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Online appendix

Table A.1. Linear probability regression examining the interaction effect between gender, Turkish origin, and country

	Full sample		Germany	The Netherlands
	Model 1 + two-way interaction with gender	Model 2 + three-way interaction with gender	Model 3 + two-way interaction with gender	Model 4 + two-way interaction with gender
Turkish (ref = majority)	-0.108** (0.033)	-0.084 (0.053)	-0.100~ (0.053)	-0.123** (0.043)
Netherlands (ref = Germany)	-0.015 (0.026)	0.031 (0.039)		
Picture included (ref = no picture included)	0.089*** (0.025)	0.089*** (0.025)	0.034 (0.043)	0.116*** (0.030)
Grade included (ref = no grade included)	-0.034 (0.023)	-0.032 (0.023)	0.022 (0.036)	-0.055~ (0.029)
Performance included (ref = no performance included)	0.026 (0.023)	0.027 (0.023)	0.023 (0.036)	0.023 (0.029)
Female (ref = males)	0.086** (0.027)	0.104* (0.043)	0.097* (0.043)	0.072* (0.034)
Advertisement fit (ref = fit)				
Underqualified	-0.092** (0.035)	-0.099** (0.035)	0.048 (0.051)	-0.222*** (0.045)
Overqualified	0.040 (0.037)	0.039 (0.037)	0.024 (0.055)	0.026 (0.051)
Occupation fixed effects	Yes	Yes	Yes	Yes
Turkish * Female	0.000 (0.051)	0.091 (0.078)	0.088 (0.077)	-0.066 (0.065)
Turkish * Netherlands		-0.038 (0.068)		
Netherlands * Female		-0.027 (0.055)		
Turkish * Netherlands * Female		-0.160 (0.102)		
Constant	0.668*** (0.042)	0.640*** (0.045)	0.610*** (0.066)	0.700*** (0.042)
Observations	1587	1587	652	935
R ²	0.193	0.198	0.193	0.233

Source: GEMM, 2018

Note. Standard errors in parentheses (two-sided).

~ $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table A.2. Linear probability regression predicting the likelihood to receive a call-back excluding observation from East Germany

	Model 1 Full sample	Model 2 Full sample + interaction	Model 3 Germany	Model 4 the Netherlands
Turkish (ref = majority)	-0.108*** (0.026)	-0.035 (0.042)	-0.049 (0.042)	-0.153*** (0.032)
Netherlands (ref = Germany)	-0.024 (0.027)	0.012 (0.031)		
Turkish * Netherlands		-0.118* (0.053)		
Picture included (ref = no picture included)	0.087*** (0.026)	0.088*** (0.026)	0.021 (0.046)	0.117*** (0.030)
Grade included (ref = no grade included)	-0.042~ (0.023)	-0.042~ (0.023)	0.007 (0.039)	-0.057~ (0.029)
Performance included (ref = no performance included)	0.029 (0.024)	0.030 (0.024)	0.033 (0.039)	0.023 (0.029)
Female (ref = males)	0.084*** (0.023)	0.085*** (0.023)	0.123** (0.039)	0.054~ (0.029)
Advertisement fit (ref = fit)				
Underqualified	-0.109** (0.036)	-0.114** (0.036)	0.024 (0.055)	-0.223*** (0.045)
Overqualified	0.042 (0.039)	0.042 (0.038)	0.024 (0.060)	0.025 (0.051)
Occupation fixed effects	Yes	Yes	Yes	Yes
Constant	0.682*** (0.044)	0.658*** (0.045)	0.609*** (0.073)	0.710*** (0.041)
Observations	1501	1501	566	935
R ²	0.188	0.191	0.172	0.232

Source: GEMM, 2018

Note. Standard errors in parentheses (two-sided).

