**Online Appendix**

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Nationals**  (*N* = 37,312) | | **Recent CEE migrants**  (*N* = 618) | |
| **Job found through** | *N* | % | *N* | % |
| 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 |

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

Note: 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.

**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** | **Nationalsb** | **Recent**  **CEE migrantsb** |
|  | |  |  |  |
| 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 | FR France | 9.8 | 21,248 | 8 |
| ES Spain | 23.3 | 12,602 | 18 |
| 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 |
|  |  |  |  |  |

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).

Note: Employees (15–64 years).

Case numbers and percentages based on weighted case numbers.

**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 |
| *(Not included in analyses)* | U Activities of extraterritorial organisations and bodies |
|  |  |

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Industry | **ISEIa**  (median) | **Incomeb** (median) | **Temporary employmentc** (%) | **Recent CEE migrantsd**  (%) |
| 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 |

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

Note: 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.

**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** |
|  | *N* | % | *N* | % | *Χ2* |
| Job found through social networks | 10,589 | 28.4a | 279 | 45.2b | 83.59\*\* |
| Subjective overqualification | 20,245 | 21.8a | 251 | 39.1b | 112.82\*\* |
| Objective overqualification | 11,369 | 12.2a | 248 | 38.2b | 402.59\*\* |
| Education level |  |  |  |  |  |
| Low | 19,818 | 21.1 | 118 | 18.1 | 17.03\*\* |
| Medium | 39,642 | 42.1a | 326 | 50.2b |
| High | 34,628 | 36.8a | 206 | 31.7b |
| Industry |  |  |  |  |  |
| Public admin, education & health | 30,569 | 32.4a | 64 | 9.8b | 443.84\*\* |
| Agriculture | 1,200 | 1.3a | 27 | 4.1b |
| Manufacturing | 15,185 | 16.1a | 131 | 20.1b |
| Construction | 5,040 | 5.3a | 52 | 7.9b |
| Wholesale & retail | 12,629 | 13.4 | 78 | 12.0 |
| Hospitality | 4,067 | 4.3a | 116 | 17.8b |
| 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 | 5.0a | 54 | 8.3b |
| Firm size |  |  |  |  |  |
| Small | 22,013 | 25.2 | 150 | 23.9 | 4.28\* |
| Medium | 24,500 | 28.0a | 199 | 31.7b |
| Large | 40,946 | 46.8 | 278 | 44.4 |
| Temporary employment | 12,234 | 12.9a | 108 | 16.5b | 7.19\*\* |
| Part-time | 19,360 | 20.4 | 141 | 21.4 | 0.40 |
| Age group |  |  |  |  |  |
| 15–24 | 8,948 | 9.4a | 123 | 18.8b | 500.84\*\* |
| 25–34 | 21,169 | 22.3a | 349 | 53.0b |
| 35–49 | 38,536 | 40.7a | 148 | 22.6b |
| 50–64 | 26,129 | 27.6a | 37 | 5.6b |
| Sex (woman) | 46,368 | 48.9 | 338 | 51.5 | 1.67 |
| Marital status |  |  |  |  |  |
| Single | 37,667 | 39.7a | 358 | 54.4b | 59.26\*\* |
| Married | 47,486 | 50.1a | 247 | 37.6b |
| Divorced/separated | 9,627 | 10.2 | 52 | 8.0 |
| Country cluster |  |  |  |  |  |
| Low unemployment (AT, CH, LU, NO) | 8,074 | 8.5a | 132 | 20.1b | 482.22\*\* |
| Medium unemployment (BE, FI, SE, UK) | 32,341 | 34.1a | 425 | 64.7b |
| High unemployment (ES, FR, GR, IT, PT) | 54,367 | 57.4a | 100 | 15.2b |

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

Note: 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.

