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Do Wage Subsidies Work in Boosting Economic Inclusion? Evidence on Effect Heterogeneity in Austria [*]

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Abstract

We construct two matching scenarios to estimate the long-term impact of targeted wage subsidies in Austria on the subsequent labour market integration of previously unemployed participants. Even if substantial dead-weight loss is taken into account, the treated experience a significant increase in employment in the seven years from program start and spend considerably less time in unemployment and out of the labour force than similar non-participants. The effect increases with age and with pre-treatment unemployment duration. It is particularly large for older workers and the long-term unemployed. Hence, wage subsidies are particularly effective in helping disadvantaged unemployed individuals back into employment. Cumulated earnings rise significantly for the treated as a result of their relative increase in employment. Participation in the program does, however, not exert a positive influence on the quality of jobs in terms of the average wage level.

Key Words: Program evaluation, targeted wage subsidies, propensity score matching
JEL-Codes: H2, H3, J3

1 Introduction

In line with the recommendations of international bodies such as the OECD (see, e.g., OECD 1994, 2006), developed countries are investing a considerable amount of financial resources on active labour market programs (ALMP) such as training schemes, employment subsidies, and public sector job creation. The OECD average share of total expenditure on these measures amounted to 0.7% of GDP in 2010[1], reflecting the prominent role they play in governments' efforts to help the unemployed back to work and to protect them from long-term labour market exclusion.

For an effective and cost-efficient targeting of resources, policy-makers need to know whether the implemented programs actually work and for whom. In this article, we evaluate the effects of the Austrian "Integration Subsidy", which is a disproportionately expensive labour market measure. It provides payments that cover a share of labour costs and are granted temporarily to employers who recruit from specific disadvantaged groups, namely the long-term unemployed and persons at risk of becoming long-term unemployed. Our interest is in the effects of participation in the wage subsidy scheme on the subsequent labour market integration of previously unemployed workers.

From a theoretical perspective, employers may be reluctant to hire unemployed individuals with major (re-)integration problems, because they are uncertain about the job applicants' work capacity or simply conclude from their previous labour market record that they are less productive. Wage subsidies may serve as a means to overcome this reluctance, by temporarily reducing labor costs and, thus, stimulating relative demand for the targeted individuals (Katz 1998). These payments may compensate an employer for a gap between the designated wage and the productivity of a worker, hence making hiring profitable, even if instruction costs are high. Moreover, they may serve as a screening device and give workers the opportunity to close a possible wedge over time by learning on-the-job directly in the regular labour market (Jaenichen – Stephan 2011). At the same time, wage subsidies could have negative stigmatisation and signalling effects, especially if they are narrowly targeted to specific – disadvantaged – groups of the population (see Calmfors 1994, Calmfors – Forslund – Hemström 2002, Hujer – Caliendo 2003). Thus, the expected effects of wage subsidies are theoretically not clear-cut.

Comparative empirical evidence suggests that private sector incentive schemes such as subsidised employment are among the most effective labour market policies to reintegrate the unemployed into the labour market. It points to the conclusion that a program's relative effectiveness rises with the similarity to a regular job in the competitive labour market (e.g., see Gerfin – Lechner 2002 for Switzerland, Carling – Richardson 2004 and Sianesi 2008 for Sweden, Dorsett 2006 for Great Britain, and Kluve 2010 for a cross-country meta-analysis). However, previous research on targeted wage subsidies has several limitations[2]: First, there is still a lack of research on long-term effects (more than three years), although previous research has shown that estimates are highly sensitive to the available time horizon for observing outcomes.[3] Second, present knowledge on policies' effect heterogeneity on the personal level is limited. A prevalent focus on the overall average impact is in contrast to recent findings which emphasise that returns from programs are likely to differ across subgroups of the population and thus vary by the extent to

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[1] See OECD Statistics on Labour; data extracted on 04 Feb 2013 from OECD.Stat.

[2] For an overview of the recent cross-country evidence see Table 20 in the Appendix.

[3] See Lechner – Miquel – Wunsch 2007 and Fitzenberger – Völter 2007 for East Germany, Lechner – Miquel – Wunsch 2011 and Fitzenberger – Osikominu – Völter 2006 for West Germany.

which they are targeted to disadvantaged groups.[4] Third, existing studies tend to concentrate on a small subset of possible outcomes, namely the probability of subsequent employment. Only few draw upon indicators that mirror the quality of employment in terms of income. ourth and foremost, micro-econometric evaluations typically focus on the direct effects of active labour market policies on the treated, disregarding possible unintended and detrimental indirect effects on non-participants (Kluve et al. 2010). It could be the case that wage subsidies lead to the hiring of subsidised instead of unsubsidised workers (substitution) and to employment gains in some firms at the expense of employment losses in others (displacement). Moreover, they may be associated with dead-weight loss. It is possible that part of the subsidised workers would have been recruited anyway without the incentive. In this case, the subsidy is merely a windfall gain to the employer and has no genuine effect. There are some attempts in the literature to fill this gap. However, quantifying wage subsidies' employment effects net of dead-weight loss remains to be a major challenge.

We extend the current knowledge on the heterogeneous effects of targeted wage subsidies, by identifying short-run (1 year), medium-run (3 years) and long-run effects (7 years) of the Austrian "Integration subsidy" on employment and earnings for a large number of target groups. In addition to assessing the overall causal impact of program participation for adult individuals aged 25-54 years, we examine the possible effect heterogeneity across the dimensions gender, age, education, nationality, disability status, and pre-treatment unemployment duration. Furthermore, we estimate treatment effects for females re-entering the labour market after a family-related career break. Hence, we show, whether the program works at all in enhancing the employment and earning prospects of the participants and, if so, for whom.

We construct two matching scenarios that allow estimating the upper and lower boundaries of net program effects in a situation where dead-weight loss cannot be observed or identified. In addition to comparing participants' outcomes with those of all previously unemployed non-participants in a first scenario, we compare in a second scenario the labour market trajectories of subsidised individuals with only those of workers who have simultaneously taken up non-subsidised employment. We argue that the first scenario applies to a hypothetical case where dead-weight effects have been completely avoided. The second scenario corresponds to a situation, in which all subsidies were granted for employment relationships that would have been established without this financial contribution. Our estimates reveal, if the subsidy has any impact on subsequent labour market outcomes, even if it does not induce an employment take-up. If participants and non-participants with a simultaneous employment take-up turn out to share similar work trajectories, the net program effect is within the range defined by the estimates of the two scenarios.

We find that program-participants spend considerably more time in employment and less time in unemployment or out of the labour force than similar non-participants in the seven years from program start, even if we take into account substantial dead-weight loss. All subgroups considered benefit from subsidised employment. However, the size of the effect varies substantially. It is particularly large for older workers and the long-term unemployed. Hence, wage subsidies are a particularly promising instrument to help disadvantaged unemployed individuals back into employment. Its beneficial impact on employment translates into higher cumulated wages, but participation in the program has no positive influence on the average wage level.

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[4]See Caliendo – Hujer – Thomsen 2008 for Germany, Månsson – Delander 2011 for Sweden, and Graversen – Jensen 2010 for Denmark.

2 Austrian labour market policy

2.1 Labour market performance

Austria provides an appealing set-up for policy evaluation, because the country features a steady increase in the expenditure on active labour market programs and one of the lowest unemployment rates in the OECD. It is a small, highly-developed industrial economy with just under 8.4 million inhabitants in 2010. Labour market institutions can be characterised by a highly centralised wage-bargaining structure and a traditionally high status of bipartite and tripartite social dialogue. OECD indicators point to a medium overall level of employment protection (Venn 2009), a high average tax burden on employment incomes (OECD 2011A), and a relatively generous (almost universal) unemployment benefit system (OECD 2011B). The welfare system is mainly based on social insurance of the Bismarckian type with a strong link between labour market participation and social protection. There is no statutory minimum wage provision in Austria. Instead, the minimum remuneration is set annually for each economic sector under collective agreements. In 2007, the "social partners" – employer, employee, and government representatives – entered into an agreement stating that sector-specific collective agreements are to set a minimum gross remuneration of € 1,000 a month, 14 times per year (Federal Ministry of Labour, Social Affairs and Consumer Protection 2011).

Compared with other developed countries, Austria's overall labour market performance is fairly strong.[5] Employment and labour force participation rates are among the highest in the OECD. The unemployment rate has, over the past ten years, exceeded the 5% mark only twice – in 2005 and in 2009. In 2010, it fell to 4,4%, which was one of the lowest levels across the OECD. In spite of this good overall performance, joblessness remains to be a major concern. The gap between a large, well-performing core of the labour force and a number of vulnerable groups is particularly pronounced (see OECD 2011C). A key challenge is to enhance the employment and earning opportunities of low-skilled individuals, the immigrant population, older people, and female workers with family responsibilities who are disproportionately affected by unemployment or economic inactivity. The "Integration subsidy" may be particularly helpful for these groups, as it is designed to give disadvantaged individuals a competitive advantage in the labour market.

2.2 Labour market policy

Austrian labour market policy has the objective to ensure a supply of workers for the economy as well as the employment of all the persons who are available to the Austrian labour market. Responsibility for its implementation has been assigned to the Public Employment Service (PES). This service agency under public law is charged with maintaining jobs, placing jobs and filling vacancies, while at the same time providing wage-compensation benefits to the unemployed. Hence, it implements both active and passive labour market policies in Austria.

2.2.1 Passive labour market policy

Passive labour market policy covers all measures and services that are designed to ensure people's subsistence during periods of unemployment. The employed in Austria, including those on non-standard contracts (quasi freelancers) are subject to compulsory health insurance. Only part-time workers with an income below the marginal earnings threshold (€ 366.3 per month in 2010), civil

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[5]See Table 9 in the Appendix.

servants and most self-employed persons are exempted from unemployment insurance. Since 2009, self-employed workers can opt for unemployment insurance under certain conditions. The insurance amount, which represents the major source of funding for the LMP budget, is 6% of the respective wage or salary (up to a certain ceiling), whereby employer and employee each pay half.

The most important benefits paid by the unemployment insurance scheme are the unemployment benefit *(Arbeitslosengeld)* and the unemployment assistance *(Notstandshilfe)*. Both compensate partially for the loss of earnings due to unemployment and are intended to bridge the gap between old and new job during job search. While the former is paid for a limited period of time, the latter is provided after the end of this period without any limit in time but contingent on need. To qualify for these benefits, individuals must be registered as unemployed and willing to work. Moreover, they must have previously been in insurance-covered employment for a specified minimum duration. For first-time claimants the required period is 52 weeks of insurance periods within the last 24 months, for repeat claimants 28 weeks within the last 12 months. Young persons under the age of 25 must have been in employment for 26 weeks within the last year. All applicants who fulfill these eligibility criteria are legally entitled to benefits.

The basic rate of the unemployment benefit is usually equal to 55% of previous net earnings, but with additional family supplements granted for the claimant's dependants the level can raise up to 80% (with an upper limit). In accordance with the principle of equivalence, no minimum benefit is guaranteed. For claimants with very low benefits the net replacement rate is however raised. In 2009, the average monthly unemployment benefit was € 818 – € 882 for men and € 718 for women (Federal Ministry of Labour, Social Affairs and Consumer Protection 2011A). The period for which benefit is paid is staggered according to age and the duration of previous employment and may vary from 20 weeks up to 52 weeks. After completion of a vocational rehabilitation from the statutory social insurance the duration of payment amounts to 78 weeks.

Once the entitlement to unemployment benefit is exhausted, unemployed workers can apply for unemployment assistance, which is paid for an unlimited time, but is means-tested on the income of a claimant's partner. The basic level of income support, which may be raised by family supplements, is 92% (in some cases 95%) of the basic amount of the unemployment benefit previously received in the first six months. After this period, certain limits may apply depending on the duration of previous unemployment benefit receipt. In 2009, the average monthly unemployment assistance level paid was € 611 (€ 666 for men, € 529 for women), which was about 25% lower than the average unemployment benefit (Federal Ministry of Labour, Social Affairs and Consumer Protection 2011A).

In 2010, a needs-based minimum benefit system *(Bedarfsorientierte Mindestsicherung)* was introduced in 7 of 9 federal provinces of Austria. This is a subsidiary safety net replacing the former system of social assistance, intended for persons in need, who are not entitled to cash benefits from the unemployment insurance scheme, or whose level of entitlement is too low. The minimum standards are based on the monthly net-equal supplement reference rate under the pension insurance scheme, which in 2010 amounted to € 744 for a single person (€ 1,116 for couples) and is paid unlimitedly until the end of the need 12 times per year (see Federal Ministry of Labour, Social Affairs and Consumer Protection 2011A, 2011B, 2011C; see also Hofer – Weber 2006).

2.2.2 Active labour market policy

While passive measures focus on income support during unemployment, active labour market policy attempts to improve the functioning of the labour market by means of targeted measures including counseling for jobseekers and enterprises, job placement as well as a broad range of active labour market programs designed to provide support in overcoming employment obstacles, promote retraining and upskilling in line with labour market needs, and to facilitate both (re-)entry into and the conservation of employment.

Three types of labour market promotion measures are distinguished in Austria, referred to as qualification, employment promotion, and support:

- Qualification measures range from (*i*) courses in establishments that are commissioned by the PES and cover active job search assistance, occupational orientation as well as education or training over (*ii*) financial support for costs related to courses on the private education market to (*iii*) subsidies to apprenticeships and company-based training for job-seekers, apprenticeship-seekers or employees at risk of losing their job.

- Employment promotion measures include wage subsidies for the hiring of individuals who are long-term unemployed or at risk of long-term exclusion and an in-work benefit scheme intended to encourage the take-up of low-paid jobs (combined salary model). Furthermore, they comprise socio-economic enterprises and employment projects in the non-profit sector that are designed to integrate hard-to-place unemployed persons into the labour market through the creation of near-market, fixed-term jobs, partly in combination with targeted skills training and socio-pedagogic support. A short-time working scheme (STW) had been hardly used before, but was modified and has been used widely in Austria starting from October 2008, in the wake of the financial and economic crisis. Within this scheme benefits are granted to workers in order to mitigate short-term fluctuations in employment and secure jobs through partial compensation of wages lost due to short-time working arrangements (for more details see Bock-Schappelwein – Mahringer – Rückert 2011).

- In addition to consultation, qualification and employment promotion, the Austrian PES offers various kinds of specific support such as special employment-market-related counseling for people with particular difficulties, child care subsidies, financial assistance for business start-ups and subsidies for the first employee of a sole proprietorship.

With regard to both implemented measures and funding, Austrian active labour market policy has been undergoing an enormous expansion since the 1990s. In 2010 – a year shaped by a continuingly difficult state of the employment market –, about 369,000 new clients or more than a third (36%) of all individuals affected by unemployment were supported in at least one way within the framework of Austrian active labour market promotion. The Austrian PES spent € 1,079 mio. for active labour market promotion in 2010, as can be seen from Table 1. Including "active" spending in the form of income support payments to participants in active measures funded from the unemployment insurance budget (€ 757 mio.), total spending added up to € 1,836 mio. At € 687 mio., qualification measures accounted for two thirds (64%) of the total expenditure and, thus, constitute the prime focus. € 306 mio. were spent on employment promotion. This corresponds to about 28% of the subsidies budget.

The "Integration subsidy", which is the most important employment promotion program and our object of interest, makes up only a rather small share of all investments in terms of the number of participants with 35,492 new clients in 2010. However, with € 117 mio. or roughly

11%, the instrument accounts for a considerable share of total expenditure (Arbeitsmarktservice Österreich 2011).

Table 1: Active labour market policy: participants and expenditure (in mio. EUR) by program type, 2010

	Number of participants	Expenditure	Share of total expenditure (in %)
Qualification	290,781	686.98	63.7
Employment	76,126	306.48	28.4
Support	80,611	85.5	7.9
Total	368,715	1,078.96	100

Source: Arbeitsmarktservice Österreich 2011. Notes: New clients correspond to individuals who are granted at least one subsidy in 2010. If a person participated in several program types, she is counted for each type, but for the total only once.

2.2.3 The wage subsidy scheme

The "Integration subsidy" is paid to employers for recruiting long-term unemployed individuals, or persons who normally receive unemployment insurance and are at risk of becoming long-term unemployed. Its objective is twofold: first, to (re-)integrate disadvantaged groups; and secondly, to create new employment.

The subsidy is on the establishment of a fully insurance-covered employment relationship which comprises at least 50% of the statutory or collectively agreed weekly hours, is adequately paid (according to either directly applicable or comparable collective agreements) and corresponds to the stipulations of labour and social law. It requires a counselling meeting between the PES and the prospective employer regarding the individual to be subsidised and the level and duration of subsidy, as well as a preceding PES-based counselling and assistance process involving the individual to be subsidised.

The subsidy may reach a level of up to 66.7% of the wage costs (monthly gross pay not including special bonus payments) and a lump sum of 50% for non-wage labour costs. During a probationary period of no more than 3 months (6 months for people with disabilities) the subsidy may cover 100% of the wage costs. It may be granted for the duration of the employment relationship, but for no more than two years. Only for individuals with disabilities program duration can be extended to three years. There is no follow-up period, during which employers are legally obliged to sustain the employment relationship. Financing comes from unemployment insurance funds (employers' and employees' contributions) and appropriations of the European Social Fund.

Both eligibility criteria and specific target groups are well defined in a PES program guideline.[6] Generally, all employers are eligible except for the PES, political parties, radical associations and the Federal Government. Individuals qualify for the subsidy, if they (1) are long-term unemployed (aged above 25 years and unemployed for more than one year, or aged under 25 years and unemployed for six months), (2) are unemployed and at least 45 years old or (3) are considered to be under acute threat of long-term unemployment (f.i. female returners[7], people with psychological, physical or mental disabilities, and job-seekers with poor or outdated labour market skills and a long unemployment record). In contrast to unemployment insurance benefits, there is no enforceable legal entitlement to the subsidy, just as with any other type of active labour market program.

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[6]This guideline (see Arbeitsmarktservice Österreich 2010) serves – together with § 34 of the Public Employment Service Act (AMSG) – as the legal foundation for the use of the "Integration subsidy".

[7]Female returners are defined as those returning to the labour market after an at least half-a-year-lasting, family-related career break or entering the labour market for the first time and having care responsibilities for a child under the age of 15.

Irrespective of repeated modification since its implementation in the 1990s, the PES guideline stipulates a targeted use of the wage subsidy scheme in favour of disadvantaged groups, namely older people (women aged 45 years and above, men aged 50 and above), the long-term unemployed, and persons who return to the labour market after a family-related career break. In recent years regulations have emphasised the aim to help raise the employment rate of women (see Arbeitsmarktservice Österreich 2010, and Federal Ministry of Labour, Social Affairs and Consumer Protection 2011C, 2012).

3 Evaluation approach

3.1 Identification strategy

We evaluate the causal effect of participation in the Austrian wage subsidy scheme on subsequent employment and earnings. Our parameter of interest is the average treatment effect on the treated (ATT).[8] The "fundamental problem of causal inference" (Holland 1986) arises from the fact that for each of the treated individuals only the actual labour market outcomes under the condition of treatment can be observed. Their outcomes in the hypothetical case of non-participation are counterfactual.

This evaluation problem can be formalised by denoting D_i a binary indicator variable that equals 1 in the case of treatment ($D_i = 1$) and 0 otherwise ($D_i = 0$). Each individual i has two potential outcomes: one in the case of participation (Y_{1i}) and one in the case of non-participation (Y_{0i}). With variable Y capturing subsequent labour market outcomes, the outcome for individual i can be written as

$$Y_i = Y_{1i} \cdot D_i + (1 - D_i) \cdot Y_{0i},$$

and the treatment effect is given by

$$\Delta_i = Y_{1i} - Y_{0i}.$$

Since for each individual only one of two possible outcomes can be observed, it is not possible to calculate the difference. Following the "potential outcomes framework", as it was shaped by Neyman (1923), Fisher (1935), and Rubin (1974, 1977, 1978, 1980), the counterfactual can be estimated by assessing the difference in mean outcomes between treated and non-treated individuals in the population. The ATT can be written as

$$ATT = E(\Delta|D = 1) = E(Y_1 - Y_0)|D = 1) = E(Y_1|D = 1) - E(Y_0|D = 1).$$

Whereas for the treated individuals the population average $E(Y_1|D = 1)$ can be estimated from available data, we estimate the unobservable $E(Y_0|D = 1)$ with the observable $E(Y_0|D = 0)$, using the non-participation outcomes of the non-participant population.

In the absence of an experimental setting, estimating the ATT by comparing the mean outcomes of participants and non-participants could lead to biased estimates, since assignment to treatment is potentially not random. We apply a semi-parametric two-stage propensity score matching approach (see, e.g., Heckman – Ichimura – Todd 1997, 1998, and Imbens 2004) to reduce potential selection bias and to estimate the missing counterfactual and the average causal

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[8]Following the "potential outcomes framework" of causality, which was shaped among others by Neyman (1923), Fisher (1935) and Rubin (1974, 1977, 1978, 1980) and is the current state-of-the-art in program evaluation (see, e.g., Heckman – LaLonde – Smith 1999, Imbens – Wooldridge 2009 or Heckman – Vytlacil 2007), the causal program effect corresponds to the difference between the actual labour market outcomes of the participants and the hypothetical outcomes they would have achieved, if they had not participated in the program.

effect of participation in the Austrian wage subsidy scheme. Thus, we mimic ex post an experiment by comparing the labour market outcomes of treated and non-treated individuals who are as similar as possible in terms of all observable characteristics that influence both participation and outcomes. The observed average non-treatment outcomes of the matched non-treated individuals are used for the estimation of the counterfactual non-treatment outcomes of the program participants, and the difference in outcomes between participants and non-participants after matching is interpreted as the causal effect of interest:

$$ATT = E(\Delta|X, D = 1) = E(Y_1|X, D = 1) - E(Y_0|X, D = 1) =$$
$$= E(Y_1|X, D = 1) - E(Y_0|X, D = 0).$$

Our matching approach relies on two identifying assumptions: (1) that, conditional on the propensity score, assignment to treatment and potential outcomes are independent (Conditional Independence Assumption, CIA), and (2) that there is sufficient overlap in the distribution of covariates between treatment and comparison group (common support condition). Rosenbaum – Rubin (1983) have shown that, if the CIA holds for a vector of observed covariates, it also holds for a balancing score that is a function of these covariates. Thus, it is sufficient to adjust for differences between participants and non-participants in a propensity score – the conditional probability of assignment to a particular treatment given a vector of observed covariates – to obtain unbiased estimates of average treatment effects.

In our empirical analysis, we apply propensity score matching to estimate treatment effects separately for various population groups. Its implementation consists of two steps: First, we choose a set of conditioning variables that are expected to influence jointly treatment assignment and outcomes and to cause an imbalance between treated and comparison groups ("confounders"). Based on this choice of covariates, we estimate the propensity score by way of a binary logistic regression model. Second, we use the obtained propensity score to match each program participant with one or more distinct non-participants in order to adjust for pre-treatment observable differences between the two groups and estimate average treatment effects in a fully nonparametric way by comparing, over the common support region, the outcomes between treated and matched non-treated individuals.

3.2   Data and sample choice

Our empirical analysis is based on two merged sources of administrative data. One is the Austrian social security database (ASSD) – a matched firm-worker dataset which is administered by the Main Association of Austrian Social Security Institutions and provides a full record of all labour market histories on a daily basis from 1972 onwards as well as information on earnings on a monthly basis, some demographic characteristics and attributes of employers. The second source is the Austrian unemployment register, from which we obtain extensive information on the socio-economic characteristics of all unemployed individuals registered at the Public Employment Service (PES), their participation in labour market programs, transfer payments receipt as well as PES counselling history.

With the representative and exceptionally rich data at hand, we are confident that both the common support assumption and the CIA are fulfilled:

First, since we observe the entire population of the unemployed in Austria rather than drawing from a random sample, there is a large reservoir of potential comparison individuals. Even for all the subsamples we consider, we achieve a sufficient overlap in the covariate distributions of

participants and non-participants to draw credible inferences. A large number of observations permit a precise estimation of treatment effects for the various strata of the population.

Second, the combination of the two data sources allows us to draw from an extraordinarily large set of potential covariates.[9] Apart from the timing of entry into unemployment (quarter and year of entry as well as elapsed unemployment duration since end of last job), we observe numerous socio-demographics such as gender, age, nationality, marital status, number and age of dependent children, education, disability status, and profession. From the ASSD, we obtain detailed individual employment, unemployment and non-participation histories over the five years prior to program entry as well as last monthly earnings and characteristics of the last employer (industry affiliation and firm size). Information on previous experiences with subsidised employment and other active labour market programs and details on the contact to the Public Employment Service (type of counselling, number of contacts and job offers received) comes from PES data. Furthermore, we integrate in our analysis regional characteristics. Dummies for the region and the region type (classified into metropolitan area, city, suburban, medium-sized town, intensive industrial region, intensive touristic region, extensive industrial region, touristic periphery and industrial periphery) are complemented by two indicators of the regional labour market conditions: the regional unemployment rate and the regional share of long-term unemployed in the year of program entry. Following the example of Sianesi (2008), we add the local "program rate" that equals the number of participants in the wage subsidy scheme as a proportion of all subsidised and non-subsidised unemployed individuals in the region. This variable reflects the local program capacity and is intended to capture unobserved local aspects that are potentially relevant both for program participation and individuals' labour market performance.

Provided that the general eligibility criteria are met, selection into program is ultimately determined by the discretion of the caseworker who decides on assignment in consultation with the potential participant and employer – under assessment of the local labour market conditions and the person's employment prospects, deficits and needs. Not only our choice of subsamples, but also our selection of covariates for the estimation of the propensity score is guided by both the definition of specific target groups in the program guideline and the aspects that are likely to be most relevant for the caseworker's decision. In order to ensure that they are unaffected by participation, all of the control variables are either fixed over time or measured before participation: at the time of actual or hypothetical program entry.

Individuals either submit an application for participation in a labour market program or they are directly assigned by the caseworker. The initiative may come from three agents: the unemployed worker, the caseworker or a firm. We cannot observe how frequent each of these variants occurs. Recent findings from an investigation of job search processes and the role of the PES indicate that often participation in ALMP is rather pushed by the caseworker than the result of strong personal commitment (see Eppel et al. 2012). However, it may be the case that the motivation of the unemployed has an influence on participation. Higher motivated workers are possibly more proactive in initiating assignment than less motivated ones. Unfortunately, the motivation of the unemployed is difficult to measure and cannot be directly observed in our data. But, as is standard in the evaluation literature, we can rely on the fact that unobserved factors such as motivation are likely to be correlated with past labour market experience (see Heckman et al. 1998). Personal motivation should not only be reflected in previous employment records, but has probably also influenced previous program participation as well as the contact

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[9]For a complete list see Annex Table 19 in the Appendix.

intensity to the PES. Thus, we are able to include in our estimation several variables that are likely to capture motivation. Even if we cannot rule out unobserved heterogeneity as a remaining source of bias, given the rich set of control variables used, we are confident that all confounders are observed and, hence, we recover valid causal estimates from matching.

Our total sample comprises all adult individuals aged 15-54 years who have been registered as unemployed within the time period from January 2003 to December 2006 (including those searching for an apprenticeship). People who are older than 54 years are excluded from the analysis to avoid interference with possible (early) retirement. Identification of the overall program effect is restricted to adults aged over 24 years, the reason being that for younger persons we cannot be sure to observe enough information on their skills, abilities, and motivation. Neither do the available data provide details on their school achievements, nor is it possible to infer the required information from sufficiently long labour market histories. Only when exploiting the effect heterogeneity of different age groups, we separately recover treatment effects for individuals aged between 15 and 24 years. These results should be interpreted with caution.

We exclude people from the analysis who participated in some type of labour market program within the last six months preceding program start as well as individuals with a recruitment promise at the time of program entry. A sequence of two or more subsidy cases we summarise into a single program episode, if the time distance between them was not longer than a month. Furthermore, we restrict the treatment sample to episodes with a duration of more than a month (31 days). This is because shorter episodes, often consisting of a probationary period only, can be regarded as a different policy instrument. Our final data set has 5,129,624 observations, of which 37,763 are treatment (0.7%) and 5,091,861 are comparison observations (99.3%).

Table 2 presents some descriptive sample characteristics by treatment status, measured at program start.[10] It shows that females are over-represented in the treatment group. Whereas their share of all non-treatment observations amounts to 41.7% only, they account for slightly more than half (50.8%) of all program episodes considered. Consequently, the share of treated is higher among women (0.9%) compared to the one of men (0.6%). The median age at (hypothetical) program entry (in our sample of 15-to-54-year-olds) is by four years higher for the treated (39 years) than for the non-treated (35 years). In line with the official program guideline, the share of treated is clearly highest among individuals aged 45 years and over (1.3%). Individuals with compulsory schooling or apprenticeship as their highest educational attainment account for more than three-fourths of all program cases, but this is not because of a disproportionately high program rate but due to their high share among the unemployed. People with disabilities (1.4%) as well as individuals returning to the labour market after a family-related career break (1.5%) – primarily women – report a program rate which is clearly above the total average. The highest program rate, i.e. share of the treated among the respective subgroup, is observed for the long-term unemployed, here defined as those with more than 180 days of unemployment in the last year before program entry. It amounts to 1.6%. Thus, the figures document a strong target group orientation as it is stipulated by the official program guideline.

Summary statistics point to a "negative" selection of individuals with inferior labour market positions into the wage subsidy scheme. The median fraction of employment over the last two years preceding program entry amounts to one third (32.7%) in the treatment group, but is more than a half (58.3%) in the comparison group. The treated spent 40.1% of the time in unemployment, whereas for the non-treated the fraction was only 22.2%. As a further indication for negative selection, the median last monthly earnings were considerably lower for the treatment

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[10]For detailed statistics see Table 10 in the Appendix.

Table 2: Descriptive sample characteristics

	Treated		Controls		Share of treated (%)
	No.	Share (%)	No.	Share (%)	
Total	37,763	100.0	5,091,861	100.0	0.74
Male	18,596	49.2	2,968,322	58.3	0.62
Female	19,167	50.8	2,123,539	41.7	0.89
Age 15-24	6,673	17.7	1,004,918	19.7	0.66
Age 25-44	16,894	44.7	2,999,438	58.9	0.56
Age 45-54	14,196	37.6	1,087,505	21.4	1.29
Education: No formal education	1,292	3.4	228,214	4.5	0.56
Education: Compulsory school	14,119	37.4	2,036,510	40.0	0.69
Education: Apprenticeship	14,938	39.6	1,923,228	37.8	0.77
Education: Intermediate vocational school	2,810	7.4	282,448	5.5	0.99
Education: Higher academ. or voc. school	3,215	8.5	407,367	8.0	0.78
Education: Academic	1,293	3.4	178,499	3.5	0.72
Education: Missing	96	0.3	35,595	0.7	0.27
Foreign nationality	3,834	10.2	939,365	18.4	0.41
Disabled	6,192	16.4	443,471	8.7	1.38
Returning after family-related career break	3,014	8.0	203,004	4.0	1.46
Long-term unemployed	17,602	46.6	1,073,068	21.1	1.61

Sources: ASSD and PES data. Notes: The table includes the number and share of specific subgroups among all treated and non-treated respectively as well as the share of the treated among the respective subgroup. Long-term unemployed: more than 180 days of unemployment within the last year before program entry.

group (€ 1,444) than for the comparison group (€ 1,552).

As regards program design, the median duration was approximately 4 months (121 days) in the sample. It was a little bit longer for women (122 days) than for men (115). Women also exhibited a higher median percentage share of the wage costs covered (44% compared to 35%; total average 40%). The absolute level of the subsidy was higher for men – with a total of € 3,276 or an amount of € 26 per day compared to a total of € 2,645 or an amount of € 20 per day for women (total average € 2,990 or € 23 per day). This gender difference in the program level reflects the fact that women's wages are, on average, lower than those of men.

We present the overall average effect of participation in the wage subsidy scheme first and then discuss effect heterogeneity on the personal level. Separate estimates are provided for men and women, three different age groups (15-24, 25-44 and 45-54 years), and three levels of highest completed education (low: at most compulsory education; medium: apprenticeships or intermediate technical and vocational schools; high: upper cycle of academic secondary school, higher technical and vocational colleges, university, "Fachhochschule" or post-secondary college). We distinguish between Austrian nationals and non-nationals, a significant share of whom are citizens of former Yugoslavia or Turkey. Furthermore, we group unemployed workers according to their elapsed time in unemployment before program entry ($\leq$90 days, 90-180 days, 180-366 days, >366 days) and estimate the program effect for people with disabilities (according to the legal basis or the classification of the PES) and for women who return to the labour market after a family-related career break.

3.3 The counterfactuals of interest

We identify program effects for episodes starting in the time period between 2003 and 2006. Treatment and comparison groups are defined on a quarterly basis: Unemployed individuals who take up subsidised employment during a specific analysed quarter are considered to be the treated, those who do not represent the non-treated. The average treatment effect is measured from program entry until December 31st of 2010 – the end of the observation period. Previous labour market history is measured from program entry onwards. To each non-participant we assign a hypothetical starting date, which is located in the middle of a person's unemployment spell in a quarter. While the exact location of the observation period varies depending on the date

of (actual or hypothetical) program entry, treatment and comparison group are followed for the same length of time before and after this event. We choose this "moving classification window" to capture seasonal effects and to assure the similarity of the macro-economic conditions during program participation. Treatment is defined in terms of joining the program, not in completing it.

The analysis is restricted to individuals without participation in any program in the six months prior to treatment start. At the same, however, no such restriction is imposed for the follow-up period. Programs are ongoing and any unemployed individual who has not participated yet may potentially participate later on. However, defining the non-participants as those individuals who are observed never to enter the program would amount to conditioning on their future outcomes (Sianesi 2004, 2008). We encounter this idea by estimating the effect of joining the wage subsidy scheme during the observed quarter relative to not joining it within this short period of time or joining at a later date.

Any evaluation of wage subsidies is confronted with the challenge of possible dead-weight effects. The fact that they are targeted to disadvantaged individuals may imply that windfall gains are not the dominant case, because it seems rather unlikely that firms tend to decide in favour of hard-to-place workers instead of other types of unemployed individuals. At the same time it seems reasonable to assume that some of the firms do receive a subsidy for the hiring of a person they would have also recruited in the absence of this financial contribution. The total number of subsidies is likely to be a mixture of those which actually induced the hiring of a worker and those that were just a windfall gain to the employer, but the relative weight of these two alternatives is not observed.

Against this background, we estimate program effects under two different scenarios[11]:

1. the number of cumulated days spent in regular dependent employment, whereby employment includes apprenticeships and is restricted to earnings above the marginal earnings threshold,

2. the number of cumulated days spent in regular unsubsidised dependent employment, whereby subsidised employment contains wage subsidies, subsidies for apprenticeships, non-profit employment projects and socio-economic enterprises,

3. the number of days spent in registered unemployment, which is defined in a broad manner and includes participation in skills training for job-seekers,

4. cumulated earnings from dependent employment (maximum set at € 60,000 per year), and

5. average monthly earnings during times of dependent employment (maximum at € 5,000 per month).

Under the plausible assumption that unemployed individuals who find a job have, on average, a more favourable subsequent career, we argue that the estimates of the two scenarios constitute the upper and lower boundaries of the program impact net of dead-weight loss.

3.4 Outcome measures

In contrast to other studies that evaluate program effects at an arbitrary point of time, we measure outcomes in one-year intervals starting from program entry and choose a follow-up

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[11]For a similar approach see Jaenichen – Stephan 2011.

period of 7 years in order to capture the dynamic of the labour market and the sustainability of effects. The trajectories of the treated and the non-treated individuals are followed from program entry in 2003-2006 onwards. A consequence is that treatment and outcomes coincide: When considering the time spent in overall employment, the period of subsidised employment is viewed as part of the labour market success. This is why we additionally consider the time spent in unsubsidised employment only. In this case, "lock-in effects" (Van Ours 2004) come into play: As long as individuals are in subsidised employment, they lack the time and opportunity or at least have less incentive to search for and participate in unsubsidised employment. Given that these effects depend on program duration and disappear over time, this problem is mitigated by our choice of an extraordinarily long follow-up-period.

The objective of Austrian labour market policy is not only to bring unemployed people back into employment as quickly as possible, but also to integrate them as sustainably as possible and to achieve an income and qualification level that is as high as possible. Accordingly, we try to capture the stability of employment by comparing times in employment and unemployment over the entire observation period of seven years. In addition, we assess the program's effectiveness by means of several income indicators which all rely on the observed assessment basis for social security contributions up to the maximum under social insurance law, including extra payments. We compare:

1. the number of cumulated days spent in regular dependent employment, whereby employment includes apprenticeships and is restricted to earnings above the marginal earnings threshold,

2. the number of cumulated days spent in regular unsubsidised dependent employment, whereby subsidised employment contains wage subsidies, subsidies for apprenticeships, non-profit employment projects and socio-economic enterprises,

3. the number of days spent in registered unemployment, which is defined in a broad manner and includes participation in skills training for job-seekers,

4. cumulated earnings from dependent employment (maximum set at €60,000 per year), and

5. average monthly earnings during times of dependent employment (maximum at €5,000 per month).

What needs to be taken into consideration is that both size and structure of our sample are substantially affected when assessing wage subsidies' effects on average monthly earnings in employment. We consider only individuals with some earnings income recorded in the data. Hence, we exclude from the analysis individuals with a high incidence of non-employment.

3.5 Estimation method

Binary logistic regression models are used to estimate the propensity score of receiving treatment. Our model specification is guided by the available empirical evidence and the program-eligibility criteria as defined by the official program guideline. At the same time, while aiming to capture all confounders, we strive to avoid including variables that have no influence on participation but cause a common support problem or increase the variance of the estimates. The optimal specification differs slightly by subgroup. Even if the aim is not to maximise the "hit-rate", but to balance the covariates between treatment and comparison group, a proportion of at least 65.5%

and most often more than 80% correct predictions of treatment status in all subgroups (see Annex Tables 14 and 15 in the Appendix) points to an accurate specification of the models.[12]

Once they are estimated, propensity scores are used to match the treated with comparison individuals who share similar likelihoods of being assigned to treatment. In order to achieve an optimal balance of covariates and to examine the sensitivity of results with respect to different estimation methods, we test a whole range of matching schemes – four types of matching algorithms with several matching specifications.[13] These include Single and K-Nearest-neighbour matching (with 4, 10 and 20 neighbours respectively, with and without replacement, with and without imposition of common support at the boundaries, with and without a caliper of different size, with and without trimming), Kernel matching of two types (Epanechnikov kernel and Normal Kernel) and with two different bandwidths (0.01 and 0.05) as well as Mahalanobis metric distance matching with and without using the propensity score as an additional matching covariate.

In contrast to Kernel-based and Mahalanobis metric distance matching, full balance of the covariates is achieved with all variants of Nearest-neighbour matching. The results are not sensitive to the particular choice of specification. However, allowing for the use of more than one neighbour (oversampling) results in the best matching quality, as can be observed from the covariate balancing indicators (for scenario 1) depicted in Table 13 of the Appendix. We decide for 10-to-1 nearest-neighbour matching within caliper. Thus, each treated is matched with up to ten members of the comparison group. Following a suggestion of Rosenbaum – Rubin (1985), we choose a caliper size that is a quarter of the standard deviation of the propensity scores. This tolerance level on the maximum propensity score distance is intended to avoid bad matches and to keep bias low. At the same time, it is not very restrictive in the sense that it leads to the loss of only a negligible share of observations. As can be seen from Table 3 and Appendix Tables 14 and 15, the loss to common support (enforced by the imposition of a caliper) is in most cases well below 1% and never exceeds a share of 5.3% of all observations. Comparison individuals typically have lower propensity scores than the treated. However, there is a sufficient overlap in the covariate distributions between participants and non-participants after matching in all subsamples considered.

Several types of after-matching balancing tests confirm that the chosen propensity score matching procedure balances the distribution of covariates very well. As a first indicator to assess the distance in marginal distributions of the covariates, we use the standardised bias suggested by Rosenbaum – Rubin (1985). This measure is defined as the difference of the sample means in the treated and matched comparison subsamples as a percentage of the square root of the average of sample variances in both groups. Depending on the scenario and the respective subgroup, the mean standardised bias lies between 5.5% and 19.5% before matching and decreases to a range of 0.4% to 2.6% after matching. T-tests for equality of means in the treated and non-treated groups generally reveal no significant differences in single covariates remaining after matching. In the case of very few variables for which the balancing property is not perfectly satisfied, the bias is substantially reduced. Sianesi (2004) recommends as an additional balancing test to re-estimate the propensity score on the matched samples and to compare the Pseudo-R^2 before and after matching. This measure is always very low after matching, which points again to a successful balancing of the covariates. As a last balancing check we perform likelihood-ratio tests of the

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[12]Observations are classified as "1", if the estimated propensity score is equal to or larger than the sample proportion of the treated in case of the treated and lower in case of the non-treated.

[13]For this purpose we use the Stata package psmatch2 (Leuven – Sianesi 2003).

joint insignificance of all regressors in the logit model before and after matching. The results are very clear-clut as well, suggesting a joint influence before and no joint influence after matching. Hence, several tests indicate that no systematic differences in observed covariates remain after matching and therefore average treatment effects can be calculated by a simple comparison of mean outcomes.

We present average treatment effects for the total sample aged 25 to 54 years first and examine effect heterogeneity thereafter. As regards the computation of standard errors of the treatment effect estimates, there is yet no standardised procedure. In practice, bootstrapping is the common solution to adjust for additional sources of variability introduced by the matching procedure. Imbens (2004) and Abadie – Imbens (2008) have raised doubt as to the general validity of this method for Nearest-neighbour matching. However, we stick to this method, since it yields similar variances of the estimated treatment effects and our results should therefore be on the safe side.

Table 3: Covariate balancing indicators by scenario, 2003-2006

Year[1]	No. Treated	No. Non-treated	Share of treated (%)	% lost to cs[2]	Hit-Rate[3]	Logit Pseudo-R², before[4]	Logit Pseudo-R², after[5]	P>χ², after[6]	Median bias, before[7]	Median bias, after[8]
Scenario 1										
Women										
2003	4,155	406,198	1.0	0.3	72.9	0.141	0.002	1.000	7.1	0.6
2004	3,216	416,852	0.8	0.8	74.3	0.164	0.002	1.000	7.8	0.6
2005	3,702	424,911	0.9	0.3	75.5	0.191	0.002	1.000	7.6	0.7
2006	4,698	413,018	1.1	0.2	74.2	0.171	0.001	1.000	7.2	0.5
Men										
2003	3,512	590,078	0.6	0.3	76.5	0.171	0.002	1.000	8.1	0.8
2004	3,432	588,810	0.6	0.4	76.8	0.183	0.002	1.000	8.4	0.8
2005	3,507	589,646	0.6	0.2	77.1	0.189	0.002	1.000	7.6	0.8
2006	4,426	580,505	0.8	0.1	74.8	0.153	0.002	1.000	8.4	0.8
Scenario 2										
Women										
2003	4,077	112,250	3.5	0.0	79.7	0.286	0.004	1.000	11.6	1.1
2004	3,179	111,231	2.8	0.1	80.1	0.291	0.004	1.000	12.1	1.0
2005	3,623	113,599	3.1	0.3	81.2	0.314	0.004	1.000	12.7	1.2
2006	4,607	118,557	3.7	0.2	81.2	0.322	0.003	1.000	12.3	1.1
Men										
2003	3,439	208,760	1.6	0.1	83.7	0.320	0.004	1.000	15.9	0.9
2004	3,372	200,904	1.7	0.2	84.0	0.336	0.004	1.000	14.8	1.0
2005	3,449	199,307	1.7	0.1	84.3	0.333	0.004	1.000	14.3	0.9
2006	4,350	218,630	2.0	0.1	83.2	0.300	0.005	0.990	13.3	1.1

Sources: ASSD and PES data. Notes: Scenario 1: Effects of program participation vs. non-participation. Scenario 2: Effects of program participation vs. non-participation, conditional on an employment take-up. 1: Year of program start. 2: Share of the treated falling outside the common support. 3: Proportion of observations with correct prediction of the treatment status in the logit regression. Predictions are classified as correct if the estimated propensity score for an observation is equal to or larger than the sample proportion of the treated in case of the treated and lower in case of the non-treated. 4: Pseudo-R² from logit estimation of the propensity score. 5: Pseudo R² from the same logit estimation on the matched samples. 6: P-value of the likelihood-ratio test of the joint significance of all regressors after matching. 7: Median absolute standardised bias before matching. Following the formulae of Rosenbaum and Rubin (1985), for a given covariate, the standardised bias before matching is the difference of the sample means in the full treated and non-treated subsamples as a percentage of the square root of the average of the sample variances in the full treated and non-treated groups. The median absolute standardised bias corresponds to the median taken over all regressors. 8: Median absolute standardised bias after matching.

17

4 Empirical results

4.1 Selection into the program

Table 4 presents selected estimates from the final logistic regression model for the overall sample aged 25 to 54 years and scenario 1. Clearly, they affirm a strong target orientation on unemployed individuals with specific reintegration obstacles. Both age and pre-treatment unemployment duration are associated with an increasing risk of participating in the wage subsidy scheme. The odds of participation are more than 50% higher for individuals with an elapsed unemployment duration between three and six months compared to the short-term unemployed and are up to 2.8 times greater for those with an even longer unemployment spell. Furthermore, being disabled and – in the case of women – returning to the labour market after a family-related break increases the odds of receiving treatment significantly. Hence, wage subsidies are actually allocated to those unemployed individuals for whom they are intended according to the PES guideline.

