

Table S1: *Literature overview: Labor market challenges, acculturation dynamics and coping strategies*

Theme	References	Research design	Country Studied	Focus
Labor Market Challenges	Alba, R. (2005)	Conceptual analysis	US, France and Germany	Social exclusion, Bright vs blurred boundaries, Assimilation, Religion
	Alba, R.D., & Nee, V. (2003)	Conceptual analysis/Systematic treatment	US	Neo assimilation, the "new" second generation immigrant,
	Arrow, K.J. (1973)	Quantitative	US	Statistical discrimination
	Ashcraft, K.L. (2013)	Conceptual analysis	Not specific	Diversity, gender and race in organisations
	Åslund, O., Hensvik, L., & Skans, O.N. (2014)	Quantitative	Sweden	Minorities, segregation in the workplace, mobility
	Beaman, J. (2015)	Interviews	France	Race, ethnicity, belonging, cultural citizenship class and religion, symbolic boundaries
	Beaman, J. (2017)	Interviews	France	Race, ethnicity, belonging, cultural citizenship class and religion
	Bidwell, M., Briscoe, F., Fernandez-Mateo, I., & Sterling, A. (2013)	Review	US	Organisational culture and inequality in organisations
	Bourdieu, P. (1984)	Conceptual analysis	France	Class, politics, habitus, belonging
	Chan, C.K., & Anteby, M. (2016)	Quantitative	US	Task allocation and gender segregation
	Di Stasio, V., Lancee, B., Veit, S., & Yemane, R. (2021)	Quantitative	Germany, the Netherlands, Norway, Spain, and the United Kingdom	Religion based discrimination against Muslim job applicants
	Drange, I., & Helland, H. (2019)	Quantitative	Norway	Earning gap, discrimination at the workplace, ethnicity, occupational level
	Drouhot, L.G. (2024)	Interviews	France	Race, ethnicity, belonging, cultural citizenship class and religion in high skill occupations, symbolic boundaries
	Drouhot, L.G., & Nee, V. (2019)	Review	US and Europe	Assimilation theory, ethnicity, comparative between France and the US
	Erel, U., Murji, K., & Nahaboo, Z. (2016)	Conceptual analysis	Europe	Linking race and migration studies

Geurts, N., Davids, T., & Spierings, N. (2021)	Quantitative	Netherlands	Integration paradox, perceived discrimination of high skill migrants
Haas & Lutek (2018)	Interviews	Netherland	Muslim women, identity, belonging
Han, J., & Hermansen, A.S. (2024)	Quantitative	Norway	Earning gap, ethnicity, ethnic segregation in the workplace, occupational and workplace level
Heizmann, B., Busch-Heizmann, A., & Holst, E. (2017)	Quantitative	Germany	Cultural devaluation, sorting of immigrant workers in occupations, white collar occupations
Hermansen, A.S., Penner, A., Elvira, M., Godechot, O., Hällsten, M., Henriksen, L.F., Hou, F., Lippényi, Z., Petersen, T., Reichelt, M., & Sabanci, H.I. (2023)	Quantitative	Canada, Denmark, France, Germany, Netherlands, Norway, Spain, Sweden, and the United States	Earning gap, ethnicity, ethnic segregation in the workplace, occupational and workplace level
Hoffmann, F., Lee, D.S., & Lemieux, T. (2020)	Quantitative	US and Europe	Income inequality, organisation, occupations, highly educated
Jones, K.P., King, E.B., Nelson, J., Geller, D.S., & Bowes-Sperry, L. (2013)	Literature Review	Not specific	Diversity management, ethics, organisation, discrimination
Kasinitz, P., & Waters, M.C. (2024)	Literature Review/conceptual Analysis	US and Europe	Assimilation, cultural capital, race, immigrant and their children
Koenig, M. (2023)	Literature review	Germany	Muslim integration in Germany, symbolic boundaries, discrimination, religious segregation
Lamont, M., Welburn, J.S., & Fleming, C.M. (2016)	Interviews	US, Brazil and Israel	Stigmatisation, social inclusion, symbolic boundaries, cultural socialisation, identity, discrimination
Laurison, D., & Friedman, S. (2024)	Quantitative	US	Organisation, class pay gap, occupations, elites, mobility, class ceiling
Leuven, E., & Oosterbeek, H. (2011)	Quantitative	US	Mismatch, overeducation, wage gap
Lippens, L., Vermeiren, S., & Baert, S. (2023)	Meta Analysis	US and Europe	Experiments on hiring discrimination
Madera, J.M., King, E.B., & Hebl, M.R. (2012)	Quantitative	US	Discrimination, job satisfaction, ethnic minorities
Midtbøen, A.H., & Nadim, M. (2022)	Interviews	Norway	High occupational status niches, second generation, labor market integration, welfare context, prestigious occupations

