

APPENDIX

Table A1. Descriptive characteristics of the sample (percentages). Female employees, 20-54 years old (non-students)

	Marginal part-time		Short part-time		Substantial part-time		Full-time employment	
	Native	Immigrant	Native	Immigrant	Native	Immigrant	Native	Immigrant
Educational level								
Primary or less	17.8	20.9	10.9	18.0	7.3	17.1	5.4	17.9
Secondary	64.2	67.3	68.5	67.3	66.4	66.4	53.5	62.0
Tertiary	18.0	11.8	20.6	14.7	26.3	16.5	41.1	20.1
Potential time in SLM (average)	21.0	8.8	19.4	8.7	18.5	9.0	18.6	8.8
Partner status								
Working	51.6	44.3	58.9	48.1	64.0	47.2	55.6	43.1
Non-working	15.6	28.1	11.9	22.9	10.5	22.8	9.6	17.3
Living without partner	32.8	27.6	29.2	29.0	25.5	30.0	34.8	39.6
Children <7 years old	19.2	34.6	27.6	35.0	37.5	34.7	21.1	25.2
Occupational attainment								
Unskilled manual	71.2	89.7	46.9	79.7	33.4	72.7	24.3	63.8
Skilled manual	4.0	3.3	8.3	6.5	8.5	8.0	7.8	10.8
Salariat	24.8	7.0	44.8	13.8	58.1	19.3	67.9	25.4
Private sector	90.5	98.8	88.2	98.0	87.9	97.8	66.0	94.3
Fixed-term contract	51.8	53.3	35.6	40.8	26.7	38.0	21.6	29.8
Ethnic origin								
Latin America		61.6		63.7		66.6		66.5
Eastern Europe		28.7		25.6		23.5		22.2
Africa		8.6		8.4		7.8		8.7
Asia		0.9		2.3		2.1		2.6
Age (average)	40.3	37.9	39.1	37.3	38.7	37.6	39.9	37.5
Nationality								
Spanish	99.7	8.5	99.8	10.4	99.9	11.0	99.8	13.5
Dual (one Spanish)	0.1	17.2	0.1	18.1	0.05	19.5	0.1	16.9
Foreign	0.2	74.3	0.1	71.5	0.05	69.5	0.1	69.6
Economic crisis	68.8	66.0	70.9	69.4	70.2	72.0	73.8	73.3
Observations	20,653	3,670	45,801	6,223	36,929	3,643	352,694	31,028
Respondents	10,085	2,103	20,164	3,288	17,397	2,130	112,190	12,445

Source: Data from the SLFS (I/2008-IV/2016), own calculations.

Note: Total number of respondents does not sum 154,747 (see Table A2), because some individuals may change of working time category across observations.

Table A2. Logistic regressions for panel data on the probability of transiting to different destinations. Female employees, 20-54 years old (non-students)

	BASE MODELS				FULL MODELS			
	Unemployment (M1)	Inactivity (M2)	Full-time (M3)	Promotion (M4)	Unemployment (M5)	Inactivity (M6)	Full-time (M7)	Promotion (M8)
Native (ref.)								
Immigrant	0.444*** (0.110)	-0.558*** (0.134)	-0.347** (0.154)	-0.079 (0.104)	0.453*** (0.092)	-0.252** (0.123)	-0.402*** (0.155)	-0.147 (0.105)
Marginal part-time (ref.)								
Short part-time	-0.806*** (0.043)	-0.799*** (0.047)	0.515*** (0.046)	-0.236*** (0.029)	-0.330*** (0.036)	-0.431*** (0.043)	0.455*** (0.046)	-0.300*** (0.030)
Substantial part-time	-1.221*** (0.047)	-1.186*** (0.052)	1.905*** (0.047)	0.237*** (0.029)	-0.441*** (0.041)	-0.589*** (0.048)	1.806*** (0.048)	0.132*** (0.031)
Full-time employment	-1.570*** (0.037)	-1.422*** (0.039)			-0.495*** (0.031)	-0.544*** (0.037)		
Native*Marginal PT (ref.)								
Immigrant*Short PT	-0.014 (0.103)	0.448*** (0.129)	0.075 (0.110)	-0.170** (0.071)	-0.116 (0.087)	0.290** (0.119)	0.110 (0.109)	-0.133* (0.071)
Immigrant*Substantial PT	0.106 (0.121)	0.534*** (0.154)	-0.138 (0.113)	-0.229*** (0.076)	-0.232** (0.104)	0.205 (0.143)	-0.084 (0.112)	-0.171** (0.077)
Immigrant*FT	0.207** (0.087)	0.740*** (0.109)			-0.163** (0.072)	0.342*** (0.099)		
Age 20 -- 29 (ref.)								
Age 30 – 39	-0.857*** (0.027)	-0.188*** (0.032)	-0.311*** (0.039)	-0.216*** (0.028)	-0.113*** (0.028)	-0.097*** (0.036)	-0.134*** (0.051)	-0.063* (0.037)
Age 40 – 49	-1.125*** (0.028)	-0.199*** (0.031)	-0.497*** (0.040)	-0.395*** (0.029)	-0.203*** (0.035)	-0.242*** (0.044)	-0.126** (0.061)	-0.063 (0.044)
Age 50 – 54	-1.546*** (0.037)	-0.008 (0.037)	-0.615*** (0.052)	-0.524*** (0.037)	-0.475*** (0.048)	-0.342*** (0.057)	0.026 (0.081)	0.026 (0.059)
Spanish nationality (ref.)								
Dual nationality	0.039 (0.101)	-0.130 (0.123)	0.640*** (0.153)	0.393*** (0.110)	-0.168* (0.086)	-0.245** (0.114)	0.642*** (0.153)	0.393*** (0.111)
Foreign nationality	0.083 (0.084)	0.191* (0.100)	0.703*** (0.134)	0.505*** (0.095)	-0.367*** (0.072)	-0.251*** (0.092)	0.811*** (0.135)	0.579*** (0.097)
Economic crisis	0.044** (0.022)	0.367*** (0.025)	-0.146*** (0.030)	-0.070*** (0.022)	0.051*** (0.019)	0.302*** (0.023)	-0.119*** (0.030)	-0.049** (0.022)