Apart from these special target groups, the estimation results reveal that Austrian nationals are clearly more likely to participate than foreigners whose share is presumably higher in other active labour market measures such as courses. A lower qualification is not necessarily associated with a higher risk of receiving treatment. Significantly higher odds are reported for individuals with apprenticeships as their highest education attained than for those with compulsory school or less. The treatment probability increases with the contact intensity to the Public Employment Service as measured by the number of contacts and the number of placement offers received in the last six months before (hypothetical) program entry. Obviously, wage subsidies complement rather than substitute the counselling and placement activities of the PES and are granted to the benefit of job-seekers for whom the standard support is assessed to be not sufficient. The estimates further reveal a considerable regional variation in participation probabilities (see Annex Table 11 for full details).

4.2 Treatment effects

4.2.1 Overall effect

Figure 1 displays program effects for participants in the wage subsidy scheme compared to all (matched) previously unemployed individuals (scenario 1, on the left) and to unemployed individuals with a simultaneous unsubsidised employment take-up (scenario 2, on the right) (see Tables 16 and 17 in the Appendix for all results in detail). They are computed yearly as differences in absolute terms. Results do not vary strongly by the year considered. We therefore present the means of the estimates for the years from 2003 to 2006, which are all statistically significant at the 5% level. The graphs show a clear and consistent picture: Participation in the wage subsidy scheme significantly increases the labour market integration of the unemployed according to scenario 1 that assumes zero dead-weight effects. Compared to all previously unemployed non-participants, subsidised individuals spend considerably more time in employment and less time in unemployment.

Even when taking into account "lock-in"-effects, a significant positive employment effect becomes visible one year after program start already. At this point of time, subsidised men have cumulated 23 days more and women have cumulated 42 days more of unsubsidised employment compared to their respective counterparts. The difference between participants and non-participants steadily increases in absolute terms with the length of the observation period. 3 years after program start it adds up to 149 days for men and 195 days for women. In the long-

Table 4: Selected propensity score estimates for total population aged 25-54 years, scenario 1, 2003-2006

	Women				Men			
	2003	2004	2005	2006	2003	2004	2005	2006
Age at program entry	1.072***	1.056***	1.047***	1.043***	1.079***	1.071***	1.067***	1.050***
	(27.065)	(18.687)	(16.740)	(16.894)	(31.131)	(27.760)	(26.633)	(23.229)
Foreign citizenship	0.646***	0.599***	0.791***	0.739***	0.580***	0.679***	0.755***	0.841***
	(-6.614)	(-6.644)	(-3.548)	(-5.149)	(-9.094)	(-6.455)	(-4.971)	(-3.667)
Disabled according to law or PES	1.273***	1.096	1.172***	1.213***	1.264***	1.371***	1.204***	1.318***
	(4.743)	(1.535)	(2.827)	(4.018)	(4.909)	(6.655)	(3.895)	(6.617)
Education (ref.: apprenticeship/missing)								
Low education	0.888***	0.810***	0.765***	0.764***	0.816***	0.784***	0.852***	0.921**
	(-2.943)	(-4.559)	(-6.139)	(-6.990)	(-4.967)	(-5.890)	(-3.917)	(-2.301)
Medium education	1.081	0.959	0.934	0.939	1.135	0.989	1.039	1.012
	(1.361)	(-0.623)	(-1.089)	(-1.134)	(1.273)	(-0.108)	(0.368)	(0.123)
Higher education	1.069	0.945	0.929	0.898*	0.934	0.829**	0.932	0.839**
	(1.039)	(-0.788)	(-1.103)	(-1.838)	(-0.860)	(-2.333)	(-0.878)	(-2.329)
Academic education	1.037	0.966	0.791**	0.846**	1.050	0.804*	0.966	0.609***
	(0.382)	(-0.344)	(-2.399)	(-2.050)	(0.438)	(-1.910)	(-0.319)	(-4.184)
Female returners	1.896***	1.452***	1.399***	1.216***	1.815*	1.125	1.508	1.326
	(11.484)	(6.133)	(6.109)	(4.436)	(1.700)	(0.312)	(1.268)	(1.025)
Number of PES-contacts in last 6 months	1.085***	1.068***	1.068***	1.064***	1.103***	1.088***	1.071***	1.108***
	(10.867)	(7.467)	(7.995)	(8.717)	(12.844)	(10.411)	(8.505)	(14.643)
Number of PES job-offers in last 6 months	1.025***	1.030***	1.021***	1.036***	1.022***	1.017***	1.018***	1.014***
	(5.599)	(5.657)	(4.380)	(8.961)	(4.620)	(3.266)	(3.956)	(4.242)
Unemployment until program entry (ref.: $\leq$90 days)								
91-180 days	1.843***	1.792***	1.653***	1.530***	1.921***	1.617***	1.648***	1.512***
	(11.975)	(9.410)	(8.283)	(8.212)	(12.116)	(8.500)	(8.958)	(8.727)
181-366 days	2.413***	2.293***	2.295***	1.693***	2.777***	2.002***	2.078***	1.833***
	(15.652)	(12.651)	(13.397)	(9.646)	(17.330)	(11.448)	(12.327)	(11.953)
>366 days	2.029***	2.067***	1.957***	1.210***	2.395***	2.005***	1.637***	1.376***
	(11.104)	(9.938)	(9.809)	(3.404)	(12.414)	(10.030)	(7.169)	(5.396)
Observations	410,367	420,093	428,623	417,725	593,599	592,256	593,161	584,937
Pseudo R-squared	0.141	0.164	0.191	0.171	0.171	0.183	0.189	0.153

Sources: ASSD and PES data. Notes: Binary logistic regressions with estimates displayed as odds ratios. Constant included. z-statistics in parentheses: *** p<0.01, ** p<0.05, * p<0.1.

term perspective of seven years, treated men gain almost a year of unsubsidised employment (353 days), women even more than a year (414 days) from participating in the wage subsidy scheme. Measured in relative terms, i.e. by the average treatment effect on the treated (ATT) in absolute terms as percentage of the outcome for the matched non-treated (see Table 5), treated men have spent 38.5% and treated women 41.6% more in unsubsidised employment compared to their matched non-treated counterparts in the seven years from program start. In terms of overall – subsidised and non-subsidised – dependent employment, the positive treatment effect is naturally larger. It amounts to 537 days or 55.8% for men and 590 days or 57.0% for women after seven years.

The time spent in unemployment decreases as a result of program participation by 275 days or 29.9% for men and 255 days or 33.5% for women. In other words, our estimates suggest that participants would have spent about a third more in unemployment had they not participated in the wage subsidy scheme. Given that the reduction of unemployment covers only 51.2% (men) or 43.2% (women) of the participants' employment gains, participation does not only decrease the time spent in unemployment, but evidently also stimulates labour supply to a major extent.

Estimates of the treatment effect cannot be compared in a strict sense, since characteristics differ for each group considered. However, our analysis suggests that there are effect premia for women. Unemployment is reduced to a larger extent for men only in absolute terms. In relative terms, the effect is always larger for women for all outcome variables. A finding that holds true for both sexes is that the difference in labour market outcomes between participants and matched non-participants increases over time in absolute terms, whereas in relative terms the effect fades with the time elapsed since program participation, once the influence of initial "lock-in"-effects has receded.

Figure 1: Estimated ATT for the overall population aged 25 to 54 years by scenario, ∅ 2003-2006
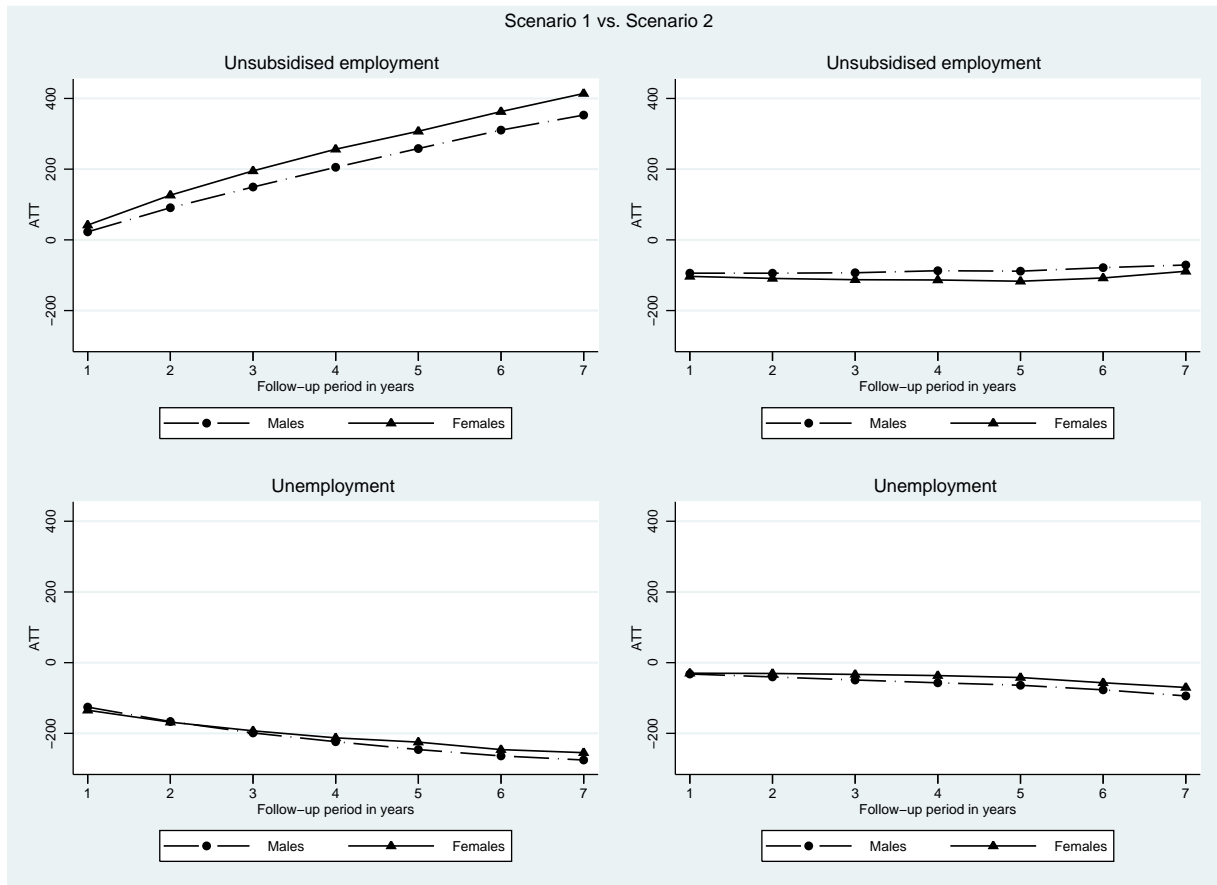
Data sources: ASSD and PES data. Note: Effects of program participation vs. non-participation (scenario 1). Results based on 10x1 Nearest neighbour propensity score matching. Abscissa: Years after program start; ordinate: difference in respective outcome.

Table 5 illustrates that the differences between the treated and the non-treated are considerably larger after matching than before. Without controlling for compositional effects, male program participants spend even less time in unsubsidised employment in the follow-up period than their non-participating counterparts. This reflects the "negative" selection of persons with inferior labour market chances into the program.

Table 5: Estimated ATT in terms of employment for total sample aged 25-54 years, scenario 1, 2003-2006

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
Men																	
Days in unsubsidised dependent employment																	
2003	Before	127	164	-37*** (2.23)	-22.7	526	538	-11* (6.49)	-2.1	920	926	-6 (10.80)	-0.7	1,268	1,290	-23* (15.11)	-1.7
	After	127	107	20*** (1.88)	18.8	527	378	149*** (6.35)	39.4	922	662	260*** (10.87)	39.3	1,270	917	353*** (15.40)	38.5
2004	Before	126	159	-34*** (2.26)	-21.6	522	533	-12* (6.58)	-2.3	913	917	-8 (10.94)	-0.9				
	After	125	101	25*** (1.90)	24.7	520	366	155*** (6.50)	42.4	910	645	265*** (11.10)	41.1				
2005	Before	122	161	-40*** (2.23)	-25.1	517	550	-36*** (6.54)	-6.6	883	924	-46*** (10.82)	-4.9				
	After	121	100	21*** (1.91)	21.0	517	374	143*** (6.57)	38.2	882	632	250*** (11.07)	39.6				
2006	Before	137	172	-35*** (2.02)	-20.4	549	566	-18*** (5.85)	-3.3								
	After	138	112	25*** (1.66)	22.4	550	399	151*** (5.53)	37.9								
Days in total dependent employment																	
2003	Before	281	166	114*** (2.22)	68.5	719	547	171*** (6.42)	31.2	1,136	941	193*** (10.70)	20.5	1,497	1,310	186*** (14.99)	14.2
	After	281	115	165*** (1.86)	143.5	720	403	316*** (6.17)	78.5	1,137	699	438*** (10.65)	62.7	1,499	962	537*** (15.15)	55.8
2004	Before	278	162	115*** (2.25)	70.9	714	543	169*** (6.51)	31.1	1,125	933	188*** (10.84)	20.2				
	After	278	109	168*** (1.88)	153.8	713	393	320*** (6.32)	81.4	1,122	683	439*** (10.90)	64.3				
2005	Before	269	164	103*** (2.21)	63.1	711	561	147*** (6.47)	26.3	1,097	939	152*** (10.73)	16.2				
	After	268	109	159*** (1.96)	146.3	710	398	312*** (6.35)	78.5	1,095	666	429*** (10.91)	64.5				
2006	Before	274	174	99*** (2.00)	56.6	716	574	140*** (5.80)	24.4								
	After	274	120	154*** (1.69)	128.6	717	420	298*** (5.46)	71.0								
Days in unemployment																	
2003	Before	73	155	-82*** (2.01)	-53.1	287	377	-90*** (5.23)	-23.9	466	553	-88*** (8.14)	-15.9	645	725	-80*** (10.90)	-11.1
	After	73	201	-128*** (1.72)	-63.7	287	485	-198*** (5.33)	-40.8	466	710	-244*** (8.57)	-34.4	646	921	-275*** (11.80)	-29.9
2004	Before	75	159	-83*** (2.04)	-52.1	297	379	-81*** (5.33)	-21.4	486	559	-71*** (8.29)	-12.8				
	After	76	208	-132*** (1.76)	-63.4	299	502	-203*** (5.53)	-40.5	489	741	-253*** (8.89)	-34.1				
2005	Before	83	156	-73*** (1.99)	-46.7	290	360	-69*** (5.17)	-19.2	506	551	-44*** (8.12)	-7.9				
	After	83	205	-122*** (1.83)	-59.5	291	492	-201*** (5.47)	-40.8	508	749	-241*** (9.04)	-32.2				
2006	Before	77	145	-68*** (1.77)	-46.7	288	347	-58*** (4.57)	-16.8								
	After	77	198	-121*** (1.56)	-61.1	289	482	-193*** (4.64)	-40.1								
Women																	
Days in unsubsidised dependent employment																	
2003	Before	141	134	6** (2.06)	4.5	590	472	116*** (6.10)	24.7	1,019	823	192*** (10.05)	23.4	1,410	1,171	235*** (13.95)	20.0
	After	140	102	38*** (1.75)	37.1	590	391	199*** (5.83)	50.8	1,018	698	320*** (9.96)	45.9	1,409	995	414*** (14.07)	41.6
2004	Before	144	128	15*** (2.33)	11.4	589	463	123*** (6.89)	26.6	1,021	818	199*** (11.32)	24.3				
	After	143	103	41*** (2.02)	39.4	588	395	193*** (6.78)	48.9	1,020	709	310*** (11.38)	43.7				
2005	Before	141	127	12*** (2.18)	9.6	588	470	112*** (6.44)	23.8	1,012	824	179*** (10.58)	21.7				
	After	141	106	35*** (1.95)	33.2	588	406	182*** (6.40)	45.0	1,012	720	292*** (10.80)	40.5				
2006	Before	153	132	19*** (1.94)	14.2	610	482	121*** (5.72)	25.0								
	After	153	100	53*** (1.70)	53.6	610	404	207*** (5.60)	51.2								
Days in total dependent employment																	
2003	Before	301	138	163*** (2.06)	118.3	779	484	293*** (6.07)	60.6	1,225	841	380*** (10.01)	45.2	1,626	1,194	427*** (13.90)	35.7
	After	301	112	189*** (1.61)	169.1	779	415	363*** (5.62)	87.5	1,224	731	493*** (9.71)	67.4	1,625	1,035	590*** (13.84)	57.0
2004	Before	304	132	171*** (2.32)	129.1	780	477	301*** (6.85)	63.1	1,225	838	383*** (11.28)	45.7				
	After	304	112	192*** (1.85)	171.6	779	419	360*** (6.50)	85.7	1,224	744	480*** (11.14)	64.6				
2005	Before	296	132	163*** (2.17)	123.8	773	484	283*** (6.40)	58.4	1,213	845	359*** (10.53)	42.6				
	After	296	115	181*** (1.82)	157.6	773	430	343*** (6.15)	79.8	1,213	755	458*** (10.56)	60.7				
2006	Before	294	137	155*** (1.94)	113.7	775	495	273*** (5.69)	55.1								
	After	294	110	185*** (1.61)	168.6	776	429	347*** (5.42)	80.8								
Days in unemployment																	
2003	Before	54	173	-119*** (1.94)	-68.9	225	381	-158*** (5.03)	-41.4	372	548	-179*** (7.66)	-32.6	504	693	-193*** (9.98)	-27.9
	After	54	191	-137*** (1.50)	-71.6	226	427	-201*** (4.69)	-47.2	373	609	-236*** (7.38)	-38.8	505	759	-255*** (9.83)	-33.5
2004	Before	52	178	-126*** (2.22)	-70.9	230	388	-159*** (5.71)	-41.1	375	554	-182*** (8.66)	-32.9				
	After	53	190	-138*** (1.74)	-72.3	230	425	-193*** (5.53)	-45.4	376	607	-230*** (8.64)	-38.0				
2005	Before	59	178	-119*** (2.06)	-67.0	230	376	-147*** (5.20)	-39.2	384	542	-159*** (7.94)	-29.4				
	After	59	186	-127*** (1.73)	-68.3	231	410	-179*** (5.14)	-43.7	386	594	-208*** (8.21)	-35.0				
2006	Before	58	171	-113*** (1.81)	-66.0	217	363	-148*** (4.53)	-40.8								
	After	58	195	-137*** (1.49)	-70.0	217	414	-198*** (4.38)	-47.7								

Sources: ASSD and PES data. Notes: Results based on 10x1 Nearest Neighbour Propensity Score Matching. Bootstrap-standard errors of the ATT in parentheses (500 replications), statistical significance for *** p<0.01, ** p<0.05, * p<0.1. Scenario 1: Effects of program participation vs. non-participation. Effects measured as difference in outcomes between treated and non-treated individuals 1, 3, 5 and 7 years after program start. Before and after matching. Abs.: Difference in absolute terms. Rel.: Difference in relative terms, i.e. difference in absolute terms as percentage of the outcome for the non-treated.

21

While the results from scenario 1 suggest considerable differences in the subsequent labour market integration between treated and similar non-treated individuals, the estimates for scenario 2 point to strong similarities in consequent work trajectories between program participants and non-participants with a simultaneous employment take-up. The results for this comparison are depicted on the right-hand side of figure 1 (for all results in detail see Table 17 in the Appendix). In this comparison, the treated spend (on average of the years from 2003 to 2006) about a 100 days (men 94 days, women 103 days) less in unsubsidised employment in the first year from program start. Given the fact that the median program duration is 121 days and that the large majority of program episodes lasts shorter than a year, this slight negative effect is very likely to be explained by the participants' reduced search intensity during subsidised employment ("lock-in" effect). After the first year of the follow-up period or the end of program participation, we observe hardly any difference any more in employment careers between the two groups.

Over the whole follow-up period of seven years, the participants spend slightly more time in overall dependent employment (men 112 days or 8.1%, women 84 days or 5.5%) and a little less time in unemployment (men 94 days or 12.7%, women 70 days or 12.3%). This marginal surplus in employment is likely to be the result of our definition of the comparison group. Since we allow the non-treated to take up non-subsidised employment within a period of 45 days from hypothetical program start, they will most often exit unemployment only after a short time lag.

Irrespective of these marginal and explicable deviations, the estimates from scenario 2 reveal a consistent picture: Individuals taking up subsidised employment do not differ significantly in their subsequent work trajectories from individuals who in the same time period take up unsubsidised employment. In other words, the subsequent employment integration of newly hired individuals does not depend on whether employment is subsidised or not. This finding supports our idea that the size of a positive employment impact of the wage subsidy scheme net of dead-weight loss is within the range defined by the estimates for the two scenarios. More specifically, it lies between zero and the positive value identified in scenario 1. What this implies is that, if the share of dead-weight loss is known, it is possible to use our estimates for the treatment effects recovered in scenario 1 and to discount for dead-weight effects in order to derive net treatment effects.

Eppel et al. (2011) provide, for the same time period (2003-2006) and on the same database, an estimate for the magnitude of dead-weight loss in the Austrian labour market. According to their analysis, about a half (52.2%) of all subsidised employment relationships would have been created anyway without the subsidy in the sense of either the identical or a similar combination of workers and employers.[14] Even if we take into account such a sizable dead-weight loss, participation in the wage subsidy scheme has a significant beneficial impact on the employment integration of the treated. If every second subsidised employment relationship is concerned, the treated still spend nearly a fifth more in overall employment and roughly 15% more in unsubsidised employment and less in unemployment over the seven years from program start.

Turning to wage subsidies' effects on income, our estimations reveal that cumulated earnings rise significantly for the treated if compared to all (matched) non-treated individuals (scenario 1). Seven years from program start, the difference amounts to €36,695 (49.0%) for men and €29,621 (55.1%) for women (see Table 6)[15]. This corresponds to an average difference in monthly earnings of €437 for men and €353 for women.

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[14]Since our focus is on the restricted sample of people aged between 25 and 54 years, the exact value for this group may slightly deviate. However, this is not likely to alter our general finding.

[15]Note that only income associated with dependent employment is observed. For individuals who work in self-employment earnings are underestimated.

Table 6: Estimated ATT in terms of cumulated earnings for total sample aged 25-54 years by scenario, 2003-2006

	After 1 year				After 3 years				After 5 years				After 7 years			
	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
Scenario 1																
Men																
2003 Before	18,027	12,680	5,330*** (188.45)	42.0	49,152	42,624	6,529*** (579.19)	15.3	81,211	75,460	5,752*** (1010.45)	7.6	111,295	108,140	3,180** (1474.40)	2.9
2003 After	18,053	8,150	9,902*** (181.51)	121.5	49,232	29,362	19,871*** (584.93)	67.7	81,434	52,388	29,046*** (1034.78)	55.4	111,601	74,907	36,695*** (1550.99)	49.0
2004 Before	18,072	12,546	5,435*** (193.80)	43.3	49,595	43,029	6,314*** (600.02)	14.7	81,964	76,167	5,410*** (1045.90)	7.1				
2004 After	18,023	7,866	10,157*** (186.14)	129.1	49,404	29,110	20,294*** (615.43)	69.7	81,635	52,323	29,313*** (1089.23)	56.0				
2005 Before	17,631	12,908	4,625*** (194.50)	35.8	49,898	45,247	4,402*** (606.65)	9.7	80,453	78,131	1,907*** (1054.05)	2.4				
2005 After	17,631	8,057	9,574*** (191.82)	118.8	49,910	30,086	19,824*** (632.18)	65.9	80,490	52,347	28,143*** (1134.18)	53.8				
2006 Before	18,661	14,080	4,491*** (180.85)	31.9	52,057	47,573	4,278*** (558.52)	9.0								
2006 After	18,677	9,105	9,573*** (175.67)	105.1	52,177	32,451	19,726*** (546.64)	60.8								
Women																
2003 Before	13,098	7,213	5,834*** (129.28)	80.9	36,178	25,647	10,399*** (408.72)	40.5	60,005	46,060	13,719*** (711.17)	29.8	83,382	67,396	15,655*** (1034.97)	23.2
2003 After	13,095	5,260	7,835*** (132.32)	149.0	36,154	20,029	16,125*** (427.53)	80.5	59,991	36,546	23,445*** (755.09)	64.2	83,397	53,777	29,621*** (1056.52)	55.1
2004 Before	24,640	16,013	8,481*** (305.08)	53.0	36,331	25,689	10,433*** (470.42)	40.6	60,473	46,694	13,486*** (821.62)	28.9				
2004 After	24,621	12,687	11,934*** (325.70)	94.1	36,298	20,472	15,826*** (480.93)	77.3	60,458	38,304	22,154*** (848.86)	57.8				
2005 Before	12,972	7,138	5,725*** (140.61)	80.2	36,598	26,599	9,601*** (449.67)	36.1	60,453	47,792	12,007*** (782.58)	25.1				
2005 After	12,978	5,441	7,537*** (137.45)	138.5	36,554	21,291	15,263*** (450.38)	71.7	60,380	39,209	21,170*** (809.80)	54.0				
2006 Before	12,933	7,668	5,107*** (130.92)	66.6	36,422	28,090	7,856*** (416.27)	28.0								
2006 After	12,952	5,278	7,675*** (120.86)	145.4	36,507	21,540	14,968*** (421.83)	69.5								
Scenario 2																
Men																
2003 Before	17,973	21,288	-3,310*** (155.83)	-15.6	49,002	63,787	-14,714*** (499.40)	-23.1	80,990	108,458	-27,344*** (883.55)	-25.2	110,997	152,865	-41,675*** (1312.70)	-27.3
2003 After	18,006	16,365	1,641*** (192.80)	10.0	49,146	47,277	1,869** (625.19)	4.0	81,234	79,760	1,474* (1101.67)	1.8	111,360	109,757	1,603 (1651.41)	1.5
2004 Before	18,036	21,460	-3,491*** (163.21)	-16.3	49,480	65,231	-15,926*** (521.63)	-24.4	81,838	111,053	-29,482*** (922.95)	-26.5				
2004 After	18,016	16,254	1,762*** (209.09)	10.8	49,397	48,004	1,393*** (711.63)	2.9	81,711	80,165	1,546* (1,235.43)	1.9				
2005 Before	17,643	21,979	-4,377*** (164.23)	-19.9	49,958	67,899	-18,011*** (523.48)	-26.5	80,584	113,726	-33,266*** (930.63)	-29.3				
2005 After	17,637	16,425	1,213*** (212.49)	7.4	49,998	48,852	1,146*** (729.37)	2.3	80,676	79,393	1,283* (1,116.88)	1.6				
2006 Before	18,674	23,028	-4,380*** (147.15)	-19.0	52,139	70,093	-17,969*** (475.93)	-25.6								
2006 After	18,681	17,211	1,471*** (186.55)	8.5	52,228	49,904	2,324*** (616.13)	4.7								
Women																
2003 Before	13,096	14,695	-1,622*** (127.99)	-11.0	36,141	43,833	-7,730*** (408.22)	-17.6	59,970	73,752	-13,841*** (711.22)	-18.8	83,416	104,038	-20,737*** (1035.37)	-19.9
2003 After	13,103	11,902	1,201*** (148.25)	10.1	36,175	35,237	938*** (468.07)	2.7	60,026	59,653	373 (877.32)	0.6	83,465	83,536	-71 (1262.26)	-0.1
2004 Before	13,178	14,915	-1,775*** (148.22)	-11.9	36,276	44,897	-8,700*** (474.44)	-19.4	60,409	75,883	-15,545*** (826.38)	-20.5				
2004 After	13,176	12,172	1,005*** (161.47)	8.3	36,295	36,270	25 (555.24)	0.1	60,488	61,468	-980 (1008.55)	-1.6				
2005 Before	12,993	15,244	-2,278*** (140.62)	-14.9	36,672	46,466	-9,924*** (452.41)	-21.4	60,623	78,070	-17,638*** (786.75)	-22.6				
2005 After	13,001	12,127	874*** (158.28)	7.2	36,623	36,845	-222 (528.72)	-0.6	60,582	62,352	-1,769* (924.86)	-2.8				
2006 Before	12,946	15,739	-2,829*** (130.08)	-18.0	36,451	47,884	-11,513*** (417.13)	-24.0								
2006 After	12,972	12,143	829*** (146.33)	6.8	36,560	36,938	-378 (511.39)	-1.0								

Sources: ASSD and PES data. Notes: Results based on 10x1 Nearest Neighbour Propensity Score Matching. Bootstrap-standard errors of the ATT in parentheses (500 replications), statistical significance for *** p<0.01, ** p<0.05, * p<0.1. Scenario 1: Effects of program participation vs. non-participation. Scenario 2: Effects of program participation vs. non-participation, conditional on an employment take-up. Effects measured as difference in outcomes between treated and non-treated individuals 1, 3, 5 and 7 years after program start. Before and after matching. Abs.: Difference in absolute terms. Rel.: Difference in relative terms, i.e. difference in absolute terms as percentage of the outcome for the non-treated.

Our estimates from scenario 2 are perfectly in line with the results for the employment outcomes: The differences in cumulated earnings between individuals taking up subsidised employment and of matched individuals with a simultaneous non-subsidised employment take-up are in the long-run (in the seven years from program start) statistically insignificant. Hence, we find that the treated individuals would have achieved similar cumulated incomes in the post-treatment period if they had taken up employment without participation in the wage subsidy scheme.

Table 7 depicts average monthly earnings from dependent employment as an indicator for the quality of jobs acquired. Our results for the first scenario indicate that in the first year from program start participants earn about €40 less per month when employed than comparable non-participants (men €39, women €38, on average of the years from 2003 to 2006). Given that subsidised employment falls within the first observation year, this result indicates that program participation does not exert a positive influence on the quality of jobs in terms of income. On the contrary, subsidised jobs seem to be associated with rather low earnings. This holds true even more for scenario 2.[16] This holds true even more for scenario 2.[17] Here we find that program participants earn on average about €90 less per month than comparable individuals with a simultaneous non-subsidised employment take-up in the first year from program start (men €101, women €79).

In the long-run (seven years from program start), program participants and non-participants do not differ significantly in average labour market income according to scenario 1. The difference between participants and non-participants with an employment take-up (scenario 2) is significant and amounts to €74 for men and €48 for women.

Table 7: ATT in terms of average monthly earnings for total sample aged 25-54 years, scenario 1, 2003-2006

	After 1 year				After 3 years				After 5 years				After 7 years			
	Tr.	Co.	Difference Abs.	Rel.	Tr.	Co.	Difference Abs.	Rel.	Tr.	Co.	Difference Abs.	Rel.	Tr.	Co.	Difference Abs.	Rel.
Men																
2003	1,877	1,928	-51*** (15.18)	-2.7	1,928	1,942	-13 (14.57)	-0.7	1,986	1,995	-8 (14.03)	-0.4	2,040	2,038	1 (14.42)	0.1
2004	1,896	1,912	-16* (14.85)	-0.8	1,957	1,943	14* (13.51)	0.7	2,021	1,998	23* (14.10)	1.13				
2005	1,881	1,940	-59*** (14.74)	-3.1	1,965	1,982	-17* (14.19)	-0.8	2,025	2,015	10 (14.21)	0.51				
2006	1,943	1,972	-30** (13.54)	-1.5	2,026	2,011	15* (11.86)	0.7								
Women																
2003	1,305	1,341	-36*** (10.88)	-2.7	1,350	1,370	-20* (11.32)	-1.4	1,407	1,412	-5 (11.35)	-0.4	1,457	1,458	-1 (11.63)	-0.1
2004	1,312	1,354	-42*** (12.98)	-3.1	1,369	1,385	-16* (12.25)	-1.2	1,431	1,439	-8 (13.06)	-0.6				
2005	1,316	1,349	-33** (12.31)	-2.5	1,375	1,395	-20* (11.47)	-1.4	1,433	1,440	-7 (11.92)	-0.5				
2006	1,311	1,351	-39*** (10.25)	-2.9	1,369	1,397	-28** (10.53)	-2.0								

Sources: ASSD and PES data. Notes: Results based on 10x1 Nearest Neighbour Propensity Score Matching. Bootstrap-standard errors of the ATT in parentheses (500 replications), statistical significance for *** p<0.01, ** p<0.05, * p<0.1. Scenario 1: Effects of program participation vs. non-participation. Effects measured as difference in outcomes between treated and non-treated individuals 1, 3, 5 and 7 years after program start. Tr.: Treated. Co.: Controls. Abs.: Difference in absolute terms. Rel.: Difference in relative terms, i.e. difference in absolute terms as percentage of the outcome for the non-treated.

4.2.2 Effect heterogeneity

We find favourable treatment effects in scenario 1 for all subgroups considered. Thus, wage subsidies seem to be an effective instrument for a broad range of people. However, the size of

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[16]This result is confirmed by additional estimations with wage mobility as outcome measure, i.e. the difference in absolute terms between average monthly earnings from dependent employment in the first year after (hypothetical) program start and average monthly earnings from dependent employment in the last year before entry into unemployment. Here we find that both treated and non-treated experience a negative income mobility, but for the treated the decline in average earnings is more pronounced.

[17]See Table 18 in the Appendix.

returns varies by population group. The results of our separate estimations by gender imply that there are slight effect premia for women. Isolating differences that are due to gender would require matching men and women within one and the same estimation. What our result implies is that within a segmented labour market treatment effects are, on average, a little bit larger among women's jobs compared to men's jobs. Benefits for female returners are of similar magnitude as those for the total sample. Whereas we cannot establish a clear pattern throughout gender along the dimensions of education and disability status, our estimates indicate that the positive employment effect of wage subsidies is larger for nationals than it is for non-nationals. This holds true especially for men: While the average effect for the time period 2003-2006 amounts to 41.5% of the unsubsidised employment days and -30.9% of the unemployment days of the non-treated for male nationals (according to scenario 1), it is "only" 23.3% and -27.0% respectively for male non-nationals. In the case of women, unsubsidised employment increases by 43.5% and unemployment decreases by 33.7% for treated nationals. The corresponding effect size for female non-nationals is 37.3% and -31.1% respectively (see Table 16 in the Appendix).

Figure 2: Estimated ATT by age group, scenario 1, ∅ 2003-2006
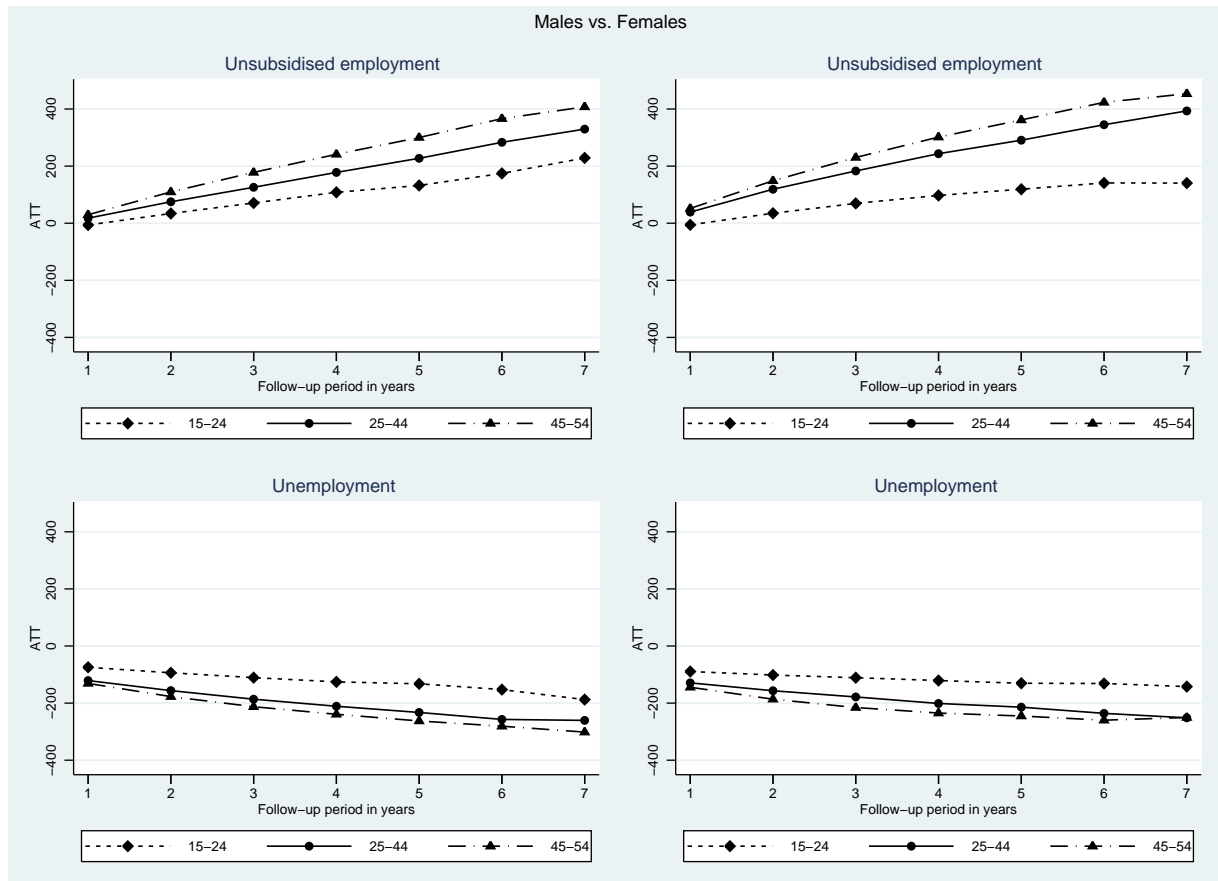
Data sources: ASSD and PES data. Note: Effects of program participation vs. non-participation (scenario 1). Results based on 10x1 Nearest neighbour propensity score matching. Abscissa: Years after program start; ordinate: difference in respective outcome.

The most striking result we obtain with respect to the effect heterogeneity on the personal level is that wage subsidies' impact clearly increases with age for both men and women, in abso-

lute and in relative terms. Once a follow-up period of more than a year is observed, participation in the wage subsidy scheme has a clear favourable effect for all age groups. However, the grant of a wage subsidy seems to have a particularly large effect on the employment opportunities of old workers aged 45 years and above, as can be seen from Figure 2.

While the long-run average treatment effect on unsubsidised employment (according to scenario 1) is 229 days or 16.6% for young men aged 15 to 24 years and 330 days or 33.3% for men in the middle age group (25 to 44 years), it is 408 days or 49.7% for men between 45 and 54 years of age. Likewise, female participants aged between 45 and 54 years achieve in comparison to their matched non-treated counterparts an increase in unsubsidised employment of 454 days or 52.3% in the seven years from program entry, which is considerably higher than it is for women in the middle age group (393 days or 35.4%) and those aged below 25 years (141 days or 10.8%). The extent to which unemployment is lowered as a consequence of program participation clearly rises with age, as well. Young people seem to be an exception in the sense that only in this age group treatment effects are larger for men than for women in gender comparison.

In addition to age, the estimations reveal a clear pattern as to the unemployment duration elapsed before program entry. Table 8 contains estimates from scenario 1 for wage subsidies granted in 2003 and a follow-up period of seven years. It shows that for both sexes the size of the positive treatment effect on unsubsidised employment increases with the length of the time interval between the end of last employment and program start. It is smallest for treated individuals with a previous unemployment experience that was at most three months (90 days) long (men 14.7%, women 14.6%) and is largest for those who started subsidised employment after being more than a year (366 days) in unemployment (men 64.9%, women 63.5%). Likewise, the size of the (significant negative) treatment effect on unemployment is larger for individuals with 180 days of pre-treatment unemployment or more compared to those with less unemployment experience. Hence, the "Integration subsidy" seems to work best for the specific target groups defined in the program guidelines, namely older people and the long-term unemployed. The variation in effect size by previous unemployment is considerably stronger in terms of unsubsidised employment than in terms of unemployment. This implies that the strong positive employment effects for the long-term unemployed are to a large extent achieved by maintaining labour force participation. Apparently, the program prevents these hard-to-place individuals from withdrawing from the labour market as discouraged workers.

Table 8: ATT 7 years after program start, by previous unemployment duration (in days), scenario 1, 2003

	Men				Women			
	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
Days in unsubsidised dependent employment								
≤90 days	1,510	1,317	193*** (28.31)	14.7	1,511	1,319	192*** (29.14)	14.6
90-180 days	1,447	1,241	206*** (30.56)	16.6	1,425	1,215	210*** (30.31)	17.3
180-366 days	1,308	929	380*** (31.33)	40.9	1,377	997	380*** (33.29)	38.1
>366	1,113	675	438*** (26.46)	64.9	1,361	832	529*** (23.86)	63.5
Days in unemployment								
≤90 days	470	700	-230*** (21.65)	-32.9	430	631	-202*** (17.97)	-31.9
90-180 days	532	758	-226*** (21.92)	-29.9	481	657	-177*** (20.70)	-26.9
180-366 days	642	912	-270*** (24.04)	-29.7	511	745	-234*** (22.68)	-31.4
>366	753	1,043	-290*** (22.59)	-27.8	517	812	-295*** (18.96)	-36.4

Sources: ASSD and PES data. Notes: Results based on 10x1 Nearest Neighbour Propensity Score Matching. Bootstrap-standard errors of the ATT in parentheses (500 replications), statistical significance for *** p<0.01, ** p<0.05, * p<0.1. Scenario 1: Effects of program participation vs. non-participation. Effects measured as difference in the respective outcome between treated and non-treated individuals 7 years after program start. Abs.: Difference in absolute terms. Rel.: Difference in relative terms, i.e. difference in absolute terms as percentage of the outcome for the non-treated.

5   Conclusion

Our empirical findings for the Austrian case of the "Integration subsidy" suggest that targeted wage subsidies are an effective instrument to help unemployed individuals back into employment. Compared to similar non-participants, program participants are to a considerable extent more in employment and less in unemployment, even if we take into account substantial dead-weight loss. Positive employment effects are achieved not only by a reduction of the time in unemployment but also via an increase in labour supply. Wage subsidies seem to help prevent the long-term unemployed from withdrawing from the labour market.

Program participation has a beneficial impact for a broad stratum of the population. However, the size of the effect varies across subgroups. Most strikingly, workers aged 45 years and above as well as the long-term unemployed benefit most from subsidised employment. Dead-weight effects are not likely to be higher for these disadvantaged groups than for workers with better labour market prospects. We would rather expect them to be smaller, because it is not plausible that employers have a general preference for older workers and the long-term unemployed. We can therefore conclude that the "Integration subsidy" is particularly promising in supporting the reintegration of disadvantaged unemployed individuals. Wage subsidies seem to work in stimulating the demand for hard-to-place workers and in raising their long-term employment chances by providing them with the opportunity to work and to learn on-the-job directly in the regular labour market.

Subsidised employment reduces welfare loss associated with unemployment and raises cumulated wages. These positive returns in terms of cumulated earnings are, however, solely the result of the participants' relative increase in employment. Wage subsidies do not not positively influence participants' average wage level. On average, income seems to be lower in subsidised jobs compared to non-subsidised ones. Thus, it may be that firms interpret program participation as a negative signal for the productivity of the subsidised workers and therefore offer lower wages. Another explanation could be that subsidised jobs are often those mediated by the PES, and these tend to be of below average quality in terms of income (see Eppel et al. 2012).

Our analysis provides new insight into the program's success with respect to the prime policy objective of helping disadvantaged unemployed individuals back into employment. With our two matching scenarios, we demonstrate an option to estimate the boundaries of net program effects in a situation where dead-weight loss cannot be observed or identified. Future research could seek to explore the possible substitution between workers as well as displacement between firms with the particular aim of quantifying to which extent targeted wage subsidies lead to the creation of new, additional employment relationships at the aggregate level.

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Appendix

Table 9: Key labour market indicators, 2010

	Total	15-64 Men	Women	15-24 Total	25-54 Total	55-64 Total	25-64 Low educ	25-64 Medium educ	25-64 High educ
Employment rate									
Austria	71.7	77.1	66.4	53.6	84.2	42.4	55.6	77.6	86.7
OECD	64.6	72.7	56.7	39.5	75.3	54.0	56.4	74.7	84.0
Labour force participation rate									
Austria	75.1	80.9	69.3	58.8	87.7	43.4	60.7	80.5	88.6
OECD	70.7	79.7	61.8	47.4	81.4	57.5	63.0	79.6	87.4
Unemployment rate									
Austria	4.5	4.6	4.3	8.8	4.0	2.2	8.4	3.6	2.2
OECD	8.5	8.8	8.2	16.7	7.5	6.1	11.6	6.9	4.4

Source: OECD Employment Outlook 2011. Notes: OECD: weighted average. Labour market data by education for the year of 2009. Low educ: less than upper secondary education, medium educ: upper secondary education, high educ: tertiary education.

