **	-0.051	0.015	0.058 *	-0.004	39
Slovenia	-0.035 ***	-0.005	-0.118 ***	-0.041 ***	-0.296 ***	-0.119 ***	48
Spain	0.074 **	0.024	-0.041	-0.058	-0.194 ***	-0.088 ***	41
Sweden	0.006	-0.002	0.015	0.029 ***	-0.154 ***	-0.146 ***	67
Switzerland	0.063 ***	0.045 ***	-0.014	0.015	-0.072 ***	-0.041 ***	56
EU14	0.049 ***	0.021 ***	-0.043 ***	-0.007	-0.167 ***	-0.105 ***	49
EU27	0.047 ***	0.020 ***	-0.043 ***	-0.006	-0.162 ***	-0.103 ***	47
All	0.047 ***	0.020 ***	-0.043 ***	-0.006	-0.160 ***	-0.102 ***	47

*The table reports, for each country, the percentage point difference between natives and individuals with mixed background, second-generation and first-generation immigrants aged 25-64, in the probability of being employed in a high skill occupation, overall (columns I, III and V), and when differences in age, gender and education characteristics are taken into account (columns II, IV and VI). The differences are computed as coefficients on three dummies (mixed, secgen and for) 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. Column VII reports the share of natives employed in a high skill occupation. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "native" if both parents and the individual are native-born, "mixed" if native-born with one foreign-born parent, "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).*

Table B14: Differences in the probability of having a high skill occupation between natives and individuals with mixed background, second-generation, first-generation immigrants; EU origin

Country	Mixed		Second generation		First generation		
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	% high skill occupation natives
Austria	0.086 ***	0.050 ***	0.089 ***	0.041 **	-0.080 ***	-0.099 ***	51
Belgium	-0.027	-0.010	-0.113 ***	-0.022	-0.087 ***	-0.014	54
Bulgaria	0.672 ***	0.236 ***	0.000 ***	0.000 ***	0.658 ***	0.460 ***	34
Croatia	0.069 **	0.008	0.174	-0.253	0.074 *	0.039	42
Cyprus	0.192 ***	0.104 ***	0.526 ***	0.283 ***	-0.126 ***	-0.045 ***	47
Czech Rep.	-0.032	-0.008	-0.184 ***	-0.079	0.006	-0.051 ***	42
Denmark	0.098 ***	0.036 **	-0.081	-0.111	-0.032 *	-0.092 ***	56
Estonia	-0.047	0.085	-0.549 ***	-0.543 ***	-0.123	-0.177 *	51
Finland	0.086	0.100 *	0.081	0.145	-0.024	0.023	54
France	0.052 ***	0.039 ***	-0.018	0.036	-0.122 ***	-0.064 ***	53
Germany	0.048 ***	0.033 ***	-0.027 **	-0.009	-0.172 ***	-0.118 ***	52
Greece	0.270 **	0.138	0.656 ***	0.695 ***	0.079	0.133	34
Hungary	0.117 ***	0.036	0.101 **	0.032	0.029 *	0.000	39
Iceland	-0.081	-0.058	0.071	-0.006	-0.230 ***	-0.203 ***	63
Ireland	0.054	0.002	-0.223	-0.083	-0.135 ***	-0.098 ***	55
Italy	0.012	0.001	0.098	0.013	-0.240 ***	-0.164 ***	42
Latvia	-0.056 *	-0.026	-0.202 **	-0.097 *	0.020	-0.029	49
Lithuania	0.110 ***	0.041	0.065	0.051	0.004	-0.023	48
Luxembourg	-0.022	0.002	-0.108 ***	-0.054 **	-0.005	-0.055 ***	69
Malta	-0.027	0.004	0.528 ***	0.119 ***	0.144 ***	0.047	48
Netherlands	0.030 **	0.012	0.071	0.047	-0.093 ***	-0.029 **	62
Norway	0.037	0.010	-0.075	-0.149	-0.228 ***	-0.180 ***	62
Poland	0.055 **	0.064 ***	0.116	0.091	0.291 ***	0.195 ***	45
Portugal	0.082 *	-0.047	0.507 ***	0.143 **	0.072 **	-0.005	39
Romania	0.315 **	0.222 **	0.719 ***	0.154 ***	0.256 *	0.108 *	28
Slovak Rep.	0.006	0.051 *	-0.048	0.022	0.083 **	0.035	39
Slovenia	-0.037 ***	-0.010	-0.077 **	0.002	-0.088 ***	-0.033 *	48
Spain	0.056	0.014	-0.059	-0.064	-0.160 ***	-0.070 ***	41
Sweden	0.008	-0.003	-0.032 **	-0.012	-0.096 ***	-0.063 ***	67
Switzerland	0.060 ***	0.046 ***	-0.016	0.012	0.006	-0.009	56
EU14	0.042 ***	0.019 ***	-0.028 ***	-0.002	-0.150 ***	-0.095 ***	49
EU27	0.041 ***	0.017 ***	-0.028 ***	-0.001	-0.140 ***	-0.089 ***	47
All	0.040 ***	0.018 ***	-0.030 ***	-0.002	-0.130 ***	-0.086 ***	47

*The table reports, for each country, the percentage point difference between natives and individuals with mixed background, second-generation and first-generation immigrants of EU origin aged 25-64, in the probability of being employed in a high skill occupation, overall (columns I, III and V), and when differences in age, gender and education characteristics are taken into account (columns II, IV and VI). The differences are computed as coefficients on three dummies (mixed, secgen and for) 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. Column VII reports the share of natives employed in a high skill occupation. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "native" if both parents and the individual are native-born, "mixed" if native-born with one foreign-born parent, "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).*

Table B15: Differences in the probability of having a high skill occupation between natives and individuals with mixed background, second-generation, first-generation immigrants; non-EU origin

