

Online Appendix

Table A-1. Case numbers and percentages for job-finding methods of nationals and recent CEE migrants.

Job found through	Nationals (<i>N</i> = 37,312)		Recent CEE migrants (<i>N</i> = 618)	
	<i>N</i>	%	<i>N</i>	%
Social networks	10,589	28.4	279	45.2
Job ads	6,702	18.0	109	17.7
Public employment services	1,962	5.3	13	2.1
Private agency	2,107	5.6	81	13.2
Direct contact with employer	11,548	31.0	94	15.2
Other channel	4,404	11.8	41	6.6

Notes: Employees (15–64 years). Case numbers and percentages based on weighted case numbers. Reading instruction: Consider shares for job-finding method separately for nationals and recent CEE migrants.

Source: EU-LFS ad-hoc module (Eurostat, 2014).

Table A-2. Country clusters according to average unemployment rates 2010–2014 with case numbers of nationals and recent CEE migrants.

		Unemployment rate (2010–2014) ^a	Nationals ^b	Recent CEE migrants ^b
Countries with low unemployment rate	AT Austria	5.1	3,039	50
	CH Switzerland	4.7	2,973	23
	LU Luxembourg	5.3	213	2
	NO Norway	3.4	2,126	55
	Total – low unemployment		8,351	130
Countries with medium unemployment rate	BE Belgium	8.0	3,465	40
	FI Finland	8.1	2,042	4
	SE Sweden	8.1	3,957	12
	UK United Kingdom	7.5	22,790	366
	Total – medium unemployment		32,253	422
Countries with high unemployment rate	ES Spain	23.3	12,602	18
	FR France	9.8	21,248	8
	GR Greece	21.8	2,036	6
	IT Italy	10.4	14,623	67
	PT Portugal	14.2	3,422	2
	Total – high unemployment		53,931	101

Notes: Employees (15–64 years). Case numbers and percentages based on weighted case numbers.

Source: ^a Eurostat data: http://appsso.eurostat.ec.europa.eu/nui/show.do?wai=true&dataset=une_rt_q (extracted 16 February 2018). OECD data were used to calculate the average unemployment rate for Switzerland (see <https://data.oecd.org/unemp/unemployment-rate.htm>; extracted 27 July 2018). ^b EU-LFS ad-hoc module (Eurostat, 2014).

Table A-3. NACE codes for industries.

Industry	NACE code(s)
Agriculture	A Agriculture, forestry and fishing
Manufacturing	B Mining and quarrying C Manufacturing D Electricity, gas, steam and air-conditioning supply E Water supply; sewerage, waste management and remediation activities
Construction	F Construction
Wholesale & retail	G Wholesale and retail; repair of motor vehicles and motorcycles
Hospitality	I Accommodation and food service
Transport & communication	H Transport and storage J Information and communication
Finance, real estate, profess., adm. & support	K Financial and insurance activities L Real-estate activities M Professional, scientific and technical activities N Administrative and support service activities
Public admin, education & health	O Public administration and defence; compulsory social security P Education Q Human health and social work activities
Other services	R Arts, entertainment and recreation S Other service activities T Activities of households as employers; undifferentiated goods- and services-producing activities of household for own use
<i>(Not included in analyses)</i>	U Activities of extraterritorial organisations and bodies

Table A-4. Labour market characteristics and shares of recent CEE migrants in different industries.

Industry	ISEI^a (median)	Income^b (median)	Temporary employment^c (%)	Recent CEE migrants^d (%)
Public admin, education & health	55	6	12.8	0.2
Agriculture	18	3	36.4	2.2
Manufacturing	35	6	11.0	0.9
Construction	34	6	13.9	1.0
Wholesale & retail	34	4	11.1	0.6
Hospitality	25	3	24.5	2.8
Transport & communication	45	7	9.9	0.7
Finance, real estate, profess., adm. & support	55	6	10.3	0.6
Other services	35	3	20.1	1.1

Notes: Employees (15–64 years). Medians and percentages based on weighted case numbers. ^a The international socio-economic index (ISEI) scales occupations (according to ISCO-08) by the average level of education and average earnings of job holders (see <http://www.harryganzeboom.nl/isco08/>, extracted 25 October 2019). ^b Monthly take-home pay from main job (in deciles). ^c Share of fixed-term compared to permanent employment. ^d Share of recent CEE migrants in relation to nationals. Source: EU-LFS ad-hoc module (Eurostat, 2014).

