Appendix

[Table 1] Demographics according to gender and migrant status

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Country | Native men | Migrant men | Native women | Migrant women | Total |
| AT | 421,176 | 75,349 | 429,413 | 88,508 | 1,014,446 |
| BE | 230,505 | 47,081 | 235,197 | 52,573 | 565,356 |
| CH | 102,560 | 79,915 | 115,751 | 85,711 | 383,937 |
| DE | 530,382 | 7,694 | 528,734 | 6,142 | 1,072,952 |
| DK | 208,592 | 17,304 | 234,056 | 21,269 | 481,221 |
| ES | 375,676 | 31,660 | 389,566 | 36,982 | 833,884 |
| FI | 130,217 | 5,490 | 132,758 | 6,376 | 274,841 |
| FR | 907,032 | 132,186 | 966,631 | 154,208 | 2,160,057 |
| GR | 629,812 | 61,875 | 651,247 | 66,307 | 1,409,241 |
| IE | 441,904 | 85,044 | 466,678 | 89,255 | 1,082,881 |
| IT | 1,430,927 | 151,304 | 1,489,914 | 192,658 | 3,264,803 |
| NL | 323,770 | 30,962 | 332,163 | 39,943 | 726,838 |
| NO | 81,259 | 9,183 | 80,433 | 9,816 | 180,691 |
| PT | 375,997 | 30,948 | 407,649 | 36,993 | 851,587 |
| SE | 672,459 | 108,604 | 676,516 | 128,522 | 1,586,101 |
| UK | 213,222 | 34,712 | 236,171 | 40,857 | 524,962 |
| Total | 7,075,490 | 909,311 | 7,372,877 | 1,056,120 | 16,413,798 |

[Table 2] Demographics according to ethnicity status, male

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Country | Native | EE | MENA | SUBAF | ASIA | SA | EU15 | NA | Total  |
| AT | 421,176 | 49,689 | 3,342 | 1,122 | 3,318 | 897 | 16,322 | 659 | 496,525 |
| BE | 230,505 | 9,354 | 10,478 | 5,659 | 2,539 | 1,000 | 17,599 | 452 | 277,586 |
| CH | 102,560 | 18,313 | 2,677 | 2,730 | 3,454 | 2,480 | 48,276 | 1,985 | 182,475 |
| DE | 530,382 | 4,059 | 74 | 6 | 34 | 6 | 3,408 | 107 | 538,076 |
| DK | 208,592 | 4,277 | 2,703 | 841 | 2,826 | 444 | 5,085 | 1,128 | 225,896 |
| ES | 375,676 | 4,866 | 5,906 | 1,480 | 956 | 12,172 | 6,079 | 201 | 407,336 |
| FI | 130,217 | 1,956 | 496 | 328 | 471 | 106 | 1,967 | 166 | 135,707 |
| FR | 907,032 | 13,421 | 54,043 | 18,824 | 9,031 | 4,970 | 30,425 | 1,472 | 1,039,218 |
| GR | 629,812 | 44,805 | 7,319 | 649 | 4,602 | 121 | 3,187 | 1,192 | 691,687 |
| IE | 441,904 | 28,872 | 1,736 | 5,254 | 8,242 | 1,545 | 36,022 | 3,373 | 526,948 |
| IT | 1,430,927 | 56,633 | 26,002 | 10,281 | 18,815 | 11,809 | 24,832 | 2,932 | 1,582,231 |
| NL | 323,770 | 5,770 | 5,885 | 2,183 | 4,334 | 6,277 | 5,602 | 911 | 354,732 |
| NO | 81,259 | 2,196 | 1,055 | 746 | 1,489 | 388 | 2,919 | 390 | 90,442 |
| PT | 375,997 | 3,330 | 203 | 14,200 | 446 | 5,937 | 5,979 | 853 | 406,945 |
| SE | 672,459 | 27,320 | 28,227 | 7,145 | 9,365 | 7,237 | 27,210 | 2,100 | 781,063 |
| UK | 213,222 | 6,200 | 2,011 | 6,112 | 11,258 | 1,444 | 5,481 | 2,206 | 247,934 |
| Total | 7,075,490 | 281,061 | 152,157 | 77,560 | 81,180 | 56,833 | 240,393 | 20,127 | 7,984,801 |

[Table 3] Demographics according to ethnicity status, female

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Country | Native | EE | MENA | SUBAF | ASIA | SA | EU15 | NA | TOTAL |
| AT | 429,413 | 58,795 | 2,613 | 850 | 4,893 | 1,767 | 18,873 | 717 | 517,921 |
| BE | 235,197 | 11,354 | 9,318 | 6,866 | 3,471 | 1,815 | 19,219 | 530 | 287,770 |
| CH | 115,751 | 22,307 | 2,354 | 3,013 | 5,124 | 5,788 | 44,982 | 2,143 | 201,462 |
| DE | 528,734 | 3,242 | 50 | 3 | 41 | 2 | 2,708 | 96 | 534,876 |
| DK | 234,056 | 5,771 | 2,401 | 987 | 4,672 | 629 | 5,433 | 1,376 | 255,325 |
| ES | 389,566 | 5,798 | 4,663 | 864 | 946 | 17,503 | 6,963 | 245 | 426,548 |
| FI | 132,758 | 3,070 | 301 | 230 | 930 | 115 | 1,614 | 116 | 139,134 |
| FR | 966,631 | 17,063 | 57,294 | 23,847 | 11,539 | 9,122 | 33,459 | 1,884 | 1,120,839 |
| GR | 651,247 | 48,999 | 7,062 | 499 | 1,417 | 410 | 6,130 | 1,790 | 717,554 |
| IE | 466,678 | 27,115 | 1,174 | 5,868 | 8,517 | 1,787 | 40,257 | 4,537 | 555,933 |
| IT | 1,489,914 | 86,417 | 18,555 | 8,351 | 17,420 | 23,002 | 35,004 | 3,909 | 1,682,572 |
| NL | 332,163 | 7,748 | 5,363 | 2,318 | 6,221 | 9,569 | 7,559 | 1,165 | 372,106 |
| NO | 80,433 | 2,323 | 830 | 674 | 2,479 | 497 | 2,615 | 398 | 90,249 |
| PT | 407,649 | 3,464 | 198 | 16,398 | 496 | 8,012 | 7,469 | 956 | 444,642 |
| SE | 676,516 | 37,050 | 25,038 | 7,306 | 18,182 | 8,214 | 31,029 | 1,703 | 805,038 |
| UK | 236,171 | 7,220 | 1,616 | 7,315 | 12,916 | 2,215 | 6,881 | 2,694 | 277,028 |
| Total | 7,372,877 | 347,736 | 138,830 | 85,389 | 99,264 | 90,447 | 270,195 | 24,259 | 8,428,997 |

[Table 4] Employment status by country

|  |  |  |  |
| --- | --- | --- | --- |
| Country | Unemployed | Employed | Total |
| AT | 188,136 | 826,310 | 1,014,446 |
| BE | 140,255 | 425,101 | 565,356 |
| CH | 59,442 | 324,495 | 383,937 |
| DE | 182,969 | 889,983 | 1,072,952 |
| DK | 70,456 | 410,765 | 481,221 |
| ES | 258,400 | 575,484 | 833,884 |
| FI | 47,498 | 227,343 | 274,841 |
| FR | 488,452 | 1,671,605 | 2,160,057 |
| GR | 458,757 | 950,484 | 1,409,241 |
| IE | 304,763 | 778,118 | 1,082,881 |
| IT | 1,057,906 | 2,206,897 | 3,264,803 |
| NL | 122,049 | 604,789 | 726,838 |
| NO | 26,279 | 154,412 | 180,691 |
| PT | 217,637 | 633,950 | 851,587 |
| SE | 230,189 | 1,355,912 | 1,586,101 |
| UK | 109,668 | 415,294 | 524,962 |
| Total | 3,962,856 | 12,450,942 | 16,413,798 |

[Table 5] Skill status by country

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Country | Unskilled | Skilled | None | Total |
| AT | 395,770 | 427,922 | 190,754 | 1,014,446 |
| BE | 165,569 | 256,023 | 143,764 | 565,356 |
| CH | 122,539 | 200,770 | 60,628 | 383,937 |
| DE | 335,928 | 548,014 | 189,010 | 1,072,952 |
| DK | 155,389 | 253,808 | 72,024 | 481,221 |
| ES | 322,245 | 250,452 | 261,187 | 833,884 |
| FI | 55,998 | 67,679 | 151,164 | 274,841 |
| FR | 753,726 | 899,156 | 507,175 | 2,160,057 |
| GR | 539,284 | 398,510 | 471,447 | 1,409,241 |
| IE | 352,819 | 418,296 | 311,766 | 1,082,881 |
| IT | 1,091,567 | 1,091,988 | 1,081,248 | 3,264,803 |
| NL | 202,146 | 394,350 | 130,342 | 726,838 |
| NO | 65,780 | 86,729 | 28,182 | 180,691 |
| PT | 390,660 | 240,843 | 220,084 | 851,587 |
| SE | 578,636 | 769,967 | 237,498 | 1,586,101 |
| UK | 165,807 | 247,496 | 111,659 | 524,962 |
| Total | 5,693,863 | 6,552,003 | 4,167,932 | 16,413,798 |

[Table 6] Education level by country

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Country | Education 1 | Education 2 | Education 3 | Total |
| AT | 169,798 | 638,888 | 205,760 | 1,014,446 |
| BE | 156,712 | 208,009 | 200,635 | 565,356 |
| CH | 58,019 | 185,153 | 140,765 | 383,937 |
| DE | 100,321 | 663,386 | 309,245 | 1,072,952 |
| DK | 87,914 | 206,985 | 186,322 | 481,221 |
| ES | 397,078 | 175,012 | 261,794 | 833,884 |
| FI | 39,762 | 124,596 | 110,483 | 274,841 |
| FR | 592,307 | 928,379 | 639,371 | 2,160,057 |
| GR | 536,500 | 551,029 | 321,712 | 1,409,241 |
| IE | 282,106 | 397,718 | 403,057 | 1,082,881 |
| IT | 1,436,310 | 1,352,681 | 475,812 | 3,264,803 |
| NL | 179,015 | 309,448 | 238,375 | 726,838 |
| NO | 28,464 | 85,538 | 66,689 | 180,691 |
| PT | 581,229 | 140,722 | 129,636 | 851,587 |
| SE | 255,088 | 778,193 | 552,820 | 1,586,101 |
| UK | 135,614 | 209,096 | 180,252 | 524,962 |
| Total | 5,036,237 | 6,954,833 | 4,422,728 | 16,413,798 |

[Table 7] Age distribution by country

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Country | 25-34 | 35-44 | 45-60 | Total |
| AT | 234,010 | 316,514 | 463,922 | 1,014,446 |
| BE | 142,164 | 166,752 | 256,440 | 565,356 |
| CH | 84,547 | 129,075 | 170,315 | 383,937 |
| DE | 251,846 | 289,270 | 531,836 | 1,072,952 |
| DK | 98,686 | 133,458 | 249,077 | 481,221 |
| ES | 211,942 | 259,414 | 362,528 | 833,884 |
| FI | 63,422 | 75,286 | 136,133 | 274,841 |
| FR | 519,068 | 632,082 | 1,008,907 | 2,160,057 |
| GR | 356,285 | 420,902 | 632,054 | 1,409,241 |
| IE | 306,686 | 341,866 | 434,329 | 1,082,881 |
| IT | 734,920 | 1,022,463 | 1,507,420 | 3,264,803 |
| NL | 165,288 | 221,650 | 339,900 | 726,838 |
| NO | 44,609 | 55,787 | 80,295 | 180,691 |
| PT | 191,282 | 250,033 | 410,272 | 851,587 |
| SE | 414,456 | 471,262 | 700,383 | 1,586,101 |
| UK | 133,908 | 162,368 | 228,686 | 524,962 |
| Total | 3,953,119 | 4,948,182 | 7,512,497 | 16,413,798 |

[Table 8] Marriage status by country

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Country | Divorcedor widowed | Single | Married | Total |
| AT | 115,024 | 284,518 | 614,904 | 1,014,446 |
| BE | 77,139 | 158,250 | 329,967 | 565,356 |
| CH | 49,633 | 94,969 | 239,335 | 383,937 |
| DE | 118,870 | 347,819 | 606,263 | 1,072,952 |
| DK | 47,051 | 135,806 | 298,364 | 481,221 |
| ES | 63,530 | 233,981 | 536,373 | 833,884 |
| FI | 29,279 | 78,758 | 166,804 | 274,841 |
| FR | 229,589 | 760,138 | 1,170,330 | 2,160,057 |
| GR | 84,469 | 343,613 | 981,159 | 1,409,241 |
| IE | 72,100 | 343,636 | 667,145 | 1,082,881 |
| IT | 252,255 | 877,963 | 2,134,585 | 3,264,803 |
| NL | 64,965 | 176,816 | 485,057 | 726,838 |
| NO | 23,842 | 59,378 | 97,471 | 180,691 |
| PT  | 74,478 | 188,125 | 588,984 | 851,587 |
| SE | 151,416 | 699,538 | 735,147 | 1,586,101 |
| UK | 75,477 | 142,581 | 306,904 | 524,962 |
| Total | 1,529,117 | 4,925,889 | 9,958,792 | 16,413,798 |

