

Yemane, Ruta; Fernández-Reino, Mariña

**Article — Published Version**

## Latinos in the United States and in Spain: the impact of ethnic group stereotypes on labour market outcomes

Journal of Ethnic and Migration Studies

**Provided in Cooperation with:**  
WZB Berlin Social Science Center

*Suggested Citation:* Yemane, Ruta; Fernández-Reino, Mariña (2021) : Latinos in the United States and in Spain: the impact of ethnic group stereotypes on labour market outcomes, Journal of Ethnic and Migration Studies, ISSN 1469-9451, Taylor & Francis, London, Vol. 47, Iss. 6, pp. 1240-1260,  
<https://doi.org/10.1080/1369183X.2019.1622806>

This Version is available at:  
<https://hdl.handle.net/10419/200754>

**Standard-Nutzungsbedingungen:**

Die Dokumente auf EconStor dürfen zu eigenen wissenschaftlichen Zwecken und zum Privatgebrauch gespeichert und kopiert werden.

Sie dürfen die Dokumente nicht für öffentliche oder kommerzielle Zwecke vervielfältigen, öffentlich ausstellen, öffentlich zugänglich machen, vertreiben oder anderweitig nutzen.

Sofern die Verfasser die Dokumente unter Open-Content-Lizenzen (insbesondere CC-Lizenzen) zur Verfügung gestellt haben sollten, gelten abweichend von diesen Nutzungsbedingungen die in der dort genannten Lizenz gewährten Nutzungsrechte.

**Terms of use:**

*Documents in EconStor may be saved and copied for your personal and scholarly purposes.*

*You are not to copy documents for public or commercial purposes, to exhibit the documents publicly, to make them publicly available on the internet, or to distribute or otherwise use the documents in public.*

*If the documents have been made available under an Open Content Licence (especially Creative Commons Licences), you may exercise further usage rights as specified in the indicated licence.*



<https://creativecommons.org/licenses/by/4.0/>

## Online Appendix

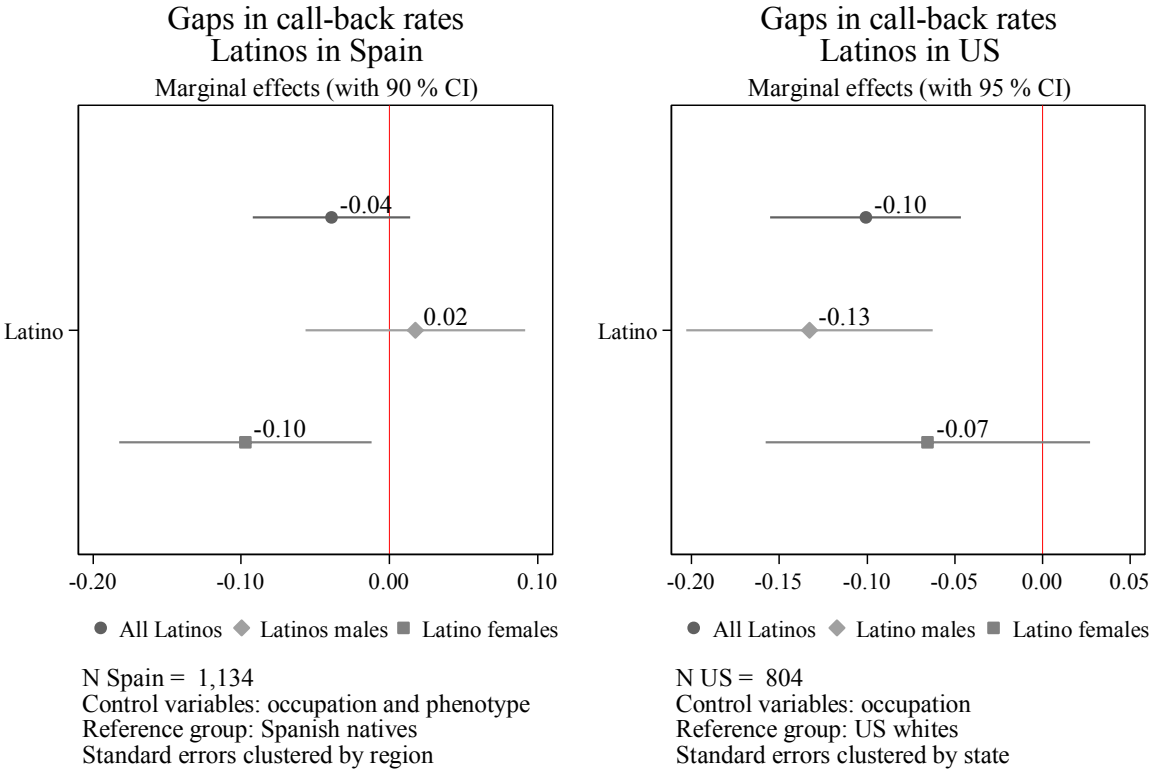
**Table 1 Names of the Fictitious Applicants**

