

Online Appendix

Table O.A.1 Example of a vignette deck

Profile candidate A	
Gender	Male
Age	62
Commuting distance	5–10 km
Relevant work experience	None
Unemployment status	Unemployed
Unemployment duration	More than one year but less than two years
Extra-curricular activities	Cultural activities
Application method	Referral through the public employment service of Flanders

Profile candidate B	
Gender	Female
Age	55
Commuting distance	5–10 km
Relevant work experience	About 2 years
Unemployment status	Unemployed
Unemployment duration	More than six months but less than one year
Extra-curricular activities	None
Application method	Referral through the public employment service of Flanders

Profile candidate C	
Gender	Female
Age	63

Commuting distance	10–50 km
Relevant work experience	About 10 years
Unemployment status	{Unemployed, Unemployed in the regime with companysupplement}
Unemployment duration	More than one month but less than six months
Extra-curricular activities	Cultural activities
Application method	Directly

Profile candidate D

Gender	Female
Age	38
Commuting distance	0–5 km
Relevant work experience	About 5 years
Unemployment status	Unemployed
Unemployment duration	One month or less
Extra-curricular activities	Sport activities
Application method	Directly

Profile candidate E

Gender	Male
Age	49
Commuting distance	More than 50 km
Relevant work experience	About 10 years
Unemployment status	Unemployed
Unemployment duration	More than two years
Extra-curricular activities	Volunteering
Application method	Directly

Table O.A.2 Full ordered regression results with the interview and hiring probability as the outcome variables

	Full sample [N = 1,800]		Subsample: 95% recruiters with the lowest ERT [N = 1,780]		Subsample: 95% recruiters with the lowest MRT [N = 1,783]	
	Interview probability (1)	Hiring probability (2)	Interview probability (3)	Hiring probability (4)	Interview probability (5)	Hiring probability (6)
A. CANDIDATE CHARACTERISTICS						
Unemployed in the regime with company supplement (URCS)	0.256* (0.120)	0.306* (0.122)	0.236+ (0.124)	0.277* (0.126)	0.228+ (0.123)	0.269* (0.125)
Age (ref. = 33 years)						
38 years	-0.039 (0.176)	-0.091 (0.179)	-0.019 (0.181)	-0.032 (0.185)	-0.004 (0.186)	-0.031 (0.190)
44 years	-0.267+ (0.162)	-0.186 (0.183)	-0.290+ (0.170)	-0.199 (0.191)	-0.320+ (0.170)	-0.257 (0.192)
49 years	-0.138 (0.221)	-0.314 (0.234)	-0.100 (0.231)	-0.230 (0.237)	-0.222 (0.226)	-0.370 (0.237)
55 years	-0.571** (0.197)	-0.512* (0.199)	-0.585** (0.203)	-0.487* (0.205)	-0.603** (0.205)	-0.508* (0.206)
60 years	-0.966*** (0.231)	-0.992*** (0.235)	-0.900*** (0.235)	-0.917*** (0.239)	-1.011*** (0.236)	-0.974*** (0.240)
61 years	-1.206*** (0.237)	-1.152*** (0.233)	-1.224*** (0.249)	-1.182*** (0.241)	-1.249*** (0.243)	-1.179*** (0.241)
62 years	-1.250*** (0.202)	-1.437*** (0.217)	-1.178*** (0.212)	-1.350*** (0.222)	-1.233*** (0.208)	-1.404*** (0.222)
63 years	-1.429*** (0.198)	-1.509*** (0.219)	-1.408*** (0.203)	-1.454*** (0.223)	-1.390*** (0.205)	-1.433*** (0.226)
64 years	-1.250*** (0.200)	-1.506*** (0.198)	-1.231*** (0.203)	-1.480*** (0.202)	-1.263*** (0.206)	-1.494*** (0.200)
Male	0.018 (0.074)	-0.025 (0.080)	0.027 (0.074)	-0.017 (0.080)	0.024 (0.076)	-0.010 (0.081)
Commuting distance (ref. = 0–5km)						
5–10 km	0.182+ (0.103)	0.060 (0.106)	0.180+ (0.107)	0.046 (0.109)	0.201+ (0.107)	0.077 (0.110)
10–50 km	0.035 (0.097)	-0.039 (0.102)	0.039 (0.100)	-0.046 (0.105)	0.065 (0.100)	0.001 (0.105)
More than 50 km	-0.854*** (0.120)	-1.028*** (0.125)	-0.848*** (0.123)	-1.032*** (0.128)	-0.828*** (0.123)	-1.011*** (0.127)
Relevant work experience (ref. = None)						
About 2 years	1.366*** (0.116)	1.408*** (0.123)	1.338*** (0.120)	1.392*** (0.126)	1.348*** (0.120)	1.388*** (0.127)
About 5 years	1.751*** (0.127)	1.897*** (0.132)	1.720*** (0.131)	1.877*** (0.137)	1.734*** (0.131)	1.904*** (0.137)
About 10 years	2.141*** (0.132)	2.317*** (0.130)	2.118*** (0.135)	2.335*** (0.135)	2.124*** (0.135)	2.302*** (0.135)
Unemployment period (ref. = 1 month at most)						
1–6 months	-0.224* (0.109)	-0.243* (0.118)	-0.233* (0.112)	-0.265* (0.120)	-0.185 (0.112)	-0.215+ (0.121)
6–12 months	-0.545*** (0.112)	-0.699*** (0.111)	-0.536*** (0.114)	-0.691*** (0.115)	-0.522*** (0.115)	-0.691*** (0.113)
12–24 months	-0.691*** (0.111)	-0.828*** (0.117)	-0.692*** (0.114)	-0.835*** (0.120)	-0.656*** (0.113)	-0.773*** (0.118)

<i>More than 24 months</i>	-0.874*** (0.115)	-1.139*** (0.124)	-0.858*** (0.119)	-1.165*** (0.128)	-0.854*** (0.119)	-1.089*** (0.128)
Extra-curricular activities (ref. = None)						
<i>Cultural activities</i>	0.103 (0.098)	-0.046 (0.106)	0.128 (0.101)	-0.040 (0.107)	0.116 (0.101)	-0.030 (0.108)
<i>Sport activities</i>	0.138 (0.101)	0.081 (0.114)	0.189 [†] (0.103)	0.130 (0.114)	0.149 (0.103)	0.088 (0.117)
<i>Voluntary work</i>	0.162 (0.103)	0.077 (0.108)	0.186 [†] (0.105)	0.087 (0.109)	0.146 (0.106)	0.040 (0.111)
Referral through PES	-0.328*** (0.078)	-0.358*** (0.078)	-0.322*** (0.080)	-0.344*** (0.080)	-0.359*** (0.080)	-0.379*** (0.079)

B. JOB CHARACTERISTICS

Job (ref. = Dental technician)						
<i>Door-to-door salesman</i>	0.399 (0.278)	0.404 (0.268)	0.454 (0.292)	0.467 (0.285)	0.293 (0.272)	0.316 (0.263)
<i>Packer</i>	-0.183 (0.347)	-0.361 (0.334)	-0.241 (0.347)	-0.409 (0.338)	-0.214 (0.361)	-0.309 (0.344)
<i>Plate machine tool setter</i>	0.164 (0.248)	0.082 (0.258)	0.200 (0.255)	0.166 (0.266)	0.182 (0.252)	0.117 (0.263)
<i>Laboratory technician</i>	-0.119 (0.242)	-0.254 (0.238)	-0.085 (0.248)	-0.213 (0.248)	-0.129 (0.245)	-0.211 (0.241)
<i>Insurance agent</i>	-0.262 (0.236)	-0.499* (0.226)	-0.235 (0.245)	-0.517* (0.237)	-0.276 (0.238)	-0.488* (0.237)
<i>Physiotherapist</i>	0.038 (0.284)	-0.373 (0.233)	0.063 (0.293)	-0.347 (0.239)	0.000 (0.295)	-0.374 (0.242)
<i>Database administrator</i>	-0.286 (0.292)	-0.532* (0.230)	-0.256 (0.295)	-0.495* (0.236)	-0.292 (0.293)	-0.502* (0.229)

C. RECRUITER CHARACTERISTICS

Male	-0.093 (0.158)	-0.215 (0.142)	-0.115 (0.167)	-0.192 (0.150)	-0.128 (0.157)	-0.198 (0.146)
Age (ref. = 21–35 years)						
<i>36–50 years</i>	0.055 (0.174)	-0.047 (0.162)	-0.006 (0.178)	-0.105 (0.169)	0.037 (0.177)	-0.063 (0.164)
<i>51–75 years</i>	-0.154 (0.217)	-0.161 (0.183)	-0.167 (0.235)	-0.203 (0.196)	-0.109 (0.226)	-0.170 (0.193)
Tertiary education	-0.178 (0.196)	-0.246 (0.194)	-0.244 (0.211)	-0.296 (0.202)	-0.087 (0.202)	-0.151 (0.202)
At least weekly involved in selection decisions	0.002 (0.163)	-0.090 (0.149)	-0.032 (0.178)	-0.122 (0.161)	0.093 (0.167)	-0.073 (0.153)
Period of experience (ref. = Less than 1 year)						
<i>1 to 5 years</i>	0.159 (0.235)	0.305 (0.232)	0.197 (0.236)	0.327 (0.235)	0.078 (0.257)	0.226 (0.250)
<i>More than 5 years</i>	0.325 (0.240)	0.446 [†] (0.242)	0.394 (0.243)	0.486 [†] (0.248)	0.201 (0.260)	0.347 (0.258)
Job (ref. = Others)						
<i>General administrative assistant</i>	-0.105 (0.309)	0.086 (0.309)	-0.116 (0.338)	0.010 (0.325)	-0.015 (0.323)	0.017 (0.312)
<i>Employment agency employee</i>	0.497 (0.319)	0.630 [†] (0.323)	0.504 (0.322)	0.668* (0.328)	0.453 (0.331)	0.581 [†] (0.331)
<i>HR and career development specialist</i>	-0.006 (0.211)	0.044 (0.199)	0.020 (0.216)	0.124 (0.201)	0.035 (0.217)	0.050 (0.207)
<i>Management assistant</i>	-0.081 (0.318)	0.195 (0.273)	-0.092 (0.338)	0.185 (0.290)	-0.135 (0.331)	0.142 (0.305)
<i>Manager</i>	-0.207 (0.186)	-0.156 (0.160)	-0.230 (0.196)	-0.160 (0.169)	-0.168 (0.188)	-0.134 (0.166)
At least 20% of the employees in the organisation is older than 50	0.085 (0.150)	-0.001 (0.137)	0.033 (0.153)	-0.048 (0.140)	0.043 (0.157)	-0.011 (0.142)

D. CUT-POINTS OUTCOME VARIABLE

Cut-point 1	-3.383 (0.378)	-3.794 (0.382)	-3.394 (0.392)	-3.798 (0.401)	-3.333 (0.390)	-3.711 (0.391)
Cut-point 2	-2.646 (0.362)	-2.872 (0.368)	-2.710 (0.373)	-2.911 (0.385)	-2.618 (0.376)	-2.788 (0.377)
Cut-point 3	-1.983 (0.358)	-2.174 (0.368)	-2.036 (0.369)	-2.200 (0.385)	-1.970 (0.372)	-2.108 (0.376)
Cut-point 4	-1.548 (0.357)	-1.617 (0.363)	-1.581 (0.368)	-1.642 (0.381)	-1.538 (0.371)	-1.568 (0.372)
Cut-point 5	-1.237 (0.356)	-1.156 (0.360)	-1.280 (0.368)	-1.169 (0.377)	-1.223 (0.369)	-1.097 (0.369)
Cut-point 6	-0.789 (0.359)	-0.073 (0.367)	-0.819 (0.370)	-0.066 (0.386)	-0.794 (0.373)	-0.028 (0.377)
Cut-point 7	-0.205 (0.360)	0.630 (0.368)	-0.250 (0.372)	0.638 (0.385)	-0.214 (0.375)	0.672 (0.378)
Cut-point 8	0.549 (0.364)	1.623 (0.374)	0.496 (0.376)	1.661 (0.391)	0.544 (0.379)	1.678 (0.385)
Cut-point 9	1.546 (0.367)	2.738 (0.378)	1.506 (0.380)	2.790 (0.396)	1.566 (0.381)	2.831 (0.391)
Cut-point 10	2.253 (0.380)	3.782 (0.405)	2.187 (0.393)	3.813 (0.424)	2.286 (0.394)	3.924 (0.427)

Notes. Abbreviations used: ref. (reference category), URCS (Unemployed in the Regime with Company Supplement), ERT (Egoistic Response Tendencies), MRT (Moralistic Response Tendencies), PES (Public Employment Service), and HR (Human Resources). The subsamples were created by excluding the 20 recruiters who scored above 4.19 for egoistic response tendencies and the 17 recruiters who scored above 4.30 for moralistic response tendencies respectively. The outcome variables range from 0 (i.e. definitely no interview or hire) to 10 (i.e. definitely an interview or hire). The presented statistics are coefficient estimates and their standard errors are in parentheses. Standard errors are corrected for clustering of the observations at the recruiter level. Significances are indicated as *** when $p < .001$; ** when $p < .01$; * when $p < .05$; and + when $p < .10$.