[Table 9] Correlation between employment and job quality according to ethnicities and gender at the European average level

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Ethnicities | Total | EE | MENA | SubAf | Asians | SA |
| Gender  | M | F | M | F | M | F | M | F | M | F | M | F |
| Coefficient  | -.14 | -.52 | -.26 | -.69 | -.32 | -.62 | .07 | .30 | -.04 | -.36 | -.29 | -.50 |

[Figure 1] Predicted probability of male employment conditioned by education





[Figure 2] Predicted probability of female employment conditioned by education





[Figure 3] Predicted probability of male employment conditioned by age





 [Figure 4] Predicted probability of female employment conditioned by age





[Figure 5] Predicted probability of male employment conditioned by marriage





[Figure 6] Predicted probability of female employment conditioned by marriage





[Figure 7] Predicted probability of male job quality conditioned by education





[Figure 8] Predicted probability of female job quality conditioned by education





[Figure 9] Predicted probability of male job quality conditioned by age





[Figure 10] Predicted probability of female job quality conditioned by age





[Figure 6] Predicted probability of male job quality conditioned by marriage





[Figure 12] Predicted probability of female job quality conditioned by marriage





[Table 10] Full regression table regarding male ethnic penalty in employment

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variables | TOTAL | AT | BE | CH | DE | DK | ES | FI | FR | GR | IE | IT | NL | NO | PT | SE | UK |
| Eastern Europe | -0.056\*\*\* | -0.077\*\*\* | -0.172\*\*\* | -0.101\*\*\* | -0.045\*\*\* | -0.164\*\*\* | -0.085\*\*\* | -0.064\*\*\* | -0.110\*\*\* | -0.010\*\*\* | -0.017\*\*\* | -0.002 | -0.155\*\*\* | -0.089\*\*\* | -0.052\*\*\* | -0.112\*\*\* | 0.014\*\*\* |
|  | (-0.057 - -0.054) | (-0.081 - -0.073) | (-0.181 - -0.163) | (-0.107 - -0.096) | (-0.057 - -0.033) | (-0.177 - -0.151) | (-0.097 - -0.073) | (-0.082 - -0.045) | (-0.118 - -0.103) | (-0.014 - -0.007) | (-0.022 - -0.012) | (-0.005 - 0.001) | (-0.166 - -0.145) | (-0.105 - -0.073) | (-0.065 - -0.039) | (-0.117 - -0.107) | (0.006 - 0.022) |
| MENA | -0.156\*\*\* | -0.181\*\*\* | -0.232\*\*\* | -0.150\*\*\* | -0.227\*\*\* | -0.280\*\*\* | -0.157\*\*\* | -0.277\*\*\* | -0.127\*\*\* | -0.084\*\*\* | -0.299\*\*\* | -0.022\*\*\* | -0.240\*\*\* | -0.242\*\*\* | -0.085\*\*\* | -0.259\*\*\* | -0.188\*\*\* |
|  | (-0.159 - -0.154) | (-0.197 - -0.166) | (-0.242 - -0.223) | (-0.166 - -0.135) | (-0.333 - -0.122) | (-0.298 - -0.262) | (-0.169 - -0.145) | (-0.321 - -0.234) | (-0.131 - -0.123) | (-0.094 - -0.074) | (-0.322 - -0.276) | (-0.027 - -0.016) | (-0.252 - -0.228) | (-0.270 - -0.214) | (-0.145 - -0.024) | (-0.265 - -0.253) | (-0.208 - -0.168) |
| Sub-Saharan Africa | -0.100\*\*\* | -0.143\*\*\* | -0.186\*\*\* | -0.115\*\*\* | -0.198 | -0.197\*\*\* | -0.139\*\*\* | -0.205\*\*\* | -0.100\*\*\* | 0.038\*\*\* | -0.219\*\*\* | 0.014\*\*\* | -0.155\*\*\* | -0.229\*\*\* | -0.035\*\*\* | -0.219\*\*\* | -0.063\*\*\* |
|  | (-0.103 - -0.097) | (-0.169 - -0.117) | (-0.198 - -0.174) | (-0.130 - -0.101) | (-0.564 - 0.169) | (-0.228 - -0.166) | (-0.162 - -0.115) | (-0.256 - -0.154) | (-0.106 - -0.093) | (0.009 - 0.067) | (-0.232 - -0.206) | (0.007 - 0.022) | (-0.173 - -0.137) | (-0.262 - -0.196) | (-0.042 - -0.028) | (-0.230 - -0.208) | (-0.072 - -0.054) |
| Asia | -0.039\*\*\* | -0.080\*\*\* | -0.106\*\*\* | -0.044\*\*\* | -0.139\* | -0.103\*\*\* | 0.029\*\* | -0.139\*\*\* | -0.045\*\*\* | 0.065\*\*\* | -0.093\*\*\* | 0.060\*\*\* | -0.102\*\*\* | -0.116\*\*\* | -0.028 | -0.142\*\*\* | -0.063\*\*\* |
|  | (-0.042 - -0.037) | (-0.093 - -0.066) | (-0.123 - -0.089) | (-0.055 - -0.034) | (-0.280 - 0.002) | (-0.118 - -0.088) | (0.005 - 0.053) | (-0.180 - -0.099) | (-0.054 - -0.037) | (0.054 - 0.076) | (-0.102 - -0.084) | (0.055 - 0.065) | (-0.114 - -0.090) | (-0.137 - -0.096) | (-0.064 - 0.009) | (-0.151 - -0.133) | (-0.070 - -0.056) |
| South America | -0.049\*\*\* | -0.079\*\*\* | -0.146\*\*\* | -0.087\*\*\* | -0.075 | -0.135\*\*\* | -0.045\*\*\* | -0.106\*\* | -0.122\*\*\* | -0.236\*\*\* | -0.043\*\*\* | 0.005 | -0.083\*\*\* | -0.118\*\*\* | -0.004 | -0.063\*\*\* | -0.065\*\*\* |
|  | (-0.052 - -0.046) | (-0.105 - -0.054) | (-0.174 - -0.118) | (-0.101 - -0.073) | (-0.348 - 0.198) | (-0.174 - -0.096) | (-0.052 - -0.037) | (-0.191 - -0.021) | (-0.134 - -0.109) | (-0.318 - -0.155) | (-0.065 - -0.021) | (-0.002 - 0.012) | (-0.093 - -0.074) | (-0.159 - -0.076) | (-0.014 - 0.005) | (-0.072 - -0.054) | (-0.085 - -0.045) |
| Upper secondary | 0.102\*\*\* | 0.123\*\*\* | 0.155\*\*\* | 0.075\*\*\* | 0.183\*\*\* | 0.082\*\*\* | 0.091\*\*\* | 0.091\*\*\* | 0.117\*\*\* | 0.036\*\*\* | 0.151\*\*\* | 0.116\*\*\* | 0.053\*\*\* | 0.133\*\*\* | 0.058\*\*\* | 0.093\*\*\* | 0.127\*\*\* |
|  | (0.102 - 0.103) | (0.119 - 0.126) | (0.151 - 0.159) | (0.070 - 0.081) | (0.179 - 0.188) | (0.078 - 0.086) | (0.087 - 0.094) | (0.085 - 0.097) | (0.115 - 0.119) | (0.034 - 0.038) | (0.148 - 0.154) | (0.115 - 0.118) | (0.050 - 0.056) | (0.125 - 0.140) | (0.055 - 0.061) | (0.091 - 0.096) | (0.123 - 0.131) |
| Tertiary | 0.148\*\*\* | 0.176\*\*\* | 0.215\*\*\* | 0.109\*\*\* | 0.260\*\*\* | 0.112\*\*\* | 0.136\*\*\* | 0.157\*\*\* | 0.173\*\*\* | 0.074\*\*\* | 0.233\*\*\* | 0.142\*\*\* | 0.085\*\*\* | 0.168\*\*\* | 0.112\*\*\* | 0.123\*\*\* | 0.173\*\*\* |
|  | (0.147 - 0.149) | (0.172 - 0.180) | (0.211 - 0.218) | (0.103 - 0.114) | (0.256 - 0.265) | (0.107 - 0.116) | (0.134 - 0.139) | (0.151 - 0.163) | (0.171 - 0.175) | (0.071 - 0.076) | (0.230 - 0.236) | (0.140 - 0.144) | (0.082 - 0.088) | (0.161 - 0.176) | (0.109 - 0.115) | (0.120 - 0.125) | (0.169 - 0.177) |
| 35-44 | 0.031\*\*\* | 0.010\*\*\* | 0.016\*\*\* | -0.002 | 0.025\*\*\* | 0.029\*\*\* | 0.008\*\*\* | 0.009\*\*\* | 0.036\*\*\* | 0.033\*\*\* | 0.002 | 0.074\*\*\* | -0.008\*\*\* | 0.007\*\* | -0.004\*\* | 0.034\*\*\* | -0.018\*\*\* |
|  | (0.031 - 0.032) | (0.007 - 0.012) | (0.012 - 0.020) | (-0.005 - 0.002) | (0.023 - 0.028) | (0.024 - 0.033) | (0.005 - 0.012) | (0.004 - 0.014) | (0.034 - 0.038) | (0.031 - 0.036) | (-0.001 - 0.005) | (0.072 - 0.075) | (-0.011 - -0.006) | (0.001 - 0.013) | (-0.007 - -0.000) | (0.032 - 0.036) | (-0.022 - -0.014) |
| 45-60 | -0.048\*\*\* | -0.089\*\*\* | -0.087\*\*\* | -0.046\*\*\* | -0.043\*\*\* | -0.016\*\*\* | -0.067\*\*\* | -0.071\*\*\* | -0.044\*\*\* | -0.073\*\*\* | -0.043\*\*\* | -0.022\*\*\* | -0.074\*\*\* | -0.043\*\*\* | -0.109\*\*\* | -0.010\*\*\* | -0.088\*\*\* |
|  | (-0.049 - -0.047) | (-0.092 - -0.086) | (-0.091 - -0.083) | (-0.050 - -0.043) | (-0.045 - -0.040) | (-0.021 - -0.012) | (-0.071 - -0.064) | (-0.076 - -0.066) | (-0.046 - -0.042) | (-0.076 - -0.070) | (-0.046 - -0.039) | (-0.023 - -0.020) | (-0.077 - -0.072) | (-0.049 - -0.037) | (-0.112 - -0.105) | (-0.012 - -0.008) | (-0.092 - -0.085) |
| single | -0.032\*\*\* | -0.009\*\*\* | -0.028\*\*\* | -0.018\*\*\* | -0.011\*\*\* | -0.021\*\*\* | -0.048\*\*\* | -0.026\*\*\* | -0.009\*\*\* | -0.054\*\*\* | 0.002 | -0.109\*\*\* | 0.016\*\*\* | -0.017\*\*\* | -0.078\*\*\* | 0.010\*\*\* | -0.023\*\*\* |