Table A-5. Descriptive statistics: case numbers and percentages for employed nationals and recent CEE migrants – with statistics on significant differences between the two groups.

	Nationals (N = 94,782)		Recent CEE migrants (N = 658)		Chi-squared test χ^2
	N	%	N	%	
Job found through social networks	10,589	28.4 ^a	279	45.2 ^b	83.59**
Subjective overqualification	20,245	21.8 ^a	251	39.1 ^b	112.82**
Objective overqualification	11,369	12.2 ^a	248	38.2 ^b	402.59**
Education level					
Low	19,818	21.1	118	18.1	17.03**
Medium	39,642	42.1 ^a	326	50.2 ^b	
High	34,628	36.8 ^a	206	31.7 ^b	
Industry					
Public admin, education & health	30,569	32.4 ^a	64	9.8 ^b	443.84**
Agriculture	1,200	1.3 ^a	27	4.1 ^b	
Manufacturing	15,185	16.1 ^a	131	20.1 ^b	
Construction	5,040	5.3 ^a	52	7.9 ^b	
Wholesale & retail	12,629	13.4	78	12.0	
Hospitality	4,067	4.3 ^a	116	17.8 ^b	
Transport & communication	8,100	8.6	57	8.8	
Fin., real estate, profess., adm. & support	12,862	13.6	73	11.2	
Other services	4,679	5.0 ^a	54	8.3 ^b	
Firm size					
Small	22,013	25.2	150	23.9	4.28*
Medium	24,500	28.0 ^a	199	31.7 ^b	
Large	40,946	46.8	278	44.4	
Temporary employment	12,234	12.9 ^a	108	16.5 ^b	7.19**
Part-time	19,360	20.4	141	21.4	0.40
Age group					
15–24	8,948	9.4 ^a	123	18.8 ^b	500.84**
25–34	21,169	22.3 ^a	349	53.0 ^b	
35–49	38,536	40.7 ^a	148	22.6 ^b	
50–64	26,129	27.6 ^a	37	5.6 ^b	
Sex (woman)	46,368	48.9	338	51.5	1.67
Marital status					
Single	37,667	39.7 ^a	358	54.4 ^b	59.26**
Married	47,486	50.1 ^a	247	37.6 ^b	
Divorced/separated	9,627	10.2	52	8.0	
Country cluster					
Low unemployment (AT, CH, LU, NO)	8,074	8.5 ^a	132	20.1 ^b	482.22**
Medium unemployment (BE, FI, SE, UK)	32,341	34.1 ^a	425	64.7 ^b	
High unemployment (ES, FR, GR, IT, PT)	54,367	57.4 ^a	100	15.2 ^b	

Notes: Employees (15–64 years). Case numbers and percentages based on weighted case numbers. Percentages refer to data on the respective ethnic group (nationals or recent CEE migrants), e.g. if 21.8% of nationals are subjectively overqualified, then 78.2% of nationals are not subjectively overqualified. Different superscript letters indicate a significant difference between nationals and recent CEE migrants according to z-tests with Bonferroni-adjusted *p*-values (compare shares line by line).

* *p* < 0.05, ** *p* < 0.01.

Source: EU-LFS ad-hoc module (Eurostat, 2014).

Table A-6. Descriptive statistics for employed recent CEE migrants on job-finding method and poor or good destination-country language skills (%) – with statistics on significant differences.

