6th Migration Observatory Report:
"Immigrant Integration in Europe"

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This is the sixth edition of the Migration Observatory annual report on immigrant integration in Europe. This year, we focus specifically on the characteristics and labour market outcomes of immigrant women 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 (2020) to provide a concise, easily accessible and up-to-date source of reference regarding the size, characteristics, and relative economic performance of immigrants in EU countries. In the second part, instead, we focus on the gendered dimensions of immigrant economic integration. First, we describe the main characteristics of immigrant women in Europe and contrast them with those of immigrant men; then, we analyse their differential labour market outcomes relative to both immigrant men and native women. We show that women face considerable disadvantages in the labour market. They have a lower employment probability, are employed in less economically rewarding occupations, and earn lower wages than men even when they perform comparable jobs. Such gender inequality is exacerbated for immigrant women, who face labour market penalties over and above those faced by immigrant men.

The key findings are summarized below.

PART I: IMMIGRANT INTEGRATION IN EUROPE 2020

IMMIGRANT POPULATION - SIZE AND CHARACTERISTICS

BOTTOMLINE: Almost one in ten residents of the European Union is an immigrant. This ratio increases to 11% in EU14 countries, where most immigrants live. The number of foreign born residents in the EU may have decreased from 2019 to 2020, due to the health emergency and economic crisis. In fact, less than one in six immigrants living in a European country in 2020 has 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 2020 immigrants account for 9.4% of the total population in the European Union. Most of them (38 million) live in a EU14 country, where the share of immigrants in the population is 11%.
- Immigrant concentration is highly heterogeneous across countries. The share of immigrants ranges from as low as 0.06 or 0.1% in Bulgaria and Romania to as high as 23% in Sweden, 30% in Switzerland and above 50% in Luxembourg.
- Less than one in six immigrants (17%) living in a European country in 2020 has emigrated within the previous five years, whereas in 2019 this share was 19%. Only in Cyprus, Luxembourg, Malta, Portugal and Sweden is the share above 25%.
- Most immigrants (57%) were born in another European country: 37% come from a EU member state, while an additional 20% was born in a European country outside of the EU.

Among the other areas of origin, Africa and the Middle East account for 14% of all immigrants, while 17% come from Asia and 13% from the Americas or Oceania.
- Among the foreign-born population, 52% are women. Only in Germany, Norway, Romania and Slovenia more than 50% of immigrants are men.
- About one third of immigrants have tertiary education, one third at most upper secondary and the remaining third has at most completed lower 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 is the country with the least educated immigrants (14% have tertiary education) and the second lowest (after Romania) share of natives with tertiary education (21%). Conversely, Luxembourg and Ireland have among the highest shares of tertiary educated immigrants, respectively 53 and 55%.

EMPLOYMENT
BOTTOMLINE: Immigrants have a lower employment probability than natives, especially in central and northern Europe. The employment gap has increased relative to 2019. Portugal, Ireland, and Italy are among the countries with the smallest immigrant-native gap in the probability of being employed. Gaps cannot be explained by differences in age-gender-education profiles.

- On average across Europe, immigrants are 10.1 percentage points less likely to be employed than natives. In 2019, the differential was 7.7 p.p.
- Employment gaps are larger in central and northern European countries like Sweden (-18.3 p.p.), the Netherlands (-15.9 p.p.), Finland (-15.4 p.p.) or Germany (-14.2 p.p.) and smaller in Spain (-8.8 p.p.) and in Italy (-4.3 p.p.). In Luxembourg and Portugal there immigrants are as likely as natives to be employed.
- Differences in employment probabilities cannot be explained by immigrants' age-gender-education profiles.
- EU immigrants have almost the same probability of employment as natives, whereas immigrants from outside the EU display a disadvantage of 14 percentage points. Such differences do not depend on age-gender education profiles: the same individuals would face less difficulties in finding a job if they were EU rather than non-EU citizens. Institutional factors like free mobility within the EU 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 (18.6 vs 8.6 p.p.) between immigrants with less than 5 years of residence and those who have been in the country for 6 years or more.

OCCUPATIONAL STATUS AND INCOME
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. They are also disproportionately more likely to be in the lowest income deciles. Differences in type account for more than 60 percent of the immigrant-native wage gap.

- Immigrants' occupational distribution is more polarized than that of natives. Immigrants are as likely as natives to work in high-status and high-paying occupation. They are however much more concentrated than natives in the least qualified occupations and they are absent from the middle part of the occupational distribution (measured by the ISEI index).
- Immigrants are 46% more likely than natives to be in the bottom decile and 17% less likely than natives to be in the top decile of the wage distribution.
- Almost two thirds of the immigrant-native difference in probability of being in the bottom income decile can be explained by differences in distribution across occupations.

PART II: A GENDERED LOOK AT IMMIGRANT INTEGRATION

IMMIGRANT WOMEN - SIZE AND CHARACTERISTICS
BOTTOMLINE: Immigrant women account for more than half of the total immigrant population in Europe. Across origins, European and American women are slightly more numerous than men, while the opposite is true for Asians and Africans. Immigrant women are on average better educated than immigrant men. The immigrant population has become better educated over time – though not as fast as natives -, and immigrant women are on average more highly educated than men. Across countries of destination, the education levels of male and female immigrants are highly correlated. In Italy, immigrant education levels are among the lowest in Europe, and they have not been improving at all in the past 15 years, neither among women nor among men.

- In most European countries immigrant women are more numerous than immigrant men (52%), with the exception of Germany (47%), Slovenia (47%), Luxembourg (49%), Norway (49%) and Romania (38%). Italy hosts the highest share of immigrant women over the total immigrant population (55%) among all countries with large immigrant populations.
- On average, women represent more than half of the immigrant population among Europeans and Americans, while African and Asian immigrants are more frequently men.
- In Italy, the gender skewness within areas of origin is much greater than in Europe. This is mirrored in the lower than average share of immigrants who live with their partner, which is true irrespective of the area of origin.
- Across Europe, one should change country of origin of 4% of immigrant women for the country-of-origin distribution of immigrant women to be the same as the distribution of immigrant men. In Italy, this proportion is 14%, the second highest after Finland (15%).
- On average across Europe, 31% of immigrant women, and 28% of immigrant men have tertiary education. The higher education of immigrant women relative to men is a feature of most European countries, though male and female immigrants' education are strongly correlated. In Italy, 17% of immigrant women and 10% of immigrant men have university education.
- Native and immigrant women are becoming more educated more quickly than men, though the education of native women is growing faster. From 2005 to 2019 the share of immigrant women with tertiary education has increased by 9 p.p., and the share of those with at most lower secondary education has decreased by 8 p.p.
- In Italy, between 2005 and 2020, the share of immigrant men with tertiary education has remained stable around 10 percent, and the share of highly educated immigrant women has only slowly increased from 14 to 17%.

EMPLOYMENT
BOTTOMLINE: Immigrant and native women have lower employment probability than men, but the immigrant-native differential is higher for women. Even though immigrant women are better educated than immigrant men, very little of their disadvantage in employment probability can be explained by individual characteristics. The gender gap in employment probability is larger among immigrants than among natives. Countries with large gender gaps among natives, also have larger gender gaps among immigrants.

- The immigrant-native difference in employment probability is higher for women (14 p.p., 58 vs 71%) than for men (6 p.p. 82 v. 76%) not only on average, but also in almost all European countries, with the only exception of a few countries with very low immigrant presence (Poland, Slovakia, Latvia, Croatia) and Iceland.
- The country in which immigrant women are most disadvantaged relative to native women is Romania (29 p.p.), followed by Sweden (23 p.p.) and Germany (22 p.p.).
- Individual characteristics explain very little of the immigrant-native employment differentials: comparing immigrants and natives with the same age and education profiles reduces the employment probability gap by only 1 percentage point for women, while it has no effects on the estimated gap among men.
- The percentage point difference in the employment probability between immigrant and native women in Italy (7 p.p.) is about half the European average (14 p.p.), a fact which is mainly determined by the extremely low employment rate of Italian women. The employment rate of immigrant women in Italy is also the second lowest in Europe, after Greece (50 vs 44%, respectively).
- Immigrant women in Italy have demographic characteristics that make them less employable than Italian women: the employment probability gap decreases from -7 to -4 percentage points when accounting for age and education.
- In Europe, the gender gap in employment probability is larger among immigrants (17.5 p.p.) than among natives (10.8 p.p.). The gap among immigrants has remained substantially unchanged over the past decade.
- In most European countries the male-female gap in employment probability is larger among immigrants, with the exception of Hungary, Iceland, Latvia, Portugal and Malta.
- Italy is one of the European countries with the highest male-female employment probability gaps: the raw gender gap is 28 p.p. among immigrants, and 19 p.p. among natives.

OCCUPATIONAL STATUS AND INCOME

BOTTOMLINE: Women, particularly immigrant women, are strongly overrepresented at the bottom of the income distribution, while the top income deciles are dominated by men, both native and immigrant. Immigrant women are clustered into low-pay and low-skill jobs more than immigrant men. The immigrant-native gap in the probability of being in the bottom income decile is determined for the most part by occupation. Yet, one third of the gap of immigrant women is not explained by the type of job or by their individual characteristics.

- The concentration of immigrants at the bottom of the income distribution is mainly driven by the low incomes of immigrant women. 18% of immigrant women are in the bottom income decile, and almost half of them fall in the three lowest income deciles (49%). Instead, only 5% of immigrant and native men are in the bottom income decile.
- In most countries immigrant women in the bottom decile are more than 10%. In three countries their share is more than 20%: Italy (28%), Greece (25%) and France (21%).
- The only country in which immigrant women in the top decile reach 10% is Belgium; in the rest of Europe the top decile is dominated by men, both immigrants and natives.
- Immigrant women tend to be disproportionately more employed than immigrant men in low-skill and low-pay jobs. The mean ISEI gap between immigrant men and women is close to one sixth of a standard deviation, but it becomes 50% larger when we compare immigrant men and women with similar characteristics.
- In Italy, the immigrant-native differences in occupational status, both for men and for women, are more than twice the European average: the mean ISEI score for immigrant women is 89% of a standard deviation lower than that of native women, while for men the difference is 57%.
- Differences in individual characteristics explain only 7% of the immigrant-native differential probability of being in the bottom income decile for women (but 17% for men), whereas occupational clustering is responsible for about two thirds of the differential for both men (64%) and women (61%). One third of immigrant women's gap remains unexplained (18% for immigrant men).

MOST COMMON OCCUPATIONS

BOTTOMLINE: Immigrant women are disproportionately employed in elementary occupations. Of these, almost three quarters are employed in cleaning jobs. Among the ten most common occupations of immigrant women, the majority requires a low or intermediate level of skills.

- Almost one fourth of immigrant women (14% of immigrant men) are employed in "elementary occupations", i.e., occupations that require a low level of skills and competences as they consist of simple and routine tasks, which often demand some physical effort and the use of hand-held tools. The corresponding share is 8% among native women (6% among native men).

- Immigrant women are especially concentrated in elementary jobs in Southern European countries: about one third of immigrant women in Italy, Greece and Spain are employed in an elementary occupation.
- The most frequent occupation of immigrant women in Europe is "domestic, hotel and office cleaners and helpers" (18%). The following four most common occupations, which jointly employ an additional 22% of immigrant women, require an intermediate level of competences.
- African women (and men) are by far the most commonly employed in elementary occupations, with a differential relative to natives of 40 p.p. among women and 22 p.p. among men, EU immigrants are those with the lowest differentials in the probability of working in an elementary occupation relative to natives: 13 p.p. women for women, 4 p.p. for men.
- The immigrant-native gap decreases over time, but even after ten years of residence immigrant women are still 23 percentage points more likely to work in an elementary occupation relative to native women, and the difference is still about 15 percentage points until 35-39 years since migration.
- Almost half of all elementary workers fall in the three bottom deciles of the national income distribution. However, among elementary workers, both immigrant and native women are three times more likely than men to be at the bottom of the income distribution.
- Women are paid less than men even within the same type of elementary occupation: almost half (46%) of immigrant women employed as cleaners and domestic helpers are in the bottom income decile, which compares to 42% among native women, and to only 20% among immigrant and native men.

REASON FOR MIGRATION

BOTTOMLINE: Three out of five foreign-born women who were living in Europe in 2014 migrated for family reasons. Migration for family reasons is more common among non-EU immigrants, who require visas to enter the destination countries, and among recent immigrants. The immigrant-native gap in employment probability is wider among immigrant women who migrated for family reasons, even after more than 15 years in the country.

- Almost 60% of immigrant women who were living in Europe in 2014 had migrated for family reasons, and only 27% for employment reasons. In contrast, just 39% of immigrant men migrated for family reasons, which indicates that women often migrate to reunite with their partner, something that happens less frequently among men.
- Women from non-EU countries migrate for family reasons more often than those from an EU country. Migration for family reasons is significantly more common among African women (almost three quarters in 2014), while it is least common among American women (45%).

- The share of family migrants is significantly higher across all origins among recent than among earlier migrants, which can be explained by the progressive tightening of restrictions to labour migration pathways in Europe.
- The immigrant-native employment gap is much larger among immigrants who migrated for family reasons. However, there are wide gender differences: the differential for men is close to zero and non-significant, regardless of the time spent in the country, while immigrant women have a 37 percentage points disadvantage with respect to native women after 2-4 years, and a 20 percentage point disadvantage after 15 years.

INTRODUCTION

Last year, like 2020, has still been marked by the Covid-19 pandemic. According to ourworldindata.org, between March 2020 and February 15, 2022 its spread has claimed at least 5.9 million deaths worldwide and 1 million in the European Union alone, a number that very likely underestimates the total impact on mortality as it only includes confirmed deaths from Covid-19. The pandemic has had dramatic consequences also for the world economy: at the end of 2020 world GDP was 3.1% smaller than at the end of 2019, and the consequences have been even stronger in Europe. The size of the EU economy shrank by 5.9% (net of the effect of the UK exit from the EU), and the unemployment rate is 7.5% vs 6.5% before the start of the pandemic.

As we have highlighted in the fifth edition of this report, the demographic characteristics and the type of jobs held by immigrants in Europe made them particularly vulnerable to the consequences of the coronavirus-induced recession. In fact, one consequence of the pandemic was that immigration to Europe has significantly decreased relative to the pre-Covid years, as immigration flows naturally adjusted to the changes in labour demand in Europe. On the other hand, we document in the report that the labour market situation of immigrants in European countries has indeed deteriorated during 2020, leading to an increased employment probability gap with respect to natives. This is consistent with the results of our analysis from last year, which was showing that in Italy – the only country for which we had data at the time – the employment of women and immigrants, and a fortiori of immigrant women, had been the most affected in the first months of the pandemic.

Motivated also by the observation of the higher job toll paid by immigrant women during the pandemic, this sixth edition of the Migration Observatory Report focuses in particular on the economic integration of immigrant women in Europe. Women account for more than half of the overall immigrant population in the EU, have on average a higher level of education relative to immigrant men, but their labour market performance is weaker – even compared to native women, and it has been deteriorating over time.

The report is, as its previous editions, structured in two parts. The first part provides an overview of the main characteristics and of the key labour market outcomes of immigrants across thirty European countries – the 27 EU member states as well as the EFTA countries Iceland, Norway and Switzerland – based on a detailed analysis of the microdata from the latest edition of the European Labour Force Survey, relative to the year 2020. We compute several indicators, benchmarking all relevant outcomes against the native population, and segmenting the analysis across areas of origin and migration seniority. In the second part, we take instead a gendered perspective, and explicitly contrast the characteristics of immigrant women and men against those of their native counterparts, thus highlighting similarities and differences between the male and female foreign population in Europe. Our results indicate that the well-documented gender gap in the labour market is magnified for immigrant women. It is our explicit choice to make the results of our analysis easily accessible and interpretable.

For this reason, we minimised the technical details in the main text, and present results mostly in graphical form. However, we provide extensive Table Appendices with all the detailed results of our analysis, and Technical Appendices with a full description of data and methodology. Throughout this report, we define immigrants as foreign born, except for Germany where they are defined as foreign nationals.

PART I: IMMIGRANTS IN THE EUROPEAN LABOUR MARKET

IMMIGRANT POPULATION – SIZE

In 2020 about 9.4% of residents in Europe were born in a country other than their country of birth. Most of them, 37.6 million, live in a EU14 country, where the share of immigrants in the population is around 11.3%.[1] There is a considerable degree of heterogeneity in the relative size of immigrant populations across countries, even within the EU14. The immigrant share is extremely low in most Eastern European countries: it is as low as 0.06 or 0.1% in Bulgaria and Romania, 1% in Slovakia, 1.7 and 2.4% in Poland and Hungary and 3% in the Czech Republic. Among EU14 countries, the share of immigrants in the population ranges instead from almost 4% in Finland to as high as 23% in Sweden, 30% in Switzerland and even more than 50% in Luxembourg (Figure 1).

Figure 1: Immigrants make up almost 10% of the European population

Share of immigrants in the total population (2020)

Blue line: EU14 average (11.3%)
Red line: EU27+3 average (9.4%)

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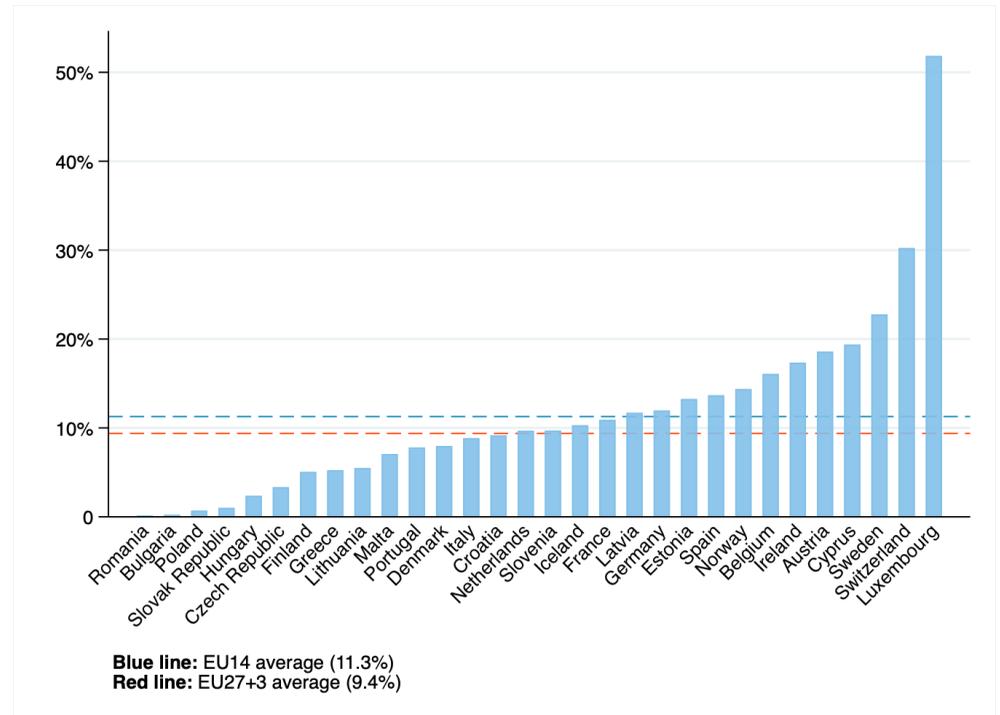
[1] *Throughout the report, we refer to "European" countries to indicate EU 27 countries as well as countries that are members of the European Economic Area: Iceland, Norway and Switzerland. EU14 countries are Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, Luxembourg, Netherlands, Portugal, Spain, Sweden. Note that from this year we exclude the UK from the sample, since it formally left the EU on January 31, 2020.*

The slow but steady increase of the foreign-born population that happened in recent years (more than 6 million individuals between 2015 and 2019) has come to a halt in 2020. The health emergency, combined with the period of economic downturn that followed in all European countries, brought to a substantial decrease in migrant flows over the course of the year. Many countries imposed lockdowns on the population and blocked all entries from abroad for several months, thus making new inflows extremely difficult; at the same time, individuals in part-time and temporary occupations, who, as we showed in the 5th edition of this Report, are disproportionately immigrants, are those who suffered the most. It is therefore likely that the decrease in inflows has also coincided with an increase in outmigration, which may have been especially significant for immigrants closest to home like European immigrants.

In fact, the data show that most immigrants have been in their current country of residence for quite a long time: on average, less than one in six immigrants living in a European country in 2020 has emigrated within the previous five years. With respect to 2019, the share of recent immigrants has decreased from 20 to 16.7 percentage points. The aggregate figure, however, still hides significant cross-country differences. Among the countries where immigrants account for at least 1% of their population, Sweden stands out with more than one fourth (27%) of immigrants arrived in the last five years: only Cyprus and Malta have a higher share of recent immigrants (28% and 32% respectively). Portugal, Luxembourg and Denmark also host a relatively large share of recently arrived immigrants: about one in four migrants in these countries has been there for at most five years (Figure 2).

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

Share of recent immigrants in foreign population (2020)

more than 30%
20% - 30%
10% - 20%
less than 10%
no data
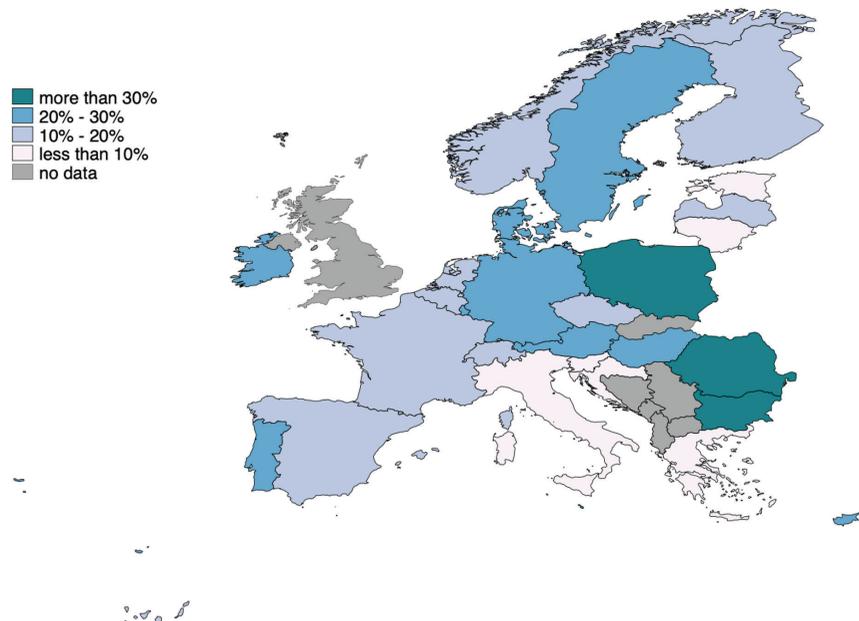
IMMIGRANT POPULATION – CHARACTERISTICS

A long standing, but often under-appreciated, feature of immigration in EU countries, is that the majority of the foreign-born population (57%) originates from another European country. Not only do EU mobile citizens make up 37% of the overall immigrant population in the European Union (also including Norway and Switzerland), but an additional 20% was born in a European country outside of the EU. Among the other areas of origin, Africa and the Middle East account for 14% of all immigrants, while 17% come from Asia and 13% from the Americas or Oceania (see Figure 3).

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

Composition of immigrants by area of origin (2020)

16.1% Asia
35.3% EU
12.3% Americas and Oceania
13.2% Africa
23.1% Europe - non EU
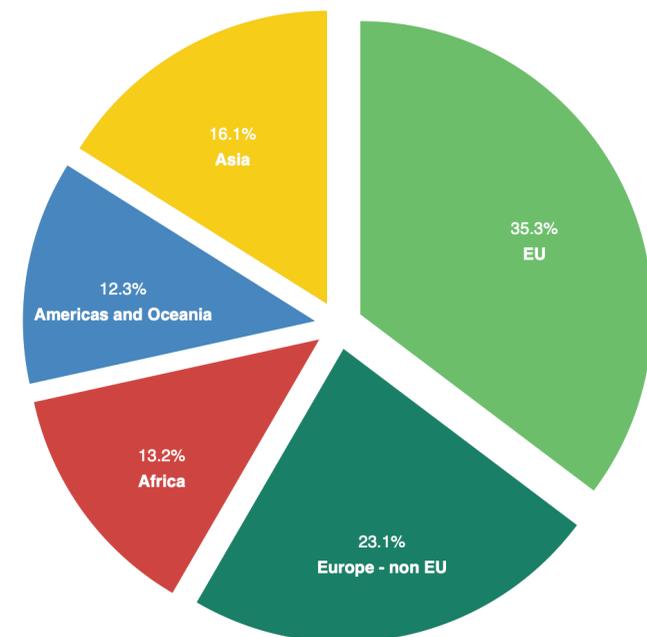
As regards gender, like in previous years women account for 52% of all immigrants. Germany and Norway stand out instead for their male-dominated immigrant population: in both countries, at least 52% of immigrants are men. We analyse in more detail the situation of immigrant women in the second part of the Report.

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

[2] *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 (2020)*

Year: 2020
ISCED level: 5-8
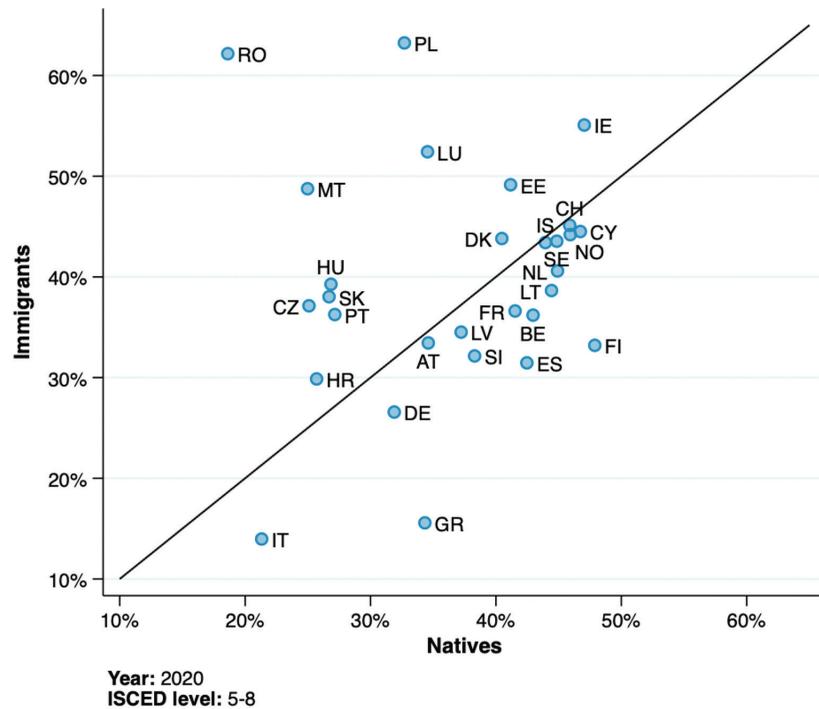
The higher educational polarisation of immigrants relative to natives is a common feature of most European countries, yet countries differ substantially in the educational level of their foreign-born population. For instance, Italy is the country with the least educated immigrants, displaying both the highest share of immigrants with no more than lower secondary education (47%) and the lowest share of immigrants with tertiary education (14%). Conversely, Luxembourg and Ireland have among the highest shares of tertiary educated immigrants, respectively 53 and 55%. Interestingly, as we highlight every year, these cross-country differences mirror closely the underlying cross-country differences in the education of the native-born: countries with a more educated native population also tend to attract more highly skilled immigrants (Figure 4). Again, Italy provides a perfect example, as it not only has the lowest share of university educated immigrants among all EU countries (14%), but it also has the second lowest share of natives with tertiary education (21%), after Romania.

LABOUR MARKET OUTCOMES - *EMPLOYMENT*

Immigrants have on average worse labour market outcomes than natives. In terms of employment, they are 10.1 percentage points less likely than natives to have a job, an employment probability gap that has increased relative to 2019 (7.7 p.p.). Since the employment probability of natives is on average 76% both across the whole EU and in the EU14 countries, this means that immigrants are 13% less likely to have a job than natives. Employment gaps are larger in central and northern European countries like Sweden (-18.5 p.p.), the Netherlands (-15.9 p.p.), Finland (-15.4 p.p.) or Germany (-14.2 p.p.) and smaller in Spain (-8.8 p.p.) and in Italy (-4.3 p.p.). Note however that Italy has one of the lowest native employment rates (66%), therefore immigrants do not have a high probability of employment in absolute terms, but only relative to Italian natives. Portugal and Luxembourg stand out, among the countries with a substantial share of immigrants in their population, for having no statistically significant difference in employment probability between immigrants and natives (see Figure 5).

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

Immigrant-native differences in employment probability (2020)
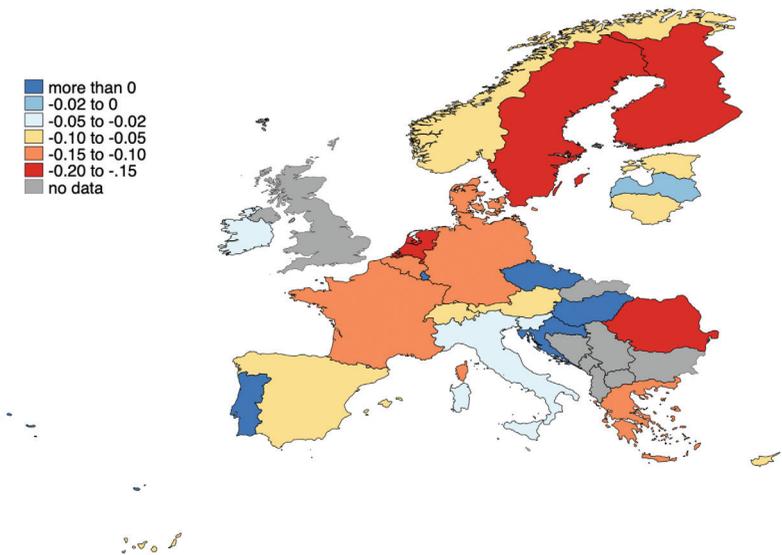
So far, we have focused on differences in labour market outcomes between the average immigrant and the average native, and we have shown that immigrants tend to have a lower employment probability. This gap might originate from immigrant-specific hurdles in labour market integration such as discrimination from employers, difficulties in formal recognition of foreign qualifications or low transferability of skills acquired at home, lack of fluency in the host country language. However, the gap might also originate from differences

in characteristics such as age structure, gender mix and educational composition between the two populations. It is important to understand what the source of the employment disadvantage is, since the policy interventions required to close the gap are obviously different under the two scenarios. For this reason, we have also computed differences in employment probability between immigrants and natives with similar age-gender-education profiles: this comparison does not significantly affect the average gap, which is still estimated to be 9.7 percentage points on average across Europe. This result indicates that, on average across European countries, immigrants' mix of labour market characteristics is overall similar to natives'. More importantly, it also indicates that immigrant characteristics alone cannot explain their employment disadvantage, and therefore that other factors need to be addressed in order to close the gap. However, there are also some countries where the raw difference in employment probability between immigrants and natives (unconditional gap) is significantly different from the employment probability gap once differences in gender, age and education are taken into account (conditional gap), as we show in Figure 6. The graph reports, for each country, unconditional gaps on the horizontal axis, and conditional gaps on the vertical axis. Countries below the 45 degrees line are those where the conditional disadvantage (advantage) of immigrants is larger (smaller) than their unconditional one, which indicates that immigrants have a gender-age-education profile that makes them more employable than natives. Conversely, countries above the 45 degrees line are those where immigrants have a less favourable profile than natives; therefore, conditioning out individual characteristics leads to a reduction in the employment probability differences (alternatively, an increase in the employment probability advantage).

