## Do wage subsidies work in boosting economic inclusion? Evidence on effect heterogeneity in Austria \* Draft: Please do not cite or quote

Rainer Eppel Vienna University of Economics and Business Augasse 2-6 1090 Vienna, Austria Rainer.Eppel@wu.ac.at

Helmut Mahringer Austrian Institute of Economic Research (WIFO) Arsenal Object 20 A-1030 Vienna, Austria Helmut.Mahringer@wifo.ac.at

May 4, 2012

#### Abstract

Two matching scenarios are constructed to estimate the average causal impact of targeted wage subsidies in Austria on the subsequent labour market integration of previously unemployed participants. Compared to similar non-participants, the supported job-seekers 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, even if deadweight loss is accounted for. The size of the program 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. Participation in the program has no significant long-run effect on the average wage level, but cumulated earnings rise significantly for the treated as a result of their relative increase in employment.

*Key Words:* Program evaluation, targeted wage subsidies, propensity score matching *JEL-Codes:* code 1, code 2

### 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

<sup>\*</sup>We are grateful to the Austrian Federal Ministry of Labour, Social Affairs and Consumer Protection (BMASK) for financial support, to Andrea Weber and Christine Zulehner for their substantial contribution to the research report underlying this paper (see Eppel et al. 2011) as well as for their useful comments, and to Georg Böhs, Stefan Fuchs and Silvia Haas for valuable research assistance.

active labour market programs (ALMP) such as training schemes, employment subsidies and public sector job creation, aiming to tackle the problem of persisting unemployment. The OECD average share of total public expenditure on these measures amounted to 0,6% of GDP in 2009 (according to OECD Statistics), 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.

A key category within the toolbox of ALMP are employment incentive programs that provide payments to employers or workers for a limited time period in order to encourage the hiring of disadvantaged unemployed individuals or the maintenance of jobs that would otherwise be broken up. The most widely used instrument within this program type and the subject matter of this article are targeted wage subsidies that cover a share of labour costs and are granted temporarily to employers who decide to recruit from particular groups of unemployed individuals.

From a theoretical perspective, employers face costs when hiring new workers and may be reluctant to recruit from 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 employers' reluctance to recruiting from the (long-term) unemployed through several mechanisms (see also Calmfors 1994, and Calmfors – Forslund – Hemström 2002): First and foremost, by temporarily reducing labor costs to employers of employing the targeted individuals, they stimulate the competitiveness and thus the demand for these particular workers (Katz 1998). Second, they 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. Third, they give workers the opportunity to close a possible wedge over time by learning on-thejob directly in the regular labour market (Jaenichen – Stephan, 2011). At the same time while serving employers as a screening device, targeted wage subsidies can be used by the unemployed to gain knowledge about potential new employers or fields of activity. Hence, targeted wage subsidies may raise the employment and earnings prospects of the supported job-seekers in several ways. The effect to be expected from program participation is however not clear-cut. Even though wage subsidies provide a financial stimulus for firms to recruit from hard-to-place workers and assignment to the program may be perceived as a positive signal of motivation, they may also have negative stigmatization and signaling effects. Especially if they are narrowly targeted on specific groups of the population, employers' notice of the targeted individuals labour market difficulties might discourage hiring. Whenever this is the case, the success of the program is likely to depend on employers' assessment of its ability to (over-)compensate for the low productivity of a worker with the help of the subsidy received (Hujer – Caliendo 2003).

A growing interest of both policy-makers and academics in policy evaluation has in the past decade given rise to a number of micro-econometric studies assessing the factual effectiveness of various active labour market programs – most of them resting on a non-experimental approach such as matching, instrumental variable regression, control function estimation or regression discontinuity design. With few exceptions, recent cross-country evidence on the impact of targeted wage subsidies, summarized in Table A1 in the Appendix, points to a beneficial impact on the employment prospects of the previously unemployed participants. Even further, micro-econometric studies for various countries find that private sector incentive schemes such as subsidized employment are among the most effective tools to reintegrate the unemployed into the labour market. They point 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). For the case of Austria, a few micro-econometric evaluations of active labour market programs have been conducted so far (see Lutz – Mahringer – Pöschl 2005, Lechner – Wiehler 2011)<sup>1</sup>. Only one of them covered, among a range of measures, the object of our analysis: the "integration subsidy", which is a temporary wage-cost subsidy to employers partially compensating for recruiting long-term unemployed or persons at risk of becoming long-term unemployed. Using matching techniques, Lutz – Mahringer – Pöschl (2005) estimated the measure's average effects for persons aged between 25 and 54 years over a 3-year period after program entry in 2000. The obtained results vary by the observed length of the monitoring period due to the prevalence of "lock-in" effects (see Van Ours 2004) but altogether indicate a favorable mediumterm impact on labour force participation and employment, being largest for women aged over 45 years. While providing a first estimate of wage subsidies' returns for Austria, the analysis is restricted to a short- to medium-term perspective and leaves unexamined the program's longterm effects. In their concluding remarks, Lutz – Mahringer – Pöschl (2005) point to the need for further analysis with an extended monitoring period that sufficiently overlasts initial "lock-in effects" during program duration. This gap in research has not yet been filled.

Our reading of the national and international evidence on ALMP in general and wage subsidies in particular points to four limitations of previous research:

First, evaluations have started only recently to follow participants' labour market trajectories over a time period of more than three years. Until today, there seems to be a lack of empirical research on the long-term effects of active labour market policies, although an extensive observation period has been found to be crucial for evaluation, since estimates and thus judgements on policies' success are highly sensitive to the available time horizon for observing outcomes (see Lechner – Miquel – Wunsch 2007 and Fitzenberger – Völter 2007 for East Germany, Lechner – Miquel – Wunsch 2011 and Fitzenberger – Osikominu – Völter 2006 for West Germany).

Second, present knowledge on policies' effect heterogeneity on the personal level is still limited. A strong prevalent focus on the overall average impact is in contrast to recent findings which emphasize that returns from programs are likely to differ across subgroups of the population and thus vary by the extent to which they are targeted on disadvantaged groups (see Caliendo – Hujer – Thomsen 2008 for Germany, Månsson – Delander 2011 for Sweden, and Graversen – Jensen 2010 for Denmark). Likewise, policy-makers' interest in optimizing policy design towards a more effective and cost-efficient targeting of resources triggers the need for deeper insights into the possible heterogeneity of effects. The more in detail caseworkers know what works for whom, the better they can allocate unemployed workers to the most adequate measure.

Third, existing studies tend to concentrate on a small subset of possible outcomes, namely the probability of employment and unemployment. As Kluve et al. (2010) argue, this is in line with the general objective of labour market policies in Europe to combat unemployment rather than alleviate poverty. However, for a more exhaustive assessment of welfare effects we need not only know whether people are at work but also need an indication for the quality of their employment. Wage subsidies may, for instance, help jobseekers back into work, but rest on the acceptance of poor working conditions (Kluve et al. 2010). Only some studies estimate a program's effect on the participants' wages, and very few draw upon indicators that mirror the quality of employment with respect to both the dimensions of income and the stability of

<sup>&</sup>lt;sup>1</sup>The micro-econometric studies have been complemented by a macro-evaluation (see Aumayr et al. 2009 or Dauth – Hujer – Wolf 2010). Its findings confirm at an aggregate level the favorable effect of the "integration subsidy" found in the micro-studies for the program participants.

employment.

Fourth, 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). Apart from possible substitution – the hiring of subsidized instead of unsubsidized workers – and displacement effects – employment gains in some firms at the expense of employment losses in others –, it is likely that part of the subsidized workers would have been recruited anyway without the incentive and thus there is a dead-weight loss meaning that the subsidy is merely a windfall gain to the employer and the policy had no impact on the hiring decision at all. There are some attempts in the literature to fill this gap. However, to the best of our knowledge disentangling wage subsidies' employment effect net of dead-weight loss remains to be a major challenge.

This paper contributes to 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 a variety of labour market outcomes for a large number of target groups. Based on a thorough investigation of selection into treatment, we identify the overall causal impact of program participation on the subsequent labour market integration for adult individuals aged 25-54 years as well as the possible effect heterogeneity across the dimensions gender, age, education, nationality, disability status, and pre-treatment unemployment duration. Furthermore, we recover the treatment effect for females re-entering the labour market after a family-related career break. Hence, we bring forward the question, whether the program works at all in enhancing the employment and earning prospects of the participants and, if so, for whom.

In addition to times in employment and unemployment, we assess the program's effectiveness by means of several income indicators serving to single out earnings effects that result from differences in employment and those that are due to changes in the average wage level. Moreover, we combine information on wages and employment stability in order to prove whether the wage subsidy scheme is an effective tool to expand economic inclusion in the broader sense that it increases the chances of earning an income high enough for a decent living by society's standards.

In line with the common micro-econometric literature, we evaluate the partial equilibrium effects of the Austrian wage subsidy scheme for the participating individuals. We construct two different matching scenarios in order to yield an upper and a lower bound estimate of the program impact net of dead-weight loss. 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 subsidized individuals with only those workers who have in the same time period taken up non-subsidized employment. Our idea is that the first scenario applies to a case where dead-weight effects have been completely avoided, whereas the second scenario would be appropriate, if all subsidies were granted to employers for the hiring of workers they would have recruited anyway. We argue that, if participants and nonparticipants simultaneously taking up employment turn out to share similar work trajectories, the net program effect is within the range defined by the estimates of the two scenarios. Since this is actually the case, we are able to apply an estimate of the magnitude of dead-weight loss recovered on the same data base for the Austrian labour market in the research report underlying this paper (see Eppel et al. 2011) and thus to provide an even more exact assessment of net effect values.

We find that program-participants spend considerably more time in employment and less time in unemployment and out of the labour force than similar non-participants in the seven years from program start, even if dead-weight loss is taken into account. All subgroups considered benefit from subsidized employment. However, the positive employment effect 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. Participation in the program has no significant long-run effect on the average wage level, but its positive employment effects translate into higher cumulated wages. Moreover, subsidized employment significantly increases the chances of achieving economic inclusion in the sense of being subsequently in stable employment and earning an income that is at least nearly as high as it was before entry into unemployment.

The structure of the remaining article is as follows: The next section documents some stylized facts of Austria's labour market performance and briefly describes the institutional set-up by which selection into the wage subsidy scheme occurs. Section 3 outlines the evaluation approach – our identification strategy, estimation method, data and sample choice – and presents some descriptive statistics. The empirical results are depicted in section 4. We close with a short summary of findings and some policy conclusions in section 5.

## 2 Austrian labour market policy

#### 2.1 Labour market performance

Austria provides an appealing set-up for program evaluation, because the country combines a steady increase in the expenditure on active labour market programs with a relatively low rate of unemployment. It is a small, highly-developed industrial economy with just under 8.4 million inhabitants in 2010. Labour market institutions can be characterized by a highly centralized 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 linkage 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  $1,000 \in$  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 (see Annex Table A2). Employment rate and labour force participation rate 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 the wake of the economic crisis 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. In Austria, 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, older people and female workers with family responsibilities who are disproportionately affected by unemployment or economic inactivity. Given a high share of foreign-borns in the labour force and a comparably low average educational attainment of the immigrant population, the labour market integration of this group deserves particular attention as well. In view of a considerable disparity in the distribution of joblessness, evaluating the Austrian wage subsidy scheme is particularly appealing, because giving disadvantaged groups a competitive advantage in the labour market constitutes the core of this instrument.

#### 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 majority of persons gainfully employed in Austria, including those on non-standard contracts (quasi freelancers) who are subject to compulsory health insurance, are insured in the unemployment insurance scheme on a compulsory basis. Only part-timers with an income below the marginal earnings threshold ( $366.3 \in$  per month in 2010), civil servants and most self-employed persons are exempted from unemployment insurance. Since 2009, self-employed workers can opt for unemployment insurance scheme 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 cash benefits paid by the unemployment insurance scheme are the unemployment benefit (Arbeitslosengeld) and the emergency unemployment assistance (Not-standshilfe). 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 be at the disposal of the PES, be capable and willing to work and 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  $818 \in -882 \in$  for men and  $718 \in$  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  $611 \in (666 \text{ for men} \in, 529 \in \text{ for women})$ , 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  $744 \in$  for a single person (1,116  $\in$  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 jobseekers, 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 witnessed 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  $1,079 \in$  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 ( $757 \in$  mio.), total spending added up to  $1,836 \in$  mio. At  $687 \in$  mio., qualification measures accounted for two thirds (64%) of the total expenditure and, thus, constitute the prime focus.  $306 \in$  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  $117 \in$  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, 20	10										

	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. Note: 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"<sup>2</sup> is a temporary wage-cost subsidy to employers in partial compensation for recruiting long-term unemployed or persons who normally receive unemployment insurance and are at risk of becoming long-term unemployed. According to the PES guideline regulating the program, its objective is twofold: First, it is designed to support the placement activities of the public employment service in promoting the (re-)integration of disadvantaged groups. Second, it aims to reduce the job deficit through encouraging the creation of new employment. In practice, the primary intuition is to counteract employers' reluctance of recruiting from hard-to-place workers by giving this group a competitive advantage.

 $<sup>^{2}</sup>$ Information is drawn from the PES guideline, BGS/AMF/0722/9869/2009, which has been in force since 1 January 2009 and - together with § 34 of the Public Employment Service Act (AMSG) – serve as the legal foundation for the use of the integration subsidy. Further sources used are Federal Ministry of Labour, Social Affairs and Consumer Protection 2011C and Federal Ministry of Labour, Social Affairs and Consumer Protection 2012.

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 up to 66.7% of the assessment basis (monthly gross pay not including special bonus payments) and a lump sum of 50% (of the assessment basis) for nonwage labour costs. During a probationary period of no more than 3 months (6 months for people with disabilities) the subsidy may cover 100%. An "integration subsidy" may be granted for the duration of the employment relationship, but for no more than two years. Subsidisation can be extended by yet another year for individuals who are recognised as being disabled pursuant to the Disability Employment Act (BeinstG), or pursuant to similar legislation (Landesbehindertengesetze) of the individual Austrian Lander. 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 the program guideline. 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 (defined as those who have been registered as unemployed for more than one year, or for six months if aged under 25 years), (2) are unemployed and at least 45 years old or (3) are considered to be under acute threat of long-term unemployment (women with care duties, reentrants, people with psychological, physical or mental disabilities, socially maladjusted persons - for instance individuals with alcohol or drug problems -, and job-seekers with poor or outdated labour market skills who have been registered with the PES for a longer period of time in order to qualify for the subsidy). 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.

Irrespective of repeated modification since implementation of the scheme 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 an at least half-ayear-lasting, family-related career break or enter the labour market for the first time and have care responsibilities for a child under the age of 15. In recent years regulations have emphasized the aim to help raise the employment rate of women.

## 3 Evaluation approach

#### 3.1 Identification strategy

The interest of this paper is to evaluate the causal effect of participation in the Austrian wage subsidy scheme on subsequent employment and earnings. More specifically, the parameter of interest is the average treatment effect on the treated (ATT), i.e. those individuals for whom the program is intended. 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. 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 and thus need to be imputed.

The evaluation problem can be formalized by denoting  $D_i$  a binary indicator variable that equals 1 in the case of treatment  $(D_i = 1)$  and 0 otherwise  $(D_i = 0)$ . For each individual i, two potential outcomes are assumed: one in the case of participation  $(Y_{1i})$  and one in the case of non-participation  $(Y_{0i})$ . Given that the variable Y captures 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 the two possible outcomes can be observed, it is not possible to simply calculate the difference. Instead, to estimate the treatment effect for the treated it is necessary to construct the missing counterfactual from the outcomes of non-participants. Moreover, it is not plausible that the treatment effect is identical for all individuals. Therefore, the focus needs to be on population averages of returns and not on individual gains from treatment. Consequently, the ATT can be written as

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

where individual subscripts are replaced by expectations operators that denote population averages. For the treated individuals, it is possible to estimate the population average  $E(Y_1|D=1)$ from available data, while  $E(Y_0|D=1)$  is the counterfactual outcome that needs to be replaced with a credible estimate identified from observable data via some identifying assumptions. As is a common strategy, we estimate the unobservable  $E(Y_0|D=1)$  with the observable  $E(Y_0|D=1)$ , using the non-participation outcomes of the non-participant population.

Apart from solving the evaluation problem characterized by a missing counterfactual, every micro-econometric evaluation study has to deal with the possible occurrence of selection bias: In the absence of an experimental setting, estimating the ATT by simply comparing the mean outcomes of participants and non-participants could lead to biased estimates, since assignment to treatment is potentially not random and thus treated and non-treated may systematically differ in characteristics that are relevant for labour market outcomes. In formal terms, it is likely that  $E(Y_0|D=1)$  is not equal to  $E(Y_0|D=0)$ .

We apply a semi-parametric two-stage propensity score matching approach (see, e.g., Heckman – Ichimura – Todd 1997, 1998, Imbens 2004) to reduce potential selection bias and to estimate the missing counterfactual and the average causal effect of participation in the Austrian wage subsidy scheme. Based on observational micro-data and identifying assumptions, we mimic ex post an experiment by comparing the labour market outcomes of treated and nontreated 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:

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

Our matching approach relies on the two identifying assumptions required for causal inference in non-randomized studies and subsumed under the heading of "strong ignorability" (Rosenbaum – Rubin 1983): (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). Furthermore, we stick to (3) the stable unit treatment value assumption (SUTVA), which requires that the potential outcomes of individuals are unaffected by the treatment exposure of other individuals (Rubin 1978, 1980).

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 - in order to obtain unbiased estimates of average treatment effects. Matching on this one-dimensional summary variable instead of a multidimensional vector of covariates reduces the dimensionality problem. 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 balancing score to match each program participant with one or more distinct non-participants in order to adjust for pretreatment 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, samples, and identifying assumptions

Our empirical analysis is based on two merged sources of administrative data. One is the Austrian social security database (ASSD) – a huge 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, their participation in labour market programs, transfer payments receipt as well as PES counseling history.

In view of the representative and exceptionally rich data available, it seems very likely that both the CIA and the common support assumption 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 permits 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 (for a complete list see Annex Table 11). We capture (1) the timing of entry into unemployment (quarter and year of entry as well as elapsed unemployment duration since end of last job), (2) numerous socio-demographics such as gender, age, nationality, marital status, number and age of dependent children, education, disability status, profession and affiliation to particular groups identified by the PES (returning parents, advocate patients, dropouts, etc.), (3) detailed individual employment, unemployment and non-participation histories over 5 years prior to program entry, including specific information on times of sickness benefit receipt and of parental leave, and participation in skills-training for jobseekers), (4) last monthly earnings, (5) characteristics of the last employer (industry affiliation and firm size), (6) previous experiences with subsidized employment and other active labour market programs, and (7) details on the contact to the Public Employment Service (type of counseling of the PES, number of contacts and of job offers received). Furthermore, we integrate in our analysis (8) 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 subsidized and unsubsidized 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 (as defined by the program guideline) 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 guidelines 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. Unfortunately, Austrian administrative data provide no information on the caseworker's direct assessment of the unemployed's ability and motivation. However, as is standard in the evaluation literature, we rely on the fact that unobserved factors such as motivation are likely to be highly correlated with past labour market experience (see Heckman et al. 1998) and are therefore sufficiently captured in our model. 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 perturbation from possible (early) retirement. Moreover, 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, with a clear notice that these results should be interpreted with caution.

In order to isolate the effect of program participation, people 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 are excluded from the analysis. In addition to the application of these sample selection criteria, we remove from the treatment sample observations with contradicting information or missing values for essential variables such as the date of program start or program end as well as those where we do not find individual employment information in administrative records that is fairly consistent with the evidence from the labour market database of the Austrian PES. A sequence of two or more subsidy cases is summarized into a single program episode, if the time distance between them was not longer than a month. In a last step, the treatment sample is restricted to episodes with a substantial duration of more than a month (31 days). 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 (for detailed statistics see Annex Table A3). This gives a first insight into selection into treatment. It shows that females are overrepresented 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). Accordingly, 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. Differences according to education are not very pronounced. In contrast, the disabled (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. Thus, the figures document a strong target group orientation as stipulated by the official program guidelines.

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 group  $(1,444 \in)$  than for the comparison group  $(1,552 \in)$ .

As regards program design, the median duration was approximately 4 months (121 days) in the evaluation 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%). At the same time, the absolute level of the subsidy was higher for men - with a total of  $3.276 \in$  or an amount of  $26 \in$  per day compared to a total of  $2.645 \in$  or an amount of  $20 \in$  per day for women. This gender difference in the program level reflects women's lower wages.

	Т	reated	Com	oarisons	Share of treated (%)
	No.	Share (%)	No.	Share (%)	. ,
Total	37,763	100.0	5,091,861	100.0	0.74
Gender					
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
25-44	16,894	44.7	2,999,438	58.9	0.56
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
Compulsory school	14,119	37.4	2,036,510	40.0	0.69
Apprenticeship	14,938	39.6	1,923,228	37.8	0.77
Intermediate vocational school	2,810	7.4	282,448	5.5	0.99
Higher academ. or voc. school	3,215	8.5	407,367	8.0	0.78
Academic	1,293	3.4	178,499	3.5	0.72
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
$Returning \ after \ family-related \ break$	$3,\!014$	8.0	$203,\!004$	4.0	1.46

Table 2: Descriptive sample characteristics Number of observations, sample share (%) and share of treated (%)

Sources: ASSD and PES data

In our evaluation, we present the overall average effect of participation in the wage subsidy scheme first and then discuss effect heterogeneity on the personal level. We provide separate estimates 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 postsecondary college). The Austrian PES is not legally entitled to collect personal information that would allow the identification of a foreign background (Arbeitsmarktservice Österreich 2011). However, we are able to 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 the duration of their last unemployment spell before program entry ( $\leq$ 90 days, > 90 days, > 180 days, > 366 days) and recover 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. This selection of subsamples is guided by the specification of predominant target groups in the program guidelines.

#### 3.3 The counterfactuals of interest

We identify program effects for episodes starting in the time period between 2003 and 2006. Treatment and comparison group are defined on a quarterly basis: Unemployed individuals who take up subsidized employment during a specific analyzed 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  $31^{st}$  of 2010 – the end of the observation period. Analogously, we start measuring the previous labour market history at program entry. 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. Moreover, we do not focus on treatment offer, but on actual treatment receipt. Hence, our parameter of interest is the average treatment effect for those who have actually taken up subsidized employment.

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. Sianesi (2004, 2008) has pointed out that, if programs are ongoing and any unemployed individual who has not participated yet may potentially participate later on, defining the non-participants as those individuals who are observed never to enter the program would amount to conditioning on their future outcomes. 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.

When evaluating the effect of wage subsidies, researchers are confronted with the challenge of possible dead-weight effects. The fact that wage subsidies 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 favor 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 the subsidy. The total number of granted wage 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 (for a similar approach see Jaenichen – Stephan 2011):

- 1. In a first scenario, we compare the labour market outcomes of participants in the wage subsidy scheme with those of all previously unemployed non-participants. The estimates we recover in this setting can be interpreted as the program's impact for the case that deadweight effects have been completely avoided. If there are in fact dead-weight effects and those subsidized individuals who would have been recruited anyway achieve, on average, better labour market outcomes, the estimated returns are supposedly biased upwards.
- 2. In a second scenario, we compare the labour market trajectories of subsidized individuals with only those of workers who have not taken up subsidized employment in the same quarter but have taken up non-subsidized employment within 45 days from hypothetical program start. This setting would be adequate, if all of the cases were just windfall gains to employers. The estimates reveal, whether the subsidy did nevertheless have an impact on subsequent labour market outcomes. Since it is likely that in fact not all of the cases are windfall gains and that persons who would not have found a job without the subsidy or would have searched longer achieve, on average, worse labour market outcomes, the estimated returns are arguably biased downwards.

Under the plausible assumption that unemployed individuals who find a job display a more favorable subsequent career, it can be argued that the estimates of the two scenarios constitute the upper and lower boundary 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, this paper measures outcomes in one-year intervals starting from program entry and chooses a follow-up 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, since this is when they start to diverge. A tricky consequence is that treatment and outcomes intertwine: If we, on the one hand, consider the time spent in employment, the time in subsidized employment is viewed as integral part of the labour market success. If we, on the other hand, consider the time spent in unsubsidized employment only, we are able to disentangle treatment and outcome and to avoid assessing the program to be successful, just because of a long program duration. However, in this case "lock-in effects" (Van Ours 2004) come into play: As long as individuals are in subsidized employment, they lack the time and opportunity or at least have less incentive to search for and participate in unsubsidized employment. Hence, the program may be assessed to be unsuccessful, just because of a long program duration. Our solution of this dilemma is to consider both outcomes: the total number of cumulated days spent in regular, dependent employment and the number of cumulated days spent in regular, unsubsidized dependent employment. Given that "lock-in effects" depend on program duration and disappear over time, the problem is mitigated further by the choice of an extraordinarily long follow-up-period.

We consider a variety of labour market outcome variables tailored to the hypotheses formulated above and serving to provide a comprehensive picture of the program's effectiveness. By way of three employment indicators we assess, how far the program increases the labour market participation of the unemployed:

- 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 unsubsidized dependent employment, whereby subsidized employment contains wage subsidies, subsidies for apprenticeships, non-profit employment projects and socio-economic enterprises, and
- 3. the number of days spent in registered unemployment, which is defined in a broad manner and includes participation in skills training for jobseekers.

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:

- 4. cumulated earnings from dependent employment (maximum set at  $60,000 \in$  per year);
- 5. average monthly earnings from dependent employment (maximum set at 5,000 € per month), thereby taking account all calendar months, even if no positive labour income is observed;

- 6. average monthly earnings from dependent employment (maximum at  $5,000 \in$  per month), but taking into account only those months, for which a positive labour income is observed;
- 7. wage mobility, i.e. the difference in absolute terms between the average monthly earnings from dependent employment in the first year after (hypothetical) program start and the average monthly earnings from dependent employment in the last year before entry into unemployment.

Our intention is to find out whether participation in the wage subsidy scheme results in an improvement in income and in doing so to disentangle earning effects that are due to differences in employment from those that result from changes in the average wage level during times of work. What needs to be taken into consideration is that both size and structure of our sample are substantatively affected when assessing wage subsidies' effects on average monthly earnings in employment and wage mobility. In the case of the average wage level, we consider only individuals with some earnings income recorded in the data. For the program's effect on wage mobility, the focus is restricted to those for which we observe both earnings in the year after (hypothetical) program start and in the last year before entry into unemployment. As a consequence, the sample size is considerably reduced. Furthermore, the composition of the population group considered differs from the one of the total sample. In other words, certain types of groups are excluded from the analysis, namely groups of individuals with a high incidence of non-employment.

In a final step information on employment stability and income is combined into a comprehensive indicator that measures the chances of earning a stable income that is at least nearly as high as it was before entry into unemployment. We define

8. a dichotomous variable that is coded 1 if the respective individual is employed for at least two thirds of the respective observation period with average earnings during times of employment of at least 90% of those in the last year before entry into unemployment.

This indicator sheds some light on the question, whether the wage subsidy scheme is an effective tool to expand economic inclusion in the broader sense that it raises the probability for an individual to be in stable employment and to earn an income high enough to be self-sufficient. Following Phelps (2003), these are the twin conditions for what is sometimes referred to as economic inclusion.

#### 3.5 Estimation method

As stated above, 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 guidelines. 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 maximize 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 A6 and A7) points to an accurate specification of the models<sup>3</sup>.

<sup>&</sup>lt;sup>3</sup>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.

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<sup>4</sup>. 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 Annex Table A6. We decide for 10to-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 Annex Tables A7 and A8, 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.

<sup>&</sup>lt;sup>4</sup>For this purpose we use the Stata package psmatch2 (Leuven – Sianesi 2003).

Year <sup>1</sup>	No. treated	No. non-treated	Share of treated (%)	% lost to common support <sup>2</sup>	Hit-Rate <sup>3</sup>	Logit Pseudo-R², before4	Logit Pseudo-R², after⁵	P > χ², after <sup>6</sup>	Median bias, before <sup>7</sup>	Median bias, after <sup>s</sup>
(A) Sce	nario 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
(B) Sce	nario 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

lable 3: Covariate balancina indicators, petore and atter matchina, for the total sample adea 25 to 54 ve	able 3:	: Covariate	balancina indicators,	before and after	matchina, for the t	otal sample agec	25 to 54 vears
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Note: 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 standardized bias before matching. Following the formulae of Rosenbaum – 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 sample variances in the full treated and non-treated groups. The median absolute standardized bias after matching. The standardized bias after matching is the difference of the sample means in the matched treated and matched non-treated groups. The median absolute standardized bias corresponds to the median taken over all regressors.

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 standardized 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 standardized 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- $\mathbb{R}^2$  before and after matching. As the results from Annex Tables A7 and A8 show, this measure is always very low after matching, which points again to a successfull balancing of the covariates. As a last balancing check we perform likelihood-ratio tests of the 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 hence 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 annul examine effect heterogeneity thereafter. As regards the computation of standard errors of the treatment effect estimates, there is yet no standardized 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 it, since it yields similar variances of the estimated treatment effects and our results should therefore be on the safe side.

## 4 Empirical results

#### 4.1 Selection into the program

Table 4 presents the final logistic regression model for the overall sample aged 25 to 54 years, separately for each gender and year of program start. It contains program participation as dependent variable and socio-demographic characteristics, indicators of the individual labour market history and the current unemployment spell, information on the contact to the Public Employment Service as well as regional characteristics as explanatory variables.

Table 4: Results of the propensity score estimation for the total population aged 25 to 54 years, scenario 1 Selected variables

		Wor	men			M	en	
VARIABLES	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: apprenticeship				-				
or missing	0 000***	0.010***	0 7 / 5 * * *	Re	et.	0 70 (***	0 0 5 0 * * *	0.001**
Low education	0.888***	0.810***	0./65***	0.764***	0.816***	0./84***	0.852***	0.921**
Madium advantian	(-2.943)	(-4.557)	(-6.137)	(-6.990)	(-4.967)	(-5.890)	(-3.917)	(-2.301)
Medium education	1.001	0.737	(1.090)	0.737	1.135	0.707	1.039	1.012
Higher education	(1.361)	(-0.623)	(-1.007)	(-1.134)	(1.2/3)	(-0.100)	(0.366)	(0.123)
Higher education	1.067	0.745	0.727	(1 020)	0.934	0.027	0.932	(0.037
Academic education	1.037	(-0.766)	0.701**	(-1.030)	(-0.000)	(-2.333)	(-0.070)	(-2.327) 0 200***
	1.037	(-0.344)	(_2 399)	(-2.050)	(0.438)	(-1.910)	(_0.319)	(-4, 184)
PES-aroup female returners	1 896***	1 452***	1.399***	1 216***	1 81.5*	1 125	1.508	1.326
r Eo groop formale foromola	(11 484)	(6 133)	(6 109)	(4 436)	(1,700)	(0.312)	(1.268)	(1.025)
Number of PES contacts in last 2	(11.101)	(0.100)	(0.107)	(1.100)	(1.7 00)	(0.012)	(1.200)	(1.020)
months	1.199***	1.278***	1.253***	1.244***	1.239***	1.298***	1.318***	1.172***
	(12.241)	(14,430)	(14,100)	(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)
Federal province: Carinthia	0.005	0.0.40	0.010	Re	et.	1.0.40	0 ( ( 0 ****	1.001**
Vienna	0.825	0.849	0.912	0.522***	0.957	1.049	0.668***	1.321**
	(-1.460)	(-1.1/2)	(-0.831)	(-6.586)	(-0.310)	(0.346)	(-3.606)	(2.571)
Lower Austria	0.973	1.085	0.748	(2.025)	0.813*	0.843	0.595	1.138
Upper Austria	(-0.270) 1.570***	(0.073)	(-2.737)	(-3.233)	(-1.030)	(-1.370)	1 027**	(1.223)
opper Austria	1.372	1.337	(1.813)	(0.764	(1.120	(0.784)	(2.124)	(1.044)
Burgenland	0.824*	0.643***	0.879	0.867	1 091	1 173	0.893	1 170
bergerhand	(-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)
Salzbura	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)
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

Note: Logistic regression with estimates displayed as Odds Ratios. z-statistics in parentheses: \*\*\* p<0.01, \*\* p<0.05, \* p<0.1. "Ref." denotes the reference category.

The estimates are displayed as odds ratios instead of the coefficients. Clearly, they reaffirm the strong target orientation on specific groups, namely unemployed individuals with specific reintegration obstacles, in program allocation as it was already indicated by the descriptive statistics and is stipulated by the legal program guidelines. In accordance with a focus on old people aged 45 years and above, increasing age is associated with an increasing risk of participating in the wage subsidy scheme. Documenting the concentration on the long-term unemployed, the odds of participation are more than 50% higher for individuals with an elapsed unemployment duration between 3 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 career break increases the odds of receiving treatment significantly. Hence, wage subsidies seem to be actually allocated to those unemployed individuals for whom they are intended according to the guidelines.

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. However, 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 propositions in the last six months before (hypothetical) program entry. Obviously, wage subsidies complement rather than substitute the counseling 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. Moreover, there is a considerable regional variation in participation probabilities.

#### 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) and compared to unemployed individuals with a simultaneous unsubsidized employment take-up (scenario 2) (see Annex Tables 9 and 10 for all results in detail). They are computed yearly as differences in absolute terms for a follow-up period of up to seven years and correspond to the mean of the separate estimates for the years from 2003 to 2006, which turned out to be very similar and are all statistically significant at the 5% level. Each row of Figure 1 shows treatment effects for the two scenarios in terms of a particular employment outcome: (1) days in unsubsidized dependent employment, (2) days in overall dependent employment, and (3) days in unemployment.

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, subsidized 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, subsidized men have cumulated 23 days more and women have cumulated 42 days more of unsubsidized employment compared to their respective counterparts. The difference between participants and



Figure 1: Average treatment effect on the treated for the total sample aged 25 to 54 years,  $\varnothing$  2003-2006, by scenario

Data sources: ASSD and PES data. Note: Scenario 1: Effects of program participation vs. nonparticipation. Scenario 2: Effects of program participation vs. non-participation conditional on taking up employment. Results based on 10x1 Nearest Neighbour Propensity Score Matching. Abscissa: years after program start; ordinate: difference in respective outcome.

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-term perspective of seven years, treated men gain almost a year of unsubsidized 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 unsubsidized employment compared to their matched non-treated counterparts in the seven years from program start.

Once we consider not only unsubsidized employment, but overall dependent employment, the positive average treatment effect on the treated becomes even larger. It then 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.

