

Online Supplementary Material
for
Tackling Ethnic Minority Disadvantage: The
Differential Impact of Short-term and Long-term-
Oriented Strategies on Subsequent Job Matches and
Sustainable Employment

S.1. The Philips Employment Scheme; with particular
reference to ethnic minorities

From the second half of the 20th century, the Netherlands knows specific categories of immigrants. First, migrants came from former Dutch colonies, the Dutch East Indies (current Indonesia) and the Dutch West Indies (current Suriname and the Antilles). Second, in the mid-1970s, many (male) migrant workers of Turkish and Moroccan origin who came to the Netherlands in the 1960s decided not to return to their home country. Instead, they continued their lives in the Netherlands—despite repatriation agreements with Türkiye and Morocco. During these times of economic downturn, many of the former migrant workers found themselves unemployed (Zwaan, 2021).

The Dutch government had neither the incentive to support unemployed ethnic minorities in returning to work nor any perceived need to stimulate their spouses to find paid work after a family reunion. More priority was given to cultural and social integration and learning the Dutch language. Policymakers neglected that inclusion in employment may serve as a facilitator for broader integration into society. Over the past decades, the Dutch work-first programme has become increasingly generic after abolishing specific support for ethnic minorities in 2010.

Before 2010, the Employee Insurance Agency [*Uitkeringsinstituut Werknemersverzekeringen (UWV)* in Dutch] offered training programmes on application skills in multiple foreign languages. However, the focus on integrating ethnic groups shifted from labour market integration toward social integration, e.g., compulsory citizen tests. Thoughts on emancipation partly drove this policy change, i.e., considering and treating all groups equally and refining specific target groups.

The WGP, the employment programme that stands central here, dates back to the economic crisis of the early 1980s when unemployment sharply increased in the Netherlands. Many unemployed were early school-leavers and migrant workers, as mentioned above, from lower than upper-secondary education with none to limited occupation-specific skills and dim labour market chances. The government came with a set of policy reforms in cooperation with social partners (i.e., employers' organisations and labour unions) that consisted of economy-wide wage restraints and a reduction of the standard (weekly) working hours to create more jobs (the Wassenaar Agreement in 1982).

Philips was not too enthusiastic about the proposed reforms, given that the pool of unemployed individuals was challenging to place into their relatively skilled jobs. Philips introduced an alternative: to offer work experience, career-development courses, job-application training, and vocational training to long-term unemployed and partially disabled individuals for a one-to-two-year period.

In 1983, in agreement with the labour unions, and two years later, as part of the Philips Collective Labour Agreement, the WGP was launched. The WGP aims to transition participants into the external labour market before programme completion or shortly after completion. The first migrant workers with a migration

background—primarily migrant workers from Türkiye and Morocco and people with other non-western origins—entered the WGP already in 1984, but the WGP administrators did not specifically target ethnic minorities before 1988. The programme administrators of the WGP further broadly supported initiatives of the Dutch government regarding the labour market integration of people from former Dutch colonies, i.e., Suriname, Indonesia, and the Netherlands Antilles. Thus, the WGP is not exclusively for ethnic minority groups but has been one of its largest target groups since 1988.

In the late 1990s and early 2000s, various intermediate vocational education schools realised many dropouts concerning youth with a migration background. Despite this observation, many dropouts found their way onto the labour market, albeit in jobs found through temporary placement agencies and on-call contracts without further career opportunities. During economic downturns, however, ethnic minorities quickly became unemployed. As a response, the WGP started to offer vocational training with recognised diplomas. Many participants have completed a widely recognised qualification in the Dutch mechanics and technological process industry. However, changes in labour demand and participants' educational backgrounds made Philips decide to offer other fields of study (i.e., administrative, secretarial, sales, informatics, and communications).

Selection procedure

The Employee Insurance Agency and the local municipalities (particularly in the city of Eindhoven) are responsible for the initial selection of potential participants from the pool of formally registered unemployed and partially disabled

unemployed workers using either of the following criteria/guidelines: (1) officially registered as unemployed for six months or longer; (2) formerly early school-leavers; (3) and other disadvantaged groups such as ethnic minorities, refugees, disabled workers, returning mothers, and higher-educated people with weak ties to the labour market.

The latter group contains, for instance, people that hold a degree in a field of study for which there is low demand or a group that does not possess the social skills to make a good impression during job interviews, as, for instance, people diagnosed with (a form of) autism spectrum disorder. It needs to be noted that WGP participants were initially unemployed and, therefore, subject to the same work-first programme as the control group, while the threat of sanctions is removed for the former at WGP entry.

The regular track

The basic set-up entails one year at Philips with required courses on career development and the option to leave with only one week's notice to reduce the so-called lock-in effects (see van Ours, 2004). There are 'WGP jobs' available in the various departments at the different Philips establishments, i.e., Administration, IT, Sales, Marketing, Engineering, and HRM. All participants receive the statutory minimum wage, a 13th month's salary, 8 per cent vacation pay, and their travel expenses are reimbursed. The minimum wage paid out makes the WGP less attractive for people to stay on, creating an incentive to search for a new job (Kalleberg and Mastekaasa, 2001; Gesthuizen and Dagevos, 2008). Each participant

receives an individual budget of 1,249 euros to be spent freely on training which goes on top of the career-development courses (see below).

The vocational track

The vocational track is designed for low-educated participants and provides upper secondary education, i.e., ISCED2011 3-4 level, *mbo* in Dutch. The treatment period lasts two years—instead of one year on the regular track. All features of the regular track apply to the vocational track, i.e., wage, one-week notice period, and career-development courses. However, the typical week of this vocational track consists of four working days and one study day. Most skills taught can be applied directly to the job, e.g., workplace-based learning. Many participants have completed a widely recognised qualification in the Dutch mechanics and technological process industry (*Vapro* in Dutch) since the start of the WGP. However, due to changes in the labour demand and participants' educational backgrounds, Philips decided to offer educational programs in other fields of study, i.e., administrative, secretarial, sales, informatics, and communications. Most participants in this track are low-educated participants, but some intermediate-educated participants are included, for instance, due to (partially) disabilities or low demand in their current field of study.

Career-development courses

Every participant must participate in career-development classes, focusing on job search, networking, and job-application skills. The WGP uses CareerSKILLS and JOBS intervention programs, which contribute to the improved reflection on

people's motivation and capabilities, networking skills, and career paths (Freedman and Friedlander, 1995; Akkermans *et al.*, 2015). CareerSKILLS tries to boost confidence in one's employability. In small groups, the participants learn how to reflect on their professional functioning, map out career goals, determine what resources and options are available, and which skills are needed to achieve these goals. They also examine how to build and maintain a professional network and how they can mobilise social resources to achieve their career goals. The JOBS is another small-group training in which obstacles to looking for and finding work are identified together, stimulating their problem-solving ability by finding solutions for everyone's problem(s). Both courses aim to make participants better able to capitalise on career opportunities and help them be more resilient against future challenges, such as job loss (see Blokker *et al.*, 2019).

Every participant prepares a step-by-step plan for the future. The training is based on the fact that participants answer themselves with other participants' help to find solutions to their problems. Course leaders adopt a supportive role during the JOBS training; participants must develop solutions for each other's problems. The short-term goal is for participants to control their careers and feel more responsible for their job search. Participants practice both their application letter and resume writing skills and practice job interviews. The long-term goal is to empower people and ensure that they take action in future job losses and not become dependent on the public institutions, e.g., resilience.

Participants

The participants consist of workers belonging to different ethnic minority groups, i.e., foreign-born individuals, including labour migrants and refugees and second-generation ethnic minorities. Table S.1.1 shows that most workers belong to the first generation of immigrants and have a foreign-born father and mother. The years living in the Netherlands are, however, quite diverse.

Table S.1.1. Characteristics of WGP participants (entry between 1999-2014), by ethnic minority group

	Moroccans, Turks, Surinamese, Former Dutch Antilleans (N = 426)	Other non- western (N = 351)	Western (N = 394)	Total (N=1,171)
	%	%	%	%
<i>Generation</i>				
1st	72.45%	95.00%	61.96%	75.56%
2nd	27.55%	5.00%	38.04%	24.44%
<i>Foreign-born father</i>				
No	3.06%	1.25%	14.13%	6.30%
Yes	96.94%	98.75%	85.87%	93.70%
<i>Foreign-born mother</i>				
No	3.06%	1.25%	18.48%	7.78%
Yes	96.94%	98.75%	81.52%	92.22%
<i>Number of foreign-born parents</i>				
1	6.12%	3.75%	31.52%	14.07%
2	93.88%	96.25%	68.48%	85.93%
	<i>M (SD)</i>	<i>M (SD)</i>	<i>M (SD)</i>	<i>M (SD)</i>
Years living in the Netherlands ^a	8.20 (5.06)	6.56 (4.03)	7.21 (5.04)	7.31 (4.74)

Note(s). ^a For 1st generation of WGP participants only

Source. Statistics Netherlands (1999-2014)

S.2. A detailed description of the matching procedure

Propensity score matching

The identified (former) WGP participants are matched to other individuals from ethnic minority groups who can be considered similar except for entitlement to a work-first programme instead of WGP participation. Propensity Score Matching (PSM) created a matched sample to perform the difference-in-difference analysis using the `psmatch2` module in Stata 16 with the options `nearest` neighbour 1:1, `without replacement`, `calliper 0.05`, and `common support` (Leuven and Sianesi, 2003).

Out of 6,652,990 people with a migration background (aged 16-65) and who lived between 1999 and 2014, we only could not match 3.1% of the (former) WGP participants ($N = 37$) to one control unit. Given the small number of unmatched people, we cannot show these people's exact descriptive information due to the General Data Protection Regulation [*Algemene Verordening Gegevensbescherming (AVG)* in Dutch] prohibits publishing any information that could identify the identity of individuals. From the entire Dutch labour force, we matched 1,171 (former) WGP participants to the same number of other individuals who shared the same personal characteristics and circumstances at the time of WGP eligibility, but they were entitled to work first instead, e.g., pre-treatment covariates.

Pre-treatment covariates

The matching variables mainly refer to WGP eligibility criteria (see Selection procedure on p.4) and include covariates based on ethnic discrimination and labour market histories. However, the WGP programme administrators have the final say in selecting participants from available candidates. This front-door selection implies that some selection bias might occur, for instance, on motivation and personality traits that influence their labour market chances nonetheless—to be discussed in the Empirical model.

The following pre-treatment covariates, measured one month before WGP entry denoted as $t = 0$, were included in our matching procedure: the reliance on either *unemployment benefits* or *social assistance* (for at least six months in line with the selection criteria of the WGP), (*youth*) *disability* or being a *full-time student* in the year of WGP entry (three dummy variables in total).

Moreover, the matching procedure also included variables that indicate individuals' labour market history or a pre-treatment period of two years (Caliendo, Mahlstedt and Mitnik, 2017). In doing so, the information contained in the unobserved variables is implicitly captured even though it cannot be ruled out that unobserved heterogeneity, for which could not be matched, would still affect the estimates.

Following Caliendo et al. (2017), we included the number of months in employment (including subsidised jobs), the sum of annual wages earned, unemployment spells, and the number of employers over the past two years. Besides, we also used information about individuals' last jobs, if any, in the past two years. This information included the previous job's daily wage, the part-time

factor of the previous job where the value of 1 indicates a full-time job, 40 hours is a regular working week in the Netherlands; any value on this variable lower than 1 indicates a part-time job—the type of contract, and whether individuals' previous job was a subsidised one. Unfortunately, we did not have access to information about maternity leave in the past two years.

A foreign-sounding (sur)name on a resume might cause uncertainty about the individual's language proficiency but may also pave the way for work-related prejudices about their potential productivity. We included *ethnic minority group* (Moroccans, Turks, Surinamese, Dutch Antilleans, Other non-western, and western), and *generation* which indicates whether an individual was born in the Netherlands (2nd generation) or was born abroad (1st generation).

The abovementioned ethnic groups are somewhat broad; in particular, other non-western and western groups may include people from different continents, speaking different languages, having different religions, and living under a specific political regime. Even though we attempted to do so, it was too ambitious to match WGP participants with control units based on individuals' countries of origin. Therefore, we further included a more sophisticated measure of ethnic origin that distinguishes between eighteen categories to ensure better control units. The *geo-linguistic classification*, designed by The Netherlands Scientific Council for Government Policy [*Wetenschappelijke Raad voor het Regeringsbeleid (WRR) in Dutch*] (see Jennissen *et al.*, 2018), classifies people based on language and religion and refined with information on the political system of the country of origin (see Table S.2.1).

Table S.2.1 The geo-linguistic classification for the Netherlands

Category	Countries
The Netherlands	The Netherlands
Belgium	Belgium
Indonesia/former Dutch East Indies	Indonesia
Morocco	Morocco
Türkiye	Türkiye
Anglo-Saxon countries	Australia, Canada, Gibraltar, Ireland, Isle of Man, Channel Islands, New Zealand, United States, United Kingdom, South Africa
German-speaking countries	Germany, Liechtenstein, Luxembourg, Austria, Switzerland
Scandinavian countries	Denmark, Faroe Islands, Finland, Greenland, Iceland, Norway, Sweden
Mediterranean countries	Andorra, Cyprus, France, Greece, Israel, Italy, Malta, Monaco, Portugal, San Marino, Spain
Central and Eastern Europe	Albania, Armenia, Bosnia and Herzegovina, Bulgaria, Estonia, Georgia, Hungary, Kosovo, Croatia, Latvia, Lithuania, Macedonia, Moldova, Montenegro, Ukraine, Poland, Romania, Russia, Serbia, Slovenia, Slovakia, Czech Republic, former Yugoslavia, former Soviet Union, former Czechoslovakia, Belarus
Arab countries	Algeria, Arab Democratic Republic of Sahara, Bahrain, Egypt, Iraq, Yemen, Jordan, Kuwait, Lebanon, Libya, Oman, Palestinian Authority, Qatar, Saudi Arabia, Syria, Tunisia, United Arab Emirates
Latin America	US Virgin Islands, Anguilla, Antigua and Barbuda, Argentina, Bahamas, Barbados, Belize, Bermuda, Bolivia, British Virgin Islands, Brazil, Chile, Colombia, Costa Rica, Cuba, Dominica, Dominican Republic, Ecuador, El Salvador, Falkland Islands, French Guiana, Grenada, Guadeloupe, Guatemala, Guyana, Haiti, Honduras, Jamaica, Cayman Islands, Martinique, Mexico, Montserrat,

	Nicaragua, Panama, Panama Canal Zone, Paraguay, Peru, Puerto Rico, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Trinidad and Tobago, Turks and Caicos Islands, Uruguay, Venezuela
Sub-Saharan Africa	Angola, Benin, Botswana, Burkina Faso, Burundi, Central African Republic, Comoros, Congo-Brazzaville, Congo-Kinshasa, Djibouti, Equatorial Guinea, Eritrea, Ethiopia, Gabon, Gambia, Ghana, Guinea, Guinea-Bissau, Ivory Coast, Cape Verde, Cameroon, Kenya, Lesotho, Liberia, Madagascar, Malawi, Mali, Mauritania, Mauritius, Mayotte, Mozambique, Namibia, Niger, Nigeria, Reunion, Rwanda, Sao Tome and Principe, Senegal, Seychelles, Sierra Leone, Saint Helena, Sudan, Somalia, Swaziland, Tanzania, Togo, Chad, Uganda, Zambia, Zimbabwe, South Sudan
South Asia	Bangladesh, Bhutan, British territories in the Indian Ocean, India, Maldives, Nepal, Pakistan, Sri Lanka
Central Asia	Afghanistan, Azerbaijan, Iran, Kazakhstan, Kyrgyzstan, Uzbekistan, Tajikistan, Turkmenistan
Southeast Asia and the Pacific	American Samoa, Burma, Brunei, Cambodia, Cook Islands, Fiji, Philippines, French Polynesia, Guam, Kiribati, Laos, Malaysia, Marshall Islands, Micronesia, Nauru, New Caledonia, Northern Mariana Islands, Palau, Papua New Guinea, Singapore, Solomon Islands, Western Samoa, Thailand, Timor-Leste, Tonga, Tuvalu, Vanuatu, Vietnam, Wallis and Futuna
East Asia	China, Hong Kong, Japan, Macau, Mongolia, North Korea, Taiwan, South Korea
Former West Indian colonies	Suriname, former Netherlands Antilles (Caribbean Netherlands, Aruba, Curacao and St Maarten)

Source. The Netherlands Scientific Council for Government Policy (*WRR* in Dutch)

We fully acknowledge that parental social capital is an important indicator to explain ethnic labour market differences—in particular for ethnic minorities who are born in the Netherlands and whose parents live in the Netherlands—concerning the skills that parents may transmit to their children (Borjas, 1992; Bowles, Gintis and Groves, 2009; Zwysen and Longhi, 2018). It is more likely that language deficits are present among foreign-born people and have two or one foreign-born parent(s). There is no detailed genealogical information or the professional positions of individuals or their parents in the register data. We would only have information on parents to study the 2nd generation of ethnic minorities. We only have access to parents' country of birth—if known—in the register data.

Nonetheless, we believed that it is essential to include this information, whether an individual has a *foreign-born father* and a *foreign-born mother* (both dummy variables), in the matching procedure for a couple of reasons. First, a foreign-sounding surname is passed through the male line on which ethnic discrimination is largely based. Second, having at least one native Dutch parent—either a mother or father—might indicate more shared cultural values and norms of the host country and possibly fewer language deficits. It can be argued that there is a higher chance that Dutch would be the primary language spoken in the household if one of the parents is native Dutch.

Educational attainment is based on the 1-digit ISCED2011-Level and merged in four categories, namely: [1] "Low educated" includes the levels 0-2; [2] "Intermediate educated" includes the levels 3-4; [3] "High educated" consists of the levels 5-8 (Missing category). *Field of study* is based on the 1-digit ISCED1997-Field (General programs, Education, Humanities and Arts, Social Sciences, Business, and

Law, Science, Mathematics, and Computing, Engineering, Manufacturing, and Construction, Agriculture and Veterinary, Health and Welfare, Services, Not known or unspecified, and a Missing category).

Position in the household (Single, Partner without children, Partner with children with youngest child < 5 years old, Partner with children with the youngest child ≥ 5 years old, Lone parent with the youngest child < 5 years old, Lone parent with the youngest child ≥ 5 years old, Inliving child, Other such as inhabiting Asylum Seekers Centers, student dormitories or elderly houses, and a Missing category). The youngest child in the household is set to the age of 5 (the compulsory school age in the Netherlands). *Gender* (Male and Female) and *age* (continuous). We also included an interaction term between gender and position in the household because Philips also has lone mothers as a guideline into the WGP. *Part of the country* (North, East, South, West, and a Missing category) is included in the matching procedure because the WGP is mainly executed in Eindhoven. However, there are also vast differences in labour demand concerning the demand for technical skills across the regional areas, affecting post estimates.

Finally, we also include individuals' first occurrence in the data in the forthcoming years. The *first occurrence* of an individual in the register data served as a proxy for the year of arrival in the host country, given that we, unfortunately, did not have access to such information. People may return to their country of origin or pass away throughout time, e.g., attrition. The *forthcoming years' availability* was included in the pre-treatment covariates to prevent attrition bias and secure a representative control group for which labour market outcomes can be compared in the same period.

Table S.2.2. Balance check in creating the treatment and control group

Pre-treatment covariate(s)	Mean		t-test	
	WGP (N = 1,171)	Controls (N = 1,171)	t	p > t
<i>Labour market history (Past two years)</i>				
Employment level	14.17	14.09	0.28	0.780
Number of unemployment spells	0.35	0.38	-1.04	0.296
Wage earned	13290.00	12727.00	0.74	0.462
<i>Number of employers (Past two years) ^c</i>				
0	0.24	0.23	0.58	0.560
1	0.28	0.28	-0.05	0.964
2	0.18	0.18	0.48	0.632
3	0.11	0.11	0.00	1.000
4	0.07	0.08	-0.69	0.489
5 or more	0.11	0.12	-0.70	0.486
<i>Individuals' last job</i>				
Log daily wage	2.87	2.87	0.02	0.985
Part-time factor	0.77	0.77	-0.34	0.732
Subsidised job	0.04	0.05	-0.91	0.365
<i>Occupational statuses in the year of matching ^c</i>				
Unemployed	0.57	0.55	0.82	0.410
Disabled	0.10	0.12	-1.83	0.067
Full-time student	0.09	0.09	0.07	0.944
<i>Ethnic minority group ^c</i>				
Moroccans/Turks/Surinamese/Dutch Antilleans	0.36	0.36	0.43	0.670
Other non-western	0.30	0.29	0.76	0.445
Western	0.34	0.36	-1.16	0.246
<i>Geo-linguistic classification ^c</i>				
Belgium	0.03	0.03	-1.10	0.272
Türkiye	0.13	0.12	0.25	0.804
Morocco	0.11	0.11	-0.52	0.603
Anglo-Saxon countries	0.02	0.02	-0.74	0.462
German-speaking countries	0.05	0.05	-0.67	0.504
Scandinavian countries	0.00	0.00	-0.45	0.655
Mediterranean countries	0.02	0.02	-0.43	0.665
Central and Eastern Europe	0.14	0.14	0.06	0.953
Arab countries	0.06	0.05	0.45	0.653
Latin America	0.03	0.03	-0.72	0.473
Sub-Saharan Africa	0.10	0.09	1.10	0.271
South Asia	0.01	0.01	0.69	0.490
Central Asia	0.06	0.06	0.26	0.798
Southeast Asia and the Pacific	0.08	0.08	0.30	0.765

East Asia	0.01	0.02	-1.16	0.246
Former Dutch West Indies (current Suriname and former Netherlands Antilles)	0.13	0.12	0.87	0.385
Former Dutch East Indies (current Indonesia)	0.03	0.03	-0.49	0.628
<i>Parental information^c</i>				
Foreign-born father	0.95	0.94	0.36	0.720
Foreign-born mother	0.93	0.92	0.83	0.405
<i>Generation^c</i>				
Foreign-born	0.76	0.75	0.57	0.571
Born in the Netherlands	0.24	0.25	-0.57	0.571
Data availability				
First occurrence in data (for foreign-born individuals only) ^a	495.92	515.97	-0.57	0.571
Availability in the data (future 10 years) ^b	9.13	9.13	0.03	0.977
Age	33.55	33.18	0.95	0.343
<i>Sex^c</i>				
Male	0.59	0.58	0.42	0.678
Female	0.41	0.42	-0.42	0.678
<i>Educational attainment (ISCED2011-Level)^c</i>				
Low educated (0-2)	0.54	0.53	0.58	0.562
Intermediate educated (3-4)	0.35	0.36	-0.91	0.365
High educated (5-8)	0.11	0.11	0.46	0.643
<i>Field of study (ISCED1997-Field)^c</i>				
General programs	0.12	0.11	0.77	0.441
Education	0.01	0.01	-0.69	0.490
Humanities and Arts	0.02	0.01	1.10	0.270
Social Sciences, Business, and Law	0.11	0.11	-0.39	0.696
Science, Mathematics, and Computing	0.02	0.02	-0.60	0.552
Engineering, Manufacturing, and Construction	0.10	0.10	-0.14	0.892
Agriculture and Veterinary	0.00	0.00	0.00	1.000
Health and Welfare	0.01	0.01	-0.56	0.575
Services	0.04	0.03	0.56	0.577
Not known or unspecified	0.02	0.03	-0.68	0.495
Missing	0.56	0.56	0.00	1.000
<i>Position in household^c</i>				
Single	0.28	0.28	0.14	0.891
Partner without children	0.16	0.19	-1.61	0.108
Partner with children (youngest child in the family <5 years)	0.21	0.20	0.77	0.444

Partner with children (youngest child in the family ≥ 5 years)	0.10	0.10	0.34	0.731
Lone-parent (youngest child in the family < 5 years)	0.04	0.05	-1.33	0.182
Lone-parent (youngest child in the family ≥ 5 years)	0.04	0.04	0.22	0.828
Inliving child	0.13	0.12	0.86	0.389
Other	0.04	0.04	0.43	0.667
<i>Position in household x Female^c</i>				
Single x Female	0.21	0.22	-0.60	0.551
Partner without children x Female	0.10	0.11	-1.34	0.180
Partner with children (youngest child in the family < 5 years) x Female	0.06	0.06	0.60	0.551
Partner with children (youngest child in the family ≥ 5 years) x Female	0.06	0.06	0.09	0.930
Lone parent (youngest child in the family < 5 years) x Female	0.04	0.05	-1.33	0.182
Lone parent (youngest child in the family ≥ 5 years) x Female	0.04	0.04	0.22	0.826
Inliving child x Female	0.04	0.04	-0.42	0.677
Other x Female	0.01	0.01	0.50	0.616
<i>Part of the Netherlands^c</i>				
North	0.11	0.10	0.27	0.789
East	0.18	0.18	0.21	0.832
West	0.12	0.12	-0.19	0.851
South	0.59	0.59	-0.21	0.835

$PS \cdot R^2$	$LR \cdot Chi^2$	$P \cdot \chi^2_2$	Mean Bias	B	R	%Var
0.01	34.27	1.000	2.3	24.3	1.00	38

Note(s). The abovementioned information entails ptest output, i.e., means and t-test estimates. The required balance checks show insignificant t values after matching, B less than 25, and R between 0.5 and 2, confirming the matched sample to be sufficiently balanced.

^a Only for foreign-born individuals, this entails the first year of registry, those born in the Netherlands with a minority background the value of 0.

^b Number of future years available for each individual in the data (max. 10 years) to prevent attrition bias and secure a representative control group.

^c Means can for these categorical covariates be interpreted as percentages (x 100).

Source. Statistics Netherlands (1999-2017)

S.3. Data preparation and empirical models

Constructing the wage-match ratio

The register data neither contain subjective (perceived by individuals) information on the job match acquired nor information available that indicates an occupational status, e.g., International Socio-Economic Index of Occupational Status (ISEI) or International Standard Classification of Occupations (ISCO).

The annual wage information on the entire Dutch labour force (aged 16-65) available in the register data can show us to some extent the alignment between acquired skills and the real wage earned. A higher wage match is assumed when the earned salary in the job comes closer to the expected salary. The expected salary represents the wage someone can make in the labour market, given individuals' characteristics (Sattinger, 1993). The job's expected salary could be estimated from the employees' characteristics compared with the characteristics of the entire Dutch labour force. This wage-match ratio is constructed from the available wage information of WGP participants' jobs following WGP participation.

