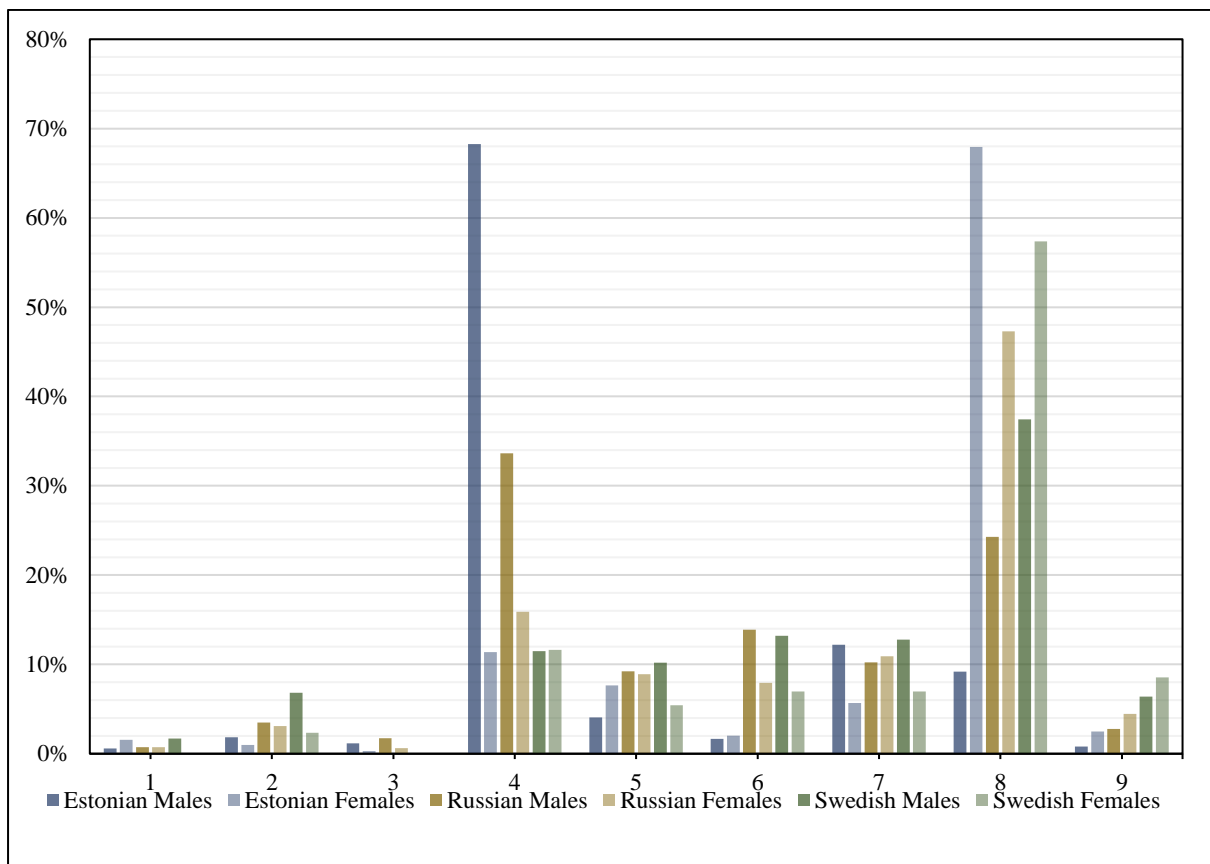**Figure A1.** Gender distribution (as share of employed males and females in the particular industry from total number of employed males and females for each ethnic group respectively) between ethnic groups across industries for 2013 year. The aggregated industrial classification based on TOL 2008: 1-Manufactoring; 2-Mining and quarrying; 3-Electricity, gas, steam, air and water supply; 4-Construction, transportation and storage; 5-Accomodation, food and informational service; 6-Financial, insurance and real estate activities; 7-Administartive and support service activities; 8-Public administration, education, health and social work activities; 9- Other service activities (production for own use, repair of computers and household goods, activities in membership organizations). Source: own calculation based on Finnish registry data set, 2013 year.