Table O.A.3 Full ordered regression results with the interview and hiring probability as the outcome variables, two-way interactions included

	Full sample [N = 1,800]		Subsample: 95% recruiters with the lowest ERT [N = 1,780]		Subsample: 95% recruiters with the lowest MRT [N = 1,783]	
	Interview probability (1)	Hiring probability (2)	Interview probability (3)	Hiring probability (4)	Interview probability (5)	Hiring probability (6)
A. CANDIDATE CHARACTERISTICS						
Unemployed in the regime with company supplement (URCS)	-0.079 (0.210)	-0.069 (0.215)	-0.093 (0.212)	-0.079 (0.221)	-0.111 (0.216)	-0.124 (0.221)
Age (ref. = 33 years)						
<i>38 years</i>	-0.079 (0.176)	-0.134 (0.181)	-0.064 (0.182)	-0.078 (0.187)	-0.050 (0.186)	-0.079 (0.192)
<i>44 years</i>	-0.286 ⁺ (0.162)	-0.211 (0.186)	-0.309 ⁺ (0.170)	-0.223 (0.193)	-0.337 [*] (0.171)	-0.282 (0.195)
<i>49 years</i>	-0.158 (0.225)	-0.343 (0.239)	-0.120 (0.235)	-0.257 (0.242)	-0.244 (0.229)	-0.400 ⁺ (0.242)
<i>55 years</i>	-0.605 ^{**} (0.198)	-0.548 ^{**} (0.202)	-0.625 ^{**} (0.203)	-0.528 [*] (0.208)	-0.648 ^{**} (0.205)	-0.553 ^{**} (0.209)
<i>60 years</i>	-1.017 ^{***} (0.228)	-1.046 ^{***} (0.233)	-0.958 ^{***} (0.232)	-0.976 ^{***} (0.237)	-1.066 ^{***} (0.233)	-1.028 ^{***} (0.238)
<i>61 years</i>	-1.309 ^{***} (0.243)	-1.268 ^{***} (0.241)	-1.332 ^{***} (0.254)	-1.292 ^{***} (0.248)	-1.356 ^{***} (0.248)	-1.289 ^{***} (0.248)
<i>62 years</i>	-1.266 ^{***} (0.202)	-1.459 ^{***} (0.218)	-1.194 ^{***} (0.211)	-1.368 ^{***} (0.222)	-1.247 ^{***} (0.207)	-1.421 ^{***} (0.223)
<i>63 years</i>	-1.423 ^{***} (0.194)	-1.503 ^{***} (0.215)	-1.409 ^{***} (0.200)	-1.458 ^{***} (0.219)	-1.389 ^{***} (0.202)	-1.435 ^{***} (0.222)
<i>64 years</i>	-1.297 ^{***} (0.202)	-1.560 ^{***} (0.205)	-1.280 ^{***} (0.206)	-1.536 ^{***} (0.210)	-1.311 ^{***} (0.209)	-1.553 ^{***} (0.207)
Male	-0.112 (0.095)	-0.173 ⁺ (0.101)	-0.106 (0.097)	-0.154 (0.102)	-0.106 (0.099)	-0.150 (0.105)
Commuting distance (ref. = 0–5km)						
<i>5–10 km</i>	0.177 ⁺ (0.104)	0.057 (0.106)	0.175 (0.108)	0.046 (0.110)	0.191 ⁺ (0.108)	0.075 (0.110)
<i>10–50 km</i>	0.048 (0.097)	-0.026 (0.102)	0.054 (0.100)	-0.032 (0.104)	0.079 (0.100)	0.015 (0.104)
<i>More than 50 km</i>	-0.861 ^{***} (0.122)	-1.038 ^{***} (0.126)	-0.855 ^{***} (0.125)	-1.041 ^{***} (0.130)	-0.838 ^{***} (0.124)	-1.023 ^{***} (0.128)
Relevant work experience (ref. = None)						
<i>About 2 years</i>	1.357 ^{***} (0.117)	1.393 ^{***} (0.125)	1.335 ^{***} (0.122)	1.386 ^{***} (0.129)	1.348 ^{***} (0.121)	1.382 ^{***} (0.130)
<i>About 5 years</i>	1.754 ^{***} (0.129)	1.895 ^{***} (0.134)	1.732 ^{***} (0.133)	1.884 ^{***} (0.139)	1.745 ^{***} (0.133)	1.908 ^{***} (0.138)
<i>About 10 years</i>	2.165 ^{***} (0.132)	2.339 ^{***} (0.131)	2.151 ^{***} (0.136)	2.362 ^{***} (0.136)	2.160 ^{***} (0.135)	2.330 ^{***} (0.136)
Unemployment period (ref. = 1 month at most)						
<i>1–6 months</i>	-0.218 [*] (0.110)	-0.241 [*] (0.118)	-0.223 [*] (0.113)	-0.259 [*] (0.121)	-0.172 (0.113)	-0.206 ⁺ (0.121)
<i>6–12 months</i>	-0.515 ^{***} (0.112)	-0.665 ^{***} (0.112)	-0.509 ^{***} (0.115)	-0.664 ^{***} (0.117)	-0.489 ^{***} (0.116)	-0.658 ^{***} (0.114)
<i>12–24 months</i>	-0.704 ^{***} (0.112)	-0.843 ^{***} (0.118)	-0.707 ^{***} (0.115)	-0.852 ^{***} (0.121)	-0.670 ^{***} (0.114)	-0.789 ^{***} (0.119)

<i>More than 24 months</i>	-1.051*** (0.135)	-1.333*** (0.146)	-1.051*** (0.140)	-1.360*** (0.150)	-1.068*** (0.142)	-1.305*** (0.151)
Extra-curricular activities (ref. = None)						
<i>Cultural activities</i>	0.119 (0.101)	-0.024 (0.107)	0.146 (0.104)	-0.014 (0.107)	0.132 (0.105)	-0.003 (0.109)
<i>Sport activities</i>	0.183 ⁺ (0.102)	0.133 (0.116)	0.236* (0.103)	0.181 (0.116)	0.195 ⁺ (0.104)	0.140 (0.119)
<i>Voluntary work</i>	0.200 ⁺ (0.103)	0.124 (0.109)	0.228* (0.104)	0.135 (0.111)	0.186 ⁺ (0.106)	0.088 (0.112)
Referral through PES	-0.342*** (0.093)	-0.373*** (0.096)	-0.333*** (0.095)	-0.362*** (0.098)	-0.371*** (0.096)	-0.405*** (0.098)
Interactions						
<i>URCSxMale</i>	0.432* (0.211)	0.496* (0.213)	0.427* (0.218)	0.453* (0.218)	0.413 ⁺ (0.217)	0.466* (0.217)
<i>URCSxLong-term unemployment^a</i>	0.666* (0.275)	0.704** (0.256)	0.731* (0.291)	0.720** (0.269)	0.792** (0.279)	0.766** (0.262)
<i>URCSxReferral</i>	0.004 (0.193)	0.012 (0.192)	-0.010 (0.201)	0.024 (0.202)	-0.015 (0.197)	0.051 (0.197)

B. JOB CHARACTERISTICS

Job (ref. = Dental technician)						
<i>Door-to-door salesman</i>	0.382 (0.277)	0.391 (0.269)	0.440 (0.290)	0.457 (0.284)	0.276 (0.271)	0.303 (0.262)
<i>Packer</i>	-0.202 (0.346)	-0.377 (0.333)	-0.260 (0.347)	-0.424 (0.339)	-0.232 (0.360)	-0.325 (0.343)
<i>Plate machine tool setter</i>	0.142 (0.247)	0.060 (0.255)	0.172 (0.253)	0.143 (0.262)	0.162 (0.250)	0.099 (0.259)
<i>Laboratory technician</i>	-0.114 (0.243)	-0.250 (0.240)	-0.080 (0.248)	-0.210 (0.249)	-0.119 (0.246)	-0.202 (0.242)
<i>Insurance agent</i>	-0.270 (0.236)	-0.511* (0.227)	-0.248 (0.242)	-0.529* (0.237)	-0.285 (0.237)	-0.497* (0.237)
<i>Physiotherapist</i>	0.004 (0.285)	-0.409 ⁺ (0.235)	0.026 (0.294)	-0.381 (0.239)	-0.030 (0.295)	-0.404 ⁺ (0.243)
<i>Database administrator</i>	-0.293 (0.291)	-0.541* (0.229)	-0.265 (0.293)	-0.505* (0.234)	-0.298 (0.292)	-0.507* (0.227)

C. RECRUITER CHARACTERISTICS

Male	-0.097 (0.158)	-0.217 (0.141)	-0.116 (0.166)	-0.191 (0.148)	-0.133 (0.156)	-0.201 (0.145)
Age (ref. = 21–35 years)						
<i>36–50 years</i>	0.050 (0.173)	-0.047 (0.161)	-0.014 (0.176)	-0.106 (0.168)	0.032 (0.176)	-0.062 (0.163)
<i>51–75 years</i>	-0.149 (0.217)	-0.159 (0.184)	-0.161 (0.235)	-0.200 (0.196)	-0.102 (0.227)	-0.166 (0.194)
Tertiary education	-0.181 (0.194)	-0.255 (0.192)	-0.250 (0.209)	-0.311 (0.201)	-0.093 (0.200)	-0.162 (0.199)
At least weekly involved in selection decisions	-0.016 (0.162)	-0.107 (0.149)	-0.050 (0.177)	-0.139 (0.160)	0.078 (0.166)	-0.087 (0.152)
Period of experience (ref. = Less than 1 year)						
<i>1 to 5 years</i>	0.142 (0.235)	0.289 (0.232)	0.179 (0.236)	0.312 (0.235)	0.066 (0.258)	0.217 (0.250)
<i>More than 5 years</i>	0.323 (0.240)	0.447* (0.242)	0.396 (0.243)	0.491* (0.248)	0.205 (0.261)	0.354 (0.259)
Job (ref. = Others)						
<i>General administrative assistant</i>	-0.118 (0.320)	0.077 (0.313)	-0.121 (0.348)	0.009 (0.331)	-0.018 (0.334)	0.019 (0.318)
<i>Employment agency employee</i>	0.528 (0.320)	0.659* (0.323)	0.537* (0.324)	0.696* (0.329)	0.484 (0.332)	0.609 ⁺ (0.331)

<i>HR and career development specialist</i>	0.002 (0.208)	0.052 (0.198)	0.025 (0.213)	0.130 (0.201)	0.042 (0.214)	0.057 (0.206)
<i>Management assistant</i>	-0.066 (0.323)	0.218 (0.275)	-0.069 (0.343)	0.213 (0.292)	-0.126 (0.336)	0.163 (0.306)
<i>Manager</i>	-0.211 (0.185)	-0.161 (0.160)	-0.231 (0.195)	-0.162 (0.168)	-0.169 (0.187)	-0.137 (0.166)
At least 20% of the employees in the organisation is older than 50	0.107 (0.150)	0.024 (0.137)	0.059 (0.153)	-0.022 (0.141)	0.067 (0.157)	0.015 (0.142)

D. CUT-POINTS OUTCOME VARIABLE

Cut-point 1	-3.520 (0.385)	-3.944 (0.393)	-3.528 (0.396)	-3.936 (0.409)	-3.465 (0.396)	-3.852 (0.400)
Cut-point 2	-2.782 (0.368)	-3.020 (0.378)	-2.843 (0.376)	-3.048 (0.392)	-2.750 (0.381)	-2.928 (0.385)
Cut-point 3	-2.117 (0.364)	-2.322 (0.378)	-2.167 (0.372)	-2.336 (0.392)	-2.099 (0.376)	-2.247 (0.384)
Cut-point 4	-1.681 (0.362)	-1.764 (0.373)	-1.710 (0.371)	-1.778 (0.388)	-1.665 (0.375)	-1.705 (0.380)
Cut-point 5	-1.368 (0.361)	-1.300 (0.370)	-1.407 (0.371)	-1.302 (0.384)	-1.348 (0.374)	-1.231 (0.377)
Cut-point 6	-0.917 (0.364)	-0.210 (0.377)	-0.944 (0.373)	-0.192 (0.393)	-0.915 (0.377)	-0.153 (0.385)
Cut-point 7	-0.330 (0.366)	0.499 (0.378)	-0.370 (0.375)	0.518 (0.393)	-0.330 (0.379)	0.553 (0.386)
Cut-point 8	0.429 (0.369)	1.499 (0.383)	0.381 (0.379)	1.547 (0.399)	0.434 (0.383)	1.565 (0.392)
Cut-point 9	1.433 (0.371)	2.620 (0.387)	1.398 (0.383)	2.683 (0.403)	1.463 (0.385)	2.725 (0.398)
Cut-point 10	2.142 (0.384)	3.667 (0.411)	2.081 (0.397)	3.710 (0.428)	2.186 (0.397)	3.820 (0.432)

Table O.A.3 Full ordered regression results with the interview and hiring probability as the outcome variables, two-way interactions included (continued)

	Full sample: all interactions with URCS [N = 1,800]		Full sample: long-term unemployed = at least 1 year [N = 1,800]	
	Interview probability (7)	Hiring probability (8)	Interview probability (9)	Hiring probability (10)
A. CANDIDATE CHARACTERISTICS				
Unemployed in the regime with company supplement (URCS)	0.349 (0.631)	-0.201 (0.684)	-0.157 (0.217)	-0.083 (0.225)
Age (ref. = 33 years)				
<i>38 years</i>	-0.123 (0.181)	-0.178 (0.186)	-0.081 (0.176)	-0.125 (0.182)
<i>44 years</i>	-0.342* (0.169)	-0.267 (0.190)	-0.293+ (0.161)	-0.219 (0.185)
<i>49 years</i>	-0.195 (0.231)	-0.372 (0.243)	-0.171 (0.225)	-0.344 (0.240)
<i>55 years</i>	-0.631** (0.203)	-0.571** (0.207)	-0.610** (0.196)	-0.537** (0.201)
<i>60 years</i>	-1.276*** (0.292)	-1.202*** (0.300)	-1.029*** (0.228)	-1.036*** (0.234)
<i>61 years</i>	-1.326*** (0.307)	-1.294*** (0.298)	-1.306*** (0.242)	-1.240*** (0.240)
<i>62 years</i>	-1.212*** (0.245)	-1.502*** (0.262)	-1.286*** (0.203)	-1.460*** (0.221)
<i>63 years</i>	-1.363*** (0.238)	-1.425*** (0.256)	-1.433*** (0.194)	-1.508*** (0.217)
<i>64 years</i>	-1.492*** (0.230)	-1.719*** (0.237)	-1.282*** (0.202)	-1.547*** (0.206)
Male	-0.121 (0.096)	-0.179+ (0.103)	-0.117 (0.095)	-0.175+ (0.102)
Commuting distance (ref. = 0–5km)				
<i>5–10 km</i>	0.142 (0.125)	0.030 (0.131)	0.199+ (0.102)	0.083 (0.105)
<i>10–50 km</i>	0.124 (0.131)	0.045 (0.128)	0.032 (0.098)	-0.037 (0.103)
<i>More than 50 km</i>	-0.980*** (0.149)	-1.172*** (0.152)	-0.864*** (0.121)	-1.031*** (0.126)
Relevant work experience (ref. = None)				
<i>About 2 years</i>	1.477*** (0.146)	1.538*** (0.159)	1.329*** (0.117)	1.367*** (0.125)
<i>About 5 years</i>	1.807*** (0.150)	2.007*** (0.165)	1.734*** (0.130)	1.867*** (0.135)
<i>About 10 years</i>	2.183*** (0.157)	2.410*** (0.167)	2.134*** (0.132)	2.296*** (0.130)
Unemployment period (ref. = 1 month at most)				
<i>1–6 months</i>	-0.259* (0.123)	-0.284* (0.126)	-0.204+ (0.110)	-0.239* (0.119)
<i>6–12 months</i>	-0.599*** (0.124)	-0.716*** (0.120)	-0.511*** (0.112)	-0.668*** (0.112)
<i>12–24 months</i>	-0.764*** (0.121)	-0.873*** (0.126)	-0.832*** (0.125)	-0.931*** (0.134)
<i>More than 24 months</i>	-1.110*** (0.141)	-1.384*** (0.151)	-1.010*** (0.125)	-1.234*** (0.138)