Figure 6: Demographic characteristics do not explain the immigrant-native employment gap
Conditional and unconditional differences in employment probability (2020)
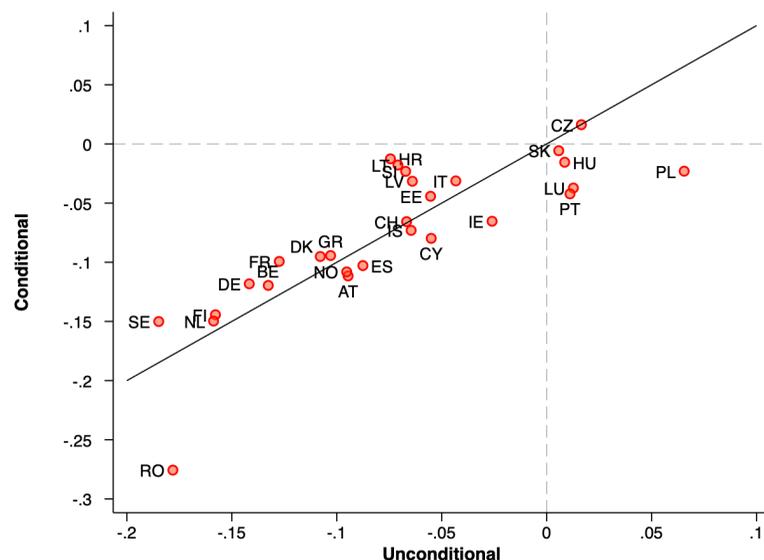
EU immigrants tend to have considerably better employment outcomes than non-EU immigrants, and, in some countries like Denmark, Hungary, Ireland, Luxembourg, Malta, Portugal or Poland, they also outperform natives. The employment probability gap of both EU and non-EU immigrants has increased between 2019 and 2020: across all European countries, EU immigrants have a probability of employment that is 2.7 percentage points (or 3.5%) lower than natives, whereas their employment probability was the same as natives the previous year; non-EU immigrants instead have a substantially larger gap, 14 p.p. (or 18.5%), which has increased from 12 p.p. in 2019. The better employment performance of EU immigrants relative to their non-EU counterparts is only partly driven by a different composition of the two groups in terms of their age, gender or education. In fact, when EU and non-EU immigrants are compared to natives with the same individual characteristics, the differences in employment probability gaps between the two groups are still substantial. The gap for EU immigrants increases to 3.6 percentage points, whereas the non-EU gap decreases slightly to 12.6 percentage points. The persistence of large differences in the conditional employment gap between the two groups thus suggests that the better performance of EU immigrants may be due to the more favourable institutional setting they face. For instance, recognition of foreign qualifications and access to licensed occupations is easier for EU than non-EU citizens, which clearly facilitates the labour market integration of the former relative to the latter. Additionally, EU citizens can move freely across countries, and they are therefore able not only to settle in countries with higher labour demand, but also to move out of their country of current residence and move back to their country of origin or to another EU country at a lower cost, should labour demand decrease.

As expected, immigrants who have spent more time in the host country tend also to have a higher labour market integration. The average difference in employment probabilities between natives and immigrants who have been in the country for no more than five years (recent immigrants) is 18.6 percentage points, or 20.2 percentage points when we compare immigrants to natives with the same age-gender-education profile. For earlier immigrants, who have accumulated more than five years of residence in the host country, the gap instead decreases to just 8.6 percentage points and it is essentially unchanged even when differences in individual characteristics are taken into account. Even though these figures are based on a single cross-section of data, and therefore do not refer to the same migrants observed at two different points in time, but to different groups of migrants (with potentially distinct characteristics), they still suggest the existence of assimilation of foreign-born citizens in the host country labour market. This process may be due to immigrants acquiring country-specific skills, such as learning the host country's language. However, it may also be driven by selective outmigration, with less successful immigrants returning home (or migrating to a different country) after a few years spent in the host country. Note that this process is more clearly visible for non-EU immigrants. Their employment disadvantage decreases sizably with time spent in the destination country, from 26 percentage points among the recent ones, to 12 percentage points for those who have been longer in the host country. Recent EU migrants
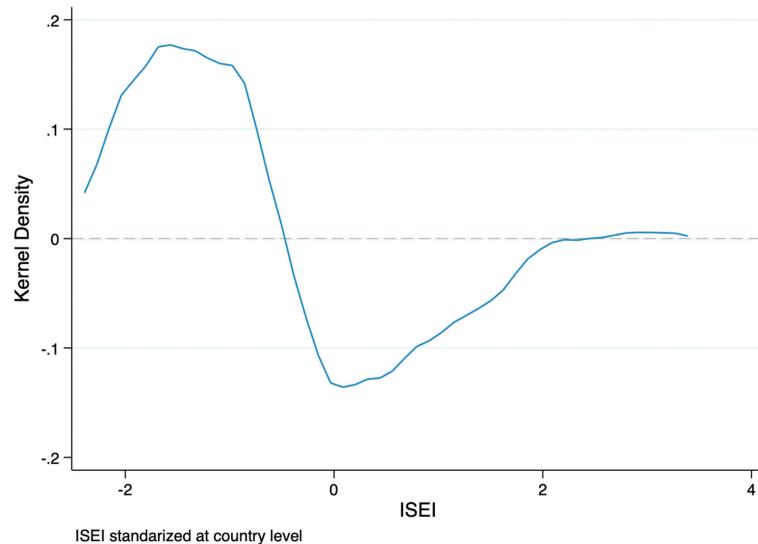
display a 5.1 lower employment probability than natives, and this employment disadvantage is about half as large among earlier EU migrants (2.2 percentage points). It is important to note that when accounting for demographic characteristics, the employment probability differential with natives widens more for recent than for earlier EU migrants. This pattern is driven by the fact that recent EU migrants have age, gender and education characteristics that make them more employable than their co-natives who emigrated earlier.

OCCUPATIONAL STATUS

It is fairly obvious that employment probability is only a crude measure of labour market integration. Indeed, the type of jobs that employed individuals perform is another crucial dimension to analyse. Jobs differ in terms of earnings potential, occupational hazard, prestige, and social status they confer to workers. We measure occupational status with the Socio-Economic Index of Occupational Status (ISEI), a continuous index that scores occupations in relation to their average education and income levels, thus capturing the attributes of occupations that convert education into income. Higher values of the index correspond to occupations with a higher socio-economic status.[3] We have standardised the measure so that it has mean zero and standard deviation one in each country: therefore, values above zero indicate occupations that are more prestigious, and more remunerative, than the national average, and vice versa for values below zero.

Figure 7: Immigrants have less prestigious and less well paid jobs than natives
Immigrant-native difference in distribution along the occupational status scale (2020)

ISEI standarized at country level

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

Because of the higher polarisation in occupational distribution, and especially of their higher concentration at the bottom of the scale, immigrants have on average a lower occupational status than natives: across European countries, the mean ISEI score for immigrants is 30% of a standard deviation lower than that of natives. Among the countries with a substantial share of immigrants in the population the occupational gap is highest in Italy, 71% of a standard deviation.

The patterns of occupational status distribution for EU and non-EU migrants are similar, although EU migrants are slightly more similar to natives, with a lower relative concentration in the bottom part of the distribution than non-EU migrants, and a higher concentration in the middle. The mean gap in occupational prestige of EU migrants relative to natives is slightly less than half that of non-EU migrants (18 and 38% of a standard deviation respectively). Immigrants' age-gender-education profiles can explain only about 20% of the differences in occupational prestige for EU citizens, and a bit more than one third of the gap for non-EU migrants.

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[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.

INCOME

As the differences in the distribution of occupational status suggest, immigrants tend to be disproportionately more concentrated than natives in the bottom part of the income distribution. Figure 8 shows the percentage of immigrants (blue dashed line) and natives (red solid line) in each decile of the national income distribution, pooling together all European countries.[4]

Figure 8: Immigrants are more likely to be in the bottom income deciles than natives

Immigrant and native distribution along national income deciles (2020)
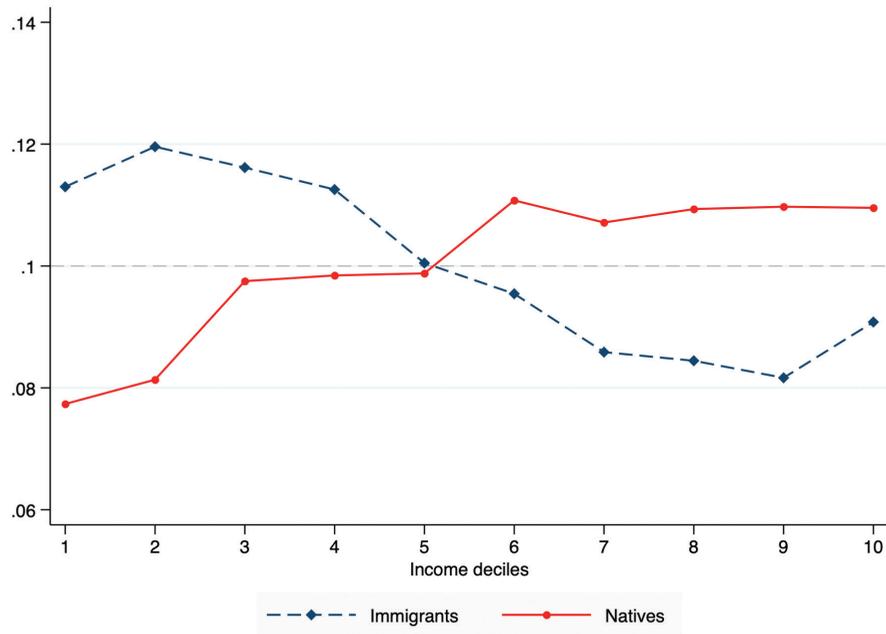
The two lines have clearly opposite trends: the native line is upward sloping, indicating their relatively higher concentration toward the top of the income distribution.[5] In contrast, the corresponding immigrant line is decidedly downward sloping, indicating a decreasing share of migrants as we move toward the higher income deciles, except for a slightly higher concentration in the top decile relative to the ninth and a slightly lower concentration in the bottom decile relative to the second.

On average, an immigrant has a 3.6 percentage points higher probability of being in the bottom 10% of a country's income distribution (46% more likely than natives), and a 1.9 percentage points lower probability of being in the top 10% than a native (17% less likely). Among the main recipient countries, Greece and Italy stand out as those where immigrants have the highest differential probability of being at the bottom of the income distribution, with respectively a 9 and 11.6 percentage points higher probability of being in the bottom decile than natives, and the highest gap in the probability of being in the top decile.

Figure 9: Job characteristics explain almost two thirds of immigrant income disadvantage

Immigrant-native difference in probability of being in bottom decile: overall and after accounting for individual characteristics and occupational clustering
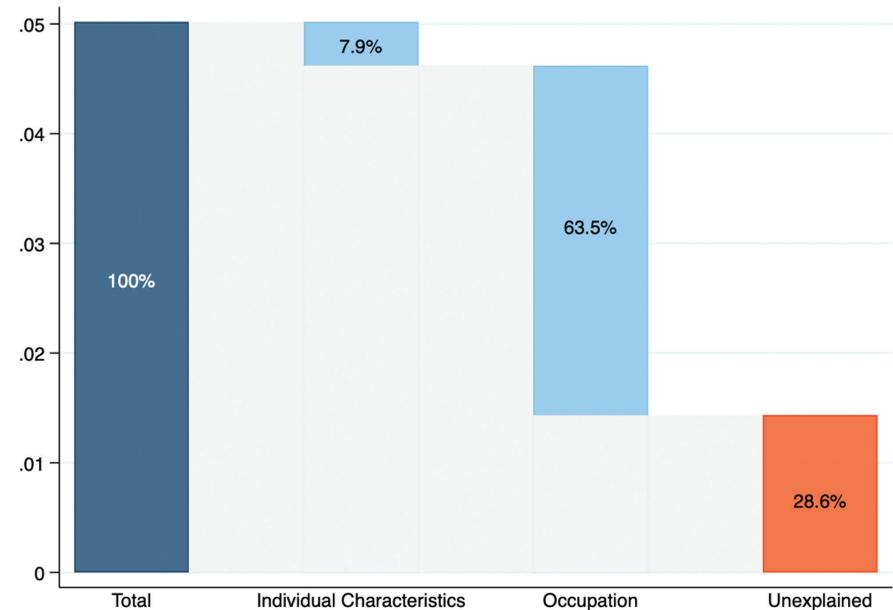
Importantly, differences in individual characteristics between immigrants and natives are only able to explain a small part of the income disadvantage of immigrants, and especially their over-representation at the bottom of the income distribution (Figure 9). The portion of the difference in the probability of having a wage in the bottom decile explained by age, gender and education profiles amounts to 0.4 percentage points, or 7.9% of the total difference, whereas differences in occupation account for about eight times as much, namely 63.5% of the gap.

[4] Income information is not available for Austria, Czech Republic, Germany, Iceland, Norway, Slovak Republic, Slovenia, Spain and Sweden.
[5] Note that the native line is not flat because we are focusing on the 25-64 age range only.

In fact, the main reason why immigrants are disproportionately concentrated in the bottom part of the income distribution is the type of jobs they do: if we compare immigrants and natives that have not only the same age-gender-education profiles, but perform the same type of jobs and have similar job characteristics (full/part time employment), the difference in probability of being in the top decile shrinks to 0.4 percentage points, while the probability of being at the bottom of the distribution actually becomes 0.7 percentage points smaller for immigrants than for natives. Thus, it is the clustering of immigrants in low-paid occupations, not the differences in the level of education, which explains the biggest part of the immigrant-native difference in both the probability of being in the bottom and in the top income decile. The concentration of immigrants at the bottom of the income distribution is largely a consequence of immigrants' education not being rewarded as much as natives'. This is often the result of the misallocation of immigrant skills between occupations, with formally highly educated immigrants taking up unskilled jobs, like for instance foreign graduates working as deliverymen or as cleaners or caretakers.

In countries where immigrants have lower income gaps, they also tend to perform better in terms of employment probability. We show that in Figure 10, where we display in the top graph the (negative) correlation between the differentials in the probability of being at the bottom of the income distribution and the gap in employment probability. Coherently, the bottom graph shows that a higher differential in the probability of being in the top income decile is associated with a larger employment probability gap. These graphs therefore indicate that in general earnings and employment assimilation are associated, and not alternative.

Figure 10: Income and employment gaps are correlated

Immigrant-native differences in employment and in concentration in bottom income decile (2020)
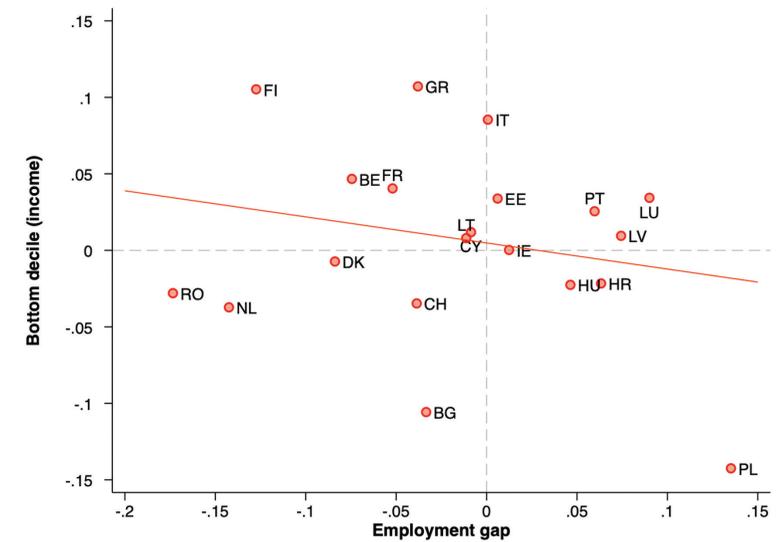
Immigrant-native differences in employment and in concentration in top income decile (2020)
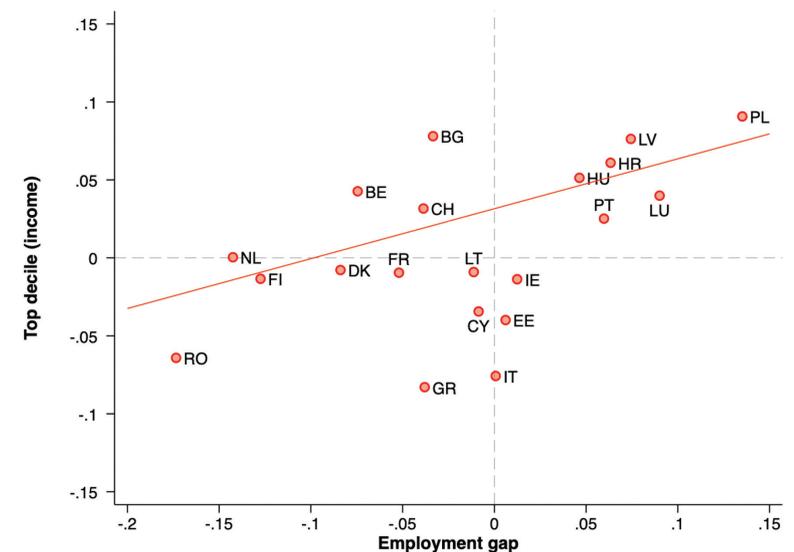
PART II: A GENDERED LOOK AT IMMIGRANT ECONOMIC INTEGRATION

In the first part of the report we have analysed in detail the characteristics and the labour market integration of immigrants across European countries. We have examined several different economic outcomes, and we have highlighted heterogeneity across origin countries (especially EU vs non-EU migrants), migration seniority (recent vs earlier migrants), as well as their intersections. However, we have not delved into another major dimension of heterogeneity such as gender.

In this second part of the report we will instead focus precisely on the gendered dimensions of economic integration. Slightly more than half of the immigrants currently living in Europe are women, and in some countries the gender imbalance is even stronger – like in Italy where women account for 55% of the total foreign born population. Although immigrant men and women do share some common characteristics, their experience in the host country labour markets are markedly different. Across all European countries, women face considerably more hurdles than men in the labour market: they have a lower employment probability, are employed in less economically rewarding occupations, and earn lower wages than men even when they perform comparable jobs. Such gender inequality is exacerbated for immigrant women, who face labour market penalties over and above those faced by immigrant men.

Immigrant women are more concentrated than immigrant men in some specific sectors of the host country labour markets. In particular, they are disproportionately more likely to work in cleaning and domestic occupations, or in the personal care sector, much more so than native women are, and they are more likely to be paid less than both immigrant men and native women who perform the same type of jobs. We will show that this happens despite their relatively favourable labour market characteristics – women are on average better educated than men – and that such a clustering in these low-pay and low-skill service occupations persists even after several years spent in the host country.

IMMIGRANT WOMEN IN EUROPE – SIZE AND CHARACTERISTICS

In most European countries immigrant women are more numerous than immigrant men, with the exception of Germany (47%), Slovenia (47%), Luxembourg (49%), Norway (49%) and Romania (38%). Among the countries with a historically large immigrant presence, Italy hosts the highest share of immigrant women over the total immigrant population (55%), and such a gender imbalance has been following a slightly upward trend in the past fifteen years (from 53.6% in 2005 to 55% in 2019). Instead, on average in Europe the share of immigrant women has remained quite stable over time, with a total growth of only 0.2 percentage points between 2005 and 2019.

Figure 11: Women make up more than half of the immigrant population in Europe
Share of immigrant women over total immigrant population
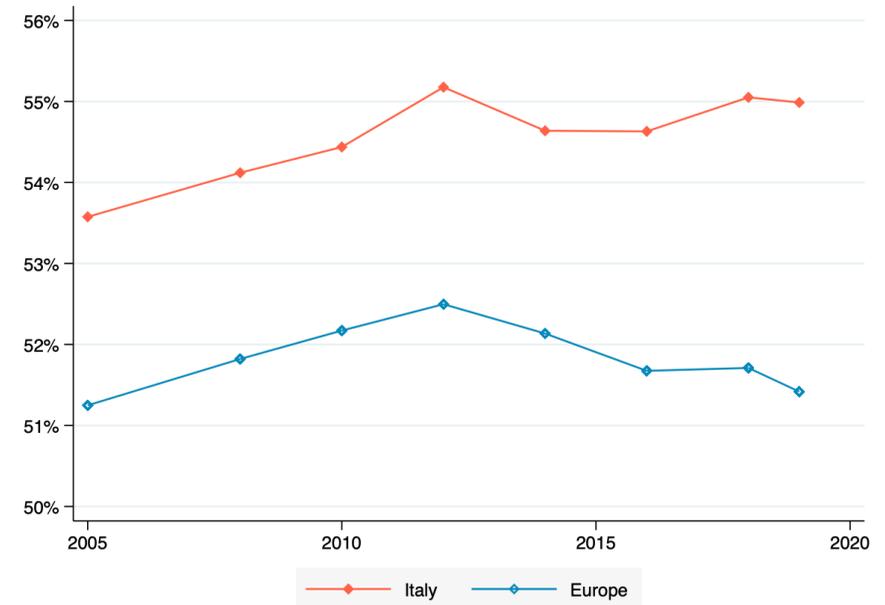
On average, women represent more than half of the immigrant population among Europeans and Americans, while African and Asian immigrants are more frequently men (Figure 12). In Italy, too, there is a predominance of women among European and American migrants, whereas the majority of immigrants from other origins are men. However, the gender skewness within areas is greater in Italy. While in Europe as a whole, African and Asian women make up just short of 50% of immigrants from these areas, in Italy they only account for, respectively, 43 and 46%. Conversely, across EU countries, on average 52.5 and 56.6% of European and American immigrants are women, respectively, while in Italy women represent 59 and 61.2% of immigrants from Europe and the Americas.

The high gender imbalance within areas of origin in Italy is mirrored in the lower than average share of immigrants who live with their partner. While in Europe 68% of adult immigrants cohabit with their partner or spouse, the share among immigrants in Italy is lower, 66%. The higher share of immigrants not living with their partner in Italy relative to the rest of Europe does not originate from differences in countries of origin of immigrants. In fact, for immigrants from all areas of origins, the share of immigrant couples is lower in Italy with respect to the European average, and in some cases the gap is substantial. The difference between Italy

and Europe goes from 1 percentage point among EU immigrants and immigrants from the Americas and Oceania, to 5 percentage points among Africans and Europeans from outside the EU.

Figure 12: In Italy there is a high gender imbalance within areas of origin
Share of women over respective immigrant population (2019)

Figure 13: Italy has the most dissimilar distribution of men and women across origins
Gender-based Duncan Index of areas of origin (2019)

Blue line: 2019 EU14 average (0.04)
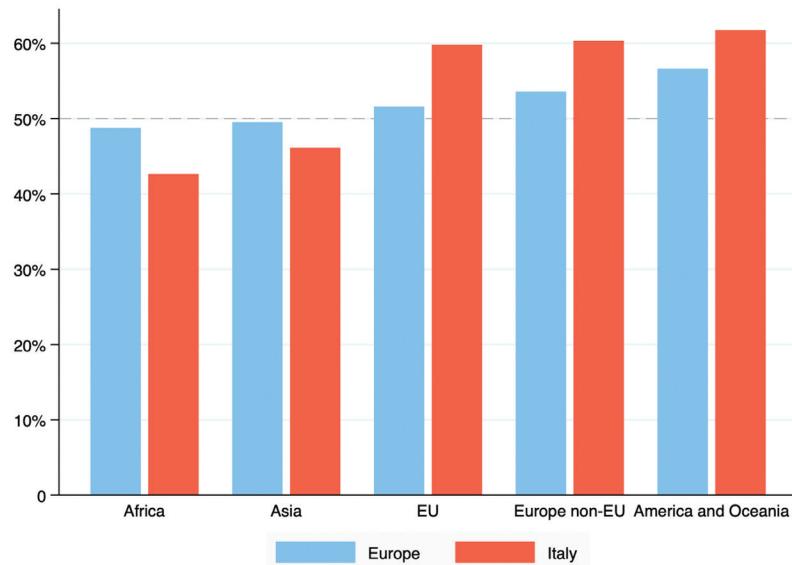
A convenient way of summarising and quantifying the gender differences in areas of origin of immigrants in each country is through a segregation index, such as the Duncan Dissimilarity Index. Such an index measures the extent to which immigrant men and women in each country are differently distributed across areas of origin, and it has an intuitive interpretation: its value indicates the share of the immigrant women whose area of origin should change for the distribution by area of origin to be the same for both men and women. For instance, a value of the Index of 0.05 implies that 5% of immigrant women should be "reallocated" to a different area of origin, in order to equalize the share of men and women from each origin. The Duncan Index in European countries is equal to 0.04, and it has remained stable over time. In contrast, Italy is the second country where the Index is highest, after Finland (0.15), and it is more than three times the European average (0.14 v. 0.04). Among the countries that are above the European average, most are Southern European: Spain (0.07), Greece (0.07) and Italy (0.14).

EDUCATION

Across Europe, immigrant women are slightly more educated than immigrant men: slightly less than one in three immigrant women in Europe holds a tertiary degree (3 percentage points more than immigrant men) and about one in three has at most a lower secondary education (1 percentage point less than immigrant men. In almost all European countries, the share of immigrant women with a tertiary degree is higher than the share of immigrant men. The only exceptions - among the countries with more than 5% of immigrants in the population - are Luxembourg and Switzerland, where the two are almost equal (54% and 45%, respectively). Likewise, in most countries, the share of immigrant women with a high level of education is between 30% and 40%.
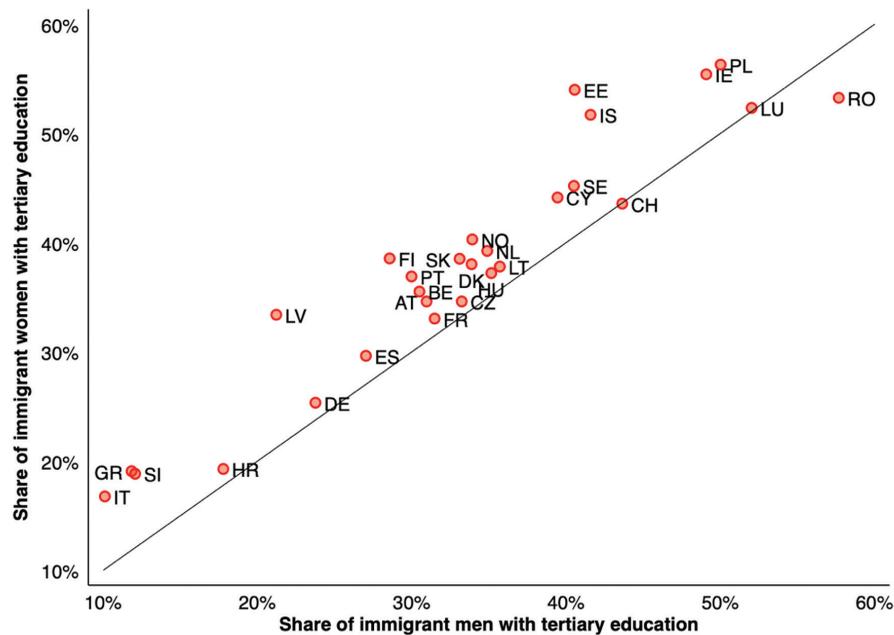
Figure 14: Across Europe, immigrant women are more educated than men
Share of immigrant men and women with a tertiary degree (2019)

Italy and Greece are the two countries in which the share of highly educated immigrant women is lowest (respectively, 17% and 19%), while Ireland and Luxembourg are the countries in which the share is highest (respectively, 58% and 54%), among those with a significant

immigrant presence. As we have seen in Part 1, these same countries are also among those with, respectively, the least and the most educated populations of natives. In fact, immigrants' education levels mirror quite closely those of natives, both among men and women, and the educational levels of immigrant men and women are strongly correlated within countries (coefficient of correlation 0.73).

The positive correlation between the education of immigrant women and men within each origin country holds also across countries of origin (Figure 15). However, not among all areas of origin immigrant women are more highly educated than immigrant men: while in most countries European immigrant women (both from within and from outside the EU) hold a university degree more frequently than men, the opposite is true among African immigrants. Instead, there is a strong variation across Europe in the shares of immigrant men and women with a tertiary education from the Americas and Asia. In Italy, across all origins immigrant women are more frequently educated at a university level than immigrant men (17% vs 10%). The difference is smaller among Africans and Americans, while it is largest among Europeans from outside of the EU, where the share of women with a tertiary degree is more than twice the share of men (22 v. 9%).

Figure 15: Among natives and European migrants, women are better educated than men
Share of men and women with a tertiary degree, by origin (2019)
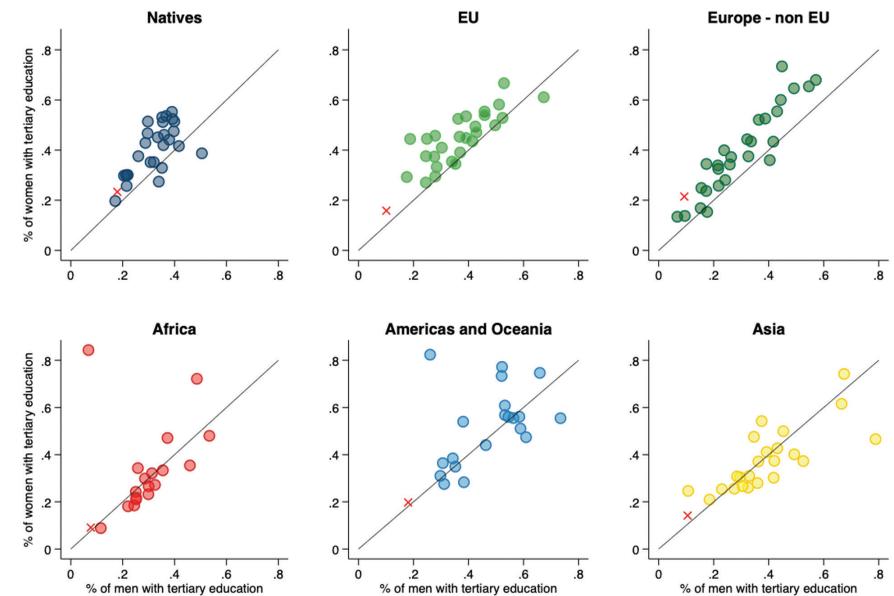
x = Italy

Evolution over time

On average in Europe, native and immigrant women are becoming more educated more quickly than men. Over the past fifteen years, the share of all individuals with a tertiary degree has been increasing, and correspondingly the share of all individuals with at most a lower secondary degree has been decreasing. However, the share of highly educated immigrant women has been higher than the share of men since 2005, while the share of low educated immigrant women has been lower than the share of men since 2016. Meanwhile, the education levels of native men and women have been following similar trajectories (Figure 16).

Italy stands out among European countries for two reasons. Not only are immigrant education levels in Italy lower than the European average (and among the lowest in Europe), but they have not been improving at all in the past decade and a half. In fact, while the share of low-educated Italian natives has decreased by about 15 percentage points in the past 15 years, the corresponding share of immigrants has remained stable between 2005 and 2015 for both men (50%) and women (42%), and it has even slightly increased in the past 5 years (by 2.5 p.p. men, by 1.5 p.p. women). At the same time, the share of immigrant men with a tertiary level of education has remained stable around 10 percent, and the share of highly educated immigrant women has increased extremely slowly (from 14 to 17% between 2005 and 2020).