If a worker had more than one job in a particular year, only the job with the highest (daily) wage of each worker and the longest tenure with a minimum tenure of four consecutive months (Krueger, Cramer and Cho, 2014) has been retained, i.e., the primary source of income. The register data provide annual wages only, and the daily wage was the smallest measurement unit to be recalculated (by dividing the annual wage by the days spent in the job in that particular year). The natural log daily wage is calculated as $\log((\text{annual wage}/\text{annual tenure in days}) +$

1), where the + 1 sets the log daily wage to the value of 0 for those without a salary from paid work. First, wages have been recalculated to full-time salaries, but only if the job was less or more than a full-time job (40 hours a week). Second, the natural log daily wage ($\ln W_{it}$) is calculated as $\log((\text{annual wage}/\text{annual tenure in days}) + 1)$, where the +1 sets the log daily wage to the value of 0 for those without a wage from paid work. The wage-match ratio considers all jobs lasting longer than six months, given that a substantial share of jobs in the data consisted of daily or weekly jobs; <6 months, e.g., seasonal work that would not require specific skills. If this condition cannot be satisfied, including the long-term unemployed individuals (≥ 12 months), the wage-match ratio gets the value of 0. The job-match indicator uses the information on workers' actual earned daily wage and the expected wage level.

Heckman's two-step selection models

The expected wage levels ($\ln \hat{W}_{it}$) are predicted through estimating Heckman's two-step regression models for each year based on earned wages in all jobs of the entire Dutch labour force (16-65 aged) in that particular year ($N_{\text{Mean}} = 15,228,338$). Low-educated participants may upgrade their educational level through the vocational track. Heckman's two-step selection models that predict workers' expected wage level are based on each year's observed skill level (time-variant). When participants upgrade their educational level, the predicted wages are based on their newly-obtained skill level. As such, $\ln \hat{W}_{it}$ implicitly corrects the influence of the country's annual labour market situation, indicated by the likelihood of (un)employment on wages.

In the first step, known as the selection part, the probability of employment is estimated by a regression model containing the following variables: the combination of *educational attainment* using the 1-digit ISCED2011-Level classification (i.e., Early-childhood education; Primary education; Lower secondary education; Upper secondary education; Post-secondary non-tertiary education; Short-cycle tertiary education; Bachelor or equivalent; Master or equivalent; and Doctoral or equivalent) and *field of study* using the 1-digit ISCED1997-Field classification (i.e., General programs; Education; Humanities and Arts; Social sciences, Business and Law; Science, Mathematics and Computing; Engineering, Manufacturing and Construction; Agriculture and Veterinary; Health and Welfare; Services and Not known or unspecified), and age(-squared).

Furthermore, the *position in the household including the youngest child's age* (i.e., Single, Partner without children, Partner with children with the youngest child in the family < 5 years old, Partner with children with the youngest child in the family \geq 5 years old, Lone parent with the youngest child in the family < 5 years old, Lone parent with the youngest child in the family \geq 5 years old, Inliving child, Other, such as inhabiting Asylum Seekers Centres, student dormitories or retirement homes, and a Missing category) interacted with *gender*.

In the second step, the natural log of the worker's daily wage is predicted based on the *operating sector*, i.e., Unknown; Agricultural companies; Tobacco processing industry; Construction companies; Dredging companies; Wood, brush and packaging industry; Carpentry industry; Furniture and organ building industry; Wholesale of wood and wood preparation; Graphic industry excluding photographers; Metal industry; Electronic industry; Metal industry and technical

companies; Bakeries; Sugar processing industry; Butcher companies; Butchers other; Retail; Cleaning; Chain store; Port authorities; Stevedores; Inland water transport; Fisheries; Merchant shipping; Royal Dutch Airlines (KLM); Dutch Railways (NS); Transport postal services; Taxi and ambulance transport; Public transport; Private-bus transport; Other land and air passenger transport; Other land and air freight transport Catering general; Catering; Health, mental and social; Banks; Insurance and health insurance funds; Publishers; Wholesale I; Wholesale II; Business services I; Business services II; Business services III; Dairy industry; Textile industry; Stone, cement, glass and ceramic; Chemical industry; Food industry; General industry; Lending companies; Security companies; Cultural institutions; Other branches of business and professions; Painting companies; Plastering companies; Roofing companies; Mortar companies; Masonry companies; Government, education and science; Government, government, police, judiciary; Government, defense; Government, provinces, municipalities, and water boards; Government, public utilities; Government, other institutions; Work and reintegration; Railway construction; Telecommunications; Unknown I; Unknown II; Unknown III; and Unknown IV), *the sector of the collective labour agreement* (i.e., Private companies; Subsidised sector; Government; Education; Armed forces; Police; Judiciary; Municipalities; Provinces; and Water boards—where the categories Government and Education are split up in multiple categories for the years 1999-2005.

The modelling also includes the *type of contract* (i.e., open-ended contract and fixed-term contract), the combination of the *educational attainment* and *the field of study*, *job tenure* in months, *age(-squared)* and *gender*. The exclusion

restriction criteria are the position in the household and its interaction term with gender. Please see Table S.3.1 for the regression output of the series of Heckman's two-step selection models, predicting the expected wage levels.

The wage-match ratio (WM_{it}) is calculated by dividing the observed natural log of the daily wage ($\ln W_{it}$) by the expected natural log of the daily wage ($\ln \hat{W}_{it}$). In the Netherlands, a full-time job is about 40 hours a week. Therefore, the predicted wages have been recalculated to a full-time wage if a job was less or more than a full-time job. Thus, WM_{it} is the log of the real wage earned by workers with a duration of at least six months. For the wage-match ratio, it counts that if $WM_{it} < 1$, the observed wage is below the expected wage level of workers, and so the lower the wage ratio is, the worse the job matches up with the worker's skills. Likewise, if $WM_{it} > 1$ the actual wage exceeds workers' expected wage level, it implies that workers either get overpaid or are over-educated for the job acquired.

The likelihood that the earned wage will be higher than the expected wage for these workers with such weak employment opportunities appears to be negligible. Hence, the closer the actual wage is to the expected wage or the closer the wage ratio is to 1, the higher the wage match. Those who are unemployed for the whole year with no income from paid work or those who only had a job for less than six months are assigned the value 0, meaning that there has not been a match at all.

Table S.3.1. Heckman's two-step selection models predicting expected wage levels, 1999-2004

<i>Variables</i>	1999		2000		2001		2002		2003		2004			
	b		b		b		b		b		b			
Education level and field of education														
Unqualified (ref.)														
ISCED2011-0/General programmes	0.06	*** (0.01)	0.06	*** (0.01)	-0.09	*** (0.01)	-0.09	*** (0.01)	-0.09	*** (0.01)	-0.09	*** (0.01)	-0.08	*** (0.01)
ISCED2011-1/Not known or unspecified	-0.43	** (0.12)	-0.68	*** (0.11)	-0.31	*** (0.07)	-0.37	*** (0.08)	-0.25	** (0.08)	-0.31	** (0.11)	-0.31	** (0.11)
ISCED-2011-1/General programmes	-0.16	*** (0.00)	-0.20	*** (0.00)	-0.19	*** (0.00)	-0.24	*** (0.00)	-0.30	*** (0.00)	-0.30	*** (0.00)	-0.30	*** (0.00)
ISCED2011-1/Education	n/a		n/a		0.58	(0.37)	-0.76	(0.53)	-0.22	(0.53)	n/a		n/a	
ISCED-2011-1/Humanities and arts	-0.10	*** (0.02)	-0.09	*** (0.02)	-0.10	*** (0.01)	-0.11	*** (0.01)	-0.10	*** (0.01)	-0.10	*** (0.01)	-0.07	*** (0.01)
ISCED2011-1/Social sciences, business and law	-0.32	*** (0.05)	-0.34	*** (0.05)	-0.17	*** (0.03)	-0.16	*** (0.03)	-0.24	*** (0.03)	-0.24	*** (0.03)	-0.20	*** (0.04)
ISCED-2011-1/Science	-0.32	*** (0.06)	-0.20	** (0.06)	-0.14	*** (0.04)	-0.15	*** (0.04)	-0.16	*** (0.04)	-0.16	*** (0.04)	-0.10	* (0.05)
ISCED2011-1/Engineering, manufacturing and construction	-0.19	+ (0.10)	-0.12	(0.10)	-0.07	(0.07)	-0.10	(0.07)	-0.11	(0.07)	-0.11	(0.07)	-0.02	(0.08)
ISCED-2011-1/Agriculture	-0.29	(0.25)	-0.08	(0.25)	-0.06	(0.20)	-0.09	(0.19)	-0.13	(0.20)	-0.13	(0.20)	-0.42	(0.31)
ISCED2011-1/Health and welfare	-0.24	*** (0.06)	-0.29	*** (0.05)	-0.15	*** (0.04)	-0.16	*** (0.04)	-0.21	*** (0.04)	-0.21	*** (0.04)	-0.18	*** (0.04)
ISCED2011-1/Services	-0.22	*** (0.06)	-0.33	*** (0.06)	-0.10	* (0.04)	-0.16	*** (0.05)	-0.19	*** (0.05)	-0.19	*** (0.05)	-0.19	*** (0.05)
ISCED-2011-1/Not known or unspecified	-0.24	*** (0.05)	-0.29	*** (0.04)	-0.12	*** (0.03)	-0.18	*** (0.03)	-0.16	*** (0.03)	-0.16	*** (0.03)	-0.14	*** (0.04)
ISCED-2011-2/General programmes	-0.46	*** (0.00)	-0.49	*** (0.00)	-0.20	*** (0.00)	-0.22	*** (0.00)	-0.27	*** (0.00)	-0.27	*** (0.00)	-0.28	*** (0.00)
ISCED2011-2/Education	-0.33	** (0.11)	-0.03	(0.14)	-0.20	* (0.09)	-0.15	** (0.06)	-0.30	*** (0.03)	-0.30	*** (0.03)	-0.26	*** (0.02)
ISCED-2011-2/Humanities and arts	-0.36	*** (0.02)	-0.44	*** (0.02)	-0.21	*** (0.01)	-0.21	*** (0.01)	-0.30	*** (0.01)	-0.30	*** (0.01)	-0.29	*** (0.01)
ISCED2011-2/Social sciences, business and law	-0.34	*** (0.01)	-0.41	*** (0.00)	-0.20	*** (0.00)	-0.20	*** (0.00)	-0.25	*** (0.00)	-0.25	*** (0.00)	-0.24	*** (0.00)
ISCED-2011-2/Science	-0.28	*** (0.07)	-0.19	** (0.07)	-0.16	*** (0.04)	-0.14	** (0.05)	-0.14	** (0.05)	-0.14	** (0.05)	-0.18	** (0.06)
ISCED2011-2/Engineering, manufacturing and construction	-0.30	*** (0.00)	-0.33	*** (0.00)	-0.23	*** (0.00)	-0.24	*** (0.00)	-0.27	*** (0.00)	-0.27	*** (0.00)	-0.27	*** (0.00)
ISCED-2011-2/Agriculture	-0.18	*** (0.01)	-0.26	*** (0.01)	-0.18	*** (0.00)	-0.19	*** (0.00)	-0.23	*** (0.00)	-0.23	*** (0.00)	-0.24	*** (0.00)
ISCED2011-2/Health and welfare	-0.35	*** (0.02)	-0.35	*** (0.02)	-0.21	*** (0.01)	-0.18	*** (0.01)	-0.16	*** (0.01)	-0.16	*** (0.01)	-0.22	*** (0.01)
ISCED2011-2/Services	-0.31	*** (0.00)	-0.33	*** (0.00)	-0.17	*** (0.00)	-0.17	*** (0.00)	-0.21	*** (0.00)	-0.21	*** (0.00)	-0.22	*** (0.00)
ISCED-2011-2/Not known or unspecified	-0.15	*** (0.01)	-0.15	*** (0.01)	-0.11	*** (0.01)	-0.11	*** (0.01)	-0.11	*** (0.01)	-0.11	*** (0.01)	-0.10	*** (0.01)

ISCED-2011-3/General programmes	-0.24	***	(0.00)	-0.24	***	(0.00)	0.00	*	(0.00)	0.00	***	(0.00)	-0.03	***	(0.00)	-0.03	***	(0.00)
ISCED2011-3/Education	-0.35	***	(0.01)	-0.36	***	(0.01)	0.01	***	(0.00)	0.00		(0.00)	-0.02	***	(0.00)	-0.03	***	(0.00)
ISCED-2011-3/Humanities and arts	-0.23	***	(0.01)	-0.22	***	(0.01)	0.02	***	(0.00)	0.01	*	(0.00)	-0.01	+	(0.00)	-0.03	***	(0.00)
ISCED2011-3/Social sciences, business and law	-0.22	***	(0.00)	-0.23	***	(0.00)	-0.01	***	(0.00)	-0.02	***	(0.00)	-0.05	***	(0.00)	-0.06	***	(0.00)
ISCED-2011-3/Science	-0.31	***	(0.01)	-0.31	***	(0.01)	-0.01		(0.01)	-0.03	***	(0.01)	-0.03	***	(0.01)	-0.17	***	(0.00)
ISCED2011-3/Engineering, manufacturing and construction	-0.24	***	(0.00)	-0.25	***	(0.00)	-0.06	***	(0.00)	-0.06	***	(0.00)	-0.07	***	(0.00)	-0.08	***	(0.00)
ISCED-2011-3/Agriculture	-0.06	***	(0.01)	-0.08	***	(0.01)	0.01	*	(0.00)	0.00		(0.00)	-0.01	**	(0.00)	-0.04	***	(0.00)
ISCED2011-3/Health and welfare	-0.31	***	(0.00)	-0.31	***	(0.00)	0.00	+	(0.00)	-0.02	***	(0.00)	-0.05	***	(0.00)	-0.08	***	(0.00)
ISCED2011-3/Services	-0.12	***	(0.00)	-0.12	***	(0.00)	0.02	***	(0.00)	0.02	***	(0.00)	0.00		(0.00)	-0.03	***	(0.00)
ISCED-2011-3/Not known or unspecified	-0.13	***	(0.00)	-0.10	***	(0.00)	0.02	***	(0.00)	0.02	***	(0.00)	0.01	*	(0.00)	0.01	**	(0.00)
ISCED-2011-4/General programmes	0.07		(0.59)	0.16		(0.58)	0.04		(0.52)	0.01		(0.38)	0.07		(0.38)	0.01		(0.53)
ISCED2011-4/Education	-0.29	***	(0.04)	-0.25	***	(0.04)	-0.08	**	(0.03)	-0.10	**	(0.03)	-0.09	**	(0.03)	-0.08	**	(0.02)
ISCED-2011-4/Humanities and arts	0.11		(0.17)	0.41	*	(0.19)	0.07		(0.12)	0.45	***	(0.12)	0.18	+	(0.11)	0.02		(0.10)
ISCED2011-4/Social sciences, business and law	-0.05	***	(0.01)	-0.06	***	(0.01)	0.02	***	(0.01)	0.02	**	(0.01)	0.01		(0.01)	0.01		(0.01)
ISCED-2011-4/Science	-0.11	*	(0.05)	-0.03		(0.05)	0.04		(0.03)	0.05	+	(0.03)	0.01		(0.03)	-0.12	***	(0.02)
ISCED2011-4/Engineering, manufacturing and construction	-0.08	**	(0.03)	-0.11	***	(0.03)	-0.03	*	(0.02)	-0.03	+	(0.02)	-0.05	**	(0.02)	0.00		(0.01)
ISCED-2011-4/Agriculture	-0.02		(0.11)	0.05		(0.10)	0.04		(0.06)	-0.03		(0.05)	0.01		(0.05)	0.08	+	(0.04)
ISCED2011-4/Health and welfare	-0.07	*	(0.03)	-0.11	**	(0.03)	-0.05	*	(0.02)	-0.02		(0.02)	-0.04	+	(0.02)	-0.02		(0.02)
ISCED2011-4/Services	-0.15	***	(0.04)	-0.23	***	(0.03)	-0.09	***	(0.02)	-0.11	***	(0.02)	-0.12	***	(0.02)	-0.10	***	(0.02)
ISCED-2011-4/Not known or unspecified	-0.52		(0.39)	-0.68	+	(0.36)	-0.33	+	(0.18)	-0.32	+	(0.18)	-0.30		(0.19)	-0.20		(0.18)
ISCED-2011-5/General programmes	-0.54		(0.55)	-0.34		(0.42)	0.20		(0.27)	0.05		(0.32)	0.01		(0.32)	-0.09		(0.32)
ISCED2011-5/Education	-0.08	*	(0.03)	-0.18	***	(0.03)	0.00		(0.02)	-0.02		(0.02)	0.00		(0.02)	-0.01		(0.02)
ISCED-2011-5/Humanities and arts	0.03		(0.02)	-0.02		(0.02)	0.06	***	(0.01)	0.10	***	(0.01)	0.09	***	(0.01)	0.07	***	(0.01)
ISCED2011-5/Social sciences, business and law	0.18	***	(0.01)	0.21	***	(0.01)	0.21	***	(0.01)	0.19	***	(0.01)	0.19	***	(0.01)	0.20	***	(0.01)
ISCED-2011-5/Science	0.21	***	(0.01)	0.21	***	(0.01)	0.19	***	(0.01)	0.18	***	(0.01)	0.19	***	(0.01)	0.19	***	(0.01)
ISCED2011-5/Engineering, manufacturing and construction	0.05	*	(0.02)	0.03		(0.02)	0.12	***	(0.01)	0.11	***	(0.01)	0.10	***	(0.01)	0.12	***	(0.02)
ISCED-2011-5/Agriculture	0.07		(0.07)	0.12	+	(0.07)	0.10	*	(0.04)	0.06		(0.04)	0.08	+	(0.05)	0.13	**	(0.05)
ISCED2011-5/Health and welfare	0.03		(0.02)	0.02		(0.02)	0.07	***	(0.01)	0.08	***	(0.01)	0.08	***	(0.01)	0.08	***	(0.01)

ISCED2011-5/Services	0.18	***	(0.01)	0.18	***	(0.01)	0.14	***	(0.01)	0.13	***	(0.01)	0.12	***	(0.01)	0.11	***	(0.01)
ISCED-2011-5/Not known or unspecified	-0.03		(0.05)	0.00		(0.05)	0.03		(0.03)	0.04		(0.03)	0.07	*	(0.03)	0.05	+	(0.03)
ISCED-2011-6/General programmes	-0.04		(0.37)	-0.37		(0.42)	0.17		(0.24)	0.29		(0.22)	0.26		(0.31)	0.10		(0.21)
ISCED2011-6/Education	-0.12	***	(0.00)	-0.13	***	(0.00)	0.04	***	(0.00)	0.05	***	(0.00)	0.04	***	(0.00)	0.03	***	(0.00)
ISCED-2011-6/Humanities and arts	-0.08	***	(0.01)	-0.08	***	(0.01)	0.06	***	(0.00)	0.05	***	(0.00)	0.03	***	(0.00)	0.02	***	(0.00)
ISCED2011-6/Social sciences, business and law	0.20	***	(0.00)	0.19	***	(0.00)	0.21	***	(0.00)	0.20	***	(0.00)	0.18	***	(0.00)	0.17	***	(0.00)
ISCED-2011-6/Science	0.26	***	(0.01)	0.26	***	(0.01)	0.22	***	(0.00)	0.17	***	(0.00)	0.11	***	(0.00)	0.10	***	(0.00)
ISCED2011-6/Engineering, manufacturing and construction	0.14	***	(0.00)	0.15	***	(0.00)	0.16	***	(0.00)	0.15	***	(0.00)	0.14	***	(0.00)	0.15	***	(0.00)
ISCED-2011-6/Agriculture	0.26	***	(0.01)	0.22	***	(0.01)	0.15	***	(0.01)	0.15	***	(0.01)	0.13	***	(0.01)	0.13	***	(0.01)
ISCED2011-6/Health and welfare	0.05	***	(0.00)	0.07	***	(0.00)	0.13	***	(0.00)	0.14	***	(0.00)	0.13	***	(0.00)	0.13	***	(0.00)
ISCED2011-6/Services	0.24	***	(0.01)	0.21	***	(0.00)	0.17	***	(0.00)	0.17	***	(0.00)	0.16	***	(0.00)	0.16	***	(0.00)
ISCED-2011-6/Not known or unspecified	-0.21	***	(0.01)	-0.21	***	(0.01)	0.01		(0.01)	0.02	*	(0.01)	0.01		(0.01)	0.00		(0.01)
ISCED-2011-7/General programmes	0.29		(0.95)	0.24		(0.93)	1.94	***	(0.31)	1.35	***	(0.38)	1.43	***	(0.38)		***	
ISCED2011-7/Education	-0.05	***	(0.01)	-0.03	***	(0.01)	0.10	***	(0.00)	0.12	***	(0.00)	0.11	***	(0.00)	0.12	***	(0.00)
ISCED-2011-7/Humanities and arts	0.10	***	(0.00)	0.12	***	(0.00)	0.14	***	(0.00)	0.14	***	(0.00)	0.14	***	(0.00)	0.14	***	(0.00)
ISCED2011-7/Social sciences, business and law	0.29	***	(0.00)	0.31	***	(0.00)	0.33	***	(0.00)	0.32	***	(0.00)	0.31	***	(0.00)	0.32	***	(0.00)
ISCED-2011-7/Science	0.23	***	(0.01)	0.25	***	(0.01)	0.23	***	(0.00)	0.22	***	(0.00)	0.21	***	(0.00)	0.22	***	(0.00)
ISCED2011-7/Engineering, manufacturing and construction	0.31	***	(0.01)	0.33	***	(0.01)	0.31	***	(0.00)	0.29	***	(0.00)	0.27	***	(0.00)	0.28	***	(0.00)
ISCED-2011-7/Agriculture	0.29	***	(0.01)	0.24	***	(0.01)	0.22	***	(0.01)	0.22	***	(0.01)	0.22	***	(0.01)	0.22	***	(0.01)
ISCED2011-7/Health and welfare	0.45	***	(0.00)	0.47	***	(0.00)	0.38	***	(0.00)	0.39	***	(0.00)	0.40	***	(0.00)	0.42	***	(0.00)
ISCED2011-7/Services	0.19	***	(0.01)	0.18	***	(0.01)	0.21	***	(0.01)	0.21	***	(0.01)	0.20	***	(0.01)	0.20	***	(0.01)
ISCED-2011-7/Not known or unspecified	0.11	***	(0.02)	0.09	***	(0.02)	0.22	***	(0.01)	0.19	***	(0.01)	0.20	***	(0.01)	0.21	***	(0.01)
ISCED2011-8/Education	0.00		(0.15)	0.17		(0.13)	0.25	**	(0.08)	0.37	***	(0.09)	0.43	***	(0.09)	0.34	***	(0.09)
ISCED-2011-8/Humanities and arts	0.22	**	(0.07)	0.17	**	(0.07)	0.25	***	(0.04)	0.24	***	(0.04)	0.20	***	(0.04)	0.23	***	(0.04)
ISCED2011-8/Social sciences, business and law	0.25	***	(0.04)	0.29	***	(0.04)	0.40	***	(0.02)	0.36	***	(0.02)	0.38	***	(0.02)	0.41	***	(0.02)
ISCED-2011-8/Science	0.28	***	(0.03)	0.26	***	(0.03)	0.38	***	(0.02)	0.38	***	(0.02)	0.36	***	(0.02)	0.38	***	(0.02)
ISCED2011-8/Engineering, manufacturing and construction	0.27	***	(0.07)	0.26	***	(0.07)	0.38	***	(0.04)	0.32	***	(0.04)	0.41	***	(0.04)	0.41	***	(0.04)
ISCED-2011-8/Agriculture	0.40	***	(0.11)	0.37	***	(0.10)	0.31	***	(0.06)	0.32	***	(0.07)	0.31	***	(0.06)	0.26	***	(0.06)

ISCED2011-8/Health and welfare	0.65	***	(0.05)	0.68	***	(0.05)	0.56	***	(0.03)	0.57	***	(0.03)	0.59	***	(0.03)	0.68	***	(0.03)
ISCED2011-8/Services	n/a			n/a			n/a			n/a			n/a			n/a		
ISCED-2011-8/Not known or unspecified	n/a			n/a			n/a			n/a			n/a			n/a		
Time-varying human capital																		
Age	0.13	***	(0.00)	0.12	***	(0.00)	0.09	***	(0.00)	0.09	***	(0.00)	0.08	***	(0.00)	0.08	***	(0.00)
Age-squared	-0.13	***	(0.00)	-0.12	***	(0.00)	-0.09	***	(0.00)	-0.09	***	(0.00)	-0.09	***	(0.00)	-0.08	***	(0.00)
Sector/Industry																		
Agricultural companies (ref.)																		
Tobacco processing industry	0.55	***	(0.01)	0.54	***	(0.01)	0.30	***	(0.01)	0.30	***	(0.01)	0.34	***	(0.01)	0.26	***	(0.01)
Construction companies	0.44	***	(0.00)	0.44	***	(0.00)	0.14	***	(0.00)	0.15	***	(0.00)	0.16	***	(0.00)	0.13	***	(0.00)
Dredging companies	0.71	***	(0.01)	0.72	***	(0.01)	0.46	***	(0.03)	0.38	***	(0.02)	0.46	***	(0.01)	0.45	***	(0.01)
Wood, brush and packaging industry	0.26	***	(0.01)	0.25	***	(0.01)	0.03	***	(0.01)	0.01	*	(0.01)	0.03	***	(0.01)	-0.03	***	(0.01)
Carpentry industry	0.32	***	(0.01)	0.32	***	(0.01)	0.15	***	(0.00)	0.15	***	(0.00)	0.14	***	(0.00)	0.09	***	(0.00)
Furniture and organ building industry	0.27	***	(0.00)	0.27	***	(0.00)	0.00		(0.00)	0.00		(0.00)	0.00		(0.00)	-0.04	***	(0.00)
Wholesale of wood and wood preparation	0.32	***	(0.01)	0.31	***	(0.01)	0.09	***	(0.01)	0.06	***	(0.01)	0.07	***	(0.01)	0.01	*	(0.01)
Graphic industry excluding photographers	0.36	***	(0.00)	0.35	***	(0.00)	0.11	***	(0.00)	0.09	***	(0.00)	0.09	***	(0.00)	0.05	***	(0.00)
Metal industry	0.41	***	(0.00)	0.38	***	(0.00)	0.14	***	(0.00)	0.14	***	(0.00)	0.14	***	(0.00)	0.10	***	(0.00)
Electronics industry	0.44	***	(0.00)	0.44	***	(0.00)	0.23	***	(0.00)	0.23	***	(0.00)	0.26	***	(0.00)	0.22	***	(0.00)
Metal industry and technical companies	0.27	***	(0.00)	0.27	***	(0.00)	0.08	***	(0.00)	0.06	***	(0.00)	0.05	***	(0.00)	0.01	***	(0.00)
Bakeries	0.06	***	(0.00)	0.05	***	(0.00)	0.05	***	(0.00)	0.05	***	(0.00)	0.06	***	(0.00)	0.03	***	(0.00)
Sugar processing industry	0.42	***	(0.01)	0.40	***	(0.01)	0.17	***	(0.00)	0.18	***	(0.00)	0.20	***	(0.00)	0.17	***	(0.00)
Butcher companies	-0.02	**	(0.00)	-0.02	***	(0.00)	0.11	***	(0.00)	0.10	***	(0.00)	0.11	***	(0.00)	0.08	***	(0.00)
Butchers other	0.32	***	(0.00)	0.31	***	(0.00)	0.12	***	(0.00)	0.12	***	(0.00)	0.10	***	(0.00)	0.05	***	(0.00)
Retail	-0.07	***	(0.00)	-0.05	***	(0.00)	0.05	***	(0.00)	0.06	***	(0.00)	0.07	***	(0.00)	0.01	***	(0.00)
Cleaning	-0.60	***	(0.00)	-0.54	***	(0.00)	0.03	***	(0.00)	0.01	***	(0.00)	-0.01	***	(0.00)	-0.08	***	(0.00)
Chain store	-0.10	***	(0.00)	-0.03	***	(0.00)	0.09	***	(0.00)	0.07	***	(0.00)	0.09	***	(0.00)	0.02	***	(0.00)