|  | (-0.033 - -0.031) | (-0.013 - -0.005) | (-0.034 - -0.022) | (-0.024 - -0.013) | (-0.015 - -0.007) | (-0.028 - -0.015) | (-0.055 - -0.041) | (-0.034 - -0.017) | (-0.012 - -0.005) | (-0.060 - -0.048) | (-0.005 - 0.008) | (-0.112 - -0.105) | (0.010 - 0.021) | (-0.025 - -0.008) | (-0.085 - -0.072) | (0.007 - 0.014) | (-0.029 - -0.018) |
| married  | 0.090\*\*\* | 0.076\*\*\* | 0.079\*\*\* | 0.043\*\*\* | 0.102\*\*\* | 0.094\*\*\* | 0.123\*\*\* | 0.090\*\*\* | 0.082\*\*\* | 0.088\*\*\* | 0.160\*\*\* | 0.044\*\*\* | 0.096\*\*\* | 0.080\*\*\* | 0.125\*\*\* | 0.091\*\*\* | 0.108\*\*\* |
|  | (0.089 - 0.091) | (0.072 - 0.079) | (0.074 - 0.084) | (0.039 - 0.048) | (0.098 - 0.106) | (0.088 - 0.099) | (0.116 - 0.129) | (0.083 - 0.098) | (0.079 - 0.084) | (0.083 - 0.094) | (0.154 - 0.166) | (0.041 - 0.046) | (0.091 - 0.101) | (0.073 - 0.088) | (0.119 - 0.131) | (0.087 - 0.094) | (0.102 - 0.113) |
| 2006 |  | 0.007\*\*\* | 0.002 | 0.000 | 0.013\*\*\* | 0.021\*\*\* | 0.010\*\*\* | 0.012\*\* | -0.005\*\* | 0.009\*\*\* | 0.004 | 0.004\*\*\* | -0.002 | 0.027\*\*\* | -0.000 | 0.011\*\*\* | 0.001 |
|  |  | (0.003 - 0.011) | (-0.004 - 0.009) | (-0.006 - 0.007) | (0.006 - 0.020) | (0.013 - 0.028) | (0.005 - 0.014) | (0.003 - 0.022) | (-0.008 - -0.001) | (0.006 - 0.013) | (-0.003 - 0.010) | (0.001 - 0.006) | (-0.006 - 0.002) | (0.018 - 0.035) | (-0.005 - 0.005) | (0.007 - 0.014) | (-0.004 - 0.007) |
| 2007 |  | 0.017\*\*\* | 0.013\*\*\* | 0.011\*\*\* | 0.033\*\*\* | 0.036\*\*\* | 0.014\*\*\* | 0.028\*\*\* | 0.000 | 0.012\*\*\* | -0.002 | 0.007\*\*\* | 0.008\*\*\* | 0.031\*\*\* | -0.002 | 0.024\*\*\* | 0.005\* |
|  |  | (0.013 - 0.021) | (0.007 - 0.019) | (0.005 - 0.018) | (0.027 - 0.040) | (0.030 - 0.043) | (0.009 - 0.018) | (0.019 - 0.037) | (-0.003 - 0.004) | (0.008 - 0.015) | (-0.007 - 0.004) | (0.004 - 0.009) | (0.004 - 0.011) | (0.023 - 0.039) | (-0.007 - 0.003) | (0.021 - 0.028) | (-0.001 - 0.011) |
| 2008 |  | 0.020\*\*\* | 0.018\*\*\* | 0.011\*\*\* | 0.035\*\*\* | 0.038\*\*\* | -0.005\*\* | 0.040\*\*\* | 0.010\*\*\* | 0.014\*\*\* | -0.025\*\*\* | 0.005\*\*\* | 0.022\*\*\* | 0.036\*\*\* | 0.002 | 0.030\*\*\* | 0.007\*\*\* |
|  |  | (0.016 - 0.024) | (0.012 - 0.024) | (0.004 - 0.017) | (0.029 - 0.042) | (0.031 - 0.045) | (-0.010 - -0.001) | (0.032 - 0.049) | (0.007 - 0.014) | (0.011 - 0.018) | (-0.031 - -0.020) | (0.002 - 0.008) | (0.018 - 0.025) | (0.028 - 0.044) | (-0.003 - 0.007) | (0.026 - 0.033) | (0.002 - 0.012) |
| 2009 |  | 0.008\*\*\* | 0.008\*\* | 0.005 | 0.029\*\*\* | -0.007\* | -0.067\*\*\* | 0.019\*\*\* | -0.003\* | -0.005\*\*\* | -0.101\*\*\* | -0.006\*\*\* | 0.015\*\*\* | 0.032\*\*\* | -0.019\*\*\* | 0.010\*\*\* | -0.016\*\*\* |
|  |  | (0.004 - 0.012) | (0.002 - 0.014) | (-0.001 - 0.012) | (0.023 - 0.036) | (-0.014 - 0.000) | (-0.072 - -0.062) | (0.010 - 0.028) | (-0.007 - 0.000) | (-0.009 - -0.002) | (-0.106 - -0.095) | (-0.009 - -0.003) | (0.011 - 0.019) | (0.024 - 0.040) | (-0.024 - -0.014) | (0.006 - 0.014) | (-0.022 - -0.010) |
| 2010 |  | 0.012\*\*\* | 0.013\*\*\* | 0.007\*\* | 0.032\*\*\* | -0.009\*\* | -0.080\*\*\* | 0.022\*\*\* | -0.000 | -0.032\*\*\* | -0.133\*\*\* | -0.011\*\*\* | 0.007\*\*\* | 0.025\*\*\* | -0.028\*\*\* | -0.012\*\*\* | -0.021\*\*\* |
|  |  | (0.008 - 0.016) | (0.007 - 0.020) | (0.001 - 0.013) | (0.025 - 0.039) | (-0.016 - -0.002) | (-0.086 - -0.075) | (0.013 - 0.031) | (-0.004 - 0.003) | (-0.035 - -0.028) | (-0.139 - -0.127) | (-0.014 - -0.009) | (0.003 - 0.011) | (0.016 - 0.033) | (-0.033 - -0.023) | (-0.016 - -0.009) | (-0.028 - -0.015) |
| 2011 |  | 0.021\*\*\* | 0.011\*\*\* | 0.016\*\*\* | 0.041\*\*\* | 0.008\*\* | -0.095\*\*\* | 0.023\*\*\* | 0.007\*\*\* | -0.078\*\*\* | -0.145\*\*\* | -0.011\*\*\* | 0.006\*\*\* | 0.025\*\*\* | -0.042\*\*\* | -0.003\* | -0.017\*\*\* |
|  |  | (0.016 - 0.025) | (0.004 - 0.017) | (0.010 - 0.022) | (0.034 - 0.047) | (0.001 - 0.015) | (-0.101 - -0.090) | (0.014 - 0.032) | (0.003 - 0.010) | (-0.082 - -0.074) | (-0.150 - -0.139) | (-0.013 - -0.008) | (0.002 - 0.010) | (0.016 - 0.033) | (-0.047 - -0.036) | (-0.007 - 0.000) | (-0.023 - -0.010) |
| 2012 |  | 0.020\*\*\* | 0.009\*\*\* | 0.016\*\*\* | 0.051\*\*\* | 0.006\* | -0.128\*\*\* | 0.033\*\*\* | 0.007\*\*\* | -0.133\*\*\* | -0.146\*\*\* | -0.022\*\*\* | -0.001 | 0.031\*\*\* | -0.075\*\*\* | -0.000 | -0.011\*\*\* |
|  |  | (0.016 - 0.024) | (0.002 - 0.015) | (0.010 - 0.021) | (0.048 - 0.054) | (-0.001 - 0.013) | (-0.133 - -0.122) | (0.024 - 0.042) | (0.003 - 0.010) | (-0.138 - -0.129) | (-0.152 - -0.140) | (-0.025 - -0.019) | (-0.006 - 0.003) | (0.022 - 0.039) | (-0.080 - -0.069) | (-0.004 - 0.004) | (-0.018 - -0.005) |
| 2013 |  | 0.014\*\*\* | 0.006\* | 0.010\*\*\* | 0.050\*\*\* | 0.010\*\*\* | -0.137\*\*\* | 0.022\*\*\* | 0.001 | -0.162\*\*\* | -0.124\*\*\* | -0.040\*\*\* | -0.017\*\*\* | 0.027\*\*\* | -0.082\*\*\* | -0.000 | -0.008\*\* |
|  |  | (0.009 - 0.018) | (-0.000 - 0.012) | (0.004 - 0.016) | (0.047 - 0.053) | (0.003 - 0.017) | (-0.142 - -0.131) | (0.012 - 0.031) | (-0.002 - 0.004) | (-0.167 - -0.158) | (-0.130 - -0.118) | (-0.042 - -0.037) | (-0.022 - -0.013) | (0.018 - 0.036) | (-0.088 - -0.076) | (-0.004 - 0.003) | (-0.015 - -0.002) |
| 2014 |  | 0.011\*\*\* | -0.000 | 0.012\*\*\* | 0.051\*\*\* | 0.015\*\*\* | -0.128\*\*\* | 0.013\*\*\* | -0.017\*\*\* | -0.159\*\*\* | -0.105\*\*\* | -0.043\*\*\* | -0.021\*\*\* | 0.026\*\*\* | -0.053\*\*\* | -0.001 | 0.005\* |
|  |  | (0.006 - 0.015) | (-0.007 - 0.006) | (0.006 - 0.018) | (0.048 - 0.054) | (0.008 - 0.022) | (-0.134 - -0.123) | (0.003 - 0.022) | (-0.021 - -0.014) | (-0.164 - -0.155) | (-0.110 - -0.099) | (-0.046 - -0.040) | (-0.026 - -0.017) | (0.018 - 0.035) | (-0.059 - -0.048) | (-0.004 - 0.003) | (-0.001 - 0.012) |
| 2015 |  | 0.014\*\*\* | -0.002 | 0.011\*\*\* | 0.057\*\*\* | 0.022\*\*\* | -0.103\*\*\* | 0.015\*\*\* | -0.018\*\*\* | -0.142\*\*\* | -0.088\*\*\* | -0.036\*\*\* | -0.013\*\*\* | 0.027\*\*\* | -0.040\*\*\* | 0.008\*\*\* | 0.009\*\*\* |
|  |  | (0.010 - 0.018) | (-0.008 - 0.005) | (0.005 - 0.017) | (0.054 - 0.060) | (0.015 - 0.029) | (-0.108 - -0.097) | (0.005 - 0.024) | (-0.021 - -0.015) | (-0.146 - -0.137) | (-0.094 - -0.082) | (-0.039 - -0.033) | (-0.017 - -0.008) | (0.018 - 0.035) | (-0.045 - -0.035) | (0.004 - 0.012) | (0.002 - 0.015) |
| Constant | 0.741\*\*\* | 0.751\*\*\* | 0.700\*\*\* | 0.842\*\*\* | 0.601\*\*\* | 0.748\*\*\* | 0.754\*\*\* | 0.722\*\*\* | 0.709\*\*\* | 0.819\*\*\* | 0.665\*\*\* | 0.744\*\*\* | 0.834\*\*\* | 0.732\*\*\* | 0.797\*\*\* | 0.751\*\*\* | 0.739\*\*\* |
|  | (0.737 - 0.744) | (0.745 - 0.757) | (0.692 - 0.707) | (0.834 - 0.851) | (0.594 - 0.607) | (0.739 - 0.757) | (0.747 - 0.761) | (0.710 - 0.734) | (0.704 - 0.713) | (0.812 - 0.825) | (0.657 - 0.673) | (0.740 - 0.747) | (0.828 - 0.840) | (0.720 - 0.743) | (0.789 - 0.804) | (0.746 - 0.756) | (0.732 - 0.747) |
| Observations | 7,984,801 | 496,525 | 277,586 | 182,475 | 538,076 | 225,896 | 407,336 | 135,707 | 1,039,218 | 691,687 | 526,948 | 1,582,231 | 354,732 | 90,442 | 406,945 | 781,063 | 247,934 |
| R-squared | 0.071 | 0.061 | 0.105 | 0.048 | 0.080 | 0.063 | 0.083 | 0.062 | 0.061 | 0.071 | 0.109 | 0.061 | 0.058 | 0.070 | 0.064 | 0.066 | 0.077 |
| Robust ci in parentheses; \*\*\* p<0.01, \*\* p<0.05, \* p<0.1; TOTAL’s interaction term ‘year#country’ is not presented here due to page limitations. Please contact the author directly to receive the results. |