**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** | ***Χ2* test** |  | **poor** | **good** | ***Χ2* test** |
|  |  |  |  |  |  |  |
| Job-finding method |  |  |  |  |  |  |
| Social networks |  |  |  | 29.6 | 29.6a | 5.23T |
| Other channels |  |  |  | 24.5 | 38.2b |
| Subjective overqualification |  |  |  |  |  |  |
| Yes | 54.7a | 15.06\*\* |  | 24.5 | 35.3 | 1.74 |
| No | 38.7b |  | 29.3 | 32.9 |
| Objective overqualification |  |  |  |  |  |  |
| Yes | 50.0 | 3.63T |  | 28.5 | 31.3 | 1.21 |
| No | 42.1 |  | 26.1 | 35.4 |
| Reason for migration |  |  |  |  |  |  |
| Labour; job found after migration | 43.2a,b | 8.83\* |  | 30.6a | 29.6a | 16.09\* |
| Labour, job found before migration | 45.1a,b |  | 27.8a,b | 30.2a |
| Family reasons | 55.6b |  | 25.6a,b | 38.0a,b |
| Study and other reasons | 32.6a |  | 11.5b | 53.8b |
| Years since entry into destination country |  |  |  |  |  |  |
| 1 year | 42.0 | 1.75 |  | 48.0a | 17.3a | 45.18\*\* |
| 5 years | 47.4 |  | 13.7b | 43.8b |
| Education level |  |  |  |  |  |  |
| Low | 50.0a | 15.86\*\* |  | 39.7a | 22.4a | 35.90\*\* |
| Medium | 47.5a |  | 29.2a | 28.9a |
| High | 39.0b |  | 16.7b | 48.0b |
| Industry |  |  |  |  |  |  |
| Public admin, education & health | 22.6b | 38.62\*\* |  | 11.1c | 63.5e | 64.93\*\* |
| Agriculture | 78.3a |  | 42.3a,b | 15.4a,b,c,d |
| Manufacturing | 37.3b,c |  | 33.3a.b | 24.8c,d |
| Construction | 63.0a,c |  | 45.1b | 17.6b,d |
| Wholesale & retail | 45.9a,b,c |  | 28.6a,b,c | 27.3a,b,c,d |
| Hospitality | 50.0a,c |  | 20.9a,b,c | 45.2a,e |
| Transport & communication | 36.0b,c |  | 14.3a,c | 33.9a,b,c,d |
| Finance, real estate, profess., adm. & support | 44.9a,b,c |  | 37.5a,b | 26.4a,b,c,d |
| Other services | 58.8a,c |  | 20.8a,b,c | 39.6a,b,c,d,e |
| Labour market obstaclesf |  |  |  |  |  |  |
| No particular obstacle | 39.7a | 11.57\*\* |  | 18.3a | 58.3a | 74.92\*\* |
| Lack of language skills | 64.1b |  | 48.8b | 4.8b |
| Lack of recognition | 45.0a,b |  | 4.9a | 58.5a |
| Other obstacles | 63.5a,b |  | 12.3a | 40.0a |
|  |  |  |  |  |  |  |

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

Note: 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’.

f Only subjectively overqualified employees (*N* = 250).  
T*p* < 0.10, \* *p* < 0.05, \*\* *p* < 0.01.

**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 | 0.87T | 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 |
|  |  |  |  |  |  |
| *Intercept* | 0.08\*\* | 0.08 |  | 0.06\*\* | 0.09 |
| *Chi2* | 1,904.35\*\* | |  | 918.57\*\* | |
| *-2 Log likelihood* | 37,495.90 | |  | 28,782.45 | |
| *Cox & Snell R2* | .05 | |  | .03 | |
| *Nagelkerke R2* | .08 | |  | .05 | |
| *N* | 34,108 | |  | 34,396 | |
|  |  | |  |  | |

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

Note: 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.

T *p* < 0.10, \* *p* < 0.05, \*\* *p* < 0.01.

**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 |  | 1.46T | 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 |  | 2.04T | 0.40 | 2.50T | 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 | 2.43T | 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 | 1.63T | 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 | 1.65T | 0.26 |
| Age group (ref = 35–49) |  |  |  |  |  |  |  |  |  |
| 15–24 | 1.66 | 0.34 | 1.61 | 0.34 |  | 0.53 | 0.34 | 0.52T | 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 | 0.30T | 0.64 |
| *Chi2* | 95.66\*\* | | 106.95\*\* | |  | 59.23\*\* | | 72.31\*\* | |
| *-2 Log likelihood* | 666.57 | | 657.97 | |  | 695.38 | | 682.30 | |
| *Cox & Snell R2* | .16 | | .17 | |  | .10 | | .12 | |
| *Nagelkerke R2* | .21 | | .23 | |  | .13 | | .16 | |
| *N* | 564 | | | |  | 571 | | | |
|  |  | | | |  |  | | | |

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

Note: 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.

T *p* < 0.10, \* *p* < 0.05, \*\* *p* < 0.01.