Port authorities	0.56	***	(0.00)	0.55	***	(0.00)	0.26	***	(0.00)	0.25	***	(0.00)	0.25	***	(0.00)	0.19	***	(0.00)
Stevedores	0.45	***	(0.01)	0.44	***	(0.01)	0.19	***	(0.01)	0.19	***	(0.01)	0.24	***	(0.01)	0.15	***	(0.01)
Inland water transport	0.39	***	(0.01)	0.39	***	(0.01)	0.20	***	(0.01)	0.18	***	(0.01)	0.16	***	(0.01)	0.13	***	(0.01)
Fisheries	0.66	***	(0.02)	0.66	***	(0.02)	0.51	***	(0.01)	0.43	***	(0.01)	0.41	***	(0.01)	0.34	***	(0.01)
Merchant shipping	0.61	***	(0.01)	0.61	***	(0.01)	0.33	***	(0.01)	0.31	***	(0.01)	0.33	***	(0.01)	0.29	***	(0.01)
Royal Dutch Airlines (KLM)	0.58	***	(0.00)	0.59	***	(0.00)	0.37	***	(0.00)	0.36	***	(0.00)	0.37	***	(0.00)	0.34	***	(0.00)
Dutch Railways (NS)	0.99	***	(0.00)	0.37	***	(0.01)	0.34	***	(0.00)	0.19	***	(0.00)	0.21	***	(0.00)	0.16	***	(0.00)
Transport postal services	0.14	***	(0.00)	-0.13	***	(0.00)	0.09	***	(0.00)	0.03	***	(0.00)	0.11	***	(0.00)	0.02	***	(0.00)
Taxi and ambulance transport	-0.31	***	(0.00)	-0.29	***	(0.00)	-0.10	***	(0.00)	-0.13	***	(0.00)	-0.12	***	(0.00)	-0.17	***	(0.00)
Public transport	0.12	***	(0.01)	0.08	***	(0.01)	0.04	***	(0.00)	-0.02	***	(0.00)	0.01	*	(0.01)	-0.04	***	(0.01)
Private-bus transport	-0.06	***	(0.01)	-0.04	***	(0.01)	-0.01		(0.01)	-0.03	***	(0.01)	-0.03	***	(0.01)	-0.07	***	(0.01)
Other land and air passenger transport	0.61	***	(0.01)	0.60	***	(0.01)	0.28	***	(0.01)	0.21	***	(0.01)	0.22	***	(0.01)	0.15	***	(0.01)
Other land and air freight transport	0.42	***	(0.00)	0.40	***	(0.00)	0.21	***	(0.00)	0.17	***	(0.00)	0.16	***	(0.00)	0.11	***	(0.00)
Catering general	-0.26	***	(0.00)	-0.25	***	(0.00)	-0.01	***	(0.00)	0.00		(0.00)	0.01	***	(0.00)	-0.03	***	(0.00)
Catering	0.09	***	(0.00)	0.05	***	(0.00)	0.01	***	(0.00)	0.02	***	(0.00)	0.03	***	(0.00)	0.01		(0.00)
Health, mental and social	0.01	***	(0.00)	0.02	***	(0.00)	0.18	***	(0.00)	0.14	***	(0.00)	0.17	***	(0.00)	0.10	***	(0.00)
Banks	0.60	***	(0.00)	0.58	***	(0.00)	0.37	***	(0.00)	0.42	***	(0.00)	0.44	***	(0.00)	0.39	***	(0.00)
Insurance and health insurance funds	0.60	***	(0.00)	0.60	***	(0.00)	0.36	***	(0.00)	0.34	***	(0.00)	0.38	***	(0.00)	0.32	***	(0.00)
Publishers	0.43	***	(0.00)	0.44	***	(0.00)	0.25	***	(0.00)	0.25	***	(0.00)	0.25	***	(0.00)	0.20	***	(0.00)
Wholesale I	0.45	***	(0.00)	0.45	***	(0.00)	0.20	***	(0.00)	0.18	***	(0.00)	0.19	***	(0.00)	0.13	***	(0.00)
Wholesale II	0.36	***	(0.00)	0.37	***	(0.00)	0.16	***	(0.00)	0.15	***	(0.00)	0.16	***	(0.00)	0.12	***	(0.00)
Business services I	0.53	***	(0.00)	0.52	***	(0.00)	0.25	***	(0.00)	0.25	***	(0.00)	0.25	***	(0.00)	0.20	***	(0.00)
Business services II	0.44	***	(0.00)	0.46	***	(0.00)	0.28	***	(0.00)	0.26	***	(0.00)	0.27	***	(0.00)	0.20	***	(0.00)
Business services III	0.44	***	(0.00)	0.44	***	(0.00)	0.26	***	(0.00)	0.25	***	(0.00)	0.26	***	(0.00)	0.20	***	(0.00)
Dairy industry	0.50	***	(0.01)	0.45	***	(0.01)	0.27	***	(0.00)	0.26	***	(0.00)	0.29	***	(0.00)	0.23	***	(0.01)
Textile industry	0.40	***	(0.01)	0.39	***	(0.01)	0.11	***	(0.00)	0.10	***	(0.00)	0.12	***	(0.01)	0.09	***	(0.01)
Stone, cement, glass and ceramic	0.39	***	(0.00)	0.38	***	(0.00)	0.15	***	(0.00)	0.14	***	(0.00)	0.14	***	(0.00)	0.08	***	(0.00)
Chemical industry	0.47	***	(0.00)	0.46	***	(0.00)	0.25	***	(0.00)	0.27	***	(0.00)	0.28	***	(0.00)	0.22	***	(0.00)

Food industry	0.46	***	(0.00)	0.45	***	(0.00)	0.24	***	(0.00)	0.24	***	(0.00)	0.26	***	(0.00)	0.20	***	(0.00)
General industry	0.41	***	(0.00)	0.49	***	(0.00)	0.28	***	(0.00)	0.28	***	(0.00)	0.31	***	(0.00)	0.28	***	(0.00)
Lending companies	-0.12	***	(0.00)	-0.02	***	(0.00)	0.18	***	(0.00)	0.03	***	(0.00)	0.03	***	(0.00)	-0.02	***	(0.00)
Security companies	0.30	***	(0.00)	0.25	***	(0.00)	0.17	***	(0.00)	0.14	***	(0.00)	0.15	***	(0.00)	0.14	***	(0.00)
Cultural institutions	0.06	***	(0.00)	0.08	***	(0.00)	0.13	***	(0.00)	0.11	***	(0.00)	0.13	***	(0.00)	0.10	***	(0.00)
Other branches of business and professions	0.34	***	(0.00)	0.32	***	(0.00)	0.13	***	(0.00)	0.13	***	(0.00)	0.14	***	(0.00)	0.09	***	(0.00)
Painting companies	0.35	***	(0.00)	0.37	***	(0.00)	0.11	**	(0.04)	0.11	***	(0.00)	0.11	***	(0.00)	0.07	***	(0.00)
Plastering companies	0.47	***	(0.01)	0.47	***	(0.01)	0.14	***	(0.01)	0.14	***	(0.01)	0.15	***	(0.01)	0.11	***	(0.01)
Roofing companies	0.40	***	(0.01)	0.40	***	(0.01)	0.07	***	(0.01)	0.04	***	(0.01)	0.05	***	(0.01)	0.00		(0.01)
Mortar companies	0.47	***	(0.02)	0.46	***	(0.02)	0.25	***	(0.01)	0.25	***	(0.01)	0.24	***	(0.01)	0.18	***	(0.01)
Masonry companies	0.36	***	(0.04)	0.33	***	(0.03)	0.21	***	(0.02)	0.26	***	(0.03)	0.26	***	(0.03)	0.21	***	(0.03)
Government, education and science	0.39	***	(0.00)	0.52	***	(0.00)	0.29	***	(0.00)	0.28	***	(0.00)	0.16	***	(0.00)	0.01	***	(0.00)
Government, government, police, judiciary	0.76	***	(0.01)	0.77	***	(0.01)	0.21	***	(0.00)	0.36	***	(0.00)	0.22	***	(0.00)	-0.07	***	(0.00)
Government, defence	0.27	***	(0.01)	0.31	***	(0.01)	0.98	***	(0.00)	0.25	***	(0.01)	0.12	***	(0.00)	-0.10	***	(0.01)
Government, provinces, municipalities, and water boards	0.82	***	(0.00)	0.83	***	(0.00)	0.32	***	(0.00)	0.40	***	(0.00)	0.29	***	(0.00)	-0.02	***	(0.00)
Government, public utilities	0.57	***	(0.00)	0.53	***	(0.00)	0.32	***	(0.00)	0.39	***	(0.00)	0.28	***	(0.00)	0.17	***	(0.01)
Government, other institutions	0.50	***	(0.00)	0.47	***	(0.00)	0.31	***	(0.00)	0.41	***	(0.00)	0.26	***	(0.00)	0.19	***	(0.00)
Work and (re)integration	0.12	***	(0.02)	0.02	**	(0.01)	-0.25	***	(0.00)	-0.30	***	(0.00)	-0.27	***	(0.00)	-0.34	***	(0.00)
Railway construction	0.63	***	(0.01)	0.63	***	(0.01)	0.35	***	(0.01)	0.36	***	(0.01)	0.37	***	(0.01)	0.33	***	(0.01)
Telecommunications	0.72	***	(0.01)	0.56	***	(0.00)	0.35	***	(0.00)	0.40	***	(0.00)	0.34	***	(0.00)	0.29	***	(0.00)
Unknown I	-0.05	***	(0.00)	-0.07	***	(0.00)	-0.10	***	(0.00)	-0.25	***	(0.00)	-0.27	***	(0.00)		***	
Unknown II																		
Unknown III				0.08		(0.05)	0.42		(0.26)	0.19		(0.52)				-0.08		(0.00)
Unknown IV				1.01		(0.56)	2.10		(0.02)									
Unknown V	-0.24	***	(0.00)	-0.23	***	(0.00)	-0.01	***	(0.00)	0.01	***	(0.00)	-0.04	***	(0.00)			
Type of contract																		
Permanent contract (ref.)	n/a			n/a														

Temporary contract	n/a		n/a			-0.01	***	(0.00)	0.00	***	(0.00)	0.03	***	(0.00)	-0.02	***	(0.00)	
Job tenure	0.00	***	(0.00)	0.00	***	(0.00)	0.00	***	(0.00)	0.00	***	(0.00)	0.00	***	(0.00)	0.00	***	(0.00)
Labour law agreement																		
Private companies (ref.)																		
Subsidized sector	0.10	***	(0.00)	0.09	***	(0.00)	-0.01	***	(0.00)	0.05	***	(0.00)	0.02	***	(0.00)	0.01	***	(0.00)
Central government	-0.32	***	(0.01)	-0.35	***	(0.01)	-0.01	+	(0.00)	-0.13	***	(0.00)	0.00	+	(0.00)	0.22	***	(0.00)
Education (total)																		
Primary school	-0.04	***	(0.00)	-0.19	***	(0.00)	0.05	***	(0.00)	0.06	***	(0.00)	0.17	***	(0.00)	0.25	***	(0.00)
Secondary education (excl. adult education)	0.05	***	(0.00)	-0.08	***	(0.00)	0.07	***	(0.00)	0.08	***	(0.00)	0.15	***	(0.00)	0.25	***	(0.00)
Adult education	0.08	***	(0.00)	-0.08	***	(0.00)	0.09	***	(0.00)	0.08	***	(0.00)	0.15	***	(0.00)	0.28	***	(0.00)
Higher professional education	-0.12	***	(0.00)	-0.22	***	(0.00)	0.11	***	(0.00)	0.13	***	(0.00)	0.28	***	(0.00)	0.32	***	(0.00)
Universities	-0.10	***	(0.00)	-0.25	***	(0.00)	0.03	***	(0.00)	0.07	***	(0.00)	0.14	***	(0.00)	0.25	***	(0.00)
Academic hospitals	0.03	***	(0.00)	-0.09	***	(0.00)	0.01	***	(0.00)	0.03	***	(0.00)	0.13	***	(0.00)	0.22	***	(0.00)
Research institutions	-0.07	***	(0.01)	-0.19	***	(0.01)	-0.11	***	(0.01)	0.01	+	(0.01)	0.05	***	(0.01)	0.17	***	(0.01)
Education (Other)	-0.06	***	(0.01)	-0.20	***	(0.01)	0.13	***	(0.01)	0.13	***	(0.01)	0.20	***	(0.02)	0.31	***	(0.01)
Defence (total)																		
Civilian staff	-0.07	***	(0.01)	-0.12	***	(0.01)	-0.92	***	(0.01)	-0.17	***	(0.01)	-0.02	**	(0.01)	0.15	***	(0.01)
Military personnel	0.36	***	(0.01)	0.28	***	(0.01)	-0.70	***	(0.00)	0.07	***	(0.01)	0.24	***	(0.00)	0.36	***	(0.00)
Law enforcement	-0.37	***	(0.01)	-0.38	***	(0.01)	0.07	***	(0.00)	-0.14	***	(0.00)	0.00	+	(0.00)	0.19	***	(0.00)
Judicial power	0.35	***	(0.02)	0.32	***	(0.02)	0.63	***	(0.01)	0.40	***	(0.01)	0.57	***	(0.01)	0.79	***	(0.01)
Municipalities	-0.48	***	(0.00)	-0.50	***	(0.00)	-0.13	***	(0.00)	-0.20	***	(0.00)	-0.10	***	(0.00)	0.07	***	(0.00)
Provinces	-0.37	***	(0.01)	-0.40	***	(0.01)	-0.03	***	(0.00)	-0.16	***	(0.00)	-0.07	***	(0.00)	0.19	***	(0.00)
Regional water authorities	-0.44	***	(0.01)	-0.49	***	(0.01)	-0.11	***	(0.00)	-0.20	***	(0.01)	-0.04	***	(0.00)	0.15	***	(0.00)
Gender																		
Male (ref.)																		

Female	-0.22	***	(0.00)	-0.25	***	(0.00)	-0.12	***	(0.00)	-0.13	***	(0.00)	-0.13	***	(0.00)	-0.13	***	(0.00)
Intercept	1.28	***	(0.00)	1.52	***	(0.00)	2.58	***	(0.00)	2.62	***	(0.00)	2.77	***	(0.00)	2.86	***	(0.00)

Select

Education level and field of education

Unqualified (ref.)

ISCED2011-0/General programmes	-0.57	***	(0.01)	-0.56	***	(0.01)	-0.57	***	(0.01)	-0.59	***	(0.02)	-0.61	***	(0.02)	-0.62	***	(0.02)
ISCED2011-1/Not known or unspecified	0.12		(0.19)	0.49	*	(0.22)	0.82	**	(0.26)	0.89	**	(0.27)	0.69	**	(0.24)	0.22		(0.24)
ISCED-2011-1/General programmes	-0.62	***	(0.00)	-0.57	***	(0.00)	-0.59	***	(0.00)	-0.68	***	(0.00)	-0.71	***	(0.00)	-0.72	***	(0.00)
ISCED2011-1/Education	-6.42		.	-6.25		.	-0.03		(0.68)	-0.38		(0.81)	-0.32		(0.81)	-6.30		.
ISCED-2011-1/Humanities and arts	-0.16	***	(0.02)	-0.13	***	(0.03)	-0.15	***	(0.03)	-0.18	***	(0.03)	-0.26	***	(0.03)	-0.35	***	(0.03)
ISCED2011-1/Social sciences, business and law	-0.17	**	(0.05)	-0.12	*	(0.05)	-0.11	+	(0.06)	-0.08		(0.06)	-0.09		(0.06)	-0.12	*	(0.06)
ISCED-2011-1/Science	0.15	+	(0.08)	0.07		(0.08)	0.09		(0.08)	0.03		(0.08)	-0.06		(0.08)	-0.10		(0.09)
ISCED2011-1/Engineering, manufacturing and construction	-0.08		(0.15)	-0.05		(0.15)	-0.08		(0.16)	-0.08		(0.15)	-0.10		(0.16)	-0.24		(0.16)
ISCED-2011-1/Agriculture	-0.46		(0.32)	-0.62	*	(0.29)	-0.63	+	(0.34)	-0.35		(0.35)	-0.49		(0.35)	-0.43		(0.50)
ISCED2011-1/Health and welfare	0.21	**	(0.08)	0.27	**	(0.08)	0.27	**	(0.08)	0.22	**	(0.08)	0.22	*	(0.09)	0.41	***	(0.09)
ISCED2011-1/Services	-0.01		(0.08)	0.06		(0.08)	0.05		(0.09)	0.04		(0.09)	0.16	+	(0.10)	0.09		(0.10)
ISCED-2011-1/Not known or unspecified	-0.07		(0.07)	0.01		(0.06)	0.01		(0.07)	-0.01		(0.07)	0.10		(0.08)	-0.33	***	(0.07)
ISCED-2011-2/General programmes	-0.12	***	(0.00)	-0.05	***	(0.00)	-0.02	***	(0.00)	-0.05	***	(0.00)	-0.10	***	(0.00)	-0.10	***	(0.00)
ISCED2011-2/Education	-0.13		(0.13)	-0.22		(0.16)	-0.13		(0.15)	0.13		(0.13)	-0.01		(0.08)	-0.03		(0.05)
ISCED-2011-2/Humanities and arts	0.29	***	(0.04)	0.40	***	(0.04)	0.36	***	(0.03)	0.31	***	(0.03)	0.29	***	(0.03)	0.21	***	(0.02)
ISCED2011-2/Social sciences, business and law	0.13	***	(0.01)	0.23	***	(0.01)	0.26	***	(0.01)	0.25	***	(0.01)	0.23	***	(0.01)	0.21	***	(0.00)
ISCED-2011-2/Science	0.37	***	(0.09)	0.26	**	(0.10)	0.29	**	(0.10)	0.20	+	(0.10)	0.22	*	(0.11)	0.17		(0.12)
ISCED2011-2/Engineering, manufacturing and construction	0.27	***	(0.01)	0.34	***	(0.01)	0.35	***	(0.01)	0.37	***	(0.01)	0.37	***	(0.00)	0.38	***	(0.00)
ISCED-2011-2/Agriculture	-0.11	***	(0.01)	0.01		(0.01)	0.08	***	(0.01)	0.11	***	(0.01)	0.08	***	(0.01)	0.10	***	(0.01)
ISCED2011-2/Health and welfare	0.17	***	(0.03)	0.29	***	(0.03)	0.33	***	(0.03)	0.23	***	(0.03)	0.21	***	(0.03)	0.31	***	(0.03)
ISCED2011-2/Services	-0.03	***	(0.01)	0.07	***	(0.00)	0.10	***	(0.00)	0.15	***	(0.00)	0.22	***	(0.00)	0.24	***	(0.00)

ISCED-2011-2/Not known or unspecified	-0.17	***	(0.02)	-0.13	***	(0.02)	-0.12	***	(0.02)	-0.18	***	(0.02)	-0.19	***	(0.02)	-0.19	***	(0.02)
ISCED-2011-3/General programmes	0.28	***	(0.00)	0.31	***	(0.00)	0.33	***	(0.00)	0.33	***	(0.00)	0.30	***	(0.00)	0.30	***	(0.00)
ISCED2011-3/Education	0.27	***	(0.01)	0.31	***	(0.01)	0.37	***	(0.01)	0.43	***	(0.01)	0.45	***	(0.01)	0.46	***	(0.01)
ISCED-2011-3/Humanities and arts	0.07	***	(0.01)	0.10	***	(0.01)	0.11	***	(0.01)	0.12	***	(0.01)	0.09	***	(0.01)	0.10	***	(0.01)
ISCED2011-3/Social sciences, business and law	0.38	***	(0.00)	0.40	***	(0.00)	0.44	***	(0.00)	0.46	***	(0.00)	0.46	***	(0.00)	0.49	***	(0.00)
ISCED-2011-3/Science	0.12	***	(0.02)	0.18	***	(0.02)	0.22	***	(0.02)	0.20	***	(0.02)	0.17	***	(0.02)	0.31	***	(0.01)
ISCED2011-3/Engineering, manufacturing and construction	0.32	***	(0.00)	0.32	***	(0.00)	0.34	***	(0.00)	0.35	***	(0.00)	0.35	***	(0.00)	0.42	***	(0.00)
ISCED-2011-3/Agriculture	-0.25	***	(0.01)	-0.24	***	(0.01)	-0.21	***	(0.01)	-0.19	***	(0.01)	-0.15	***	(0.01)	-0.04	***	(0.01)
ISCED2011-3/Health and welfare	0.35	***	(0.00)	0.38	***	(0.00)	0.43	***	(0.00)	0.47	***	(0.00)	0.49	***	(0.00)	0.57	***	(0.00)
ISCED2011-3/Services	0.37	***	(0.01)	0.39	***	(0.01)	0.43	***	(0.01)	0.45	***	(0.01)	0.46	***	(0.01)	0.53	***	(0.01)
ISCED-2011-3/Not known or unspecified	0.17	***	(0.01)	0.16	***	(0.01)	0.11	***	(0.01)	0.05	***	(0.01)	-0.01	+	(0.01)	-0.06	***	(0.01)
ISCED-2011-4/General programmes	-0.68		(0.73)	-0.57		(0.72)	-1.11		(0.87)	-0.46		(0.72)	-0.35		(0.72)	-0.89		(0.87)
ISCED2011-4/Education	0.44	***	(0.06)	0.39	***	(0.06)	0.37	***	(0.06)	0.35	***	(0.06)	0.38	***	(0.06)	0.49	***	(0.06)
ISCED-2011-4/Humanities and arts	0.12		(0.25)	-0.28		(0.26)	-0.43	+	(0.24)	-0.42	+	(0.23)	-0.34		(0.22)	-0.33		(0.21)
ISCED2011-4/Social sciences, business and law	0.51	***	(0.02)	0.51	***	(0.02)	0.49	***	(0.02)	0.49	***	(0.02)	0.46	***	(0.02)	0.46	***	(0.02)
ISCED-2011-4/Science	0.75	***	(0.11)	0.73	***	(0.10)	0.66	***	(0.10)	0.69	***	(0.10)	0.56	***	(0.09)	0.57	***	(0.07)
ISCED2011-4/Engineering, manufacturing and construction	0.36	***	(0.05)	0.31	***	(0.05)	0.32	***	(0.04)	0.40	***	(0.05)	0.38	***	(0.04)	0.48	***	(0.04)
ISCED-2011-4/Agriculture	-0.03		(0.16)	-0.08		(0.16)	0.18		(0.16)	0.29	+	(0.16)	0.35	*	(0.16)	0.47	***	(0.13)
ISCED2011-4/Health and welfare	0.38	***	(0.05)	0.39	***	(0.05)	0.42	***	(0.05)	0.42	***	(0.05)	0.45	***	(0.05)	0.48	***	(0.05)
ISCED2011-4/Services	0.40	***	(0.06)	0.45	***	(0.06)	0.44	***	(0.06)	0.43	***	(0.06)	0.40	***	(0.06)	0.37	***	(0.06)
ISCED-2011-4/Not known or unspecified	5.55			0.64		(0.61)	5.90	.		5.93	.		0.73		(0.55)	0.10		(0.40)
ISCED-2011-5/General programmes	5.95			6.25	.		6.34	.		6.09	.		6.15	.		6.28	.	
ISCED2011-5/Education	0.12	**	(0.04)	0.17	***	(0.04)	0.12	**	(0.04)	0.15	***	(0.04)	0.14	**	(0.04)	0.14	**	(0.04)
ISCED-2011-5/Humanities and arts	0.10	**	(0.03)	0.10	**	(0.03)	0.16	***	(0.03)	0.18	***	(0.03)	0.21	***	(0.03)	0.22	***	(0.03)
ISCED2011-5/Social sciences, business and law	0.45	***	(0.02)	0.43	***	(0.02)	0.45	***	(0.02)	0.44	***	(0.02)	0.41	***	(0.02)	0.37	***	(0.01)
ISCED-2011-5/Science	0.69	***	(0.03)	0.68	***	(0.03)	0.70	***	(0.02)	0.70	***	(0.02)	0.65	***	(0.02)	0.64	***	(0.02)
ISCED2011-5/Engineering, manufacturing and construction	0.30	***	(0.04)	0.31	***	(0.04)	0.34	***	(0.04)	0.33	***	(0.04)	0.33	***	(0.04)	0.28	***	(0.04)
ISCED-2011-5/Agriculture	0.05		(0.10)	-0.05		(0.10)	-0.07		(0.10)	-0.01		(0.10)	-0.05		(0.10)	-0.04		(0.10)