Table 10: Descriptive sample characteristics, sample share (in %) or mean

	Total	Men	Women
Personal characteristics			
Age at program entry			
15-24	19.7	19.8	19.6
25-44	58.8	58.4	59.3
45-54	21.5	21.8	21.1
Family status			
Single	41.9	46.0	36.2
Living in partnership	6.5	6.4	6.7
Married	37.5	36.0	39.5
Married, living separately	1.6	1.3	2.0
Divorced	11.0	9.1	13.7
Widowed	0.6	0.3	1.0
Missing	1.0	0.9	1.0
Returners after family-related career-break	4.0	0.2	9.4
Average number of children	:	:	0.9
Youngest child aged ≤ 2 years	:	:	0.7
Youngest child aged 3-7 years	:	:	18.0
Youngest child aged 7-10 years	:	:	6.8
Nationality			
Austrian nationality	81.6	79.7	84.3
Foreign from EU15	1.9	1.8	2.0
Foreign from EU27	2.1	2.1	2.1
Foreign from third country	14.3	16.3	11.5
Missing	0.2	0.2	0.1
Disability status			
Not disabled	91.2	90.4	92.3
Disabled according to PES	7.2	7.8	6.2
Disabled according to law	1.6	1.8	1.4
Missing	0.1	0.0	0.1
Education			
No formal education	4.5	4.2	4.8
Compulsory school	40.0	38.6	41.9
Apprenticeship	37.8	44.5	28.5
Intermediate vocational school	5.6	3.1	9.0
Higher academ. or voc. school	8.0	6.4	10.3

	Total	Men	Women
Academic	3.5	2.7	4.7
Missing	0.7	0.6	0.8
Last sector			
Agriculture, forestry	0.9	1.0	0.8
Mining, energy, water, waste	0.8	1.1	0.3
Manufacturing	12.1	13.6	10.1
Construction	16.3	26.3	2.3
Wholesale, trade	15.6	12.1	20.5
Transportation, storage	5.7	7.6	3.0
Acomoodation, food service	15.6	10.2	23.0
Information, communication	1.6	1.6	1.6
Services	20.0	19.0	21.3
Public admin., defence, social sec.	3.1	2.2	4.5
Education, health, culture	0.3	0.2	0.5
Others	5.9	3.7	8.9
Missing	2.2	1.4	3.3
Profession			
Agriculture, forestry	2.0	2.1	1.8
Production, specialized services	40.7	59.3	14.8
Sales, trade	9.4	5.3	15.1
Transport	4.9	7.1	1.8
Accomodation, food service	14.3	9.4	21.1
Services	7.4	3.0	13.5
Technicians	3.2	4.6	1.2
Law	11.9	6.0	20.3
Education, health, culture	6.0	3.1	10.0
Missing	0.2	0.2	0.3
Size of last employer (in persons)			
1-10	28.7	26.4	31.7
10-25	14.9	16.5	12.7
25-100	20.0	22.7	16.3
100-250	10.6	11.3	9.6
>250	17.0	15.5	19.0
Missing	8.9	7.6	10.7
Last monthly income			
≤1,000	19.5	10.2	32.4
1,000-1,500	25.0	19.6	32.4
1,500-2,000	26.3	31.3	19.3
>2,000	26.6	36.9	12.3
Missing	2.6	1.9	3.6
Mean of last unemployment insurance benefit level (in €)	26	27	25
PES contact			
Number of PES contacts in last 2 months	1.8	1.7	1.8
Number of PES contacts in last 6 months	3.5	3.4	3.7
Number of PES job offers in last month	0.6	0.6	0.6
Number of PES job offers in last 3 months	1.1	1.1	1.1
Number of PES job offers in last 6 months	1.6	1.6	1.7
Regional characteristics			
Federal provinces			
Vienna	27.1	27.5	26.5
Lower Austria	15.8	15.8	15.8
Upper Austria	12.6	12.6	12.6
Burgenland	3.2	3.3	3.2
Carinthia	8.1	8.3	7.9
Styria	14.4	14.9	13.7
Salzburg	5.9	5.7	6.2
Tyrol	9.0	8.5	9.6

	Total	Men	Women
Vorarlberg	3.8	3.5	4.4
Type of region			
Metropolitan area	27.1	27.5	26.5
City	14.4	14.6	14.1
Suburban	7.2	7.0	7.5
Medium-sized town	10.3	10.1	10.8
Intensive industrial region	11.4	10.8	12.3
Intensive touristic region	8.2	7.7	8.9
Extensive industrial region	9.4	9.8	8.9
Industrial periphery	5.0	5.2	4.7
Missing	6.9	7.4	6.3
Mean of regional unemployment rate in 2003	7.1	7.1	7.1
Mean of regional share of long-term unemployed in 2003	22.6	22.6	22.5
Mean of regional program rate in 2003	2.3	2.3	2.3
Mean of regional unemployment rate in 2004	7.2	7.2	7.2
Mean of regional share of long-term unemployed in 2004	23.7	23.8	23.7
Mean of regional program rate in 2004	2.2	2.2	2.2
Mean of regional unemployment rate in 2005	7.4	7.4	7.4
Mean of regional share of long-term unemployed in 2005	23.8	23.9	23.6
Mean of regional program rate in 2005	2.4	2.4	2.4
Mean of regional unemployment rate in 2006	7.0	7.0	6.9
Mean of regional share of long-term unemployed in 2006	23.6	23.7	23.4
Mean of regional program rate in 2006	3.0	3.1	3.0
Information on unemployment spell			
(Hypothetical) program entry in 1st quarter	0.3	0.3	0.3
(Hypothetical) program entry in 2nd quarter	0.2	0.2	0.3
(Hypothetical) program entry in 3rd quarter	0.2	0.2	0.2
(Hypothetical) program entry in 4th quarter	0.3	0.3	0.3
(Hypothetical) program entry in year 2003	0.3	0.3	0.2
(Hypothetical) program entry in year 2004	0.3	0.3	0.3
(Hypothetical) program entry in year 2005	0.3	0.3	0.3
(Hypothetical) program entry in year 2006	0.3	0.3	0.3
Elapsed unemployment duration >90 days	45.6	42.1	50.5
Labour market history before program entry			
Mean duration in employment over last 2 years	370	391	341
Mean duration in employment over last 5 years	964	1,031	870
Mean duration in subsidized employment in last year	1	0	1
Mean duration in subsidized employment over last 3 years	4	3	4
Mean duration in unemployment over last 2 years	221	224	216
Mean duration in unemployment over last 5 years	426	434	414
Mean duration in training over last 2 years	10	9	10
Mean duration in training over last 5 years	16	15	17
Mean duration out of the labour force over last 2 years	89	71	113
Mean duration out of the labour force over last 5 years	186	141	249
Mean duration in parental leave over last 2 years	24	2	54
Mean duration in parental leave over last 5 years	54	3	125
Mean duration of sickness benefit receipt over last 2 years	2	2	2
Mean duration of sickness benefit receipt over last 5 years	4	3	4
Mean number of employment spells over last 2 years	2.1	2.3	1.8
Labour market history after program entry			
Mean duration in employment over 1 year after program start	159	169	143
Mean duration in employment over 3 years after program start	545	571	508
Mean duration in employment over 7 years after program start	1,312	1,363	1,238
Mean duration in unsubsidized employment over 1 year after program start	154	166	138
Mean duration in unsubsidized employment over 3 years after program start	533	560	494
Mean duration in unsubsidized employment over 7 years after program start	1,289	1,342	1,213
Mean duration in unemployment over 1 year after program start	153	145	164
Mean duration in unemployment over 3 years after program start	347	343	351
Mean duration in unemployment over 7 years after program start	668	681	648

	Total	Men	Women
Mean cumulated income over 1 year after program start	10,737	12,919	7,684
Mean cumulated income over 3 years after program start	37,658	44,672	27,697
Mean cumulated income over 7 years after program start	94,317	110,285	70,240
Mean average monthly income during employment over 1 year after program start	1,870	2,085	1,525
Mean average monthly income during employment over 3 years after program start	1,892	2,126	1,534
Mean average monthly income during employment over 7 years after program start	1,956	2,193	1,581

Sources: ASSD and PES data.

Table 11: Results of propensity score estimation for total population aged 25-54 years, scenario 1, 2003-2006

	Women				Men			
	2003	2004	2005	2006	2003	2004	2005	2006
Age at program entry	1.072***	1.056***	1.047***	1.043***	1.079***	1.071***	1.067***	1.050***
	(27.065)	(18.687)	(16.740)	(16.894)	(31.131)	(27.760)	(26.633)	(23.229)
Married	0.959	0.950	0.974	0.969	1.111***	1.084**	1.118***	1.179***
	(-1.193)	(-1.258)	(-0.694)	(-0.945)	(2.737)	(2.040)	(2.853)	(4.766)
Number of children	1.059***	1.030	1.031*	1.022				
	(3.408)	(1.539)	(1.675)	(1.288)				
Youngest child aged = 2 years	1.403	0.598	1.596**	1.401**				
	(1.326)	(-1.473)	(2.298)	(2.057)				
Youngest child aged 3-7 years	1.004	0.944	1.195**	1.371***				
	(0.046)	(-0.632)	(2.212)	(4.695)				
Youngest child aged 7-10 years	1.032	1.001	1.220***	1.378***				
	(0.482)	(0.016)	(3.036)	(5.408)				
Foreign citizenship	0.646***	0.599***	0.791***	0.739***	0.580***	0.679***	0.755***	0.841***
	(-6.614)	(-6.644)	(-3.548)	(-5.149)	(-9.094)	(-6.455)	(-4.971)	(-3.667)
Disabled according to law or PES	1.273***	1.096	1.172***	1.213***	1.264***	1.371***	1.204***	1.318***
	(4.743)	(1.535)	(2.827)	(4.018)	(4.909)	(6.655)	(3.895)	(6.617)
Education (ref.: apprenticeship/missing)								
Low education	0.888***	0.810***	0.765***	0.764***	0.816***	0.784***	0.852***	0.921**
	(-2.943)	(-4.559)	(-6.139)	(-6.990)	(-4.967)	(-5.890)	(-3.917)	(-2.301)
Medium education	1.081	0.959	0.934	0.939	1.135	0.989	1.039	1.012
	(1.361)	(-0.623)	(-1.089)	(-1.134)	(1.273)	(-0.108)	(0.368)	(0.123)
Higher education	1.069	0.945	0.929	0.898*	0.934	0.829**	0.932	0.839**
	(1.039)	(-0.788)	(-1.103)	(-1.838)	(-0.860)	(-2.333)	(-0.878)	(-2.329)
Academic education	1.037	0.966	0.791**	0.846**	1.050	0.804*	0.966	0.609***
	(0.382)	(-0.344)	(-2.399)	(-2.050)	(0.438)	(-1.910)	(-0.319)	(-4.184)
Last profession (ref.: production/specialised services)								
Agriculture, forestry	0.863	0.824	1.360*	1.016	1.071	0.923	1.000	1.085
	(-0.830)	(-0.941)	(1.939)	(0.099)	(0.507)	(-0.572)	(-0.003)	(0.726)
Sales, trade	1.162**	1.059	1.150**	1.111*	1.067	1.090	0.958	0.898
	(2.528)	(0.833)	(2.161)	(1.796)	(0.918)	(1.186)	(-0.564)	(-1.577)
Transport	0.972	0.992	0.916	1.014	0.826**	0.873*	0.891	0.757***
	(-0.208)	(-0.054)	(-0.586)	(0.104)	(-2.410)	(-1.750)	(-1.498)	(-4.026)
Accommodation, food service	0.857**	0.866*	0.976	1.036	0.690***	0.524***	0.653***	0.598***
	(-2.202)	(-1.810)	(-0.333)	(0.553)	(-3.352)	(-5.813)	(-4.280)	(-5.609)
Services	0.859**	0.825***	0.832***	0.927	0.759**	0.711***	0.809**	0.724***
	(-2.387)	(-2.630)	(-2.642)	(-1.247)	(-2.451)	(-3.029)	(-2.100)	(-3.735)
Technician	1.167	1.427***	1.290	1.295*	1.272***	1.171*	1.133	1.246***
	(0.983)	(2.257)	(1.612)	(1.721)	(3.009)	(1.905)	(1.482)	(2.963)
Law field	1.134**	1.078	1.103	1.200***	0.936	1.075	1.107	0.891*
	(2.146)	(1.141)	(1.548)	(3.188)	(-0.904)	(1.015)	(1.418)	(-1.660)
Education, health, culture	1.142*	1.170*	1.154*	1.169**	0.881	0.964	1.165	0.855
	(1.757)	(1.884)	(1.811)	(2.198)	(-1.095)	(-0.330)	(1.485)	(-1.491)
Last sector (ref.: manuf./mining/energy/water/waste)								
Agriculture, forestry	0.688	0.800	1.104	0.656*	0.944	1.152	1.194	1.127
	(-1.516)	(-0.874)	(0.503)	(-1.919)	(-0.312)	(0.787)	(1.001)	(0.722)
Construction	1.049	1.015	1.076	0.949	0.838***	0.884**	0.836***	1.044
	(0.454)	(0.130)	(0.642)	(-0.467)	(-2.989)	(-1.996)	(-2.838)	(0.769)
Wholesale, trade	1.130**	0.979	0.981	1.100	1.189***	1.043	1.055	1.164***
	(2.145)	(-0.332)	(-0.303)	(1.630)	(2.915)	(0.667)	(0.843)	(2.592)
Transportation, storage	0.877	0.860	0.896	1.092	0.927	1.100	0.966	1.043
	(-1.137)	(-1.195)	(-0.930)	(0.853)	(-0.888)	(1.153)	(-0.414)	(0.559)
Accommodation, food service	0.900	0.794***	0.762***	0.906	0.638***	0.866	0.888	0.784***
	(-1.495)	(-2.888)	(-3.539)	(-1.423)	(-4.211)	(-1.459)	(-1.259)	(-2.679)
Information, communication	0.905	0.779	0.794	0.916	0.767*	0.961	0.804	0.924
	(-0.715)	(-1.629)	(-1.477)	(-0.644)	(-1.802)	(-0.298)	(-1.473)	(-0.579)
Services	1.112*	0.910	0.963	1.106*	1.037	1.063	1.015	1.125**
	(1.832)	(-1.418)	(-0.591)	(1.745)	(0.639)	(1.060)	(0.253)	(2.255)
Public administration/defense/social security	1.083	1.036	0.899	1.004	1.215*	1.298**	0.969	1.109
	(0.871)	(0.364)	(-1.065)	(0.050)	(1.701)	(2.445)	(-0.278)	(1.049)
Others	0.933	0.803	1.236	0.882	1.285	0.484	0.535	0.951
	(-0.417)	(-1.042)	(1.173)	(-0.645)	(0.898)	(-1.587)	(-1.370)	(-0.138)
Education, health, culture	1.141*	0.852*	1.010	1.020	1.181*	1.090	1.150	0.931
	(1.814)	(-1.926)	(0.131)	(0.283)	(1.794)	(0.912)	(1.569)	(-0.806)
Missing	0.736	1.641						
	(-0.303)	(0.488)						
Size of last employer (ref.: 25-100 persons)								
1-10	1.126**	1.025	1.075	1.132**	1.052	1.044	1.057	1.027
	(2.393)	(0.441)	(1.369)	(2.559)	(0.999)	(0.837)	(1.077)	(0.575)

36

	Women				Men			
	2003	2004	2005	2006	2003	2004	2005	2006
10-25	1.047	1.091	1.072	1.140**	1.035	1.094	1.032	1.010
	(0.765)	(1.302)	(1.080)	(2.258)	(0.614)	(1.559)	(0.542)	(0.185)
100-250	0.977	1.001	0.843**	1.199***	0.842***	0.827***	0.918	1.141**
	(-0.370)	(0.020)	(-2.412)	(3.078)	(-2.713)	(-2.902)	(-1.351)	(2.491)
>250	0.858***	0.772***	0.823***	0.942	0.814***	0.811***	0.840***	0.807***
	(-2.701)	(-3.969)	(-3.252)	(-1.116)	(-3.422)	(-3.346)	(-2.859)	(-4.003)
Missing	1.088	0.975	0.955	1.013	1.001	1.032	0.899	0.934
	(1.294)	(-0.344)	(-0.692)	(0.216)	(0.010)	(0.442)	(-1.533)	(-1.064)
Last program: Active job search	1.307***	1.267***	1.220***	1.124*	1.155**	1.380***	1.558***	1.476***
	(3.829)	(3.361)	(2.912)	(1.750)	(2.002)	(5.171)	(7.219)	(6.784)
Last program: Labour foundation	1.237	1.306	1.629***	0.940	0.924	1.534***	1.439**	1.546***
	(0.899)	(1.043)	(2.820)	(-0.341)	(-0.302)	(2.418)	(2.202)	(2.826)
Last program: Occupational orientation	1.434***	1.341**	1.198	0.978	1.084	1.445***	1.346**	1.432***
	(3.468)	(2.573)	(1.712)	(-0.263)	(0.585)	(3.126)	(2.489)	(3.797)
Last program: Occupational qualification	0.942	0.837	0.808	0.878	1.517*	1.294	0.709	0.348*
	(-0.233)	(-0.549)	(-0.651)	(-0.440)	(1.728)	(0.901)	(-0.829)	(-1.819)
Last program: Wage subsidy	1.967***	2.122***	1.877***	1.628***	2.057***	2.485***	2.210***	2.046***
	(9.651)	(10.339)	(9.030)	(7.734)	(10.251)	(13.329)	(11.046)	(11.103)
Last Program: Empl. project in non-profit sector	1.460*	1.630**	1.008	1.359*	1.790***	1.200	1.682***	1.462***
	(1.917)	(2.206)	(0.035)	(1.935)	(3.646)	(1.022)	(3.271)	(2.737)
Last program: Wage subsidy in non-profit sector	2.380***	0.846	2.080**	1.285	3.026***	3.031***	2.148	0.574
	(3.298)	(-0.323)	(1.988)	(0.611)	(3.629)	(2.996)	(1.457)	(-0.551)
Last program: Subsidy to private courses	1.419***	1.665***	1.602***	1.338***	1.350***	1.398***	1.513***	1.694***
	(4.353)	(6.209)	(6.155)	(4.376)	(3.409)	(3.865)	(5.171)	(8.258)
Last program: Subsidy to apprenticeships	0.690	0.808	0.902	1.423	2.614*	1.063	2.995***	2.271***
	(-0.368)	(-0.289)	(-0.204)	(1.441)	(1.875)	(0.085)	(2.975)	(3.197)
Last program: Qualification	1.514***	1.451***	1.482***	1.293***	1.399***	1.503***	1.784***	1.486***
	(6.328)	(5.446)	(6.581)	(5.013)	(4.175)	(5.636)	(9.227)	(7.355)
Last program: Training	1.389	0.968	1.923***	1.472**	1.636***	1.731***	2.328***	1.062
	(1.448)	(-0.110)	(3.574)	(2.042)	(2.896)	(3.101)	(5.860)	(0.310)
Female returners	1.896***	1.452***	1.399***	1.216***	1.815*	1.125	1.508	1.326
	(11.484)	(6.133)	(6.109)	(4.436)	(1.700)	(0.312)	(1.268)	(1.025)
Federal province (ref.: Carinthia)								
Vienna	0.825	0.849	0.912	0.522***	0.957	1.049	0.668***	1.321**
	(-1.460)	(-1.172)	(-0.831)	(-6.586)	(-0.310)	(0.346)	(-3.606)	(2.571)
Lower Austria	0.973	1.085	0.748***	0.734***	0.813*	0.843	0.595***	1.138
	(-0.270)	(0.695)	(-2.957)	(-3.235)	(-1.858)	(-1.390)	(-5.178)	(1.223)
Upper Austria	1.572***	1.339**	1.187*	0.964	1.128	1.109	1.237**	1.137
	(4.866)	(2.353)	(1.813)	(-0.346)	(1.121)	(0.784)	(2.126)	(1.064)
Burgenland	0.824*	0.643***	0.879	0.867	1.091	1.173	0.893	1.170
	(-1.803)	(-2.699)	(-1.160)	(-1.155)	(0.759)	(1.063)	(-0.973)	(1.160)
Styria	0.955	0.728**	0.589***	0.918	0.728***	0.637***	0.583***	0.908
	(-0.424)	(-2.277)	(-4.717)	(-1.010)	(-2.590)	(-3.140)	(-4.684)	(-0.989)
Salzburg	1.292**	1.266*	1.548***	0.992	1.331**	1.362**	1.181	1.799***
	(2.206)	(1.705)	(3.957)	(-0.082)	(2.198)	(2.189)	(1.372)	(5.188)
Tyrol	1.141	1.131	0.903	0.644***	1.407***	1.460***	1.213	1.593***
	(1.251)	(0.887)	(-0.828)	(-3.679)	(2.985)	(2.784)	(1.552)	(3.599)
Vorarlberg	0.738**	0.786	0.395***	0.613***	0.907	0.921	0.535***	1.410**
	(-2.012)	(-1.366)	(-4.915)	(-3.647)	(-0.620)	(-0.486)	(-3.525)	(2.487)
Region type (ref.: rural region)								
Human-capital-intensive region	0.901*	0.874**	0.774***	0.945	1.154**	1.032	0.903*	0.842***
	(-1.782)	(-2.127)	(-4.986)	(-1.217)	(2.130)	(0.483)	(-1.823)	(-3.296)
Real-capital-intensive region	0.908*	0.917	0.966	1.113**	1.232***	1.032	1.014	1.046
	(-1.717)	(-1.246)	(-0.576)	(2.019)	(3.146)	(0.436)	(0.206)	(0.720)
Regional unemployment rate	1.029	0.993	1.001	1.019	1.013	1.010	1.065***	1.007
	(1.605)	(-0.352)	(0.075)	(1.093)	(0.648)	(0.489)	(3.255)	(0.355)
Regional share of long-term unempl. (ref.: ≤10%)								
>10% & ≤20	0.920	0.739***	0.901	0.704***	0.765***	0.857	0.718***	0.717***
	(-0.951)	(-3.545)	(-1.398)	(-5.085)	(-2.778)	(-1.618)	(-4.259)	(-4.359)
>20%	0.896	0.642***	0.928	0.587***	0.820	1.009	0.855**	0.775***
	(-0.940)	(-4.128)	(-1.002)	(-6.832)	(-1.540)	(0.073)	(-2.035)	(-3.039)
Regional program rate	1.368***	1.361***	1.358***	1.278***	1.305***	1.313***	1.235***	1.264***
	(12.671)	(10.879)	(11.992)	(14.828)	(9.435)	(9.099)	(7.314)	(11.944)
Number of PES-contacts in last 2 months	1.199***	1.278***	1.253***	1.244***	1.239***	1.298***	1.318***	1.172***
	(12.241)	(14.430)	(14.247)	(15.847)	(14.013)	(16.341)	(17.478)	(11.368)
Number of PES-contacts in last 6 months	1.085***	1.068***	1.068***	1.064***	1.103***	1.088***	1.071***	1.108***
	(10.867)	(7.467)	(7.995)	(8.717)	(12.844)	(10.411)	(8.505)	(14.643)
Number of PES job-offers in last month	1.073***	1.075***	1.130***	1.062***	1.072***	1.075***	1.090***	1.078***
	(6.151)	(5.176)	(9.951)	(5.914)	(6.035)	(5.361)	(7.376)	(8.626)
Number of PES job-offers in last 6 months	1.025***	1.030***	1.021***	1.036***	1.022***	1.017***	1.018***	1.014***
	(5.599)	(5.657)	(4.380)	(8.961)	(4.620)	(3.266)	(3.956)	(4.242)
PES counseling zone	23.255***	29.198***	23.137***	7.849***	10.631***	18.880***	16.322***	4.366***
	(22.669)	(44.972)	(57.568)	(50.306)	(13.759)	(33.714)	(42.169)	(30.359)

	Women				Men			
	2003	2004	2005	2006	2003	2004	2005	2006
Last monthly income (ref.: $<€1,000$)								
>1,000 & $\leq€1,500$	1.201***	1.069	1.152***	1.057	1.274***	1.151**	1.291***	1.371***
	(4.525)	(1.428)	(3.240)	(1.453)	(3.311)	(1.999)	(3.608)	(4.878)
>1,500 & $\leq€2,000$	1.231***	1.139**	1.068	1.039	1.310***	1.099	1.285***	1.459***
	(4.003)	(2.237)	(1.191)	(0.791)	(3.634)	(1.320)	(3.486)	(5.839)
>2,000	1.074	1.005	1.097	0.929	1.191**	1.152*	1.199**	1.271***
	(1.102)	(0.071)	(1.388)	(-1.250)	(2.257)	(1.907)	(2.432)	(3.535)
Quarter of (hyp.) program entry (ref.: 1st)								
2nd quarter	1.256***	1.235***	1.275***	1.256***	1.587***	1.957***	1.772***	1.702***
	(5.113)	(4.088)	(5.167)	(5.341)	(10.001)	(13.608)	(11.906)	(12.200)
3rd quarter	1.062	1.143**	0.902**	1.137***	1.265***	1.565***	1.352***	1.901***
	(1.270)	(2.544)	(-2.025)	(2.922)	(4.597)	(8.403)	(5.761)	(14.257)
4th quarter	1.236***	0.937	0.960	0.714***	0.855***	1.036	0.867**	0.726***
	(4.651)	(-1.198)	(-0.815)	(-7.124)	(-2.886)	(0.626)	(-2.561)	(-5.981)
Elapsed unemployment duration (ref.: ≤90 days)								
91-180 days	1.843***	1.792***	1.653***	1.530***	1.921***	1.617***	1.648***	1.512***
	(11.975)	(9.410)	(8.283)	(8.212)	(12.116)	(8.500)	(8.958)	(8.727)
181-366 days	2.413***	2.293***	2.295***	1.693***	2.777***	2.002***	2.078***	1.833***
	(15.652)	(12.651)	(13.397)	(9.646)	(17.330)	(11.448)	(12.327)	(11.953)
>366 days	2.029***	2.067***	1.957***	1.210***	2.395***	2.005***	1.637***	1.376***
	(11.104)	(9.938)	(9.809)	(3.404)	(12.414)	(10.030)	(7.169)	(5.396)
Last daily UI benefit level (ref.: $<€10$)								
$\geq€10$ & $<€20$	0.932	0.939	0.900*	0.903**	0.961	1.044	1.175*	1.012
	(-1.346)	(-1.071)	(-1.881)	(-2.036)	(-0.459)	(0.484)	(1.835)	(0.159)
$\geq€20$ & $<€30$	0.824***	0.837***	0.759***	0.825***	0.829**	0.920	0.998	0.849**
	(-3.397)	(-2.768)	(-4.531)	(-3.629)	(-2.258)	(-0.983)	(-0.024)	(-2.225)
$\geq€30$ & $<€40$	0.852*	0.740***	0.638***	0.749***	0.725***	0.751***	0.813**	0.758***
	(-1.734)	(-2.778)	(-4.358)	(-3.251)	(-3.522)	(-3.035)	(-2.196)	(-3.345)
$\geq€40$	1.342***	1.492***	1.680***	1.365***	1.223	1.154	1.084	0.701***
	(3.454)	(3.963)	(5.390)	(3.800)	(1.320)	(0.880)	(0.531)	(-2.674)
Subsidised employment in last year	1.003***	1.000	1.000	1.000	1.005***	1.005***	1.005***	1.004***
	(3.745)	(-0.177)	(-0.251)	(-0.309)	(5.637)	(5.695)	(4.673)	(4.818)
Subsidised employment over last 3 years	1.001***	1.003***	1.004***	1.003***	1.002***	1.002***	1.003***	1.003***
	(4.820)	(8.511)	(11.554)	(10.531)	(6.847)	(7.489)	(8.342)	(10.064)
Training days in last year	1.002***	1.003***	1.006***	1.004***	1.001	1.001	1.004***	1.001
	(2.811)	(3.339)	(7.644)	(5.366)	(1.055)	(1.208)	(5.390)	(1.094)
Training days over last 3 years	1.001***	1.001***	1.001***	1.002***	1.001***	1.002***	1.001***	1.001***
	(4.616)	(3.308)	(4.261)	(6.310)	(4.112)	(6.846)	(5.252)	(6.148)
Unemployment days over last 2 years	1.001***	1.001***	1.002***	1.001***	1.002***	1.002***	1.002***	1.002***
	(4.786)	(4.819)	(7.101)	(3.866)	(9.231)	(8.738)	(10.108)	(10.815)
Unemployment days over last 5 years	0.999***	0.999***	0.999***	0.999***	0.999***	0.999***	0.999***	0.999***
	(-11.705)	(-8.302)	(-9.048)	(-10.713)	(-11.146)	(-10.505)	(-10.208)	(-13.264)
Employment days over last 2 years	1.000***	0.999***	0.999***	0.998***	1.000*	1.000	1.000	1.000
	(-2.607)	(-4.679)	(-4.970)	(-12.387)	(1.734)	(-0.845)	(-1.227)	(-0.940)
Employment days over last 5 years	1.000***	1.000***	1.000***	1.000***	1.000***	1.000***	1.000***	1.000***
	(4.310)	(5.325)	(5.090)	(5.623)	(3.993)	(4.812)	(3.307)	(2.050)
Economic inactivity days over last 2 years	0.999***	1.000*	1.000	1.000	0.999**	0.999***	0.999**	1.000*
	(-3.290)	(-1.892)	(-0.729)	(-0.237)	(-2.317)	(-4.763)	(-2.573)	(-1.783)
Economic inactivity days over last 5 years	1.000**	1.000	1.000	1.000	1.000***	1.001***	1.000*	1.000
	(1.991)	(0.802)	(-0.640)	(-1.095)	(3.008)	(4.346)	(1.891)	(0.761)
Sickness benefit receipt days over last 2 years	1.001	0.999	1.002	1.001	1.000	1.003**	1.003**	1.001
	(0.764)	(-0.461)	(1.614)	(0.696)	(0.072)	(2.463)	(2.001)	(1.110)
Sickness benefit receipt days over last 5 years	0.999	1.000	0.999	0.999	1.000	0.998**	0.999	1.000
	(-1.499)	(-0.500)	(-1.446)	(-0.841)	(0.017)	(-2.427)	(-1.276)	(0.476)
Parental leave days over last 2 years	1.000	0.999*	1.000	1.000	1.001	1.001	1.001	1.000
	(-0.468)	(-1.922)	(-0.089)	(0.583)	(0.324)	(0.874)	(0.706)	(0.522)
Parental leave days over last 5 years	1.000	1.001***	1.000	1.000***	1.000	1.000	1.000	1.001*
	(0.519)	(2.617)	(0.993)	(3.467)	(-0.421)	(-0.358)	(-0.323)	(1.910)
Constant	0.000***	0.000***	0.000***	0.001***	0.000***	0.000***	0.000***	0.000***
	(-40.673)	(-29.377)	(-31.255)	(-29.991)	(-40.622)	(-35.178)	(-36.785)	(-34.639)
Observations	410,367	420,093	428,623	417,725	593,599	592,256	593,161	584,937
Pseudo R-squared	0.141	0.164	0.191	0.171	0.171	0.183	0.189	0.153

Sources: ASSD and PES data. Notes: Binary logistic regressions. Estimates displayed as odds ratios. Scenario 1: Effects of program participation vs. non-participation. z-statistics in parentheses: *** p<0.01, ** p<0.05, * p<0.1.

Table 12: Results of propensity score estimation for total population aged 25-54 years, scenario 2, 2003-2006

	Women				Men			
	2003	2004	2005	2006	2003	2004	2005	2006
Age at program entry	1.113***	1.094***	1.079***	1.072***	1.111***	1.106***	1.100***	1.076***
	(36.694)	(27.662)	(24.351)	(24.676)	(39.355)	(36.394)	(34.891)	(31.882)
Married	0.859***	0.871***	0.912**	0.893***	0.965	0.905**	0.971	1.000
	(-3.903)	(-3.112)	(-2.206)	(-3.007)	(-0.847)	(-2.310)	(-0.690)	(0.005)
Number of children	1.016	0.981	0.985	0.985				
	(0.808)	(-0.881)	(-0.736)	(-0.773)				
Youngest child aged = 2 years	2.325***	0.841	2.736***	1.858***				
	(2.876)	(-0.474)	(4.500)	(3.282)				
Youngest child aged 3-7 years	1.174*	1.142	1.355***	1.483***				
	(1.713)	(1.330)	(3.432)	(5.074)				
Youngest child aged 7-10 years	1.177**	1.051	1.304***	1.487***				
	(2.285)	(0.631)	(3.630)	(5.945)				
Foreign citizenship	0.570***	0.556***	0.728***	0.743***	0.481***	0.571***	0.658***	0.727***
	(-7.947)	(-7.179)	(-4.477)	(-4.668)	(-11.523)	(-8.799)	(-6.938)	(-6.349)
Disabled according to law or PES	1.711***	1.468***	1.585***	1.719***	1.635***	1.840***	1.492***	1.673***
	(9.263)	(5.729)	(7.238)	(9.694)	(9.203)	(11.424)	(7.463)	(10.942)
Education (ref.: apprenticeship/missing)								
Low education	0.860***	0.838***	0.837***	0.828***	0.833***	0.838***	0.924*	0.989
	(-3.395)	(-3.540)	(-3.724)	(-4.358)	(-4.098)	(-3.891)	(-1.760)	(-0.291)
Medium education	1.068	0.974	1.018	0.983	1.276**	1.286**	1.117	1.139
	(1.025)	(-0.348)	(0.248)	(-0.268)	(2.146)	(2.141)	(0.943)	(1.225)
Higher education	1.109	1.023	1.021	0.964	0.991	0.979	1.031	0.914
	(1.429)	(0.281)	(0.273)	(-0.535)	(-0.099)	(-0.226)	(0.343)	(-1.056)
Academic education	1.143	1.006	0.876	0.835*	1.127	0.895	0.979	0.608***
	(1.274)	(0.050)	(-1.232)	(-1.933)	(0.972)	(-0.861)	(-0.178)	(-3.791)
Last profession (ref.: production/specialised services)								
Last profession: Agriculture, forestry	0.698*	0.631**	1.080	0.763	0.841	0.820	0.901	1.042
	(-1.887)	(-2.092)	(0.448)	(-1.550)	(-1.152)	(-1.281)	(-0.687)	(0.337)
Last profession: Sales, trade	1.058	1.039	1.053	1.054	1.262***	1.338***	1.092	1.004
	(0.859)	(0.515)	(0.722)	(0.795)	(2.924)	(3.543)	(1.023)	(0.050)
Last profession: Transport	0.874	0.898	0.896	0.873	0.741***	0.766***	0.808**	0.676***
	(-0.864)	(-0.642)	(-0.665)	(-0.928)	(-3.531)	(-3.169)	(-2.547)	(-5.251)
Last profession: Accomodation/food service	0.650***	0.729***	0.788***	0.865**	0.635***	0.457***	0.618***	0.563***
	(-5.680)	(-3.725)	(-2.973)	(-2.023)	(-3.901)	(-6.516)	(-4.480)	(-5.848)
Last profession: Services	0.803***	0.785***	0.790***	0.904	0.814	0.751**	0.846	0.752***
	(-3.139)	(-3.046)	(-3.096)	(-1.483)	(-1.637)	(-2.289)	(-1.512)	(-2.987)
Last profession: Technician	1.224	1.787***	1.389*	1.257	1.679***	1.414***	1.323***	1.365***
	(1.141)	(3.292)	(1.822)	(1.335)	(5.785)	(3.665)	(2.929)	(3.606)
Last profession: Law field	1.252***	1.215***	1.106	1.247***	1.311***	1.375***	1.466***	1.148*
	(3.470)	(2.688)	(1.440)	(3.402)	(3.266)	(3.872)	(4.652)	(1.757)
Last profession: Education/health/culture	1.047	1.106	1.076	1.090	0.915	0.982	1.197	0.857
	(0.547)	(1.094)	(0.824)	(1.068)	(-0.698)	(-0.144)	(1.572)	(-1.317)
Last sector (ref.: manuf./mining/energy/water/waste)								
Last sector: Agriculture/forestry	0.518**	0.600*	0.760	0.508***	0.686*	0.819	0.851	0.990
	(-2.485)	(-1.890)	(-1.287)	(-2.683)	(-1.833)	(-0.995)	(-0.816)	(-0.055)
Last sector: Construction	0.840	0.907	1.019	0.822	0.559***	0.582***	0.566***	0.740***
	(-1.456)	(-0.762)	(0.148)	(-1.533)	(-9.162)	(-8.085)	(-8.311)	(-4.993)
Last sector: Wholesale/trade	1.126*	0.950	0.904	1.013	1.161**	0.915	0.924	1.044
	(1.873)	(-0.717)	(-1.437)	(0.194)	(2.262)	(-1.253)	(-1.108)	(0.665)
Last sector: Transportation/storage	0.654***	0.747***	0.715***	0.921	0.733***	0.848*	0.756***	0.841***
	(-3.326)	(-2.138)	(-2.608)	(-0.717)	(-3.401)	(-1.831)	(-3.107)	(-2.125)
Last sector: Accomodation/food service	0.697***	0.604***	0.576***	0.714***	0.448***	0.635***	0.610***	0.599***
	(-4.648)	(-5.871)	(-6.555)	(-4.376)	(-6.987)	(-4.189)	(-4.759)	(-5.155)
Last sector: Information/communication	0.855	0.628***	0.683***	0.814	0.776	0.748*	0.636***	0.681**
	(-1.003)	(-2.718)	(-2.222)	(-1.302)	(-1.598)	(-1.923)	(-2.703)	(-2.444)
Last sector: Services	1.108	0.881*	0.869**	1.028	0.807***	0.803***	0.798***	0.852***
	(1.587)	(-1.758)	(-2.009)	(0.418)	(-3.461)	(-3.457)	(-3.593)	(-2.780)
Last sector: Public administration/defense/social security	0.950	0.852	0.794**	0.863	1.048	1.089	0.819	0.946
	(-0.514)	(-1.472)	(-2.096)	(-1.480)	(0.362)	(0.689)	(-1.553)	(-0.498)
Last sector: Others	1.059	0.776	1.382	0.878	1.057	0.500	0.497	0.972
	(0.290)	(-1.039)	(1.540)	(-0.558)	(0.161)	(-1.392)	(-1.340)	(-0.065)
Last sector: Education/health/culture	1.142	0.865	1.026	0.993	1.116	1.007	1.136	0.979
	(1.636)	(-1.598)	(0.294)	(-0.088)	(1.026)	(0.066)	(1.261)	(-0.210)
Last sector: Missing	0.646	2.150						
	(-0.415)	(0.699)						
Size of last employer (ref.: 25-100 persons)								
Size of last employer: 1-10	1.032	0.978	0.987	1.058	0.992	1.000	1.011	0.986
	(0.578)	(-0.357)	(-0.219)	(1.036)	(-0.143)	(-0.001)	(0.198)	(-0.288)

	Women				Men			
	2003	2004	2005	2006	2003	2004	2005	2006
Size of last employer: 10-25	1.026	1.088	1.004	1.140**	1.031	1.089	0.987	0.962
	(0.387)	(1.168)	(0.056)	(2.017)	(0.503)	(1.353)	(-0.205)	(-0.683)
Size of last employer: 100-250	0.964	1.036	0.807***	1.208***	0.876*	0.846**	0.897	1.107*
	(-0.540)	(0.457)	(-2.770)	(2.834)	(-1.926)	(-2.355)	(-1.565)	(1.758)
Size of last employer: >250	0.876**	0.789***	0.811***	0.960	0.921	0.873**	0.858**	0.841***
	(-2.129)	(-3.359)	(-3.187)	(-0.692)	(-1.272)	(-2.014)	(-2.312)	(-2.981)
Size of last employer: missing	1.198**	1.098	1.113	1.176**	1.110	1.183**	1.093	1.090
	(2.385)	(1.141)	(1.398)	(2.284)	(1.265)	(2.052)	(1.121)	(1.177)
Last program: Active job search	1.437***	1.189**	1.196**	1.259***	1.113	1.190**	1.419***	1.465***
	(4.603)	(2.187)	(2.319)	(3.014)	(1.339)	(2.512)	(5.127)	(6.012)
Last program: Labour foundation	1.168	1.023	1.293	0.742	0.638	1.182	1.267	1.365*
	(0.580)	(0.083)	(1.314)	(-1.408)	(-1.531)	(0.826)	(1.273)	(1.819)
Last program: Occupational orientation	1.649***	1.473***	1.351**	1.092	1.105	1.639***	1.522***	1.528***
	(4.088)	(3.039)	(2.462)	(0.905)	(0.618)	(3.567)	(3.014)	(3.918)
Last program: Occupational qualification	0.983	0.823	0.748	0.967	1.901**	1.425	0.860	0.373*
	(-0.062)	(-0.568)	(-0.749)	(-0.099)	(2.451)	(1.081)	(-0.341)	(-1.647)
Last Program: Wage subsidy	1.912***	2.199***	1.955***	1.690***	1.903***	2.175***	1.953***	2.026***
	(7.779)	(9.338)	(8.247)	(6.915)	(7.447)	(9.502)	(7.944)	(9.606)
Last Program: Empl. project in non-profit sector	1.768**	2.168***	1.611*	2.130***	2.204***	1.325	2.196***	1.747***
	(2.471)	(3.176)	(1.947)	(4.091)	(4.267)	(1.377)	(4.348)	(3.608)
Last program: Wage subsidy in non-profit sector	2.593***	1.032	2.195*	1.992	2.807***	1.851	3.055*	0.821
	(3.168)	(0.057)	(1.893)	(1.538)	(2.697)	(1.449)	(1.931)	(-0.193)
Last program: Subsidy to private courses	1.224**	1.348***	1.409***	1.183**	1.177	1.149	1.224**	1.410***
	(2.235)	(3.284)	(4.003)	(2.166)	(1.672)	(1.468)	(2.310)	(4.872)
Last program: Subsidy to apprenticeships	1.014	0.636	0.968	1.544	4.047**	1.277	4.164***	2.380***
	(0.014)	(-0.445)	(-0.061)	(1.637)	(2.522)	(0.321)	(3.765)	(3.102)
Last program: Qualification	1.334***	1.333***	1.418***	1.280***	1.269***	1.215**	1.540***	1.344***
	(3.837)	(3.732)	(5.112)	(4.142)	(2.619)	(2.405)	(6.156)	(4.938)
Last program: Training	1.297	0.994	2.040***	1.987***	2.208***	1.828***	2.645***	1.068
	(0.965)	(-0.017)	(3.375)	(3.198)	(4.020)	(3.037)	(5.742)	(0.306)
Female returners	2.034***	1.456***	1.413***	1.217***	1.650	1.267	1.515	1.039
	(11.191)	(5.559)	(5.582)	(3.815)	(1.188)	(0.546)	(1.176)	(0.123)
Federal province (ref.: Carinthia)								
Vienna	1.917***	1.534***	1.506***	0.909	1.590***	1.592***	0.870	1.683***
	(4.509)	(2.807)	(3.350)	(-0.864)	(2.988)	(3.074)	(-1.126)	(4.401)
Lower Austria	1.261**	1.547***	1.157	1.038	0.916	1.033	0.792**	1.323**
	(2.060)	(3.347)	(1.340)	(0.344)	(-0.714)	(0.237)	(-2.083)	(2.401)
Upper Austria	2.055***	1.786***	1.634***	1.243*	1.260**	1.302*	1.554***	1.195
	(6.933)	(4.253)	(4.673)	(1.818)	(1.972)	(1.827)	(4.016)	(1.346)
Burgenland	1.004	0.846	1.211	1.096	1.183	1.489**	1.173	1.313*
	(0.036)	(-0.939)	(1.557)	(0.664)	(1.348)	(2.428)	(1.239)	(1.863)
Styria	1.250*	0.997	0.905	1.288***	0.799*	0.792	0.784*	1.042
	(1.838)	(-0.021)	(-0.802)	(2.635)	(-1.673)	(-1.484)	(-1.911)	(0.383)
Salzburg	1.653***	1.557***	1.969***	1.331**	1.359**	1.646***	1.466***	1.976***
	(3.938)	(2.946)	(5.575)	(2.444)	(2.162)	(3.226)	(2.874)	(5.482)
Tyrol	1.334**	1.311*	1.206	0.889	1.450***	1.564***	1.402**	1.683***
	(2.479)	(1.805)	(1.379)	(-0.885)	(3.011)	(3.012)	(2.478)	(3.695)
Vorarlberg	1.044	1.010	0.705*	1.016	0.975	1.066	0.690*	1.590***
	(0.261)	(0.050)	(-1.723)	(0.106)	(-0.145)	(0.339)	(-1.915)	(3.025)
Region type (ref.: rural region)								
Human-capital-intensive region	0.812***	0.826***	0.778***	0.812***	1.251***	1.102	0.983	0.856***
	(-3.235)	(-2.734)	(-4.371)	(-3.915)	(3.049)	(1.366)	(-0.286)	(-2.715)
Real-capital-intensive region	0.824***	0.822***	0.855**	0.965	1.180**	0.979	0.976	0.956
	(-3.123)	(-2.610)	(-2.381)	(-0.587)	(2.289)	(-0.268)	(-0.337)	(-0.675)
Regional unemployment rate	1.046**	1.015	1.027	1.057***	1.028	1.028	1.086***	1.023
	(2.309)	(0.692)	(1.333)	(2.893)	(1.304)	(1.268)	(3.948)	(1.125)
Regional share of long-term unempl. (ref.: ≤10%)								
>10% & ≤20%	1.053	0.775***	0.977	0.779***	0.909	0.919	0.736***	0.717***
	(0.541)	(-2.735)	(-0.298)	(-3.296)	(-0.908)	(-0.824)	(-3.673)	(-4.065)
>20%	1.184	0.712***	0.999	0.717***	1.016	1.084	0.898	0.832**
	(1.324)	(-2.823)	(-0.015)	(-3.795)	(0.114)	(0.632)	(-1.255)	(-2.017)
Regional program rate	1.437***	1.430***	1.482***	1.376***	1.316***	1.334***	1.283***	1.296***
	(13.099)	(11.406)	(13.515)	(16.453)	(8.966)	(8.791)	(7.818)	(12.183)
Number of PES contacts in last 2 months	1.225***	1.321***	1.255***	1.262***	1.242***	1.318***	1.313***	1.163***
	(12.138)	(14.624)	(12.548)	(14.568)	(12.717)	(15.303)	(15.419)	(9.683)
Number of PES contacts in last 6 months	1.075***	1.045***	1.046***	1.047***	1.090***	1.072***	1.052***	1.091***
	(8.396)	(4.418)	(4.780)	(5.506)	(9.749)	(7.519)	(5.605)	(10.762)
Number of PES job offers in last month	1.057***	1.029*	1.100***	1.036***	1.058***	1.059***	1.057***	1.062***
	(4.175)	(1.782)	(6.695)	(2.935)	(4.189)	(3.840)	(4.112)	(6.072)
Number of PES job offers in last 6 months	1.005	1.013**	1.005	1.020***	1.005	0.996	1.006	1.005
	(0.916)	(2.042)	(0.843)	(4.164)	(0.863)	(-0.633)	(1.185)	(1.122)
PES counseling zone	11.523***	11.732***	10.073***	11.329***	7.601***	15.460***	12.905***	10.044***
	(13.607)	(26.913)	(34.855)	(47.584)	(9.309)	(24.096)	(30.975)	(38.440)