Country	Mixed		Second generation		First generation		
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	% high skill occupation natives
Austria	0.099 ***	0.098 ***	-0.117 ***	-0.055 ***	-0.229 ***	-0.164 ***	51
Belgium	0.112 **	0.029	-0.089 ***	0.034	-0.108 ***	-0.061 **	54
Bulgaria	0.061	0.015	0.126	0.337	-0.006	-0.135 **	34
Croatia	0.068 **	0.053 **	0.000	0.031	-0.057 ***	-0.023 *	42
Cyprus	0.161 ***	0.166 ***	-0.373 ***	-0.298 ***	-0.145 ***	-0.064 ***	47
Czech Rep.	0.118	0.061	0.059	0.026	-0.188 ***	-0.213 ***	42
Denmark	0.110 ***	0.035	-0.008	-0.005	-0.157 ***	-0.134 ***	56
Estonia	-0.169	-0.070	-0.133	-0.160 **	-0.187 ***	-0.178 ***	51
Finland	0.145	0.097	0.241	0.295 *	-0.144 ***	-0.084 ***	54
France	0.065 **	0.031	-0.018	0.006	-0.138 ***	-0.092 ***	53
Germany	0.086 ***	0.036 *	-0.081 ***	-0.041 ***	-0.162 ***	-0.103 ***	52
Greece	-0.134	-0.034	0.013	0.024	-0.204 ***	-0.062 ***	34
Hungary	0.102	0.068	-0.024	-0.113	0.026	-0.070 ***	39
Iceland	0.148 *	0.247 ***	0.367 ***	0.204 ***	-0.222 ***	-0.214 ***	63
Ireland	0.057	-0.037	0.045	0.005	0.053 ***	-0.020	55
Italy	0.069 ***	0.025	-0.021	0.013	-0.283 ***	-0.163 ***	42
Latvia	-0.006	0.007	-0.101 ***	-0.046 *	-0.121 ***	-0.112 ***	49
Lithuania	0.115 ***	0.067 **	-0.011	-0.024	-0.030	-0.007	48
Luxembourg	-0.039	-0.043	-0.070	-0.039	-0.085 ***	-0.100 ***	69
Malta	-0.044	-0.084	0.032	-0.089	-0.108 ***	-0.155 ***	48
Netherlands	0.047 ***	0.007	-0.050 ***	-0.026 **	-0.141 ***	-0.091 ***	62
Norway	0.059	0.049	0.006	0.056	-0.204 ***	-0.178 ***	62
Poland	-0.017	-0.035	-0.119 ***	-0.023	-0.103 ***	-0.174 ***	45
Portugal	0.224 ***	0.070 *	0.026	-0.003	-0.041 ***	-0.114 ***	39
Romania	-0.285 ***	-0.348 *	0.000 ***	0.000 ***	0.195 ***	0.106	28
Slovak Rep.	0.400 ***	0.259 ***	-0.387 ***	-0.781 ***	0.012	-0.074	39
Slovenia	-0.029	0.023	-0.130 ***	-0.053 ***	-0.335 ***	-0.136 ***	48
Spain	0.117 **	0.048	-0.035	-0.056	-0.205 ***	-0.094 ***	41
Sweden	-0.004	0.010	0.064 ***	0.083 ***	-0.052 ***	-0.006	67
Switzerland	0.089 ***	0.032	-0.011	0.019	-0.173 ***	-0.086 ***	56
EU14	0.075 ***	0.028 ***	-0.052 ***	-0.010	-0.175 ***	-0.105 ***	49
EU27	0.070 ***	0.026 ***	-0.053 ***	-0.009	-0.171 ***	-0.105 ***	47
All	0.070 ***	0.026 ***	-0.052 ***	-0.008	-0.172 ***	-0.106 ***	47

*The table reports, for each country, the percentage point difference between natives and individuals with mixed background, second-generation and first-generation immigrants of non-EU origin aged 25-64, in the probability of being employed in a high skill occupation, overall (columns I, III and V), and when differences in age, gender and education characteristics are taken into account (columns II, IV and VI). The differences are computed as coefficients on three dummies (mixed, secgen and for) 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. Column VII reports the share of natives employed in a high skill occupation. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "native" if both parents and the individual are native-born, "mixed" if native-born with one foreign-born parent, "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).*

Table B16: Differences in the probability of being NEET between natives and individuals with mixed background, second-generation, first-generation immigrants

Country	Mixed		Second generation		First generation		
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	% NEET natives
Austria	0.035 ***	0.030 ***	0.058 ***	0.046 ***	0.086 ***	0.063 ***	7
Belgium	0.000	-0.004	0.054 ***	0.041 **	0.068 ***	0.023 *	8
Bulgaria	0.024	0.051	-0.143 ***	-0.092 ***	-0.137 ***	-0.121 ***	13
Croatia	-0.005	-0.002	0.054 *	0.052 *	0.040	0.024	12
Cyprus	0.007	0.026 *	-0.046 ***	-0.010	0.072 ***	0.021	12
Czech Rep.	0.004	0.006	-0.030	-0.018	0.015	-0.010	10
Denmark	0.009	0.015	0.012	0.012	0.031 ***	0.023 **	8
Estonia	0.053	0.063	-0.091 ***	-0.126 ***	0.017	0.034	9
Finland	0.028	0.042	-0.079 ***	-0.059 **	-0.001	-0.041	11
France	-0.005	-0.006	0.039 ***	0.037 ***	0.082 ***	0.050 ***	11
Germany	0.013 **	0.012 *	0.031 ***	0.024 ***	0.127 ***	0.099 ***	6
Greece	-0.002	0.000	-0.022	-0.005	0.256 ***	0.194 **	13
Hungary	-0.046 ***	-0.019	-0.031	-0.004	0.004	0.000	11
Iceland	0.012	0.010	0.031	0.016	0.035	0.017	7
Ireland	-0.007	-0.004	0.032	0.040	0.066 ***	0.059 ***	6
Italy	-0.016 **	0.003	-0.005	0.025 ***	0.109 ***	0.043 ***	15
Latvia	0.034	0.015	0.041	-0.036	0.017	0.004	9
Lithuania	-0.073 ***	-0.069 ***	-0.060 *	-0.024	-0.025	0.009	14
Luxembourg	0.005	0.002	0.005	0.009	-0.013	-0.016	8
Malta	0.006	0.006	-0.075 ***	-0.104 ***	0.034	0.019	7
Netherlands	0.012 **	0.012 **	0.042 ***	0.033 ***	0.062 ***	0.040 ***	4
Norway	0.032 **	0.031 **	0.010	0.010	0.041 ***	0.023 *	6
Poland	-0.052 *	-0.023	-0.054	-0.028	0.024	0.026	9
Portugal	-0.014	-0.001	-0.039 *	-0.018	0.040 **	0.023	9
Romania	-0.120 ***	-0.134 **	-0.194 ***	-0.135 ***	-0.066	-0.062	19
Slovak Rep.	-0.043	-0.026	-0.113 ***	-0.140 ***	-0.083 ***	-0.081 ***	11
Slovenia	0.032 *	0.027	0.025	0.013	0.057 ***	0.041 ***	7
Spain	-0.018	-0.004	-0.028 *	-0.009	0.102 ***	0.043 ***	10
Sweden	0.006	0.005	0.009	0.013 *	0.032 ***	0.010 *	5
Switzerland	0.023 ***	0.022 ***	0.045 ***	0.042 ***	0.052 ***	0.042 ***	5
EU14	0.000	0.004	0.022 ***	0.022 ***	0.095 ***	0.058 ***	10
EU27	-0.001	0.003	0.021 ***	0.020 ***	0.091 ***	0.053 ***	10
All	0.000	0.005	0.022 ***	0.021 ***	0.089 ***	0.052 ***	10