[Table 11] Full regression table regarding male ethnic penalty in job quality

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variables | TOTAL | AT | BE | CH | DE | DK | ES | FI | FR | GR | IE | IT | NL | NO | PT | SE | UK |
| Eastern Europe | -0.237\*\*\* | -0.254\*\*\* | -0.168\*\*\* | -0.171\*\*\* | -0.094\*\*\* | -0.211\*\*\* | -0.332\*\*\* | -0.072\*\*\* | -0.123\*\*\* | -0.205\*\*\* | -0.231\*\*\* | -0.330\*\*\* | -0.191\*\*\* | -0.294\*\*\* | -0.480\*\*\* | -0.214\*\*\* | -0.252\*\*\* |
|  | (-0.238 - -0.235) | (-0.258 - -0.250) | (-0.179 - -0.158) | (-0.178 - -0.164) | (-0.110 - -0.078) | (-0.226 - -0.196) | (-0.341 - -0.322) | (-0.103 - -0.041) | (-0.131 - -0.115) | (-0.208 - -0.202) | (-0.236 - -0.225) | (-0.333 - -0.327) | (-0.204 - -0.179) | (-0.314 - -0.274) | (-0.494 - -0.466) | (-0.220 - -0.209) | (-0.263 - -0.241) |
| MENA | -0.150\*\*\* | -0.124\*\*\* | -0.163\*\*\* | -0.051\*\*\* | -0.082 | -0.171\*\*\* | -0.125\*\*\* | -0.058 | -0.084\*\*\* | -0.211\*\*\* | -0.034\*\* | -0.239\*\*\* | -0.191\*\*\* | -0.203\*\*\* | -0.207\*\*\* | -0.232\*\*\* | -0.035\*\*\* |
|  | (-0.152 - -0.147) | (-0.142 - -0.106) | (-0.173 - -0.152) | (-0.070 - -0.032) | (-0.225 - 0.061) | (-0.193 - -0.149) | (-0.135 - -0.115) | (-0.131 - 0.015) | (-0.088 - -0.079) | (-0.220 - -0.201) | (-0.061 - -0.007) | (-0.244 - -0.235) | (-0.205 - -0.177) | (-0.235 - -0.171) | (-0.265 - -0.149) | (-0.238 - -0.225) | (-0.057 - -0.012) |
| Sub-Saharan Africa | -0.097\*\*\* | -0.133\*\*\* | -0.069\*\*\* | -0.076\*\*\* | 0.221 | -0.189\*\*\* | -0.123\*\*\* | -0.204\*\*\* | -0.101\*\*\* | -0.071\*\*\* | -0.081\*\*\* | -0.239\*\*\* | -0.118\*\*\* | -0.194\*\*\* | 0.004 | -0.223\*\*\* | -0.028\*\*\* |
|  | (-0.100 - -0.093) | (-0.161 - -0.104) | (-0.083 - -0.056) | (-0.094 - -0.057) | (-0.185 - 0.627) | (-0.228 - -0.151) | (-0.143 - -0.103) | (-0.277 - -0.131) | (-0.108 - -0.093) | (-0.097 - -0.044) | (-0.096 - -0.065) | (-0.246 - -0.232) | (-0.137 - -0.098) | (-0.233 - -0.155) | (-0.003 - 0.012) | (-0.235 - -0.211) | (-0.040 - -0.015) |
| Asia | -0.127\*\*\* | -0.190\*\*\* | -0.068\*\*\* | -0.069\*\*\* | -0.071 | -0.169\*\*\* | -0.015 | -0.038 | -0.049\*\*\* | -0.108\*\*\* | -0.110\*\*\* | -0.213\*\*\* | -0.059\*\*\* | -0.144\*\*\* | -0.021 | -0.141\*\*\* | -0.083\*\*\* |
|  | (-0.131 - -0.124) | (-0.206 - -0.174) | (-0.088 - -0.047) | (-0.084 - -0.055) | (-0.225 - 0.083) | (-0.188 - -0.150) | (-0.046 - 0.015) | (-0.104 - 0.027) | (-0.059 - -0.039) | (-0.116 - -0.101) | (-0.122 - -0.098) | (-0.219 - -0.207) | (-0.074 - -0.044) | (-0.170 - -0.118) | (-0.075 - 0.033) | (-0.152 - -0.131) | (-0.093 - -0.074) |
| South America | -0.116\*\*\* | 0.007 | -0.108\*\*\* | -0.017\* | 0.018 | -0.042\* | -0.162\*\*\* | 0.211\*\*\* | -0.075\*\*\* | -0.063 | -0.109\*\*\* | -0.194\*\*\* | -0.043\*\*\* | -0.116\*\*\* | -0.101\*\*\* | -0.145\*\*\* | -0.064\*\*\* |
|  | (-0.120 - -0.112) | (-0.024 - 0.038) | (-0.137 - -0.078) | (-0.035 - 0.000) | (-0.398 - 0.435) | (-0.089 - 0.004) | (-0.170 - -0.154) | (0.061 - 0.362) | (-0.089 - -0.062) | (-0.146 - 0.020) | (-0.132 - -0.086) | (-0.203 - -0.186) | (-0.055 - -0.031) | (-0.168 - -0.064) | (-0.113 - -0.090) | (-0.156 - -0.133) | (-0.088 - -0.039) |
| Upper secondary | 0.244\*\*\* | 0.171\*\*\* | 0.185\*\*\* | 0.202\*\*\* | 0.167\*\*\* | 0.122\*\*\* | 0.243\*\*\* | 0.055\*\*\* | 0.124\*\*\* | 0.257\*\*\* | 0.155\*\*\* | 0.370\*\*\* | 0.250\*\*\* | 0.098\*\*\* | 0.429\*\*\* | 0.175\*\*\* | 0.122\*\*\* |
|  | (0.243 - 0.245) | (0.167 - 0.175) | (0.180 - 0.190) | (0.196 - 0.209) | (0.162 - 0.172) | (0.117 - 0.128) | (0.240 - 0.247) | (0.045 - 0.065) | (0.121 - 0.126) | (0.255 - 0.260) | (0.151 - 0.158) | (0.368 - 0.372) | (0.246 - 0.254) | (0.089 - 0.108) | (0.424 - 0.433) | (0.172 - 0.178) | (0.116 - 0.127) |
| Tertiary | 0.679\*\*\* | 0.501\*\*\* | 0.673\*\*\* | 0.605\*\*\* | 0.637\*\*\* | 0.609\*\*\* | 0.590\*\*\* | 0.633\*\*\* | 0.632\*\*\* | 0.708\*\*\* | 0.602\*\*\* | 0.756\*\*\* | 0.643\*\*\* | 0.614\*\*\* | 0.777\*\*\* | 0.644\*\*\* | 0.568\*\*\* |
|  | (0.678 - 0.679) | (0.496 - 0.506) | (0.668 - 0.677) | (0.599 - 0.612) | (0.632 - 0.643) | (0.604 - 0.615) | (0.587 - 0.593) | (0.623 - 0.642) | (0.630 - 0.634) | (0.705 - 0.710) | (0.599 - 0.606) | (0.754 - 0.757) | (0.639 - 0.646) | (0.605 - 0.623) | (0.774 - 0.780) | (0.641 - 0.647) | (0.563 - 0.573) |
| 35-44 | 0.034\*\*\* | 0.015\*\*\* | 0.028\*\*\* | 0.029\*\*\* | 0.005\*\*\* | 0.019\*\*\* | 0.041\*\*\* | -0.028\*\*\* | 0.041\*\*\* | 0.049\*\*\* | 0.029\*\*\* | 0.050\*\*\* | 0.052\*\*\* | 0.039\*\*\* | 0.037\*\*\* | 0.045\*\*\* | 0.021\*\*\* |
|  | (0.033 - 0.035) | (0.011 - 0.019) | (0.023 - 0.033) | (0.023 - 0.035) | (0.001 - 0.009) | (0.014 - 0.025) | (0.037 - 0.045) | (-0.037 - -0.019) | (0.038 - 0.043) | (0.046 - 0.052) | (0.025 - 0.033) | (0.048 - 0.052) | (0.048 - 0.056) | (0.031 - 0.048) | (0.033 - 0.040) | (0.042 - 0.048) | (0.016 - 0.026) |
| 45-60 | 0.065\*\*\* | 0.016\*\*\* | 0.079\*\*\* | 0.029\*\*\* | -0.008\*\*\* | 0.007\*\* | 0.096\*\*\* | -0.049\*\*\* | 0.102\*\*\* | 0.091\*\*\* | 0.055\*\*\* | 0.105\*\*\* | 0.071\*\*\* | 0.051\*\*\* | 0.074\*\*\* | 0.043\*\*\* | 0.011\*\*\* |
|  | (0.064 - 0.066) | (0.012 - 0.020) | (0.074 - 0.084) | (0.023 - 0.035) | (-0.012 - -0.005) | (0.001 - 0.012) | (0.091 - 0.100) | (-0.057 - -0.040) | (0.100 - 0.105) | (0.088 - 0.094) | (0.051 - 0.059) | (0.103 - 0.108) | (0.067 - 0.075) | (0.043 - 0.060) | (0.070 - 0.078) | (0.041 - 0.046) | (0.006 - 0.017) |
| single | -0.012\*\*\* | -0.016\*\*\* | -0.004 | 0.038\*\*\* | 0.030\*\*\* | -0.013\*\*\* | -0.021\*\*\* | -0.038\*\*\* | -0.023\*\*\* | -0.034\*\*\* | -0.015\*\*\* | -0.031\*\*\* | 0.009\*\*\* | -0.053\*\*\* | -0.026\*\*\* | -0.032\*\*\* | 0.008\*\* |
|  | (-0.013 - -0.010) | (-0.021 - -0.010) | (-0.011 - 0.003) | (0.030 - 0.046) | (0.025 - 0.035) | (-0.022 - -0.005) | (-0.029 - -0.014) | (-0.051 - -0.026) | (-0.027 - -0.019) | (-0.041 - -0.028) | (-0.023 - -0.008) | (-0.034 - -0.027) | (0.002 - 0.016) | (-0.064 - -0.041) | (-0.033 - -0.020) | (-0.036 - -0.027) | (0.001 - 0.015) |
| married  | 0.017\*\*\* | 0.004 | 0.013\*\*\* | 0.002 | 0.043\*\*\* | 0.046\*\*\* | 0.007\* | 0.026\*\*\* | 0.008\*\*\* | -0.017\*\*\* | 0.022\*\*\* | -0.023\*\*\* | 0.037\*\*\* | 0.014\*\*\* | 0.013\*\*\* | 0.047\*\*\* | 0.062\*\*\* |
|  | (0.015 - 0.018) | (-0.002 - 0.009) | (0.007 - 0.019) | (-0.005 - 0.010) | (0.038 - 0.048) | (0.038 - 0.053) | (-0.000 - 0.014) | (0.015 - 0.038) | (0.005 - 0.012) | (-0.023 - -0.011) | (0.015 - 0.029) | (-0.027 - -0.020) | (0.031 - 0.044) | (0.004 - 0.025) | (0.007 - 0.019) | (0.042 - 0.051) | (0.056 - 0.069) |
| 2006 |  | -0.001 | -0.014\*\*\* | -0.003 | 0.003 | -0.000 | -0.002 | 0.002 | -0.001 | 0.004\* | -0.015\*\*\* | 0.002 | -0.003 | 0.003 | -0.024\*\*\* | 0.006\*\* | 0.009\*\* |
|  |  | (-0.007 - 0.005) | (-0.022 - -0.006) | (-0.013 - 0.008) | (-0.007 - 0.013) | (-0.011 - 0.011) | (-0.008 - 0.004) | (-0.012 - 0.015) | (-0.006 - 0.004) | (-0.000 - 0.009) | (-0.024 - -0.005) | (-0.001 - 0.005) | (-0.009 - 0.003) | (-0.009 - 0.016) | (-0.030 - -0.018) | (0.001 - 0.012) | (0.001 - 0.017) |
| 2007 |  | 0.001 | -0.026\*\*\* | -0.005 | 0.003 | 0.017\*\*\* | 0.009\*\*\* | 0.002 | 0.001 | -0.001 | -0.084\*\*\* | -0.003 | -0.004 | 0.003 | -0.038\*\*\* | 0.011\*\*\* | 0.006 |
|  |  | (-0.005 - 0.008) | (-0.033 - -0.018) | (-0.016 - 0.005) | (-0.007 - 0.013) | (0.008 - 0.027) | (0.003 - 0.014) | (-0.012 - 0.016) | (-0.004 - 0.005) | (-0.005 - 0.004) | (-0.091 - -0.076) | (-0.006 - 0.001) | (-0.010 - 0.002) | (-0.009 - 0.015) | (-0.044 - -0.032) | (0.006 - 0.017) | (-0.002 - 0.013) |
| 2008 |  | 0.005 | -0.022\*\*\* | -0.003 | 0.001 | 0.020\*\*\* | 0.008\*\* | -0.005 | 0.004\* | 0.004\* | -0.084\*\*\* | -0.009\*\*\* | 0.004 | 0.004 | -0.043\*\*\* | 0.011\*\*\* | 0.007\*\* |
|  |  | (-0.001 - 0.011) | (-0.030 - -0.015) | (-0.014 - 0.007) | (-0.009 - 0.011) | (0.010 - 0.030) | (0.002 - 0.013) | (-0.019 - 0.009) | (-0.000 - 0.009) | (-0.001 - 0.008) | (-0.092 - -0.077) | (-0.013 - -0.006) | (-0.001 - 0.010) | (-0.008 - 0.016) | (-0.049 - -0.037) | (0.006 - 0.017) | (0.000 - 0.014) |
| 2009 |  | 0.015\*\*\* | -0.021\*\*\* | -0.003 | 0.003 | 0.039\*\*\* | 0.003 | -0.007 | -0.002 | -0.004\* | -0.062\*\*\* | -0.016\*\*\* | 0.003 | 0.016\*\*\* | -0.044\*\*\* | 0.010\*\*\* | 0.003 |
|  |  | (0.008 - 0.021) | (-0.029 - -0.013) | (-0.013 - 0.008) | (-0.007 - 0.013) | (0.028 - 0.049) | (-0.003 - 0.009) | (-0.022 - 0.007) | (-0.006 - 0.003) | (-0.009 - 0.000) | (-0.069 - -0.054) | (-0.019 - -0.013) | (-0.003 - 0.009) | (0.004 - 0.028) | (-0.050 - -0.038) | (0.005 - 0.016) | (-0.005 - 0.012) |
| 2010 |  | 0.019\*\*\* | -0.033\*\*\* | -0.004 | 0.003 | 0.036\*\*\* | 0.003 | 0.013\* | -0.006\*\*\* | -0.010\*\*\* | -0.058\*\*\* | -0.025\*\*\* | 0.013\*\*\* | 0.010\* | -0.054\*\*\* | 0.001 | -0.002 |
|  |  | (0.013 - 0.026) | (-0.041 - -0.026) | (-0.014 - 0.006) | (-0.008 - 0.013) | (0.026 - 0.046) | (-0.003 - 0.010) | (-0.001 - 0.028) | (-0.011 - -0.002) | (-0.015 - -0.006) | (-0.066 - -0.050) | (-0.028 - -0.021) | (0.007 - 0.020) | (-0.002 - 0.023) | (-0.061 - -0.048) | (-0.004 - 0.007) | (-0.011 - 0.007) |
| 2011 |  | -0.004 | -0.043\*\*\* | 0.011\*\* | 0.022\*\*\* | 0.028\*\*\* | -0.010\*\*\* | -0.034\*\*\* | 0.022\*\*\* | -0.081\*\*\* | -0.097\*\*\* | -0.056\*\*\* | -0.009\*\*\* | 0.054\*\*\* | -0.048\*\*\* | -0.013\*\*\* | 0.016\*\*\* |
|  |  | (-0.010 - 0.003) | (-0.051 - -0.035) | (0.001 - 0.021) | (0.013 - 0.032) | (0.018 - 0.038) | (-0.016 - -0.003) | (-0.048 - -0.020) | (0.017 - 0.026) | (-0.086 - -0.077) | (-0.105 - -0.090) | (-0.060 - -0.053) | (-0.016 - -0.003) | (0.042 - 0.067) | (-0.054 - -0.041) | (-0.018 - -0.007) | (0.007 - 0.024) |
| 2012 |  | -0.001 | -0.046\*\*\* | 0.010\*\* | 0.020\*\*\* | 0.021\*\*\* | -0.022\*\*\* | -0.021\*\*\* | 0.017\*\*\* | -0.091\*\*\* | -0.087\*\*\* | -0.059\*\*\* | -0.022\*\*\* | 0.067\*\*\* | -0.050\*\*\* | -0.006\*\* | 0.021\*\*\* |
|  |  | (-0.008 - 0.005) | (-0.054 - -0.038) | (0.001 - 0.020) | (0.015 - 0.024) | (0.012 - 0.031) | (-0.029 - -0.016) | (-0.035 - -0.007) | (0.013 - 0.021) | (-0.095 - -0.086) | (-0.094 - -0.079) | (-0.062 - -0.055) | (-0.028 - -0.015) | (0.054 - 0.080) | (-0.056 - -0.043) | (-0.011 - -0.001) | (0.012 - 0.029) |
| 2013 |  | -0.002 | -0.056\*\*\* | 0.013\*\*\* | 0.021\*\*\* | 0.017\*\*\* | -0.033\*\*\* | -0.018\*\* | -0.005\*\* | -0.093\*\*\* | -0.099\*\*\* | -0.062\*\*\* | -0.009\*\*\* | 0.060\*\*\* | -0.049\*\*\* | -0.004 | 0.015\*\*\* |
|  |  | (-0.008 - 0.005) | (-0.064 - -0.048) | (0.004 - 0.023) | (0.017 - 0.025) | (0.007 - 0.026) | (-0.040 - -0.027) | (-0.033 - -0.004) | (-0.009 - -0.001) | (-0.098 - -0.088) | (-0.107 - -0.091) | (-0.065 - -0.059) | (-0.015 - -0.002) | (0.047 - 0.072) | (-0.055 - -0.043) | (-0.009 - 0.002) | (0.006 - 0.024) |
| 2014 |  | -0.032\*\*\* | -0.051\*\*\* | 0.021\*\*\* | 0.026\*\*\* | 0.022\*\*\* | -0.038\*\*\* | -0.022\*\*\* | -0.030\*\*\* | -0.114\*\*\* | -0.092\*\*\* | -0.068\*\*\* | -0.016\*\*\* | 0.052\*\*\* | -0.050\*\*\* | 0.000 | 0.011\*\* |
|  |  | (-0.038 - -0.025) | (-0.059 - -0.043) | (0.011 - 0.030) | (0.021 - 0.030) | (0.012 - 0.032) | (-0.045 - -0.032) | (-0.037 - -0.007) | (-0.035 - -0.026) | (-0.119 - -0.109) | (-0.100 - -0.084) | (-0.071 - -0.064) | (-0.022 - -0.009) | (0.039 - 0.065) | (-0.056 - -0.044) | (-0.005 - 0.006) | (0.002 - 0.020) |
| 2015 |  | -0.026\*\*\* | -0.068\*\*\* | 0.018\*\*\* | 0.026\*\*\* | 0.021\*\*\* | -0.048\*\*\* | -0.022\*\*\* | -0.029\*\*\* | -0.120\*\*\* | -0.096\*\*\* | -0.067\*\*\* | -0.024\*\*\* | 0.055\*\*\* | -0.056\*\*\* | 0.010\*\*\* | 0.014\*\*\* |
|  |  | (-0.033 - -0.020) | (-0.076 - -0.060) | (0.009 - 0.028) | (0.022 - 0.030) | (0.011 - 0.030) | (-0.054 - -0.041) | (-0.037 - -0.007) | (-0.033 - -0.024) | (-0.125 - -0.115) | (-0.104 - -0.088) | (-0.071 - -0.064) | (-0.030 - -0.017) | (0.042 - 0.068) | (-0.062 - -0.049) | (0.005 - 0.016) | (0.005 - 0.023) |
| Constant | 0.143\*\*\* | 0.266\*\*\* | 0.230\*\*\* | 0.211\*\*\* | 0.185\*\*\* | 0.227\*\*\* | 0.097\*\*\* | 0.280\*\*\* | 0.208\*\*\* | 0.127\*\*\* | 0.209\*\*\* | 0.179\*\*\* | 0.219\*\*\* | 0.233\*\*\* | 0.169\*\*\* | 0.201\*\*\* | 0.238\*\*\* |
|  | (0.138 - 0.148) | (0.258 - 0.275) | (0.221 - 0.239) | (0.198 - 0.223) | (0.177 - 0.193) | (0.214 - 0.239) | (0.090 - 0.105) | (0.262 - 0.297) | (0.202 - 0.213) | (0.120 - 0.135) | (0.199 - 0.219) | (0.174 - 0.183) | (0.211 - 0.227) | (0.218 - 0.248) | (0.161 - 0.177) | (0.195 - 0.208) | (0.228 - 0.248) |
| Observations | 6,533,048 | 433,327 | 224,175 | 166,617 | 464,122 | 196,972 | 322,308 | 62,324 | 844,957 | 550,607 | 411,469 | 1,249,923 | 315,747 | 79,207 | 323,610 | 677,368 | 210,315 |
| R-squared | 0.279 | 0.138 | 0.324 | 0.252 | 0.227 | 0.266 | 0.289 | 0.332 | 0.261 | 0.344 | 0.270 | 0.314 | 0.273 | 0.289 | 0.339 | 0.249 | 0.243 |
| Robust ci in parentheses; \*\*\* p<0.01, \*\* p<0.05, \* p<0.1; TOTAL’s interaction term ‘year#country’ is not presented here due to page limitations. Please contact the author directly to receive the results. |