Figure 16: In Europe education levels are rising among men, women, immigrants and natives

Share of immigrants and natives with lower secondary education (Europe)
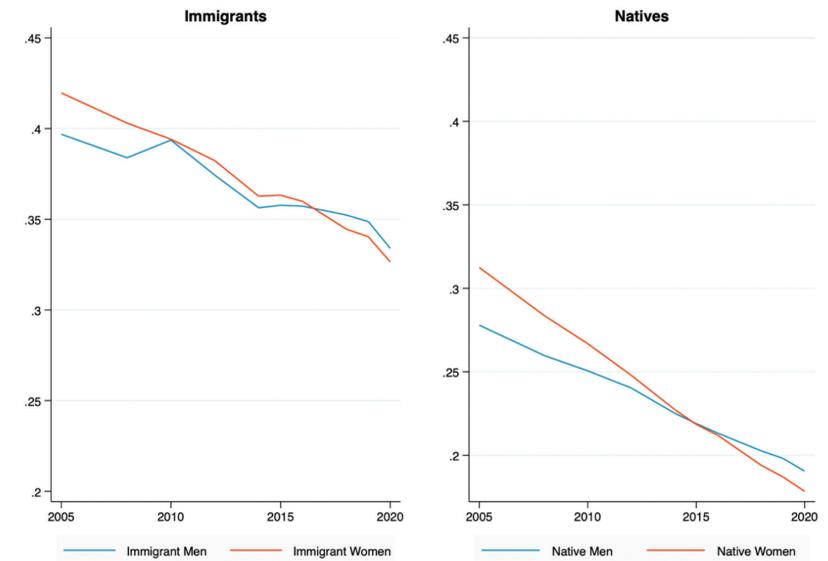
Share of immigrants and natives with tertiary education (Europe)
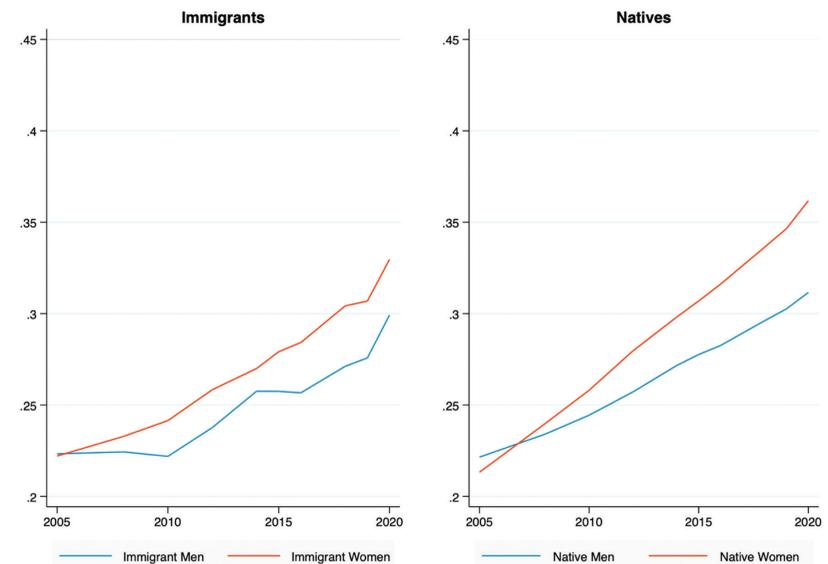
Figure 17: In Italy, immigrant education levels have remained unchanged in the past 15 years

Share of immigrants and natives with lower secondary education (Italy)
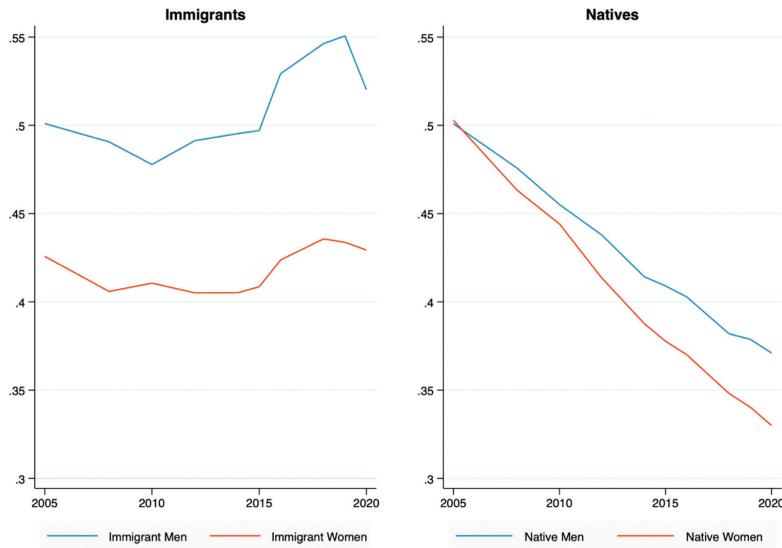
Share of immigrants and natives with tertiary education (Italy)
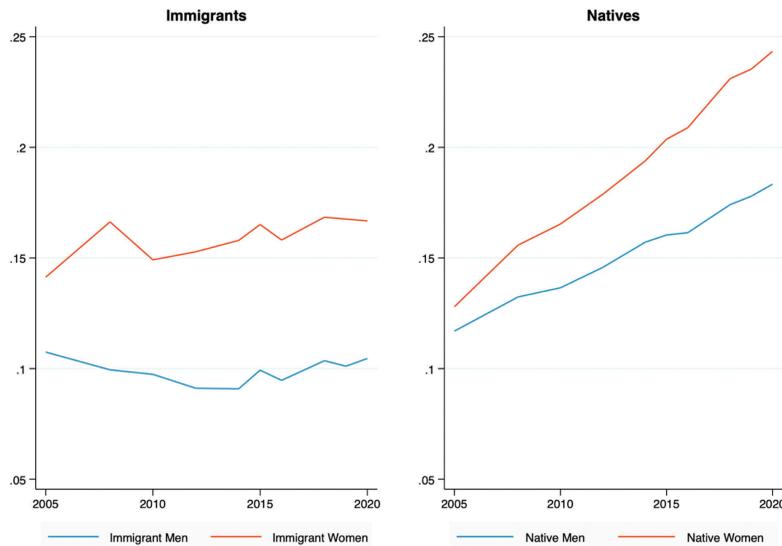
Even though, in Europe, both immigrant and native women have become better educated over the last fifteen years, the growth in educational achievements of native women has been faster, thus leading to an increase of the immigrant-native education gap. The difference between the share of highly educated immigrant and native women has widened, from -0.7 percentage points in 2005 to -4.5 p.p. in 2020, while the gap between the share of immigrant and native women with a lower secondary degree has increased by almost 5 percentage points. On average the share of immigrant women with a low education has decreased by 10 percentage points (from 43 to 33%), and the share with a high level of education has increased by 10 percentage points (from 23 to 33%), reducing substantially the educational polarization of immigrant women (Figure 18).

Instead, the education levels of immigrant women in Italy have remained stable over time, and concurrently Italian women have become better educated. These diverging trends have led to a more than threefold increase in the difference between the share of immigrant and native women with tertiary degrees (from 3 to 10 percentage points), and between the share of immigrant and native women who hold a lower secondary degree (from 2 to -7 percentage points).

Figure 18: The gap in education between immigrant and native women is increasing

Difference between the share of immigrant and native women, by education level
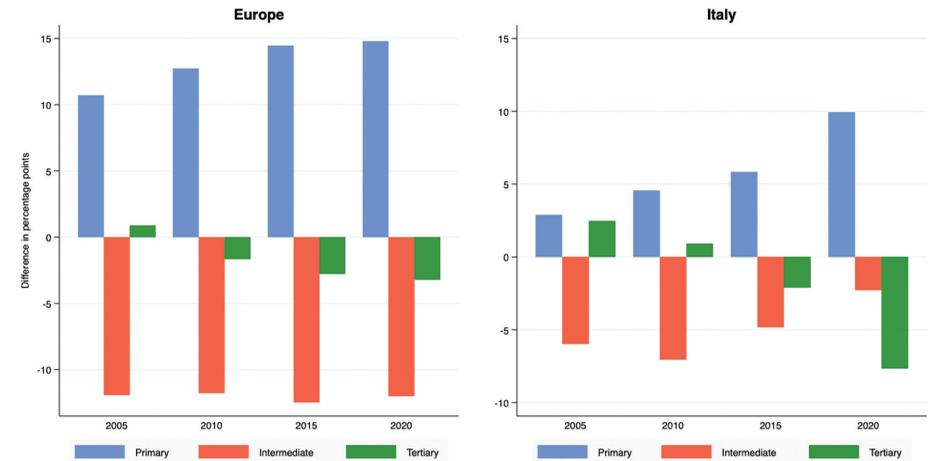
LABOUR MARKET OUTCOMES - *EMPLOYMENT*

It is well known that women have, in general, a lower employment probability than men. In 2020, the employment probability of native men over 24 years old in Europe was 82%, whereas the employment probability of native women in the same age range was 71%. This gender gap in employment is even more substantial among immigrants. The employment probability of immigrant women is 58%: immigrant women are 14 percentage points (or 19%) less likely than native women to have a job. Conversely, the employment probability of immigrant men is 76%, hence the male immigrant-native gap in employment probability is 6 percentage points (7%).

Figure 19: Immigrant women have a lower employment probability than both native women and immigrant men.

Immigrant – native difference in employment probability, by gender (2020)
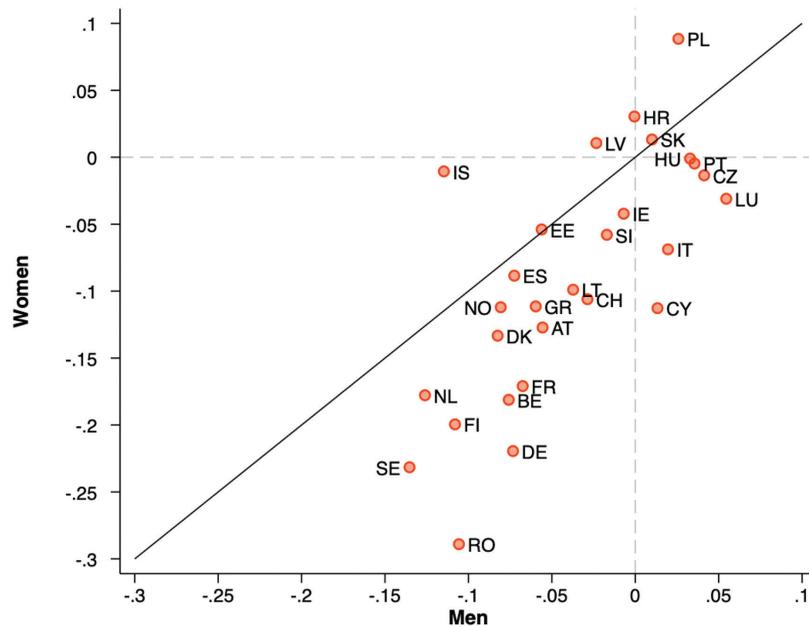
The immigrant-native difference in employment probability is higher for women than for men not only on average, but also in almost all European countries, with the only exception of a few countries with very low immigrant presence (Poland, Slovakia, Latvia, Croatia) and Iceland. We show this in Figure 19, which plots the percentage point difference in employment probability between immigrant and native women against the corresponding difference among men for each country. In most European countries, both male and female immigrants have lower employment probabilities than natives. If the immigrant-native employment gap were the same among men and women, all countries would lie on the 45-degree line. However, since the gap among women is usually larger than among men, most countries fall below such a line. Remarkably, even in most of the countries where immigrant men have a higher employment probability than native men, the immigrant employment gap is still negative for women (Italy, Luxembourg, Portugal, Cyprus, Czech Republic). The country in which immigrant women are most disadvantaged is Romania (28.9 p.p.), followed by Sweden (23.2 p.p.) and Germany (21.9 p.p.).

Overall, individual characteristics explain very little of the immigrant-native employment differentials: comparing immigrants and natives with the same age and education profiles reduces the employment probability gap by only 1 percentage point for women, while it has no effects on the estimated gap among men.

The percentage point difference in the employment probability between immigrant and native women in Italy (7 p.p.) is about half the European average (14 p.p.); a fact which is mainly determined by the extremely low employment rate of Italian women (56.5% vs an EU average of 71%), the second lowest in Europe after Greece (55%). Thus, even though the percentage point gap is small, this does not imply that immigrant women in Italy are more likely to be employed than immigrant women in other European countries; in fact, the employment rate of immigrant women in Italy is also the second lowest in Europe, after Greece (50 vs 44%, respectively). Interestingly, while Italian men also have a lower than EU average employment rate (76 vs 82%), the share of employed immigrant men in Italy is instead slightly higher than the European average (78 vs. 76%, respectively) which implies that the male immigrant-native differential in employment probability in Italy is positive. Unlike in the rest of Europe, however, comparing immigrant women in Italy with native women with similar age and education profiles ("conditional gap") delivers a somehow different picture: the employment probability gap decreases from -6.9 to -4.1 percentage points, indicating that immigrant women have demographic characteristics that make them less employable than Italian women (Figure 20). Furthermore, the "unconditional" and the "conditional" immigrant-native gaps in female employment probability in Italy have followed two markedly different trends over the past 15 years. In 2005, immigrant women were 2.4 percentage points more likely to have a job than Italian women. However, after 2010 the difference shrank until disappearing in 2015 and reaching -6.9 p.p. in 2020. At the same time, the "conditional" employment gap, i.e., the gap relative to Italian women with similar characteristics, was negative (-3.9 p.p.) in 2005, then steadily decreased until disappearing in 2010 – when there was also no "unconditional"

difference – and then bounced back to -4.1 p.p. in 2020. These data indicate that between 2005 and 2010 immigrant women were at an advantage with respect to native women's employment probability, since they had age and education profiles that made them more employable. However, their relative age-education profiles deteriorated over time until becoming the same as those of Italian women by 2015. In 2020, the "unconditional" gap is more negative than the "conditional" one, indicating that the average characteristics of immigrant women in Italy make them less employable than Italians.

Figure 20: Immigrant women have become less "employable" than Italian women over time
Conditional and unconditional immigrant – native difference in employment probability in Italy (women)
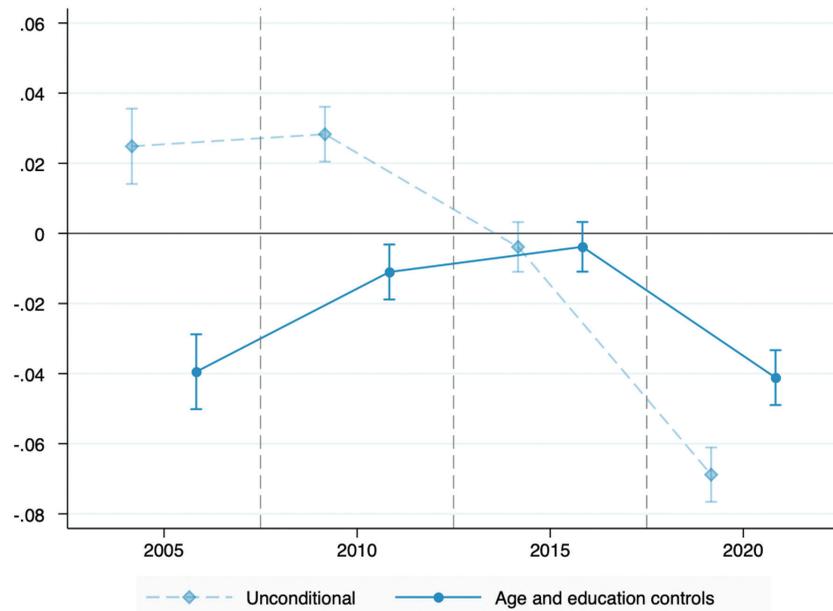
The gender gap in employment probability is larger among immigrants than among natives. At the European level, the native gender gap has been decreasing over time – from 16 p.p. in 2005 to 11 p.p. in 2020 –, whereas among immigrants it has remained substantially unchanged over the past decade, around 18 percentage points (Figure 21). This is true of both the "unconditional" and the "conditional" gaps.

Italy stands out from the rest of Europe as its gender gap in employment is much higher than the European average, both for immigrants and for natives. While between 2005 and 2015 both differentials have decreased substantially (from 34 to 24 percentage points for

immigrants, from 28 to 22 for natives), the trend among immigrants has reversed in the past five years, when the gender gap has increased again by about 4 percentage points. Interestingly, the reversal of this trend started before the pandemic crisis, hence it is driven by other factors than simply the recent Covid-induced recession.

Figure 21: The gender gap in employment probability is larger among immigrants
Male – female difference in employment probability, by origin
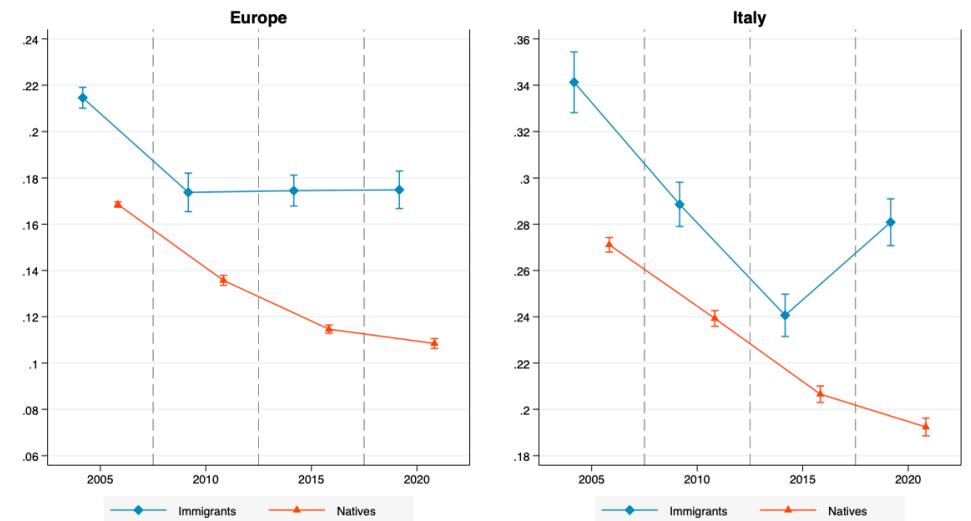
Italy is one of the European countries with the highest male-female gaps, mainly because of the exceptionally low employment rates of both immigrant and native women: the raw gender gap is 28 p.p. among immigrants, and 19 p.p. among natives. The only country with a larger gap between male and female immigrants is Romania (40 p.p.), while the largest differentials between native men and women are in Malta (22 p.p.), Greece and Romania (20 p.p.), and Italy (19 p.p.). In most European countries the male-female gap in employment probability is larger among immigrants, with the exception of Hungary, Iceland, Latvia, Poland and Malta (Figure 22).

Figure 22: Immigrant and native gender gaps in employment are correlated

Male – female difference in employment probability, by origin (2020)
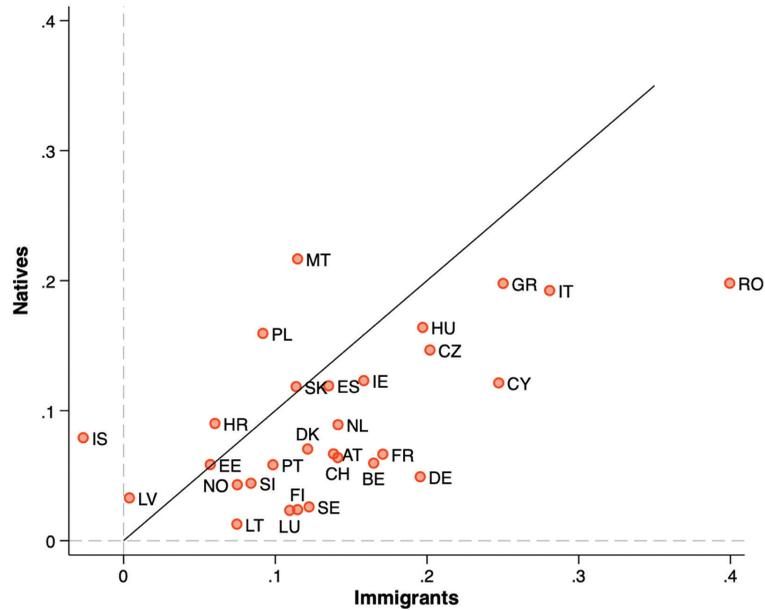
INCOME

As we have seen in Part 1, immigrants are more likely than natives to be at the bottom of the income distribution of their host countries. What we did not stress there is that such a concentration in bottom deciles is mainly driven by the low incomes of immigrant women, rather than by men. Overall, women are overrepresented in the bottom decile while the top income decile is dominated by men, but immigrant women are by far the most disadvantaged, with 18% in the bottom income decile, and almost half of them concentrated in the three lowest income deciles (49%).

Figure 23: Women are more likely to be at the bottom of the income distribution

Immigrant and native distribution along national income deciles, by gender (2020)
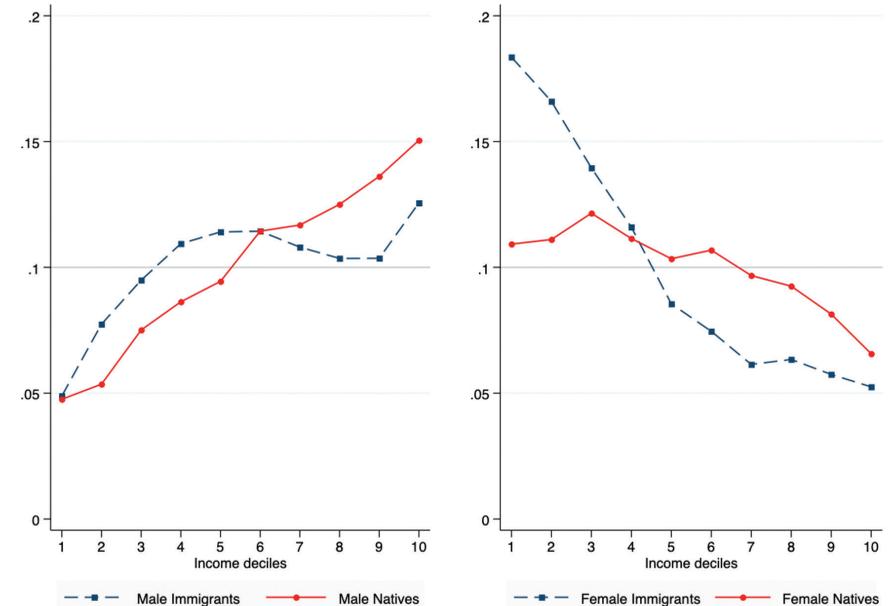
Native women are more evenly distributed across income deciles, with just a slight over-representation in the bottom part of the distribution (34% of native women are in the bottom three deciles), and a corresponding under-representation at the top (15% in the top two deciles). Instead, only 5% of immigrant and native men are in the bottom income decile, while respectively 13% and 15% of immigrant and native men are in the top income decile (see Figure 23). Such a gendered pattern in income distribution holds in most European countries, it is not driven just by a handful of them, as we show in Figure 24.

Figure 24: All across Europe, income is gender-polarized

Share of immigrants and natives in the bottom income decile, by gender (2020)
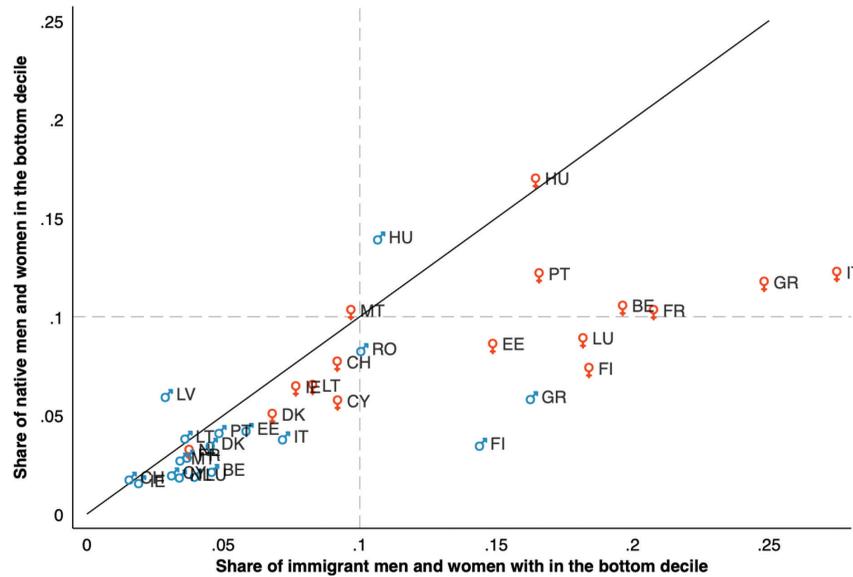
Share of immigrants and natives in the top income decile, by gender (2020)
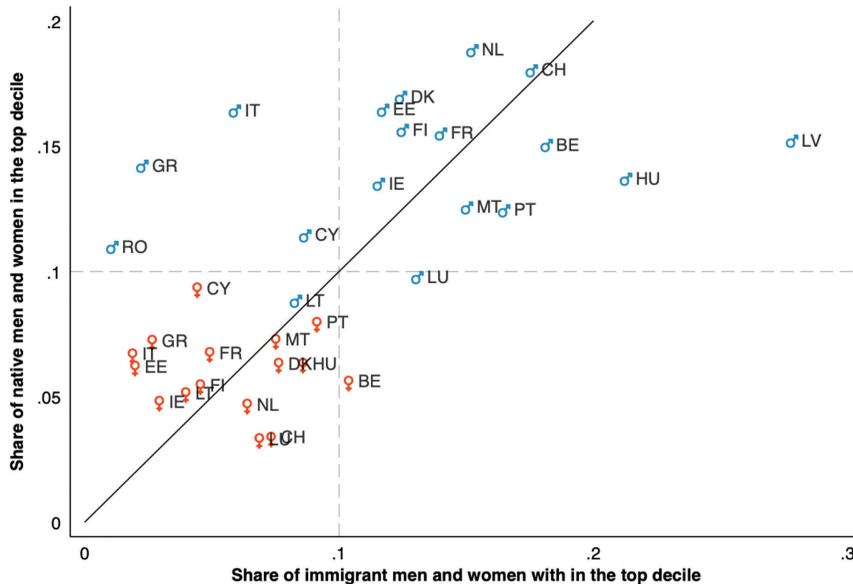
The only country in which immigrant women in the top decile reach 10% is Belgium; in the rest of Europe the top decile is dominated by men, both immigrants and natives. Likewise, in only a handful of countries less than 10% of immigrant women are in the bottom income decile (Cyprus (9%), Denmark (7%), Ireland (8%), Lithuania (8%), the Netherlands (4%) and Switzerland (9%)). Instead, in most countries immigrant women in the bottom decile are more than 10%, and in three countries this share is above 20%: Italy (28%), Greece (25%) and France (21%).

Figure 25: One third of the wage gap of immigrant women is not explained by their demographic characteristics or their job.

Immigrant-native difference in probability of being in bottom decile: overall and after accounting for individual characteristics and occupational clustering, by gender (2020)
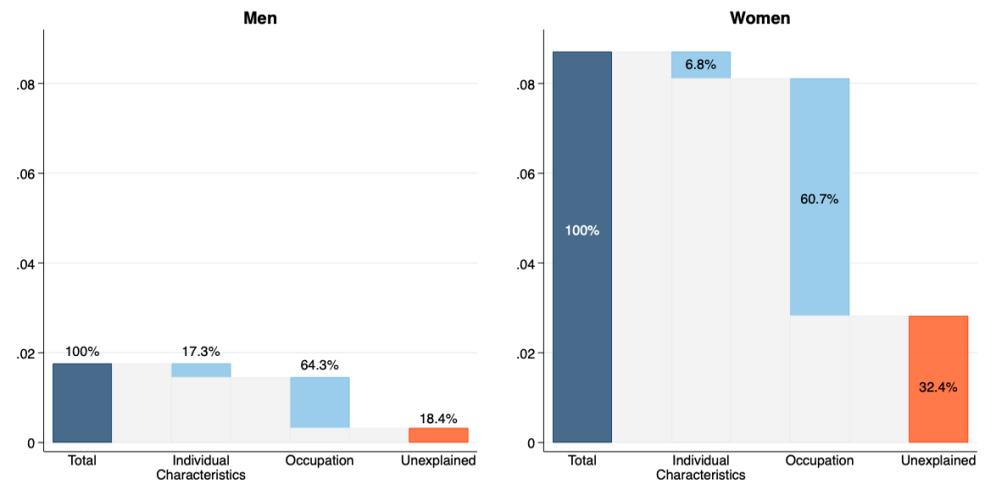
Why are immigrant women (and men) so much more likely to be in the bottom income decile than their native counterparts?

Differences in individual characteristics with respect to native women cannot explain such a large gap. We show this in Figure 25, where we decompose the income differential between immigrants and natives into a part due to differences in age and education, a part due to the specific occupations in which they are employed, and a residual part, which cannot be explained by individual or job characteristics. Differences in individual characteristics explain only 7% of the differential for women (but 17% for men), whereas occupational clustering is responsible for about two thirds of the differential for both men (64%) and women (61%). Remarkably, a substantial part of the differential between immigrant and native women,

about one third, remains unexplained, while the same is not true for men. Thus, not only are immigrant women disproportionately more likely to work in low pay jobs than native women (as is the case for immigrant men relative to native men), but there is an additional gender-specific immigrant wage penalty that affects native women (but much less so native men), regardless of their occupation, or their demographic characteristics.

OCCUPATIONAL DISTRIBUTION

Figure 26: Immigrant women are employed in low-skill and low-pay jobs more than immigrant men.
Immigrant-native and male-female differences in distribution along the occupational status scale (2020)
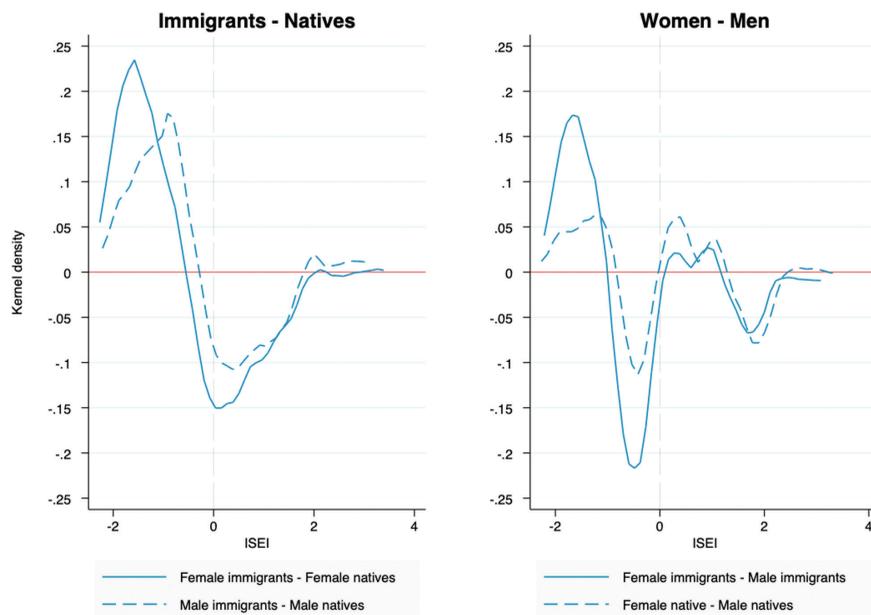
On average, immigrants are more likely to be employed in low-skill, low-pay jobs than natives. However, the occupational gap among women measured through the ISEI index, which scores occupations in relation to their average education and income levels (see Part 1), is wider than among men. The mean ISEI score for immigrant women is 41% of a standard deviation lower than for native women, while the same gap is about half as wide among men (21%). Such disparities in the type of jobs held by immigrants and natives are not only explained by

differences in their characteristics. In fact, when we compare immigrants and natives with similar age and education the average ISEI gap does decrease, but it is still 70% of the original among women and 62% of the original among men. This finding indicates that more than two thirds of the overall occupational gap between immigrants and natives is driven by factors other than age and education, and that the unexplained occupational segregation is larger among immigrant women than among immigrant men.