*The table reports, for each country, the percentage point difference between natives and individuals with mixed background, second-generation and first-generation immigrants aged 15-29, in the probability of being NEET, overall (columns I, III and V), and when differences in age, gender and education characteristics are taken into account (columns II, IV and VI). The differences are computed as coefficients on three dummies (mixed, secgen and for) 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. Column VII reports the share of NEET in the native population. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "native" if both parents and the individual are native-born, "mixed" if native-born with one foreign-born parent, "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).*

Table B17: Differences in the probability of being NEET between natives and individuals with mixed background, second-generation, first-generation immigrants; EU origin

Country	Mixed		Second generation		First generation		
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	% NEET natives
Austria	0.032 ***	0.025 ***	0.050 ***	0.047 ***	0.052 ***	0.037 ***	7
Belgium	0.005	-0.005	0.082 **	0.071 *	0.046 **	0.016	8
Bulgaria	0.095	0.135	0.000 ***	0.000 ***	-0.143 ***	-0.128 ***	13
Croatia	-0.010	-0.008	0.091	0.105	0.050	0.037	12
Cyprus	0.000	0.016	-0.005	0.057	0.044 **	-0.019	12
Czech Rep.	0.009	0.012	0.011	0.027	0.011	-0.022	10
Denmark	-0.005	0.000	0.101	0.111 *	0.010	0.018	8
Estonia	-0.107 ***	-0.104 ***	0.000 ***	0.000 ***	0.002	-0.002	9
Finland	0.027	0.037	-0.104 ***	-0.067 ***	-0.047	-0.076 *	11
France	0.000	0.001	-0.046	-0.057	0.003	-0.008	11
Germany	0.012 *	0.011	0.017	0.014	0.056 ***	0.031 ***	6
Greece	-0.005	-0.012	0.010	0.032	-0.069	-0.076	13
Hungary	-0.057 ***	-0.031 **	-0.033	-0.012	0.026	0.021	11
Iceland	-0.020	-0.026	-0.061 ***	-0.061 ***	0.049	0.023	7
Ireland	-0.001	0.003	-0.060 ***	-0.021	0.052 *	0.035	6
Italy	-0.020 **	-0.003	-0.032 *	0.018	0.091 ***	0.038 ***	15
Latvia	0.059	0.037	-0.056 ***	0.050 *	-0.072 ***	-0.072	9
Lithuania	-0.092 ***	-0.082 ***	-0.131 ***	-0.032 *	-0.103 ***	-0.080 **	14
Luxembourg	-0.001	-0.003	0.010	0.014	-0.045 **	-0.048 **	8
Malta	0.011	0.008	0.000 ***	0.000 ***	-0.009	-0.014	7
Netherlands	0.008	0.009	0.050	0.044	0.019 **	0.004	4
Norway	0.048 **	0.045 **	0.153	0.166	0.026	0.031	6
Poland	-0.037	-0.005	0.000 ***	0.000 ***	-0.087 ***	-0.038 ***	9
Portugal	-0.019	-0.005	-0.096 ***	-0.077 ***	-0.010	-0.017	9
Romania	-0.105 **	-0.150 **	0.000 ***	0.000 ***	-0.125 ***	-0.093	19
Slovak Rep.	-0.047	-0.034	-0.113 ***	-0.139 ***	-0.114 ***	-0.111 ***	11
Slovenia	0.023	0.021	-0.007	-0.025	0.044	0.030	7
Spain	-0.021	-0.012	0.000	0.033	0.137 ***	0.078 **	10
Sweden	0.008	0.006	0.012	0.018	0.008	-0.006	5
Switzerland	0.023 **	0.022 **	0.025 **	0.023 *	0.014 *	0.014 *	5
EU14	0.000	0.003	0.006	0.011	0.053 ***	0.024 ***	10
EU27	0.000	0.002	0.006	0.011	0.049 ***	0.020 ***	10
All	0.001	0.004	0.008	0.012	0.046 ***	0.019 ***	10

*The table reports, for each country, the percentage point difference between natives and individuals with mixed background, second-generation and first-generation immigrants of EU origin aged 15-29, in the probability of being NEET, overall (columns I, III and V), and when differences in age, gender and education characteristics are taken into account (columns II, IV and VI). The differences are computed as coefficients on three dummies (mixed, secgen and for) 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. Column VII reports the share of NEET in the native population. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "native" if both parents and the individual are native-born, "mixed" if native-born with one foreign-born parent, "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).*

Table B18: Differences in the probability of being NEET between natives and individuals with mixed background, second-generation, first-generation immigrants; non-EU origin