			After 1	year			After 3	years			After 5 y	'ears			After 7 y	ears	
			Non-	-			Non-	-		-	Non-				Non-		
Year		Treated	treated	Differe	nce	Treated	treated	Differen	ce	Treated	treated	Differen	ce	Treated	treated	Differer	ice
				Abs.	Rel.			Abs.	Rel.			Abs.	Rel.			Abs.	Rel.
(A) D	ays in ur	nsubsidize	d depen	dent em	ployment												
Mén			•		. ,												
2003	Before	127	164	-37***	-22.7	526	538	-11*	-2.1	920	926	-6	-0.7	1,268	1,290	-23*	-1.7
				(2,23)				(6,49)				(10,8)				(15,11)	
	After	127	107	20***	18.8	527	378	149***	39.4	922	662	260***	39.3	1,270	917	353***	38.5
				(1,88)				(6,35)				(10,87)				(15,4)	
2004	Before	126	159	-34***	-21.6	522	533	-12*	-2.3	913	917	-8	-0.9				
				(2,26)				(6,58)				(10,94)					
	After	125	101	25***	24.7	520	366	155***	42.4	910	645	265***	41.1				
				(1,9)				(6,5)				(11,1)					
2005	Before	122	161	-40***	-25.1	517	550	-36***	-6.6	883	924	-46***	-4.9				
				(2, 23)				(6,54)				(10,82)					
	After	121	100	21***	21.0	517	374	143***	38.2	882	632	250***	39.6				
				(1,91)				(6,57)				(11,07)					
2006	Before	137	172	-35***	-20.4	549	566	-18***	-3.3			, ,					
				(2,02)				(5,85)									
	After	138	112	25***	22.4	550	399	151***	37.9								
				(1,66)				(5,53)									
Wom	en																
2003	Before	141	134	6**	4.5	590	472	116***	24.7	1,019	823	192***	23.4	1,410	1,171	235***	20.0
				(2,06)				(6,1)				(10,05)				(13,95)	
	After	140	102	38***	37.1	590	391	199***	50.8	1,018	698	320***	45.9	1,409	995	414***	41.6
				(1,75)				(5,83)				(9,96)				(14,07)	
2004	Before	144	128	15***	11.4	589	463	123***	26.6	1,021	818	199***	24.3				
				(2,33)				(6,89)				(11,32)					
	After	143	103	41***	39.4	588	395	193***	48.9	1,020	709	310***	43.7				
				(2,02)				(6,78)				(11,38)					
2005	Before	141	127	12***	9.6	588	470	112***	23.8	1,012	824	179***	21.7				
				(2,18)				(6,44)				(10,58)					
	After	141	106	35***	33.2	588	406	182***	45.0	1,012	720	292***	40.5				
				(1,95)				(6,4)				(10,8)					
2006	Before	153	132	19***	14.2	610	482	121***	25.0								
				(1,94)				(5,72)									
	After	153	100	53***	53.6	610	404	207***	51.2								
				(1,7)				(5,6)									

Table 5: Estimated average treatment effect on the treated (ATT) in terms of unsubsidized employment and unemployment for the total sample aged 25 to 54 years, scenario 1

			After 1	year			After 3	years			After 5	years			After 7 y	ears	
			Non-				Non-				Non-				Non-		
Year		Treated	treated	Differen	ce	Treated	treated	Differenc	e	Treated	treated	Differen	ce	Treated	treated	Differer	nce
				Abs.	Rel.			Abs.	Rel.			Abs.	Rel.			Abs.	Rel.
(B) Do	ays in un	employm	nent														
Men																	
2003	Before	73	155	-82***	-53.1	287	377	-90***	-23.9	466	553	-88***	-15.9	645	725	-80***	-11.1
				(2,01)				(5,23)				(8,14)				(10,9)	
	After	73	201	-128***	-63.7	287	485	-198***	-40.8	466	710	-244***	-34.4	646	921	-275***	-29.9
				(1,72)				(5,33)				(8,57)				(11,8)	
2004	Before	75	159	-83***	-52.1	297	379	-81***	-21.4	486	559	-71***	-12.8			· ,	
				(2.04)				(5.33)				(8,29)					
	After	76	208	-132***	-63.4	299	502	-203***	-40.5	489	741	-253***	-34.1				
				(1.76)				(5.53)				(8,89)					
2005	Before	83	156	-73***	-46.7	290	360	-69***	-19.2	506	551	-44***	-7.9				
				(1.99)				(5,17)				(8,12)					
	After	83	205	-122***	-59.5	291	492	-201***	-40.8	508	749	-241***	-32.2				
				(1.83)			=	(5.47)				(9.04)					
2006	Before	77	145	-68***	-46.7	288	347	-58***	-16.8			(.,,					
				(1.77)		200	0.17	(4.57)									
	After	77	198	-121***	-61.1	289	482	-193***	-40.1								
				(1.56)	0	207	.02	(4.64)									
Wom	en			(1,00)				( ., 0 .)									
2003	Before	54	173	-119***	-68 9	225	381	-1.58***	-41 4	372	548	-179***	-32.6	504	693	-193***	-27 9
2000	201010	01	170	(1.94)	00.7	220	001	(5.03)		0, 2	010	(7.66)	02.0	001	0/0	(9.98)	2/ ./
	After	54	191	-137***	-71.6	226	427	-201***	-47.2	373	609	-236***	-38.8	505	759	-255***	-33.5
		0.	.,.	(1.5)	/ 110	220	/	(4.69)		0,0	007	(7.38)	00.0	000	, .,	(9.83)	0010
2004	Before	52	178	-126***	-70.9	230	388	-1.59***	-41.1	375	554	-182***	-32.9			(,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
		02	., 0	(2.22)	, 01,	200		(5.71)		0,0	001	(8 66)	020				
	After	53	190	-138***	-72.3	232	425	-193***	-45.4	376	607	-230***	-38.0				
		00	.,	(174)	/ 210	202	.20	(5.53)		0,0	007	(8 64)	00.0				
2005	Before	59	178	-119***	-67 0	230	376	-147***	-39.2	384	542	-1.59***	-29 4				
2000	201010	07	170	(2.06)	07.0	200	0/0	(5.2)	07.2	001	012	(7.94)	27.1				
	After	59	186	-127***	-68.3	231	410	-179***	-43.7	386	594	-208***	-35.0				
	/	07	100	(1.73)	00.0	201	110	(5.14)	10.7	000	071	(8 21)	00.0				
2006	Before	58	171	-11.3***	-66.0	217	363	-148***	-40.8			(0,21)					
2000	201010	00	. / 1	(1.81)	00.0	217	000	(4.53)	-0.0								
	After	58	195	-1.37***	-70 0	217	414	-198***	-47 7								
			.,.	(1.49)	/ 0.0	217		(4.38)	., .,								
2004 2005 2006	Before After Before After Before After	52 53 59 59 58 58	178 190 178 186 171 195	(1,3) -126*** (2,22) -138*** (1,74) -119*** (2,06) -127*** (1,73) -113*** (1,81) -137*** (1,49)	-70.9 -72.3 -67.0 -68.3 -66.0 -70.0	230 232 230 231 217 217	388 425 376 410 363 414	(4,67) -159*** (5,71) -193*** (5,53) -147*** (5,2) -179*** (5,14) -148*** (4,53) -198*** (4,38)	-41.1 -45.4 -39.2 -43.7 -40.8 -47.7	375 376 384 386	554 607 542 594	(7,36) -182*** (8,66) -230*** (8,64) -159*** (7,94) -208*** (8,21)	-32.9 -38.0 -29.4 -35.0			(7,03)	

Table 5: Estimated average treatment effect on the treated (ATT) in terms of unsubsidized employment and unemployment for the total sample aged 25 to 54 years, scenario 1 (continuing from last page)

Note: 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 respective outcome between treated and non-treated individuals 1, 3, 5 and 7 years after program start. Abs.: Difference in absolute terms. Rel.: Difference in relative terms, i.e. difference in absolute terms as percentage of theoutcome for the non-treated. Estimates of the treatment effect can only be compared with a limited extent, 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.

Table 5 does not only provide estimates for treatment effects in absolute and relative terms, but also illustrates the "negative selection" of individuals into the wage subsidy scheme. It shows that the differences between treated and non-treated are considerably larger after matching than before. If the mean outcomes of the two groups are simply compared without controlling for their differences in personal characteristics, male program participants spend even less time in unsubsidized employment in the follow-up period than their non-participating counterparts. The fact that the effect turns positive or increases once the treated are matched to and compared with similar non-treated individuals means that persons with inferior labour market chances select into the program.

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 Annex Table 10).

Compared to non-treated individuals with a non-subsidized employment take-up, the treated spend about a 100 days (men 94 days, women 103 days) less in unsubsidized 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 subsidized 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-subsidized 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 marginal and explicable deviations, the estimates from scenario 2 reveal a consistent picture: Individuals taking up subsidized employment do not differ significantly in their subsequent work trajectories from individuals who in the same time period take up unsubsidized employment. In other words, the subsequent employment integration of individuals taking up an employment relationship does not depend on whether it is subsidized or not. This finding is in line with our expectations and supports our idea that the size of a positive employment impact of the Austrian wage subsidy scheme net of dead-weight loss is within a range defined by the two scenarios considered. Thus, if the size of dead-weight loss is known, it is possible to use the estimates for the (unadjusted) treatment effects recovered in scenario 1 and to discount for dead-weight effects in order to derive (adjusted) 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, in which they exploit a strong exogeneous regional and age-group specific variation in program participation probabilities, about a half (52.2%) of all subsidized 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. 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 that even when taking into account the considerable size of dead-weight loss participation in the wage subsidy scheme has a significant beneficial impact on the employment integration of the treated. If every second subsidized employment relationship is concerned, the treated still spend nearly a fifth more in overall employment and roughly 15% more in unsubsidized 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  $37,420 \in (50.4\%)$  for men and  $29,662 \in (55.2\%)$  for women (see Table 6)<sup>5</sup>. This corresponds to an average difference in monthly earnings of  $439 \in$  for men and  $346 \in$  for women. Our estimates from scenario 2 (see Annex Table 11) are perfectly in line with the results for the employment outcomes: The differences in cumulated earnings between individuals taking up subsidized employment and of matched individuals with a simultaneous non-subsidized employment take-up are statistically insignificant.

<sup>&</sup>lt;sup>5</sup>Note that only income associated with dependent employment is observed. For individuals who work in self-employment the income is underestimated.

			After 1	vear			After 3	vears			After 5	vears		-	After 7	vears	
			Non-	/ • •			Non-	/			Non-				Non-		
Year		Treated	treated	Difference	e	Treated	treated	Difference		Treated	treated	Difference		Treated	treated	Difference	÷
				Abs.	Rel.			Abs.	Rel.			Abs.	Rel.			Abs.	Rel.
Wom	ən																
				5,834***				10,399***				13,719***				15,655***	
2003	Before	13,098	7,213	(129.28) 7,853***	80.9	36,178	25,647	(408.72) 16,254***	40.5	60,005	46,060	(711.17) 23,508***	29.8	83,382	67,396	(1,034.97) 29,662***	23.2
	After	13,103	5,250	(119.43) 6,058***	149.6	36,199	19,945	(391.34) 10,433***	81.5	60,028	36,520	(688.95) 13 <i>,</i> 486***	64.4	83,423	53,761	(1,008.24)	55.2
2004	Before	13,172	7,038	(147.99) 7,849***	86.1	36,331	25,689	(470.42) 15,641***	40.6	60,473	46,694	(821.62) 22,100***	28.9				
	After	13,162	5,313	(134.24) 5,725***	147.7	36,269	20,628	(438.91) 9,601***	75.8	60,381	38,281	(784.75) 12,007***	57.7				
2005	Before	12,972	7,138	(140.61) 7,501***	80.2	36,598	26,599	(449.67) 1 <i>5,</i> 356***	36.1	60,453	47,792	(782.58) 21,674***	25.1				
	After	12,981	5,480	(126.99) 5,107***	136.9	36,560	21,204	(419) 7,856***	72.4	60,363	38,690	(736.43)	56.0				
2006	Before	12,933	7,668	(130.92) 7,641***	66.6	36,422	28,090	(416.27) 15,124***	28.0								
	After	12,952	5,311	(114.51)	143.9	36,498	21,374	(374.99)	70.8								
Men				F 000***				( 500***				F 750***				0 100**	
0002	Deferre	10.007	10 /00	5,330***	40.0	40.150	10 /04	6,529***	15.2	01 01 1	75 4/0	5,/52***	7/	111.005	100 140	3,180**	0.0
2003	Berore	18,027	12,680	(188.45) 9,866***	42.0	49,152	42,624	(3/9.19) 20,044***	15.5	81,211	/ 5,460	(1,010.45) 29,101***	7.6	111,295	108,140	(1,4/4.4) 37,420***	2.9
	After	18,061	8,195	(169.11) 5,435***	120.4	49,295	29,251	(551.4) 6,314***	68.5	81,452	52,351	(977.03) 5,410***	55.6	111,666	/4,245	(1,431.39)	50.4
2004	Before	18,072	12,546	(193.8) 10,140***	43.3	49,595	43,029	(600.02) 20,552***	14.7	81,964	76,167	(1,045.9) 29,937***	7.1				
	After	18,029	7,888	(170.72) 4,625***	128.5	49,422	28,870	(561.47) 4,402***	71.2	81,710	51,773	(1,000.87) 1,907*	57.8				
2005	Before	17,631	12,908	(194.5) 9,619***	35.8	49,898	45,247	(606.65) 20,088***	9.7	80,453	78,131	(1,054.05) 29,070***	2.4				
	After	17,627	8,008	(172.91) 4,491***	120.1	49,907	29,819	(567.12) 4,278***	67.4	80,459	51,389	(1,004.35)	56.6				
2006	Before	18,661	14,080	(180.85) 9.629***	31.9	52,057	47,573	(558.52) 19,946***	9.0								
	After	18,678	9,048	(155.33)	106.4	52,171	32,225	(510.42)	61.9								

Table 6: Estimated average treatment effect on the treated in terms of cumulated earnings for the total sample aged 25 to 54 years, scenario 1

Note: 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 cumulated earnings between treated and non-treated individuals 1, 3, 5 and 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. In addition to comparing average monthly earnings from dependent employment for all calender months of the follow-up period, we compare in another estimation average monthly earnings from dependent employment, thereby taking into account only times of employment (see Table 7). The aim is to get an impression to which type of jobs program participation leads, by assessing whether treated individuals earn higher or lower incomes than the non-treated when they are employed.

Our results indicate that in the first year from program start the participants earn on average about  $30 \in$ less per month when employed than comparable non-participants (men  $34 \in$ , women  $29 \in$ , on average of the years from 2003 to 2006). Moreover, when we restrict the attention to all individuals who have been employed and compare their average monthly income in the first year from (hypothetical) program start with their average monthly earnings in the last year before entry into unemployment, we find that the treated individuals fare significantly worse. Both groups experience negative income mobility, but for the treated the decline in average earnings is more pronounced (see Table 8). Thus, program participation does not seem to lead to the highest quality of jobs in the short-run as far as income is concerned. It may be that firms interpret program participation as a negative signal for the productivity of the subsidized workers and therefore offer lower wages. However, we cannot observe to what extent this is actually the case. Neither do we know in how far part of the wage subsidy is passed on to the employees and thus two contradictory tendendies are at work that at least partially outweigh each other. Moreover, it has to be kept in mind that individuals with a high incidence of non-employment in the pre-and post-treatment period are excluded from the analysis.

What we observe is that the small, but significant negative program impact on average monthly earnings from dependent employment is confined to the first year from program start. In the long-run, participants and non-participants do hardly differ in average labour market income when employed. Hence, summarizing, subsidized employment reduces welfare loss associated with unemployment and raises cumulated wages. These positive returns from program participation in terms of cumulated earnings do not follow from higher average wages but are solely the result of the participants' relative increase in employment.

As a summary indicator of economic inclusion, we finally compare the labour market outcomes between the treated and the non-treated in terms of a dichotomous variable that equals 1 if an individual is employed for at least two thirds of the respective observation period and achieves average earnings during times of employment of at least 90% of those earned in the last year before entry into unemployment. Even if it provides only a rough approximation, this indicator sheds at least some light on the way the wage subsidy scheme affects the subsequent chances of being in stable employment and earning an income that is self-sufficient.

With the exception of women who start subsidized employment in 2003, we find for all years and both sexes that participation in the wage subsidy scheme significantly increases the chances of achieving economic inclusion in the referred sense. In relative terms, the average treatment effect on the treated amounts to roughly 13% for both men and women on average of all years (see Table 9). This result underscores that targeted wage subsidies work in fostering the labour market integration of the unemployed.

		After 1 y Non-	ear			After 3 y Non-	ears			After 5 y Non-	ears			After 7 y Non-	ears	
Year	Treated	treated	Differen	ce	Treated	treated	Differen	ce	Treated	treated	Differen	ce	Treated	treated	Differen	ce
			Abs.	Rel.			Abs.	Rel.			Abs.	Rel.			Abs.	Rel.
Men																
2003	1,877	1,903	-26* (18.69)	-1.4	1,928	1,919	10 (17.58)	0.5	1,986	1,982	4 (17.84)	0.2	2,040	2,064	-24* (18.62)	-1.2
2004	1,896	1,920	-24* (19.14)	-1.2	1,957	1,961	-4 (18.3)	-0.2	2,021	2,007	14 (18.51)	0.7				
2005	1,881	1,941	-61*** (18.74)	-3.1	1,965	1,980	-15 (18.03)	-0.8	2,025	2,006	19* (18.4)	1.0				
2006	1,943	1,967	-24* (16.52)	-1.2	2,026	1,993	33** (15.82)	1.7			. ,					
Women			( )				( /									
2003	1,305	1,350	-45** (15.11)	-3.3	1,350	1,373	-23* (14.55)	-1.7	1,407	1,414	-7 (14.81)	-0.5	1,457	1,469	-12 (15.51)	-0.8
2004	1,312	1,342	-30* (16.86)	-2.3	1,369	1,384	-15 (16.13)	-1.1	1,431	1,445	-15 (16.67)	-1.0			· · ·	
2005	1,316	1,346	-30* (15.91)	-2.2	1,375	1,409	-34** (15.13)	-2.4	1,433	1,416	17* (14.97)	1.2				
2006	1,311	1,353	-42** (14.11)	-3.1	1,369	1,403	-34** (13.54)	-2.4			. ,					

Table 7: Estimated average treatment effect on the treated in terms of average monthly earnings in employment for the total sample aged 25 to 54 years, scenario 1

Note: 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 respective outcome between treated and non-treated individuals 1, 3, 5 and 7 years after program start. Abs.: Difference in absolute terms. Rel.: Difference in relative terms, i.e. difference in absolute terms as percentage of theoutcome for the non-treated. Average monthly earnings only in times of employment.

## Table 8: Estimated average treatment effect on the treated in terms of wage mobility for the total sample aged 25 to 54 years, scenario 1

Year	Treated	Non-treated	Difference		Treated	Non-treated	Difference	
			Abs.	Rel.			Abs.	Rel.
		Men				Won	nen	
2003	-215.807	-92.754	-123.05*** (25.08)	132.7	-165.553	-81.08	-84.47*** (20.73)	104.2
2004	-188.216	-108.554	-79.66** (26.87)	73.4	-152.038	-102.629	-49.41* (24.76)	48.1
2005	-172.051	-76.551	-95.5*** (26.83)	124.8	-141.941	-60.526	-81.42*** (25.04)	134.5
2006	-131.122	-51.792	-79.33*** (22.86)	153.2	-121.595	-38.312	-83.28*** (22.72)	217.4

Note: 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. Wage mobility: difference in absolute terms between the average monthly earnings from dependent employment in the first year after (hypothetical) program start and the average monthly earnings from dependent in the last year before entry into unemployment.

# Table 9: Estimated average treatment effect on the treated in terms of economic inclusion for the total sample aged 25 to 54 years, scenario 1

Year	Treated	Non-treated	Difference		Treated	Non-treated	Difference	
			Abs.	Rel.			Abs.	Rel.
		Men				Won	nen	
2003	0.286	0.261	0.03*	9.6	0.294	0.283	0.01	3.9
			(0.01)				(0.01)	
2004	0.293	0.259	0.04**	13.5	0.325	0.3	0.03*	8.3
			(0.01)				(0.02)	
2005	0.314	0.27	0.04***	16.3	0.353	0.289	0.06***	21.8
			(0.01)				(0.02)	
2006	0.332	0.295	0.04***	12.5	0.345	0.316	0.03**	9.2
			(0.01)				(0.01)	

Note: 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. Economic inclusion: Dichotomous outcome variable that equals 1 if the respective individual is employed for at least two thirds of the respective observation period with average earnings during times of employment of at least 90% of those in the last year before intro into unemployment.

#### 4.2.2 Effect heterogeneity

So far, the analysis has suggested participation in the wage subsidy scheme has a clear beneficial impact on average for the total sample aged between 25 and 54 years. Individual returns are however likely to vary by the stratum of the population. Our first result in this respect is that there seem to slight effect premia for women. As outlined in the outset of the paper, we estimate treatment effects across a variety of subgroups. We find favorable treatment effects for all subgroups considered. Thus, it seems to be an effective instrument for a broad range of people. However, the size of returns does vary by population group. While we obtain treatment effects for female returners that are of similar magnitude as those found for our total sample and 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 unsubsidized 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, unsubsidized 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 Annex Table 9).

The most striking result we obtain with respect to the effect heterogeneity on the personal level is that the wage subsidies' impact clearly increases with age both for men and women, in absolute 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 favorable 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 unsubsidized 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, older female participants achieve in comparison to their matched non-treated counterparts an increase in unsubsidized 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%). Just as the increase in subsidized employment, the extent to which unemployment is lowered as a consequence of program participation clearly rises with age. As mentioned above, the results for young people under 25 years of age need to be interpreted with caution, since we observe only limited information on the previous labour market career. To the extent that we can trust the results, they indicate that the young people are an exception in the sense that only in this age group treatment effects are larger for men than for women in gender comparison.



Figure 2: Average treatment effect on the treated by age group,  $\varnothing$  2003-2006, scenario 1

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.

	Men Difference		Women Difference		Men Difference		Women Difference	
	Abs.	Rel.	Abs.	Rel.	Abs.	Rel.	Abs.	Rel.
(A) Days in unsubsidized dependent employment					(B) Days in unemployment			
≤ 90 days	193***	14.7	195***	14.8	-230***	-32.9	-202***	-32.1
	(26.63)		(25.74)		(18.12)		(16.9)	
> 90 days	347***	37.4	418***	43.1	-260***	-28.6	-246***	-32.9
	(15.78)		(14.87)		(12.05)		(10.37)	
> 180 days	413***	52.6	488***	55.3	-274***	-28.1	-266***	-34.2
	(19.18)		(17.69)		(15.27)		(12.52)	
> 366 days	438***	64.8	529***	63.5	-291***	-27.9	-295***	-36.4
-	(25.51)		(22.38)		(21.18)		(16.01)	

Table 10: Estimated average treatment effect on the treated 7 years after program start, by previous unemployment duration, scenario 1, 2003

In addition to age, the estimations reveal a clear pattern as to the unemployment duration elapsed before program entry. Table 10 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 unsubsidized 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 14.8%) and is largest for those who started subsidized employment after being more than a year in unemployment (men 64.8%, women 63.5%). 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. In contrast to employment, the program's impact on unemployment does not increase with the previous unemployment duration. 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.

## 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, in particular those who face particular reintegration problems. Although "lock-in"-effects are apparent during program duration, participation in the scheme has a significant positive impact on subsequent employment that becomes visible in the first two years of the follow-up period already. 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 that every second subsidized employment relationship would have been created anyway without the subsidy in the sense of either the identical or a similar combination of worker and employer. Positive employment effects are achieved not only by a reduction of the time in unemployment but also via a positive effect on labour supply. In particular, wage subsidies seem to help prevent the long-term unemployed from withdrawing from the labour market.

Possibly due to negative signal effects, the participants' average earnings in employment are in the short-run slightly lower than those of their non-treated counterparts. In the long-run, the average wage level does not differ significantly between the two groups, but cumulated earnings rise significantly for the program participants as a result of the participants' relative increase in employment. Given its favorable impact on employment, labour force participation and cumulated income of the previously unemployed as well as the fact that participation significantly increases the probability of earning a stable income that is at least nearly as high as it was before entry into unemployment, the Austrian wage subsidy scheme can be regarded as an effective instrument to boost economic inclusion. This result is in line with micro-econometric evaluations for other countries that suggest subsidized employment to have a favorable impact on the employment prospects of the previously unemployed participants.

Participation in the wage subsidy scheme has a beneficial impact for a broad stratum of the population. However, the size of the effect varies across subgroups. Most strikingly, old workers aged 45 years and above as well as the long-term unemployed benefit most from subsidized employment. Dead-weight effects are not likely to be higher for these disadvantaged groups. On the contrary, employers could be reluctant to recruit from these kind of workers rather than showing a preference for them, because they expect them to be less productive. We can

therefore conclude that the "integration subsidy" is particularly a promising tool to support the reintegration of disadvantaged unemployed individuals. Apparently, negative stigmatization and signaling effects are at least not large. The wage subsidy scheme seems 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 learn on-the-job directly in the regular labour market.

Our analysis provides new insight into the programs success with respect to the prime policy objective of helping disadvantaged unemployed inviduals back into employment. We do in a way take into account the likely occurrence of dead-weight effects, by constructing two matching scenarios and applying a recent estimate of the magnitude of dead-weight loss for the Austrian labour market. 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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## 7 Appendix

Α	1.	Recent	evaluations	of	private	sector	waae	subsidies
Π.		VECEIII	evaluations	OI.	plivule	200101	wuge	200210162

Country	Authors	Population	Observ ation	Evaluation method	Outcomes	Effect
Belgium	Göbel (2006)	Long-term unemployed	1998-	Duration	Transition rate from employment to	Positive
Canada	Card and	youths Single parents on social	2000	Structural	non-employment	Positivo
(BC, NB <sup>1</sup> )	Hyslop (2009)	assistance	2000	model	and (full-time) employment, wages, working hours	POSITIVE
	Lacroix and	Single parents on social	2001-	Duration	Duration of spells in and off social	Positive
Denmark	Graversen and	By likelihood of program	1994-	Structural	Employment rate	Insignificant
	Jensen (2010)	participation	1998	model		
	Gupta and Larsen (2010)	Disabled	1994- 2001	Matching	Probability of employment, probability of exit into disability	Positive
	Svarer (2008)		2002	Duration	Unemployment duration	Positive
Finland	Hämäläinen and Ollikainen (2004)	Youths	1995– 2000	Matching	Probability of employment, unemployment and moving out of the labour force: appud equipas	Positive
Germany	Ammermüller et	Older employees; by gender	2000-	Natural	Employment rate	
	Bernhard,	Needy job-seekers receiving	2002-	Matching	Employment rate, unemployment	Positive
	Gartner and Stephan (2008)	unemployment benefits II; by gender, region (East/West), age, occupational qualification, migration background, time since last job	2007		rate	
	Jaenichen and Stephan (2011)	By gender, region (East vs. West) and program duration	2002- 2005	Matching	Employment rate, unemployment rate	Positive
	Schünemann, Lechner and Wunsch (2011)		2000-2 005	Regression discontinuit y design	Employment rate	Insignificant
	Stephan (2010A)	By gender and region (East vs. West)	2003- 2006	Matching	Wage when taking up a job, wage when employed, wage during entire observation period	Positive
	Stephan (2010B)	By industry	2003- 2006	Matching	Cumulated days of employment over entire observation period, wage when taking up a job, cumulated wages over entire observation period, job tenure in first employment relationship	Positive
Germany (West)	Ruppe (2011)	By gender	2003- 2006	Duration	Job tenure in first employment relationship	Positive
New Zealand	Perry and Maloney (2007)	By unemployment duration	1993- 1996	Matching	Time registered as unemployed	Negative
Norway	Zhang (2003)	Prime-aged (25-50)	1990-	Duration	Transition rate to employment	Positive
Poland	Kluve, Lehmann and Schmidt (2007)	Pre-treatment labour force status	1992- 1996	Matching	Employment rate	negative
Sweden	Sianesi (2008)		1994- 1999	Matching	Probability of employment and un- employment-benefit	Positive
	Fredriksson and	Long-term unemployed	1998-	Matching	Unemployment duration	Positive
	Johansson (2008)		2002			
	Forslund, Johansson and Lindqvist (2004)		1998– 2002	Matching	Unemployment duration	Positive
	Adda et al. (2007)	Unskilled males aged 26 to 30; by type of region and ability	1996- 1998	Structural model	Time in employment, wages	Positive
Switzerland	Gerfin and Lechner (2002)	By gender, nationality and duration of last unemployment spell before program start	1998- 1999	Matching	Employment rate	Positive
	Gerfin, Lechner and Steiger (2005)	By unemployment duration and skill level	1998- 2000	Matching	Time in unemployment, employment probability, earnings in employment, probability of continuous employment for at least 3 months with earnings of at least 90% of those in previous job	Positive
	Lalive, van Ours and Zweimüller (2008)		1997- 1999	Matching/ Duration	Unemployment duration	Positive/ insignificant
UK	Blundell et al. (2004)	Youths; by gender	1998- 1999	Matching	Employment rate	Positive
US (Wisconsin)	Hamersma (2008)		1999- 2001	Matching	Employment rate, wages, job tenure	Positive

Note: 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 differences-in-differences), (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 (favorable) 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. 1: British Columbia, New Brunswick.

A.2: Key labour market indica	ators, 2010
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	15-64			15-24	25-54	55-64	25-64	25-64	25-64
	Total	Men	Women	Total	Total	Total	Less than upper secondary education	Upper secondary education	Tertiary education
				E	mployment ra	te			
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 f	orce participo	ation 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
				Un	employment	ate			
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. OECD: weighted average. Labour market data by education for the year of 2009.

VARIABLES	Total	Men	Women
Personal characteristics			
Age at program entry			
15-24	19.7	19.8	19.6
25-44 AF F A	58.8	58.4	59.3
40-04	21.5	21.0	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 Widewed	11.0	9.1	13./
Micowed	0.6	0.3	1.0
1413311G	1.0	0.7	1.0
Returners after family-related career-break	4.0	0.2	9.4
Average number of children	:	:	0.9
Youngest child aged $\leq 2$ 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 EUIS	1.9	1.8	2.0
Foreign from EU2/	2.1	2.1	2.1
Missing	14.5	10.3	0.1
17113511 G	0.2	0.2	0.1
Disability status	01.0	00.4	00.0
Not also plea	91.2	90.4	92.3
Disabled according to law	7.Z 1.6	7.0 1.8	0.Z
Missing	0.1	0.0	0.1
Education			
No formal education	4.5	4.2	4.8
	40.0	38.6	41.9
Applemiceship Intermediate vocational school	5.6	44.5	20.J 9.0
Higher academ, or voc. school	8.0	6.4	10.3
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, tood service	15.6	10.2	23.0
Services	20.0	1.0	1.0 21.3
Public admin, defence, social sec	20.0	22	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
Iransport	4.9	7.1	1.8
Accomudation, tood service	14.3	9.4 2.0	21.1 12 F
Technicians	7.4	3.0 4 K	10.0
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 10-25 25-100 100-250 >250 Missing	28.7 14.9 20.0 10.6 17.0 8.9	26.4 16.5 22.7 11.3 15.5 7.6	31.7 12.7 16.3 9.6 19.0 10.7
Last monthly income ≤1,000 1,000-1,500 1,500-2,000 >2,000 Missing	19.5 25.0 26.3 26.6 2.6	10.2 19.6 31.3 36.9 1.9	32.4 32.4 19.3 12.3 3.6
Mean of last unemployment insurance benefit level (in €)	26	27	25
<b>PES contact</b> 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	1.8 3.5 0.6 1.1 1.6	1.7 3.4 0.6 1.1 1.6	1.8 3.7 0.6 1.1 1.7
Regional characteristics Federal provinces Vienna Lower Austria Upper Austria Burgenland Carinthia Styria Salzburg Tyrol Vorarlberg	27.1 15.8 12.6 3.2 8.1 14.4 5.9 9.0 3.8	27.5 15.8 12.6 3.3 8.3 14.9 5.7 8.5 3.5	26.5 15.8 12.6 3.2 7.9 13.7 6.2 9.6 4.4
Type of region Metropolitan area City Suburban Medium-sized town Intensive industrial region Intensive touristic region Extensive industrial region Industrial periphery Missing	27.1 14.4 7.2 10.3 11.4 8.2 9.4 5.0 6.9	27.5 14.6 7.0 10.1 10.8 7.7 9.8 5.2 7.4	26.5 14.1 7.5 10.8 12.3 8.9 8.9 4.7 6.3
Mean of regional unemployment rate in 2003 Mean of regional share of long-term unemployed in 2003 Mean of regional program rate in 2003 Mean of regional unemployment rate in 2004 Mean of regional share of long-term unemployed in 2004 Mean of regional program rate in 2004 Mean of regional unemployment rate in 2005 Mean of regional share of long-term unemployed in 2005 Mean of regional program rate in 2005 Mean of regional program rate in 2005 Mean of regional unemployment rate in 2006 Mean of regional share of long-term unemployed in 2006 Mean of regional share of long-term unemployed in 2006	7.1 22.6 2.3 7.2 23.7 2.2 7.4 23.8 2.4 7.0 23.6 3.0	7.1 22.6 2.3 7.2 23.8 2.2 7.4 23.9 2.4 7.0 23.7 3.1	7.1 22.5 2.3 7.2 23.7 2.2 7.4 23.6 2.4 6.9 23.4 3.0
Information on unemployment spell (Hypothetical) program entry in 1st quarter (Hypothetical) program entry in 2nd quarter (Hypothetical) program entry in 3rd quarter (Hypothetical) program entry in 4th quarter (Hypothetical) program entry in year 2003 (Hypothetical) program entry in year 2004 (Hypothetical) program entry in year 2005 (Hypothetical) program entry in year 2006 Elapsed unemployment duration >90 days	0.3 0.2 0.3 0.3 0.3 0.3 0.3 0.3 45.6	0.3 0.2 0.3 0.3 0.3 0.3 0.3 42.1	0.3 0.2 0.3 0.2 0.3 0.3 0.3 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
Mean duration out of the labour force over 1 year after program start	9	8	12
Mean duration out of the labour force over 3 years after program start	39	19	68
Mean duration out of the labour force over 7 years after program start	100	41	186
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
Mean average monthly income over 1 year after program start (all calender months)	895	1,077	640
Mean average monthly income over 3 years after program start (all calender months)	1,046	1,241	769
Mean average monthly income over 7 years after program start (all calender months)	1,123	1,313	836
Mean difference between average monthly income in first year after and last year			
before program entry	23	15	36
Achieved economic inclusion (two thirds of observed follow-up period employed and			
earning in the first year after program start at least 90% of average monthly income of			
last year before program entry)	42.8	45.4	38.4
Sources: ASSD and PES data			

		Wo	men	Men					
VARIABLES	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***	
N la vez la la vez e foi a la U alvana	(-1.193)	(-1.258)	(-0.694)	(-0.945)	(2./3/)	(2.040)	(2.853)	(4./66)	
Number of children	1.059****	1.030	1.031**	1.022					
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	1 000		1.000****	1 0 7 0 * * *					
years	1.032	1.001	1.220***	1.3/8***					
Foreign citizenship	0.402)	0.599***	0 791***	(J.400) 0 739***	0 580***	0 679***	0 755***	0.841***	
r oreigir emzeriship	(-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: apprenticeship					r				
or missing	∩ 000***	∩ 01∩***	0 745***	C 74 4***		∩ 70 /***	0 050***	0 001**	
Low education	(-2 9/3)	(-1 559)	(-6 139)	(_6 990)	(_1 967)	(-5.890)	(-3.917)	(-2 301)	
Medium education	1 081	0.959	0.934	0.939	1 1 3 5	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**	
5	(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: Production,					r				
specialized services				Re	et.				
forestry	0.843	0 824	1 340*	1 014	1 071	0 0 0 3	1 000	1 085	
lolesily	(-0.830)	(-0.941)	(1.939)	(0.099)	(0.507)	(-0.572)	(-0.003)	(0.726)	
Last profession: 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)	
Last profession: Transport	0.972	0.992	0.916	`1.014 <sup>´</sup>	0.826**	0.873*	0.891	0.757***	
	(-0.208)	(-0.054)	(-0.586)	(0.104)	(-2.410)	(-1.750)	(-1.498)	(-4.026)	
Last profession:									
Accomodation, 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)	
Lasi profession: services	0.839	0.825	$(2.832^{-10})$	0.92/	0./39	(3020)	(2100)	0.724	
Last profession: 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)	
Last profession: Law field	1.134**	1.078	`1.103 <sup>´</sup>	1.200***	0.936	1.075	`1.107 <sup>´</sup>	0.891*	
	(2.146)	(1.141)	(1.548)	(3.188)	(-0.904)	(1.015)	(1.418)	(-1.660)	
Last profession: Education,									
health, culture	1.142*	1.170*	1.154*	1.169**	0.881	0.964	1.165	0.855	
Last sector: Manufacturing or	(1./5/)	(1.884)	(1.811)	(2.198)	(-1.095)	(-0.330)	(1.485)	(-1.491)	
Mining energy water waste				Re	≏f				
Last sector: Aariculture.					01.				
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)	
Last sector: 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)	
Last sector: Wholesale, trade	1.130**	0.979	0.981	1.100	1.189***	1.043	1.055	1.164***	
Last soctor: Transportation	(2.145)	(-0.332)	(-0.303)	(1.630)	(2.915)	(0.66/)	(0.843)	(2.592)	
torage	0 977	0.840	0 801	1 000	0 007	1 100	0044	1042	
souge	(-1 137)	(-1 195)	(-0.930)	(0.853)	(-0 888)	(1 153)	(-0 <u>4</u> 1 <u>4</u> )	(0.559)	
Last sector: Accomodation.	( 1.10/ )	( / 0)	( 0.700)	(0.000)	, 0.0007	(11100)	( 3.717)	(0.007)	
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)	
Last sector: Information,									
communication	0.905	0.779	0.794	0.916	0.767*	0.961	0.804	0.924	

A.4: Results of the propensity score estimation for the total population aged 25 to 54 years, scenario 1