The lower immigrant-native gap in occupational status among men compared to women is not driven by the fact that native men have less prestigious occupations than native women: in fact, the mean ISEI of native men across Europe is slightly higher than native women's. Rather, immigrant women are disproportionately more likely than immigrant men to be employed in low-skill and low-pay jobs. The mean ISEI gap between immigrant men and women is close to one sixth of a standard deviation, but it becomes 50% larger when we compare immigrant men and women with similar characteristics. Hence, immigrant women have a lower occupational status relative to men despite their potentially more favourable labour market characteristics.

In Italy, both the immigrant-native and the male-female differences in occupational status are considerably higher than the European average. In fact, the gaps among immigrants, both men and women, are more than twice the average: the mean ISEI score for immigrant women is 89% of a standard deviation lower than that of native women, while for men the difference is 57%. What Italy has in common with the rest of the EU is that comparing immigrants to natives with the same age and education profile reduces the occupational status differential by no more than 40%, and that the reduction is larger for men than for women. Likewise, in Italy the gap between male and female immigrants is 35% larger than the European average, but accounting for differences in individual characteristics the gap widens by about 50%, like in the rest of the EU.

ELEMENTARY, CLEANING AND CARE JOBS

What jobs, then, do immigrant women do? Almost one fourth of immigrant women in Europe (24%, 25% in EU14 countries) are employed in "elementary occupations", i.e., occupations that require a low level of skills and competences as they consist of simple and routine tasks, which often demand some physical effort and the use of hand-held tools. For instance, elementary occupations include car washing, mail delivery or package sorting, as well as assisting in the preparation of food and beverages. By way of comparison, 14% of immigrant men have an elementary job, which contrasts with respectively 8% and 6% among employed native women and men (Figure 27).

Specifically, the most frequent occupation of immigrant women in Europe is "domestic, hotel and office cleaners and helpers": close to one in five (18%) are employed in such jobs. The following five most common occupations, which jointly employ an additional 22% of immigrant women, require an intermediate level of competences. In the top ten most frequent occupations of immigrant women, only two are classified as high-skill, and they are

the eighth and the ninth in the list: administrative and specialised secretaries, and nursing and midwifery associate professionals, which employ 1.8% of immigrant women each. Among the top occupations of immigrant men, jobs which require an intermediate level of competences are slightly more frequent, and the only occupation requiring a high level of skill is the third most common: software and applications developers and analysts.

Figure 27: One every four employed immigrant women is an elementary worker

Share of elementary workers, cleaners and domestic helpers and care workers over respective employed population (2020)
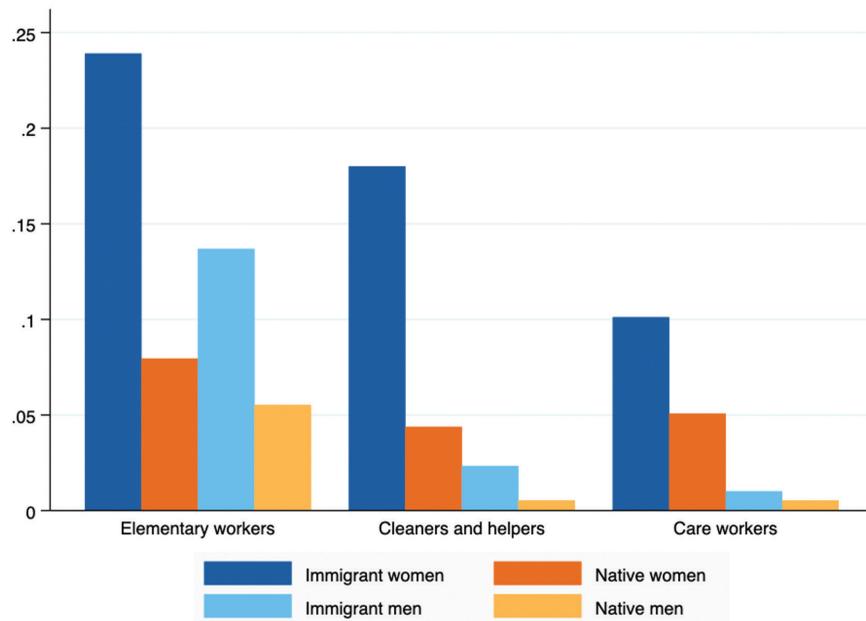
Immigrant women are more than four times as likely as native women to work as hotel, office or domestic cleaners and helpers (18% vs 4%): this is by far the most frequent occupation for native women, and it accounts for almost three quarters of the "elementary jobs" of immigrant women. Personal care jobs are also very frequent among immigrant women: across Europe 10% of them are "personal care workers in health services", such as home-based personal care workers or health assistants, and "child care workers and teachers' aides", twice the corresponding share among native women.

Immigrant women are especially concentrated in elementary jobs in Southern European countries: about one third of immigrant women in Italy, Greece and Spain are employed in an elementary occupation. In these countries, almost one in four employed immigrant women holds a cleaning or domestic job. Conversely, the clustering in elementary jobs is lowest in Slovakia (4%) and Norway (9%).

Figure 28: 40% of employed African women work in an elementary job

Immigrant – native gap in employment probability in elementary jobs, by gender and origin (2020)
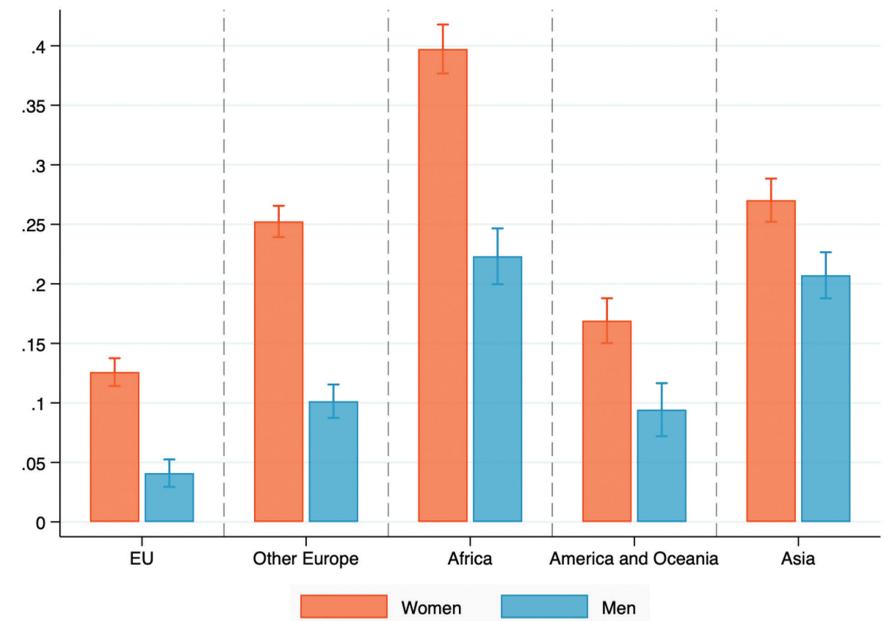
The higher concentration of immigrant women (and men) in elementary occupations is not driven by one specific area of origin, although there are significant differences in the likelihood of having a low-pay job between immigrants from different home countries. African women (and men) are by far the most commonly employed in elementary occupations (with a differential relative to natives of 40 p.p. among women and 22 p.p. among men), while immigrant women from EU countries have the lowest differentials in the probability of working in an elementary occupation (13 p.p. women, 4 p.p. men).

Figure 29: Even after 30 years in the country, immigrant women are the most likely to be employed in an elementary occupation

Immigrant-native differences in employment probability in elementary jobs, by gender and years since migration (2020)
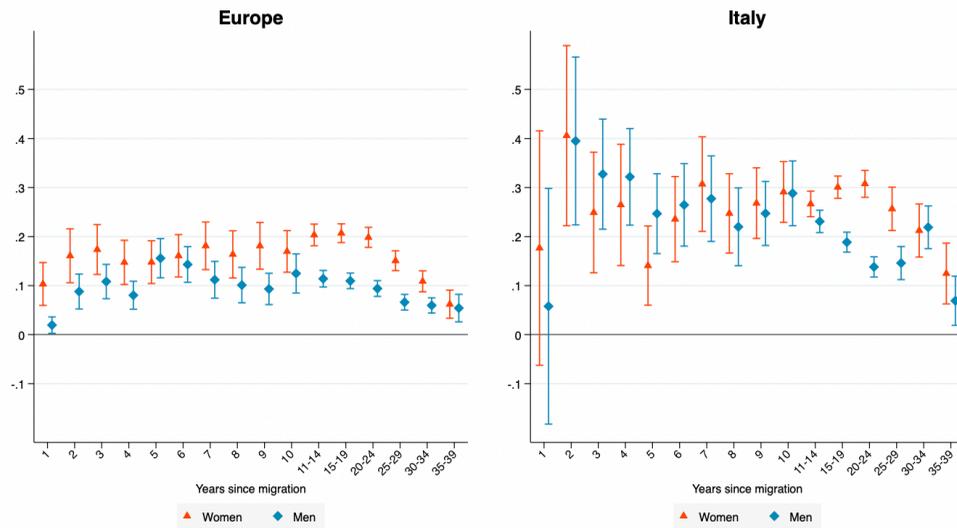
The higher concentration of immigrant women (and, although to a lesser extent of immigrant men) in elementary occupations is not just a characteristic of recent migrants, which vanishes after a few years since migration when language skills and other dimensions of country-specific human capital improve. Immigrant women who have been in the host country for up to six years are about 15 percentage points more likely to have an elementary job relative to native women (Figure 29). The gap then decreases over time, but at a very slow pace: for women with ten years of residence the differential is still 17 percentage points, and it reaches about 6 percentage points after 35-39 years since migration.[6] The immigrant-native difference in the probability of having an elementary job among men is lower and, remarkably, there is no major evolution of the differential over years since migration.

The evolution over years since migration of the difference in the probability of employment in an elementary occupation between immigrants and natives in Italy follows a similar trajectory, but there are at least two distinctive features. First, the initial immigrant-native differential in probability of employment in an elementary occupation is substantially higher than the

European average, with an immigrant-native gap of more than 40 percentage points among women. Second, the differential among men is very similar to the differential among women, both in its initial level and in its evolution over time.

Figure 30: Immigrant women more likely to work as cleaners, regardless of their years of residence in the host country

Immigrant-native differences in employment probability in cleaning and personal care jobs, by gender and years since migration (2020)
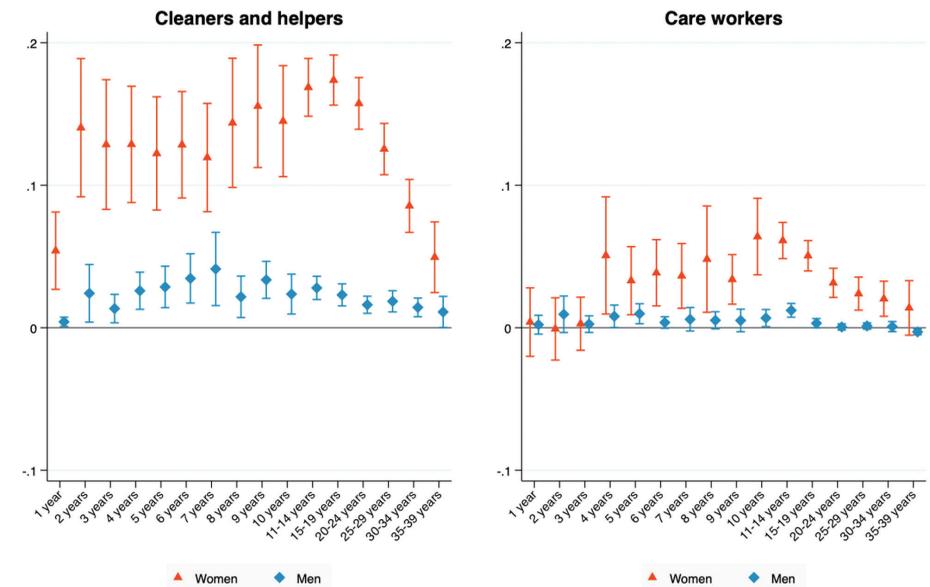
Immigrant women are on average 13.6 p.p. more likely than native women to be employed in a cleaning job, and 4.2 p.p. more likely to hold a personal care job. The corresponding gaps are significantly lower among men (1.8 and 0.4 p.p. respectively). However, while the higher concentration of immigrant women in cleaning jobs starts soon after their arrival in the host country and remains relatively stable around 15 p.p. over their first 30 years of residence, it is not until the fourth year since migration that immigrant women become 5 p.p. more likely than native women to have a personal care job. Since care jobs require a higher level of trust and personal interaction than cleaning and domestic jobs, it takes immigrant women some year before they develop the necessary linguistic skills and network to specialise in these occupations, which they then tend to leave after twenty to thirty years in the host country.

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[6] *Note that these figures compare different individuals, observed at the same time and arrived in the host country in different moments, not the same group of individuals observed at different points in time. Therefore, differences between immigrants and natives could potentially be due also to a change in the characteristics of immigrants over time, rather than to assimilation. However, results comparing immigrants to natives with similar age and education deliver very similar results.*

Figure 31: Among elementary workers, women are three times more likely than men to be at the bottom of the income distribution

Immigrant and native distribution along national income deciles, by gender and occupation (2020)
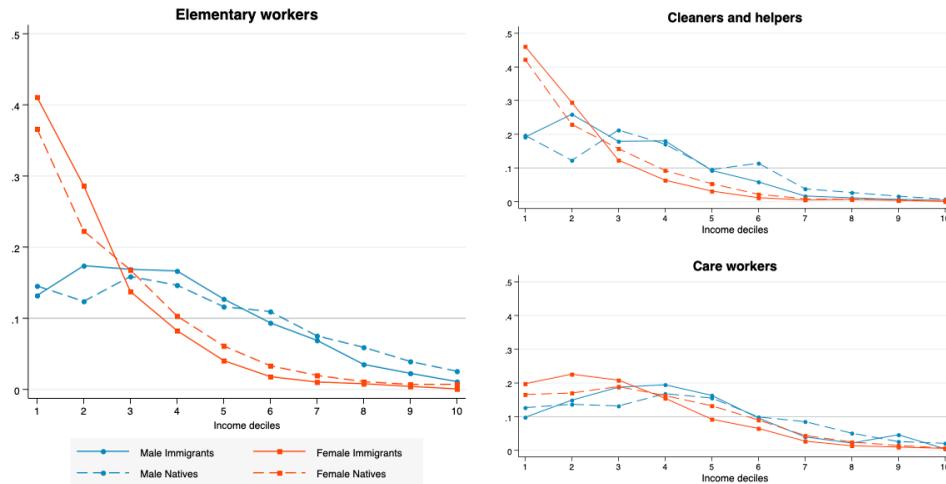
Almost half of all elementary workers fall in the three bottom deciles of the national income distribution. However, not only are immigrant – and native – women more likely to be employed in an elementary occupation than men, but they are also more likely to receive a lower wage, even within the same occupation. Among elementary workers as a whole, but also among cleaners and domestic helpers specifically, women are clustered in the bottom income deciles, much more so than men. Among those employed in an elementary job, 41% of immigrant women and 37% of native women have wages that place them in the first decile of the national income distribution, while the corresponding shares are much lower for both immigrant (13%) and native (15%) men.

Cleaners and helpers are a particularly low-pay job, even among the generally low pay elementary occupations, and one with a very high concentration of (immigrant) women. However, the higher proportion of women in cleaning occupations is not the reason why women are so much more likely than men in elementary occupations to be in the bottom decile of the income distribution. In fact, almost half (46%) of immigrant women employed as cleaners and domestic helpers are in the bottom income decile, which compares to 42% among native women, and to only 20% among immigrant and native men. Thus, women are paid less than men even within the same type of elementary – and low pay – occupation. The distribution of care workers along income deciles is more similar between men and women, even though women are still more frequently in the bottom two deciles.

REASON FOR MIGRATION

As we have seen, the labour market disadvantage of immigrant women extends beyond the labour market disadvantage of native women, and differences in their demographic profiles alone cannot explain that. How can such an additional immigrant-specific gender gap be explained? In this section we investigate the role of reason for migration. Information on type of visa, or on motivation for migration, is not routinely available in standard data sources, and we have therefore to rely on the 2008 and 2014 editions of the EU LFS, which elicited additional information on immigrants and specifically the main reason that led them to migrate. Figure 32 shows the answers given to this question separately for male and female immigrants, in 2014.

Figure 32: Three women out of five migrate for family reasons

Reasons for migration, by gender (2014)
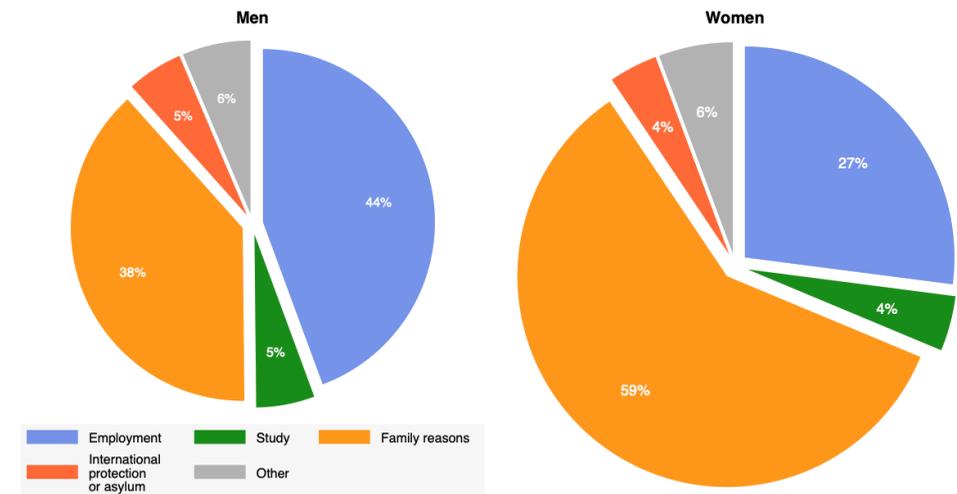
Across Europe, almost 60% of women in 2014 migrated for family reasons, and only 27% for employment reasons. In contrast, just 39% of immigrant men migrated for family reasons, which indicates that women often migrate to reunite with their partner, something that happens less frequently among men.

Across origins, migration for family reasons is significantly more common among African women (almost three quarters in 2014), while it is least common among American women (45%). Women from non-EU countries migrate for family reasons more often than those from an EU country (61 v. 56%). The receiving country where family migration is more common for non-EU women is France (77%), while the lowest shares of women who are family migrant can

be found in Greece (43%), Spain (43%), Malta (34%) and Cyprus (27%). While some of these differences are understandable, and largely time invariant, if we look at non-EU migrants, who therefore require a formal visa to enter European countries, the share of family migrants is significantly higher across all origins among recent than among earlier migrants: two thirds of immigrant women who arrived in Europe between 2009 and 2013 are family migrants, which contrasts with 57% among those who arrived between before 2009. Conversely, the share of women who migrated for employment reasons decreases by almost exactly the same amount: from 27% among non-recent immigrant women, to 19% among those who arrived in the five years before 2014. This large increase in the share of family migrants is largely due to the increasing restrictiveness of European migration polices. Over time, the number of work visas issued in European countries has been substantially restricted, leading to an increasing relevance of the family migration channel for new migrants. In fact, the share of family migrants across EU women, who do not need a visa to move to other EU countries and are therefore not affected by changes in visa policies, is similar between both those who migrated before and after 2009.

The increased use of family visa as main migration channel into Europe, especially for immigrant women, might however explain part of their labour market disadvantage. In fact, the immigrant-native employment gap is much larger among immigrants who migrated for family reasons, while those who migrated for employment reasons are on average at an advantage with respect to natives. The immigrant-native employment differential for immigrants who migrated for family reasons is -30 percentage points after 1-4 years since the migration, but the disadvantage decreases over time. After more than 15 years since migration, it reaches -12 percentage points.

However, there are very wide gender differences (Figure 33). The differential for men is close to zero and non-significant, particularly after the first four years in the country. On the contrary, immigrant women who have been in the host country for 1-4 years have a 40 percentage points disadvantage with respect to native women, which does not depend on differences in their age and education profiles. Although the gap decreases over time, the employment probability differential for immigrant women is still 20 p.p. even after 15 years since migration. On the other hand, both immigrant men and women who migrated for employment reasons are at an advantage with respect to natives (8 p.p.), although the differential decreases over time. For the first 14 years since migration the unconditional gap in employment probability is larger than the difference relative to natives with similar age-education profiles, indicating that immigrants' characteristics make them in general more employable than natives. However, possibly due to differential return migration, after more than 15 years the unconditional differential becomes negative for women, whereas the conditional differential does not change.

Figure 33: Even 15 years after migration, immigrant women who migrated for family reasons are strongly disadvantaged in the labour market.

Immigrant – native gap in employment probability, by gender and reason for migration (2008 and 2014)
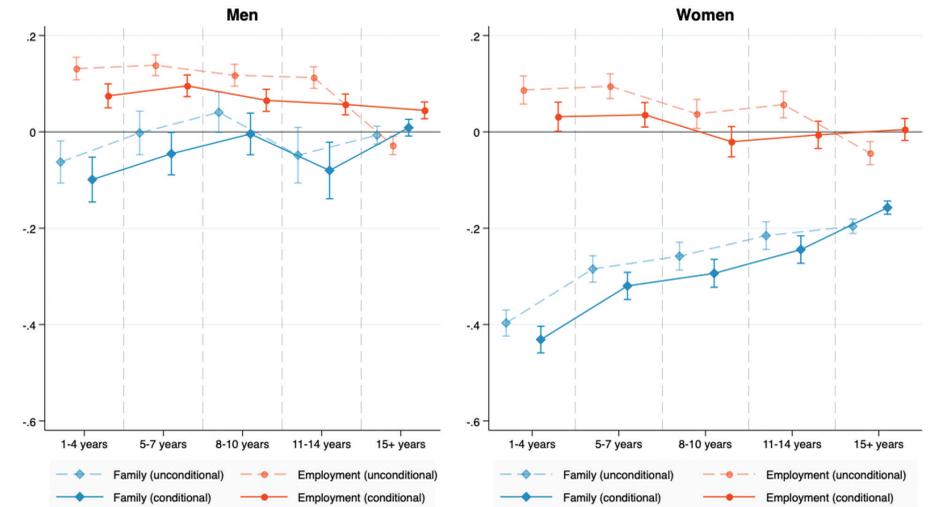
CONCLUSIONS

More than half of the immigrants living in Europe are women, and in some countries like Italy the gender imbalance is strongly pronounced. Furthermore, the gender mix varies considerably across origin areas: immigrants from Europe and America are predominantly women, whereas men are the majority of immigrants from Asia and Africa.

Women face several disadvantages in European labour markets: they have a lower employment probability, are employed in less remunerative jobs, and earn lower wages than men, even within comparable occupations. Likewise, immigrant workers in Europe face similar gaps relative to natives. Immigrant women are confronted with both types of penalties: as women, as immigrants, and as immigrant women. In fact, our analysis has shown the importance of disentangling the labour market situation of immigrant women from that of immigrant men, and our results can be interpreted also as a warning against pooling together men and women when studying immigrants' economic integration.

Immigrant (and native!) women are more educated than immigrant men, yet they have weaker labour market positions. The average education of immigrant women in Europe has increased over the past fifteen years, but the average education of native women has increased at a faster pace: as a result, if in 2005 the share of university graduated was higher among immigrant than native women, the situation has now reversed. The relative deterioration of immigrant women's education has coincided with a relative deterioration of their employment levels, and it has contributed to their increased concentration in low-pay and low-quality elementary occupations. Such a significant clustering of immigrant women in cleaning and domestic jobs has actually been beneficial for many native households, who have been able to afford domestic help or cheap child- and elderly care. In several countries, especially in Southern Europe, the work of immigrant women has substituted for the provision of care services through the welfare state. Additionally, an increasing literature has shown how the availability of affordable domestic labour, supplied by immigrant women, has allowed native women to increase their labour market participation. It is somehow concerning, however, that the empowerment of native women is based – also – on the marginalisation of immigrant women in low pay sectors of the labour market. Even more concerning is the fact that such concentration in elementary jobs is not only a characteristic of recently arrived immigrant women, who take up jobs as cleaners or childminders at the start of their experience in the host country, but then move up the occupational ladder. Rather, our analysis has shown that even after more than thirty years since migration, immigrant women are three times as likely as native women to work as cleaners or domestic helpers.

Additionally, while clustering in low pay occupations explains more than sixty percent of both immigrant men's and immigrant women's wage gaps, for immigrant women one third of the gap is not explained by employment in different occupations than natives, or by different individual characteristics. This large unexplained wage gap of immigrant women is further testimony to the hurdles, and potential discrimination, that they face on the European labour markets – and speaks to the importance of taking the gender dimension accurately into account when designing integration policies.

| Tables Appendix – Europe

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

Country	Stock		Recent Immigrants	
	Thousand	% of population	Thousand	% of immigrants
Austria	1610	19	334	21
Belgium	1809	16	324	18
Bulgaria	4	0	2	47
Croatia	43	1	1	1
Cyprus	161	19	45	28
Czech Republic	355	3	64	18
Denmark	457	8	109	24
Estonia	176	13	13	8
Finland	201	4	26	13
France	6369	10	752	12
Germany	9743	12	1998	21
Greece	553	5	32	6
Hungary	228	2	51	22
Iceland	27	10	4	15
Ireland	842	17	188	22
Italy	5223	9	412	8
Latvia	39	2	6	15
Lithuania	153	5	13	9
Luxembourg	260	52	66	25
Malta	30	7	10	32
Netherlands	1628	10	185	11
Norway	748	14	142	19
Poland	61	0	60	99
Portugal	803	8	206	26
Romania	25	0	12	47
Slovak Republic	55	1	12	21
Slovenia	48	2	3	7
Spain	6384	14	986	15
Sweden	1706	23	468	27
Switzerland	2156	30	424	20
EU14	37587	11	6086	16
All	41897	9	6948	17

The table reports, for each country, the size of the immigrant population, expressed in thousands as well as share of the total population. It also reports the size of the population of recent immigrants, defined as immigrants who have been in the country for at most five years, and the share of recent immigrants over the total immigrant population. The two bottom rows report the mean values for the EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

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	Asia
Austria	48	38	1	2	10
Belgium	48	14	16	5	17
Bulgaria	100	0	0	0	0
Croatia	100	0	0	0	0
Cyprus	42	30	2	3	23
Czech Republic	58	32	1	4	6
Denmark	34	27	1	7	30
Estonia	9	85	1	1	4
Finland	63	7	1	14	25
France	25	8	41	5	21
Germany	44	30	2	3	21
Greece	18	63	1	3	14
Hungary	65	26	1	2	6
Iceland	64	15	1	11	8
Ireland	42	35	1	10	12
Italy	33	30	13	13	12
Latvia	63	0	0	7	30
Lithuania	11	83	0	1	6
Luxembourg	78	8	2	4	8
Malta	100	0	0	0	0
Netherlands	27	17	10	25	21
Norway	46	16	2	8	29
Poland	100	0	0	0	0
Portugal	21	9	0	32	37
Romania	39	40	0	3	17
Slovak Republic	62	33	0	2	3
Slovenia	100	0	0	0	0
Spain	26	8	15	43	7
Sweden	24	18	28	5	25
Switzerland	63	19	2	8	8
EU14	34	20	15	14	17
All	37	20	14	13	17

The table reports, for each country, the share of immigrants from each area of origin out of the total immigrant population. The two bottom rows report the mean values for the EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

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	33	11	35
Belgium	52	32	36	17	43
Bulgaria	42	0	34	17	29
Croatia	50	9	30	12	26
Cyprus	52	18	45	15	47
Czech Republic	50	9	37	6	25
Denmark	50	25	44	17	40
Estonia	59	5	49	10	41
Finland	48	23	33	8	48
France	52	33	37	15	42
Germany	47	38	27	10	32
Greece	57	37	16	20	34
Hungary	55	12	39	14	27
Iceland	50	20	43	22	44
Ireland	52	8	55	17	47
Italy	56	47	14	35	21
Latvia	46	8	35	9	37
Lithuania	57	4	39	5	44
Luxembourg	49	25	52	20	35
Malta	46	27	49	45	25
Netherlands	54	26	41	16	45
Norway	47	18	44	16	46
Poland	48	0	63	7	33
Portugal	55	27	36	47	27
Romania	39	6	62	20	19
Slovak Republic	58	6	38	7	27
Slovenia	49	12	32	8	38
Spain	54	35	31	37	42
Sweden	50	30	44	8	45
Switzerland	51	21	45	4	46
EU14	52	35	30	21	35
All	52	33	32	18	34

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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

Table A4: Employment gap between immigrants and natives, overall

| Country | Immigrants | |
	Unconditional	Conditional
Austria	-0.095 ***	-0.112 ***
Belgium	-0.133 ***	-0.120 ***
Bulgaria	0.007	-0.040
Croatia	0.018	-0.031
Cyprus	-0.055 ***	-0.080 ***
Czech Republic	0.017	0.016
Denmark	-0.108 ***	-0.095 ***
Estonia	-0.055 ***	-0.044 ***
Finland	-0.154 ***	-0.139 ***
France	-0.121 ***	-0.091 ***
Germany	-0.142 ***	-0.118 ***
Greece	-0.103 ***	-0.094 ***
Hungary	0.009	-0.015
Iceland	-0.065 ***	-0.073 ***
Ireland	-0.026 ***	-0.065 ***
Italy	-0.043 ***	-0.031 ***
Latvia	-0.004	0.018
Lithuania	-0.071 ***	-0.018
Luxembourg	0.013	-0.037 ***
Malta	0.142 ***	0.056 ***
Netherlands	-0.159 ***	-0.150 ***
Norway	-0.095 ***	-0.108 ***
Poland	0.070 *	-0.018
Portugal	0.011	-0.042 ***
Romania	-0.178 **	-0.276 ***
Slovakia	0.006	-0.006
Slovenia	-0.036 *	-0.015
Spain	-0.088 ***	-0.103 ***
Sweden	-0.185 ***	-0.150 ***
Switzerland	-0.067 ***	-0.066 ***
EU14	-0.106 ***	-0.100 ***
All	-0.101 ***	-0.097 ***

*The table reports, for each country, the percentage point difference between immigrants and natives aged 25 to 64 in the probability of employment overall (column I), or alternatively when differences in age, gender and education characteristics are also taken into account (column II). The differences are computed as coefficients on an immigrant dummy in a linear probability model. See Technical Appendix for details. *, **, *** indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.*