**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** |
|  | % |  | % |  | *Χ2* |
| Job found through social networks | 47.3 |  | 43.3 |  | 1.06 |
| Subjective overqualification | 34.6a |  | 43.5b |  | 5.26\* |
| Objective overqualification | 41.9a |  | 58.1b |  | 7.00\*\* |
| Destination-country language skills |  |  |  |  |  |
| Poor | 29.9 |  | 25.4 |  | 12.50\*\* |
| Intermediate | 43.4a |  | 34.7b |  |
| Good | 26.8a |  | 39.8b |  |
| Industry |  |  |  |  |  |
| Public admin, education & health | 3.5a |  | 15.5b |  | 122.19\*\* |
| Agriculture | 4.7 |  | 3.6 |  |
| Manufacturing | 27.8a |  | 12.8b |  |
| Construction | 15.1a |  | 1.2b |  |
| Wholesale & retail | 12.3 |  | 11.9 |  |
| Hospitality | 14.8 |  | 20.6 |  |
| Transport & communication | 11.0 |  | 6.9 |  |
| Finance, real estate, profess., adm. & support | 8.8 |  | 13.1 |  |
| Other services | 1.9a |  | 14.3b |  |
| Reason for migration |  |  |  |  |  |
| Labour; job found after migration | 48.9 |  | 43.1 |  | 34.08\*\* |
| Labour, job found before migration | 33.0a |  | 20.2b |  |
| Family reasons | 11.4a |  | 27.7b |  |
| Study and other reasons | 6.7 |  | 9.0 |  |
| Years since entry into destination country |  |  |  |  |  |
| 1 year | 17.9 |  | 13.0 |  | 14.29\*\* |
| 5 years | 17.9a |  | 26.3b |  |
| Education level |  |  |  |  |  |
| Low | 18.4 |  | 17.9 |  | 12.33\*\* |
| Medium | 56.3a |  | 44.5b |  |
| High | 25.3a |  | 37.6b |  |
| Firm size |  |  |  |  |  |
| Small | 17.6a |  | 30.0b |  | 13.16\*\* |
| Medium | 34.0 |  | 29.7 |  |
| Large | 48.4a |  | 40.3b |  |
| Temporary emplyoment | 16.3 |  | 16.9 |  | 0.04 |
| Part-time | 10.0a |  | 32.2b |  | 48.04\*\* |
| Age group |  |  |  |  |  |
| 15–24 | 19.1 |  | 18.3 |  | 4.05 |
| 25–34 | 53.9 |  | 52.2 |  |
| 35–49 | 23.2 |  | 22.1 |  |
| 50–64 | 3.8 |  | 7.4 |  |
| Marital status |  |  |  |  |  |
| Single | 57.7 |  | 51.5 |  | 7.76\* |
| Married | 37.3 |  | 37.9 |  |
| Divorced/separated | 5.0a |  | 10.7b |  |
| Country cluster |  |  |  |  |  |
| Low unemployment (AT, CH, LU, NO) | 20.9 |  | 19.2 |  | 11.57\*\* |
| Medium unemployment (BE, FI, SE, UK) | 68.8a |  | 60.9b |  |
| High unemployment (ES, FR, GR, IT, PT) | 10.3a |  | 19.8b |  |

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

Note: 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.

**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 | 1.81T | 0.31 | 1.83\* | 0.29 |  | | 1.16 | | 0.30 | | 1.67T | | 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 |  | | 9.88T | | 1.21 | | 1.25 | | 0.85 |
| Manufacturing | 2.63 | 0.88 | 1.13 | 0.53 |  | | 3.88 | | 1.02 | | 2.74T | | 0.52 |
| Construction | 2.09 | 0.99 | 0.16 | 2.41 |  | | 3.58 | | 1.09 | | 0.87 | | 1.45 |
| Wholesale & retail | 5.92T | 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 |  | | 6.30T | | 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 |  | 2.28T | | 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 | | 2.06T | | 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 | | 1.98T | | 0.40 | |
| High unemployment | 1.70 | 0.69 | 3.71\* | 0.53 |  | 1.64 | | 0.69 | | 1.34 | | 0.52 | |
|  |  |  |  |  |  |  | |  | |  | |  | |
| *Intercept* | 0.03\*\* | 1.18 | 0.03\*\* | 0.87 |  | 0.20 | | 1.20 | | 0.33 | | 0.75 | |
| *Chi2* | 54.67\*\* | | 64.83\*\* | |  | 41.29\* | | | | 54.67\*\* | | | |
| *-2 Log likelihood* | 303.50 | | 335.40 | |  | 309.75 | | | | 344.92 | | | |
| *Cox & Snell R2* | .18 | | .20 | |  | .14 | | | | .17 | | | |
| *Nagelkerke R2* | .25 | | .27 | |  | .19 | | | | .23 | | | |
| *N* | 273 | | 291 | |  | 277 | | | | 294 | | | |
|  |  | | | |  |  | | | | | | | |

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

Note: 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.

T *p* < 0.10, \* *p* < 0.05, \*\* *p* < 0.01.

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Nationals**  (*N* = 177,379) | | **Recent CEE migrants**  (*N* = 1,057) | |
|  | *N* | % | *N* | % |
| Employeda | 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 |

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

Note: Working-age population: 15–64 years.

Case numbers and percentages based on weighted case numbers.

a Employed, self-employed or family worker.