Last sector: Services	(-0.715) 1.112*	(-1.629) 0.910	(-1.477) 0.963	(-0.644) 1.106*	(-1.802) 1.037	(-0.298) 1.063	(-1.473) 1.015	(-0.579) 1.125**
Last sector: Public	(1.832)	(-1.418)	(-0.591)	(1./45)	(0.639)	(1.060)	(0.253)	(2.255)
social security	1.083 (0.871)	1.036 (0.364)	0.899	1.004	1.215* (1.701)	1.298** (2.445)	0.969	1.109
Last sector: Others	0.933 (-0.417)	0.803	1.236	0.882 (-0.645)	1.285 (0.898)	0.484 (-1.587)	0.535	0.951 (-0.138)
Last sector: Education, health,	1 1 4 1 *	0.050*	1.010	1.000	1 101*	1.000	1 1 50	0.001
	(1.814)	0.852* (-1.926)	(0.131)	(0.283)	1.181* (1.794)	(0.912)	(1.569)	0.931 (-0.806)
Size of last employer: 25-100	(-0.303)	(0.488)						
persons				Re	ef.			
Size of last employer: 1-10	1.126** (2.393)	1.025 (0.441)	1.075 (1.369)	1.132** (2.559)	1.052 (0.999)	1.044 (0.837)	1.057 (1.077)	1.027 (0.575)
Size of last employer: 10-25	1.047 (0.765)	1.091 (1.302)	1.072 (1.080)	1.140** (2.258)	1.035 (0.614)	1.094 (1.559)	1.032 (0.542)	1.010 (0.185)
Size of last employer: $100-250$	0.977 (-0.370)	1.001 (0.020) 0.772***	0.843** (-2.412)	(3.078)	0.842*** (-2.713)	0.82/*** (-2.902)	0.918 (-1.351)	(2.491)
Size of last employer. > 230	(-2.701) 1.088	(-3.969) 0 975	(-3.252) 0.955	(-1.116) 1.013	(-3.422)	(-3.346) 1.032	(-2.859) 0.899	(-4.003) 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* (1.750)	1.155**	1.380***	1.558*** (7.219)	1.476*** (6 784)
Last program: Labour	(0.027)	(0.001)	(217 12)	(11/00)	(2:002)	(0117-1)	(/ 12 / / )	(01/01)
foundation	1.237 (0.899)	1.306 (1.043)	1.629*** (2.820)	0.940 (-0.341)	0.924 (-0.302)	1.534** (2.418)	1.439** (2.202)	1.546*** (2.826)
Last program: Occupational orientation	1.434*** (3.468)	1.341** (2.573)	1.198* (1.712)	0.978 (-0.263)	1.084 (0.585)	1.445*** (3.126)	1.346** (2.489)	1.432*** (3.797)
Last program: Occupational	0.040	0.027	0.000	0.070	1 517*	1.004	0 700	0.240*
Last Program: Wage subsidy	0.942 (-0.233) 1.967***	0.637 (-0.549) 2.122***	(-0.651) 1.877***	0.070 (-0.440) 1.628***	(1.728)	(0.901) 2 485***	(-0.829) 2 210***	(-1.819) 2 046***
	(9.651)	(10.339)	(9.030)	(7.734)	(10.251)	(13.329)	(11.046)	(11.103)
Last Program: Employment								
in non-profit sector	1.460* (1.917)	1.630** (2.206)	1.008 (0.035)	1.359* (1.935)	1.790*** (3.646)	1.200 (1.022)	1.682*** (3.271)	1.462*** (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
Last program: Subsidy to	(3.298)	(-0.323)	(1.988)	(0.611)	(3.629)	(2.996)	(1.457)	(-0.551)
private courses	1.419*** (4.353)	1.665*** (6.209)	1.602*** (6.155)	1.338*** (4.376)	1.350*** (3.409)	1.398*** (3.865)	1.513*** (5.171)	1.694*** (8.258)
Last program: Subsidy to	( <i>)</i>	( )	,	,	· · ·	( )	,	,
apprenticeships	0.690 (-0.368)	0.808 (-0.289)	0.902 (-0.204)	1.423 (1.441)	2.614* (1.875)	1.063 (0.085)	2.995*** (2.975)	2.271*** (3.197)
Lasi program. Qualification	(6.328)	(5.446)	(6.581)	(5.013)	(4.175)	(5.636)	(9.227)	(7.355)
Last program: Training	1.389 (1.448)	0.968 (-0.110)	1.923*** (3.574)	1.472** (2.042)	1.636*** (2.896)	1.731*** (3.101)	2.328*** (5.860)	1.062 (0.310)
PES-group female returners	1.896*** (11.484)	1.452*** (6.133)	1.399*** (6.109)	1.216*** (4.436)	1.815* (1.700)	1.125 (0.312)	1.508 (1.268)	1.326 (1.025)
Federal province: Carinthia Vienna	0.825	0 849	0.912	Re 0.522***	ef. 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 (-0.270)	1.085 (0.695)	0.748*** (-2.957)	0.734*** (-3.235)	0.813* (-1.858)	0.843 (-1.390)	0.595*** (-5.178)	1.138 (1.223)
Upper Austria	1.572***	1.339**	1.187*	0.964	1.128	1.109	1.237**	1.137
Burgenland	(4.866) 0.824* (-1.803)	(2.353) 0.643*** (-2.400)	(1.813) 0.879 (-1.140)	(-0.346) 0.867 (-1.155)	(1.121) 1.091 (0.759)	(U./84) 1.173 (1.043)	(2.126) 0.893 (-0.973)	(1.064) 1.170 (1.140)
Styria	0.955	(-2.077) 0.728** (-2.277)	0.589*** (_4 717)	0.918	0.728***	0.637***	0.583*** (_4 <84)	0.908
Salzburg	1.292**	1.266*	1.548***	0.992	1.331**	1.362**	1.181	1.799***

Tyrol	(2.206) 1.141	(1.705) 1.131	(3.957) 0.903	(-0.082) 0.644***	(2.198) 1.407***	(2.189) 1.460***	(1.372) 1.213	(5.188) 1.593***
Vorarlberg	(1.251) 0.738** (-2.012)	(0.887) 0.786 (-1.366)	(-0.828) 0.395*** (-4.915)	(-3.6/9) 0.613*** (-3.647)	(2.985) 0.907 (-0.620)	(2.784) 0.921 (-0.486)	(1.552) 0.535*** (-3.525)	(3.399) 1.410** (2.487)
Region type: Rural region Human-capital-intensive	(2.012)	(1.000)	( 4.710)	( 0.047) Re	ef.	( 0.400)	( 0.020)	(2.407)
region	0.901* (-1 782)	0.874** (-2 127)	0.774*** (-4 986)	0.945	1.154** (2.130)	1.032 (0.483)	0.903* (-1.823)	0.842***
Real-capital-intensive region	0.908*	0.917	0.966	1.113**	1.232*** (3.146)	1.032	1.014 (0.206)	1.046
Regional unemployment rate	1.029 (1.605)	0.993 (-0.352)	1.001 (0.075)	`1.019 <sup>´</sup> (1.093)	`1.013 <sup>´</sup> (0.648)	1.010 (0.489)	1.065*** (3.255)	1.007 (0.355)
Regional share of long-term unemployed ≤ 10 Regional share of long-term				Re	ef.			
unemployed: $> 10.8 < 20$	0 920	0 720***	0.901	0 70 /***	0 745***	0 957	∩ 710***	∩ 717***
$> 10 \& \ge 20$	(-0.951)	(-3.545)	(-1.398)	(-5.085)	(-2.778)	(-1.618)	(-4.259)	(-4.359)
Regional share of long-term unemployed:	, , ,	<b>ν</b> ,	, , ,	, , ,	Υ γ	ι, γ	, , ,	,
> 20 & ≤ 30	0.896	0.642***	0.928	0.587***	0.820	1.009	0.855**	0.775***
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)
2 months	1.199*** (12.241)	1.278*** (14.430)	1.253*** (14.100)	1.244*** (15.847)	1.239*** (14.013)	1.298*** (16.341)	1.318*** (17.478)	1.172*** (11.368)
Number of PES contacts in last		1.0.(04444		1.0.4 (1949)	1 1 0 0 4 4 4 4			1 1 0 0 4 4 4
6 months	1.085*** (10.867)	1.068*** (7.467)	1.068*** (7.995)	1.064*** (8.717)	1.103*** (12.844)	1.088*** (10.411)	(8.505)	1.108*** (14.643)
month	1.073*** (6.151)	1.075*** (5.176)	1.130*** (9.951)	1.062*** (5.914)	1.072*** (6.035)	1.075*** (5.361)	1.090*** (7.376)	1.078*** (8.626)
Number of PES job offers in last								
6 months	1.025*** (5.599) 23.255**	1.030*** (5.657) 29.198**	1.021*** (4.380) 23.137**	1.036*** (8.961)	1.022*** (4.620) 10.631**	1.017*** (3.266) 18.880**	1.018*** (3.956) 16.322**	1.014*** (4.242)
PES counseling zone	*	*	*	7.849***	*	*	*	4.366***
Last monthly income: < 1,000 €	(22.669)	(44.972)	(57.568)	(50.306) Re	(13.759) ef.	(33.714)	(42.169)	(30.359)
≤ 1,500 €	1.201*** (4.525)	1.069 (1.428)	1.152*** (3.240)	1.057 (1.453)	1.274*** (3.311)	1.151** (1.999)	1.291*** (3.608)	1.371*** (4.878)
Last monthly income > 1,500 & $\leq 2,000 \in$	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)
Last monthly income $\geq$ 2,000 $\in$	1.074 (1.102)	1.005 (0.071)	1.097 (1.388)	0.929 (-1.250)	1.191** (2.257)	1.152* (1.907)	1.199** (2.432)	1.271*** (3.535)
in 1st quarter				Re	ef.			
(Hypothetical) program entry in 2 <sup>nd</sup> quarter	1.256***	1.235***	1.275***	1.256***	1.587***	1.957***	1.772***	1.702***
(Hypothetical) program entry	(5.113)	(4.088)	(5.167)	(5.341)	(10.001)	(13.608)	(11.906)	(12.200)
in 3 <sup>rd</sup> quarter	1.062 (1.270)	1.143** (2.544)	0.902** (-2.025)	1.137*** (2.922)	1.265*** (4.597)	1.565*** (8.403)	1.352*** (5.761)	1.901*** (14.257)
(Hypothetical) program entry in 4 <sup>th</sup> quarter	1.236***	0.937	0.960	0.714***	0.855***	1.036	0.867**	0.726***
Elapsed time in	(4.651)	(-1.198)	(-0.815)	(-/.124)	(-2.886)	(0.626)	(-2.561)	(-5.981)
unemployment until program entry $\leq$ 90 days				Re	ef.			
Elapsed time in								
entry 91-180 days	1.843*** (11.975)	1.792*** (9.410)	1.653*** (8.283)	1.530*** (8.212)	1.921*** (12.116)	1.617*** (8.500)	1.648*** (8.958)	1.512*** (8.727)
Elapsed time in	. ,	. ,	. ,	1 /02***	·	. ,	. ,	1 000***
Elapsed time in	2.413*** (15.652) 2.029***	2.293*** (12.651) 2.067***	2.293*** (13.397) 1.957***	1.073**** (9.646) 1.210***	2.777**** (17.330) 2.395***	2.002*** (11.448) 2.005***	2.078**** (12.327) 1.637***	(11.953) 1.376***

unemployment > 366 days								
	(11.104)	(9.938)	(9.809)	(3.404)	(12.414)	(10.030)	(7.169)	(5.396)
Last daily unemployment				D	- 6			
Insurance benefit level < 10 €				Re	er.			
insurance benefit level								
> 10.8 $<$ 20 $\leq$	0 932	0 939	0.900*	0 903**	0.961	1.044	1 175*	1012
	(-1 346)	(-1.071)	(-1.881)	(-2.036)	(-0.459)	(0.484)	(1.835)	(0.159)
Last daily unemployment	(1.040)	(1.0/1)	(1.001)	( 2.000)	( 0.407)	(0.404)	(1.000)	(0.107)
insurance benefit level								
≥ 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)
Last daily unemployment	. ,	, ,	· · ·	, ,	· ,	· ,	· ,	, ,
insurance benefit level								
≥ 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)
Last daily unemployment								
insurance benefit level	1 0 (0****	1 (00****	1 (00***	1.0 ( 5****	1 000		1.00.4	0.701.4444
≥ 40 €	1.342***	1.492***	1.680***	1.365***	1.223	1.154	1.084	0./01***
Subsidized employment days	(3.454)	(3.963)	(5.390)	(3.800)	(1.320)	(0.880)	(0.531)	(-2.6/4)
subsidized employment days	1 002***	1 000	1 000	1 000	1 005***	1 005***	1 005***	1 00 4***
in iasi year	(3 7 4 5)	(0.177)	1.000	1.000	(5 437)	(5 495)	1.005	(4 8 1 8)
Subsidized employment days	(3.743)	(-0.177)	(-0.231)	(-0.307)	(3.657)	(3.675)	(4.07.5)	(4.010)
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***
Ç, , ,	(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***
<b>F I I I I I I I I I I</b>	(-11.705)	(-8.302)	(-9.048)	(-10.713)	(-11.146)	(-10.505)	(-10.208)	(-13.264)
Employment days over last 2	1 000***	0 000***	0.000***	0.000***	1 000*	1 000	1 000	1 000
years	1.000	0.999	0.999	0.998***	1.000*	1.000	1.000	1.000
Employment days over last 5	(-2.607)	(-4.6/9)	(-4.970)	(-12.307)	(1./34)	(-0.645)	(-1.227)	(-0.940)
	1 000***	1 000***	1 000***	1 000***	1 000***	1 000***	1 000***	1 000**
years	(4.310)	(5.325)	(5 090)	(5.623)	(3 993)	(4 812)	(3,307)	(2 0.50)
Economic inactivity days over	(1.010)	(0.020)	(0.070)	(0.020)	(0.770)	(1.012)	(0.007)	(2.000)
last 2 vears	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	0.000	1 000	0.000	0.000	1 000	0.000**	0.000	1 000
over last 5 years	0.999	1.000	0.999	0.999	1.000	0.998**	0.999	1.000
Parantal logua dava over last 2	(-1.477)	(-0.500)	(-1.440)	(-0.641)	(0.017)	(-2.427)	(-1.2/0)	(0.476)
	1 000	∩ 000*	1 000	1 000	1 00 1	1 001	1 001	1 000
youis	(_0 <u>4</u> 68)	(-1 922)	1.000 (_0 0.891	(0.583)	(0.324)	(0.874)	(0.706)	(0.522)
Parental leave days over last 5	101001	( 1.722)	1 0.0077	(0.000)	(0.024)	(0.0/4)	(0.700)	(0.022)
Vears	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 K-squared	U.141	U.164	0.191	0.1/1	0.1/1	0.183	0.189	0.153
category. Scenario 1: Effects of program po	articipation vs.	non-participa	tion.	103 <del>0</del> 3. µ>0.0	π, μ<υ.υ., ·	p-0.1. Kel. 0	choies lite lef	CIGNEE

	0000	Wo	men	000/	0000	N	len	000/
VARIABLES	1 1 1 2 ***	1.00.4***	2005	1.070***	1 1 1 1 ***	1 10/***	1 100***	1.07/***
Age at program entry	1.113***	1.074*** (07.440)	1.U/Y*** (01 2E1)	1.0/2***	,    <sup>***</sup>	1.106***	1.100***	1.0/6***
Married	(36.694) 0.859***	(27.662) 0.871***	(24.351) 0.912**	(24.676) 0.893***	(39.355) 0.965	(36.394) 0.905**	(34.891) 0.971	(31.882)
Number of children	1.016	0.981	(-2.206) 0.985	(-3.007) 0.985	(-0.047)	(-2.310)	(-0.690)	(0.005)
Youngest child aged $\leq 2$ years	(0.808) 2.325***	(-0.881) 0.841	(-0.736) 2.736***	(-0.773) 1.858***				
Youngest child aged 3-7 years	(2.070) ].]74* (1.712)	(-0.474) 1.142	(4.500) 1.355*** (2.422)	(3.202) 1.483*** (5.074)				
Youngest child aged 7-10 years	(1./13) 1.177** (2.285)	1.051	(3.432) 1.304*** (3.430)	(5.074) 1.487*** (5.945)				
Foreign citizenship	0.570***	0.556***	0.728***	0.743***	0.481***	0.571***	0.658***	0.727***
Disabled according to law or PES	(-7.947) 1.711*** (9.263)	(-7.179) 1.468*** (5.729)	(-4.477) 1.585*** (7.238)	(-4.668) 1.719*** (9.694)	11.523) 1.635*** (9.203)	(-8.799) 1.840*** (11.424)	(-6.938) 1.492*** (7.463)	(-6.349) 1.673*** (10.942)
Education: apprenticeship or missing	, γ	, ,	, ,	Re	ef.	ζ ,	, ,	, ,
Low education	0.860*** (-3.395)	0.838*** (-3.540)	0.837*** (-3 724)	0.828***	0.833***	0.838*** (-3.891)	0.924* (-1.760)	0.989 (-0.291)
Medium education	1.068	0.974	1.018	0.983	1.276**	1.286**	1.117	1.139
Higher education	1.109	1.023	1.021	0.964	0.991	0.979	1.031	0.914
Academic education	1.143	1.006	0.876	0.835*	1.127	0.895	0.979	0.608***
Last profession: Production, specialized services	(	(0.000)	(	Re	ef.	( 0.001)	( 0, 0)	( 0 / )
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 protession: Sales, frade	1.058	1.039	1.053	1.054	1.262***	1.338***	1.092	1.004
Last profession: Transport	0.874	0.898	0.896	0.873	(2.724) 0 7/1***	0 766***	0.808**	0.030)
	(-0.864)	(-0.642)	(-0.665)	(-0.928)	(-3.531)	(-3,169)	(-2.547)	(-5.251)
Last profession: Accomodation,	( 0.00 !)	( 010 12)	( 0.000)	( 01/ 20)	( 0.00.)	( 011 07 )	( 210 17 )	( 01201)
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***
Last profession: Technician	(-3.139) 1.224	(-3.046) 1.787***	(-3.096) 1.389*	(-1.483) 1.257	(-1.637) 1.679***	(-2.289) 1.414***	(-1.512) 1.323***	(-2.987) 1.365***
	(1.141)	(3.292)	(1.822)	(1.335)	(5.785)	(3.665)	(2.929)	(3.606)
Last profession: Law field	1.252*** (3.470)	1.215*** (2.688)	1.106 (1.440)	1.247*** (3.402)	1.311*** (3.266)	1.375*** (3.872)	1.466*** (4.652)	1.148* (1.757)
Last profession: Education, health,	(	(,	()	()	()	(0.0)	(	(
culture	1.047 (0.547)	1.106 (1.094)	1.076 (0.824)	1.090 (1.068)	0.915 (-0.698)	0.982 (-0.144)	1.197 (1.572)	0.857 (-1.317)
Last sector: Manufacturing or								
Mining, energy, water, waste	0.51.0**	0 (00*	0 7 / 0	Re	ef.		0.051	
Last sector: Agriculture, torestry	0.518**	0.600*	0./60	0.508***	0.686*	0.819	0.851	0.990
Last sector: Construction	(-2.465) 0.840 ( 1.454)	(-1.690) 0.907 ( 0.742)	(-1.207) 1.019 (0.148)	(-2.603) 0.822 (1.533)	0.559***	(-0.995) 0.582*** ( 8.085)	(-0.010) 0.566*** ( 8 311)	(-0.033) 0.740*** ( 4.993)
Last sector: Wholesale, trade	(-1.436) 1.126* (1.873)	(-0.782) 0.950	(0.148) 0.904	1.013	(-7.102) 1.161** (2.242)	(-0.003) 0.915 (1.253)	0.924	(-4.773) 1.044 (0.445)
Last sector: Transportation	(1.075)	(-0.717)	(-1.437)	(0.174)	(2.202)	(-1.255)	(-1.100)	(0.000)
storage	0.654***	0.747**	0.715***	0.921	0.733***	0.848*	0.756***	0.841**
Last sector: Accompodation food	(-3.326)	(-2.138)	(-2.608)	(-0.717)	(-3.401)	(-1.831)	(-3.107)	(-2.125)
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**
Last sector: Services	1.108	(-2.718) 0.881*	(-z.zzz) 0.869**	(-1.302) 1.028	(-1.378) 0.807***	(-1.723) 0.803***	(-2.703) 0.798***	(-∠.444) 0.852***

A.5: Results of the propensity score estimation for the total population aged 25 to 54 years, scenario 2

	(1.587)	(-1.758)	(-2.009)	(0.418)	(-3.461)	(-3.457)	(-3.593)	(-2.780)
Last sector: Public administration,								
defence,								
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						
o: ()   05,100	(-0.415)	(0.699)						
Size of last employer: 25-100				D				
persons Size of last employers 1,10	1 020	0.070	0.007	L O C O	er.	1 000	1 0 1 1	0.007
size of idsi employer. I-TU	1.032	0.7/0	0.707	1.056	(0.772)	1.000	1.011	0.700
Size of last employer: 10.25	1.024	(-0.357)	(-0.219)	(1.036)	(-0.143)	(-0.001)	(0.170)	(-0.200)
size of last employer. To-25	1.020	(1 148)	1.004	(2017)	1.031	(1.353)	(0.767	0.702
Size of last employer: 100.250	(0.367)	1.100	0.030	1 200***	0.303)	0 944**	(-0.203)	1 107*
size of last employer. Too-250	(-0.540)	(0.457)	(-2,770)	(2.834)	(-1.924)	(_2 355)	(-1.565)	(1.758)
Size of last employer: >250	(-0.340) 0.876**	0.437	(-2.770)	(2.034)	0921	0 873**	0.858**	0.8/1***
size of fast employer. > 250	(-2 129)	(-3 359)	(-3 187)	(-0.692)	(_1 272)	(-2014)	(-2 312)	(_2 981)
Size of last employer missing	1 198**	1 098	1113	1 176**	1 1 1 0	1 183**	1 093	1 090
size of fast employer missing	(2.385)	(1 141)	(1.398)	(2 284)	(1.265)	(2 0.52)	(1 121)	(1 177)
Last program: Active job search	1 437***	1 189**	1 196**	1 259***	1 1 1 3	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: Employment								
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)	(1.6/2)	(1.468)	(2.310)	(4.8/2)
Last program: Subsidy to		o (o (				1 077		0.000
apprenticeships	1.014	0.636	0.968	1.544	4.04/**	1.2//	4.164***	2.380***
	(0.014)	(-0.445)	(-0.061)	(1.63/)	(2.522)	(0.321)	(3./65)	(3.102)
Last program: Qualification	1.334****	1.333****	1.418	1.280	1.269****	1.215***	1.540***	1.344****
Last program. Training	(3.837)	(3./32)	(3.11Z) 2.040***	(4.14Z) 1.007***	(Z.017)	(Z.403) 1.000***	(0.130)	(4.938)
Lasi program. Iraining	1.277	(0.994)	2.040	1.70/	2.200	1.020	2.645	1.000
PES group fomale returners	2 034***	(-0.017) 1 454***	(3.3/3) 1 /12***	(J.170) 1 017***	(4.020)	1 247	(3.742)	1 030
1 L3-gloop lendle lefoniels	/11 1011	1.430	1.413	(3,915)	(1 1 9 9)	1.207	(1 174)	1.037
Federal province: Carinthia	(11.171)	(5.557)	(3.302)	(3.013) Re	(1.100) of	(0.540)	(1.170)	(0.123)
Vienna	1 917***	1 53/***	1 504***	0 909	1 59∩***	1 590***	0.870	1 483***
Vienna	(1.509)	(2 807)	(3 350)	(-0.864)	(2 988)	(3.074)	(-1 126)	(1 101)
Lower Austria	1 261**	1.547***	1 1.57	1 0.38	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 0.5.5***	1 786***	1 6.34***	1 243*	1 260**	1.302*	1.5.54***	1 195
	(6.933)	(4.253)	(4.673)	(1.818)	(1.972)	(1.827)	(4.016)	(1.346)
Buraenland	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: Rural region Human-capital-intensive region	0.812***	0.826*** (-2 734)	0.778*** (_4 371)	Re 0.812*** (_3.915)	ef. 1.251*** (3.049)	1.102	0.983	0.856***
Real-capital-intensive region	(-3.233) 0.824*** (-3.123)	(-2.734) 0.822*** (-2.610)	(-4.371) 0.855** (-2.381)	(-3.913) 0.965 (-0.587)	(3.047) 1.180** (2.289)	(1.388) 0.979 (-0.268)	(-0.200) 0.976 (-0.337)	(-2.713) 0.956 (-0.675)
Regional unemployment rate	1.046** (2.309)	1.015 (0.692)	1.027 (1.333)	1.057*** (2.893)	1.028 (1.304)	1.028 (1.268)	1.086*** (3.948)	1.023 (1.125)
Regional share of long-term unemployed ≤ 10 Regional share of long-term unemployed:				Re	ef.			
>10 & ≤ 20	1.053 (0.541)	0.775*** (-2.735)	0.977 (-0.298)	0.779*** (-3.296)	0.909 (-0.908)	0.919 (-0.824)	0.736*** (-3.673)	0.717*** (-4.065)
Regional share of long-term unemployed:	1 184	∩ 712***	0 000	∩ 717***	1.016	1.084	0 898	0 830**
×20 & 30	(1.324)	(-2.823)	(-0.015)	(-3.795)	(0.114)	(0.632)	(-1.255)	(-2.017)
Regional program rate	1.437*** (13.099)	1.430*** (11.406)	1.482*** (13.515)	1.376*** (16.453)	1.316*** (8.966)	1.334*** (8.791)	1.283*** (7.818)	1.296*** (12.183)
Number of PES contacts in last 2 months	1.225***	1.321***	1.255***	1.262***	1.242*** (12 717)	1.318***	1.313*** (15.419)	1.163***
Number of PES contacts in last 6	(12.100)	(11.021)	(12.010)	(11.000)	(12.7.17)	(10.000)	(10.117)	(7.000)
months	1.075*** (8.396)	1.045*** (4.418)	1.046*** (4.780)	1.047*** (5.506)	1.090*** (9.749)	1.072*** (7.519)	1.052*** (5.605)	1.091*** (10.762)
Number of PES job offers in last month	1.057*** (4.175)	1.029* (1.782)	1.100*** (6.695)	1.036*** (2.935)	1.058*** (4.189)	1.059*** (3.840)	1.057*** (4.112)	1.062*** (6.072)
Number of PES job offers in last 6	(	(	()	(	(	(0.0.07)	(=)	(0.0)
months	1.005 (0.916)	1.013** (2.042)	1.005 (0.843)	1.020*** (4.164)	1.005 (0.863)	0.996 (-0.633)	1.006 (1.185)	1.005 (1.122)
	11.523**	11.732**	10.073**	11.329**		15.460**	12.905**	10.044**
PES counseling zone	* (13.607)	* (26.913)	* (34.855)	* (47.584)	7.601*** (9.309)	* (24.096)	* (30.975)	* (38.440)
Last monthly income: < 1,000 €				Re	ef.			
Last monthly income > 1,000 & ≤ 1,500 €	1.104** (2.186)	1.015 (0.285)	1.075 (1.488)	0.979 (-0.495)	1.126 (1.456)	0.981 (-0.241)	1.138 (1.642)	1.317*** (3.795)
Last monthly income > 1,500 & $\leq$ 2,000 $\in$	1.074	1.025	0.954	0.915	0.998	0.828**	0.972	1.213***
Last monthly income ≥ 2,000 €	(1.249) 1.036 (0.490)	(0.385) 0.988 (-0.156)	(-0.766) 1.090 (1.165)	(-1.644) 0.837*** (-2.665)	(-0.019) 0.950 (-0.597)	(-2.379) 0.906 (-1.198)	(-0.357) 0.916 (-1.068)	(2.675) 1.045 (0.581)
(Hypothetical) program entry in 1st auarter	(	(	(	Re	ef.	(	(	()
(Hypothetical) program entry in								
2nd quarter	1.104** (1.993)	1.150** (2.471)	1.204*** (3.544)	1.072 (1.434)	1.316*** (5.379)	1.495*** (7.410)	1.393*** (6.246)	1.205*** (3.911)
(Hypothetical) program entry in	1.050	1 100***	0.050***	1.004	1 202***	1 501***	1 010***	1 751***
(Hypothetical) program entry in	(0.977)	(3.019)	(-2.817)	(1.630)	(4.694)	(7.149)	(3.287)	(11.330)
4th quarter	1.410*** (6.761)	1.042 (0.689)	0.989 (-0.208)	0.966 (-0.683)	1.228*** (3.413)	1.410*** (5.486)	1.068 (1.065)	1.039 (0.673)
Elapsed time in unemployment until program entry ≤ 90 days				Re	ef.			
until program entry 91-180 days	2.175*** (14.523)	2.198*** (12.276)	2.044*** (11.367)	1.845*** (11.088)	2.239*** (14.384)	1.789*** (9.804)	1.917*** (11.160)	1.707*** (10.716)
Elapsed time in unemployment 181-366 days	3.815***	3.627***	3.459***	2.414***	4.348***	2.900***	3.010***	2.539***
Elapsed time in unemployment > 366 days	5.605***	5.327***	4.673***	2.969***	6.403***	5.245***	4.446***	3.596***
Level electronic de la l	(25.565)	(22.198)	(21.474)	(17.934)	(25.623)	(23.245)	(20.864)	(20.694)
Last daily unemployment insurance benefit level < 10 € Last daily unemployment				Re	ef.			
insurance benefit level								
≥ 10 & < 20 €	0.942	0.977	0.965	0.937	0.887	0.894	1.068	0.868*