Extra-curricular activities (ref. = None)				
<i>Cultural activities</i>	0.215 (0.134)	0.041 (0.144)	0.112 (0.100)	-0.029 (0.107)
<i>Sport activities</i>	0.220* (0.129)	0.138 (0.142)	0.200* (0.102)	0.140 (0.116)
<i>Voluntary work</i>	0.173 (0.134)	0.129 (0.138)	0.180* (0.103)	0.106 (0.109)
Referral through PES	-0.356*** (0.095)	-0.392*** (0.097)	-0.338*** (0.093)	-0.366*** (0.096)
Interactions				
<i>URCSx61 years</i>	-0.220 (0.449)	-0.111 (0.432)		
<i>URCSx62 years</i>	-0.129 (0.432)	0.149 (0.418)		
<i>URCSx63 years</i>	-0.356 (0.382)	-0.304 (0.382)		
<i>URCSx64 years</i>	0.295 (0.424)	0.213 (0.402)		
<i>URCSxMale</i>	0.374* (0.209)	0.502* (0.212)	0.435* (0.212)	0.503* (0.215)
<i>URCSx5-10 km</i>	-0.068 (0.294)	-0.116 (0.304)		
<i>URCSx10-50 km</i>	-0.252 (0.288)	-0.270 (0.271)		
<i>URCSxMore than 50 km</i>	0.252 (0.294)	0.299 (0.291)		
<i>URCSxAbout 2 years experience</i>	-0.403 (0.295)	-0.476* (0.285)		
<i>URCSxAbout 5 years experience</i>	-0.287 (0.343)	-0.464 (0.307)		
<i>URCSxAbout 10 years experience</i>	0.052 (0.260)	-0.090 (0.256)		
<i>URCSxLong-term unemployment[†]</i>	0.689* (0.280)	0.674* (0.263)	0.520* (0.225)	0.339 (0.219)
<i>URCSxCultural activities</i>	-0.395 (0.329)	-0.259 (0.313)		
<i>URCSxSport activities</i>	-0.286 (0.331)	-0.144 (0.331)		
<i>URCSxVoluntary work</i>	0.097 (0.310)	0.017 (0.292)		
<i>URCSxReferral</i>	-0.128 (0.214)	-0.066 (0.207)	0.020 (0.195)	0.031 (0.195)

B. JOB CHARACTERISTICS

Job (ref. = Dental technician)				
<i>Door-to-door salesman</i>	0.237 (0.299)	0.221 (0.288)	0.385 (0.277)	0.392 (0.268)
<i>Packer</i>	-0.345 (0.387)	-0.461 (0.399)	-0.204 (0.346)	-0.370 (0.332)
<i>Plate machine tool setter</i>	0.097 (0.274)	0.022 (0.270)	0.144 (0.249)	0.070 (0.257)
<i>Laboratory technician</i>	-0.211 (0.272)	-0.330 (0.268)	-0.143 (0.245)	-0.271 (0.241)
<i>Insurance agent</i>	-0.275 (0.247)	-0.507* (0.242)	-0.271 (0.237)	-0.504* (0.227)
<i>Physiotherapist</i>	-0.091 (0.307)	-0.408 (0.273)	0.001 (0.288)	-0.407* (0.236)
<i>Database administrator</i>	-0.407 (0.290)	-0.581* (0.240)	-0.304 (0.292)	-0.542* (0.229)
Interactions				

<i>URCSxDoor-to-door salesman</i>	0.426 (0.418)	0.510 (0.389)		
<i>URCSxPacker</i>	0.533 (0.515)	0.322 (0.569)		
<i>URCSxPlate machine tool setter</i>	0.180 (0.351)	0.122 (0.410)		
<i>URCSxLaboratory technician</i>	0.239 (0.372)	0.232 (0.394)		
<i>URCSxInsurance agent</i>	0.027 (0.357)	0.055 (0.382)		
<i>URCSxPhysiotherapist</i>	0.369 (0.386)	0.043 (0.376)		
<i>URCSxPDatabase administrator</i>	0.497 (0.393)	0.134 (0.367)		
C. RECRUITER CHARACTERISTICS				
Male	-0.055 (0.165)	-0.130 (0.154)	-0.094 (0.158)	-0.216 (0.141)
Age (ref. = 21–35 years)				
<i>36–50 years</i>	0.099 (0.182)	0.013 (0.170)	0.059 (0.173)	-0.045 (0.162)
<i>51–75 years</i>	-0.146 (0.232)	-0.235 (0.207)	-0.148 (0.217)	-0.162 (0.184)
Tertiary education	-0.224 (0.218)	-0.308 (0.214)	-0.179 (0.194)	-0.246 (0.191)
At least weekly involved in selection decisions	0.119 (0.171)	-0.003 (0.163)	-0.009 (0.163)	-0.100 (0.149)
Period of experience (ref. = Less than 1 year)				
<i>1 to 5 years</i>	0.114 (0.261)	0.131 (0.250)	0.153 (0.236)	0.298 (0.233)
<i>More than 5 years</i>	0.286 (0.279)	0.294 (0.273)	0.335 (0.241)	0.455 ⁺ (0.242)
Job (ref. = Others)				
<i>General administrative assistant</i>	0.144 (0.299)	0.296 (0.310)	-0.104 (0.318)	0.092 (0.314)
<i>Employment agency employee</i>	0.437 (0.369)	0.540 (0.362)	0.506 (0.319)	0.634 ⁺ (0.323)
<i>HR and career development specialist</i>	-0.074 (0.225)	-0.042 (0.209)	-0.001 (0.209)	0.047 (0.198)
<i>Management assistant</i>	-0.026 (0.318)	0.233 (0.271)	-0.070 (0.321)	0.212 (0.273)
<i>Manager</i>	-0.279 (0.205)	-0.200 (0.179)	-0.212 (0.185)	-0.161 (0.161)
At least 20% of the employees in the organisation is older than 50	0.167 (0.154)	0.114 (0.144)	0.103 (0.149)	0.015 (0.137)
Interactions				
<i>URCSxMale</i>	-0.153 (0.230)	-0.304 (0.228)		
<i>URCSx36-50 years</i>	-0.155 (0.264)	-0.171 (0.264)		
<i>URCSx51-75 years</i>	-0.077 (0.324)	0.254 (0.317)		
<i>URCSxTertiary edycatuib</i>	0.121 (0.281)	0.178 (0.284)		
<i>URCSxAt least weekly</i>	-0.509* (0.224)	-0.373 (0.231)		
<i>URCSx1 to 5 years</i>	0.043 (0.420)	0.613 (0.450)		
<i>URCSxMore than 5 years</i>	0.184 (0.424)	0.689 (0.462)		

<i>URCSxGeneral administrative assistant</i>	-1.369* (0.597)	-1.060* (0.578)
<i>URCSxEmployment agency employee</i>	0.368 (0.438)	0.416 (0.445)
<i>URCSxHR and career development specialist</i>	0.277 (0.269)	0.317 (0.275)
<i>URCSxManagement assistant</i>	-0.149 (0.690)	-0.008 (0.609)
<i>URCSxManager</i>	0.258 (0.256)	0.165 (0.242)
<i>URCSxAt least 20% of the employees in the organization is older than 50</i>	-0.253 (0.218)	-0.342 (0.208)

D. CUT-POINTS OUTCOME VARIABLE

Cut-point 1	-3.622 (0.431)	-4.094 (0.440)	-3.554 (0.386)	-3.946 (0.395)
Cut-point 2	-2.882 (0.412)	-3.165 (0.422)	-2.816 (0.369)	-3.022 (0.379)
Cut-point 3	-2.215 (0.409)	-2.460 (0.422)	-2.151 (0.365)	-2.323 (0.379)
Cut-point 4	-1.774 (0.409)	-1.894 (0.419)	-1.714 (0.364)	-1.765 (0.374)
Cut-point 5	-1.458 (0.407)	-1.425 (0.416)	-1.401 (0.363)	-1.301 (0.371)
Cut-point 6	-1.002 (0.409)	-0.322 (0.422)	-0.950 (0.366)	-0.214 (0.378)
Cut-point 7	-0.409 (0.412)	0.394 (0.423)	-0.363 (0.367)	0.491 (0.379)
Cut-point 8	0.358 (0.415)	1.407 (0.426)	0.395 (0.370)	1.487 (0.384)
Cut-point 9	1.377 (0.419)	2.537 (0.435)	1.397 (0.373)	2.605 (0.388)
Cut-point 10	2.093 (0.430)	3.587 (0.463)	2.107 (0.385)	3.652 (0.411)

Notes. Abbreviations used: ref. (reference category), URCS (Unemployed in the Regime with Company Supplement), ERT (Egoistic Response Tendencies), MRT (Moralistic Response Tendencies), PES (Public Employment Service), and HR (Human Resources). The subsamples were created by excluding the 20 recruiters who scored above 4.19 for egoistic response tendencies and the 17 recruiters who scored above 4.30 for moralistic response tendencies respectively. The outcome variables range from 0 (i.e. definitely no interview or hire) to 10 (i.e. definitely an interview or hire). The presented statistics are coefficient estimates and their standard errors are in parentheses. Standard errors are corrected for clustering of the observations at the recruiter level. Significances are indicated as *** when $p < .001$; ** when $p < .01$; * when $p < .05$; and † when $p < .10$.

^a In general, long-term unemployment refers to an unemployment period of at least 2 years in our analyses. However, in this table, we integrated robustness checks with a lower cut-off for long-term unemployment. That is, in models (9) and (10), long-term unemployment is defined as an unemployment period of at least 1 year.

Table O.A.4 Conditional average treatment effects based on causal forests with the interview and hiring probability as the outcome variables

Interview probability		Hiring probability	
Intercept	-2.799** (0.917)	Intercept	-2.454** (0.776)
Participants' job	0.134 [†] (0.068)	Participants' job	0.090 [†] (0.054)
Candidates' unemployment duration	0.253** (0.090)	Candidates' gender	0.423* (0.215)
Candidates' gender	0.457 [†] (0.255)	Job applied for	0.019 (0.048)
Job applied for	0.037 (0.059)	Candidates' extra-curricular activities	-0.065 (0.092)
Candidates' age	0.031** (0.012)	Candidates' age	0.028** (0.010)
Candidates' commuting distance	0.024 (0.114)	Participant's period of experience in selection decisions	-0.022 (0.195)
Candidates' extra-curricular activities	-0.068 (0.113)	Candidates' unemployment duration	0.162* (0.080)
Candidates' relevant work experience	-0.013 (0.109)	Candidates' relevant work experience	-0.054 (0.090)
Participants working in organisations with a senior workforce	-0.438 (0.278)	Candidates' commuting distance	0.043 (0.092)
Participant's age	-0.102 (0.221)	Participant's age	-0.010 (0.179)
Participant's frequency of involvement in selection decisions	-0.392 (0.271)	Participants working in organisations with a senior workforce	-0.283 (0.237)
Participant's degree	0.536 (0.378)	Participant's degree	0.443 (0.320)
Participant's period of experience in selection decisions	-0.031 (0.231)	Participant's frequency of involvement in selection decisions	-0.142 (0.229)
Candidates' application method	0.145 (0.226)	Participants' gender	0.031 (0.271)
Participants' gender	0.009 (0.316)	Candidates' application method	0.220 (0.193)
Average treatment effect	0.013 (0.133)	Average treatment effect	0.008 (0.110)

Notes. This tables presents the results of two causal forests with different outcome variables which both range from 0 (i.e. definitely no interview or hire) to 10 (i.e. definitely an interview or hire). These causal forests are corrected for clustering of the observations at the recruiter level. The presented statistics are doubly robust estimates of the (conditional) average treatment effects and their standard errors are in parentheses. Significances are indicated as *** when $p < .001$; ** when $p < .01$; * when $p < .05$; and [†] when $p < .10$.