Primary education (ref.)								
Secondary					-0.263*** (0.027)	-0.430*** (0.030)	0.033 (0.048)	0.043 (0.034)
Tertiary					-0.637*** (0.036)	-0.658*** (0.042)	0.231*** (0.061)	0.187*** (0.044)
Years on LM					-0.017*** (0.004)	-0.040*** (0.005)	0.018*** (0.007)	0.007 (0.005)
Years on LM squared					0.000*** (0.000)	0.002*** (0.000)	-0.001*** (0.000)	-0.001*** (0.000)
Partner working (ref.)								
Partner non-working					0.345*** (0.025)	-0.245*** (0.030)	0.054 (0.042)	0.014 (0.031)
Living without partner					0.253*** (0.020)	-0.451*** (0.025)	0.297*** (0.036)	0.185*** (0.026)
Children <7 years old					0.060*** (0.022)	0.382*** (0.026)	-0.063* (0.036)	-0.039 (0.026)
Unskilled manual (ref.)								
Skilled manual					-0.122*** (0.029)	-0.232*** (0.035)	0.334*** (0.054)	0.308*** (0.040)
Salariat					-0.491*** (0.021)	-0.656*** (0.026)	0.295*** (0.035)	0.246*** (0.026)
Private sector					0.562*** (0.024)	0.202*** (0.027)	-0.229*** (0.045)	-0.140*** (0.034)
Fixed-term contract					2.208*** (0.019)	1.342*** (0.022)	0.037 (0.030)	-0.011 (0.022)
Constant	-2.047*** (0.044)	-3.491*** (0.056)	-3.154*** (0.057)	-1.513*** (0.035)	-3.754*** (0.062)	-3.415*** (0.075)	-3.460*** (0.102)	-1.717*** (0.071)
Log likelihood	-92,038.4	-68,986.5	-40,090.8	-51,294.7	-82,036.9	-65,131.2	-39,880.0	-51,049.5
Wald chi-squared	5,008.2	1,787.6	2,931.0	840.2	17,861.0	7,711.8	3,157.2	1,287.5
Observations	500,641	500,641	116,919	116,919	500,641	500,641	116,919	116,919
Respondents	154,747	154,747	47,767	47,767	154,747	154,747	47,767	47,767

Source: Data from the SLFS (I/2008-IV/2016), own calculations.