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

Country	EU		Non-EU	
	Unconditional	Conditional (individual characteristics)	Unconditional	Conditional (individual characteristics)
Austria	-0.020 ***	-0.070 ***	-0.157 ***	-0.150 ***
Belgium	-0.017	-0.025 **	-0.220 ***	-0.186 ***
Bulgaria	0.007	-0.036	0.000 ***	0.000 ***
Croatia	0.018	-0.035	0.000 ***	0.000 ***
Cyprus	0.007	-0.009	-0.106 ***	-0.125 ***
Czech Republic	-0.002	0.003	0.039 ***	0.026
Denmark	0.021 **	0.003	-0.167 ***	-0.138 ***
Estonia	-0.039	-0.066 **	-0.057 ***	-0.045 ***
Finland	-0.043	-0.051 *	-0.240 ***	-0.201 ***
France	0.002	0.056 ***	-0.156 ***	-0.131 ***
Germany	-0.047 ***	-0.041 ***	-0.218 ***	-0.187 ***
Greece	-0.074 ***	-0.051 ***	-0.109 ***	-0.084 ***
Hungary	0.026 *	0.012	-0.021 ***	-0.052 **
Iceland	-0.052 ***	-0.056 ***	-0.086 ***	-0.094 ***
Ireland	0.022 ***	-0.026 ***	-0.065 ***	-0.097 ***
Italy	-0.040 ***	-0.029 ***	-0.045 ***	-0.004
Latvia	-0.021	0.006	0.017 ***	0.022
Lithuania	0.023	0.033	-0.080 ***	-0.023 *
Luxembourg	0.047 ***	0.002	-0.096 ***	-0.175 ***
Malta	0.142 ***	0.050 ***	0.000 ***	0.000 ***
Netherlands	-0.050 ***	-0.055 ***	-0.198 ***	-0.178 ***
Norway	0.001	-0.032 **	-0.177 ***	-0.174 ***
Poland	0.070 *	-0.047	0.000 ***	0.000 ***
Portugal	0.046 ***	-0.048 ***	0.000 ***	-0.039 ***
Romania	-0.650 ***	-0.613 ***	-0.104 ***	-0.236 ***
Slovak Republic	-0.007	-0.003	0.023 ***	-0.001
Slovenia	-0.036 *	-0.015	0.000 ***	0.000 ***
Spain	-0.037 **	-0.064 ***	-0.106 ***	-0.105 ***
Sweden	-0.041 ***	-0.044 ***	-0.229 ***	-0.184 ***
Switzerland	-0.009 *	-0.014 ***	-0.154 ***	-0.141 ***
EU14	-0.031 ***	-0.038 ***	-0.143 ***	-0.127 ***
All	-0.027 ***	-0.036 ***	-0.141 ***	-0.126 ***

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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

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

Country	Recent		Earlier	
	Unconditional	Conditional (individual characteristics)	Unconditional	Conditional (individual characteristics)
Austria	-0.149 ***	-0.211 ***	-0.083 ***	-0.090 ***
Belgium	-0.145 ***	-0.193 ***	-0.130 ***	-0.100 ***
Bulgaria	-0.278	-0.311	0.232 ***	0.180 ***
Croatia	-0.699 ***	-0.869 ***	0.031 ***	-0.021
Cyprus	-0.114 ***	-0.147 ***	-0.037 ***	-0.051 ***
Czech Republic	-0.016	-0.034	0.023 ***	0.022
Denmark	-0.139 ***	-0.104 ***	-0.099 ***	-0.091 ***
Estonia	-0.125 ***	-0.175 ***	-0.048 ***	-0.033 ***
Finland	-0.382 ***	-0.286 ***	-0.121 ***	-0.115 ***
France	-0.256 ***	-0.265 ***	-0.105 ***	-0.070 ***
Germany	-0.198 ***	-0.197 ***	-0.128 ***	-0.102 ***
Greece	-0.246 ***	-0.187 ***	-0.096 ***	-0.073 ***
Hungary	-0.059 **	-0.101 ***	0.026 ***	0.011
Iceland	-0.065 *	-0.060	-0.065 ***	-0.072 ***
Ireland	-0.038 ***	-0.103 ***	-0.023 ***	-0.056 ***
Italy	-0.232 ***	-0.161 ***	-0.032 ***	-0.004
Latvia	0.045	-0.038	-0.009 ***	0.019
Lithuania	0.014	-0.053	-0.076 ***	-0.015
Luxembourg	0.051 ***	-0.088 ***	-0.002 ***	-0.028 ***
Malta	0.086 **	-0.022	0.163 ***	0.077 ***
Netherlands	-0.291 ***	-0.300 ***	-0.147 ***	-0.131 ***
Norway	-0.198 ***	-0.210 ***	-0.072 ***	-0.086 ***
Poland	0.078 **	-0.039	-0.748 ***	-0.891 ***
Portugal	-0.056 ***	-0.140 ***	0.028 ***	-0.017 **
Romania	-0.425 ***	-0.437 ***	-0.086 ***	-0.231 ***
Slovak Republic	0.048	-0.017	-0.005 ***	0.002
Slovenia	0.073	-0.018	-0.044 ***	-0.015
Spain	-0.190 ***	-0.218 ***	-0.072 ***	-0.075 ***
Sweden	-0.340 ***	-0.293 ***	-0.129 ***	-0.106 ***
Switzerland	-0.064 ***	-0.101 ***	-0.067 ***	-0.055 ***
EU14	-0.203 ***	-0.211 ***	-0.089 ***	-0.079 ***
All	-0.186 ***	-0.202 ***	-0.086 ***	-0.075 ***

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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

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

Country	EU - Recent		EU - Earlier	
	Unconditional	Conditional (individual characteristics)	Unconditional	Conditional (individual characteristics)
Austria	-0.056 ***	-0.128 ***	-0.009 ***	-0.054 ***
Belgium	0.018	-0.054 **	-0.025 ***	-0.018
Bulgaria	-0.278	-0.311	0.232 ***	0.180 ***
Croatia	-0.699 ***	-0.869 ***	0.031 ***	-0.021
Cyprus	0.002	-0.020	0.008 ***	-0.004
Czech Republic	0.017	-0.035	-0.004 ***	0.007
Denmark	-0.011	-0.015	0.032 ***	0.010
Estonia	0.009	-0.039	-0.051 ***	-0.073 **
Finland	-0.239	-0.100	-0.035 ***	-0.048
France	-0.124 *	-0.128 **	0.016 ***	0.076 ***
Germany	-0.076 ***	-0.083 ***	-0.040 ***	-0.030 ***
Greece	-0.255 ***	-0.102	-0.066 ***	-0.048 ***
Hungary	-0.182 ***	-0.187 ***	0.056 ***	0.041 ***
Iceland	0.005	0.017	-0.063 ***	-0.070 ***
Ireland	0.045 ***	-0.002	0.017 ***	-0.032 ***
Italy	-0.081 ***	-0.050 *	-0.038 ***	-0.028 ***
Latvia	0.207 ***	0.100 **	-0.053 ***	-0.008
Lithuania	0.049	-0.022	0.018 ***	0.043
Luxembourg	0.120 ***	-0.019	0.024 ***	0.002
Malta	0.086 **	-0.022	0.163 ***	0.077 ***
Netherlands	0.016	-0.019	-0.055 ***	-0.058 ***
Norway	-0.057	-0.086 **	0.013 ***	-0.021
Poland	0.078 **	-0.039	-0.748 ***	-0.891 ***
Portugal	-0.088	-0.158 **	0.052 ***	-0.042 ***
Romania	-0.663 ***	-0.594 ***	-0.599 ***	-0.685 ***
Slovak Republic	-0.080	-0.172 **	0.005 ***	0.024
Slovenia	0.073	-0.018	-0.044 ***	-0.015
Spain	-0.248 ***	-0.336 ***	-0.024 ***	-0.048 ***
Sweden	-0.065 ***	-0.060 ***	-0.035 ***	-0.038 ***
Switzerland	0.019 *	-0.025 **	-0.017 ***	-0.010 *
EU14	-0.067 ***	-0.087 ***	-0.025 ***	-0.031 ***
All	-0.051 ***	-0.082 ***	-0.022 ***	-0.028 ***

*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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.*

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

Country	Non-EU - Recent		Non-EU - Earlier	
	Unconditional	Conditional (individual characteristics)	Unconditional	Conditional (individual characteristics)
Austria	-0.268 ***	-0.317 ***	-0.138 ***	-0.121 ***
Belgium	-0.314 ***	-0.338 ***	-0.204 ***	-0.159 ***
Bulgaria	0.000 ***	0.000 ***	0.000 ***	0.000 ***
Croatia	0.000 ***	0.000 ***	0.000 ***	0.000 ***
Cyprus	-0.200 ***	-0.235 ***	-0.075 ***	-0.089 ***
Czech Republic	-0.033	-0.033	0.062 ***	0.045 *
Denmark	-0.208 ***	-0.151 ***	-0.156 ***	-0.134 ***
Estonia	-0.162 ***	-0.213 ***	-0.048 ***	-0.029 **
Finland	-0.405 ***	-0.315 ***	-0.200 ***	-0.174 ***
France	-0.286 ***	-0.297 ***	-0.139 ***	-0.110 ***
Germany	-0.295 ***	-0.288 ***	-0.199 ***	-0.162 ***
Greece	-0.244 ***	-0.205 ***	-0.103 ***	-0.078 ***
Hungary	0.021	-0.044	-0.042 ***	-0.057 **
Iceland	-0.168 **	-0.173 **	-0.067 ***	-0.076 ***
Ireland	-0.099 ***	-0.173 ***	-0.055 ***	-0.077 ***
Italy	-0.281 ***	-0.196 ***	-0.029 ***	0.010 **
Latvia	-0.251	-0.290	0.039 ***	0.048
Lithuania	0.003	-0.063	-0.084 ***	-0.021
Luxembourg	-0.082 ***	-0.225 ***	-0.105 ***	-0.152 ***
Malta	0.000 ***	0.000 ***	0.000 ***	0.000 ***
Netherlands	-0.391 ***	-0.391 ***	-0.181 ***	-0.159 ***
Norway	-0.307 ***	-0.307 ***	-0.146 ***	-0.142 ***
Poland	0.000 ***	0.000 ***	0.000 ***	0.000 ***
Portugal	-0.054 ***	-0.139 ***	0.018 ***	-0.008
Romania	-0.270	-0.336 ***	-0.065 ***	-0.213 **
Slovak Republic	0.125 ***	0.077 *	-0.022 ***	-0.035
Slovenia	0.000 ***	0.000 ***	0.000 ***	0.000 ***
Spain	-0.183 ***	-0.203 ***	-0.091 ***	-0.086 ***
Sweden	-0.407 ***	-0.350 ***	-0.160 ***	-0.130 ***
Switzerland	-0.224 ***	-0.246 ***	-0.138 ***	-0.113 ***
EU14	-0.264 ***	-0.266 ***	-0.122 ***	-0.103 ***
All	-0.258 ***	-0.266 ***	-0.121 ***	-0.102 ***

*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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.*

Table A9: Differences in occupational status between immigrants and natives

Country	Unconditional	Conditional (individual characteristics)
Austria	-0.369 ***	-0.299 ***
Belgium	-0.315 ***	-0.231 ***
Bulgaria	0.390	0.171
Croatia	0.214 **	0.137 **
Cyprus	-0.282 ***	-0.195 ***
Czech Republic	-0.001	-0.128 ***
Denmark	-0.191 ***	-0.203 ***
Estonia	-0.233 ***	-0.208 ***
Finland	-0.325 ***	-0.161 ***
France	-0.197 ***	-0.119 ***
Germany	-0.444 ***	-0.302 ***
Greece	-0.655 ***	-0.249 ***
Hungary	0.139 ***	-0.019
Iceland	-0.426 ***	-0.366 ***
Ireland	-0.081 ***	-0.145 ***
Italy	-0.711 ***	-0.457 ***
Latvia	0.058	0.085
Lithuania	-0.070 *	0.003
Luxembourg	0.058 *	-0.132 ***
Netherlands	-0.244 ***	-0.182 ***
Norway	-0.284 ***	-0.281 ***
Poland	0.823 ***	0.436 ***
Portugal	-0.009	-0.183 ***
Romania	0.829 ***	0.011
Slovak Republic	0.292 ***	0.185 ***
Slovenia	-0.158 ***	-0.085 **
Spain	-0.487 ***	-0.326 ***
Sweden	-0.328 ***	-0.289 ***
Switzerland	-0.152 ***	-0.044 ***
EU14	-0.389 ***	-0.268 ***
All	-0.299 ***	-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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

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

Country	EU		Non-EU	
	Unconditional	Conditional (individual characteristics)	Unconditional	Conditional (individual characteristics)
Austria	-0.151 ***	-0.226 ***	-0.590 ***	-0.376 ***
Belgium	-0.125 ***	-0.117 ***	-0.509 ***	-0.356 ***
Bulgaria	0.390 ***	0.171	0.000 ***	0.000 ***
Croatia	0.214 ***	0.137 **	0.000 ***	0.000 ***
Cyprus	-0.312 ***	-0.150 ***	-0.253 ***	-0.228 ***
Czech Republic	0.169	0.014	-0.194 **	-0.287 ***
Denmark	-0.016 ***	-0.134 ***	-0.296 ***	-0.244 ***
Estonia	0.169 ***	-0.083	-0.276 ***	-0.224 ***
Finland	-0.253 ***	-0.091	-0.400 ***	-0.236 ***
France	-0.164 ***	-0.045	-0.208 ***	-0.146 ***
Germany	-0.392 ***	-0.287 ***	-0.499 ***	-0.315 ***
Greece	-0.354 ***	-0.208 ***	-0.725 ***	-0.258 ***
Hungary	0.091	0.000	0.227 ***	-0.052
Iceland	-0.521 **	-0.446 ***	-0.256 ***	-0.226 ***
Ireland	-0.290 ***	-0.301 ***	0.109 ***	-0.010
Italy	-0.678 ***	-0.476 ***	-0.728 ***	-0.440 ***
Latvia	0.294	0.268 *	-0.199	-0.118
Lithuania	0.199	0.189 **	-0.101 **	-0.019
Luxembourg	0.083 ***	-0.103 ***	-0.041	-0.218 ***
Netherlands	-0.126 ***	-0.132 ***	-0.296 ***	-0.204 ***
Norway	-0.239 ***	-0.252 ***	-0.332 ***	-0.313 ***
Poland	0.823 ***	0.436 ***	0.000 ***	0.000 ***
Portugal	0.125 ***	-0.102 ***	-0.053 **	-0.211 ***
Romania	-0.839 ***	-0.649 **	0.864 ***	0.025
Slovak Republic	0.293	0.271 ***	0.290 ***	0.072
Slovenia	-0.158 ***	-0.085 **	0.000 ***	0.000 ***
Spain	-0.390 ***	-0.318 ***	-0.527 ***	-0.329 ***
Sweden	0.003 ***	-0.099 ***	-0.459 ***	-0.368 ***
Switzerland	-0.029 ***	0.022	-0.371 ***	-0.181 ***
	***			
EU14	-0.291 ***	-0.220 ***	-0.449 ***	-0.296 ***
All	-0.179 ***	-0.142 ***	-0.379 ***	-0.243 ***

The table reports, for each country, the difference in occupational status, measured by the ISEI index, between immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). Each cell measures the difference expressed as a fraction of the within-country standard deviation. The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix for details. *, **, *** indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

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

Country	Recent		Earlier	
	Unconditional	Conditional (individual characteristics)	Unconditional	Conditional (individual characteristics)
Austria	-0.262 ***	-0.341 ***	-0.391 ***	-0.289 ***
Belgium	-0.217 ***	-0.287 ***	-0.335 ***	-0.221 ***
Bulgaria	1.668 ***	0.605 ***	-0.097	0.006
Croatia	0.000 ***	0.000 ***	0.214 **	0.137 **
Cyprus	-0.114 **	0.012	-0.328 ***	-0.245 ***
Czech Republic	0.103	-0.122	-0.021	-0.128 ***
Denmark	-0.320 ***	-0.326 ***	-0.156 ***	-0.169 ***
Estonia	0.232 *	-0.143	-0.274 ***	-0.213 ***
Finland	-0.270	-0.017	-0.330 ***	-0.175 ***
France	-0.022	-0.174 *	-0.214 ***	-0.113 ***
Germany	-0.322 ***	-0.364 ***	-0.472 ***	-0.287 ***
Greece	-0.710 ***	-0.225 ***	-0.653 ***	-0.248 ***
Hungary	0.031	-0.141	0.164 ***	0.009
Iceland	-0.721 ***	-0.534 ***	-0.367 ***	-0.333 ***
Ireland	0.108 ***	-0.053 *	-0.130 ***	-0.167 ***
Italy	-0.781 ***	-0.571 ***	-0.708 ***	-0.450 ***
Latvia	0.755	0.163	-0.024	0.075
Lithuania	0.484 ***	0.315 **	-0.108 ***	-0.019
Luxembourg	0.449 ***	-0.013	-0.107 ***	-0.158 ***
Netherlands	-0.136	-0.230 **	-0.251 ***	-0.178 ***
Norway	-0.623 ***	-0.470 ***	-0.219 ***	-0.245 ***
Poland	0.823 ***	0.436 ***	0.000 ***	0.000 ***
Portugal	-0.119 **	-0.440 ***	0.015	-0.127 ***
Romania	1.249 *	0.558	0.749 ***	-0.093
Slovak Republic	-0.082	-0.164 *	0.397 ***	0.284 ***
Slovenia	-0.429 **	-0.220 *	-0.133 **	-0.073 **
Spain	-0.271 ***	-0.343 ***	-0.514 ***	-0.324 ***
Sweden	-0.361 ***	-0.339 ***	-0.319 ***	-0.280 ***
Switzerland	0.207 ***	0.069 **	-0.250 ***	-0.079 ***
EU14	-0.208 ***	-0.271 ***	-0.416 ***	-0.267 ***
All	-0.092 ***	-0.196 ***	-0.331 ***	-0.203 ***

The table reports, for each country, the difference in occupational status, measured by the ISEI index, between immigrants and natives aged 25-64, overall (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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

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

Country	EU - Recent		EU - Earlier	
	Unconditional	Conditional (individual characteristics)	Unconditional	Conditional (individual characteristics)
Austria	-0.168 ***	-0.270 ***	-0.147 ***	-0.213 ***
Belgium	-0.013	-0.152 **	-0.156 ***	-0.109 ***
Bulgaria	1.668 ***	0.605 ***	-0.097	0.006
Croatia	0.000 ***	0.000 ***	0.214 **	0.137 **
Cyprus	-0.058	0.049	-0.384 ***	-0.207 ***
Czech Republic	0.239	-0.036	0.160 **	0.020
Denmark	-0.211 ***	-0.320 ***	0.045	-0.077 **
Estonia	0.727 ***	0.213	0.021	-0.161
Finland	-0.852 **	-0.461	-0.234 ***	-0.080
France	0.114	0.066	-0.189 ***	-0.055
Germany	-0.381 ***	-0.363 ***	-0.395 ***	-0.269 ***
Greece	-0.835 ***	-0.290 **	-0.339 ***	-0.205 ***
Hungary	0.101	0.009	0.090 *	-0.001
Iceland	-0.887 ***	-0.635 ***	-0.448 ***	-0.409 ***
Ireland	-0.058	-0.109 ***	-0.349 ***	-0.348 ***
Italy	-0.692 ***	-0.516 ***	-0.677 ***	-0.474 ***
Latvia	1.048 ***	0.398 *	0.154	0.245
Lithuania	1.220 ***	0.944 ***	0.008	0.048
Luxembourg	0.516 ***	0.048	-0.073 **	-0.138 ***
Netherlands	0.241	0.099	-0.157 ***	-0.152 ***
Norway	-0.523 ***	-0.403 ***	-0.182 ***	-0.222 ***
Poland	0.823 ***	0.436 ***	0.000 ***	0.000 ***
Portugal	0.781 ***	0.349 *	0.097 ***	-0.122 ***
Romania	-1.132 ***	-0.961 ***	-0.260 ***	-0.031 ***
Slovak Republic	-0.019	-0.164	0.338 ***	0.333 ***
Slovenia	-0.429 **	-0.220 *	-0.133 **	-0.073 **
Spain	-0.188	-0.353 *	-0.398 ***	-0.317 ***
Sweden	0.124 **	-0.044	-0.031	-0.114 ***
Switzerland	0.300 ***	0.137 ***	-0.136 ***	-0.019
EU14	-0.112 ***	-0.155 ***	-0.319 ***	-0.230 ***
All	0.048	-0.062 ***	-0.218 ***	-0.155 ***

The table reports, for each country, the difference in occupational status, measured by the ISEI index, between immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). Each cell measures the difference expressed as a fraction of the within-country standard deviation. The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix for details. *, **, *** indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

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

Country	Non-EU - Recent		Non-EU - Earlier	
	Unconditional	Conditional (individual characteristics)	Unconditional	Conditional (individual characteristics)
Austria	-0.432 ***	-0.468 ***	-0.611 ***	-0.362 ***
Belgium	-0.570 ***	-0.523 ***	-0.499 ***	-0.331 ***
Bulgaria	0.000 ***	0.000 ***	0.000 ***	0.000 ***
Croatia	0.000 ***	0.000 ***	0.000 ***	0.000 ***
Cyprus	-0.171 ***	-0.026	-0.275 ***	-0.274 ***
Czech Republic	0.026	-0.170	-0.258 ***	-0.320 ***
Denmark	-0.398 ***	-0.331 ***	-0.271 ***	-0.222 ***
Estonia	0.070	-0.259 *	-0.301 ***	-0.220 ***
Finland	-0.140	0.081	-0.441 ***	-0.288 ***
France	-0.064	-0.249 **	-0.223 ***	-0.135 ***
Germany	-0.256 ***	-0.362 ***	-0.552 ***	-0.305 ***
Greece	-0.685 ***	-0.212 ***	-0.727 ***	-0.258 ***
Hungary	-0.003	-0.213 *	0.352 ***	0.036
Iceland	-0.423 **	-0.354 ***	-0.223 ***	-0.201 ***
Ireland	0.254 ***	-0.003	0.071 ***	-0.012
Italy	-0.825 ***	-0.598 ***	-0.724 ***	-0.431 ***
Latvia	-0.247	-0.635	-0.197	-0.091
Lithuania	0.233	0.101	-0.119 ***	-0.025
Luxembourg	0.283 ***	-0.131 **	-0.278 ***	-0.266 ***
Netherlands	-0.365 **	-0.429 ***	-0.292 ***	-0.190 ***
Norway	-0.741 ***	-0.547 ***	-0.259 ***	-0.271 ***
Poland	0.000 ***	0.000 ***	0.000 ***	0.000 ***
Portugal	-0.171 ***	-0.486 ***	-0.018	-0.131 ***
Romania	1.479 *	0.704 *	0.758 ***	-0.093
Slovak Republic	-0.112	-0.164 *	0.501 ***	0.197 *
Slovenia	0.000 ***	0.000 ***	0.000 ***	0.000 ***
Spain	-0.280 ***	-0.342 ***	-0.567 ***	-0.327 ***
Sweden	-0.567 ***	-0.466 ***	-0.431 ***	-0.347 ***
Switzerland	-0.043	-0.111 *	-0.436 ***	-0.197 ***
EU14	-0.270 ***	-0.345 ***	-0.475 ***	-0.288 ***
All	-0.200 ***	-0.298 ***	-0.405 ***	-0.234 ***

*The table reports, for each country, the difference in occupational status, measured by the ISEI index, between immigrants and natives aged 25-64, overall (columns I and III), or alternatively when differences in age, gender and education characteristics are also taken into account (columns II and IV). Each cell measures the difference expressed as a fraction of the within-country standard deviation. The differences are computed as coefficients on an immigrant dummy in a linear regression model. See Technical Appendix for details. *, **, *** indicate that the difference is statistically significant at the 10, 5 and 1 percent significance level, respectively. The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.*

Table A14: Immigrant-native differences in probability of being in the bottom income decile

Country	Unconditional	Conditional (individual characteristics)	Conditional (individual and job-related characteristics)
Belgium	0.056 ***	0.046 ***	0.023 ***
Bulgaria	-0.102 ***	-0.074 ***	-0.172 **
Croatia	-0.039 *	-0.032	-0.013
Cyprus	0.019 ***	0.016 ***	-0.002
Denmark	0.013 ***	0.005	-0.008 *
Estonia	0.039 ***	0.026 ***	0.009
Finland	0.107 ***	0.103 ***	0.068 ***
France	0.051 ***	0.032 ***	0.019 ***
Greece	0.116 ***	0.082 ***	0.052 ***
Hungary	-0.020 *	-0.010	-0.016 *
Ireland	0.004	0.010 **	0.004
Italy	0.090 ***	0.072 ***	0.030 ***
Latvia	0.014	-0.012	0.009
Lithuania	0.009	0.011	0.007
Luxembourg	0.050 ***	0.061 ***	0.063 ***
Malta	0.004	0.018	0.003
Netherlands	0.010 *	0.010 *	0.004
Poland	-0.132 ***	-0.092 ***	-0.105 ***
Portugal	0.029 ***	0.044 ***	0.008
Romania	-0.026	-0.004	-0.007
Switzerland	0.003	-0.004	-0.002
EU14	0.058 ***	0.047 ***	0.020 ***
All	0.036 ***	0.025 ***	-0.007 ***

*The table reports, for each country, the percentage points difference in the probability of being in the bottom decile of the national income distribution between immigrants and natives aged 25-64, overall (column I), when differences in age, gender and education characteristics are also taken into account (column II), and when differences in occupations and full/part time employment are taken into account together with individual characteristics (column III). 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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.*

Table A15: Immigrant-native differences in probability of being in the bottom income decile

Country	Unconditional	Conditional (individual characteristics)	Conditional (individual and job-related characteristics)
Belgium	0.039 ***	0.051 ***	0.060 ***
Bulgaria	0.076	0.067	0.059
Croatia	0.070	0.049	0.041
Cyprus	-0.037 ***	0.005	0.017 ***
Denmark	-0.016 ***	-0.008	0.009
Estonia	-0.045 ***	-0.026 ***	-0.012
Finland	-0.018	-0.003	0.010
France	-0.014	-0.009	0.000
Greece	-0.087 ***	-0.029 ***	-0.011 ***
Hungary	0.049 ***	0.027 **	0.028 **
Ireland	-0.014 ***	-0.011 **	-0.005
Italy	-0.080 ***	-0.042 ***	-0.013 ***
Latvia	0.069	0.111	0.102
Lithuania	-0.011	0.008	0.012
Luxembourg	0.036 ***	0.005	0.005
Malta	0.012	-0.030	-0.031
Netherlands	-0.012	-0.010	-0.005
Poland	0.095	0.048	0.029
Portugal	0.023 ***	0.005	0.018 ***
Romania	-0.066 **	-0.095 ***	-0.090 ***
Switzerland	0.021 ***	0.029 ***	0.009 **
EU14	-0.030 ***	-0.012 ***	0.003
All	-0.019 ***	-0.009 ***	0.004 *

*The table reports, for each country, the percentage points difference in the probability of being in the top decile of the national income distribution between immigrants and natives aged 25-64, overall (column I), when differences in age, gender and education characteristics are also taken into account (column II), and when differences in occupations and full/part time employment are taken into account together with individual characteristics (column III). 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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.*

Table A16: Differences in probability of being in the bottom decile between EU and non-EU immigrants and natives

Country	EU Unconditional	EU Conditional (individual characteristics)	EU Conditional (individual and job-related characteristics)	Non-EU Unconditional	Non-EU Conditional (individual characteristics)	Non-EU Conditional (individual and job-related characteristics)
Belgium	0.052 ***	0.045 ***	0.032 ***	0.059 ***	0.048 ***	0.014 ***
Bulgaria	-0.102 ***	-0.100 ***	-0.191 **	0.000 ***	0.000 ***	0.000 ***
Croatia	-0.039 *	-0.028	-0.011	0.000 ***	0.000 ***	0.000 **
Cyprus	-0.006	-0.009	-0.014 ***	0.046 ***	0.044 ***	0.014
Denmark	-0.007	-0.010	-0.018 ***	0.025 ***	0.015 **	-0.003
Estonia	0.080 **	0.095 ***	0.061 **	0.034 ***	0.022 **	0.005 ***
Finland	0.054 **	0.050 *	0.031	0.168 ***	0.162 ***	0.111 ***
France	0.020	-0.004	-0.007	0.061 ***	0.048 ***	0.029 ***
Greece	0.099 ***	0.086 ***	0.053 ***	0.120 ***	0.079 ***	0.051
Hungary	-0.036 ***	-0.034 ***	-0.035 ***	0.010 ***	0.037 **	0.020
Ireland	0.005	0.013 **	0.003	0.003 ***	0.013 **	0.003 ***
Italy	0.086 ***	0.064 ***	0.037 ***	0.092 ***	0.066 ***	0.024
Latvia	0.061	0.044	0.077	-0.035 ***	-0.053 **	-0.050
Lithuania	0.043	0.051	0.048	0.005 ***	0.006	0.003 ***
Luxembourg	0.042 ***	0.055 ***	0.055 ***	0.085 ***	0.099 ***	0.086 ***
Malta	0.004	0.017	0.003	0.000 ***	0.000 ***	0.000
Netherlands	-0.001	0.000	-0.004	0.014 ***	0.014 **	0.008 ***
Poland	-0.132 ***	-0.097 ***	-0.104 ***	0.000 ***	0.000 ***	0.000
Portugal	-0.010	0.018 *	0.005	0.042 ***	0.052 ***	0.010
Romania	-0.096 ***	-0.083 ***	-0.108 ***	-0.023 ***	0.008	0.005
Switzerland	-0.013 ***	-0.015 ***	-0.012 ***	0.032 ***	0.015 **	0.002
EU14	0.045 ***	0.036 ***	0.021 ***	0.065 ***	0.053 ***	0.026 ***
All	0.030 ***	0.022 ***	0.015 ***	0.061 ***	0.047 ***	0.023 ***

*The table reports, for each country, the percentage points difference in the probability of being in the bottom decile of the national income distribution between immigrants and natives aged 25-64, overall (columns I and IV), when differences in age, gender and education characteristics are also taken into account (columns II and V), and when differences in occupations and full/part time employment are taken into account together with individual characteristics (columns III and VI). 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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.*

Table A17: Differences in probability of being in the top decile between EU and non-EU immigrants and natives

Country	EU			Non-EU		
	Unconditional	Conditional (individual characteristics)	Conditional (individual and job-related characteristics)	Unconditional	Conditional (individual characteristics)	Conditional (individual and job-related characteristics)
Belgium	0.084 ***	0.088 ***	0.088 ***	-0.004 ***	0.014 ***	0.029 ***
Bulgaria	0.076	0.089	0.079	0.000 ***	0.000 ***	0.000 ***
Croatia	0.070	0.044	0.039	0.000 ***	0.000	0.000 ***
Cyprus	-0.050 ***	0.011	0.019 ***	-0.023 ***	0.005 ***	0.023 ***
Denmark	0.007	0.010	0.024 **	-0.031 ***	-0.021 ***	-0.003
Estonia	0.033	-0.002	0.011	-0.053 ***	-0.038 **	-0.021 **
Finland	0.020	0.032	0.041 *	-0.061 ***	-0.043 **	-0.038 **
France	0.017	0.019	0.024 *	-0.025 ***	-0.023 ***	-0.013
Greece	-0.038 ***	-0.009	0.008	-0.098 ***	-0.028	-0.010 **
Hungary	0.055 ***	0.045 ***	0.046 ***	0.036 ***	-0.009	-0.004
Ireland	-0.046 ***	-0.042 ***	-0.028 ***	0.016 ***	0.003 ***	0.004
Italy	-0.072 ***	-0.028 ***	0.000	-0.085 ***	-0.037	-0.006 ***
Latvia	0.132	0.156	0.132	0.004 ***	0.029	0.038
Lithuania	0.012	0.005	0.002	-0.013 ***	0.008	0.013
Luxembourg	0.044 ***	0.008	0.008	0.004 ***	-0.020 ***	-0.012
Malta	0.012	-0.028	-0.030	0.000 ***	0.000 **	0.000 ***
Netherlands	0.016	0.019	0.031 **	-0.025 ***	-0.018 ***	-0.015 *
Poland	0.095	0.052	0.028	0.000 ***	0.000	0.000 ***
Portugal	0.010	-0.004	0.003	0.028 ***	0.009 ***	0.021 ***
Romania	-0.099 ***	-0.100 ***	-0.088 ***	-0.065 ***	-0.102 **	-0.098 ***
Switzerland	0.037 ***	0.029 ***	0.012 **	-0.009 ***	0.014	0.009
EU14	-0.007	0.009 *	0.019 ***	-0.040 ***	-0.020 ***	-0.005 ***
All	0.003	0.013 ***	0.019 ***	-0.037 ***	-0.020 ***	-0.007 ***