ISCED2011-5/Health and welfare	0.23	***	(0.03)	0.23	***	(0.03)	0.24	***	(0.03)	0.25	***	(0.03)	0.24	***	(0.03)	0.27	***	(0.03)
ISCED2011-5/Services	0.58	***	(0.03)	0.56	***	(0.03)	0.58	***	(0.03)	0.61	***	(0.03)	0.62	***	(0.03)	0.63	***	(0.03)
ISCED-2011-5/Not known or unspecified	0.15	*	(0.07)	0.15	*	(0.07)	0.24	**	(0.07)	0.28	***	(0.07)	0.15	*	(0.07)	0.24	**	(0.07)
ISCED-2011-6/General programmes	0.88		(0.64)	5.77	.		-0.12		(0.46)	-0.02		(0.48)	-0.09		(0.60)	0.35		(0.51)
ISCED2011-6/Education	0.81	***	(0.01)	0.81	***	(0.01)	0.81	***	(0.01)	0.82	***	(0.00)	0.85	***	(0.00)	0.87	***	(0.00)
ISCED-2011-6/Humanities and arts	-0.05	***	(0.01)	-0.01		(0.01)	-0.02	**	(0.01)	0.00		(0.01)	0.00		(0.01)	0.00		(0.01)
ISCED2011-6/Social sciences, business and law	0.75	***	(0.01)	0.72	***	(0.01)	0.72	***	(0.01)	0.72	***	(0.01)	0.70	***	(0.00)	0.70	***	(0.00)
ISCED-2011-6/Science	0.60	***	(0.02)	0.61	***	(0.02)	0.56	***	(0.02)	0.52	***	(0.02)	0.47	***	(0.01)	0.46	***	(0.01)
ISCED2011-6/Engineering, manufacturing and construction	0.61	***	(0.01)	0.57	***	(0.01)	0.58	***	(0.01)	0.55	***	(0.01)	0.53	***	(0.01)	0.54	***	(0.01)
ISCED-2011-6/Agriculture	-0.05	**	(0.02)	-0.05	**	(0.02)	-0.01		(0.02)	0.02		(0.01)	0.01		(0.01)	0.03	*	(0.01)
ISCED2011-6/Health and welfare	0.70	***	(0.01)	0.70	***	(0.01)	0.72	***	(0.01)	0.74	***	(0.00)	0.75	***	(0.00)	0.76	***	(0.00)
ISCED2011-6/Services	0.63	***	(0.01)	0.64	***	(0.01)	0.67	***	(0.01)	0.68	***	(0.01)	0.68	***	(0.01)	0.69	***	(0.01)
ISCED-2011-6/Not known or unspecified	0.53	***	(0.02)	0.53	***	(0.02)	0.54	***	(0.02)	0.58	***	(0.02)	0.58	***	(0.02)	0.57	***	(0.02)
ISCED-2011-7/General programmes	6.36			6.42			6.45			-0.25		(0.60)	-0.26		(0.61)	-6.44		
ISCED2011-7/Education	0.97	***	(0.01)	0.96	***	(0.01)	0.99	***	(0.01)	1.00	***	(0.01)	1.02	***	(0.01)	1.02	***	(0.01)
ISCED-2011-7/Humanities and arts	0.30	***	(0.01)	0.30	***	(0.01)	0.31	***	(0.01)	0.32	***	(0.01)	0.32	***	(0.01)	0.33	***	(0.01)
ISCED2011-7/Social sciences, business and law	0.61	***	(0.01)	0.60	***	(0.01)	0.60	***	(0.01)	0.62	***	(0.00)	0.62	***	(0.00)	0.63	***	(0.00)
ISCED-2011-7/Science	0.49	***	(0.01)	0.49	***	(0.01)	0.50	***	(0.01)	0.56	***	(0.01)	0.53	***	(0.01)	0.53	***	(0.01)
ISCED2011-7/Engineering, manufacturing and construction	0.48	***	(0.01)	0.46	***	(0.01)	0.48	***	(0.01)	0.49	***	(0.01)	0.50	***	(0.01)	0.51	***	(0.01)
ISCED-2011-7/Agriculture	-0.03	+	(0.02)	0.00		(0.02)	0.09	***	(0.02)	0.04	*	(0.02)	0.09	***	(0.02)	0.08	***	(0.02)
ISCED2011-7/Health and welfare	0.11	***	(0.01)	0.11	***	(0.01)	0.14	***	(0.01)	0.18	***	(0.01)	0.21	***	(0.01)	0.22	***	(0.01)
ISCED2011-7/Services	0.61	***	(0.03)	0.61	***	(0.03)	0.60	***	(0.03)	0.61	***	(0.03)	0.65	***	(0.03)	0.59	***	(0.02)
ISCED-2011-7/Not known or unspecified	0.32	***	(0.03)	0.32	***	(0.03)	0.34	***	(0.03)	0.37	***	(0.03)	0.37	***	(0.03)	0.26	***	(0.02)
ISCED2011-8/Education	1.53	**	(0.46)	1.23	***	(0.35)	0.94	**	(0.29)	0.65	*	(0.25)	0.70	**	(0.25)	0.64	*	(0.26)
ISCED-2011-8/Humanities and arts	0.23	*	(0.10)	0.38	***	(0.11)	0.41	***	(0.11)	0.51	***	(0.11)	0.66	***	(0.11)	0.58	***	(0.11)
ISCED2011-8/Social sciences, business and law	0.84	***	(0.09)	0.79	***	(0.08)	0.76	***	(0.08)	0.78	***	(0.08)	0.82	***	(0.08)	0.73	***	(0.07)
ISCED-2011-8/Science	0.85	***	(0.06)	0.82	***	(0.06)	0.82	***	(0.06)	0.80	***	(0.06)	0.79	***	(0.06)	0.77	***	(0.06)
ISCED2011-8/Engineering, manufacturing and construction	0.90	***	(0.17)	0.84	***	(0.16)	0.76	***	(0.14)	0.78	***	(0.14)	0.70	***	(0.13)	0.73	***	(0.13)

ISCED-2011-8/Agriculture	0.25	(0.16)	0.30	+	(0.16)	0.41	*	(0.17)	0.30	+	(0.17)	0.44	**	(0.17)	0.43	**	(0.16)	
ISCED2011-8/Health and welfare	0.18	*	(0.07)	0.07	(0.07)	0.07		(0.07)	0.18	*	(0.07)	0.11		(0.07)	0.19	**	(0.07)	
ISCED2011-8/Services																		
ISCED-2011-8/Not known or unspecified																		
Time-varying human capital																		
Age	0.10	***	(0.00)	0.10	***	(0.00)	0.10	***	(0.00)	0.10	***	(0.00)	0.09	***	(0.00)	0.10	***	(0.00)
Age-squared	-0.18	***	(0.00)	-0.17	***	(0.00)	-0.17	***	(0.00)	-0.16	***	(0.00)	-0.16	***	(0.00)	-0.16	***	(0.00)
Gender																		
Male (ref.)																		
Female	0.00		(0.00)	0.00		(0.00)	0.02	***	(0.00)	0.03	***	(0.00)	0.05	***	(0.00)	0.06	***	(0.00)
Position in household																		
Single (ref.)																		
Partner without children	0.43	***	(0.00)	0.42	***	(0.00)	0.43	***	(0.00)	0.45	***	(0.00)	0.47	***	(0.00)	0.47	***	(0.00)
Partner with children (youngest child <5 years)	0.13	***	(0.00)	0.11	***	(0.00)	0.12	***	(0.00)	0.15	***	(0.00)	0.18	***	(0.00)	0.20	***	(0.00)
Partner with children (youngest child ≥5 years)	0.52	***	(0.00)	0.50	***	(0.00)	0.51	***	(0.00)	0.53	***	(0.00)	0.55	***	(0.00)	0.55	***	(0.00)
Lone parent (youngest child <5 years)	-0.41	***	(0.02)	-0.33	***	(0.02)	-0.28	***	(0.02)	-0.28	***	(0.02)	-0.22	***	(0.02)	-0.28	***	(0.02)
Lone parent (youngest child ≥5 years)	0.24	***	(0.01)	0.25	***	(0.01)	0.27	***	(0.01)	0.30	***	(0.01)	0.32	***	(0.01)	0.31	***	(0.01)
Inliving child	0.19	***	(0.00)	0.19	***	(0.00)	0.24	***	(0.00)	0.27	***	(0.00)	0.30	***	(0.00)	0.29	***	(0.00)
Other	-0.49	***	(0.00)	-0.46	***	(0.00)	-0.42	***	(0.00)	-0.41	***	(0.00)	-0.39	***	(0.00)	-0.41	***	(0.00)
Unknown			0.00			(0.00)	0.02		(0.00)	0.03		(0.00)	0.05		(0.00)	0.06		(0.00)
x Female																		
Single (ref.)																		
Partner without children	-0.51	***	(0.00)	-0.50	***	(0.00)	-0.51	***	(0.00)	-0.52	***	(0.00)	-0.52	***	(0.00)	-0.51	***	(0.00)
Partner with children (youngest child <5 years)	-0.85	***	(0.00)	-0.78	***	(0.00)	-0.75	***	(0.00)	-0.72	***	(0.00)	-0.70	***	(0.00)	-0.68	***	(0.00)

Partner with children (youngest child ≥ 5 years)	-0.92 *** (0.00)	-0.85 *** (0.00)	-0.81 *** (0.00)	-0.79 *** (0.00)	-0.76 *** (0.00)	-0.73 *** (0.00)
Lone parent (youngest child < 5 years)	-0.60 *** (0.02)	-0.64 *** (0.02)	-0.66 *** (0.02)	-0.65 *** (0.02)	-0.72 *** (0.02)	-0.63 *** (0.02)
Lone parent (youngest child ≥ 5 years)	-0.47 *** (0.01)	-0.44 *** (0.01)	-0.43 *** (0.01)	-0.43 *** (0.01)	-0.43 *** (0.01)	-0.44 *** (0.01)
Inliving child	-0.04 *** (0.00)	-0.02 *** (0.00)	-0.02 *** (0.00)	-0.02 *** (0.00)	-0.04 *** (0.00)	-0.06 *** (0.00)
Other	-0.11 *** (0.01)	-0.11 *** (0.01)	-0.11 *** (0.01)	-0.10 *** (0.01)	-0.10 *** (0.01)	-0.08 *** (0.01)
Unknown						
Intercept	-0.25 *** (0.01)	-0.27 *** (0.01)	-0.35 *** (0.01)	-0.40 *** (0.01)	-0.44 *** (0.01)	-0.57 *** (0.01)
λ	-0.94 *** (0.00)	-0.91 *** (0.00)	-0.26 *** (0.00)	-0.24 *** (0.00)	-0.26 *** (0.00)	-0.26 *** (0.00)
ρ	-0.99	-0.98	-0.48	-0.44	-0.47	-0.47
σ	0.95	0.93	0.54	0.55	0.55	0.55
Number of observations	13,601,049	13,744,554	13,657,518	13,560,105	13,312,911	13,227,376
Selected	10,195,400	10,419,376	10,363,039	10,254,765	9,936,548	9,765,155
Non-selected	3,405,649	3,325,178	3,294,479	3,305,340	3,376,363	3,462,221
Wald Chi-squared	7.96·10 ⁶ ***	7.83·10 ⁶ ***	6.10·10 ⁶ ***	6.34·10 ⁶ ***	6.20·10 ⁶ ***	6.25·10 ⁶ ***

Note(s). *** $p < 0.001$, ** $p < 0.01$, * $p < 0.05$, + $p < 0.10$, standard errors in parentheses. In step one, the selection part, the probability of employment is estimated by a regression model containing: educational attainment, the field of education, age(-squared), and position in the household interacted with gender. In step two, the natural log of the worker's daily wage is predicted based on the operating sector, sector of the collective labour agreement, type of contract, educational attainment, the field of education, job tenure, age(-squared) and gender. The exclusion restriction criteria are the position in the household interacting with gender.

Source. Statistics Netherlands (1999-2017)

Table S.3.1. continued, 2005-2010

Variables	2005		2006		2007		2008		2009		2010		
	b		b		b		b		b		b		
Education level and field of education													
Unqualified (ref.)													
ISCED2011-0/General programmes	-0.08	*** (0.01)	-0.27	*** (0.01)	-0.18	*** (0.00)	-0.14	*** (0.00)	-0.12	*** (0.00)	-0.11	*** (0.00)	
ISCED2011-1/Not known or unspecified	-0.15	(0.11)	-0.13	(0.16)	-0.73	*** (0.15)	-0.37	** (0.12)	-0.34	** (0.10)	-0.26	* (0.13)	
ISCED-2011-1/General programmes	-0.29	*** (0.00)	-0.31	*** (0.00)	-0.30	*** (0.00)	-0.29	*** (0.00)	-0.25	*** (0.00)	-0.27	*** (0.00)	
ISCED2011-1/Education		***	-0.60	(0.37)	0.36	(0.34)	-0.17	(0.30)	-0.51	+	(0.31)	-0.27	(0.21)
ISCED-2011-1/Humanities and arts	-0.09	*** (0.02)	-0.31	*** (0.01)	-0.23	*** (0.01)	-0.16	*** (0.01)	-0.14	*** (0.01)	-0.12	*** (0.01)	
ISCED2011-1/Social sciences, business and law	-0.18	*** (0.04)	-0.54	*** (0.03)	-0.36	*** (0.03)	-0.27	*** (0.02)	-0.23	*** (0.02)	-0.28	*** (0.03)	
ISCED-2011-1/Science	-0.14	** (0.05)	-0.42	*** (0.04)	-0.27	*** (0.04)	-0.24	*** (0.03)	-0.16	*** (0.04)	-0.15	** (0.05)	
ISCED2011-1/Engineering, manufacturing and construction	-0.04	(0.09)	-0.42	*** (0.06)	-0.42	*** (0.06)	-0.22	*** (0.05)	-0.14	** (0.05)	-0.04	(0.06)	
ISCED-2011-1/Agriculture	-0.13	(0.41)	0.18	(0.28)	0.12	(0.23)	-0.20	(0.26)	-0.45	(0.31)	-0.48	** (0.15)	
ISCED2011-1/Health and welfare	-0.22	*** (0.05)	-0.47	*** (0.03)	-0.26	*** (0.03)	-0.18	*** (0.02)	-0.16	*** (0.02)	-0.16	*** (0.03)	
ISCED2011-1/Services	-0.21	*** (0.06)	-0.64	*** (0.02)	-0.46	*** (0.02)	-0.31	*** (0.02)	-0.28	*** (0.02)	-0.25	*** (0.02)	
ISCED-2011-1/Not known or unspecified	-0.14	** (0.04)	-0.44	*** (0.08)	-0.46	*** (0.07)	-0.26	*** (0.05)	-0.24	*** (0.06)	-0.25	** (0.07)	
ISCED-2011-2/General programmes	-0.29	*** (0.00)	-0.38	*** (0.00)	-0.33	*** (0.00)	-0.26	*** (0.00)	-0.25	*** (0.00)	-0.25	*** (0.00)	
ISCED2011-2/Education	-0.25	*** (0.02)	-0.44	*** (0.03)	-0.36	*** (0.02)	-0.27	*** (0.02)	-0.21	*** (0.02)	-0.30	*** (0.02)	
ISCED-2011-2/Humanities and arts	-0.31	*** (0.01)	-0.46	*** (0.01)	-0.39	*** (0.01)	-0.31	*** (0.01)	-0.27	*** (0.01)	-0.29	*** (0.01)	
ISCED2011-2/Social sciences, business and law	-0.25	*** (0.00)	-0.41	*** (0.00)	-0.32	*** (0.00)	-0.23	*** (0.00)	-0.23	*** (0.00)	-0.24	*** (0.00)	
ISCED-2011-2/Science	-0.17	** (0.07)	-0.45	*** (0.04)	-0.36	*** (0.03)	-0.34	*** (0.02)	-0.33	*** (0.02)	-0.36	*** (0.02)	
ISCED2011-2/Engineering, manufacturing and construction	-0.28	*** (0.00)	-0.48	*** (0.00)	-0.35	*** (0.00)	-0.22	*** (0.00)	-0.22	*** (0.00)	-0.22	*** (0.00)	
ISCED-2011-2/Agriculture	-0.28	*** (0.00)	-0.43	*** (0.00)	-0.33	*** (0.00)	-0.23	*** (0.00)	-0.25	*** (0.00)	-0.25	*** (0.00)	
ISCED2011-2/Health and welfare	-0.25	*** (0.01)	-0.50	*** (0.01)	-0.31	*** (0.01)	-0.22	*** (0.01)	-0.18	*** (0.01)	-0.17	*** (0.01)	
ISCED2011-2/Services	-0.23	*** (0.00)	-0.40	*** (0.00)	-0.33	*** (0.00)	-0.24	*** (0.00)	-0.24	*** (0.00)	-0.23	*** (0.00)	
ISCED-2011-2/Not known or unspecified	-0.16	*** (0.01)	-0.36	*** (0.01)	-0.34	*** (0.01)	-0.25	*** (0.01)	-0.27	*** (0.01)	-0.27	*** (0.01)	

ISCED-2011-3/General programmes	-0.06	***	(0.00)	-0.13	***	(0.00)	-0.08	***	(0.00)	-0.02	***	(0.00)	-0.02	***	(0.00)	-0.01	***	(0.00)
ISCED2011-3/Education	-0.08	***	(0.00)	-0.21	***	(0.01)	-0.03	***	(0.01)	0.07	***	(0.01)	0.08	***	(0.00)	0.11	***	(0.01)
ISCED-2011-3/Humanities and arts	-0.08	***	(0.00)	-0.38	***	(0.01)	-0.24	***	(0.01)	-0.10	***	(0.00)	-0.10	***	(0.00)	-0.11	***	(0.00)
ISCED2011-3/Social sciences, business and law	-0.10	***	(0.00)	-0.27	***	(0.00)	-0.16	***	(0.00)	-0.06	***	(0.00)	-0.08	***	(0.00)	-0.09	***	(0.00)
ISCED-2011-3/Science	-0.21	***	(0.00)	-0.39	***	(0.01)	-0.28	***	(0.00)	-0.16	***	(0.00)	-0.16	***	(0.00)	-0.15	***	(0.00)
ISCED2011-3/Engineering, manufacturing and construction	-0.08	***	(0.00)	-0.30	***	(0.00)	-0.15	***	(0.00)	-0.03	***	(0.00)	-0.03	***	(0.00)	-0.03	***	(0.00)
ISCED-2011-3/Agriculture	-0.06	***	(0.00)	-0.21	***	(0.00)	-0.10	***	(0.00)	0.00		(0.00)	-0.02	***	(0.00)	0.00		(0.00)
ISCED2011-3/Health and welfare	-0.11	***	(0.00)	-0.13	***	(0.00)	-0.09	***	(0.00)	0.00		(0.00)	0.01	***	(0.00)	0.02	***	(0.00)
ISCED2011-3/Services	-0.06	***	(0.00)	-0.26	***	(0.00)	-0.16	***	(0.00)	-0.04	***	(0.00)	-0.04	***	(0.00)	-0.04	***	(0.00)
ISCED-2011-3/Not known or unspecified	0.00		(0.00)	-0.10	***	(0.00)	-0.06	***	(0.00)	-0.03	***	(0.00)	-0.03	***	(0.00)	-0.03	***	(0.00)
ISCED-2011-4/General programmes	0.18		(0.34)	-0.43	***	(0.08)	-0.19	**	(0.07)	-0.03		(0.06)	0.07		(0.06)	0.01		(0.07)
ISCED2011-4/Education	-0.08	***	(0.02)	-0.41	***	(0.02)	-0.19	***	(0.02)	-0.04	**	(0.01)	0.00		(0.01)	-0.06	***	(0.01)
ISCED-2011-4/Humanities and arts	0.05		(0.12)	-0.33	***	(0.06)	-0.16	**	(0.05)	-0.11	*	(0.04)	-0.14	**	(0.04)	-0.28	***	(0.05)
ISCED2011-4/Social sciences, business and law	-0.02	**	(0.01)	-0.26	***	(0.01)	-0.15	***	(0.00)	-0.03	***	(0.00)	-0.05	***	(0.00)	-0.07	***	(0.01)
ISCED-2011-4/Science	-0.13	***	(0.02)	-0.33	***	(0.01)	-0.22	***	(0.01)	-0.07	***	(0.01)	-0.08	***	(0.01)	-0.08	***	(0.01)
ISCED2011-4/Engineering, manufacturing and construction	0.02	+	(0.01)	-0.32	***	(0.01)	-0.11	***	(0.01)	0.03	***	(0.01)	0.03	***	(0.01)	0.02	*	(0.01)
ISCED-2011-4/Agriculture	-0.05	*	(0.02)	-0.33	***	(0.02)	-0.12	***	(0.02)	-0.06	***	(0.01)	-0.03	*	(0.01)	0.00		(0.01)
ISCED2011-4/Health and welfare	-0.08	**	(0.02)	-0.48	***	(0.02)	-0.27	***	(0.02)	-0.09	***	(0.02)	-0.08	***	(0.02)	-0.13	***	(0.02)
ISCED2011-4/Services	-0.11	***	(0.02)	-0.37	***	(0.02)	-0.21	***	(0.01)	-0.06	***	(0.01)	-0.07	***	(0.01)	-0.08	***	(0.01)
ISCED-2011-4/Not known or unspecified	-0.09		(0.22)	-0.01		(0.26)	-0.06		(0.21)	-0.29		(0.25)	-0.24		(0.18)	0.06		(0.21)
ISCED-2011-5/General programmes	-0.15		(0.35)	0.02		(0.48)	-0.22		(0.37)	-0.23		(0.36)	-0.49		(0.31)	-0.43		(0.46)
ISCED2011-5/Education	0.01		(0.02)	-0.13	***	(0.03)	-0.04		(0.03)	-0.02		(0.03)	-0.02		(0.03)	-0.07	*	(0.03)
ISCED-2011-5/Humanities and arts	0.05	**	(0.01)	-0.04	+	(0.02)	0.06	**	(0.02)	0.13	***	(0.02)	0.13	***	(0.02)	0.13	***	(0.02)
ISCED2011-5/Social sciences, business and law	0.19	***	(0.01)	0.16	***	(0.01)	0.19	***	(0.01)	0.17	***	(0.01)	0.17	***	(0.01)	0.16	***	(0.01)
ISCED-2011-5/Science	0.19	***	(0.01)	0.14	***	(0.01)	0.15	***	(0.01)	0.26	***	(0.01)	0.25	***	(0.01)	0.24	***	(0.01)
ISCED2011-5/Engineering, manufacturing and construction	0.11	***	(0.02)	-0.02		(0.02)	0.06	**	(0.02)	0.15	***	(0.02)	0.09	***	(0.02)	0.05	**	(0.02)
ISCED-2011-5/Agriculture	0.09	+	(0.05)	0.28	***	(0.06)	0.07		(0.06)	0.03		(0.06)	0.10	+	(0.05)	0.17	**	(0.06)
ISCED2011-5/Health and welfare	0.06	***	(0.01)	-0.03		(0.02)	-0.07	***	(0.02)	0.04	*	(0.01)	0.06	***	(0.01)	0.05	***	(0.02)

ISCED2011-5/Services	0.09	***	(0.01)	-0.05	***	(0.01)	0.04	***	(0.01)	0.13	***	(0.01)	0.14	***	(0.01)	0.08	***	(0.01)
ISCED-2011-5/Not known or unspecified	0.06	+	(0.03)	-0.01		(0.04)	0.11	**	(0.04)	0.13	***	(0.04)	0.05		(0.04)	0.12	**	(0.04)
ISCED-2011-6/General programmes	0.18		(0.34)	-0.14		(0.15)	0.03		(0.12)	-0.12		(0.11)	-0.04		(0.10)	0.29	*	(0.12)
ISCED2011-6/Education	-0.01	***	(0.00)	0.01	**	(0.00)	0.10	***	(0.00)	0.12	***	(0.00)	0.16	***	(0.00)	0.14	***	(0.00)
ISCED-2011-6/Humanities and arts	-0.01	**	(0.00)	-0.01	**	(0.00)	0.08	***	(0.00)	0.11	***	(0.00)	0.10	***	(0.00)	0.09	***	(0.00)
ISCED2011-6/Social sciences, business and law	0.14	***	(0.00)	0.09	***	(0.00)	0.15	***	(0.00)	0.19	***	(0.00)	0.18	***	(0.00)	0.16	***	(0.00)
ISCED-2011-6/Science	0.07	***	(0.00)	0.00		(0.00)	0.03	***	(0.00)	0.13	***	(0.00)	0.13	***	(0.00)	0.13	***	(0.00)
ISCED2011-6/Engineering, manufacturing and construction	0.13	***	(0.00)	0.05	***	(0.00)	0.10	***	(0.00)	0.17	***	(0.00)	0.15	***	(0.00)	0.15	***	(0.00)
ISCED-2011-6/Agriculture	0.12	***	(0.01)	0.10	***	(0.01)	0.14	***	(0.01)	0.15	***	(0.01)	0.12	***	(0.01)	0.15	***	(0.01)
ISCED2011-6/Health and welfare	0.09	***	(0.00)	0.08	***	(0.00)	0.08	***	(0.00)	0.16	***	(0.00)	0.18	***	(0.00)	0.18	***	(0.00)
ISCED2011-6/Services	0.14	***	(0.00)	0.01	***	(0.00)	0.10	***	(0.00)	0.18	***	(0.00)	0.17	***	(0.00)	0.15	***	(0.00)
ISCED-2011-6/Not known or unspecified	-0.03	**	(0.01)	-0.18	***	(0.01)	-0.09	***	(0.01)	0.03	**	(0.01)	0.06	***	(0.01)	0.04	**	(0.01)
ISCED-2011-7/General programmes	2.53	***	(0.56)	0.20		(0.26)	0.29		(0.37)	0.17		(0.28)	0.15		(0.22)	0.22		(0.26)
ISCED2011-7/Education	0.08	***	(0.00)	0.04	***	(0.00)	0.09	***	(0.00)	0.15	***	(0.00)	0.18	***	(0.00)	0.18	***	(0.00)
ISCED-2011-7/Humanities and arts	0.13	***	(0.00)	0.07	***	(0.00)	0.10	***	(0.00)	0.14	***	(0.00)	0.15	***	(0.00)	0.14	***	(0.00)
ISCED2011-7/Social sciences, business and law	0.30	***	(0.00)	0.37	***	(0.00)	0.37	***	(0.00)	0.36	***	(0.00)	0.36	***	(0.00)	0.35	***	(0.00)
ISCED-2011-7/Science	0.20	***	(0.00)	0.17	***	(0.00)	0.18	***	(0.00)	0.22	***	(0.00)	0.24	***	(0.00)	0.23	***	(0.00)
ISCED2011-7/Engineering, manufacturing and construction	0.27	***	(0.00)	0.25	***	(0.00)	0.26	***	(0.00)	0.29	***	(0.00)	0.28	***	(0.00)	0.27	***	(0.00)
ISCED-2011-7/Agriculture	0.19	***	(0.01)	0.16	***	(0.01)	0.21	***	(0.01)	0.19	***	(0.01)	0.27	***	(0.01)	0.23	***	(0.01)
ISCED2011-7/Health and welfare	0.39	***	(0.00)	0.45	***	(0.00)	0.40	***	(0.00)	0.40	***	(0.00)	0.42	***	(0.00)	0.42	***	(0.00)
ISCED2011-7/Services	0.19	***	(0.01)	0.11	***	(0.01)	0.16	***	(0.01)	0.23	***	(0.01)	0.20	***	(0.01)	0.18	***	(0.01)
ISCED-2011-7/Not known or unspecified	0.20	***	(0.01)	0.22	***	(0.02)	0.20	***	(0.01)	0.14	***	(0.01)	0.16	***	(0.01)	0.16	***	(0.01)
ISCED2011-8/Education	0.37	***	(0.10)	0.31	*	(0.13)	0.19		(0.13)	0.25	*	(0.11)	0.17		(0.10)	0.30	*	(0.12)
ISCED-2011-8/Humanities and arts	0.27	***	(0.05)	0.02		(0.07)	0.18	**	(0.06)	0.29	***	(0.06)	0.36	***	(0.06)	0.35	***	(0.07)
ISCED2011-8/Social sciences, business and law	0.38	***	(0.02)	0.47	***	(0.02)	0.46	***	(0.03)	0.48	***	(0.02)	0.46	***	(0.02)	0.51	***	(0.03)
ISCED-2011-8/Science	0.36	***	(0.02)	0.14	***	(0.03)	0.23	***	(0.02)	0.33	***	(0.02)	0.41	***	(0.02)	0.37	***	(0.02)
ISCED2011-8/Engineering, manufacturing and construction	0.35	***	(0.04)	0.49	***	(0.05)	0.46	***	(0.05)	0.37	***	(0.05)	0.42	***	(0.05)	0.46	***	(0.05)
ISCED-2011-8/Agriculture	0.25	**	(0.07)	0.28	***	(0.08)	0.37	***	(0.07)	0.22	**	(0.07)	0.31	***	(0.07)	0.25	**	(0.09)