*** p<0.01, ** p<0.05, * p<0.1 (standard errors in parentheses).

Table A3. Predicted probabilities of moving to different destinations (net differences)

		PRECARIOUSNESS		STEPPING STONE	
		To unemployment	To inactivity	To full-time	To promotion
Marginal PT	Natives	.070 [.067 - .073]	.052 [.049 - .054]	.080 [.075 - .086]	.194 [.187 - .202]
	Immigrants	.097 [.086 - .107]	.042 [.035 - .050]	.060 [.048 - .072]	.176 [.153 - .198]
Short PT	Natives	.055 [.053 - .057]	.036 [.035 - .038]	.110 [.101 - .115]	.157 [.152 - .162]
	Immigrants	.071 [.063 - .079]	.038 [.031 - .044]	.090 [.076 - .105]	.128 [.111 - .144]
Substantial PT	Natives	.051 [.048 - .053]	.032 [.030 - .034]	.245 [.238 - .252]	.212 [.207 - .218]
	Immigrants	.060 [.052 - .068]	.031 [.024 - .037]	.188 [.163 - .214]	.171 [.150 - .192]
Full-time	Natives	.049 [.048 - .050]	.033 [.032 - .034]	.	.
	Immigrants	.061 [.055 - .066]	.036 [.031 - .040]	.	.

Source: Data from the SLFS (I/2008-IV/2016), own calculations.

Note: Average adjusted probabilities (figure 3) calculated from full models in Table A2.

Confidence intervals in brackets.

Table A4. Average marginal effects after logistic regressions for panel data on the probability of transiting to different destinations (net differences). Female employees, 20-54 years old (non-students)

	PRECARIOUSNESS		STEPPING STONE	
	To unemployment (M5)	To inactivity (M6)	To full-time (M7)	To promotion (M8)
Native (ref.)				
Immigrant	0.010***	0.001	-0.028***	-0.031***
Marginal part-time (ref.)				
Short part-time	-0.011***	-0.007***	0.034***	-0.038***
Substantial part-time	-0.015***	-0.009***	0.128***	0.012***
Full-time employment	-0.017***	-0.008***		
Spanish nationality (ref.)				
Dual nationality	-0.005*	-0.004**	0.046***	0.047***
Foreign nationality	-0.011***	-0.004***	0.058***	0.069***
Age 20 – 29 (ref.)				
Age 30 – 39	-0.004***	-0.002***	-0.010***	-0.007*
Age 40 – 49	-0.006***	-0.004***	-0.009**	-0.007
Age 50 – 54	-0.015***	-0.006***	0.002	0.003
Primary education or less (ref.)				
Secondary	-0.008***	-0.007***	0.002	0.005
Tertiary	-0.020***	-0.011***	0.016***	0.022***
Years on LM	-0.001***	-0.001***	0.001***	0.001
Years on LM squared	0.000***	0.000***	-0.000***	-0.000***
Partner working (ref.)				
Partner non-working	0.011***	-0.004***	0.004	0.002
Living without partner	0.008***	-0.008***	0.021***	0.022***
Children <7 years old	0.002***	0.006***	-0.004*	-0.004
Unskilled manual (ref.)				
Skilled manual	-0.004***	-0.004***	0.024***	0.037***
Salariat	-0.015***	-0.011***	0.021***	0.030***
Public sector (ref.)				
Private sector	0.018***	0.003***	-0.016***	-0.017***
Permanent contract (ref.)				
Fixed-term contract	0.070***	0.023***	0.003	-0.001
Economic recovery (ref.)				
Economic crisis	0.002***	0.005***	-0.009***	-0.006**
Observations	500,641	500,641	116,919	116,919
Respondents	154,747	154,747	47,767	47,767

Source: Data from the SLFS (I/2008-IV/2016), own calculations.

Note: Average marginal effects calculated from full models in Table A2.

*** p<0.01, ** p<0.05, * p<0.1

Table A5. Logistic regressions for panel data on the probability of moving to different destinations (net differences). Female employees, 20-54 years old (non-students), separated by mothers/non-mothers