40

	Women				Men			
	2003	2004	2005	2006	2003	2004	2005	2006
Last monthly income (ref.: $< € 1{,}000$)								
Last monthly income: $> € 1{,}000$ & $\leq € 1{,}500$	1.104**	1.015	1.075	0.979	1.126	0.981	1.138	1.317***
	(2.186)	(0.285)	(1.488)	(-0.495)	(1.456)	(-0.241)	(1.642)	(3.795)
Last monthly income: $> € 1{,}500$ & $\leq € 2{,}000$	1.074	1.025	0.954	0.915	0.998	0.828**	0.972	1.213***
	(1.249)	(0.385)	(-0.766)	(-1.644)	(-0.019)	(-2.379)	(-0.357)	(2.675)
Last monthly income: $> € 2{,}000$	1.036	0.988	1.090	0.837***	0.950	0.906	0.916	1.045
	(0.490)	(-0.156)	(1.165)	(-2.665)	(-0.597)	(-1.198)	(-1.068)	(0.581)
Quarter of (hyp.) program entry (ref.: 1st)								
2nd quarter	1.104**	1.150**	1.204***	1.072	1.316***	1.495***	1.393***	1.205***
	(1.993)	(2.471)	(3.544)	(1.434)	(5.379)	(7.410)	(6.246)	(3.911)
3rd quarter	1.053	1.189***	0.853***	1.084	1.303***	1.521***	1.210***	1.751***
	(0.977)	(3.019)	(-2.817)	(1.630)	(4.694)	(7.149)	(3.287)	(11.330)
4th quarter	1.410***	1.042	0.989	0.966	1.228***	1.410***	1.068	1.039
	(6.761)	(0.689)	(-0.208)	(-0.683)	(3.413)	(5.486)	(1.065)	(0.673)
textit*Elapsed unempl. duration (ref.: ≤ 90 days)*								
91-180 days	2.175***	2.198***	2.044***	1.845***	2.239***	1.789***	1.917***	1.707***
	(14.523)	(12.276)	(11.367)	(11.088)	(14.384)	(9.804)	(11.160)	(10.716)
181-366 days	3.815***	3.627***	3.459***	2.414***	4.348***	2.900***	3.010***	2.539***
	(22.369)	(18.716)	(18.913)	(14.868)	(23.801)	(16.580)	(17.591)	(17.242)
>366 days	5.605***	5.327***	4.673***	2.969***	6.403***	5.245***	4.446***	3.596***
	(25.565)	(22.198)	(21.474)	(17.934)	(25.623)	(23.245)	(20.864)	(20.694)
Last daily UI benefit level (ref.: $< € 10$)								
$\geq € 10$ & $< € 20$	0.942	0.977	0.965	0.937	0.887	0.894	1.068	0.868*
	(-1.021)	(-0.365)	(-0.567)	(-1.125)	(-1.244)	(-1.150)	(0.692)	(-1.671)
$\geq € 20$ & $< € 30$	0.840***	0.867**	0.801***	0.851***	0.751***	0.756***	0.823**	0.668***
	(-2.764)	(-2.033)	(-3.293)	(-2.661)	(-3.146)	(-3.005)	(-2.132)	(-4.965)
$\geq € 30$ & $< € 40$	0.950	0.829	0.683***	0.851	0.712***	0.656***	0.729***	0.599***
	(-0.497)	(-1.586)	(-3.366)	(-1.590)	(-3.375)	(-4.049)	(-3.044)	(-5.571)
$\geq € 40$	1.289***	1.678***	1.962***	1.509***	1.278	1.115	1.232	0.739**
	(2.666)	(4.708)	(6.267)	(4.314)	(1.463)	(0.613)	(1.277)	(-2.122)
Subsidised employment in last year	1.004***	0.999	1.000	1.002*	1.007***	1.007***	1.005***	1.004***
	(3.987)	(-0.701)	(-0.299)	(1.744)	(5.888)	(6.179)	(3.867)	(3.634)
Subsidised employment over last 3 years	1.002***	1.003***	1.004***	1.004***	1.002***	1.003***	1.003***	1.003***
	(6.071)	(6.910)	(9.040)	(8.872)	(7.287)	(8.355)	(8.153)	(8.486)
Training days in last year	1.000	1.001	1.005***	1.003***	1.000	0.999	1.003***	0.999
	(-0.467)	(0.922)	(4.947)	(3.277)	(-0.380)	(-0.498)	(3.601)	(-0.800)
Training days over last 3 years	1.001***	1.001**	1.001	1.001***	1.001***	1.001***	1.000	1.001***
	(4.141)	(2.297)	(1.559)	(3.611)	(2.728)	(4.421)	(1.464)	(2.833)
Unemployment days over last 2 years	1.002***	1.002***	1.002***	1.001***	1.003***	1.003***	1.003***	1.003***
	(7.294)	(6.983)	(8.900)	(5.083)	(11.508)	(10.652)	(12.021)	(13.880)
Unemployment days over last 5 years	0.999***	0.999***	0.999***	0.999***	0.999***	0.999***	0.999***	0.999***
	(-8.658)	(-5.185)	(-5.407)	(-5.584)	(-7.751)	(-5.902)	(-5.912)	(-9.011)
Employment days over last 2 years	1.000	0.999***	0.999***	0.998***	1.001**	1.000	1.000	1.000
	(-0.650)	(-2.874)	(-2.832)	(-10.352)	(2.351)	(-0.100)	(0.479)	(0.605)
Employment days over last 5 years	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000**
	(0.790)	(0.831)	(-0.148)	(1.559)	(0.011)	(1.219)	(-1.396)	(-2.551)
Economic inactivity days over last 2 years	0.999***	0.999**	1.000	1.000	1.000	0.999***	1.000	1.000
	(-2.790)	(-2.283)	(-0.226)	(-0.864)	(-0.720)	(-2.884)	(-0.344)	(0.245)
Economic inactivity days over last 5 years	1.000**	1.000	1.000	1.000	1.000*	1.000***	1.000	1.000
	(2.556)	(1.598)	(-0.867)	(0.067)	(1.682)	(3.158)	(0.292)	(-0.577)
Sickness benefit receipt days over last 2 years	1.002	1.000	1.002	1.002	1.001	1.005***	1.002	1.003**
	(1.115)	(0.154)	(1.549)	(1.131)	(1.019)	(3.133)	(1.638)	(2.137)
Sickness benefit receipt days over last 5 years	0.999	0.999	1.000	0.999	1.001	0.998**	1.000	1.000
	(-1.373)	(-0.595)	(-0.267)	(-0.692)	(0.609)	(-2.256)	(0.140)	(-0.102)
Parental leave days over last 2 years	1.000	1.000	1.000	1.001***	1.000	1.000	1.001	1.000
	(0.074)	(0.057)	(1.417)	(2.756)	(-0.048)	(0.347)	(0.692)	(0.054)
Parental leave days over last 5 years	1.000	1.000*	1.000	1.000***	1.000	1.000	1.000	1.001**
	(0.915)	(1.955)	(0.975)	(2.818)	(-0.272)	(0.165)	(-0.220)	(2.051)
Constant	0.000***	0.000***	0.000***	0.000***	0.000***	0.000***	0.000***	0.000***
	(-39.582)	(-29.138)	(-30.005)	(-29.140)	(-37.568)	(-32.450)	(-33.954)	(-31.227)
Observations	116,329	114,412	117,233	123,175	212,203	204,282	202,758	222,983
Pseudo R-squared	0.286	0.291	0.314	0.322	0.320	0.336	0.333	0.300

Sources: ASSD and PES data. Notes: Binary logistic regressions with estimates displayed as odds ratios. Scenario 2: Effects of program participation vs. non-participation, conditional on an employment take-up. z-statistics in parentheses: *** $p<0.01$, ** $p<0.05$, * $p<0.1$.

Table 13: Covariate balancing indicators by matching scheme, scenario 1, 2003

Matching scheme	No. Treated	No. Controls	Share of treated (%)	% lost to cs[1]	Logit Pseudo-R², before[2]	Logit Pseudo-R², after[3]	Median bias, before[4]	Median bias, after[5]	P>χ², after[6]	ATT emp. after 1 year[7]
Women										
Nearest 1-to-1 with replacement without caliper	4,169	406,198	1.0	0.0	0.141	0.005	7.1	1.3	0.997	188
Nearest 1-to-1 with replacement without caliper, with trimming	4,086	406,198	1.0	2.0	0.141	0.006	7.1	1.3	0.993	188
Nearest 1-to-1 with replacement within caliper (0.25% of st. dev. of prop. scores)	4,155	406,198	1.0	0.3	0.141	0.005	7.1	1.4	0.996	188
Nearest 4-to-1 with replacement without caliper	4,169	406,198	1.0	0.0	0.141	0.003	7.1	0.8	1.000	188
Nearest 4-to-1 with replacement within caliper (0.25% of st. dev. of prop. scores)	4,169	406,198	1.0	0.0	0.141	0.003	7.1	0.8	1.000	188
Nearest 10-to-1 with replacement without caliper	4,169	406,198	1.0	0.0	0.141	0.002	7.1	0.6	1.000	189
Nearest 10-to-1 with replacement within caliper (0.25% of st. dev. of prop. scores)	4,169	406,198	1.0	0.0	0.141	0.002	7.1	0.6	1.000	189
Nearest 20-to-1 with replacement without caliper	4,169	406,198	1.0	0.0	0.141	0.002	7.1	0.5	1.000	189
Nearest 20-to-1 with replacement within caliper (0.25% of st. dev. of prop. scores)	4,169	406,198	1.0	0.0	0.141	0.002	7.1	0.5	1.000	189
Kernel of epan type with bandwith 0.01	4,161	406,198	1.0	0.2	0.141	0.004	7.1	0.7	1.000	184
Kernel of epan type with bandwith 0.05	4,169	406,198	1.0	0.0	0.141	0.079	7.1	4.2	0.000	170
Kernel of normal type with bandwith 0.01	4,169	406,198	1.0	0.0	0.141	0.026	7.1	2.3	0.000	178
Kernel of normal type with bandwith 0.05	4,169	406,198	1.0	0.0	0.141	0.168	7.1	6.2	0.000	165
Mahalanobis-metric matching without prop. score	4,169	406,198	1.0	0.0	0.141	0.119	7.1	1.8	0.000	124
Mahalanobis-metric matching with prop. score	4,169	406,198	1.0	0.0	0.141	0.102	7.1	1.9	0.000	127
Men										
Nearest 1-to-1 with replacement without caliper	3,521	590,078	0.6	0.0	0.171	0.006	8.1	1.3	0.996	164
Nearest 1-to-1 with replacement without caliper, with trimming	3,451	590,078	0.6	2.0	0.171	0.007	8.1	1.5	0.989	164
Nearest 1-to-1 with replacement within caliper (0.25% of st. dev. of prop. scores)	3,512	590,078	0.6	0.3	0.171	0.006	8.1	1.3	0.998	164
Nearest 4-to-1 with replacement without caliper	3,521	590,078	0.6	0.0	0.171	0.003	8.1	1.0	1.000	165
Nearest 4-to-1 with replacement within caliper (0.25% of st. dev. of prop. scores)	3,521	590,078	0.6	0.0	0.171	0.003	8.1	1.0	1.000	165
Nearest 10-to-1 with replacement without caliper	3,521	590,078	0.6	0.0	0.171	0.002	8.1	0.7	1.000	165
Nearest 10-to-1 with replacement within caliper (0.25% of st. dev. of prop. scores)	3,521	590,078	0.6	0.0	0.171	0.002	8.1	0.7	1.000	165
Nearest 20-to-1 with replacement without caliper	3,521	590,078	0.6	0.0	0.171	0.002	8.1	0.5	1.000	166
Nearest 20-to-1 with replacement within caliper (0.25% of st. dev. of prop. scores)	3,521	590,078	0.6	0.0	0.171	0.002	8.1	0.5	1.000	166
Kernel of epan type with bandwith 0.01	3,518	590,078	0.6	0.1	0.171	0.012	8.1	1.4	0.021	153
Kernel of epan type with bandwith 0.05	3,521	590,078	0.6	0.0	0.171	0.117	8.1	5.4	0.000	128
Kernel of normal type with bandwith 0.01	3,521	590,078	0.6	0.0	0.171	0.053	8.1	3.5	0.000	139
Kernel of normal type with bandwith 0.05	3,521	590,078	0.6	0.0	0.171	0.226	8.1	7.4	0.000	118
Mahalanobis-metric matching without prop. score	3,521	590,078	0.6	0.0	0.171	0.119	8.1	1.7	0.000	105
Mahalanobis-metric matching with prop. score	3,521	590,078	0.6	0.0	0.171	0.086	8.1	1.9	0.000	109

Sources: ASSD and PES data. Notes: 1: Share of the treated falling outside the common support. 2: Pseudo-R² from logit estimation of the propensity score. 3: Pseudo-R² from the same logit estimation on the matched samples. 4: Median absolute standardized bias before matching. Following the formulae of Rosenbaum and Rubin (1985), for a given covariate, the standardized bias before matching is the difference of the sample means in the full treated and non-treated subsamples as a percentage of the square root of the average of the sample variances in the full treated and non-treated groups. The median absolute standardised bias corresponds to the median taken over all regressors. 5: Median absolute standardised bias after matching. 6: P-value of the likelihood-ratio test of the joint significance of all regressors after matching. 7: Estimated ATT in terms of overall dependent employment in the 1st year after program start.

Table 14: Covariate balancing indicators by subgroup, scenario 1

Subgroup	Gender	Year[1]	No. Treated	No. Controls	Share of treated (%)	% lost to cs[2]	Hit-Rate[3]	Logit Pseudo-R^2, before[4]	Logit Pseudo-R^2, after[5]	$P>\chi^2$, after[6]	Median bias, before[7]	Median bias, after[8]
Total (25-54)	Women	2003	4,155	406,198	1.0	0.3	72.9	0.141	0.002	7.1	0.6	1.000
		2004	3,216	416,852	0.8	0.8	74.3	0.164	0.002	7.8	0.6	1.000
		2005	3,702	424,911	0.9	0.3	75.5	0.191	0.002	7.6	0.7	1.000
		2006	4,698	413,018	1.1	0.2	74.2	0.171	0.001	7.2	0.5	1.000
	Men	2003	3,512	590,078	0.6	0.3	76.5	0.171	0.002	8.1	0.8	1.000
		2004	3,432	588,810	0.6	0.4	76.8	0.183	0.002	8.4	0.8	1.000
		2005	3,507	589,646	0.6	0.2	77.1	0.189	0.002	7.6	0.8	1.000
		2006	4,426	580,505	0.8	0.1	74.8	0.153	0.002	8.4	0.8	1.000
Young (15-24)	Women	2003	638	99,171	0.6	1.2	73.4	0.157	0.004	6.9	1.3	1.000
		2004	732	95,341	0.8	1.3	73.6	0.191	0.003	9.1	0.8	1.000
		2005	586	98,645	0.6	0.8	71.5	0.170	0.006	7.4	1.1	1.000
		2006	903	92,575	1.0	0.4	70.0	0.153	0.004	8.1	1.2	1.000
	Men	2003	788	148,125	0.5	1.1	77.1	0.183	0.004	8.8	1.0	1.000
		2004	788	138,191	0.6	1.3	76.4	0.186	0.004	10.2	1.0	1.000
		2005	727	141,039	0.5	1.6	73.2	0.160	0.006	7.0	0.9	1.000
		2006	962	134,611	0.7	0.4	74.3	0.179	0.003	7.7	0.8	1.000
Medium age (25-44)	Women	2003	1,990	298,257	0.7	0.5	74.4	0.158	0.003	9.2	0.8	1.000
		2004	1,833	309,683	0.6	1.3	75.0	0.185	0.002	10.1	0.8	1.000
		2005	2,287	314,182	0.7	0.4	75.6	0.204	0.002	9.3	0.8	1.000
		2006	3,129	302,201	1.0	0.4	74.5	0.196	0.001	7.9	0.5	1.000
	Men	2003	1,596	432,195	0.4	0.2	77.4	0.180	0.004	10.9	0.8	1.000
		2004	1,631	431,320	0.4	0.6	78.2	0.202	0.003	10.9	0.9	1.000
		2005	1,721	429,670	0.4	0.7	78.5	0.209	0.003	9.4	0.8	1.000
		2006	2,384	419,077	0.6	0.2	75.9	0.164	0.003	11.4	1.0	1.000
Higher age (45-54)	Women	2003	2,161	107,941	2.0	0.4	70.7	0.121	0.003	6.1	0.9	1.000
		2004	1,369	107,169	1.3	1.0	74.1	0.159	0.003	6.5	0.9	1.000
		2005	1,406	110,729	1.3	0.7	76.0	0.189	0.003	6.3	0.9	1.000
		2006	1,555	110,817	1.4	0.6	74.8	0.169	0.002	5.5	0.7	1.000
	Men	2003	1,915	157,883	1.2	0.4	75.0	0.160	0.002	5.6	0.7	1.000
		2004	1,795	157,490	1.1	0.6	76.1	0.178	0.003	5.9	0.8	1.000
		2005	1,769	159,976	1.1	0.7	76.2	0.181	0.002	7.0	0.7	1.000
		2006	2,034	161,428	1.2	0.4	75.4	0.163	0.002	5.6	0.8	1.000
Low education	Women	2003	1,733	197,556	0.9	0.6	72.3	0.135	0.002	7.4	0.7	1.000
		2004	1,299	203,222	0.6	1.2	73.5	0.155	0.002	9.0	0.7	1.000
		2005	1,460	204,087	0.7	0.9	73.5	0.170	0.003	8.2	0.9	1.000
		2006	1,817	196,683	0.9	0.4	71.3	0.146	0.002	7.9	0.7	1.000
	Men	2003	1,277	250,303	0.5	0.9	76.2	0.167	0.003	9.7	0.9	1.000
		2004	1,280	253,291	0.5	0.9	75.4	0.166	0.003	8.5	1.0	1.000
		2005	1,413	255,632	0.5	0.4	75.5	0.174	0.003	9.3	0.9	1.000
		2006	1,970	251,065	0.8	0.3	72.6	0.136	0.004	8.0	1.0	1.000
Medium education	Women	2003	1,869	151,693	1.2	0.4	73.5	0.150	0.003	7.7	0.9	1.000
		2004	1,448	150,953	1.0	1.7	75.5	0.173	0.003	7.4	0.7	1.000
		2005	1,712	155,421	1.1	0.5	77.3	0.205	0.002	7.1	0.7	1.000
		2006	2,174	151,300	1.4	0.4	76.9	0.187	0.002	7.8	0.7	1.000
	Men	2003	1,870	285,596	0.7	0.4	77.7	0.185	0.003	8.0	1.0	1.000
		2004	1,802	278,322	0.6	0.7	78.2	0.203	0.003	11.2	0.9	1.000
		2005	1,719	276,843	0.6	0.7	78.7	0.207	0.004	9.4	1.1	1.000
		2006	2,090	274,628	0.8	0.4	77.4	0.179	0.003	11.4	1.0	1.000
High education	Women	2003	520	53,966	1.0	1.3	75.3	0.169	0.007	10.3	1.4	1.000
		2004	439	59,118	0.7	2.2	76.3	0.189	0.008	9.1	1.3	1.000
		2005	500	62,065	0.8	2.5	78.6	0.234	0.005	10.2	1.2	1.000
		2006	684	62,016	1.1	0.7	76.5	0.209	0.004	10.8	1.0	1.000
	Men	2003	347	51,709	0.7	0.6	75.3	0.166	0.007	9.2	1.5	1.000
		2004	330	54,068	0.6	1.5	78.0	0.201	0.008	10.8	1.5	1.000
		2005	352	53,883	0.6	2.2	79.8	0.234	0.010	9.9	1.8	1.000
		2006	336	51,595	0.6	1.8	78.2	0.197	0.008	11.5	1.7	1.000
Nationals	Women	2003	3,870	346,013	1.1	0.3	73.2	0.167	0.002	7.0	0.5	1.000
		2004	3,006	353,626	0.8	0.8	75.1	0.192	0.002	7.2	0.5	1.000
		2005	3,401	359,932	0.9	0.4	77.0	0.207	0.002	6.7	0.7	1.000
		2006	4,323	349,524	1.2	0.2	76.0	0.157	0.001	7.1	0.4	1.000
	Men	2003	3,116	463,452	0.7	0.2	76.4	0.185	0.002	6.8	0.8	1.000
		2004	3,040	463,817	0.7	0.4	77.0	0.188	0.002	7.0	0.7	1.000
		2005	3,045	463,054	0.7	0.5	77.8	0.194	0.002	7.2	0.8	1.000
		2006	3,742	457,511	0.8	0.1	75.4	0.167	0.002	8.9	0.8	1.000

43

Subgroup	Gender	Year[1]	No. Treated	No. Controls	Share of treated (%)	% lost to cs[2]	Hit-Rate[3]	Logit Pseudo-R^2, before[4]	Logit Pseudo-R^2, after[5]	P>χ^2, after[6]	Median bias, before[7]	Median bias, after[8]
		2004	196	62,956	0.3	5.3	73.0	0.159	0.014	9.2	2.1	1.000
		2005	287	64,680	0.4	4.0	69.9	0.189	0.012	10.0	1.7	1.000
		2006	368	63,262	0.6	1.3	65.6	0.171	0.007	9.4	1.4	1.000
	Men	2003	385	125,357	0.3	1.8	77.4	0.167	0.006	8.0	1.4	1.000
		2004	383	123,861	0.3	1.8	76.5	0.181	0.006	9.6	1.3	1.000
		2005	433	125,358	0.3	2.9	75.7	0.187	0.007	9.2	1.6	1.000
		2006	674	121,861	0.6	0.7	74.5	0.155	0.003	9.0	1.0	1.000
Long unemployed	Women	2003	3,062	220,924	1.4	0.3	72.1	0.131	0.003	5.9	0.7	1.000
		2004	2,395	232,941	1.0	1.5	74.5	0.160	0.002	6.2	0.6	1.000
		2005	2,811	235,818	1.2	0.3	76.0	0.188	0.002	7.2	0.5	1.000
		2006	3,397	224,486	1.5	0.4	75.1	0.167	0.001	7.3	0.5	1.000
	Men	2003	2,850	315,142	0.9	0.3	74.1	0.151	0.002	6.1	0.7	1.000
		2004	2,780	327,945	0.8	0.4	75.3	0.166	0.002	6.3	0.6	1.000
		2005	2,886	327,216	0.9	0.2	75.3	0.168	0.002	7.4	0.7	1.000
		2006	3,632	321,038	1.1	0.2	72.4	0.132	0.002	6.3	0.6	1.000
Not long unemp.	Women	2003	1,087	185,274	0.6	1.1	73.3	0.148	0.003	7.4	0.7	1.000
		2004	790	183,911	0.4	2.3	73.6	0.160	0.005	8.4	1.3	1.000
		2005	869	189,093	0.5	2.7	74.4	0.182	0.004	10.6	1.1	1.000
		2006	1,288	188,532	0.7	0.8	73.0	0.170	0.002	7.9	0.8	1.000
	Men	2003	656	274,936	0.2	0.8	78.3	0.182	0.004	7.6	1.2	1.000
		2004	633	260,865	0.2	3.2	78.1	0.193	0.005	8.6	1.2	1.000
		2005	605	262,430	0.2	2.9	79.5	0.219	0.003	9.5	0.9	1.000
		2006	781	259,467	0.3	1.5	77.1	0.165	0.005	9.4	1.0	1.000
Disabled	Women	2003	545	38,204	1.4	0.4	71.0	0.046	0.008	6.7	1.2	1.000
		2004	390	37,184	1.0	1.5	76.3	0.148	0.005	5.5	0.9	1.000
		2005	459	35,705	1.3	2.1	76.8	0.176	0.006	7.8	1.2	1.000
		2006	640	36,433	1.7	1.1	73.7	0.138	0.005	7.1	1.0	1.000
	Men	2003	745	68,864	1.1	0.4	74.5	0.128	0.003	7.2	1.0	1.000
		2004	777	65,952	1.2	0.5	75.1	0.146	0.006	7.0	1.0	1.000
		2005	738	63,756	1.1	0.8	75.2	0.147	0.006	6.1	1.1	1.000
		2006	981	63,116	1.5	0.3	72.3	0.115	0.003	5.9	0.8	1.000
Non-disabled	Women	2003	3,610	367,994	1.0	0.3	73.4	0.152	0.002	7.3	0.7	1.000
		2004	2,818	379,668	0.7	0.9	74.4	0.171	0.002	7.9	0.6	1.000
		2005	3,229	389,206	0.8	0.4	75.5	0.199	0.002	8.1	0.7	1.000
		2006	4,046	376,585	1.1	0.3	74.4	0.180	0.001	7.9	0.4	1.000
	Men	2003	2,763	521,214	0.5	0.4	77.5	0.185	0.002	7.4	0.7	1.000
		2004	2,650	522,858	0.5	0.6	77.6	0.198	0.002	8.0	0.7	1.000
		2005	2,761	525,890	0.5	0.4	77.8	0.201	0.003	8.5	0.8	1.000
		2006	3,441	517,389	0.7	0.2	75.5	0.162	0.001	11.1	0.9	1.000
Female returners	Women	2003	611	38,089	1.6	1.9	71.9	0.130	0.004	8.8	1.0	1.000
		2004	516	47,086	1.1	3.6	73.9	0.159	0.006	7.8	1.4	1.000
		2005	647	48,422	1.3	1.5	76.5	0.205	0.006	7.7	1.1	1.000
		2006	933	46,481	2.0	1.5	75.9	0.184	0.002	6.3	0.8	1.000

Sources: ASSD and PES data. Notes: If not specified otherwise, age group 25-54. 1: Year of program start. 2: Share of the treated falling outside the common support. 3: Proportion of observations with correct prediction of the treatment status in the logit regression. Predictions are classified as correct if the estimated propensity score for an observation is equal to or larger than the sample proportion of the treated in case of the treated and lower in case of the non-treated. 4: Pseudo-R^2 from logit estimation of the propensity score. 5: Pseudo R^2 from the same logit estimation on the matched samples. 6: P-value of the likelihood-ratio test of the joint significance of all regressors after matching. 7: Median absolute standardized bias before matching. Following the formulae of Rosenbaum and Rubin (1985), for a given covariate, the standardised bias before matching is the difference of the sample means in the full treated and non-treated subsamples as a percentage of the square root of the average of the sample variances in the full treated and non-treated groups. The median absolute standardised bias corresponds to the median taken over all regressors. 8: Median absolute standardised bias after matching. The standardised bias after matching is the difference of the sample means in the matched treated and matched non-treated subsamples as a percentage of the square root of the average of the sample variances in the full treated and non-treated groups. The median absolute standardised bias corresponds to the median taken over all regressors.

Table 15: Covariate balancing indicators by subgroup, scenario 2

Subgroup	Gender	Year[1]	No. Treated	No. Controls	Share of treated (%)	% lost to cs[2]	Hit-Rate[3]	Logit Pseudo-R^2, before[4]	Logit Pseudo-R^2, after[5]	$P>\chi^2$, after[6]	Median bias, before[7]	Median bias, after[8]
Total (25-54)	Women	2003	4,077	112,250	3.5	0.0	79.7	0.286	0.004	11.6	1.1	1.000
		2004	3,179	111,231	2.8	0.1	80.1	0.291	0.004	12.1	1.0	1.000
		2005	3,623	113,599	3.1	0.3	81.2	0.314	0.004	12.7	1.2	1.000
		2006	4,607	118,557	3.7	0.2	81.2	0.322	0.003	12.3	1.1	1.000
	Men	2003	3,439	208,760	1.6	0.1	83.7	0.320	0.004	15.9	0.9	1.000
		2004	3,372	200,904	1.7	0.2	84.0	0.336	0.004	14.8	1.0	1.000
		2005	3,449	199,307	1.7	0.1	84.3	0.333	0.004	14.3	0.9	1.000
		2006	4,350	218,630	2.0	0.1	83.2	0.300	0.005	13.3	1.1	0.990
Young (15-24)	Women	2003	624	39,449	1.6	1.1	77.7	0.223	0.006	11.3	1.2	1.000
		2004	716	37,832	1.9	1.2	77.9	0.254	0.005	11.9	1.5	1.000
		2005	565	38,843	1.4	2.2	78.0	0.235	0.008	13.2	1.6	1.000
		2006	863	38,351	2.2	2.6	77.3	0.235	0.006	12.1	1.4	1.000
	Men	2003	772	60,992	1.2	0.9	79.8	0.241	0.004	11.7	0.9	1.000
		2004	771	56,858	1.3	1.5	79.9	0.248	0.004	12.7	1.1	1.000
		2005	718	56,712	1.3	0.7	78.4	0.224	0.004	10.4	1.0	1.000
		2006	947	58,444	1.6	0.4	79.6	0.252	0.004	12.2	1.3	1.000
Medium age (25-44)	Women	2003	1,956	87,172	2.2	0.1	81.1	0.300	0.004	13.4	1.0	1.000
		2004	1,799	86,244	2.0	1.3	81.3	0.307	0.005	13.6	1.0	1.000
		2005	2,250	87,096	2.5	0.2	81.7	0.324	0.004	13.2	0.9	1.000
		2006	3,061	89,753	3.3	0.5	81.8	0.352	0.003	12.2	1.0	1.000
	Men	2003	1,550	162,988	0.9	0.7	84.4	0.321	0.006	17.7	1.2	1.000
		2004	1,600	156,948	1.0	0.6	85.7	0.349	0.005	17.9	1.2	1.000
		2005	1,698	154,803	1.1	0.2	85.7	0.346	0.004	16.4	0.9	1.000
		2006	2,337	166,960	1.4	0.5	84.6	0.310	0.005	13.8	1.2	1.000
Higher age (45-54)	Women	2003	2,119	25,078	7.8	0.1	76.2	0.254	0.008	13.4	1.3	1.000
		2004	1,349	24,987	5.1	0.7	79.8	0.304	0.009	14.8	1.6	1.000
		2005	1,356	26,503	4.9	1.7	81.4	0.332	0.010	13.1	1.8	1.000
		2006	1,536	28,804	5.1	0.4	80.7	0.319	0.009	13.7	1.9	1.000
	Men	2003	1,872	45,772	3.9	0.5	81.5	0.307	0.005	16.5	1.1	1.000
		2004	1,768	43,956	3.9	0.0	81.7	0.323	0.007	15.2	1.0	1.000
		2005	1,750	44,504	3.8	0.0	82.3	0.320	0.007	18.9	1.3	1.000
		2006	2,003	51,670	3.7	0.1	82.0	0.305	0.009	18.0	1.6	0.999
Low education	Women	2003	1,697	53,358	3.1	0.3	78.7	0.266	0.003	12.8	1.0	1.000
		2004	1,289	51,953	2.4	0.5	79.6	0.279	0.005	13.3	1.3	1.000
		2005	1,432	51,221	2.7	0.8	80.3	0.296	0.007	13.5	1.6	1.000
		2006	1,791	52,722	3.3	0.3	79.3	0.291	0.004	16.5	1.1	1.000
	Men	2003	1,254	84,316	1.5	0.8	83.0	0.305	0.006	15.6	1.1	1.000
		2004	1,247	80,670	1.5	1.7	82.4	0.305	0.006	14.3	1.3	1.000
		2005	1,389	79,059	1.7	0.1	82.7	0.312	0.004	13.5	0.8	1.000
		2006	1,944	87,225	2.2	0.2	80.8	0.264	0.005	14.4	1.3	1.000
Medium education	Women	2003	1,841	44,786	3.9	0.1	80.9	0.310	0.004	12.5	1.3	1.000
		2004	1,434	44,151	3.1	0.5	80.9	0.311	0.006	12.6	1.3	1.000
		2005	1,663	46,214	3.5	0.8	82.0	0.331	0.005	15.3	1.4	1.000
		2006	2,134	48,190	4.2	0.0	82.7	0.346	0.006	12.5	1.5	1.000
	Men	2003	1,821	111,931	1.6	0.4	84.6	0.337	0.004	16.7	0.9	1.000
		2004	1,769	106,943	1.6	0.3	85.2	0.361	0.007	18.3	1.5	1.000
		2005	1,685	106,094	1.6	0.9	85.4	0.351	0.006	17.1	1.3	1.000
		2006	2,053	116,505	1.7	0.1	85.3	0.339	0.006	17.8	1.6	1.000
High education	Women	2003	516	13,335	3.7	0.0	81.6	0.327	0.012	12.4	2.2	1.000
		2004	439	14,201	3.0	0.5	81.2	0.318	0.010	12.9	1.5	1.000
		2005	505	15,275	3.2	0.6	83.8	0.371	0.009	13.0	1.7	1.000
		2006	671	16,760	3.8	0.9	83.4	0.374	0.015	13.1	2.6	1.000
	Men	2003	337	11,547	2.8	2.0	83.1	0.347	0.011	9.4	1.8	1.000
		2004	323	12,121	2.6	2.4	85.1	0.397	0.018	10.6	2.2	1.000
		2005	344	12,891	2.6	3.1	85.9	0.401	0.014	11.4	2.2	1.000
		2006	326	13,479	2.4	3.3	85.6	0.385	0.014	9.6	2.1	1.000
Nationals	Women	2003	3,797	92,018	4.0	0.1	79.7	0.288	0.003	9.7	0.9	1.000
		2004	2,973	91,567	3.1	0.0	79.9	0.327	0.003	10.4	0.9	1.000
		2005	3,331	93,909	3.4	0.3	81.5	0.319	0.004	12.6	1.0	1.000
		2006	4,236	98,460	4.1	0.2	81.6	0.286	0.003	10.5	1.0	1.000
	Men	2003	3,046	156,705	1.9	0.1	83.7	0.268	0.004	16.0	1.1	1.000
		2004	2,985	152,730	1.9	0.2	84.2	0.286	0.006	14.5	1.3	1.000
		2005	3,003	152,188	1.9	0.0	84.7	0.290	0.005	14.2	1.0	1.000
		2006	3,675	167,571	2.1	0.0	83.9	0.251	0.005	14.5	1.2	0.998

Subgroup	Gender	Year[1]	No. Treated	No. Controls	Share of treated (%)	% lost to cs[2]	Hit-Rate[3]	Logit Pseudo-R^2, before[4]	Logit Pseudo-R^2, after[5]	$P>\chi^2$, after[6]	Median bias, before[7]	Median bias, after[8]
Non-nationals	Women	2003	272	20,176	1.3	2.9	79.4	0.280	0.011	16.3	1.9	1.000
		2004	193	19,635	1.0	4.9	82.0	0.283	0.019	18.4	2.3	1.000
		2005	280	19,647	1.4	4.1	80.1	0.311	0.014	18.1	2.1	1.000
		2006	358	20,057	1.8	3.2	78.5	0.323	0.010	19.5	1.6	1.000
	Men	2003	379	51,724	0.7	2.1	81.7	0.323	0.005	13.9	1.3	1.000
		2004	372	47,925	0.8	2.9	81.7	0.340	0.010	15.0	1.6	1.000
		2005	416	46,852	0.9	4.8	81.7	0.338	0.008	14.3	1.7	1.000
		2006	659	50,804	1.3	1.6	80.3	0.314	0.008	13.0	1.4	1.000
Long unemployed	Women	2003	3,002	55,557	5.1	0.0	78.0	0.276	0.005	11.9	1.0	1.000
		2004	2,388	55,442	4.1	0.1	79.0	0.287	0.004	13.2	0.9	1.000
		2005	2,748	56,656	4.6	0.3	80.0	0.307	0.005	14.8	1.2	1.000
		2006	3,335	57,291	5.5	0.2	80.2	0.316	0.004	15.0	1.1	1.000
	Men	2003	2,801	86,857	3.1	0.0	80.4	0.287	0.003	12.8	1.3	1.000
		2004	2,738	86,501	3.1	0.3	81.5	0.305	0.004	11.6	1.1	1.000
		2005	2,848	84,788	3.2	0.0	81.2	0.296	0.004	11.8	0.8	1.000
		2006	3,576	94,119	3.7	0.1	80.4	0.268	0.004	13.0	1.1	1.000
Not long unemp.	Women	2003	1,069	56,693	1.9	0.7	79.5	0.270	0.004	10.9	0.9	1.000
		2004	779	55,789	1.4	1.5	79.7	0.263	0.007	11.2	1.3	1.000
		2005	860	56,943	1.5	1.9	81.2	0.290	0.006	13.0	1.4	1.000
		2006	1,267	61,266	2.0	0.6	81.6	0.306	0.006	9.9	1.5	1.000
	Men	2003	627	121,903	0.5	2.2	83.4	0.292	0.005	11.3	1.6	1.000
		2004	617	114,403	0.5	2.4	83.6	0.308	0.005	13.7	1.2	1.000
		2005	583	114,519	0.5	3.2	84.2	0.319	0.007	13.2	1.6	1.000
		2006	752	124,511	0.6	3.0	81.8	0.255	0.005	13.8	1.5	1.000
Disabled	Women	2003	536	5,622	8.7	0.0	74.1	0.209	0.008	7.5	1.6	1.000
		2004	378	5,410	6.5	1.6	75.6	0.237	0.017	9.0	2.1	1.000
		2005	459	5,250	8.0	0.6	77.6	0.278	0.009	9.1	1.2	1.000
		2006	624	5,822	9.7	1.4	77.1	0.260	0.014	7.8	2.4	1.000
	Men	2003	723	13,454	5.1	0.7	77.3	0.241	0.005	11.1	1.5	1.000
		2004	760	12,784	5.6	1.3	78.0	0.269	0.011	10.4	2.1	1.000
		2005	726	12,473	5.5	0.3	78.7	0.277	0.013	10.4	1.9	1.000
		2006	962	13,811	6.5	0.1	78.0	0.246	0.007	8.3	1.5	1.000
Non-disabled	Women	2003	3,540	106,628	3.2	0.1	80.3	0.297	0.003	11.9	0.8	1.000
		2004	2,787	105,821	2.6	0.4	80.4	0.298	0.004	13.1	1.0	1.000
		2005	3,166	108,349	2.8	0.2	81.4	0.317	0.003	13.7	1.0	1.000
		2006	3,978	112,735	3.4	0.2	81.5	0.326	0.003	11.3	0.8	1.000
	Men	2003	2,707	195,306	1.4	0.3	84.2	0.329	0.003	16.5	0.9	1.000
		2004	2,599	188,120	1.4	0.3	84.2	0.341	0.004	15.2	1.1	1.000
		2005	2,717	186,834	1.4	0.2	84.4	0.335	0.005	15.6	1.0	1.000
		2006	3,372	204,819	1.6	0.5	83.2	0.297	0.004	14.8	1.1	1.000
Female returners	Women	2003	599	4,954	10.8	1.5	71.6	0.207	0.006	8.7	1.3	1.000
		2004	520	6,200	7.7	1.3	73.2	0.224	0.010	8.3	1.9	1.000
		2005	644	6,752	8.7	0.0	76.0	0.281	0.009	6.6	1.7	1.000
		2006	915	7,416	11.0	1.6	76.6	0.274	0.008	7.3	1.5	1.000

Sources: ASSD and PES data. Notes: If not specified otherwise, age group 25-54. 1: Year of program start. 2: Share of the treated falling outside the common support. 3: Proportion of observations with correct prediction of the treatment status in the logit regression. Predictions are classified as correct if the estimated propensity score for an observation is equal to or larger than the sample proportion of the treated in case of the treated and lower in case of the non-treated. 4: Pseudo-R^2 from logit estimation of the propensity score. 5: Pseudo R^2 from the same logit estimation on the matched samples. 6: P-value of the likelihood-ratio test of the joint significance of all regressors after matching. 7: Median absolute standardised bias before matching. Following the formulae of Rosenbaum and Rubin (1985), for a given covariate, the standardised bias before matching is the difference of the sample means in the full treated and non-treated subsamples as a percentage of the square root of the average of the sample variances in the full treated and non-treated groups. The median absolute standardised bias corresponds to the median taken over all regressors. 8: Median absolute standardised bias after matching.

