

Online Appendix Table A1: Detailed Results for Table 2
Decomposition Results for Male Employment Gap Relative to Non-Hispanic Whites

	Hispanic Immigrants	Hispanic 2 nd gen.	Hispanic 3 rd + gen.	Non-Hispanic Blacks
Employment gap	0.018***	-0.021***	-0.067***	-0.142***
Due to differences in means:				
Age	-0.058***	-0.029***	-0.037***	-0.049***
Education	0.015***	0.022***	0.011***	0.005***
Less than HS diploma	-0.073***	-0.026***	-0.033***	-0.026***
HS diploma	-0.048***	-0.014***	-0.017***	-0.010***
Some college	0.0002	0.0001	0.0005***	0.001***
College graduate	-0.005***	0.001***	0.0004	0.001**
Marital status and kids	-0.020***	-0.013***	-0.017***	-0.017***
Married	-0.008***	-0.011**	-0.005**	-0.003**
Divorced	0.004***	-0.010***	-0.008***	-0.017***
Widowed	-0.0003**	-0.0003***	-0.0001	0.0001
Separated	0.0001***	0.0002***	0.0001	-0.0002***
Never married	-0.0001	-0.0001	-0.0001**	-0.0002*
Number of kids age 6+ at home	-0.0003	-0.004***	-0.003***	-0.006***
Number of kids under age 6 at home	0.005***	0.0003	0.002***	-0.001***
Economic conditions	0.0002**	0.0002**	0.0001	0.0001
Unemployment rate	-0.006***	-0.011**	-0.006**	-0.004**
Unemployment rate	-0.007**	-0.009**	-0.004	-0.003**
Due to differences in coefficients:				
Age	0.075***	0.008**	-0.030**	-0.093***
Education	-0.0001	0.001	0.003**	0.001***
Less than HS diploma	0.027***	-0.005***	-0.004***	0.0003***
HS diploma	0.049***	0.007***	0.001	-0.006***
Some college	-0.004***	-0.005***	-0.005***	-0.008***
College graduate	-0.008***	-0.003	-0.002	0.005***
Marital status and kids	-0.011***	-0.004***	0.002	0.010***
Married	-0.036***	-0.007	-0.001	-0.003
Divorced	-0.031	-0.003	0.007	0.011***
Widowed	-0.0002	0.001	0.003***	0.0004
Separated	0.0001	0.0001	-0.0001	0.0001
Never married	0.0002	-0.0001	-0.0002	-0.0002
Number of kids age 6+ at home	0.006***	-0.004	-0.008**	-0.011***
Number of kids under age 6 at home	-0.012***	-0.003	-0.002	-0.003**
Economic conditions	0.001	0.003	-0.001	-0.0003
Unemployment rate	0.010	0.029**	0.021	-0.057*
Unemployment rate	0.008	0.028**	0.022	-0.057*
Constant	0.074***	-0.010	-0.050	-0.033

* p < 0.1; ** p < 0.05; *** p < 0.01

Note: Shown are results from Oaxaca decompositions of the employment gap between the indicated group and 3rd+ generation non-Hispanic whites. Models also include 25 age dummy variables and 264 time effects.

Online Appendix Table A2: Detailed Results for Table 3
Decomposition Results for Female Employment Gap Relative to Non-Hispanic Whites