<b>Country of origin</b>	<b>Male</b>	<b>Female</b>	<b>Surname</b>
Spain	Álvaro	Alba	Martínez García
US (White)	Jake	Abigail	Smith
Cuba (only US)	Alfaro	Yamile	Hernández García
Dominican Republic (only SP)	Carlos Manuel	Elizabeth	Vasquez Pérez
Ecuador (only SP)	Luis Alberto	María Fernanda	Guamán Espinoza
El Salvador (only US)	Arturo	Belita	Flores Guzman
Mexico	Pedro	Guadalupe	Flores Martínez
Puerto Rico (only US)	José	Paola	Rivera García

**Table 2 Descriptive Statistics**

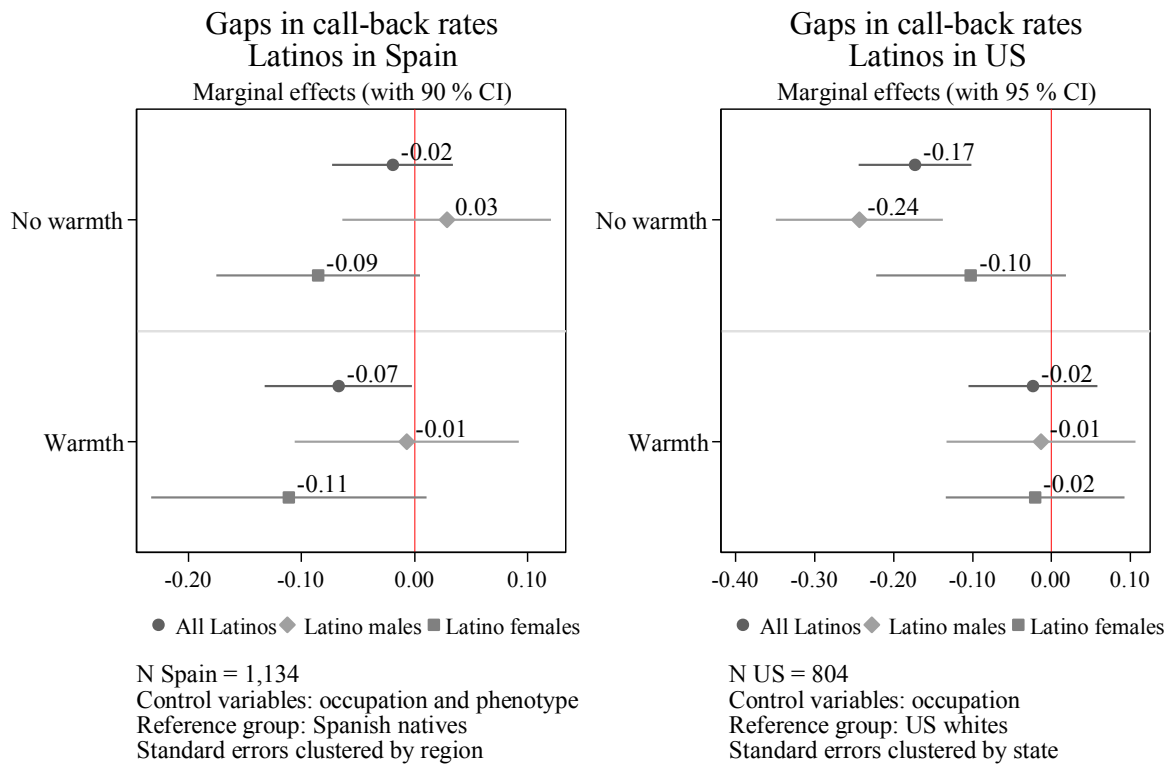
<b>Variables</b>	<b>Spain (N=1,547)</b>	<b>US (N=804)</b>
Native/White	964	523
Female	751	402
Latino	583	281
Cubans	-	66
Dominicans	52	-
Ecuadorians	463	-
Mexicans	68	68
Puerto Ricans	-	74
Salvadorans	-	73
Occupations		
Cook	612	127
Payroll clerk/ Secretary	261	148
Receptionist	209	142
Sales representative	94	120
Software developer	81	128
Store assistant	290	139
Performance treatment 50% probability	766	397
Warmth treatment 50% probability	765	386
Grade treatment 50% probability	785	383
Positive call-back	314	177