Table O.A5 Full ordered regression results with the perceptions as the outcome variables

	Intelligence	Social skills	Physical skills	Technological skills	Flexibility	Creativity
A. CANDIDATE CHARACTERISTICS						
Unemployed in the regime with company supplement (URCS)	0.028 (0.131)	0.171 (0.135)	-0.020 (0.134)	-0.001 (0.136)	0.034 (0.130)	0.057 (0.135)
Age (ref. = 33 years)						
<i>38 years</i>	-0.091 (0.184)	0.193 (0.187)	0.305 ⁺ (0.175)	-0.044 (0.166)	0.099 (0.198)	0.189 (0.209)
<i>44 years</i>	-0.095 (0.184)	0.143 (0.189)	0.061 (0.173)	-0.144 (0.189)	0.037 (0.206)	0.122 (0.206)
<i>49 years</i>	0.160 (0.230)	0.112 (0.224)	0.081 (0.219)	-0.084 (0.219)	-0.079 (0.229)	-0.082 (0.241)
<i>55 years</i>	-0.209 (0.234)	0.374 (0.229)	0.043 (0.222)	-0.394 ⁺ (0.230)	0.179 (0.232)	0.205 (0.243)
<i>60 years</i>	0.078 (0.220)	0.181 (0.243)	-0.811 ^{**} (0.271)	-0.619 [*] (0.251)	0.050 (0.235)	-0.037 (0.263)
<i>61 years</i>	-0.569 [*] (0.240)	-0.207 (0.250)	-0.691 ^{**} (0.234)	-0.737 ^{**} (0.240)	-0.268 (0.246)	-0.268 (0.255)
<i>62 years</i>	-0.412 ⁺ (0.225)	-0.236 (0.221)	-1.010 ^{***} (0.219)	-0.767 ^{**} (0.224)	-0.538 [*] (0.230)	-0.343 (0.239)
<i>63 years</i>	-0.304 (0.205)	0.045 (0.205)	-0.904 ^{***} (0.222)	-0.821 ^{***} (0.214)	-0.312 (0.229)	-0.139 (0.223)
<i>64 years</i>	-0.431 [*] (0.202)	-0.058 (0.197)	-1.046 ^{***} (0.218)	-0.806 ^{***} (0.203)	-0.332 (0.212)	-0.257 (0.227)
Male	-0.099 (0.073)	-0.204 ^{**} (0.072)	0.055 (0.076)	0.047 (0.079)	0.018 (0.078)	-0.280 ^{**} (0.082)
Commuting distance (ref. = 0-5km)						
<i>5-10 km</i>	0.077 (0.108)	0.050 (0.108)	-0.103 (0.105)	-0.057 (0.107)	-0.124 (0.109)	-0.082 (0.117)
<i>10-50 km</i>	0.099 (0.102)	-0.023 (0.100)	-0.032 (0.103)	0.008 (0.115)	-0.230 [*] (0.108)	-0.123 (0.107)
<i>More than 50 km</i>	-0.096 (0.101)	-0.150 (0.104)	-0.076 (0.101)	-0.157 (0.108)	-0.654 ^{***} (0.130)	-0.144 (0.107)
Relevant work experience (ref. = None)						
<i>About 2 years</i>	1.549 ^{***} (0.133)	0.779 ^{***} (0.115)	0.417 ^{***} (0.110)	1.739 ^{***} (0.137)	0.394 ^{**} (0.115)	0.771 ^{***} (0.120)
<i>About 5 years</i>	2.117 ^{***} (0.143)	1.053 ^{***} (0.114)	0.637 ^{***} (0.108)	2.368 ^{***} (0.150)	0.519 ^{***} (0.131)	0.821 ^{***} (0.130)
<i>About 10 years</i>	2.633 ^{***} (0.156)	1.235 ^{***} (0.118)	0.752 ^{***} (0.100)	2.846 ^{***} (0.161)	0.573 ^{***} (0.121)	1.046 ^{***} (0.123)
Unemployment period (ref. = 1 month at most)						
<i>1-6 months</i>	-0.252 [*] (0.108)	-0.059 (0.099)	-0.002 (0.103)	-0.027 (0.122)	0.058 (0.114)	0.059 (0.113)
<i>6-12 months</i>	-0.317 ^{**} (0.107)	-0.163 (0.103)	-0.039 (0.107)	-0.165 (0.116)	-0.175 (0.117)	-0.167 (0.121)
<i>12-24 months</i>	-0.372 ^{**} (0.112)	-0.205 [*] (0.103)	0.016 (0.102)	-0.278 [*] (0.119)	-0.191 ⁺ (0.115)	-0.229 ⁺ (0.119)
<i>More than 24 months</i>	-0.604 ^{***} (0.115)	-0.526 ^{***} (0.109)	-0.325 ^{**} (0.104)	-0.555 ^{***} (0.127)	-0.524 ^{***} (0.130)	-0.451 ^{***} (0.117)
Extra-curricular activities (ref. = None)						
<i>Cultural activities</i>	0.126 (0.102)	0.566 ^{***} (0.106)	-0.070 (0.101)	-0.102 (0.106)	-0.038 (0.112)	0.395 ^{**} (0.126)

<i>Sport activities</i>	0.233* (0.105)	0.636*** (0.113)	0.676*** (0.108)	-0.026 (0.118)	0.136 (0.110)	0.371** (0.111)
<i>Voluntary work</i>	0.051 (0.104)	0.847*** (0.115)	0.170* (0.101)	-0.087 (0.099)	0.206* (0.113)	0.424*** (0.111)
Referral through PES	-0.197** (0.070)	-0.230** (0.072)	-0.035 (0.069)	-0.124† (0.073)	-0.269** (0.082)	-0.258** (0.081)

B. JOB CHARACTERISTICS

Job (ref. = Dental technician)						
<i>Door-to-door salesman</i>	-0.010 (0.361)	0.390 (0.361)	0.025 (0.338)	-0.663† (0.344)	0.210 (0.287)	0.161 (0.365)
<i>Packer</i>	-0.546 (0.395)	-0.344 (0.381)	-0.994* (0.406)	-0.991** (0.313)	-0.639* (0.301)	-0.784* (0.366)
<i>Plate machine tool setter</i>	-0.216 (0.313)	0.137 (0.322)	-0.318 (0.298)	-0.174 (0.259)	0.128 (0.259)	-0.106 (0.336)
<i>Laboratory technician</i>	-0.095 (0.295)	-0.123 (0.306)	-0.180 (0.287)	-0.465† (0.258)	-0.014 (0.238)	-0.145 (0.327)
<i>Insurance agent</i>	-0.431 (0.304)	-0.052 (0.297)	0.096 (0.317)	-0.949*** (0.258)	-0.008 (0.238)	-0.204 (0.299)
<i>Physiotherapist</i>	0.201 (0.299)	0.236 (0.293)	-0.189 (0.258)	-0.755** (0.251)	-0.059 (0.230)	-0.119 (0.307)
<i>Database administrator</i>	-0.649* (0.311)	-0.252 (0.342)	-0.190 (0.308)	-0.691** (0.255)	-0.064 (0.254)	-0.412 (0.326)

C. RECRUITER CHARACTERISTICS

Male	0.156 (0.157)	0.319* (0.164)	0.196 (0.171)	0.128 (0.138)	0.143 (0.140)	0.062 (0.164)
Age (ref. = 21–35 years)						
<i>36–50 years</i>	0.024 (0.183)	-0.228 (0.192)	-0.009 (0.193)	0.076 (0.174)	0.077 (0.168)	-0.046 (0.197)
<i>51–75 years</i>	-0.482* (0.226)	-0.612** (0.234)	-0.369 (0.237)	-0.253 (0.187)	-0.258 (0.195)	-0.249 (0.229)
Tertiary education	-0.179 (0.215)	-0.071 (0.234)	-0.136 (0.240)	-0.285 (0.215)	-0.230 (0.197)	-0.213 (0.226)
At least weekly involved in selection decisions	0.114 (0.171)	-0.113 (0.178)	0.023 (0.173)	0.070 (0.151)	0.116 (0.149)	-0.134 (0.177)
Period of experience (ref. = Less than 1 year)						
<i>1 to 5 years</i>	0.138 (0.262)	-0.086 (0.284)	0.300 (0.282)	0.318 (0.242)	0.144 (0.224)	0.236 (0.290)
<i>More than 5 years</i>	0.351 (0.275)	0.148 (0.291)	0.462 (0.291)	0.515* (0.240)	0.117 (0.229)	0.267 (0.292)
Job (ref. = Others)						
<i>General administrative assistant</i>	0.470 (0.327)	0.459 (0.408)	0.069 (0.386)	0.503 (0.331)	0.167 (0.305)	0.522 (0.385)
<i>Employment agency employee</i>	0.556* (0.328)	0.688* (0.331)	0.903* (0.366)	0.229 (0.304)	0.770** (0.285)	1.080** (0.338)
<i>HR and career development specialist</i>	-0.298 (0.233)	-0.402 (0.270)	-0.408 (0.255)	-0.080 (0.211)	-0.122 (0.204)	-0.231 (0.250)
<i>Management assistant</i>	0.550* (0.306)	1.047** (0.302)	0.457 (0.370)	0.447 (0.292)	0.858** (0.307)	1.022** (0.302)
<i>Manager</i>	-0.174 (0.195)	-0.034 (0.218)	-0.088 (0.192)	-0.144 (0.170)	-0.119 (0.166)	-0.226 (0.205)
At least 20% of the employees in the organisation is older than 50	0.223 (0.147)	0.300* (0.158)	0.384* (0.169)	0.177 (0.140)	0.144 (0.137)	0.321* (0.160)

D. CUT-POINTS OUTCOME VARIABLE

Cut-point 1	-3.819 (0.567)	-4.033 (0.651)	-4.946 (0.668)	-3.581 (0.500)	-4.528 (0.545)	-4.602 (0.678)
-------------	----------------	----------------	----------------	----------------	----------------	----------------

Cut-point 2	-3.467 (0.511)	-3.971 (0.638)	-4.286 (0.548)	-3.056 (0.468)	-3.816 (0.479)	-4.108 (0.582)
Cut-point 3	-2.881 (0.471)	-3.537 (0.551)	-3.322 (0.479)	-2.431 (0.443)	-3.310 (0.444)	-3.564 (0.524)
Cut-point 4	-2.479 (0.468)	-3.090 (0.510)	-2.665 (0.463)	-1.861 (0.427)	-2.573 (0.415)	-2.947 (0.495)
Cut-point 5	-1.983 (0.466)	-2.578 (0.508)	-1.928 (0.444)	-1.350 (0.433)	-2.050 (0.412)	-2.314 (0.503)
Cut-point 6	0.437 (0.448)	0.553 (0.457)	0.311 (0.443)	0.529 (0.425)	0.089 (0.413)	0.801 (0.482)
Cut-point 7	1.105 (0.448)	1.195 (0.456)	0.848 (0.440)	1.206 (0.427)	0.743 (0.414)	1.421 (0.480)
Cut-point 8	2.084 (0.451)	2.137 (0.460)	1.705 (0.442)	2.185 (0.426)	1.622 (0.417)	2.288 (0.481)
Cut-point 9	3.538 (0.465)	3.523 (0.487)	2.940 (0.450)	3.582 (0.427)	2.896 (0.432)	3.542 (0.505)
Cut-point 10	4.747 (0.487)	4.752 (0.514)	4.052 (0.476)	4.709 (0.466)	4.147 (0.502)	4.621 (0.555)

Table O.A.5 Full ordered regression results with the perceptions as the outcome variables (continued)

	Experience	Motivation	Reliability	Preciseness	Trainability	Reasonable salary expectations
A. CANDIDATE CHARACTERISTICS						
Unemployed in the regime with company supplement (URCS)	0.020 (0.124)	-0.069 (0.116)	0.137 (0.131)	0.191 (0.137)	0.153 (0.133)	-0.096 (0.138)
Age (ref. = 33 years)						
<i>38 years</i>	0.089 (0.184)	0.369 [†] (0.200)	0.248 (0.212)	0.117 (0.196)	0.231 (0.178)	0.185 (0.166)
<i>44 years</i>	-0.178 (0.178)	0.567 ^{**} (0.198)	0.338 (0.219)	0.220 (0.204)	-0.144 (0.183)	0.363 [*] (0.181)
<i>49 years</i>	0.058 (0.205)	0.366 (0.232)	0.260 (0.236)	0.139 (0.227)	-0.342 (0.214)	0.162 (0.200)
<i>55 years</i>	-0.314 (0.203)	0.387 [†] (0.224)	0.442 [†] (0.245)	0.202 (0.244)	-0.520 [*] (0.231)	0.074 (0.212)
<i>60 years</i>	-0.256 (0.238)	0.377 (0.241)	0.369 (0.254)	0.038 (0.266)	-1.141 ^{***} (0.259)	-0.113 (0.237)
<i>61 years</i>	-0.487 [*] (0.210)	0.283 (0.233)	0.079 (0.280)	-0.268 (0.270)	-1.328 ^{***} (0.244)	-0.159 (0.242)
<i>62 years</i>	-0.262 (0.211)	0.270 (0.218)	0.179 (0.236)	-0.091 (0.236)	-1.319 ^{***} (0.236)	-0.288 (0.204)
<i>63 years</i>	-0.497 [*] (0.195)	0.265 (0.206)	0.368 (0.237)	-0.015 (0.219)	-1.531 ^{***} (0.236)	-0.282 (0.219)
<i>64 years</i>	-0.384 [†] (0.204)	0.176 (0.196)	0.261 (0.218)	-0.149 (0.213)	-1.649 ^{***} (0.220)	-0.341 (0.213)
Male	-0.009 (0.076)	-0.051 (0.081)	-0.091 (0.075)	-0.186 [*] (0.076)	-0.017 (0.078)	-0.133 [†] (0.070)
Commuting distance (ref. = 0–5km)						
<i>5–10 km</i>	0.118 (0.117)	-0.062 (0.113)	0.044 (0.105)	-0.006 (0.113)	-0.076 (0.110)	0.103 (0.101)
<i>10–50 km</i>	0.084 (0.109)	-0.054 (0.109)	0.109 (0.100)	-0.021 (0.105)	-0.006 (0.107)	0.117 (0.109)
<i>More than 50 km</i>	-0.010 (0.114)	-0.168 (0.115)	-0.105 (0.112)	-0.054 (0.113)	-0.106 (0.108)	0.048 (0.098)
Relevant work experience (ref. = None)						
<i>About 2 years</i>	2.746 ^{***} (0.157)	0.653 ^{***} (0.112)	0.645 ^{***} (0.118)	0.970 ^{***} (0.128)	0.824 ^{***} (0.114)	0.265 ^{**} (0.099)
<i>About 5 years</i>	4.155 ^{***} (0.194)	1.020 ^{***} (0.129)	1.089 ^{***} (0.122)	1.408 ^{***} (0.129)	1.125 ^{***} (0.127)	0.414 ^{***} (0.114)
<i>About 10 years</i>	5.264 ^{***} (0.214)	1.066 ^{***} (0.115)	1.156 ^{***} (0.122)	1.658 ^{***} (0.137)	1.372 ^{***} (0.120)	0.095 (0.115)
Unemployment period (ref. = 1 month at most)						
<i>1–6 months</i>	0.033 (0.126)	0.019 (0.113)	-0.079 (0.098)	-0.107 (0.109)	0.028 (0.111)	-0.058 (0.107)
<i>6–12 months</i>	-0.073 (0.121)	-0.281 [*] (0.112)	-0.306 ^{**} (0.105)	-0.271 [*] (0.114)	-0.139 (0.115)	0.060 (0.114)
<i>12–24 months</i>	-0.238 [*] (0.117)	-0.403 ^{***} (0.115)	-0.439 ^{***} (0.102)	-0.187 [†] (0.107)	-0.236 [*] (0.119)	0.066 (0.108)
<i>More than 24 months</i>	-0.314 [*] (0.123)	-0.876 ^{***} (0.129)	-0.776 ^{***} (0.118)	-0.603 ^{***} (0.116)	-0.584 ^{***} (0.117)	-0.041 (0.112)
Extra-curricular activities (ref. = None)						