[Table 12] Full regression table regarding female ethnic penalty in employment

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variables | TOTAL | AT | BE | CH | DE | DK | ES | FI | FR | GR | IE | IT | NL | NO | PT | SE | UK |
| Eastern Europe | -0.068\*\*\* | -0.107\*\*\* | -0.219\*\*\* | -0.120\*\*\* | -0.102\*\*\* | -0.204\*\*\* | -0.014\*\* | -0.150\*\*\* | -0.252\*\*\* | 0.004\* | -0.029\*\*\* | -0.003\* | -0.239\*\*\* | -0.098\*\*\* | -0.077\*\*\* | -0.157\*\*\* | -0.056\*\*\* |
|  | (-0.069 - -0.066) | (-0.112 - -0.103) | (-0.228 - -0.210) | (-0.127 - -0.113) | (-0.119 - -0.086) | (-0.217 - -0.192) | (-0.027 - -0.001) | (-0.167 - -0.133) | (-0.260 - -0.245) | (-0.001 - 0.009) | (-0.034 - -0.023) | (-0.007 - 0.000) | (-0.250 - -0.229) | (-0.116 - -0.080) | (-0.092 - -0.062) | (-0.162 - -0.152) | (-0.067 - -0.046) |
| MENA | -0.246\*\*\* | -0.342\*\*\* | -0.345\*\*\* | -0.231\*\*\* | -0.260\*\*\* | -0.413\*\*\* | -0.220\*\*\* | -0.417\*\*\* | -0.230\*\*\* | -0.030\*\*\* | -0.398\*\*\* | -0.186\*\*\* | -0.380\*\*\* | -0.291\*\*\* | -0.228\*\*\* | -0.331\*\*\* | -0.392\*\*\* |
|  | (-0.249 - -0.244) | (-0.360 - -0.323) | (-0.354 - -0.335) | (-0.251 - -0.211) | (-0.387 - -0.133) | (-0.432 - -0.393) | (-0.232 - -0.207) | (-0.467 - -0.367) | (-0.234 - -0.226) | (-0.041 - -0.018) | (-0.424 - -0.372) | (-0.193 - -0.180) | (-0.393 - -0.367) | (-0.325 - -0.258) | (-0.298 - -0.158) | (-0.337 - -0.325) | (-0.414 - -0.369) |
| Sub-Saharan Africa | -0.101\*\*\* | -0.128\*\*\* | -0.172\*\*\* | -0.123\*\*\* | -0.084 | -0.233\*\*\* | -0.125\*\*\* | -0.335\*\*\* | -0.118\*\*\* | 0.027 | -0.221\*\*\* | 0.022\*\*\* | -0.199\*\*\* | -0.231\*\*\* | 0.028\*\*\* | -0.244\*\*\* | -0.108\*\*\* |
|  | (-0.105 - -0.098) | (-0.161 - -0.096) | (-0.184 - -0.160) | (-0.139 - -0.106) | (-0.795 - 0.627) | (-0.263 - -0.204) | (-0.158 - -0.092) | (-0.395 - -0.275) | (-0.124 - -0.112) | (-0.016 - 0.070) | (-0.233 - -0.209) | (0.012 - 0.033) | (-0.219 - -0.179) | (-0.267 - -0.195) | (0.021 - 0.034) | (-0.255 - -0.233) | (-0.119 - -0.098) |
| Asia | -0.127\*\*\* | -0.156\*\*\* | -0.194\*\*\* | -0.166\*\*\* | -0.143\* | -0.146\*\*\* | 0.041\*\* | -0.215\*\*\* | -0.167\*\*\* | 0.030\*\* | -0.092\*\*\* | 0.006 | -0.152\*\*\* | -0.133\*\*\* | -0.146\*\*\* | -0.168\*\*\* | -0.242\*\*\* |
|  | (-0.130 - -0.124) | (-0.170 - -0.142) | (-0.211 - -0.177) | (-0.180 - -0.153) | (-0.286 - 0.000) | (-0.160 - -0.133) | (0.009 - 0.073) | (-0.247 - -0.183) | (-0.176 - -0.158) | (0.004 - 0.057) | (-0.102 - -0.082) | (-0.001 - 0.013) | (-0.164 - -0.140) | (-0.151 - -0.114) | (-0.190 - -0.102) | (-0.174 - -0.161) | (-0.250 - -0.234) |
| South America | -0.056\*\*\* | -0.148\*\*\* | -0.155\*\*\* | -0.162\*\*\* | \_ | -0.122\*\*\* | 0.047\*\*\* | -0.123\*\*\* | -0.237\*\*\* | -0.204\*\*\* | -0.142\*\*\* | 0.015\*\*\* | -0.090\*\*\* | -0.117\*\*\* | -0.066\*\*\* | -0.105\*\*\* | -0.084\*\*\* |
|  | (-0.059 - -0.053) | (-0.172 - -0.125) | (-0.178 - -0.132) | (-0.175 - -0.149) |  | (-0.157 - -0.088) | (0.040 - 0.054) | (-0.212 - -0.035) | (-0.247 - -0.227) | (-0.253 - -0.155) | (-0.165 - -0.119) | (0.009 - 0.022) | (-0.099 - -0.081) | (-0.156 - -0.078) | (-0.076 - -0.055) | (-0.115 - -0.096) | (-0.104 - -0.065) |
| Upper secondary | 0.196\*\*\* | 0.148\*\*\* | 0.217\*\*\* | 0.080\*\*\* | 0.198\*\*\* | 0.130\*\*\* | 0.187\*\*\* | 0.144\*\*\* | 0.171\*\*\* | 0.084\*\*\* | 0.228\*\*\* | 0.267\*\*\* | 0.177\*\*\* | 0.165\*\*\* | 0.148\*\*\* | 0.155\*\*\* | 0.194\*\*\* |
|  | (0.196 - 0.197) | (0.145 - 0.152) | (0.213 - 0.222) | (0.074 - 0.085) | (0.193 - 0.202) | (0.125 - 0.134) | (0.183 - 0.191) | (0.136 - 0.152) | (0.169 - 0.174) | (0.082 - 0.087) | (0.224 - 0.231) | (0.265 - 0.269) | (0.173 - 0.181) | (0.156 - 0.174) | (0.144 - 0.152) | (0.153 - 0.158) | (0.190 - 0.199) |
| Tertiary | 0.304\*\*\* | 0.230\*\*\* | 0.351\*\*\* | 0.124\*\*\* | 0.294\*\*\* | 0.187\*\*\* | 0.322\*\*\* | 0.227\*\*\* | 0.276\*\*\* | 0.295\*\*\* | 0.403\*\*\* | 0.383\*\*\* | 0.259\*\*\* | 0.255\*\*\* | 0.227\*\*\* | 0.226\*\*\* | 0.290\*\*\* |
|  | (0.303 - 0.305) | (0.226 - 0.233) | (0.347 - 0.355) | (0.118 - 0.130) | (0.289 - 0.298) | (0.182 - 0.191) | (0.319 - 0.326) | (0.219 - 0.235) | (0.274 - 0.278) | (0.292 - 0.298) | (0.400 - 0.407) | (0.381 - 0.385) | (0.255 - 0.262) | (0.247 - 0.264) | (0.224 - 0.230) | (0.223 - 0.228) | (0.285 - 0.294) |
| 35-44 | 0.063\*\*\* | 0.066\*\*\* | 0.034\*\*\* | 0.009\*\*\* | 0.058\*\*\* | 0.059\*\*\* | 0.030\*\*\* | 0.111\*\*\* | 0.087\*\*\* | 0.078\*\*\* | -0.018\*\*\* | 0.123\*\*\* | -0.007\*\*\* | 0.042\*\*\* | 0.039\*\*\* | 0.062\*\*\* | 0.042\*\*\* |
|  | (0.062 - 0.064) | (0.063 - 0.069) | (0.030 - 0.038) | (0.004 - 0.014) | (0.055 - 0.061) | (0.054 - 0.063) | (0.026 - 0.034) | (0.104 - 0.117) | (0.085 - 0.090) | (0.075 - 0.082) | (-0.021 - -0.015) | (0.121 - 0.125) | (-0.010 - -0.004) | (0.035 - 0.048) | (0.035 - 0.042) | (0.060 - 0.064) | (0.037 - 0.046) |
| 45-60 | 0.020\*\*\* | -0.034\*\*\* | -0.078\*\*\* | 0.001 | 0.033\*\*\* | 0.047\*\*\* | -0.029\*\*\* | 0.127\*\*\* | 0.072\*\*\* | -0.020\*\*\* | -0.014\*\*\* | 0.076\*\*\* | -0.078\*\*\* | 0.015\*\*\* | -0.073\*\*\* | 0.050\*\*\* | 0.042\*\*\* |
|  | (0.019 - 0.021) | (-0.037 - -0.031) | (-0.083 - -0.074) | (-0.004 - 0.006) | (0.030 - 0.036) | (0.042 - 0.051) | (-0.033 - -0.025) | (0.121 - 0.133) | (0.069 - 0.074) | (-0.023 - -0.016) | (-0.018 - -0.011) | (0.074 - 0.078) | (-0.082 - -0.075) | (0.008 - 0.022) | (-0.076 - -0.069) | (0.048 - 0.052) | (0.037 - 0.046) |
| single | -0.000 | 0.042\*\*\* | 0.002 | 0.033\*\*\* | 0.034\*\*\* | 0.007\*\* | -0.026\*\*\* | 0.012\*\*\* | 0.004\*\*\* | 0.005\*\* | 0.035\*\*\* | -0.053\*\*\* | 0.040\*\*\* | 0.009\*\* | -0.077\*\*\* | 0.030\*\*\* | 0.018\*\*\* |
|  | (-0.001 - 0.001) | (0.038 - 0.046) | (-0.004 - 0.007) | (0.027 - 0.038) | (0.030 - 0.037) | (0.001 - 0.013) | (-0.031 - -0.020) | (0.004 - 0.019) | (0.001 - 0.007) | (0.000 - 0.010) | (0.030 - 0.040) | (-0.056 - -0.050) | (0.035 - 0.045) | (0.000 - 0.018) | (-0.082 - -0.072) | (0.027 - 0.033) | (0.012 - 0.023) |
| married  | -0.036\*\*\* | -0.011\*\*\* | -0.014\*\*\* | -0.096\*\*\* | -0.023\*\*\* | 0.073\*\*\* | -0.103\*\*\* | 0.013\*\*\* | -0.019\*\*\* | -0.047\*\*\* | -0.019\*\*\* | -0.133\*\*\* | 0.017\*\*\* | 0.041\*\*\* | -0.025\*\*\* | 0.062\*\*\* | 0.027\*\*\* |
|  | (-0.037 - -0.035) | (-0.014 - -0.007) | (-0.018 - -0.009) | (-0.101 - -0.091) | (-0.027 - -0.020) | (0.068 - 0.078) | (-0.108 - -0.098) | (0.007 - 0.020) | (-0.021 - -0.016) | (-0.051 - -0.043) | (-0.023 - -0.014) | (-0.136 - -0.131) | (0.012 - 0.021) | (0.034 - 0.049) | (-0.029 - -0.021) | (0.059 - 0.065) | (0.023 - 0.031) |