Last aduly unemployment insurance benefit level 2 0 & < 30 € (,,,,,,, .		(-1.021)	(-0.365)	(-0.567)	(-1.125)	(-1.244)	(-1.150)	(0.692)	(-1.671)
$ \begin{array}{                                    $	Last daily unemployment								
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	insurance benefit level								
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$	≥ 20 & < 30 €	0.840***	0.867**	0.801***	0.851***	0.751***	0.756***	0.823**	0.668***
Last addity unemployment insurance benefit level $\geq 30.8 < 40.6$ (0.497) (-1.586) (-3.366) (-1.590) (-3.375) (-4.049) (-3.044) (-5.571) (-5.014) (-5.571) (-5.571) (-5.572) (-5.571) (-5.571) (-5.572) (-5.571) (-5.571) (-5.572) (-5.571) (-5.571) (-5.572) (-5.571) (-5.571) (-5.572) (-5.571) (-5.571) (-5.572) (-5.571) (-5.571) (-5.572) (-5.571) (-5.571) (-5.572) (-5.571) (-5.571) (-5.572) (-5.571) (-5.571) (-5.572) (-5.571) (-5.571) (-5.572) (-5.571) (-5.571) (-5.572) (-5.571) (-5.571) (-5.572) (-5.571) (-5.571) (-5.572) (-5.571) (-5.571) (-5.572) (-5.571) (-5.571) (-5.572) (-5.571) (-5.571) (-5.572) (-5.571) (-5.571) (-5.572) (-5.571) (-5.571) (-5.571) (-5.571) (-5.571) (-5.571) (-5.571) (-5.571) (-5.571) (-5.571) (-5.571) (-5.571) (-5.571) (-5.571) (-5.571) (-5.571) (-5.571) (-5.571) (-5.571) (		(-2.764)	(-2.033)	(-3.293)	(-2.661)	(-3.146)	(-3.005)	(-2.132)	(-4.965)
$ \begin{array}{                                    $	Last daily unemployment								
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	insurance benefit level	0.050		0 (00++++	0.051	0.71.0444	0 ( 5 ( ) ) )	0.700+++	0.500+++
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	≥ 30 & < 40 €	0.950	0.829	0.683***	0.851	0./12***	0.656***	0./29***	0.599***
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$		(-0.497)	(-1.586)	(-3.366)	(-1.590)	(-3.3/5)	(-4.049)	(-3.044)	(-5.5/1)
$ \begin{array}{                                    $	Last daily unemployment								
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $		1 000***	1 /70***	1 0/0***	1 EOO***	1 070	1 1 1 5	1 000	0 720**
Subsidized employment in last year         (2.86)         (4.77)         (4.77)         (4.	≥ 40 €	1.207	1.0/0	1.702	(4 21 4)	1.2/0	1.115	1.232	0.739
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	Subsidized employment in last	(2.000)	(4.700)	(0.207)	(4.314)	(1.403)	(0.613)	(1.2//)	(-2.122)
year         1,000*         1,000*         1,000*         1,000*         1,000*         1,000*         1,000*         1,000*         1,003**         1,003***         1,000***         1,001***	subsidized employment in idsi	1 004***	0 000	1 000	1 00.2*	1 007***	1 007***	1 005***	1 001***
Subsidized employment over last 3 years         1,002***         1,004***         1,002***         1,003***         1,000         1,000         1,001***         1,000***         1,000***         1,000****         1,000***         1,000***         1,000****         1,000****         1,000***         1,000***         1,000***         1,000****         1,000****         1,000****         1,000*****         1,000****         1,000         1,000         1,000         1,000         1,000         1,000         1,000         1,000         1,000         1,000	year	(3.987)	(0.777)	1.000	(1.744)	1.007	1.007	1.005	(3 43 4)
Jobszuze entripsyntem over last         1.002***         1.003*** <t< td=""><td>Subsidized employment over last</td><td>(5.707)</td><td>(-0.701)</td><td>(-0.277)</td><td>(1./44)</td><td>(0.000)</td><td>(0.177)</td><td>(5.007)</td><td>(5.654)</td></t<>	Subsidized employment over last	(5.707)	(-0.701)	(-0.277)	(1./44)	(0.000)	(0.177)	(5.007)	(5.654)
(a) (a) (b) (b) (b) (b) (b) (b) (b) (b) (b) (b	3 vears	1 002***	1 003***	1 004***	1 004***	1 002***	1 003***	1 003***	1 003***
Training days in last year         (1000)         (1001)         (1002)	o years	(6.071)	(6.910)	(9 040)	(8 872)	(7 287)	(8 355)	(8 1 5 3)	(8 484)
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	Training days in last year	1 000	1 001	1 005***	1 003***	1 000	0.000	1 003***	0.400)
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$		(-0.467)	(0.922)	(1 947)	(3 277)	(-0.380)	(-0.498)	(3 601)	(-0.800)
Hall mig dolp of of data of focus       (4.141)       (2.297)       (1.559)       (3.611)       (2.278)       (4.421)       (1.464)       (2.333)         Unemployment days over last 2       years       1.002***       1.002***       1.003***       1.000***       1.000	Training days over last 3 years	1 001***	1 001**	1 001	1 001***	1 001***	1 001***	1 000	1 001***
Unemployment days over last 2 years         (1.117)         (1.227)         (1.107)         (1.207)         (1.107)         (1.207)         (1.107)         (1.207)		(4 1 4 1)	(2 297)	(1.559)	(3.611)	(2 728)	(4 421)	(1 464)	(2.833)
years       1.002***       1.002***       1.001***       1.003***       1.001**       1.000       <	Unemployment days over last 2	()	(2.277)	(1.007)	(0.011)	(2.7 20)	(1.121)	(1.101)	(2.000)
Note         Note <th< td=""><td>vears</td><td>1 002***</td><td>1 002***</td><td>1 002***</td><td>1 001***</td><td>1 003***</td><td>1 003***</td><td>1 003***</td><td>1 003***</td></th<>	vears	1 002***	1 002***	1 002***	1 001***	1 003***	1 003***	1 003***	1 003***
Unemployment days over last 5 years         (a.e. y)	yours	(7.294)	(6.983)	(8,900)	(5.083)	(11.508)	(10.652)	(12.021)	(13.880)
years         0.999***         0.000         1.000	Unemployment days over last 5	(, ,_, ,)	(01/00)	(01/00)	(01000)	(111000)	(	(.2.02.)	(101000)
(-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 <td>vears</td> <td>0.999***</td> <td>0.999***</td> <td>0.999***</td> <td>0.999***</td> <td>0.999***</td> <td>0.999***</td> <td>0.999***</td> <td>0.999***</td>	vears	0.999***	0.999***	0.999***	0.999***	0.999***	0.999***	0.999***	0.999***
Employment days over last 2 years         (1.000         (.9999***)         (.9998***)         (.001**         (.000         (.000         (.000**)         (.001***)         (.001**         (.000         (.000         (.000**)         (.000***         (.000***)         (.000***         (.000***)         (.000***)         (.000***         (.000***)         (.000***)         (.000***         (.000***)         (.000***)         (.000***         (.000***         (.000***         (.000***)         (.000***)         (.000***         (.000***         (.000***         (.000***)         (.000***         (.000***)         (.000***)         (.000***         (.000***)         (.000***)         (.000***)         (.000***)         (.000***)         (.000***)         (.000***)	,	(-8.658)	(-5.185)	(-5.407)	(-5.584)	(-7.751)	(-5.902)	(-5.912)	(-9.011)
years       1.000       0.999***       0.999***       1.001**       1.000       1.000       1.000         Employment days over last 5       (-0.650)       (-2.874)       (-2.832)       (-10.352)       (2.351)       (-0.100)       (0.479)       (0.605)         Employment days over last 5       (0.790)       (0.831)       (-0.148)       (1.000       1.001       1.002       1.002       1.001       1.002       1.002       1.003**       1.002       1.003**       1.002       1.003***       1.002       1.001 <t< td=""><td>Employment days over last 2</td><td>(,</td><td>(</td><td>(,</td><td>( )</td><td>( ) ) )</td><td>( /</td><td>( /</td><td>( )</td></t<>	Employment days over last 2	(,	(	(,	( )	( ) ) )	( /	( /	( )
(-0.650)       (-2.874)       (-2.832)       (-10.352)       (2.351)       (-0.100)       (0.479)       (0.605)         Employment days over last 5       (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.	vears	1.000	0.999***	0.999***	0.998***	1.001**	1.000	1.000	1.000
Employment days over last 5       1.000       1.000       1.000       1.000       1.000       1.000       1.000       1.000**       1.000**         Economic inactivity days over last       0.999***       0.999***       1.000       1.000       1.000       1.000       1.000       1.000**       (-2.551)         Economic inactivity days over last       0.999***       0.999***       1.000 </td <td>,</td> <td>(-0.650)</td> <td>(-2.874)</td> <td>(-2.832)</td> <td>(-10.352)</td> <td>(2.351)</td> <td>(-0.100)</td> <td>(0.479)</td> <td>(0.605)</td>	,	(-0.650)	(-2.874)	(-2.832)	(-10.352)	(2.351)	(-0.100)	(0.479)	(0.605)
years       1.000 <th< td=""><td>Employment days over last 5</td><td>· · ·</td><td>( )</td><td>,</td><td>( ,</td><td>( )</td><td>( )</td><td>,</td><td>, ,</td></th<>	Employment days over last 5	· · ·	( )	,	( ,	( )	( )	,	, ,
(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         1.001         1.002         1.002         1.001         1.005***         1.002         1.003         1.000         1.000         1.000         1.000         1.000         1.000         1.000         1.000         1.000         1.000         1.000         1.000         1.000         1.000         1.000         1.000         1.000         1.00	years	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000**
Economic inactivity days over last 2 years $0.999^{***}$ $(-2.790)$ $0.999^{***}$ $(-2.283)$ $1.000$ $(-0.226)$ $1.000$ $(-0.864)$ $1.000$ $(-0.720)$ $1.000$ $(-2.884)$ $1.000$ $(-0.344)$ $1.000$ $(0.245)$ Economic inactivity days over last 5 years $1.000^{**}$ $(2.556)$ $1.000$ $(1.598)$ $1.000$ $(-0.867)$ $1.000^{**}$ $(0.067)$ $1.000^{***}$ $(1.682)$ $1.000^{***}$ $(3.158)$ $1.000^{***}$ $(0.972)$ $1.000^{***}$ $(1.015)$ $1.000^{***}$ $(1.015)$ $1.000^{***}$ $(1.019)$ $1.000^{***}$ $(3.133)$ $1.002^{**}$ $(1.638)$ $1.002^{**}$ $(2.137)$ Sickness benefit receipt days over last 5 years $1.002^{*}$ 		(0.790)	(0.831)	(-0.148)	(1.559)	(0.011)	(1.219)	(-1.396)	(-2.551)
2 years       0.999***       0.999***       1.000       1.000       1.000       0.999***       1.000       1.000         Economic inactivity days over last       1.000**       1.000       1.000       1.000       1.000       1.000***       1.000       1.003***       1.002       1.003***       1.002       1.003***       1.002       1.003***       1.002       1.003***       1.000       1.000****       1.000       1.000****       1.000       1.000****       1.000       1.000****       1.000       1.000****       1.000       1.000****       1.000       1.000       1.000       1.000       1.000       1.000       1.000       1.000       1.000       1	Economic inactivity days over last								
(-2.790)       (-2.283)       (-0.226)       (-0.720)       (-2.884)       (-0.344)       (0.245)         Economic inactivity days over last       1.000**       1.000       1.000       1.000**       1.000***       1.000       1.000***         Sickness benefit receipt days over       1.002       1.000       1.002       1.002       1.001       1.005****       1.002       1.003***         Sickness benefit receipt days over       1.002       1.000       1.002       1.001       1.005****       1.002       1.003***         Sickness benefit receipt days over       1.115       (0.154)       (1.549)       (1.131)       (1.019)       (3.133)       (1.638)       (2.137)         Sickness benefit receipt days over       1.000       1.000       0.999       1.001       0.998**       1.000       1.000         I (1.115)       (0.154)       (1.549)       (1.131)       (1.019)       0.998**       1.000       1.000         Parental leave days over last 2       (-0.377)       (-0.577)       (1.417)       (2.756)       (-0.448)       (0.347)       (0.692)       (0.054)         Parental leave days over last 5       (0.974)       (0.057)       (1.417)       (2.756)       (-0.448)       (0.347)       (0.692)       (0.0	2 years	0.999***	0.999**	1.000	1.000	1.000	0.999***	1.000	1.000
Economic inactivity days over last         1.000**         1.000         1.000         1.000         1.000**         1.000***         1.000         1.000           Sickness benefit receipt days over last 2 years         1.002         1.000         1.002         1.002         1.002         1.001         1.005****         1.002         1.003***           Sickness benefit receipt days over last 2 years         1.002         1.000         1.002         1.001         1.005****         1.002         1.003***           Sickness benefit receipt days over last 5 years         0.999         0.999         1.000         0.999         1.000         1.000         1.001         1.005****         1.000         1.000           Parental leave days over last 2         1.000         1.000         1.000         1.001         1.000		(-2.790)	(-2.283)	(-0.226)	(-0.864)	(-0.720)	(-2.884)	(-0.344)	(0.245)
5 years       1.000***       1.000       1.000       1.000***       1.000****       1.000       1.000         Sickness benefit receipt days over       1.002       1.002       1.002       1.002       1.001       1.005****       1.002       1.002         Sickness benefit receipt days over       1.002       1.002       1.002       1.001       1.005****       1.002       1.002         Sickness benefit receipt days over       1.1115       (0.154)       (1.549)       (1.131)       (1.019)       (3.133)       (1.638)       (2.137)         Sickness benefit receipt days over       1.002       1.000       0.999       1.001       0.998**       1.000       1.000         Parental leave days over last 2       1.000       1.000       1.000       1.001       1.000 <t< td=""><td>Economic inactivity days over last</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>	Economic inactivity days over last								
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	5 years	1.000**	1.000	1.000	1.000	1.000*	1.000***	1.000	1.000
Sickness benefit receipt days over last 2 years1.0021.0001.0021.0021.0011.005***1.0021.003***Sickness benefit receipt days over last 5 years0.9990.9991.0000.9991.0010.998**1.0001.000Parental leave days over last 2 years1.0001.0001.0001.0001.0001.0001.0001.000Parental leave days over last 2 years1.0001.0001.0001.0011.0001.0001.0001.000Parental leave days over last 5 years1.0001.000*//(0.057)1.1417)(2.756)(-0.48)(0.347)(0.692)(0.054)Parental leave days over last 5 years1.0001.000*//(0.057)1.0001.000***1.0001.0001.0011.000Constant0.000***0.000***0.000***0.000***0.000***0.000***0.000***0.000***0.000***Observations116,329114,412117,233123,175212,203204,282202,758222,983Pseudo R-squared0.2860.2910.3140.3220.3200.3360.3330.300		(2.556)	(1.598)	(-0.867)	(0.067)	(1.682)	(3.158)	(0.292)	(-0.577)
$\begin{array}{ c c c c c c c c c c c c c c c c c c c$	Sickness benefit receipt days over								
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	last 2 years	1.002	1.000	1.002	1.002	1.001	1.005***	1.002	1.003**
Sickness benefit receipt days over last 5 years $0.999$ $(-1.373)$ $0.999$ $(-0.595)$ $1.000$ $(-0.267)$ $0.999$ $(-0.692)$ $1.001$ $(0.609)$ $0.998**$ $(-2.256)$ $1.000$ $(0.140)$ $1.000$ $(-0.102)$ Parental leave days over last 2 years1.000 $(0.074)$ $1.000$ $(0.057)$ $1.000$ $(1.417)$ $1.000$ $(2.756)$ $1.000$ $(-0.048)$ $1.000$ $(0.347)$ $1.001$ $(0.692)$ $1.000$ $(0.692)$ Parental leave days over last 5 years $1.000$ $(0.915)$ $1.000$ $(1.955)$ $1.000$ $(0.975)$ $1.000$ $(2.818)$ $1.000$ $(-0.272)$ $1.000$ $(0.165)$ $1.000$ $(-0.220)$ $1.001^{**}$ $(2.051)$ Constant $0.000^{***}$ $(-39.582)$ $(-29.138)$ $(-30.005)$ $(-29.140)$ $37.568$ $(-32.450)$ $(-33.954)$ $(-31.227)$ Observations $116,329$ $0.286$ $114,412$ $0.322$ $112,175$ $0.314$ $212,203$ $0.320$ $204,282$ $0.336$ $202,758$ $0.333$ $222,983$ $0.333$		(1.115)	(0.154)	(1.549)	(1.131)	(1.019)	(3.133)	(1.638)	(2.137)
last 5 years       0.999       0.999       1.000       0.999       1.001       0.998**       1.000       1.000         Parental leave days over last 2 years       1.000       1.000       1.000       1.001       1.000       1.001       1.000       1.001       1.000       1.001       1.000       1.	Sickness benefit receipt days over								
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	last 5 years	0.999	0.999	1.000	0.999	1.001	0.998**	1.000	1.000
Parental leave days over last 2       1.000       1.000       1.001       1.000       1.001       1.000         Parental leave days over last 5       (0.074)       (0.057)       (1.417)       (2.756)       (-0.048)       (0.347)       (0.692)       (0.054)         Parental leave days over last 5       1.000       1.000*       1.000       1.000***       1.000       1.000       1.000       1.001       1.000       1.001***         Constant       0.000***		(-1.3/3)	(-0.595)	(-0.26/)	(-0.692)	(0.609)	(-2.256)	(0.140)	(-0.102)
years       1.000 <td< td=""><td>Parental leave days over last 2</td><td>1 000</td><td>1 000</td><td>1 000</td><td>1 001***</td><td>1 000</td><td>1 000</td><td>1 001</td><td>1 000</td></td<>	Parental leave days over last 2	1 000	1 000	1 000	1 001***	1 000	1 000	1 001	1 000
Parental leave days over last 5 years $(0.074)$ $(0.057)$ $(1.417)$ $(2.756)$ $(-0.048)$ $(0.347)$ $(0.692)$ $(0.054)$ Parental leave days over last 5 years $1.000$ $1.000^*$ $1.000$ $1.000^{***}$ $1.000$ $1.000$ $1.000$ $1.000$ $1.000$ Constant $0.000^{***}$ $0.000^{***}$ $0.000^{***}$ $0.000^{***}$ $0.000^{***}$ $0.000^{***}$ $0.000^{***}$ $0.000^{***}$ Constant $0.000^{***}$ $0.000^{***}$ $0.000^{***}$ $0.000^{***}$ $0.000^{***}$ $0.000^{***}$ $0.000^{***}$ Cobservations $116,329$ $114,412$ $117,233$ $123,175$ $212,203$ $204,282$ $202,758$ $222,983$ Pseudo R-squared $0.286$ $0.291$ $0.314$ $0.322$ $0.320$ $0.336$ $0.333$ $0.300$	years	1.000	1.000	1.000	1.001***	1.000	1.000	1.001	1.000
Parental leave days over last 5 years1.0001.000*1.0001.000***1.0001.001**Constant0.000***0.00		(0.0/4)	(0.057)	(1.41/)	(2./56)	(-0.048)	(0.34/)	(0.692)	(0.054)
Years       1.000       1.000 <sup>-1</sup> 1.000 <sup>1+*</sup> 0.000 <sup>***</sup> 1.	rarental leave adys over last 5	1 000	1 000*	1 000	1 000***	1 000	1 000	1 000	1 00 1 **
Constant       (0.713)       (1.733)       (0.775)       (2.816)       (-0.272)       (0.165)       (-0.220)       (2.051)         Constant       0.000*** </td <td>years</td> <td>1.000</td> <td>1.000°</td> <td>1.000</td> <td>(0.010)</td> <td>1.000</td> <td>1.000</td> <td></td> <td>1.001</td>	years	1.000	1.000°	1.000	(0.010)	1.000	1.000		1.001
Constraint         0.000	Constant	0.000***	0.000***	0.000***	(2.010) 0.000***	(-U.Z/Z) 0.000***	0.000***	(-U.ZZU) 0.000***	(2.001) 0.000***
(-39.582)(-29.138)(-30.005)(-29.140)37.568)(-32.450)(-33.954)(-31.227)Observations116,329114,412117,233123,175212,203204,282202,758222,983Pseudo R-squared0.2860.2910.3140.3220.3200.3360.3330.300	CONSIGNI	0.000	0.000	0.000	0.000	1	0.000	0.000	0.000
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		1-39 5821	1-20 1281	(-30 005)	(-29 140)	1- 37 5481	1-32 1501	1-33 9511	1-31 2221
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		(-07.00Z)	(-27.100)	(-00.000)	(-27.140)	57.500)	(-02.400)	(-00.704)	(-01.227)
Pseudo R-squared         0.286         0.291         0.314         0.322         0.320         0.336         0.333         0.300	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

Note: Logistic regression with estimates displayed as Odds Ratios. z-statistics in parentheses: \*\*\* p<0.01, \*\* p<0.05, \* p<0.1. "Ref." denotes the reference category. Scenario 2: Effects of program participation vs. non-participation conditional on an employment take-up.

Matching scheme	No. treated	Non- treated	Share of treated	% lost to common	Logit Pseudo- R <sup>2</sup> , before <sup>2</sup>	Logit Pseudo-R <sup>2</sup> , after <sup>3</sup>	Median bias, before <sup>4</sup>	Median bias, after⁵	$P > \chi^2$ , after <sup>6</sup>	ATT on employment
			(%)	support <sup>1</sup>						after 1 year <sup>7</sup>
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 standard deviation of propensity 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 standard deviation of propensity 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 standard deviation of propensity 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 standard deviation of propensity 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 propensity score	4,169	406,198	1.0	0.0	0.141	0.119	7.1	1.8	0.000	124
Mahalanobis-metric matching with propensity 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 standard deviation of propensity 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 standard deviation of propensity 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	0,021	0,0,0,0	0.0	0.0	01171	0.002	011	017		
(0.25% of standard deviation of propensity 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	0,0_1									
(0.25% of standard deviation of propensity scores)	3.521	590.078	0.6	0.0	0 171	0.002	81	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	81	1.4	0.021	153
Kernel of epan type with bandwith 0.05	3 521	590.078	0.0	0.0	0.171	0.117	81	5.4	0.000	128
Kernel of normal type with bandwith 0.01	3 521	590 078	0.0 A ()	0.0	0.171	0.053	81	3.4	0.000	120
Kernel of normal type with bandwith 0.05	3.521	590.078	0.0 A ()	0.0	0 171	0.000	81	5.5 7 4	0.000	118
Mahalanobis-metric matching without propensity score	3 521	590 078	0.0 A ()	0.0	0 171	0 1 1 9	8.1	17	0.000	105
Mahalanobis-metric matching with propensity score	3,521	590,078	0.6	0.0	0.171	0.086	8.1	1.9	0.000	109

A.6: Covariate balancing indicators, before and after matching, by matching scheme, scenario 1, 2003

Note: 1: Share of the treated failing outside the common support. 2: Pseudo-R<sup>2</sup> from logit estimation of the propensity score. 3: Pseudo R<sup>2</sup> from the same logit estimation on the matched samples. 4: Median absolute standardized bias before matching. Following the formulae of Rosenbaum – 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 standardized bias corresponds to the median taken over all regressors. 5: Median absolute standardized bias after matching. The standardized bias after matching is the difference of the sample means in the full treated and non-treated groups. The median advolute standardized bias corresponds to the median taken over all regressors. 5: Median absolute standardized bias after matching. The standardized bias after matched groups. The median advolute standardized bias corresponds to the median advolute standardized bias after matched groups. The median advolute standardized bias corresponds to the median taken over all regressors. 5: Median absolute standardized bias corresponds to the median taken over all regressors. 5: Median absolute standardized bias after matched groups. The median advolute standardized bias corresponds to the median taken over all regressors. 6: P-value of the likelihood-ratio test of the joint significance of all regressors after matching. 7: Estimated average treatment effect on the treated in terms of overall dependent employment in the 1<sub>st</sub> year after program start.

Subgroup	Year <sup>1</sup>	No. treated	No. non- treated	Share of treated (%)	% lost to common support <sup>2</sup>	Hit- Rate³	Logit Pseudo- R², before <sup>4</sup>	Logit Pseudo- R², after⁵	Median bias, before⁴	Median bias, after <sup>7</sup>	P > χ², after <sup>8</sup>
Total	Women			(/9	coppen.				201010		
(25-54)	2002	4 1 5 5	407 100	1.0	0.2	70.0	0.1.41	0.000	7 1	0.(	1 000
	2003	4,100	406,196	0.8	0.3	743	0.141	0.002	7.1	0.6	1.000
	2004	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	Women										
(13-24)	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	/2/	141,039	0.5	1.6	/3.2	0.160	0.006	7.0	0.9	1.000
Modium ago	2006	76Z	134,611	0.7	0.4	74.3	0.179	0.003	1./	0.0	1.000
(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	1.50/	120 105	0.4	0.0	77.4	0.100	0.004	10.0	0.0	1 000
	2003	1,596	432,195	0.4	0.2	78.2	0.180	0.004	10.9	0.8	1.000
	2004	1,001	431,320	0.4	0.0	78.5	0.202	0.003	9.4	0.7	1.000
	2005	2,384	419 077	0.4	0.2	75.9	0.164	0.003	11.4	1.0	1.000
Old gge (45-54)	Women	2,001	,	0.0	0.2	,	0.101	0.000		1.0	1.000
014 4ge (40 04)	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,/95	150,490	1.1	0.6	76.1	0.178	0.003	5.9	0.8	1.000
	2005	1,/07	127,770	1.1	0.7	76.Z	0.161	0.002	7.0	0.7	1.000
Low education	Women	2,004	101,420	1.2	0.4	70.4	0.105	0.002	5.0	0.0	1.000
(25-54)											
	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	/3.5	0.170	0.003	8.2	0.9	1.000
	2006	1,817	196,683	0.9	0.4	/1.3	0.146	0.002	7.9	0.7	1.000
	2003	1 277	250 303	0.5	0.9	76.2	0 167	0.003	97	0.9	1 000
	2000	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 (25-54)	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	1,002	276,322	0.6	0.7	70.Z	0.203	0.003	9.4	0.9	1.000
	2003	2 090	270,043	0.0	0.7	70.7	0.207	0.004	7.4 11.4	1.1	1.000
High education	Women	2,070	2/ 4,020	0.0	0.4	//.4	0.177	0.000	11.4	1.0	1.000
(25-54)											
	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
	2003	247	51 700	0.7	07	75.0	0.144	0.007	0.0	1 <i>F</i>	1 000
	2003	२२∩	54 068	0.7	1.5	73.3 78.0	0.166	0.007	7.Z 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								-		

A.7: Covariate balancing indicators, before and after matching, by subgroup, scenario 1

Nationals (25-54)

	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 1 1 6	463 452	0.7	0.2	76.4	0 185	0.002	6.8	0.8	1 000
	2000	3.040	463,902	0.7	0.4	77.0	0.188	0.002	7.0	0.0	1.000
	2004	3.045	463,017	0.7	0.4	77.8	0.100	0.002	7.0	0.7	1.000
	2005	3 7 1 2	457 511	0.7	0.0	75.4	0.1/4	0.002	8.0	0.0	1.000
Non nationals	Women	J,/ 4Z	437,311	0.0	0.1	7 3.4	0.107	0.002	0.7	0.0	1.000
(25-54)	women										
. ,	2003	284	59,924	0.5	0.7	71.6	0.136	0.008	9.9	1.4	1.000
	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
Disabled (25-54)	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 (25-54)	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 (25-54)	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

Note: 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<sup>2</sup> from logit estimation of the propensity score. 5: Pseudo R<sup>2</sup> from the same logit estimation on the matched samples. 6: Median absolute standardized bias before matching. Following the formulae of Rosenbaum – 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 bias after matching is the difference of the sample means in the median taken over all regressors. 6: Median absolute standardized bias after matching. The standardized bias after matching is the difference of the sample wariances in the full treated and non-treated groups. The median absolute standardized 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 average of the sample wariances in the full treated and non-treated groups. The median absolute standardized bias after matching. For a given covariance is the full treated and non-treated groups. The median absolute standardized bias corresponds to the median taken over all regressors. 5: The median absolute standardized bias corresponds to the median taken over all regressors. Bit matched 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 standardized bias corresponds to the median taken over all regressors. Bit matching.

Subgroup	Year <sup>1</sup>	No.	No.	Share of	% lost to	Hit-	Logit	Logit	Median	Median	P > χ <sup>2</sup> ,
		freated	non- treated	freated (%)	common support <sup>2</sup>	Rate <sup>3</sup>	Pseudo-R <sup>2</sup> , before <sup>4</sup>	Pseudo-R <sup>2</sup> , after <sup>5</sup>	bias, before <sup>6</sup>	bias, after <sup>7</sup>	atter
Total (25-54)	Women		neureu		soppon		beloit	uner	Deloie	uner	
	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	Women										
(15-24)	2002	(04	20 440	1 /	1.1	77 7	0.000	0.007	11.2	1.0	1 000
	2003	024 714	37,447	1.0	1.1	77.0	0.225	0.006	11.3	1.2	1.000
	2004	545	38.843	1.7	2.2	78.0	0.234	0.005	13.2	1.5	1.000
	2005	863	38 351	22	2.2	70.0	0.235	0.006	12.1	1.0	1.000
	Men	000	00,001	2.2	2.0	//.0	0.200	0.000	12.1	1.4	1.000
	2003	772	60 992	12	0.9	79.8	0 241	0.004	117	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	Women										
(25-44)											
	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./	0.349	0.005	17.9	1.2	1.000
	2005	1,698	154,803	1.1	0.2	85./	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
Old age (45-54)	women 2002	2 1 1 0	25.079	7 0	0.1	74.0	0.254	0.009	12 4	1.2	1 000
	2003	2,117	23,070	/.0 5.1	0.1	70.2	0.254	0.008	13.4	1.3	1.000
	2004	1,347	24,707	3.1	1.7	/7.0 81.4	0.304	0.007	14.0	1.0	1.000
	2005	1,536	28,505	4.7 5 1	0.4	80.7	0.319	0.009	13.1	1.0	1.000
	Men	1,000	20,004	5.1	0.4	00./	0.017	0.007	10.7	1.7	1.000
	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										
(25-54)											
	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,/91	52,/22	3.3	0.3	/9.3	0.291	0.004	16.5	1.1	1.000
	Men	1.054	04.01/	1.5	0.0	02.0	0.005	0.00/	15 (	1.1	1 000
	2003	1,234	04,316	1.5	0.8	03.0	0.305	0.006	13.6	1.1	1.000
	2004	1,247	79 059	1.5	0.1	02.4 82.7	0.303	0.004	14.5	1.3	1.000
	2005	1,007	87 225	22	0.1	80.8	0.244	0.004	10.5	13	1.000
Medium	Women	1,7 44	07,220	2.2	0.2	00.0	0.204	0.000		1.0	1.000
education	Wonnen										
(25-54)											
	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	1 001	111.001		<u> </u>		0.007	0.004			1 000
	2003	1,821	111,931	1.6	0.4	84.6	0.337	0.004	16./	0.9	1.000
	2004	1,/69	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
link advantion	2006	2,055	116,305	1./	0.1	65.5	0.339	0.006	17.0	1.0	1.000
(25-54)	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										
(25-54)	2002	2 707	00.010	4.0	0.1	70.7	0.000	0.002	07	0.0	1 000
	2005	3,171	7∠,UIÓ	4.0	0.1	/7./	0.200	0.005	7./	0.7	1.000

A.8: Covariate balancing indicators, before and after matching, by subgroup, scenario 2

	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
Non-nationals	Women									-	
(25-54)											
	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
Disabled (25-54)	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 (25-54)	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	Women										
returners (25-54)											
	2003	599	4,954	10.8	1.5	/1.6	0.207	0.006	8./	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

Note: 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<sup>2</sup> from logit estimation of the propensity score. 5: Pseudo R<sup>2</sup> from the same logit estimation on the matched samples. 6: Median absolute standardized bias before matching. Following the formulae of Rosenbaum – 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 groups. The median absolute standardized bias after matching is the difference of the sample means in the matched sample means in the matched treated and non-treated groups. The standardized bias after matching is the difference of the sample was a percentage of the sample means in the matched treated and matched non-treated subsamples as a percentage of the sample means in the matched groups. The median absolute standardized bias corresponds to the median taken over all regressors. 8: P-value of the likelihood-ratio test of the joint significance of all regressors after matching.

		-		۵ffe	ar 1 vegr			Δfter	3 vears			After	5 vears			After 7	vears	
Sub- aroup	Year		Treat ed	Non- treat ed	Difference	9	Trea ted	Non- treat ed	Difference	e	Treate d	Non- treat ed	Differen	e	Treated	Non- treated	Difference	9
<u> </u>					Abs.	Rel.			Abs.	Rel.	-		Abs.	Rel.			Abs.	Rel.
(A) Days	in depe	ndent em	ployment	ł														
Nen	1pie (25- 2003	·54) Before	281	166	114***	68.5	719	547	171***	31.2	1.136	941	193***	20.5	1.497	1.310	186***	14.2
				115	(2.22)	1 40 5	700	400	(6.42)	70.5	1 107	(00	(10.7)	-0.7	1, 100	0.00	(14.99)	
		After	281	115	(1.86)	143.5	/20	403	(6.17)	/8.5	1,137	699	438***	62./	1,499	962	(15.15)	55.8
	2004	Before	278	162	115***	70.9	714	543	169***	31.1	1,125	933	188***	20.2				
		After	278	109	168***	153.8	713	393	320***	81.4	1,122	683	439***	64.3				
	2005	Before	269	164	(1.88) 103***	63.1	711	561	(6.32) 147***	26.3	1 097	939	(10.9) 152***	16.2				
	2000	Derore	207	104	(2.21)	00.1	,	001	(6.47)	20.0	1,077	,0,	(10.73)	10.2				
		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***	56.6	716	574	140***	24.4			(					
		After	274	120	(2) 154***	128.6	717	420	(5.8) 298***	71.0								
Womon	2002	Roforo	301	139	(1.69)	119.0	770	191	(5.46)	40.4	1 225	941	300***	45.0	1 4 2 4	1 104	107***	35.7
women	2005	belole	501	150	(2.06)	110.2	///	404	(6.07)	00.0	1,225	041	(10.01)	45.2	1,020	1,174	(13.9)	55.7
		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***	129.1	780	477	301***	63.1	1,225	838	383***	45.7			(	
		After	304	112	(2.32) 192***	171.6	779	419	(6.85) 360***	85.7	1,224	744	(11.28) 480***	64.6				
	2005	Roforo	204	130	(1.85)	103.9	773	191	(6.5)	59 /	1 212	945	(11.14)	10.4				
	2005	Belore	270	132	(2.17)	123.0	//3	404	(6.4)	30.4	1,213	040	(10.53)	42.0				
		After	296	115	181***	157.6	773	430	343***	79.8	1,213	755	458***	60.7				
	2006	Before	294	137	155***	113.7	775	495	273***	55.1			(10.50)					
		After	294	110	(1.94) 185***	168.6	776	429	(5.69) 347***	80.8								
					(1.61)				(5.42)									
Young pe Men	2003 eople	5-24) Before	283	177	103***	58.5	779	616	158***	25.6	1 305	1 095	208***	19.0	1 798	1 563	242***	15.5
Men	2005	belole	200	177	(4.49)	50.5	///	010	(12.24)	20.0	1,505	1,075	(19.8)	17.0	1,770	1,505	(27.44)	10.0
		After	282	154	129*** (3.82)	83.6	780	548	232*** (11.86)	42.3	1,314	989	325*** (19.3)	32.8	1,819	1,410	408*** (27.05)	29.0
	2004	Before	279	174	101***	57.9	776	618	148***	23.9	1,283	1,093	178***	16.3			(	
		After	277	153	(4.51) 123***	80.4	770	558	(12.24) 212***	38.0	1,278	996	(19.85) 282***	28.3				
	2005	Refore	275	173	(3.92) 98***	563	768	630	(11.95) 126***	20.0	1 233	1.085	(19.43) 134***	123				
	2005	belole	2/5	175	(4.69)	50.5	/00	000	(12.73)	20.0	1,200	1,000	(20.79)	12.0				
		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***	51.0	788	638	137***	21.5			()					
		After	282	155	(4.09) 127***	81.7	787	557	(11.2) 229***	41.2								
Waman	2002	Poforo	207	175	(3.55)	71.0	707	502	(10.81)	247	1.0/7	000	0/0***	2/ 2	1 /07	1 200	004***	20 F
women	2003	Belole	308	175	(5.17)	/1.0	//0	505	(14.64)	54.0	1,207	112	(23.37)	20.2	1,077	1,307	(31.6)	20.5
		After	302	165	137*** (4.05)	82.9	787	563	224*** (1.3.94)	39.7	1,254	962	292*** (23.41)	30.4	1,676	1,345	332*** (32.59)	24.7
	2004	Before	303	171	128***	75.0	816	581	230***	39.5	1,305	992	306***	30.8			()	
		After	303	170	(4.86) 133***	78.0	817	589	(13.72) 228***	38.8	1,306	1,009	(21.87) 298***	29.5				
	2005	Poforo	200	170	(3.83)	75.0	014	500	(12.55)	24.0	1.074	000	(21.2)	24.2				
	2005	Belore	306	170	(5.46)	/3.0	014	370	(15.38)	34.Z	1,2/4	770	(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***	66.1	800	597	188***	31.5			(2 1.00)					
		After	297	159	(4.41) 138***	86.5	799	559	(12.41) 239***	42.8								
Madium	aaa (25	44)			(3.7)				(11.82)									
Mealonn	2003	Before	274	176	98***	55.6	702	582	119***	20.5	1,138	1.007	130***	12.9	1.546	1,415	130***	9.2
			074	111	(3.25)	144.0	700	10/	(9.28)	70.0	1 1 2 0	70/	(15.38)	54.0	1 5 47	1.000	(21.53)	50.2
		Affer	2/4	111	(2.8)	146.0	702	406	(9.16)	72.9	1,139	/26	(15.58)	36.8	1,54/	1,029	(22.04)	50.3
	2004	Before	270	171	98***	57.5	696	575	118***	20.5	1,116	995	117***	11.8				
		After	270	107	163***	152.5	695	394	301***	76.5	1,116	702	(13.27) 414***	59.0				
	2005	Refore	263	172	(2.79) 89***	517	495	592	(9.12)	16.8	1 088	000	(15.58) 84***	84				
	2000	Seidle	200		(3.12)		070	572	(8.99)	. 0.0	1,000		(14.86)	0.4				
		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***	45.9	697	604	91***	15.1			, '/					
		After	267	118	(2.69) 149***	127.1	698	420	(7.7) 277***	65.9								
W/	0000	D-4-	200	145	(2.35)	107.1	700	E1 4	(7.43)	E1 (	1.073	004	250***	20.0	1 700	1 200	10 1884	20.1
women	2003	Before	302	145	(2.98)	107.4	783	514	∠₀5*** (8.65)	51.6	1,261	704	352*** (14.11)	37.0	1,/30	1,300	424*** (19.47)	32.6
		After	302	114	188***	165.7	782	433	349***	80.4	1,260	787	474***	60.2	1,729	1,157	573***	49.5
	2004	Before	304	138	165***	119.8	780	501	275***	55.0	1,252	890	357***	40.1			(10.72)	
		After	304	113	(3.09) 191***	168.9	778	433	(8.97) 346***	79 9	1 250	786	(14.6) 465***	59.2				
			504	. 10	(2.46)		,,,,	,00	(8.54)	/	1,200	, 00	(14.45)	57.2				

## A.9: Estimated average treatment effect on the treated (ATT) in terms of employment indicators, by outcome, subgroup, sex and year, scenario 1

	2005	Before	298	137	159***	116.8	783	507	269***	53.1	1,252	893	350***	39.2				
		After	298	117	(2.78) 181***	155.4	783	449	(8.07) 334***	74.4	1,254	803	(13.14) 450***	56.0				
	2007	Pofero	202	1.41	(2.33)	104.0	775	517	(7.73)	40.4			(13.04)					
	2006	Berore	292	141	(2.38)	104.2	//5	517	(6.91)	48.4								
		After	292	109	182*** (2.02)	166.9	775	436	339*** (6.67)	77.6								
Old peop	ole (45-5	4)			(=:==]				(0.0.7									
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*** (20.6)	42.4
		After	286	115	172***	149.4	733	390	343***	88.0	1,133	655	478***	72.9	1,456	873	583***	66.8
	2004	Before	286	139	(2.5) 146***	105.5	731	456	(0.42) 274***	60.2	1,133	763	367***	48.1			(20.73)	
		After	285	109	(3.12) 176***	160.5	730	383	(9.2) 347***	90.7	1,130	644	(15.36) 486***	75.4				
	2005	Before	274	141	(2.59)	93.5	707	476	(8.9) 248***	52.2	1 105	777	(15.49)	41.6				
	2005	belole	2/4	141	(3.13)	/0.0		470	(9.37)	52.2	1,105		(15.47)	41.0				
		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)	82.8	740	498	239*** (8.84)	48.1								
		After	283	123	160***	130.0	739	416	323***	77.7								
Women	2003	Before	301	118	(2.46) 183***	155.7	776	400	(8.14) 375***	93.9	1,192	668	522***	78.2	1,531	899	628***	69.9
		After	301	110	(2.78) 190***	172 7	776	398	(8.44) 378***	94.8	1 191	674	(14.08) 516***	76.6	1.528	910	(19.43) 619***	68.0
			001	110	(2.28)		701	405	(8.05)	00.4	1,100		(14.1)	70.0	1,020	, 10	(20.05)	00.0
	2004	Before	304	116	(3.46)	161./	/81	405	(10.49)	92.4	1,190	686	(17.56)	/2.8				
		After	303	104	199*** (2.88)	191.7	778	376	402*** (10.26)	107. 0	1,189	636	553*** (17.8)	87.0				
	2005	Before	294	117	175***	149.4	758	419	334***	79.7	1,149	707	435***	61.5				
		After	293	103	(3.43) 190***	183.4	756	379	(10.42) 376***	99.2	1,146	639	(17.4) 507***	79.4				
	2006	Before	300	123	(3.02) 175***	142.3	777	437	(10.39) 335***	76.7			(18.09)					
		Atter	200	102	(3.29)	190.7	77/	200	(9.94)	00.0								
		Allei	277	103	(2.75)	107./	//0	307	(9.58)	77.Z								
Low educ Men	ated (25 2003	5-54) Before	261	156	104***	67.0	655	505	147***	29.2	1.033	866	165***	19.0	1 358	1 196	159***	13.3
men	2000		201	100	(3.59)	07.0		000	(10.31)	27.2	1,000	600	(17.21)	17.0	1,000	077	(24.03)	5
		After	261	109	(3.11)	140.1	652	370	(9.95)	76.2	1,030	640	(17.03)	60.9	1,356	8//	4/9*** (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***	150.3	652	363	289***	79.5	1,015	624	392***	62.8				
	2005	Before	247	150	(3.15) 96***	63.8	644	515	(10.2) 125***	24.2	984	857	(17.31) 120***	14.0				
		After	247	103	(3.4) 144***	140.2	643	374	(9.94) 269***	72.0	982	620	(16.42) 362***	58.3				
	2007	Pofero	2/0	1/1	(3.05)	(0.2	//5	507	(9.84)	05.0			(16.66)					
	2008	Belole	200	101	(2.95)	00.5	000	527	(8.51)	23.0								
		After	260	118	142*** (2.56)	120.1	667	406	260*** (8.07)	64.1								
Women	2003	Before	291	129	161***	124.3	735	443	288***	65.0	1,147	767	375***	48.9	1,510	1,084	420***	38.7
		After	291	112	178***	158.8	733	395	339***	85.9	1,145	682	463***	68.0	1,508	952	556***	58.5
	2004	Before	293	122	(2.56) 170***	139.5	746	432	(8.8) 308***	71.2	1,165	760	(15.23) 397***	52.3			(21.59)	
		After	292	107	(3.56) 185***	174.0	741	390	(10.48) 351***	90.1	1 1 5 8	685	(17.33) 473***	69.0				
	2005	Pofero	002	110	(2.99)	12/ 5	702	427	(10.36)		1.10/	750	(17.73)	47.2				
	2005	Belole	205	110	(3.35)	130.5	725	430	(9.9)	04.4	1,120	7.57	(16.36)	47.5				
		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***	123.9	711	444	257***	57.9			. ,					
		After	278	101	177***	175.3	711	387	323***	83.5								
Medium	educate	d (25-54)			(2.67)				(8./4)									
Men	2003	Before	289	183	106***	57.9	749	597	152***	25.5	1,184	1,022	162***	15.8	1,563	1,424	139*** (20.41)	9.8
		After	289	124	165***	133.6	749	432	317***	73.3	1,184	748	436***	58.3	1,564	1,032	532***	51.5
	2004	Before	287	181	(2.52) 106***	58.5	751	597	(8.5) 152***	25.5	1,187	1,020	(14./4) 165***	16.1			(21.05)	
		After	287	118	(3.07) 169***	143.3	748	421	(8.87) 327***	77.8	1 183	729	(14.8) 454***	62.2				
	0005	D - 6	000	102	(2.57)	50.5	757	(14	(8.74)	02.0	1 1 70	1 007	(15.19)	145				
	2005	Belore	200	103	(3.13)	52.5	/3/	014	(9.1)	23.0	1,170	1,027	(15.14)	14.5				
		After	279	122	157*** (2.8)	129.2	755	440	315*** (9.04)	71.5	1,176	733	443*** (15.61)	60.4				
	2006	Before	283	194	89***	45.9	753	630	123***	19.5			,					
		After	283	127	156***	123.0	753	442	311***	70.4								
Women	2003	Before	307	148	(2.42) 159***	107.3	804	523	(7.92) 281***	53.6	1,266	912	353***	38.7	1,682	1,298	383***	29.5
		After	304	114	(3.07) 192***	147 0	804	433	(9.03) 371***	85.9	1 245	744	(14.87) 500***	45.0	1 480	1 090	(20.66) 59 <i>4</i> ***	54.6
			000	1.1-4	(2.38)	107.7	700		(8.29)	55.5	1,200	,	(14.29)	05.2	1,002	1,000	(20.47)	0.4.0
	2004	Before	308	145	163*** (3.47)	112.0	/92	523	2/0*** (10.12)	51.6	ı,245	91/	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***	105.6	800	535	263***	49.2	1,259	931	325***	34.9				
		After	302	126	(3.22) 177***	140.5	798	470	(7.37) 329***	69.9	1,256	825	431***	52.3				