	Hispanic Immigrants	Hispanic 2 nd gen.	Hispanic 3 rd + gen.	Non-Hispanic Blacks
Employment gap	-0.183***	-0.032***	-0.070***	-0.047***
Due to differences in means:				
Age	-0.145***	-0.048***	-0.058***	-0.033***
Education	0.009***	0.016***	0.009***	0.005***
Less than HS diploma	-0.119***	-0.035***	-0.052***	-0.033***
HS diploma	-0.079***	-0.022***	-0.029***	-0.015***
Some college	0.0001	-0.0002	0.0004**	0.0003***
College graduate	-0.010***	0.002**	0.0004	0.002***
College graduate	-0.030***	-0.015***	-0.025***	-0.020***
Marital status and kids	-0.026***	-0.018***	-0.010***	-0.002
Married	-0.0001	0.0001	-0.0002	-0.002***
Divorced	-0.002***	-0.001***	0.0003	0.001***
Widowed	0.0001*	0.0003***	-0.0001	-0.001***
Separated	0.001***	0.0001	-0.0001	-0.0001
Never married	0.0001*	0.001***	0.001**	0.001
Number of kids age 6+ at home	-0.011***	-0.004***	-0.006***	-0.002***
Number of kids under age 6 at home	-0.014***	-0.014***	-0.005***	0.002***
Economic conditions	-0.009**	-0.011**	-0.005	-0.003**
Unemployment rate	-0.009**	-0.010*	-0.004	-0.003**
Due to differences in coefficients:				
Age	-0.038***	0.017**	-0.012	-0.014*
Education	-0.002**	-0.003	0.002	0.0004
Less than HS diploma	0.013*	-0.005***	-0.002**	-0.003**
HS diploma	0.035***	0.005***	0.0003	-0.001
Some college	-0.008***	-0.008***	-0.004***	-0.010***
College graduate	-0.004***	-0.001	-0.001	-0.0003
College graduate	-0.010***	0.0001	0.002	0.008***
Marital status and kids	-0.070***	0.003	0.013*	0.038***
Married	-0.072***	-0.017	0.004	0.016***
Divorced	0.002**	0.002	0.002*	0.0002
Widowed	0.0001	-0.0001	0.0001	-0.001**
Separated	0.003***	0.002*	-0.0001	-0.0002
Never married	0.001*	-0.003	-0.005*	-0.007***
Number of kids age 6+ at home	-0.001	0.009***	0.007***	0.018***
Number of kids under age 6 at home	-0.004***	0.010***	0.005***	0.011***
Economic conditions	0.064	0.080***	0.042	-0.008
Unemployment rate	0.064	0.083***	0.043	-0.008
Constant	-0.042	-0.060**	-0.067	-0.071

* p < 0.1; ** p < 0.05; *** p < 0.01

Note: Shown are results from Oaxaca decompositions of the employment gap between the indicated group and 3rd+ generation non-Hispanic whites. Models also include 25 age dummy variables and 264 time effects.

Online Appendix Table A3: Detailed Results for Table 6
Decomposition Results for Employment Gap between Groups of Hispanics

	Immigrants		Immigrants		2 nd Generation	
	US Citizen (v. Not)		Child Arrival (v. Adult)		One FB Parent (v. Two)	
	Men	Women	Men	Women	Men	Women
Employment gap	-0.002	0.174***	-0.009***	0.105***	-0.022***	-0.016*
Due to differences in means:						
Age	-0.008***	0.059***	0.014***	0.022***	-0.001	0.001
Education	-0.018***	-0.006***	0.014***	-0.007***	-0.013***	-0.008***
Less than HS diploma	0.007***	0.039***	0.004***	0.030***	-0.0003	-0.006*
HS diploma	0.005***	0.027***	0.004***	0.022***	-0.001	-0.005***
Some college	-0.0001	-0.0005***	-0.0001	-0.001**	0.0002	0.0003**
College graduate	-0.0001	0.006***	0.0002	0.006***	0.0002	0.0001
Marital status and kids	0.002***	0.007***	0.001***	0.003***	0.001	-0.002
Married	0.005***	0.027***	-0.004***	0.001	0.008***	0.009***
Divorced	0.003***	0.002*	-0.003***	0.007***	0.004**	-0.0001
Widowed	0.0002	0.004***	0.0001	0.001***	0.0004	0.002***
Separated	-0.0001	-0.0003***	0.0001**	0.0005***	-0.0001	-0.0004***
Never married	-0.0001	-0.001**	-0.0001	-0.001***	0.0001	0.0002
Number of kids age 6+ at home	0.0004	-0.001***	-0.0003	0.001***	0.004***	0.0005
Number of kids under age 6 at home	0.001***	0.002***	-0.001***	0.001***	0.001**	-0.001***
Economic conditions	-0.0003**	0.022***	0.0002**	-0.009***	-0.001**	0.007***
Unemployment rate	-0.001***	-0.002**	-0.001*	-0.003***	0.004***	0.006***
Unemployment rate	-0.002***	-0.001	-0.002**	-0.001	0.003***	0.001**
Due to differences in coefficients:						
Age	0.006**	0.115***	-0.022***	0.083***	-0.021***	-0.017**
Education	-0.0001	-0.002***	0.001	0.006**	0.001	0.003
Less than HS diploma	-0.007***	-0.012***	-0.007***	-0.015***	0.001	0.001*
HS diploma	-0.008***	-0.014***	-0.009***	-0.025***	-0.003*	-0.003***
Some college	-0.004***	-0.007***	-0.002	-0.003	-0.001	0.003
College graduate	0.0005	0.0001	0.0004	0.003***	0.004**	-0.001
College graduate	0.004***	0.009***	0.002***	0.009***	0.001	0.002*

