APPENDIX

Table A1. Names and surnames randomly assigned to the job applications.

	National origin signaled in job applications as:					
National origin	Male first	Female first	Surnames	Language skills		
	names	names				
Bulgaria	Zlatan	Nevena	Dimitrov/a	Bilingual English and Bulgarian		
France	Guillaume	Claire	Durand	Bilingual English and French		
Germany	Paul	Lisa	Schneider	Bilingual English and German		
Greece	Giorgos	Konstantina	Papadopoulos/u	Bilingual English and Greek		
Ireland	Erin	Brendan	O'Brien	English		
Italy	Francesco	Valentina	Marino	Bilingual English and Italian		
Netherlands	Jeroen	Maaike	De Vries	Bilingual English and Dutch		
Poland	Marek	Michalina	Kowalski	Bilingual English and Polish		
Romania	Andrei	Dana	Popescu	Bilingual English and Romanian		
Spain	Alvaro	Alba	Martínez García	Bilingual English and Spanish		
United Kingdom	James	Emily	Robinson	English		

Table A2. Discrimination of European applicants (any interest from employers). Full table.

	M1	M2	M3	M4	M5
EU-country origin	043*	085***	083***	079**	079**
20 2001111 0115111	(.026)	(.031)	(.031)	(.031)	(.031)
Occupation (ref. cook)					
Payroll clerk	268***	26***	268***	23***	229***
Tayron cicik	(.045)	(.045)	(.045)	(.051)	(.051)
Receptionist	256***	254***	266***	216***	216***
	(.050)	(.050)	(.049)	(.056)	(.056)
Sales representative	211***	212***	213***	187***	188***
1	(.050)	(.050)	(.050)	(.052)	(.053)
Software developer	067	064	06	054	054
r	(.055)	(.055)	(.055)	(.056)	(.056)
Store assistant	172***	173***	175***	144***	144***
	(.052)	(.053)	(.053)	(.055)	(.056)
Contract (ref. full time)	` '	` '	` '	` '	(/
Part time	065	061	058	066	066
	(.040)	(.041)	(.040)	(.040)	(.041)
Flexible	.001	001	.004	.017	.016
	(.056)	(.056)	(.055)	(.055)	(.055)
Not specified	036	034	037	031	029
1	(.045)	(.044)	(.044)	(.045)	(.045)
Other treatments:	` '	` '		. ,	. /
First generation		.077*	.075*	.071*	.072*
<i>G</i>		(.041)	(.041)	(.041)	(.041)
Female		.056**	.06**	.058**	.058**
		(.025)	(.025)	(.025)	(.025)
Higher grade		038	033	033	033
Trigiler grade		(.025)	(.025)	(.025)	(.025)
Performance signal		.030	.029	.034	.034
		(.025)	(.025)	(.025)	(.025)
Warmth signal		015	013	012	013
-		(.025)	(.025)	(.025)	(.025)
Christian religion		019	022	022	022
		(.025)	(.025)	(.025)	(.025)
Nuts1 (ref. London)					
North East England			.056	.004	.002
			(.094)	(.095)	(.095)
North West England			12***	142***	143***
			(.045)	(.047)	(.047)
Yorkshire Humber			080	101*	101*
			(.056)	(.058)	(.058)
East Midlands			062	084	084
West Midlands			(.057)	(.06)	(.06)
			067	109*	109*
East of England			(.057)	(.06)	(.06)
			076*	104**	104**
			(.043)	(.045)	(.045)
South East England			032	058	058
			(.038)	(.041)	(.041)
South West England			119**	154***	154***
			(.046)	(.05)	(.05)

Wales			043	045	043
			(.135)	(.147)	(.148)
Scotland			298***	308***	305***
			(.083)	(.084)	(.085)
Average daily competition (ref. <1)		, ,	, ,	, ,
1 to 2	,			034	033
				(.031)	(.031)
2 to 5				040	040
				(.045)	(.045)
5 to 10				056	056
				(.049)	(.049)
More than 10				141**	14**
				(.056)	(.056)
Time dummies (ref. 1st seme	ster)			, ,	, ,
2 nd semester					012
					(.036)
3 rd semester					013
					(.036)
Constant	.432***	.425***	.476***	.490***	.500***
	(.042)	(.051)	(.055)	(.058)	(.063)
N applicants	1111	1111	1111	1096	1096
R-squared	.060	.071	.083	.086	.086

Robust standard errors are in parentheses.
*** p<.01, *** p<.05, * p<.1

Source: GEMM data, own calculations.