					(2.71)				(9.12)				(15.71)					
	2006	Before	304	153	150***	98.4	810	548	262*** (8.31)	47.8								
		After	303	116	187***	161.4	810	459	352***	76.7								
High edu	cated (2	5-54)			(2.31)				(7.86)									
Men	2003	Before	311	126	184***	146.4	794	479	317***	66.1	1,246	857	393***	45.8	1,652	1,228	429***	34.9
	2003	After	311	94	(7.34) 217***	229.5	799	375	(22.27) 424***	113.	1,255	681	(37) 574***	84.3	1,666	978	(51.65) 687***	70.3
	2004	Roforo	300	124	(5.41)	142.4	757	475	(19.2)	1	1 204	950	(34.07)	40.7			(49.36)	
	2004	Belole	302	124	(7.46)	142.0	/3/	4/3	(22.69)	50.5	1,204	032	(37.68)	40.7				
	2004	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***	125.8	755	501	251***	50.1	1,146	875	265***	30.3				
	2005	After	295	97	(7.27) 198***	204.5	746	372	(21.77) 374***	100.	1,133	647	(36.37) 486***	75.1				
	2006	Before	304	137	(6.18) 165***	120.6	788	511	(21.11) 272***	7 53.2			(36.97)					
					(7.57)		700		(22.63)	00.2								
	2006	After	303	99	(5.7)	207.2	/85	383	402***	104. 9								
Women	2003	Before	316	141	175*** (6.04)	124.4	830	520	307***	59.0	1,328	913	411*** (29.12)	45.0	1,799	1,304	488***	37.4
	2003	After	316	113	203***	179.0	828	446	382***	85.6	1,325	806	519***	64.4	1,795	1,171	624***	53.3
	2004	Before	324	135	(4.39) 187***	138.1	845	511	(15.61) 332***	64.9	1,340	906	(26.82) 434***	47.9			(37.96)	
	2004	Attor	303	112	(6.51)	199.0	940	135	(19.29)	03.4	1 3 3 9	790	(31.39)	40.4				
	2004	Allel	323	112	(4.59)	100.0	042	433	(17.05)	73.4	1,330	/07	(29.37)	07.0				
	2005	Before	313	137	174*** (6.12)	127.2	825	523	297*** (18.01)	56.8	1,306	919	376*** (29.2)	40.9				
	2005	After	312	117	195***	167.3	820	451	368***	81.6	1,297	805	492***	61.1				
	2006	Before	309	144	(4./2) 163***	113.4	835	539	(16.64) 289***	53.7			(28.22)					
	2006	After	309	110	(5.31) 199***	180.4	834	461	(15.56) 373***	80.9								
Net ·	105 54	-		-	(4.16)				(14.25)									
Nationals Men	(∠5-54) 2003	Before	281	161	120***	74.8	719	535	183***	34.2	1.134	925	208***	22.5	1,496	1.292	204***	15.8
-		Affor	201	110	(2.39)	155.2	710	300	(6.97)	847	1 124	490	(11.64)	44.0	1 407	040	(16.29)	59.0
		Allei	201	110	(1.98)	155.5	/17	507	(6.62)	04./	1,134	800	(11.41)	00.0	1,477	742	(16.23)	57.0
	2004	Before	279	158	120*** (2.42)	76.3	714	533	180***	33.7	1,124	919	203*** (11.78)	22.1				
		After	278	107	171***	159.2	712	387	326***	84.2	1,122	675	447***	66.3				
	2005	Before	269	160	108***	67.7	711	551	158***	28.8	1,096	927	167***	18.0				
		After	269	107	(2.41) 162***	151.7	710	393	(7.09) 316***	80.4	1.094	661	(11.75) 434***	65.7				
	2004	Refere	272	171	(2.11)	50.0	711	544	(6.9)	25.5			(11.85)					
	2008	Belole	2/3	171	(2.21)	57.7	711	500	(6.44)	23.5								
		After	273	115	158*** (1.85)	137.6	712	404	307*** (6.01)	76.0								
Women	2003	Before	302	135	166***	123.1	780	480	299***	62.2	1,226	839	385***	45.9	1,628	1,194	432***	36.2
		After	301	110	191***	174.3	779	409	370***	90.3	1,224	721	503***	69.8	1,626	1,022	604***	59.1
	2004	Before	305	131	(1.67) 174***	132.9	781	475	(5.84) 304***	64.0	1.227	839	(10.08) 386***	46.0			(14.36)	
			204	110	(2.41)	171.4	770	40.4	(7.13)	02.0	1,005	750	(11.74)	(0.7				
		After	304	112	(1.92)	171.4	//9	424	(6.77)	83.9	1,225	/53	(11.6)	62./				
	2005	Before	297	131	165*** (2.27)	125.9	777	486	289*** (6.72)	59.4	1,217	849	365*** (11.07)	43.0				
		After	297	113	184***	162.1	776	431	346***	80.2	1,217	761	457***	60.1				
	2006	Before	295	137	(1.91) 157***	114.8	781	499	(ö.47) 278***	55.8			(11.12)					
		After	295	109	(2.03) 186***	171.2	781	429	(5.97) 352***	82.1								
Ner - "			_,,,		(1.69)		, 51		(5.67)									
won-natio Men	2003 2003	-54) Before	280	188	91***	48.5	728	593	132***	22.2	1,163	1,005	153***	15.2	1,519	1,380	132***	9.6
-		Affor	201	140	(6.1)	80.0	700	101	(17.25)	50.0	1 1/2	817	(28.84)	40.0	1 510	1 002	(40.56)	38.0
		And	201	140	(5.33)	07.0	/ 20	400	(17.23)	50.0	1,100	01/	(30.03)	42.2	1,317	1,073	(42.83)	30.7
	2004	Before	275	179	93*** (6.18)	51.8	720	584	130*** (17.5)	22.2	1,132	988	134*** (29.19)	13.6				
		After	273	134	138***	102.8	713	455	258***	56.7	1,121	769	352***	45.8				
	2005	Before	266	178	(J.J8) 84***	47.2	717	598	(1/.3/) 111***	18.6	1,110	988	(30.51) 107***	10.9				
		After	264	131	(5.77) 133***	101.5	711	461	(16.46) 249***	54.0	1,095	749	(27.35) 346***	46.1				
	2007	Pot-		100	(5.24)	45.0	7.0	/07	(16.49)	01.0	.,5,0		(28.32)					
	2006	Belole	280	187	8/*** (4.73)	45.7	/43	60/	(13.45)	21.9								
		After	279	151	128*** (4,14)	85.1	747	499	248*** (13)	49.7								
Nomen	2003	Before	300	153	142***	92.9	774	506	258***	51.1	1,216	857	345***	40.2	1,601	1,200	382***	31.8
		After	299	128	(/.75) 171***	133.1	772	441	(22.18) 331***	74.9	1,214	752	(36.46) 462***	61.4	1,598	1,049	(50.5) 549***	52.4
	2004	Refore	295	141	(6.21) 148***	105 4	770	484	(21.06) 275***	56.8	1 203	835	(36.49) 354***	42 4			(52.23)	
	2004	Deiole	2/5		(9.11)	103.4			(26.14)	00.0	1,200		(42.85)	72.4				
		Atter	291	110	181*** (7.91)	164.6	761	394	367*** (26.17)	93.2	1,196	699	497*** (45.35)	/1.0				
	2005	Before	284	133	143***	107.5	733	479	230***	47.9	1,161	825	300***	36.4				
		After	284	119	165***	138.9	723	428	295***	68.8	1,144	733	411***	56.1				
	2006	Before	286	135	(6.66) 140***	103.4	721	480	(20.98) 217***	45.1			(35.58)					
					(6.79)				(19.45)									

		After	285	117	169***	144.6	723	443	280***	63.2								
Disabled	(25-54)				(5.7)				(19.35)									
Men	2003	Before	262	95	166***	174.2	642	323	316***	98.0	996	558	436***	78.1	1,307	769	536***	69.8
			-		(4.47)		-		(13.44)				(22.64)				(31.47)	
		After	261	97	164***	168.9	639	341	298***	87.4	993	587	406***	69.1	1,304	804	500*** (32.74)	62.3
	2004	Before	267	94	173***	183.5	651	325	326***	100.	1,005	559	445***	79.7			(52.74)	
			o / 7		(4.39)				(13.2)	1			(22.13)	70 /				
		Affer	267	90	(4 04)	197.4	649	323	(13.47)	9	1,001	558	443***	/9.4				
	2005	Before	257	98	159***	163.0	643	346	297***	85.7	976	575	399***	69.4				
		Aller	057	00	(4.52)	179.0		225	(13.8)	00.4	075		(22.84)	75 7				
		Aller	237	72	(4.34)	170.0	044	333	(13.93)	72.4	973	555	(23.68)	/3./				
	2006	Before	263	104	158***	151.5	674	352	321***	91.3			(					
		After	263	102	(4.06)	158.5	674	352	(12.14)	91.5								
		Allei	200	102	(3.68)	100.0	074	552	(11.94)	/1.5								
Women	2003	Before	283	78	205***	264.1	701	278	424***	152.	1,070	479	593***	123.	1,394	667	727***	109.
		After	283	89	(5.01) 194***	218.2	703	321	(15.36) 381***	3 118	1 073	545	(25.5) 528***	8 96.8	1.396	7.56	(35.37) 641***	U 84.8
		7.1.0	200	0,	(4.82)	21012	,	021	(16.03)	7	1,070	0.0	(27.03)	, 0.0	1,070	,	(38.37)	0 110
	2004	Before	300	77	222***	288.8	715	284	428***	150.	1,071	497	571***	115.				
		After	299	93	(3.85) 206***	222.2	710	328	(17.92) 382***	116.	1.063	562	(29.99) 500***	88.9				
				_	(5.5)				(18.75)	3		_	(32.04)					
	2005	Before	276	78	198*** (5 4)	253.9	686	295	391*** (16.63)	132.	1,045	510	537*** (27 79)	105. 2				
		After	274	92	183***	199.1	680	343	337***	98.1	1,039	583	456***	78.1				
	000	D-4	070	00	(5.43)	00/0	710	202	(17.77)	100			(30.22)					
	2006	before	2/8	రు	175*** (4,68)	∠36.0	/12	308	402***	⊤3∪. 4								
		After	278	88	190***	215.4	712	340	372***	109.								
	ubled (or	-54)			(4.46)				(14.79)	5								
Non-aisc Men	2003 2003	-34) Before	284	174	110***	62.5	7⊿∩	577	163***	28.2	1 174	990	181***	180	1 529	1 3.91	144***	121
	2000	beiore	200	170	(2.47)	02.0	, 40	0//	(7.07)	20.2	1,174		(11.77)	10.2	1,047	1,001	(16.49)	12.1
		After	286	120	166***	137.7	740	422	319***	75.7	1,174	732	442***	60.3	1,550	1,013	537***	53.1
	2004	Before	281	171	(2.07) 110***	64.1	733	571	(0.71) 160***	28.0	1,159	980	(11.94) 176***	17.9			(17.02)	
			<b>6</b> 67		(2.53)	1			(7.26)	7.0			(12.06)	/ · · ·				
		Atter	281	116	(2.15)	141.3	731	413	318***	/6.9	1,156	/1/	439***	61.3				
	2005	Before	272	172	98***	57.2	729	586	139***	23.8	1,129	983	140***	14.3				
		A#	171	117	(2.47)	100 5	707	407	(7.14)	70 5	1 107	710	(11.84)	E0 0				
		Aner	∠/1	110	(2.19)	103.0	121	42/	(7.11)	70.5	1,126	/12	(12.24)	30.2				
	2006	Before	277	183	93***	51.0	728	601	125***	20.8			. ,					
		After	278	128	(2.24) 149***	1160	730	446	(6.43) 284***	63 7								
				. 20	(1.9)	5.0			(6.13)									
Nomen	2003	Before	304	144	159***	110.7	791	505	283***	56.1	1,249	879	365***	41.6	1,661	1,248	407***	32.6
		After	304	116	ر∠.∠ <i>)</i> 188***	162.2	790	429	(0.40) 361***	84.1	1,247	757	491***	64.9	1,660	1,072	(14.73) 588***	54.9
					(1.71)				(5.98)				(10.36)				(14.77)	
	2004	Before	305	138	166*** (2 481	120.6	790	495	291*** (7.27)	58.8	1,247	871	371*** (11.93)	42.6				
		After	304	115	189***	164.7	787	434	353***	81.3	1,245	775	470***	60.7				
	0005	D-4	000	107	(1.98)	1170	707	501	(6.95)		1 007	075	(11.9)	40.0				
	2005	Berore	299	136	(2.33)	117.9	/86	201	(6.81)	55.4	1,23/	8/5	(11.17)	40.2				
		After	299	119	180***	152.0	785	447	338***	75.6	1,236	788	449***	57.0				
	2004	Before	297	142	(1.94) 1.52***	107 7	784	513	(6.56) 265***	51.6			(11.26)					
		20.010		. 12	(2.09)		, 00	010	(6.08)	00								
		After	297	112	185***	165.8	786	442	344***	77.8								
emale r	eturners	(25-54)			[1./3]				[3.02]									
Vomen	2003	Before	303	82	221***	268.4	784	345	436***	126.	1,273	654	614***	93.9	1,742	994	742***	74.6
		After	300	01	(4.75)	232.1	700	20/	(15)	4	1.0/0	720	(25.11)	71 7	1 727	1 100	(35.26)	54 /
		Aller	30Z	71	(4.19)	232.1	780	300	(14.61)	9	1,200	/ 38	(24.85)	/1./	1,/3/	1,123	(35.54)	04.6
Vomen	2004	Before	300	81	219***	271.0	775	346	429***	123.	1,255	660	597***	90.4			(	
		After	208	91	(5.1) 204***	218.2	747	300	(16.03) 375***	9 95 7	1 243	730	(26.87) 504***	68.0				
		Anel	210	74	(4.89)	210.2	/0/	572	(16.65)	73./	1,243	1 37	(27.56)	00.2				
Vomen	2005	Before	297	84	213***	253.1	784	363	423***	116.	1,258	681	582***	85.5				
		After	297	99	(4.61) 199***	201 7	785	403	(14.49) 382***	5 94 7	1 242	740	(24.22) 522***	70.5				
			2//	, ,	(4.36)	201./	, 00	-00	(14.98)	/ 4./	1,202	7 40	(25.09)	/ 0.0				
Nomen	2006	Before	286	91	194***	213.3	762	375	385***	102.								
					(3.73)	105.0	750	407	(IZ.ZZ) 250***	0 94 7								
		After	284	96	188***	193.2	/ 37	407	33Z	00./								

				Afte	r <b>1 year</b>			After 3 y	ears			After 5	years			After 7 y	ears	
Sub- group	Year	Before/ After	Treat ed	Non- treat ed	Differenc	ce	Trea ted	Non- treat ed	Differen	e	Treated	Non- treat ed	Differenc	e	Treated	Non- treated	Differenc	e
					Abs.	Rel.			Abs.	Rel.			Abs.	Rel.			Abs.	Rel
Total sar	nple (25-	-54)																
Men	2003	Before	127	164	-37*** (2.23)	-22.7	526	538	-11* (6.49)	-2.1	920	926	-6 (10.8)	-0.7	1,268	1,290	-23* (15.11)	-1.
		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*** (15.4)	38.
	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***	24.7	520	366	155***	42.4	910	645	265***	41.1					
	2005	Before	122	161	(1.9) -40***	-25.1	517	550	(6.5) -36***	-6.6	883	924	(  . ) -46***	-4.9					
		After	121	100	(2.23) 21***	21.0	517	374	(6.54) 143***	38.2	882	632	(10.82) 250***	39.6					
	2004	Before	137	172	(1.91) -35***	-20.4	549	566	(6.57) -18***	-3.3			(11.07)						
	2000	Affor	139	112	(2.02)	20.4	550	300	(5.85)	37.0									
	0000	Defens	1.41	124	(1.66)	22.4	500	470	(5.53)	04.7	1.01	000	100***	02.4	1 (10	1 1 7 1	005***	00.0	
women	2003	Berore	141	134	(2.06)	4.5	590	4/2	(6.1)	24./	9	823	(10.05)	23.4	1,410	1,171	(13.95)	20.0	
		After	140	102	38*** (1.75)	37.1	590	391	199*** (5.83)	50.8	1,01 8	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	1,02 1	818	199*** (11.32)	24.3					
		After	143	103	41*** (2.02)	39.4	588	395	193*** (6.78)	48.9	1,02 0	709	310*** (11.38)	43.7					
	2005	Before	141	127	12***	9.6	588	470	112***	23.8	1,01	824	179***	21.7					
		After	141	106	35***	33.2	588	406	182***	45.0	1,01	720	292***	40.5					
	2006	Before	153	132	19***	14.2	610	482	121***	25.0	2		(10.0)						
		After	153	100	(1.74) 53***	53.6	610	404	207***	51.2									
Young pe	eople (15	5-24)			(1./)				(5.6)										
Men	2003	Before	125	174	-48***	-27.4	581	607	-22*	-3.6	1,09	1,083	16	1.5	1,574	1,547	44*	2.8	
		After	129	146	(4.52) -18***	-12.0	592	529	(12.30) 64***	12.0	1,11	962	148***	15.4	1,605	1,376	(27.7) 229***	16.6	
	2004	Before	134	171	(3.95) -38***	-22.4	593	609	(12.56) -16*	-2.5	1,08	1,081	(20.16) 8	0.8			(27.93)		
		After	135	146	(4.54) -11**	-7.4	599	538	(12.39) 61***	11.3	9 1,09	968	(20.05) 128***	13.2					
	2005	Before	137	171	(3.96) -35***	-20.7	592	622	(12.42) -34**	-5.4	6 1,04	1,073	(19.89) -39*	-3.6					
		After	138	142	(4.72) -4	-2.7	596	533	(12.86) 63***	11.8	1 1.04	925	(21) 121***	13.0					
	2006	Before	154	181	(4.17) -29***	-15.9	631	631	(12.96)	-0.5	5		(21.17)						
	2000	After	157	150	(4.12) 7*	4.4	440	543	(11.31)	17.9									
	0000	Anei Defene	107	130	(3.73)	4.0	540	545	(11.33)	17.0	1.02	07/	F / **	6.7	1 450	1.270	77**		
women	2003	Before	131	171	-42***	-24.6	580	5/2	6 (14.72)	1.0	1,03	976	56** (23.49)	5./	1,459	1,368	(31.76)	5.5	
		After	132	154	-23*** (4.44)	-14.7	581	539	42** (14.33)	7.8	1,03 4	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	1,09 5	977	126*** (21.99)	12.9					
		After	150	160	-10* (4.24)	-6.0	633	566	67*** (13.19)	11.9	1,11 2	980	132*** (21.75)	13.5					
	2005	Before	155	167	-14** (5.5)	-8.4	618	580	32** (15.5)	5.5	1,06 7	983	67** (24.7)	6.8					
		After	158	157	1 (4.9)	0.8	623	555	68*** (14 99)	12.3	1,06	943	121***	12.9					
	2006	Before	158	171	-17***	-9.7	637	588	40***	6.8	Ū		(2						
		After	162	153	(4.40) 9* (3.95)	5.6	644	544	100***	18.4									
Medium	age (25-	44)			[3.75]				[12.07]										
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	
		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*** (22.6)	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					
		After	117	98	19***	19.5	499	367	133***	36.3	902	664	238***	35.9					
	2005	Before	117	170	-54***	-32.0	498	584	-89***	-15.2	873	987	-120***	-12.1					
		After	116	102	15***	14.6	497	385	112***	29.0	871	660	212***	32.1					
	2006	Before	131	180	-50***	-27.8	531	597	-67***	-11.2			(10.40)						
		After	131	110	(2.71) 21***	18.9	534	401	133***	33.2									
Women	2003	Before	136	142	(Z.ZZ) -7**	-5.1	586	504	(7.48) 79***	15.7	1,04	887	153***	17.3	1,503	1,279	219***	17.2	
		After	136	105	(2.99) 31***	29.9	586	409	(8./2) 177***	43.3	5 1,04	750	(14.21) 295***	39.3	1,504	1,111	(19.59) 393***	35.4	
	2004	Before	141	135	(2.59) 5*	3.8	588	489	(8.41) 96***	19.7	6 1,04	872	(13.96) 172***	19.7			(19.48)		
		After	140	104	(3.1) 36***	34.5	587	409	(9.04) 178***	43.5	7 1,04	753	(14.7) 294***	39.1					
	2005	Before	141	133	(2.73) 7**	5.1	597	494	(8.93) 96***	19.5	7 1.05	874	(14.82) 168***	19.3					
		After	141	107	(2.79)	31.7	597	425	(8.13)	40.6	1	769	(13.22) 283***	36.9					
	2004	Before	152	137	(2.52)	93	614	505	(8.04)	20.1	2	,	(13.38)	50.7					
	2000	After	150	10/	(2.39)		(15	410	(6.95)	20.1									
		Aner	103	98	(2.12)	35.6	615	410	∠05*** (6.86)	50.0									
Old peop Men	ole (45-5 2003	4) Before	133	136	-4*	-2.8	541	437	103***	23.6	917	735	181***	24.7	1,228	990	236***	23.9	
	-	After	133	103	(3.04) 29***	28.3	541	358	(8.95) 183***	51.1	917	610	(14.94) 307***	50.3	1,227	820	(20.59) 408***	49,7	
	2004	Before	133	134	(2.57)	_0.9	541	430	(8.63)	23.1	921	739	(14.92) 180***	24 4	.,,	525	(21.09)		
	2004	Affor	133	00	(3.13) 34***	-0.7	540	251	(9.25)	53.0	010	201	(15.39)	50.0					
	0005	Antei	100	77	(2.64)	34.1	540	301	(9.13)	33.8	717	001	(15.75)	JZ.7					
	2005	perore	126	136	-11***	-8.0	536	460	13***	15.9	873	/54	135***	17.7					