	Job-finding method		Destination-country language skills		
	Social networks	X ² test	poor	good	X ² test
Job-finding method					
Social networks			29.6	29.6 ^a	5.23 ^T
Other channels			24.5	38.2 ^b	
Subjective overqualification					
Yes	54.7 ^a	15.06 ^{**}	24.5	35.3	1.74
No	38.7 ^b		29.3	32.9	
Objective overqualification					
Yes	50.0	3.63 ^T	28.5	31.3	1.21
No	42.1		26.1	35.4	
Reason for migration					
Labour; job found after migration	43.2 ^{a,b}	8.83 [*]	30.6 ^a	29.6 ^a	16.09 [*]
Labour; job found before migration	45.1 ^{a,b}		27.8 ^{a,b}	30.2 ^a	
Family reasons	55.6 ^b		25.6 ^{a,b}	38.0 ^{a,b}	
Study and other reasons	32.6 ^a		11.5 ^b	53.8 ^b	
Years since entry into destination country					
1 year	42.0	1.75	48.0 ^a	17.3 ^a	45.18 ^{**}
5 years	47.4		13.7 ^b	43.8 ^b	
Education level					
Low	50.0 ^a	15.86 ^{**}	39.7 ^a	22.4 ^a	35.90 ^{**}
Medium	47.5 ^a		29.2 ^a	28.9 ^a	
High	39.0 ^b		16.7 ^b	48.0 ^b	
Industry					
Public admin, education & health	22.6 ^b	38.62 ^{**}	11.1 ^c	63.5 ^e	64.93 ^{**}
Agriculture	78.3 ^a		42.3 ^{a,b}	15.4 ^{a,b,c,d}	
Manufacturing	37.3 ^{b,c}		33.3 ^{a,b}	24.8 ^{c,d}	
Construction	63.0 ^{a,c}		45.1 ^b	17.6 ^{b,d}	
Wholesale & retail	45.9 ^{a,b,c}		28.6 ^{a,b,c}	27.3 ^{a,b,c,d}	
Hospitality	50.0 ^{a,c}		20.9 ^{a,b,c}	45.2 ^{a,e}	
Transport & communication	36.0 ^{b,c}		14.3 ^{a,c}	33.9 ^{a,b,c,d}	
Finance, real estate, profess., adm. & support	44.9 ^{a,b,c}		37.5 ^{a,b}	26.4 ^{a,b,c,d}	
Other services	58.8 ^{a,c}		20.8 ^{a,b,c}	39.6 ^{a,b,c,d,e}	
Labour market obstacles ^f					
No particular obstacle	39.7 ^a	11.57 ^{**}	18.3 ^a	58.3 ^a	74.92 ^{**}
Lack of language skills	64.1 ^b		48.8 ^b	4.8 ^b	
Lack of recognition	45.0 ^{a,b}		4.9 ^a	58.5 ^a	
Other obstacles	63.5 ^{a,b}		12.3 ^a	40.0 ^a	

Notes: Employees (15–64 years). Percentages based on weighted case numbers ($N = 658$). Percentages in first column provide information on shares of recent CEE migrants who found their job through social networks compared to other channels. Percentages in the column for destination-country language skills provide information on poor (beginner or less) or good (advanced or mother tongue) language skills line by line. For clarity, percentages for intermediate skills are not presented in the table; thus, shares in each line for language skills do not sum up to 100%. Different superscript letters indicate a significant

difference between percentages within the respective variable according to z-tests with Bonferroni-adjusted p -values. Values are compared column by column within each category. Considering, for example, the variable 'reason for migration' and the column 'good': the share for 'good' language skills in the category 'study and other reasons' differs significantly from the shares for 'good' language skills in the two categories of 'labour' but is not statistically different from the share in the category 'family reasons'.

† Only subjectively overqualified employees ($N = 250$). † $p < 0.10$, * $p < 0.05$, ** $p < 0.01$.

Source: EU-LFS ad-hoc module (Eurostat, 2014).

Table A-7. Logistic regression analyses for subjective and objective overqualification with control variables.