**Figure 1 Gaps in call-back rates for Latinos in Spain (excluding Catalonia) and in the US**



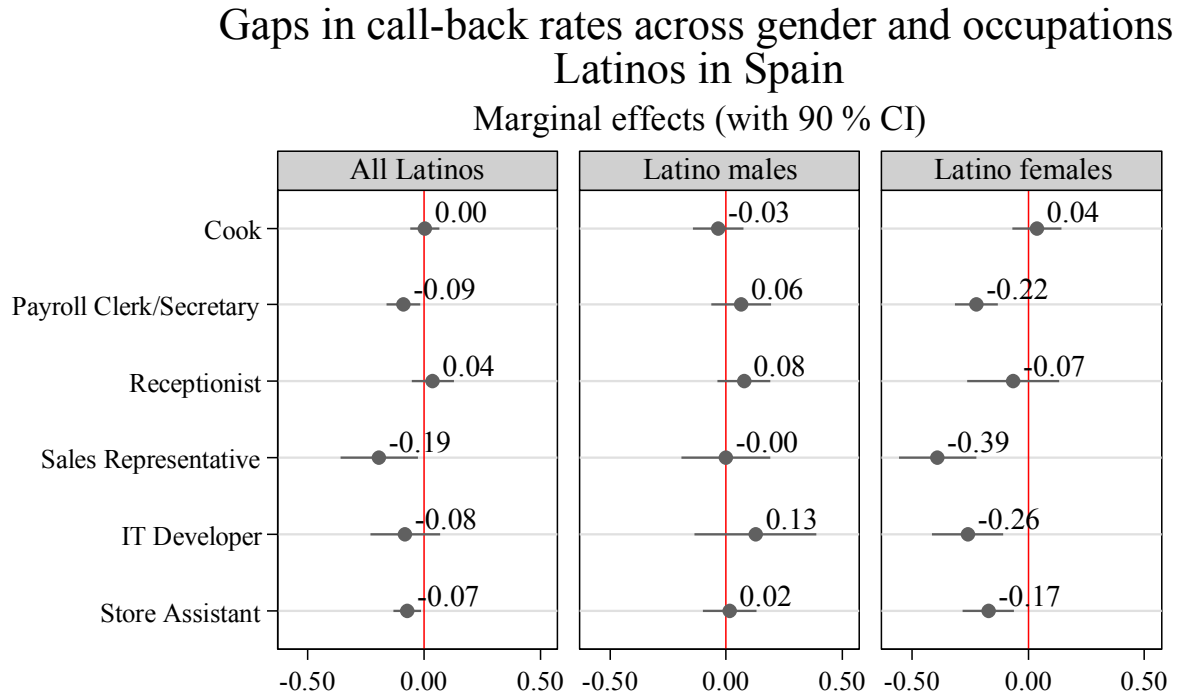
Note : OLS regressions with separate models for male and female subsamples.