					(3.15)				(9.42)				(15.51)					
		After	126	101	25***	24.3	534	372	162***	43.7	890	615	276***	44.8				
	000/	Defens	1.45	1.50	(2.72)	2 (	670	405	(9.38)	17.0			(15.98)					
	2000	DEIOIG	143	130	(3.02)	-3.6	570	400	(8.89)	17.0								
		After	145	113	32***	27.9	570	392	178***	45.5								
Womon	2003	Refere	145	111	(2.51)	30.3	505	303	(8.3)	55.0	005	411	3 10***	541	1 3 3 3	971	450***	517
women	2003	Belole	145		(2.76)	50.5	575	505	(8.38)	55.0	775	044	(13.98)	J4.1	1,525	0/1	(19.29)	51.7
		After	145	99	46***	46.5	594	372	222***	59.7	993	639	355***	55.5	1,321	868	454***	52.3
	2004	Refere	149	111	(2.41)	33.4	590	300	(8.21)	517	095	440	(14.3)	19.0			(20.2)	
	2004	Belole	140		(3.45)	55.4	370	500	(10.47)	51.7	705	002	(17.49)	40.2				
		After	148	94	54***	57.6	588	347	240***	69.2	984	597	387***	64.7				
	2005	Refore	141	112	(3.06) 28***	25.0	574	401	(10.64) 168***	41.8	948	682	(18.05) 259***	38.0				
	2000	201010			(3.42)	20.0	07.1		(10.4)	11.0	7.10	002	(17.34)	00.0				
		After	141	94	47***	49.5	572	352	220***	62.5	945	601	345***	57.4				
	2006	Before	154	117	(3.15) 35***	29.7	601	420	(10.75) 176***	42.0			(18.38)					
					(3.28)				(9.92)									
		After	154	93	61***	65.8	601	362	239***	66.1								
ow educ	cated (2	5-54)			(2.74)				(7.72)									
۸en	2003	Before	108	153	-45***	-29.5	454	495	-41***	-8.3	805	849	-44**	-5.2	1,110	1,174	-65**	-5.5
					(3.61)			o / 5	(10.42)				(17.38)				(24.22)	
		After	108	101	/**	7.3	454	345	(10.18)	31./	805	602	203***	33./	1,111	830	(24.4)	33.9
	2004	Before	107	147	-41***	-27.9	452	487	-37***	-7.6	793	837	-48**	-5.7			(2)	
		A44	107	0.5	(3.6)	10.2	452	227	(10.45)	247	702	EOE	(17.36)	25 /				
		Aner	10/	70	(2.95)	12.3	400	JJ/	(10.23)	34.0	173	993	(17.37)	00.0				
	2005	Before	103	147	-45***	-30.4	447	504	-60***	-11.8	763	841	-83***	-9.9				
		After	104	٩Ø	(3.42) 10***	10.3	014	310	(10.05) 99***	28.4	743	581	(16.57) 179***	30.7				
			104	74	(2.81)	10.0	-1-17	547	(10)	20.4	/ 00	504	(16.78)	50.7				
	2006	Before	126	158	-33***	-21.1	499	518	-20**	-3.8								
		After	127	112	(2.97) 15***	13.5	503	387	(8.57) 117***	30.1								
			/		(2.42)		000	507	(8.11)	50.7								
Nomen	2003	Before	136	126	9** (3.10)	7.2	550	432	115***	26.7	944	748	190***	25.4	1,294	1,059	229***	21.6
		After	135	104	(J.12) 31***	29.6	548	372	(7.2) 175***	47.1	941	648	(13.21) 293***	45.2	1,292	910	(21.13) 382***	41.9
					(2.69)				(9.06)				(15.56)				(21.91)	
	2004	Before	133	118	14*** (3.56)	11.5	550	419	126***	30.1	956	740	209***	28.3				
		After	133	99	34***	34.2	547	365	181***	49.6	951	651	301***	46.2				
			100	115	(3.12)	10.5	501	100	(10.73)	04.0	015	700	(18.04)	00.0				
	2005	Betore	129	115	(3.35)	10.5	531	422	(9.95)	24.3	915	/ 38	(16.42)	22.8				
		After	129	97	32***	32.5	531	367	164***	44.8	917	644	273***	42.4				
	2004	Refore	137	118	(3.04)	12.8	541	431	(10.14) 101***	23.5			(17.03)					
	2000	Deloie	157	110	13 001	12.0	541	401	(8.94)	20.0								
					(3.0Z)													
		After	137	92	(3.02) 45***	49.1	542	362	180***	49.8								
Aedium (	educate	After d (25-54)	137	92	(3.02) 45*** (2.68)	49.1	542	362	180*** (8.91)	49.8								
Aedium ( Aen	educate 2003	After d (25-54) Before	137	92	(3.02) 45*** (2.68) -44***	49.1 -24.2	542	362 587	180*** (8.91) -24**	49.8	978	1,008	-30**	-2.9	1,346	1,405	-59**	-4.2
Aedium ( Aen	educate 2003	After d (25-54) Before	137	92	(3.02) 45*** (2.68) -44*** (3.03)	49.1 -24.2	542	362 587	180*** (8.91) -24** (8.8)	49.8 -4.1	978	1,008	-30** (14.67)	-2.9	1,346	1,405	-59** (20.58)	-4.2
Aedium ( Aen	educate 2003	After d (25-54) Before After	137 137 137	92 180 114	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63)	49.1 -24.2 19.6	542 563 563	362 587 406	180*** (8.91) -24** (8.8) 157*** (8.75)	49.8 -4.1 38.7	978 978	1,008 709	-30** (14.67) 269*** (15.03)	-2.9 37.9	1,346 1,347	1,405 985	-59** (20.58) 362*** (21.33)	-4.2 36.7
Aedium ( Aen	educate 2003 2004	After d (25-54) Before After Before	137 137 137 138	92 180 114 178	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) -41***	49.1 -24.2 19.6 -22.9	542 563 563 564	362 587 406 587	180*** (8.91) -24** (8.8) 157*** (8.75) -24**	49.8 -4.1 38.7 -4.1	978 978 982	1,008 709 1,005	-30** (14.67) 269*** (15.03) -25*	-2.9 37.9 -2.5	1,346 1,347	1 <i>,</i> 405 985	-59** (20.58) 362*** (21.33)	-4.2 36.7
Aedium ( Aen	educate 2003 2004	After d (25-54) Before After Before	137 137 137 138	92 180 114 178	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) -41*** (3.1) 29***	49.1 -24.2 19.6 -22.9	542 563 563 564	362 587 406 587	-24** (8.91) -24** (8.8) 157*** (8.75) -24** (8.99) 147***	49.8 -4.1 38.7 -4.1 42.5	978 978 982	1,008 709 1,005	-30** (14.67) 269*** (15.03) -25* (14.96) 284***	-2.9 37.9 -2.5	1,346 1,347	1,405 985	-59** (20.58) 362*** (21.33)	-4.2 36.7
Aedium ( Aen	educate 2003 2004	After d (25-54) Before After Before After	137 137 137 138 137	92 180 114 178 109	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) -41*** (3.1) 28*** (2.71)	49.1 -24.2 19.6 -22.9 25.6	542 563 563 564 561	362 587 406 587 394	-24** (8.91) -24** (8.8) 157*** (8.75) -24** (8.99) 167*** (9.09)	49.8 -4.1 38.7 -4.1 42.5	978 978 982 978	1,008 709 1,005 692	-30** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56)	-2.9 37.9 -2.5 41.3	1,346 1,347	1,405 985	-59** (20.58) 362*** (21.33)	-4.2 36.7
Λedium ( Λen	educate 2003 2004 2005	After d (25-54) Before After Before After Before	137 137 137 138 137 133	92 180 114 178 109 180	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) -41*** (3.1) 28*** (2.71) -48*** (2.71)	49.1 -24.2 19.6 -22.9 25.6 -26.6	542 563 563 564 561 562	362 587 406 587 394 604	-24** (8.91) -24** (8.8) 157*** (8.75) -24** (8.99) 167*** (9.09) -44*** (9.09)	49.8 -4.1 38.7 -4.1 42.5 -7.3	978 978 982 978 968	1,008 709 1,005 692 1,013	-30** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) -48*** (15.56)	-2.9 37.9 -2.5 41.3 -4.7	1,346 1,347	1,405 985	-59** (20.58) 362*** (21.33)	-4.2 36.7
Medium ( Men	educate 2003 2004 2005	After d (25-54) Before After Before After Before After	137 137 137 138 137 133	92 180 114 178 109 180 113	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) -41*** (3.1) 28*** (2.71) -48*** (3.16) 19***	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6	542 563 564 561 562 560	362 587 406 587 394 604 414	180*** (8.91) -24** (8.8) 157*** (8.75) -24** (8.99) 167*** (9.09) -44*** (9.09) -44***	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2	978 978 982 978 968 945	1,008 709 1,005 692 1,013 698	-30** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) -48*** (15.29) 266***	-2.9 37.9 -2.5 41.3 -4.7 38.2	1,346 1,347	1,405 985	-59** (20.58) 362*** (21.33)	-4.2 36.7
Nedium ( Nen	educate 2003 2004 2005	After d (25-54) Before After Before After Before After	137 137 138 137 138 137 133 132	92 180 114 178 109 180 113	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) -41*** (3.1) 28*** (2.71) -48*** (3.16) 19*** (2.84)	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6	542 563 563 564 561 562 560	362 587 406 587 394 604 414	-24** (8.91) -24** (8.8) 157*** (8.75) -24** (8.75) 167*** (9.09) -44*** (9.09) -44*** (9.21) 146*** (9.49)	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2	978 978 982 978 968 965	1,008 709 1,005 692 1,013 698	-30** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) -48*** (15.29) 266*** (15.87)	-2.9 37.9 -2.5 41.3 -4.7 38.2	1,346 1,347	1,405 985	-59** (20.58) 362*** (21.33)	-4.2 36.7
Medium ( Men	educate 2003 2004 2005 2006	After d (25-54) Before After Before After Before After Before	137 137 138 137 138 137 133 132 145	92 180 114 178 109 180 113 191	(3.02) 45*** (2.68) (2.68) (2.63) 22*** (3.03) 22*** (3.03) 22*** (3.13) 28*** (3.11) 28*** (3.14) 19*** (3.16) 19*** (2.84) -46*** (2.84)	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2	542 563 564 561 562 560 583	362 587 406 587 394 604 414 622	-24** (8.91) -24** (8.8) 157*** (8.75) -24** (8.99) 167*** (9.09) -44*** (9.09) -44*** (9.21) 146*** (9.49) -39***	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3	978 978 982 978 968 965	1,008 709 1,005 692 1,013 698	-30** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) -48*** (15.29) 266*** (15.87)	-2.9 37.9 -2.5 41.3 -4.7 38.2	1,346 1,347	1,405 985	-59** (20.58) 362*** (21.33)	-4.2 36.7
Aedium ( Aen	educate 2003 2004 2005 2006	After d (25-54) Before After Before After Before After Before After	137 137 138 137 133 133 132 145	92 180 114 178 109 180 113 191 119	(3.02) 45*** (2.68) (2.68) (2.63) 22*** (2.63) -41*** (3.1) 28*** (2.71) -48*** (3.16) 19*** (2.84) -46*** (2.84) -46** (2.89) 27***	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4	542 563 564 561 562 560 583 583	362 587 406 587 394 604 414 622 420	180*** (8.91) -24** (8.8) 157*** (8.75) -24** (8.99) 167*** (9.29) -44*** (9.21) 146*** (9.49) -39*** (8.37) 163***	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7	978 978 982 978 968 965	1,008 709 1,005 692 1,013 698	-30** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) -48*** (15.59) 266*** (15.87)	-2.9 37.9 -2.5 41.3 -4.7 38.2	1,346 1,347	1,405 985	-59** (20.58) 362*** (21.33)	-4.2 36.7
Aedium ( Aen	educate 2003 2004 2005 2006	After d (25-54) Before After Before After Before After Before	137 137 138 137 138 137 133 132 145 145	92 180 114 178 109 180 113 191 119	(3.02) 45*** (2.68) (2.68) (2.63) -41*** (2.63) -41*** (2.63) -41*** (2.71) -48*** (2.71) -48*** (2.84) -46*** (2.84) -46*** (2.84) -46*** (2.84) -45*** (2.84) -45*** (2.84) -45*** (2.84)	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4	542 563 564 561 562 560 583 583	362 587 406 587 394 604 414 622 420	180*** (8.91) -24** (8.8) 157*** (8.75) -24** (8.99) 167*** (9.21) 166*** (9.21) 146*** (9.49) -39*** (8.37) 163*** (8.1)	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7	978 978 982 978 968 965	1,008 709 1,005 692 1,013 698	-30** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) -48*** (15.59) 266*** (15.87)	-2.9 37.9 -2.5 41.3 -4.7 38.2	1,346 1,347	1,405 985	-59** (20.58) 362*** (21.33)	-4.2 36.7
Aedium ( Aen Vomen	educate 2003 2004 2005 2006 2003	After d (25-54) Before After Before After Before After Before After Before	137 137 138 137 133 133 132 145 145 145	92 180 114 178 109 180 113 191 119 143	(3.02) 45*** (2.68) (2.68) (2.63) -41*** (2.63) -41*** (2.63) -41*** (2.71) -48*** (2.71) -48*** (2.71) -48*** (2.84) -46*** (2.89) 27*** (2.45) 3* (3.08)	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 2.4	542 563 564 561 562 560 583 583 619	362 587 406 587 394 604 414 622 420 510	180*** (8.91) -24** (8.8) 157*** (8.75) -24** (8.75) -24** (9.99) 167*** (9.99) 167*** (9.21) 146*** (9.49) -39*** (8.37) 163*** (8.1) 108***	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7 21.2	978 978 982 978 965 965	1,008 709 1,005 692 1,013 698 893	-30** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) -48*** (15.29) 266*** (15.87)	-2.9 37.9 -2.5 41.3 -4.7 38.2	1,346 1,347 1,474	1,405 985 1,275	-59** (20.58) 362*** (21.33)	-4.2 36.7 15.5
Aedium ( Aen Vomen	educate 2003 2004 2005 2006 2003	After d (25-54) Before After Before After Before After Before After Before After	137 137 138 137 138 137 133 132 145 145 145 147	92 180 114 178 109 180 113 191 119 143 105	(3.02) 45*** (2.68) (3.03) 22*** (2.63) -41*** (3.1) 28*** (2.63) -41*** (3.16) 19*** (2.84) -46*** (2.89) 27*** (2.89) 27*** (2.45) 3* (3.08) 42***	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 2.4 2.4 40.1	542 563 564 561 562 560 583 583 619 618	362 587 406 587 394 604 414 622 420 510 409	180*** (8.91) -24** (8.8) 157*** (8.75) -24** (8.75) -24** (9.75) -44*** (9.21) 167*** (9.21) 146*** (9.49) -39*** (8.37) 163*** (8.1) 108*** (9.08) 209***	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7 21.2 51.3	978 978 982 978 965 965	1,008 709 1,005 692 1,013 698 893 733	-30** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) -48*** (15.29) 266*** (15.87) 171*** (14.94) 331***	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1	1,346 1,347 1,474 1,473	1,405 985 1,275 1,050	-59** (20.58) 362*** (21.33) 198*** (20.73) 423***	-4.2 36.7 15.5 40.3
Medium ( Men Vomen	educate 2003 2004 2005 2006 2003	After d (25-54) Before After Before After Before After Before After Before After	137 137 138 137 138 137 133 132 145 145 145 147 147	92 180 114 178 109 180 113 191 119 143 105 141	(3.02) 45*** (2.68) (2.68) (2.63) 22*** (2.63) -41*** (3.11) 28*** (2.71) -48*** (2.84) -46*** (2.89) 27*** (2.45) 3* (3.08) 42*** (2.45) 3*	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 2.4 40.1	542 563 564 561 562 560 583 583 619 618 (00	362 587 406 587 394 604 414 622 420 510 409	180***           (8.91)           -24**           (8.91)           157***           (8.75)           -24**           (8.75)           -24**           (9.09)           -44***           (9.21)           146***           (9.21)           146***           (9.49)           -39***           (8.11)           108***           (9.08)           209***           (8.64)           (9.12)	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7 21.2 51.3	978 978 982 978 968 965 1,06 5 1,06 4	1,008 709 1,005 692 1,013 698 893 733	-30** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) -48*** (15.29) 266*** (15.87) 171*** (14.94) 331*** (14.94) 331***	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1	1,346 1,347 1,474 1,473	1,405 985 1,275 1,050	-59** (20.58) 362*** (21.33) 198*** (20.73) 423*** (20.73)	-4.2 36.7 15.5 40.3
Medium ( Men Vomen	educate 2003 2004 2005 2006 2003 2004	After d (25-54) Before After Before After Before After Before After Before After Before	137 137 138 137 138 137 133 132 145 145 145 147 147	92 180 114 178 109 180 113 191 119 143 105 141	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) -41*** (3.16) 19*** (2.84) -46*** (2.89) 27*** (2.84) -46*** (2.89) 27*** (2.83) 42*** (2.65) 13*** (3.49)	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 2.4 40.1 9.0	542 563 564 561 562 560 583 583 619 618 609	362 587 406 587 394 604 414 622 420 510 409 508	180***           (8.91)           -24**           (8.8)           157***           (8.75)           -24**           (8.75)           -24**           (8.97)           167***           (9.09)           -44***           (9.21)           146***           (9.49)           -39***           (8.37)           163***           (9.81)           08***           (9.08)           209***           (8.64)           101***           (10.2)	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7 21.2 51.3 19.8	978 978 982 978 968 965 1,06 5 1,06 4 1,04 9	1,008 709 1,005 692 1,013 698 893 733 897	-30** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) -48*** (15.29) 266*** (15.87) 17]*** (14.94) 33]*** (14.7) 152*** (16.71)	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1 17.0	1,346 1,347 1,474 1,473	1,405 985 1,275 1,050	-59** (20.58) 362*** (21.33) 198*** (20.73) 423*** (20.73)	-4.2 36.7 15.5 40.3
Aedium ( Aen Vomen	educate 2003 2004 2005 2006 2003 2004	After d (25-54) Before After Before After Before After Before After Before After Before After	137 137 138 137 138 137 133 132 145 145 145 147 147 154 153	92 180 114 178 109 180 113 191 119 143 105 141 107	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) -41*** (3.16) 19*** (2.84) -46*** (2.89) 27*** (2.89) 27*** (2.89) 27*** (2.45) 3* (3.08) 42*** (2.65) 13*** (3.49) 47***	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 2.4 40.1 9.0 43.7	542 563 564 561 562 560 583 583 619 618 609 606	362 587 406 587 394 604 414 622 420 510 409 508 417	180***           (8.7)           -24**           (8.8)           157***           (8.75)           -24**           (8.75)           -24**           (8.75)           -24**           (8.75)           -24**           (9.09)           -44***           (9.21)           146***           (9.21)           163***           (9.49)           -39***           (8.37)           163***           (9.08)           209***           (8.64)           101***           102)           19****	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7 21.2 51.3 19.8 45.3	978 978 982 978 968 965 1,06 5 1,06 4 1,04	1,008 709 1,005 692 1,013 698 893 733 897 751	-30** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) 266*** (15.57) 266*** (15.87) 171*** (14.94) 331*** (14.7) 152** (16.71) 293***	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1 17.0 39.0	1,346 1,347 1,474 1,473	1,405 985 1,275 1,050	-59** (20.58) 362*** (21.33) 198*** (20.73) 423*** (20.73)	-4.2 36.7 15.5 40.3
Aedium ( Aen Vomen	educate 2003 2004 2005 2006 2003 2004 2005	After d (25-54) Before After Before After Before After Before After Before After Before After	137 137 138 137 138 137 133 132 145 145 145 147 154 153	92 180 114 178 109 180 113 191 119 143 105 141 107 142	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) 22*** (3.16) 28*** (3.16) 19*** (2.71) -48*** (3.16) 19*** (2.87) 27*** (2.89) 27*** (2.89) 27*** (2.65) 3* (3.08) 42*** (3.65) 3*** (3.65) 9***	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 2.4 40.1 9.0 43.7 4.1	542 563 564 561 562 560 583 583 619 618 609 606 623	362 587 406 587 394 604 414 622 420 510 409 508 417 520	180***           (8,91)           -24**           (8,87)           157***           (8,75)           -24**           (8,75)           -24**           (8,77)           167***           (9,09)           -44***           (9,21)           146***           (9,21)           146***           (9,21)           163***           (8,37)           163***           (9,21)           163***           (9,21)           163***           (9,21)           163***           (9,23)           209***           (8,64)           101***           (10,2)           189***           (10,07)           101***	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7 21.2 51.3 19.8 45.3 19.5	978 978 982 978 968 965 1,06 5 1,06 4 1,04 4 1,04 4	1,008 709 1,005 692 1,013 698 893 733 897 751	-30** (14.67) 269*** (15.03) -25* (15.56) -48*** (15.52) 266*** (15.29) 266*** (15.87) 171*** (14.7) 15.87) 152*** (16.71) 293*** (15.87)	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1 17.0 39.0	1,346 1,347 1,474 1,473	1,405 985 1,275 1,050	-59** (20.58) 362*** (21.33) 198*** (20.73) 423*** (20.82)	-4.2 36.7 15.5 40.3
Aedium ( Aen Vomen	educate 2003 2004 2005 2006 2003 2004 2005	After d (25-54) Before After Before After Before After Before After Before After Before After Before After	137 137 138 137 138 137 133 132 145 145 145 147 147 154 153 151	92           180           114           178           109           180           113           191           143           105           141           107           142	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) -41*** (3.1) 28*** (2.63) -41*** (2.71) -48*** (2.71) -48*** (2.87) 27*** (2.45) 3* (3.05) 9** (3.24)	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 2.4 40.1 9.0 43.7 6.1	542 563 564 561 562 560 583 619 618 609 606 623	362 587 406 587 394 604 414 622 420 510 409 508 417 520	180***           (8.91)           -24**           (8.91)           157***           (8.75)           -24**           (8.75)           -24**           (8.75)           167***           (9.09)           167***           (9.49)           -39***           (8.37)           163***           (8.37)           163***           (8.37)           163***           (8.37)           163***           (8.37)           163***           (8.44)           101***           (10.2)*           189***           (10.07)           101***           (10.07)           101***           (10.44)	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7 21.2 51.3 19.8 45.3 19.5	978 978 982 978 965 1,06 5 1,06 5 1,06 4 1,04 9 1,04 9	1,008 709 1,005 692 1,013 698 893 733 897 751 910	-30** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) -48*** (15.57) 266*** (15.87) 171*** (14.94) 331*** (14.94) 331*** (14.71) 293*** (16.87) 156***	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1 17.0 39.0 17.1	1,346 1,347 1,474 1,473	1,405 985 1,275 1,050	-59** (20.58) 362*** (21.33) 198*** (20.73) 423*** (20.82)	-4.2 36.7 15.5 40.3
Aedium ( Aen Vomen	educate 2003 2004 2005 2006 2003 2004 2005	After d (25-54) Before After Before After Before After Before After Before After Before After Before After	137 137 138 137 138 137 133 132 145 145 145 147 154 153 151	92           180           114           178           109           180           113           191           143           105           141           107           142           116	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) -41*** (3.1) 28*** (2.63) -46*** (2.71) -48*** (2.71) -48*** (2.63) 19*** (2.64) 27*** (2.65) 13*** (3.05) 9** (3.24) 35*** (3.24)	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 2.4 40.1 9.0 43.7 6.1 29.7	542 563 564 561 562 560 583 619 618 609 606 623 621	362 587 406 587 394 604 414 622 420 510 409 508 417 520 446	180***           (8.91)           -24**           (8.91)           157***           (8.75)           -24**           (8.75)           -24**           (9.07)           167***           (9.49)           -39***           (8.1)           108***           (8.1)           08***           (10.2)           189***           (10.07)           101***           (10.07)           101***           (9.44)           175***	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7 21.2 51.3 19.8 45.3 19.5 39.3	978 978 982 978 968 965 1,06 5 1,06 5 1,06 4 1,04 9 1,04 9 1,06	1,008 709 1,005 692 1,013 698 893 733 897 751 910 792	-30** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) -48*** (15.57) 266*** (15.87) 171*** (14.94) 331*** (14.74) 331*** (14.71) 293*** (16.87) 156*** (15.45) 274***	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1 17.0 39.0 17.1 34.6	1,346 1,347 1,474 1,473	1,405 985 1,275 1,050	-59** (20.58) 362*** (21.33) 198*** (20.73) 423*** (20.82)	-4.2 36.7 15.5 40.3
Aedium ( Aen Vomen	educate 2003 2004 2005 2006 2003 2004 2005 2006	After d (25-54) Before After Before After Before After Before After Before After Before After Before After Before	137 137 138 137 138 137 133 132 145 145 145 147 154 153 151 151	92 180 114 178 109 180 113 191 119 143 105 141 107 142 116 147	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) -41*** (2.63) -41*** (2.63) -41*** (2.63) 128*** (2.63) 128*** (2.63) 27*** (2.65) 13*** (2.65) 13*** (3.08) 42*** (3.08) 42*** (3.05) 9** (3.24) 35*** (2.67) 16***	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 2.4 40.1 9.0 43.7 6.1 29.7 10.6	542 563 564 561 562 560 583 619 618 609 606 623 621 649	362 587 406 587 394 604 414 622 420 510 409 508 417 520 446 533	180***           (8.91)           -24**           (8.91)           157***           (8.75)           -24**           (8.75)           -24**           (9.07)           -44***           (9.21)           146****           (9.24)           146****           (9.49)           -39***           (8.1)           108****           (9.08)           209***           (10.1***           (10.07)           101****           (9.44)           175***           (9.44)           175***           (9.5***)	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7 21.2 51.3 19.8 45.3 19.5 39.3 21.5	978 978 982 978 968 965 1,06 5 1,06 4 1,04 9 1,04 4 1,06 6	1,008 709 1,005 692 1,013 698 893 733 897 751 910 792	-30** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) -48*** (15.57) 266*** (15.87) 15.87) 171*** (14.74) 331*** (14.77) 152*** (16.87) 1527*** (15.45) 274*** (16.08)	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1 17.0 39.0 17.1 34.6	1,346 1,347 1,474 1,473	1,405 985 1,275 1,050	-59** (20.58) 362*** (21.33) 198*** (20.73) 423*** (20.82)	-4.2 36.7 15.5 40.3
Aedium ( Aen	educate 2003 2004 2005 2006 2003 2004 2005 2006	After d (25-54) Before After Before After Before After Before After Before After Before After Before After Before After Before	137 137 138 137 138 132 145 145 145 147 154 153 151 151 163	92 180 114 178 109 180 113 191 143 105 141 107 142 116 147	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) -41*** (3.16) 19*** (2.63) -46*** (2.87) 27*** (2.45) 3* (2.65) 13*** (2.65) 13*** (3.08) 42*** (3.08) 42*** (3.05) 9** (3.24) 35*** (2.88)	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 2.4 40.1 9.0 43.7 6.1 29.7 10.6	542 563 564 561 562 560 583 619 618 609 606 623 621 649	362 587 406 587 394 604 414 622 420 510 409 508 417 520 446 533	180***           (8.91)           -24**           (8.91)           157***           (8.75)           -24**           (8.75)           -24**           (9.09)           -44***           (9.21)           146****           (9.24)           146***           (9.49)           -39***           (8.1)           108***           (9.08)           209***           (8.64)           101***           (9.44)           175***           (9.44)           175***           (9.51)           115****           (8.36)	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7 21.2 51.3 19.8 45.3 19.5 39.3 21.5	978 978 982 978 968 965 1,06 5 1,06 4 1,04 9 1,04 4 1,06 9 1,06 6	1,008 709 1,005 692 1,013 698 893 733 897 751 910 792	-30** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) -48*** (15.57) 266*** (15.87) 15.87) 152*** (14.71) 293*** (16.87) 156*** (15.45) 274*** (16.08)	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1 17.0 39.0 17.1 34.6	1,346 1,347 1,474 1,473	1,405 985 1,275 1,050	-59** (20.58) 362*** (21.33) 198*** (20.73) 423*** (20.82)	-4.2 36.7 15.5 40.3
Aedium ( Aen	educate 2003 2004 2005 2006 2004 2005 2006	After d (25-54) Before After Before After Before After Before After Before After Before After Before After Before After	137 137 138 137 138 132 145 145 145 145 147 154 153 151 151 163 163	92 180 114 178 109 180 113 191 119 143 105 141 107 142 116 147 105	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) -41*** (2.63) -43*** (2.71) -48*** (2.71) -48*** (2.89) 27*** (2.45) 3* (3.08) 42*** (2.45) 3* (3.08) 42*** (2.45) 3* (3.08) 42*** (3.08) 42*** (3.49) 47** (3.24) 35*** (2.87) 16*** (2.88) 58*** (2.67)	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 2.4 40.1 9.0 43.7 6.1 29.7 10.6 55.5	542 563 564 561 562 560 583 583 619 618 609 606 623 621 649 649	362 587 406 587 394 604 414 622 420 510 409 508 417 520 446 533 432	180***           (8.91)           -24**           (8.91)           157***           (8.75)           -24**           (8.75)           -24**           (8.75)           -24**           (9.09)           -44***           (9.21)           146***           (9.24)           -39***           (8.1)           108***           (8.1)           108***           (9.08)           209***           (8.64)           101=***           (9.24)           175***           (8.36)           216****	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7 21.2 51.3 19.8 45.3 19.5 39.3 21.5 50.1	978 978 982 978 968 965 1.06 5 1.06 4 1.04 4 1.06 9 1.06 6	1,008 709 1,005 692 1,013 698 893 733 897 751 910 792	-30** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.29) 266*** (15.27) 266*** (15.87) 171*** (14.94) 331*** (14.7) 152*** (16.71) 293*** (16.71) 274*** (16.08)	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1 17.0 39.0 17.1 34.6	1,346 1,347 1,474 1,473	1,405 985 1,275 1,050	-59** (20.58) 362*** (21.33) 198*** (20.73) 423*** (20.82)	-4.2 36.7 15.5 40.3
Medium ( Men Vomen	educate 2003 2004 2005 2004 2004 2004 2005 2006	After d (25-54) Before After Before After Before After Before After Before After Before After Before After Before After	137 137 138 137 133 132 145 145 145 147 147 154 153 151 151 163	92 180 114 178 109 180 113 191 119 143 105 141 107 142 116 147 105	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) -41*** (3.1) 28*** (2.71) -48*** (2.71) -48*** (2.84) -46*** (2.85) 3* (3.08) 42*** (2.45) 3* (3.08) 42*** (2.45) 3* (3.08) 42*** (3.49) 42*** (3.49) 42*** (3.49) 42*** (3.24) 35*** (2.88) 58*** (2.83)	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 2.4 40.1 9.0 43.7 6.1 29.7 10.6 55.5	542 563 564 561 562 560 583 583 619 618 609 606 623 621 649 649	362 587 406 587 394 604 414 622 420 510 409 508 417 520 446 533 432	180***           (8.91)           -24**           (8.91)           157***           (8.75)           -24**           (8.75)           -24**           (8.75)           -24**           (9.97)           167***           (9.21)           146***           (9.21)           146***           (9.21)           163***           (8.1)           108***           (9.08)           209***           (8.64)           101***           (9.5)           115****           (8.36)           216***           (8.14)	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7 21.2 51.3 19.8 45.3 19.5 39.3 21.5 50.1	978 978 982 978 968 965 1.06 4 1.06 4 1.06 9 1.06 6	1,008 709 1,005 692 1,013 698 893 733 897 751 910 792	-30*** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.29) 266*** (15.29) 266*** (15.87) 171*** (14.94) 331*** (14.7) 152*** (16.71) 293*** (16.71) 274*** (16.08)	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1 17.0 39.0 17.1 34.6	1,346 1,347 1,474 1,473	1,405 985 1,275 1,050	-59** (20.58) 362*** (21.33) 198*** (20.73) 423*** (20.82)	-4.2 36.7 15.5 40.3
Nedium ( Nen Vomen	educate 2003 2004 2005 2006 2003 2004 2005 2006 2006	After d (25-54) Before After Before After Before After Before After Before After Before After Before After Before After Before	137 137 138 137 138 137 133 132 145 145 145 145 147 154 153 151 151 163 163	92 180 114 178 109 180 113 191 119 143 105 141 107 142 116 147 105 123	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) (2.63) 28*** (2.71) -48*** (2.84) -46*** (2.84) -46*** (2.84) -46*** (2.45) 3* (3.08) 42*** (2.45) 3* (3.08) 42*** (3.08) 42*** (3.08) 42*** (3.65) 13*** (3.49) 42*** (3.24) 35*** (2.27) 16*** (2.83)	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 40.1 9.0 43.7 6.1 29.7 10.6 55.5	542 563 564 561 562 560 583 583 619 618 609 606 623 621 649 649 594	362 587 406 587 394 604 414 622 420 510 409 508 417 520 446 533 432	180***           (8.91)           -24**           (8.91)           157***           (8.75)           -24**           (8.75)           -24**           (8.75)           -24**           (8.75)           -24**           (8.75)           -24**           (9.09)           -44***           (9.49)           -39***           (8.11)           108***           (10.2)           189***           (10.2)           189***           (10.07)           101****           (9.44)           175***           (8.36)           216***           (8.14)	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7 21.2 51.3 19.8 45.3 19.5 39.3 21.5 50.1 27.2	978 978 982 978 968 965 1.06 5 1.06 4 1.04 4 1.04 9 1.04 6 6	1,008 709 1,005 692 1,013 698 893 733 897 751 910 792	-30** (14.67) 269*** (15.03) -25* (15.56) (15.56) 266*** (15.29) 266*** (15.87) (15.87) (15.87) (14.7) 152*** (16.71) 293*** (16.71) 293*** (16.78) 155*** (16.08)	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1 17.0 39.0 17.1 34.6	1,346 1,347 1,474 1,473	1,405 985 1,275 1,050	-59** (20.58) 362*** (21.33) 198*** (20.73) 423*** (20.82)	-4.2 36.7 15.5 40.3
Wedium ( Men Women High edu Wen	educate 2003 2004 2005 2004 2003 2004 2005 2006 2006 2006	After d (25-54) Before After Before After Before After Before After Before After Before After Before After Before After Before	137 137 138 137 138 137 133 132 145 145 145 147 154 153 151 151 163 163	92           180           114           178           109           180           113           191           113           105           141           107           142           116           147           105           123	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) -41*** (3.16) 19*** (2.84) -46*** (2.89) 27*** (2.84) -46*** (2.89) 27*** (2.89) 27*** (2.89) 27*** (2.65) 13*** (2.65) 13*** (3.08) 42*** (3.08) 42*** (2.65) 13*** (3.65) 9** (2.97) 16*** (2.88) 58*** (2.53)	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 40.1 9.0 43.7 6.1 29.7 10.6 55.5 15.2	542 563 564 561 562 560 583 683 619 618 609 606 623 621 649 649 594	362 587 406 587 394 604 414 622 420 510 409 508 417 520 446 533 432	180***           (8.91)           -24**           (8.91)           157***           (8.75)           -24**           (8.75)           -24**           (9.09)           -44***           (9.21)           146***           (9.21)           146***           (9.21)           163***           (9.837)           163***           (9.08)           209***           (10.2)           189***           (10.07)           101****           (9.44)           175****           (8.36)           216***           (8.14)	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7 21.2 51.3 19.8 45.3 19.5 39.3 21.5 50.1 27.2	978 978 982 978 968 965 1,06 5 1,06 4 1,06 9 1,06 6 1,06 6	1,008 709 1,005 692 1,013 698 893 733 897 751 910 792 842	-30** (14.67) 269*** (15.03) -25* (15.56) (15.56) 266*** (15.57) (15.87) (15.87) (15.87) (14.7) 152*** (14.7) 152*** (16.71) 293*** (15.45) 274*** (16.08)	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1 17.0 39.0 17.1 34.6	1,346 1,347 1,474 1,473	1,405 985 1,275 1,050 1,210	-59** (20.58) 362*** (21.33) (21.33) (20.73) 423*** (20.82) (20.82) (20.82)	-4.2 36.7 15.5 40.3
Wedium ( Men Women High edu Men	educate 2003 2004 2005 2004 2003 2004 2005 2005 2006 cated (2 2003	After d (25-54) Before After Before After Before After Before After Before After Before After Before After Before After Before After Sefore After Before After After Before After Before After Before After Before After Before After Before After After Before After After Before After A	137 137 138 137 138 137 133 132 145 145 145 145 147 154 153 151 151 163 163 141 142	92           180           114           178           109           180           113           191           143           105           141           107           142           116           147           105           123           85	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) (2.63) 22*** (2.71) -48*** (2.71) -48*** (2.84) -46*** (2.89) 27*** (2.84) -46*** (2.89) 27*** (2.45) 3* (3.08) 42*** (3.08) 42*** (3.05) 9** (3.24) 358*** (2.53) 19** (2.53)	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 2.4 40.1 9.0 43.7 6.1 29.7 10.6 55.5 15.2 67.3	542 563 564 561 562 560 583 683 619 618 609 606 623 621 649 649 594 599	362 587 406 587 394 604 414 622 420 510 409 508 417 520 446 533 432 469 348	180***           (8.91)           -24**           (8.91)           157***           (8.75)           -24**           (8.75)           -24**           (8.75)           -24**           (8.75)           167***           (9.09)           163***           (8.37)           163***           (8.37)           163***           (8.37)           163***           (8.37)           163***           (8.37)           163***           (8.44)           101***           (10.07)           101***           (9.5)           115***           (8.36)           216****           (22.37)           251***           (20.04)	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7 21.2 51.3 19.8 45.3 19.5 39.3 21.5 50.1 27.2 72.1	978 978 982 978 965 1,06 5 1,06 4 1,04 9 1,04 9 1,04 9 1,06 6	1,008 709 1,005 692 1,013 698 893 733 897 751 910 792 842 644	-30** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) -48*** (15.57) 266*** (15.87) 15.87) 171*** (14.94) 331*** (14.74) 152*** (16.71) 293*** (15.45) 274*** (16.08) 189*** (35.01)	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1 17.0 39.0 17.1 34.6 22.4 61.0	1,346 1,347 1,474 1,473 1,473	1,405 985 1,275 1,050 1,210 1,210 934	-59** (20.58) 362*** (21.33) (21.33) (20.73) 423*** (20.82) (20.82) (20.82) (20.82)	-4.2 36.7 15.5 40.3 18.2 53.9
Wedium ( Men Women High edu Men	educate 2003 2004 2005 2004 2003 2004 2005 2006 cated (2 2003 2004	After d (25-54) Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before	137 137 138 137 138 137 133 132 145 145 145 145 147 154 153 151 151 163 163 141 142 133	92           180           114           178           109           180           113           191           113           107           143           105           141           107           142           116           147           105           123           85           121	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) 22*** (2.63) 22*** (2.71) -48*** (2.71) -48*** (2.84) -46*** (2.89) 27*** (2.84) -46*** (2.89) 27*** (2.84) -46*** (2.89) 27*** (2.65) 13*** (3.08) 42*** (3.08) 42*** (3.05) 9** (3.24) 35*** (3.24) 35*** (2.65) 13*** (2.65) 13*** (2.65) 13*** (3.24) 35*** (2.65) 16*** (2.65) 19**(	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 2.4 40.1 9.0 43.7 6.1 29.7 10.6 55.5 15.2 67.3 9.5	542 563 564 561 562 560 583 683 619 618 609 606 623 621 649 649 594 599 563	362 587 406 587 394 604 414 622 420 510 409 508 417 520 446 533 432 469 348 464	180***           (8.91)           -24**           (8.91)           157***           (8.75)           -24**           (8.75)           (8.75)           -24**           (8.75)           167***           (9.09)           167***           (9.49)           -39***           (8.71)           108***           (8.1)           108***           (10.2)           189***           (10.07)           101***           (10.07)           101***           (9.44)           175***           (8.64)           101***           (10.2)           189***           (8.36)           216***           (20.37)           251***           (20.06)           96***	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7 21.2 51.3 19.8 45.3 19.5 39.3 21.5 50.1 27.2 72.1 20.6	978 982 978 965 965 1,06 5 1,06 4 1,04 9 1,04 9 1,04 9 1,06 6	1,008 709 1,005 692 1,013 698 893 733 897 751 910 792 842 644 837	-30*** (14.67) 269*** (15.03) -25* (15.56) -48*** (15.57) 266*** (15.87) 15.87) 171*** (14.94) 331*** (14.74) 152*** (16.87) 156*** (15.45) 274*** (16.08) 189*** (37.14) 393*** (35.01) 154***	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1 17.0 39.0 17.1 34.6 22.4 61.0 18.4	1,346 1,347 1,474 1,473 1,425 1,438	1,405 985 1,275 1,050 1,210 934	-59** (20.58) 362*** (21.33) (21.33) (20.73) 423*** (20.82) (20.82) (20.82) (20.82) (20.82)	-4.2 36.7 15.5 40.3 18.2 53.9
Wedium o Wen Women High edu Wen	educate 2003 2004 2005 2004 2003 2004 2005 2006 cated (2 2003 2004	After d (25-54) Before After Before After Before After Before After Before After Before After Before After Before After Before After Before	137 137 138 137 138 137 133 132 145 145 145 145 147 154 153 151 151 163 163 141 142 133	92           180           114           178           109           180           113           191           113           105           141           107           142           116           147           105           142           116           147           105           123           85           121	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) 22*** (3.16) 28*** (3.11) 28*** (2.71) -48*** (2.71) -48*** (2.87) 27*** (2.89) 27*** (2.89) 27*** (2.89) 27*** (2.89) 27*** (2.89) 27*** (2.89) 27*** (2.65) 13*** (2.65) 15*** (2.65) 15*** (2.65) 16*** (2.65) 17**(2.65) 16*** (2.65) 17**(2.65	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 2.4 40.1 9.0 43.7 6.1 29.7 10.6 55.5 15.2 67.3 9.5 55.7	542 563 564 561 562 560 583 619 618 609 606 623 621 649 649 649 594 594 599 563	362 587 406 587 394 604 414 622 420 510 409 508 417 520 446 533 432 469 348 464	180***           (8.91)           -24**           (8.8)           157***           (8.75)           -24**           (8.75)           -24**           (8.75)           -24**           (9.09)           167***           (9.49)           -39***           (8.1)           108***           (8.64)           101***           (10.2)           189***           (8.64)           101***           (10.07)           101***           (10.07)           101***           (22.37)           251***           (22.37)           251***           (22.37)           251***           (22.37)	49.8         -4.1         38.7         -4.1         42.5         -7.3         35.2         -6.3         38.7         21.2         51.3         19.8         45.3         19.5         39.3         21.5         50.1         27.2         72.1         20.6         45.7	978 978 982 978 968 965 1,06 5 1,06 4 1,04 9 1,06 6 1,02 7 1,03 6 995	1,008 709 1,005 692 1,013 698 893 733 897 751 910 792 842 644 837	-30*** (14.67) 269*** (15.03) -25* (15.56) -48*** (15.57) 266*** (15.87) 171*** (14.94) 331*** (14.74) 331*** (14.74) 152*** (16.87) 156*** (15.45) 274*** (16.08) 189*** (37.14) 393*** (37.14) 393*** (37.14)	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1 17.0 39.0 17.1 34.6 22.4 61.0 18.4	1,346 1,347 1,474 1,473 1,425 1,438	1,405 985 1,275 1,050 1,210 934	-59** (20.58) 362*** (21.33) 198*** (20.73) 423*** (20.82) (20.82) 220*** (51.83) 504*** (50.19)	-4.2 36.7 15.5 40.3 18.2 53.9
Wedium o Wen Women High edu Wen	educate 2003 2004 2005 2006 2003 2004 2005 2006 cated (2 2003 2004	After d (25-54) Before After After Before After	137 137 138 137 138 137 133 132 145 145 145 147 154 153 151 151 151 163 163 141 142 133 132	92           180           114           178           109           180           113           191           113           105           141           105           141           107           142           116           147           105           123           85           121	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) (2.63) (2.63) (2.63) (2.63) (2.63) (2.63) (2.64) (2.87) (2.87) (2.87) (2.87) (2.87) (2.87) (2.88) (3.08) 42*** (3.08) 42*** (3.05) 9** (3.24) (3.05) 9** (3.24) (3.05) 9** (3.24) (3.05) 9** (3.25) 9** (3.25) 13*** (3.35) 9** (3.25) 9** (3.25) 13*** (3.25) 9** (3.25) 13*** (3.25) 9** (3.25) 13*** (3.25) 9** (3.25) 13*** (3.25) 9** (3.25) 13*** (3.25) 13*** (3.25) 13*** (3.25) 13*** (3.25) 13*** (3.25) 13*** (3.25) 13*** (3.25) 13*** (3.25) 13*** (3.25) 13*** (3.25) 13*** (2.88) 55*** (2.88) 11* (7.45) 11* (7.47) 14***	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 40.1 9.0 43.7 6.1 29.7 10.6 55.5 15.2 67.3 9.5 55.7	542 563 564 561 562 560 583 619 618 609 606 623 621 649 649 594 594 599 556	362 587 406 587 394 604 414 622 420 510 409 508 417 520 446 533 432 469 348 464 336	180***           (8.91)           -24**           (8.91)           157***           (8.75)           -24**           (8.75)           -24**           (9.09)           -44***           (9.21)           146****           (9.49)           -39***           (8.1)           108***           (8.64)           101***           (10.07)           101***           (10.07)           101***           (8.36)           216****           (22.37)           251***           (20.06)           96***           (22.77)           221	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7 21.2 51.3 19.8 45.3 19.5 39.3 21.5 50.1 27.2 72.1 20.6 65.7	978 978 982 978 968 965 1,06 5 1,06 4 1,04 9 1,04 4 1,06 6 1,02 7 1,03 6 995 987	1,008 709 1,005 692 1,013 698 893 733 897 751 910 792 842 644 837 623	-30*** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) -48*** (15.57) 266*** (15.87) 171*** (14.74) 331*** (14.74) 331*** (14.71) 293*** (16.87) 156** (16.87) 156** (16.87) (16.	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1 17.0 39.0 17.1 34.6 22.4 61.0 18.4 58.3	1,346 1,347 1,474 1,473 1,425 1,438	1,405 985 1,275 1,050 1,210 934	-59** (20.58) 362*** (21.33) (21.33) (20.73) 423*** (20.73) 423*** (20.82) (20.82) (20.82) (20.82)	-4.2 36.7 15.5 40.3 18.2 53.9
Vomen Igh edu Ven	educate 2003 2004 2005 2006 2003 2004 2005 2006 cated (2 2003 2004 2004	After d (25-54) Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before	137 137 138 137 138 132 145 145 145 145 147 154 153 151 151 163 163 163 141 142 133 132 139	92           180           114           178           109           180           113           191           143           105           141           107           142           116           147           105           123           85           121           85           128	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) (2.63) -41*** (3.16) 19*** (2.87) (2.84) -46*** (2.87) 19*** (2.87) (2.89) 27*** (2.45) 3* (3.08) 42*** (2.45) 3* (3.08) 42*** (3.08) 42*** (3.05) 9** (3.24) 35*** (3.05) 9** (3.24) 35*** (3.05) 9** (3.24) 35*** (2.88) 58*** (2.88) 57*** (2.88) 57*** (5.86) 11* (7.47) 47*** (6.24) 10*	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 40.1 9.0 43.7 6.1 29.7 10.6 55.5 15.2 67.3 9.5 55.7 7.7	542 563 564 561 562 560 583 583 619 618 609 606 623 621 649 649 594 599 563 556 573	362 587 406 587 394 604 414 622 420 510 409 508 417 520 446 533 432 469 348 464 336 491	180***           (8.91)           -24**           (8.91)           157***           (8.75)           -24**           (8.75)           -24**           (9.09)           -44***           (9.21)           146****           (9.49)           -39***           (8.1)           108***           (9.08)           209***           (8.64)           101***           (10.07)           101***           (10.07)           101***           (8.36)           216***           (22.37)           251***           (22.37)           251***           (22.77)           221****           (21.77)           78***	49.8 -4.1 38.7 -4.1 42.5 -7.3 35.2 -6.3 38.7 21.2 51.3 19.8 45.3 19.5 39.3 21.5 50.1 27.2 72.1 20.6 65.7 15.9	978 978 982 978 968 965 1.06 5 1.06 4 1.04 9 1.04 4 1.04 9 1.06 6 1.06 6	1,008 709 1,005 692 1,013 698 893 733 897 751 910 792 842 644 837 623 860	-30*** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) -48*** (15.57) 266*** (15.87) 171*** (14.74) 331*** (14.71) 293*** (14.71) 293*** (16.87) 156*** (15.45) 274*** (16.08) 189**** (37.14) 393*** (37.14) 393*** (37.14) 393*** (37.14)	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1 17.0 39.0 17.1 34.6 22.4 61.0 18.4 58.3 9.4	1,346 1,347 1,474 1,473 1,425 1,438	1,405 985 1,275 1,050 1,210 934	-59** (20.58) 362*** (21.33) 198*** (20.73) 423*** (20.73) 423*** (20.82) 20.82) 220*** (51.83) 504*** (50.19)	-4.2 36.7 15.5 40.3 18.2 53.9
Wedium ( Nen Nomen Iigh edu Aen	educate 2003 2004 2005 2006 2004 2004 2005 2004 2004 2004 2004 2004	After d (25-54) Before After	137 137 138 137 138 137 133 132 145 145 145 145 147 154 153 151 151 163 163 163 141 142 133 132 139	92           180           114           178           109           180           113           191           143           105           141           107           142           116           147           105           123           85           121           85           128	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) (2.63) (2.63) (2.63) (2.63) (2.71) (2.84) (2.71) (2.84) (2.63) (2.71) (2.84) (2.65) (3.16) (2.85) (2.65) (3.16) (2.65) (3.49) 42*** (2.65) (3.49) 42*** (2.65) (3.49) 42*** (2.65) (3.49) 42*** (3.24) 35*** (2.65) (3.24) 35*** (2.68) (3.24) 35*** (2.68) (3.24) 35*** (2.68) (3.24) 35*** (2.68) (3.24) 35*** (2.68) (3.24) 35*** (2.68) (3.24) 35*** (2.68) (3.24) 35*** (2.68) (3.66) (3.24) 35*** (2.62) (3.66) (3.24) 35*** (2.62) (3.66) (3.24) 35*** (2.62) (3.66) (3.24) 35*** (2.62) (3.62) (3.64)(3.64) (3	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 40.1 9.0 43.7 6.1 29.7 10.6 55.5 15.2 67.3 9.5 55.7 7.7 54.7	542 563 564 561 562 560 583 583 619 618 609 606 623 621 649 649 594 599 563 556 573 556	362 587 406 587 394 604 414 622 420 510 409 508 417 520 446 533 432 469 348 464 336 491 240	180***           (8.91)           -24**           (8.91)           157***           (8.75)           -24**           (8.75)           -24**           (9.09)           -44***           (9.21)           146****           (9.24)           -39***           (8.1)           108***           (8.1)           108***           (8.64)           101***           (10.07)           101***           (10.07)           101***           (8.36)           216***           (8.36)           215****           (22.37)           251***           (22.79)           221***           (21.77)           78***           (22.77)           21.4***	49.8         -4.1         38.7         -4.1         42.5         -7.3         35.2         -6.3         38.7         21.2         51.3         19.8         45.3         19.5         39.3         21.5         50.1         27.2         72.1         20.6         65.7         15.9         41.2	978 978 982 978 968 965 1,06 5 1,06 4 1,04 9 1,04 4 1,04 9 1,06 6 1,02 7 7 1,03 6 995 987 949	1,008 709 1,005 692 1,013 698 893 733 897 751 910 792 842 644 837 623 860	-30*** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) -48*** (15.57) 266*** (15.87) 15.87) 15.87) 15.87 (14.7) 233*** (14.7) 233*** (14.7) 233*** (16.87) 152*** (16.87) 152*** (16.87) 152*** (16.87) 152*** (16.87) 152*** (16.87) 152*** (16.87) 152*** (16.87) 152*** (16.87) 152*** (16.87) 152*** (16.87) 152*** (16.87) 152*** (16.87) 152*** (16.87) 154*** (37.14) 393*** (37.2) 154*** (37.2) 154***	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1 17.0 39.0 17.1 34.6 22.4 61.0 18.4 58.3 9.4 51.6	1,346 1,347 1,474 1,473 1,425 1,438	1,405 985 1,275 1,050 1,210 934	-59** (20.58) 362*** (21.33) (21.33) (20.73) 423*** (20.73) 423*** (20.82) (20.82) (20.82) (20.82) (20.82)	-4.2 36.7 15.5 40.3 18.2 53.9
Vedium ( Ven Vomen	educate 2003 2004 2005 2004 2003 2004 2005 2004 2003 2004 2003	After d (25-54) Before After Before After Before After Before After Before After Before After Before After 5-54) Before After	137 137 138 137 138 137 133 132 145 145 145 145 147 154 153 151 153 151 163 163 163 141 142 133 132 139 136	92           180           114           178           109           180           113           191           143           105           141           107           142           116           147           105           123           85           121           85           128           87	(3.02) 45*** (2.68) -44*** (3.03) 22*** (2.63) (2.63) (2.63) (2.63) (2.71) (2.84) -46*** (2.89) 27*** (2.45) 3* (3.06) 19*** (2.45) 3* (3.08) 42*** (2.45) 3* (3.08) 42*** (2.45) 3* (3.08) 42*** (2.65) 13*** (2.65) 14*** (2.62)	49.1 -24.2 19.6 -22.9 25.6 -26.6 16.6 -24.2 22.4 2.4 40.1 9.0 43.7 6.1 29.7 10.6 55.5 15.2 67.3 9.5 55.7 7.7 56.7	542 563 564 561 562 560 583 583 619 618 609 606 623 621 649 649 594 599 563 556 573 556	362 587 406 587 394 604 414 622 420 510 409 508 417 520 446 533 432 469 348 464 336 491 349	180***           (8.91)           -24**           (8.91)           157***           (8.75)           -24**           (8.75)           -24**           (8.75)           -24**           (9.09)           -44***           (9.21)           146****           (8.1)           108***           (8.1)           108***           (8.1)           108***           (8.64)           101***           (9.08)           209***           (8.36)           216***           (8.36)           216***           (23.7)           251***           (22.77)           251***           (22.77)           221***           (21.55)	49.8         -4.1         38.7         -4.1         42.5         -7.3         35.2         -6.3         38.7         21.2         51.3         19.8         45.3         19.5         39.3         21.5         50.1         27.2         72.1         20.6         65.7         15.9         61.3	978 978 982 978 968 965 1,06 5 1,06 4 1,04 9 1,04 4 1,06 9 1,06 6 1,02 7 1,03 6 995 987 949 934	1,008 709 1,005 692 1,013 698 893 733 897 751 910 792 842 644 837 623 860 616	-30*** (14.67) 269*** (15.03) -25* (14.96) 286*** (15.56) -48*** (15.57) 266*** (15.87) 152*** (14.71) 293*** (14.71) 293*** (16.87) 156*** (15.45) 274*** (16.08) 154*** (16.08) 154*** (37.14) 393*** (37.81) 364*** (37.81) 364*** (37.58)	-2.9 37.9 -2.5 41.3 -4.7 38.2 19.1 45.1 17.0 39.0 17.1 34.6 22.4 61.0 18.4 58.3 9.4 51.6	1,346 1,347 1,474 1,473 1,425 1,438	1,405 985 1,275 1,050 1,210 934	-59** (20.58) 362*** (21.33) (21.33) (20.73) 423*** (20.73) 423*** (20.82) (20.82) (20.82) (20.82)	-4.2 36.7 15.5 40.3 18.2 53.9