Dependent variable: any interest from employers.

EU countries include: Bulgaria, France, Germany, Greece, Ireland, Italy, Netherlands, Poland, Romania, Spain.

Table A3. Discrimination of European applicants (any interest from employers): a comparison of EU12 and Eastern European migrants. Full table.

	M1	M2	M3	M4	M5
Onigin (Dof White British)					
Origin (Ref. White British)	027	076**	076**	074**	074**
EU12 origin	037	076**	076**	074**	074**
E. A EII	(.028)	(.032)	(.032)	(.033)	(.033)
Eastern EU origin	063	112**	105**	096**	097**
	(.042)	(.049)	(.049)	(.049)	(.049)
Occupation (ref. cook)					
Payroll clerk	269***	261***	268***	231***	23***
•	(.045)	(.045)	(.045)	(.051)	(.051)
Receptionist	257***	256***	267***	217***	217***
•	(.05)	(.05)	(.05)	(.056)	(.056)
Sales representative	212***	213***	214***	188***	189***
T	(.05)	(.05)	(.05)	(.052)	(.053)
Software developer	067	064	06	054	054
r	(.055)	(.055)	(.055)	(.056)	(.056)
Store assistant	172***	173***	175***	144***	144***
	(.052)	(.053)	(.053)	(.055)	(.056)
Contract (ref. full time)	(111-)	(****)	(****)	(1322)	(1323)
Part time	065	061	058	066	066
	(.04)	(.041)	(.04)	(.04)	(.041)
Flexible	.001	0	.005	.017	.017
110.11010	(.056)	(.056)	(.055)	(.056)	(.055)
Not specified	036	034	037	031	029
Thou specified	(.045)	(.044)	(.044)	(.045)	(.045)
Other treatments:					
First generation		.079*	.077*	.072*	.073*
That generation		(.041)	(.041)	(.041)	(.041)
Female		.056**	.060**	.058**	.058**
Temate		(.025)	(.025)	(.025)	(.025)
Higher grade		039	034	034	033
Trigiler grade		(.025)	(.025)	(.025)	(.025)
Performance signal		.029	.029	.033	.034
1 errormance signar		(.025)	(.025)	(.025)	(.025)
Warmth signal		015	013	012	013
warmin signai		(.025)	(.025)	(.025)	(.025)
Christian religion		019	022	022	022
Christian Tengion		(.025)	(.025)	(.025)	(.025)
Nuts1 (ref. London)		(.023)	(.023)	(.023)	(.023)
			.055	.004	.001
North East England			(.095)	(.095)	(.095)
North West England			120***	143***	143***
North West England					
Yorkshire Humber			(.045)	(.047) 099*	(.047)
			079		1*
Fred MC II I.			(.056)	(.058)	(.058)
East Midlands			063	084	085
***			(.057)	(.06)	(.06)
West Midlands			065	107*	107*
			(.057)	(.06)	(.06)
East of England			076*	104**	104**

			(.043)	(.045)	(.045)
South East England			032	059	058
_			(.038)	(.041)	(.041)
South West England			118**	153***	153***
			(.046)	(.050)	(.050)
Wales			042	044	043
			(.134)	(.147)	(.147)
Scotland			294***	305***	302***
			(.083)	(.084)	(.085)
Average daily competition (ref. <1)				
1 to 2				033	033
				(.031)	(.031)
2 to 5				041	040
				(.045)	(.045)
5 to 10				057	056
				(.049)	(.049)
More than 10				140**	139**
				(.056)	(.056)
Time dummies (ref. 1st semes	ster)				
2 nd semester					011
					(.037)
3 rd semester					013
					(.036)
Constant	.432***	.426***	.477***	.490***	.500***
	(.042)	(.051)	(.055)	(.058)	(.063)
N applicants	1111	1111	1111	1096	1096
R-squared	.060	.071	.083	.086	.086

Robust standard errors are in parentheses *** p<.01, ** p<.05, * p<.1

Source: GEMM data, own calculations.
Dependent variable: any interest from employers.
EU12 countries: France, Germany, Greece, Ireland, Italy, Netherlands, Spain.
Eastern EU countries: Bulgaria, Poland, Romania.