Table 16: Estimated ATT in terms of employment by subgroup, scenario 1, 2003-2006

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
Days in unsubsidised dependent employment																	
Young age (15-24 years)																	
Men																	
2003 Before		125	174	-48*** (4.52)	-27.4	581	607	-22* (12.38)	-3.6	1,090	1,083	16 (20.02)	1.5	1,574	1,547	44* (27.70)	2.8
2003 After		129	146	-18*** (3.95)	-12.0	592	529	64*** (12.56)	12.0	1,110	962	148*** (20.16)	15.4	1,605	1,376	229*** (27.93)	16.6
2004 Before		134	171	-38*** (4.54)	-22.4	593	609	-16* (12.39)	-2.5	1,089	1,081	8 (20.05)	0.8				
2004 After		135	146	-11** (3.96)	-7.4	599	538	61*** (12.42)	11.3	1,096	968	128*** (19.89)	13.2				
2005 Before		137	171	-35*** (4.72)	-20.7	592	622	-34** (12.86)	-5.4	1,041	1,073	-39* (21.00)	-3.6				
2005 After		138	142	-4 (4.17)	-2.7	596	533	63*** (12.96)	11.8	1,045	925	121*** (21.17)	13.0				
2006 Before		154	181	-29*** (4.12)	-15.9	631	631	-3 (11.31)	-0.5								
2006 After		157	150	7* (3.73)	4.6	640	543	96*** (11.33)	17.8								
Women																	
2003 Before		131	171	-42*** (5.21)	-24.6	580	572	6 (14.72)	1.0	1,038	976	56** (23.49)	5.7	1,459	1,368	75** (31.76)	5.5
2003 After		132	154	-23*** (4.44)	-14.7	581	539	42** (14.33)	7.8	1,034	930	104*** (23.67)	11.2	1,447	1,307	141*** (32.72)	10.8
2004 Before		146	167	-21*** (4.89)	-12.7	619	570	56*** (13.81)	9.9	1,095	977	126*** (21.99)	12.9				
2004 After		150	160	-10* (4.24)	-6.0	633	566	67*** (13.19)	11.9	1,112	980	132*** (21.75)	13.5				
2005 Before		155	167	-14** (5.50)	-8.4	618	580	32** (15.50)	5.5	1,067	983	67** (24.70)	6.8				
2005 After		158	157	1 (4.90)	0.8	623	555	68*** (14.99)	12.3	1,065	943	121*** (24.32)	12.9				
2006 Before		158	171	-17*** (4.45)	-9.7	637	588	40*** (12.49)	6.8								
2006 After		162	153	9* (3.95)	5.6	644	544	100*** (12.07)	18.4								
Medium age (25-44)																	
Men																	
2003 Before		120	174	-54*** (3.27)	-31.0	508	574	-65*** (9.39)	-11.3	923	996	-71*** (15.54)	-7.2	1,315	1,399	-82*** (21.72)	-5.9
2003 After		120	104	16*** (2.78)	15.4	510	385	126*** (9.47)	32.7	926	694	232*** (16.01)	33.4	1,319	989	330*** (22.60)	33.3
2004 Before		118	169	-52*** (3.24)	-30.8	501	567	-69*** (9.34)	-12.1	903	982	-83*** (15.43)	-8.5				
2004 After		117	98	19*** (2.79)	19.5	499	367	133*** (9.37)	36.3	902	664	238*** (15.85)	35.9				
2005 Before		117	170	-54*** (3.15)	-32.0	498	584	-89*** (9.09)	-15.2	873	987	-120*** (15.01)	-12.1				
2005 After		116	102	15*** (2.71)	14.6	497	385	112*** (9.29)	29.0	871	660	212*** (15.48)	32.1				
2006 Before		131	180	-50*** (2.71)	-27.8	531	597	-67*** (7.78)	-11.2								
2006 After		131	110	21*** (2.22)	18.9	534	401	133*** (7.48)	33.2								
Women																	
2003 Before		136	142	-7** (2.99)	-5.1	586	504	79*** (8.72)	15.7	1,045	887	153*** (14.21)	17.3	1,503	1,279	219*** (19.59)	17.2
2003 After		136	105	31*** (2.59)	29.9	586	409	177*** (8.41)	43.3	1,046	750	295*** (13.96)	39.3	1,504	1,111	393*** (19.48)	35.4
2004 Before		141	135	5* (3.10)	3.8	588	489	96*** (9.04)	19.7	1,047	872	172*** (14.7)	19.7				
2004 After		140	104	36*** (2.73)	34.5	587	409	178*** (8.93)	43.5	1,047	753	294*** (14.82)	39.1				
2005 Before		141	133	7** (2.79)	5.1	597	494	96*** (8.13)	19.5	1,051	874	168*** (13.22)	19.3				
2005 After		141	107	34*** (2.52)	31.7	597	425	173*** (8.04)	40.6	1,052	769	283*** (13.38)	36.9				
2006 Before		153	137	13*** (2.39)	9.3	614	505	101*** (6.95)	20.1								
2006 After		153	98	55*** (2.12)	55.6	615	410	205*** (6.86)	50.0								
Higher age (45-54)																	
Men																	
2003 Before		133	136	-4* (3.04)	-2.8	541	437	103*** (8.95)	23.6	917	735	181*** (14.94)	24.7	1,228	990	236*** (20.59)	23.9
2003 After		133	103	29*** (2.57)	28.3	541	358	183*** (8.63)	51.1	917	610	307*** (14.92)	50.3	1,227	820	408*** (21.09)	49.7
2004 Before		133	134	-1 (3.13)	-0.9	541	439	101*** (9.25)	23.1	921	738	180*** (15.39)	24.4				

	After 1 year				After 3 years				After 5 years				After 7 years			
	Treated	Controls	Diff. Abs.	Diff. Rel.	Treated	Controls	Diff. Abs.	Diff. Rel.	Treated	Controls	Diff. Abs.	Diff. Rel.	Treated	Controls	Diff. Abs.	Diff. Rel.
After	133	99	34*** (2.64)	34.1	540	351	189*** (9.13)	53.8	919	601	318*** (15.75)	52.9				
2005 Before	126	136	-11*** (3.15)	-8.0	536	460	73*** (9.42)	15.9	893	754	135*** (15.51)	17.9				
After	126	101	25*** (2.72)	24.3	534	372	162*** (9.38)	43.7	890	615	276*** (15.98)	44.8				
2006 Before	145	150	-5* (3.02)	-3.6	570	485	83*** (8.89)	17.0								
After	145	113	32*** (2.51)	27.9	570	392	178*** (8.30)	45.5								
Women																
2003 Before	145	111	34*** (2.76)	30.3	595	383	211*** (8.38)	55.0	995	644	349*** (13.98)	54.1	1,323	871	450*** (19.29)	51.7
After	145	99	46*** (2.41)	46.5	594	372	222*** (8.21)	59.7	993	639	355*** (14.30)	55.5	1,321	868	454*** (20.20)	52.3
2004 Before	148	111	37*** (3.45)	33.4	590	388	200*** (10.47)	51.7	985	662	319*** (17.49)	48.2				
After	148	94	54*** (3.06)	57.6	588	347	240*** (10.64)	69.2	984	597	387*** (18.05)	64.7				
2005 Before	141	112	28*** (3.42)	25.0	574	401	168*** (10.40)	41.8	948	682	259*** (17.34)	38.0				
After	141	94	47*** (3.15)	49.5	572	352	220*** (10.75)	62.5	945	601	345*** (18.38)	57.4				
2006 Before	154	117	35*** (3.28)	29.7	601	420	176*** (9.92)	42.0								
After	154	93	61*** (2.94)	65.8	601	362	239*** (9.92)	66.1								
Low educated (25-54)																
Men																
2003 Before	108	153	-45*** (3.61)	-29.5	454	495	-41*** (10.42)	-8.3	805	849	-44** (17.38)	-5.2	1,110	1,174	-65** (24.22)	-5.5
After	108	101	7** (2.98)	7.3	454	345	109*** (10.18)	31.7	805	602	203*** (17.33)	33.7	1,111	830	281*** (24.40)	33.9
2004 Before	107	147	-41*** (3.60)	-27.9	452	487	-37*** (10.45)	-7.6	793	837	-48*** (17.36)	-5.7				
After	107	95	12*** (2.95)	12.3	453	337	117*** (10.23)	34.6	793	585	208*** (17.37)	35.6				
2005 Before	103	147	-45*** (3.42)	-30.4	447	504	-60*** (10.05)	-11.8	763	841	-83*** (16.57)	-9.9				
After	104	94	10** (2.81)	10.3	449	349	99*** (10.00)	28.4	763	584	179*** (16.78)	30.7				
2006 Before	126	158	-33*** (2.97)	-21.1	499	518	-20** (8.59)	-3.8								
After	127	112	15*** (2.42)	13.5	503	387	117*** (8.11)	30.1								
Women																
2003 Before	136	126	9** (3.12)	7.2	550	432	115*** (9.20)	26.7	944	748	190*** (15.21)	25.4	1,294	1,059	229*** (21.13)	21.6
After	135	104	31*** (2.69)	29.6	548	372	175*** (9.06)	47.1	941	648	293*** (15.56)	45.2	1,292	910	382*** (21.91)	41.9
2004 Before	133	118	14*** (3.56)	11.5	550	419	126*** (10.53)	30.1	956	740	209*** (17.39)	28.3				
After	133	99	34*** (3.12)	34.2	547	365	181*** (10.73)	49.6	951	651	301*** (18.04)	46.2				
2005 Before	129	115	12*** (3.35)	10.5	531	422	103*** (9.95)	24.3	915	738	168*** (16.42)	22.8				
After	129	97	32*** (3.04)	32.5	531	367	164*** (10.14)	44.8	917	644	273*** (17.03)	42.4				
2006 Before	137	118	15*** (3.02)	12.8	541	431	101*** (8.94)	23.5								
After	137	92	45*** (2.68)	49.1	542	362	180*** (8.91)	49.8								
Medium educated (25-54)																
Men																
2003 Before	137	180	-44*** (3.03)	-24.2	563	587	-24*** (8.80)	-4.1	978	1,008	-30** (14.67)	-2.9	1,346	1,405	-59** (20.58)	-4.2
After	137	114	22*** (2.63)	19.6	563	406	157*** (8.75)	38.7	978	709	269*** (15.03)	37.9	1,347	985	362*** (21.33)	36.7
2004 Before	138	178	-41*** (3.10)	-22.9	564	587	-24* (8.99)	-4.1	982	1,005	-25* (14.96)	-2.5				
After	137	109	28*** (2.71)	25.6	561	394	167*** (9.09)	42.5	978	692	286*** (15.56)	41.3				
2005 Before	133	180	-48*** (3.16)	-26.6	562	604	-44*** (9.21)	-7.3	968	1,013	-48*** (15.29)	-4.7				
After	132	113	19*** (2.84)	16.6	560	414	146*** (9.49)	35.2	965	698	266*** (15.87)	38.2				
2006 Before	145	191	-46*** (2.89)	-24.2	583	622	-39*** (8.37)	-6.3								
After	145	119	27*** (2.45)	22.4	583	420	163*** (8.10)	38.7								
Women																
2003 Before	147	143	3* (3.08)	2.4	619	510	108*** (9.08)	21.2	1,065	893	171*** (14.94)	19.1	1,474	1,275	198*** (20.73)	15.5
After	147	105	42*** (2.65)	40.1	618	409	209*** (8.64)	51.3	1,064	733	331*** (14.70)	45.1	1,473	1,050	423*** (20.82)	40.3
2004 Before	154	141	13*** (3.49)	9.0	609	508	101*** (10.20)	19.8	1,049	897	152*** (16.71)	17.0				
After	153	107	47*** (3.05)	43.7	606	417	189*** (10.07)	45.3	1,044	751	293*** (16.87)	39.0				
2005 Before	151	142	9* (3.24)	6.1	623	520	101*** (9.44)	19.5	1,069	910	156*** (15.45)	17.1				

Table continued. Rotated landscape table.

	After 1 year				After 3 years				After 5 years				After 7 years			
	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
After	151	116	35*** (2.97)	29.7	621	446	175*** (9.50)	39.3	1,066	792	274*** (16.08)	34.6				
2006 Before	163	147	16*** (2.88)	10.6	649	533	115*** (8.36)	21.5								
After	163	105	58*** (2.53)	55.5	649	432	216*** (8.14)	50.1								
High educated (25-54)																
Men																
2003 Before	141	123	19** (7.35)	15.2	594	469	127*** (22.37)	27.2	1,027	842	189*** (37.14)	22.4	1,425	1,210	220*** (51.83)	18.2
2003 After	142	85	57*** (5.86)	67.3	599	348	251*** (20.06)	72.1	1,036	644	393*** (35.01)	61.0	1,438	934	504*** (50.19)	53.9
2004 Before	133	121	11** (7.47)	9.5	563	464	96*** (22.79)	20.6	995	837	154*** (37.81)	18.4				
2004 After	132	85	47*** (6.24)	55.7	556	336	221*** (21.77)	65.7	987	623	364*** (37.20)	58.3				
2005 Before	139	128	10* (7.28)	7.7	573	491	78*** (22.07)	15.9	949	860	81** (36.52)	9.4				
2005 After	136	87	49*** (6.21)	56.7	563	349	214*** (21.55)	61.3	934	616	318*** (37.58)	51.6				
2006 Before	156	135	21** (7.59)	15.8	628	502	121*** (22.73)	24.2								
2006 After	157	89	67*** (6.00)	75.3	626	360	267*** (20.52)	74.2								
Women																
2003 Before	133	137	-5 (6.06)	-3.4	613	509	104*** (17.94)	20.5	1,091	897	193*** (29.22)	21.6	1,553	1,284	267*** (40.13)	20.8
2003 After	132	104	29*** (4.98)	27.7	613	420	193*** (16.57)	46.1	1,090	770	320*** (27.87)	41.6	1,552	1,129	424*** (38.94)	37.5
2004 Before	143	131	10* (6.53)	8.0	637	499	139*** (19.38)	27.8	1,121	888	235*** (31.49)	26.5				
2004 After	142	103	39*** (5.50)	37.4	635	410	225*** (18.06)	54.8	1,121	755	366*** (30.37)	48.5				
2005 Before	143	133	8* (6.13)	6.2	634	510	119*** (18.09)	23.4	1,102	902	190*** (29.30)	21.1				
2005 After	142	107	35*** (5.25)	32.2	629	429	200*** (17.05)	46.6	1,093	774	319*** (28.84)	41.2				
2006 Before	163	140	22*** (5.33)	15.5	666	528	132*** (15.61)	25.0								
2006 After	163	99	65*** (4.56)	65.7	666	431	234*** (15.01)	54.3								
Long-term unemployed (25-54)																
Men																
2003 Before	121	131	-10*** (2.35)	-7.3	504	435	69*** (6.93)	15.9	886	755	131*** (11.61)	17.3	1,224	1,053	170*** (16.23)	16.1
2003 After	121	98	24*** (2.04)	24.1	504	353	151*** (6.99)	42.8	887	624	263*** (11.97)	42.0	1,225	868	357*** (16.94)	41.1
2004 Before	120	127	-7** (2.38)	-5.3	496	433	62*** (7.02)	14.4	871	753	115*** (11.73)	15.2				
2004 After	120	92	29*** (2.09)	31.3	494	337	158*** (7.21)	46.9	868	597	270*** (12.33)	45.3				
2005 Before	116	130	-15*** (2.33)	-11.3	496	455	38*** (6.95)	8.4	841	767	69*** (11.51)	9.1				
2005 After	116	92	23*** (2.06)	25.3	494	351	143*** (7.15)	40.8	838	598	240*** (12.14)	40.1				
2006 Before	132	139	-8*** (2.13)	-5.7	528	468	58*** (6.25)	12.5								
2006 After	132	104	28*** (1.81)	26.8	529	372	157*** (6.08)	42.4								
Women																
2003 Before	135	118	16*** (2.30)	13.9	567	412	154*** (6.84)	37.5	979	721	256*** (11.35)	35.5	1,356	1,029	324*** (15.81)	31.5
2003 After	135	99	37*** (2.04)	37.3	567	371	196*** (6.83)	53.0	979	661	317*** (11.68)	48.0	1,356	943	413*** (16.47)	43.8
2004 Before	138	113	25*** (2.56)	22.0	564	406	157*** (7.64)	38.6	984	723	260*** (12.66)	35.9				
2004 After	137	99	38*** (2.30)	38.6	560	377	184*** (7.86)	48.8	980	674	306*** (13.26)	45.4				
2005 Before	137	113	23*** (2.38)	20.0	569	418	147*** (7.13)	35.0	972	737	231*** (11.78)	31.3				
2005 After	137	102	35*** (2.23)	34.5	567	391	176*** (7.39)	45.0	971	696	276*** (12.48)	39.6				
2006 Before	148	116	30*** (2.17)	26.2	587	426	157*** (6.48)	36.8								
2006 After	148	93	55*** (2.00)	59.3	587	379	208*** (6.65)	55.1								
Not long-term unemployed (25-54)																
Men																
2003 Before	150	202	-51*** (5.04)	-25.1	620	655	-31** (14.25)	-4.8	1,063	1,121	-54** (23.58)	-4.8	1,455	1,560	-101*** (33.07)	-6.5
2003 After	152	148	4 (4.52)	2.9	627	502	124*** (14.48)	24.8	1,071	863	208*** (24.94)	24.1	1,466	1,182	284*** (35.67)	24.0
2004 Before	147	200	-54*** (5.08)	-26.9	631	658	-28* (14.39)	-4.3	1,089	1,122	-35* (23.81)	-3.1				
2004 After	145	144	1 (4.55)	0.9	626	505	121*** (14.33)	23.9	1,084	872	212*** (24.50)	24.3				
2005 Before	147	199	-53*** (5.22)	-26.5	616	669	-52*** (14.86)	-7.8	1,077	1,119	-42* (24.60)	-3.8				
2005 After	147	149	-2 (4.79)	-1.3	619	535	84*** (15.73)	15.7	1,080	880	200*** (25.35)	22.7				

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
2006	Before	162	211	-51*** (4.63)	-23.9	644	686	-41*** (13.14)	-6.0								
	After	163	164	0 (3.94)	-0.3	651	558	93*** (12.66)	16.7								
Women																	
2003	Before	155	152	2 (4.14)	1.2	655	542	108*** (12.01)	20.0	1,129	943	180*** (19.63)	19.1	1,559	1,338	213*** (27.12)	15.9
	After	155	118	36*** (3.46)	30.4	653	456	197*** (11.07)	43.2	1,127	804	322*** (18.78)	40.1	1,555	1,137	419*** (26.70)	36.9
2004	Before	161	148	11** (4.84)	7.7	664	535	125*** (14.00)	23.3	1,130	937	186*** (22.81)	19.8				
	After	161	125	36*** (4.16)	28.5	663	475	187*** (13.23)	39.4	1,126	847	279*** (22.00)	32.9				
2005	Before	154	144	7* (4.62)	4.9	650	534	108*** (13.33)	20.2	1,136	931	192*** (21.72)	20.6				
	After	154	120	34*** (4.09)	28.0	648	474	174*** (12.71)	36.7	1,134	843	290*** (21.20)	34.4				
2006	Before	165	150	12** (3.84)	7.7	669	548	111*** (11.01)	20.3								
	After	165	114	51*** (3.26)	45.3	671	468	203*** (10.24)	43.4								
Nationals (25-54)																	
Men																	
2003	Before	127	158	-31*** (2.41)	-19.6	525	524	0 (7.05)	0.1	916	908	8 (11.75)	0.9	1,264	1,270	-5 (16.43)	-0.4
	After	127	101	26*** (2.02)	25.6	526	363	163*** (6.82)	45.0	918	641	277*** (11.67)	43.2	1,266	895	372*** (16.51)	41.5
2004	Before	125	155	-30*** (2.44)	-19.1	519	521	-4 (7.15)	-0.7	909	902	5 (11.88)	0.5				
	After	125	98	27*** (2.04)	27.5	517	359	158*** (6.98)	44.2	906	635	271*** (11.89)	42.7				
2005	Before	122	157	-35*** (2.43)	-22.6	515	540	-26*** (7.16)	-4.9	881	911	-33*** (11.86)	-3.6				
	After	122	98	24*** (2.07)	24.3	514	368	146*** (7.15)	39.6	879	625	254*** (12.03)	40.7				
2006	Before	135	168	-32*** (2.23)	-19.3	541	557	-16** (6.50)	-2.9								
	After	136	107	29*** (1.82)	26.9	542	382	160*** (6.10)	41.9								
Women																	
2003	Before	141	131	9*** (2.13)	7.2	590	467	122*** (6.36)	26.1	1,019	819	198*** (10.49)	24.1	1,411	1,169	240*** (14.57)	20.5
	After	140	100	40*** (1.83)	39.6	589	385	204*** (6.06)	52.9	1,017	688	329*** (10.34)	47.9	1,409	982	427*** (14.60)	43.5
2004	Before	144	127	17*** (2.41)	13.4	588	461	126*** (7.16)	27.3	1,020	818	201*** (11.79)	24.6				
	After	144	104	40*** (2.11)	38.1	587	400	187*** (7.07)	46.6	1,019	720	299*** (11.85)	41.6				
2005	Before	142	127	14*** (2.28)	11.3	591	471	117*** (6.76)	24.9	1,016	828	185*** (11.12)	22.3				
	After	142	104	37*** (2.06)	35.7	590	406	184*** (6.75)	45.3	1,015	725	290*** (11.39)	40.0				
2006	Before	132	132	21*** (2.03)	16.0	614	485	126*** (6.00)	26.1								
	After	154	98	56*** (1.79)	56.6	615	403	212*** (5.87)	52.6								
Non-nationals (25-54)																	
Men																	
2003	Before	127	186	-60*** (6.14)	-32.2	543	587	-45** (17.40)	-7.7	960	995	-38* (29.06)	-3.8	1,307	1,366	-64* (40.81)	-4.7
	After	128	143	-15** (5.18)	-10.4	546	471	75*** (17.41)	16.0	964	793	171*** (30.08)	21.6	1,311	1,064	248*** (43.00)	23.3
2004	Before	127	178	-51*** (6.23)	-29.0	550	577	-31* (17.67)	-5.4	947	978	-37* (29.40)	-3.8				
	After	128	129	-1 (5.15)	-1.1	546	437	109*** (17.39)	24.8	941	744	197*** (30.41)	26.5				
2005	Before	121	176	-59*** (5.81)	-33.5	532	591	-61*** (16.62)	-10.3	914	977	-78*** (27.55)	-8.0				
	After	119	126	-7* (4.95)	-5.8	591	445	87*** (16.66)	19.4	898	726	172*** (28.51)	23.7				
2006	Before	149	187	-42*** (4.76)	-22.6	591	601	-13 (13.55)	-2.2								
	After	149	147	2 (3.99)	1.1	596	488	108*** (13.02)	22.1								
Women																	
2003	Before	143	151	-13* (7.78)	-8.7	594	499	85*** (22.29)	17.0	1,022	845	161*** (36.61)	19.1	1,400	1,185	196*** (50.68)	16.5
	After	142	121	20** (6.32)	16.9	591	423	168*** (21.63)	39.8	1,019	725	293*** (37.30)	40.4	1,396	1,017	380*** (52.75)	37.3
2004	Before	145	139	2 (9.14)	1.4	604	476	121*** (26.27)	25.4	1,023	823	194*** (43.03)	23.5				
	After	144	104	40*** (7.74)	38.3	601	377	224*** (26.42)	59.4	1,025	675	350*** (45.77)	51.9				
2005	Before	136	131	-3 (7.58)	-2.1	562	470	68*** (21.83)	14.5	973	811	126*** (35.59)	15.5				
	After	137	110	26*** (6.56)	24.0	556	407	149*** (20.97)	36.5	959	704	256*** (35.54)	36.3				
2006	Before	143	133	0 (6.81)	-0.4	561	471	66*** (19.54)	14.1								
	After	142	110	32*** (5.73)	28.8	564	426	138*** (19.45)	32.5								

	After 1 year				After 3 years				After 5 years				After 7 years			
	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
Disabled (25-54)																
Men																
2003 Before	92	90	2 (4.43)	2.7	386	303	84*** (13.39)	27.8	703	527	177*** (22.53)	33.7	989	730	261*** (31.28)	35.8
2003 After	93	86	7* (4.10)	7.8	389	305	84*** (13.80)	27.5	706	534	171*** (23.24)	32.1	992	739	253*** (32.77)	34.3
2004 Before	93	88	5* (4.35)	5.5	392	303	88*** (13.14)	28.9	712	526	185*** (22.01)	35.1				
2004 After	93	77	16*** (3.99)	21.2	389	280	108*** (13.71)	38.7	707	497	210*** (22.91)	42.2				
2005 Before	81	91	-10* (4.49)	-10.9	364	325	40* (13.75)	12.4	659	544	115*** (22.71)	21.1				
2005 After	82	80	2 (4.00)	2.0	368	297	71*** (13.90)	24.0	663	501	162*** (22.93)	32.4				
2006 Before	111	98	12*** (4.03)	12.4	451	333	118*** (12.10)	35.5								
2006 After	111	91	21*** (3.60)	22.7	453	319	134*** (12.10)	42.0								
Women																
2003 Before	108	72	36*** (4.91)	49.4	449	259	191*** (15.14)	73.7	790	450	341*** (25.14)	75.8	1,092	632	463*** (34.87)	73.4
2003 After	109	80	28*** (5.01)	35.0	452	293	159*** (16.86)	54.1	793	504	290*** (27.70)	57.5	1,097	703	394*** (38.84)	56.1
2004 Before	103	71	33*** (5.75)	46.2	429	264	168*** (17.68)	63.8	752	466	291*** (29.55)	62.4				
2004 After	105	80	25*** (5.98)	31.6	432	289	143*** (19.58)	49.6	755	508	247*** (32.01)	48.6				
2005 Before	87	72	15*** (5.29)	20.6	399	273	125*** (16.37)	46.0	723	477	246*** (27.37)	51.5				
2005 After	85	82	3 (5.25)	4.0	391	310	81*** (18.24)	26.1	714	533	181*** (29.59)	34.0				
2006 Before	117	76	41*** (4.58)	53.9	472	287	184*** (14.25)	64.1								
2006 After	117	76	41*** (4.64)	53.9	475	305	170*** (15.53)	55.7								
Non-disabled (25-54)																
Men																
2003 Before	136	173	-38*** (2.48)	-21.7	564	569	-5 (7.15)	-0.9	979	978	-1 (11.88)	-0.1	1,343	1,364	-22* (16.62)	-1.6
2003 After	136	113	24*** (2.09)	21.1	564	399	166*** (7.02)	41.6	979	699	281*** (12.11)	40.2	1,344	971	373*** (17.23)	38.4
2004 Before	135	168	-34*** (2.55)	-20.1	560	561	-3 (7.34)	-0.6	971	966	1 (12.17)	0.1				
2004 After	135	108	26*** (2.16)	24.4	558	390	168*** (7.29)	43.2	968	685	283*** (12.58)	41.4				
2005 Before	133	169	-38*** (2.49)	-22.5	556	577	-23*** (7.22)	-4.0	943	970	-32*** (11.94)	-3.3				
2005 After	132	108	24*** (2.13)	22.3	556	404	152*** (7.28)	37.6	940	680	260*** (12.40)	38.2				
2006 Before	145	181	-36*** (2.26)	-20.2	577	594	-19** (6.49)	-3.2								
2006 After	145	122	24*** (1.85)	19.3	578	428	150*** (6.15)	35.1								
Women																
2003 Before	146	140	4* (2.21)	3.2	612	494	115*** (6.49)	23.4	1,053	861	188*** (10.67)	21.8	1,458	1,226	226*** (14.79)	18.4
2003 After	145	107	38*** (1.86)	35.9	610	407	204*** (6.15)	50.1	1,052	725	327*** (10.57)	45.1	1,457	1,034	423*** (14.95)	40.9
2004 Before	150	134	14*** (2.49)	10.8	612	482	125*** (7.32)	26.0	1,059	852	201*** (11.98)	23.6				
2004 After	149	107	42*** (2.14)	39.7	609	411	198*** (7.17)	48.2	1,056	742	313*** (12.08)	42.2				
2005 Before	149	132	15*** (2.34)	11.2	616	488	121*** (6.85)	24.8	1,054	855	188*** (11.22)	22.0				
2005 After	149	111	38*** (2.08)	34.8	615	425	190*** (6.72)	44.6	1,053	756	296*** (11.46)	39.2				
2006 Before	159	137	19*** (2.10)	13.8	632	501	123*** (6.11)	24.6								
2006 After	159	101	57*** (1.82)	56.6	632	417	216*** (5.93)	51.7								
Female returners (25-54)																
Women																
2003 Before	134	77	57*** (4.67)	73.8	593	328	263*** (14.92)	80.2	1,069	629	439*** (25.04)	69.8	1,532	961	568*** (35.22)	59.0
2003 After	133	81	52*** (4.55)	63.6	590	362	228*** (14.97)	63.0	1,066	704	362*** (25.31)	51.4	1,528	1,081	447*** (35.93)	41.3
2004 Before	140	76	64*** (5.03)	84.5	588	328	261*** (15.92)	79.7	1,056	633	426*** (26.77)	67.3				
2004 After	137	85	52*** (5.04)	61.3	579	366	212*** (16.99)	57.9	1,043	705	338*** (27.91)	48.0				
2005 Before	134	78	56*** (4.55)	71.4	598	344	256*** (14.38)	74.3	1,058	652	409*** (24.16)	62.7				
2005 After	134	90	44*** (4.65)	49.1	598	380	218*** (15.16)	57.4	1,060	707	353*** (25.52)	49.9				
2006 Before	148	84	64*** (3.85)	77.0	610	356	252*** (12.14)	70.9								
2006 After	148	84	64*** (3.89)	76.6	608	377	231*** (12.78)	61.2								

Days in dependent employment

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Diff. Abs.	Rel.	Treated	Controls	Diff. Abs.	Rel.	Treated	Controls	Diff. Abs.	Rel.	Treated	Controls	Diff. Abs.	Rel.
Young age (15-24 years)																	
Men																	
2003	Before	283	177	103*** (4.49)	58.5	779	616	158*** (12.24)	25.6	1,305	1,095	208*** (19.80)	19.0	1,798	1,563	242*** (27.44)	15.5
	After	282	154	129*** (3.82)	83.6	780	548	232*** (11.86)	42.3	1,314	989	325*** (19.30)	32.8	1,819	1,410	408*** (27.05)	29.0
2004	Before	279	174	101*** (4.51)	57.9	776	618	148*** (12.24)	23.9	1,283	1,093	178*** (19.85)	16.3				
	After	277	153	123*** (3.92)	80.4	770	558	212*** (11.95)	38.0	1,278	996	282*** (19.43)	28.3				
2005	Before	275	173	98*** (4.69)	56.3	768	630	126*** (12.73)	20.0	1,233	1,085	134*** (20.79)	12.3				
	After	274	148	126*** (4.14)	84.9	763	551	212*** (12.29)	38.5	1,229	951	278*** (20.65)	29.3				
2006	Before	283	184	94*** (4.09)	51.0	788	638	137*** (11.20)	21.5								
	After	282	155	127*** (3.55)	81.7	787	557	229*** (10.81)	41.2								
Women																	
2003	Before	306	175	126*** (5.17)	71.8	796	583	202*** (14.64)	34.6	1,267	992	260*** (23.37)	26.2	1,697	1,389	284*** (31.60)	20.5
	After	302	165	137*** (4.05)	82.9	787	563	224*** (13.94)	39.7	1,254	962	292*** (23.41)	30.4	1,676	1,345	332*** (32.59)	24.7
2004	Before	303	171	128*** (4.86)	75.0	816	581	230*** (13.72)	39.5	1,305	992	306*** (21.87)	30.8				
	After	303	170	133*** (3.83)	78.0	817	589	228*** (12.55)	38.8	1,306	1,009	298*** (21.20)	29.5				
2005	Before	308	170	129*** (5.46)	75.8	814	590	202*** (15.38)	34.2	1,274	998	243*** (24.56)	24.3				
	After	305	165	140*** (4.44)	85.0	803	574	229*** (14.39)	39.9	1,255	970	284*** (24.08)	29.3				
2006	Before	297	175	116*** (4.41)	66.1	800	597	188*** (12.41)	31.5								
	After	297	159	138*** (3.70)	86.5	799	559	239*** (11.82)	42.8								
Medium age (25-44)																	
Men																	
2003	Before	274	176	98*** (3.25)	55.6	702	582	119*** (9.28)	20.5	1,138	1,007	130*** (15.38)	12.9	1,546	1,415	130*** (21.53)	9.2
	After	274	111	162*** (2.80)	146.0	702	406	296*** (9.16)	72.9	1,139	726	412*** (15.58)	56.8	1,547	1,029	518*** (22.04)	50.3
2004	Before	270	171	98*** (3.22)	57.5	696	575	118*** (9.23)	20.5	1,116	995	117*** (15.27)	11.8				
	After	270	107	163*** (2.79)	152.5	695	394	301*** (9.12)	76.5	1,116	702	414*** (15.58)	59.0				
2005	Before	263	172	89*** (3.12)	51.7	695	592	100*** (8.99)	16.8	1,088	999	84*** (14.86)	8.4				
	After	262	110	152*** (2.83)	137.8	693	408	285*** (8.94)	69.8	1,086	692	394*** (15.24)	56.9				
2006	Before	267	182	84*** (2.69)	45.9	697	604	91*** (7.70)	15.1								
	After	267	118	149*** (2.35)	127.1	698	420	277*** (7.43)	65.9								
Women																	
2003	Before	302	145	156*** (2.98)	107.4	783	514	265*** (8.65)	51.6	1,261	904	352*** (14.11)	39.0	1,730	1,300	424*** (19.47)	32.6
	After	302	114	188*** (2.33)	165.7	782	433	349*** (7.95)	80.4	1,260	787	474*** (13.42)	60.2	1,729	1,157	573*** (18.92)	49.5
2004	Before	304	138	165*** (3.09)	119.8	780	501	275*** (8.97)	55.0	1,252	890	357*** (14.60)	40.1				
	After	304	113	191*** (2.46)	168.9	778	433	346*** (8.54)	79.9	1,250	786	465*** (14.45)	59.2				
2005	Before	298	137	159*** (2.78)	116.8	783	507	269*** (8.07)	53.1	1,252	893	350*** (13.14)	39.2				
	After	298	117	181*** (2.33)	155.4	783	449	334*** (7.73)	74.4	1,254	803	450*** (13.04)	56.0				
2006	Before	292	141	147*** (2.38)	104.2	775	517	250*** (6.91)	48.4								
	After	292	109	182*** (2.02)	166.9	775	436	339*** (6.67)	77.6								
Higher age (45-54)																	
Men																	
2003	Before	287	141	145*** (3.03)	103.3	734	454	279*** (8.91)	61.5	1,133	760	372*** (14.91)	49.0	1,457	1,022	433*** (20.60)	42.4
	After	286	115	172*** (2.50)	149.4	733	390	343*** (8.42)	88.0	1,133	655	478*** (14.72)	72.9	1,456	873	583*** (20.93)	66.8
2004	Before	286	139	146*** (3.12)	105.5	731	456	274*** (9.20)	60.2	1,133	763	367*** (15.36)	48.1				
	After	285	109	176*** (2.59)	160.5	730	383	347*** (8.90)	90.7	1,130	644	486*** (15.49)	75.4				
2005	Before	274	141	132*** (3.13)	93.5	727	476	248*** (9.37)	52.2	1,105	777	323*** (15.47)	41.6				
	After	274	111	162*** (2.75)	145.5	725	400	325*** (9.14)	81.1	1,101	654	448*** (15.81)	68.5				
2006	Before	283	154	128*** (3.00)	82.8	740	498	239*** (8.84)	48.1								
	After	283	123	160*** (2.46)	130.0	739	416	323*** (8.14)	77.7								

52

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
Women																	
2003	Before	301	118	183*** (2.78)	155.7	776	400	375*** (8.44)	93.9	1,192	668	522*** (14.08)	78.2	1,531	899	628*** (19.43)	69.9
	After	301	110	190*** (2.28)	172.7	776	398	378*** (8.05)	94.8	1,191	674	516*** (14.10)	76.6	1,528	910	619*** (20.05)	68.0
2004	Before	304	116	187*** (3.46)	161.7	781	405	374*** (10.49)	92.4	1,190	686	500*** (17.56)	72.8				
	After	303	104	199*** (2.88)	191.7	778	376	402*** (10.26)	107.0	1,189	636	553*** (17.80)	87.0				
2005	Before	294	117	175*** (3.43)	149.4	758	419	334*** (10.42)	79.7	1,149	707	435*** (17.40)	61.5				
	After	293	103	190*** (3.02)	183.4	756	379	376*** (10.39)	99.2	1,146	639	507*** (18.09)	79.4				
2006	Before	300	123	175*** (3.29)	142.3	777	437	335*** (9.94)	76.7								
	After	299	103	196*** (2.75)	189.7	776	389	386*** (9.58)	99.2								
Low educated (25-54)																	
Men																	
2003	Before	261	156	104*** (3.59)	67.0	655	505	147*** (10.31)	29.2	1,033	866	165*** (17.21)	19.0	1,358	1,196	159*** (24.03)	13.3
	After	261	109	152*** (3.11)	140.1	652	370	282*** (9.95)	76.2	1,030	640	390*** (17.03)	60.9	1,356	877	479*** (24.03)	54.6
2004	Before	259	150	108*** (3.58)	72.3	652	498	152*** (10.34)	30.5	1,017	854	159*** (17.21)	18.6				
	After	259	103	155*** (3.15)	150.3	652	363	289*** (10.20)	79.5	1,015	624	392*** (17.31)	62.8				
2005	Before	247	150	96*** (3.40)	63.8	644	515	125*** (9.94)	24.2	984	857	120*** (16.42)	14.0				
	After	247	103	144*** (3.05)	140.2	643	374	269*** (9.84)	72.0	982	620	362*** (16.66)	58.3				
2006	Before	260	161	97*** (2.95)	60.3	665	527	136*** (8.51)	25.8								
	After	260	118	142*** (2.56)	120.1	667	406	260*** (8.07)	64.1								
Women																	
2003	Before	291	129	161*** (3.12)	124.3	735	443	288*** (9.16)	65.0	1,147	767	375*** (15.16)	48.9	1,510	1,084	420*** (21.08)	38.7
	After	291	112	178*** (2.56)	158.8	733	395	339*** (8.80)	85.9	1,145	682	463*** (15.23)	68.0	1,508	952	556*** (21.59)	58.5
2004	Before	293	122	170*** (3.56)	139.5	746	432	308*** (10.48)	71.2	1,165	760	397*** (17.33)	52.3				
	After	292	107	185*** (2.99)	174.0	741	390	351*** (10.36)	90.1	1,158	685	473*** (17.73)	69.0				
2005	Before	283	118	162*** (3.35)	136.5	723	436	281*** (9.90)	64.4	1,126	759	359*** (16.36)	47.3				
	After	283	105	178*** (2.96)	168.9	724	390	334*** (9.78)	85.5	1,129	678	452*** (16.73)	66.6				
2006	Before	278	122	152*** (3.02)	123.9	711	444	257*** (8.90)	57.9								
	After	278	101	177*** (2.67)	175.3	711	387	323*** (8.74)	83.5								
Medium educated (25-54)																	
Men																	
2003	Before	289	183	106*** (3.01)	57.9	749	597	152*** (8.70)	25.5	1,184	1,022	162*** (14.52)	15.8	1,563	1,424	139*** (20.41)	9.8
	After	289	124	165*** (2.52)	133.6	749	432	317*** (8.50)	73.3	1,184	748	436*** (14.74)	58.3	1,564	1,032	532*** (21.05)	51.5
2004	Before	287	181	106*** (3.07)	58.5	751	597	152*** (8.87)	25.5	1,187	1,020	165*** (14.80)	16.1				
	After	287	118	169*** (2.57)	143.3	748	421	327*** (8.74)	77.8	1,183	729	454*** (15.19)	62.2				
2005	Before	280	183	96*** (3.13)	52.5	757	614	141*** (9.10)	23.0	1,178	1,027	149*** (15.14)	14.5				
	After	279	122	157*** (2.80)	129.2	755	440	315*** (9.04)	71.5	1,176	733	443*** (15.61)	60.4				
2006	Before	283	194	89*** (2.86)	45.9	753	630	123*** (8.28)	19.5								
	After	283	127	156*** (2.42)	123.0	753	442	311*** (7.92)	70.4								
Women																	
2003	Before	307	148	159*** (3.07)	107.3	804	523	281*** (9.03)	53.6	1,266	912	353*** (14.87)	38.7	1,682	1,298	383*** (20.66)	29.5
	After	306	114	192*** (2.38)	167.9	804	433	371*** (8.29)	85.8	1,265	766	500*** (14.29)	65.2	1,682	1,088	594*** (20.47)	54.6
2004	Before	308	145	163*** (3.47)	112.0	792	523	270*** (10.12)	51.6	1,245	917	328*** (16.63)	35.8				
	After	307	116	192*** (2.75)	165.9	789	443	346*** (9.63)	78.2	1,241	785	456*** (16.51)	58.1				
2005	Before	303	147	155*** (3.22)	105.6	800	535	263*** (9.37)	49.2	1,259	931	325*** (15.37)	34.9				
	After	302	126	177*** (2.71)	140.5	798	470	329*** (9.12)	69.9	1,256	825	431*** (15.71)	52.3				
2006	Before	304	153	150*** (2.86)	98.4	810	548	262*** (8.31)	47.8								
	After	303	116	187*** (2.31)	161.4	810	459	352*** (7.86)	76.7								

53

			After 1 year				After 3 years				After 5 years				After 7 years			
			Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
High educated (25-54)																		
Men																		
2003	Before		311	126	184***(7.34)	146.4	794	479	317***(22.27)	66.1	1,246	857	393***(37.00)	45.8	1,652	1,228	429***(51.65)	34.9
	After		311	94	217***(5.41)	229.5	799	375	424***(19.20)	113.1	1,255	681	574***(34.07)	84.3	1,666	978	687***(49.36)	70.3
2004	Before		302	124	177***(7.46)	142.6	757	475	278***(22.69)	58.5	1,204	852	347***(37.68)	40.7				
	After		301	95	206***(5.83)	216.1	750	364	386***(20.92)	105.9	1,195	660	535***(36.27)	81.0				
2005	Before		297	131	165***(7.27)	125.8	755	501	251***(21.97)	50.1	1,146	875	265***(36.37)	30.3				
	After		295	97	198***(6.18)	204.5	746	372	374***(21.11)	100.7	1,133	647	486***(36.97)	75.1				
2006	Before		304	137	165***(7.57)	120.6	788	511	272***(22.63)	53.2								
	After		303	99	204***(5.70)	207.2	785	383	402***(20.32)	104.9								
Women																		
2003	Before		316	141	175***(6.04)	124.4	830	520	307***(17.87)	59.0	1,328	913	411***(29.12)	45.0	1,799	1,304	488***(40.02)	37.4
	After		316	113	203***(4.39)	179.0	828	446	382***(15.61)	85.6	1,325	806	519***(26.82)	64.4	1,795	1,171	624***(37.96)	53.3
2004	Before		324	135	187***(6.51)	138.1	845	511	332***(19.29)	64.9	1,340	906	434***(31.39)	47.9				
	After		323	112	211***(4.59)	188.0	842	435	407***(17.05)	93.4	1,338	789	549***(29.37)	69.6				
2005	Before		313	137	174***(6.12)	127.2	825	523	297***(18.01)	56.8	1,306	919	376***(29.20)	40.9				
	After		312	117	195***(4.72)	167.3	820	451	368***(16.64)	81.6	1,297	805	492***(28.22)	61.1				
2006	Before		309	144	163***(5.31)	113.4	835	539	289***(15.56)	53.7								
	After		309	110	199***(4.16)	180.4	834	461	373***(14.25)	80.9								
Long-term unemployed (25-54)																		
Men																		
2003	Before		274	134	140***(2.34)	104.1	695	447	247***(6.87)	55.2	1,099	775	323***(11.54)	41.7	1,451	1,079	371***(16.14)	34.4
	After		274	107	167***(2.07)	157.2	695	379	315***(6.84)	83.1	1,099	663	436***(11.76)	65.8	1,452	916	536***(16.71)	58.6
2004	Before		271	131	140***(2.37)	106.8	687	447	239***(6.96)	53.5	1,083	774	306***(11.65)	39.5				
	After		271	101	170***(2.12)	168.0	685	366	319***(7.04)	87.3	1,080	638	442***(12.13)	69.3				
2005	Before		260	134	125***(2.32)	93.2	680	468	210***(6.89)	44.8	1,046	787	255***(11.43)	32.3				
	After		259	102	158***(2.18)	155.3	679	377	302***(6.99)	80.2	1,043	634	409***(11.95)	64.5				
2006	Before		267	143	123***(2.12)	85.9	693	480	212***(6.20)	44.2								
	After		267	113	155***(1.87)	137.4	694	393	300***(6.02)	76.4								
Women																		
2003	Before		296	123	172***(2.30)	139.9	756	426	329***(6.83)	77.2	1,186	742	441***(11.33)	59.4	1,575	1,056	515***(15.79)	48.8
	After		296	109	187***(1.92)	172.2	755	396	359***(6.63)	90.6	1,186	697	489***(11.41)	70.1	1,574	986	588***(16.20)	59.6
2004	Before		299	118	180***(2.56)	153.3	755	421	332***(7.62)	78.9	1,190	745	442***(12.63)	59.3				
	After		298	108	189***(2.19)	174.7	752	402	349***(7.61)	86.8	1,185	710	475***(12.99)	66.9				
2005	Before		289	119	169***(2.38)	142.4	748	435	310***(7.11)	71.4	1,169	761	404***(11.76)	53.2				
	After		289	111	177***(2.16)	159.5	748	416	332***(7.16)	79.7	1,169	731	438***(12.23)	60.0				
2006	Before		289	122	165***(2.17)	135.8	752	441	307***(6.47)	69.5								
	After		289	104	184***(1.93)	176.9	752	407	345***(6.47)	84.7								
Not long-term unemployed (25-54)																		
Men																		
2003	Before		310	203	106***(5.01)	52.1	824	662	161***(14.10)	24.4	1,291	1,131	160***(23.38)	14.1	1,696	1,573	122***(32.83)	7.7
	After		309	155	155***(3.92)	99.9	824	525	300***(13.51)	57.1	1,294	895	399***(24.07)	44.5	1,701	1,222	479***(34.67)	39.2
2004	Before		307	201	105***(5.05)	52.0	828	664	163***(14.24)	24.6	1,301	1,132	168***(23.62)	14.8				
	After		306	151	155***(3.96)	102.4	824	526	298***(13.51)	56.6	1,297	901	395***(23.84)	43.9				
2005	Before		307	201	106***(5.18)	52.7	851	675	175***(14.72)	26.0	1,328	1,128	199***(24.43)	17.7				
	After		308	155	153***(3.96)	98.9	854	553	301***(13.64)	54.4	1,332	906	426***(24.32)	47.0				
2006	Before		306	213	91***(4.60)	42.9	823	691	130***(13.03)	18.9								
	After		306	169	138***(3.65)	81.6	827	573	254***(12.12)	44.4								