<i>Cultural activities</i>	-0.064 (0.103)	-0.010 (0.117)	0.081 (0.108)	0.072 (0.102)	-0.036 (0.107)	-0.018 (0.098)
<i>Sport activities</i>	0.001 (0.117)	0.109 (0.112)	0.100 (0.111)	0.125 (0.105)	0.140 (0.103)	0.116 (0.104)
<i>Voluntary work</i>	0.110 (0.108)	0.161 (0.115)	0.127 (0.101)	0.152 (0.102)	0.166* (0.097)	0.085 (0.097)
Referral through PES	-0.155* (0.078)	-0.947*** (0.099)	-0.363*** (0.080)	-0.296*** (0.079)	-0.200** (0.071)	-0.087 (0.069)

B. JOB CHARACTERISTICS

Job (ref. = Dental technician)						
<i>Door-to-door salesman</i>	0.705* (0.277)	0.495* (0.287)	0.433 (0.372)	0.296 (0.367)	0.150 (0.346)	0.213 (0.314)
<i>Packer</i>	0.345 (0.344)	-0.252 (0.289)	-0.164 (0.371)	-0.185 (0.379)	-0.270 (0.331)	-0.187 (0.326)
<i>Plate machine tool setter</i>	0.186 (0.224)	0.435* (0.239)	0.379 (0.292)	0.423 (0.299)	0.308 (0.274)	0.325 (0.273)
<i>Laboratory technician</i>	-0.156 (0.235)	0.219 (0.249)	0.129 (0.294)	-0.006 (0.311)	-0.231 (0.294)	0.049 (0.300)
<i>Insurance agent</i>	0.026 (0.214)	0.183 (0.236)	0.188 (0.291)	-0.076 (0.327)	-0.144 (0.284)	-0.001 (0.275)
<i>Physiotherapist</i>	-0.243 (0.226)	0.220 (0.229)	-0.028 (0.279)	-0.389 (0.293)	-0.076 (0.259)	0.092 (0.268)
<i>Database administrator</i>	-0.282 (0.224)	0.380 (0.266)	0.216 (0.339)	-0.144 (0.336)	-0.355 (0.276)	-0.155 (0.287)

C. RECRUITER CHARACTERISTICS

Male	-0.004 (0.128)	0.034 (0.145)	0.199 (0.177)	0.262 (0.166)	0.056 (0.153)	0.240 (0.161)
Age (ref. = 21–35 years)						
<i>36–50 years</i>	-0.046 (0.151)	-0.216 (0.164)	-0.159 (0.201)	-0.251 (0.205)	0.027 (0.174)	-0.071 (0.172)
<i>51–75 years</i>	-0.480** (0.170)	-0.278 (0.184)	-0.365 (0.238)	-0.416* (0.238)	-0.026 (0.199)	-0.102 (0.202)
Tertiary education	-0.181 (0.183)	-0.321 (0.204)	-0.378 (0.249)	-0.375 (0.248)	-0.209 (0.230)	0.039 (0.226)
At least weekly involved in selection decisions	-0.059 (0.136)	-0.042 (0.155)	-0.128 (0.186)	-0.105 (0.187)	0.062 (0.166)	-0.047 (0.169)
Period of experience (ref. = Less than 1 year)						
<i>1 to 5 years</i>	0.075 (0.209)	0.319 (0.255)	0.321 (0.312)	0.287 (0.306)	0.254 (0.282)	-0.048 (0.315)
<i>More than 5 years</i>	0.386* (0.215)	0.427* (0.256)	0.451 (0.319)	0.480 (0.311)	0.367 (0.280)	0.207 (0.327)
Job (ref. = Others)						
<i>General administrative assistant</i>	0.136 (0.320)	0.175 (0.329)	0.453 (0.381)	0.631* (0.350)	0.322 (0.268)	0.085 (0.255)
<i>Employment agency employee</i>	0.341 (0.255)	1.164*** (0.280)	0.815* (0.359)	0.835* (0.366)	0.632* (0.351)	0.488 (0.306)
<i>HR and career development specialist</i>	-0.262 (0.186)	-0.044 (0.190)	-0.363 (0.255)	-0.436* (0.259)	-0.216 (0.215)	-0.136 (0.253)
<i>Management assistant</i>	0.114 (0.245)	0.628* (0.277)	0.890** (0.327)	0.882** (0.330)	0.754* (0.300)	0.726* (0.379)
<i>Manager</i>	-0.218 (0.156)	-0.040 (0.166)	-0.146 (0.210)	-0.085 (0.215)	-0.146 (0.189)	-0.009 (0.184)
At least 20% of the employees in the organisation is older than 50	0.171 (0.122)	0.075 (0.132)	0.204 (0.164)	0.107 (0.163)	0.083 (0.149)	0.146 (0.147)

D. CUT-POINTS OUTCOME VARIABLE

Cut-point 1	-1.604 (0.358)	-3.944 (0.486)	-4.208 (0.634)	-4.391 (0.646)	-4.837 (0.579)	-4.129 (0.569)
Cut-point 2	-0.930 (0.344)	-3.258 (0.428)	-3.674 (0.544)	-3.781 (0.564)	-3.990 (0.488)	-3.621 (0.513)
Cut-point 3	-0.174 (0.335)	-2.630 (0.398)	-3.034 (0.490)	-3.274 (0.525)	-3.141 (0.456)	-2.757 (0.448)
Cut-point 4	0.342 (0.336)	-1.961 (0.380)	-2.605 (0.469)	-2.963 (0.516)	-2.489 (0.445)	-2.031 (0.423)
Cut-point 5	0.829 (0.339)	-1.405 (0.380)	-2.113 (0.470)	-2.388 (0.521)	-1.762 (0.446)	-1.232 (0.418)
Cut-point 6	1.792 (0.340)	0.413 (0.376)	0.845 (0.460)	0.881 (0.491)	0.359 (0.448)	0.524 (0.420)
Cut-point 7	2.726 (0.349)	1.052 (0.372)	1.406 (0.460)	1.430 (0.491)	1.017 (0.448)	1.263 (0.425)
Cut-point 8	3.726 (0.358)	1.853 (0.373)	2.209 (0.460)	2.212 (0.488)	1.921 (0.454)	2.198 (0.438)
Cut-point 9	5.099 (0.374)	3.027 (0.381)	3.501 (0.476)	3.487 (0.504)	3.129 (0.458)	3.500 (0.470)
Cut-point 10	6.309 (0.393)	4.213 (0.411)	4.735 (0.511)	4.624 (0.550)	4.234 (0.501)	4.259 (0.509)

Table O.A5 Full ordered regression results with the perceptions as the outcome variables (continued)

	Satisfaction of previous employers	Rejection by potential employers	Administrative ease of hiring	Collaboration with employer	Collaboration with colleagues	Collaboration with clients
A. CANDIDATE CHARACTERISTICS						
Unemployed in the regime with company supplement (URCS)	0.194 (0.134)	0.094 (0.121)	-0.224 (0.143)	0.213 (0.138)	0.241 ⁺ (0.136)	0.193 (0.143)
Age (ref. = 33 years)						
38 years	0.252 (0.211)	0.331 ⁺ (0.185)	0.154 (0.166)	0.165 (0.217)	0.257 (0.208)	0.038 (0.206)
44 years	0.127 (0.221)	0.094 (0.179)	-0.258 (0.183)	0.082 (0.197)	0.092 (0.195)	0.172 (0.192)
49 years	0.113 (0.238)	-0.048 (0.236)	0.160 (0.212)	-0.081 (0.259)	0.015 (0.251)	-0.201 (0.237)
55 years	0.173 (0.244)	0.124 (0.206)	-0.303 (0.199)	0.405 ⁺ (0.242)	0.342 (0.241)	0.413 ⁺ (0.229)
60 years	0.120 (0.282)	-0.368 (0.236)	-0.135 (0.255)	-0.202 (0.282)	-0.108 (0.260)	0.145 (0.250)
61 years	-0.074 (0.265)	-0.463 [*] (0.217)	-0.800 ^{**} (0.238)	-0.541 [*] (0.269)	-0.581 [*] (0.263)	-0.474 ⁺ (0.253)
62 years	-0.087 (0.262)	-0.559 [*] (0.221)	-0.246 (0.226)	-0.320 (0.268)	-0.457 ⁺ (0.268)	-0.374 (0.265)
63 years	0.032 (0.240)	-0.864 ^{***} (0.226)	-0.605 ^{**} (0.206)	-0.112 (0.242)	-0.088 (0.247)	-0.192 (0.235)
64 years	0.060 (0.222)	-0.572 ^{**} (0.219)	-0.614 ^{**} (0.212)	-0.283 (0.222)	-0.302 (0.225)	-0.223 (0.218)
Male	-0.105 (0.078)	-0.143 ⁺ (0.079)	-0.079 (0.062)	-0.232 ^{**} (0.074)	-0.131 ⁺ (0.074)	-0.159 [*] (0.070)
Commuting distance (ref. = 0-5km)						
5-10 km	0.014 (0.120)	0.241 [*] (0.106)	0.125 (0.094)	0.041 (0.113)	0.034 (0.117)	-0.027 (0.111)
10-50 km	-0.069 (0.110)	-0.005 (0.110)	0.056 (0.095)	0.022 (0.107)	0.029 (0.105)	-0.079 (0.104)
More than 50 km	-0.126 (0.116)	0.097 (0.104)	-0.005 (0.095)	-0.099 (0.115)	-0.020 (0.112)	-0.145 (0.113)
Relevant work experience (ref. = None)						
About 2 years	0.477 ^{***} (0.125)	0.334 ^{**} (0.100)	0.243 [*] (0.094)	0.528 ^{***} (0.102)	0.556 ^{***} (0.109)	0.433 ^{***} (0.110)
About 5 years	0.933 ^{***} (0.135)	0.606 ^{***} (0.116)	0.347 ^{**} (0.103)	0.686 ^{***} (0.118)	0.751 ^{***} (0.124)	0.696 ^{***} (0.122)
About 10 years	1.297 ^{***} (0.129)	0.732 ^{***} (0.109)	0.297 ^{**} (0.099)	0.842 ^{***} (0.109)	0.872 ^{***} (0.112)	0.877 ^{***} (0.115)
Unemployment period (ref. = 1 month at most)						
1-6 months	-0.131 (0.119)	-0.291 [*] (0.128)	-0.127 (0.098)	-0.066 (0.103)	0.031 (0.105)	-0.107 (0.111)
6-12 months	-0.334 ^{**} (0.124)	-0.704 ^{***} (0.128)	-0.084 (0.093)	-0.245 [*] (0.109)	-0.186 ⁺ (0.108)	-0.218 [*] (0.107)
12-24 months	-0.453 ^{***} (0.120)	-1.003 ^{***} (0.128)	-0.237 ^{**} (0.088)	-0.218 [*] (0.107)	-0.180 ⁺ (0.099)	-0.183 ⁺ (0.096)
More than 24 months	-1.059 ^{***} (0.135)	-1.422 ^{***} (0.126)	-0.285 ^{**} (0.091)	-0.474 ^{***} (0.108)	-0.360 ^{**} (0.107)	-0.551 ^{***} (0.105)
Extra-curricular activities (ref. = None)						

<i>Cultural activities</i>	-0.062 (0.123)	-0.046 (0.118)	0.063 (0.093)	-0.098 (0.112)	-0.013 (0.107)	0.064 (0.111)
<i>Sport activities</i>	0.137 (0.119)	-0.143 (0.112)	0.189* (0.096)	0.140 (0.104)	0.108 (0.104)	0.132 (0.106)
<i>Voluntary work</i>	0.154 (0.115)	-0.036 (0.118)	0.146† (0.088)	0.138 (0.101)	0.191† (0.100)	0.255* (0.104)
Referral through PES	-0.253** (0.084)	-0.061 (0.071)	-0.034 (0.066)	-0.297*** (0.077)	-0.232** (0.080)	-0.264** (0.078)