Table A4. Discrimination of European applicants (invitation to interview). Full table.

	M1	M2	M3	M4	M5
EU-country origin	017	057**	055**	056**	06**
	(.021)	(.024)	(.024)	(.024)	(.024)
Occupation (ref. cook)					
Payroll clerk	152***	148***	156***	136***	138***
	(.038)	(.038)	(.038)	(.043)	(.043)
Receptionist	141***	14***	16***	13***	134***
G 1	(.042)	(.042)	(.041)	(.046)	(.046)
Sales representative	134***	134***	137***	128***	126***
C C 1 1	(.042)	(.042)	(.041)	(.043)	(.043)
Software developer	088**	089**	089**	086*	086*
Stana assistant	(.045)	(.045)	(.044) 088**	(.045)	(.045)
Store assistant	085*	086*		075	078*
Contract (ref. full time)	(.045)	(.045)	(.044)	(.046)	(.046)
Part time	063**	063**	06**	073***	074***
	(.028)	(.028)	(.028)	(.027)	(.027)
Flexible	020	018	012	005	008
	(.045)	(.045)	(.044)	(.044)	(.044)
Not specified	065**	064**	07**	069**	056*
1	(.03)	(.03)	(.03)	(.03)	(.031)
Other treatments:					
First generation		.077**	.071**	.073**	.077**
		(.033)	(.033)	(.033)	(.033)
Female		.012	.016	.011	.012
		(.02)	(.02)	(.02)	(.02)
Higher grade		039*	032	03	027
.		(.02)	(.02)	(.02)	(.02)
Performance signal		.017	.016	.018	.019
		(.02)	(.02)	(.02)	(.02)
Warmth signal		008	007	009	013
Chairten and the an		(.02)	(.02)	(.02)	(.02)
Christian religion		014	015	014	015
Nuts1 (ref. London)		(.02)	(.02)	(.02)	(.02)
North East England			.083	.028	.015
TOTHI Last Liigianu			(.092)	(.092)	(.091)
North West England			134***	157***	159***
1.01di 1.00t Diigiulu			(.035)	(.038)	(.037)
Yorkshire Humber			162***	183***	183***
			(.037)	(.039)	(.039)
East Midlands			074	097*	098*
2001 11110101100			(.049)	(.052)	(.052)
West Midlands			095**	108**	109**
			(.046)	(.05)	(.049)
East of England			086**	106***	103***
Ç			(.037)	(.039)	(.039)
South East England			099***	126***	125***
-			(.031)	(.034)	(.034)
South West England			148***	182***	177***
-			(.035)	(.038)	(.038)

Wales			203***	234***	220***
			(.037)	(.042)	(.042)
Scotland			212***	233***	217***
			(.051)	(.052)	(.053)
Average daily competition (r	ref. <1)				
1 to 2				007	004
				(.025)	(.025)
2 to 5				032	027
				(.035)	(.035)
5 to 10				004	.002
				(.045)	(.045)
More than 10				145***	133***
				(.043)	(.044)
Time dummies (ref. 1st semes	ster)				
2 nd semester					083***
					(.031)
3 rd semester					068**
					(.031)
Constant	.253***	.270***	.351***	.370***	.428***
	(.037)	(.043)	(.047)	(.049)	(.054)
N applicants	1111	1111	1111	1096	1096
R-squared	.030	.039	.071	.078	.085

Robust standard errors are in parentheses
*** p<.01, ** p<.05, * p<.1

Source: GEMM data, own calculations.

Dependent variable: invitation to interview. EU countries: Bulgaria, France, Germany, Greece, Ireland, Italy, Netherlands, Poland, Romania, Spain.

Table A5. Discrimination of European applicants (invitation to interview): a comparison of EU12 and Eastern European migrants. Full table.