Marital status and kids	0.022**	0.068***	0.029*	0.056***	0.020	-0.010
Married	0.012*	0.043***	0.014**	0.026***	0.024***	-0.005
Divorced	0.001	-0.001	0.001	-0.001	0.003**	0.001
Widowed	-0.0001	0.0002	-0.0002	-0.0002	-0.0003*	0.001***
Separated	-0.0002	-0.003***	-0.0002	-0.0003	0.0003	-0.003***
Never married	-0.003*	-0.002	-0.002	-0.003*	0.002	-0.0003
Number of kids age 6+ at home	0.009***	0.021***	0.004**	0.019***	-0.003	0.006
Number of kids under age 6 at home	0.001***	0.008**	0.001	0.015***	-0.005**	-0.010***
Economic conditions	0.004	0.045	-0.0004	0.012	0.045**	-0.035
Unemployment rate	0.005	0.045	0.043	0.015	0.048**	-0.035
Constant	-0.012	0.016	-0.044*	0.024	-0.088***	0.023

* $p < 0.1$; ** $p < 0.05$; *** $p < 0.01$

Note: Shown are results from Oaxaca decompositions of the employment gap. Columns 1 and 2 compare Hispanic immigrants who are naturalized citizens with those who are not. Columns 3 and 4 compare Hispanics who immigrated when age 15 or younger (“child arrival”) with those who were age 16 or older (“adult arrival”). Columns 5 and 6 compare second-generation Hispanics with one foreign-born parent with those with two foreign-born parents.

Online Appendix Table A4: Detailed Results for Table 8
Decomposition Results for Employment Gap among Hispanics aged 25-34 across
Immigrant Generations and Time Periods

	Men		Women	
	2 nd gen. (v. 1 st)	3 rd + gen. (v. 2 nd)	2 nd gen. (v. 1 st)	3 rd + gen. (v. 2 nd)
Employment gap	-0.043***	-0.068***	0.229***	-0.030*
Due to differences in means:				
Age	0.010*	0.009	0.158***	0.071***
Education	-0.002*	0.001	-0.009***	0.002
Less than HS diploma	0.025***	0.011*	0.101***	0.024***
HS diploma	0.018***	0.011***	0.066***	0.015***
Some college	-0.002**	-0.0004	-0.0004	-0.0002
College graduate	0.002	0.002**	0.014***	0.001
Marital status and kids	0.007***	-0.001	0.021***	0.009*
Married	-0.021***	-0.024***	0.060***	0.017***
Divorced	-0.013***	-0.015**	0.014***	0.006
Widowed	0.0001	-0.0001	0.001	-0.001
Separated	-0.0001	0.0001	0.0002	0.0002
Never married	-0.0001	-0.001	-0.0001	0.0004
Number kids age 6+	-0.010**	-0.007	0.001	0.004
Number kids under age 6	-0.002***	-0.001	0.012***	0.0001
Economic conditions	-0.001	-0.001	0.033***	0.007***
Constant	0.008	0.021**	0.007	0.029*
Due to differences in coefficients:				
Age	-0.053***	-0.077***	0.071***	-0.102***
Education	0.002	-0.0001	0.001	-0.001
Less than HS diploma	-0.009***	0.004	-0.007**	-0.016***
HS diploma	-0.019***	-0.010***	-0.014**	0.003
Some college	-0.007***	-0.001	-0.011***	-0.0002
College graduate	0.007***	0.006	0.004	-0.031***
Marital status and kids	0.010***	0.010***	0.014***	0.013*
Married	0.063	0.095**	0.055	0.071
Divorced	0.037*	0.029	0.003	0.003
Widowed	0.003**	-0.001	0.001	0.002
Separated	-0.0002	0.0001	-0.0003	-0.001
Never married	-0.0003	-0.002*	0.004	0.002
Number kids age 6+	0.006	-0.046**	-0.001	0.030
Number kids under age 6	0.003	0.012	0.022	0.021
Economic conditions	0.015***	0.010**	0.027***	0.013
Constant	-0.008	-0.146***	-0.004	-0.112*
Constant	-0.100	-0.030	0.026	-0.044