**Annex Table A1**. GSEM estimates by country of origin.

## Workplace Segregation Equation

| | | All migrants | Estonians | Russians | Swedes |
|---|---|---|---|---|---|
| Country of origin (ref.: Estonian) | Russian | -.26*** | | | |
| | Swedes | -.35*** | | | |
| Age group (ref.: 25-34) | | | | | |
| | 35-44 | .00 | .02 | -.05 | -.15 |
| | 45-54 | .08** | .10** | .20** | -.48** |
| | 55-64 | .28** | -.33*** | .07 | .73 |
| Gender (ref.: male) | | | | | |
| | Female | -.06** | -.09** | -.11** | .41*** |
| Occupation (ref.: higher white-collar worker) | | | | | |
| | Lower white-collar worker | .18*** | .36*** | .25*** | .28*** |
| | Manual worker | 1.20*** | 1.44*** | .94*** | 1.34*** |
| Family status (ref.: single) | | | | | |
| | Finnish partner | -.44*** | -.42*** | -.31*** | -.31*** |
| | Migrant partner | -.18*** | -.33*** | .00 | .44** |
| | Divorced | -.17*** | -.15*** | -.12 | -.16 |
| | Widow/er | -0.5 | -.21 | .46 | .33 |
| Duration of stay (ref.: 1–2 years) | | | | | |
| | 3–6 | -.36*** | -.35*** | -.42*** | -.29** |
| | 6+ | -.60*** | -.54*** | -.77*** | -.30* |
| Residential segregation | | .09*** | .09*** | .07 | .14*** |
| Finnish Education (ref.: no) | Yes | -.50* | -.83* | -.72 | -.95* |
| Change of workplace | | -.06** | .01 | -.36*** | -.07** |

**Annex Table A1 (continued).** GSEM estimates by country of origin.

### Industrial Niching Equation

| | | All migrants | Estonians | Russians | Swedes |
|---|---|---|---|---|---|
| Country of origin (ref.: Estonian) | Russian | -.01* | | | |
| | Swedes | -.05** | | | |
| Age group (ref.: 25-34) | | | | | |
| | 35-44 | .03 | .08 | -.11 | -.27 |
| | 45-54 | -.01 | -.09* | .33*** | -.53* |
| | 55-64 | -.02 | -.07 | .07 | 1.01 |
| Gender (ref.: male) | | | | | |
| | Female | -.08** | -.17*** | .15** | -.16 |
| Occupation (ref.: higher white-collar worker) | | | | | |
| | Lower white-collar worker | -.09 | .28*** | -.54*** | -.27 |
| | Manual worker | 2.11*** | 2.27*** | 2.24*** | 1.52*** |
| Family status (ref.: single) | | | | | |
| | Finnish partner | -.77** | -.71*** | -.45*** | -1.11*** |
| | Migrant partner | -.48** | -.60*** | -.36*** | .68*** |
| | Divorced | -.26*** | -.32*** | .03 | -.47 |
| | Widow/er | -.33* | -.59*** | .45 | -3.45 |
| Duration of stay (ref.: 1–2 years) | | | | | |
| | 3–6 | -.38*** | -.36*** | -.48*** | -.39*** |
| | 6+ | -.77*** | -.61*** | -1.22*** | -.24 |
| Residential segregation | | .21*** | .17*** | .19** | .95*** |
| Finnish Education (ref.: no) | Yes | -.57* | -.59* | -.48 | -.76* |
| **Overlap (rho)** | | **.79*** | **.83*** | **.68*** | **.69*** |
| N observations | | 29 812 | 21 176 | 7 357 | 1 279 |

Notes: *significant at 10%; ** significant at 5%; *** significant at 1%;
own calculations based on Finnish registry data set, 2004-2013 years