Eastern EU origin		M1	M2	M3	M4	M5
EU12 origin	Origin (Ref. White British)					
Eastern EU origin		019	057**	057**	059**	064***
Eastern EU origin	2012 0118					(.024)
Coccupation (ref. cook)	Eastern EU origin					049
Payroll clerk	C					(.039)
Contract (ref. full time)	Occupation (ref. cook)					
Receptionist	Payroll clerk	152***	148***	156***	136***	138***
Color		(.038)		(.038)	(.043)	(.043)
Sales representative 134*** 134*** 136*** 128*** 122* Cofty (.042) (.041) (.043) (.043) (.045) (.045) (.044) (.045) (.045) (.044) (.045) (.045) (.045) (.044) (.045) (.045) (.045) (.045) (.045) (.045) (.045) (.045) (.045) (.045) (.045) (.045) (.046) (.066) (.067) (.077*** 07*** 073*** 073*** 07** 07** 07** 005 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 00 <	Receptionist					134***
(.042) (.042) (.041) (.043) (.043) (.065)						(.046)
Software developer	Sales representative					125***
(.045)				, ,	, ,	(.043)
Store assistant	Software developer					085*
Contract (ref. full time) Part time					, ,	(.045)
Contract (ref. full time) Part time	Store assistant					078*
Part time -0.064** -0.063** -0.06** -0.73*** -0.77 -0.028) (.028) (.028) (.027) (.00 -0.05 -0.00 -0.05 -0.00 -0.044) (.044) (.044) (.044) (.044) -0.065** -0.06** -0.07** -0.069** -0.5 -0.065** -0.064** -0.77** -0.069** -0.5 -0.065** -0.064** -0.77** -0.069** -0.5 -0.069** -0.5 -0.065** -0.064** -0.77** -0.069** -0.5 -0.069** -0.5 -0.065** -0.064** -0.77** -0.069** -0.5 -0.069** -0.05 -0.065** -0.064** -0.77** -0.073** -0.7 -0.073** -0.77** -0.73** -0.7 -0.073** -0.77** -0.73** -0.7 -0.08 -0.02 (.02) (.02) (.02) -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09 -0.09		(.045)	(.045)	(.044)	(.046)	(.046)
Color			_			_
Flexible020180120050	Part time					074***
Not specified		, ,	, ,		, ,	(.027)
Not specified065**064**07**069**05 (.03) (.03) (.03) (.03) (.03) (.03) (.03) Other treatments: First generation	Flexible					008
Color Colo						(.044)
Other treatments: First generation .077** .071** .073** .076 Female .012 .016 .01 .00 Higher grade .039* 032 03 0 Higher grade .017 .016 .018 .0 (.02) (.02) (.02) (.02) (.02) Performance signal .017 .016 .018 .0 (.02) (.02) (.02) (.02) (.02) Warmth signal 008 007 009 0 (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02)	Not specified					056*
First generation		(.03)	(.03)	(.03)	(.03)	(.031)
Female			O E E dade	0.54 data	O E O de de	Off cityle
Female	First generation					.076**
Higher grade	P. 1		, ,	, ,	, ,	(.033)
Higher grade039*032030 (.02) (.02) (.02) (.02) (.0 Performance signal .017 .016 .018 .0 (.02) (.02) (.02) (.02) (.0 Warmth signal .008 .007 .009 .0 (.02) (.02) (.02) (.02) (.0 Christian religion .014 .015 .014 .0 (.02) (.02) (.02) (.02) (.0 Christian religion .014 .015 .014 .0 (.02) (.02) (.02) (.02) (.0 North East England .083 .028 .0 (.092) (.092) (.0 North West England .083 .028 .0 (.092) (.092) (.0 Syorkshire Humber .134***157***158* (.035) (.038) (.035) (.038) (.035) (.038) (.035) (.038) (.035) (.038) (.037) (.039) (.035) (.038) (.037) (.039) (.035) (.038) (.037) (.039) (.035) (.038) (.038) (.037) (.039) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.038) (.03	Female					.011
Color	TT: 1 1				, ,	(.02)
Performance signal	Higher grade					027
(.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.03) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.02) (.03) (.03) (.03) (.035) (.038) (.035) (.038) (.035) (.038) (.035) (.037) (.039) (.035) (.039) (.035) (.039) (.035) (.039) (.035) (.039) (.035) (.039) (.035) (.039) (.035) (.039) (.035) (.039) (.035) (.039) (.035) (.039) (.035) (.039) (.035) (.039) (.035) (.038) (.035) (.038) (.035) (.038) (.035) (.038) (.035) (.038) (.035) (.038) (.035) (.038) (.037) (.039) (.035) (.038) (.035) (.038) (.035) (.038) (.037) (.039) (.035) (.038) (.035) (.038) (.035) (.038) (.035) (.038) (.037) (.039) (.035) (.038) (.037) (.039) (.035) (.038) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.039) (.037) (.037) (.039) (.037) (.037) (.039) (.037) (.037) (.039) (.037) (.037) (.039) (.037) (.037) (.039) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037) (.037	D					(.02)