~ $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table A.7. Linear probability regression predicting the likelihood to receive an invitation (narrower definition of a call-back)

	Model 1 Full sample	Model 2 Full sample + interaction	Model 3 Germany	Model 4 the Netherlands
Turkish (ref = majority)	-0.112*** (0.025)	-0.059 (0.039)	-0.071~ (0.039)	-0.148*** (0.031)
Netherlands (ref = Germany)	0.040 (0.026)	0.067* (0.030)		
Turkish * Netherlands		-0.090~ (0.050)		
Picture included (ref = no picture included)	0.087*** (0.025)	0.088*** (0.025)	0.042 (0.043)	0.112*** (0.031)
Grade included (ref = no grade included)	-0.045* (0.023)	-0.044~ (0.023)	-0.034 (0.036)	-0.043 (0.030)
Performance included (ref = no performance included)	-0.015 (0.023)	-0.015 (0.023)	0.001 (0.036)	-0.028 (0.029)
Female (ref = males)	0.045* (0.023)	0.045* (0.023)	0.047 (0.036)	0.042 (0.029)
Advertisement fit (ref = fit)				
Underqualified	-0.118*** (0.034)	-0.122*** (0.034)	-0.058 (0.052)	-0.168*** (0.044)
Overqualified	0.049 (0.037)	0.048 (0.037)	0.065 (0.055)	0.016 (0.051)
Occupation fixed effects	Yes	Yes	Yes	Yes
Constant	0.550*** (0.043)	0.533*** (0.044)	0.522*** (0.069)	0.615*** (0.043)
Observations	1587	1587	652	935
R ²	0.149	0.151	0.128	0.182

Source: GEMM, 2018

Note. Standard errors in parentheses (two-sided).

~ $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table A.8. Linear probability regression examining the interaction effect between information scale, Turkish origin, and country

	Full sample		Germany	The Netherlands
	Model 1 + two-way interaction with information- scale	Model 2 + three-way interaction with information- scale	Model 3 + two-way interaction with information- scale	Model 4 + two-way interaction with information- scale
Turkish (ref = majority)	-0.180*** (0.053)	-0.114 (0.087)	-0.114 (0.086)	-0.210** (0.068)
Netherlands (ref = Germany)	-0.045~ (0.024)	-0.021 (0.059)		
Information scale	0.009 (0.016)	0.012 (0.025)	0.015 (0.025)	0.015 (0.021)
Female (ref = males)	0.085*** (0.023)	0.086*** (0.023)	0.125*** (0.036)	0.049~ (0.029)
Advertisement fit (ref = fit)				
Underqualified	-0.093** (0.035)	-0.097** (0.035)	0.048 (0.051)	-0.226*** (0.046)
Overqualified	0.039 (0.037)	0.038 (0.037)	0.020 (0.056)	0.031 (0.051)
Occupation fixed effects	Yes	Yes	Yes	Yes
Turkish * information scale	0.045 (0.030)	0.037 (0.044)	0.030 (0.044)	0.038 (0.042)
Turkish * Netherlands		-0.084 (0.111)		
Netherlands * information scale		0.002 (0.032)		
Turkish * Netherlands * information scale		-0.005 (0.061)		
Constant	0.715*** (0.043)	0.695*** (0.056)	0.621*** (0.069)	0.714*** (0.044)
Observations	1587	1587	652	935
R ²	0.188	0.189	0.192	0.218

Source: GEMM, 2018

Note. Standard errors in parentheses (two-sided).

~ $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table A.9. Linear probability regression examining the interaction effect between information condition and Turkish origin on the likelihood to receive an invitation (narrower definition of a call-back)