* p < 0.1; ** p < 0.05; *** p < 0.01

Note: Shown are results from Oaxaca decompositions of the employment gap between the indicated groups. All observations are Hispanics aged 25-34. The earlier generation is from the 1996-1997 CPS, and the later generation is from the 2016-2017 CPS.

Online Appendix Table A5: Detailed Results for Table 10
Decomposition Results for Male Employment Gap Relative to Non-Hispanic Whites in
NLSY97

	Hispanic Immigrants	Hispanic 2 nd gen.	Hispanic 3 rd gen.	Hispanic 4 th + gen.	Non-Hispanic Blacks
Employment gap	0.050***	-0.044	-0.021	-0.096***	-0.162***
Due to differences in means:	-0.040**	-0.032***	-0.029***	-0.031***	-0.041***
Age	-0.001	0.001	0.0003	0.0001	0.0003
Education	-0.022***	-0.018***	-0.012**	-0.023***	-0.025***
Less than HS diploma	-0.008*	-0.005**	-0.001	-0.008**	-0.006**
HS diploma	-0.0001	0.0001	-0.0004	0.0005	-0.002
Some college	0.0001	0.0006	0.001	-0.001	0.001
College graduate	-0.014***	-0.013***	-0.012***	-0.014***	-0.017***
Marital status and kids	-0.003	-0.008*	-0.010*	-0.007*	-0.014***
Married	-0.002	-0.005	-0.005	-0.008**	-0.007
Divorced	-0.0001	0.0004	0.0003	-0.0001	0.0003
Widowed	--	0.0002	--	--	0.0004
Separated	-0.0002	-0.0005	--	0.0003	0.0001
Never married	0.0002	-0.003	-0.003	0.001	-0.006
Number kids age 6+	-0.002	-0.0004	-0.001	-0.0002	0.001
Number kids under age 6	0.0003	0.0001	-0.0002	0.0002	-0.002
Economic conditions	-0.014	-0.007	-0.007	-0.001	-0.003
Due to differences in coefficients:	0.090***	-0.012	0.008	-0.065***	-0.121***
Age	-0.014	0.005	0.042**	0.010	-0.065
Education	0.001	0.010	0.043***	0.016	-0.006
Less than HS diploma	0.003	-0.007	-0.009*	-0.017**	-0.017***
HS diploma	-0.004	0.011	0.016	0.007	-0.047***
Some college	0.004	0.001	0.038**	0.015*	0.032***
College graduate	-0.002	0.005	-0.002	0.011	-0.026***
Marital status and kids	0.010	-0.006	-0.075**	0.020	0.063*
Married	0.0005	0.001	-0.023*	0.010	-0.001
Divorced	-0.019**	-0.004	0.008	-0.003	-0.001
Widowed	--	-0.0001	--	--	0.0001
Separated	0.004	0.002	--	0.0004	-0.001
Never married	0.012	-0.008	-0.053**	-0.008	0.027
Number kids age 6+	0.036***	0.008	-0.007	0.011	0.016**
Number kids under age 6	-0.022*	-0.004	0.001	0.010	0.024***
Economic conditions	0.052	0.430***	0.127	0.018	0.096
Constant	0.041	-0.453***	-0.127	-0.129	-0.209**

* p < 0.1; ** p < 0.05; *** p < 0.01

Note: Shown are results from Oaxaca decompositions of the employment gap between the indicated group and 3rd+ generation non-Hispanic whites.