The table reports, for each country, the percentage points difference in the probability of being in the top decile of the national income distribution between immigrants and natives aged 25-64, overall (columns I and IV), when differences in age, gender and education characteristics are also taken into account (columns II and V), and when differences in occupations and full/part time employment are taken into account together with individual characteristics (columns III and VI). 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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

Table A18: Differences in probability of being in the bottom decile between recent and earlier immigrants and natives

Country	Recent			Earlier		
	Unconditional	Conditional (individual characteristics)	Conditional (individual and job-related characteristics)	Unconditional	Conditional (individual characteristics)	Conditional (individual and job-related characteristics)
Belgium	0.041 **	0.052 ***	0.028 *	0.059 ***	0.045 ***	0.022 ***
Bulgaria	-0.108 ***	-0.083 ***	-0.642 ***	-0.101 ***	-0.103 ***	-0.108 **
Croatia	0.000 ***	0.000 ***	0.000 ***	-0.039 ***	-0.028	-0.011
Cyprus	0.024 **	0.019 *	0.000	0.018 ***	0.016 ***	-0.001
Denmark	0.038 ***	0.012	-0.013	0.006 ***	0.004	-0.007
Estonia	-0.009	0.022	-0.003	0.043 ***	0.030 ***	0.011
Finland	0.319 ***	0.311 ***	0.196 **	0.091 ***	0.087 ***	0.059 ***
France	0.123 ***	0.125 ***	0.091 ***	0.043 ***	0.026 ***	0.013 *
Greece	0.066 *	0.007	0.032	0.118 ***	0.082 ***	0.052 ***
Hungary	-0.082 ***	-0.071 ***	-0.091 ***	-0.005 ***	0.005	0.002
Ireland	-0.025 ***	-0.005	-0.012 *	0.010 ***	0.017 ***	0.007
Italy	0.143 ***	0.112 ***	0.062 ***	0.088 ***	0.063 ***	0.026 ***
Latvia	0.013	0.089	0.130	0.014 ***	-0.013	0.003
Lithuania	-0.053 ***	-0.042 ***	-0.031 ***	0.012 ***	0.013	0.009
Luxembourg	0.013	0.052 ***	0.063 ***	0.067 ***	0.068 ***	0.062 ***
Malta	-0.061 ***	-0.047 ***	-0.011	0.028 ***	0.041	0.009
Netherlands	0.004	0.000	-0.012	0.010 ***	0.010 *	0.006
Poland	-0.132 ***	-0.097 ***	-0.104 ***	0.000 ***	0.000 ***	0.000 ***
Portugal	0.064 ***	0.086 ***	0.010	0.022 ***	0.035 ***	0.008
Romania	-0.099 ***	-0.055 ***	-0.051 ***	-0.013 ***	0.016	0.011
Switzerland	-0.007	0.001	-0.002	0.006 ***	-0.005	-0.007 *
EU14	0.080 ***	0.078 ***	0.052 ***	0.056 ***	0.044 ***	0.021 ***
All	0.050 ***	0.053 ***	0.044 ***	0.049 ***	0.036 ***	0.017 ***

The table reports, for each country, the percentage points difference in the probability of being in the bottom decile of the national income distribution between immigrants and natives aged 25-64, overall (columns I and IV), when differences in age, gender and education characteristics are also taken into account (columns II and V), and when differences in occupations and full/part time employment are taken into account together with individual characteristics (columns III and VI). 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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

Table A19: Differences in probability of being in the top decile between recent and earlier immigrants and natives

Country	Recent			Earlier		
	Unconditional	Conditional (individual characteristics)	Conditional (individual and job-related characteristics)	Unconditional	Conditional (individual characteristics)	Conditional (individual and job-related characteristics)
Belgium	0.060 **	0.086 ***	0.095 ***	0.035 ***	0.044 ***	0.052 ***
Bulgaria	0.924 ***	0.878 ***	0.857 ***	-0.080 ***	-0.057	-0.063
Croatia	0.000 ***	0.000 ***	0.000 ***	0.070 ***	0.044	0.039
Cyprus	0.004	0.091 ***	0.085 ***	-0.048 ***	-0.016 ***	0.002
Denmark	-0.032 **	0.000	0.030 **	-0.012 ***	-0.012 *	0.002
Estonia	0.102 **	0.036	0.057	-0.059 ***	-0.041 ***	-0.025 ***
Finland	-0.074 **	-0.054	-0.056	-0.014 ***	0.001	0.009
France	-0.025	-0.011	-0.002	-0.013 ***	-0.012	-0.003
Greece	-0.086 ***	-0.004	0.009	-0.087 ***	-0.025 ***	-0.007
Hungary	-0.024	-0.060 ***	-0.032	0.066 ***	0.047 ***	0.043 ***
Ireland	0.010	0.009	0.014	-0.020 ***	-0.022 ***	-0.014 ***
Italy	-0.072 ***	-0.009	0.020 **	-0.081 ***	-0.036 ***	-0.006 ***
Latvia	0.611 **	0.464 **	0.453 **	0.017 ***	0.058	0.050
Lithuania	0.274 **	0.232 **	0.235 **	-0.025 ***	-0.004	0.000
Luxembourg	0.019	-0.006	-0.010	0.043 ***	0.013	0.017 *
Malta	0.135 *	0.082	0.050	-0.034 ***	-0.070 ***	-0.061 **
Netherlands	-0.093 ***	-0.058 ***	-0.052 ***	-0.008 ***	-0.004	0.002
Poland	0.095	0.052	0.028	0.000 ***	0.000 ***	0.000 ***
Portugal	-0.023	-0.020	0.010	0.032 ***	0.011	0.018 ***
Romania	-0.100 ***	-0.151 ***	-0.166 ***	-0.060 ***	-0.094 ***	-0.087 ***
Switzerland	0.056 ***	0.052 ***	0.026 **	0.010 ***	0.017 ***	0.009 **
EU14	-0.018 *	0.006	0.021 **	-0.030 ***	-0.012 ***	0.001
All	0.005	0.011	0.017 ***	-0.025 ***	-0.010 ***	0.001

*The table reports, for each country, the percentage points difference in the probability of being in the top decile of the national income distribution between immigrants and natives aged 25-64, overall (columns I and IV), when differences in age, gender and education characteristics are also taken into account (columns II and V), and when differences in occupations and full/part time employment are taken into account together with individual characteristics (columns III and VI). 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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.*

Table A20: Distribution of immigrants across occupations (percentage by row)

Country	(I)	(II)	(III)	(IV)	(V)	(VI)	(VII)	(VIII)	(IX)
Austria	5	18	10	6	18	1	14	9	19
Belgium	9	22	10	9	12	1	12	7	19
Bulgaria	0	44	0	0	19	0	0	20	16
Croatia	10	21	14	13	18	1	19	4	1
Cyprus	5	16	10	10	20	1	17	6	16
Czech Republic	4	25	12	6	9	2	16	16	10
Denmark	2	32	13	5	17	1	5	7	18
Estonia	9	20	12	5	10	1	14	15	14
Finland	1	25	12	3	27	1	6	10	14
France	7	20	14	6	17	1	9	9	16
Germany	3	16	13	8	14	1	14	10	19
Greece	1	6	3	7	25	4	20	7	27
Hungary	3	30	11	5	16	2	16	8	9
Iceland	9	20	12	3	20	2	14	9	10
Ireland	8	26	12	9	16	1	10	7	11
Italy	2	5	7	4	22	2	20	10	26
Latvia	12	21	11	1	12	0	16	6	20
Lithuania	8	26	8	4	13	2	16	11	13
Luxembourg	4	48	11	4	9	1	6	4	12
Malta	20	21	19	11	14	0	9	2	4
Netherlands	3	29	14	8	17	1	9	6	12
Norway	6	27	12	5	22	1	12	7	6
Poland	20	44	19	0	8	2	4	2	0
Portugal	7	24	11	8	20	1	11	7	12
Romania	14	32	10	1	31	1	11	0	0
Slovak Republic	10	22	16	10	19	0	13	7	3
Slovenia	10	20	14	5	15	1	15	8	10
Spain	3	12	7	6	25	2	13	8	25
Sweden	4	29	14	5	23	1	8	7	9
Switzerland	9	28	14	9	14	1	12	5	10
EU14	4	17	11	7	19	1	13	9	20
All	5	18	11	7	18	1	13	9	18

The table reports, for each country, the percent distribution of immigrant workers aged 25 to 64 across one-digit ISCO occupations. Each column reports the share of immigrants employed in the corresponding one-digit occupation among all immigrants in that country. Occupations are: (I) Managers, (II) Professionals, (III) Technicians and Associate Professionals, (IV) Clerical Support Workers, (V) Service and Sales Workers, (VI) Skilled Agricultural, Forestry and Fishery Workers, (VII) Craft and Related Tradeworkers, (VIII) Plant and Machine Workers, (IX) Elementary Workers. The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

Tables Appendix – Gendered Integration

Table B1: Share of female immigrants over total immigrant population, over time

Country	% women among all immigrants			
	2005	2010	2015	2019
Austria	53.2	52.9	53.0	52.2
Belgium	52.7	52.4	52.7	51.5
Cyprus	57.1	58.0	59.8	54.8
Czech Republic	51.8	51.1	51.3	51.5
Denmark	53.8	54.7	52.3	51.7
Estonia	60.2	62.0	59.2	61.3
Finland	55.2	51.1	48.5	50.1
France	51.6	51.9	52.3	51.4
Germany	47.8	50.6	48.3	47.3
Greece	51.5	50.4	53.4	54.5
Hungary	56.1	56.7	54.4	52.7
Iceland	57.2	52.8	49.1	51.9
Ireland	48.7	50.8	51.0	51.2
Italy	53.6	54.4	54.5	55.0
Latvia	60.5	60.6	62.8	63.9
Lithuania	56.0	58.5	59.2	57.6
Luxembourg	51.0	50.0	49.4	49.4
Netherlands	51.6	52.5	54.1	52.3
Norway	51.9	49.5	48.1	48.8
Poland	59.4	62.8	59.0	52.1
Portugal	52.3	54.2	55.5	55.0
Romania	42.0	40.1	38.5	37.7
Slovak Republic	55.8	57.4	56.2	50.9
Slovenia	49.5	47.9	48.5	47.0
Spain	50.7	50.6	53.0	53.6
Sweden	51.9	52.7	52.4	49.6
Switzerland	52.1	52.2	50.6	50.8
EU14	50.8	51.9	52.0	51.4
All	51.2	52.2	52.1	51.4

The table reports, for each country, the share women among immigrants over time. The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2005, 2010, 2015 and 2019.

Table B2: Share of immigrant men and women by origin, over time (percentages by column)

	2005	2010	2015	2019
WOMEN, EU14				
% from EU	37	36	36	36
% from Europe - non EU	21	19	19	17
% from Africa and the Middle East	20	20	21	20
% from Americas and Oceania	14	15	13	13
% from Asia	10	10	12	13
MEN, EU14				
% from EU	34	35	36	35
% from Europe - non EU	22	19	18	16
% from Africa and the Middle East	23	23	24	23
% from Americas and Oceania	12	13	10	11
% from Asia	10	10	12	15
WOMEN, ALL				
% from EU	38	37	37	37
% from Europe - non EU	23	21	21	19
% from Africa and the Middle East	17	18	19	18
% from Americas and Oceania	13	14	12	12
% from Asia	9	10	11	13
MEN, ALL				
% from EU	35	36	38	37
% from Europe - non EU	23	21	20	18
% from Africa and the Middle East	21	21	22	21
% from Americas and Oceania	11	12	9	10
% from Asia	9	10	12	15

The table reports, the share of immigrant men and women from each area of origin out of the total male and female immigrant populations, over time, for EU14 and EU27 countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2005, 2010, 2015 and 2019.

Table B3: Distribution of immigrant women by area of origin (2019)

Country	% from EU	% from Europe non-EU	% from Africa and the Middle East	% from Americas and Oceania	% from Asia
Austria	49	35	2	2	12
Belgium	47	12	26	5	10
Croatia	14	86	0	0	0
Cyprus	48	17	3	1	31
Czech Republic	60	30	1	1	8
Denmark	36	15	6	6	37
Estonia	9	87	0	0	4
Finland	33	31	14	2	20
France	26	8	52	5	10
Germany	43	29	4	3	20
Greece	20	59	2	4	16
Hungary	71	22	1	2	4
Iceland	63	5	3	10	19
Ireland	67	4	7	9	13
Italy	37	23	14	13	13
Latvia	13	81	0	0	5
Lithuania	14	80	0	0	6
Luxembourg	78	7	5	5	5
Netherlands	28	13	15	22	22
Norway	39	9	13	7	32
Poland	27	73	0	0	0
Portugal	23	6	40	30	1
Romania	52	32	0	1	15
Slovak Republic	74	22	0	2	1
Slovenia	27	73	0	0	0
Spain	29	4	16	44	7
Sweden	30	15	37	4	14
Switzerland	60	17	6	9	8
EU14	36	17	20	13	13
All	37	19	18	12	13

Table B4: Distribution of immigrant men by area of origin (2019)

Country	% from EU	% from Europe non-EU	% from Africa and the Middle East	% from Americas and Oceania	% from Asia
Austria	44	36	3	3	14
Belgium	46	12	28	4	11
Croatia	12	88	0	0	0
Cyprus	52	9	4	3	32
Czech Republic	58	29	1	1	11
Denmark	38	14	7	5	36
Estonia	9	84	1	1	5
Finland	38	21	22	4	15
France	26	9	54	4	8
Germany	45	25	5	3	22
Greece	15	62	4	2	18
Hungary	62	24	1	2	11
Iceland	69	4	3	11	12
Ireland	66	4	7	8	15
Italy	30	19	23	10	18
Latvia	14	77	0	1	8
Lithuania	18	71	0	1	10
Luxembourg	81	4	6	4	4
Netherlands	24	13	19	19	24
Norway	47	7	13	6	27
Poland	36	64	0	0	0
Portugal	24	6	39	29	2
Romania	49	23	7	4	16
Slovak Republic	69	17	3	5	5
Slovenia	22	78	0	0	0
Spain	30	3	20	38	9
Sweden	27	14	42	5	12
Switzerland	63	16	6	7	8
EU14	35	16	23	11	15
All	37	18	21	10	15

Table B5: Share of individuals living with their partner or spouse, by origin (2019)

Country	AREA OF ORIGIN					
	EU	Other Europe	Africa and the Middle East	Americas and Oceania	Asia	Total
Austria	67	78	70	57	70	67
Belgium	67	66	62	58	65	66
Bulgaria	78	80				63
Croatia	78	80				68
Cyprus	70	73	64	65	48	69
Czech Republic	72	71			81	71
Estonia	74	61		88	65	60
France	75	81	69	67	70	69
Germany	66	75	53	67	66	67
Greece	70	82	52	69	61	67
Hungary	73	54	38	77	60	68
Ireland	72	72	68	64	73	67
Italy	69	69	62	63	65	66
Latvia	63	58			64	60
Lithuania	57	52	65	49	64	57
Malta	74					60
Natherlands	74	79	69	55	71	72
Poland	74	68				74
Portugal	67	81	61	75	63	70
Romania	74	83			93	74
Slovak Republic	74	56	82		96	66
Slovenia	72	72				68
Spain	74	70	77	64	78	68
EU14	70	75	67	64	68	68
All	70	74	67	64	68	68

The table reports, for each country, the share of immigrants from each area of origin cohabit with their partner or spouse. The final column reports the share over the total immigrant population. The two bottom rows report the mean values for the EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2019.

Table B6: Gender-based Duncan Segregation Index of areas of origin, over time

Country	2005	2010	2015	2019
Austria	0.090	0.070	0.048	0.045
Belgium	0.052	0.032	0.027	0.020
Cyprus	0.036	0.098	0.155	0.078
Czech Republic	0.042	0.047	0.017	0.028
Denmark	0.068	0.042	0.036	0.024
Estonia	0.028	0.042	0.083	0.032
Finland	0.125	0.126	0.077	0.152
France	0.044	0.029	0.042	0.029
Germany	0.015	0.036	0.042	0.046
Greece	0.093	0.106	0.063	0.066
Hungary	0.033	0.070	0.041	0.094
Iceland	0.098	0.107	0.042	0.080
Ireland	0.038	0.010	0.017	0.018
Italy	0.126	0.112	0.139	0.144
Latvia	0.017	0.052	0.057	0.043
Lithuania	0.037	0.055	0.090	0.084
Luxembourg	0.021	0.017	0.019	0.036
Netherlands	0.072	0.056	0.047	0.058
Norway	0.048	0.107	0.087	0.083
Portugal	0.026	0.034	0.043	0.025
Romania	0.193	0.197	0.242	0.109
Slovak Republic	0.060	0.061	0.101	0.107
Spain	0.080	0.070	0.077	0.070
Sweden	0.103	0.069	0.077	0.051
Switzerland	0.038	0.032	0.047	0.031
EU14	70	75	64	68
All	70	74	64	68

The table reports, for each country, the value of the Duncan Dissimilarity Index over time. The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2005, 2010, 2015 and 2019.

Table B7: Share of immigrants by gender and education level (2019)

Country	Women		Men	
	% Lower secondary education	% Tertiary education	% Lower secondary education	% Tertiary education
Austria	27	35	23	31
Belgium	35	36	36	30
Croatia	27	19	14	18
Cyprus	19	44	20	39
Czech Republic	13	35	8	33
Denmark	24	44	26	39
Estonia	4	54	6	41
Finland	19	39	24	29
France	38	33	35	31
Germany	39	26	36	24
Greece	34	19	45	12
Hungary	15	37	14	35
Iceland	24	52	19	42
Ireland	9	58	10	53
Italy	43	17	55	10
Latvia	5	33	6	21
Lithuania	4	38	7	36
Luxembourg	23	54	22	54
Netherlands	27	41	28	37
Norway	22	40	23	34
Poland	2	56	4	50
Portugal	28	37	32	30
Romania	13	53	4	58
Slovak Republic	3	39	9	33
Slovenia	34	19	20	12
Spain	37	30	40	27
Sweden	28	46	31	41
Switzerland	22	44	21	44
EU14	36	30	37	26
All	34	31	35	28

Table B8: Share of immigrant women with tertiary education, by origin (2019)

Country	AREA OF ORIGIN				
	EU	Europe non - EU	Africa and the Middle East	Americas and Oceania	Asia
Austria	44	24	47	47	30
Belgium	45	25	24	44	37
Croatia	44	15			
Cyprus	45	68	72	77	26
Czech Republic	33	36	100	82	28
Denmark	55	33	22	57	26
Estonia	67	53	100	55	54
Finland	45	44	18	35	30
France	41	34	27	28	48
Germany	27	17	19	56	31
Greece	30	13	34	28	25
Hungary	35	43	84	73	21
Iceland	54	73	23	61	40
Ireland	49	60	48	75	74
Italy	16	22	9	20	14
Latvia	29	34			27
Lithuania	39	38	100	100	37
Luxembourg	53	52	35	56	62
Netherlands	54	28	27	36	41
Norway	52	34	21	56	31
Poland	61	55			
Portugal	46	40	30	38	37
Romania	47	65			47
Slovak Republic	37	37		100	
Slovenia	38	14			
Spain	35	65	9	31	25
Sweden	58	43	33	54	50
Switzerland	50	26	32	51	43
EU14	34	24	23	33	32
All	36	26	23	34	33

The table reports, for each country, the share of female 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 male immigrant population. The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2019.

The table reports, for each country, the share of female immigrants aged 25 to 64 with tertiary education (ISCED 5-8). The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2019.

Table B9: Share of immigrant men with tertiary education, by origin (2019)

Country	EU	Europe non - EU	Africa and the Middle East	Americas and Oceania	Asia
AREA OF ORIGIN					
Austria	41	17	37	61	30
Belgium	37	16	25	46	36
Croatia	19	18			
Cyprus	39	57	49	52	33
Czech Republic	28	40	60	26	36
Denmark	46	22	25	53	28
Estonia	53	39	55	73	37
Finland	25	32	22	35	42
France	30	26	32	31	35
Germany	24	15	24	59	28
Greece	28	7	26	38	11
Hungary	35	42	7	52	18
Iceland	39	45	30	53	49
Ireland	42	44	53	66	67
Italy	10	9	8	18	10
Latvia	18	17		100	31
Lithuania	37	33		100	53
Luxembourg	52	36	46	56	66
Netherlands	46	24	30	31	39
Norway	36	22	25	55	33
Poland	67	43			
Portugal	28	24	29	34	42
Romania	43	55	42	80	79
Slovak Republic	28	26	82	50	65
Slovenia	25	10			
Spain	34	49	12	30	23
Sweden	51	34	35	38	45
Switzerland	50	22	31	59	43
EU14	29	17	25	32	28
All	31	19	25	33	28

The table reports, for each country, the share of male immigrants aged 25 to 64 with tertiary education (ISCED 5-8). The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2019.

Table B10: Share of immigrant women with tertiary and primary education, over time

Country	TERTIARY EDUCATION				PRIMARY EDUCATION			
	2005	2010	2015	2019	2005	2010	2015	2019
Austria	16	19	31	35	40	35	29	27
Belgium	27	31	33	36	45	41	38	35
Croatia		18	20	19		37	30	27
Cyprus	38	38	36	44	32	28	25	19
Czech Republic	14	19	29	35	27	20	16	13
Denmark	39	24	36	38	25	23	22	21
Estonia	40	43	46	54	8	5	6	4
Finland	31	37	38	39	25	24	31	19
France	23	25	29	33	51	48	43	38
Germany	16	20	22	25	51	44	42	38
Greece	21	19	20	19	34	41	37	34
Hungary	26	31	30	37	20	19	14	15
Iceland	45	45	40	52	28	27	25	24
Ireland	40	47	52	55	20	17	8	9
Italy	14	15	17	17	43	41	41	43
Latvia	23	28	35	33	9	6	5	5
Lithuania	25	34	39	38	9	3	4	4
Luxembourg	31	37	43	52	40	25	26	22
Netherlands	21	27	26	39	35	37	28	26
Norway	37	39	44	40	20	26	26	22
Poland	20	33	53	56	30	8	4	2
Portugal	25	25	36	37	49	43	34	28
Romania	38	69	35	53	17	17	7	13
Slovak Republic	15	17	24	39	20	24	14	3
Slovenia	12	13	15	19	44	42	36	34
Spain	30	25	30	30	39	40	38	37
Sweden	30	36	43	45	21	31	29	27
Switzerland	25	30	40	44	36	32	25	22
EU14	22	23	27	30	44	41	38	36
All	22	24	28	31	42	39	36	34

The table reports, for each country, the share of female immigrants aged 25 to 64 with tertiary education (ISCED 5-8) and, at most, lower secondary education. The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2005, 2010, 2015, 2019.

Table B11: Share of immigrant men with tertiary and primary education, over time

Country	TERTIARY EDUCATION				PRIMARY EDUCATION			
	2005	2010	2015	2019	2005	2010	2015	2019
Austria	18	21	30	31	29	26	23	23
Belgium	29	31	31	30	42	40	36	36
Croatia		16	19	18		23	17	14
Cyprus	36	34	36	39	33	25	23	20
Czech Republic	21	26	29	33	17	11	10	8
Denmark	38	29	34	34	24	21	22	23
Estonia	34	34	36	41	11	6	7	6
Finland	27	29	27	29	25	23	37	24
France	23	24	29	31	46	45	38	35
Germany	19	19	22	24	41	38	36	36
Greece	14	10	12	12	46	55	51	45
Hungary	30	34	34	35	10	11	8	14
Iceland	42	28	29	42	30	30	26	19
Ireland	36	40	45	49	21	17	9	9
Italy	11	10	10	10	50	48	50	55
Latvia	23	26	28	21	17	12	8	6
Lithuania	27	25	30	36	6	5	6	7
Luxembourg	36	45	45	52	36	22	26	21
Netherlands	24	30	27	35	29	37	29	27
Norway	36	32	39	34	16	25	22	23
Poland	18	33	52	50	23	9	5	4
Portugal	21	17	27	30	53	55	40	32
Romania	43	48	53	58	10	12	6	4
Slovak Republic	30	26	31	33	10	7	8	9
Slovenia	13	10	10	12	19	24	21	20
Spain	27	20	28	27	43	46	41	40
Sweden	25	33	35	41	23	29	31	31
Switzerland	32	34	39	44	32	27	24	21
EU14	21	21	25	26	42	42	38	37
All	22	22	26	28	40	39	36	35

The table reports, for each country, the share of male immigrants aged 25 to 64 with tertiary education (ISCED 5-8) and, at most, lower secondary education. The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2005, 2010, 2015, 2019.

Table B12: Employment gap between immigrants and natives, by gender (2020)

Country	Women		Men	
	Unconditional	Conditional (individual characteristics)	Unconditional	Conditional (individual characteristics)
Austria	-0.127 ***	-0.159 ***	-0.056 ***	-0.061 ***
Belgium	-0.181 ***	-0.151 ***	-0.076 ***	-0.075 ***
Bulgaria	0.276 ***	0.231 ***	-0.295	-0.345
Croatia	0.030 ***	-0.029	0.000	-0.036
Cyprus	-0.113 ***	-0.139 ***	0.013	-0.006
Czech Republic	-0.014 ***	-0.001	0.041 ***	0.026 *
Denmark	-0.133 ***	-0.120 ***	-0.083 ***	-0.068 ***
Estonia	-0.054 ***	-0.069 ***	-0.056 ***	-0.024
Finland	-0.200 ***	-0.157 ***	-0.108 ***	-0.114 ***
France	-0.171 ***	-0.126 ***	-0.067 ***	-0.049 ***
Germany	-0.219 ***	-0.196 ***	-0.073 ***	-0.052 ***
Greece	-0.111 ***	-0.094 ***	-0.060 ***	-0.059 ***
Hungary	-0.001 ***	-0.029	0.033 ***	0.013
Iceland	-0.011 ***	-0.017	-0.115 ***	-0.118 ***
Ireland	-0.042 ***	-0.082 ***	-0.007	-0.046 ***
Italy	-0.069 ***	-0.041 ***	0.020 ***	0.023 ***
Latvia	0.011 ***	0.029	-0.023	-0.001
Lithuania	-0.099 ***	-0.034 *	-0.037 *	0.007
Luxembourg	-0.031 ***	-0.085 ***	0.055 ***	0.009
Malta	0.191 ***	0.036	0.092 ***	0.052 ***
Netherlands	-0.178 ***	-0.171 ***	-0.126 ***	-0.116 ***
Norway	-0.112 ***	-0.122 ***	-0.081 ***	-0.094 ***
Poland	0.088 ***	-0.061	0.026	-0.035
Portugal	-0.005 ***	-0.065 ***	0.036 ***	-0.010
Romania	-0.289 ***	-0.460 ***	-0.106	-0.145 **
Slovak Republic	0.013 ***	-0.008	0.010	0.003
Slovenia	-0.058 ***	-0.026	-0.017	-0.004
Spain	-0.088 ***	-0.092 ***	-0.073 ***	-0.094 ***
Sweden	-0.232 ***	-0.173 ***	-0.135 ***	-0.117 ***
Switzerland	-0.106 ***	-0.107 ***	-0.029 ***	-0.028 ***
EU14	-0.142 ***	-0.127 ***	-0.059 ***	-0.060 ***
All	-0.136 ***	-0.124 ***	-0.056 ***	-0.057 ***

*The table reports, for each country, the percentage point difference between immigrants and natives aged 25 to 64 in the probability of employment overall (columns I and III), or alternatively when differences in age and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on 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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.*

Table B13: Employment gap between men and women, by origin (2020)

Country	Immigrants		Natives	
	Unconditional	Conditional (individual characteristics)	Unconditional	Conditional (individual characteristics)
Austria	0.138 ***	0.134 ***	0.067 ***	0.052 ***
Belgium	0.165 ***	0.164 ***	0.060 ***	0.080 ***
Bulgaria	-0.470	0.000 ***	0.089 ***	0.099 ***
Croatia	0.060	0.058	0.090 ***	0.093 ***
Cyprus	0.247 ***	0.254 ***	0.121 ***	0.136 ***
Czech Republic	0.202 ***	0.195 ***	0.147 ***	0.143 ***
Denmark	0.121 ***	0.148 ***	0.071 ***	0.086 ***
Estonia	0.057 ***	0.054 **	0.059 ***	0.085 ***
Finland	0.115 ***	0.120 ***	0.024 ***	0.047 ***
France	0.171 ***	0.161 ***	0.067 ***	0.073 ***
Germany	0.196 ***	0.197 ***	0.049 ***	0.042 ***
Greece	0.250 ***	0.257 ***	0.198 ***	0.198 ***
Hungary	0.197 ***	0.193 ***	0.164 ***	0.158 ***
Iceland	-0.027	-0.024	0.079 ***	0.093 ***
Ireland	0.158 ***	0.168 ***	0.123 ***	0.148 ***
Italy	0.281 ***	0.290 ***	0.192 ***	0.210 ***
Latvia	0.004	0.056	0.033 ***	0.068 ***
Lithuania	0.075 ***	0.062 **	0.013 ***	0.037 ***
Luxembourg	0.110 ***	0.115 ***	0.023 ***	0.014
Malta	0.115 ***	0.130 ***	0.217 ***	0.206 ***
Netherlands	0.141 ***	0.151 ***	0.089 ***	0.088 ***
Norway	0.075 ***	0.098 ***	0.043 ***	0.055 ***
Poland	0.092	0.122	0.159 ***	0.172 ***
Portugal	0.098 ***	0.107 ***	0.058 ***	0.071 ***
Romania	0.400 ***	0.348 ***	0.198 ***	0.188 ***
Slovak Republic	0.114 ***	0.110 ***	0.118 ***	0.115 ***
Slovenia	0.084 **	0.071 **	0.044 ***	0.051 ***
Spain	0.135 ***	0.139 ***	0.119 ***	0.132 ***
Sweden	0.122 ***	0.129 ***	0.026 ***	0.040 ***
Switzerland	0.141 ***	0.143 ***	0.064 ***	0.054 ***
EU14	0.180 ***	0.183 ***	0.097 ***	-0.101 ***
All	0.175 ***	0.178 ***	0.108 ***	0.113 ***

The table reports, for each country, the percentage point difference between men and women aged 25 to 64 in the probability of employment overall (columns I and III), or alternatively when differences in age and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on a male 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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

Table B14: Distribution across income deciles, by gender and origin (2020)