B. JOB CHARACTERISTICS

Job (ref. = Dental technician)						
<i>Door-to-door salesman</i>	-0.053 (0.309)	-0.008 (0.260)	0.110 (0.369)	0.512 (0.418)	0.462 (0.404)	0.934* (0.408)
<i>Packer</i>	-0.372 (0.384)	-0.210 (0.343)	-0.312 (0.376)	-0.372 (0.464)	-0.311 (0.452)	-0.434 (0.444)
<i>Plate machine tool setter</i>	0.001 (0.316)	0.008 (0.295)	-0.298 (0.325)	0.017 (0.367)	0.092 (0.365)	0.020 (0.378)
<i>Laboratory technician</i>	-0.023 (0.309)	-0.217 (0.265)	-0.251 (0.300)	0.092 (0.341)	0.177 (0.342)	0.055 (0.356)
<i>Insurance agent</i>	-0.275 (0.289)	-0.213 (0.271)	-0.443 (0.286)	0.042 (0.352)	0.100 (0.353)	0.219 (0.354)
<i>Physiotherapist</i>	-0.428 (0.306)	0.150 (0.228)	-0.209 (0.302)	-0.024 (0.353)	0.051 (0.341)	0.286 (0.348)
<i>Database administrator</i>	-0.116 (0.329)	-0.201 (0.246)	-0.317 (0.340)	-0.057 (0.365)	-0.038 (0.356)	-0.008 (0.366)

C. RECRUITER CHARACTERISTICS

Male	0.192 (0.175)	0.140 (0.143)	0.437* (0.183)	0.347† (0.206)	0.371† (0.194)	0.391* (0.195)
Age (ref. = 21–35 years)						
<i>36–50 years</i>	-0.201 (0.205)	0.305† (0.173)	0.122 (0.208)	-0.260 (0.226)	-0.280 (0.221)	-0.485* (0.217)
<i>51–75 years</i>	-0.369 (0.230)	0.340† (0.193)	-0.097 (0.268)	-0.550* (0.264)	-0.544* (0.253)	-0.777** (0.254)
Tertiary education	-0.160 (0.224)	0.021 (0.200)	0.325 (0.233)	-0.215 (0.278)	-0.293 (0.260)	-0.074 (0.271)
At least weekly involved in selection decisions	0.019 (0.182)	0.023 (0.152)	0.138 (0.187)	-0.227 (0.209)	-0.147 (0.202)	-0.421* (0.206)
Period of experience (ref. = Less than 1 year)						
<i>1 to 5 years</i>	-0.301 (0.298)	-0.196 (0.257)	0.286 (0.312)	-0.138 (0.328)	0.060 (0.323)	0.083 (0.328)
<i>More than 5 years</i>	-0.306 (0.310)	-0.154 (0.265)	0.975** (0.328)	0.281 (0.329)	0.399 (0.322)	0.622† (0.334)
Job (ref. = Others)						
<i>General administrative assistant</i>	0.213 (0.354)	0.873** (0.313)	0.041 (0.393)	0.491 (0.418)	0.610 (0.421)	0.478 (0.424)
<i>Employment agency employee</i>	0.536 (0.353)	0.498† (0.299)	0.199 (0.333)	0.999* (0.399)	0.876* (0.384)	0.791* (0.395)
<i>HR and career development specialist</i>	0.018 (0.254)	0.167 (0.224)	-0.063 (0.302)	-0.090 (0.269)	-0.089 (0.269)	-0.122 (0.270)
<i>Management assistant</i>	1.375*** (0.336)	0.944** (0.361)	0.557 (0.436)	0.747† (0.411)	0.712† (0.390)	0.798* (0.361)
<i>Manager</i>	-0.016 (0.204)	0.065 (0.161)	-0.135 (0.227)	-0.115 (0.237)	-0.057 (0.224)	-0.247 (0.230)
At least 20% of the employees in the organisation is older than 50	-0.023 (0.161)	0.010 (0.140)	-0.062 (0.177)	-0.035 (0.182)	0.026 (0.178)	0.104 (0.180)

D. CUT-POINTS OUTCOME VARIABLE

Cut-point 1	-4.868 (0.621)	-3.703 (0.426)	-4.163 (0.662)	-5.014 (0.706)	-4.541 (0.693)	-4.437 (0.648)
Cut-point 2	-4.572 (0.584)	-2.813 (0.411)	-3.586 (0.552)	-4.401 (0.625)	-3.927 (0.597)	-4.097 (0.591)
Cut-point 3	-3.953 (0.526)	-2.079 (0.411)	-2.801 (0.496)	-3.949 (0.578)	-3.314 (0.536)	-3.554 (0.544)
Cut-point 4	-3.359 (0.501)	-1.475 (0.403)	-2.007 (0.471)	-3.305 (0.545)	-2.811 (0.521)	-3.099 (0.525)
Cut-point 5	-2.693 (0.503)	-1.021 (0.408)	-1.409 (0.465)	-2.785 (0.546)	-2.237 (0.517)	-2.541 (0.514)
Cut-point 6	0.586 (0.490)	1.062 (0.414)	0.300 (0.466)	0.671 (0.525)	1.073 (0.504)	0.892 (0.496)
Cut-point 7	1.106 (0.493)	1.664 (0.417)	0.890 (0.468)	1.121 (0.524)	1.548 (0.504)	1.445 (0.498)
Cut-point 8	1.986 (0.495)	2.348 (0.421)	1.699 (0.472)	1.871 (0.533)	2.275 (0.512)	2.143 (0.504)
Cut-point 9	3.313 (0.548)	3.628 (0.470)	2.786 (0.483)	2.845 (0.557)	3.315 (0.535)	3.135 (0.525)
Cut-point 10	4.646 (0.609)	4.799 (0.566)	3.806 (0.535)	4.156 (0.613)	4.779 (0.604)	4.508 (0.584)

Notes. Abbreviations used: ref. (reference category), URCS (Unemployed in the Regime with Company Supplement), PES (Public Employment Service), and HR (Human Resources). All regressions were conducted for the full sample (i.e. N = 1,800). The outcome variables range from 0 (i.e. completely not agree) to 10 (i.e. completely agree). The presented statistics are coefficient estimates and their standard errors are in parentheses. Standard errors are corrected for clustering of the observations at the recruiter level. Significances are indicated as *** when $p < .001$; ** when $p < .01$; * when $p < .05$; and † when $p < .10$.

Table O.A.6 Full ordered regression results with the perceptions as the outcome variables, two-way interactions included

	Intelligence	Social skills	Physical skills	Technological skills	Flexibility	Creativity
A. CANDIDATE CHARACTERISTICS						
Unemployed in the regime with company supplement (URCS)	0.178 (0.211)	0.323 (0.215)	-0.056 (0.235)	-0.326 (0.216)	-0.292 (0.224)	-0.327 (0.235)
Age (ref. = 33 years)						
38 years	-0.086 (0.186)	0.210 (0.187)	0.305 ⁺ (0.176)	-0.085 (0.167)	0.050 (0.199)	0.149 (0.210)
44 years	-0.079 (0.187)	0.157 (0.190)	0.057 (0.174)	-0.161 (0.191)	0.026 (0.207)	0.104 (0.205)
49 years	0.169 (0.233)	0.130 (0.227)	0.080 (0.222)	-0.117 (0.222)	-0.116 (0.232)	-0.117 (0.241)
55 years	-0.214 (0.236)	0.374 (0.230)	0.043 (0.223)	-0.426 ⁺ (0.232)	0.137 (0.233)	0.180 (0.245)
60 years	0.075 (0.219)	0.181 (0.242)	-0.813 ^{**} (0.270)	-0.640 [*] (0.249)	0.006 (0.235)	-0.059 (0.264)
61 years	-0.570 [*] (0.245)	-0.243 (0.253)	-0.707 ^{**} (0.236)	-0.757 ^{**} (0.242)	-0.347 (0.250)	-0.293 (0.257)
62 years	-0.418 ⁺ (0.226)	-0.234 (0.220)	-1.007 ^{***} (0.219)	-0.781 ^{***} (0.224)	-0.565 [*] (0.230)	-0.352 (0.239)
63 years	-0.302 (0.208)	0.068 (0.204)	-0.896 ^{***} (0.221)	-0.849 ^{***} (0.216)	-0.324 (0.230)	-0.160 (0.223)
64 years	-0.401 ⁺ (0.206)	-0.004 (0.200)	-1.046 ^{***} (0.221)	-0.870 ^{***} (0.209)	-0.382 ⁺ (0.215)	-0.327 (0.230)
Male	-0.048 (0.093)	-0.210 [*] (0.091)	0.023 (0.094)	-0.010 (0.100)	-0.075 (0.098)	-0.367 ^{***} (0.103)
Commuting distance (ref. = 0-5km)						
5-10 km	0.061 (0.108)	0.033 (0.108)	-0.102 (0.105)	-0.051 (0.107)	-0.136 (0.110)	-0.078 (0.118)
10-50 km	0.092 (0.102)	-0.023 (0.101)	-0.029 (0.102)	0.019 (0.115)	-0.221 [*] (0.107)	-0.117 (0.107)
More than 50 km	-0.104 (0.102)	-0.156 (0.104)	-0.076 (0.102)	-0.154 (0.108)	-0.662 ^{***} (0.130)	-0.143 (0.107)
Relevant work experience (ref. = None)						
About 2 years	1.562 ^{***} (0.133)	0.779 ^{***} (0.114)	0.412 ^{***} (0.110)	1.744 ^{***} (0.138)	0.398 ^{**} (0.117)	0.767 ^{***} (0.122)
About 5 years	2.137 ^{***} (0.143)	1.065 ^{***} (0.114)	0.632 ^{***} (0.109)	2.379 ^{***} (0.152)	0.536 ^{***} (0.133)	0.818 ^{***} (0.132)
About 10 years	2.659 ^{***} (0.154)	1.273 ^{***} (0.118)	0.751 ^{***} (0.100)	2.846 ^{***} (0.163)	0.601 ^{***} (0.120)	1.037 ^{***} (0.126)
Unemployment period (ref. = 1 month at most)						
1-6 months	-0.239 [*] (0.109)	-0.054 (0.100)	-0.006 (0.104)	-0.015 (0.124)	0.080 (0.116)	0.063 (0.115)
6-12 months	-0.321 ^{**} (0.107)	-0.156 (0.102)	-0.034 (0.108)	-0.148 (0.116)	-0.143 (0.116)	-0.149 (0.121)
12-24 months	-0.362 ^{**} (0.112)	-0.200 ⁺ (0.104)	0.014 (0.101)	-0.279 [*] (0.119)	-0.193 ⁺ (0.116)	-0.237 [*] (0.119)
More than 24 months	-0.644 ^{***} (0.135)	-0.588 ^{***} (0.129)	-0.341 ^{**} (0.120)	-0.671 ^{***} (0.147)	-0.738 ^{***} (0.150)	-0.571 ^{***} (0.140)
Extra-curricular activities (ref. = None)						

<i>Cultural activities</i>	0.106 (0.104)	0.547*** (0.108)	-0.067 (0.100)	-0.081 (0.108)	-0.024 (0.112)	0.428** (0.128)
<i>Sport activities</i>	0.216* (0.106)	0.629*** (0.114)	0.683*** (0.108)	0.003 (0.117)	0.172 (0.109)	0.415*** (0.112)
<i>Voluntary work</i>	0.038 (0.106)	0.850*** (0.117)	0.179* (0.101)	-0.071 (0.101)	0.235* (0.112)	0.448*** (0.112)
Referral through PES	-0.162* (0.088)	-0.137 (0.086)	-0.018 (0.085)	-0.212* (0.093)	-0.302** (0.097)	-0.344*** (0.098)
Interactions						
<i>URCSxMale</i>	-0.206 (0.207)	-0.037 (0.216)	0.111 (0.215)	0.209 (0.186)	0.302 (0.210)	0.322 (0.224)
<i>URCSxLong-term unemployment^a</i>	0.195 (0.271)	0.329 (0.271)	0.067 (0.266)	0.392 (0.243)	0.829** (0.267)	0.412 (0.288)
<i>URCSxReferral</i>	-0.161 (0.191)	-0.383* (0.181)	-0.064 (0.185)	0.297 (0.196)	0.067 (0.198)	0.306 (0.200)

B. JOB CHARACTERISTICS

Job (ref. = Dental technician)						
<i>Door-to-door salesman</i>	-0.006 (0.361)	0.397 (0.363)	0.021 (0.339)	-0.670* (0.345)	0.207 (0.285)	0.148 (0.365)
<i>Packer</i>	-0.548 (0.394)	-0.349 (0.380)	-1.000* (0.406)	-0.989** (0.314)	-0.640* (0.300)	-0.780* (0.367)
<i>Plate machine tool setter</i>	-0.220 (0.315)	0.132 (0.323)	-0.320 (0.298)	-0.175 (0.259)	0.129 (0.260)	-0.108 (0.338)
<i>Laboratory technician</i>	-0.094 (0.296)	-0.127 (0.306)	-0.181 (0.288)	-0.451* (0.257)	0.005 (0.237)	-0.130 (0.329)
<i>Insurance agent</i>	-0.434 (0.305)	-0.056 (0.299)	0.095 (0.318)	-0.951*** (0.258)	-0.016 (0.239)	-0.203 (0.301)
<i>Physiotherapist</i>	0.208 (0.299)	0.238 (0.295)	-0.194 (0.259)	-0.760** (0.252)	-0.071 (0.230)	-0.128 (0.309)
<i>Database administrator</i>	-0.654* (0.311)	-0.262 (0.341)	-0.193 (0.308)	-0.685** (0.255)	-0.061 (0.253)	-0.407 (0.327)