Quillian, L., Heath, A., Pager, D., Midtbøen, A.H., Fleischmann, F., & Hexel, O. (2019)	Meta Analysis	Belgium, Canada, France, Germany, Great Britain, the Netherlands, Norway, Sweden, and the United States.	Discrimination, job satisfaction, ethnic minority, religion, organisations, comparative study of labor market context
Schachter, A. (2016)	Quantitative	US	Assimilation, symbolic belonging, ethnicity
Schaeffer, M., & Kas, J. (2024)	Meta Analysis	US and Europe	Integration paradox, perceived discrimination of high skill migrants
Shahrokni, S. (2015)	Interviews	France	Upward mobility, north African immigrant in France, high skill second generation
Small, M.L., & Pager, D. (2020)	Literature Review/Conceptual Analysis	not country specific	Race discrimination economy-sociology nexus
Stamarski, C.S., & Son Hing, L.S. (2015)	Conceptual Analysis	US	Discrimination in the workplace and life satisfaction
Statham, P., & Foner, N. (2013)	Literature Review/Conceptual Analysis	US and Europe	Assimilation, second generation Europe and the US
Steinmann, J.P. (2019)	Quantitative	Germany	Discrimination of high skill migrant, perceived discrimination, Integration Paradox
Thijssen, L., Lancee, B., Veit, S., & Yemane, R. (2021)	Quantitative	Germany and Netherland	Ethnic discrimination in hiring of Turkish origin minorities
Tomaskovic-Devey, D., Lin, K.H., & Meyers, N. (2015)	Quantitative	US	Income distribution, inequality, wage inequality in organisations, financialization
Waldring, I.E. (2018)	Interviews	Netherlands	Social inclusion, symbolic boundaries, cultural socialisation, identity, discrimination, mobility path of high-skill second generation
Waldring, I., Crul, M., & Ghorashi, H. (2015)	Interviews	Netherlands	Discrimination of high skill migrant in white collar occupations
Yanasmayan, Z. (2016)	Interviews	Spain, UK, Netherlands	Ethnic hierarchy between old and new migrant, highly educated, symbolic boundaries

Coping Strategy

Ahrens, J., Kelly, M., & Van Liempt, I. (2016)	Interviews	EU	Onward transnational migration, second generation immigrant
--	------------	----	---

Alloul, J. (2020)	Interviews	EU	Transnational mobility, Muslim high skill second generation immigrant leaving Europe to find better opportunities
Alloul, J. (2021)	Interviews	Belgium and The Netherland	Transnational mobility, habitus, Muslim high skill second generation immigrant leaving Europe to find better opportunities
Arrighetti, A., Bolzani, D., & Lasagni, A. (2014)	Interviews	Italy	Entrepreneurship, Ethnic enclaves in mainstream market as mobility strategies, ethnic firms
Ashourizadeh, S., Saeedikiya, M., Aeeni, Z., & Poorhosseinzadeh, M. (2022)	Quantitative	several OECD and non-OECD countries	Immigrant entrepreneurship, emerging countries
Baert, S., Albanese, A., du Gardein, S., Ovaere, J., & Stappers, J. (2017)	Quantitative	Belgium	Hiring discrimination based on origin, testing, statistical discrimination,
Chan, E. (2013)	Review	not country specific	Ethnic enclaves theories
Chen & Chen (2024)	Interviews	Asia	Immigrant entrepreneurship
Crul, M., Schneider, J., Keskiner, E., & Lelie, F. (2017)	Overview of findings	France, Germany, Sweden and the Netherlands	Second generation mobility, second-generation elites
Crul, M., Zhou, M., Lee, J., Schnell, P., & Keskiner, E. (2012)	Quantitative	EU and US	Second generation mobility, second-generation elites
Della Puppa, F., & King, R. (2019)	Interviews	Italian Bangladeshi in London	Onward migration of second generation as a mobility strategy
Esteves, O. (2023)	Interviews	France	Onward migration of second generation as a mobility strategy
Keskiner, E., Lang, C., Konyali, A., & Rezai, S. (2022)	Interviews	France and Germany	Mobility of second generation, ethnic niches at the top
Keskiner, E., & Crul, M. (2017)	Interviews	France	Mobility of second generation, ethnic niches at the top, cultural capital
Konyali, A. (2014)	Interviews	Germany	Second generation, business sector, mobility, high-skill, ethnic niche at the top
Lang, C., Pott, A., & Schneider, J. (2022)	Interviews	Germany	Social ties, ethnic niches, networking, second generation immigrant

Midtbøen, A.H., & Nadim, M. (2019)	Interviews	Norway	High occupational status niches, second generation, labor market integration
Orozco, M. (2022)	Interviews	US	Ethnic enclaves, ethnic entrepreneurs, identity and business strategy
Santelli, E. (2010)	Interviews	France	Transnational mobility, Muslim high skill second generation immigrant leaving France to develop business in the origin country of their parents
Shahrokni, S. (2019)	Interviews	France	Transnational mobility, north African high skill second generation immigrant.
Waldinger, R. (1994)	Interviews	US	Ethnic niche formation, social networks, supply
Waldinger, R. (1996)	Research Note	US	Ethnic enclaves as a strategy for immigrant with low mobility
Waldinger, R. (2013)	Literature review	not country specific	Immigrant transnationalism, cross-state ties
Zhou, M., Xu, T., & Shenasi, S. (2018)	Interviews	China	Ethnic enclaves, ethnic entrepreneurs, business strategy