ISCED2011-8/Health and welfare	0.64	***	(0.03)	0.64	***	(0.02)	0.62	***	(0.03)	0.61	***	(0.02)	0.66	***	(0.02)	0.67	***	(0.03)
ISCED2011-8/Services				0.05		(0.37)	-0.22		(0.40)	0.13		(0.36)	-0.18		(0.38)	-0.25		(0.64)
ISCED-2011-8/Not known or unspecified																		
Time-varying human capital																		
Age	0.08	***	(0.00)	0.08	***	(0.00)	0.08	***	(0.00)	0.08	***	(0.00)	0.09	***	(0.00)	0.09	***	(0.00)
Age-squared	-0.08	***	(0.00)	-0.06	***	(0.00)	-0.07	***	(0.00)	-0.08	***	(0.00)	-0.08	***	(0.00)	-0.08	***	(0.00)
Sector/Industry																		
Agricultural companies (ref.)																		
Tobacco processing industry				0.21	***	(0.01)	-0.08	***	(0.01)	0.38	***	(0.01)	0.43	***	(0.01)	0.28	***	(0.01)
Construction companies				-0.01	***	(0.00)	0.22	***	(0.00)	0.48	***	(0.00)	0.48	***	(0.00)	0.61	***	(0.00)
Dredging companies				0.45	***	(0.01)	0.97	***	(0.01)	1.17	***	(0.01)	1.33	***	(0.01)	1.23	***	(0.01)
Wood, brush and packaging industry				-0.02	*	(0.01)	-0.05	***	(0.01)	0.08	***	(0.01)	0.04	***	(0.01)	-0.05	***	(0.01)
Carpentry industry	0.14	***	(0.01)	-0.10	***	(0.01)	0.15	***	(0.01)	0.11	***	(0.01)	0.27	***	(0.01)	0.36	***	(0.01)
Furniture and organ building industry	0.00		(0.01)	-0.05	***	(0.01)	-0.08	***	(0.01)	0.02	***	(0.01)	0.06	***	(0.01)	0.00	***	(0.01)
Wholesale of wood and wood preparation	0.05	***	(0.01)	-0.27	***	(0.01)	-0.11	***	(0.01)	0.06	***	(0.01)	0.02	***	(0.01)	-0.09	***	(0.01)
Graphic industry excluding photographers	0.07	***	(0.01)	-0.15	***	(0.00)	-0.06	***	(0.00)	0.04	***	(0.00)	0.18	***	(0.00)	0.17	***	(0.00)
Metal industry	0.14	***	(0.01)	-0.46	***	(0.00)	-0.17	***	(0.00)	0.11	***	(0.00)	0.12	***	(0.00)	0.05	***	(0.00)
Electronics industry	0.27	***	(0.01)	-0.31	***	(0.00)	-0.11	***	(0.00)	0.35	***	(0.00)	0.29	***	(0.00)	0.33	***	(0.00)
Metal industry and technical companies	0.06	***	(0.01)	-0.08	***	(0.00)	0.02	***	(0.00)	0.19	***	(0.00)	0.18	***	(0.00)	0.08	***	(0.00)
Bakeries	0.08	***	(0.01)	-0.21	***	(0.00)	-0.10	***	(0.00)	-0.02	***	(0.00)	0.09	***	(0.00)	-0.07	***	(0.00)
Sugar processing industry	0.18	***	(0.01)	-0.40	***	(0.01)	-0.10	***	(0.01)	0.15	***	(0.01)	0.13	***	(0.01)	0.29	***	(0.01)
Butcher companies				0.01	*	(0.01)	0.01		(0.01)	-0.12	***	(0.01)	0.07	***	(0.01)	0.10	***	(0.01)
Butchers other				-0.20	***	(0.01)	-0.09	***	(0.01)	0.00		(0.01)	0.21	***	(0.01)	0.25	***	(0.01)
Retail	0.06	***	(0.01)	-0.13	***	(0.00)	-0.01	***	(0.00)	-0.06	***	(0.00)	-0.06	***	(0.00)	-0.09	***	(0.00)

Cleaning	0.01	(0.01)	-0.40	***	(0.00)	0.01	***	(0.00)	0.05	***	(0.00)	0.24	***	(0.00)	0.39	***	(0.00)	
Chain store	0.10	***	(0.01)	-0.31	***	(0.00)	-0.13	***	(0.00)	0.05	***	(0.00)	0.22	***	(0.00)	0.20	***	(0.00)
Port authorities	0.25	***	(0.01)	-0.19	***	(0.00)	0.09	***	(0.00)	0.24	***	(0.00)	0.25	***	(0.00)	0.16	***	(0.00)
Stevedores	0.26	***	(0.01)	0.47	***	(0.01)	0.25	***	(0.01)	0.59	***	(0.01)	0.60	***	(0.01)	0.48	***	(0.01)
Inland water transport	0.16	***	(0.01)	0.16	***	(0.01)	0.29	***	(0.01)	0.35	***	(0.01)	0.33	***	(0.01)	0.28	***	(0.01)
Fisheries	0.42	***	(0.02)	0.55	***	(0.01)	0.60	***	(0.02)	0.92	***	(0.02)	0.90	***	(0.02)	0.85	***	(0.02)
Merchant shipping	0.35	***	(0.01)	0.09	***	(0.01)	0.45	***	(0.01)	0.66	***	(0.01)	0.58	***	(0.01)	0.52	***	(0.01)
Royal Dutch Airlines (KLM)	0.37	***	(0.01)	-0.27	***	(0.01)	-0.04	***	(0.01)	0.33	***	(0.00)	0.46	***	(0.00)	0.20	***	(0.01)
Dutch Railways (NS)	0.21	***	(0.01)	-0.75	***	(0.01)	-0.39	***	(0.01)	0.05	***	(0.01)	0.05	***	(0.01)	-0.03	***	(0.01)
Transport postal services	0.09	***	(0.01)	-0.63	***	(0.00)	-0.59	***	(0.00)	-0.27	***	(0.00)	-0.26	***	(0.00)	-0.41	***	(0.00)
Taxi and ambulance transport	-0.18	***	(0.01)	-0.50	***	(0.00)	-0.31	***	(0.00)	0.02	***	(0.00)	-0.07	***	(0.00)	-0.14	***	(0.00)
Public transport	0.00	(0.01)	-0.15	***	(0.01)	-0.29	***	(0.01)	0.34	***	(0.01)	0.06	***	(0.01)	0.33	***	(0.01)	
Private-bus transport	-0.12	***	(0.01)	-0.37	***	(0.01)	-0.21	***	(0.01)	0.17	***	(0.01)	0.18	***	(0.01)	0.13	***	(0.01)
Other land and air passenger transport	0.08	***	(0.01)	-0.08	***	(0.01)	0.00	(0.01)	0.16	***	(0.01)	0.18	***	(0.01)	0.04	***	(0.01)	
Other land and air freight transport	0.14	***	(0.01)	-0.23	***	(0.00)	0.06	***	(0.00)	0.26	***	(0.00)	0.31	***	(0.00)	0.38	***	(0.00)
Catering general	-0.03	***	(0.01)	-0.16	***	(0.00)	-0.11	***	(0.00)	-0.04	***	(0.00)	-0.04	***	(0.00)	-0.11	***	(0.00)
Catering	0.02	*	(0.01)	-0.25	***	(0.01)	-0.34	***	(0.01)	-0.10	***	(0.00)	-0.11	***	(0.00)	-0.03	***	(0.01)
Health, mental and social	0.16	***	(0.01)	0.02	***	(0.00)	0.02	***	(0.00)	0.27	***	(0.00)	0.11	***	(0.00)	0.08	***	(0.00)
Banks	0.48	***	(0.01)	-0.09	***	(0.00)	0.10	***	(0.00)	0.65	***	(0.00)	0.23	***	(0.00)	0.78	***	(0.00)
Insurance and health insurance funds	0.38	***	(0.01)	0.02	***	(0.00)	-0.01	**	(0.00)	0.21	***	(0.00)	0.15	***	(0.00)	0.36	***	(0.00)
Publishers	0.23	***	(0.01)	-0.07	***	(0.00)	0.01	*	(0.00)	0.18	***	(0.00)	0.16	***	(0.00)	0.23	***	(0.00)
Wholesale I	0.18	***	(0.01)	-0.12	***	(0.00)	0.05	***	(0.00)	0.18	***	(0.00)	0.19	***	(0.00)	0.09	***	(0.00)
Wholesale II	0.17	***	(0.01)	0.13	***	(0.00)	0.25	***	(0.00)	0.27	***	(0.00)	0.19	***	(0.00)	0.09	***	(0.00)
Business services I	0.27	***	(0.01)	0.00	*	(0.00)	0.16	***	(0.00)	0.34	***	(0.00)	0.26	***	(0.00)	0.12	***	(0.00)
Business services II	0.23	***	(0.01)	0.05	***	(0.00)	0.19	***	(0.00)	0.31	***	(0.00)	0.25	***	(0.00)	0.15	***	(0.00)
Business services III	0.26	***	(0.01)	-0.45	***	(0.01)	-0.11	***	(0.01)	0.24	***	(0.01)	0.80	***	(0.01)	0.20	***	(0.00)
Dairy industry	0.29	***	(0.01)	-0.17	***	(0.01)	-0.08	***	(0.01)	0.18	***	(0.01)	0.14	***	(0.01)	0.33	***	(0.01)
Textile industry	0.13	***	(0.01)	-0.36	***	(0.01)	-0.17	***	(0.01)	0.12	***	(0.01)	0.07	***	(0.01)	0.21	***	(0.01)

Stone, cement, glass and ceramic	0.13	***	(0.01)	-0.23	***	(0.00)	0.04	***	(0.00)	0.25	***	(0.00)	0.24	***	(0.00)	0.03	***	(0.01)
Chemical industry	0.27	***	(0.01)	-0.31	***	(0.00)	-0.05	***	(0.00)	0.23	***	(0.00)	0.22	***	(0.00)	0.16	***	(0.00)
Food industry	0.26	***	(0.01)	-0.14	***	(0.00)	0.08	***	(0.00)	0.34	***	(0.00)	0.31	***	(0.00)	0.23	***	(0.00)
General industry	0.34	***	(0.01)	-0.31	***	(0.00)	-0.03	***	(0.00)	0.14	***	(0.00)	0.03	***	(0.00)	0.26	***	(0.00)
Lending companies	0.07	***	(0.01)	-0.09	***	(0.00)	0.09	***	(0.00)	0.37	***	(0.00)	0.49	***	(0.00)	-0.06	***	(0.00)
Security companies	0.09	***	(0.01)	-0.08	***	(0.00)	0.14	***	(0.00)	0.35	***	(0.00)	0.31	***	(0.00)	0.59	***	(0.00)
Cultural institutions	0.11	***	(0.01)	0.09	***	(0.00)	0.20	***	(0.00)	0.13	***	(0.00)	0.08	***	(0.00)	0.26	***	(0.00)
Other branches of business and professions	0.13	***	(0.01)	0.24	***	(0.00)	0.47	***	(0.00)	1.29	***	(0.00)	1.52	***	(0.00)	0.06	***	(0.00)
Painting companies				0.52	***	(0.01)	0.77	***	(0.01)	1.05	***	(0.01)	1.05	***	(0.01)	1.58	***	(0.00)
Plastering companies				-0.01		(0.01)	0.12	***	(0.01)	0.24	***	(0.01)	0.21	***	(0.01)	1.17	***	(0.01)
Roofing companies				-0.34	***	(0.02)	-0.10	***	(0.02)	0.24	***	(0.02)	0.25	***	(0.01)	0.15	***	(0.01)
Mortar companies				0.07	**	(0.02)	0.30	***	(0.03)	0.27	***	(0.02)	0.22	***	(0.02)	0.32	***	(0.02)
Masonry companies				-0.49	***	(0.00)	-0.05	***	(0.00)	0.18	***	(0.00)	0.17	***	(0.00)	0.48	***	(0.03)
Government, education and science	0.12	***	(0.01)	-0.58	***	(0.00)	-0.23	***	(0.01)	0.04	***	(0.00)	0.19	***	(0.01)	0.05	***	(0.00)
Government, government, police, judiciary	0.52	***	(0.01)	-0.95	***	(0.03)	0.55	***	(0.07)	0.65	***	(0.02)	0.76	***	(0.02)	0.07	***	(0.01)
Government, defence	0.15	***	(0.01)	-1.14	***	(0.00)	-0.66	***	(0.00)	-0.29	***	(0.00)	0.13	***	(0.00)	-0.40	***	(0.01)
Government, provinces, municipalities, and water boards	0.17	***	(0.01)	-0.31	***	(0.01)	0.28	***	(0.01)	0.73	***	(0.00)	0.33	***	(0.00)	0.03	***	(0.00)
Government, public utilities	0.21	***	(0.01)	-0.21	***	(0.00)	-0.02	***	(0.00)	0.19	***	(0.00)	0.24	***	(0.00)	0.31	***	(0.01)
Government, other institutions	0.22	***	(0.01)	-0.84	***	(0.00)	-0.40	***	(0.00)	-0.21	***	(0.00)	-0.37	***	(0.00)	0.09	***	(0.00)
Work and (re)integration	-0.26	***	(0.01)	-0.42	***	(0.01)	0.65	***	(0.01)	0.42	***	(0.01)	0.50	***	(0.01)	-0.48	***	(0.00)
Railway construction		***		0.01	***	(0.00)	0.06	***	(0.00)	0.41	***	(0.00)	0.32	***	(0.00)	0.18	***	(0.01)
Telecommunications	0.35	***	(0.01)	0.79	***	(0.00)	0.51	***	(0.00)	0.06	***	(0.00)	0.25	***	(0.00)	0.16	***	(0.01)
Unknown I		***		-0.07	***	(0.00)	0.64	***	(0.00)	0.41	***	(0.00)	0.44	***	(0.00)	-0.27		(0.45)
Unknown II																		
Unknown III	-0.03		(0.01)													0.17		(0.00)
Unknown IV																		
Unknown V																		

Type of contract																		
Permanent contract (ref.)																		
Temporary contract	-0.06	***	(0.00)	-0.14	***	(0.00)	-0.05	***	(0.00)	0.05	***	(0.00)	0.06	***	(0.00)	0.10	***	(0.00)
Job tenure																		
	0.00	***	(0.00)	0.00	***	(0.00)	0.00	***	(0.00)	0.00	**	(0.00)	0.00	***	(0.00)	0.00	***	(0.00)
Labour law agreement																		
Private companies (ref.)																		
Subsidized sector	-0.01	***	(0.00)	-0.20	***	(0.00)	-0.24	***	(0.00)	-0.19	***	(0.00)	-0.07	***	(0.00)	-0.01	***	(0.00)
Central government	-0.39	***	(0.00)	-0.03	***	(0.00)	-0.10	***	(0.01)	0.09	***	(0.00)	-0.16	***	(0.01)	-0.12	***	(0.01)
Education (total)				-0.01	**	(0.00)	-0.14	***	(0.00)	-0.04	***	(0.00)	-0.05	***	(0.00)	-0.01	+	(0.00)
Primary school	0.20	***	(0.00)															
Secondary education (excl. adult education)	0.21	***	(0.00)															
Adult education	0.20	***	(0.00)															
Higher professional education	0.24	***	(0.00)															
Universities	0.16	***	(0.00)															
Academic hospitals	0.13	***	(0.00)															
Research institutions	0.10	***	(0.01)															
Education (Other)	0.21	***	(0.02)															
Defence (total)				0.35	***	(0.03)	-0.80	***	(0.07)	-0.53	***	(0.02)	-0.61	***	(0.02)	0.37	***	(0.01)
Civilian staff	-0.17	***	(0.01)															
Military personnel	0.16	***	(0.01)															
Law enforcement	-0.33	***	(0.00)	1.00	***	(0.00)	-0.16	***	(0.01)	0.00	+	(0.01)	-0.15	***	(0.01)	-0.12	***	(0.01)
Judicial power	0.19	***	(0.01)	0.26	***	(0.02)	0.34	***	(0.02)	0.46	***	(0.01)	0.32	***	(0.01)	0.17	***	(0.01)
Municipalities	-0.08	***	(0.00)	1.28	***	(0.00)	0.77	***	(0.00)	0.42	***	(0.00)	-0.15	***	(0.00)	-0.10	***	(0.00)
Provinces	0.05	***	(0.00)	1.55	***	(0.00)	0.79	***	(0.01)	0.81	***	(0.01)	-0.09	***	(0.01)	-0.06	***	(0.01)

Regional water authorities	0.01	+	(0.01)	1.40	***	(0.00)	0.72	***	(0.01)	0.46	***	(0.01)	-0.16	***	(0.01)	-0.10	***	(0.01)
Gender																		
Male (ref.)																		
Female	-0.13	***	(0.00)	-0.23	***	(0.00)	-0.19	***	(0.00)	-0.17	***	(0.00)	-0.16	***	(0.00)	-0.15	***	(0.00)
Intercept	2.86	***	(0.01)	3.72	***	(0.00)	3.52	***	(0.00)	3.13	***	(0.00)	3.12	***	(0.00)	3.17	***	(0.00)

Select

Education level and field of education

Unqualified (ref.)

ISCED2011-0/General programmes	-0.62	***	(0.02)	-0.64	***	(0.00)	-0.52	***	(0.00)	-0.47	***	(0.00)	-0.47	***	(0.00)	-0.49	***	(0.00)
ISCED2011-1/Not known or unspecified	0.18		(0.22)	-0.19		(0.18)	0.25		(0.21)	0.26		(0.19)	-0.04		(0.17)	-0.10		(0.16)
ISCED-2011-1/General programmes	-0.71	***	(0.00)	-0.58	***	(0.00)	-0.45	***	(0.00)	-0.38	***	(0.00)	-0.41	***	(0.00)	-0.45	***	(0.00)
ISCED2011-1/Education	-6.70		.	-0.56		(0.35)	-0.53		(0.35)	-0.70	*	(0.35)	-0.82	*	(0.34)	0.22		(0.30)
ISCED-2011-1/Humanities and arts	-0.38	***	(0.03)	-0.35	***	(0.01)	-0.22	***	(0.01)	-0.16	***	(0.01)	-0.20	***	(0.01)	-0.27	***	(0.01)
ISCED2011-1/Social sciences, business and law	-0.13	*	(0.07)	-0.07	*	(0.03)	0.03		(0.03)	0.08	**	(0.03)	0.01		(0.03)	-0.06	*	(0.03)
ISCED-2011-1/Science	-0.04		(0.09)	-0.18	***	(0.04)	-0.08	+	(0.05)	0.04		(0.05)	0.01		(0.05)	-0.15	**	(0.05)
ISCED2011-1/Engineering, manufacturing and construction	0.00		(0.18)	-0.06		(0.08)	0.09		(0.09)	0.10		(0.08)	0.13		(0.09)	-0.02		(0.08)
ISCED-2011-1/Agriculture	-0.16		(0.71)	-0.12		(0.30)	-0.06		(0.28)	-0.46		(0.32)	-0.66	+	(0.36)	0.15		(0.22)
ISCED2011-1/Health and welfare	0.20	*	(0.09)	0.05		(0.04)	0.15	***	(0.04)	0.20	***	(0.04)	0.16	***	(0.04)	0.11	**	(0.04)
ISCED2011-1/Services	0.12		(0.11)	0.09	***	(0.02)	0.21	***	(0.02)	0.26	***	(0.02)	0.27	***	(0.02)	0.24	***	(0.02)
ISCED-2011-1/Not known or unspecified	-0.21	**	(0.08)	-0.40	***	(0.09)	-0.32	***	(0.08)	-0.11		(0.08)	-0.25	**	(0.08)	-0.29	**	(0.09)
ISCED-2011-2/General programmes	-0.02	***	(0.00)	0.02	***	(0.00)	0.12	***	(0.00)	0.17	***	(0.00)	0.17	***	(0.00)	0.14	***	(0.00)
ISCED2011-2/Education	0.00		(0.05)	0.05		(0.04)	0.25	***	(0.04)	0.26	***	(0.04)	0.19	***	(0.04)	0.10	**	(0.03)
ISCED-2011-2/Humanities and arts	0.25	***	(0.02)	0.17	***	(0.02)	0.29	***	(0.02)	0.32	***	(0.02)	0.30	***	(0.01)	0.24	***	(0.01)
ISCED2011-2/Social sciences, business and law	0.30	***	(0.00)	0.26	***	(0.00)	0.40	***	(0.00)	0.45	***	(0.00)	0.40	***	(0.00)	0.34	***	(0.00)

ISCED-2011-2/Science	0.15	(0.11)	0.02	(0.04)	0.12	**	(0.04)	0.17	***	(0.03)	0.29	***	(0.03)	0.32	***	(0.02)
ISCED2011-2/Engineering, manufacturing and construction	0.45	***	(0.00)	0.25	***	(0.00)	0.35	***	(0.00)	0.42	***	(0.00)	0.40	***	(0.00)	0.36
ISCED-2011-2/Agriculture	0.22	***	(0.01)	0.22	***	(0.01)	0.33	***	(0.01)	0.41	***	(0.01)	0.41	***	(0.01)	0.40
ISCED2011-2/Health and welfare	0.41	***	(0.02)	0.23	***	(0.02)	0.33	***	(0.02)	0.38	***	(0.02)	0.37	***	(0.02)	0.34
ISCED2011-2/Services	0.29	***	(0.00)	0.18	***	(0.00)	0.30	***	(0.00)	0.36	***	(0.00)	0.36	***	(0.00)	0.35
ISCED-2011-2/Not known or unspecified	-0.07	**	(0.03)	0.05	**	(0.02)	0.27	***	(0.01)	0.38	***	(0.01)	0.33	***	(0.01)	0.27
ISCED-2011-3/General programmes	0.32	***	(0.00)	0.35	***	(0.00)	0.39	***	(0.00)	0.41	***	(0.00)	0.41	***	(0.00)	0.40
ISCED2011-3/Education	0.50	***	(0.01)	0.39	***	(0.01)	0.53	***	(0.01)	0.63	***	(0.01)	0.67	***	(0.01)	0.68
ISCED-2011-3/Humanities and arts	0.17	***	(0.01)	0.23	***	(0.01)	0.33	***	(0.01)	0.39	***	(0.01)	0.40	***	(0.01)	0.35
ISCED2011-3/Social sciences, business and law	0.56	***	(0.00)	0.44	***	(0.00)	0.52	***	(0.00)	0.55	***	(0.00)	0.54	***	(0.00)	0.51
ISCED-2011-3/Science	0.42	***	(0.01)	0.39	***	(0.01)	0.49	***	(0.01)	0.53	***	(0.01)	0.50	***	(0.01)	0.45
ISCED2011-3/Engineering, manufacturing and construction	0.51	***	(0.00)	0.35	***	(0.00)	0.42	***	(0.00)	0.47	***	(0.00)	0.47	***	(0.00)	0.46
ISCED-2011-3/Agriculture	0.04	***	(0.01)	0.09	***	(0.01)	0.12	***	(0.01)	0.14	***	(0.01)	0.16	***	(0.01)	0.19
ISCED2011-3/Health and welfare	0.66	***	(0.00)	0.59	***	(0.00)	0.64	***	(0.00)	0.72	***	(0.00)	0.75	***	(0.00)	0.65
ISCED2011-3/Services	0.61	***	(0.00)	0.46	***	(0.00)	0.53	***	(0.00)	0.59	***	(0.00)	0.61	***	(0.00)	0.59
ISCED-2011-3/Not known or unspecified	-0.07	***	(0.01)	-0.15	***	(0.01)	-0.11	***	(0.01)	-0.12	***	(0.01)	-0.15	***	(0.01)	-0.23
ISCED-2011-4/General programmes	-0.01		(0.66)	0.32	**	(0.11)	0.44	***	(0.11)	0.37	**	(0.11)	0.28	**	(0.11)	0.21
ISCED2011-4/Education	0.62	***	(0.05)	0.51	***	(0.03)	0.62	***	(0.03)	0.67	***	(0.03)	0.67	***	(0.03)	0.64
ISCED-2011-4/Humanities and arts	-0.32		(0.22)	-0.05		(0.07)	0.00		(0.07)	0.08		(0.08)	0.07		(0.07)	0.03
ISCED2011-4/Social sciences, business and law	0.46	***	(0.02)	0.46	***	(0.01)	0.53	***	(0.01)	0.57	***	(0.01)	0.52	***	(0.01)	0.45
ISCED-2011-4/Science	0.61	***	(0.05)	0.32	***	(0.02)	0.40	***	(0.02)	0.46	***	(0.02)	0.41	***	(0.02)	0.33
ISCED2011-4/Engineering, manufacturing and construction	0.56	***	(0.03)	0.40	***	(0.02)	0.51	***	(0.02)	0.54	***	(0.02)	0.54	***	(0.02)	0.51
ISCED-2011-4/Agriculture	0.79	***	(0.08)	0.69	***	(0.04)	0.72	***	(0.04)	0.76	***	(0.03)	0.83	***	(0.03)	0.80
ISCED2011-4/Health and welfare	0.48	***	(0.05)	0.37	***	(0.03)	0.47	***	(0.03)	0.48	***	(0.03)	0.45	***	(0.03)	0.41
ISCED2011-4/Services	0.44	***	(0.06)	0.46	***	(0.03)	0.57	***	(0.03)	0.59	***	(0.03)	0.52	***	(0.03)	0.50
ISCED-2011-4/Not known or unspecified	0.22		(0.47)	-0.09		(0.28)	-0.03		(0.26)	-0.13		(0.34)	0.43		(0.32)	0.04
ISCED-2011-5/General programmes	6.36	.		0.20		(0.70)	5.38	.		5.43	.		5.53	.		5.67
ISCED2011-5/Education	0.06		(0.04)	-0.02		(0.04)	0.07	+		(0.04)	0.09	*			(0.04)	0.07