	Subjective overqualification		Objective overqualification	
	Odds ratio	S.E.	Odds ratio	S.E.
Job found through social networks	1.30**	0.03	1.08*	0.03
Recent CEE migrant	1.87**	0.12	3.04**	0.12
Social networks x CEE migrant	1.44*	0.18	1.22	0.18
Education level (ref = low)				
Medium	1.63**	0.04	a	a
High	2.71**	0.04	a	a
Industry (ref = public admin, education & health)				
Agriculture	1.51**	0.10	1.57**	0.12
Manufacturing	1.36**	0.05	1.06	0.06
Construction	0.87 [†]	0.07	0.90	0.08
Wholesale & retail	1.87**	0.04	1.35**	0.05
Hospitality	2.27**	0.05	1.62**	0.06
Transport & communication	1.24**	0.05	0.96	0.07
Finance, real estate, profess., adm. & support	1.25**	0.04	1.22**	0.05
Other services	1.39**	0.06	1.24**	0.07
Firm size (ref = small)				
Medium	0.96	0.03	1.16**	0.04
Large	0.98	0.03	1.25**	0.04
Temporary employment	1.37**	0.03	1.08*	0.04
Part-time	1.68**	0.03	1.64**	0.04
Age group (ref = 35–49)				
15–24	0.81**	0.04	0.95	0.05
25–34	0.84**	0.03	1.11*	0.04
50–64	1.07	0.04	0.89*	0.05
Sex (1 = woman, 0 = man)	1.00	0.03	1.37**	0.03
Marital status (ref = single)				
Married	0.92**	0.03	0.83**	0.04
Divorced/separated	1.06	0.05	1.03	0.06
Country cluster (ref = low unemployment)				
Medium unemployment	1.44**	0.05	1.80**	0.06
High unemployment	1.96**	0.05	1.87**	0.06
<i>Intercept</i>	0.08**	0.08	0.06**	0.09
<i>Chi2</i>	1,904.35**		918.57**	
<i>-2 Log likelihood</i>	37,495.90		28,782.45	
<i>Cox & Snell R²</i>	.05		.03	
<i>Nagelkerke R²</i>	.08		.05	
<i>N</i>	34,108		34,396	

Notes: Employees (15–64 years). ^a Education level is not included as a control variable in the model for objective overqualification because this indicator is directly composed of education level and occupational status. [†] $p < 0.10$, * $p < 0.05$, ** $p < 0.01$.

Source: EU-LFS ad-hoc module (Eurostat, 2014).

Table A-8. Sensitivity analysis with country cluster according to welfare regimes for logistic regression analyses for subjective and objective overqualification – only recent CEE migrants.

	Subjective overqualification				Objective overqualification			
	Model 1		Model 2		Model 1		Model 2	
	Odds ratio	S.E.	Odds ratio	S.E.	Odds ratio	S.E.	Odds ratio	S.E.
Main effects								
Job found through social networks	1.94**	0.20	3.50	0.84	1.46 ^T	0.20	1.81	0.82
Destination-country language skills (ref = poor)								
Intermediate	1.15	0.26	1.51	0.37	1.08	0.24	1.03	0.34
Good	0.95	0.29	1.34	0.39	1.19	0.27	1.14	0.36
Industry (ref = public admin, education & health)								
Agriculture	2.54	0.61	2.15	1.16	2.53	0.59	1.55	1.06
Manufacturing	1.48	0.41	1.54	0.49	2.04 ^T	0.40	2.50 ^T	0.48
Construction	1.05	0.56	1.48	0.79	1.41	0.53	2.42	0.71
Wholesale & retail	3.63**	0.43	3.62*	0.53	1.03	0.44	1.14	0.55
Hospitality	2.98**	0.41	2.43 ^T	0.50	1.93	0.40	1.91	0.51
Transport & communication	1.36	0.47	1.65	0.57	2.13	0.46	3.25*	0.55
Finance, real estate, profess., adm. & support	1.21	0.44	1.55	0.57	2.51*	0.43	1.32	0.57
Other services	3.33*	0.50	8.36**	0.68	1.33	0.50	1.96	0.66
Interaction effects								
Language skills (ref = poor) x social networks								
Intermediate x social networks			0.65	0.50			1.10	0.48
Good x social networks			0.57	0.54			1.24	0.52
Industry (ref = public admin, education & health) x social networks								
Agriculture x social networks			1.05	1.42			1.53	1.33
Manufacturing x social networks			0.97	0.86			0.49	0.85
Construction x social networks			0.51	1.12			0.35	1.06
Wholesale & retail x social networks			1.01	0.92			0.72	0.91
Hospitality x social networks			1.36	0.86			0.91	0.84
Transport & communication x social networks			0.59	1.00			0.24	1.00
Finance, real estate, profess., adm. & support x social networks			0.60	0.94			3.27	0.94
Other services x social networks			0.18	1.01			0.43	0.99