Country	Mixed		Second generation		First generation		
	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	Baseline	Conditional (individual characteristics)	% NEET natives
Austria	0.045 **	0.043 **	0.060 ***	0.047 ***	0.115 ***	0.087 ***	7
Belgium	-0.019	-0.006	0.048 **	0.035 *	0.084 ***	0.032 *	8
Bulgaria	-0.142 ***	-0.142 ***	-0.143 ***	-0.092 ***	0.132 ***	-0.115 ***	13
Croatia	0.007	0.012	0.052	0.049	0.034	0.016	12
Cyprus	0.013	0.033 *	-0.051 ***	-0.021	0.082 ***	0.031 *	12
Czech Rep.	-0.053	-0.056	-0.046	-0.035	0.018	-0.004	10
Denmark	0.044	0.050 *	0.005	0.003	0.042 ***	0.026 *	8
Estonia	0.228	0.243	-0.091 ***	-0.125 ***	0.020	0.042	9
Finland	0.028	0.063	-0.074 **	-0.056	0.013	-0.037	11
France	-0.017	-0.020	0.046 ***	0.045 ***	0.101 ***	0.063 ***	11
Germany	0.013	0.012	0.035 ***	0.026 ***	0.152 ***	0.122 ***	6
Greece	0.007	0.028	-0.023	-0.009	0.369 ***	0.286 ***	13
Hungary	0.041	0.064	-0.027	0.016	0.015	-0.018	11
Iceland	0.121 *	0.128 *	0.072	0.050	0.017	0.006	7
Ireland	-0.037 *	-0.043 ***	0.040	0.046 *	0.073 ***	0.069 ***	6
Italy	-0.009	0.011	0.002	0.026 ***	0.114 ***	0.043 ***	15
Latvia	0.007	-0.006	0.045	-0.038	0.021	0.012	9
Lithuania	-0.053 *	-0.057 *	-0.059	-0.024	0.000	0.037	14
Luxembourg	0.031	0.014	-0.011	-0.009	0.039	0.039	8
Malta	0.007	0.006	-0.076 ***	-0.106 ***	0.048 *	0.030	7
Netherlands	0.019 **	0.018 *	0.041 ***	0.032 ***	0.083 ***	0.058 ***	4
Norway	0.000	0.003	0.002	0.000	0.047 ***	0.022	6
Poland	-0.090 ***	-0.069 ***	-0.054	-0.028	0.036 *	0.033 *	9
Portugal	-0.003	0.006	-0.025	-0.004	0.046 **	0.028	9
Romania	-0.197 ***	-0.050 ***	-0.194 ***	-0.135 ***	0.032	-0.044	19
Slovak Rep.	-0.029	-0.001	0.000 ***	0.000 ***	0.023	-0.023	11
Slovenia	0.065	0.052	0.029	0.017	0.057 ***	0.041 ***	7
Spain	-0.014	0.009	-0.034 **	-0.016	0.096 ***	0.037 **	10
Sweden	0.003	0.005	0.009	0.012	0.036 ***	0.012 **	5
Switzerland	0.024	0.021	0.055 ***	0.053 ***	0.100 ***	0.079 ***	5
EU14	-0.002	0.006	0.025 ***	0.024 ***	0.109 ***	0.068 ***	10
EU27	-0.002	0.005	0.024 ***	0.022 ***	0.105 ***	0.063 ***	10
All	-0.001	0.006	0.025 ***	0.023 ***	0.104 ***	0.063 ***	10

*The table reports, for each country, the percentage point difference between natives and individuals with mixed background, second-generation and first-generation immigrants of non-EU origin aged 15-29, in the probability of being NEET, overall (columns I, III and V), and when differences in age, gender and education characteristics are taken into account (columns II, IV and VI). The differences are computed as coefficients on three dummies (mixed, secgen and for) 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. Column VII reports the share of NEET in the native population. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "native" if both parents and the individual are native-born, "mixed" if native-born with one foreign-born parent, "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).*

Table B19: Share of second-generation and first-generation immigrants who are citizens of their country of birth and residence

Country	EU		Non-EU	
	Second generation	First generation	Second generation	First generation
Austria	59	24	47	15	63	29
Belgium	74	43	50	25	85	56
Bulgaria		59		72		54
Croatia	99	94	99	90	99	95
Cyprus	31	21	24	19	34	22
Czech Rep.	89	29	92	50	85	14
Denmark	64	36	29	28	70	39
Estonia	54	33	77	45	53	32
Finland	97	41	85	37		42
France	91	45	92	38	91	48
Germany	74	32	75	30	73	34
Greece	69	51	73	71	68	45
Hungary	97	71	98	77	94	64
Iceland	82	38	84	33	81	45
Ireland	88	31	67	12	94	39
Italy	41	32	36	31	43	32
Latvia	62	36	67	57	61	33
Lithuania	79	79	88	85	78	78
Luxembourg	75	18	73	15	84	24
Malta	19	9	15	5	21	11
Netherlands	97	56	80	24	98	67
Norway	77	48	36	23	89	62
Poland	92	20	99	67	90	14
Portugal	96	56	99	77	96	51
Romania	88	46		74	83	25
Slovak Rep.		61		66		51
Slovenia	90	45	99	76	88	38
Spain	64	30	25	17	72	34
Sweden	97	67	95	59	98	69
Switzerland	68	29	65	24	73	35
EU14	75	37	70	29	77	40
EU27	76	37	71	31	77	40
All	75	37	70	30	77	40

The table reports, for each country and separately for EU and non-EU migration background, the share of first- and second-generation immigrants aged 0-74 who are citizens of their country of birth and residence. Finland, Iceland, Luxembourg, the Netherlands, Sweden and Switzerland do not report data for the population younger than 15. For these countries, therefore we consider individuals in the age range 15-74. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).

Table B20: Share of second-generation immigrants aged 0-14 who are citizens of their country of birth and residence

Country	Share citizens
Austria	30
Belgium	51
Bulgaria	100
Croatia	97
Cyprus	26
Czech Rep.	74
Denmark	49
France	74
Germany	47
Greece	49
Hungary	91
Ireland	78
Italy	29
Latvia	1
Lithuania	7
Norway	65
Poland	40
Portugal	93
Romania	74
Slovak Rep.	100
Slovenia	33
Spain	54
EU14	60
EU27	60
All	61

The table reports, for each country, the share of second-generation immigrants aged 0-14 who are citizens of their country of birth and residence. Finland, Iceland, Luxembourg, the Netherlands, Sweden and Switzerland do not report data for the population younger than 15. These countries therefore don't appear in the table. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "second generation" if native-born with two foreign-born parents. Source: authors' elaboration on EULFS data (2023).

Table B21: Share of second-generation immigrants who are citizens of their country of birth and residence, by age

Age range	EU14	EU27	All
0-4	51	51	51
5-9	60	60	60
10-14	73	73	73
15-19	82	82	83
20-24	87	87	87
25-29	82	82	82
30-34	83	83	83
35-39	80	80	81
40-44	81	81	81
45-49	78	78	78
50-54	84	84	84
55-59	92	92	92
60-64	93	93	93
65-69	98	97	97
70-74	98	98	98

The table reports, for the EU14 countries, EU27 countries, as well as for all countries, the share of second-generation immigrants who are citizens of their country of birth and residence, by age. Finland, Iceland, Luxembourg, the Netherlands, Sweden and Switzerland do not report data for the population younger than 15. These countries therefore are not included in the sample. Each individual is classified as "second generation" if native-born with two foreign-born parents. Source: authors' elaboration on EULFS data (2023).