C. RECRUITER CHARACTERISTICS

Male	0.157 (0.157)	0.319* (0.164)	0.196 (0.171)	0.134 (0.139)	0.150 (0.140)	0.064 (0.165)
Age (ref. = 21–35 years)						
<i>36–50 years</i>	0.028 (0.183)	-0.227 (0.192)	-0.009 (0.193)	0.068 (0.173)	0.071 (0.167)	-0.055 (0.197)
<i>51–75 years</i>	-0.476* (0.226)	-0.612** (0.234)	-0.370 (0.238)	-0.253 (0.187)	-0.262 (0.196)	-0.253 (0.230)
Tertiary education						
At least weekly involved in selection decisions	-0.188 (0.215)	-0.081 (0.233)	0.022 (0.173)	0.056 (0.150)	0.100 (0.150)	-0.147 (0.176)
Period of experience (ref. = Less than 1 year)						
<i>1 to 5 years</i>	0.144 (0.262)	-0.085 (0.284)	0.299 (0.282)	0.314 (0.241)	0.129 (0.224)	0.223 (0.294)
<i>More than 5 years</i>	0.352 (0.275)	0.150 (0.291)	0.464 (0.291)	0.518* (0.238)	0.119 (0.229)	0.268 (0.295)
Job (ref. = Others)						
<i>General administrative assistant</i>	0.462 (0.328)	0.450 (0.409)	0.066 (0.388)	0.495 (0.333)	0.144 (0.304)	0.515 (0.386)
<i>Employment agency employee</i>	0.557* (0.328)	0.693* (0.330)	0.907* (0.367)	0.241 (0.305)	0.784** (0.286)	1.090** (0.341)
<i>HR and career development specialist</i>	-0.302 (0.232)	-0.404 (0.269)	-0.406 (0.254)	-0.075 (0.210)	-0.123 (0.206)	-0.230 (0.252)
<i>Management assistant</i>	0.550* (0.307)	1.057*** (0.300)	0.461 (0.371)	0.471 (0.295)	0.889** (0.309)	1.044** (0.304)

<i>Manager</i>	-0.176 (0.195)	-0.035 (0.218)	-0.088 (0.192)	-0.147 (0.169)	-0.126 (0.167)	-0.231 (0.207)
At least 20% of the employees in the organisation is older than 50	0.226 (0.147)	0.305* (0.158)	0.385* (0.169)	0.183 (0.140)	0.158 (0.137)	0.328* (0.161)

D. CUT-POINTS OUTCOME VARIABLE

Cut-point 1	-3.781 (0.567)	-3.997 (0.655)	-4.957 (0.672)	-3.679 (0.503)	-4.660 (0.553)	-4.728 (0.688)
Cut-point 2	-3.429 (0.511)	-3.936 (0.642)	-4.297 (0.551)	-3.153 (0.472)	-3.948 (0.486)	-4.233 (0.591)
Cut-point 3	-2.844 (0.471)	-3.501 (0.556)	-3.334 (0.482)	-2.528 (0.446)	-3.441 (0.452)	-3.689 (0.530)
Cut-point 4	-2.442 (0.469)	-3.054 (0.515)	-2.677 (0.466)	-1.959 (0.431)	-2.704 (0.423)	-3.071 (0.501)
Cut-point 5	-1.945 (0.467)	-2.542 (0.513)	-1.939 (0.447)	-1.448 (0.436)	-2.181 (0.420)	-2.437 (0.511)
Cut-point 6	0.475 (0.450)	0.594 (0.463)	0.299 (0.447)	0.435 (0.428)	-0.030 (0.421)	0.681 (0.491)
Cut-point 7	1.144 (0.449)	1.237 (0.461)	0.836 (0.445)	1.114 (0.429)	0.627 (0.421)	1.304 (0.488)
Cut-point 8	2.124 (0.451)	2.180 (0.465)	1.694 (0.446)	2.095 (0.428)	1.511 (0.423)	2.173 (0.488)
Cut-point 9	3.578 (0.465)	3.568 (0.490)	2.929 (0.454)	3.494 (0.429)	2.790 (0.437)	3.429 (0.510)
Cut-point 10	4.788 (0.486)	4.798 (0.518)	4.040 (0.479)	4.623 (0.467)	4.043 (0.502)	4.508 (0.558)

Table O.A.6 Full ordered regression results with the perceptions as the outcome variables, two-way interactions included (continued)

	Experience	Motivation	Reliability	Preciseness	Trainability	Reasonable salary expectations
A. CANDIDATE CHARACTERISTICS						
Unemployed in the regime with company supplement (URCS)	-0.252 (0.196)	-0.360 [†] (0.213)	0.094 (0.206)	0.169 (0.228)	-0.180 (0.228)	0.030 (0.227)
Age (ref. = 33 years)						
<i>38 years</i>	0.049 (0.186)	0.338 [†] (0.201)	0.238 (0.212)	0.105 (0.196)	0.202 (0.179)	0.195 (0.167)
<i>44 years</i>	-0.194 (0.180)	0.549 ^{**} (0.200)	0.338 (0.220)	0.228 (0.204)	-0.165 (0.185)	0.373 [*] (0.181)
<i>49 years</i>	0.026 (0.209)	0.342 (0.233)	0.252 (0.238)	0.130 (0.230)	-0.369 [†] (0.218)	0.171 (0.202)
<i>55 years</i>	-0.342 [†] (0.205)	0.374 [†] (0.225)	0.427 [†] (0.247)	0.186 (0.246)	-0.534 [*] (0.234)	0.073 (0.212)
<i>60 years</i>	-0.279 (0.237)	0.362 (0.242)	0.355 (0.254)	0.027 (0.266)	-1.159 ^{***} (0.261)	-0.110 (0.237)
<i>61 years</i>	-0.508 [*] (0.213)	0.272 (0.236)	0.047 (0.286)	-0.276 (0.273)	-1.351 ^{***} (0.249)	-0.170 (0.248)
<i>62 years</i>	-0.277 (0.211)	0.267 (0.218)	0.171 (0.237)	-0.103 (0.237)	-1.319 ^{***} (0.236)	-0.287 (0.205)
<i>63 years</i>	-0.523 ^{**} (0.197)	0.243 (0.207)	0.368 (0.238)	-0.027 (0.221)	-1.542 ^{***} (0.236)	-0.277 (0.218)
<i>64 years</i>	-0.437 [*] (0.207)	0.121 (0.199)	0.260 (0.220)	-0.150 (0.217)	-1.709 ^{***} (0.227)	-0.311 (0.218)
Male	-0.056 (0.096)	-0.112 (0.102)	-0.114 (0.102)	-0.171 [†] (0.098)	-0.106 (0.096)	-0.110 (0.094)
Commuting distance (ref. = 0–5km)						
<i>5–10 km</i>	0.126 (0.118)	-0.047 (0.114)	0.035 (0.106)	-0.017 (0.113)	-0.065 (0.110)	0.091 (0.102)
<i>10–50 km</i>	0.095 (0.110)	-0.045 (0.109)	0.112 (0.100)	-0.023 (0.105)	0.002 (0.106)	0.115 (0.108)
<i>More than 50 km</i>	-0.006 (0.115)	-0.161 (0.116)	-0.109 (0.113)	-0.057 (0.114)	-0.102 (0.109)	0.043 (0.099)
Relevant work experience (ref. = None)						
<i>About 2 years</i>	2.751 ^{***} (0.158)	0.647 ^{***} (0.114)	0.648 ^{***} (0.121)	0.978 ^{***} (0.129)	0.817 ^{***} (0.114)	0.267 ^{**} (0.099)
<i>About 5 years</i>	4.162 ^{***} (0.194)	1.014 ^{***} (0.131)	1.100 ^{***} (0.125)	1.425 ^{***} (0.131)	1.113 ^{***} (0.128)	0.423 ^{***} (0.115)
<i>About 10 years</i>	5.266 ^{***} (0.216)	1.048 ^{***} (0.116)	1.175 ^{***} (0.124)	1.676 ^{***} (0.138)	1.354 ^{***} (0.121)	0.111 (0.117)
Unemployment period (ref. = 1 month at most)						
<i>1–6 months</i>	0.048 (0.127)	0.020 (0.113)	-0.070 (0.099)	-0.092 (0.110)	0.022 (0.112)	-0.054 (0.108)
<i>6–12 months</i>	-0.059 (0.121)	-0.272 [*] (0.112)	-0.297 ^{**} (0.105)	-0.268 [*] (0.114)	-0.123 (0.115)	0.057 (0.115)
<i>12–24 months</i>	-0.240 [*] (0.117)	-0.411 ^{***} (0.115)	-0.438 ^{***} (0.104)	-0.182 [†] (0.107)	-0.245 [*] (0.119)	0.070 (0.108)
<i>More than 24 months</i>	-0.411 ^{**} (0.140)	-0.937 ^{***} (0.148)	-0.866 ^{***} (0.140)	-0.683 ^{***} (0.137)	-0.644 ^{***} (0.138)	-0.056 (0.128)
Extra-curricular activities (ref. = None)						

<i>Cultural activities</i>	-0.047 (0.106)	0.020 (0.121)	0.080 (0.110)	0.066 (0.102)	-0.007 (0.107)	-0.031 (0.098)
<i>Sport activities</i>	0.023 (0.119)	0.140 (0.114)	0.108 (0.112)	0.124 (0.105)	0.174* (0.105)	0.106 (0.105)
<i>Voluntary work</i>	0.120 (0.109)	0.178 (0.116)	0.135 (0.101)	0.149 (0.102)	0.192* (0.100)	0.080 (0.099)
Referral through PES	-0.234* (0.095)	-1.028*** (0.110)	-0.351*** (0.094)	-0.311** (0.096)	-0.264** (0.089)	-0.043 (0.078)
Interactions						
<i>URCSxMale</i>	0.166 (0.186)	0.235 (0.218)	0.049 (0.226)	-0.073 (0.220)	0.346 (0.220)	-0.105 (0.230)
<i>URCSxLong-term unemployment^a</i>	0.328 (0.256)	0.165 (0.277)	0.371 (0.304)	0.341 (0.306)	0.174 (0.267)	0.098 (0.262)
<i>URCSxReferral</i>	0.261 (0.192)	0.295 (0.197)	-0.080 (0.188)	0.010 (0.208)	0.254 (0.191)	-0.186 (0.199)

B. JOB CHARACTERISTICS

Job (ref. = Dental technician)						
<i>Door-to-door salesman</i>	0.695* (0.278)	0.487* (0.287)	0.434 (0.373)	0.295 (0.368)	0.139 (0.346)	0.215 (0.314)
<i>Packer</i>	0.346 (0.345)	-0.243 (0.289)	-0.161 (0.373)	-0.180 (0.379)	-0.268 (0.332)	-0.187 (0.326)
<i>Plate machine tool setter</i>	0.181 (0.224)	0.438* (0.240)	0.376 (0.294)	0.418 (0.300)	0.304 (0.274)	0.322 (0.274)
<i>Laboratory technician</i>	-0.143 (0.234)	0.231 (0.249)	0.137 (0.296)	0.001 (0.312)	-0.224 (0.294)	0.046 (0.301)
<i>Insurance agent</i>	0.027 (0.215)	0.185 (0.236)	0.186 (0.292)	-0.079 (0.329)	-0.145 (0.286)	-0.006 (0.276)
<i>Physiotherapist</i>	-0.252 (0.228)	0.215 (0.230)	-0.031 (0.281)	-0.385 (0.295)	-0.091 (0.259)	0.094 (0.268)
<i>Database administrator</i>	-0.274 (0.224)	0.390 (0.268)	0.212 (0.339)	-0.144 (0.337)	-0.351 (0.276)	-0.161 (0.288)

C. RECRUITER CHARACTERISTICS

Male	0.001 (0.128)	0.036 (0.146)	0.202 (0.177)	0.264 (0.166)	0.056 (0.153)	0.241 (0.162)
Age (ref. = 21–35 years)						
<i>36–50 years</i>	-0.051 (0.150)	-0.222 (0.163)	-0.162 (0.201)	-0.253 (0.205)	0.023 (0.174)	-0.067 (0.172)
<i>51–75 years</i>	-0.480** (0.170)	-0.282 (0.184)	-0.366 (0.239)	-0.416* (0.238)	-0.030 (0.199)	-0.101 (0.203)
Tertiary education	-0.182 (0.183)	-0.319 (0.204)	-0.387 (0.250)	-0.382 (0.248)	-0.203 (0.230)	0.035 (0.227)
At least weekly involved in selection decisions	-0.072 (0.136)	-0.055 (0.155)	-0.134 (0.187)	-0.109 (0.188)	0.050 (0.165)	-0.043 (0.170)
Period of experience (ref. = Less than 1 year)						
<i>1 to 5 years</i>	0.071 (0.210)	0.311 (0.255)	0.317 (0.315)	0.287 (0.307)	0.248 (0.282)	-0.047 (0.315)
<i>More than 5 years</i>	0.388* (0.215)	0.426* (0.256)	0.454 (0.321)	0.480 (0.311)	0.370 (0.280)	0.207 (0.327)
Job (ref. = Others)						
<i>General administrative assistant</i>	0.129 (0.325)	0.170 (0.328)	0.439 (0.379)	0.622* (0.348)	0.321 (0.270)	0.082 (0.254)
<i>Employment agency employee</i>	0.349 (0.257)	1.172*** (0.281)	0.818* (0.360)	0.840* (0.366)	0.642* (0.351)	0.486 (0.306)
<i>HR and career development specialist</i>	-0.259 (0.186)	-0.041 (0.191)	-0.365 (0.256)	-0.438* (0.259)	-0.211 (0.215)	-0.137 (0.252)
<i>Management assistant</i>	0.125 (0.247)	0.642* (0.278)	0.894** (0.329)	0.887** (0.331)	0.769* (0.300)	0.719* (0.381)

<i>Manager</i>	-0.221 (0.155)	-0.041 (0.167)	-0.151 (0.211)	-0.087 (0.215)	-0.145 (0.190)	-0.010 (0.184)
At least 20% of the employees in the organisation is older than 50	0.182 (0.123)	0.079 (0.132)	0.211 (0.164)	0.114 (0.163)	0.086 (0.149)	0.147 (0.147)