**Figure 2 Gaps in call-back rates by warmth indicator for Latinos in Spain (excluding Catalonia) and in the US**



Note : OLS regressions with separate models for male and female subsamples.

**Figure 3 Gaps in call-back rates for Latinos in Spain (excluding Catalonia) across gender and occupations**



N Spain = 1,134

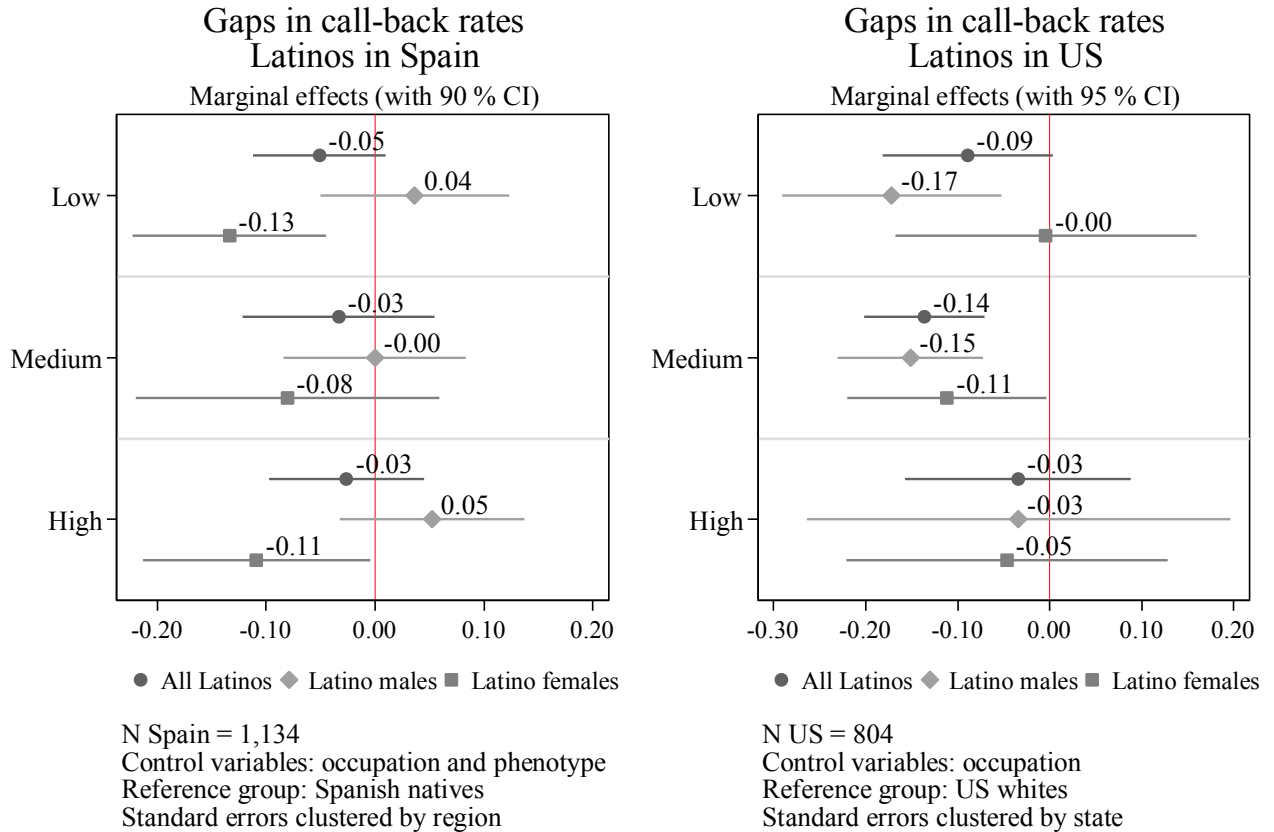
Control variables: phenotype

Reference group: Spanish natives

Standard errors clustered by region

OLS regressions with separate models for male and female subsamples.