Income decile	Immigrants		Natives	
	Women	Men	Women	Men
EU14				
1	20.1	5.4	10.0	3.4
2	17.3	8.7	11.2	4.7
3	13.4	10.2	11.8	6.8
4	11.1	11.0	11.2	8.5
5	8.5	11.1	10.8	9.9
6	7.3	11.1	10.8	11.4
7	6.0	10.4	10.0	12.3
8	6.2	10.4	9.5	13.0
9	5.4	10.0	8.2	14.1
10	4.9	11.6	6.5	16.0
ALL				
1	18.4	4.9	10.9	4.8
2	16.6	7.7	11.1	5.4
3	14.0	9.5	12.2	7.5
4	11.6	10.9	11.1	8.6
5	8.6	11.4	10.3	9.4
6	7.5	11.4	10.7	11.4
7	6.1	10.8	9.7	11.7
8	6.3	10.4	9.3	12.5
9	5.7	10.4	8.1	13.6
10	5.3	12.6	6.6	15.0
ITALY				
1	27.5	7.2	12.3	4.0
2	22.0	10.1	12.2	5.0
3	15.9	10.5	10.9	6.8
4	11.5	13.2	10.5	9.2
5	7.5	13.0	9.7	9.9
6	4.5	12.0	10.4	10.6
7	4.0	11.2	10.0	11.7
8	3.3	10.3	9.5	12.9
9	2.0	6.6	7.7	13.3
10	1.9	5.9	6.7	16.5

The table reports the share of immigrant and native men and women aged 25 to 64 in each decile of income distribution, in percentages by columns, for EU14 countries, for all European countries, and for Italy. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

Table B15: Share of immigrants and natives in top and bottom income deciles, by gender (2020)

Country	Immigrants		Natives	
	Female	**Male**	**Female**	**Male**
BOTTOM INCOME DECILE				
Belgium	19.6	4.6	10.6	2.3
Croatia			12.3	3.6
Cyprus	9.2	3.2	5.8	2.1
Denmark	6.8	4.6	5.1	3.6
Estonia	14.9	5.9	8.6	4.4
Finland	18.4	14.4	7.4	3.6
France	20.8	3.7	10.4	3.0
Greece	24.8	16.3	11.8	6.0
Hungary	16.4	10.7	17.0	14.1
Ireland	7.7	2.0	6.5	1.7
Italy	27.5	7.2	12.3	4.0
Latvia		2.9	10.9	6.1
Lithuania	8.3	3.6	6.6	4.0
Luxembourg	18.2	4.0	8.9	2.1
Malta	9.7	3.5	10.4	2.9
Netherlands	3.8	3.4	3.3	2.0
Poland			18.5	8.0
Portugal	16.6	4.9	12.2	4.3
Romania		10.1	11.9	8.4
Switzerland	9.2	1.6	7.7	1.9
EU14	20.1	5.4	10.0	3.4
All	18.4	4.9	10.9	4.8
TOP INCOME DECILE				
Belgium	10.4	18.2	5.7	15.1
Croatia			8.7	16.7
Cyprus	4.4	8.7	9.4	11.5
Denmark	7.6	12.4	6.4	17.0
Estonia	2.0	11.7	6.3	16.5
Finland	4.6	12.5	5.5	15.7
France	4.9	14.0	6.8	15.6
Greece	2.7	2.3	7.3	14.3
Hungary	8.6	21.3	6.4	13.8
Ireland	2.9	11.6	4.8	13.5
Italy	1.9	5.9	6.7	16.5
Latvia		27.8	7.6	15.3
Lithuania	4.0	8.3	5.2	8.9
Luxembourg	6.9	13.1	3.4	9.8
Malta	7.5	15.0	7.3	12.6
Netherlands	6.4	15.2	4.7	18.9
Poland			6.7	13.8
Portugal	9.1	16.5	8.0	12.5
Romania		1.1	8.4	11.0
Switzerland	7.3	17.6	3.4	18.1
EU14	4.9	11.6	6.5	16.0
All	5.3	12.6	6.6	15.0

The table reports, for all countries, the share of immigrant and native men and women aged 25 to 64 in the bottom and top deciles of the national income distributions, in percentages. The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

Table B16: Immigrant-native differences in probability of being in the bottom income decile, by gender (2020)

Country	Women			Men		
	Unconditional	**Conditional (individual characteristics)**	**Conditional (individual and job-related characteristics)**	**Unconditional**	**Conditional (individual characteristics)**	**Conditional (individual and job-related characteristics)**
Belgium	0.091 **	0.064 ***	0.031 ***	0.024 ***	0.022 ***	0.013 **
Bulgaria	-0.141 ***	-0.144 ***	-0.261 ***	-0.069 ***	-0.002	0.010
Croatia	-0.037 ***	-0.028	-0.004	-0.036 ***	-0.028 ***	-0.015 ***
Cyprus	0.034 **	0.026 ***	-0.006	0.010 *	0.009 *	0.000
Denmark	0.017 ***	0.010	-0.002	0.010	0.002	-0.014 ***
Estonia	0.062	0.050 ***	0.013	0.015	0.005	0.000
Finland	0.109 ***	0.098 ***	0.070 **	0.108 ***	0.109 ***	0.063 ***
France	0.104 ***	0.070 ***	0.045 ***	0.007	-0.001	-0.006
Greece	0.131 *	0.077 ***	0.035 ***	0.104 ***	0.084 ***	0.063 ***
Hungary	-0.006 ***	0.004	-0.007	-0.034 ***	-0.024 *	-0.028 **
Ireland	0.011 ***	0.017 **	-0.002	0.002	0.008 **	0.005
Italy	0.152 ***	0.109 ***	0.036 ***	0.033 ***	0.023 ***	0.011 ***
Latvia	0.085	0.041	0.055	-0.032	-0.042 *	-0.016
Lithuania	0.017 ***	0.026	0.013	-0.004	-0.011	0.000
Luxembourg	0.092	0.102 ***	0.090 ***	0.019 **	0.023 ***	0.026 ***
Malta	-0.007 ***	0.026	-0.007	0.007	0.013	0.004
Netherlands	0.005	0.004	-0.004	0.014 *	0.015 **	0.012
Poland	-0.187 ***	-0.082 ***	-0.142 ***	-0.081 ***	-0.077 ***	-0.035 ***
Portugal	0.044 ***	0.064 ***	0.007	0.006	0.015 **	0.008
Romania	-0.124 ***	-0.073 ***	-0.097 ***	0.017	0.029	0.030
Switzerland	0.014	0.007	-0.004	-0.003	-0.007 *	-0.003
EU14	0.100 ***	0.076 ***	0.038 ***	0.022 ***	0.017 ***	0.008 ***
All	0.087 ***	0.064 ***	0.032 ***	0.017 ***	0.012 ***	0.006 ***

*The table reports, for each country, the percentage points difference in the probability of being in the bottom decile of the national income distribution between immigrants and natives aged 25 to 64, overall (columns I and IV), when differences in age and education characteristics are also taken into account (columns II and V), and when differences in occupations and full/part time employment are taken into account together with individual characteristics (columns III and VI). 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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.*

Table B17: Male-female differences in probability of being in the bottom income decile, by origin (2020)

	Immigrants			Natives		
Country	Unconditional	Conditional (individual characteristics)	Conditional (individual and job-related characteristics)	Unconditional	Conditional (individual characteristics)	Conditional (individual and job-related characteristics)
Belgium	-0.150 ***	-0.165 ***	-0.017 ***	-0.083 ***	-0.098 ***	-0.014 ***
Bulgaria	0.000 ***	0.000 ***	0.000	-0.059 ***	-0.082 ***	-0.067 ***
Croatia	-0.095 **	-0.085 **	-0.078 ***	-0.087 ***	-0.100 ***	-0.078 ***
Cyprus	-0.060 ***	-0.070 ***	-0.036	-0.036 ***	-0.044 ***	-0.008 **
Denmark	-0.022 **	-0.032 ***	0.006 *	-0.015 ***	-0.023 ***	0.013 ***
Estonia	-0.090 ***	-0.091 ***	-0.034	-0.043 ***	-0.052 ***	-0.016 ***
Finland	-0.042	-0.063	0.020 **	-0.038 ***	-0.047 ***	0.001
France	-0.171 ***	-0.169 ***	-0.031	-0.073 ***	-0.080 ***	-0.005
Greece	-0.083 ***	-0.105 ***	-0.023 ***	-0.058 ***	-0.066 ***	-0.018 ***
Hungary	-0.057 ***	-0.071 ***	-0.055	-0.029 ***	-0.041 ***	-0.032 ***
Ireland	-0.057 ***	-0.059 ***	-0.009 ***	-0.047 ***	-0.054 ***	-0.012 ***
Italy	-0.203 ***	-0.215 ***	-0.069	-0.083 ***	-0.101 ***	-0.025 ***
Latvia	-0.067	-0.056	-0.042	-0.048 ***	-0.060 ***	-0.045 ***
Lithuania	-0.046 **	-0.044 **	-0.017 **	-0.026 ***	-0.031 ***	-0.021 ***
Luxembourg	-0.142 ***	-0.145 ***	-0.029	-0.069 ***	-0.074 ***	-0.006
Malta	-0.060	-0.061	0.033 **	-0.075 ***	-0.087 ***	-0.003
Netherlands	-0.003	-0.005	0.030 ***	-0.012 ***	-0.013 ***	0.013 ***
Poland	0.000 ***	0.000 ***	0.000 ***	-0.105 ***	-0.139 ***	-0.079 ***
Portugal	-0.116 ***	-0.127 ***	-0.058	-0.079 ***	-0.095 ***	-0.048 ***
Romania	0.040	0.041	0.153 ***	-0.035 ***	-0.040 ***	-0.038 ***
Switzerland	-0.076 ***	-0.077 ***	-0.023	-0.058 ***	-0.054 ***	-0.016 ***
EU14	-0.148 ***	-0.157 ***	-0.027 ***	-0.067 ***	-0.076 ***	-0.006 ***
All	-0.135 ***	-0.142 ***	-0.024 ***	-0.063 ***	-0.074 ***	-0.018 ***

*The table reports, for each country, the percentage points difference in the probability of being in the bottom decile of the national income distribution between men and women aged 25 to 64, overall (columns I and IV), when differences in age, gender and education characteristics are also taken into account (columns II and V), and when differences in occupations and full/part time employment are taken into account together with individual characteristics (columns III and VI). The differences are computed as coefficients on a male 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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.*

Table B18: Immigrant-native differences in probability of being in the top income decile, by gender (2020)

	Women			Men		
Country	Unconditional	Conditional (individual characteristics)	Conditional (individual and job-related characteristics)	Unconditional	Conditional (individual characteristics)	Conditional (individual and job-related characteristics)
Belgium	0.047 ***	0.057 ***	0.062 ***	0.031 **	0.041 ***	0.055 ***
Bulgaria	0.138	0.152	0.150	-0.101 ***	-0.257 ***	-0.377 ***
Croatia	0.028	0.009	0.006	0.107	0.075	0.065
Cyprus	-0.049 ***	-0.015 **	0.002	-0.028 ***	0.019 **	0.028 ***
Denmark	0.013 *	0.018 **	0.027 ***	-0.046 ***	-0.034 ***	-0.011
Estonia	-0.043 ***	-0.032 ***	-0.019 ***	-0.047 ***	-0.039 **	-0.030 **
Finland	-0.010	-0.003	0.007	-0.032	0.000	0.015
France	-0.019 **	-0.012	-0.005	-0.016	-0.016	-0.006
Greece	-0.046 ***	-0.015 **	0.001	-0.121 ***	-0.031 ***	-0.011 **
Hungary	0.022	0.011	0.011	0.075 ***	0.034 *	0.039 **
Ireland	-0.019 ***	-0.019 ***	-0.013 ***	-0.020 **	-0.014	-0.007
Italy	-0.049 ***	-0.024 ***	-0.008 ***	-0.106 ***	-0.047 ***	-0.012 ***
Latvia	-0.031	0.020	0.004	0.124	0.124	0.120
Lithuania	-0.013	0.002	0.006	-0.006	0.008	0.005
Luxembourg	0.035 ***	0.020 **	0.011	0.033 **	-0.018	-0.007
Malta	0.002	-0.037	-0.029	0.024	-0.011	-0.021
Netherlands	0.017 *	0.015 *	0.006	-0.036 **	-0.025 *	-0.005
Poland	0.028	-0.030	-0.027	0.209	0.203 **	0.125
Portugal	0.011	0.001	0.013 *	0.040 ***	0.011	0.022 **
Romania	0.010	-0.037	-0.012	-0.099 ***	-0.121 ***	-0.122 ***
Switzerland	0.039 ***	0.039 ***	0.023 ***	-0.005	0.021 ***	0.009
EU14	-0.016 ***	-0.003	0.005	-0.044 ***	-0.019 ***	-0.002
All	-0.010 ***	0.000	0.006 **	-0.037 ***	-0.017 ***	-0.004

*The table reports, for each country, the percentage points difference in the probability of being in the top decile of the national income distribution between immigrants and natives aged 25 to 64, overall (columns I and IV), when differences in age and education characteristics are also taken into account (columns II and V), and when differences in occupations and full/part time employment are taken into account together with individual characteristics (columns III and VI). 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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.*

Table B19: Male-female differences in probability of being in the top income decile, by origin (2020)

	Immigrants			Natives		
Country	**Unconditional**	**Conditional (individual characteristics)**	**Conditional (individual and job-related characteristics)**	**Unconditional**	**Conditional (individual characteristics)**	**Conditional (individual and job-related characteristics)**
Belgium	0.079 ***	0.102 ***	0.066 ***	0.094 ***	0.119 ***	0.088 ***
Bulgaria	0.000	0.000 ***	-2.000 ***	0.048 ***	0.070 ***	0.069 ***
Croatia	0.154 *	0.199 **	0.158	0.081 ***	0.117 ***	0.115 ***
Cyprus	0.042 ***	0.072 ***	0.048 ***	0.021 ***	0.054 ***	0.025 ***
Denmark	0.048 ***	0.074 ***	0.067 ***	0.107 ***	0.128 ***	0.111 ***
Estonia	0.097 ***	0.092 ***	0.093 ***	0.103 ***	0.130 ***	0.128 ***
Finland	0.080 **	0.116 ***	0.109 ***	0.102 ***	0.127 ***	0.116 ***
France	0.092 ***	0.100 ***	0.079 ***	0.088 ***	0.107 ***	0.081 ***
Greece	-0.004	0.017 ***	0.021 ***	0.070 ***	0.087 ***	0.083 ***
Hungary	0.128 ***	0.140 ***	0.148 ***	0.074 ***	0.098 ***	0.103 ***
Ireland	0.087 ***	0.094 ***	0.090 ***	0.087 ***	0.097 ***	0.088 ***
Italy	0.040 ***	0.055 ***	0.038 ***	0.097 ***	0.133 ***	0.115 ***
Latvia	0.255 **	0.141	0.130	0.077 ***	0.113 ***	0.116 ***
Lithuania	0.043 **	0.034 *	0.029	0.036 ***	0.056 ***	0.058 ***
Luxembourg	0.062 ***	0.058 ***	0.050 ***	0.065 ***	0.078 ***	0.057 ***
Malta	0.083 *	0.109 **	0.111 *	0.053 ***	0.070 ***	0.049 ***
Netherlands	0.089 ***	0.103 ***	0.047 ***	0.142 ***	0.145 ***	0.073 ***
Poland	0.256	0.825 ***	0.709 **	0.070 ***	0.111 ***	0.110 ***
Portugal	0.074 ***	0.108 ***	0.088 ***	0.045 ***	0.083 ***	0.068 ***
Romania	-0.075	-0.118	-0.174	0.026 ***	0.033 ***	0.034 ***
Switzerland	0.102 ***	0.110 ***	0.071 ***	0.147 ***	0.133 ***	0.081 ***
EU14	0.068 ***	0.085 ***	0.064 ***	0.094 ***	0.118 ***	0.093 ***
All	0.074 ***	0.090 ***	0.070 ***	0.085 ***	0.107 ***	0.089 ***

*The table reports, for each country, the percentage points difference in the probability of being in the top decile of the national income distribution between men and women aged 25 to 64, overall (columns I and IV), when differences in age, gender and education characteristics are also taken into account (columns II and V), and when differences in occupations and full/part time employment are taken into account together with individual characteristics (columns III and VI). The differences are computed as coefficients on a male 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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.*

Table B20: Differences in occupational status between immigrants and natives, by gender (2020)

	Women		Men	
Country	**Unconditional**	**Conditional (individual characteristics)**	**Unconditional**	**Conditional (individual characteristics)**
Austria	-0.401 ***	-0.360 ***	-0.342 ***	-0.253 ***
Belgium	-0.420 ***	-0.288 ***	-0.225 ***	-0.175 ***
Bulgaria	-0.258 ***	0.013 ***	1.733 ***	0.684 ***
Croatia	0.302 ***	0.246 ***	0.147 ***	0.049 ***
Cyprus	-0.444 ***	-0.362 ***	-0.149 ***	-0.061 ***
Czech Republic	-0.091 ***	-0.148 ***	0.062 ***	-0.114 ***
Denmark	-0.176 ***	-0.190 ***	-0.202 ***	-0.206 ***
Estonia	-0.476 ***	-0.415 ***	0.004 ***	-0.007 ***
Finland	-0.401 ***	-0.204 ***	-0.266 ***	-0.121 ***
France	-0.351 ***	-0.203 ***	-0.065 ***	-0.035 ***
Germany	-0.472 ***	-0.385 ***	-0.434 ***	-0.250 ***
Greece	-0.768 ***	-0.383 ***	-0.565 ***	-0.136 ***
Hungary	0.114 ***	0.023 ***	0.161 ***	-0.064 ***
Iceland	-0.534 ***	-0.422 ***	-0.322 ***	-0.324 ***
Ireland	-0.178 ***	-0.222 ***	0.005 ***	-0.087 ***
Italy	-0.886 ***	-0.598 ***	-0.569 ***	-0.337 ***
Latvia	-0.021 ***	0.167 ***	0.155 ***	0.022 ***
Lithuania	-0.260 ***	-0.082 ***	0.128 ***	0.110 ***
Luxembourg	-0.064 ***	-0.170 ***	0.162 ***	-0.101 ***
Netherlands	-0.202 ***	-0.163 ***	-0.279 ***	-0.185 ***
Norway	-0.266 ***	-0.276 ***	-0.299 ***	-0.286 ***
Poland	1.012 ***	0.521 ***	0.757 ***	0.404 ***
Portugal	-0.090 ***	-0.250 ***	0.087 ***	-0.103 ***
Romania	0.874 ***	0.025 ***	0.821 ***	0.017 ***
Slovak Republic	0.187 ***	0.136 ***	0.402 ***	0.231 ***
Slovenia	-0.230 ***	-0.082 ***	-0.094 ***	-0.079 ***
Spain	-0.631 ***	-0.405 ***	-0.349 ***	-0.240 ***
Sweden	-0.379 ***	-0.300 ***	-0.282 ***	-0.282 ***
Switzerland	-0.184 ***	-0.119 ***	-0.131 ***	0.025 ***
EU14	-0.485 ***	-0.351 ***	-0.309 ***	-0.197 ***
All	-0.408 ***	-0.288 ***	-0.206 ***	-0.131 ***

*The table reports, for each country, the difference in occupational status, measured by the ISEI index, between immigrants and natives aged 25 to 64, overall (columns I and III), or alternatively when differences in age 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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.*

Table B21: Differences in occupational status between men and women, by origin (2020)

Country	Immigrants		Natives	
	Unconditional	Conditional (individual characteristics)	Unconditional	Conditional (individual characteristics)
Austria	0.154 ***	0.225 ***	0.094 ***	0.080 ***
Belgium	0.209 ***	0.348 ***	0.010 ***	0.209 ***
Bulgaria	1.795 ***	0.000 ***	-0.162 ***	0.089 ***
Croatia	-0.220 ***	-0.083 ***	-0.087 ***	0.130 ***
Cyprus	0.154 ***	0.384 ***	-0.140 ***	0.089 ***
Czech Republic	0.206 ***	0.198 ***	0.052 ***	0.151 ***
Denmark	-0.042 ***	0.158 ***	-0.017 ***	0.162 ***
Estonia	0.348 ***	0.439 ***	-0.132 ***	0.115 ***
Finland	0.233 ***	0.382 ***	0.092 ***	0.288 ***
France	0.315 ***	0.364 ***	0.031 ***	0.162 ***
Germany	0.105 ***	0.177 ***	0.068 ***	0.013 ***
Greece	0.119 ***	0.277 ***	-0.086 ***	0.069 ***
Hungary	0.036 ***	0.105 ***	-0.010 ***	0.156 ***
Iceland	0.103 ***	0.185 ***	-0.104 ***	0.107 ***
Ireland	0.069 ***	0.181 ***	-0.114 ***	0.051 ***
Italy	0.245 ***	0.357 ***	-0.073 ***	0.154 ***
Latvia	-0.146 ***	-0.067 ***	-0.204 ***	0.099 ***
Lithuania	0.239 ***	0.290 ***	-0.138 ***	0.107 ***
Luxembourg	0.221 ***	0.233 ***	-0.002 ***	0.113 ***
Netherlands	0.071 ***	0.190 ***	0.146 ***	0.191 ***
Norway	-0.024 ***	0.155 ***	0.012 ***	0.170 ***
Poland	-0.442 ***	-0.200 ***	-0.195 ***	0.074 ***
Portugal	0.266 ***	0.436 ***	0.089 ***	0.338 ***
Romania	-0.145 ***	0.410 ***	-0.048 ***	0.114 ***
Slovak Republic	0.186 ***	0.167 ***	-0.029 ***	0.125 ***
Slovenia	0.027 ***	0.165 ***	-0.107 ***	0.132 ***
Spain	0.262 ***	0.331 ***	-0.020 ***	0.163 ***
Sweden	0.043 ***	0.188 ***	-0.055 ***	0.163 ***
Switzerland	0.180 ***	0.219 ***	0.127 ***	0.048 ***
EU14	0.188 ***	0.288 ***	0.012 ***	0.118 ***
All	0.181 ***	0.280 ***	-0.021 ***	0.105 ***

*The table reports, for each country, the difference in occupational status, measured by the ISEI index, between men and women aged 25 to 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 a male 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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.*

Table B22: Distribution of immigrant women across occupations (percentage by row, 2020)

Country	(I)	(II)	(III)	(IV)	(V)	(VI)	(VII)	(VIII)	(IX)
Austria	4	21	11	8	24	1	3	2	26
Belgium	6	23	12	12	17	0	2	1	26
Bulgaria	0	19	0	0	28	0	0	29	24
Croatia	5	34	11	19	28	2	0	2	0
Cyprus	3	16	11	17	31	0	1	1	19
Czech Republic	1	26	13	10	16	2	4	14	15
Denmark	1	38	12	8	22	0	1	2	16
Estonia	6	20	15	6	18	1	4	10	20
Finland	2	23	14	6	32	0	1	2	20
France	5	19	13	11	24	0	1	2	24
Germany	2	17	18	11	20	0	3	3	25
Greece	1	9	5	9	31	5	5	2	34
Hungary	2	30	16	5	23	1	6	4	11
Iceland	8	25	12	4	30	2	4	3	12
Ireland	7	28	11	14	24	0	3	2	11
Italy	2	6	8	6	37	1	4	5	31
Latvia	25	12	18	1	20	0	1	2	22
Lithuania	6	29	7	5	19	1	7	7	19
Luxembourg	3	49	12	5	10	0	1	1	19
Malta	11	29	22	9	19	0	0	0	9
Netherlands	2	31	16	11	22	0	2	2	15
Norway	5	33	12	6	31	0	1	2	9
Poland	17	68	11	0	4	0	0	0	0
Portugal	6	24	9	10	26	1	2	2	19
Romania	0	46	0	0	54	0	0	0	0
Slovak Republic	5	17	25	18	19	0	5	6	4
Slovenia	11	25	12	5	22	3	3	6	13
Spain	2	12	5	8	34	0	3	3	32
Sweden	3	33	14	5	32	0	1	2	10
Switzerland	7	29	14	11	20	0	3	2	14
EU14	3	18	11	9	27	0	3	3	25
All	4	19	12	9	26	0	3	3	24

The table reports, for each country, the percent distribution of female 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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

Table B23: Distribution of immigrant men across occupations (percentage by row, 2020)

Country	(I)	(II)	(III)	(IV)	(V)	(VI)	(VII)	(VIII)	(IX)
Austria	5	16	9	4	12	1	24	15	13
Belgium	10	22	9	7	7	1	20	12	12
Bulgaria	0	100	0	0	0	0	0	0	0
Croatia	14	10	16	7	11	0	33	6	2
Cyprus	6	15	9	4	12	1	30	10	14
Czech Republic	5	24	12	3	4	2	25	18	6
Denmark	3	27	14	3	13	1	9	11	18
Estonia	11	20	10	3	3	1	24	21	8
Finland	0	26	11	1	23	2	11	17	9
France	9	21	16	3	11	2	15	14	9
Germany	4	16	10	7	10	2	21	15	15
Greece	1	3	1	6	20	4	32	12	21
Hungary	3	30	6	5	10	3	25	12	6
Iceland	10	16	12	2	10	1	25	15	8
Ireland	9	25	13	5	9	1	16	11	11
Italy	3	5	7	3	10	3	33	15	22
Latvia	2	29	7	1	5	0	28	9	19
Lithuania	9	23	9	2	6	2	26	16	6
Luxembourg	6	48	10	4	7	1	11	7	5
Malta	27	15	17	13	10	0	15	4	0
Netherlands	5	27	12	7	12	1	16	10	10
Norway	7	22	12	4	16	1	22	12	5
Poland	22	32	24	0	10	4	6	3	1
Portugal	8	23	12	5	12	2	21	12	5
Romania	19	26	14	1	23	2	15	0	0
Slovak Republic	16	28	6	1	18	0	21	8	2
Slovenia	9	16	15	6	10	0	26	10	8
Spain	3	11	8	4	17	3	23	14	18
Sweden	5	25	14	5	15	1	15	11	9
Switzerland	10	27	13	7	8	1	18	8	6
EU14	5	16	10	5	12	2	22	14	15
All	6	17	11	5	12	2	21	13	14

The table reports, for each country, the percent distribution of male 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 two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

Table B24: Most common occupations, by gender and origin (2020)

Country	% of employed	ISCO code
IMMIGRANT WOMEN		
Domestic, hotel and office cleaners and helpers	18.0	9
Personal care workers in health services	7.8	5
Shop salespersons	6.1	5
Waiters and bartenders	3.6	5
Child care workers and teachers' aides	2.4	5
General office clerks	2.0	4
Food preparation assistants	1.9	9
Administrative and specialised secretaries	1.8	3
Nursing and midwifery associate professionals	1.8	3
Client information workers	1.8	4
IMMIGRANT MEN		
Building frame and related trades workers	6.1	7
Heavy truck and bus drivers	4.3	8
Software and applications developers and analysts	3.2	2
Building finishers and related trades workers	2.8	7
Shop salespersons	2.7	5
Transport and storage labourers	2.6	9
Machinery mechanics and repairers	2.6	7
Domestic, hotel and office cleaners and helpers	2.3	9
Car, van and motorcycle drivers	2.3	8
Material-recording and transport clerks	2.2	4
NATIVE WOMEN		
Shop salespersons	6.3	5
Domestic, hotel and office cleaners and helpers	4.4	9
Primary school and early childhood teachers	4.1	2
General office clerks	3.8	4
Personal care workers in health services	3.3	5
Nursing and midwifery associate professionals	2.6	3
Administrative and specialised secretaries	2.5	3
Secretaries (general)	2.4	4
Secondary education teachers	2.4	2
Numerical clerks	2.0	4
NATIVE MEN		
Physical and engineering science technicians	3.2	3
Heavy truck and bus drivers	3.0	8
Building frame and related trades workers	2.8	7
Machinery mechanics and repairers	2.8	7
Shop salespersons	2.8	5
Sales and purchasing agents and brokers	2.4	3
Protective services workers	2.4	5
Software and applications developers and analysts	2.3	2
Engineering professionals (excluding electrotechnology)	2.2	2
Material-recording and transport clerks	2.0	4

The table shows the ten most common occupations for immigrant and native men and women aged 25 to 64, with the share of workers employed in each occupation over all employed in each group, and the ISCO-1 digit code for each occupation. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

Table B25: Immigrant - native difference in employment probability in elementary jobs, by gender and years since migration (2020)

Years since migration	Immigrants		Natives	
	Unconditional	Conditional (individual characteristics)	Unconditional	Conditional (individual characteristics)
1	0.304 ***	0.346 ***	0.113 ***	0.147 ***
2	0.333 ***	0.367 ***	0.154 ***	0.190 ***
3	0.323 ***	0.332 ***	0.170 ***	0.189 ***
4	0.305 ***	0.312 ***	0.162 ***	0.171 ***
5	0.297 ***	0.293 ***	0.184 ***	0.176 ***
6	0.300 ***	0.290 ***	0.212 ***	0.204 ***
7	0.278 ***	0.278 ***	0.140 ***	0.144 ***
8	0.255 ***	0.261 ***	0.093 ***	0.103 ***
9	0.254 ***	0.276 ***	0.085 ***	0.098 ***
10	0.227 ***	0.228 ***	0.125 ***	0.130 ***
11-14	0.229 ***	0.225 ***	0.102 ***	0.113 ***
15-19	0.200 ***	0.187 ***	0.097 ***	0.104 ***
20-24	0.186 ***	0.165 ***	0.107 ***	0.095 ***
25-29	0.173 ***	0.128 ***	0.078 ***	0.052 ***
30-34	0.151 ***	0.096 ***	0.098 ***	0.057 ***
35-39	0.144 ***	0.066 ***	0.124 ***	0.078 ***
40-44	0.165 ***	0.051 ***	0.113 ***	0.047 ***
45-49	0.181 ***	0.079 ***	0.082 ***	0.019
50-54	0.171 ***	0.037 *	0.092 ***	0.005
55-59	0.093 ***	-0.062 **	0.168 ***	0.023
60-64	0.300 ***	0.078 *	0.328 ***	0.117 **
Overall	0.22 ***	0.194 ***	0.118 ***	0.106 ***
Native probability	35.8%		23.7%	

Table B26: Immigrant - native difference in employment probability in cleaning and domestic jobs, by gender and years since migration (2020)

Years since migration	Women		Men	
	Unconditional	Conditional (individual characteristics)	Unconditional	Conditional (individual characteristics)
1	0.054 ***	0.075 ***	0.004 **	0.005
2	0.140 ***	0.154 ***	0.024 **	0.026
3	0.129 ***	0.138 ***	0.013 ***	0.014
4	0.129 ***	0.141 ***	0.026 ***	0.026
5	0.122 ***	0.119 ***	0.029 ***	0.027
6	0.128 ***	0.126 ***	0.035 ***	0.033
7	0.119 ***	0.113 ***	0.041 ***	0.040
8	0.144 ***	0.141 ***	0.022 ***	0.020
9	0.155 ***	0.155 ***	0.034 ***	0.033
10	0.145 ***	0.136 ***	0.024 ***	0.022
11-14	0.169 ***	0.148 ***	0.028 ***	0.026
15-19	0.174 ***	0.150 ***	0.023 ***	0.021
20-24	0.157 ***	0.131 ***	0.016 ***	0.013
25-29	0.125 ***	0.097 ***	0.019 ***	0.016
30-34	0.086 ***	0.059 ***	0.014 ***	0.012
35-39	0.049 ***	0.021 *	0.011 **	0.009
40-44	0.048 ***	0.012	0.001	-0.002
45-49	0.072 ***	0.039 ***	0.000	-0.003
50-54	0.056 ***	0.009	0.001	-0.002
55-59	-0.007	-0.042 ***	0.005	0.003
60-64	0.014	-0.034	-0.004	-0.008
Overall	0.136 ***	0.116 ***	0.018 ***	0.016
Native probability	4.40%		0.50%	