Table B22: Share of second-generation and first-generation immigrants who are citizens of their country of birth and residence, by education

Country	In education		Low education		Intermediate education		High education	
	Second generation	First generation	Second generation	First generation	Second generation	First generation	Second generation	First generation
Austria	75	14	73	27	77	27	85	22
Belgium	83	37	78	45	79	49	82	42
Bulgaria		24		64		51		61
Croatia		95	99	98	99	94		91
Cyprus	37	21		11	20	20	64	28
Czech Rep.	91	15	97	35	98	34		29
Denmark	79	35	77	35	80	42	86	37
Estonia		39	26	30	43	30	73	37
Finland		33	59	32	95	46		48
France	97	32	98	36	98	51	99	56
Germany	88	19	61	25	76	45	86	37
Greece	82	74	59	37	85	51		71
Hungary		47		70	98	79	95	69
Iceland	81	55	35	32		31		40
Ireland	95	33		45	99	31	99	30
Italy	57	35	67	27	80	35	82	40
Latvia	76	24	42	27	52	29	84	41
Lithuania	72	58	81	76	88	89	75	66
Luxembourg	74	24	70	12	75	26	81	15
Malta	43	5		12		10		7
Netherlands	95	46	96	53	97	74	99	53
Norway	96	51	98	58	96	44	88	48
Poland		32		7	100	13	99	17
Portugal	92	45		66	98	53	99	59
Romania		41		25		15		34
Slovak Rep.		73		59		68		51
Slovenia	91	24		49	99	45	99	58
Spain	75	34	77	24	88	34	86	37
Sweden	98	56	92	66	97	80	98	67
Switzerland	68	26	53	22	63	35	80	30
EU14	86	32	78	31	85	44	92	43
EU27	86	32	79	31	86	44	92	43
All	85	33	78	31	85	44	91	42

The table reports, for each country, the share of first- and second-generation immigrants aged 15-74 who are citizens of their country of birth and residence, by education. In education includes individuals that participated in formal education or training (student or apprentice) in the last 4 weeks. 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). High educated individuals have short-cycle tertiary, bachelor or equivalent or doctoral or equivalent degrees (ISCED levels from 5 to 8). The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).

Table B23: Share of second-generation and first-generation immigrants who are citizens of their country of birth and residence, by education; EU origin

Country	In education		Low education		Intermediate education		High education	
	Second generation	First generation	Second generation	First generation	Second generation	First generation	Second generation	First generation
Austria	54	8	78	13	88	18	87	16
Belgium	62	26	56	22	58	31	63	22
Bulgaria		27				28		45
Croatia		97		92	77	92		84
Cyprus	49	17		6		20		25
Czech Rep.	84	23		57	99	58		40
Denmark	40	34	88	35	60	25	80	25
Estonia		61		52		46	67	31
Finland		30		27	77	36		47
France	89	36	96	30	97	40	99	48
Germany	83	20	62	16	82	39	88	38
Greece	89	67		67		68		79
Hungary		55		62	100	84		76
Iceland	77	60		18		26		40
Ireland	84	21		13	59	11	54	11
Italy	35	32	75	34	72	28	81	35
Latvia	63		43	12	65	37	85	67
Lithuania		81			92	91	84	67
Luxembourg	70	22	68	10	73	21	80	14
Malta		1		4		6		5
Netherlands	72	26	78	13	82	33	87	31
Norway	54	42	88	16	94	17	71	28
Poland		97		15		35	98	57
Portugal	99	82		85		77	93	67
Romania		77		74		7		45
Slovak Rep.		87		71		72		60
Slovenia		62		84		74		78
Spain	25	19	63	12	69	16	97	22
Sweden	97	46	88	55	95	75	97	55
Switzerland	59	22	43	16	60	28	80	26
EU14	69	26	73	21	85	34	90	34
EU27	69	27	75	22	86	35	90	35
All	68	27	73	21	83	34	89	33

The table reports, for each country, the share of first- and second-generation immigrants of EU origin aged 15-74 who are citizens of their country of birth and residence, by education. In education includes individuals that participated in formal education or training (student or apprentice) in the last 4 weeks. 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). High educated individuals have short-cycle tertiary, bachelor or equivalent or doctoral or equivalent degrees (ISCED levels from 5 to 8). The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).

Table B24: Share of second-generation and first-generation immigrants who are citizens of their country of birth and residence, by education; non-EU origin

Country	In education		Low education		Intermediate education		High education	
	Second generation	First generation	Second generation	First generation	Second generation	First generation	Second generation	First generation
Austria	80	21	73	30	73	35	85	28
Belgium	87	44	96	55	96	62	100	60
Bulgaria		20		64		53		63
Croatia		94	99	98	99	95		93
Cyprus	35	23		12	22	20	61	29
Czech Rep.	93	11	64	12	87	15		19
Denmark	82	35	75	35	84	50	87	44
Estonia		30	26	28	41	28	74	38
Finland		34		34		50		48
France	98	31	99	37	99	54	100	58
Germany	89	19	61	28	71	49	82	37
Greece	81	84	69	32	84	46		68
Hungary		43		85	94	70	68	61
Iceland	85	50	40	51		43		40
Ireland	97	37		58		49		36
Italy	62	35	66	25	82	38	83	42
Latvia	78	10	41	29	51	28	84	39
Lithuania	72	47	80	76	87	89	74	66
Luxembourg	84	27	85	15	82	37	85	20
Malta	43	7		14		12		8
Netherlands	97	54	97	67	98	85	100	62
Norway	99	54	98	67	97	71	94	60
Poland		13		7	100	11		13
Portugal	90	39		62	97	48		57
Romania		14		11		16		32
Slovak Rep.		5		44		56		36
Slovenia	89	19		45	99	39	99	48
Spain	83	37	79	27	93	40	83	42
Sweden	99	58	95	69	98	82	99	71
Switzerland	73	31	65	26	69	45	82	38
EU14	89	34	80	33	86	49	94	47
EU27	89	34	80	34	86	48	93	46
All	88	34	80	34	85	48	93	46

The table reports, for each country, the share of first- and second-generation immigrants of non-EU origin aged 15-74 who are citizens of their country of birth and residence, by education. In education includes individuals that participated in formal education or training (student or apprentice) in the last 4 weeks. 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). High educated individuals have short-cycle tertiary, bachelor or equivalent or doctoral or equivalent degrees (ISCED levels from 5 to 8). The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).