	After 1 year				After 3 years				After 5 years				After 7 years			
	Treated	Controls	Abs.	Rel.	Treated	Controls	Abs.	Rel.	Treated	Controls	Abs.	Rel.	Treated	Controls	Abs.	Rel.
Women																
2003 Before	316	155	160*** (4.13)	103.3	845	552	289*** (11.94)	52.3	1,334	958	370*** (19.54)	38.6	1,770	1,357	405*** (27.03)	29.8
2003 After	316	126	190*** (2.93)	151.3	844	475	369*** (10.39)	77.8	1,332	831	501*** (18.21)	60.2	1,767	1,170	597*** (26.34)	51.1
2004 Before	321	150	168*** (4.82)	111.9	855	545	305*** (13.90)	55.8	1,331	953	371*** (22.71)	38.9				
2004 After	320	131	189*** (3.37)	143.7	852	494	358*** (12.23)	72.4	1,326	873	454*** (21.43)	52.0				
2005 Before	319	147	169*** (4.60)	115.1	850	545	296*** (13.24)	54.4	1,347	947	386*** (21.62)	40.8				
2005 After	319	127	192*** (3.26)	152.1	848	494	354*** (11.76)	71.7	1,345	870	474*** (20.51)	54.5				
2006 Before	308	154	151*** (3.82)	98.4	836	558	267*** (10.96)	47.8								
2006 After	309	123	186*** (2.90)	151.8	838	489	349*** (9.77)	71.3								
Nationals (25-54)																
Men																
2003 Before	281	161	120*** (2.39)	74.8	719	535	183*** (6.97)	34.2	1,134	925	208*** (11.64)	22.5	1,496	1,292	204*** (16.29)	15.8
2003 After	281	110	171*** (1.98)	155.3	719	389	330*** (6.62)	84.7	1,134	680	454*** (11.41)	66.8	1,497	942	555*** (16.23)	59.0
2004 Before	279	158	120*** (2.42)	76.3	714	533	180*** (7.07)	33.7	1,124	919	203*** (11.78)	22.1				
2004 After	278	107	171*** (2.00)	159.2	712	387	326*** (6.76)	84.2	1,122	675	447*** (11.65)	66.3				
2005 Before	269	160	108*** (2.41)	67.7	711	551	158*** (7.09)	28.8	1,096	927	167*** (11.75)	18.0				
2005 After	269	107	162*** (2.11)	151.7	710	393	316*** (6.90)	80.4	1,094	661	434*** (11.85)	65.7				
2006 Before	273	171	102*** (2.21)	59.9	711	566	144*** (6.44)	25.5								
2006 After	273	115	158*** (1.85)	137.6	712	404	307*** (6.01)	76.0								
Women																
2003 Before	302	135	166*** (2.13)	123.1	780	480	299*** (6.33)	62.2	1,226	839	385*** (10.45)	45.9	1,628	1,194	432*** (14.52)	36.2
2003 After	301	110	191*** (1.67)	174.3	779	409	370*** (5.84)	90.3	1,224	721	503*** (10.08)	69.8	1,626	1,022	604*** (14.36)	59.1
2004 Before	305	131	174*** (2.41)	132.9	781	475	304*** (7.13)	64.0	1,227	839	386*** (11.74)	46.0				
2004 After	304	112	192*** (1.92)	171.4	779	424	355*** (6.77)	83.9	1,225	753	472*** (11.60)	62.7				
2005 Before	297	131	165*** (2.27)	125.9	777	486	289*** (6.72)	59.4	1,217	849	365*** (11.07)	43.0				
2005 After	297	113	184*** (1.91)	162.1	776	431	346*** (6.47)	80.2	1,217	761	457*** (11.12)	60.1				
2006 Before	295	137	157*** (2.03)	114.8	781	499	278*** (5.97)	55.8								
2006 After	295	109	186*** (1.69)	171.2	781	429	352*** (5.67)	82.1								
Non-nationals (25-54)																
Men																
2003 Before	280	188	91*** (6.10)	48.5	728	593	132*** (17.25)	22.2	1,163	1,005	153*** (28.84)	15.2	1,519	1,380	132*** (40.56)	9.6
2003 After	281	148	133*** (5.33)	89.8	728	486	243*** (17.23)	50.0	1,163	817	345*** (30.03)	42.2	1,519	1,093	425*** (42.83)	38.9
2004 Before	275	179	93*** (6.18)	51.8	720	584	130*** (17.50)	22.2	1,132	988	134*** (29.19)	13.6				
2004 After	273	134	138*** (5.58)	102.8	713	455	258*** (17.57)	56.7	1,121	769	352*** (30.51)	45.8				
2005 Before	266	178	84*** (5.77)	47.2	717	598	111*** (16.46)	18.6	1,110	988	107*** (27.35)	10.9				
2005 After	264	131	133*** (5.24)	101.5	711	461	249*** (16.49)	54.0	1,095	749	346*** (28.32)	46.1				
2006 Before	280	189	87*** (4.73)	45.9	743	607	133*** (13.45)	21.9								
2006 After	279	151	128*** (4.14)	85.1	747	499	248*** (13.00)	49.7								
Women																
2003 Before	300	153	142*** (7.75)	92.9	774	506	258*** (22.18)	51.1	1,216	857	345*** (36.46)	40.2	1,601	1,200	382*** (50.50)	31.8
2003 After	299	128	171*** (6.21)	133.1	772	441	331*** (21.06)	74.9	1,214	752	462*** (36.49)	61.4	1,598	1,049	549*** (52.23)	52.4
2004 Before	295	141	148*** (9.11)	105.4	770	484	275*** (26.14)	56.8	1,203	835	354*** (42.85)	42.4				
2004 After	291	110	181*** (7.91)	164.6	761	394	367*** (26.17)	93.2	1,196	699	497*** (45.35)	71.0				
2005 Before	284	133	143*** (7.56)	107.5	733	479	230*** (21.70)	47.9	1,161	825	300*** (35.45)	36.4				
2005 After	284	119	165*** (6.66)	138.9	723	428	295*** (20.98)	68.8	1,144	733	411*** (35.58)	56.1				
2006 Before	286	135	140*** (6.79)	103.4	721	480	217*** (19.45)	45.1								
2006 After	285	117	169*** (5.70)	144.6	723	443	280*** (19.35)	63.2								

			After 1 year				After 3 years				After 5 years				After 7 years			
			Treated	Controls	Diff. Abs.	Rel.	Treated	Controls	Diff. Abs.	Rel.	Treated	Controls	Diff. Abs.	Rel.	Treated	Controls	Diff. Abs.	Rel.
Disabled (25–54)																		
Men																		
2003	Before		262	95	166*** (4.47)	174.2	642	323	316*** (13.44)	98.0	996	558	436*** (22.64)	78.1	1,307	769	536*** (31.47)	69.8
2003	After		261	97	164*** (4.15)	168.9	639	341	298*** (13.52)	87.4	993	587	406*** (23.16)	69.1	1,304	804	500*** (32.74)	62.3
2004	Before		267	94	173*** (4.39)	183.5	651	325	326*** (13.20)	100.1	1,005	559	445*** (22.13)	79.7				
2004	After		267	90	177*** (4.04)	197.4	649	323	326*** (13.47)	100.9	1,001	558	443*** (23.08)	79.4				
2005	Before		257	98	159*** (4.52)	163.0	643	346	297*** (13.80)	85.7	976	575	399*** (22.84)	69.4				
2005	After		257	92	165*** (4.34)	178.0	644	335	309*** (13.93)	92.4	975	555	420*** (23.68)	75.7				
2006	Before		263	104	158*** (4.06)	151.5	674	352	321*** (12.14)	91.3								
2006	After		263	102	161*** (3.68)	158.5	674	352	322*** (11.94)	91.5								
Women																		
2003	Before		283	78	205*** (5.01)	264.1	701	278	424*** (15.36)	152.3	1,070	479	593*** (25.50)	123.8	1,394	667	727*** (35.37)	109.0
2003	After		283	89	194*** (4.82)	218.2	703	321	381*** (16.03)	118.7	1,073	545	528*** (27.03)	96.8	1,396	756	641*** (38.37)	84.8
2004	Before		300	77	222*** (5.85)	288.8	715	284	428*** (17.92)	150.7	1,071	497	571*** (29.99)	115.0				
2004	After		299	93	206*** (5.50)	222.2	710	328	382*** (18.75)	116.3	1,063	562	500*** (32.04)	88.9				
2005	Before		276	78	198*** (5.40)	253.9	686	295	391*** (16.63)	132.6	1,045	510	537*** (27.79)	105.2				
2005	After		274	92	183*** (5.43)	199.1	680	343	337*** (17.77)	98.1	1,039	583	456*** (30.22)	78.1				
2006	Before		278	83	195*** (4.68)	236.0	712	308	402*** (14.45)	130.4								
2006	After		278	88	190*** (4.46)	215.4	712	340	372*** (14.79)	109.5								
Non-disabled (25–54)																		
Men																		
2003	Before		286	176	110*** (2.47)	62.5	740	577	163*** (7.07)	28.2	1,174	992	181*** (11.77)	18.2	1,549	1,381	166*** (16.49)	12.1
2003	After		286	120	166*** (2.07)	137.7	740	422	319*** (6.91)	75.7	1,174	732	442*** (11.94)	60.3	1,550	1,013	537*** (17.02)	53.1
2004	Before		281	171	110*** (2.53)	64.1	733	571	160*** (7.26)	28.0	1,159	980	176*** (12.06)	17.9				
2004	After		281	116	164*** (2.15)	141.3	731	413	318*** (7.20)	76.9	1,156	717	439*** (12.41)	61.3				
2005	Before		272	172	98*** (2.47)	57.2	729	586	139*** (7.14)	23.8	1,129	983	140*** (11.84)	14.3				
2005	After		271	116	155*** (2.19)	133.5	727	427	301*** (7.11)	70.5	1,126	712	414*** (12.24)	58.2				
2006	Before		277	183	93*** (2.24)	51.0	728	601	125*** (6.43)	20.8								
2006	After		278	128	149*** (1.90)	116.0	730	446	284*** (6.13)	63.7								
Women																		
2003	Before		304	144	159*** (2.20)	110.7	791	505	283*** (6.46)	56.1	1,249	879	365*** (10.63)	41.6	1,661	1,248	407*** (14.73)	32.6
2003	After		304	116	188*** (1.71)	162.2	790	429	361*** (5.98)	84.1	1,247	757	491*** (10.36)	64.9	1,660	1,072	588*** (14.77)	54.9
2004	Before		305	138	166*** (2.48)	120.6	790	495	291*** (7.27)	58.8	1,247	871	371*** (11.93)	42.6				
2004	After		304	115	189*** (1.98)	164.7	787	434	353*** (6.95)	81.3	1,245	775	470*** (11.90)	60.7				
2005	Before		299	136	161*** (2.33)	117.9	786	501	278*** (6.81)	55.4	1,237	875	352*** (11.17)	40.2				
2005	After		299	119	180*** (1.94)	152.0	785	447	338*** (6.56)	75.6	1,236	788	449*** (11.26)	57.0				
2006	Before		297	142	152*** (2.09)	107.7	786	513	265*** (6.08)	51.6								
2006	After		297	112	185*** (1.73)	165.8	786	442	344*** (5.82)	77.8								
Female returners (25–54)																		
Women																		
2003	Before		303	82	221*** (4.75)	268.4	784	345	436*** (15.00)	126.4	1,273	654	614*** (25.11)	93.9	1,742	994	742*** (35.26)	74.6
2003	After		302	91	211*** (4.19)	232.1	780	386	393*** (14.61)	101.9	1,268	738	530*** (24.85)	71.7	1,737	1,123	613*** (35.54)	54.6
2004	Before		300	81	219*** (5.10)	271.0	775	346	429*** (16.03)	123.9	1,255	660	597*** (26.87)	90.4				
2004	After		298	94	204*** (4.89)	218.2	767	392	375*** (16.65)	95.7	1,243	739	504*** (27.56)	68.2				
2005	Before		297	84	213*** (4.61)	253.1	784	363	423*** (14.49)	116.5	1,258	681	582*** (24.22)	85.5				
2005	After		297	99	199*** (4.36)	201.7	785	403	382*** (14.98)	94.7	1,262	740	522*** (25.09)	70.5				
2006	Before		286	91	194*** (3.93)	213.3	762	375	385*** (12.22)	102.6								
2006	After		284	96	188*** (3.85)	195.2	759	407	352*** (12.64)	86.7								

56

Days in unemployment

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
Young age (15–24 years)																	
Men																	
2003	Before	59	112	-53*** (3.39)	-47.1	215	265	-53*** (8.32)	-19.8	327	384	-67*** (12.63)	-17.5	455	513	-76*** (17.05)	-14.8
	After	59	131	-72*** (3.02)	-54.9	212	317	-105*** (8.79)	-33.2	316	462	-146*** (13.16)	-31.6	435	623	-188*** (17.78)	-30.1
2004	Before	60	113	-50*** (3.43)	-44.3	208	261	-50*** (8.27)	-19.3	340	383	-41*** (12.54)	-10.6				
	After	63	135	-72*** (3.16)	-53.4	212	319	-107*** (8.87)	-33.4	346	471	-126*** (13.86)	-26.7				
2005	Before	63	113	-48*** (3.56)	-42.0	212	247	-30*** (8.33)	-12.4	372	383	-6 (12.99)	-1.6				
	After	65	139	-74*** (3.37)	-53.0	217	320	-103*** (9.11)	-32.3	378	503	-125*** (14.68)	-24.9				
2006	Before	54	104	-48*** (3.02)	-46.2	192	240	-48*** (7.21)	-20.0								
	After	55	135	-80*** (2.79)	-59.2	191	319	-128*** (7.50)	-40.0								
Women																	
2003	Before	42	126	-82*** (4.20)	-65.2	167	257	-90*** (9.33)	-34.8	260	367	-106*** (13.51)	-29.0	361	478	-115*** (17.72)	-24.1
	After	44	134	-90*** (3.27)	-67.0	171	275	-104*** (9.47)	-38.0	265	393	-128*** (13.98)	-32.5	369	511	-142*** (18.70)	-27.8
2004	Before	49	127	-77*** (3.96)	-60.5	170	258	-92*** (8.79)	-35.8	265	367	-112*** (12.71)	-30.4				
	After	50	132	-82*** (3.29)	-62.1	168	266	-98*** (8.84)	-36.8	259	376	-117*** (12.99)	-31.1				
2005	Before	44	128	-79*** (4.45)	-62.2	158	250	-84*** (9.66)	-33.5	257	365	-95*** (14.27)	-26.0				
	After	48	139	-92*** (3.85)	-65.9	167	285	-118*** (10.29)	-41.5	272	419	-146*** (15.41)	-35.0				
2006	Before	49	122	-71*** (3.54)	-58.0	162	242	-77*** (7.66)	-31.9								
	After	51	144	-93*** (3.12)	-64.8	165	289	-124*** (7.94)	-42.8								
Medium age (25–44 years)																	
Men																	
2003	Before	77	144	-66*** (2.85)	-45.9	300	346	-45*** (7.26)	-13.1	478	505	-27** (11.21)	-5.4	666	665	0 (15.06)	0.0
	After	78	201	-123*** (2.59)	-61.1	301	484	-183*** (7.96)	-37.9	478	710	-232*** (12.62)	-32.7	666	927	-260*** (17.27)	-28.1
2004	Before	80	149	-67*** (2.86)	-45.4	308	350	-40*** (7.29)	-11.6	500	514	-12* (11.26)	-2.4				
	After	81	207	-126*** (2.60)	-60.9	310	503	-193*** (7.91)	-38.4	502	747	-245*** (12.69)	-32.8				
2005	Before	86	147	-60*** (2.74)	-41.0	305	332	-25*** (6.93)	-7.6	530	508	24*** (10.88)	4.8				
	After	87	203	-116*** (2.63)	-57.2	308	489	-182*** (7.80)	-37.1	535	756	-221*** (12.81)	-29.2				
2006	Before	82	136	-54*** (2.32)	-39.4	302	320	-17** (5.85)	-5.3								
	After	82	201	-119*** (2.17)	-59.0	303	490	-187*** (6.33)	-38.1								
Women																	
2003	Before	54	163	-109*** (2.73)	-67.2	216	348	-132*** (6.81)	-38.1	347	496	-151*** (10.23)	-30.4	469	633	-167*** (13.41)	-26.4
	After	54	184	-130*** (2.17)	-70.6	218	400	-182*** (6.59)	-45.6	349	571	-222*** (10.09)	-38.9	469	721	-251*** (13.36)	-34.9
2004	Before	51	170	-119*** (2.89)	-70.0	224	361	-138*** (7.18)	-38.2	355	510	-157*** (10.71)	-30.8				
	After	52	184	-132*** (2.32)	-71.7	226	403	-177*** (7.18)	-43.8	357	577	-219*** (10.99)	-38.0				
2005	Before	57	171	-114*** (2.59)	-66.8	217	350	-133*** (6.29)	-38.0	355	500	-146*** (9.45)	-29.1				
	After	57	180	-123*** (2.2)	-68.3	219	386	-167*** (6.36)	-43.3	357	558	-201*** (9.88)	-36.0				
2006	Before	60	164	-104*** (2.19)	-63.6	209	337	-130*** (5.27)	-38.6								
	After	60	191	-131*** (1.86)	-68.6	209	396	-188*** (5.29)	-47.4								
Higher age (45–54 years)																	
Men																	
2003	Before	68	185	-117*** (2.91)	-63.0	276	463	-187*** (7.88)	-40.5	455	685	-230*** (12.44)	-33.6	628	890	-261*** (16.65)	-29.4
	After	69	204	-136*** (2.34)	-66.5	276	495	-219*** (7.29)	-44.2	456	725	-268*** (11.84)	-37.0	630	932	-302*** (16.38)	-32.4
2004	Before	71	186	-115*** (2.98)	-61.8	287	459	-171*** (8.09)	-37.3	473	682	-208*** (12.76)	-30.4				
	After	71	208	-137*** (2.47)	-65.8	288	502	-214*** (7.88)	-42.6	476	740	-264*** (12.72)	-35.7				
2005	Before	79	182	-102*** (2.96)	-56.0	275	436	-160*** (8.04)	-36.7	482	666	-183*** (12.66)	-27.5				
	After	80	207	-127*** (2.60)	-61.3	276	490	-213*** (7.78)	-43.5	484	739	-255*** (12.92)	-34.5				
2006	Before	71	168	-97*** (2.77)	-57.7	271	416	-144*** (7.45)	-34.7								
	After	71	196	-125*** (2.29)	-63.7	272	476	-205*** (6.93)	-43.0								

	After 1 year				After 3 years				After 5 years				After 7 years			
	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
Women																
2003 Before	54	199	-145*** (2.79)	-73.0	233	475	-244*** (7.73)	-51.3	394	690	-300*** (12.03)	-43.4	537	862	-330*** (15.63)	-38.3
2003 After	54	197	-142*** (2.12)	-72.3	234	446	-213*** (6.78)	-47.7	395	636	-242*** (10.87)	-38.0	537	788	-250*** (14.52)	-31.8
2004 Before	53	199	-147*** (3.46)	-73.6	239	470	-232*** (9.52)	-49.4	401	685	-286*** (14.90)	-41.8				
2004 After	54	202	-148*** (2.73)	-73.3	242	463	-221*** (8.91)	-47.7	404	663	-259*** (14.21)	-39.0				
2005 Before	62	197	-135*** (3.39)	-68.7	250	451	-203*** (9.17)	-44.9	432	663	-233*** (14.46)	-35.2				
2005 After	62	200	-137*** (2.89)	-68.8	251	458	-208*** (8.88)	-45.3	434	669	-235*** (14.65)	-35.1				
2006 Before	55	190	-135*** (3.21)	-71.1	233	434	-203*** (8.56)	-46.8								
2006 After	56	206	-150*** (2.58)	-72.9	234	455	-221*** (8.04)	-48.6								
Low educated (25-54)																
Men																
2003 Before	91	168	-76*** (3.35)	-45.5	350	429	-78*** (8.86)	-18.2	568	641	-72*** (13.91)	-11.3	792	852	-59*** (18.71)	-6.9
2003 After	92	213	-122*** (2.93)	-57.0	352	543	-191*** (8.85)	-35.2	571	810	-239*** (14.27)	-29.5	795	1,066	-271*** (19.80)	-25.4
2004 Before	91	172	-80*** (3.35)	-46.5	349	429	-79*** (8.86)	-18.5	576	644	-67*** (13.90)	-10.4				
2004 After	92	215	-123*** (2.94)	-57.3	350	542	-192*** (9.08)	-35.5	577	818	-241*** (14.59)	-29.5				
2005 Before	102	170	-68*** (3.15)	-39.6	354	408	-52*** (8.32)	-12.9	624	636	-10 (13.15)	-1.5				
2005 After	103	212	-109*** (2.89)	-51.6	355	518	-162*** (8.72)	-31.4	626	804	-177*** (14.51)	-22.0				
2006 Before	89	159	-69*** (2.68)	-43.7	332	395	-62*** (7.03)	-15.7								
2006 After	89	201	-112*** (2.37)	-55.8	333	507	-174*** (6.94)	-34.3								
Women																
2003 Before	64	184	-121*** (3.02)	-65.7	266	432	-169*** (8.05)	-39.0	445	636	-194*** (12.38)	-30.6	608	816	-213*** (16.24)	-26.1
2003 After	64	197	-133*** (2.39)	-67.4	268	468	-199*** (7.57)	-42.7	448	683	-235*** (12.07)	-34.4	610	865	-255*** (16.22)	-29.4
2004 Before	62	191	-129*** (3.49)	-67.8	269	441	-173*** (9.22)	-39.2	447	642	-200*** (14.15)	-31.1				
2004 After	63	201	-138*** (2.81)	-68.5	274	473	-198*** (9.03)	-41.9	452	691	-239*** (14.46)	-34.6				
2005 Before	71	192	-121*** (3.27)	-63.1	275	429	-157*** (8.54)	-36.7	464	631	-173*** (13.19)	-27.4				
2005 After	72	199	-127*** (2.81)	-63.9	277	461	-185*** (8.41)	-40.0	467	686	-219*** (13.55)	-31.9				
2006 Before	75	186	-112*** (2.92)	-60.1	280	417	-142*** (7.56)	-34.0								
2006 After	75	210	-134*** (2.53)	-64.1	281	480	-199*** (7.41)	-41.5								
Medium educated (25-54)																
Men																
2003 Before	65	142	-77*** (2.64)	-54.1	258	339	-82*** (6.77)	-24.1	418	492	-75*** (10.42)	-15.2	574	641	-68*** (13.87)	-10.5
2003 After	65	193	-128*** (2.31)	-66.1	258	456	-198*** (7.19)	-43.4	418	661	-243*** (11.55)	-36.8	575	850	-275*** (15.79)	-32.3
2004 Before	68	144	-76*** (2.71)	-52.4	270	341	-69*** (6.96)	-20.3	442	498	-53*** (10.74)	-10.7				
2004 After	69	200	-131*** (2.42)	-65.5	273	478	-206*** (7.59)	-43.0	447	703	-256*** (12.26)	-36.4				
2005 Before	73	142	-69*** (2.74)	-48.4	251	323	-72*** (6.98)	-22.3	430	491	-61*** (10.89)	-12.4				
2005 After	74	196	-123*** (2.60)	-62.5	252	461	-209*** (7.57)	-45.4	431	700	-269*** (12.29)	-38.4				
2006 Before	70	131	-61*** (2.45)	-46.2	256	309	-52*** (6.24)	-16.7								
2006 After	71	193	-122*** (2.25)	-63.4	257	460	-203*** (6.67)	-44.0								
Women																
2003 Before	49	164	-115*** (2.82)	-70.0	203	348	-146*** (7.10)	-41.9	331	489	-159*** (10.61)	-32.6	446	611	-167*** (13.65)	-27.4
2003 After	50	187	-137*** (2.19)	-73.4	203	405	-202*** (6.78)	-49.8	331	567	-236*** (10.48)	-41.6	445	694	-249*** (13.69)	-35.9
2004 Before	49	168	-120*** (3.22)	-71.2	214	354	-140*** (8.03)	-39.6	342	496	-154*** (11.98)	-31.1				
2004 After	49	187	-138*** (2.60)	-73.7	217	403	-186*** (8.08)	-46.2	346	568	-222*** (12.37)	-39.2				
2005 Before	53	167	-114*** (2.96)	-68.2	208	341	-134*** (7.19)	-39.2	344	484	-141*** (10.85)	-29.1				
2005 After	54	176	-122*** (2.56)	-69.5	209	379	-170*** (7.46)	-44.9	345	545	-199*** (11.77)	-36.6				
2006 Before	50	161	-111*** (2.59)	-69.1	183	328	-145*** (6.22)	-44.3								
2006 After	50	186	-136*** (2.11)	-73.2	184	378	-195*** (6.14)	-51.5								

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
High educated (25-54)																	
Men																	
2003	Before	45	167	-122*** (6.97)	-73.1	214	340	-129*** (17.76)	-37.9	349	469	-124*** (27.02)	-26.4	491	587	-101** (35.58)	-17.1
	After	45	207	-163*** (5.14)	-78.3	211	453	-242*** (16.60)	-53.4	344	642	-298*** (26.09)	-46.4	483	812	-329*** (35.95)	-40.6
2004	Before	52	169	-117*** (7.16)	-69.2	244	348	-104*** (18.42)	-29.9	378	482	-103*** (27.94)	-21.5				
	After	53	208	-155*** (5.59)	-74.4	249	477	-229*** (17.91)	-47.9	384	684	-300*** (27.75)	-43.8				
2005	Before	53	162	-109*** (6.79)	-67.4	230	327	-96*** (17.18)	-29.3	412	463	-49* (26.22)	-10.7				
	After	54	207	-153*** (5.79)	-73.7	237	483	-246*** (18.04)	-51.0	421	727	-306*** (30.15)	-42.1				
2006	Before	50	156	-106*** (7.00)	-67.9	222	320	-96*** (17.45)	-30.1								
	After	50	213	-163*** (5.35)	-76.4	223	487	-264*** (17.03)	-54.2								
Women																	
2003	Before	39	154	-115*** (5.44)	-74.8	174	294	-121*** (12.97)	-41.3	284	399	-117*** (19.19)	-29.3	377	489	-114*** (24.62)	-23.2
	After	40	179	-139*** (4.06)	-77.9	176	361	-186*** (12.34)	-51.4	287	494	-207*** (19.01)	-42.0	382	602	-220*** (25.46)	-36.6
2004	Before	34	158	-125*** (5.95)	-78.7	169	302	-136*** (14.23)	-45.1	269	408	-143*** (20.97)	-35.2				
	After	35	176	-141*** (4.31)	-80.2	170	361	-190*** (13.62)	-52.8	270	497	-227*** (20.49)	-45.7				
2005	Before	41	156	-115*** (5.54)	-73.7	174	291	-115*** (12.86)	-39.4	294	394	-98*** (18.82)	-24.9				
	After	42	175	-133*** (4.38)	-76.0	180	362	-182*** (13.10)	-50.3	300	505	-205*** (20.73)	-40.6				
2006	Before	42	150	-108*** (4.73)	-71.9	157	276	-119*** (10.79)	-43.1								
	After	42	190	-148*** (3.67)	-77.8	158	363	-205*** (10.57)	-56.4								
Long-term unemployed (25-54)																	
Men																	
2003	Before	80	187	-107*** (2.26)	-57.1	315	470	-155*** (6.12)	-33.1	510	698	-189*** (9.69)	-27.1	705	915	-211*** (13.05)	-23.0
	After	80	211	-131*** (1.96)	-62.0	315	517	-202*** (6.05)	-39.0	510	760	-251*** (9.74)	-33.0	705	988	-284*** (13.39)	-28.7
2004	Before	82	190	-107*** (2.29)	-56.4	324	470	-145*** (6.20)	-30.8	530	701	-169*** (9.80)	-24.1				
	After	83	216	-133*** (2.01)	-61.6	326	531	-205*** (6.29)	-38.6	534	790	-256*** (10.14)	-32.4				
2005	Before	90	186	-95*** (2.21)	-51.1	319	448	-128*** (5.98)	-28.5	554	689	-133*** (9.48)	-19.4				
	After	91	215	-124*** (2.06)	-57.7	320	522	-201*** (6.15)	-38.6	556	798	-243*** (10.15)	-30.4				
2006	Before	84	176	-92*** (1.98)	-52.3	313	436	-122*** (5.30)	-27.9								
	After	84	209	-125*** (1.75)	-60.0	314	517	-203*** (5.21)	-39.3								
Women																	
2003	Before	60	192	-132*** (2.25)	-68.9	250	453	-204*** (6.16)	-45.0	413	661	-250*** (9.50)	-37.8	561	839	-281*** (12.46)	-33.5
	After	60	200	-140*** (1.81)	-70.0	250	462	-212*** (5.71)	-45.9	413	665	-252*** (8.99)	-37.9	560	831	-271*** (11.98)	-32.6
2004	Before	58	197	-139*** (2.53)	-70.4	258	458	-200*** (6.87)	-43.7	419	665	-247*** (10.60)	-37.1				
	After	59	200	-141*** (2.10)	-70.3	263	461	-199*** (6.68)	-43.1	424	668	-244*** (10.48)	-36.5				
2005	Before	67	195	-128*** (2.33)	-65.7	256	440	-184*** (6.23)	-41.9	431	645	-215*** (9.65)	-33.3				
	After	67	196	-129*** (2.07)	-65.8	257	447	-190*** (6.12)	-42.5	433	654	-221*** (9.80)	-33.8				
2006	Before	65	191	-125*** (2.10)	-65.8	244	430	-187*** (5.57)	-43.5								
	After	65	207	-142*** (1.83)	-68.4	244	457	-213*** (5.42)	-46.5								
Not long-term unemployed (25-54)																	
Men																	
2003	Before	40	119	-78*** (4.11)	-65.9	167	270	-103*** (9.75)	-38.3	279	388	-110*** (14.63)	-28.3	393	509	-117*** (19.49)	-22.9
	After	40	156	-115*** (3.23)	-74.0	167	348	-181*** (9.62)	-52.0	278	492	-214*** (15.40)	-43.6	393	636	-243*** (21.67)	-38.2
2004	Before	46	119	-72*** (4.15)	-60.8	181	265	-83*** (9.73)	-31.2	298	382	-83*** (14.63)	-21.7				
	After	48	163	-115*** (3.46)	-70.7	186	360	-173*** (10.29)	-48.2	304	510	-206*** (16.27)	-40.3				
2005	Before	46	119	-72*** (4.25)	-60.9	157	251	-94*** (9.87)	-37.5	286	381	-94*** (15.20)	-24.8				
	After	46	154	-108*** (3.45)	-69.9	158	321	-163*** (9.74)	-50.7	289	484	-195*** (16.43)	-40.3				
2006	Before	46	107	-60*** (3.66)	-55.8	172	238	-64*** (8.61)	-26.8								
	After	46	145	-98*** (3.18)	-68.0	171	322	-151*** (8.78)	-46.9								

59

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
Women																	
2003	Before	38	150	-112*** (3.68)	-74.8	156	297	-144*** (8.51)	-48.3	258	415	-160*** (12.52)	-38.6	347	522	-179*** (16.16)	-34.3
	After	39	166	-127*** (2.56)	-76.5	157	332	-175*** (7.62)	-52.7	259	460	-200*** (11.87)	-43.6	349	568	-218*** (15.69)	-38.5
2004	Before	34	153	-120*** (4.34)	-78.5	148	302	-157*** (9.97)	-52.0	241	417	-180*** (14.52)	-43.1				
	After	34	157	-122*** (2.93)	-78.0	150	309	-159*** (8.86)	-51.6	244	424	-180*** (13.51)	-42.5				
2005	Before	33	156	-123*** (4.15)	-78.9	147	299	-152*** (9.33)	-50.8	238	417	-179*** (13.76)	-42.8				
	After	34	157	-123*** (2.82)	-78.3	150	297	-147*** (8.60)	-49.4	244	415	-171*** (13.34)	-41.2				
2006	Before	41	149	-108*** (3.39)	-72.7	144	285	-142*** (7.54)	-49.7								
	After	41	164	-123*** (2.45)	-75.2	145	306	-162*** (6.72)	-52.8								
Nationals (25-54)																	
Men																	
2003	Before	72	160	-87*** (2.18)	-54.5	286	383	-97*** (5.72)	-25.4	465	560	-96*** (8.90)	-17.1	642	730	-88*** (11.88)	-12.1
	After	73	205	-133*** (1.85)	-64.6	286	494	-208*** (5.74)	-42.1	464	720	-256*** (9.20)	-35.5	642	929	-287*** (12.63)	-30.9
2004	Before	75	162	-87*** (2.22)	-53.6	297	386	-88*** (5.83)	-22.8	486	568	-80*** (9.06)	-14.2				
	After	75	209	-134*** (1.87)	-63.9	299	505	-207*** (5.92)	-40.9	488	745	-257*** (9.51)	-34.5				
2005	Before	82	160	-77*** (2.18)	-48.3	290	368	-77*** (5.70)	-21.0	504	559	-54*** (8.95)	-9.7				
	After	82	207	-125*** (1.99)	-60.2	291	495	-204*** (5.95)	-41.3	505	752	-247*** (9.80)	-32.8				
2006	Before	79	149	-70*** (1.96)	-47.1	293	354	-61*** (5.11)	-17.1								
	After	79	203	-124*** (1.72)	-61.2	293	492	-198*** (5.14)	-40.3								
Women																	
2003	Before	54	176	-122*** (2.02)	-69.3	224	386	-162*** (5.27)	-42.1	370	552	-183*** (8.01)	-33.2	499	694	-197*** (10.42)	-28.3
	After	54	192	-138*** (1.56)	-71.7	225	428	-203*** (4.88)	-47.4	370	607	-237*** (7.66)	-39.0	500	754	-254*** (10.17)	-33.7
2004	Before	52	180	-129*** (2.30)	-71.4	230	393	-163*** (5.97)	-41.5	374	559	-186*** (9.05)	-33.2				
	After	52	189	-137*** (1.81)	-72.4	232	418	-186*** (5.77)	-44.4	376	597	-220*** (8.99)	-36.9				
2005	Before	58	179	-121*** (2.16)	-67.7	227	380	-153*** (5.47)	-40.2	380	546	-165*** (8.36)	-30.3				
	After	58	187	-128*** (1.81)	-68.8	228	411	-183*** (5.40)	-44.6	381	594	-213*** (8.62)	-35.8				
2006	Before	58	173	-115*** (1.90)	-66.7	213	366	-154*** (4.76)	-42.0								
	After	58	195	-137*** (1.56)	-70.4	213	412	-200*** (4.57)	-48.4								
Non-nationals (25-54)																	
Men																	
2003	Before	72	138	-66*** (5.38)	-47.4	285	351	-64*** (13.76)	-18.1	461	526	-60** (21.45)	-11.4	653	705	-46* (29.11)	-6.5
	After	73	178	-106*** (4.91)	-59.2	288	448	-160*** (14.57)	-35.8	466	674	-208*** (23.74)	-30.8	661	906	-245*** (33.33)	-27.0
2004	Before	78	144	-64*** (5.48)	-44.6	293	351	-54*** (13.88)	-15.4	485	525	-36* (21.59)	-6.9				
	After	81	186	-106*** (5.15)	-56.8	301	459	-158*** (15.17)	-34.4	494	693	-199*** (24.63)	-28.7				
2005	Before	83	143	-58*** (5.09)	-40.4	284	331	-44*** (12.72)	-13.3	506	518	-7 (20.18)	-1.4				
	After	86	186	-100*** (4.75)	-53.9	292	442	-150*** (13.88)	-34.0	522	700	-178*** (23.57)	-25.5				
2006	Before	68	131	-61*** (4.06)	-46.6	260	319	-57*** (10.25)	-17.9								
	After	69	168	-99*** (3.71)	-58.9	261	416	-155*** (10.63)	-37.2								
Women																	
2003	Before	54	155	-102*** (7.08)	-65.7	234	354	-126*** (17.83)	-35.5	402	525	-136*** (27.45)	-25.8	566	687	-138*** (36.32)	-20.1
	After	55	183	-128*** (5.62)	-69.9	236	431	-195*** (17.42)	-45.2	402	641	-239*** (27.96)	-37.3	563	817	-254*** (38.42)	-31.1
2004	Before	58	163	-106*** (8.46)	-65.0	236	362	-137*** (21.17)	-37.9	386	528	-160*** (32.20)	-30.3				
	After	61	196	-135*** (7.17)	-68.9	238	455	-217*** (21.76)	-47.7	385	667	-282*** (34.77)	-42.3				
2005	Before	67	167	-100*** (7.05)	-60.0	258	357	-98*** (17.26)	-27.5	428	524	-94*** (26.40)	-17.9				
	After	69	184	-115*** (6.28)	-62.7	272	420	-148*** (17.84)	-35.3	455	631	-176*** (28.63)	-27.9				
2006	Before	65	162	-96*** (6.27)	-59.1	252	346	-97*** (15.30)	-28.1								
	After	67	191	-124*** (5.23)	-65.0	256	416	-160*** (15.75)	-38.4								

60

Disabled (25-54)

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Abs.	Rel.	Treated	Controls	Abs.	Rel.	Treated	Controls	Abs.	Rel.	Treated	Controls	Abs.	Rel.
Men																	
2003	Before	89	223	-133*** (4.70)	-59.6	349	559	-209*** (13.23)	-37.4	569	819	-250*** (21.06)	-30.5	775	1,050	-275*** (28.21)	-26.2
	After	90	220	-130*** (3.98)	-59.2	350	541	-191*** (12.24)	-35.2	570	793	-222*** (19.94)	-28.1	777	1,022	-245*** (27.17)	-23.9
2004	Before	84	224	-140*** (4.58)	-62.4	346	555	-208*** (12.88)	-37.6	569	819	-251*** (20.55)	-30.6				
	After	85	226	-141*** (3.83)	-62.6	348	549	-201*** (12.17)	-36.6	571	809	-238*** (19.93)	-29.4				
2005	Before	93	219	-125*** (4.66)	-57.3	345	531	-185*** (13.13)	-34.8	597	800	-202*** (20.86)	-25.2				
	After	94	224	-130*** (4.15)	-58.1	346	549	-203*** (12.48)	-37.0	599	834	-235*** (20.35)	-28.1				
2006	Before	88	210	-121*** (4.10)	-57.8	329	521	-192*** (11.45)	-36.9								
	After	89	218	-129*** (3.48)	-59.3	329	537	-208*** (10.43)	-38.7								
Women																	
2003	Before	71	236	-166*** (5.57)	-70.0	291	570	-280*** (16.14)	-49.1	489	824	-337*** (25.24)	-40.9	647	1,024	-379*** (33.10)	-37.0
	After	71	219	-148*** (4.62)	-67.7	290	513	-223*** (14.48)	-43.5	486	746	-261*** (22.85)	-34.9	643	926	-283*** (30.18)	-30.6
2004	Before	57	237	-179*** (6.49)	-75.5	290	564	-272*** (18.67)	-48.2	490	812	-321*** (29.31)	-39.5				
	After	59	217	-158*** (5.27)	-72.9	297	524	-227*** (17.30)	-43.4	498	761	-262*** (27.91)	-34.5				
2005	Before	78	235	-157*** (5.91)	-66.8	305	547	-241*** (16.89)	-44.2	509	794	-285*** (26.64)	-36.0				
	After	79	220	-140*** (5.31)	-63.9	311	510	-199*** (15.79)	-39.0	515	746	-230*** (25.16)	-30.9				
2006	Before	72	228	-156*** (5.05)	-68.2	278	528	-250*** (14.30)	-47.3								
	After	73	224	-151*** (4.22)	-67.5	278	507	-229*** (12.70)	-45.2								

Non-disabled (25-54)

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Abs.	Rel.	Treated	Controls	Abs.	Rel.	Treated	Controls	Abs.	Rel.	Treated	Controls	Abs.	Rel.
Men																	
2003	Before	68	146	-78*** (2.18)	-53.4	270	353	-83*** (5.60)	-23.5	437	518	-81*** (8.70)	-15.5	610	682	-72*** (11.69)	-10.6
	After	68	197	-128*** (1.91)	-65.2	271	472	-202*** (5.92)	-42.7	439	693	-254*** (9.46)	-36.7	612	900	-288*** (13.08)	-32.0
2004	Before	73	150	-77*** (2.25)	-51.1	282	357	-73*** (5.79)	-20.5	462	526	-62*** (8.99)	-11.8				
	After	74	200	-126*** (2.02)	-63.1	285	483	-198*** (6.25)	-41.0	466	717	-251*** (10.00)	-35.0				
2005	Before	80	149	-68*** (2.18)	-45.9	275	339	-63*** (5.57)	-18.6	481	521	-38*** (8.75)	-7.3				
	After	80	199	-119*** (2.04)	-59.6	277	468	-192*** (6.05)	-41.0	484	721	-237*** (10.05)	-32.9				
2006	Before	74	137	-63*** (1.94)	-46.0	276	326	-49*** (4.93)	-14.9								
	After	74	190	-116*** (1.75)	-61.2	277	463	-186*** (5.18)	-40.1								
Women																	
2003	Before	52	166	-115*** (2.04)	-69.2	215	362	-148*** (5.19)	-41.0	354	519	-168*** (7.88)	-32.3	482	660	-181*** (10.29)	-27.4
	After	52	188	-136*** (1.58)	-72.4	216	418	-202*** (4.93)	-48.3	355	594	-239*** (7.75)	-40.2	483	743	-259*** (10.34)	-34.9
2004	Before	52	172	-121*** (2.33)	-70.4	222	372	-151*** (5.91)	-40.6	358	529	-174*** (8.92)	-32.8				
	After	52	186	-134*** (1.86)	-72.0	224	412	-188*** (5.85)	-45.6	361	589	-228*** (9.08)	-38.8				
2005	Before	56	172	-117*** (2.18)	-67.6	219	361	-143*** (5.39)	-39.5	366	520	-154*** (8.21)	-29.7				
	After	56	181	-125*** (1.83)	-69.0	220	394	-174*** (5.42)	-44.2	369	572	-203*** (8.66)	-35.5				
2006	Before	56	166	-110*** (1.92)	-66.2	207	348	-142*** (4.72)	-40.9								
	After	56	191	-135*** (1.59)	-70.5	207	401	-194*** (4.65)	-48.3								

Female returners (25-54)

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Abs.	Rel.	Treated	Controls	Abs.	Rel.	Treated	Controls	Abs.	Rel.	Treated	Controls	Abs.	Rel.
Women																	
2003	Before	50	211	-161*** (5.30)	-76.6	206	464	-259*** (14.45)	-55.9	324	665	-344*** (22.00)	-51.7	440	839	-403*** (28.98)	-48.0
	After	51	188	-137*** (3.91)	-73.0	210	392	-182*** (11.88)	-46.5	328	544	-216*** (18.08)	-39.7	445	679	-234*** (24.42)	-34.4
2004	Before	54	218	-164*** (5.65)	-75.6	227	477	-253*** (15.32)	-53.0	359	678	-323*** (23.41)	-47.7				
	After	56	193	-137*** (4.75)	-71.0	234	413	-179*** (14.22)	-43.3	369	592	-223*** (21.27)	-37.7				
2005	Before	55	214	-160*** (4.99)	-75.0	212	454	-245*** (13.36)	-54.0	346	650	-309*** (20.50)	-47.5				
	After	55	185	-130*** (4.12)	-70.3	214	392	-178*** (12.47)	-45.4	347	568	-221*** (19.54)	-38.9				
2006	Before	64	206	-143*** (4.14)	-69.3	209	446	-239*** (11.05)	-53.7								
	After	65	198	-134*** (3.60)	-67.3	210	412	-202*** (10.06)	-48.9								

Sources: ASSD and PES data. Notes: Results based on 10x1 Nearest Neighbour Propensity Score Matching. Bootstrap-standard errors of the ATT in parentheses (500 replications), statistical significance for *** $p<0.01$, ** $p<0.05$, * $p<0.1$. Scenario 1: Effects of program participation vs. non-participation. Effects measured as difference in outcomes between treated and non-treated individuals 1, 3, 5 and 7 years after program start. Before and after matching. Abs.: Difference in absolute terms. Rel.: Difference in relative terms, i.e. difference in absolute terms as percentage of the outcome for the non-treated.