The table reports the percentage point difference between immigrants and natives aged 25 to 64 in the probability of employment in elementary jobs overall (columns I and III), or alternatively when differences in age and education characteristics are also taken into account (columns II and IV), by number of years since the migration in the host country. 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 two bottom rows report the mean value. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

The table reports the percentage point difference between immigrants and natives aged 25 to 64 in the probability of employment in hotel, office and domestic cleaning and helping jobs, overall (columns I and III), or alternatively when differences in age and education characteristics are also taken into account (columns II and IV), by number of years since the migration in the host country. 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 two bottom rows report the mean value. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

Table B27: Immigrant - native difference in employment probability in personal care jobs, by gender and years since migration (2020)

Years since migration	Women		Men	
	Unconditional	Conditional (individual characteristics)	Unconditional	Conditional (individual characteristics)
1	0.004	0.020	0.002	0.003
2	-0.001	0.009	0.009	0.010
3	0.003	0.014	0.003	0.003
4	0.051 **	0.065 ***	0.008 **	0.008 **
5	0.033 ***	0.042 ***	0.010 ***	0.010 ***
6	0.039 ***	0.047 ***	0.004 *	0.004 *
7	0.036 ***	0.044 ***	0.006	0.006
8	0.048 **	0.057 ***	0.005 *	0.005 *
9	0.034 ***	0.043 ***	0.005	0.005
10	0.064 ***	0.067 ***	0.007 **	0.007 **
11-14	0.061 ***	0.058 ***	0.012 ***	0.012 ***
15-19	0.050 ***	0.044 ***	0.003 *	0.003 *
20-24	0.032 ***	0.026 ***	0.001	0.000
25-29	0.024 ***	0.017 ***	0.001	0.001
30-34	0.020 ***	0.015 **	0.001	0.001
35-39	0.014	0.007	-0.003 ***	-0.003 ***
40-44	0.028 **	0.016	0.001	0.000
45-49	0.015	0.007	0.001	0.000
50-54	0.037 **	0.021	-0.004 ***	-0.004 ***
55-59	0.035	0.021	-0.005 ***	-0.006 ***
60-64	-0.035 ***	-0.052 ***	-0.005 ***	-0.005 ***
Overall	0.042 ***	0.039 ***	0.004 ***	0.004 ***
Native probability	5.10%		0.50%	

*The table reports the percentage point difference between immigrants and natives aged 25 to 64 in the probability of employment in personal care jobs, overall (columns I and III), or alternatively when differences in age and education characteristics are also taken into account (columns II and IV), by number of years since the migration in the host country. 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 two bottom rows report the mean value. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.*

Table B28: Immigrant - native difference in employment probability in elementary, cleaning and care jobs, by gender and origin (2020)

Origin	Women		Men	
	Unconditional	Conditional (individual characteristics)	Unconditional	Conditional (individual characteristics)
ELEMENTARY WORKERS				
EU	0.126 ***	0.132 ***	0.041 ***	0.046 ***
Europe, non-EU	0.252 ***	0.208 ***	0.101 ***	0.074 ***
Africa	0.397 ***	0.291 ***	0.223 ***	0.183 ***
America and Oceania	0.169 ***	0.182 ***	0.094 ***	0.123 ***
Asia	0.270 ***	0.224 ***	0.207 ***	0.183 ***
CLEANERS AND HELPERS				
EU	0.104 ***	0.095 ***	0.007 ***	0.006 ***
Europe, non-EU	0.164 ***	0.137 ***	0.014 ***	0.011 ***
Africa	0.146 ***	0.105 ***	0.027 ***	0.024 ***
America and Oceania	0.160 ***	0.148 ***	0.020 ***	0.020 ***
Asia	0.121 ***	0.089 ***	0.037 ***	0.034 ***
CARE WORKERS				
EU	0.022 ***	0.022 ***	-0.001 ***	-0.001 ***
Europe, non-EU	0.042 ***	0.039 ***	0.000 ***	-0.001 ***
Africa	0.068 ***	0.059 ***	0.003 ***	0.002 ***
America and Oceania	0.059 ***	0.053 ***	0.014 ***	0.014 ***
Asia	0.060 ***	0.058 ***	0.012 ***	0.012 ***

*The table reports the percentage point difference between immigrants and natives aged 25 to 64 in the probability of employment in elementary jobs, cleaning and domestic jobs and care jobs, overall (columns I and III), or alternatively when differences in age and education characteristics are also taken into account (columns II and IV), by area of origin. 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 two bottom rows report the mean value. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.*

Table B29: Income decile distribution of elementary workers, cleaners and helpers and care workers (percentage by column, 2020)

Income Decile	Immigrants		Natives	
	Female	Male	Female	Male
ELEMENTARY WORKERS				
1	41.1	13.2	36.6	14.5
2	28.6	17.4	22.3	12.4
3	13.8	16.9	16.8	15.9
4	8.3	16.7	10.3	14.7
5	4.1	12.7	6.1	11.6
6	1.8	9.4	3.3	10.9
7	1.0	6.9	2.0	7.5
8	0.8	3.5	1.1	5.9
9	0.4	2.3	0.7	3.9
10	0.1	1.1	0.7	2.6
CLEANERS AND HELPERS				
1	46.1	19.1	42.2	19.7
2	29.5	25.9	22.9	12.3
3	12.3	17.9	15.7	21.2
4	6.4	18.1	9.3	17.1
5	3.1	9.2	5.3	9.5
6	1.2	5.9	2.2	11.4
7	0.5	1.7	0.8	3.8
8	0.7	1.1	0.7	2.7
9	0.3	0.7	0.4	1.6
10	0.0	0.4	0.4	0.7
CARE WORKERS				
1	19.8	9.8	16.6	12.7
2	22.6	14.9	17.0	13.7
3	20.8	18.7	18.9	13.2
4	15.5	19.5	16.3	16.8
5	9.2	16.3	13.2	15.5
6	6.5	9.6	9.0	9.9
7	2.7	4.0	4.4	8.5
8	1.4	2.2	2.5	5.1
9	1.0	4.6	1.4	2.6
10	0.6	0.4	0.7	2.1

The table reports the share of immigrant and native men and women aged 25 to 64 employed as elementary workers, cleaners and helpers, cand care workers, in each decile of income distribution, in percentages by columns, for EU14 countries, for all European countries, and for Italy. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2020.

Table B30: Reasons for migration, 2014 (percentage by row)

Country	Family	Employment	Asylum and International Protection	Study	Other
Austria	53	27	11	5	4
Belgium	52	24	11	5	9
Bulgaria	59	18	2	12	9
Croatia	60	18	16	5	1
Cyprus	33	58	1	1	6
Czech Republic	48	40	1	6	6
Finland	57	17	8	8	9
France	65	16	5	9	5
Greece	27	64	0	1	8
Hungary	40	40	2	6	13
Italy	41	54	1	2	1
Luxembourg	42	48	1	1	7
Malta	34	18	4	6	38
Norway	37	34	13	3	13
Poland	47	28	3	13	9
Portugal	70	16	3	3	8
Slovenia	47	42	3	5	3
Spain	37	51	1	3	9
Sweden	54	11	22	6	7
Switzerland	48	33	4	4	11
EU14	49	36	4	5	5
All	49	35	4	5	6

The table reports, for each country, the share of immigrants aged 25 to 64 by reason for migration, in percentages by rows. The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2014.

Table B31: Reasons for migration, women (percentage by row, 2014)

Country	Family	Employment	Asylum and International Protection	Study	Other
Austria	64	20	8	5	3
Belgium	63	16	9	4	8
Bulgaria	68	11	2	9	9
Croatia	68	9	16	6	1
Cyprus	36	57	1	1	6
Czech Republic	57	31	1	5	6
Finland	65	13	6	6	9
France	76	8	4	9	4
Greece	40	50	0	0	9
Hungary	50	35	1	3	12
Italy	54	42	0	2	2
Luxembourg	55	36	1	1	7
Malta	35	13	1	7	44
Norway	49	23	11	2	14
Poland	49	26	2	13	10
Portugal	73	12	3	3	8
Slovenia	66	24	4	4	2
Spain	44	43	1	3	9
Sweden	62	9	18	4	7
Switzerland	59	24	5	3	9
EU14	59	28	4	5	5
All	59	27	4	5	6

The table reports, for each country, the share of immigrant women aged 25 to 64 by reason for migration, in percentages by rows. The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2014.

Table B32: Reasons for migration, men (percentage by row, 2014)

Country	Family	Employment	Asylum and International Protection	Study	Other
Austria	41	35	14	6	5
Belgium	40	33	13	6	9
Bulgaria	48	26	2	14	10
Croatia	51	28	16	4	1
Cyprus	28	61	2	3	7
Czech Republic	40	48	1	6	6
Finland	49	22	10	11	9
France	54	24	5	10	6
Greece	12	79	0	1	7
Hungary	29	45	2	9	14
Italy	27	69	1	3	1
Latvia	76	9	1	8	6
Luxembourg	30	60	1	1	7
Malta	33	22	7	5	33
Norway	25	43	16	4	12
Poland	44	30	4	13	8
Portugal	67	20	2	3	8
Slovenia	31	58	3	5	4
Spain	28	60	1	3	9
Sweden	46	13	27	7	7
Switzerland	37	41	4	5	13
EU14	38	45	5	6	6
All	38	44	5	5	6

The table reports, for each country, the share of immigrants aged 25 to 64 by reason for migration, in percentages by rows. The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2014.

Table B33: Reasons for migration, EU (percentage by row, 2014)

Country	Family	Employment	Asylum and International Protection	Study	Other
Austria	51	33	4	7	6
Belgium	50	34	1	3	11
Cyprus	41	49	0	1	9
Czech Republic	60	28	1	7	4
Finland	65	20	1	7	7
France	64	24	1	4	7
Greece	26	59	0	1	13
Hungary	40	40	1	5	14
Italy	47	50	0	2	2
Luxembourg	40	51	0	1	7
Norway	29	54	1	2	14
Slovenia	65	20	1	11	4
Spain	42	45	0	2	10
Sweden	54	23	4	8	12
Switzerland	40	44	4	0	12
EU14	59	28	4	5	5
All	59	27	4	5	6

Table B34: Reasons for migration, non-EU (percentage by row, 2014)

Country	Family	Employment	Asylum and International Protection	Study	Other
Austria	55	23	15	5	2
Belgium	53	16	19	6	6
Bulgaria	61	19	3	12	6
Croatia	56	19	18	5	1
Cyprus	25	67	3	2	3
Czech Republic	29	58	1	4	8
Finland	52	15	13	10	10
France	66	13	6	11	4
Greece	27	65	0	1	7
Hungary	40	40	3	7	11
Italy	38	57	1	3	1
Latvia	77	9	1	8	5
Luxembourg	53	33	6	2	6
Malta	30	19	6	8	37
Norway	44	15	25	4	12
Poland	44	30	4	13	10
Portugal	65	18	4	4	9
Slovenia	41	50	4	3	2
Spain	34	54	1	3	8
Sweden	54	6	30	5	5
Switzerland	60	17	4	10	9
EU14	49	35	6	6	5
All	50	33	6	6	5

The table reports, for each country, the share of EU immigrants aged 25 to 64 by reason for migration, in percentages by rows. The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2014.

The table reports, for each country, the share of non-EU immigrants aged 25 to 64 by reason for migration, in percentages by rows. The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2014.

Table B35: Reasons for migration by origin, women (percentage by row, 2014)

Country	Family	Employment	Asylum and International Protection	Study	Other
EU					
Austria	61	25	3	6	5
Belgium	58	27	1	4	10
Czech Republic	68	21	1	8	3
France	71	17	1	5	6
Greece	33	54	0	1	11
Hungary	47	36	1	3	14
Italy	53	44	0	1	2
Luxembourg	52	39	0	1	8
Norway	38	42	2	2	16
Slovenia	73	13	1	10	3
Sweden	59	18	3	8	12
Switzerland	50	34	6	0	10
EU14	57	33	1	3	6
All	56	33	1	3	7
NON-EU					
Austria	66	15	12	5	2
Belgium	66	9	15	4	6
Bulgaria	68	12	3	10	7
Croatia	66	9	18	6	1
Cyprus	27	68	2	0	3
Czech Republic	39	49	0	2	10
Finland	66	10	9	6	9
France	77	5	5	10	3
Greece	43	49	0	0	8
Hungary	58	34	1	2	5
Italy	54	41	0	3	2
Luxembourg	68	21	4	1	5
Malta	34	13	2	10	41
Norway	57	11	17	3	12
Poland	48	26	2	13	11
Portugal	68	14	5	3	10
Slovenia	62	29	5	2	2
Spain	43	45	1	2	9
Sweden	62	5	25	2	6
Switzerland	71	11	4	6	8
EU14	60	25	5	5	5
All	61	24	5	5	5

The table reports, for each country, the share of EU and non-EU immigrant women aged 25 to 64 by reason for migration, in percentages by rows. The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2014.

Table B36: Reasons for migration by origin, men (percentage by row, 2014)

Country	Family	Employment	Asylum and International Protection	Study	Other
EU					
Austria	38	42	6	8	7
Belgium	42	42	1	3	13
Cyprus	34	57	0	0	8
Czech Republic	52	36	1	6	6
Finland	66	21	1	7	5
France	57	31	1	2	9
Hungary	33	45	2	8	13
Italy	38	59	0	2	1
Norway	23	62	0	2	12
Slovenia	54	28	1	11	6
Spain	37	50	0	2	12
Sweden	48	28	5	7	12
Switzerland	30	52	3	0	14
EU14	57	33	1	3	6
All	56	33	1	3	7
NON-EU					
Austria	43	31	18	4	3
Belgium	38	25	22	9	6
Bulgaria	51	28	3	14	4
Croatia	44	31	18	5	1
Cyprus	20	65	4	5	5
Czech Republic	21	67	1	6	6
Finland	36	22	17	14	12
France	54	22	6	13	5
Greece	11	81	1	1	6
Hungary	19	47	5	13	17
Italy	21	74	1	3	1
Latvia	75	9	1	8	7
Luxembourg	35	47	8	3	6
Malta	25	26	11	6	32
Norway	27	19	35	7	12
Poland	34	37	8	13	9
Portugal	62	22	3	4	9
Slovenia	24	66	3	4	3
Spain	23	66	1	4	7
Sweden	45	7	35	7	5
Switzerland	47	24	5	13	10
EU14	36	45	7	7	5
All	37	43	7	7	5

The table reports, for each country, the share of EU and non-EU immigrant men aged 25 to 64 by reason for migration, in percentages by rows. The two bottom rows report the mean values for EU14 countries as well as for all countries. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2014.

Table B37: Reasons for migration, by origin (percentage by row, 2014)

	Family	Employment	Asylum and International Protection	Study	Other
EU14					
EU	51	38	1	3	7
Europe - non EU	45	41	8	2	4
Africa and the Middle East	56	25	6	8	4
Americas and Oceania	41	45	2	4	8
Asia	42	40	9	7	3
ALL					
EU	49	39	1	3	8
Europe - non EU	49	36	7	3	4
Africa and the Middle East	56	25	6	8	4
Americas and Oceania	42	43	2	4	8
Asia	42	37	10	7	4
ITALY					
EU	47	50	0	2	2
Europe - non EU	35	61	1	2	1
Africa and the Middle East	37	58	1	3	1
Americas and Oceania	52	42	0	3	2
Asia	33	62	1	3	1

Table B38: Reasons for migration by origin and gender (percentage by row, 2014)

	Family	Employment	Asylum and International Protection	Study	Other
WOMEN					
EU14					
EU	57	33	1	3	6
Europe - non EU	54	33	6	3	4
Africa and the Middle East	75	10	6	6	4
Americas and Oceania	43	42	2	5	9
Asia	59	26	7	6	3
ALL					
EU	56	33	1	3	7
Europe - non EU	58	28	6	3	4
Africa and the Middle East	74	10	6	6	4
Americas and Oceania	45	40	2	4	9
Asia	58	25	7	6	4
ITALY					
EU	53	44	0	1	2
Europe - non EU	45	50	1	3	1
Africa and the Middle East	69	26	0	2	2
Americas and Oceania	53	40	0	4	3
Asia	57	39	0	3	0
MEN					
EU14					
EU	43	45	1	3	8
Europe - non EU	33	52	10	2	3
Africa and the Middle East	39	39	6	10	5
Americas and Oceania	38	50	2	3	7
Asia	25	53	11	7	3
ALL					
EU	41	46	1	3	9
Europe - non EU	38	46	9	3	4
Africa and the Middle East	39	39	7	11	5
Americas and Oceania	39	48	2	3	7
Asia	26	50	12	8	4
ITALY					
EU	38	59	0	2	1
Europe - non EU	19	76	1	2	1
Africa and the Middle East	16	78	1	4	1
Americas and Oceania	50	46	1	2	2
Asia	13	80	2	4	1

The table reports the share of immigrants aged 25 to 64 by reason for migration, in percentages by rows. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2014.

The table reports the share of immigrant men and women aged 25 to 64 by reason for migration, in percentages by rows. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2014.

Table B39: Immigrant-native employment gaps by reason for and years since migration

	Family reasons		Employment reasons	
	Unconditional	**Conditional**	**Unconditional**	**Conditional**
ALL				
1-4 years	-0.299 ***	-0.334 ***	0.113 ***	0.057 ***
5-7 years	-0.204 ***	-0.241 ***	0.119 ***	0.070 ***
8-10 years	-0.184 ***	-0.222 ***	0.084 ***	0.029 ***
11-14 years	-0.168 ***	-0.197 ***	0.090 ***	0.031 ***
15+ years	-0.124 ***	-0.095 ***	-0.033 ***	0.031 ***
MALE				
1-4 years	-0.063 ***	-0.099 ***	0.075 ***	0.131 ***
5-7 years	-0.002	-0.045 **	0.096 ***	0.138 ***
8-10 years	0.040 *	-0.004	0.065 ***	0.117 ***
11-14 years	-0.048 *	-0.080 ***	0.057 ***	0.113 ***
15+ years	-0.007	0.009	0.045 ***	-0.028 ***
FEMALE				
1-4 years	-0.397 ***	-0.431 ***	0.087 ***	0.031 **
5-7 years	-0.285 ***	-0.320 ***	0.095 ***	0.035 ***
8-10 years	-0.258 ***	-0.294 ***	0.037 **	-0.020
11-14 years	-0.215 ***	-0.244 ***	0.057 ***	-0.006
15+ years	-0.196 ***	-0.157 ***	-0.044 ***	0.005

The table reports the percentage point difference between immigrants and natives, male immigrants and natives and female immigrants and natives aged 25 to 64 in the probability of employment, overall (columns I and III), or alternatively when differences in age and education characteristics are also taken into account (columns II and IV). The differences are computed as coefficients on 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. Immigrants are defined as foreign-born, except for Germany where they are defined as foreign nationals. Source: our elaboration on EU LFS data 2008 and 2014.

Technical Appendix 1 – Europe

DATASET

Our analysis is based on the 2020 yearly wave of the European Labour Force Survey (EU LFS). The EU LFS is conducted in the 27 Member States of the European Union (not including the UK), 2 candidate countries and 3 countries of the European Free Trade Association (EFTA). At the moment, the LFS microdata for scientific purposes contain data for all Member States plus Iceland, Norway and Switzerland. These are the countries we use in our analysis. The EU LFS is a large quarterly household survey of people aged 15 and over as well as of persons outside the labour force. The National Statistical Institutes of each member country are responsible for selecting the sample, preparing the questionnaires, conducting the direct interviews among households, and forwarding the results to Eurostat in accordance with the common coding scheme.

Note that in 2020 the health emergency has determined in many cases a switch from in-person to telephone or computer-based interviewing. This change might have caused some sampling issues, which may have affected the immigrant population more than the native population. As a results, the number of foreign respondents may have decreased leading to an under-estimation of the number of (especially non-European) immigrants For a more detailed analysis on the plausibility and consequences of these sampling issues, please see (our dedicated technical note available at: https://dagliano.unimi.it/wp-content/uploads/2022/02/Research-Note.pdf).

SAMPLE

We include in our sample all individuals for which either nationality or country of birth is known (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). In our analysis on the income distribution, we do not include Austria, Czech Republic, Germany, Spain, Iceland, Norway, Sweden, Slovenia and Slovak Republic, as the relevant variable is not available for these countries.

VARIABLES

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

Immigrant: A dummy variable equal to one if individuals are born outside of their country of residence and zero otherwise, based on the original EU LFS variable *countryb* which records individuals' country of birth. The variable *countryb* is equal to one when the individual is born in the residence country (*immigrant* equals 0 in this case) and takes values higher than one when the individual is born abroad (*immigrant* equals 1 in these cases): the different codes identify the region of birth and vary across different years and countries. This definition is used in all countries with the exception of Germany, where there is no information on country of birth. In the German case, therefore, we define immigrant status based on nationality, and

immigrant takes value one when the EU LFS variable *national* (which is coded similarly to the variable countryb described above) takes values different from one, and zero when national is equal to one.

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

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

Employed: A binary variable which recodes the original EU LFS variable *ilostat* to one if the individual is employed or self-employed (*ilostat* equal to one), and zero otherwise (*ilostat* equal to 2 or 3). We exclude individuals in compulsory military service (*ilostat* equal to 4) in our analysis of labour market outcomes.

Part time employment: We create a dummy variable, *pt*, for part time employment using the variable *ftpt*, provided in EU LFS. It records whether the individual is employed full time (*ftpt* equal to one), or part time (*ftpt* equal to 2).

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 (*isco3d*) 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.

Income deciles: The dummy *bottom decile* is equal to one for individuals whose monthly take home pay from the main job is in the bottom decile of the national distribution, and zero otherwise. Symmetrically, the binary variable *top decile* takes value one for individuals whose monthly take home pay from the main job is in the top decile of the national income distribution, and zero otherwise. The dummies are based on the EU LFS variable *incdecil*, which is only recorded for employees.

WEIGHTS

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

REGRESSION ANALYSIS

To obtain employment and ISEI differentials we estimate regressions of the type:

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

where **Depvar** is either the employed dummy the essential dummy or the telework variable. **imm** stands for the immigrant indicator, 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 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 and then for all the EU14 countries pooled, and for the whole sample of countries.

We provide *unconditional* employment gap estimating equation (A1) including only the variables **imm**, D_c, and D_q; we also estimate the employment gap within a country controlling for individual characteristics including male, age and **Dedu**. Finally, we estimate the complete model for *conditional* gaps (including individual characteristics).
We obtain estimates of differences in occupational status and of the probability of being in the bottom or top income decile by running the same regressions described above, where the dependent variable is replaced, respectively, with:

- *ISEI*, the standardized index of occupational status.
- Dummy for being in the bottom decile of the national income distribution.
- Dummy for being in the top decile of the national income distribution.

In the analysis on position in income distribution, besides estimating unconditional and conditional gaps as described above, we estimate an extra equation by augmenting (A1) with a set of dummies for three-digits ISCO occupations and a dummy for part time employment. The resulting equation is as follows:

$$Per_{ic} = \beta_0 + \beta_1\, imm_{ic} + \beta_2\, male_{ic} + \beta_3\, age_{ic} + \beta_4\, age^2_{ic} + \boldsymbol{\beta_5} Dedu_{ic} + \boldsymbol{\beta_6} D_C + \boldsymbol{\beta_7} D_q + \boldsymbol{\beta_8} Docc_{ic} + \beta_9\, pt_{ic} + \varepsilon_{ic} \quad (A1.1)$$

Where **Per** is the binary indicator for the corresponding percentile (*bottom decile or top decile*), **Docc** represents the vector of occupation dummies and **pt** is the dummy for part time employment. To assess the impact of individual characteristics and occupation on the difference in the probability of having a wage in the lowest decile we perform a Gelbach[7] decomposition of the coefficient on imm_{ic} (Figure 9).

[7] 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 – Gendered Integration

DATASET
Our analysis is based on the 2005 to 2020 yearly waves of the European Labour Force Survey (EU LFS), which we described in Technical Appendix 1. In addition, we use the 2008 and 2014 Ad-Hoc modules of the EULFS on immigrants in Europe, which provide additional information on reasons for migration.

SAMPLE
We include in our sample all individuals for which either nationality or country of birth is known (see below). In our analysis of education levels and labour market outcomes, we include only individuals aged between 25 and 64 years old. In our analysis on the income distribution we do not include Austria, Czech Republic, Germany, Spain, Iceland, Norway, Sweden, Slovenia and Slovak Republic, as the variable required for this analysis is not available for these countries.

VARIABLES
In addition to the variables described in Technical Appendix 1, we use the following variables, derived from the EU LFS, for our analysis.

Male: A dummy variable equal to one if individuals are male and zero if they are female, based on the EU LFS variable *sex* which records individuals' gender. 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.

Partner or spouse living in the household: A dummy variable equal to one if the individual is cohabiting with his or her partner or spouse, and equal to zero otherwise.

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 *isco3d* variable in the EU LFS.

Hotel, Office or Domestic Cleaners and Helpers: We define a dummy which identifies the individuals employed in domestic and non-domestic cleaning and helping jobs. The dummy takes value one when an individual is employed in an in a hotel, office or domestic cleaning and helping job, and zero otherwise. We define such occupations as those with a three-digit ISCO code equal to 911. We derive the three-digit ISCO codes from the *isco3d* variable in the EU LFS.

Personal Care Workers: We define a dummy which takes value one when the individual is employed in occupations devoted to personal care and aide, and zero otherwise. We define such occupations as those with three-digit ISCO codes equal to 531 or 532, which identify child care workers and teachers' aides, and personal care workers in health services, respectively. We derive the three-digit ISCO codes from the *isco3d* variable in the EU LFS.

Reason for migration: We create the categorical variable *mig_reas*, which assigns a value to each reason for migration: employment (job found before migrating or no job before migrating), family reasons, study, asylum or international protection, other. The original EU LFS variables are *ahm2008_migreas and ahm2014_migreas*, which assign a value to each of the above-mentioned reasons. The *ahm2008_migreas* variable presents a higher level of detail (i.e. two different family reasons: family formation and family reunification), but we create one variable both for 2008 and 2014, harmonizing the information given in the two years.

WEIGHTS

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

REGRESSION ANALYSIS

We estimate the differential between immigrants and natives for the following dependent variables (which are explained in detail in the previous paragraph):

- *probability of employment*
- *occupational prestige (ISEI index)*
- *probability of working in an elementary occupation*
- *probability of working in a hotel, office or domestic cleaning and helping occupation*
- *probability of working in a personal care occupation*
- *probability of being in the top decile of the monthly income distribution*
- *probability of being in the bottom decile of the monthly income distribution*

For each of these dependent variables, we estimate a regression of the following type separately for male and female individuals:

$$Depvar_i = \beta_0 + \beta_1\, imm_i + \beta_2\, age_i + \beta_3\, age^2{}_i + \boldsymbol{\beta_4} Dedu_i + \boldsymbol{\beta_5} D_c + \boldsymbol{\beta_6} D_q + \varepsilon_{ic} \quad (B1)$$

where **Depvar** is each of the described dependent variables, **imm** stands for the immigrant indicator, **sex** is a dummy for gender, **age** is the age in years and **age²** 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 substitute the **imm** dummy with a set of dummies for recent and non-recent immigrants, or for EU or 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 provide *unconditional* employment gap estimating equation (B1) including only the variables **imm** and **D**q ; we then estimate the complete model for *conditional* gaps (including individual characteristics such as **age**, **age²** and **Dedu**). The sample includes natives and immigrants in working age and who are likely to have finished their full-time education (25-64 years old).

Similarly, for each of the dependent variables, we estimate a regression of the following type separately for immigrants and natives:

$$Depvar_i = \beta_0 + \beta_1\, male_i + \beta_2\, age_i + \beta_3\, age^2{}_i + \boldsymbol{\beta_5} Dedu_i + \boldsymbol{\beta_6} D_c + \boldsymbol{\beta_7} D_q + \varepsilon_{ic} \quad (B2)$$

Where **male** is a dummy for male individuals.
To assess the impact of individual characteristics and occupation on the difference in the probability of having a wage in the lowest decile we perform a Gelbach decomposition of the coefficient on **imm**ic (Figure 25).

In the analysis on position in income distribution, besides estimating unconditional and conditional gaps as described above, we estimate an extra equation by augmenting (B1) and (B2) with a set of dummies for three-digits ISCO occupations and a dummy for part time employment. The resulting equations are as follows:

$$Per_{ic} = \beta_0 + \beta_1 imm_{ic} + \beta_2\, age_{ic} + \beta_3\, age^2{}_{ic} + \boldsymbol{\beta_4} Dedu_{ic} + \boldsymbol{\beta_5} D_c + \boldsymbol{\beta_6} D_q + \boldsymbol{\beta_7} Docc_{ic} + \boldsymbol{\beta_8} pt_{ic} + \varepsilon_{ic} \quad (B1.1)$$

$$Per_{ic} = \beta_0 + \beta_1 male_{ic} + \beta_2\, age_{ic} + \beta_3\, age^2{}_{ic} + \boldsymbol{\beta_4} Dedu_{ic} + \boldsymbol{\beta_5} D_c + \boldsymbol{\beta_6} D_q + \boldsymbol{\beta_7} Docc_{ic} + \boldsymbol{\beta_8} pt_{ic} + \varepsilon_{ic} \quad (B2.1)$$

Where **Per** is the binary indicator for the corresponding percentile (*bottom decile* or *top decile*), **Docc** represents the vector of occupation dummies and **pt** is the dummy for part time employment.

In the analysis on the probability of employment in certain occupations, besides estimating unconditional and conditional gaps as described above, we estimate an extra equation by replacing *imm*ic in (B1) with a set of dummies for the years that have passed since migration (*yearesid*i), and, separately, for the area of origin (*origin*i). This is done separately by gender, by restricting the sample first to women, then to men. The resulting equations are as follows:

$$Depvar_i = \beta_0 + \beta_1 yearesid_i + \beta_2\, age_i + \beta_3\, age^2{}_i + \boldsymbol{\beta_4} Dedu_i + \boldsymbol{\beta_5} D_c + \boldsymbol{\beta_6} D_q + \varepsilon_i \quad (B3)$$

$$Depvar_i = \beta_0 + \beta_1 origin_i + \beta_2\, age_i + \beta_3\, age^2{}_i + \boldsymbol{\beta_4} Dedu_i + \boldsymbol{\beta_5} D_c + \boldsymbol{\beta_6} D_q + \varepsilon_i \quad (B4)$$

Furthermore, the difference in overall employment probability between immigrants and natives is estimated using (B3), separately by reason for migration (employment or family) and by gender. In this case, a new years since migration variable is created by grouping years since migration into cohorts of arrival: 1-4 years, 5-7 years, 8-10 years, 11-14 years, 15 years or more.

Migration Observatory

The Migration Observatory is a Centro Studi Luca d'Agliano - Fondazione Collegio Carlo Alberto joint research initiative which has been funded by the Fondazione 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 Fondazione Collegio Carlo Alberto and Centro Studi Luca d'Agliano in the policy debate. The Migration Observatory activities are organised in collaboration with FIERI.

Centro Studi Luca d'Agliano

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

Fondazione Collegio Carlo Alberto

The Fondazione Collegio Carlo Alberto is a foundation created in 2004 as a joint initiative of the Fondazione 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.