ISCED-2011-5/Humanities and arts	0.18	***	(0.03)	0.04	(0.03)	0.07	**	(0.03)	0.06	*	(0.03)	0.04	(0.03)	-0.02	(0.03)			
ISCED2011-5/Social sciences, business and law	0.37	***	(0.01)	0.29	***	(0.01)	0.28	***	(0.01)	0.27	***	(0.01)	0.26	***	(0.01)	0.23	***	(0.01)
ISCED-2011-5/Science	0.69	***	(0.02)	0.55	***	(0.02)	0.54	***	(0.02)	0.51	***	(0.02)	0.49	***	(0.02)	0.47	***	(0.02)
ISCED2011-5/Engineering, manufacturing and construction	0.27	***	(0.04)	0.25	***	(0.03)	0.30	***	(0.03)	0.31	***	(0.03)	0.33	***	(0.03)	0.28	***	(0.03)
ISCED-2011-5/Agriculture	0.01		(0.10)	-0.11		(0.08)	-0.05		(0.08)	-0.08		(0.08)	-0.01		(0.08)	-0.07		(0.08)
ISCED2011-5/Health and welfare	0.29	***	(0.03)	0.36	***	(0.02)	0.32	***	(0.02)	0.39	***	(0.02)	0.43	***	(0.02)	0.44	***	(0.02)
ISCED2011-5/Services	0.63	***	(0.02)	0.50	***	(0.02)	0.54	***	(0.02)	0.52	***	(0.02)	0.51	***	(0.02)	0.49	***	(0.02)
ISCED-2011-5/Not known or unspecified	0.21	**	(0.07)	0.16	**	(0.05)	0.15	**	(0.06)	0.18	**	(0.06)	0.13	*	(0.06)	0.15	**	(0.05)
ISCED-2011-6/General programmes	0.10		(0.71)	0.46	*	(0.21)	0.82	***	(0.22)	0.74	**	(0.22)	0.68	***	(0.19)	0.77	***	(0.21)
ISCED2011-6/Education	0.88	***	(0.00)	0.70	***	(0.00)	0.75	***	(0.00)	0.79	***	(0.00)	0.80	***	(0.00)	0.78	***	(0.00)
ISCED-2011-6/Humanities and arts	-0.01		(0.01)	-0.01	**	(0.01)	0.01	**	(0.00)	0.01		(0.00)	0.01	+	(0.00)	0.00		(0.00)
ISCED2011-6/Social sciences, business and law	0.71	***	(0.00)	0.62	***	(0.00)	0.63	***	(0.00)	0.59	***	(0.00)	0.59	***	(0.00)	0.56	***	(0.00)
ISCED-2011-6/Science	0.47	***	(0.01)	0.38	***	(0.01)	0.42	***	(0.01)	0.43	***	(0.01)	0.43	***	(0.01)	0.40	***	(0.01)
ISCED2011-6/Engineering, manufacturing and construction	0.56	***	(0.01)	0.46	***	(0.00)	0.47	***	(0.00)	0.47	***	(0.00)	0.47	***	(0.00)	0.45	***	(0.00)
ISCED-2011-6/Agriculture	0.04	**	(0.01)	0.05	***	(0.01)	0.05	***	(0.01)	0.03	**	(0.01)	0.04	**	(0.01)	0.06	***	(0.01)
ISCED2011-6/Health and welfare	0.74	***	(0.00)	0.70	***	(0.00)	0.66	***	(0.00)	0.68	***	(0.00)	0.69	***	(0.00)	0.67	***	(0.00)
ISCED2011-6/Services	0.70	***	(0.01)	0.62	***	(0.01)	0.65	***	(0.01)	0.66	***	(0.01)	0.67	***	(0.01)	0.67	***	(0.01)
ISCED-2011-6/Not known or unspecified	0.54	***	(0.02)	0.54	***	(0.02)	0.58	***	(0.02)	0.63	***	(0.02)	0.60	***	(0.02)	0.58	***	(0.02)
ISCED-2011-7/General programmes	-1.05		(0.70)	0.62		(0.39)	0.23		(0.48)	0.25		(0.47)	0.33		(0.45)	0.52		(0.44)
ISCED2011-7/Education	1.03	***	(0.01)	0.86	***	(0.01)	0.90	***	(0.01)	0.95	***	(0.01)	0.97	***	(0.01)	0.95	***	(0.01)
ISCED-2011-7/Humanities and arts	0.34	***	(0.01)	0.25	***	(0.01)	0.26	***	(0.01)	0.26	***	(0.01)	0.25	***	(0.01)	0.23	***	(0.01)
ISCED2011-7/Social sciences, business and law	0.64	***	(0.00)	0.60	***	(0.00)	0.56	***	(0.00)	0.52	***	(0.00)	0.52	***	(0.00)	0.51	***	(0.00)
ISCED-2011-7/Science	0.55	***	(0.01)	0.42	***	(0.01)	0.44	***	(0.01)	0.45	***	(0.01)	0.47	***	(0.01)	0.47	***	(0.01)
ISCED2011-7/Engineering, manufacturing and construction	0.53	***	(0.01)	0.47	***	(0.01)	0.47	***	(0.01)	0.46	***	(0.01)	0.45	***	(0.01)	0.42	***	(0.01)
ISCED-2011-7/Agriculture	0.09	***	(0.02)	0.05	***	(0.01)	0.07	***	(0.01)	0.06	***	(0.01)	0.11	***	(0.01)	0.14	***	(0.01)
ISCED2011-7/Health and welfare	0.23	***	(0.01)	0.21	***	(0.01)	0.17	***	(0.01)	0.17	***	(0.01)	0.20	***	(0.01)	0.21	***	(0.01)
ISCED2011-7/Services	0.47	***	(0.02)	0.44	***	(0.02)	0.39	***	(0.02)	0.40	***	(0.02)	0.39	***	(0.02)	0.45	***	(0.02)
ISCED-2011-7/Not known or unspecified	0.21	***	(0.02)	0.19	***	(0.02)	0.18	***	(0.02)	0.16	***	(0.02)	0.13	***	(0.02)	0.11	***	(0.02)

ISCED2011-8/Education	0.59	*	(0.24)	0.74	***	(0.20)	0.75	**	(0.23)	0.69	**	(0.22)	0.87	***	(0.23)	0.65	**	(0.20)
ISCED-2011-8/Humanities and arts	0.54	***	(0.11)	0.16	+	(0.09)	0.26	**	(0.09)	0.26	**	(0.09)	0.36	***	(0.10)	0.32	**	(0.10)
ISCED2011-8/Social sciences, business and law	0.82	***	(0.07)	0.85	***	(0.05)	0.67	***	(0.05)	0.65	***	(0.05)	0.56	***	(0.05)	0.58	***	(0.05)
ISCED-2011-8/Science	0.77	***	(0.05)	0.52	***	(0.04)	0.61	***	(0.04)	0.68	***	(0.05)	0.72	***	(0.05)	0.75	***	(0.05)
ISCED2011-8/Engineering, manufacturing and construction	0.73	***	(0.13)	0.82	***	(0.10)	0.76	***	(0.11)	0.63	***	(0.10)	0.63	***	(0.10)	0.68	***	(0.10)
ISCED-2011-8/Agriculture	0.31	+	(0.16)	0.27	*	(0.11)	0.43	***	(0.12)	0.39	**	(0.13)	0.40	**	(0.13)	0.21		(0.13)
ISCED2011-8/Health and welfare	0.21	**	(0.07)	0.25	***	(0.03)	0.15	***	(0.04)	0.10	**	(0.04)	0.09	**	(0.04)	0.09	**	(0.03)
ISCED2011-8/Services				5.33	.		5.49	.		0.14			(0.60)	0.04	(0.63)	-1.05		(0.56)
ISCED-2011-8/Not known or unspecified																		
Time-varying human capital																		
Age	0.10	***	(0.00)	0.10	***	(0.00)	0.09	***	(0.00)	0.08	***	(0.00)	0.08	***	(0.00)	0.08	***	(0.00)
Age-squared	-0.16	***	(0.00)	-0.15	***	(0.00)	-0.14	***	(0.00)	-0.14	***	(0.00)	-0.13	***	(0.00)	-0.12	***	(0.00)
Gender																		
Male (ref.)																		
Female	0.05	***	(0.00)	0.00		(0.00)	-0.01		(0.00)	0.00	*	(0.00)	0.03	***	(0.00)	0.05	***	(0.00)
Position in household																		
Single (ref.)																		
Partner without children	0.46	***	(0.00)	0.46	***	(0.00)	0.41	***	(0.00)	0.38	***	(0.00)	0.39	***	(0.00)	0.39	***	(0.00)
Partner with children (youngest child <5 years)	0.20	***	(0.00)	0.23	***	(0.00)	0.17	***	(0.00)	0.13	***	(0.00)	0.16	***	(0.00)	0.17	***	(0.00)
Partner with children (youngest child ≥5 years)	0.53	***	(0.00)	0.55	***	(0.00)	0.48	***	(0.00)	0.43	***	(0.00)	0.45	***	(0.00)	0.45	***	(0.00)
Lone parent (youngest child <5 years)	-0.25	***	(0.02)	-0.13	***	(0.02)	-0.16	***	(0.02)	-0.15	***	(0.02)	-0.15	***	(0.02)	-0.17	***	(0.02)
Lone parent (youngest child ≥5 years)	0.31	***	(0.01)	0.33	***	(0.00)	0.30	***	(0.01)	0.29	***	(0.01)	0.30	***	(0.01)	0.29	***	(0.00)
Inliving child	0.24	***	(0.00)	0.19	***	(0.00)	0.15	***	(0.00)	0.15	***	(0.00)	0.16	***	(0.00)	0.17	***	(0.00)
Other	-0.41	***	(0.00)	-0.38	***	(0.00)	-0.38	***	(0.00)	-0.40	***	(0.00)	-0.40	***	(0.00)	-0.47	***	(0.00)
Unknown	0.05		(0.00)	0.00		(0.00)	-0.01		(0.00)	0.00		(0.00)	0.03		(0.00)	0.05		(0.00)

x Female															
Single (ref.)															
Partner without children	-0.49	***	(0.00)	-0.48	***	(0.00)	-0.44	***	(0.00)	-0.41	***	(0.00)	-0.41	***	(0.00)
Partner with children (youngest child <5 years)	-0.64	***	(0.00)	-0.60	***	(0.00)	-0.55	***	(0.00)	-0.49	***	(0.00)	-0.47	***	(0.00)
Partner with children (youngest child ≥5 years)	-0.70	***	(0.00)	-0.65	***	(0.00)	-0.59	***	(0.00)	-0.53	***	(0.00)	-0.51	***	(0.00)
Lone parent (youngest child <5 years)	-0.56	***	(0.02)	-0.55	***	(0.02)	-0.45	***	(0.02)	-0.43	***	(0.02)	-0.43	***	(0.02)
Lone parent (youngest child ≥5 years)	-0.43	***	(0.01)	-0.41	***	(0.01)	-0.35	***	(0.01)	-0.30	***	(0.01)	-0.31	***	(0.01)
Inliving child	-0.06	***	(0.00)	0.01	***	(0.00)	0.03	***	(0.00)	0.03	***	(0.00)	0.04	***	(0.00)
Other	-0.08	***	(0.01)	-0.04	**	(0.00)	-0.01	***	(0.00)	0.00	***	(0.00)	0.02	***	(0.00)
Unknown															
Intercept	-0.67	***	(0.01)	-0.44	***	(0.00)	-0.26	***	(0.00)	-0.26	***	(0.01)	-0.39	***	(0.01)
<hr/>															
λ	-0.31	***	(0.00)	-0.74	***	(0.00)	-0.47	***	(0.00)	-0.17	***	(0.00)	-0.17	***	(0.00)
ρ	-0.52			-0.67			-0.47			-0.21			-0.22		-0.22
σ	0.60			1.11			0.99			0.80			0.77		0.91
<hr/>															
Number of observations	13,312,277			18,525,674			17,416,006			16,117,535			15,480,559		15,692,425
Selected	9,821,119			15,109,929			14,153,025			12,912,611			12,213,877		12,382,182
Non-selected	3,491,158			3,415,745			3,262,981			3,204,924			3,266,682		3,310,243
Wald Chi-squared	5.76-10 ⁶ ***			7.17-10 ⁶ ***			4.79-10 ⁶ ***			4.62-10 ⁶ ***			4.60-10 ⁶ ***		3.60-10 ⁶ ***

Note(s). *** $p < 0.001$, ** $p < 0.01$, * $p < 0.05$, + $p < 0.10$, standard errors in parentheses. In step one, the selection part, the probability of employment is estimated by a regression model containing: educational attainment, the field of education, age(-squared), and position in the

household interacted with gender. In step two, the natural log of the worker's daily wage is predicted based on the operating sector, sector of the collective labour agreement, type of contract, educational attainment, the field of education, job tenure, age(-squared) and gender. The exclusion restriction criteria are the position in the household interacting with gender.

Source. Statistics Netherlands (1999-2017)

Table S.3.1. continued, 2011-2016

Variables	2011		2012		2013		2014		2015		2016	
	b		b		b		b		b		b	
Educational level and field of education												
Unqualified (ref.)												
ISCED2011-0/General programmes	-0.13	*** (0.00)	-0.14	*** (0.00)	-0.11	*** (0.00)	-0.08	*** (0.00)	-0.10	*** (0.00)	-0.13	*** (0.00)
ISCED2011-1/Not known or unspecified	-0.35	* (0.14)	-0.07	* (0.03)	-0.12	* (0.05)	-0.15	*** (0.04)	-0.18	*** (0.03)	-0.24	*** (0.03)
ISCED-2011-1/General programmes	-0.26	*** (0.00)	-0.24	*** (0.00)	-0.22	*** (0.00)	-0.20	*** (0.00)	-0.23	*** (0.00)	-0.30	*** (0.00)
ISCED2011-1/Education	-0.20	(0.28)	-0.22	(0.40)	0.07	(0.19)	-0.07	(0.22)	-0.28	(0.19)	-0.99	*** (0.26)
ISCED-2011-1/Humanities and arts	-0.18	*** (0.01)	-0.18	*** (0.01)	-0.15	*** (0.01)	-0.15	*** (0.01)	-0.18	*** (0.01)	-0.15	*** (0.01)
ISCED2011-1/Social sciences, business and law	-0.23	*** (0.03)	-0.24	*** (0.03)	-0.15	*** (0.02)	-0.20	*** (0.03)	-0.21	*** (0.02)	-0.27	*** (0.03)
ISCED-2011-1/Science	-0.15	** (0.05)	-0.18	*** (0.05)	-0.17	*** (0.03)	-0.18	*** (0.04)	-0.23	*** (0.04)	-0.23	*** (0.04)
ISCED2011-1/Engineering, manufacturing and construction	-0.24	*** (0.06)	-0.29	*** (0.05)	-0.13	* (0.05)	-0.12	* (0.06)	-0.21	** (0.06)	-0.22	*** (0.06)
ISCED-2011-1/Agriculture	-0.37	(0.23)	-0.56	** (0.20)	-0.50	** (0.16)	-0.05	(0.13)	0.14	(0.14)	-0.23	(0.16)
ISCED2011-1/Health and welfare	-0.07	* (0.03)	-0.11	*** (0.03)	-0.08	*** (0.02)	-0.14	*** (0.02)	-0.17	*** (0.02)	-0.19	*** (0.02)
ISCED2011-1/Services	-0.21	*** (0.02)	-0.24	*** (0.02)	-0.20	*** (0.01)	-0.21	*** (0.02)	-0.23	*** (0.02)	-0.20	*** (0.02)
ISCED-2011-1/Not known or unspecified	-0.31	*** (0.07)	-0.18	*** (0.01)	-0.14	*** (0.01)	-0.14	*** (0.01)	-0.17	*** (0.01)	-0.17	*** (0.01)
ISCED-2011-2/General programmes	-0.24	*** (0.00)	-0.23	*** (0.00)	-0.23	*** (0.00)	-0.22	*** (0.00)	-0.23	*** (0.00)	-0.23	*** (0.00)
ISCED2011-2/Education	-0.20	*** (0.02)	-0.20	*** (0.02)	-0.16	*** (0.02)	-0.17	*** (0.02)	-0.17	*** (0.02)	-0.17	*** (0.02)
ISCED-2011-2/Humanities and arts	-0.24	*** (0.01)	-0.25	*** (0.01)	-0.29	*** (0.01)	-0.24	*** (0.01)	-0.27	*** (0.01)	-0.30	*** (0.01)
ISCED2011-2/Social sciences, business and law	-0.22	*** (0.00)	-0.22	*** (0.00)	-0.22	*** (0.00)	-0.23	*** (0.00)	-0.23	*** (0.00)	-0.23	*** (0.00)

ISCED-2011-2/Science	-0.35	***	(0.01)	-0.36	***	(0.01)	-0.33	***	(0.01)	-0.36	***	(0.01)	-0.35	***	(0.01)	-0.35	***	(0.01)
ISCED2011-2/Engineering, manufacturing and construction	-0.21	***	(0.00)	-0.21	***	(0.00)	-0.18	***	(0.00)	-0.19	***	(0.00)	-0.20	***	(0.00)	-0.19	***	(0.00)
ISCED-2011-2/Agriculture	-0.23	***	(0.00)	-0.23	***	(0.00)	-0.28	***	(0.00)	-0.28	***	(0.00)	-0.27	***	(0.00)	-0.24	***	(0.00)
ISCED2011-2/Health and welfare	-0.16	***	(0.01)	-0.15	***	(0.01)	-0.17	***	(0.01)	-0.23	***	(0.01)	-0.22	***	(0.01)	-0.20	***	(0.01)
ISCED2011-2/Services	-0.21	***	(0.00)	-0.21	***	(0.00)	-0.21	***	(0.00)	-0.21	***	(0.00)	-0.21	***	(0.00)	-0.19	***	(0.00)
ISCED-2011-2/Not known or unspecified	-0.21	***	(0.00)	-0.22	***	(0.00)	-0.24	***	(0.00)	-0.24	***	(0.00)	-0.22	***	(0.00)	-0.20	***	(0.00)
ISCED-2011-3/General programmes	-0.02	***	(0.00)	-0.02	***	(0.00)	-0.07	***	(0.00)	-0.07	***	(0.00)	-0.07	***	(0.00)	-0.07	***	(0.00)
ISCED2011-3/Education	0.12	***	(0.00)	0.07	***	(0.00)	0.03	***	(0.00)	0.02	***	(0.00)	0.01	*	(0.00)	0.03	***	(0.00)
ISCED-2011-3/Humanities and arts	-0.08	***	(0.00)	-0.08	***	(0.00)	-0.10	***	(0.00)	-0.10	***	(0.00)	-0.09	***	(0.00)	-0.07	***	(0.00)
ISCED2011-3/Social sciences, business and law	-0.09	***	(0.00)	-0.09	***	(0.00)	-0.10	***	(0.00)	-0.11	***	(0.00)	-0.10	***	(0.00)	-0.08	***	(0.00)
ISCED-2011-3/Science	-0.13	***	(0.00)	-0.12	***	(0.00)	-0.14	***	(0.00)	-0.12	***	(0.00)	-0.11	***	(0.00)	-0.07	***	(0.00)
ISCED2011-3/Engineering, manufacturing and construction	-0.01	***	(0.00)	-0.02	***	(0.00)	0.02	***	(0.00)	0.01	***	(0.00)	0.00	*	(0.00)	0.00		(0.00)
ISCED-2011-3/Agriculture	-0.02	***	(0.00)	-0.04	***	(0.00)	-0.04	***	(0.00)	-0.04	***	(0.00)	-0.05	***	(0.00)	-0.04	***	(0.00)
ISCED2011-3/Health and welfare	0.07	***	(0.00)	0.05	***	(0.00)	0.02	***	(0.00)	0.03	***	(0.00)	0.03	***	(0.00)	0.03	***	(0.00)
ISCED2011-3/Services	-0.02	***	(0.00)	-0.04	***	(0.00)	-0.06	***	(0.00)	-0.06	***	(0.00)	-0.06	***	(0.00)	-0.05	***	(0.00)
ISCED-2011-3/Not known or unspecified	-0.04	***	(0.00)	-0.04	***	(0.00)	-0.04	***	(0.00)	-0.04	***	(0.00)	-0.05	***	(0.00)	-0.06	***	(0.00)
ISCED-2011-4/General programmes	-0.07		(0.06)	-0.07		(0.05)	0.06	+	(0.03)	0.01		(0.03)	-0.03		(0.03)	0.02		(0.03)
ISCED2011-4/Education	-0.01		(0.01)	0.00		(0.01)	-0.03	**	(0.01)	-0.05	***	(0.01)	-0.05	***	(0.01)	-0.05	***	(0.01)
ISCED-2011-4/Humanities and arts	-0.15	**	(0.05)	-0.11	*	(0.05)	-0.07	+	(0.04)	-0.10	*	(0.04)	-0.16	***	(0.04)	-0.17	***	(0.04)
ISCED2011-4/Social sciences, business and law	-0.07	***	(0.00)	-0.06	***	(0.00)	-0.03	***	(0.00)	-0.05	***	(0.00)	-0.04	***	(0.00)	-0.07	***	(0.00)
ISCED-2011-4/Science	-0.04	***	(0.01)	-0.02	*	(0.01)	-0.05	***	(0.01)	-0.05	***	(0.01)	-0.04	***	(0.01)	-0.03	***	(0.01)
ISCED2011-4/Engineering, manufacturing and construction	0.07	***	(0.01)	0.05	***	(0.01)	0.03	***	(0.01)	0.04	***	(0.01)	0.03	***	(0.01)	0.04	***	(0.01)
ISCED-2011-4/Agriculture	-0.12	***	(0.01)	-0.10	***	(0.01)	-0.09	***	(0.01)	-0.08	***	(0.01)	-0.12	***	(0.01)	-0.07	***	(0.01)
ISCED2011-4/Health and welfare	-0.15	***	(0.02)	-0.13	***	(0.02)	-0.05	***	(0.01)	-0.04	***	(0.01)	-0.03	***	(0.01)	-0.05	***	(0.01)
ISCED2011-4/Services	-0.07	***	(0.01)	-0.08	***	(0.01)	-0.05	***	(0.01)	-0.03	***	(0.01)	-0.05	***	(0.01)	-0.08	***	(0.01)
ISCED-2011-4/Not known or unspecified	-0.21		(0.19)	0.04		(0.04)	0.07	+	(0.04)	0.09	**	(0.03)	0.08	**	(0.03)	0.08	*	(0.03)
ISCED-2011-5/General programmes	-0.65	+	(0.35)	-0.36		(0.36)	0.16	+	(0.09)	0.20	*	(0.10)	0.23	*	(0.10)	0.16		(0.11)
ISCED2011-5/Education	-0.04		(0.03)	-0.04	+	(0.02)	-0.07	*	(0.03)	-0.06	*	(0.03)	-0.03		(0.03)	-0.04		(0.03)

ISCED-2011-5/Humanities and arts	0.11	***	(0.02)	0.12	***	(0.02)	0.03	*	(0.02)	0.07	***	(0.02)	0.03	+	(0.02)	0.02	(0.02)	
ISCED2011-5/Social sciences, business and law	0.14	***	(0.01)	0.15	***	(0.01)	0.07	***	(0.00)	0.06	***	(0.00)	0.06	***	(0.00)	0.06	***	(0.00)
ISCED-2011-5/Science	0.25	***	(0.01)	0.25	***	(0.01)	0.17	***	(0.01)	0.16	***	(0.01)	0.17	***	(0.01)	0.21	***	(0.01)
ISCED2011-5/Engineering, manufacturing and construction	0.10	***	(0.02)	0.09	***	(0.02)	0.11	***	(0.01)	0.12	***	(0.01)	0.13	***	(0.01)	0.08	***	(0.01)
ISCED-2011-5/Agriculture	0.08		(0.06)	0.08		(0.05)	0.01		(0.05)	0.07		(0.06)	-0.03		(0.05)	0.09	(0.06)	
ISCED2011-5/Health and welfare	0.04	**	(0.01)	0.07	***	(0.01)	0.09	***	(0.01)	0.05	***	(0.01)	0.09	***	(0.01)	0.09	***	(0.01)
ISCED2011-5/Services	0.11	***	(0.01)	0.13	***	(0.01)	0.06	***	(0.01)	0.06	***	(0.01)	0.06	***	(0.01)	0.06	***	(0.01)
ISCED-2011-5/Not known or unspecified	0.02		(0.03)	0.06	***	(0.02)	0.08	***	(0.01)	0.08	***	(0.01)	0.07	***	(0.01)	0.09	***	(0.01)
ISCED-2011-6/General programmes	0.15		(0.11)	0.08		(0.12)	0.08	***	(0.02)	0.08	***	(0.02)	0.11	***	(0.02)	0.11	***	(0.02)
ISCED2011-6/Education	0.18	***	(0.00)	0.16	***	(0.00)	0.14	***	(0.00)	0.13	***	(0.00)	0.13	***	(0.00)	0.11	***	(0.00)
ISCED-2011-6/Humanities and arts	0.09	***	(0.00)	0.10	***	(0.00)	0.08	***	(0.00)	0.07	***	(0.00)	0.09	***	(0.00)	0.09	***	(0.00)
ISCED2011-6/Social sciences, business and law	0.17	***	(0.00)	0.18	***	(0.00)	0.14	***	(0.00)	0.13	***	(0.00)	0.15	***	(0.00)	0.17	***	(0.00)
ISCED-2011-6/Science	0.15	***	(0.00)	0.14	***	(0.00)	0.13	***	(0.00)	0.13	***	(0.00)	0.15	***	(0.00)	0.17	***	(0.00)
ISCED2011-6/Engineering, manufacturing and construction	0.17	***	(0.00)	0.17	***	(0.00)	0.17	***	(0.00)	0.16	***	(0.00)	0.16	***	(0.00)	0.17	***	(0.00)
ISCED-2011-6/Agriculture	0.11	***	(0.01)	0.13	***	(0.01)	0.10	***	(0.01)	0.08	***	(0.01)	0.09	***	(0.01)	0.10	***	(0.01)
ISCED2011-6/Health and welfare	0.18	***	(0.00)	0.20	***	(0.00)	0.18	***	(0.00)	0.17	***	(0.00)	0.20	***	(0.00)	0.20	***	(0.00)
ISCED2011-6/Services	0.16	***	(0.00)	0.17	***	(0.00)	0.15	***	(0.00)	0.15	***	(0.00)	0.16	***	(0.00)	0.19	***	(0.00)
ISCED-2011-6/Not known or unspecified	0.06	***	(0.01)	0.11	***	(0.01)	0.13	***	(0.01)	0.13	***	(0.01)	0.14	***	(0.00)	0.16	***	(0.01)
ISCED-2011-7/General programmes	-0.24		(0.24)	0.06		(0.24)	0.00		(0.05)	0.06		(0.06)	0.07		(0.06)	0.03	(0.06)	
ISCED2011-7/Education	0.18	***	(0.00)	0.18	***	(0.00)	0.18	***	(0.00)	0.16	***	(0.00)	0.19	***	(0.00)	0.21	***	(0.00)
ISCED-2011-7/Humanities and arts	0.13	***	(0.00)	0.15	***	(0.00)	0.13	***	(0.00)	0.14	***	(0.00)	0.15	***	(0.00)	0.17	***	(0.00)
ISCED2011-7/Social sciences, business and law	0.35	***	(0.00)	0.36	***	(0.00)	0.31	***	(0.00)	0.30	***	(0.00)	0.33	***	(0.00)	0.37	***	(0.00)
ISCED-2011-7/Science	0.25	***	(0.00)	0.27	***	(0.00)	0.24	***	(0.00)	0.24	***	(0.00)	0.27	***	(0.00)	0.30	***	(0.00)
ISCED2011-7/Engineering, manufacturing and construction	0.30	***	(0.00)	0.30	***	(0.00)	0.29	***	(0.00)	0.28	***	(0.00)	0.29	***	(0.00)	0.33	***	(0.00)
ISCED-2011-7/Agriculture	0.20	***	(0.01)	0.19	***	(0.01)	0.22	***	(0.01)	0.23	***	(0.01)	0.26	***	(0.01)	0.30	***	(0.01)
ISCED2011-7/Health and welfare	0.40	***	(0.00)	0.48	***	(0.00)	0.44	***	(0.00)	0.44	***	(0.00)	0.52	***	(0.00)	0.51	***	(0.00)
ISCED2011-7/Services	0.20	***	(0.01)	0.19	***	(0.01)	0.21	***	(0.01)	0.17	***	(0.01)	0.19	***	(0.01)	0.24	***	(0.01)
ISCED-2011-7/Not known or unspecified	0.20	***	(0.01)	0.30	***	(0.01)	0.31	***	(0.01)	0.32	***	(0.01)	0.36	***	(0.01)	0.36	***	(0.01)