	To unemployment		To inactivity		To full-time work		To promotion	
	Non-mother (M9)	Mother (M10)	Non-mother (M11)	Mother (M12)	Non-mother (M13)	Mother (M14)	Non-mother (M15)	Mother (M16)
Native (ref.)								
Immigrant	0.500*** (0.111)	0.333* (0.171)	-0.258* (0.152)	-0.194 (0.222)	-0.451** (0.184)	-0.263 (0.288)	-0.197 (0.123)	-0.039 (0.200)
Marginal part-time (ref.)								
Short part-time	-0.305*** (0.041)	-0.399*** (0.079)	-0.446*** (0.049)	-0.386*** (0.093)	0.464*** (0.051)	0.414*** (0.105)	-0.261*** (0.033)	-0.442*** (0.068)
Substantial part-time	-0.436*** (0.047)	-0.409*** (0.084)	-0.642*** (0.057)	-0.469*** (0.097)	1.781*** (0.054)	1.829*** (0.106)	0.182*** (0.035)	-0.046 (0.069)
Full-time employment	-0.509*** (0.035)	-0.440*** (0.069)	-0.585*** (0.041)	-0.401*** (0.082)				
Native*Marginal part-time (ref.)								
Immigrant*Short part-time	-0.246** (0.108)	0.114 (0.152)	0.307** (0.153)	0.239 (0.199)	0.166 (0.131)	-0.012 (0.204)	-0.053 (0.084)	-0.242* (0.134)
Immigrant*Substantial part-time	-0.311** (0.129)	-0.121 (0.177)	0.124 (0.191)	0.238 (0.228)	0.004 (0.135)	-0.243 (0.207)	-0.105 (0.091)	-0.224 (0.143)
Immigrant*Full-time employment	-0.208** (0.088)	-0.086 (0.130)	0.361*** (0.127)	0.247 (0.170)				
Constant	-3.773*** (0.070)	-3.629*** (0.137)	-3.507*** (0.086)	-3.054*** (0.160)	-3.493*** (0.118)	-3.406*** (0.215)	-1.749*** (0.080)	-1.654*** (0.153)
Observations	383,203	117,438	383,203	117,438	81,767	35,152	81,767	35,152
Respondents	122,230	38,577	122,230	38,577	34,403	14,519	34,403	14,519

Source: Data from the SLFS (I/2008-IV/2016), own calculations.

Note: Models controlled for age, nationality, period of observation, educational level, time in the Spanish labour market, labour status of the partner, children in the household, occupational attainment, sector of activity and type of contract.

*** p<0.01, ** p<0.05, * p<0.1 (standard errors in parentheses).

Table A6. Logistic regressions for panel data on the probability of moving to different destinations (net differences). Female part-time employees, 20-54 years old (non-students), separated by voluntary/non-voluntary part-time workers

	To unemployment		To inactivity		To full-time work		To promotion	
	Voluntary (M17)	Non-voluntary (M18)	Voluntary (M19)	Non-voluntary (M20)	Voluntary (M21)	Non-voluntary (M22)	Voluntary (M23)	Non-voluntary (M24)
Native (ref.)								
Immigrant	0.806*** (0.293)	0.310** (0.138)	0.065 (0.274)	0.008 (0.189)	-0.108 (0.309)	-0.479*** (0.177)	-0.123 (0.214)	-0.154 (0.117)
Marginal part-time (ref.)								
Short part-time	-0.326*** (0.085)	-0.408*** (0.041)	-0.714*** (0.067)	-0.452*** (0.053)	0.653*** (0.092)	0.388*** (0.053)	-0.224*** (0.057)	-0.286*** (0.034)
Substantial part-time	-0.500*** (0.092)	-0.534*** (0.047)	-1.012*** (0.075)	-0.589*** (0.063)	2.179*** (0.095)	1.571*** (0.056)	0.270*** (0.058)	0.099*** (0.037)
Native*Marginal part-time (ref.)								
Immigrant*Short part-time	0.161 (0.218)	-0.194** (0.094)	0.034 (0.206)	0.331** (0.135)	-0.276 (0.249)	0.217* (0.119)	-0.262 (0.164)	-0.073 (0.077)
Immigrant*Substantial part-time	-0.346 (0.254)	-0.175 (0.112)	-0.212 (0.251)	0.322** (0.163)	-0.396 (0.248)	0.096 (0.124)	-0.181 (0.169)	-0.088 (0.084)
Constant	-4.488*** (0.254)	-3.096*** (0.110)	-2.820*** (0.194)	-3.184*** (0.153)	-3.560*** (0.180)	-3.610*** (0.127)	-1.610*** (0.127)	-1.885*** (0.085)
Observations	51,003	65,916	51,003	65,916	51,003	65,916	51,003	65,916
Respondents	25,110	33,203	25,110	33,203	25,110	33,203	25,110	33,203

Source: Data from the SLFS (I/2008-IV/2016), own calculations.