Online Appendix Table A6: Detailed Results for Table 11
Decomposition Results for Female Employment Gap Relative to Non-Hispanic Whites in
NLSY97

	Hispanic Immigrants	Hispanic 2 nd gen.	Hispanic 3 rd gen.	Hispanic 4 th + gen.	Non-Hispanic Blacks
Employment gap	-0.105***	-0.033	-0.008	-0.079***	-0.081***
Due to differences in means:	-0.154***	-0.075***	-0.043**	-0.066***	-0.055***
Age	0.001	0.001	-0.0004	0.002	0.001
Education	-0.089***	-0.037***	-0.032***	-0.058***	-0.040***
Less than HS diploma	-0.039***	-0.009**	-0.003	-0.015***	-0.007**
HS diploma	-0.003	-0.002	-0.003	-0.004	-0.002
Some college	-0.001	0.009***	0.004	0.002	0.011***
College graduate	-0.046***	-0.035***	-0.029***	-0.041***	-0.042***
Marital status and kids	-0.044***	-0.023	0.006	-0.009	-0.010
Married	0.003	0.004	0.003	0.003	0.016
Divorced	0.001	0.0002	0.001	-0.0001	0.001
Widowed	--	-0.0001	--	--	-0.0001
Separated	-0.0001	0.001	0.003	0.001	-0.001
Never married	-0.002	-0.002	-0.002	-0.0002	-0.012
Number kids age 6+	-0.024**	-0.012*	-0.004	-0.009**	-0.010
Number kids under age 6	-0.022***	-0.013	0.006	-0.003	-0.005
Economic conditions	-0.021	-0.016	-0.017	-0.001	-0.006
Due to differences in coefficients:	0.049	0.042*	0.035	-0.013	-0.026
Age	0.008	0.009	0.054**	0.164***	0.018*
Education	0.006	-0.025*	-0.076***	-0.004	0.002
Less than HS diploma	0.050***	0.014***	0.022**	0.005	-0.002
HS diploma	0.007	0.001	-0.037**	0.006	-0.012
Some college	-0.025***	-0.007	-0.020	-0.012	0.001
College graduate	-0.026***	-0.032***	-0.041***	-0.003	0.014
Marital status and kids	-0.052	-0.079	0.028	0.100**	-0.004
Married	-0.043	-0.066**	0.006	0.024	-0.026
Divorced	0.012**	0.004	0.008	0.003	0.001
Widowed	--	0.0002	--	--	0.0003
Separated	-0.001	0.001	-0.007	-0.007*	-0.001
Never married	-0.012	-0.013	-0.023	0.044**	-0.054
Number kids age 6+	-0.060**	-0.014	0.013	-0.002	0.027*
Number kids under age 6	0.053***	0.010	0.030*	0.038*	0.047***
Economic conditions	0.131	0.027	-0.106	0.255*	-0.043
Constant	-0.045	0.110	0.135	-0.528	0.0003

* p < 0.1; ** p < 0.05; *** p < 0.01

Note: Shown are results from Oaxaca decompositions of the employment gap between the indicated group and 3rd+ generation non-Hispanic whites.

**Online Appendix Table A7: Table 2 Estimated Using Probit instead of OLS
Decomposition Results for Male Employment Gap Relative to Non-Hispanic Whites**

	Hispanic Immigrants	Hispanic 2 nd gen.	Hispanic 3 rd + gen.	Non-Hispanic Blacks
Employment gap	0.018***	-0.021***	-0.067***	-0.142***
Due to differences in means:				
Age	-0.039***	-0.027***	-0.039***	-0.063***
Education	0.010***	0.019***	0.012***	0.007***
Marital status and kids	-0.051***	-0.023***	-0.035***	-0.034***
Economic conditions	0.008***	-0.012***	-0.009***	-0.032***
Economic conditions	-0.006***	-0.011**	-0.006**	-0.004**
Due to differences in coefficients:				
Age	0.057***	0.005	-0.028**	-0.078***
Age	0.0001	-0.002	0.0003	-0.0001
Education	0.030***	-0.016	-0.002***	-0.002**
Marital status and kids	-0.041***	-0.073	-0.012***	-0.015***
Economic conditions	0.013	0.221	0.032	-0.013
Constant	0.054***	-0.125	-0.046*	-0.049**

* $p < 0.1$; ** $p < 0.05$; *** $p < 0.01$

Note: Shown are results from Oaxaca decompositions of the employment gap between the indicated group and 3rd+ generation non-Hispanic whites (see text for details).