D. CUT-POINTS OUTCOME VARIABLE

Cut-point 1	-1.689 (0.359)	-4.030 (0.490)	-4.235 (0.647)	-4.404 (0.653)	-4.936 (0.586)	-4.100 (0.569)
Cut-point 2	-1.015 (0.346)	-3.344 (0.431)	-3.701 (0.557)	-3.794 (0.572)	-4.089 (0.495)	-3.592 (0.513)
Cut-point 3	-0.259 (0.336)	-2.716 (0.401)	-3.061 (0.501)	-3.288 (0.531)	-3.237 (0.462)	-2.728 (0.448)
Cut-point 4	0.257 (0.337)	-2.048 (0.384)	-2.632 (0.481)	-2.976 (0.523)	-2.585 (0.452)	-2.002 (0.424)
Cut-point 5	0.744 (0.339)	-1.493 (0.384)	-2.140 (0.482)	-2.403 (0.527)	-1.857 (0.453)	-1.202 (0.419)
Cut-point 6	1.707 (0.340)	0.326 (0.380)	0.819 (0.474)	0.864 (0.499)	0.267 (0.455)	0.556 (0.421)
Cut-point 7	2.643 (0.349)	0.967 (0.376)	1.380 (0.473)	1.414 (0.499)	0.925 (0.455)	1.294 (0.425)
Cut-point 8	3.644 (0.359)	1.769 (0.377)	2.184 (0.473)	2.198 (0.496)	1.832 (0.460)	2.229 (0.438)
Cut-point 9	5.021 (0.373)	2.946 (0.385)	3.478 (0.488)	3.475 (0.511)	3.041 (0.464)	3.532 (0.470)
Cut-point 10	6.233 (0.393)	4.134 (0.411)	4.713 (0.521)	4.612 (0.554)	4.147 (0.504)	4.290 (0.508)

Table O.A.6 Full ordered regression results with the perceptions as the outcome variables, two-way interactions included (continued)

	Satisfaction of previous employers	Rejection by potential employers	Administrative ease of hiring	Collaboration with employer	Collaboration with colleagues	Collaboration with clients
A. CANDIDATE CHARACTERISTICS						
Unemployed in the regime with company supplement (URCS)	0.149 (0.227)	-0.374 [†] (0.209)	-0.155 (0.220)	-0.020 (0.240)	-0.014 (0.243)	0.061 (0.236)
Age (ref. = 33 years)						
38 years	0.217 (0.213)	0.283 (0.189)	0.160 (0.169)	0.148 (0.219)	0.234 (0.210)	0.029 (0.207)
44 years	0.138 (0.222)	0.070 (0.182)	-0.238 (0.184)	0.069 (0.198)	0.082 (0.196)	0.164 (0.193)
49 years	0.093 (0.241)	-0.092 (0.241)	0.173 (0.216)	-0.098 (0.262)	-0.005 (0.253)	-0.210 (0.238)
55 years	0.110 (0.249)	0.095 (0.209)	-0.320 (0.202)	0.392 (0.244)	0.326 (0.243)	0.403 [†] (0.231)
60 years	0.060 (0.282)	-0.407 [†] (0.239)	-0.156 (0.254)	-0.221 (0.283)	-0.125 (0.260)	0.132 (0.249)
61 years	-0.160 (0.270)	-0.520 [*] (0.223)	-0.867 ^{***} (0.238)	-0.579 [*] (0.272)	-0.615 [*] (0.266)	-0.509 [*] (0.256)
62 years	-0.125 (0.264)	-0.569 [*] (0.222)	-0.256 (0.230)	-0.320 (0.268)	-0.459 [†] (0.269)	-0.377 (0.265)
63 years	0.024 (0.240)	-0.880 ^{***} (0.227)	-0.573 ^{**} (0.209)	-0.110 (0.242)	-0.092 (0.248)	-0.185 (0.236)
64 years	0.066 (0.226)	-0.654 ^{**} (0.223)	-0.563 [*] (0.218)	-0.314 (0.227)	-0.334 (0.231)	-0.233 (0.221)
Male	-0.123 (0.104)	-0.286 ^{**} (0.103)	-0.122 (0.081)	-0.320 ^{**} (0.103)	-0.211 [*] (0.099)	-0.224 [*] (0.095)
Commuting distance (ref. = 0-5km)						
5-10 km	-0.032 (0.122)	0.250 [*] (0.109)	0.092 (0.094)	0.043 (0.114)	0.032 (0.119)	-0.032 (0.113)
10-50 km	-0.067 (0.111)	0.014 (0.110)	0.059 (0.095)	0.029 (0.108)	0.034 (0.106)	-0.077 (0.104)
More than 50 km	-0.141 (0.119)	0.103 (0.106)	-0.019 (0.096)	-0.097 (0.117)	-0.020 (0.112)	-0.149 (0.115)
Relevant work experience (ref. = None)						
About 2 years	0.503 ^{***} (0.126)	0.325 ^{**} (0.101)	0.247 ^{**} (0.095)	0.517 ^{***} (0.103)	0.552 ^{***} (0.110)	0.424 ^{***} (0.110)
About 5 years	0.985 ^{***} (0.139)	0.592 ^{***} (0.120)	0.369 ^{***} (0.104)	0.678 ^{***} (0.121)	0.751 ^{***} (0.127)	0.691 ^{***} (0.124)
About 10 years	1.377 ^{***} (0.135)	0.719 ^{***} (0.111)	0.348 ^{***} (0.099)	0.839 ^{***} (0.110)	0.872 ^{***} (0.113)	0.880 ^{***} (0.115)
Unemployment period (ref. = 1 month at most)						
1-6 months	-0.093 (0.122)	-0.299 [*] (0.129)	-0.119 (0.100)	-0.068 (0.104)	0.034 (0.106)	-0.107 (0.112)
6-12 months	-0.306 [*] (0.123)	-0.680 ^{***} (0.127)	-0.062 (0.093)	-0.231 [*] (0.109)	-0.171 (0.107)	-0.204 [†] (0.106)
12-24 months	-0.442 ^{***} (0.122)	-1.020 ^{***} (0.129)	-0.235 ^{**} (0.088)	-0.227 [*] (0.108)	-0.185 [†] (0.100)	-0.187 [†] (0.096)
More than 24 months	-1.362 ^{***} (0.165)	-1.579 ^{***} (0.150)	-0.430 ^{***} (0.111)	-0.559 ^{***} (0.138)	-0.470 ^{**} (0.136)	-0.622 ^{***} (0.133)
Extra-curricular activities (ref. = None)						

<i>Cultural activities</i>	-0.082 (0.124)	-0.008 (0.119)	0.038 (0.095)	-0.080 (0.112)	0.005 (0.107)	0.074 (0.112)
<i>Sport activities</i>	0.150 (0.119)	-0.090 (0.112)	0.193* (0.098)	0.172* (0.104)	0.139 (0.105)	0.154 (0.105)
<i>Voluntary work</i>	0.174 (0.115)	0.004 (0.119)	0.160* (0.089)	0.161 (0.102)	0.213* (0.101)	0.276** (0.105)
Referral through PES	-0.210* (0.108)	-0.134 (0.086)	0.065 (0.076)	-0.314** (0.098)	-0.263** (0.098)	-0.255** (0.095)
Interactions						
<i>URCSxMale</i>	-0.030 (0.223)	0.497* (0.204)	0.078 (0.210)	0.307 (0.232)	0.274 (0.227)	0.216 (0.224)
<i>URCSxLong-term unemployment^a</i>	1.208*** (0.287)	0.487* (0.246)	0.665* (0.271)	0.297 (0.294)	0.395 (0.286)	0.276 (0.286)
<i>URCSxReferral</i>	-0.274 (0.206)	0.244 (0.169)	-0.452* (0.180)	0.059 (0.199)	0.097 (0.194)	-0.046 (0.196)

B. JOB CHARACTERISTICS

Job (ref. = Dental technician)						
<i>Door-to-door salesman</i>	-0.043 (0.315)	-0.033 (0.262)	0.107 (0.368)	0.504 (0.419)	0.452 (0.406)	0.931* (0.409)
<i>Packer</i>	-0.369 (0.387)	-0.215 (0.342)	-0.320 (0.376)	-0.377 (0.464)	-0.310 (0.453)	-0.435 (0.446)
<i>Plate machine tool setter</i>	-0.020 (0.321)	-0.003 (0.298)	-0.315 (0.325)	0.014 (0.369)	0.087 (0.369)	0.017 (0.380)
<i>Laboratory technician</i>	-0.003 (0.311)	-0.205 (0.268)	-0.250 (0.301)	0.099 (0.343)	0.187 (0.345)	0.061 (0.358)
<i>Insurance agent</i>	-0.288 (0.293)	-0.215 (0.274)	-0.458 (0.287)	0.037 (0.354)	0.098 (0.355)	0.219 (0.356)
<i>Physiotherapist</i>	-0.433 (0.309)	0.127 (0.232)	-0.216 (0.303)	-0.036 (0.356)	0.043 (0.344)	0.280 (0.350)
<i>Database administrator</i>	-0.131 (0.330)	-0.206 (0.250)	-0.340 (0.336)	-0.060 (0.366)	-0.040 (0.358)	-0.012 (0.367)

C. RECRUITER CHARACTERISTICS

Male	0.199 (0.175)	0.142 (0.144)	0.447* (0.185)	0.349* (0.206)	0.374* (0.194)	0.393* (0.195)
Age (ref. = 21–35 years)						
<i>36–50 years</i>	-0.198 (0.204)	0.291* (0.174)	0.122 (0.209)	-0.266 (0.226)	-0.286 (0.221)	-0.490* (0.218)
<i>51–75 years</i>	-0.361 (0.231)	0.338* (0.194)	-0.098 (0.268)	-0.555* (0.264)	-0.549* (0.253)	-0.781** (0.254)
Tertiary education	-0.196 (0.225)	0.022 (0.200)	0.312 (0.233)	-0.217 (0.277)	-0.301 (0.260)	-0.078 (0.272)
At least weekly involved in selection decisions	0.007 (0.184)	-0.001 (0.153)	0.136 (0.187)	-0.237 (0.208)	-0.159 (0.202)	-0.427* (0.206)
Period of experience (ref. = Less than 1 year)						
<i>1 to 5 years</i>	-0.313 (0.298)	-0.198 (0.258)	0.272 (0.313)	-0.151 (0.330)	0.052 (0.323)	0.075 (0.329)
<i>More than 5 years</i>	-0.314 (0.310)	-0.148 (0.266)	0.968** (0.330)	0.279 (0.330)	0.402 (0.323)	0.623* (0.335)
Job (ref. = Others)						
<i>General administrative assistant</i>	0.175 (0.348)	0.855** (0.314)	0.013 (0.392)	0.487 (0.416)	0.599 (0.419)	0.471 (0.423)
<i>Employment agency employee</i>	0.548 (0.352)	0.517* (0.298)	0.205 (0.335)	1.002* (0.399)	0.881* (0.384)	0.793* (0.395)
<i>HR and career development specialist</i>	0.011 (0.256)	0.174 (0.226)	-0.059 (0.301)	-0.089 (0.271)	-0.088 (0.271)	-0.120 (0.271)
<i>Management assistant</i>	1.390*** (0.340)	0.977** (0.364)	0.570 (0.436)	0.762* (0.411)	0.725* (0.389)	0.810* (0.363)

<i>Manager</i>	-0.032 (0.204)	0.060 (0.162)	-0.140 (0.227)	-0.117 (0.238)	-0.059 (0.225)	-0.249 (0.231)
At least 20% of the employees in the organisation is older than 50	-0.003 (0.160)	0.023 (0.141)	-0.047 (0.176)	-0.027 (0.182)	0.036 (0.179)	0.109 (0.180)

D. CUT-POINTS OUTCOME VARIABLE

Cut-point 1	-4.959 (0.629)	-3.867 (0.439)	-4.183 (0.670)	-5.095 (0.715)	-4.630 (0.701)	-4.486 (0.653)
Cut-point 2	-4.664 (0.592)	-2.974 (0.426)	-3.606 (0.559)	-4.482 (0.634)	-4.016 (0.606)	-4.146 (0.596)
Cut-point 3	-4.045 (0.534)	-2.239 (0.426)	-2.820 (0.503)	-4.030 (0.587)	-3.403 (0.545)	-3.603 (0.548)
Cut-point 4	-3.450 (0.508)	-1.634 (0.419)	-2.025 (0.478)	-3.387 (0.554)	-2.901 (0.531)	-3.147 (0.531)
Cut-point 5	-2.781 (0.511)	-1.179 (0.423)	-1.426 (0.472)	-2.867 (0.556)	-2.326 (0.526)	-2.590 (0.519)
Cut-point 6	0.526 (0.498)	0.914 (0.429)	0.291 (0.474)	0.592 (0.535)	0.989 (0.514)	0.845 (0.502)
Cut-point 7	1.050 (0.500)	1.518 (0.431)	0.884 (0.475)	1.044 (0.533)	1.464 (0.514)	1.398 (0.504)
Cut-point 8	1.935 (0.502)	2.205 (0.435)	1.697 (0.479)	1.794 (0.542)	2.193 (0.520)	2.097 (0.508)
Cut-point 9	3.268 (0.554)	3.487 (0.482)	2.788 (0.490)	2.770 (0.564)	3.234 (0.542)	3.089 (0.529)
Cut-point 10	4.603 (0.611)	4.660 (0.575)	3.807 (0.540)	4.081 (0.618)	4.698 (0.607)	4.463 (0.584)

Notes. Abbreviations used: ref. (reference category), URCS (Unemployed in the Regime with Company Supplement), PES (Public Employment Service), and HR (Human Resources). All regressions were conducted for the full sample (i.e. N = 1,800). The outcome variables range from 0 (i.e. completely not agree) to 10 (i.e. completely agree). The presented statistics are coefficient estimates and their standard errors are in parentheses. Standard errors are corrected for clustering of the observations at the recruiter level. Significances are indicated as *** when $p < .001$; ** when $p < .01$; * when $p < .05$; and † when $p < .10$.

^a Long-term unemployment refers to a recent unemployment period of at least 2 years.