Table 17: Estimated ATT in terms of employment by subgroup, scenario 2, 2003-2006

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
Days in unsubsidised dependent employment																	
Total sample (25–54 years)																	
Men																	
2003	Before	127	270	127*** (1.46)	-52.9	526	785	-258*** (4.7)	-32.9	920	1,298	-377*** (8.17)	-29.0	1,267	1,776	-508*** (11.9)	-28.6
	After	127	223	127*** (2.05)	-43.0	528	617	-90*** (6.88)	-14.5	922	1,003	-81*** (11.79)	-8.1	1,269	1,340	-71*** (16.74)	-5.3
2004	Before	126	268	126*** (1.52)	-53.3	521	789	-268*** (4.8)	-34.0	912	1,302	-392*** (8.32)	-30.1				
	After	126	221	126*** (2.16)	-43.1	521	616	-95*** (7.25)	-15.5	911	996	-86*** (12.36)	-8.6				
2005	Before	122	269	122*** (1.5)	-54.9	517	806	-290*** (4.69)	-35.9	884	1,308	-425*** (8.22)	-32.5				
	After	121	218	121*** (2.14)	-44.3	517	626	-110*** (7.22)	-17.5	883	981	-99*** (12.18)	-10.1				
2006	Before	138	277	138*** (1.29)	-50.3	549	815	-265*** (4.16)	-32.5								
	After	138	226	138*** (1.84)	-39.2	550	628	-77*** (6.07)	-12.3								
Women																	
2003	Before	141	266	141*** (1.43)	-47.1	590	764	-174*** (4.63)	-22.8	1,019	1,240	-221*** (7.98)	-17.9	1,412	1,697	-286*** (11.41)	-16.9
	After	141	242	141*** (1.93)	-41.8	590	684	-94*** (6.36)	-13.7	1,019	1,107	-88*** (10.88)	-7.9	1,412	1,501	-89*** (15.41)	-5.9
2004	Before	144	266	144*** (1.62)	-46.0	587	766	-179*** (5.24)	-23.3	1,019	1,248	-229*** (8.98)	-18.3				
	After	144	249	144*** (2.26)	-42.4	588	706	-118*** (7.49)	-16.8	1,020	1,141	-121*** (12.6)	-10.6				
2005	Before	141	266	141*** (1.53)	-47.0	588	777	-189*** (4.87)	-24.4	1,013	1,259	-247*** (8.35)	-19.7				
	After	141	249	141*** (2.21)	-43.3	587	718	-130*** (7.14)	-18.2	1,012	1,155	-142*** (12.07)	-12.3				
2006	Before	153	266	153*** (1.38)	-42.5	610	777	-167*** (4.34)	-21.5								
	After	153	252	153*** (2.05)	-39.3	611	719	-108*** (6.59)	-15.1								
Young age (15–24 years)																	
Men																	
2003	Before	126	258	126*** (3.57)	-50.2	583	774	-181*** (10.47)	-23.4	1,095	1,314	-204*** (17.13)	-15.5	1,579	1,837	-233*** (24.05)	-12.7
	After	130	228	130*** (4.11)	-43.0	597	679	-82*** (13.07)	-12.0	1,117	1,164	-48** (20.99)	-4.1	1,612	1,633	-21 (29.15)	-1.3
2004	Before	134	257	134*** (3.6)	-47.4	593	781	-183*** (10.37)	-23.4	1,087	1,320	-226*** (17.04)	-17.1				
	After	136	226	136*** (4.18)	-40.0	599	687	-88*** (13.11)	-12.8	1,096	1,176	-80*** (21.07)	-6.8				
2005	Before	138	259	138*** (3.7)	-46.3	593	801	-203*** (10.54)	-25.3	1,042	1,324	-275*** (17.72)	-20.8				
	After	140	220	140*** (4.28)	-36.2	601	676	-75*** (13.31)	-11.1	1,054	1,119	-65** (21.8)	-5.8				
2006	Before	154	268	154*** (3.11)	-41.4	632	808	-169*** (9.21)	-20.9								
	After	158	238	158*** (3.94)	-33.8	641	702	-61*** (11.98)	-8.7								
Women																	
2003	Before	131	268	131*** (3.81)	-50.9	581	765	-180*** (12.15)	-23.5	1,040	1,230	-189*** (20.44)	-15.3	1,463	1,673	-215*** (28.34)	-12.9
	After	133	249	133*** (4.47)	-46.6	587	715	-128*** (14.59)	-17.9	1,044	1,158	-115*** (24.18)	-9.9	1,461	1,577	-116*** (33.51)	-7.4
2004	Before	145	269	145*** (3.57)	-44.5	619	773	-140*** (11.35)	-18.2	1,093	1,247	-136*** (19.06)	-10.9				
	After	150	256	150*** (4.35)	-41.4	635	736	-101*** (13.69)	-13.7	1,114	1,191	-77*** (22.79)	-6.5				
2005	Before	154	271	154*** (3.95)	-41.9	617	791	-169*** (12.47)	-21.4	1,066	1,269	-203*** (20.99)	-16.0				
	After	158	254	158*** (4.84)	-37.8	623	729	-106*** (15.03)	-14.5	1,065	1,169	-104*** (24.67)	-8.9				
2006	Before	158	274	158*** (3.16)	-41.5	637	793	-152*** (10.11)	-19.2								
	After	163	261	163*** (4)	-37.6	650	743	-93*** (12.4)	-12.5								
Medium age (25–44 years)																	
Men																	
2003	Before	120	271	120*** (2.17)	-55.5	508	794	-284*** (6.9)	-35.7	924	1,321	-394*** (11.86)	-29.8	1,314	1,822	-504*** (17.15)	-27.6
	After	121	219	121*** (3.01)	-44.8	512	615	-103*** (10.14)	-16.7	930	1,017	-87*** (17.11)	-8.6	1,323	1,387	-65** (24.16)	-4.7
2004	Before	117	270	117*** (2.2)	-56.6	501	797	-298*** (6.88)	-37.4	903	1,324	-423*** (11.81)	-32.0				

62

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
2005	After	118	212	-94*** (3.08)	-44.5	501	599	-98*** (10.15)	-16.4	904	986	-82*** (17.09)	-8.3				
	Before	117	271	-154*** (2.13)	-57.0	498	814	-317*** (6.6)	-39.0	872	1,328	-458*** (11.49)	-34.5				
2006	Before	116	212	-96*** (3.02)	-45.1	497	610	-113*** (10.13)	-18.5	871	973	-102*** (16.89)	-10.5				
	After	131	278	-147*** (1.76)	-53.0	531	821	-289*** (5.62)	-35.1								
	After	131	221	-90*** (2.44)	-40.7	533	620	-87*** (8.12)	-14.0								
Women																	
2003	Before	136	269	-133*** (2.04)	-49.5	586	774	-189*** (6.64)	-24.4	1,046	1,262	-217*** (11.33)	-17.2	1,506	1,742	-238*** (16.01)	-13.6
	After	136	247	-111*** (2.79)	-44.9	585	696	-111*** (9.05)	-15.9	1,046	1,145	-99*** (15.03)	-8.7	1,506	1,596	-89*** (20.95)	-5.6
2004	Before	140	269	-129*** (2.15)	-47.7	586	774	-187*** (6.93)	-24.2	1,046	1,265	-218*** (11.77)	-17.2				
	After	140	251	-111*** (2.98)	-44.2	587	713	-127*** (9.68)	-17.8	1,047	1,162	-114*** (16.1)	-9.8				
2005	Before	141	270	-129*** (1.95)	-47.6	597	785	-188*** (6.17)	-24.0	1,053	1,277	-225*** (10.49)	-17.6				
	After	141	251	-110*** (2.76)	-43.7	597	724	-127*** (8.76)	-17.5	1,053	1,175	-122*** (14.61)	-10.4				
2006	Before	152	269	-117*** (1.7)	-43.4	614	784	-170*** (5.36)	-21.7								
	After	152	249	-97*** (2.62)	-38.9	616	710	-95*** (8.26)	-13.3								
Higher age (45-54 years))																	
Men																	
2003	Before	132	265	-133*** (2)	-50.1	541	754	-213*** (6.57)	-28.2	917	1,217	-301*** (11.71)	-24.7	1,228	1,615	-387*** (17.15)	-24.0
	After	132	227	-95*** (2.85)	-41.7	541	620	-79*** (9.54)	-12.8	916	986	-70*** (16.59)	-7.1	1,227	1,279	-52*** (23.57)	-4.1
2004	Before	133	264	-131*** (2.11)	-49.6	540	759	-219*** (6.84)	-28.9	920	1,227	-308*** (12.15)	-25.1				
	After	133	225	-92*** (3.11)	-40.8	540	621	-80*** (10.55)	-13.0	919	981	-62*** (18.24)	-6.3				
2005	Before	126	264	-138*** (2.11)	-52.2	537	780	-244*** (6.81)	-31.2	896	1,236	-342*** (12.12)	-27.7				
	After	126	221	-95*** (3.22)	-42.8	537	629	-92*** (10.79)	-14.7	895	962	-67*** (18.46)	-6.9				
2006	Before	146	274	-128*** (1.89)	-46.9	571	796	-225*** (6.24)	-28.3								
	After	146	228	-82*** (2.85)	-36.0	572	627	-55*** (9.35)	-8.8								
Women																	
2003	Before	145	254	-109*** (2.01)	-43.0	594	730	-136*** (6.51)	-18.6	995	1,165	-170*** (11.54)	-14.6	1,325	1,540	-214*** (16.83)	-13.9
	After	145	239	-94*** (2.76)	-39.6	594	679	-85*** (9.23)	-12.5	994	1,070	-75*** (16.13)	-7.0	1,324	1,393	-69** (22.94)	-4.9
2004	Before	148	256	-108*** (2.44)	-42.2	588	739	-151*** (7.95)	-20.5	982	1,187	-206*** (13.97)	-17.3				
	After	148	242	-94*** (3.63)	-39.0	586	683	-98*** (12.31)	-14.3	980	1,072	-92*** (20.99)	-8.6				
2005	Before	141	256	-115*** (2.47)	-44.9	573	749	-177*** (7.91)	-23.6	948	1,201	-255*** (13.9)	-21.2				
	After	140	237	-97*** (3.83)	-40.7	571	669	-98*** (12.72)	-14.6	947	1,056	-108*** (21.82)	-10.3				
2006	Before	154	257	-103*** (2.31)	-40.1	601	755	-154*** (7.34)	-20.4								
	After	154	244	-90*** (3.62)	-37.0	601	693	-92*** (11.85)	-13.3								
Low educated (25-54 years)																	
Men																	
2003	Before	109	258	-149*** (2.53)	-57.9	454	740	-286*** (7.94)	-38.6	805	1,221	-415*** (13.71)	-34.0	1,108	1,660	-551*** (19.83)	-33.2
	After	109	201	-92*** (3.29)	-45.4	457	541	-84*** (11.08)	-15.6	808	877	-69*** (18.85)	-7.8	1,112	1,163	-51* (26.54)	-4.4
2004	Before	106	255	-149*** (2.61)	-58.3	451	742	-292*** (8.04)	-39.4	789	1,222	-435*** (13.85)	-35.6				
	After	107	200	-93*** (3.34)	-46.6	450	550	-100*** (11.23)	-18.1	787	887	-100*** (19.08)	-11.3				
2005	Before	103	256	-153*** (2.46)	-59.7	449	765	-316*** (7.56)	-41.3	766	1,232	-467*** (13.13)	-37.9				
	After	103	197	-94*** (3.23)	-47.6	449	569	-120*** (11.09)	-21.1	766	886	-120*** (18.62)	-13.6				
2006	Before	126	265	-139*** (2.03)	-52.5	499	772	-272*** (6.44)	-35.2								
	After	126	210	-84*** (2.64)	-40.0	501	579	-78*** (8.74)	-13.5								
Women																	
2003	Before	135	256	-121*** (2.23)	-47.3	549	730	-182*** (7.15)	-24.9	944	1,183	-241*** (12.33)	-20.4	1,296	1,615	-322*** (17.68)	-19.9
	After	135	230	-95*** (2.92)	-41.4	547	639	-92*** (9.74)	-14.4	942	1,028	-86*** (16.73)	-8.3	1,295	1,379	-84*** (23.6)	-6.1
2004	Before	133	255	-122*** (2.59)	-47.8	550	731	-182*** (8.2)	-25.0	956	1,192	-237*** (14.04)	-19.9				
	After	133	233	-100*** (3.41)	-43.0	548	653	-104*** (11.54)	-16.0	954	1,052	-98*** (19.4)	-9.3				

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
2005	Before	130	255	130*** (2.48)	-49.0	534	740	-206*** (7.74)	-27.9	918	1,199	-280*** (13.25)	-23.4				
	After	129	234	129*** (3.55)	-44.7	533	665	-132*** (11.57)	-19.9	918	1,056	-138*** (19.42)	-13.1				
2006	Before	136	254	136*** (2.25)	-46.1	541	738	-197*** (6.99)	-26.7								
	After	137	227	137*** (3.16)	-39.6	543	634	-91*** (10.2)	-14.4								
Medium educated (25-54 years)																	
Men																	
2003	Before	137	277	137*** (1.88)	-50.6	564	814	-250*** (6.1)	-30.7	979	1,349	-369*** (10.68)	-27.4	1,348	1,854	-505*** (15.66)	-27.2
	After	137	234	137*** (2.81)	-41.2	565	658	-93*** (9.32)	-14.1	982	1,068	-86*** (16.07)	-8.1	1,351	1,424	-73*** (22.9)	-5.1
2004	Before	137	277	137*** (1.95)	-50.4	564	819	-256*** (6.24)	-31.3	983	1,356	-375*** (10.9)	-27.6				
	After	138	228	138*** (3)	-39.7	563	649	-86*** (10.01)	-13.3	982	1,054	-72*** (17.13)	-6.8				
2005	Before	133	277	133*** (2)	-52.1	562	833	-271*** (6.34)	-32.6	967	1,357	-391*** (11.21)	-28.8				
	After	133	228	133*** (3.12)	-41.8	560	659	-99*** (10.33)	-15.1	963	1,036	-72*** (17.4)	-7.0				
2006	Before	146	285	146*** (1.75)	-48.8	585	843	-258*** (5.69)	-30.6								
	After	146	236	146*** (2.72)	-38.3	586	664	-78*** (8.93)	-11.7								
Women																	
2003	Before	148	270	148*** (2.06)	-45.4	620	784	-164*** (6.71)	-20.9	1,066	1,277	-211*** (11.58)	-16.5	1,476	1,755	-278*** (16.58)	-15.9
	After	147	250	147*** (2.93)	-41.1	619	722	-102*** (9.49)	-14.2	1,066	1,174	-108*** (16.17)	-9.2	1,476	1,592	-116*** (23.01)	-7.3
2004	Before	153	271	153*** (2.32)	-43.4	607	786	-178*** (7.57)	-22.7	1,047	1,283	-235*** (13)	-18.3				
	After	153	259	153*** (3.4)	-40.8	607	741	-134*** (11.19)	-18.0	1,047	1,194	-147*** (18.79)	-12.3				
2005	Before	151	272	151*** (2.18)	-44.6	621	796	-176*** (6.98)	-22.1	1,067	1,294	-228*** (12.04)	-17.6				
	After	150	253	150*** (3.29)	-40.8	618	746	-128*** (10.49)	-17.1	1,064	1,213	-150*** (17.78)	-12.3				
2006	Before	164	271	164*** (1.94)	-39.8	650	797	-147*** (6.18)	-18.4								
	After	163	262	163*** (3.16)	-37.7	651	763	-112*** (9.93)	-14.7								
High educated (25-54 years)																	
Men																	
2003	Before	140	284	140*** (5.28)	-50.2	590	829	-235*** (17.28)	-28.3	1,023	1,363	-333*** (29.67)	-24.4	1,420	1,872	-442*** (42.49)	-23.6
	After	142	248	142*** (6.98)	-42.6	595	701	-106*** (23.68)	-15.2	1,033	1,141	-108*** (40.94)	-9.5	1,435	1,549	-114* (58.41)	-7.4
2004	Before	134	282	134*** (5.4)	-52.8	562	829	-267*** (17.7)	-32.3	996	1,362	-367*** (30.3)	-27.0				
	After	134	255	134*** (8.14)	-47.5	560	690	-130*** (27.39)	-18.9	993	1,106	-113** (46.48)	-10.2				
2005	Before	139	284	139*** (5.13)	-51.6	570	842	-275*** (16.57)	-32.7	944	1,368	-430*** (28.73)	-31.4				
	After	137	242	137*** (7.17)	-43.4	564	672	-108*** (24.35)	-16.1	938	1,069	-131** (42.27)	-12.2				
2006	Before	156	289	156*** (5.1)	-46.1	628	848	-223*** (16.84)	-26.3								
	After	156	254	156*** (7.17)	-38.7	624	695	-71** (24.07)	-10.2								
Women																	
2003	Before	133	288	133*** (4.01)	-53.9	614	831	-216*** (13.49)	-26.0	1,091	1,337	-245*** (23.21)	-18.3	1,553	1,822	-268*** (32.75)	-14.7
	After	133	269	133*** (5.53)	-50.5	616	761	-145*** (18.34)	-19.1	1,094	1,236	-142*** (30.93)	-11.5	1,556	1,699	-143*** (43.28)	-8.4
2004	Before	142	288	142*** (4.36)	-50.6	633	831	-195*** (14.49)	-23.5	1,113	1,338	-219*** (24.93)	-16.4				
	After	143	268	143*** (5.98)	-46.8	635	764	-128*** (19.85)	-16.8	1,119	1,233	-113** (33.51)	-9.2				
2005	Before	143	289	143*** (4.03)	-50.7	633	842	-210*** (13.19)	-24.9	1,102	1,354	-256*** (22.64)	-18.9				
	After	143	271	143*** (5.86)	-47.3	632	792	-160*** (19.15)	-20.2	1,099	1,279	-181*** (32.44)	-14.1				
2006	Before	163	289	163*** (3.55)	-43.9	665	842	-179*** (11.54)	-21.2								
	After	163	269	163*** (5.83)	-39.6	665	777	-112*** (18.74)	-14.4								
Nationals																	
Men																	
2003	Before	127	272	127*** (1.57)	-53.2	525	795	-269*** (5.06)	-33.9	916	1,316	-399*** (8.78)	-30.3	1,264	1,806	-540*** (12.77)	-29.9
	After	127	221	127*** (2.23)	-42.4	526	613	-88*** (7.47)	-14.3	918	996	-79*** (12.78)	-7.9	1,266	1,334	-68*** (18.12)	-5.1
2004	Before	126	271	126*** (1.63)	-53.7	518	798	-281*** (5.16)	-35.2	908	1,321	-415*** (8.92)	-31.4				
	After	125	219	125*** (2.35)	-42.8	517	611	-94*** (7.89)	-15.3	907	988	-81*** (13.43)	-8.2				
2005	Before	122	272	122*** (1.62)	-55.1	516	815	-300*** (5.08)	-36.8	882	1,325	-444*** (8.89)	-33.5				

64

		After 1 year		Difference		After 3 years		Difference		After 5 years		Difference		After 7 years		Difference	
		Treated	Controls	Abs.	Rel.	Treated	Controls	Abs.	Rel.	Treated	Controls	Abs.	Rel.	Treated	Controls	Abs.	Rel.
2006	After	122	216	122***(2.36)	-43.7	515	622	-106***(7.93)	-17.1	881	972	-91***(13.35)	-9.4				
	Before	136	279	136***(1.42)	-51.3	541	824	-282***(4.56)	-34.2								
	After	136	226	136***(2.07)	-39.9	542	626	-84***(6.82)	-13.4								
Women																	
2003	Before	141	266	141***(1.5)	-47.2	590	769	-179***(4.84)	-23.3	1,019	1,252	-233***(8.32)	-18.6	1,412	1,715	-302***(11.88)	-17.6
	After	140	244	140***(2.02)	-42.4	590	690	-100***(6.65)	-14.5	1,019	1,117	-97***(11.35)	-8.7	1,413	1,510	-97***(16.07)	-6.4
2004	Before	144	267	144***(1.7)	-46.2	586	773	-186***(5.46)	-24.1	1,018	1,260	-242***(9.32)	-19.2				
	After	144	250	144***(2.35)	-42.6	586	710	-123***(7.81)	-17.4	1,019	1,143	-125***(13.11)	-10.9				
2005	Before	142	268	142***(1.62)	-47.0	590	783	-193***(5.11)	-24.6	1,016	1,272	-255***(8.75)	-20.1				
	After	142	252	142***(2.32)	-43.8	590	729	-139***(7.5)	-19.1	1,016	1,170	-154***(12.68)	-13.2				
2006	Before	154	267	154***(1.45)	-42.3	614	783	-169***(4.56)	-21.5								
	After	154	249	154***(2.18)	-38.3	615	713	-98***(6.94)	-13.8								
Non-nationals(25-54 years)																	
Men																	
2003	Before	127	264	127***(4.18)	-51.9	544	757	-212***(13.31)	-28.0	960	1,245	-284***(23.23)	-22.8	1,307	1,691	-385***(33.94)	-22.8
	After	128	230	128***(5.27)	-44.3	547	640	-93***(17.86)	-14.5	965	1,036	-70**(30.92)	-6.8	1,310	1,364	-54*(44.28)	-3.9
2004	Before	126	261	126***(4.36)	-51.5	548	759	-212***(13.6)	-28.0	944	1,245	-303***(23.76)	-24.3				
	After	126	223	126***(5.31)	-43.2	544	626	-82***(17.91)	-13.2	936	1,003	-67***(31.29)	-6.7				
2005	Before	119	262	119***(4.07)	-54.6	535	780	-246***(12.59)	-31.5	910	1,254	-348***(22.18)	-27.8				
	After	119	220	119***(5.08)	-46.1	530	645	-116***(17.09)	-17.9	896	1,000	-104***(29.37)	-10.4				
2006	Before	149	271	149***(3.17)	-45.3	592	787	-191***(10.2)	-24.2								
	After	148	237	148***(4.03)	-37.7	595	662	-67***(13.33)	-10.1								
Women																	
2003	Before	143	265	143***(5.08)	-46.5	593	740	-150***(16.86)	-20.2	1,021	1,189	-172***(29.39)	-14.4	1,402	1,617	-223***(42.27)	-13.8
	After	142	249	142***(6.57)	-43.0	591	681	-90***(22.85)	-13.2	1,020	1,081	-61*(39.67)	-5.6	1,401	1,445	-44(56.1)	-3.0
2004	Before	144	262	144***(6.09)	-44.8	600	739	-134***(19.85)	-18.1	1,022	1,192	-158***(34.53)	-13.3				
	After	144	240	144***(8.38)	-40.2	601	676	-75***(28.46)	-11.1	1,026	1,080	-54(49.5)	-5.0				
2005	Before	136	262	136***(5.15)	-48.1	565	748	-190***(16.5)	-25.3	978	1,201	-235***(28.52)	-19.6				
	After	135	244	135***(6.91)	-44.4	555	683	-128***(22.24)	-18.8	958	1,094	-135***(37.76)	-12.4				
2006	Before	143	263	143***(4.59)	-45.9	562	752	-186***(14.7)	-24.7								
	After	141	252	141***(6.32)	-44.1	563	708	-145***(21.12)	-20.5								
Disabled																	
Men																	
2003	Before	93	239	93***(3.97)	-61.1	388	669	-280***(12.48)	-41.9	705	1,091	-385***(21.44)	-35.3	991	1,468	-475***(30.57)	-32.4
	After	93	196	93***(4.73)	-52.4	390	519	-129***(15.53)	-24.9	707	830	-123***(26.24)	-14.9	993	1,105	-111**(37.1)	-10.1
2004	Before	93	239	93***(3.95)	-61.3	391	682	-292***(12.26)	-42.9	708	1,109	-403***(20.89)	-36.3				
	After	93	197	93***(5.26)	-52.6	390	537	-147***(17.16)	-27.4	707	870	-163***(28.59)	-18.7				
2005	Before	81	242	81***(4.01)	-66.4	363	707	-342***(12.42)	-48.3	657	1,123	-465***(21.26)	-41.4				
	After	81	195	81***(5.1)	-58.5	365	547	-182***(16.68)	-33.3	658	852	-194***(27.64)	-22.8				
2006	Before	111	247	111***(3.5)	-55.3	451	704	-252***(11)	-35.8								
	After	111	204	111***(4.42)	-45.6	453	543	-91***(14.35)	-16.7								
Women																	
2003	Before	107	240	107***(4.9)	-55.1	450	661	-209***(15.37)	-31.6	794	1,045	-248***(25.94)	-23.8	1,100	1,393	-289***(36.6)	-20.8
	After	108	213	108**(6)	-49.5	452	574	-122***(19.58)	-21.3	797	914	-118***(32.31)	-12.9	1,104	1,220	-116**(45.36)	-9.5
2004	Before	103	241	103***(5.77)	-56.8	426	660	-230***(17.91)	-34.9	747	1,049	-298***(30.04)	-28.4				
	After	104	223	104***(7.27)	-53.1	429	573	-144***(23.19)	-25.2	752	893	-141***(38.03)	-15.8				
2005	Before	88	243	88***(5.28)	-64.0	402	672	-271***(16.33)	-40.3	728	1,061	-333***(27.58)	-31.4				
	After	87	229	87***(6.61)	-61.9	399	615	-215***(21.66)	-35.0	726	950	-225***(35.41)	-23.6				
2006	Before	117	239	117***(4.66)	-51.3	473	670	-199***(14.36)	-29.7								

65

	After 1 year				After 3 years				After 5 years				After 7 years			
	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
After	117	230	117*** (6.47)	-49.4	473	624	-151*** (20.51)	-24.2								
Non-disabled																
Men																
2003 Before	136	272	136*** (1.61)	-49.9	564	793	-229*** (5.17)	-28.9	978	1,312	-334*** (8.98)	-25.4	1,342	1,798	-455*** (13.11)	-25.3
2003 After	137	229	137*** (2.27)	-40.5	565	640	-75*** (7.58)	-11.7	981	1,043	-62*** (13.09)	-6.0	1,345	1,394	-50** (18.68)	-3.6
2004 Before	135	270	135*** (1.69)	-50.0	560	796	-237*** (5.34)	-29.8	971	1,315	-346*** (9.27)	-26.3				
2004 After	135	229	135*** (2.38)	-40.9	558	642	-84*** (7.97)	-13.1	969	1,039	-70*** (13.74)	-6.8				
2005 Before	133	271	133*** (1.65)	-51.3	558	813	-256*** (5.16)	-31.4	944	1,320	-378*** (9.07)	-28.6				
2005 After	132	224	132*** (2.35)	-40.9	557	650	-93*** (7.92)	-14.3	942	1,021	-79*** (13.52)	-7.7				
2006 Before	145	279	145*** (1.42)	-47.9	577	822	-244*** (4.59)	-29.7								
2006 After	145	235	145*** (2)	-38.1	578	657	-80*** (6.61)	-12.1								
Women																
2003 Before	146	267	146*** (1.5)	-45.6	611	769	-159*** (4.89)	-20.6	1,053	1,250	-198*** (8.44)	-15.8	1,459	1,713	-256*** (12.07)	-14.9
2003 After	145	247	145*** (2.04)	-41.1	610	703	-93*** (6.72)	-13.2	1,053	1,142	-89*** (11.56)	-7.8	1,458	1,548	-90*** (16.39)	-5.8
2004 Before	149	267	149*** (1.7)	-44.2	610	772	-163*** (5.5)	-21.1	1,056	1,258	-202*** (9.44)	-16.1				
2004 After	149	254	149*** (2.35)	-41.2	609	723	-114*** (7.82)	-15.8	1,057	1,173	-117*** (13.18)	-10.0				
2005 Before	149	268	149*** (1.62)	-44.3	615	782	-167*** (5.13)	-21.4	1,054	1,269	-216*** (8.81)	-17.0				
2005 After	149	252	149*** (2.34)	-40.9	615	732	-118*** (7.5)	-16.1	1,054	1,187	-132*** (12.78)	-11.2				
2006 Before	159	268	159*** (1.45)	-40.7	632	783	-151*** (4.6)	-19.3								
2006 After	159	255	159*** (2.18)	-37.7	633	735	-103*** (6.94)	-14.0								
Female returners (25-54 years)																
Women																
2003 Before	135	247	135*** (4.86)	-45.5	594	696	-102*** (15.07)	-14.7	1,072	1,145	-73*** (24.78)	-6.4	1,536	1,607	-72** (34.39)	-4.5
2003 After	134	237	134*** (5.57)	-43.4	594	685	-91*** (17.91)	-13.2	1,073	1,148	-76** (29.8)	-6.6	1,538	1,623	-85* (41.86)	-5.3
2004 Before	140	251	140*** (4.99)	-44.4	586	714	-128*** (15.46)	-17.9	1,052	1,176	-122*** (25.65)	-10.3				
2004 After	139	253	139*** (6.32)	-45.3	584	723	-139*** (20.48)	-19.2	1,052	1,203	-151*** (33.52)	-12.6				
2005 Before	133	249	133*** (4.57)	-46.1	597	720	-119*** (13.91)	-16.5	1,058	1,176	-111*** (23.15)	-9.5				
2005 After	134	241	134*** (5.88)	-44.5	601	710	-108*** (18.39)	-15.3	1,065	1,162	-98** (30.56)	-8.4				
2006 Before	148	241	148*** (3.94)	-38.8	608	700	-92*** (12)	-13.1								
2006 After	147	243	147*** (5.34)	-39.6	607	703	-97*** (16.7)	-13.7								
Days in total dependent employment																
Total sample (25-54 years)																
Men																
2003 Before	281	271	281*** (1.44)	3.3	719	790	-71*** (4.61)	-9.0	1,135	1,306	-170*** (8.04)	-13.0	1,497	1,788	-290*** (11.74)	-16.2
2003 After	280	235	280*** (2)	19.3	719	643	77*** (6.65)	11.9	1,136	1,039	97*** (11.51)	9.3	1,498	1,385	112*** (16.42)	8.1
2004 Before	278	270	278*** (1.49)	2.6	713	794	-82*** (4.7)	-10.3	1,123	1,311	-189*** (8.18)	-14.4				
2004 After	277	234	277*** (2.1)	18.4	712	645	67*** (7)	10.5	1,122	1,036	86*** (12.08)	8.3				
2005 Before	268	271	268*** (1.46)	-1.1	711	811	-101*** (4.59)	-12.5	1,097	1,316	-220*** (8.09)	-16.8				
2005 After	268	231	268*** (2.14)	15.8	710	654	56*** (6.93)	8.6	1,096	1,020	76*** (11.94)	7.4				
2006 Before	274	279	274*** (1.26)	-1.6	717	819	-102*** (4.08)	-12.5								
2006 After	274	237	274*** (1.84)	15.8	717	649	68*** (5.96)	10.6								
Women																
2003 Before	301	269	301*** (1.38)	12.2	779	770	8* (4.54)	1.1	1,225	1,251	-26*** (7.86)	-2.1	1,628	1,712	-85*** (11.28)	-5.0
2003 After	301	254	301*** (1.76)	18.5	779	709	70*** (6.1)	9.8	1,225	1,142	83*** (10.57)	7.3	1,627	1,542	84*** (15.12)	5.5
2004 Before	304	268	304*** (1.57)	13.2	779	773	6* (5.12)	0.7	1,224	1,259	-35*** (8.84)	-2.8				
2004 After	304	260	304*** (2.05)	16.7	779	728	51*** (7.15)	7.1	1,224	1,171	53*** (12.28)	4.5				
2005 Before	296	269	296*** (1.48)	10.0	773	784	-12** (4.75)	-1.5	1,214	1,271	-58*** (8.22)	-4.6				
2005 After	296	260	296*** (2.04)	13.9	773	740	32*** (6.82)	4.4	1,213	1,186	27*** (11.74)	2.3				
2006 Before	294	269	294*** (1.32)	9.2	775	785	-9* (4.25)	-1.2								

66

	After 1 year				After 3 years				After 5 years				After 7 years			
	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
After	294	264	294*** (1.91)	11.3	776	743	34*** (6.35)	4.5								
Young age (15-24 years)																
Men																
2003 Before	283	260	283*** (3.5)	8.5	780	779	0 (10.3)	0.0	1,309	1,323	-9 (16.91)	-0.6	1,802	1,848	-31* (23.78)	-1.7
2003 After	283	234	283*** (3.96)	20.6	784	698	86*** (12.38)	12.3	1,319	1,189	130*** (20.1)	10.9	1,824	1,663	160*** (28.21)	9.6
2004 Before	279	259	279*** (3.54)	6.8	775	787	-16* (12.6)	-2.1	1,281	1,328	-52*** (16.83)	-3.9				
2004 After	277	234	277*** (4.12)	18.4	771	704	68*** (12.6)	9.6	1,278	1,197	81*** (20.55)	6.8				
2005 Before	275	261	275*** (3.63)	5.1	768	806	-41*** (10.35)	-5.1	1,233	1,332	-100*** (17.5)	-7.5				
2005 After	275	226	275*** (4.23)	21.4	766	691	75*** (12.61)	10.9	1,234	1,139	95*** (21.23)	8.4				
2006 Before	282	269	282*** (3.06)	4.3	786	812	-28*** (9.07)	-3.4								
2006 After	281	242	281*** (3.76)	16.0	786	714	72*** (11.47)	10.1								
Women																
2003 Before	306	272	306*** (3.67)	11.7	798	773	19* (11.99)	2.5	1,271	1,242	20 (20.27)	1.6	1,703	1,688	0 (28.15)	0.0
2003 After	304	258	304*** (4.03)	17.6	792	732	60*** (14.16)	8.2	1,263	1,181	82*** (23.89)	6.9	1,690	1,607	83** (33.34)	5.2
2004 Before	303	272	303*** (3.44)	11.4	816	781	37*** (11.15)	4.7	1,304	1,258	49*** (18.87)	3.9				
2004 After	303	265	303*** (3.88)	14.3	819	754	65*** (13)	8.6	1,309	1,214	94*** (22.2)	7.8				
2005 Before	308	274	308*** (3.83)	11.1	814	799	5 (12.24)	0.6	1,274	1,280	-22* (20.79)	-1.7				
2005 After	304	263	304*** (4.34)	15.7	800	747	53*** (14.42)	7.1	1,252	1,192	59*** (24.42)	5.0				
2006 Before	297	277	297*** (3.05)	6.9	801	799	-1 (9.95)	-0.2								
2006 After	297	267	297*** (3.7)	11.3	802	755	47*** (12.11)	6.2								
Medium age (25-44 years)																
Men																
2003 Before	274	272	274 (2.14)	0.4	702	797	-95*** (6.79)	-12.0	1,139	1,326	-187*** (11.69)	-14.1	1,545	1,830	-283*** (16.95)	-15.5
2003 After	274	229	274*** (2.98)	19.7	704	634	70*** (9.76)	11.0	1,142	1,044	98*** (16.62)	9.3	1,550	1,422	128*** (23.53)	9.0
2004 Before	270	271	270 (2.16)	-0.7	695	801	-107*** (6.75)	-13.4	1,115	1,330	-216*** (11.64)	-16.3				
2004 After	269	224	269*** (3.04)	20.0	695	626	69*** (9.83)	11.0	1,116	1,022	94*** (16.75)	9.2				
2005 Before	262	272	262*** (2.09)	-3.7	695	818	-124*** (6.48)	-15.1	1,087	1,334	-248*** (11.33)	-18.6				
2005 After	262	225	262*** (3.09)	16.5	694	635	59*** (9.71)	9.2	1,086	1,008	79*** (16.56)	7.8				
2006 Before	267	279	267*** (1.73)	-4.4	697	824	-127*** (5.54)	-15.4								
2006 After	267	230	267*** (2.53)	15.8	697	639	58*** (8.01)	9.1								
Women																
2003 Before	302	271	302*** (1.99)	11.2	783	779	3 (6.52)	0.4	1,261	1,270	-10 (11.17)	-0.8	1,732	1,754	-24* (15.82)	-1.4
2003 After	302	258	302*** (2.5)	16.8	782	719	63*** (8.55)	8.8	1,260	1,177	83*** (14.42)	7.1	1,731	1,635	96*** (20.32)	5.8
2004 Before	304	271	304*** (2.09)	12.2	779	780	-1 (6.78)	-0.2	1,251	1,275	-24* (11.6)	-1.9				
2004 After	304	262	304*** (2.67)	15.9	778	734	44*** (9.22)	6.0	1,250	1,190	60*** (15.65)	5.0				
2005 Before	298	272	298*** (1.88)	9.5	783	792	-9* (6.04)	-1.2	1,253	1,287	-34*** (10.33)	-2.6				
2005 After	298	263	298*** (2.52)	13.4	783	746	37*** (8.36)	4.9	1,254	1,205	49*** (14.17)	4.0				
2006 Before	291	272	291*** (1.64)	7.1	775	791	-16*** (5.25)	-2.0								
2006 After	292	262	292*** (2.46)	11.1	776	733	43*** (7.98)	5.9								
Higher age (45-54 years)																
Men																
2003 Before	286	268	286*** (1.92)	6.8	733	763	-30*** (6.38)	-3.9	1,133	1,234	-101*** (11.46)	-8.2	1,457	1,637	-180*** (16.89)	-11.0
2003 After	286	241	286*** (2.74)	18.6	732	651	81*** (9.23)	12.4	1,132	1,030	101*** (16.27)	9.8	1,456	1,332	124*** (23.29)	9.3
2004 Before	285	267	285*** (2.02)	6.5	730	769	-40*** (6.63)	-5.3	1,130	1,243	-114*** (11.88)	-9.2				
2004 After	285	240	285*** (2.97)	18.6	729	654	75*** (10.18)	11.5	1,129	1,027	102*** (17.81)	10.0				
2005 Before	274	267	274*** (2.03)	2.5	727	789	-63*** (6.59)	-7.9	1,107	1,252	-147*** (11.86)	-11.8				
2005 After	274	235	274*** (3.15)	16.6	727	661	66*** (10.38)	10.0	1,106	1,006	100*** (18.1)	9.9				
2006 Before	283	277	283*** (1.81)	2.1	740	803	-63*** (6.07)	-7.9								
2006 After	283	240	283*** (2.73)	18.0	740	652	89*** (9.09)	13.6								

67

| | | After 1 year | | | | After 3 years | | | | After 5 years | | | | After 7 years | | | |
		Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
Women																	
2003	Before	301	259	301*** (1.91)	16.1	775	741	35*** (6.34)	4.7	1,192	1,183	10 (11.35)	0.8	1,531	1,562	-31* (16.65)	-2.0
	After	301	255	301*** (2.56)	18.0	776	708	67*** (8.97)	9.5	1,192	1,110	82*** (15.83)	7.4	1,530	1,439	91*** (22.69)	6.3
2004	Before	304	259	304*** (2.34)	17.0	780	749	30*** (7.72)	4.0	1,188	1,203	-16* (13.72)	-1.4				
	After	303	255	303*** (3.37)	18.9	777	710	67*** (11.81)	9.4	1,186	1,110	76*** (20.57)	6.8				
2005	Before	293	259	293*** (2.36)	13.1	757	759	-2 (7.67)	-0.3	1,149	1,218	-70*** (13.63)	-5.8				
	After	292	249	292*** (3.58)	17.6	755	695	60*** (12.18)	8.6	1,148	1,095	54*** (21.31)	4.9				
2006	Before	300	261	300*** (2.19)	14.7	777	766	11* (7.14)	1.5								
	After	299	259	299*** (3.33)	15.4	776	721	56*** (11.37)	7.7								
Low educated (25-54 years)																	
Men																	
2003	Before	261	260	261 (2.48)	0.3	654	745	-92*** (7.79)	-12.4	1,033	1,230	-199*** (13.47)	-16.2	1,355	1,673	-319*** (19.54)	-19.1
	After	261	214	261*** (3.36)	22.0	654	568	85*** (10.76)	15.0	1,032	916	115*** (18.45)	12.6	1,355	1,212	144*** (26.06)	11.9
2004	Before	258	257	258 (2.55)	0.3	649	748	-100*** (7.87)	-13.4	1,011	1,231	-223*** (13.61)	-18.1				
	After	257	214	257*** (3.46)	20.5	647	580	67*** (11.09)	11.6	1,008	930	78*** (18.89)	8.4				
2005	Before	247	258	247*** (2.41)	-4.3	645	770	-126*** (7.4)	-16.3	987	1,241	-256*** (12.9)	-20.6				
	After	247	213	247*** (3.39)	16.1	645	600	45*** (10.82)	7.5	986	929	56* (18.35)	6.0				
2006	Before	259	267	259*** (1.99)	-2.9	664	777	-112*** (6.32)	-14.4								
	After	259	221	259*** (2.74)	17.5	665	601	63*** (8.64)	10.5								
Women																	
2003	Before	291	259	291*** (2.16)	12.2	734	736	-3 (7)	-0.4	1,147	1,195	-49*** (12.13)	-4.1	1,512	1,631	-121*** (17.45)	-7.4
	After	291	243	291*** (2.75)	19.7	733	665	69*** (9.41)	10.3	1,147	1,064	82*** (16.32)	7.7	1,511	1,423	88*** (23.21)	6.2
2004	Before	293	258	293*** (2.51)	13.6	746	738	5 (8.02)	0.7	1,164	1,203	-42*** (13.82)	-3.5				
	After	292	246	292*** (3.22)	18.9	742	677	66*** (11.09)	9.7	1,161	1,086	74*** (19)	6.8				
2005	Before	283	257	283*** (2.4)	10.1	725	748	-22** (7.55)	-2.9	1,130	1,212	-80*** (13.01)	-6.6				
	After	283	245	283*** (3.39)	15.5	725	689	37*** (11.08)	5.3	1,131	1,093	38** (18.95)	3.5				
2006	Before	277	257	277*** (2.17)	7.9	710	746	-36*** (6.84)	-4.9								
	After	277	241	277*** (3.09)	15.2	711	664	47*** (9.94)	7.1								
Medium educated (25-54 years)																	
Men																	
2003	Before	289	279	289*** (1.84)	3.6	749	818	-68*** (5.98)	-8.4	1,185	1,356	-171*** (10.51)	-12.6	1,565	1,863	-298*** (15.45)	-16.0
	After	289	245	289*** (2.66)	17.9	750	682	68*** (9.01)	9.9	1,186	1,103	83*** (15.7)	7.5	1,568	1,468	100*** (22.52)	6.8
2004	Before	287	279	287*** (1.9)	2.9	750	824	-74*** (6.09)	-9.0	1,187	1,364	-177*** (10.71)	-13.0				
	After	287	242	287*** (2.82)	18.6	750	678	72*** (9.57)	10.6	1,186	1,093	94*** (16.66)	8.6				
2005	Before	279	279	279 (1.94)	0.1	756	837	-82*** (6.2)	-9.8	1,177	1,364	-188*** (11.04)	-13.8				
	After	279	239	279*** (3.03)	16.5	754	685	69*** (9.78)	10.1	1,174	1,072	102*** (17.01)	9.6				
2006	Before	284	286	284* (1.7)	-0.8	755	847	-92*** (5.58)	-10.8								
	After	284	246	284*** (2.65)	15.4	756	683	73*** (8.68)	10.7								
Women																	
2003	Before	307	273	307*** (1.98)	12.3	804	790	14* (6.57)	1.8	1,266	1,287	-21* (11.41)	-1.7	1,683	1,769	-85*** (16.39)	-4.8
	After	306	263	306*** (2.62)	16.4	804	747	57*** (9.06)	7.7	1,266	1,208	58*** (15.67)	4.8	1,684	1,632	52** (22.56)	3.2
2004	Before	308	274	308*** (2.24)	12.7	791	793	-1 (7.38)	-0.2	1,244	1,294	-48*** (12.81)	-3.7				
	After	308	269	308*** (3.05)	14.7	792	763	29*** (10.64)	3.8	1,245	1,225	20* (18.3)	1.6				
2005	Before	302	274	302*** (2.09)	10.0	798	803	-6 (6.81)	-0.7	1,257	1,305	-49*** (11.85)	-3.7				
	After	301	264	301*** (2.98)	14.2	796	767	29** (10)	3.8	1,255	1,242	12 (17.31)	1.0				
2006	Before	304	275	304*** (1.85)	10.5	811	805	7* (6.03)	0.9								
	After	304	274	304*** (2.86)	10.7	812	784	28** (9.53)	3.6								

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
High educated (25-54 years)																	
Men																	
2003	Before	310	285	310*** (5.16)	8.6	791	834	-39* (17.01)	-4.7	1,243	1,370	-120*** (29.32)	-8.8	1,649	1,882	-224*** (42.06)	-11.9
	After	310	259	310*** (6.51)	19.8	794	728	66** (22.68)	9.1	1,252	1,177	75* (39.8)	6.4	1,661	1,594	67* (57.29)	4.2
2004	Before	302	284	302*** (5.27)	6.1	756	834	-79*** (17.43)	-9.5	1,204	1,369	-166*** (29.98)	-12.1				
	After	301	267	301*** (7.53)	12.6	752	717	35* (26.22)	4.9	1,200	1,138	62* (45.23)	5.4				
2005	Before	296	286	296* (5)	3.4	752	847	-97*** (16.3)	-11.5	1,141	1,375	-239*** (28.36)	-17.4				
	After	296	256	296*** (6.91)	15.6	747	696	51* (23.7)	7.3	1,136	1,100	36 (41.5)	3.3				
2006	Before	303	291	303** (5)	4.1	788	852	-68*** (16.61)	-8.0								
	After	301	266	301*** (6.78)	13.3	781	715	66*** (23.66)	9.3								
Women																	
2003	Before	317	291	317*** (3.83)	8.8	831	837	-8 (13.23)	-0.9	1,328	1,346	-20 (22.9)	-1.5	1,800	1,834	-39* (32.39)	-2.1
	After	317	280	317*** (4.78)	13.0	830	784	46** (17.19)	5.9	1,327	1,267	60* (29.72)	4.8	1,798	1,740	57* (42.14)	3.3
2004	Before	323	291	323*** (4.17)	11.0	841	837	5 (14.19)	0.6	1,332	1,348	-12 (24.61)	-0.9				
	After	322	277	322*** (4.99)	16.4	841	780	61** (18.66)	7.8	1,335	1,258	78** (32.29)	6.2				
2005	Before	313	292	313*** (3.85)	7.3	824	848	-26* (12.93)	-3.0	1,306	1,363	-62** (22.34)	-4.6				
	After	313	282	313*** (5.13)	10.9	822	811	11 (18.49)	1.4	1,301	1,305	-4 (31.59)	-0.3				
2006	Before	309	292	309*** (3.39)	5.7	835	848	-15* (11.3)	-1.8								
	After	309	286	309*** (5.23)	7.8	834	806	29* (17.82)	3.6								
Nationals (25-54 years)																	
Men																	
2003	Before	281	274	281*** (1.54)	2.6	719	800	-81*** (4.95)	-10.2	1,133	1,325	-191*** (8.62)	-14.4	1,496	1,817	-321*** (12.57)	-17.6
	After	281	234	281*** (2.16)	20.2	719	640	79*** (7.2)	12.3	1,134	1,034	100*** (12.45)	9.6	1,497	1,381	116*** (17.76)	8.4
2004	Before	278	273	278*** (1.59)	1.9	712	804	-92*** (5.03)	-11.4	1,123	1,330	-208*** (8.75)	-15.7				
	After	278	234	278*** (2.26)	18.6	712	642	70*** (7.59)	10.8	1,122	1,031	91*** (13.09)	8.8				
2005	Before	269	274	269*** (1.57)	-1.7	711	820	-109*** (4.96)	-13.3	1,098	1,334	-237*** (8.73)	-17.8				
	After	269	231	269*** (2.34)	16.3	711	651	60*** (7.59)	9.3	1,097	1,013	84*** (13.06)	8.3				
2006	Before	273	281	273*** (1.38)	-2.6	711	829	-117*** (4.47)	-14.1								
	After	273	237	273*** (2.06)	15.2	712	648	63*** (6.68)	9.7								
Women																	
2003	Before	301	269	301*** (1.44)	12.0	779	776	3 (4.73)	0.4	1,226	1,264	-38*** (8.18)	-3.0	1,629	1,731	-102*** (11.73)	-5.9
	After	301	256	301*** (1.83)	17.5	779	715	64*** (6.37)	8.9	1,226	1,151	75*** (11.03)	6.5	1,629	1,552	77*** (15.77)	5.0
2004	Before	305	270	305*** (1.63)	13.0	780	780	0 (5.32)	0.0	1,225	1,272	-47*** (9.17)	-3.7				
	After	305	261	305*** (2.12)	16.6	780	732	48*** (7.44)	6.5	1,225	1,174	51*** (12.77)	4.3				
2005	Before	297	271	297*** (1.55)	9.9	777	791	-14** (4.98)	-1.8	1,218	1,285	-66*** (8.6)	-5.1				
	After	297	262	297*** (2.12)	13.2	776	751	26*** (7.14)	3.4	1,218	1,201	17* (12.31)	1.4				
2006	Before	295	270	295*** (1.39)	9.1	781	791	-11** (4.45)	-1.3								
	After	295	263	295*** (2.02)	12.4	781	738	43*** (6.67)	5.8								
Non-nationals (25-54 years)																	
Men																	
2003	Before	280	265	280*** (4.14)	5.6	728	760	-32** (13.16)	-4.2	1,163	1,251	-90*** (23)	-7.2	1,519	1,700	-185*** (33.67)	-10.9
	After	281	234	281*** (5.41)	19.9	730	651	78*** (17.63)	12.0	1,164	1,056	108*** (30.83)	10.2	1,518	1,391	127** (44.09)	9.1
2004	Before	274	262	274** (4.31)	4.0	718	763	-48*** (18.1)	-6.3	1,128	1,251	-128*** (23.54)	-10.2				
	After	271	229	271*** (5.71)	18.5	710	643	67*** (18.1)	10.4	1,115	1,029	86** (31.45)	8.3				
2005	Before	264	263	264 (4.02)	0.2	713	783	-72*** (12.43)	-9.2	1,105	1,260	-160*** (21.97)	-12.7				
	After	263	228	263*** (5.34)	15.1	707	660	47*** (16.85)	7.0	1,090	1,023	68** (29.18)	6.6				
2006	Before	280	272	280** (3.13)	2.7	744	790	-42*** (10.1)	-5.3								
	After	278	242	278*** (4.17)	15.2	746	673	73*** (13.28)	10.8								