Table A-8. (Continued).

	Subjective overqualification				Objective overqualification			
	Model 1		Model 2		Model 1		Model 2	
	Odds ratio	S.E.	Odds ratio	S.E.	Odds ratio	S.E.	Odds ratio	S.E.
Controls								
Migration reason (ref = labour, job found after migration)								
Labour, job found before migration	1.31	0.24	1.25	0.24	0.80	0.23	0.78	0.24
Family reasons	1.63 [†]	0.27	1.53	0.28	1.31	0.26	1.21	0.27
Study or other reasons	1.42	0.40	1.31	0.40	0.84	0.41	0.76	0.41
Years since entry into destination country	0.97	0.08	0.96	0.08	0.74**	0.08	0.74**	0.08
Education level (ref = low)								
Medium	3.19**	0.30	3.57**	0.31	a	a	a	a
High	5.60**	0.34	5.89**	0.35	a	a	a	a
Firm size (ref = small)								
Medium	1.21	0.30	1.19	0.31	1.27	0.29	1.36	0.30
Large	1.52	0.31	1.45	0.31	1.07	0.30	1.15	0.31
Temporary employment	1.16	0.28	1.15	0.28	0.89	0.27	0.88	0.28
Part-time	1.69*	0.26	1.70*	0.27	1.67*	0.25	1.65 [†]	0.26
Age group (ref = 35–49)								
15–24	1.66	0.34	1.61	0.34	0.53	0.34	0.52 [†]	0.35
25–34	1.06	0.26	1.03	0.26	1.26	0.25	1.27	0.26
50–64	0.57	0.53	0.66	0.53	0.78	0.47	0.81	0.48
Sex (1 = woman, 0 = man)	1.12	0.22	1.13	0.22	1.61*	0.21	1.62*	0.22
Marital status (ref = single)								
Married	0.83	0.22	0.78	0.23	1.02	0.22	1.06	0.22
Divorced/separated	0.68	0.42	0.68	0.42	1.27	0.39	1.42	0.40
Country cluster (ref = continental countries)								
Mediterranean countries	2.28*	0.39	2.58*	0.40	1.17	0.39	1.26	0.40
Nordic countries	1.02	0.49	1.04	0.49	0.87	0.50	0.90	0.51
Anglo-Saxon countries (UK)	1.18	0.27	1.17	0.28	1.43	0.27	1.45	0.27
Intercept	0.04**	0.66	0.03**	0.72	0.30*	0.57	0.30 [†]	0.64
Chi2	95.66**		106.95**		59.23**		72.31**	
-2 Log likelihood	666.57		657.97		695.38		682.30	
Cox & Snell R ²	.16		.17		.10		.12	
Nagelkerke R ²	.21		.23		.13		.16	
N	564				571			

Notes: Employees (15–64 years). ^a Education level is not included as a control variable in the model for objective overqualification because this indicator is directly composed of education level and occupational status. [†] $p < 0.10$, * $p < 0.05$, ** $p < 0.01$.

Source: EU-LFS ad-hoc module (Eurostat, 2014).

Table A-9. Descriptive statistics: percentages for male and female recent CEE migrants – with statistics on significant differences between the two groups.