| 2006 |  | 0.013\*\*\* | 0.004 | -0.002 | 0.022\*\*\* | 0.022\*\*\* | 0.014\*\*\* | 0.010\* | -0.001 | 0.016\*\*\* | -0.000 | 0.007\*\*\* | 0.001 | 0.020\*\*\* | 0.001 | 0.016\*\*\* | -0.003 |
|  |  | (0.008 - 0.018) | (-0.003 - 0.011) | (-0.012 - 0.007) | (0.013 - 0.031) | (0.013 - 0.030) | (0.008 - 0.020) | (-0.000 - 0.021) | (-0.005 - 0.003) | (0.012 - 0.021) | (-0.009 - 0.008) | (0.004 - 0.010) | (-0.004 - 0.006) | (0.010 - 0.030) | (-0.005 - 0.007) | (0.012 - 0.020) | (-0.009 - 0.004) |
| 2007 |  | 0.027\*\*\* | 0.021\*\*\* | 0.004 | 0.029\*\*\* | 0.050\*\*\* | 0.038\*\*\* | 0.021\*\*\* | 0.012\*\*\* | 0.022\*\*\* | 0.006 | 0.009\*\*\* | 0.021\*\*\* | 0.038\*\*\* | 0.005\* | 0.031\*\*\* | -0.005 |
|  |  | (0.022 - 0.032) | (0.014 - 0.028) | (-0.005 - 0.014) | (0.020 - 0.038) | (0.043 - 0.058) | (0.032 - 0.044) | (0.011 - 0.031) | (0.008 - 0.017) | (0.017 - 0.027) | (-0.001 - 0.013) | (0.006 - 0.012) | (0.016 - 0.027) | (0.028 - 0.048) | (-0.001 - 0.011) | (0.027 - 0.035) | (-0.012 - 0.002) |
| 2008 |  | 0.038\*\*\* | 0.034\*\*\* | 0.020\*\*\* | 0.034\*\*\* | 0.060\*\*\* | 0.044\*\*\* | 0.030\*\*\* | 0.022\*\*\* | 0.026\*\*\* | -0.001 | 0.012\*\*\* | 0.043\*\*\* | 0.044\*\*\* | 0.007\*\* | 0.037\*\*\* | -0.003 |
|  |  | (0.032 - 0.043) | (0.027 - 0.041) | (0.011 - 0.029) | (0.025 - 0.043) | (0.053 - 0.067) | (0.038 - 0.050) | (0.020 - 0.040) | (0.017 - 0.026) | (0.021 - 0.031) | (-0.008 - 0.006) | (0.008 - 0.015) | (0.038 - 0.048) | (0.034 - 0.053) | (0.001 - 0.013) | (0.033 - 0.041) | (-0.009 - 0.003) |
| 2009 |  | 0.047\*\*\* | 0.036\*\*\* | 0.022\*\*\* | 0.042\*\*\* | 0.034\*\*\* | 0.023\*\*\* | 0.023\*\*\* | 0.018\*\*\* | 0.028\*\*\* | -0.025\*\*\* | 0.007\*\*\* | 0.046\*\*\* | 0.048\*\*\* | 0.003 | 0.024\*\*\* | -0.018\*\*\* |
|  |  | (0.042 - 0.053) | (0.029 - 0.043) | (0.013 - 0.031) | (0.034 - 0.051) | (0.027 - 0.042) | (0.017 - 0.029) | (0.013 - 0.033) | (0.014 - 0.022) | (0.023 - 0.033) | (-0.032 - -0.018) | (0.003 - 0.010) | (0.041 - 0.052) | (0.038 - 0.057) | (-0.003 - 0.009) | (0.020 - 0.028) | (-0.025 - -0.010) |
| 2010 |  | 0.051\*\*\* | 0.043\*\*\* | 0.028\*\*\* | 0.044\*\*\* | 0.027\*\*\* | 0.021\*\*\* | 0.021\*\*\* | 0.020\*\*\* | 0.021\*\*\* | -0.041\*\*\* | 0.006\*\*\* | 0.056\*\*\* | 0.038\*\*\* | -0.001 | 0.001 | -0.015\*\*\* |
|  |  | (0.046 - 0.056) | (0.036 - 0.050) | (0.019 - 0.036) | (0.035 - 0.053) | (0.020 - 0.035) | (0.015 - 0.027) | (0.011 - 0.031) | (0.016 - 0.024) | (0.016 - 0.026) | (-0.049 - -0.034) | (0.002 - 0.009) | (0.051 - 0.062) | (0.028 - 0.048) | (-0.007 - 0.005) | (-0.003 - 0.005) | (-0.023 - -0.008) |
| 2011 |  | 0.055\*\*\* | 0.045\*\*\* | 0.036\*\*\* | 0.059\*\*\* | 0.023\*\*\* | 0.014\*\*\* | 0.016\*\*\* | 0.024\*\*\* | -0.013\*\*\* | -0.051\*\*\* | 0.006\*\*\* | 0.051\*\*\* | 0.048\*\*\* | -0.008\*\*\* | 0.010\*\*\* | -0.022\*\*\* |
|  |  | (0.050 - 0.060) | (0.037 - 0.052) | (0.027 - 0.044) | (0.050 - 0.067) | (0.016 - 0.031) | (0.008 - 0.020) | (0.006 - 0.026) | (0.020 - 0.028) | (-0.018 - -0.008) | (-0.059 - -0.044) | (0.003 - 0.009) | (0.046 - 0.057) | (0.038 - 0.058) | (-0.014 - -0.002) | (0.006 - 0.014) | (-0.030 - -0.015) |
| 2012 |  | 0.064\*\*\* | 0.046\*\*\* | 0.044\*\*\* | 0.065\*\*\* | 0.022\*\*\* | -0.000 | 0.025\*\*\* | 0.025\*\*\* | -0.053\*\*\* | -0.056\*\*\* | 0.004\*\* | 0.054\*\*\* | 0.045\*\*\* | -0.028\*\*\* | 0.014\*\*\* | -0.022\*\*\* |
|  |  | (0.059 - 0.070) | (0.038 - 0.053) | (0.036 - 0.052) | (0.061 - 0.068) | (0.014 - 0.029) | (-0.006 - 0.006) | (0.015 - 0.035) | (0.021 - 0.029) | (-0.058 - -0.047) | (-0.063 - -0.049) | (0.001 - 0.007) | (0.049 - 0.060) | (0.035 - 0.055) | (-0.034 - -0.022) | (0.010 - 0.018) | (-0.030 - -0.014) |
| 2013 |  | 0.067\*\*\* | 0.047\*\*\* | 0.044\*\*\* | 0.070\*\*\* | 0.023\*\*\* | -0.014\*\*\* | 0.009\* | 0.022\*\*\* | -0.074\*\*\* | -0.052\*\*\* | -0.006\*\*\* | 0.039\*\*\* | 0.039\*\*\* | -0.035\*\*\* | 0.012\*\*\* | -0.019\*\*\* |
|  |  | (0.062 - 0.072) | (0.039 - 0.054) | (0.035 - 0.052) | (0.066 - 0.074) | (0.015 - 0.031) | (-0.020 - -0.008) | (-0.001 - 0.019) | (0.018 - 0.026) | (-0.079 - -0.069) | (-0.060 - -0.045) | (-0.009 - -0.003) | (0.033 - 0.045) | (0.029 - 0.049) | (-0.041 - -0.028) | (0.008 - 0.016) | (-0.027 - -0.012) |
| 2014 |  | 0.064\*\*\* | 0.054\*\*\* | 0.050\*\*\* | 0.078\*\*\* | 0.015\*\*\* | -0.005\* | 0.011\*\* | -0.001 | -0.068\*\*\* | -0.047\*\*\* | -0.008\*\*\* | 0.035\*\*\* | 0.043\*\*\* | -0.022\*\*\* | 0.014\*\*\* | -0.011\*\*\* |
|  |  | (0.058 - 0.069) | (0.047 - 0.062) | (0.041 - 0.058) | (0.074 - 0.081) | (0.007 - 0.023) | (-0.011 - 0.001) | (0.001 - 0.021) | (-0.005 - 0.003) | (-0.073 - -0.062) | (-0.054 - -0.039) | (-0.011 - -0.004) | (0.029 - 0.041) | (0.032 - 0.053) | (-0.028 - -0.016) | (0.010 - 0.018) | (-0.019 - -0.004) |
| 2015 |  | 0.070\*\*\* | 0.051\*\*\* | 0.056\*\*\* | 0.083\*\*\* | 0.017\*\*\* | 0.000 | 0.003 | -0.003 | -0.058\*\*\* | -0.036\*\*\* | -0.006\*\*\* | 0.037\*\*\* | 0.034\*\*\* | -0.005\* | 0.025\*\*\* | -0.009\*\* |
|  |  | (0.065 - 0.076) | (0.043 - 0.058) | (0.048 - 0.064) | (0.079 - 0.087) | (0.010 - 0.025) | (-0.006 - 0.006) | (-0.008 - 0.013) | (-0.007 - 0.001) | (-0.063 - -0.052) | (-0.043 - -0.029) | (-0.010 - -0.003) | (0.031 - 0.043) | (0.024 - 0.045) | (-0.011 - 0.001) | (0.021 - 0.029) | (-0.017 - -0.001) |
| Constant | 0.545\*\*\* | 0.586\*\*\* | 0.505\*\*\* | 0.746\*\*\* | 0.504\*\*\* | 0.596\*\*\* | 0.512\*\*\* | 0.524\*\*\* | 0.526\*\*\* | 0.468\*\*\* | 0.450\*\*\* | 0.410\*\*\* | 0.616\*\*\* | 0.587\*\*\* | 0.690\*\*\* | 0.600\*\*\* | 0.538\*\*\* |
|  | (0.541 - 0.549) | (0.580 - 0.592) | (0.497 - 0.513) | (0.736 - 0.756) | (0.498 - 0.510) | (0.587 - 0.605) | (0.506 - 0.519) | (0.511 - 0.537) | (0.522 - 0.531) | (0.462 - 0.474) | (0.442 - 0.458) | (0.406 - 0.413) | (0.610 - 0.622) | (0.575 - 0.600) | (0.684 - 0.697) | (0.595 - 0.605) | (0.531 - 0.546) |
| Observations | 8,428,997 | 517,921 | 287,770 | 201,462 | 534,876 | 255,325 | 426,548 | 139,134 | 1,120,839 | 717,554 | 555,933 | 1,682,572 | 372,106 | 90,249 | 444,642 | 805,038 | 277,028 |
| R-squared | 0.126 | 0.069 | 0.160 | 0.067 | 0.053 | 0.068 | 0.112 | 0.060 | 0.090 | 0.070 | 0.113 | 0.112 | 0.101 | 0.075 | 0.056 | 0.098 | 0.088 |
| Robust ci in parentheses; \*\*\* p<0.01, \*\* p<0.05, \* p<0.1; TOTAL’s interaction term ‘year#country’ is not presented here due to page limitations. Please contact the author directly to receive the results. |