	2006	Before	156	135	21**	15.8	628	502	121***	24.2								
		After	157	89	(7.59) 67***	75.3	626	360	(22./3) 267***	74.2								
					(6)				(20.52)									
women	2003	Betore	133	137	-5 (6.06)	-3.4	613	509	(17.94)	20.5	1,09	89/	(29.22)	21.6	1,553	1,284	(40.13)	20.8
		After	132	104	29***	27.7	613	420	193***	46.1	1,09	770	320***	41.6	1,552	1,129	424***	37.5
	2004	Before	143	131	(4.98) 10*	8.0	637	499	(16.57) 139***	27.8	1,12	888	(27.87) 235***	26.5			(38.94)	
		Attor	142	103	(6.53)	37 4	435	410	(19.38)	549	1	755	(31.49)	19.5				
		Allei	142	105	(5.5)	57.4	000	410	(18.06)	54.0	1,12	/ 55	(30.37)	40.5				
	2005	Before	143	133	8* (6.13)	6.2	634	510	119*** (18.09)	23.4	1,10	902	190*** (29.3)	21.1				
		After	142	107	35***	32.2	629	429	200***	46.6	1,09	774	319***	41.2				
	2006	Before	163	140	(5.25) 22***	15.5	666	528	(17.05) 132***	25.0	3		(28.84)					
					(5.33)			020	(15.61)	20.0								
		After	163	99	65*** (4.56)	65./	666	431	(15.01)	54.3								
Nationals	s (25-54)				1.000				1									
Men	2003	Before	127	158	-31*** (2.41)	-19.6	525	524	0	0.1	916	908	8 (11.75)	0.9	1,264	1,270	-5 (16.43)	-0.4
		After	127	101	26***	25.6	526	363	163***	45.0	918	641	277***	43.2	1,266	895	372***	41.5
	2004	Before	125	155	(2.02) -30***	-19.1	519	521	(6.82) -4	-0.7	909	902	(11.67) 5	0.5			(16.51)	
			105		(2.44)	07.5	517	0.50	(7.15)	44.0	00/		(11.88)	10.7				
		After	125	98	(2.04)	27.5	517	359	(6.98)	44.2	906	635	(11.89)	42./				
	2005	Before	122	157	-35***	-22.6	515	540	-26***	-4.9	881	911	-33**	-3.6				
		After	122	98	(۲.43) 24***	24.3	514	368	(7.10) 146***	39.6	879	625	(11.06) 254***	40.7				
	2004	Before	135	149	(2.07) -32***	-193	541	557	(7.15) -16**	-29			(12.03)					
	2000	Deiole	100	100	(2.23)	-17.0	341	557	(6.5)	-2.7								
		After	136	107	29*** (1.82)	26.9	542	382	160*** (6.1)	41.9								
Women	2003	Before	141	131	9***	7.2	590	467	122***	26.1	1,01	819	198***	24.1	1,411	1,169	240***	20.5
		After	140	100	(2.13) 40***	39.6	589	385	(6.36) 204***	52.9	9 1.01	688	(10.49) 329***	47.9	1.409	982	(14.57) 427***	43.5
	0004	 D-f-	144	107	(1.83)	10.4	500	4/1	(6.06)	07.0	7	010	(10.34)	0.4.7	.,,		(14.6)	
	2004	Before	144	127	(2.41)	13.4	288	461	1∠6*** (7.16)	27.3	1,02 0	818	∠u1*** (11.79)	24.6				
		After	144	104	40***	38.1	587	400	187***	46.6	1,01	720	299***	41.6				
	2005	Before	142	127	14***	11.3	591	471	117***	24.9	1,01	828	185***	22.3				
		After	142	104	(2.28) 37***	35.7	590	406	(6.76) 184***	45.3	6 1.01	725	(11.12) 290***	40.0				
	000/	Defens	154	100	(2.06)	14.0	(14	405	(6.75)	0/1	5		(11.39)					
	2006	Before	154	132	21.031	16.0	614	485	(6)	26.1								
					[2.00]				(0)									
		After	154	98	(2.00) 56*** (1.79)	56.6	615	403	212***	52.6								
Non-nati	onals (25	After 5-54)	154	98	56*** (1.79)	56.6	615	403	(5) 212*** (5.87)	52.6								
Non-nati Men	onals (25 2003	After 5-54) Before	154 127	98 186	(2.00) 56*** (1.79) -60***	-32.2	615 543	403 587	(5) 212*** (5.87) -45**	52.6 -7.7	960	995	-38*	-3.8	1,307	1,366	-64*	-4.7
Non-nati Men	onals (25 2003	After 5-54) Before After	154 127 128	98 186 143	(2.03) 56*** (1.79) -60*** (6.14) -15**	-32.2 -10.4	615 543 546	403 587 471	-45** (17.4) 75***	52.6 -7.7 16.0	960 964	995 793	-38* (29.06) 171***	-3.8 21.6	1,307	1,366	-64* (40.81) 248***	-4.7 23.3
Non-nati Men	onals (25 2003 2004	After 5-54) Before After Before	154 127 128	98 186 143 178	-60*** (1.79) -60*** (6.14) -15** (5.18) -51***	-32.2 -10.4	615 543 546	403 587 471	-45** (17.4) 75*** (17.41) -31*	52.6 -7.7 16.0	960 964 947	995 793 978	-38* (29.06) 171*** (30.08) -37*	-3.8 21.6	1,307 1,311	1,366 1,064	-64* (40.81) 248*** (43)	-4.7 23.3
Non-nati Men	onals (25 2003 2004	After 5-54) Before After Before	154 127 128 127	98 186 143 178	-60*** (1.79) -60*** (6.14) -15** (5.18) -51*** (6.23)	56.6 -32.2 -10.4 -29.0	615 543 546 550	403 587 471 577	-45** (17.4) 75*** (17.4) 75*** (17.41) -31* (17.67)	-7.7 16.0 -5.4	960 964 947	995 793 978	-38* (29.06) 171*** (30.08) -37* (29.4)	-3.8 21.6 -3.8	1,307 1,311	1,366 1,064	-64* (40.81) 248*** (43)	-4.7 23.3
Non-nati Men	onals (25 2003 2004	After 5-54) Before After Before After	154 127 128 127 128	98 186 143 178 129	-60*** (1.79) -60*** (6.14) -15** (5.18) -51*** (6.23) -1 (5.15)	56.6 -32.2 -10.4 -29.0 -1.1	615 543 546 550 546	403 587 471 577 437	-45** (17.4) 75*** (17.41) -31* (17.67) 109*** (17.39)	52.6 -7.7 16.0 -5.4 24.8	960 964 947 941	995 793 978 744	-38* (29.06) 171*** (30.08) -37* (29.4) 197*** (30.41)	-3.8 21.6 -3.8 26.5	1,307 1,311	1,366 1,064	-64* (40.81) 248*** (43)	-4.7 23.3
Non-nati Men	onals (25 2003 2004 2005	After 5-54) Before After Before After Before	154 127 128 127 128 121	98 186 143 178 129 176	-60*** (1.79) -60*** (6.14) -15** (5.18) -51*** (6.23) -1 (5.15) -59** -59**	-32.2 -10.4 -29.0 -1.1 -33.5	615 543 546 550 546 538	403 587 471 577 437 591	-45** (17.4) 75*** (17.41) -31* (17.67) 109*** (17.39) -61***	52.6 -7.7 16.0 -5.4 24.8 -10.3	960 964 947 941 914	995 793 978 744 977	-38* (29.06) 171*** (30.08) -37* (29.4) 197*** (30.41) -78** (67.55)	-3.8 21.6 -3.8 26.5 -8.0	1,307 1,311	1,366 1,064	-64* (40.81) 248*** (43)	-4.7 23.3
Non-nati Men	2003 2003 2004 2005	After 5-54) Before After Before After Before After	154 127 128 127 128 121 119	98 186 143 178 129 176 126	-60*** (1.79) -60*** (6.14) -15** (5.18) -51*** (6.23) -1 (5.15) -59*** (5.81) -7*	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8	615 543 546 550 546 538 532	403 587 471 577 437 591 445	-45** (17.4) 75*** (17.41) -31* (17.67) 109*** (17.39) -61*** (16.62) 87***	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4	960 964 947 941 914 898	995 793 978 744 977 726	-38* (29.06) 171*** (30.08) -37* (29.4) 197*** (30.41) -78** (27.55) 172***	-3.8 21.6 -3.8 26.5 -8.0 23.7	1,307 1,311	1,366 1,064	-64* (40.81) 248*** (43)	-4.7 23.3
Non-nati Men	2003 2004 2005 2006	After 5-54) Before After Before After Before After Before	154 127 128 127 128 121 119	98 186 143 178 129 176 126 187	-60*** (1.79) -60*** (6.14) -15** (5.18) -51*** (6.23) -1 (5.15) -59*** (5.81) -7* (4.95) -42***	-32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6	615 543 546 550 546 538 532 531	403 587 471 577 437 591 445 601	-45** (17.4) 75*** (17.4) (17.4) (17.67) 109*** (17.67) 107** (16.62) 87*** (16.66) -13	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2	960 964 947 941 914 898	995 793 978 744 977 726	-38* (29.06) 171*** (30.08) -37* (29.4) 197*** (30.41) -78** (27.55) 172*** (28.51)	-3.8 21.6 -3.8 26.5 -8.0 23.7	1,307 1,311	1,366 1,064	-64* (40.81) 248*** (43)	-4.7 23.3
Non-nati Men	onals (25 2003 2004 2005 2006	After 5-54) Before After Before After Before After Before	154 127 128 127 128 121 119 149	98 186 143 178 129 176 126 187	-60*** (6.14) -15** (5.18) -51*** (6.23) -1 (5.15) -59*** (5.81) -7* (4.95) -42*** (4.76)	-32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6	615 543 546 550 546 538 532 591	403 587 471 577 437 591 445 601	-45** (17.4) 75*** (17.4) 75*** (17.4) -31* (17.67) 109*** (17.67) 109*** (17.67) 109*** (16.62) 87*** (16.66) -13 (13.55)	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2	960 964 947 941 914 898	995 793 978 744 977 726	-38* (29.06) 171*** (30.08) -37* (29.4) 197*** (30.41) -78** (27.55) 172*** (28.51)	-3.8 21.6 -3.8 26.5 -8.0 23.7	1,307 1,311	1,366 1,064	-64* [40.81] 248*** [43]	-4.7 23.3
Non-nati	onals (25 2003 2004 2005 2006	After 5-54) Before After Before After Before After Before After	154 127 128 127 128 121 119 149 149	98 186 143 178 129 176 126 187 147	-60*** (1.79) -60*** (6.14) -15** (5.18) -51*** (6.23) -1 (5.15) -59*** (5.81) -7* (4.95) -42*** (4.76) 2 (3.99)	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1	615 543 546 550 546 538 532 591 596	403 587 471 577 437 591 445 601 488	-45** (5.87) -45** (17.4) 75*** (17.4) 75*** (17.4) 75*** (17.4) -31* (17.67) 109*** (17.67) 109*** (16.62) 87*** (16.66) -13 (13.55) 108***	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1	960 964 947 941 914 898	995 793 978 744 977 726	-38* (29.06) 171*** (30.08) -37* (29.4) 197*** (30.41) -78** (27.55) 172*** (28.51)	-3.8 21.6 -3.8 26.5 -8.0 23.7	1,307 1,311	1,366 1,064	-64* (40.81) 248*** (43)	-4.7 23.3
Non-nati Men Women	onais (25 2003 2004 2005 2006 2003	After 5-54) Before After Before After Before After Before After Before After	154 127 128 127 128 121 119 149 149 143	98 186 143 178 129 176 126 187 147 151	-60*** (6.14) -15** (5.18) -51*** (6.23) -1 (5.15) -59*** (4.95) -42*** (4.95) -42*** (4.76) 2 (3.99) -13** (7.70)	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7	615 543 546 550 546 538 532 591 596 594	403 587 471 577 437 591 445 601 488 499	-45** (17.4) -31* (17.4) -31* (17.67) 109*** (16.62) 87*** (16.66) -13 (13.55) 108*** (13.02) 85*** (13.02)	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0	960 964 947 941 914 898	995 793 978 744 977 726 845	-38* (29.06) 171*** (30.08) -37* (29.4) 197*** (29.4) 197*** (29.4) 172*** (28.51)	-3.8 21.6 -3.8 26.5 -8.0 23.7	1,307 1,311 1,400	1,366 1,064 1,185	-64* (40.81) 248*** (43)	-4.7 23.3 16.5
Non-nati Men Women	2003 2004 2005 2006 2003	After 5-54) Before After Before After Before After Before After Before After After	154 127 128 127 128 121 119 149 143 142	98 186 143 178 129 176 126 187 147 151 121	-60**** (1.79) -60**** (6.14) -15** (5.18) -51*** (6.23) -1 (5.15) -7* (4.95) -42*** (4.76) 2 (3.99) -13* (7.78) 20**	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7 16.9	615 543 546 550 546 538 532 591 596 594 591	403 587 471 577 437 591 445 601 488 499 423	-45** (17.4) -31* (17.4) -31* (17.67) 109*** (17.67) 109*** (16.62) 87*** (16.66) -13 (13.55) 108*** (13.02) 85*** (22.29) 168***	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0 39.8	960 964 947 914 898 1.02 2 1.01	995 793 978 744 977 726 845 725	-38* (29.06) 171*** (30.08) -37* (29.4) 197*** (20.41) -78** (27.55) 172*** (28.51) 161*** (36.61) 293***	-3.8 21.6 -3.8 26.5 -8.0 23.7 19.1 40.4	1,307 1,311 1,400 1,396	1,366 1,064 1,185 1,185	-64* (40.81) 248*** (43) 196*** (50.68) 380***	-4.7 23.3 16.5 37.3
Non-nafi Men Women	2003 2004 2005 2006 2003 2004	After 5-54) Before After Before After Before After Before After Before After Before After	154 127 128 127 128 121 119 149 149 143 142 145	98 186 143 178 129 176 126 187 147 151 121 129	-60**** (1.79) -60**** (6.14) -15** (5.18) -51*** (6.23) -1 (5.15) -7* (4.95) -42*** (4.76) 2 (3.99) -13* (7.78) 20** (6.32) 2	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7 16.9	615 543 546 550 546 538 532 591 596 594 591 604	403 587 471 577 437 591 445 601 488 499 423 474	-45** (17.4) 75*** (17.4) 75** (17.4) -31* (17.67) 109*** (17.67) 109*** (16.62) 87*** (16.66) -13 (13.02) 85*** (13.02) 85*** (22.29) 168*** (21.63) 121***	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0 39.8 25.4	960 964 947 914 898 1.02 2 1.01 9	995 793 978 744 977 726 845 725 823	-38* (29.06) 171*** (20.08) -37* (29.4) 197*** (30.41) -78** (27.55) 172*** (28.51)	-3.8 21.6 -3.8 26.5 -8.0 23.7 19.1 40.4 23.5	1,307 1,311 1,400 1,396	1,366 1,064 1,185 1,017	-64* (40.81) 248*** (43) 196*** (50.68) 380*** (52.75)	-4.7 23.3 16.5 37.3
Non-nafi Men Women	onals (25 2003 2004 2005 2006 2003 2004	After Before After Before After Before After Before After Before After Before	154 127 128 127 128 121 119 149 143 142 145	98 186 143 178 129 176 126 187 147 151 121 139	-60*** (1.79) -60*** (6.14) -15** (5.18) -51*** (6.23) -1 (5.15) -59*** (4.95) 2 (3.99) -13* (7.78) 20** (6.32) 2 (9.14) (9.14)	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7 16.9 1.4	615 543 546 550 546 538 532 591 596 594 591 604	403 587 471 577 437 591 445 601 488 499 423 476	-45** (17.4) 75*** (17.4) 75*** (17.4) -31* (17.67) 109*** (17.67) 109*** (16.62) 87*** (16.66) -13 (13.02) 85*** (22.29) 168*** (21.63) 121*** (26.27) ***	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0 39.8 25.4	960 964 947 914 898 1.02 2 1.01 9 1.02 2	995 793 978 744 977 726 845 725 823	-38* (29.06) 171*** (29.04) 197*** (30.41) -78** (27.55) 172*** (28.51) 161*** (36.61) 293*** (37.3) 194*** (37.3)	-3.8 21.6 -3.8 26.5 -8.0 23.7 19.1 40.4 23.5	1,307 1,311 1,400 1,396	1,366 1,064 1,185 1,185	-64* (40.81) 248*** (43) 196*** (50.68) 380*** (52.75)	-4.7 23.3 16.5 37.3
Non-nafi Men Women	onals (25 2003 2004 2005 2006 2003 2004	After Before After Before After Before After Before After Before After Before After	154 127 128 127 128 121 119 149 149 143 142 145 144	98 186 143 178 129 176 126 187 147 151 121 139 104	-60*** (1.79) -60*** (6.14) -15** (5.18) -51*** (6.23) -1 (5.15) -59*** (4.95) 2 (3.99) -13* (7.78) 20** (6.32) 2 (9.14) 40*** (7.74)	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7 16.9 1.4 38.3	615 543 546 550 546 538 532 591 596 594 591 604 601	403 587 471 577 437 591 445 601 488 499 423 476 377	-45** (17.4) 75*** (17.4) 75*** (17.4) -31* (17.67) 109*** (16.62) 87*** (16.66) -13 (13.02) 85*** (22.29) (22.29) 168*** (21.63) 121*** (26.47)	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0 39.8 25.4 59.4	960 964 947 914 898 1.02 2 1.01 9 1.02 2 1.01 9 1.02 5	995 793 978 744 977 726 845 725 823 675	-38* (29.06) 171*** (29.04) 197*** (30.41) -78** (27.55) 172*** (28.51) 161*** (36.61) 293*** (37.3) 194*** (43.03) 350***	-3.8 21.6 -3.8 26.5 -8.0 23.7 19.1 40.4 23.5 51.9	1,307 1,311 1,400 1,396	1,366 1,064 1,185 1,185	-64* (40.81) 248*** (43) 196*** (50.68) 380*** (52.75)	-4.7 23.3 16.5 37.3
Non-nafi Men Women	onals (25 2003 2004 2005 2006 2003 2004 2004	After Before After Before After Before After Before After Before After Before After Before After Before	154 127 128 127 128 121 119 149 149 143 142 145 144 136	98 186 143 178 129 176 126 187 147 151 121 139 104 131	-60*** (1.79) -60*** (6.14) -15** (5.18) -51*** (6.23) -1 (5.15) -59*** (4.95) 2 (3.99) -13* (7.78) 20** (6.32) 2 (9.14) 40** (7.74) -3 (7.76) 2 (7.76) (7.76) (7.76) (7.76) (7.774) -3 (7.76) (7.76) (7.76) (7.76) (7.76) (7.76) (7.76) (7.774) (7.76)	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7 16.9 1.4 38.3 -2.1	615 543 546 550 546 538 532 591 596 594 591 604 601 562	403 587 471 577 437 591 445 601 488 499 423 476 377 470	-45** (17.4) 75*** (17.4) 75*** (17.4) -31* (17.67) 109*** (16.62) 87*** (16.62) 87*** (16.66) -13 (13.02) 85*** (22.29) (22.29) 168*** (21.63) 121*** (26.42) 88*** (26.42) 88***	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0 39.8 25.4 59.4 14.5	960 964 947 914 898 1.02 2 1.01 9 1.02 3 1.02 5 973	995 793 978 744 977 726 845 725 823 675 811	-38* (29.06) 171*** (29.04) 197*** (30.41) -78** (27.55) 172*** (28.51) 161*** (36.61) 293*** (37.3) 194*** (43.03) 350*** (45.77) 126*** (25.55)	-3.8 21.6 -3.8 26.5 -8.0 23.7 19.1 40.4 23.5 51.9 15.5	1,307 1,311 1,400 1,396	1,366 1,064 1,185 1,185	-64* (40.81) 248*** (43) 196*** (50.68) 380*** (52.75)	-4.7 23.3 16.5 37.3
Non-nafi Men Women	2003 2004 2005 2006 2003 2004 2004 2005	After Before After Before After Before After Before After Before After Before After Before After Before	154 127 128 127 128 121 119 149 149 143 142 145 144 136 137	98 186 143 178 129 176 126 187 147 151 121 139 104 131 110	-60*** (1.79) -60*** (6.14) -15** (5.18) -51*** (6.23) -1 (5.15) -59*** (4.95) (3.99) -13* (7.78) 20** (6.32) 2 (9.14) 40** (7.74) -3 (7.58) 26***	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7 16.9 1.4 38.3 -2.1 24.0	615 543 546 550 546 538 532 591 596 594 591 604 601 562 556	403 587 471 577 437 591 445 601 488 499 423 476 377 470 407	-45** (17.4) 75** (17.4) 75** (17.4) -31* (17.67) 109*** (16.62) 87*** (16.63) -13 (13.65) 108*** (21.63) 121*** (26.42) 68*** (26.42) 68*** (26.42) 68*** (21.83) 149***	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0 39.8 25.4 59.4 14.5 36.5	960 964 947 914 898 1.02 2 1.01 9 1.02 3 1.02 5 973 959	995 793 978 744 977 726 845 725 823 675 811 704	-38* (29.06) 171*** (29.04) 197*** (30.41) -78** (27.55) 172*** (28.51) 161*** (36.61) 293*** (37.3) 194*** (43.03) 350*** (45.77) 126*** (35.59) 256***	-3.8 21.6 -3.8 26.5 -8.0 23.7 19.1 40.4 23.5 51.9 15.5 36.3	1,307 1,311 1,400 1,396	1,366 1,064 1,185 1,017	-64* (40.81) 248*** (43) 196*** (50.68) 380*** (52.75)	-4.7 23.3 16.5 37.3
Non-nafi Men Women	onals (25 2003 2004 2005 2006 2003 2004 2004 2005	After Before After Before After Before After Before After Before After Before After Before After Before	154 127 128 127 128 121 119 149 149 143 142 145 144 136 137	98 186 143 178 129 176 126 187 147 151 121 139 104 131 110	$\begin{array}{c} (2.53)\\ 56^{***}\\ (1.79)\\ -56^{***}\\ (6.14)\\ -15^{**}\\ (5.18)\\ -51^{***}\\ (6.23)\\ -1\\ (5.15)\\ -59^{***}\\ (4.95)\\ (5.81)\\ -7^{*}\\ (4.95)\\ 2\\ (5.81)\\ -7^{*}\\ (4.95)\\ 2\\ (5.81)\\ -7^{*}\\ (4.95)\\ 2\\ (7.78)\\ 2\\ 20^{**}\\ (6.32)\\ 2\\ (7.74)\\ -3\\ (7.58)\\ 26^{**}\\ (6.56)\\ 0\end{array}$	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7 16.9 1.4 38.3 -2.1 24.0	615 543 546 550 546 538 532 591 596 594 591 604 601 562 556	403 587 471 577 437 591 445 601 488 499 423 476 377 470 407	-45** (17.4) 75** (17.4) 75** (17.4) -31* (17.67) 109** (17.39) -61*** (16.62) 87** (16.63) -13 (13.65) 108*** (21.63) 121** (26.42) 68*** (26.42) 68*** (26.42) 68*** (26.42) 149** (20.97) (24.97)	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0 39.8 25.4 59.4 14.5 36.5	960 964 947 914 898 1.02 2 1.01 9 1.02 3 1.02 5 973 959	995 793 978 744 977 726 845 725 823 675 811 704	-38* (29.06) 171*** (29.04) 197*** (30.41) -78** (27.55) 172*** (28.51) (27.55) 172*** (28.51) (36.61) 293*** (37.3) 194*** (33.03) 350*** (45.77) 126*** (35.59) 256*** (35.54)	-3.8 21.6 -3.8 26.5 -8.0 23.7 19.1 40.4 23.5 51.9 15.5 36.3	1,307 1,311 1,400 1,396	1,366 1,064 1,185 1,017	-64* (40.81) 248*** (43) 196*** (50.68) 380*** (52.75)	-4.7 23.3 16.5 37.3
Non-nafi Men Women	2003 2004 2005 2006 2003 2004 2004 2005 2006	After Before After Before After Before After Before After Before After Before After Before After Before	154 127 128 127 128 121 119 149 149 143 142 145 144 136 137 143	98 186 143 178 129 176 129 176 129 147 151 121 139 104 131 110 133	-60*** (1.79) -60*** (6.14) -15** (6.14) -15** (5.158) -51*** (6.23) -1 (5.15) -59*** (4.95) 2 (4.95) 2 (4.95) 2 (4.95) 20** (6.32) 2 (9.14) 40*** (7.74) -3 (7.58) 26*** (6.56) 0 (6.81)	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7 16.9 1.4 38.3 -2.1 24.0 -0.4	615 543 546 550 546 538 532 591 596 594 591 604 601 562 556 561	403 587 471 577 437 591 445 601 488 499 423 476 377 470 407 471	-45** (17.4) 75** (17.4) 75** (17.4) -31* (17.67) 109*** (17.67) 109*** (16.62) 87*** (16.63) -13 (13.65) 108*** (21.63) 121** (26.42) 68*** (26.42) 68*** (26.42) 68*** (26.42) 68*** (20.77) 66***	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0 39.8 25.4 59.4 14.5 36.5 14.1	960 964 947 914 898 1.02 2 1,01 9 1.02 2 1,01 9 1.02 5 973 959	995 793 978 744 977 726 845 725 823 675 811 704	-38* (29.06) 171*** (29.04) 197*** (30.41) -78** (27.55) 172*** (28.51) (28.51) (36.61) 293*** (37.3) 194*** (33.03) 350*** (45.77) 126*** (35.59) 256*** (35.54)	-3.8 21.6 -3.8 26.5 -8.0 23.7 19.1 40.4 23.5 51.9 15.5 36.3	1,307 1,311 1,400 1,396	1,366 1,064 1,185 1,017	-64* (40.81) 248*** (43) 196*** (50.68) 380*** (52.75)	-4.7 23.3 16.5 37.3
Non-nati Men Women	2003 2004 2005 2006 2003 2004 2004 2005 2006	After Before After Before After Before After Before After Before After Before After Before After Before After Before	154 127 128 127 128 121 119 149 143 142 143 144 136 137 143 142	98 186 143 178 129 176 129 176 129 147 151 121 139 104 131 110 133 110	-60*** (1.79) -60*** (6.14) -15** (6.13) -51*** (6.23) -1 (5.15) -59*** (4.95) 2 (4.95) 2 (4.95) 2 (4.95) 2 (3.99) -13* (6.32) 2 (9.14) 40*** (6.56) 0 (6.81) 32*** (5.73)	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7 16.9 1.4 38.3 -2.1 24.0 -0.4 28.8	615 543 546 550 546 538 532 591 596 594 591 604 601 562 556 561 564	403 587 471 577 437 591 445 601 488 499 423 476 377 470 407 471 426	-45** (17.4) 75*** (17.4) 75*** (17.4) -31* (17.4) -31* (17.4) -31* (17.4) -31* (17.4) -31* (17.4) -31* (17.4) -61*** (16.62) 87*** (16.63) -13 (13.02) 85*** (16.63) -13 (13.02) 85*** (22.29) 168*** (22.29) 168*** (22.29) 168*** (26.27) 224*** (26.42) 68*** (26.42) 68*** (21.83) 149*** (20.97) 66*** (21.83) (	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0 39.8 25.4 59.4 14.5 36.5 14.1 32.5	960 964 947 914 898 1.02 2 1,01 9 1.02 2 5 973 959	995 793 978 744 977 726 845 725 823 675 811 704	-38* (29.06) 171*** (29.04) 197*** (30.41) -78** (27.55) 172*** (28.51) (28.51) 194*** (36.61) 293*** (37.3) 194*** (35.57) 126*** (35.59) 256*** (35.54)	-3.8 21.6 -3.8 26.5 -8.0 23.7 19.1 40.4 23.5 51.9 15.5 36.3	1,307 1,311 1,400 1,396	1,366 1,064 1,185 1,017	-64* (40.81) 248*** (43) 196*** (50.68) 380*** (52.75)	-4.7 23.3 16.5 37.3
Non-nati Men Women	onals (25 2003 2004 2005 2006 2003 2004 2005 2006 2006	After Before After Before After Before After Before After Before After Before After Before After Before After Before	154 127 128 127 128 121 119 149 149 143 142 145 144 136 137 143 142	98 186 143 178 129 176 126 187 147 151 121 139 104 131 110 133 110	-60*** (1.79) -60*** (6.14) -15** (6.13) -51*** (6.23) -1 (5.15) -59*** (4.95) (5.81) -7* (4.95) 2 (3.99) -13* (4.95) 20** (6.32) 2 (9.14) 40*** (6.74) -3 (7.78) 20** (6.32) 2 (9.14) 40*** (5.56) 0 (6.81) 32*** (5.73)	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7 16.9 1.4 38.3 -2.1 24.0 -0.4 28.8	615 543 546 550 546 538 532 591 596 594 591 604 601 562 556 561 564	403 587 471 577 437 591 445 601 488 499 423 476 377 470 407 471 426	-45** (17.4) 75*** (17.4) 75*** (17.4) -31* (17.4) -31* (17.4) -31* (17.4) -31* (17.4) -31* (17.4) -31* (17.4) -61*** (16.62) 87*** (16.63) -13 (13.55) 108*** (16.63) -13 (13.55) 108*** (22.29) 168*** (22.29) 168*** (22.29) 168*** (26.27) 224*** (26.42) 68*** (26.42) 68*** (26.42) 68*** (21.83) 149*** (21.83)	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0 39.8 25.4 59.4 14.5 36.5 14.1 32.5	960 964 947 914 898 1.02 2 1,01 9 1.02 2 5 973 959	995 793 978 744 977 726 845 725 823 675 811 704	-38* (29.06) 171*** (29.04) 197*** (30.41) -78** (27.55) 172*** (28.51) (28.51) 194*** (36.61) 293*** (36.61) 293*** (37.3) 194*** (35.57) 126*** (35.57)	-3.8 21.6 -3.8 26.5 -8.0 23.7 19.1 40.4 23.5 51.9 15.5 36.3	1,307 1,311 1,400 1,396	1,366 1,064 1,185 1,017	-64* (40.81) 248*** (43) 196*** (50.68) 380*** (52.75)	-4.7 23.3 16.5 37.3
Non-nati Men Women Disabled Men	onals (25 2003 2004 2005 2006 2003 2004 2005 2006 2006 (25-54) 2003	After Before After Before After Before After Before After Before After Before After Before After Before After Before After	154 127 128 127 128 121 119 149 149 143 142 145 144 136 137 143 142 292	98 186 143 178 129 176 126 187 147 151 121 139 104 131 110 133 110	(1.79) -60*** (6.14) -15** (6.13) -51*** (6.23) -1 (5.15) -59*** (4.95) (5.81) -7* (4.95) 2 (3.99) -13* (4.95) 20** (6.32) 2 (9.14) 40*** (5.74) -3 (7.78) 20** (6.32) 2 (9.14) 40*** (5.56) 0 (6.81) 32*** (5.73) 2 (4.40) (5.56) (5.56) (6.81) (5.73) (4.40) (5.73) (4.40) (5.73) (4.40) (5.73) (5.73) (4.40) (5.73) (5.7	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7 16.9 1.4 38.3 -2.1 24.0 -0.4 28.8	615 543 546 550 546 538 532 591 596 594 591 604 601 562 556 561 564 386	403 587 471 577 437 591 445 601 488 499 423 476 377 470 407 471 426	-45** (17.4) 75*** (17.4) 75*** (17.4) -31* (17.4) -31* (17.4) -31* (17.4) -31* (17.4) -31* (17.4) -31* (17.4) -61*** (16.62) 87*** (16.63) -13 (13.55) 108*** (16.63) -13 (13.55) 108*** (16.63) -13 (13.55) 108*** (22.29) 168*** (22.29) 168*** (22.29) 168*** (26.42) 68*** (26.42) 68*** (26.42) 68*** (21.83) 129*** (21.83) (21.83	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0 39.8 25.4 59.4 14.5 36.5 14.1 32.5 27.8	960 964 947 914 898 1.02 2 1,01 9 1.02 2 5 973 959	995 793 978 744 977 726 845 725 823 675 811 704	-38* (29.06) 171*** (29.04) 197*** (30.41) -78** (27.55) 172*** (28.51) (28.51) 194*** (36.61) 293*** (35.52) 256*** (35.54)	-3.8 21.6 -3.8 26.5 -8.0 23.7 19.1 40.4 23.5 51.9 15.5 36.3	1,307 1,311 1,400 1,396 989	1,366 1,064 1,185 1,017 730	-64* (40.81) 248*** (43) 196*** (50.68) 380*** (52.75)	-4.7 23.3 16.5 37.3
Non-nati Men Women Disabled Men	onals (25 2003 2004 2005 2006 2003 2004 2005 2006 2006 (25-54) 2003	After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before	154 127 128 127 128 121 119 149 149 143 142 145 144 136 137 143 142 92 93	98 186 143 178 129 176 126 187 147 151 121 139 104 131 110 133 110 90 86	(1.79) -60*** (6.14) -15** (6.13) -51*** (6.23) -1 (5.18) -59*** (4.95) (5.81) -7* (4.95) 2 (3.99) -13* (4.95) 20** (4.75) 20** (6.32) 2 (9.14) 40*** (7.78) 20** (6.32) 2 (9.14) 40*** (5.56) 0 (6.81) 32*** (5.56) 0 (6.81) 32*** (5.73) 2 (4.43) 7*	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7 16.9 1.4 38.3 -2.1 24.0 -0.4 28.8 2.7 7.8	615 543 546 550 546 538 532 591 596 594 591 604 601 562 556 561 564 386 389	403 587 471 577 437 591 445 601 488 499 423 476 377 470 407 471 426	-45** (17.4) 75*** (17.4) 75*** (17.4) -31* (17.67) 109*** (17.67) 109*** (17.67) 109*** (16.62) 87*** (16.63) -13 (13.62) 87*** (16.64) -13 (13.65) 108*** (22.29) 168*** (22.29) 168*** (26.42) 68*** (26.42) 68*** (26.42) 68*** (21.83) 149*** (29.77) 66*** (19.54) 138*** (13.39) 84***	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0 39.8 25.4 59.4 14.5 36.5 14.1 32.5 27.8 27.8	960 964 947 914 898 1.02 2 1,01 9 1.02 2 973 959 703 703 703	995 793 978 744 977 726 845 725 823 675 811 704 527 534	-38* (29.06) 171*** (29.04) 197*** (30.41) -78** (27.55) 172*** (28.51) (28.51) 194*** (36.61) 293*** (35.52) 256*** (35.54)	-3.8 21.6 -3.8 26.5 -8.0 23.7 19.1 40.4 23.5 51.9 15.5 36.3 33.7 32.1	1,307 1,311 1,400 1,396 989 992	1,366 1,064 1,185 1,017 730 730	-64* (40.81) 248*** (43) 196*** (50.68) 380*** (52.75) (52.75) 261*** (31.28) 253***	-4.7 23.3 16.5 37.3 35.8 34.3
Non-nati Men Women Disabled Men	onals (25           2003           2004           2005           2006           2003           2004           2005           2004           2005           2004           2005           2004           2005           2006           2005           2006           (25-54)           2004	After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before	154 127 128 127 128 121 119 149 149 143 142 145 144 136 137 143 142 92 93	98 186 143 178 129 176 126 187 147 151 121 139 104 131 110 133 110 90 86 20	(1.79) -60*** (6.14) -15** (6.14) -15** (6.23) -1 (5.15) -59*** (4.95) (5.81) -7* (4.95) 20** (4.75) 20** (6.32) 2 (9.14) 40*** (7.78) 20** (6.32) 2 (9.14) 40*** (5.56) 0 (6.81) 32*** (5.73) 2 (4.43) 7* (4.1) 5*	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7 16.9 1.4 38.3 -2.1 24.0 -0.4 28.8 2.7 7.8 5.5	615 543 546 550 546 538 532 591 596 594 591 604 601 562 556 561 564 386 389	403 587 471 577 437 591 445 601 488 499 423 476 377 470 407 471 426 303 305	-45** (17.4) 75*** (17.4) 75*** (17.4) -31* (17.67) 109*** (17.67) 109*** (17.67) (17.67) 109*** (16.62) 87*** (16.62) 87*** (16.63) -13 (13.02) 85*** (13.02) 85*** (22.29) 168*** (23.29) 169*** (24.29) 169*** (25.29) 169*** (25.29) 169*** (25.29) 169*** (25.29) 169*** (26.29) 169*** (27.29) 169*** (27.29) 169*** (27.29) 169*** (27.29) 189*** (27.29) 199*** (27.29) 189*** (27.29) 199*** (27.29	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0 39.8 25.4 59.4 14.5 36.5 14.1 32.5 27.8 27.5 28.0	960 964 947 914 898 1.02 2 1,01 9 1.02 2 973 959 703 703 706	995 793 978 744 977 726 845 725 823 675 811 704 527 527	-38* (29.06) 171*** (29.04) 197*** (30.41) -78** (27.55) 172*** (28.51) (36.61) 293*** (36.61) 293*** (37.3) 194*** (36.64) 194*** (35.57) 126*** (35.57) 126*** (35.54)	-3.8 21.6 -3.8 26.5 -8.0 23.7 19.1 40.4 23.5 51.9 15.5 36.3 33.7 32.1 25.1	1,307 1,311 1,400 1,396 989 992	1,366 1,064 1,185 1,017 730 739	-64* (40.81) 248*** (43) 196*** (50.68) 380*** (52.75) (52.75) 261*** (31.28) 253*** (32.77)	-4.7 23.3 16.5 37.3 35.8 34.3
Non-nati Men Women Disabled Men	onals (25           2003           2004           2005           2006           2003           2004           2005           2004           2005           2004           2005           2004           2005           2006           2005           2006           (25-54)           2004           2004	After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before	154 127 128 127 128 121 119 149 149 143 142 145 144 136 137 143 142 92 93 93	98 186 143 178 129 176 129 176 187 147 151 121 139 104 131 110 133 110 90 86 88	(1.79) -60*** (6.14) -15** (6.14) -15** (6.23) -1 (5.15) -59*** (4.95) (5.81) -7* (4.95) 20** (4.75) 20** (6.32) 2 (9.14) 40*** (6.32) 2 (9.14) 40*** (6.32) 2 (9.14) 40*** (6.32) 2 (7.78) 20** (6.32) 2 (7.74) -3 (7.58) 26*** (6.81) 32*** (5.56) 0 (6.81) 32*** (5.73) 2 (4.43) 7* (4.35)	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7 16.9 1.4 38.3 -2.1 24.0 -0.4 28.8 2.7 7.8 5.5	615 543 546 550 546 538 532 591 596 594 591 604 601 562 556 561 564 386 389 392	403 587 471 577 437 591 445 601 488 499 423 476 377 470 407 471 426 303 305 303	-45** (17.4) 75*** (17.4) 75*** (17.4) -31* (17.67) 109*** (17.67) 109*** (17.67) (17.67) 109*** (17.67) (16.62) 87*** (16.63) -13 (13.65) 108*** (13.63) 121*** (22.29) 168*** (23.62) (24.63) 122*** (26.72) 224*** (26.72) 224*** (26.72) 224*** (26.72) 224*** (26.72) 224*** (27.73) 84*** (13.88) 88*** (13.14)	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0 39.8 25.4 59.4 14.5 36.5 14.1 32.5 27.8 27.8 27.5 28.9	960 964 947 914 898 1.02 2 1,01 9 1.02 2 973 959 703 703 706 712	995 793 978 744 977 726 845 725 823 675 811 704 527 534 526	-38* (29.06) 171*** (29.04) 197*** (30.41) -78** (27.55) 172*** (28.51) (28.51) 194*** (36.61) 293*** (37.3) 194*** (36.61) 293*** (37.3) 194*** (35.57) 126*** (35.57) 126*** (35.54) 177*** (25.53) 171*** (22.01)	-3.8 21.6 -3.8 26.5 -8.0 23.7 19.1 40.4 23.5 51.9 15.5 36.3 33.7 32.1 35.1	1,307 1,311 1,400 1,396 989 992	1,366 1,064 1,185 1,017 730 739	-64* (40.81) 248*** (43) 196*** (50.68) 380*** (52.75) (52.75) 261*** (31.28) 253*** (32.77)	-4.7 23.3 16.5 37.3 35.8 34.3
Non-nati Men Women Disabled Men	onals (25 2003 2004 2005 2006 2003 2004 2005 2006 (25-54) 2003 2004	After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After	154 127 128 127 128 121 119 149 149 143 142 145 144 136 137 143 142 92 93 93 93 93	98 186 143 178 129 176 126 187 147 151 121 139 104 131 110 133 110 90 86 88 77	(1.79) -60*** (6.14) -15** (6.13) -51*** (6.23) -1 (5.15) -59*** (4.95) (5.81) -7* (4.95) (4.95) 2 (3.99) -13* (4.95) 2 (3.99) -13* (4.95) 20** (6.32) 2 (9.14) 40*** (6.32) 2 (9.14) 40*** (7.78) 20** (6.32) 2 (9.14) 40*** (5.73) 2 (4.43) 7* (4.35) 16** (3.99) -5* (4.35) 16** (3.99) -5* (4.35) 16** (3.99) -7* (4.35) 16** (3.99) -7* (4.35) 16** (3.99) -7* (4.35) 16** (3.99) -7* (4.35) 16** (3.99) -7* (4.35) 16** (3.99) -7* (4.35) -7* (4.35) 16** (3.99) -7* (4.35) 16** (3.99) -7* (4.35) 16** (3.99) -7* (4.35) 16** (4.35) 16** (3.99) -7* (4.35) 16** (4.35) 16** (3.99) -7* (4.35) 26** (4.35) 7* (4.35) 26** (4.35) 7* (4.35) 7* (4.35) 27* (4.35) 7* (4.35) 7* (4.35) 26** (4.35) 7* (4.35) 26** (4.35) 7* (4.35) 26** (4.35) 7* (4.35) 26** (4.35) (4.35) (4.35) (4.	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7 16.9 1.4 38.3 -2.1 24.0 -0.4 28.8 2.7 7.8 5.5 21.2	615 543 546 550 546 538 532 591 596 594 591 604 601 562 556 561 564 386 389 392 389	403 587 471 577 437 591 445 601 488 499 423 476 377 470 407 471 426 303 305 303 280	-45** (17.4) 75*** (17.4) 75*** (17.4) -31* (17.67) 109*** (17.67) 109*** (17.67) 109*** (17.67) 109*** (16.62) 87*** (16.63) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 85*** (22.29) 168*** (22.29) 168*** (26.27) 224*** (26.42) 66*** (26.42) 66*** (21.83) 129** (21.83) 84*** (19.54) 138** (13.8) 88*** (13.14) 108**	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0 39.8 25.4 59.4 14.5 36.5 14.1 32.5 27.8 27.8 27.5 28.9 38.7	960 964 947 941 914 898 1.02 2 1,01 9 1.02 2 5 973 959 703 703 706 712 707	995 793 978 744 977 726 845 725 823 675 811 704 527 527 534 526 497	-38* (29.06) 171*** (29.04) 197*** (20.55) 172*** (28.51) (28.51) (28.51) (28.51) 194*** (36.61) 293*** (35.59) 256*** (35.54)	-3.8 21.6 -3.8 26.5 -8.0 23.7 19.1 40.4 23.5 51.9 15.5 36.3 33.7 32.1 35.1 42.2	1,307 1,311 1,400 1,396 989 992	1,366 1,064 1,185 1,017 730 739	-64* (40.81) 248*** (43) 196*** (50.68) 380*** (52.75) (52.75) 261*** (31.28) 253*** (32.77)	-4.7 23.3 16.5 37.3 35.8 34.3
Non-nati Men Women	onals (25 2003 2004 2005 2006 2003 2004 2005 2006 (25-54) 2003 2004 2004 2004	After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before	154 127 128 127 128 121 119 149 149 143 142 145 144 136 137 143 142 92 93 93 93 81	98 186 143 178 129 176 126 187 147 151 121 139 104 131 110 133 110 90 86 88 77 91	(1.79) -60*** (6.14) -15** (6.13) -51*** (6.23) -1 (5.15) -59*** (4.95) (5.81) -7* (4.95) (4.95) 2 (3.99) -13* (4.95) 2 (3.99) -13* (4.95) 20** (6.32) 2 (9.14) 40*** (6.32) 2 (9.14) 40*** (6.32) 2 (9.14) 40*** (6.56) 0 (6.81) 32*** (5.73) 2 (4.43) 7* (4.15) 16** (3.99) -10**	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7 16.9 1.4 38.3 -2.1 24.0 -0.4 28.8 2.7 7.8 5.5 21.2 -10.9	615 543 546 550 546 538 532 591 596 594 591 604 601 562 556 561 564 386 389 392 389 364	403 587 471 577 437 591 445 601 488 499 423 476 377 470 407 471 426 303 305 303 280 325	-45** (17.4) 75*** (17.4) 75*** (17.4) -31* (17.67) 109*** (17.67) 109*** (17.67) 109*** (17.67) 109*** (16.62) 87*** (16.63) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 85*** (16.62) 85*** (22.29) 168*** (22.29) 168*** (26.27) 224*** (26.42) 66*** (26.42) 66*** (19.54) 138** (19.45) 84*** (13.8) 88*** (13.14) 108** (13.71) 40**	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0 39.8 25.4 59.4 14.5 36.5 14.1 32.5 27.8 27.8 27.8 27.5 28.9 38.7 12.4	960 964 947 941 914 898 1.02 2 1,01 9 1.02 2 5 973 959 703 703 706 712 707 659	995 793 978 744 977 726 845 725 823 675 811 704 527 534 526 497 544	-38* (29.06) 171*** (29.04) 197*** (20.55) 172*** (28.51) (28.51) (28.51) (28.51) (29.755) 172*** (28.51) (29.755) 172*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (35.57) 126*** (35.57) 126*** (35.54) 177*** (25.53) 171*** (22.51) 171*** (22.91) 115***	-3.8 21.6 -3.8 26.5 -8.0 23.7 19.1 40.4 23.5 51.9 15.5 36.3 33.7 32.1 35.1 42.2 21.1	1,307 1,311 1,400 1,396 989 992	1,366 1,064 1,185 1,017 730 739	-64* (40.81) 248*** (43) 196*** (50.68) 380*** (52.75) 261*** (31.28) 253*** (32.77)	-4.7 23.3 16.5 37.3 35.8 34.3
Non-nati Men Women Disabled Men	onals (25 2003 2004 2005 2006 2003 2004 2005 (25-54) 2004 2004 2004 2004 2005	After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After	154 127 128 127 128 121 119 149 149 143 142 145 144 136 137 143 142 92 93 93 93 81 82	98 186 143 178 129 176 126 187 147 151 121 139 104 131 110 133 110 90 86 88 77 91 80	(1.79) -60*** (6.14) -15** (6.13) -51*** (6.23) -1 (5.15) -59*** (4.95) (5.81) -7* (4.95) 2 (3.99) -13* (4.95) 2 (3.99) -13* (4.95) 2 (7.78) 20** (6.32) 2 (9.14) 40*** (7.74) -3 (7.58) 26*** (6.81) 32*** (5.73) 2 (4.43) 7* (4.15) 5* (4.35) 16** (3.99) -10** (4.95) 2 (4.44) 7* (4.35) 16** (3.99) -10** (4.95) 2 (4.95) (4.95) (4.95) (4.95) (4.95)(4.95) (4	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7 16.9 1.4 38.3 -2.1 24.0 -0.4 28.8 2.7 7.8 5.5 21.2 -10.9 2.0	615 543 546 550 546 538 532 591 596 594 591 604 601 562 556 561 564 386 389 392 389 364 368	403 587 471 577 437 591 445 601 488 499 423 476 377 470 407 471 426 303 305 303 280 325 297	-45** (17.4) 75*** (17.4) 75*** (17.4) -31* (17.67) 109*** (17.67) 109*** (17.67) 109*** (17.67) 109*** (16.62) 87*** (16.63) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 85*** (22.29) 168*** (22.29) 168*** (26.27) 224*** (26.42) 66*** (26.42) 66*** (19.54) 138** (19.54) 13.8) 88*** (13.8) 88*** (13.71) 40** (13.77) 40** (13.77) 40** (13.77) 40** (13.77) 40**	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0 39.8 25.4 59.4 14.5 36.5 14.1 32.5 27.8 27.8 27.8 27.5 28.9 38.7 12.4 24.0	960 964 947 941 914 898 1.02 2 1.01 9 1.02 5 973 959 703 705 703 706 712 707 659 663	995 793 978 744 977 726 845 725 823 675 811 704 527 534 526 497 544 501	-38* (29.06) 171*** (29.04) 197*** (20.55) 172*** (28.51) (28.51) (28.51) (29.55) 172*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (35.54) 177*** (35.54) 177*** (25.53) 171*** (22.53) 171*** (22.53) 171*** (22.53) 171*** (22.71) 162***	-3.8 21.6 -3.8 26.5 -8.0 23.7 19.1 40.4 23.5 51.9 15.5 36.3 33.7 32.1 35.1 42.2 21.1 32.4	1,307 1,311 1,400 1,396 989 992	1,366 1,064 1,185 1,017 730 739	-64* (40.81) 248*** (43) 196*** (50.68) 380*** (52.75) 261*** (31.28) 253*** (32.77)	-4.7 23.3 16.5 37.3 35.8 34.3
Non-nafi Men Women Disabled Men	onals (25 2003 2004 2005 2006 2003 2004 2005 2006 (25-54) 2003 2004 2005	After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After	154 127 128 127 128 121 119 149 149 143 142 145 144 136 137 143 142 92 93 93 93 81 82	98 186 143 178 129 176 126 187 147 151 121 139 104 131 110 133 110 90 86 88 77 91 80	(1.79) -60*** (6.14) -15** (6.14) -15** (6.23) -1 (5.18) -51*** (6.23) -1 (5.15) -59*** (4.95) 2 (4.95) 2 (4.95) 2 (4.95) 20** (6.32) 2 (9.14) 40*** (6.32) 2 (9.14) 40*** (6.32) 2 (9.14) 40*** (5.56) 0 (6.81) 32*** (5.56) 0 (6.81) 32*** (5.56) 0 (6.81) 32*** (5.56) 0 (6.81) 32*** (4.35) 16** (4.35) 16** (4.35) 16** (4.35) 10** (4.49) 2 (4.30) 7* (4.35) 10** (4.35) (5.5	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7 16.9 1.4 38.3 -2.1 24.0 -0.4 28.8 2.7 7.8 5.5 21.2 -10.9 2.0	615 543 546 550 546 538 532 591 596 594 591 604 601 562 556 561 564 386 389 392 389 364 368	403 587 471 577 437 591 445 601 488 499 423 476 377 470 407 471 426 303 305 303 280 325 297	-45** (17.4) 75*** (17.4) 75*** (17.4) -31* (17.67) 109*** (17.67) 109*** (17.67) 109*** (17.67) 109*** (17.67) 109*** (16.62) 87*** (16.63) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (22.29) 168*** (22.29) 168*** (22.29) 168*** (26.27) 224*** (26.42) 66*** (26.42) 66*** (19.54) 138** (19.45) 84*** (13.8) 88*** (13.14) 108*** (13.71) 40** (13.77) 17** (13.77) 17** (13.9) 71***	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0 39.8 25.4 59.4 14.5 36.5 14.1 32.5 27.8 27.8 27.8 27.5 28.9 38.7 12.4 24.0	960 964 947 941 914 898 1.02 2 1,01 9 1.02 2 1,01 9 5 973 959 703 703 706 712 707 659 663	995 793 978 744 977 726 845 725 823 675 811 704 527 534 526 497 534 526	-38* (29.06) 171*** (29.04) 197*** (20.55) 172*** (28.51) (28.51) (28.51) 194*** (36.61) 293*** (37.3) 194*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (36.61) 293*** (35.59) 256*** (35.54) 177*** (25.53) 171*** (22.53) 171*** (22.71) 162*** (22.71) 162*** (22.71)	-3.8 21.6 -3.8 26.5 -8.0 23.7 19.1 40.4 23.5 51.9 15.5 36.3 33.7 32.1 35.1 42.2 21.1 32.4	1,307 1,311 1,400 1,396 989 992	1,366 1,064 1,185 1,017 730 739	-64* (40.81) 248*** (43) 196*** (50.68) 380*** (52.75) 261*** (31.28) 253*** (32.77)	-4.7 23.3 16.5 37.3 35.8 34.3
Non-nati Men Women	onals (25 2003 2004 2005 2006 2003 2004 2005 2004 2004 2004 2004 2004 2005 2004	After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before	154 127 128 127 128 121 119 149 143 142 143 144 136 137 143 142 92 93 93 93 93 81 82 111	98 186 143 178 129 176 126 187 147 151 121 139 104 131 110 133 110 90 86 88 77 91 80 98	2.33) 56*** (1.79) -60*** (6.14) -15** (5.18) -51*** (6.23) -1 (5.15) -59*** (4.95) 2 (5.81) -7* (4.95) 2 (4.95) 2 (3.99) -13* (4.95) 2 (3.99) -13* (4.95) 20** (6.32) 2 (9.14) 40*** (6.32) 2 (9.14) 40*** (5.73) 22** (6.81) 32*** (5.73) 2 (4.43) 7* (4.15) 16** (3.99) -10** (4.49) 2 (4.43) 7* (4.95) 16** (4.95) 2 (4.43) 7* (4.95) 16** (4.95) 2 (4.95) (4.	56.6 -32.2 -10.4 -29.0 -1.1 -33.5 -5.8 -22.6 1.1 -8.7 16.9 1.4 38.3 -2.1 24.0 -0.4 28.8 2.7 7.8 5.5 21.2 -10.9 2.0 12.4	615 543 546 550 546 538 532 591 596 594 601 562 556 561 562 556 561 564 386 389 392 389 364 368 451	403 587 471 577 437 591 445 601 488 499 423 476 377 470 407 471 426 303 303 303 303 280 325 297 333	-45** (17.4) 75*** (17.4) 75*** (17.4) -31* (17.67) 109*** (17.67) 109*** (17.67) 109*** (17.67) 109*** (16.62) 87*** (16.63) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.66) -3 (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (16.62) 87*** (22.29) 168*** (22.29) 168*** (22.29) 168*** (26.42) 66*** (21.63) 122*** (26.42) 66*** (19.54) 138** (13.8) 88*** (13.71) 40** (13.75) 71*** (13.7) 138** (13.9) 118** (12.11)	52.6 -7.7 16.0 -5.4 24.8 -10.3 19.4 -2.2 22.1 17.0 39.8 25.4 59.4 14.5 36.5 14.1 32.5 27.8 27.8 27.8 27.8 27.8 27.5 28.9 38.7 12.4 24.0 35.5	960 964 947 941 914 898 1.02 2 1,01 9 1.02 2 1,01 9 9 7,3 959 703 703 706 712 707 659 663	995 793 978 744 977 726 845 725 823 675 811 704 527 534 526 497 534 501	-38* (29.06) 171*** (29.04) 197*** (20.55) 172*** (28.51) (28.51) (28.51) 194*** (36.61) 293*** (37.3) 194*** (36.61) 293*** (35.57) 126*** (35.57) 126*** (35.54) 177*** (25.53) 171*** (22.53) 171*** (22.91) 15*** (22.93)	-3.8 21.6 -3.8 26.5 -8.0 23.7 19.1 40.4 23.5 51.9 15.5 36.3 33.7 32.1 35.1 42.2 21.1 32.4	1,307 1,311 1,400 1,396 989 992	1,366 1,064 1,185 1,017 730 739	-64* (40.81) 248*** (43) 196*** (50.68) 380*** (52.75) 261*** (31.28) 253*** (32.77)	-4.7 23.3 16.5 37.3 35.8 34.3