ISCED2011-8/Education	0.28	**	(0.11)	0.30	**	(0.10)	0.38	**	(0.12)	0.42	**	(0.13)	0.59	***	(0.11)	0.30	*	(0.13)
ISCED-2011-8/Humanities and arts	0.33	***	(0.06)	0.26	***	(0.06)	0.27	**	(0.09)	0.26	**	(0.09)	0.27	**	(0.09)	0.28	**	(0.09)
ISCED2011-8/Social sciences, business and law	0.53	***	(0.02)	0.51	***	(0.02)	0.37	***	(0.02)	0.46	***	(0.02)	0.45	***	(0.02)	0.43	***	(0.03)
ISCED-2011-8/Science	0.39	***	(0.02)	0.41	***	(0.02)	0.40	***	(0.03)	0.35	***	(0.03)	0.36	***	(0.03)	0.45	***	(0.03)
ISCED2011-8/Engineering, manufacturing and construction	0.35	***	(0.05)	0.44	***	(0.05)	0.47	***	(0.06)	0.42	***	(0.06)	0.38	***	(0.06)	0.39	***	(0.07)
ISCED-2011-8/Agriculture	0.31	***	(0.08)	0.26	**	(0.08)	0.22	*	(0.10)	0.20	+	(0.11)	0.23	*	(0.11)	0.23	*	(0.11)
ISCED2011-8/Health and welfare	0.68	***	(0.02)	0.76	***	(0.02)	0.70	***	(0.03)	0.74	***	(0.03)	0.80	***	(0.02)	0.75	***	(0.03)
ISCED2011-8/Services	0.61		(0.38)	0.31		(0.40)	0.07		(0.09)	0.13		(0.09)	0.05		(0.08)	0.11		(0.08)
ISCED-2011-8/Not known or unspecified				0.45		(0.03)	0.43		(0.03)	0.43		(0.02)	0.47		(0.02)	0.49		(0.02)
Time-varying human capital																		
Age	0.09	***	(0.00)	0.09	***	(0.00)	0.09	***	(0.00)	0.09	***	(0.00)	0.09	***	(0.00)	0.09	***	(0.00)
Age-squared	-0.09	***	(0.00)	-0.09	***	(0.00)	-0.09	***	(0.00)	-0.09	***	(0.00)	-0.09	***	(0.00)	-0.09	***	(0.00)
Sector/Industry																		
Agricultural companies (ref.)																		
Tobacco processing industry	0.57	***	(0.01)	0.22	***	(0.01)	0.18	***	(0.01)	0.19	***	(0.01)	0.28	***	(0.02)	0.27	***	(0.02)
Construction companies	0.41	***	(0.00)	0.40	***	(0.00)	0.32	***	(0.00)	0.28	***	(0.00)	0.30	***	(0.00)	0.34	***	(0.00)
Dredging companies	1.21	***	(0.01)	1.30	***	(0.01)	1.43	***	(0.01)	1.71	***	(0.01)	1.54	***	(0.01)	1.65	***	(0.01)
Wood, brush and packaging industry	0.05	***	(0.01)	-0.01	***	(0.01)	-0.10	***	(0.01)	-0.06	***	(0.01)	-0.08	***	(0.01)	-0.09	***	(0.01)
Carpentry industry	0.06	***	(0.01)	0.08	***	(0.01)	0.06	***	(0.01)	0.04	***	(0.01)	0.07	***	(0.01)	0.09	***	(0.01)
Furniture and organ building industry	-0.01		(0.01)	-0.08	***	(0.01)	-0.13	***	(0.01)	-0.11	***	(0.01)	-0.13	***	(0.01)	-0.10	***	(0.01)
Wholesale of wood and wood preparation	0.03	***	(0.01)	-0.02	***	(0.01)	-0.04	***	(0.01)	-0.04	***	(0.01)	-0.06	***	(0.01)	-0.04	***	(0.01)
Graphic industry excluding photographers	0.02	***	(0.00)	-0.02	**	(0.00)	-0.02	**	(0.00)	-0.02	***	(0.01)	-0.06	***	(0.01)	-0.04	***	(0.01)
Metal industry	0.15	***	(0.00)	0.12	***	(0.00)	0.07	***	(0.00)	0.12	***	(0.00)	0.13	***	(0.00)	0.12	***	(0.00)
Electronics industry	0.26	***	(0.00)	0.20	***	(0.00)	0.28	***	(0.00)	0.33	***	(0.00)	0.22	***	(0.00)	0.38	***	(0.00)

Metal industry and technical companies	0.12	***	(0.00)	0.06	***	(0.00)	0.01	***	(0.00)	0.02	***	(0.00)	-0.01	***	(0.00)	0.01	***	(0.00)
Bakeries	-0.06	***	(0.00)	-0.12	***	(0.00)	-0.12	***	(0.00)	-0.13	***	(0.00)	-0.11	***	(0.00)	-0.10	***	(0.00)
Sugar processing industry	0.48	***	(0.01)	0.15	***	(0.01)	0.05	***	(0.01)	0.09	***	(0.01)	0.16	***	(0.01)	0.26	***	(0.01)
Butcher companies	-0.13	***	(0.01)	-0.14	***	(0.01)	-0.13	***	(0.01)	-0.13	***	(0.01)	-0.11	***	(0.01)	-0.04	***	(0.01)
Butchers other	0.05	***	(0.01)	0.04	***	(0.01)	0.05	***	(0.01)	0.00		(0.01)	0.08	***	(0.01)	0.17	***	(0.01)
Retail	-0.10	***	(0.00)	-0.10	***	(0.00)	-0.11	***	(0.00)	-0.07	***	(0.00)	-0.10	***	(0.00)	0.03	***	(0.00)
Cleaning	0.11	***	(0.00)	0.01	***	(0.00)	-0.02	***	(0.00)	-0.01	***	(0.00)	0.15	***	(0.00)	0.29	***	(0.00)
Chain store	0.18	***	(0.00)	0.14	*	(0.00)	0.13	***	(0.00)	0.15	***	(0.00)	0.18	***	(0.00)	-0.06	***	(0.00)
Port authorities	0.19	***	(0.00)	0.16	***	(0.00)	0.18	***	(0.00)	0.07	***	(0.00)	0.06	***	(0.00)	0.10	***	(0.00)
Stevedores	0.38	***	(0.01)	0.25	***	(0.01)	0.41	***	(0.01)	0.35	***	(0.01)	0.28	***	(0.01)	0.37	***	(0.01)
Inland water transport	0.26	***	(0.01)	0.20	***	(0.01)	0.17	***	(0.01)	0.27	***	(0.01)	0.21	***	(0.01)	0.24	***	(0.01)
Fisheries	0.77	***	(0.02)	0.71	***	(0.02)	0.59	***	(0.02)	0.84	***	(0.02)	0.57	***	(0.02)	0.83	***	(0.02)
Merchant shipping	0.64	***	(0.01)	0.36	***	(0.01)	0.45	***	(0.01)	0.41	***	(0.01)	0.36	***	(0.01)	0.36	***	(0.01)
Royal Dutch Airlines (KLM)	0.51	***	(0.00)	0.39	***	(0.00)	0.41	***	(0.00)	0.29	***	(0.00)	0.27	***	(0.00)	0.29	***	(0.01)
Dutch Railways (NS)	0.13	***	(0.01)	0.10	***	(0.01)	0.12	***	(0.01)	0.16	***	(0.01)	0.07	***	(0.01)	0.17	***	(0.01)
Transport postal services	-0.25	***	(0.00)	-0.33	***	(0.00)	-0.19	***	(0.00)	0.18	***	(0.00)	-0.29	***	(0.00)	-0.26	***	(0.00)
Taxi and ambulance transport	-0.11	***	(0.00)	-0.12	***	(0.00)	-0.08	***	(0.00)	-0.07	***	(0.01)	-0.02	***	(0.01)	-0.03	***	(0.01)
Public transport	0.16	***	(0.01)	0.31	***	(0.01)	0.06	***	(0.01)	0.31	***	(0.01)	-0.02	**	(0.01)	0.08	***	(0.01)
Private-bus transport	0.18	***	(0.01)	0.17	***	(0.01)	0.12	***	(0.01)	0.21	***	(0.01)	0.11	***	(0.01)	0.13	***	(0.01)
Other land and air passenger transport	0.14	***	(0.01)	0.23	***	(0.01)	0.17	***	(0.01)	0.07	***	(0.01)	0.14	***	(0.01)	0.21	***	(0.01)
Other land and air freight transport	0.24	***	(0.00)	0.16	***	(0.00)	0.12	***	(0.00)	0.13	***	(0.00)	0.20	***	(0.00)	0.23	***	(0.00)
Catering general	-0.05	***	(0.00)	-0.09	***	(0.00)	-0.07	***	(0.00)	-0.07	***	(0.00)	-0.08	***	(0.00)	-0.07	***	(0.00)
Catering	0.13	***	(0.00)	-0.17	***	(0.00)	-0.09	***	(0.01)	-0.02	***	(0.01)	-0.05	***	(0.00)	0.07	***	(0.01)
Health, mental and social	0.41	***	(0.00)	0.32	***	(0.00)	0.11	***	(0.00)	0.14	***	(0.00)	0.10	***	(0.00)	0.09	***	(0.00)
Banks	0.67	***	(0.00)	0.41	***	(0.00)	0.38	***	(0.00)	0.40	***	(0.00)	0.34	***	(0.00)	0.34	***	(0.00)
Insurance and health insurance funds	0.30	***	(0.00)	0.59	***	(0.00)	0.26	***	(0.00)	0.23	***	(0.00)	0.20	***	(0.00)	0.23	***	(0.00)
Publishers	0.11	***	(0.00)	0.11	***	(0.00)	0.07	***	(0.00)	0.13	***	(0.01)	0.21	***	(0.00)	0.13	***	(0.01)
Wholesale I	0.19	***	(0.00)	0.13	***	(0.00)	0.06	***	(0.00)	0.09	***	(0.00)	0.07	***	(0.00)	0.07	***	(0.00)

Wholesale II	0.16	***	(0.00)	0.14	***	(0.00)	0.07	***	(0.00)	0.10	***	(0.00)	0.09	***	(0.00)	0.09	***	(0.00)
Business services I	0.19	***	(0.00)	0.15	***	(0.00)	0.16	***	(0.00)	0.17	***	(0.00)	0.16	***	(0.00)	0.13	***	(0.00)
Business services II	0.23	***	(0.00)	0.19	***	(0.00)	0.19	***	(0.00)	0.19	***	(0.00)	0.16	***	(0.00)	0.17	***	(0.00)
Business services III	0.32	***	(0.00)	0.21	***	(0.00)	0.18	***	(0.00)	0.17	***	(0.00)	0.16	***	(0.00)	0.20	***	(0.00)
Dairy industry	0.33	***	(0.01)	0.15	***	(0.01)	0.52	***	(0.01)	0.65	***	(0.01)	0.14	***	(0.01)	0.29	***	(0.01)
Textile industry	0.37	***	(0.01)	0.04	***	(0.01)	0.00		(0.01)	0.01		(0.01)	0.04	***	(0.01)	0.09	***	(0.01)
Stone, cement, glass and ceramic	0.15	***	(0.01)	0.04	***	(0.01)	0.00		(0.01)	0.05	***	(0.01)	-0.03	***	(0.01)	0.05	***	(0.01)
Chemical industry	0.25	***	(0.00)	0.21	***	(0.00)	0.15	***	(0.00)	0.40	***	(0.00)	0.29	***	(0.00)	0.22	***	(0.00)
Food industry	0.27	***	(0.00)	0.27	***	(0.00)	0.20	***	(0.00)	0.18	***	(0.00)	0.15	***	(0.00)	0.24	***	(0.00)
General industry	0.42	***	(0.00)	0.54	***	(0.00)	0.46	***	(0.00)	0.38	***	(0.00)	0.29	***	(0.00)	0.31	***	(0.00)
Lending companies	-0.01	***	(0.00)	-0.02	***	(0.00)	0.04	***	(0.00)	0.09	***	(0.00)	0.13	***	(0.00)	0.21	***	(0.00)
Security companies	0.27	***	(0.00)	0.25	***	(0.00)	0.38	***	(0.00)	0.23	***	(0.00)	0.28	***	(0.00)	0.21	***	(0.00)
Cultural institutions	0.38	***	(0.00)	0.32	***	(0.00)	0.26	***	(0.00)	0.24	***	(0.00)	0.20	***	(0.00)	0.16	***	(0.00)
Other branches of business and professions	0.09	***	(0.00)	0.03	***	(0.00)	0.01		(0.00)	0.04	***	(0.00)	0.03	***	(0.00)	0.03	***	(0.00)
Painting companies	1.56	***	(0.00)	1.53	***	(0.00)	1.45	***	(0.00)	1.50	***	(0.00)	1.44	***	(0.00)	1.43	***	(0.00)
Plastering companies	1.05	***	(0.01)	1.03	***	(0.01)	0.89	***	(0.01)	0.91	***	(0.01)	0.79	***	(0.01)	0.53	***	(0.01)
Roofing companies	0.12	***	(0.01)	0.14	***	(0.01)	0.05	***	(0.01)	0.07	***	(0.01)	0.04	**	(0.01)	0.10	***	(0.01)
Mortar companies	0.26	***	(0.02)	0.09	***	(0.02)	0.05	**	(0.02)	0.09	***	(0.02)	0.09	***	(0.02)	0.31	***	(0.02)
Masonry companies	0.09	**	(0.03)	0.04	***	(0.03)	0.08	*	(0.03)	0.03		(0.04)	0.07	+	(0.03)	0.04	***	(0.04)
Government, education and science	0.17	***	(0.00)	0.18	***	(0.00)	0.02	***	(0.00)	0.06	***	(0.00)	-0.05	***	(0.00)	-0.08	***	(0.00)
Government, government, police, judiciary	0.09	***	(0.01)	-0.01	***	(0.01)	0.35	***	(0.01)	0.83	***	(0.01)	0.23	***	(0.01)	0.35	***	(0.01)
Government, defense	-0.20	***	(0.01)	-0.61	***	(0.01)	-0.51	***	(0.02)	-0.58	***	(0.02)	-0.43	***	(0.01)	-0.18	***	(0.02)
Government, provinces, municipalities, and water boards	0.25	***	(0.00)	0.13	***	(0.00)	0.46	***	(0.00)	0.43	***	(0.00)	0.26	***	(0.00)	0.27	***	(0.00)
Government, public utilities	0.22	***	(0.01)	0.19	***	(0.01)	0.39	***	(0.01)	0.51	***	(0.01)	0.31	***	(0.01)	0.28	***	(0.01)
Government, other institutions	0.28	***	(0.00)	0.18	***	(0.00)	0.07	***	(0.00)	0.10	***	(0.00)	-0.01	***	(0.00)	-0.02	***	(0.00)
Work and (re)integration	-0.12	***	(0.00)	-0.10	***	(0.00)	-0.05	***	(0.01)	-0.08	***	(0.01)	-0.12	***	(0.01)	-0.17	***	(0.01)
Railway construction	0.36	***	(0.01)	0.49	***	(0.01)	0.26	***	(0.01)	0.54	***	(0.01)	0.27	***	(0.01)	0.30	***	(0.01)
Telecommunications	0.29	***	(0.00)	0.24	***	(0.00)	0.31	***	(0.00)	0.32	***	(0.00)	0.22	***	(0.00)	0.32	***	(0.00)

Unknown I	0.07	(0.49)		***		***		***		***		***		***	
Unknown II	0.09	(0.30)													
Unknown III	0.25	(0.00)	0.22	(0.00)	0.91	(0.00)	0.98	(0.00)	0.86	(0.00)	0.85	(0.00)			
Unknown IV															
Unknown V															
Type of contract															
Permanent contract (ref.)															
Temporary contract	0.11	*** (0.00)	0.15	*** (0.00)	0.19	*** (0.00)	0.16	*** (0.00)	0.12	*** (0.00)	0.14	*** (0.00)			
Job tenure	0.00	*** (0.00)	0.00	*** (0.00)	0.00	*** (0.00)	0.00	*** (0.00)	0.00	*** (0.00)	0.00	*** (0.00)			
Labour law agreement															
Private companies (ref.)															
Subsidized sector	-0.31	*** (0.00)	-0.34	*** (0.00)	-0.15	*** (0.00)	-0.15	*** (0.00)	-0.10	*** (0.00)	-0.10	*** (0.00)			
Central government	0.16	*** (0.01)	0.03	*** (0.01)	-0.31	*** (0.01)	-0.75	*** (0.01)	-0.21	*** (0.01)	-0.26	*** (0.01)			
Education (total)	-0.05	*** (0.00)	-0.04	*** (0.00)	0.04	*** (0.00)	0.03	*** (0.00)	0.12	*** (0.00)	0.19	*** (0.00)			
Primary school															
Secondary education (excl. adult education)															
Adult education															
Higher professional education															
Universities															
Academic hospitals															
Research institutions															
Education (Other)															
Defense (total)	0.25	*** (0.01)	0.58	*** (0.01)	0.40	*** (0.02)	0.45	*** (0.02)	0.28	*** (0.01)	0.03	+	(0.02)		
Civilian staff															
Military personnel															

Law enforcement	-0.05	***	(0.01)	0.01	+	(0.01)	-0.33	***	(0.01)	0.63	***	(0.01)	-0.18	***	(0.01)	-0.21	***	(0.01)
Judicial power	0.15	***	(0.01)	0.24	***	(0.01)	0.05	***	(0.01)	-0.24	***	(0.01)	0.15	***	(0.01)	0.11	***	(0.01)
Municipalities	-0.23	***	(0.00)	-0.17	***	(0.00)	-0.56	***	(0.00)	-0.53	***	(0.00)	-0.36	***	(0.00)	-0.29	***	(0.00)
Provinces	-0.20	***	(0.01)	-0.10	***	(0.01)	-0.39	***	(0.01)	-0.34	***	(0.01)	-0.20	***	(0.01)	-0.17	***	(0.01)
Regional water authorities	-0.10	***	(0.01)	-0.13	***	(0.01)	-0.33	***	(0.01)	-0.35	***	(0.01)	-0.26	***	(0.01)	0.00	+	(0.01)
Gender																		
Male (ref.)																		
Female	-0.14	***	(0.00)	-0.15	***	(0.00)	-0.13	***	(0.00)	-0.12	***	(0.00)	-0.12	***	(0.00)	-0.12	***	(0.00)
Intercept	3.05	***	(0.00)	3.03	***	(0.00)	3.01	***	(0.00)	3.02	***	(0.00)	3.01	***	(0.00)	3.16	***	(0.00)

Select

Educational level and field of education

Unqualified (ref.)

ISCED2011-0/General programmes	-0.56	***	(0.00)	-0.55	***	(0.00)	-0.56	***	(0.00)	-0.55	***	(0.00)	-0.51	***	(0.00)	-0.51	***	(0.00)
ISCED2011-1/Not known or unspecified	-0.37	*	(0.16)	-0.49	***	(0.04)	-0.58	***	(0.05)	-0.72	***	(0.04)	-0.72	***	(0.04)	-0.59	***	(0.03)
ISCED-2011-1/General programmes	-0.48	***	(0.00)	-0.52	***	(0.00)	-0.62	***	(0.00)	-0.69	***	(0.00)	-0.68	***	(0.00)	-0.59	***	(0.00)
ISCED2011-1/Education	-0.47	***	(0.32)	-0.75	+	(0.41)	-0.32	***	(0.24)	-0.41	+	(0.25)	-0.19	***	(0.24)	-0.45	***	(0.28)
ISCED-2011-1/Humanities and arts	-0.32	***	(0.01)	-0.34	***	(0.01)	-0.31	***	(0.01)	-0.36	***	(0.01)	-0.37	***	(0.01)	-0.35	***	(0.01)
ISCED2011-1/Social sciences, business and law	-0.08	**	(0.03)	-0.16	***	(0.03)	-0.21	***	(0.03)	-0.27	***	(0.03)	-0.23	***	(0.03)	-0.27	***	(0.03)
ISCED-2011-1/Science	-0.25	***	(0.05)	-0.26	***	(0.05)	-0.32	***	(0.04)	-0.42	***	(0.04)	-0.42	***	(0.04)	-0.35	***	(0.04)
ISCED2011-1/Engineering, manufacturing and construction	-0.02		(0.08)	-0.01		(0.08)	-0.23	**	(0.07)	-0.30	***	(0.07)	-0.39	***	(0.07)	-0.37	***	(0.07)
ISCED-2011-1/Agriculture	0.37		(0.36)	0.09		(0.30)	-0.42	*	(0.19)	-0.22		(0.17)	-0.37	*	(0.18)	-0.42	*	(0.18)
ISCED2011-1/Health and welfare	0.07	+	(0.04)	0.05		(0.04)	0.10	***	(0.02)	0.00		(0.02)	-0.04		(0.02)	0.00		(0.02)
ISCED2011-1/Services	0.16	***	(0.02)	0.07	**	(0.02)	0.04	*	(0.02)	-0.09	***	(0.02)	-0.11	***	(0.02)	-0.10	***	(0.02)
ISCED-2011-1/Not known or unspecified	-0.20	*	(0.09)	-0.32	***	(0.02)	-0.24	***	(0.02)	-0.30	***	(0.01)	-0.30	***	(0.01)	-0.28	***	(0.01)

ISCED-2011-2/General programmes	0.14	***	(0.00)	0.11	***	(0.00)	0.02	***	(0.00)	-0.06	***	(0.00)	-0.05	***	(0.00)	0.11	***	(0.00)
ISCED2011-2/Education	0.03		(0.03)	0.01		(0.04)	-0.16	***	(0.03)	-0.20	***	(0.03)	-0.18	***	(0.03)	-0.14	***	(0.03)
ISCED-2011-2/Humanities and arts	0.21	***	(0.01)	0.15	***	(0.01)	0.04	**	(0.01)	-0.02	+	(0.01)	-0.02	+	(0.01)	0.03	+	(0.01)
ISCED2011-2/Social sciences, business and law	0.30	***	(0.00)	0.23	***	(0.00)	0.13	***	(0.00)	0.06	***	(0.00)	0.08	***	(0.00)	0.12	***	(0.00)
ISCED-2011-2/Science	0.29	***	(0.02)	0.25	***	(0.02)	0.11	***	(0.01)	0.04	**	(0.01)	0.05	***	(0.01)	0.10	***	(0.01)
ISCED2011-2/Engineering, manufacturing and construction	0.34	***	(0.00)	0.30	***	(0.00)	0.17	***	(0.00)	0.11	***	(0.00)	0.12	***	(0.00)	0.14	***	(0.00)
ISCED-2011-2/Agriculture	0.39	***	(0.01)	0.37	***	(0.01)	0.25	***	(0.01)	0.18	***	(0.01)	0.19	***	(0.01)	0.22	***	(0.01)
ISCED2011-2/Health and welfare	0.30	***	(0.01)	0.25	***	(0.01)	0.19	***	(0.01)	0.07	***	(0.01)	0.03	**	(0.01)	0.02	+	(0.01)
ISCED2011-2/Services	0.32	***	(0.00)	0.28	***	(0.00)	0.17	***	(0.00)	0.10	***	(0.00)	0.10	***	(0.00)	0.13	***	(0.00)
ISCED-2011-2/Not known or unspecified	0.26	***	(0.01)	0.12	***	(0.01)	0.01		(0.01)	-0.05	***	(0.00)	-0.03	***	(0.00)	0.03	***	(0.00)
ISCED-2011-3/General programmes	0.42	***	(0.00)	0.41	***	(0.00)	0.35	***	(0.00)	0.29	***	(0.00)	0.30	***	(0.00)	0.32	***	(0.00)
ISCED2011-3/Education	0.67	***	(0.01)	0.67	***	(0.01)	0.60	***	(0.01)	0.52	***	(0.01)	0.52	***	(0.01)	0.51	***	(0.01)
ISCED-2011-3/Humanities and arts	0.35	***	(0.01)	0.35	***	(0.01)	0.31	***	(0.01)	0.25	***	(0.00)	0.26	***	(0.00)	0.22	***	(0.00)
ISCED2011-3/Social sciences, business and law	0.51	***	(0.00)	0.50	***	(0.00)	0.42	***	(0.00)	0.36	***	(0.00)	0.37	***	(0.00)	0.36	***	(0.00)
ISCED-2011-3/Science	0.46	***	(0.01)	0.44	***	(0.01)	0.35	***	(0.01)	0.29	***	(0.01)	0.32	***	(0.01)	0.31	***	(0.01)
ISCED2011-3/Engineering, manufacturing and construction	0.46	***	(0.00)	0.46	***	(0.00)	0.41	***	(0.00)	0.35	***	(0.00)	0.36	***	(0.00)	0.32	***	(0.00)
ISCED-2011-3/Agriculture	0.21	***	(0.01)	0.23	***	(0.01)	0.25	***	(0.00)	0.19	***	(0.00)	0.20	***	(0.00)	0.17	***	(0.00)
ISCED2011-3/Health and welfare	0.66	***	(0.00)	0.66	***	(0.00)	0.61	***	(0.00)	0.55	***	(0.00)	0.55	***	(0.00)	0.51	***	(0.00)
ISCED2011-3/Services	0.60	***	(0.00)	0.60	***	(0.00)	0.51	***	(0.00)	0.45	***	(0.00)	0.46	***	(0.00)	0.43	***	(0.00)
ISCED-2011-3/Not known or unspecified	-0.28	***	(0.00)	-0.17	***	(0.00)	-0.16	***	(0.00)	-0.09	***	(0.00)	-0.03	***	(0.00)	0.03	***	(0.00)
ISCED-2011-4/General programmes	0.32	**	(0.10)	0.34	***	(0.09)	0.44	***	(0.05)	0.36	***	(0.05)	0.39	***	(0.05)	0.39	***	(0.05)
ISCED2011-4/Education	0.66	***	(0.02)	0.68	***	(0.02)	0.68	***	(0.02)	0.59	***	(0.02)	0.57	***	(0.02)	0.54	***	(0.02)
ISCED-2011-4/Humanities and arts	0.08		(0.07)	-0.02		(0.07)	0.04		(0.05)	-0.08		(0.05)	-0.11	*	(0.05)	-0.12	*	(0.05)
ISCED2011-4/Social sciences, business and law	0.46	***	(0.01)	0.44	***	(0.01)	0.44	***	(0.01)	0.34	***	(0.01)	0.33	***	(0.01)	0.33	***	(0.01)
ISCED-2011-4/Science	0.32	***	(0.02)	0.31	***	(0.02)	0.29	***	(0.01)	0.22	***	(0.01)	0.23	***	(0.01)	0.24	***	(0.01)
ISCED2011-4/Engineering, manufacturing and construction	0.56	***	(0.01)	0.56	***	(0.01)	0.57	***	(0.01)	0.51	***	(0.01)	0.50	***	(0.01)	0.48	***	(0.01)
ISCED-2011-4/Agriculture	0.76	***	(0.03)	0.74	***	(0.03)	0.67	***	(0.03)	0.59	***	(0.03)	0.58	***	(0.03)	0.54	***	(0.03)
ISCED2011-4/Health and welfare	0.45	***	(0.03)	0.41	***	(0.03)	0.61	***	(0.02)	0.55	***	(0.02)	0.55	***	(0.02)	0.48	***	(0.01)