	Full sample			Germany			The Netherlands		
	Model 1 + two-way interaction with picture	Model 2 + two-way interaction with grade	Model 3 + two-way interaction with performance	Model 4 + two-way interaction with picture	Model 5 + two-way interaction with grade	Model 6 + two-way interaction with performance	Model 7 + two-way interaction with picture	Model 8 + two-way interaction with grade	Model 9 + two-way interaction with performance
Turkish	-0.151***	-0.099**	-0.162***	-0.123	-0.003	-0.149**	-0.167***	-0.176***	-0.175***
(ref = majority)	(0.034)	(0.035)	(0.035)	(0.078)	(0.054)	(0.056)	(0.038)	(0.045)	(0.047)
Netherlands	0.039	0.040	0.039						
(ref = Germany)	(0.026)	(0.026)	(0.026)						
Picture included	0.064*	0.087***	0.085***	0.017	0.039	0.034	0.097**	0.112***	0.112***
(ref = no picture included)	(0.029)	(0.025)	(0.025)	(0.055)	(0.043)	(0.043)	(0.037)	(0.031)	(0.031)
Grade included	-0.044~	-0.037	-0.044~	-0.033	0.011	-0.031	-0.042	-0.058	-0.043
(ref = no grade included)	(0.023)	(0.027)	(0.023)	(0.036)	(0.044)	(0.036)	(0.030)	(0.036)	(0.030)
Performance included (ref = no performance included)	-0.016	-0.016	-0.043	-0.002	-0.002	-0.045	-0.028	-0.028	-0.042
	(0.023)	(0.023)	(0.027)	(0.036)	(0.036)	(0.043)	(0.029)	(0.029)	(0.035)
Female	0.046*	0.045*	0.044~	0.048	0.047	0.044	0.043	0.041	0.042
(ref = males)	(0.023)	(0.023)	(0.023)	(0.037)	(0.036)	(0.036)	(0.029)	(0.029)	(0.029)
Advertisement fit (ref = fit)									
Underqualified	-0.117***	-0.117***	-0.120***	-0.055	-0.056	-0.059	-0.168***	-0.170***	-0.171***
	(0.034)	(0.034)	(0.034)	(0.053)	(0.052)	(0.052)	(0.044)	(0.044)	(0.044)
Overqualified	0.049	0.050	0.048	0.063	0.071	0.064	0.018	0.016	0.016
	(0.037)	(0.037)	(0.037)	(0.055)	(0.055)	(0.054)	(0.051)	(0.051)	(0.051)
Occupation fixed effects	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Turkish * picture included	0.075			0.067			0.054		
	(0.049)			(0.090)			(0.067)		
Turkish * grade included		-0.025			-0.143~			0.054	
		(0.049)			(0.078)			(0.063)	
Turkish * performance included			0.094~			0.148~			0.049
			(0.049)			(0.077)			(0.063)
Constant	0.563***	0.546***	0.565***	0.542***	0.497***	0.550***	0.620***	0.623***	0.622***
	(0.044)	(0.044)	(0.044)	(0.074)	(0.071)	(0.070)	(0.044)	(0.044)	(0.044)
Observations	1587	1587	1587	652	652	652	935	935	935
R ²	0.150	0.149	0.151	0.128	0.132	0.133	0.182	0.183	0.182

Source: GEMM, 2018

Note. Standard errors in parentheses (two-sided).

~ $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Table A.30. Linear probability regression examining the interaction effect between information condition, Turkish origin, and country on the likelihood to receive an invitation (narrower definition of a call-back)

	Model 1 + three-way interaction with picture	Model 2 + three-way interaction with grade	Model 3 + three-way interaction with performance
Turkish (ref = majority)	-0.111 (0.078)	0.003 (0.054)	-0.143** (0.054)
Netherlands (ref = Germany)	0.006 (0.053)	0.103* (0.040)	0.068~ (0.041)
Turkish * Netherlands	-0.054 (0.087)	-0.180* (0.070)	-0.033 (0.072)
Picture included (ref = no picture included)	0.017 (0.054)	0.086*** (0.025)	0.085*** (0.025)
Grade included (ref = no grade included)	-0.043~ (0.023)	0.004 (0.044)	-0.043~ (0.023)
Performance included (ref = no performance included)	-0.017 (0.023)	-0.017 (0.023)	-0.042 (0.043)
Female (ref = males)	0.047* (0.023)	0.045* (0.023)	0.044~ (0.023)
Advertisement fit (ref = fit)	Ref.	Ref.	Ref.
Underqualified	-0.121*** (0.034)	-0.121*** (0.034)	-0.123*** (0.034)
Overqualified	0.048 (0.037)	0.050 (0.037)	0.048 (0.037)
Occupation fixed effects	Yes	Yes	Yes
Turkish * picture included	0.063 (0.090)		
Netherlands * picture included	0.081 (0.065)		
Turkish * Netherlands * picture included	-0.015 (0.112)		
Turkish * grade included		-0.129~ (0.077)	
Netherlands * grade included		-0.070 (0.056)	
Turkish * Netherlands * grade included		0.183~ (0.100)	
Turkish * performance included			0.158* (0.077)
Netherlands * performance included			-0.003 (0.056)
Turkish * Netherlands * performance included			-0.108 (0.100)
Constant	0.591*** (0.057)	0.508*** (0.048)	0.548*** (0.048)
Observations	1587	1587	1587
R ²	0.152	0.153	0.154

Source: GEMM, 2018

Note. Standard errors in parentheses (two-sided).

~ $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$