**Online Appendix Table A8: Table 3 Estimated Using Probit instead of OLS
Decomposition Results for Female Employment Gap Relative to Non-Hispanic Whites**

	Hispanic Immigrants	Hispanic 2 nd gen.	Hispanic 3 rd + gen.	Non-Hispanic Blacks
Employment gap	-0.183***	-0.032***	-0.070***	-0.047***
Due to differences in means:				
Age	-0.151***	-0.048***	-0.059***	-0.033***
Education	0.011***	0.019***	0.010***	0.005***
Marital status and kids	-0.122***	-0.035***	-0.054***	-0.034***
Economic conditions	-0.029***	-0.019***	-0.010***	-0.001
Economic conditions	-0.011**	-0.013**	-0.006*	-0.004**
Due to differences in coefficients:				
Age	-0.032***	0.016***	-0.011	-0.014**
Education	-0.003***	-0.004**	0.0001	0.0002
Marital status and kids	0.012**	-0.004***	-0.002***	-0.004***
Economic conditions	-0.048***	0.006	0.015**	0.043***
Economic conditions	0.069**	0.086***	0.047	-0.001
Constant	-0.063**	-0.067**	-0.071	-0.052

* $p < 0.1$; ** $p < 0.05$; *** $p < 0.01$

Note: Shown are results from Oaxaca decompositions of the employment gap between the indicated group and 3rd+ generation non-Hispanic whites (see text for details).

**Online Appendix Table A9: Table 6 Estimated Using Probit instead of OLS
Decomposition Results for Employment Gap between Groups of Hispanics**

	Immigrants		Immigrants		2 nd Generation	
	US Citizen (v. Not)		Child Arrival (v. Adult)		One FB Parent (v. Two)	
	Men	Women	Men	Women	Men	Women
Employment gap	-0.002	0.174***	-0.009***	0.105***	-0.022***	-0.016*
Due to differences in means:	-0.007***	0.060***	0.013***	0.022***	-0.002	0.001
Age	-0.021***	-0.007***	0.013***	-0.007***	-0.031	-0.007***
Education	0.008***	0.040***	0.005***	0.031***	-0.0001	-0.005*
Marital status and kids	0.006***	0.029***	-0.004***	0.002	0.018	0.008***
Economic conditions	-0.001	-0.002***	-0.001*	-0.003***	0.011	0.005***
Due to differences in coefficients:	0.006**	0.113***	-0.022***	0.083***	-0.021***	-0.017**
Age	0.0004	-0.002**	-0.0003	0.006**	-0.001	0.004
Education	-0.005***	-0.013***	-0.009***	-0.017***	0.001	0.001
Marital status and kids	0.013***	0.058***	0.026**	0.048***	0.011	-0.008
Economic conditions	0.0003	0.041	0.002	0.007	0.045*	-0.038
Constant	-0.003	0.029	-0.041**	0.038	-0.078***	0.024

* p < 0.1; ** p < 0.05; *** p < 0.01

Note: Shown are results from Oaxaca decompositions of the employment gap. Columns 1 and 2 compare Hispanic immigrants who are naturalized citizens with those who are not. Columns 3 and 4 compare Hispanics who immigrated when age 15 or younger (“child arrival”) with those who were age 16 or older (“adult arrival”). Columns 5 and 6 compare second-generation Hispanics with one foreign-born parent with those with two foreign-born parents.