	Men (N = 319) %	Women (N = 338) %	Chi-squared test χ^2
Job found through social networks	47.3	43.3	1.06
Subjective overqualification	34.6 ^a	43.5 ^b	5.26*
Objective overqualification	41.9 ^a	58.1 ^b	7.00**
Destination-country language skills			
Poor	29.9	25.4	
Intermediate	43.4 ^a	34.7 ^b	12.50**
Good	26.8 ^a	39.8 ^b	
Industry			
Public admin, education & health	3.5 ^a	15.5 ^b	
Agriculture	4.7	3.6	
Manufacturing	27.8 ^a	12.8 ^b	
Construction	15.1 ^a	1.2 ^b	
Wholesale & retail	12.3	11.9	
Hospitality	14.8	20.6	122.19**
Transport & communication	11.0	6.9	
Finance, real estate, profess., adm. & support	8.8	13.1	
Other services	1.9 ^a	14.3 ^b	
Reason for migration			
Labour; job found after migration	48.9	43.1	
Labour, job found before migration	33.0 ^a	20.2 ^b	34.08**
Family reasons	11.4 ^a	27.7 ^b	
Study and other reasons	6.7	9.0	
Years since entry into destination country			
1 year	17.9	13.0	
5 years	17.9 ^a	26.3 ^b	14.29**
Education level			
Low	18.4	17.9	
Medium	56.3 ^a	44.5 ^b	12.33**
High	25.3 ^a	37.6 ^b	
Firm size			
Small	17.6 ^a	30.0 ^b	
Medium	34.0	29.7	13.16**
Large	48.4 ^a	40.3 ^b	
Temporary employment	16.3	16.9	0.04
Part-time	10.0 ^a	32.2 ^b	48.04**
Age group			
15–24	19.1	18.3	
25–34	53.9	52.2	
35–49	23.2	22.1	4.05
50–64	3.8	7.4	
Marital status			
Single	57.7	51.5	7.76*

Married	37.3	37.9	
Divorced/separated	5.0 ^a	10.7 ^b	
Country cluster			
Low unemployment (AT, CH, LU, NO)	20.9	19.2	
Medium unemployment (BE, FI, SE, UK)	68.8 ^a	60.9 ^b	11.57 ^{**}
High unemployment (ES, FR, GR, IT, PT)	10.3 ^a	19.8 ^b	

Notes: Employees (15–64 years). Case numbers and percentages based on weighted case numbers. Percentages refer to data of the respective gender group (men or women), e.g. if 43.5% of women are subjectively overqualified, then 56.5% of women are not subjectively overqualified. Different superscript letters indicate a significant difference between men and women according to z-tests with Bonferroni-adjusted *p*-values (compare percentages line by line). * *p* < 0.05, ** *p* < 0.01. AT: Austria; CH: Switzerland; LU: Luxembourg; NO: Norway; BE: Belgium; FI: Finland; SE: Sweden; UK: United Kingdom; ES: Spain; FR: France; GR: Greece; IT: Italy; PT: Portugal.

Source: EU-LFS ad-hoc module (Eurostat, 2014).

Table A-10. Logistic regression analyses for subjective and objective overqualification separately for men and women – only recent CEE migrants.