**Figure 4 Gaps in call-back rates by competence indicator (academic achievements and high work performance) for Latinos in Spain (excluding Catalonia) and in the US**



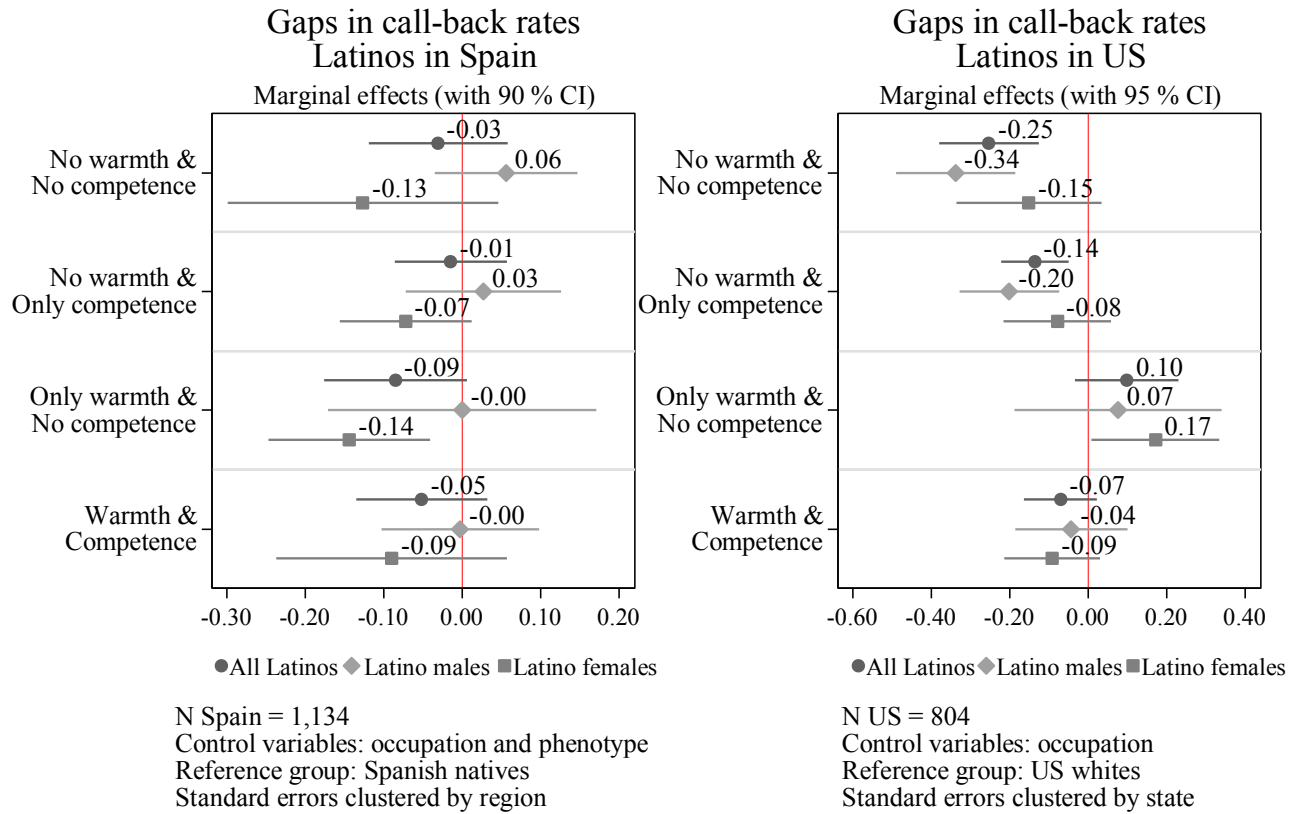
Note : OLS regressions with separate models for male and female subsamples.

Note: Low: no indicators of academic achievement or high work performance

Medium: either indicator of academic achievements or indicator of high work performance

High: indicator of academic achievements, as well as indicator of high work performance

**Figure 5 Gaps in call-back rates for Latinos by warmth and competence indicators for Latinos in Spain (excluding Catalonia) and in the US**



Note : OLS regressions with separate models for male and female subsamples.