**Online Appendix Table A10: Table 8 Estimated Using Probit instead of OLS
Decomposition Results for Employment Gap among Hispanics aged 25-34 across
Immigrant Generations and Time Periods**

	Men		Women	
	2 nd gen. (v. 1 st)	3 rd + gen. (v. 2 nd)	2 nd gen. (v. 1 st)	3 rd + gen. (v. 2 nd)
Employment gap	-0.043***	-0.068***	0.229***	-0.030*
Due to differences in means:				
Age	0.012*	0.009	0.157***	0.077***
Education	-0.002**	0.001	-0.009***	0.002
Marital status and kids	0.029***	0.012	0.099***	0.025***
Economic conditions	-0.023***	-0.034***	0.060***	0.018***
Due to differences in coefficients:				
Age	0.009	0.031**	0.007	0.032*
Education	-0.056***	-0.078***	0.072***	-0.107***
Marital status and kids	0.002	-0.0002	0.001	-0.001
Economic conditions	-0.017***	0.001	-0.008**	-0.017***
Constant	0.059	0.081***	0.043	0.071
	-0.002	-0.106*	-0.016	-0.102*
	-0.098	-0.053	0.053	-0.058

* p < 0.1; ** p < 0.05; *** p < 0.01

Note: Shown are results from Oaxaca decompositions of the employment gap between the indicated groups. All observations are Hispanics aged 25-34. The earlier generation is from the 1996-1997 CPS, and the later generation is from the 2016-2017 CPS.

**Online Appendix Table A11: Table 10 Estimated Using Probit instead of OLS
Decomposition Results for Male Employment Gap Relative to Non-Hispanic Whites in
NLSY97**

	Hispanic Immigrants	Hispanic 2 nd gen.	Hispanic 3 rd gen.	Hispanic 4 th + gen.	Non-Hispanic Blacks
Employment gap	0.050***	-0.044	-0.021	-0.096***	-0.162***
Due to differences in means:	-0.023	-0.036***	-0.029***	-0.039***	-0.059***
Age	-0.001	0.001	0.0003	0.0003	0.001
Education	-0.007*	-0.019***	-0.012**	-0.027***	-0.034***
Marital status and kids	-0.003	-0.009**	-0.010*	-0.010*	-0.022***
Economic conditions	-0.011	-0.008	-0.007	-0.002	-0.004
Due to differences in coefficients:	0.073***	-0.007	0.008	-0.058***	-0.103***
Age	-0.069***	-0.012	0.038	0.009	-0.054
Education	0.002	-0.038	0.040	0.012	-0.013
Marital status and kids	0.049***	0.087	-0.092	0.013	0.076
Economic conditions	-0.007	-2.050	0.089	0.063	0.157
Constant	0.098	2.017	-0.067	-0.154	-0.269*

* p < 0.1; ** p < 0.05; *** p < 0.01

Note: Shown are results from Oaxaca decompositions of the employment gap between the indicated group and 3rd+ generation non-Hispanic whites.

**Online Appendix Table A12: Table 11 Estimated Using Probit instead of OLS
Decomposition Results for Female Employment Gap Relative to Non-Hispanic Whites in
NLSY97**

	Hispanic Immigrants	Hispanic 2 nd gen.	Hispanic 3 rd gen.	Hispanic 4 th + gen.	Non-Hispanic Blacks
Employment gap	-0.104***	-0.033	-0.010	-0.080***	-0.082***
Due to differences in means:	-0.154***	-0.073***	-0.038**	-0.065***	-0.054***
Age	0.001	0.002	0.001	0.003	0.001
Education	-0.089***	-0.037***	-0.029**	-0.060***	-0.044***
Marital status and kids	-0.041***	-0.020	0.006	-0.007	-0.010
Economic conditions	-0.025	-0.017	-0.017	-0.001	-0.006
Due to differences in coefficients:	0.050	0.040	0.029	-0.015	-0.028
Age	0.035	0.032	0.070	0.035	0.027**
Education	0.014	-0.018	-0.062	-0.002	0.001
Marital status and kids	-0.047	-0.050	0.024	0.065	0.054
Economic conditions	0.248	0.039	-0.114	0.199	-0.014
Constant	-0.201	0.036	0.112	-0.314	-0.095

* $p < 0.1$; ** $p < 0.05$; *** $p < 0.01$

Note: Shown are results from Oaxaca decompositions of the employment gap between the indicated group and 3rd+ generation non-Hispanic whites.