Warmth signal 008 007 009 0 (.02) (.02) (.02) (.02) (.02) Christian religion 014 015 014 0 (.02) (.02) (.02) (.02) (.02) North East England .083 .028 .0 North West England 134*** 157*** 158 (.035) (.038) (.03 Yorkshire Humber 162*** 184*** 184 (.037) (.039) (.03 East Midlands 074 097* 09 (.049) (.052) (.03 West Midlands 095** 109** 11 (.046) (.049) (.049) (.046) (.049) (.049) East of England 086** 106*** 106***	Performance signal					.019
(.02) (.02) (.02) (.02) (.02) (.02) (.02) (.03) (.04) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05) (.05)	XX		` '	` '	, ,	(.02)
Christian religion01401501402) (.02) (.02) (.02) (.02) (.02) (.02) (.03) North East England083028092) (.092) (.092) (.092) (.092) (.092) (.035) (.038) (.035) (.038) (.037) (.039) (.037) (.039) (.052) (.049) (.052) (.049) (.049) (.052) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.049) (.040) (.049) (.040) (.049) (.040) (.041) (.041) (.041) (.042) (.042) (.043) (.043) (.044) (.044) (.044) (.045) (.045) (.047) (.048) (.048) (.049) (.049) (.048) (.049) (.049) (.049) (.049) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.040) (.04	warmin signal					013
(.02) (.02) (.02) (.02) (.02) (.03) Nuts1 (ref. London) North East England .083 .028 .02 (.092) (.092) (.092) North West England 134***157***158 (.035) (.038) (.03 Yorkshire Humber 162***184***184 (.037) (.039) (.039) East Midlands 074097*09 (.049) (.052) (.05 West Midlands 095**109**11 (.046) (.049) (.049) East of England 086**106***106 (.037) (.039) (.039)	Chairting and initial				` '	(.02)
Nuts1 (ref. London) .083 .028 .05 North East England (.092) (.092) (.092) North West England 134*** 157*** 158 (.035) (.038) (.03 Yorkshire Humber 162*** 184*** 184 (.037) (.039) (.03 East Midlands 074 097* 09 (.049) (.052) (.05 West Midlands 095** 109** 11 (.046) (.049) (.049) East of England 086** 106*** 103 (.037) (.039) (.030)	Christian religion					
North East England	Nutal (not I and an)		(.02)	(.02)	(.02)	(.02)
(.092) (.092) (.092) (.092) North West England134***157***158 (.035) (.038) (.038) Yorkshire Humber162***184***182 (.037) (.039) (.039) East Midlands074097*09 (.049) (.052) (.052) West Midlands095**109**11 (.046) (.049) (.049) East of England086**106***106** (.037) (.039) (.039)				083	028	016
North West England134***157***158 (.035) (.038) (.038) (.037) Yorkshire Humber162***184***184***184***184***184***184***184***184***184***184***037) (.039) (.037) West Midlands074097*097*095**109**116**086**106***106***106**106**106**086**106**106**086**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**106**	North East England					
(.035) (.038) (.038) Yorkshire Humber162***184***184 (.037) (.039) (.039) East Midlands074097*097 (.049) (.052) (.039) West Midlands095**109**11 (.046) (.049) (.049) East of England086**106***106***103 (.037) (.039) (.039)	North West England					158***
Yorkshire Humber 162*** 184*** 184*** (.037) (.039) (.039) (.049) (.052) (.052) West Midlands 095** 109** 11 (.046) (.049) (.049) East of England 086** 106*** 106 (.037) (.039) (.032)	norui west England					(.037)
East Midlands	Yorkshire Humber					184***
East Midlands074097*095 (.049) (.052) (.052) West Midlands095**109**11 (.046) (.049) (.049) East of England086**106***106 (.037) (.039) (.039)						(.039)
West Midlands (.049) (.052) (.052) 095** 109** 11 (.046) (.049) (.049) East of England 086** 106*** 103 (.037) (.039) (.032)	Fast Midlands			, ,		098*
West Midlands 095** 109** 11 (.046) (.049) (.049) East of England 086** 106*** 106 (.037) (.039) (.032)	Last Wildiands					(.052)
East of England (.046) (.049) (.04 086**106***103 (.037) (.039) (.032)	West Midlands					(.0 <i>32)</i> 11**
East of England086**106***103 (.037) (.039) (.03						(.049)
(.037) $(.039)$ $(.039)$	Fast of England					103***
(.037) $(.039)$ $(.039)$	Last Of Lingland					(.039)
South East England099***126***126***	South Fact England			099***		124***