	Subjective overqualification				Objective overqualification			
	Men		Women		Men		Women	
	Odds ratio	S.E.	Odds ratio	S.E.	Odds ratio	S.E.	Odds ratio	S.E.
Main effects								
Job found through social networks	1.81 ^T	0.31	1.83*	0.29	1.16	0.30	1.67 ^T	0.29
Destination-country language skills (ref = poor)								
Intermediate	1.30	0.38	0.93	0.39	1.35	0.37	0.78	0.37
Good	1.21	0.44	0.62	0.41	1.05	0.43	1.15	0.38
Industry (ref = public admin, education & health)								
Agriculture	2.82	1.13	3.69	0.91	9.88 ^T	1.21	1.25	0.85
Manufacturing	2.63	0.88	1.13	0.53	3.88	1.02	2.74 ^T	0.52
Construction	2.09	0.99	0.16	2.41	3.58	1.09	0.87	1.45
Wholesale & retail	5.92 ^T	0.93	3.54*	0.55	2.17	1.09	1.13	0.53
Hospitality	9.02*	0.95	1.96	0.49	3.12	1.07	1.99	0.48
Transport & communication	2.12	0.96	1.50	0.62	6.30 ^T	1.07	1.43	0.64
Finance, real estate, profess., adm. & support	1.11	0.98	1.42	0.55	12.36*	1.07	1.30	0.53
Other services	4.48	1.59	2.45	0.58	5.20	1.63	1.07	0.57
Controls								
Migration reason (ref = labour, job found after migration)								
Labour, job found before migration	1.42	0.33	1.41	0.38	0.64	0.34	1.18	0.37
Family reasons	2.21	0.48	1.40	0.36	2.28 ^T	0.46	1.13	0.34
Study or other reasons	1.89	0.67	1.12	0.54	1.24	0.66	0.74	0.56
Years since entry into destination country	0.99	0.11	0.92	0.12	0.78*	0.11	0.70**	0.11
Education level (ref = low)								
Medium	2.69*	0.43	4.37**	0.43	a	a	a	a
High	3.52*	0.52	8.96**	0.50	a	a	a	a
Firm size (ref = small)								
Medium	0.77	0.48	1.50	0.42	1.67	0.51	1.28	0.41
Large	1.38	0.48	1.56	0.42	1.67	0.51	0.91	0.41
Temporary employment	1.38	0.44	0.93	0.40	1.21	0.41	0.65	0.40
Part-time	2.34	0.54	1.57	0.33	1.49	0.50	2.04*	0.33
Age group (ref = 35–49)								
15–24	1.74	0.49	1.97	0.51	0.37*	0.49	0.60	0.51
25–34	0.61	0.37	1.82	0.39	0.69	0.37	2.06 ^T	0.38
50–64	0.44	1.06	0.71	0.65	0.51	0.95	1.01	0.59
Marital status (ref = single)								
Married	0.86	0.35	0.89	0.31	0.39**	0.35	1.96*	0.31
Divorced/separated	0.48	0.80	0.92	0.52	0.78	0.65	1.85	0.53
Country cluster (ref = low unemployment)								
Medium unemployment	1.35	0.44	1.06	0.40	1.21	0.44	1.98 ^T	0.40
High unemployment	1.70	0.69	3.71*	0.53	1.64	0.69	1.34	0.52
<i>Intercept</i>	0.03**	1.18	0.03**	0.87	0.20	1.20	0.33	0.75
<i>Chi2</i>	54.67**		64.83**		41.29*		54.67**	
<i>-2 Log likelihood</i>	303.50		335.40		309.75		344.92	

<i>Cox & Snell R²</i>	.18	.20	.14	.17
<i>Nagelkerke R²</i>	.25	.27	.19	.23
<i>N</i>	273	291	277	294

Notes: Employees (15–64 years). Results of these regression analyses should be interpreted cautiously because of limited statistical power due to small case numbers. ^a Education level is not included as a control variable in the model for objective overqualification because this indicator is directly composed of education level and occupational status. [†] $p < 0.10$, * $p < 0.05$, ** $p < 0.01$.

Source: EU-LFS ad-hoc module (Eurostat, 2014).

Table A-11. Employment status and use of social networks for job search when unemployed for nationals and recent CEE migrants.

	Nationals (<i>N</i> = 177,379)		Recent CEE migrants (<i>N</i> = 1,057)	
	<i>N</i>	%	<i>N</i>	%
Employed ^a	112,946	63.7	761	72.0
Unemployed	14,628	8.2	108	10.3
Inactive	49,761	28.1	187	17.7
Use of social networks for search for (new) job	14,082	66.1	106	53.6

Notes: Working-age population: 15–64 years. Case numbers and percentages based on weighted case numbers. ^a Employed, self-employed or family worker.

Source: EU-LFS ad-hoc module (Eurostat, 2014).