[Table 13] Full regression table regarding female ethnic penalty in job quality

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variables | TOTAL | AT | BE | CH | DE | DK | ES | FI | FR | GR | IE | IT | NL | NO | PT | SE | UK |
| Eastern Europe | -0.305\*\*\* | -0.245\*\*\* | -0.223\*\*\* | -0.208\*\*\* | -0.108\*\*\* | -0.215\*\*\* | -0.372\*\*\* | -0.150\*\*\* | -0.157\*\*\* | -0.315\*\*\* | -0.386\*\*\* | -0.452\*\*\* | -0.164\*\*\* | -0.230\*\*\* | -0.496\*\*\* | -0.184\*\*\* | -0.269\*\*\* |
|  | (-0.306 - -0.303) | (-0.249 - -0.240) | (-0.234 - -0.212) | (-0.216 - -0.201) | (-0.129 - -0.088) | (-0.229 - -0.201) | (-0.384 - -0.361) | (-0.178 - -0.123) | (-0.166 - -0.147) | (-0.319 - -0.310) | (-0.393 - -0.380) | (-0.455 - -0.448) | (-0.178 - -0.150) | (-0.252 - -0.208) | (-0.511 - -0.480) | (-0.189 - -0.178) | (-0.282 - -0.256) |
| MENA | -0.159\*\*\* | -0.222\*\*\* | -0.175\*\*\* | -0.112\*\*\* | -0.117 | -0.204\*\*\* | -0.146\*\*\* | -0.081 | -0.083\*\*\* | -0.417\*\*\* | -0.138\*\*\* | -0.292\*\*\* | -0.148\*\*\* | -0.198\*\*\* | -0.247\*\*\* | -0.225\*\*\* | -0.036\*\* |
|  | (-0.163 - -0.156) | (-0.249 - -0.194) | (-0.190 - -0.160) | (-0.134 - -0.089) | (-0.298 - 0.064) | (-0.232 - -0.176) | (-0.165 - -0.127) | (-0.200 - 0.038) | (-0.088 - -0.078) | (-0.430 - -0.405) | (-0.182 - -0.095) | (-0.302 - -0.282) | (-0.167 - -0.128) | (-0.237 - -0.158) | (-0.340 - -0.154) | (-0.233 - -0.217) | (-0.070 - -0.003) |
| Sub-Saharan Africa | -0.138\*\*\* | -0.191\*\*\* | -0.110\*\*\* | -0.204\*\*\* | -0.328\*\*\* | -0.248\*\*\* | -0.136\*\*\* | -0.168\*\*\* | -0.168\*\*\* | -0.083\*\*\* | -0.218\*\*\* | -0.276\*\*\* | -0.147\*\*\* | -0.178\*\*\* | -0.002 | -0.293\*\*\* | -0.071\*\*\* |
|  | (-0.142 - -0.134) | (-0.225 - -0.157) | (-0.123 - -0.097) | (-0.223 - -0.185) | (-0.335 - -0.322) | (-0.283 - -0.214) | (-0.174 - -0.098) | (-0.271 - -0.066) | (-0.175 - -0.162) | (-0.127 - -0.039) | (-0.236 - -0.201) | (-0.287 - -0.265) | (-0.170 - -0.124) | (-0.217 - -0.140) | (-0.009 - 0.004) | (-0.305 - -0.281) | (-0.083 - -0.058) |
| Asia | -0.192\*\*\* | -0.223\*\*\* | -0.175\*\*\* | -0.123\*\*\* | -0.051 | -0.244\*\*\* | -0.149\*\*\* | -0.205\*\*\* | -0.109\*\*\* | -0.285\*\*\* | -0.096\*\*\* | -0.332\*\*\* | -0.122\*\*\* | -0.261\*\*\* | -0.006 | -0.225\*\*\* | -0.120\*\*\* |
|  | (-0.195 - -0.188) | (-0.239 - -0.207) | (-0.195 - -0.155) | (-0.138 - -0.108) | (-0.184 - 0.082) | (-0.258 - -0.229) | (-0.184 - -0.115) | (-0.259 - -0.152) | (-0.120 - -0.098) | (-0.306 - -0.264) | (-0.108 - -0.085) | (-0.340 - -0.323) | (-0.137 - -0.108) | (-0.282 - -0.240) | (-0.056 - 0.044) | (-0.233 - -0.218) | (-0.131 - -0.109) |
| South America | -0.210\*\*\* | -0.169\*\*\* | -0.195\*\*\* | -0.185\*\*\* | - | -0.099\*\*\* | -0.232\*\*\* | 0.010 | -0.147\*\*\* | -0.185\*\*\* | -0.314\*\*\* | -0.330\*\*\* | -0.050\*\*\* | -0.176\*\*\* | -0.193\*\*\* | -0.185\*\*\* | -0.101\*\*\* |
|  | (-0.213 - -0.206) | (-0.195 - -0.143) | (-0.219 - -0.170) | (-0.199 - -0.170) |  | (-0.137 - -0.061) | (-0.239 - -0.225) | (-0.139 - 0.159) | (-0.159 - -0.135) | (-0.263 - -0.108) | (-0.342 - -0.285) | (-0.336 - -0.323) | (-0.060 - -0.039) | (-0.220 - -0.131) | (-0.204 - -0.182) | (-0.196 - -0.174) | (-0.123 - -0.078) |
| Upper secondary | 0.333\*\*\* | 0.338\*\*\* | 0.267\*\*\* | 0.379\*\*\* | 0.333\*\*\* | 0.227\*\*\* | 0.285\*\*\* | -0.002 | 0.240\*\*\* | 0.379\*\*\* | 0.320\*\*\* | 0.470\*\*\* | 0.277\*\*\* | 0.140\*\*\* | 0.472\*\*\* | 0.215\*\*\* | 0.136\*\*\* |
|  | (0.332 - 0.334) | (0.334 - 0.341) | (0.261 - 0.273) | (0.373 - 0.386) | (0.328 - 0.339) | (0.221 - 0.233) | (0.280 - 0.289) | (-0.016 - 0.011) | (0.237 - 0.242) | (0.376 - 0.382) | (0.315 - 0.324) | (0.468 - 0.472) | (0.273 - 0.282) | (0.129 - 0.150) | (0.467 - 0.476) | (0.211 - 0.218) | (0.130 - 0.142) |
| Tertiary | 0.690\*\*\* | 0.665\*\*\* | 0.690\*\*\* | 0.645\*\*\* | 0.616\*\*\* | 0.609\*\*\* | 0.680\*\*\* | 0.575\*\*\* | 0.677\*\*\* | 0.778\*\*\* | 0.612\*\*\* | 0.718\*\*\* | 0.550\*\*\* | 0.653\*\*\* | 0.810\*\*\* | 0.669\*\*\* | 0.437\*\*\* |
|  | (0.689 - 0.690) | (0.661 - 0.669) | (0.685 - 0.695) | (0.639 - 0.651) | (0.611 - 0.621) | (0.604 - 0.615) | (0.676 - 0.683) | (0.563 - 0.588) | (0.674 - 0.679) | (0.776 - 0.781) | (0.607 - 0.616) | (0.716 - 0.720) | (0.546 - 0.555) | (0.644 - 0.663) | (0.808 - 0.813) | (0.665 - 0.672) | (0.432 - 0.443) |
| 35-44 | 0.032\*\*\* | -0.004\*\* | 0.014\*\*\* | 0.019\*\*\* | -0.000 | 0.033\*\*\* | 0.034\*\*\* | 0.000 | 0.033\*\*\* | 0.036\*\*\* | 0.029\*\*\* | 0.054\*\*\* | 0.028\*\*\* | 0.060\*\*\* | 0.052\*\*\* | 0.059\*\*\* | 0.004\* |
|  | (0.031 - 0.033) | (-0.008 - -0.001) | (0.010 - 0.019) | (0.013 - 0.025) | (-0.004 - 0.003) | (0.028 - 0.038) | (0.030 - 0.038) | (-0.009 - 0.009) | (0.031 - 0.036) | (0.032 - 0.039) | (0.025 - 0.032) | (0.051 - 0.056) | (0.024 - 0.033) | (0.052 - 0.067) | (0.048 - 0.056) | (0.057 - 0.062) | (-0.001 - 0.010) |
| 45-60 | 0.054\*\*\* | -0.016\*\*\* | 0.060\*\*\* | 0.013\*\*\* | -0.017\*\*\* | 0.032\*\*\* | 0.066\*\*\* | 0.013\*\*\* | 0.093\*\*\* | 0.044\*\*\* | 0.044\*\*\* | 0.105\*\*\* | 0.031\*\*\* | 0.074\*\*\* | 0.075\*\*\* | 0.067\*\*\* | 0.008\*\*\* |
|  | (0.053 - 0.055) | (-0.019 - -0.012) | (0.055 - 0.064) | (0.007 - 0.019) | (-0.021 - -0.014) | (0.027 - 0.037) | (0.062 - 0.071) | (0.005 - 0.022) | (0.090 - 0.095) | (0.040 - 0.047) | (0.040 - 0.048) | (0.102 - 0.107) | (0.027 - 0.035) | (0.066 - 0.082) | (0.071 - 0.078) | (0.065 - 0.070) | (0.003 - 0.014) |
| single | 0.015\*\*\* | 0.029\*\*\* | 0.015\*\*\* | 0.050\*\*\* | 0.050\*\*\* | -0.006\* | 0.033\*\*\* | -0.017\*\*\* | 0.006\*\*\* | 0.018\*\*\* | 0.034\*\*\* | 0.025\*\*\* | 0.021\*\*\* | -0.022\*\*\* | -0.000 | -0.013\*\*\* | 0.026\*\*\* |
|  | (0.014 - 0.016) | (0.024 - 0.034) | (0.009 - 0.021) | (0.043 - 0.057) | (0.046 - 0.055) | (-0.013 - 0.001) | (0.027 - 0.039) | (-0.028 - -0.006) | (0.002 - 0.009) | (0.013 - 0.023) | (0.028 - 0.040) | (0.022 - 0.028) | (0.015 - 0.027) | (-0.033 - -0.012) | (-0.005 - 0.005) | (-0.016 - -0.009) | (0.020 - 0.033) |
| married  | 0.015\*\*\* | -0.027\*\*\* | -0.001 | -0.028\*\*\* | 0.020\*\*\* | 0.013\*\*\* | 0.038\*\*\* | -0.014\*\*\* | -0.011\*\*\* | -0.012\*\*\* | 0.073\*\*\* | 0.036\*\*\* | 0.006\*\* | -0.010\*\* | 0.011\*\*\* | 0.027\*\*\* | 0.046\*\*\* |
|  | (0.014 - 0.016) | (-0.031 - -0.022) | (-0.006 - 0.004) | (-0.034 - -0.021) | (0.015 - 0.024) | (0.007 - 0.019) | (0.033 - 0.043) | (-0.023 - -0.004) | (-0.014 - -0.009) | (-0.016 - -0.007) | (0.067 - 0.078) | (0.034 - 0.039) | (0.001 - 0.012) | (-0.018 - -0.001) | (0.007 - 0.015) | (0.023 - 0.030) | (0.041 - 0.052) |