Table B25: Employment gap between naturalised and non-naturalised second-generation and first-generation immigrants

Country	Second generation			First generation		
	Baseline	Conditional (individual characteristics)	% employed no citizenship	Baseline	Conditional (individual characteristics)	% employed no citizenship
Austria	-0.008	-0.009	77	0.000	0.045 ***	72
Belgium	0.105 **	0.060	54	0.011	0.033 **	66
Croatia	-0.018	-0.070	75	-0.047	0.065	74
Cyprus				-0.006	0.022 *	80
Czech Rep.	-0.297 ***	-0.295 ***	100	-0.084 ***	-0.038	85
Denmark	0.011	0.013	74	0.010	0.022	73
Estonia				-0.005	0.015	77
Finland				0.076 **	0.059 *	69
France	0.039	-0.051	68	0.073 ***	0.077 ***	62
Germany	0.018	0.015	80	0.137 ***	0.126 ***	68
Greece				-0.020	-0.009	63
Hungary	-0.210 ***	-0.231 ***	94	0.168 ***	0.181 ***	73
Iceland				0.042 *	0.035	85
Ireland	0.444	0.467	35	-0.018	0.019	80
Italy	0.129 *	0.130 *	54	0.011 *	0.012 *	66
Latvia	0.077	0.053	72	0.092 **	0.100 **	70
Lithuania	0.012	0.052	79	-0.096 ***	-0.020	82
Luxembourg	-0.032	-0.033	85	-0.046 **	-0.009	81
Malta				-0.063 **	-0.008	87
Netherlands	0.106	0.082	70	-0.038 ***	-0.003	73
Norway	0.064	0.107	84	-0.049 **	-0.014	76
Poland	0.661 ***	0.730 ***	0	-0.069 *	-0.057	83
Portugal				0.052 ***	0.084 ***	78
Romania				0.196 **	0.126 **	74
Slovak Rep.				-0.022	0.044	82
Slovenia	-0.184 ***	-0.150 *	91	-0.118 ***	0.004	81
Spain	0.114	0.228 *	73	0.081 ***	0.085 ***	67
Sweden	0.136 *	0.117 *	73	0.084 ***	0.094 ***	71
Switzerland	0.012	-0.005	84	0.005	0.030 ***	80
EU14	0.030 **	0.021 *	77	0.070 ***	0.074 ***	68
EU27	0.030 ***	0.022 *	77	0.067 ***	0.072 ***	68
All	0.029 ***	0.019 *	77	0.062 ***	0.069 ***	69

*The table reports, for each country, the percentage point difference between naturalised and non-naturalised second-generation and first-generation immigrants aged 25-64, in the probability of being employed, overall (columns I and IV), and when differences in age, gender and education characteristics are taken into account (columns II and V). The differences are computed as coefficients on a dummy citizen 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. Columns III and VI reports the share of non-naturalised second-generation and first-generation immigrants that are employed. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "native" if both parents and the individual are native-born, "mixed" if native-born with one foreign-born parent, "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).*

Table B26: Differences in the probability of having an elementary occupation between naturalised and non-naturalised second-generation and first-generation immigrants

Country	Second generation			First generation		
	Baseline	Conditional (individual characteristics)	% elementary occupation no citizenship	Baseline	Conditional (individual characteristics)	% elementary occupation no citizenship
Austria	-0.055 ***	-0.039 **	11	-0.068 ***	-0.100 ***	20
Belgium	-0.030	-0.029	13	0.004	-0.013	18
Croatia				0.078 ***	0.032	4
Cyprus				-0.247 ***	-0.169 ***	32
Czech Rep.				-0.045 **	-0.058 ***	11
Denmark	-0.079	-0.079	18	-0.150 ***	-0.138 ***	25
Estonia				-0.052 **	-0.070 ***	15
Finland				-0.023	-0.005	14
France	-0.198 *	-0.169	27	-0.090 ***	-0.063 ***	20
Germany	-0.044 ***	-0.024 **	9	-0.107 ***	-0.097 ***	22
Greece				-0.231 ***	-0.184 ***	34
Hungary	0.019 *	-0.011		-0.005	-0.039 *	10
Iceland				-0.138 ***	-0.126 ***	21
Ireland	-0.975 ***	-0.974 ***	100	-0.066 ***	-0.059 ***	11
Italy	-0.015	0.009	9	-0.132 ***	-0.123 ***	31
Latvia	-0.124 ***	-0.078	22	-0.103 **	-0.092 **	22
Lithuania	0.053	-0.004	8	0.088 ***	0.002	5
Luxembourg	-0.023	-0.014	5	-0.054 ***	-0.055 ***	11
Malta				-0.057 ***	-0.074 ***	12
Netherlands	-0.029	-0.016	7	-0.019 **	-0.027 ***	12
Norway	0.000	0.000	0	-0.011	-0.017	9
Poland				-0.117 ***	-0.115 ***	12
Portugal				-0.096 ***	-0.117 ***	20
Romania				-0.104 **	-0.065	13
Slovak Rep.				-0.025	-0.053 *	8
Slovenia	-0.002	-0.022	10	-0.047 **	-0.047 **	27
Spain				-0.071 ***	-0.058 ***	26
Sweden	-0.025	-0.022	4	-0.034 ***	-0.038 ***	11
Switzerland	-0.044 ***	-0.032 ***	6	-0.059 ***	-0.054 ***	13
EU14	-0.052 ***	-0.034 ***	10	-0.088 ***	-0.082 ***	23
EU27	-0.053 ***	-0.035 ***	10	-0.087 ***	-0.081 ***	22
All	-0.052 ***	-0.034 ***	10	-0.085 ***	-0.079 ***	21

*The table reports, for each country, the percentage point difference between naturalised and non-naturalised second-generation and first-generation immigrants aged 25-64, in the probability of being employed as elementary workers, overall (columns I and IV), and when differences in age, gender and education characteristics are taken into account (columns II and V). The differences are computed as coefficients on a dummy citizen 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. Columns III and VI reports the share of non-naturalised second-generation and first-generation immigrants employed as elementary workers. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "native" if both parents and the individual are native-born, "mixed" if native-born with one foreign-born parent, "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).*

Table B27: Differences in the probability of having a high skill occupation between naturalised and non-naturalised second-generation and first-generation immigrants

