Appendix A

*Table A.1.* Job quality indicators, Pearson correlations

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Standard employment relations | Irregular work schedule | Both mandatory non-wage compensation attributes: annual paid vacation and paid sick leave | At least one non-mandatory attribute of compensation: pension or training fund | Hourly wage exceeds  minimum hourly wage by at least NIS 1 |
| Use of own profession or skills | .171\*\* | -.003 | .072\*\* | .129\*\* | .150\*\* |
| Standard employment relations |  | .040 | .048\* | .115\*\* | .105\*\* |
| Irregular work schedule |  |  | .078\*\* | .089\*\* | .020 |
| Both mandatory non-wage compensation attributes: annual paid vacation and paid sick leave |  |  |  | .419\*\* | .115\*\* |
| At least one non-mandatory attribute of compensation: pension or training fund |  |  |  |  | .123\*\* |

Note. \*Statistically significant at the.05 level; \*\* at the .01 level.

Appendix B

At the baseline most of the mothers were divorced (76.8%) and the rate of never-married mothers was quite low (18.5%). Most were aged 26 to 45 years, with relatively few very young mothers. About 75 percent of the sample had only one or two children, and a quarter had a child aged 0–3 years. More than half were immigrants (mostly from the former Soviet Union), as compared with about 22 percent of single mothers in the general population.

Education was very low for about 38 percent of the mothers (below high school diploma); about one fifth had a high school diploma and about 43 percent had tertiary or higher education. Two thirds of the respondents were employed at the time of the first interview, indicating high prevalence of mothers combining work with welfare. Employment stability was quite high, as half of the mothers worked at the same job in 2007 as in 2003, and about 28 percent had replaced jobs only once. Note that out of the 50 percent who worked consistently at the same job during the study period, 36 percent (15% of the total sample) had not worked prior to the policy change but started working in 2003 or after (i.e., their current job was their first job after the policy change); the remaining 64 percent (26% of the total sample) worked before the 2003 policy change and kept their job thereafter until 2007. The prevalence of a chronic health condition was 16.3 percent (Table 1). During the follow-up period 2.6 percent of the mothers married; 6.5 percent of them gave birth; 13.4 percent experienced a decrease in the number of eligible children; none of the mothers reported having acquired a high school diploma; and the rate of mothers who participated in educational or training programs was 3.2 percent (Table 1). The study groups evinced statistically significant differences on many measures. Welfare leavers were more likely to be divorced and less likely never to have married. Older mothers, immigrant mothers and mothers with very young children (0-3 years old) were more likely to have stayed on welfare. Number of months worked through the study period was not significantly different among the study groups. However, welfare leavers showed less employment stability than did stayers during the study period, as measured by the number of job changes. Finally, one major difference between the groups concerned health condition: about a quarter of the welfare stayers reported that they suffered from a persistent health condition, as compared with only 12.4 percent among welfare leavers. In respect of time-varying variables, welfare leavers were more likely to have married (3.8% versus 0.3% among stayers) and to have borne another child (7.6% versus 4.3% among the stayers). This is, also, probably due to differences in the mothers’ ages.

*Table B.1.* Summary statistics of the control variables by welfare exit

|  |  | Welfare-Exit | | |
| --- | --- | --- | --- | --- |
|  | Overall | Employed welfare leavers | Employed welfare stayers |  |
|  | 100% | 66.4% | 33.6% |  |
|  | Mean (SD)/% | Mean (SD)/% | Mean (SD)/% | Chi-square/T-Test |
| **Baseline characteristics (2003)** |  |  |  |  |
| Marital status |  |  |  |  |
| Divorced | 76.8 | 81.8 | 67.3 | 61.85\*\* |
| Separated | 1.8 | 1.9 | 1.7 |  |
| Never married mother | 18.5 | 14.4 | 26.4 |  |
| Widowed | 2.9 | 1.9 | 4.6 |  |
| Age | 35.05 (7.20) | 35.6 (7.05) | 37.0 (7.41) | 4.38\*\* |
| up to 25 | 6.5 | 6.9 | 5.7 | 23.71\*\* |
| 26-35 | 41.0 | 44.4 | 34.4 |  |
| 36-45 | 47.2 | 40.0 | 47.9 |  |
| 46-54 | 9.8 | 8.7 | 12.0 |  |
| Number of children | 1.96 (1.16) | 1.96 (1.16) | 2.02 (1.17) | 1.53 |
| 1 | 43.4 | 44.8 | 40.7 | 4.06 |
| 2 | 31.8 | 31.0 | 33.3 |  |
| 3 | 15.1 | 15.0 | 15.4 |  |
| 4 and above | 9.6 | 9.1 | 10.6 |  |
| Age of the youngest child | 7.82 (5.15) | 8.0 (5.16) | 7.5 (5.13) | -1.89 |
| 0-3 | 23.9 | 21.8 | 28.1 | 11.31\*\* |
| Immigrant | 51.3 | 46.2 | 61.1 | 46.47\*\* |
| Education level |  |  |  |  |
| Less than high school diploma | 37.8 | 37.5 | 38.3 | 1.83 |
| High school diploma | 19.7 | 19.1 | 20.6 |  |
| Tertiary education | 23.9 | 24.7 | 22.5 |  |
| Academic degree | 18.7 | 18.7 | 18.6 |  |
| Number of months worked between May 2003 and July 2007 (1-51) | 47.8 | 47.7 | 47.9 | -.997 |
| Employment stability (number of jobs replaced between May 2003- July 2007) | 0.82 (0.16) | 0.87 (1.17) | 0.73 (.98) | -2.81\*\* |
| 0 (did not replace jobs) | 50.2 | 48.0 | 54.8 | 15.23\* |
| 1 | 28.3 | 30.2 | 24.8 |  |
| 2 | 14.5 | 14.3 | 14.7 |  |
| 3 and above | 7.0 | 7.8 | 5.6 |  |
| Persistent health condition | 16.3 | 12.4 | 24.0 | 50.25\*\* |
| **Time-varying variables (2003 to 2007)** |  |  |  |  |
| Married | 2.6 | 3.8 | 0.3 | 25.81\*\* |
| Birth of a child | 6.5 | 7.6 | 4.3 | 9.19\*\* |
| Decrease in eligible children | 13.4 | 13.7 | 12.9 | .271 |
| Participated in educational or training program | 3.2 | 3.4 | 2.9 | .297 |
| *N* | *2,350* |  |  |  |