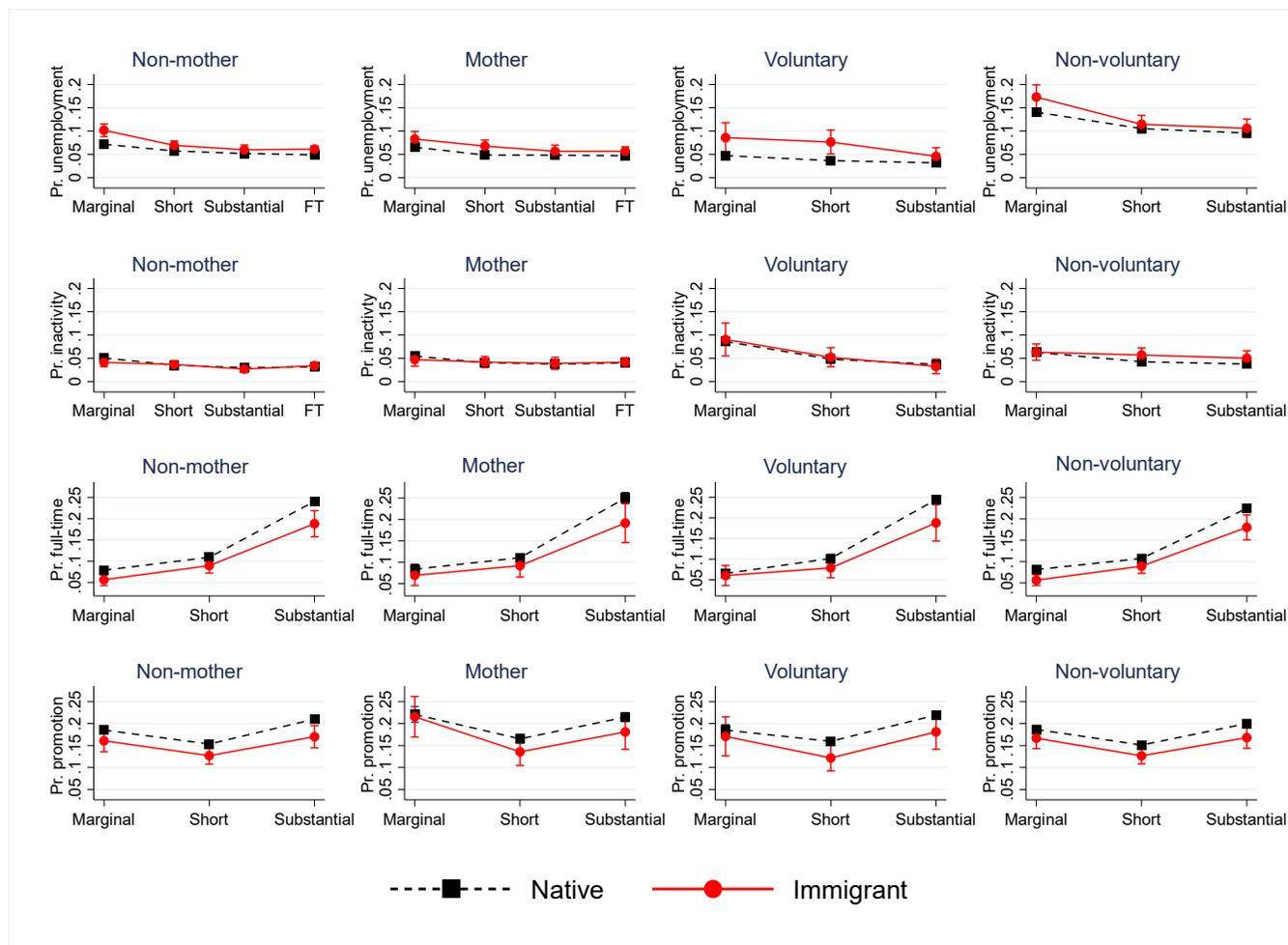
Note: Models controlled for age, nationality, period of observation, educational level, time in the Spanish labour market, labour status of the partner, children in the household, occupational attainment, sector of activity and type of contract.

*** p<0.01, ** p<0.05, * p<0.1 (standard errors in parentheses).

Table A7. Resume of the main findings

	PRECARIOUSNESS		STEPPING STONE	
	To unemployment	To inactivity	To full-time	To promotion
GROSS differences	Larger migrant penalty at the top of the working time categories (amongst full-time employees)	Larger migrant penalty at the top of the working time categories (amongst full-time employees)	Same migrant penalty across working time categories	Larger migrant penalty at the top of the working time categories (amongst substantial part-timers)
NET differences	Larger migrant penalty at the bottom of the working time categories (amongst marginal part-timers)	No migrant disadvantage	Same migrant penalty across working time categories	Larger migrant penalty at the top of the working time categories (amongst substantial part-timers)

Figure A1. Average adjusted probabilities of moving to different destinations (net differences), separated by motherhood status and reason for working part-time work. Female employees, 20-54 years old (non-students)



Source: Data from the SLFS (I/2008-IV/2016), own calculations.

Note: Average adjusted probabilities calculated from models in tables A5 and A6.