Country	Second generation			First generation		
	Baseline	Conditional (individual characteristics)	% high skill occupation no citizenship	Baseline	Conditional (individual characteristics)	% high skill occupation no citizenship
Austria	0.134 ***	0.068 ***	34	0.023 **	0.063 ***	35
Belgium	0.050	0.068	39	-0.092 ***	-0.060 ***	44
Croatia				0.029	0.088 *	36
Cyprus				0.225 ***	0.126 ***	29
Czech Rep.				0.090 **	0.094 ***	29
Denmark	0.133	0.117	41	0.145 ***	0.132 ***	40
Estonia				0.161 ***	0.177 ***	34
Finland				-0.011	-0.053	44
France	0.242 **	0.155	27	0.142 ***	0.064 ***	33
Germany	0.162 ***	0.073 ***	35	0.098 ***	0.086 ***	32
Greece				0.228 ***	0.143 ***	8
Hungary	0.567 ***	0.896 ***	0	-0.090 ***	0.018	49
Iceland				0.285 ***	0.234 ***	31
Ireland	0.567 ***	0.196 *	0	0.084 ***	0.107 ***	51
Italy	0.017	0.062	40	0.134 ***	0.107 ***	10
Latvia	0.349 ***	0.111 **	15	0.130 **	0.090 *	33
Lithuania	-0.050	0.112 *	47	-0.121 **	0.093 **	52
Luxembourg	0.131 *	0.061	49	0.052 **	0.062 ***	65
Malta				0.025	0.051	44
Netherlands	0.138	0.079	44	-0.066 ***	-0.031 **	53
Norway	0.035	0.173	57	0.125 ***	0.093 ***	36
Poland				0.376 ***	0.321 ***	34
Portugal				0.174 ***	0.152 ***	27
Romania				0.090	-0.104	44
Slovak Rep.				0.132 **	0.227 ***	38
Slovenia	0.049	-0.031	33	0.159 ***	0.079 ***	12
Spain				0.064 ***	0.032 **	19
Sweden	0.135	-0.029	55	-0.006	0.047 ***	51
Switzerland	0.173 ***	0.060 ***	43	0.089 ***	0.065 ***	46
EU14	0.159 ***	0.080 ***	35	0.082 ***	0.065 ***	29
EU27	0.165 ***	0.084 ***	34	0.083 ***	0.067 ***	29
All	0.165 ***	0.081 ***	35	0.084 ***	0.067 ***	31

*The table reports, for each country, the percentage point difference between naturalised and non-naturalised second-generation and first-generation immigrants aged 25-64, in the probability of being employed as high skill workers, overall (columns I and IV), and when differences in age, gender and education characteristics are taken into account (columns II and V). The differences are computed as coefficients on a dummy citizen 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. Columns III and VI reports the share of non-naturalised second-generation and first-generation immigrants employed as high skill workers. The three bottom rows show the mean values for the EU14 countries, EU27 countries, as well as for all countries. Each individual is classified as "native" if both parents and the individual are native-born, "mixed" if native-born with one foreign-born parent, "second-generation" if native-born with two foreign-born parents, and "first-generation" if foreign-born. Source: authors' elaboration on EULFS data (2023).*

Technical Appendix 1 – Europe

DATASET

Our analysis is based on the 2023 yearly wave of the European Labour Force Survey (EULFS). The EULFS is conducted in the 27 Member States of the European Union, 2 candidate countries and 3 countries of the European Free Trade Association (EFTA). At the moment, the LFS microdata for scientific purposes contain data for all Member States plus Iceland, Norway and Switzerland. The EULFS is a large quarterly household survey of people aged 15 and over as well as of persons outside the labour force. The National Statistical Institutes of each member country are responsible for selecting the sample, preparing the questionnaires, conducting the direct interviews among households, and forwarding the results to Eurostat in accordance with the common coding scheme.

SAMPLE

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

VARIABLES

We use the following variables, derived from the EULFS, 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 EULFS 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, Poland, Norway 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 European Union, and Bulgaria, Croatia, Poland, Norway 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 EULFS. 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 EULFS variable "*ilostat*" to one if the individual is employed or self-employed ("*ilostat*" equal to one), and zero otherwise ("*ilostat*" equal to 2 or 3).

ISEI: The Socio-Economic Index of Occupational Status, a continuous index which scores occupations in relation to their average education and income levels, thus capturing the attributes of occupation that convert education into income. It is assigned to each employed individual by matching three-digit ISCO codes for occupation ("*isco08_3d*") with their corresponding value of the ISEI index. We then normalize the index by subtracting the sample mean and dividing by the sample standard deviation. The normalization is performed at country level unless differently specified.

Elementary Occupation: We define an "*elementary job*" dummy, which takes value one when an individual is employed in an elementary occupation, and zero 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 EULFS.

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 professional, 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 EULFS.

Male: A dummy variable equal to one if individuals are male and zero if they are female, based on the EULFS 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 EULFS (variable "*coeffy*") throughout the analysis.

REGRESSION ANALYSIS

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

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

where *Depvar* is the labour market outcome of interest. *imm* stands for the immigrant indicator, *male* is a dummy for male, *age* is the age in years and age^2 is its square, *Edu* are the three education dummies defined above, D_c is a set of country dummies and D_q 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 β_1 resulting in each case. We estimate equation (A1) first separately for each country (without the country dummies) and then for all the EU14 countries pooled, for the EU27 countries and for the whole sample of countries.

We provide *baseline* gaps estimating equation (A1) including only the variables *imm*, D_c, and D_q. 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 (managers, professionals or associate professionals) by using as dependent variable respectively:

- Employed
- *ISEI,* the standardized index of occupational status.
- Dummy for being employed as elementary workers.
- Dummy for being employed as managers, professionals or associate professionals.

To assess the impact of individual characteristics on the difference in the probability of being employed as elementary or high skill workers we perform a Gelbach[6] decomposition of the coefficient on imm_{ic} (Figure 10 and 11).

[6] *Jonah B. Gelbach, 2016. "When Do Covariates Matter? And Which Ones, and How Much?", Journal of Labor Economics, University of Chicago Press, vol. 34(2), pages 509-543.*

Technical Appendix 2 - Second generation immigrants in Europe

DATASET

The analysis for the second part of the report is based on the 2023 yearly wave of the European Labour Force Survey (EULFS), conducted in the 27 Member States of the European Union, 2 candidate countries and 3 countries of the European Free Trade Association (EFTA). At the moment, the LFS microdata for scientific purposes contain data for all Member States plus Iceland, Norway and Switzerland. These are the countries we use in our analysis.