| 2006 |  | 0.008\*\* | -0.007\* | -0.012\*\* | 0.007 | 0.000 | -0.007\*\* | 0.003 | -0.007\*\*\* | -0.002 | -0.016\*\*\* | -0.004\*\* | 0.000 | 0.009 | -0.020\*\*\* | 0.009\*\*\* | -0.004 |
|  |  | (0.001 - 0.014) | (-0.015 - 0.001) | (-0.023 - -0.001) | (-0.004 - 0.017) | (-0.010 - 0.010) | (-0.014 - -0.000) | (-0.010 - 0.016) | (-0.012 - -0.002) | (-0.007 - 0.003) | (-0.026 - -0.006) | (-0.008 - -0.001) | (-0.006 - 0.006) | (-0.003 - 0.020) | (-0.026 - -0.014) | (0.004 - 0.015) | (-0.012 - 0.005) |
| 2007 |  | 0.002 | -0.023\*\*\* | -0.017\*\*\* | -0.006 | 0.011\*\* | 0.002 | 0.002 | -0.009\*\*\* | 0.002 | -0.018\*\*\* | -0.007\*\*\* | -0.002 | 0.006 | -0.037\*\*\* | 0.005\*\* | -0.011\*\*\* |
|  |  | (-0.004 - 0.008) | (-0.030 - -0.015) | (-0.028 - -0.007) | (-0.017 - 0.004) | (0.002 - 0.020) | (-0.004 - 0.009) | (-0.012 - 0.016) | (-0.014 - -0.004) | (-0.004 - 0.007) | (-0.026 - -0.010) | (-0.011 - -0.003) | (-0.008 - 0.004) | (-0.005 - 0.018) | (-0.043 - -0.031) | (0.000 - 0.010) | (-0.019 - -0.003) |
| 2008 |  | -0.002 | -0.030\*\*\* | -0.021\*\*\* | -0.012\*\* | 0.022\*\*\* | -0.002 | -0.002 | -0.011\*\*\* | -0.000 | -0.024\*\*\* | -0.010\*\*\* | -0.004 | 0.022\*\*\* | -0.043\*\*\* | 0.005\* | -0.011\*\*\* |
|  |  | (-0.009 - 0.004) | (-0.038 - -0.022) | (-0.031 - -0.010) | (-0.022 - -0.001) | (0.014 - 0.031) | (-0.008 - 0.005) | (-0.016 - 0.012) | (-0.016 - -0.007) | (-0.006 - 0.005) | (-0.032 - -0.016) | (-0.014 - -0.007) | (-0.010 - 0.001) | (0.010 - 0.034) | (-0.049 - -0.037) | (-0.000 - 0.010) | (-0.018 - -0.003) |
| 2009 |  | -0.001 | -0.030\*\*\* | -0.023\*\*\* | -0.009\* | 0.027\*\*\* | -0.005 | 0.002 | -0.020\*\*\* | -0.005\* | -0.022\*\*\* | -0.017\*\*\* | -0.006\* | 0.020\*\*\* | -0.043\*\*\* | 0.001 | -0.023\*\*\* |
|  |  | (-0.008 - 0.005) | (-0.038 - -0.022) | (-0.033 - -0.012) | (-0.020 - 0.001) | (0.018 - 0.036) | (-0.012 - 0.001) | (-0.012 - 0.016) | (-0.024 - -0.015) | (-0.010 - 0.000) | (-0.030 - -0.014) | (-0.020 - -0.013) | (-0.013 - 0.000) | (0.008 - 0.032) | (-0.049 - -0.037) | (-0.005 - 0.006) | (-0.032 - -0.014) |
| 2010 |  | -0.005 | -0.035\*\*\* | -0.018\*\*\* | -0.012\*\* | 0.029\*\*\* | -0.013\*\*\* | -0.013\* | -0.028\*\*\* | -0.013\*\*\* | -0.031\*\*\* | -0.023\*\*\* | 0.006\* | 0.016\*\*\* | -0.056\*\*\* | -0.009\*\*\* | -0.029\*\*\* |
|  |  | (-0.012 - 0.001) | (-0.043 - -0.027) | (-0.027 - -0.008) | (-0.023 - -0.002) | (0.020 - 0.038) | (-0.020 - -0.007) | (-0.027 - 0.002) | (-0.032 - -0.023) | (-0.018 - -0.008) | (-0.039 - -0.023) | (-0.027 - -0.020) | (-0.001 - 0.012) | (0.004 - 0.028) | (-0.062 - -0.050) | (-0.014 - -0.004) | (-0.038 - -0.020) |
| 2011 |  | -0.031\*\*\* | -0.075\*\*\* | -0.029\*\*\* | -0.023\*\*\* | 0.013\*\*\* | -0.056\*\*\* | -0.027\*\*\* | -0.053\*\*\* | -0.086\*\*\* | -0.068\*\*\* | -0.072\*\*\* | -0.060\*\*\* | 0.048\*\*\* | -0.062\*\*\* | -0.022\*\*\* | -0.037\*\*\* |
|  |  | (-0.037 - -0.024) | (-0.083 - -0.067) | (-0.038 - -0.019) | (-0.033 - -0.013) | (0.004 - 0.022) | (-0.063 - -0.050) | (-0.041 - -0.013) | (-0.057 - -0.048) | (-0.091 - -0.081) | (-0.076 - -0.059) | (-0.076 - -0.068) | (-0.067 - -0.054) | (0.035 - 0.060) | (-0.068 - -0.056) | (-0.027 - -0.017) | (-0.047 - -0.028) |
| 2012 |  | -0.020\*\*\* | -0.083\*\*\* | -0.029\*\*\* | -0.011\*\*\* | 0.007 | -0.066\*\*\* | -0.027\*\*\* | -0.058\*\*\* | -0.095\*\*\* | -0.073\*\*\* | -0.079\*\*\* | -0.072\*\*\* | 0.038\*\*\* | -0.070\*\*\* | -0.020\*\*\* | -0.049\*\*\* |
|  |  | (-0.027 - -0.014) | (-0.091 - -0.075) | (-0.039 - -0.019) | (-0.015 - -0.006) | (-0.001 - 0.016) | (-0.072 - -0.060) | (-0.041 - -0.013) | (-0.062 - -0.053) | (-0.101 - -0.089) | (-0.081 - -0.064) | (-0.082 - -0.075) | (-0.079 - -0.065) | (0.025 - 0.051) | (-0.076 - -0.064) | (-0.025 - -0.015) | (-0.058 - -0.040) |
| 2013 |  | -0.014\*\*\* | -0.088\*\*\* | -0.025\*\*\* | -0.008\*\*\* | 0.002 | -0.071\*\*\* | -0.021\*\*\* | -0.078\*\*\* | -0.091\*\*\* | -0.076\*\*\* | -0.081\*\*\* | -0.062\*\*\* | 0.052\*\*\* | -0.077\*\*\* | -0.017\*\*\* | -0.048\*\*\* |
|  |  | (-0.020 - -0.007) | (-0.096 - -0.080) | (-0.034 - -0.015) | (-0.012 - -0.003) | (-0.007 - 0.011) | (-0.077 - -0.064) | (-0.036 - -0.007) | (-0.083 - -0.074) | (-0.096 - -0.085) | (-0.085 - -0.068) | (-0.084 - -0.077) | (-0.069 - -0.055) | (0.040 - 0.065) | (-0.084 - -0.071) | (-0.022 - -0.011) | (-0.057 - -0.039) |
| 2014 |  | -0.053\*\*\* | -0.092\*\*\* | -0.020\*\*\* | 0.005\*\* | -0.005 | -0.080\*\*\* | -0.022\*\*\* | -0.087\*\*\* | -0.110\*\*\* | -0.074\*\*\* | -0.085\*\*\* | -0.074\*\*\* | 0.048\*\*\* | -0.075\*\*\* | -0.012\*\*\* | -0.049\*\*\* |
|  |  | (-0.059 - -0.046) | (-0.100 - -0.084) | (-0.030 - -0.010) | (0.001 - 0.010) | (-0.014 - 0.004) | (-0.086 - -0.073) | (-0.037 - -0.008) | (-0.091 - -0.082) | (-0.116 - -0.104) | (-0.082 - -0.066) | (-0.089 - -0.081) | (-0.081 - -0.067) | (0.036 - 0.060) | (-0.081 - -0.069) | (-0.017 - -0.007) | (-0.058 - -0.040) |
| 2015 |  | -0.053\*\*\* | -0.095\*\*\* | -0.023\*\*\* | 0.004 | -0.012\*\*\* | -0.087\*\*\* | -0.029\*\*\* | -0.087\*\*\* | -0.119\*\*\* | -0.081\*\*\* | -0.090\*\*\* | -0.076\*\*\* | 0.056\*\*\* | -0.083\*\*\* | -0.003 | -0.053\*\*\* |
|  |  | (-0.060 - -0.047) | (-0.103 - -0.087) | (-0.033 - -0.013) | (-0.001 - 0.008) | (-0.021 - -0.003) | (-0.094 - -0.081) | (-0.044 - -0.015) | (-0.091 - -0.082) | (-0.125 - -0.113) | (-0.090 - -0.073) | (-0.094 - -0.086) | (-0.083 - -0.069) | (0.044 - 0.068) | (-0.089 - -0.077) | (-0.008 - 0.002) | (-0.062 - -0.044) |
| Constant | 0.211\*\*\* | 0.270\*\*\* | 0.275\*\*\* | 0.281\*\*\* | 0.289\*\*\* | 0.286\*\*\* | 0.129\*\*\* | 0.336\*\*\* | 0.246\*\*\* | 0.149\*\*\* | 0.222\*\*\* | 0.183\*\*\* | 0.381\*\*\* | 0.214\*\*\* | 0.149\*\*\* | 0.208\*\*\* | 0.423\*\*\* |
|  | (0.206 - 0.216) | (0.263 - 0.277) | (0.266 - 0.284) | (0.269 - 0.292) | (0.282 - 0.296) | (0.275 - 0.297) | (0.122 - 0.135) | (0.318 - 0.355) | (0.241 - 0.251) | (0.143 - 0.155) | (0.212 - 0.231) | (0.179 - 0.187) | (0.374 - 0.389) | (0.200 - 0.228) | (0.143 - 0.156) | (0.201 - 0.214) | (0.414 - 0.433) |
| Observations | 5,712,818 | 390,365 | 197,417 | 156,692 | 419,820 | 212,225 | 250,389 | 61,353 | 807,925 | 387,187 | 359,646 | 933,632 | 280,749 | 73,302 | 307,893 | 671,235 | 202,988 |
| R-squared | 0.298 | 0.215 | 0.340 | 0.252 | 0.142 | 0.265 | 0.377 | 0.348 | 0.284 | 0.420 | 0.237 | 0.363 | 0.200 | 0.332 | 0.453 | 0.301 | 0.151 |
| Robust ci in parentheses; \*\*\* p<0.01, \*\* p<0.05, \* p<0.1; TOTAL’s interaction term ‘year#country’ is not presented here due to page limitations. Please contact the author directly to receive the results. |