South West England			(.031) 148***	(.034) 182***	(.034) 178***
-			(.035)	(.038)	(.038)
Wales			204***	234***	22***
			(.037)	(.042)	(.042)
Scotland			213***	235***	22***
			(.051)	(.052)	(.053)
Average daily competition	(ref. <1)				
1 to 2				008	005
				(.025)	(.025)
2 to 5				032	027
				(.035)	(.035)
5 to 10				004	.002
				(.045)	(.045)
More than 10				146***	134***
Wore than 10				(.044)	(.044)
Time dummies (ref. 1st seme	ostor)			(.044)	(.044)
2 nd semester	ester)				084***
2 Schlester					(.031)
2rd					` /
3 rd semester					067**
~					(.031)
Constant	.253***	.27***	.351***	.37***	.428***
	(.037)	(.043)	(.047)	(.049)	(.054)
N applicants	1111	1111	1111	1096	1096
R-squared	.030	.039	.071	.078	.086

Robust standard errors are in parentheses

Source: GEMM data, own calculations.

Dependent variable: invitation to interview.
EU12 countries: France, Germany, Greece, Ireland, Italy, Netherlands, Spain.
Eastern EU countries: Bulgaria, Poland, Romania.

^{***} p<.01, ** p<.05, * p<.1

Figure A1. Example of a CV and cover letter.

Marek Kowalski

Address, London

Mobile: [mobile number] | Email: [email address]

Personal statement

A qualified cook with over four years of experience, now looking for opportunities to further develop in the hospitality sector. A self-starter, able to work on own initiative and as part of a team.

Work Experience

July 2014 - present

Chef de Partie, Hotel xxxx, London

- Assisting the head chef in the day-to-day running of the kitchen
- Preparing and cooking meals
- Following recipes to meet restaurant's standards
- Strictly complying with food quality and temperature regulations
- · Overseeing kitchen administration and stock management

September 2012 - June 2014

Commis Chef, xxxx Hospital, London

- Washed, peeled and trimmed food for cold buffets and side dishes
- Ensured that all food served was arranged properly and met quality standards
- Checked and ordered stock from suppliers, unloaded deliveries and organized the storeroom
- Checked the temperature of the fridge and followed safety and hygiene protocols

Education

2010-2012

College of xxxx London

Level 2 Diploma in Professional Cookery (City & Guilds)

2005-2010

xxxx High School, xxxx, London

Skills

Computer skills: Microsoft Office, Outlook

Training: Essential Food Hygiene certificate, COSHH training **Language skills:** *Bilingual* English *and Polish* | French (basic) **Driving:** Full, clean UK driving license; in possession of own car

Volunteer work

January 2014 - present

Volunteer at Youth Enrichment Project

Assisting with cooking and preparation of meals for various events like open days and local fairs.

References

Available on request

Dear Sir or Madam,

I would like to apply for the position of [job title] which I have seen advertised on [online job platform]. I have worked for four years as a cook in kitchens and dining facilities. I like my current job but I am seeking new challenges in a role that would allow me to reach my full potential. I would be happy to relocate.

As a chef de partie at [name of current employer] I prepare, cook and serve meals to the highest standards required. Over the years I have improved my cooking skills with a la carte menu and also gained experience in buffets and catering. I understand the importance of health and safety regulations and basic food hygiene procedures. I always make sure that food is stored and chilled properly and that the kitchen and the equipment are kept clean.

I am very flexible and I am happy to work outside of regular working hours or at weekends. I can work well on my own but I also enjoy being in a team.

I am a passionate cook both in my professional life and in my spare time. This is shown through my volunteer work at my *local* community centre, where I help prepare meals for various events like local fairs and open days.

Thank you for taking the time to consider my application. I am keen to discuss my experience and skills with you in more detail. Note that although I have a *Polish* background all my education and training has been in Britain *since the age of 6*.

I look forward to hearing from you.

Yours faithfully, Marek Kowalski