Note. \*Statistically significant at the.05 level; \*\* at the .01 level.

*Table B.2.* Logistic regressions: Predication of welfare-exit excluding correction for selection effect

| Welfare Exit(a) | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
|  | Model 1 |  |  | Model 2 |  |  |
|  | B  (SE) | Odds Ratio | Average Marginal Effect | B  (SE) | Odds Ratio | Average Marginal Effect |
| **Components of job quality** |  |  |  |  |  |  |
| Use of own profession or skills to some extent | .662\*\* (.121) | 1.93 | .138 | .600\*\*  (.133) | 1.88 | .116 |
| Standard employment relations | .635\*\* (.124) | 1.88 | .132 | .517\*\*  (.134) | 1.69 | .097 |
| Irregular schedule (working on Saturday, weekends and holidays) | .717\*\*  (.148) | 2.04 | .149 | .797\*\*  (.158) | 2.26 | .150 |
| Both mandatory non-wage attributes of compensation: annual paid vacation and paid sick leave | .246\*\* (.108) | 1.27 | .051 | .321\*\*  (.117) | 1.34 | .054 |
| At least one non-mandatory attribute of compensation: pension or training fund | .682\*\*  (.122) | 1.97 | .142 | .653\*\*  (.131) | 1.95 | .122 |
| Hourly wage exceeds minimum hourly wage by at least NIS 1 | ------ |  | ------ | .531\*\*  (.108) | 1.69 | .096 |
| **Baseline characteristics** |  |  |  |  |  |  |
| Never married mother(b) (=1) | ------ |  | ------ | -.901\*\*  (.145) | .393 | -.171 |
| Age | ------ |  | ------ | -.055\*\*  (.010) | .946 | -.010 |
| Number of children | ------ |  | ------ | -.023  (.053) | .969 | -.005 |
| Age of the youngest child | ------ |  | ------ | .029  (.016) | 1.03 | .006 |
| Immigrant (=1) | ------ |  | ------ | -1.128\*\*  (.140) | .324 | -.206 |
| Education level(c) | ------ |  | ------ |  |  |  |
| High school diploma | ------ |  | ------ | .153  (.165) | 1.17 | .028 |
| Tertiary education | ------ |  | ------ | .235  (.158) | 1.25 | .042 |
| Academic degree | ------ |  | ------ | .355\*  (.190) | 1.42 | .065 |
| Number of months worked between May 2003 and July 2007 (1-51) | ------ |  | ------ | .023\*\*  (.010) | 1.02 | .004 |
| Number of jobs replaced between May 2003 and July 2007 | ------ |  | ------ | .226  (.056) | 1.25 | .041 |
| Persistent health condition (=1) | ------ |  | ------ | -.557\*\*  (.142) | .572 | -.102 |
| Birth of a child (=1)  (2003 to 2007) | ------ |  | ------ | .454  (.260) | 1.57 | .083 |
| Decrease in eligible children (=1) (2003 to 2007) | ------ |  | ------ | .082  (.216) | 1.08 | .015 |
| Intercept | -.523  (.124) |  |  | .416  (.620) |  |  |
| Log likelihood | -1163.91 |  |  | -1052.02 |  |  |
| Pseudo R2 | .0713 |  |  | .1604 |  |  |

Note. \**p*<.05 \*\* *P* < .01.

(a) Reference group is welfare stayers (34%).

(b) Reference group consists of divorced, separated and widowed mothers.

(c) Reference group consists of mothers with below high school diploma.