SAMPLE

We include in our sample all individuals between 0 and 74 years old for which country of birth is known and all those between 0 and 74 year who are resident in Bulgaria, Croatia, Malta, Poland, Norway and Slovenia (see above). Finland, Iceland, Luxembourg, the Netherlands, Sweden and Switzerland do not report data for the population younger than 15. For these countries, therefore we consider individuals in the age range 15-74. In the analysis of education levels and labour market outcomes we include only individuals in working age and who are likely to have finished their full-time education (25-64 years old). In the analysis on the NEET (not employed and not involved in further education or training) we consider the age range 15-29. For this age group, the European Union has set an EU-level target stipulating that the share of young people neither in employment nor in education or training should be less than 9 % by 2030.[7]

VARIABLES

In addition to the variables described in Technical Appendix 1, we use/modified the following variables, derived from the EULFS.

Native, mixed, first- and second-generation immigrant: the migration background is identified by means of the variables with information about the country of birth of the mother and of the father of the respondent ("*cobfath*" and "*cobmoth*"). We define as "Natives" native-born individuals whose mother and father are both native-born; as "Mixed" native-born individuals with one native and one non-native parent; as "Second generation" native-born individuals with two non-native-born parents; in all cases, if information on the country of birth of either parent is missing, we classify individuals as "Natives" or "Second generation" based on the country of birth of the parent we have information for. Finally, we define "First generation" if foreign-born, i.e., individuals with origin different from the country of residence. The geographical area of origin (EU or Non-EU) for mixed and second-generation immigrants is defined as the mother's country of origin, if available, otherwise it is defined as the father's country of origin.

In education: we define a dummy "*inedu*" for the NEET analysis, based on the EULFS variable "*educ4weeks*", that is equal to one if the respondent participated either in formal or non-formal education or training during the previous 4 weeks. In the analysis on naturalisation rate by education level, instead we rely on the EULFS variable "*educfed4*", which is equal to one if the respondent participated in formal education or training (student or apprentice) in the last 4 weeks.

[7] *European Commission: Directorate-General for Employment, Social Affairs and Inclusion. (2021). The European Pillar of Social Rights Action Plan. Publications Office.*

NEET: individuals that are unemployed or outside the labour force and have not received any (formal or non-formal) education or training in the four weeks preceding the LFS. We identify them using a binary variable "*neet*" that is equal to one if "*employed*" and "*inedu*" are equal to zero, and zero otherwise.

Citizen: a dummy variable equal to one if the individual has the citizenship of the country in which he or she resides. Based on the EULFS variable "*citizenship*".

WEIGHTS

We use the sampling weights provided in the EULFS (variable "*coeffy*") throughout the analysis.

REGRESSION ANALYSIS

We estimate the differential between natives and mixed, first-generation, and second-generation immigrants on the following outcome variables:

- probability of having low education
- probability of having high education
- probability of employment
- probability of being employed in an elementary occupation
- probability of being employed in a high-skill occupation
- probability of being "NEET"

For each of these dependent variables, we estimate a regression of the following type:

$$Depvar_{ic} = \beta_0 + \beta_1 mixed_{ic} + \beta_2\, secgen_{ic} + \beta_3\, for_{ic} + \beta_4\, male_{ic} + \beta_5\, age_{ic} + \beta_6\, age^2_{ic} + \beta_7 Dedu_{ic} + \beta_8\, D_c + \beta_9\, D_q + \varepsilon_{ic} \quad (B1)$$

where *Depvar* is a dummy variable for each of the variables listed above, *mixed*, *secgen* and *for* are three dummy variables that stand for the indicators of "Mixed", "Second generation" or "First generation" immigrants, *male* is a dummy for male, *age* is the age in years and age^2 is its square, *Dedu* are the three education dummies defined above, D_c is a set of country dummies and D_q are quarter dummies that capture potential seasonality. In some specifications we define the *mixed*, *secgen* and *for* dummies separately for EU and non-EU migration background. Each of the figures reported in the tables corresponds to the coefficients β_1, β_2 and β_3 resulting in each case. We estimate equation (B1) separately for each country as well as pooling alternatively all the EU14 countries, all the EU27 countries and the whole sample of countries.

We provide *baseline* gaps estimating equation (B1) including only the variables *mixed*, *secgen*, *for*, D_c, and D_q. Finally, we estimate the complete model for *conditional* gaps including individual characteristics. Low education and high education gaps are estimated removing the three education dummies ($Dedu_{ic}$).

In the analysis on citizenship acquisition and labour market outcomes we estimate the differential between naturalised and non-naturalised second-generation and first-generation immigrants on several dependent variables for labour market outcomes, i.e.:

- probability of employment
- probability of being employed in an elementary occupation
- probability of being employed in a high-skill occupation

For each of these dependent variables, we estimate a regression of the following type:

$$Depvar_{ic} = \beta_0 + \beta_1 citizen_{ic} + \beta_2 male_{ic} + \beta_3\, age_{ic} + \beta_4\, age^2_{ic} + \beta_5\, Dedu_{ic} + \beta_6\, D_c + \beta_7\, D_q + \varepsilon_{ic} \quad (B2)$$

where *Depvar* is a dummy variable for each of the variables listed above, *citizen* is the citizenship dummy, *male* is a dummy for male, *age* is the age in years and age^2 is its square, *Dedu* are the three education dummies defined above, D_c is a set of country dummies and D_q are quarter dummies that capture potential seasonality.

The sample is restricted to second-generation or first-generation immigrants in the age range 25-64. We estimate equation (B2) first separately for each country and then for all the EU14 countries pooled, for the EU27 countries and for the whole sample of countries. The regression by country is estimated only if the number of observations is larger than 100.

We provide *baseline* gaps estimating equation (B2) including only the variables *citizen*, D_c, and D_q. Finally, we estimate the complete model for *conditional* gaps including individual characteristics.

Migration Observatory

The Migration Observatory is a Centro Studi Luca d'Agliano - Collegio Carlo Alberto joint research initiative which has been funded by the Compagnia di San Paolo since 2016. The main objective is to study analytically topical issues on migration, such as the implications of different migration policies from an international and cross-disciplinary perspective. Also, it aims to construct a critical mass of academic knowledge in order to increase the visibility of Collegio Carlo Alberto and Centro Studi Luca d'Agliano in the policy debate. The Migration Observatory activities are organised in collaboration with FIERI. The 2025 Annual Conference is co-organised with FIERI and CEPR.

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.

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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.

ISBN 978-88-946015-4-1

Graphic design by: Marco Franchini - franchini@mfranchini.it

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