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
Women																	
2003	Before	300	266	300*** (4.99)	12.3	773	744	28* (16.67)	3.7	1,216	1,196	17 (29.11)	1.4	1,604	1,627	-30 (41.92)	-1.9
	After	298	257	298*** (6.44)	16.0	770	696	74** (22.15)	10.7	1,214	1,106	108** (38.65)	9.8	1,601	1,475	126* (55.32)	8.5
2004	Before	295	263	295*** (6)	11.8	767	743	26* (19.61)	3.5	1,204	1,199	10 (34.22)	0.8				
	After	293	249	293*** (8.42)	17.7	765	693	73** (28.06)	10.5	1,201	1,102	99* (48.86)	9.0				
2005	Before	284	263	284*** (5.05)	8.1	735	753	-23* (16.27)	-3.0	1,164	1,208	-54* (28.24)	-4.5				
	After	283	251	283*** (6.94)	12.9	726	697	29* (22)	4.2	1,147	1,114	34 (37.67)	3.0				
2006	Before	286	265	286*** (4.49)	8.0	722	756	-30** (14.52)	-4.0								
	After	285	262	285*** (6.19)	8.6	723	724	-1 (20.86)	-0.1								
Disabled (25-54 years)																	
Men																	
2003	Before	262	244	262*** (3.82)	6.8	642	684	-44*** (12.06)	-6.5	997	1,115	-121*** (20.88)	-10.8	1,308	1,500	-194*** (29.96)	-12.9
	After	261	214	261*** (4.67)	21.8	640	558	82*** (15.04)	14.7	994	885	109*** (25.94)	12.3	1,305	1,171	134*** (36.86)	11.5
2004	Before	267	246	267*** (3.76)	8.6	650	699	-50*** (11.75)	-7.2	1,001	1,136	-136*** (20.28)	-12.0				
	After	267	221	267*** (5.11)	20.6	649	591	58*** (16.53)	9.8	1,000	941	58*** (28.21)	6.2				
2005	Before	257	249	257* (3.8)	3.0	643	725	-82*** (11.92)	-11.3	975	1,150	-176*** (20.7)	-15.3				
	After	256	221	256*** (5.18)	16.0	642	598	43*** (16.35)	7.2	972	922	50* (27.87)	5.4				
2006	Before	263	254	263*** (3.32)	3.4	673	719	-47*** (10.62)	-6.5								
	After	262	222	262*** (4.36)	18.2	672	580	92*** (13.99)	15.9								
Women																	
2003	Before	283	248	283*** (4.67)	14.3	703	680	25* (14.82)	3.7	1,075	1,074	3 (25.3)	0.2	1,402	1,431	-28 (36)	-2.0
	After	283	232	283*** (5.69)	21.8	704	621	83*** (18.55)	13.4	1,077	978	98*** (31.4)	10.1	1,403	1,292	110** (44.63)	8.5
2004	Before	301	249	301*** (5.44)	20.7	716	680	34* (17.21)	5.0	1,068	1,079	-14 (29.35)	-1.3				
	After	300	242	300*** (6.58)	23.8	712	613	99*** (22)	16.2	1,064	949	115*** (37.66)	12.1				
2005	Before	276	250	276*** (4.99)	10.1	687	693	-5 (15.71)	-0.7	1,049	1,093	-41* (26.95)	-3.8				
	After	275	244	275*** (6.47)	13.0	686	653	33* (20.68)	5.1	1,049	1,009	40* (35.27)	4.0				
2006	Before	277	249	277*** (4.37)	11.3	710	690	18* (13.82)	2.6								
	After	277	248	277*** (6.05)	11.7	710	658	53*** (19.48)	8.0								
Non-disabled (25-54 years)																	
Men																	
2003	Before	286	273	286*** (1.58)	4.6	740	797	-57*** (5.08)	-7.1	1,173	1,319	-146*** (8.86)	-11.0	1,548	1,807	-259*** (12.95)	-14.3
	After	286	240	286*** (2.23)	19.2	741	663	78*** (7.42)	11.7	1,174	1,077	98*** (12.85)	9.1	1,550	1,437	113*** (18.4)	7.8
2004	Before	281	272	281*** (1.66)	3.1	732	800	-70*** (5.24)	-8.7	1,159	1,323	-165*** (9.14)	-12.5				
	After	280	239	280*** (2.34)	17.4	730	665	65*** (7.81)	9.7	1,156	1,072	85*** (13.49)	7.9				
2005	Before	271	272	271 (1.62)	-0.6	729	817	-89*** (5.07)	-10.9	1,130	1,327	-199*** (8.95)	-15.0				
	After	271	234	271*** (2.38)	15.6	728	673	55*** (7.69)	8.2	1,128	1,053	75*** (13.29)	7.1				
2006	Before	278	280	278* (1.4)	-1.0	729	826	-96*** (4.52)	-11.7								
	After	277	242	277*** (2.02)	14.3	729	673	56*** (6.56)	8.3								
Women																	
2003	Before	304	270	304*** (1.46)	12.7	791	775	15*** (4.8)	1.9	1,248	1,260	-13* (8.32)	-1.0	1,662	1,726	-66*** (11.94)	-3.8
	After	304	259	304*** (1.86)	17.4	790	726	64*** (6.5)	8.8	1,247	1,173	74*** (11.29)	6.3	1,661	1,587	74*** (16.14)	4.7
2004	Before	304	269	304*** (1.65)	13.0	788	778	10* (5.39)	1.3	1,245	1,268	-23* (9.31)	-1.8				
	After	304	262	304*** (2.15)	15.9	788	743	45*** (7.53)	6.1	1,246	1,201	45*** (12.91)	3.7				
2005	Before	299	270	299*** (1.56)	10.8	786	789	-4 (5.03)	-0.5	1,238	1,279	-43*** (8.68)	-3.4				
	After	299	262	299*** (2.16)	14.4	785	752	33*** (7.26)	4.5	1,238	1,215	23* (12.49)	1.9				
2006	Before	297	270	297*** (1.4)	9.8	786	790	-3 (4.5)	-0.4								
	After	297	267	297*** (2.03)	11.3	787	757	30*** (6.75)	4.0								

70

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
Female returners (25-54 years)																	
Women																	
2003	Before	303	254	49*** (4.64)	19.3	783	710	71*** (14.67)	10.0	1,273	1,166	105*** (24.26)	9.0	1,744	1,635	106*** (33.79)	6.5
	After	303	252	51*** (5.14)	20.0	782	713	69*** (17.36)	9.7	1,273	1,186	87*** (29.13)	7.3	1,744	1,669	75* (41.21)	4.5
2004	Before	300	257	43*** (4.77)	16.7	773	728	46*** (15.06)	6.3	1,252	1,197	57** (25.16)	4.8				
	After	299	266	33*** (5.95)	12.7	772	748	24* (19.84)	3.2	1,252	1,236	16 (32.8)	1.3				
2005	Before	297	255	42*** (4.35)	16.9	784	734	54*** (13.54)	7.4	1,258	1,196	71*** (22.7)	5.9				
	After	298	255	43*** (5.43)	17.1	788	732	56*** (17.96)	7.6	1,266	1,190	76** (29.9)	6.3				
2006	Before	285	250	35*** (3.75)	13.9	760	715	44*** (11.67)	6.2								
	After	284	260	24*** (5.09)	9.2	758	730	29* (16.28)	4.0								
Days in unemployment																	
Total sample (25-54 years)																	
Men																	
2003	Before	73	78	-5*** (1.19)	-5.9	288	229	58*** (3.46)	25.4	467	355	112*** (5.54)	31.7	647	486	161*** (7.7)	33.0
	After	73	110	-37*** (1.81)	-33.0	288	345	-57*** (5.65)	-16.6	467	542	-75*** (9.1)	-13.8	647	741	-94*** (12.56)	-12.7
2004	Before	76	79	-3* (1.24)	-2.9	298	224	75*** (3.53)	33.6	488	348	141*** (5.66)	40.5				
	After	76	111	-35*** (1.9)	-31.2	299	345	-46*** (5.98)	-13.4	489	550	-61*** (9.64)	-11.1				
2005	Before	83	78	5*** (1.22)	7.2	290	206	85*** (3.37)	41.0	507	343	165*** (5.62)	48.2				
	After	83	113	-30*** (1.95)	-26.1	291	335	-44*** (5.84)	-13.1	508	565	-56*** (9.71)	-10.0				
2006	Before	77	70	7*** (1.03)	9.8	288	200	88*** (2.98)	44.1								
	After	77	106	-29*** (1.66)	-26.9	289	338	-49*** (4.98)	-14.4								
Women																	
2003	Before	54	81	-27*** (1.18)	-33.9	224	228	-4* (3.41)	-1.8	371	354	16** (5.38)	4.4	502	474	27*** (7.26)	5.6
	After	54	90	-36*** (1.56)	-39.9	225	278	-53*** (4.97)	-19.1	371	432	-62*** (7.88)	-14.3	502	572	-70*** (10.57)	-12.3
2004	Before	52	82	-30*** (1.36)	-36.1	232	226	5* (3.89)	2.1	376	350	25*** (6.06)	7.2				
	After	53	87	-34*** (1.85)	-39.7	232	267	-35*** (5.94)	-13.0	377	421	-44*** (9.32)	-10.5				
2005	Before	59	81	-22*** (1.28)	-27.2	230	217	13*** (3.55)	6.1	384	342	42*** (5.61)	12.3				
	After	59	85	-26*** (1.83)	-30.6	231	250	-18*** (5.53)	-7.4	386	406	-20** (8.89)	-5.0				
2006	Before	58	80	-22*** (1.14)	-27.2	217	215	1 (3.16)	0.3								
	After	58	81	-23*** (1.69)	-28.1	217	243	-27*** (5.03)	-10.9								
Young age (15-24 years)																	
Men																	
2003	Before	59	68	-9*** (2.39)	-13.6	215	186	25*** (6.58)	13.6	325	279	37*** (10.18)	13.4	453	382	54*** (14.01)	14.2
	After	59	86	-27*** (3.04)	-31.9	210	244	-34*** (9.03)	-13.9	314	370	-56*** (13.58)	-15.2	435	510	-75*** (18.4)	-14.8
2004	Before	60	68	-8* (2.42)	-8.3	208	180	31*** (6.44)	17.2	342	275	68*** (10.02)	24.9				
	After	62	86	-24*** (3.2)	-28.2	210	244	-34*** (9.17)	-13.9	343	377	-34** (14.45)	-9.1				
2005	Before	64	66	-2 (3.33)	-3.1	212	164	50*** (6.37)	30.3	372	273	102*** (10.46)	37.6				
	After	65	90	-25*** (3.33)	-28.2	215	245	-30** (9.17)	-12.3	375	411	-36** (14.94)	-8.7				
2006	Before	55	60	-5** (2.03)	-7.8	192	163	29*** (5.52)	17.7								
	After	55	80	-25*** (2.83)	-30.8	191	232	-41*** (7.81)	-17.7								
Women																	
2003	Before	42	69	-27*** (2.83)	-36.7	168	176	-8* (7.48)	-4.6	261	264	-3 (11.05)	-1.1	362	354	9 (14.61)	2.6
	After	44	78	-34*** (3.21)	-43.0	170	208	-38*** (9.68)	-18.3	264	315	-51*** (14.35)	-16.2	367	423	-56** (19.15)	-13.2
2004	Before	49	68	-19*** (2.66)	-27.7	169	172	-7 (6.92)	-3.8	264	256	-1 (10.2)	-0.3				
	After	50	75	-25*** (3.26)	-34.1	166	196	-30*** (9.11)	-15.2	256	291	-34** (13.49)	-11.8				
2005	Before	44	66	-22*** (2.97)	-29.8	157	160	5 (7.44)	2.9	258	248	22* (11.3)	8.9				
	After	48	76	-28*** (3.68)	-37.4	168	205	-37*** (10.28)	-18.0	274	322	-48** (15.49)	-14.9				
2006	Before	49	63	-14*** (2.32)	-20.4	162	156	8* (5.92)	5.0								
	After	50	71	-21*** (3.05)	-28.8	164	188	-24*** (8.01)	-13.0								

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
Medium age (25-44 years)																	
Men																	
2003	Before	78	76	78* (1.74)	3.5	301	220	81*** (4.97)	37.0	479	337	142*** (7.86)	42.2	668	461	207*** (10.89)	44.8
	After	78	111	78*** (2.67)	-29.9	299	349	-50*** (8.31)	-14.2	476	546	-70*** (13.23)	-12.8	664	748	-84*** (18.14)	-11.3
2004	Before	81	77	81*** (1.77)	6.3	309	215	95*** (4.96)	44.4	501	331	171*** (7.86)	51.7				
	After	82	115	82*** (2.74)	-28.9	310	354	-43*** (8.38)	-12.2	503	561	-59*** (13.43)	-10.5				
2005	Before	86	75	86*** (1.71)	14.8	305	198	109*** (4.66)	55.0	531	326	207*** (7.7)	63.5				
	After	87	117	87*** (2.8)	-26.0	306	351	-44*** (8.29)	-12.6	533	591	-59*** (13.69)	-9.9				
2006	Before	82	69	82*** (1.39)	20.3	302	192	111*** (3.95)	57.8								
	After	83	110	83*** (2.28)	-24.7	304	344	-40*** (6.71)	-11.6								
Women																	
2003	Before	54	78	54*** (1.69)	-31.3	215	214	2 (4.76)	0.8	346	328	18** (7.33)	5.4	467	438	27** (9.83)	6.2
	After	54	86	54*** (2.22)	-37.3	216	259	-43*** (6.89)	-16.5	347	396	-50*** (10.61)	-12.5	466	526	-59*** (14.1)	-11.3
2004	Before	52	78	52*** (1.79)	-34.3	225	213	12** (5)	5.6	357	325	32*** (7.63)	9.7				
	After	52	85	52*** (2.41)	-38.6	227	251	-24*** (7.55)	-9.4	359	391	-31*** (11.61)	-8.0				
2005	Before	57	77	57*** (1.62)	-26.2	217	203	15*** (4.38)	7.5	355	317	39*** (6.79)	12.4				
	After	57	82	57*** (2.26)	-30.3	219	238	-18** (6.72)	-7.8	358	379	-21* (10.48)	-5.6				
2006	Before	60	76	60*** (1.4)	-21.8	209	202	6* (3.79)	3.0								
	After	60	81	60*** (2.17)	-25.6	208	239	-31*** (6.24)	-12.8								
Higher age (45-54 years)																	
Men																	
2003	Before	69	85	69*** (1.69)	-18.9	277	264	13** (5.12)	4.9	457	419	38*** (8.41)	9.2	630	578	53*** (11.78)	9.1
	After	69	107	69*** (2.49)	-34.9	278	337	-59*** (7.82)	-17.5	459	531	-72*** (12.78)	-13.6	633	724	-91*** (17.76)	-12.6
2004	Before	71	86	71*** (1.77)	-16.5	288	257	32*** (5.29)	12.5	476	410	68*** (8.71)	16.5				
	After	72	108	72*** (2.72)	-33.7	289	340	-51*** (8.74)	-14.9	478	543	-65*** (14.19)	-12.0				
2005	Before	80	85	80*** (1.77)	-6.2	276	237	39*** (5.14)	16.5	483	402	82*** (8.71)	20.4				
	After	80	110	80*** (2.86)	-27.5	276	324	-48*** (8.63)	-14.8	484	546	-61*** (14.49)	-11.3				
2006	Before	71	75	71*** (1.56)	-6.1	271	226	45*** (4.73)	20.1								
	After	71	104	71*** (2.46)	-32.0	271	333	-62*** (7.58)	-18.6								
Women																	
2003	Before	54	93	54*** (1.68)	-41.9	233	278	-46*** (5.11)	-16.6	394	445	-54*** (8.43)	-12.0	535	598	-66*** (11.61)	-11.0
	After	54	91	54*** (2.27)	-40.5	232	287	-54*** (7.36)	-18.9	393	456	-63*** (11.98)	-13.8	535	607	-72*** (16.22)	-11.9
2004	Before	53	93	53*** (2.1)	-42.8	240	274	-34*** (6.32)	-12.4	402	438	-37*** (10.28)	-8.4				
	After	54	92	54*** (3.04)	-41.3	242	284	-42*** (9.96)	-14.7	405	450	-45*** (15.96)	-10.1				
2005	Before	62	93	62*** (2.1)	-33.3	250	263	-13** (6.08)	-5.0	431	425	5 (10.06)	1.2				
	After	63	94	63*** (3.24)	-33.5	251	284	-33*** (9.99)	-11.6	432	465	-33* (16.64)	-7.1				
2006	Before	55	91	55*** (1.95)	-39.4	233	258	-25*** (5.68)	-9.8								
	After	55	88	55*** (2.97)	-37.4	234	272	-39*** (9.32)	-14.2								
Low educated (25-54 years)																	
Men																	
2003	Before	91	87	91** (2.09)	5.6	351	268	84*** (6.08)	31.3	569	421	150*** (9.83)	35.7	793	585	210*** (13.74)	35.9
	After	92	128	92*** (3.08)	-28.6	351	415	-64*** (9.36)	-15.5	570	660	-90*** (15.15)	-13.7	794	914	-120*** (21.09)	-13.1
2004	Before	92	89	92*** (2.16)	4.1	351	263	90*** (6.15)	34.1	580	416	166*** (9.95)	39.8				
	After	94	128	94*** (3.15)	-27.2	356	406	-50*** (9.72)	-12.4	586	651	-65*** (15.7)	-10.0				
2005	Before	103	88	103*** (2.05)	16.5	354	242	113*** (5.68)	46.8	624	410	217*** (9.52)	52.9				
	After	103	129	103*** (3.12)	-20.4	355	386	-31*** (9.4)	-8.1	627	652	-25* (15.7)	-3.9				
2006	Before	89	79	89*** (1.65)	12.8	333	235	99*** (4.81)	42.1								
	After	89	119	89*** (2.48)	-24.6	334	379	-44*** (7.32)	-11.7								

	After 1 year				After 3 years				After 5 years				After 7 years			
	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
Women																
2003 Before	64	90	64*** (1.88)	-29.0	266	264	2 (5.5)	0.7	445	417	27*** (8.74)	6.4	608	564	42*** (11.89)	7.4
2003 After	64	101	64*** (2.48)	-36.3	267	320	-53*** (7.91)	-16.6	445	506	-60*** (12.69)	-11.9	608	681	-73*** (17.19)	-10.7
2004 Before	62	91	62** (2.21)	-31.5	269	263	7* (6.32)	2.7	446	413	33*** (9.96)	8.0				
2004 After	63	100	63*** (2.92)	-37.1	272	316	-44*** (9.42)	-13.8	449	506	-58*** (15.14)	-11.4				
2005 Before	71	91	71*** (2.1)	-21.8	273	253	20*** (5.85)	7.8	461	407	55*** (9.34)	13.4				
2005 After	72	100	72*** (3.09)	-28.4	275	301	-26** (9.26)	-8.7	464	498	-33** (14.97)	-6.6				
2006 Before	75	91	75*** (1.91)	-17.6	279	255	24*** (5.33)	9.2								
2006 After	75	100	75*** (2.82)	-24.9	280	310	-30*** (8.27)	-9.8								
Medium educated (25-54 years)																
Men																
2003 Before	66	73	66*** (1.51)	-10.0	259	209	49*** (4.35)	23.6	419	318	100*** (6.89)	31.4	575	432	143*** (9.51)	33.1
2003 After	66	102	66*** (2.38)	-35.5	258	312	-54*** (7.49)	-17.2	418	483	-65*** (12.06)	-13.5	575	657	-82*** (16.53)	-12.4
2004 Before	69	73	69** (1.57)	-5.3	270	203	69*** (4.45)	33.8	443	312	133*** (7.07)	42.8				
2004 After	69	105	69*** (2.56)	-34.0	272	319	-47*** (8.09)	-14.8	445	503	-58*** (13.07)	-11.5				
2005 Before	73	72	73 (1.61)	1.6	251	188	63*** (4.4)	33.6	431	308	123*** (7.28)	40.0				
2005 After	74	106	74*** (2.72)	-30.1	252	304	-52*** (8)	-16.9	433	509	-76*** (13.12)	-15.0				
2006 Before	70	66	70*** (1.39)	7.0	256	182	75*** (3.96)	41.4								
2006 After	70	100	70*** (2.39)	-29.9	257	313	-57*** (7.18)	-18.1								
Women																
2003 Before	49	79	49*** (1.7)	-37.7	202	212	-10** (4.76)	-4.6	330	322	7 (7.39)	2.1	443	425	16* (9.87)	3.9
2003 After	49	83	49*** (2.29)	-40.6	202	247	-45*** (7.19)	-18.2	330	381	-52*** (11.24)	-13.5	442	500	-57*** (14.83)	-11.5
2004 Before	49	79	49*** (1.95)	-38.3	216	211	5 (5.45)	2.2	345	321	24*** (8.34)	7.3				
2004 After	49	80	49*** (2.75)	-39.1	216	239	-23** (8.7)	-9.5	345	372	-26*** (13.36)	-7.1				
2005 Before	54	78	54*** (1.82)	-31.0	210	203	6* (4.96)	3.1	345	316	30*** (7.74)	9.4				
2005 After	54	81	54*** (2.67)	-33.1	211	230	-18** (7.94)	-8.0	347	365	-17 (12.57)	-4.7				
2006 Before	50	77	50*** (1.6)	-35.6	183	201	-19*** (4.36)	-9.2								
2006 After	50	74	50*** (2.49)	-32.7	183	213	-30*** (7.3)	-14.2								
High educated (25-54 years)																
Men																
2003 Before	45	60	45*** (4.02)	-23.5	215	156	58*** (11.39)	36.9	350	233	115*** (17.7)	49.2	493	311	178*** (23.88)	57.4
2003 After	46	87	46*** (5.76)	-47.4	213	246	-33* (18.42)	-13.4	343	390	-47* (28.8)	-12.2	480	535	-55* (39.49)	-10.2
2004 Before	52	60	52* (4.09)	-12.2	245	155	91*** (11.74)	58.4	380	232	150*** (18.13)	64.6				
2004 After	53	82	53*** (6.62)	-35.3	248	261	-13 (20.88)	-5.1	384	414	-30 (32.44)	-7.2				
2005 Before	53	58	53* (3.88)	-7.9	232	147	87*** (10.97)	59.3	416	233	186*** (17.65)	80.0				
2005 After	53	92	53*** (6.06)	-42.0	234	296	-62*** (19.16)	-20.8	419	489	-69* (32.23)	-14.2				
2006 Before	50	54	50* (3.83)	-7.3	223	143	81*** (11.01)	56.9								
2006 After	52	77	52*** (5.96)	-32.6	228	265	-38* (19.06)	-14.2								
Women																
2003 Before	39	58	39*** (3.04)	-33.3	172	144	27*** (8.56)	18.9	284	217	64*** (13.19)	29.6	377	284	92* (17.38)	32.4
2003 After	39	68	39*** (4.13)	-43.1	172	203	-31* (12.99)	-15.4	283	315	-32* (20.29)	-10.2	377	406	-29 (27.23)	-7.2
2004 Before	34	58	34*** (3.37)	-41.1	172	147	21** (9.46)	14.6	273	220	50*** (14.34)	22.6				
2004 After	35	71	35*** (4.3)	-51.3	170	209	-39*** (14.34)	-18.6	272	324	-53*** (21.89)	-16.3				
2005 Before	40	57	40*** (3.1)	-28.3	174	138	38*** (8.39)	27.4	292	209	85*** (12.86)	40.6				
2005 After	41	69	41*** (4.48)	-40.9	177	195	-18* (14.02)	-9.3	295	307	-13 (22.31)	-4.1				
2006 Before	42	56	42*** (2.66)	-24.4	158	134	24*** (7.12)	17.8								
2006 After	42	62	42*** (4.29)	-31.0	159	179	-20* (12.73)	-11.1								

73

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
Nationals (25-54 years)																	
Men																	
2003	Before	73	77	73**(1.27)	-4.6	287	222	65***(3.7)	29.2	466	341	124***(5.9)	36.3	643	466	177***(8.17)	38.0
	After	73	111	73***(1.95)	-34.0	287	346	-60***(6.11)	-17.2	465	543	-78**(9.82)	-14.3	643	740	-97***(13.52)	-13.1
2004	Before	75	77	75(1.32)	-1.7	298	218	81***(3.78)	37.3	487	337	151***(6.05)	44.9				
	After	76	111	76***(2.04)	-31.6	299	347	-48***(6.47)	-13.9	488	553	-65***(10.44)	-11.8				
2005	Before	82	76	82***(1.31)	8.2	289	202	88***(3.66)	43.6	504	334	171***(6.09)	51.3				
	After	83	113	83***(2.13)	-27.2	290	337	-47***(6.39)	-13.9	505	566	-61***(10.6)	-10.8				
2006	Before	79	69	79***(1.13)	13.5	294	196	98***(3.29)	49.8								
	After	79	106	79***(1.86)	-25.8	294	339	-45***(5.6)	-13.3								
Women																	
2003	Before	54	82	54***(1.24)	-34.2	224	226	-3(3.57)	-1.4	368	349	19***(5.6)	5.4	497	463	33***(7.53)	7.1
	After	54	89	54***(1.63)	-39.2	224	273	-49***(5.18)	-18.1	368	425	-57***(8.21)	-13.4	497	562	-65***(10.99)	-11.6
2004	Before	52	82	52***(1.42)	-36.5	231	225	7*(4.06)	2.9	375	346	30***(6.3)	8.6				
	After	52	87	52***(1.91)	-40.1	232	264	-32***(6.18)	-12.1	376	418	-42***(9.69)	-10.1				
2005	Before	58	81	58***(1.35)	-28.0	227	215	12***(3.74)	5.7	380	338	42***(5.91)	12.4				
	After	58	84	58***(1.91)	-30.2	228	244	-16**(5.78)	-6.4	381	399	-18*(9.29)	-4.5				
2006	Before	58	80	58**(1.2)	-28.1	213	214	-2(3.33)	-0.7								
	After	58	83	58***(1.79)	-30.6	213	248	-35***(5.3)	-14.1								
Non-nationals (25-54 years)																	
Men																	
2003	Before	72	82	72**(3.47)	-10.2	287	251	39***(10.04)	15.6	463	393	76***(16.17)	19.4	656	546	118***(22.7)	21.6
	After	73	109	73***(4.92)	-32.9	289	341	-53***(14.85)	-15.4	468	538	-70**(24.24)	-13.1	663	760	-97***(34.14)	-12.7
2004	Before	79	84	79(3.62)	-3.6	295	243	56***(10.11)	23.1	489	383	111***(16.3)	28.8				
	After	82	115	82***(5.21)	-29.1	303	350	-48**(15.45)	-13.7	498	566	-68**(25.08)	-12.0				
2005	Before	85	82	85*(3.34)	5.2	288	220	70***(9.01)	31.9	511	370	145***(15.12)	39.2				
	After	87	114	87***(4.74)	-23.9	294	328	-34***(13.97)	-10.3	522	569	-47*(23.87)	-8.2				
2006	Before	68	73	68**(2.54)	-5.8	259	213	46***(7.24)	21.8								
	After	70	98	70***(3.68)	-28.4	262	307	-45***(10.75)	-14.7								
Women																	
2003	Before	54	80	54***(4.23)	-31.4	236	235	-1(12.4)	-0.6	404	376	22*(19.82)	5.9	568	518	41*(27.38)	7.8
	After	56	88	56***(5.67)	-37.0	236	287	-50**(18.04)	-17.6	403	469	-66*(29.15)	-14.1	566	649	-83*(40.28)	-12.8
2004	Before	59	82	59***(5.16)	-28.5	239	235	-2(14.71)	-1.0	389	371	8(23.13)	2.1				
	After	60	98	60***(7.46)	-38.7	236	308	-72***(22.93)	-23.4	385	489	-104***(37.17)	-21.2				
2005	Before	67	81	67***(4.31)	-17.0	255	224	37***(11.81)	16.4	425	361	76***(18.78)	21.1				
	After	69	94	69***(6.34)	-26.2	267	285	-18(18.29)	-6.3	450	461	-11(29.66)	-2.4				
2006	Before	64	78	64***(3.78)	-17.2	252	220	33***(10.56)	15.1								
	After	67	83	67***(5.49)	-18.4	259	255	4(16.83)	1.7								
Disabled (25-54 years)																	
Men																	
2003	Before	90	102	90***(3.33)	-11.0	350	314	37***(9.82)	11.9	570	488	82***(15.78)	16.7	774	668	106***(21.63)	15.9
	After	90	129	90***(4.31)	-29.7	350	408	-58***(13.22)	-14.3	569	637	-69**(21.65)	-10.8	773	863	-90**(29.63)	-10.4
2004	Before	85	101	85***(3.3)	-15.8	348	303	46***(9.62)	15.2	572	478	95***(15.48)	19.8				
	After	85	122	85***(4.66)	-30.4	349	385	-37***(14.49)	-9.5	572	607	-35*(23.59)	-5.8				
2005	Before	93	98	93*(3.35)	-4.5	346	277	70***(9.59)	25.4	600	466	136***(15.87)	29.3				
	After	94	125	94***(4.77)	-24.8	348	383	-35**(14.2)	-9.2	604	643	-39*(23.35)	-6.1				
2006	Before	89	93	89**(2.91)	-4.4	330	283	48***(8.58)	17.0								
	After	89	122	89***(4)	-26.9	331	398	-68***(11.98)	-17.0								

74

		After 1 year				After 3 years				After 5 years				After 7 years			
		Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.	Treated	Controls	Difference Abs.	Rel.
Women																	
2003	Before	71	99	71*** (4.12)	-28.7	288	301	-14* (12.14)	-4.6	482	477	3 (19.31)	0.6	636	639	-6 (25.97)	-1.0
	After	71	111	71*** (5.17)	-36.5	288	353	-65*** (16.09)	-18.5	480	556	-76*** (25.48)	-13.6	634	740	-105** (33.84)	-14.3
2004	Before	56	100	56*** (4.89)	-42.0	292	304	-9 (14.31)	-3.0	498	476	25 (22.56)	5.3				
	After	58	103	58*** (6.03)	-43.2	299	347	-48*** (19.56)	-13.8	507	547	-40* (31.57)	-7.3				
2005	Before	78	98	78*** (4.47)	-20.7	305	294	11 (12.91)	3.8	509	477	32* (20.78)	6.7				
	After	78	103	78*** (5.99)	-23.9	307	335	-28* (17.84)	-8.3	510	556	-46* (28.79)	-8.3				
2006	Before	73	98	73*** (3.91)	-25.8	279	293	-13* (11.25)	-4.6								
	After	74	97	74*** (5.47)	-24.2	279	316	-37*** (16.35)	-11.6								
Non-disabled (25-54 years)																	
Men																	
2003	Before	69	76	69*** (1.3)	-9.9	271	224	47*** (3.78)	21.2	439	345	94*** (6.04)	27.2	613	474	139*** (8.42)	29.4
	After	69	105	69*** (2)	-34.8	271	333	-62*** (6.23)	-18.6	439	524	-85*** (10)	-16.2	613	719	-107*** (13.89)	-14.8
2004	Before	73	77	73*** (1.37)	-4.3	283	219	66*** (3.9)	30.2	463	340	126*** (6.25)	37.0				
	After	74	106	74*** (2.12)	-30.4	285	328	-42*** (6.63)	-12.9	467	523	-57*** (10.65)	-10.9				
2005	Before	80	76	80*** (1.34)	5.5	276	202	74*** (3.69)	36.9	482	335	148*** (6.15)	44.3				
	After	81	109	81*** (2.15)	-26.3	276	319	-43*** (6.41)	-13.4	484	539	-55*** (10.7)	-10.2				
2006	Before	74	69	74*** (1.13)	7.4	276	195	82*** (3.26)	42.2								
	After	74	100	74*** (1.81)	-26.0	278	317	-39*** (5.44)	-12.3								
Women																	
2003	Before	51	81	51*** (1.24)	-36.3	215	224	-10** (3.59)	-4.4	354	348	5 (5.64)	1.5	482	465	15** (7.62)	3.3
	After	52	86	52*** (1.64)	-40.1	215	265	-50*** (5.23)	-18.9	354	414	-59*** (8.29)	-14.4	482	549	-67*** (11.16)	-12.3
2004	Before	52	81	52*** (1.43)	-36.2	223	223	0 (4.07)	0.0	359	344	15** (6.32)	4.2				
	After	52	86	52*** (1.93)	-39.5	224	258	-34*** (6.18)	-13.2	360	407	-48*** (9.64)	-11.7				
2005	Before	56	80	56*** (1.35)	-29.9	219	213	6* (3.72)	2.8	366	336	31*** (5.87)	9.1				
	After	56	83	56*** (1.94)	-32.4	220	240	-20*** (5.83)	-8.3	367	384	-17* (9.34)	-4.4				
2006	Before	56	79	56*** (1.2)	-29.3	207	211	-5* (3.33)	-2.5								
	After	56	79	56*** (1.79)	-28.7	207	232	-26*** (5.29)	-11.0								
Female returners (25-54 years)																	
Women																	
2003	Before	51	87	51*** (3.91)	-41.8	205	255	-50*** (11.49)	-19.7	322	393	-72*** (17.53)	-18.3	438	520	-83*** (23.4)	-15.9
	After	51	83	51*** (4.43)	-38.3	206	247	-42*** (13.7)	-16.8	322	372	-50** (20.84)	-13.5	438	491	-53* (28.13)	-10.7
2004	Before	54	87	54*** (4.17)	-38.5	229	251	-23* (11.95)	-9.1	363	383	-21* (18.28)	-5.6				
	After	55	81	55*** (5.35)	-32.5	232	242	-10 (16.32)	-4.3	365	373	-8 (24.56)	-2.2				
2005	Before	55	89	55*** (3.76)	-39.2	214	244	-32*** (10.55)	-13.2	347	378	-33** (16.3)	-8.9				
	After	55	84	55*** (4.72)	-34.9	213	237	-24* (14.32)	-10.2	346	372	-26* (22.42)	-7.0				
2006	Before	65	94	65*** (3.26)	-31.0	210	261	-51*** (9.15)	-19.7								
	After	66	82	66*** (4.46)	-20.3	211	236	-24** (12.73)	-10.3								

Sources: ASSD and PES data. Notes: Results based on 10x1 Nearest Neighbour Propensity Score Matching. Bootstrap-standard errors of the ATT in parentheses (500 replications), statistical significance for *** p<0.01, ** p<0.05, * p<0.1. Scenario 2: Effects of program participation vs. non-participation, conditional on an employment take-up. Effects measured as difference in outcomes between treated and non-treated individuals 1, 3, 5 and 7 years after program start. Before and after matching. Abs.: Difference in absolute terms. Rel.: Difference in relative terms, i.e. difference in absolute terms as percentage of the outcome for the non-treated.

75

Table 18: ATT in terms of average monthly earnings for total sample aged 25-54 years, scenario 2, 2003-2006

	After 1 year				After 3 years				After 5 years				After 7 years			
	Tr.	Co.	Difference Abs.	Rel.	Tr.	Co.	Difference Abs.	Rel.	Tr.	Co.	Difference Abs.	Rel.	Tr.	Co.	Difference Abs.	Rel.
Men																
2003	1,874	1,988	-114*** (15.8)	-5.7	1,925	2,024	-99*** (14.1)	-4.9	1,983	2,072	-89*** (15.0)	-4.3	2,036	2,110	-74*** (15.3)	-3.5
2004	1,895	1,978	-83*** (15.1)	-4.2	1,957	2,021	-65*** (15.4)	-3.2	2,021	2,081	-60*** (15.7)	-2.9				
2005	1,883	1,999	-117*** (14.6)	-5.8	1,968	2,061	-93*** (15.7)	-4.5	2,028	2,112	-84*** (15.4)	-4.0				
2006	1,943	2,034	-91*** (12.9)	-4.5	2,028	2,085	-57*** (12.3)	-2.7								
Women																
2003	1,305	1,392	-87*** (12.6)	-6.2	1,349	1,418	-68*** (12.3)	-4.8	1,407	1,470	-63*** (13.0)	-4.3	1,457	1,505	-48*** (13.3)	-3.2
2004	1,313	1,408	-95*** (13.1)	-6.7	1,368	1,449	-81*** (13.6)	-5.6	1,431	1,498	-67*** (14.7)	-4.5				
2005	1,319	1,385	-66*** (13.1)	-4.8	1,377	1,439	-62*** (11.8)	-4.3	1,435	1,502	-66*** (12.9)	-4.4				
2006	1,313	1,382	-69*** (11.5)	-5.0	1,369	1,436	-66*** (11.9)	-4.6								

Sources: ASSD and PES data. Notes: Results based on 10x1 Nearest Neighbour Propensity Score Matching. Bootstrap-standard errors of the ATT in parentheses (500 replications), statistical significance for *** p<0.01, ** p<0.05, * p<0.1. Scenario 1: Effects of program participation vs. non-participation. Effects measured as difference in outcomes between treated and non-treated individuals 1, 3, 5 and 7 years after program start. Tr.: Treated. Co.: Controls. Abs.: Difference in absolute terms. Rel.: Difference in relative terms, i.e. difference in absolute terms as percentage of the outcome for the non-treated.

Table 19: Complete list of variables in the dataset

Personal characteristics

Gender, age, family status (single; living in partnership; married; married, living separately; divorced; widowed), number of children (women only), presence of youngest child aged ≤2 years (women only), presence of youngest child aged 3-7 years (women only), presence of youngest child aged 7-10 years (women only), nationality (Austrian nationality, foreign from EU15, foreign from EU27, foreign from third country, missing), disability status (not disabled; disabled according to PES; disabled according to law; missing), highest education attained (no formal education; compulsory school; apprenticeship; intermediate vocational school; higher academic or vocational school; academic); PES-specific group of eligible youth, PES-specific group of patient advocacy, PES-specific group of dropouts, PES-specific group of eligible long-term unemployed, PES-specific group of female returners

PES contact

Number of PES contacts in last 2 months; number of PES contacts in last 6 months; number of PES job offers in last month; number of PES job offers in last 3 months; number of PES job offers in last 6 months; state of the counseling process (PES service zone; PES counseling zone; PES info zone; PES other zone)

Regional characteristics

Federal province (Vienna; Lower Austria; Upper Austria; Burgenland; Carinthia; Styria; Salzburg; Tyrol; Vorarlberg), type of region 1 (metropolitan area; city; suburban; medium-sized town; intensive industrial region; intensive touristic region; extensive industrial region; industrial periphery), type of region 2 (human-capital-intensive region; real-capital-intensive region; rural area), regional annual unemployment rate, regional annual program rate, regional annual share of long-term unemployed

Information on current unemployment spell

Quarter of (hypothetical) program entry, year of (hypothetical) program entry, elapsed unemployment duration until program entry

Program participation

Start and end date of entry into the wage subsidy scheme, type of last active labour market program

Labour market history before program entry

Last sector (agriculture, forestry; mining, energy, water, waste; manufacturing; construction; wholesale, trade; transportation, storage; accommodation, food service; information, communication; services; public administration, defense, social security; education, health, culture; others); last profession (agriculture, forestry; production, specialized services; sales, trade; transport; accommodation, food service; services; technicians; law field; education, health, culture); size of last employer, last monthly income, last unemployment insurance benefit level; duration in employment over last 2 years, duration in employment over last 5 years, duration in subsidized employment in last year, duration in subsidized employment over last 3 years, duration in unemployment over last 2 years, duration in unemployment over last 5 years, duration in training over last 2 years, duration in training over last 5 years, duration out of the labour force over last 2 years, duration out of the labour force over last 5 years, duration in parental leave over last 2 years, duration in parental leave over last 5 years, duration of sickness benefit receipt over last 2 years, duration of sickness benefit receipt over last 5 years, number of employment spells over last 2 years

Labour market history after program entry

Days in overall dependent employment over 1-7 years after program start, days in unsubsidised dependent employment over 1-7 years after program start, days in subsidized dependent employment over 1-7 years after program start, days in unemployment over 1-7 years after program start, cumulated income over 1-7 years after program start, average monthly income during employment in 1-7 years after program start

Sources: ASSD and PES data.

Table 20: Recent evaluations of private sector wage subsidies

Country	Authors	Population	Observation period	Evaluation method	Outcomes	Effect
Belgium	Göbel 2006	Long-term unemployed youths	1998-2000	Duration	Transition rate from empl. to non-empl.	Positive
Canada (BC, NB)	Card – Hyslop 2009	Single parents on social assistance	1994-2000	Structural model	Probability of welfare participation and (full-time) employment, wages, working hours	Positive
	Lacroix – Brouilette 2011	Single parents on social assistance	2001-2005	Duration	Duration of spells in and off social assistance	Positive
Denmark	Graversen – Jensen 2010	By participation probability	1994-1998	Structural model	Employment rate	Insignificant
	Gupta – Larsen 2010	Disabled	1994-2001	Matching	Probability of employment, probability of exit into disability	Positive
Finland	Rosholm – Svarer 2008		1998-2002	Duration	Unemployment duration	Positive
	Hämäläinen – Ollikainen 2004	Youth	1995-2000	Matching	Employment, unemployment and labour market withdrawal probability; annual earnings	Positive
Germany	Ammermüller et al. 2006	Older employees; by gender and region (East vs. West)	2000-2002	Natural experiment	Employment rate	Positive
	Bernhard – Gartner – Stephan 2008	Unemployment benefit-II-recipients; by gender, region (East/West), age, occupational qualification, migration status, and time since end of last job	2005-2007	Matching	Employment rate, unemployment rate	Positive
	Jaenichen – Stephan 2011	By gender, region (East vs. West) and program duration	2002-2005	Matching	Employment rate, unemployment rate	Positive
	Schünemann – Lechner – Wunsch 2011		2000-2005	Regression discontinuity design	Employment rate	Insignificant
	Stephan 2010A	By gender and region (East vs. West)	2003-2006	Matching	Wage at job take-up, in employment, and during entire observation period	Positive
	Stephan 2010B	By industry	2003-2006	Matching	Cumulated empl., first wage, cumulated wages, first job tenure	Positive
Germany (West)	Ruppe 2011	By gender	2003-2006	Duration	First job duration	Positive
New Zealand	Perry – Maloney 2007	By unemployment duration and qualification	1993-1996	Matching	Time registered as unemployed	Negative
Norway	Zhang 2003	Prime-aged (25-50)	1990-2000	Duration	Transition rate to employment	Positive
Poland	Kluve – Lehmann – Schmidt 2007	Pre-treatment labour force status	1992-1996	Matching	Employment rate	negative
Sweden	Sianesi 2008		1994-1999	Matching	Probability of employment and unemployment	Positive
	Fredriksson – Johansson 2008	Long-term unemployed	1998-2002	Matching	Unemployment duration	Positive
	Forslund – Johansson – Lindqvist (2004)		1998-2002	Matching	Unemployment duration	Positive
	Adda et al. 2007	Unskilled males aged 26-30; By type of region and ability	1996-1998	Structural model	Time in employment, wages	Positive
Switzerland	Gerfin – Lechner 2002	By gender, nationality and duration of last unemployment spell before program start	1998-1999	Matching	Employment rate	Positive
	Gerfin – Lechner – Steiger 2005	By unemployment duration and skill level	1998-2000	Matching	Unempl. times, empl. prob., earnings, empl. stability	Positive
	Lalive – Van Ours – Zweimüller 2008		1997-1999	Matching/Duration	Unemployment duration	Pos.; insign.
UK	Blundell et al. 2004	Youth; by gender	1998-1999	Matching	Employment rate	Positive
US (Wisconsin)	Hamersma 2008		1999-2001	Matching	Employment rate, wages, job tenure	Positive

Notes: Observation period refers to the time of program participation and the observation period after program start. Evaluation method distinguishes between (i) experiments, (ii) matching methods (including diff-in-diff), (iii) duration models, (iv) regression discontinuity design, and (v) structural models (as residual category). Focus on direct effects on labour market outcomes of the participants. The table displays whether the evaluation found a significant positive program impact (on individual employment probability), a significant negative program impact, or could not detect a significant impact. The focus is on the overall finding.