ISCED2011-4/Services	0.55	***	(0.02)	0.51	***	(0.02)	0.51	***	(0.02)	0.42	***	(0.02)	0.43	***	(0.02)	0.42	***	(0.02)
ISCED-2011-4/Not known or unspecified	0.40		(0.30)	0.69	***	(0.08)	0.52	***	(0.07)	0.44	***	(0.06)	0.46	***	(0.05)	0.47	***	(0.05)
ISCED-2011-5/General programmes	5.31	.		5.43	.		0.27	+	(0.15)	0.25		(0.16)	0.25		(0.16)	0.25		(0.17)
ISCED2011-5/Education	0.08	*	(0.03)	0.10	**	(0.03)	0.16	***	(0.04)	0.18	***	(0.04)	0.19	***	(0.04)	0.17	***	(0.04)
ISCED-2011-5/Humanities and arts	-0.05	+	(0.03)	-0.07	*	(0.03)	0.11	***	(0.02)	0.06	**	(0.02)	0.04	+	(0.02)	0.06	*	(0.02)
ISCED2011-5/Social sciences, business and law	0.25	***	(0.01)	0.25	***	(0.01)	0.29	***	(0.01)	0.22	***	(0.01)	0.24	***	(0.01)	0.23	***	(0.01)
ISCED-2011-5/Science	0.52	***	(0.02)	0.50	***	(0.02)	0.44	***	(0.02)	0.39	***	(0.02)	0.40	***	(0.02)	0.39	***	(0.02)
ISCED2011-5/Engineering, manufacturing and construction	0.29	***	(0.03)	0.26	***	(0.03)	0.30	***	(0.02)	0.23	***	(0.02)	0.28	***	(0.02)	0.26	***	(0.02)
ISCED-2011-5/Agriculture	-0.15	*	(0.07)	-0.13	+	(0.07)	-0.18	*	(0.08)	-0.35	***	(0.07)	-0.44	***	(0.07)	-0.48	***	(0.07)
ISCED2011-5/Health and welfare	0.45	***	(0.02)	0.46	***	(0.02)	0.51	***	(0.02)	0.44	***	(0.02)	0.46	***	(0.02)	0.46	***	(0.02)
ISCED2011-5/Services	0.52	***	(0.02)	0.52	***	(0.02)	0.44	***	(0.01)	0.43	***	(0.01)	0.40	***	(0.01)	0.36	***	(0.01)
ISCED-2011-5/Not known or unspecified	0.19	***	(0.05)	0.43	***	(0.03)	0.41	***	(0.02)	0.43	***	(0.02)	0.42	***	(0.02)	0.42	***	(0.02)
ISCED-2011-6/General programmes	0.75	***	(0.21)	0.51	*	(0.20)	0.31	***	(0.03)	0.24	***	(0.03)	0.18	***	(0.03)	0.11	**	(0.03)
ISCED2011-6/Education	0.78	***	(0.00)	0.79	***	(0.00)	0.73	***	(0.00)	0.67	***	(0.00)	0.66	***	(0.00)	0.63	***	(0.00)
ISCED-2011-6/Humanities and arts	0.02	***	(0.00)	0.03	***	(0.00)	0.03	***	(0.00)	-0.02	***	(0.00)	-0.02	***	(0.00)	-0.04	***	(0.00)
ISCED2011-6/Social sciences, business and law	0.58	***	(0.00)	0.58	***	(0.00)	0.52	***	(0.00)	0.48	***	(0.00)	0.48	***	(0.00)	0.47	***	(0.00)
ISCED-2011-6/Science	0.46	***	(0.01)	0.47	***	(0.01)	0.43	***	(0.01)	0.38	***	(0.01)	0.38	***	(0.01)	0.35	***	(0.01)
ISCED2011-6/Engineering, manufacturing and construction	0.49	***	(0.00)	0.51	***	(0.00)	0.47	***	(0.00)	0.42	***	(0.00)	0.43	***	(0.00)	0.44	***	(0.00)
ISCED-2011-6/Agriculture	0.11	***	(0.01)	0.11	***	(0.01)	0.11	***	(0.01)	0.06	***	(0.01)	0.06	***	(0.01)	0.05	***	(0.01)
ISCED2011-6/Health and welfare	0.68	***	(0.00)	0.69	***	(0.00)	0.63	***	(0.00)	0.57	***	(0.00)	0.59	***	(0.00)	0.54	***	(0.00)
ISCED2011-6/Services	0.69	***	(0.01)	0.69	***	(0.01)	0.64	***	(0.01)	0.59	***	(0.00)	0.61	***	(0.00)	0.57	***	(0.00)
ISCED-2011-6/Not known or unspecified	0.57	***	(0.02)	0.54	***	(0.01)	0.41	***	(0.01)	0.36	***	(0.01)	0.38	***	(0.01)	0.40	***	(0.01)
ISCED-2011-7/General programmes	0.29		(0.39)	0.60		(0.45)	0.21	**	(0.08)	0.08		(0.08)	-0.07		(0.07)	-0.01		(0.07)
ISCED2011-7/Education	0.94	***	(0.01)	0.96	***	(0.01)	0.87	***	(0.01)	0.85	***	(0.01)	0.86	***	(0.01)	0.82	***	(0.01)
ISCED-2011-7/Humanities and arts	0.24	***	(0.01)	0.25	***	(0.01)	0.22	***	(0.00)	0.18	***	(0.00)	0.19	***	(0.00)	0.18	***	(0.00)
ISCED2011-7/Social sciences, business and law	0.56	***	(0.00)	0.56	***	(0.00)	0.51	***	(0.00)	0.48	***	(0.00)	0.50	***	(0.00)	0.46	***	(0.00)
ISCED-2011-7/Science	0.52	***	(0.01)	0.56	***	(0.01)	0.49	***	(0.01)	0.45	***	(0.01)	0.47	***	(0.01)	0.43	***	(0.01)
ISCED2011-7/Engineering, manufacturing and construction	0.46	***	(0.01)	0.48	***	(0.01)	0.44	***	(0.01)	0.40	***	(0.01)	0.42	***	(0.01)	0.41	***	(0.01)

ISCED-2011-7/Agriculture	0.17	***	(0.01)	0.18	***	(0.01)	0.21	***	(0.01)	0.19	***	(0.01)	0.23	***	(0.01)	0.20	***	(0.01)
ISCED2011-7/Health and welfare	0.23	***	(0.01)	0.27	***	(0.00)	0.28	***	(0.00)	0.25	***	(0.00)	0.39	***	(0.00)	0.33	***	(0.00)
ISCED2011-7/Services	0.47	***	(0.02)	0.47	***	(0.02)	0.45	***	(0.01)	0.42	***	(0.01)	0.45	***	(0.01)	0.42	***	(0.01)
ISCED-2011-7/Not known or unspecified	0.11	***	(0.02)	0.29	***	(0.01)	0.26	***	(0.01)	0.26	***	(0.01)	0.30	***	(0.01)	0.31	***	(0.01)
ISCED2011-8/Education	0.76	***	(0.21)	0.83	***	(0.20)	0.76	**	(0.24)	0.86	**	(0.26)	1.13	***	(0.27)	0.80	**	(0.24)
ISCED-2011-8/Humanities and arts	0.38	***	(0.10)	0.41	***	(0.10)	0.40	**	(0.14)	0.36	*	(0.15)	0.36	*	(0.15)	0.46	**	(0.15)
ISCED2011-8/Social sciences, business and law	0.61	***	(0.05)	0.64	***	(0.05)	0.51	***	(0.05)	0.51	***	(0.05)	0.55	***	(0.05)	0.52	***	(0.05)
ISCED-2011-8/Science	0.78	***	(0.05)	0.80	***	(0.05)	0.83	***	(0.06)	0.74	***	(0.06)	0.68	***	(0.06)	0.71	***	(0.06)
ISCED2011-8/Engineering, manufacturing and construction	0.73	***	(0.11)	0.79	***	(0.11)	0.68	***	(0.12)	0.64	***	(0.12)	0.59	***	(0.13)	0.70	***	(0.13)
ISCED-2011-8/Agriculture	0.41	**	(0.13)	0.43	**	(0.14)	0.47	**	(0.17)	0.31	+	(0.17)	0.26		(0.17)	0.38	*	(0.17)
ISCED2011-8/Health and welfare	0.06	+	(0.03)	0.05		(0.03)	0.04		(0.04)	0.04		(0.04)	0.25	***	(0.04)	0.20	***	(0.04)
ISCED2011-8/Services	-0.18		(0.49)	0.30		(0.61)	0.58		(0.18)	0.19		(0.14)	0.44		(0.14)	0.49		(0.14)
ISCED-2011-8/Not known or unspecified				0.81		(0.07)	0.74		(0.06)	0.67		(0.04)	0.78		(0.04)	0.80		(0.04)
Time-varying human capital																		
Age	0.07	***	(0.00)	0.06	***	(0.00)	0.04	***	(0.00)	0.03	***	(0.00)	0.03	***	(0.00)	0.02	***	(0.00)
Age-squared	-0.11	***	(0.00)	-0.10	***	(0.00)	-0.08	***	(0.00)	-0.07	***	(0.00)	-0.06	***	(0.00)	-0.05	***	(0.00)
Gender																		
Male (ref.)																		
Female	0.04	***	(0.00)	0.05	***	(0.00)	0.05	***	(0.00)	0.04	***	(0.00)	0.04	***	(0.00)	0.02	***	(0.00)
Position in household																		
Single (ref.)																		
Partner without children	0.41	***	(0.00)	0.41	***	(0.00)	0.41	***	(0.00)	0.41	***	(0.00)	0.40	***	(0.00)	0.39	***	(0.00)
Partner with children (youngest child <5 years)	0.20	***	(0.00)	0.23	***	(0.00)	0.24	***	(0.00)	0.24	***	(0.00)	0.23	***	(0.00)	0.22	***	(0.00)

Partner with children (youngest child ≥ 5 years)	0.47	***	(0.00)	0.47	***	(0.00)	0.47	***	(0.00)	0.45	***	(0.00)	0.44	***	(0.00)	0.43	***	(0.00)
Lone parent (youngest child < 5 years)	-0.13	***	(0.02)	-0.16	***	(0.02)	-0.18	***	(0.02)	-0.14	***	(0.02)	-0.17	***	(0.02)	-0.16	***	(0.02)
Lone parent (youngest child ≥ 5 years)	0.30	***	(0.00)	0.30	***	(0.00)	0.29	***	(0.00)	0.28	***	(0.00)	0.27	***	(0.00)	0.26	***	(0.00)
Inliving child	0.19	***	(0.00)	0.20	***	(0.00)	0.21	***	(0.00)	0.20	***	(0.00)	0.22	***	(0.00)	0.24	***	(0.00)
Other	-0.45	***	(0.00)	-0.46	***	(0.00)	-0.41	***	(0.00)	-0.41	***	(0.00)	-0.41	***	(0.00)	-0.43	***	(0.00)
Unknown	0.04		(0.00)	0.05		(0.00)	0.05		(0.00)	0.04		(0.00)	0.04		(0.00)	0.02		(0.00)
x Female																		
Single (ref.)																		
Partner without children	-0.38	***	(0.00)	-0.37	***	(0.00)	-0.35	***	(0.00)	-0.35	***	(0.00)	-0.32	***	(0.00)	-0.30	***	(0.00)
Partner with children (youngest child < 5 years)	-0.45	***	(0.00)	-0.45	***	(0.00)	-0.47	***	(0.00)	-0.47	***	(0.00)	-0.46	***	(0.00)	-0.43	***	(0.00)
Partner with children (youngest child ≥ 5 years)	-0.45	***	(0.00)	-0.43	***	(0.00)	-0.40	***	(0.00)	-0.39	***	(0.00)	-0.36	***	(0.00)	-0.33	***	(0.00)
Lone parent (youngest child < 5 years)	-0.48	***	(0.02)	-0.45	***	(0.02)	-0.43	***	(0.02)	-0.48	***	(0.02)	-0.43	***	(0.02)	-0.40	***	(0.02)
Lone parent (youngest child ≥ 5 years)	-0.30	***	(0.01)	-0.30	***	(0.01)	-0.29	***	(0.01)	-0.28	***	(0.01)	-0.26	***	(0.01)	-0.24	***	(0.01)
Inliving child	0.06	***	(0.00)	0.06	***	(0.00)	0.07	***	(0.00)	0.06	***	(0.00)	0.06	***	(0.00)	0.08	***	(0.00)
Other	0.04	***	(0.00)	0.05	***	(0.00)	0.05	***	(0.00)	0.04	***	(0.00)	0.05	***	(0.00)	0.08	***	(0.00)
Unknown																		
Intercept	-0.23	***	(0.00)	-0.28	***	(0.00)	0.15	***	(0.00)	0.36	***	(0.00)	0.44	***	(0.00)	0.70	***	(0.00)
<hr/>																		
λ	-0.15	***	(0.00)	-0.18	***	(0.00)	-0.19	***	(0.00)	-0.23	***	(0.00)	-0.19	***	(0.00)	-0.16	***	(0.00)
ρ	-0.18			-0.22			-0.22			-0.27			-0.23			-0.19		
σ	0.86			0.80			0.84			0.85			0.82			0.86		

Number of observations	15,651,025	14,990,705	16,076,577	16,408,972	16,487,436	16,847,386
Selected	12,438,275	11,739,260	12,742,529	13,042,375	13,134,305	13,542,726
Non-selected	3,212,750	3,251,445	3,334,049	3,366,597	3,353,131	3,304,660
Wald Chi-squared	3.95·10 ^{6***}	4.30·10 ^{6***}	4.85·10 ^{6***}	5.53·10 ^{6***}	5.08·10 ^{6***}	4.73·10 ^{6***}

Note(s). *** $p < 0.001$, ** $p < 0.01$, * $p < 0.05$, + $p < 0.10$, standard errors in parentheses. In step one, the selection part, the probability of employment is estimated by a regression model containing: educational attainment, the field of education, age(-squared), and position in the household interacted with gender. In step two, the natural log of the worker's daily wage is predicted based on the operating sector, sector of the collective labour agreement, type of contract, educational attainment, the field of education, job tenure, age(-squared) and gender. The exclusion restriction criteria are the position in the household interacting with gender.

Source. Statistics Netherlands (1999-2017)

Competitive employment

The competitive employment level, where we corrected employment for a proper wage match, is constructed by first determining individuals' main jobs in every month of each year in the observation period based on the primary source of income (i.e., all wages are recalculated to full-time wages). If the observed wage ($\ln W_{it}$) in a particular month was higher or equal to the expected wage ($\ln \hat{W}_{it}$) with a 5% margin, it assumed that the job was on a proper wage match; that means a wage that links up with that of individuals of the regular labour force. Two more rules apply here to be considered competitive employment, namely: (1) the job must be unsubsidised; and (2) the job must be on an open-ended contract (see Table S.3.2).

Table S.3.2. Example of constructing the level of employment and competitive employment

Personal ID	Year-Month	Paid work	Subsidised job	Open-ended contract	Observed wage ($\ln W$)	Expected wage ($\ln \hat{W}$)	Employment	Unsubsidised employment	Competitive employment
1	2010-01	0	0	0	0	2.3	0	0	0
1	2010-02	1	1	0	1.8	2.3	1	0	0
1	2010-03	1	0	0	2.1	2.3	1	0	0
1	2010-04	1	0	0	2.2	2.3	1	1	0
1	2010-05	1	0	0	2.4	2.3	1	1	0
1	2010-06	1	0	0	2.4	2.3	1	1	0
1	2010-07	1	0	0	2.5	2.3	1	1	0
1	2010-08	1	0	0	2.5	2.3	1	1	0
1	2010-09	1	0	0	2.5	2.3	1	1	0
1	2010-10	1	0	0	2.5	2.3	1	1	0
1	2010-11	1	0	0	2.2	2.3	1	1	0
1	2010-12	1	0	1	2.2	2.3	1	1	1
Total(s):							11	10	1

Empirical models

To observe the long-term effect, we use a *difference-in-difference* design using fixed-effects linear panel regression analyses on the level of employment and wage earned. We look at the employment differences between the pre-intervention and post-intervention periods. We control for time-(in)variant fixed effects. The register data does not contain any information about unobserved characteristics such as language deficits, the social capital of individuals and their parents, but also lacks the more general characteristics such as personality traits, motivation and job-search efforts that may influence their labour market opportunities, but also their (self-)selection into the WGP. Besides, the programme administrators of the WGP have the final say in selecting participants from the pool of available candidates that are officially registered as unemployed; thus, there might be a potential selection effect involved here (see Koning and Heinrich, 2013).

Therefore, it cannot be entirely ruled out through these unobserved factors (e.g., unobserved heterogeneity), which could not be matched, affecting the estimates using OLS regression models. We perform regression techniques to control estimates for potential selection bias and correct for these unobserved-heterogeneity effects not captured by the matching procedure. This technique adjusts estimates for fixed effects estimating the average *within-person change* in employment level, thus correcting for serial correlation. However, we also need to adjust for fixed effects to net out the mediating effect of the achieved change in wage match through the WGP—to be discussed later.

In Eq. (S.1), for the analysis on the level of employment (E_{it}), with or without correcting for a proper wage match, a binary independent variable indicates

whether a given individual belongs to the group of WGP participants (i.e., the treatment group) or the group of comparable individuals entitled to work first (i.e., the control group). However, in a fixed-effects model, all time-invariant factors are omitted (WGP_i). The postintervention effect is estimated through an interaction term with another binary independent variable indicating whether a given individual is either in the pre- or post-intervention period, respectively, two years before either intervention and the post-intervention period up to ten years after completion of either intervention.

We identify the postintervention effect by comparing the labour market outcomes among groups of ethnic minorities who (re)integrated into the labour market under different policies through an interaction term with another binary independent variable indicating whether a given individual is in the postintervention period ($POST_{it}$).

The vector C_{it} consists of controls (measured at the time of intervention entry and completion) that include age(-squared), position in the household (including the youngest child's age in the household) interacted with gender, the local unemployment rates (UR_k) measured at NUTS-2 level; and the residential area ($RESA_{it}$) at NUTS-3 level.

$$\begin{aligned}
 (Eq. S1) \quad E_{it} &= \beta_0 + \delta POST_{it} + \phi WGP_i + \delta POST_{it} WGP_i \\
 &\quad + \gamma C_{it} + \mu_i + \varepsilon_{it} \\
 \text{where: } C_{it} &= \chi AGE_{it} + \chi AGE_{it}^2 + \chi HH_{it} \\
 &\quad + \chi HH_{it} FEM_i + \chi UR_k + \chi RESA_{it}
 \end{aligned}$$

In Eq. (S.2), to estimate the mediating effect of the better wage match acquired through participating in the WGP, and thus (partially) explaining the

long-term impact of the WGP on long-term employment (E_{it}), we conduct a mediation analysis in this difference-in-difference setting. We come up with a causal model for E_{it} , including the mediating effect (WM_{it}) that stands for the wage-match ratio (WM_{it}); that means before (WM_{it-1}) and after the WGP (WM_{it+1}). We assume the effect of $POST_{it}$ on E_{it} is a constant ϕ , and with that, considering persistent effects throughout. Therefore, we postulate that:

$$\begin{aligned} E_{it} = & \beta_0 + \delta POST_{it} + \phi WGP_i + \delta POST_{it} WGP_i \\ \text{Eq. (S.2)} \quad & + \alpha WM_{it} + \gamma C_{it} + \mu_i + \varepsilon_{it} \end{aligned}$$

where WM_{it} stands for the earlier computed continuous variable wage-ratio (WM_{it}), which is the mediating effect of $POST_{it}$ on E_{it} . As noted above, whether individuals achieve a higher wage match substantially affects their future labour market returns. Then in Eq. (S.3), ϕ^I is the *controlled direct effect* of $POST_{it}$, while fixing the mediator WM_{it} . Since we assume constant effects here, this also equals the *natural direct effect*. Under these assumptions, if ϕ^I is zero, any causal effect that $POST_{it}$ has on E_{it} must flow through the mediator, but it also holds that:

$$\text{Eq. (S.3)} \quad ATE = \phi = \phi^I + NIE$$

where NIE stands for *natural indirect effect* so that by identifying ϕ and ϕ^I , we get to the NIE . It is assumed that ϕWGP is identified via *difference-in-difference*. However, that does not automatically identify ϕWGP^I . We presume that ε'_{it} is mean independent from $POST_{it}$. In this context, this means to consider no unobserved variables besides $POST_{it}$ and the time-(in)variant fixed effects

influencing both WM_{it} and E_{it} . If this seems plausible, ϕWGP^I is estimated by a regression technique of $POST_{it}$ and WM_{it} on E_{it} that controls for fixed effects.

However, that also means that the usual advice not to adjust for post-treatment indicators in difference-in-difference estimations (e.g., counterfactual analyses) becomes arguable, precisely because we need to net out the indirect effect of $POST_{it}$ through the mediator WM_{it} (see Schuessler, 2017). We expect that by adding WM_{it} to the model that the main effect of $POST_{it}$ and the interaction term between ϕWGP^I and $POST_{it}$ either turns out insignificant or weakens.

S.4. Supplementary Analysis

Table S.4.1. Unstandardised coefficients on employment and competitive employment, in the post-intervention years by ethnic group, from fixed-effects panel regression models

<i>Variables</i>	Employment			Competitive employment		
	Moroccans, Turks, Surinamese, Dutch Antilleans	Other non-western	Western	Moroccans, Turks, Surinamese, Dutch Antilleans	Other non-western	Western
	(1)	(2)	(3)	(4)	(5)	(6)
Post-intervention period (ref. 0)						
1	0.12*** (0.02)	0.09*** (0.02)	0.13*** (0.02)	0.03 (0.02)	0.02 (0.02)	0.09*** (0.02)
2	0.11*** (0.02)	0.10*** (0.03)	0.14*** (0.02)	0.04* (0.02)	0.04+ (0.02)	0.06** (0.02)
3	0.12*** (0.02)	0.12*** (0.03)	0.11*** (0.03)	0.07** (0.02)	0.03 (0.03)	0.07** (0.02)
4	0.10*** (0.03)	0.09** (0.03)	0.12*** (0.03)	0.07** (0.03)	0.06* (0.03)	0.07** (0.03)
5	0.10*** (0.03)	0.07* (0.03)	0.14*** (0.03)	0.07* (0.03)	0.06* (0.03)	0.09*** (0.03)
6	0.10*** (0.03)	0.06 (0.04)	0.13*** (0.03)	0.07* (0.03)	0.04 (0.03)	0.10*** (0.03)
7	0.11** (0.03)	0.06 (0.04)	0.15*** (0.03)	0.11** (0.03)	0.05 (0.03)	0.10** (0.03)
8	0.10** (0.04)	0.05 (0.04)	0.14*** (0.04)	0.10** (0.04)	0.02 (0.04)	0.12*** (0.04)
9	0.11** (0.04)	0.06 (0.04)	0.17*** (0.04)	0.08* (0.04)	0.03 (0.04)	0.13** (0.04)
10	0.12** (0.04)	0.09+ (0.05)	0.16*** (0.04)	0.08+ (0.04)	0.03 (0.04)	0.11 (0.04)
<i>x WGP</i> (ref. 0)						
1	-0.09*** (0.02)	0.02 (0.03)	-0.00 (0.03)	-0.02 (0.03)	0.05+ (0.03)	-0.01 (0.03)
2	-0.03 (0.03)	0.13*** (0.04)	0.06 (0.03)	-0.02 (0.03)	0.02 (0.03)	0.04 (0.03)
3	-0.02 (0.03)	0.13*** (0.04)	0.12*** (0.03)	0.00 (0.03)	0.08* (0.03)	0.07* (0.03)
4	-0.02 (0.03)	0.14*** (0.04)	0.10** (0.03)	-0.00 (0.03)	0.05 (0.03)	0.08** (0.03)
5	-0.01 (0.03)	0.17*** (0.04)	0.08* (0.04)	0.03 (0.03)	0.04 (0.03)	0.08** (0.03)
6	0.01 (0.03)	0.19*** (0.04)	0.10** (0.04)	0.01 (0.03)	0.04 (0.03)	0.08** (0.03)
7	0.01 (0.03)	0.17*** (0.04)	0.12** (0.04)	-0.00 (0.03)	0.06+ (0.03)	0.08* (0.03)
8	0.01 (0.03)	0.18*** (0.04)	0.14*** (0.04)	-0.00 (0.03)	0.08** (0.03)	0.05 (0.03)
9	-0.02 (0.04)	0.12** (0.04)	0.15*** (0.04)	0.01 (0.03)	0.08** (0.03)	0.05 (0.03)
10	-0.03 (0.04)	0.10* (0.04)	0.14*** (0.04)	0.03 (0.03)	0.07** (0.03)	0.07* (0.04)
Intercept	0.33** (0.12)	0.23+ (0.14)	0.40*** (0.10)	0.23** (0.08)	0.24*** (0.07)	0.37*** (0.06)
σ_μ	0.29	0.30	0.32	0.24	0.21	0.24
σ_ϵ	0.31	0.32	0.31	0.29	0.27	0.28
ρ	0.47	0.48	0.52	0.41	0.39	0.43
N_{obs}	11,531	9,557	10,829	10,307	8,591	9,809
N_i	870	716	802	852	702	788
R^2						
<i>overall</i>	0.11	0.11	0.10	0.02	0.02	0.03
<i>within</i>	0.13	0.20	0.18	0.09	0.07	0.08
<i>between</i>	0.09	0.05	0.06	0.00	0.00	0.01

Note(s). *** $p < 0.001$, ** $p < 0.01$, * $p < 0.05$, + $p < 0.10$, robust standard errors in parentheses. Estimates are controlled for time-fixed effects (years), unemployment rate, regional area, educational attainment, and position in the household (incl. youngest child's age) interacted with gender.

Source. Statistics Netherlands (1999-2017).

S.5. Supplementary References

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