					(3.6)				(12.1)									
Women	2003	Before	108	72	36***	49.4	449	259	191***	73.7	790	450	341***	75.8	1,092	632	463***	73.4
			100	00	(4.91)	25.0	450	000	(15.14)	541	700	504	(25.14)	67 C	1 007	700	(34.87)	5 ( )
		Affer	109	80	(5.01)	35.0	452	293	(16.86)	54.1	/93	504	(27.7)	57.5	1,097	703	(38 84)	36.1
	2004	Before	103	71	33***	46.2	429	264	168***	63.8	752	466	291***	62.4			(00.01)	
					(5.75)				(17.68)				(29.55)					
		After	105	80	25***	31.6	432	289	143***	49.6	755	508	247***	48.6				
	2005	Before	87	72	15**	20.6	399	273	125***	46.0	723	477	246***	51.5				
					(5.29)				(16.37)				(27.37)					
		After	85	82	3	4.0	391	310	81***	26.1	714	533	181***	34.0				
	2004	Refore	117	76	(5.25) 41***	53.9	472	287	(18.24) 184***	64 1			(29.59)					
	2000	201010		, 0	(4.58)	00.7		20,	(14.25)	0								
		After	117	76	41***	53.9	475	305	170***	55.7								
Non disa	blod (25	54)			(4.64)				(15.53)									
Mon-uisu	2002	-J4) Poforo	12/	172	20***	01.7	E / A	E/0	E	0.0	070	070	1	0.1	1 2 4 2	12/4	00*	1.7
men	2003	belore	130	175	(2.48)	-21./	364	367	(7.15)	-0.7	7/7	7/0	(11.88)	-0.1	1,343	1,364	(16.62)	-1.0
		After	136	113	24***	21.1	564	399	166***	41.6	979	699	281***	40.2	1,344	971	373***	38.4
			105	1.0	(2.09)	00.1	5.00	5.43	(7.02)	o (	071	~ / /	(12.11)	0.1			(17.23)	
	2004	Before	135	168	-34***	-20.1	560	561	-3 (7 34)	-0.6	971	966	1 (12 17)	0.1				
		After	135	108	26***	24.4	558	390	168***	43.2	968	685	283***	41.4				
					(2.16)				(7.29)				(12.58)					
	2005	Before	133	169	-38***	-22.5	558	577	-23***	-4.0	943	970	-32**	-3.3				
		After	132	108	(2.47) 24***	22.3	556	404	152***	37.6	940	680	260***	38.2				
					(2.13)				(7.28)				(12.4)					
	2006	Before	145	181	-36***	-20.2	577	594	-19**	-3.2								
		After	145	122	(2.20) 24***	19.3	578	428	150***	35.1								
					(1.85)				(6.15)									
Women	2003	Before	146	140	4**	3.2	612	494	115***	23.4	1,05	861	188***	21.8	1,458	1,226	226***	18.4
		After	145	107	(2.21)	35.9	610	407	(0.47) 204***	50.1	1.05	725	327***	45.1	1.457	1.034	423***	40.9
					(1.86)				(6.15)		2		(10.57)		.,	.,	(14.95)	
	2004	Before	150	134	14***	10.8	612	482	125***	26.0	1,05	852	201***	23.6				
		After	149	107	(2.49) 42***	39.7	609	411	(7.32) 198***	48.2	1 05	742	(11.98) 313***	42.2				
					(2.14)				(7.17)		6	=	(12.08)					
	2005	Before	149	132	15***	11.2	616	488	121***	24.8	1,05	855	188***	22.0				
		After	149	111	(2.34) 38***	34.8	615	425	(6.85) 190***	44.6	1 05	756	(11.22) 296***	39.2				
		Allei	147		(2.08)	04.0	010	420	(6.72)	44.0	3	/00	(11.46)	07.2				
	2006	Before	159	137	19***	13.8	632	501	123***	24.6								
		After	159	101	(2.1) 57***	56.6	632	417	(6.11) 214***	517								
		Allei	157	101	(1.82)	50.0	002	417	(5.93)	51.7								
Female r	eturners	(25-54)																
Women	2003	Before	134	77	57***	73.8	593	328	263***	80.2	1,06	629	439***	69.8	1,532	961	568***	59.0
		Aftor	133	01	(4.67) 50***	43.4	590	340	(14.92)	43.0	9	704	(25.04)	51 4	1 509	1 091	(35.22)	41.3
		Allei	155	01	(4.55)	03.0	570	302	(14.97)	05.0	1,08	704	(25.31)	51.4	1,520	1,001	(35.93)	41.5
	2004	Before	140	76	64***	84.5	588	328	261***	79.7	1,05	633	426***	67.3			()	
			107	0.5	(5.03)	(1.2	670	2//	(15.92)	57.0	6	705	(26.77)	10.0				
		Affer	137	80	(5.04)	61.3	5/9	300	(16.99)	57.9	1,04	705	(27.91)	48.0				
	2005	Before	134	78	56***	71.4	598	344	256***	74.3	1,05	652	409***	62.7				
			104	00	(4.55)	(0.1	500	0.000	(14.38)	<b>57</b> 4	8	707	(24.16)	10.0				
		Atter	134	90	44***	49.1	278	380	∠18 <sup>***</sup> (15.16)	5/.4	0,1 0	/0/	353***	49.9				
	2006	Before	148	84	64***	77.0	610	356	252***	70.9	Ũ		(20.02)					
			1 10	~ .	(3.85)	3	100	077	(12.14)	(1.2								
		After	148	84	64*** (3.89)	/6.6	608	3/7	(12.78)	61.2								

(0) 5																		
(C) Do	iys in une	employment														A 44 7		
				Affe	r i year			Affer 3 y	ears			After	o years			After /	years	
Sub- grou p	Year	Before/Aft er	Treat ed	Non- treat ed	Differenc	e	Treat ed	Non- treat ed	Differenc	e	Treated	Non- treat ed	Differend	e	Treated	Non- treated	Differenc	e
۲				••	Abs.	Rel.		••	Abs.	Rel.		••	Abs.	Rel.			Abs.	Rel.
Total so	ample (2	5-54)																
Men	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*** (10.9)	-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*** (11.8)	-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***	-40.1								
Wome	n 2003	Before	54	173	-119***	-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***	-71.6	226	427	-201*** (4.69)	-47.2	373	609	-236***	-38.8	505	759	-255*** (9.83)	-33.5
	2004	Before	52	178	-126***	-70.9	230	388	-159***	-41.1	375	554	-182***	-32.9			(	
		After	53	190	-138***	-72.3	232	425	-193***	-45.4	376	607	-230***	-38.0				
	2005	Before	59	178	-119***	-67.0	230	376	-147***	-39.2	384	542	-159***	-29.4				

					(2.06)				(5.2)				(7.94)					
		After	59	186	-127***	-68.3	231	410	-179***	-43.7	386	594	-208***	-35.0				
	2006	Before	58	171	-113***	-66.0	217	363	-148***	-40.8			(0.21)					
		After	58	195	(1.81) -137***	-70.0	217	414	(4.53) -198***	-47 7								
			00	170	(1.49)	70.0	217	414	(4.38)	47.7								
Young p Men	eople (15 2003	Before	59	112	-53***	-47 1	215	265	-53***	-19.8	327	384	-67***	-17.5	455	513	-76***	-148
			50	101	(3.39)	540	010	217	(8.32)	22.0	21/	4/0	(12.63)	21.4	425	(02	(17.05)	20.1
		Atter	59	131	(3.02)	-54.9	212	317	(8.79)	-33.2	316	462	(13.16)	-31.6	435	623	(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***	-53.4	212	319	-107***	-33.4	346	471	-126***	-26.7				
	2005	Before	63	113	(3.16) -48***	-42.0	212	247	(8.87) -30***	-12.4	372	383	(13.86) -6	-1.6				
		After	65	139	(3.56) -74***	-53.0	217	320	(8.33) -103***	-32.3	378	503	(12.99) -125***	-24 9				
			5.	10/	(3.37)		217	020	(9.11)	02.0	0/0	000	(14.68)	24.7				
	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*** (7.5)	-40.0								
Wome	2003	Before	42	126	-82***	-65.2	167	257	-90***	-34.8	260	367	-106***	-29.0	361	478	-115***	-24.1
n		After	44	134	(4.2) -90***	-67.0	171	275	(9.33) -104***	-38.0	265	393	(13.51) -128***	-32.5	369	511	(17.72) -142***	-27.8
	2004	Before	49	127	(3.27) -77***	-60.5	170	258	(9.47) -92***	-35.8	265	367	(13.98) -112***	-30.4			(18.7)	
			50	100	(3.96)	(0.1	1/0	200	(8.79)	00.0	200	07/	(12.71)	01.1				
		Atter	50	132	-82***	-62.1	168	266	(8.84)	-36.8	259	3/6	(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***	-65.9	167	285	-118***	-41.5	272	419	-146***	-35.0				
	2006	Before	49	122	(3.85) -71***	-58.0	162	242	(10.29) -77***	-31.9			(15.41)					
		After	51	144	(3.54) -93***	-64.8	165	289	(7.66) -124***	-42.8								
	(05		01		(3.12)	0 1.0	100	207	(7.94)	12.0								
Meaium	age (25- 2003	44) Before	77	144	-66***	-45.9	300	346	-45***	-13.1	478	505	-27**	-5.4	666	665	0	0.0
		Affer	70	201	(2.85)	(1.1	201	40.4	(7.26)	27.0	479	710	(11.21)	20.7		007	(15.06)	00.1
		Aller	70	201	(2.59)	-01.1	301	404	(7.96)	-37.7	4/0	/10	(12.62)	-32.7	000	72/	(17.27)	-20.1
	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***	-60.9	310	503	-193***	-38.4	502	747	-245***	-32.8				
	2005	Before	86	147	-60***	-41.0	305	332	-25***	-7.6	530	508	24**	4.8				
		After	87	203	(2.74) -116***	-57.2	308	489	(6.93) -182***	-37.1	535	756	(10.88) -221***	-29.2				
	2004	Refore	82	136	(2.63) -54***	-39.4	302	320	(7.8) -17**	-53			(12.81)					
	2000		02		(2.32)	50.0	002	020	(5.85)	0.0								
		Atter	82	201	(2.17)	-59.0	303	490	(6.33)	-38.1								
Wome n	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***	-70.6	218	400	-182***	-45.6	349	571	-222***	-38.9	469	721	-251***	-34.9
	2004	Before	51	170	(2.17) -119***	-70.0	224	361	(6.59) -138***	-38.2	355	510	-157***	-30.8			(13.36)	
		After	52	184	(2.89) -132***	-71.7	226	403	(7.18) -177***	-43.8	357	577	(10.71) -219***	-38.0				
	2005	Refere	57	171	(2.32)	44.9	217	350	(7.18)	39.0	355	500	(10.99)	20.1				
	2005	belole			(2.59)	-00.0	217	550	(6.29)	-00.0		500	(9.45)	-27.1				
		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***	-38.6								
		After	60	191	-131***	-68.6	209	396	-188***	-47.4								
Old peo	ple (45-54	4)			(1.86)				(5.29)									
Men	2003	Before	68	185	-117***	-63.0	276	463	-187***	-40.5	455	685	-230***	-33.6	628	890	-261***	-29.4
		After	69	204	(2.91) -136***	-66.5	276	495	(7.88) -219***	-44.2	456	725	(12.44) -268***	-37.0	630	932	-302***	-32.4
	2004	Before	71	186	(2.34) -115***	-61.8	287	459	(7.29) -171***	-37.3	473	682	(11.84) -208***	-30.4			(16.38)	
		Affer	71	200	(2.98)	15.0	000	500	(8.09)	40.7	47/	740	(12.76)	25.7				
		Aller	71	200	(2.47)	-00.0	200	50Z	(7.88)	-42.0	4/0	740	(12.72)	-33.7				
	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***	-61.3	276	490	-213***	-43.5	484	739	-255***	-34.5				
	2006	Before	71	168	(2.0) -97***	-57.7	271	416	(/./8) -144***	-34.7			(12.92)					
		After	71	196	(2.77) -125***	-63.7	272	476	(7.45) -205***	-43.0								
Wome	2002	Rofere	54	100	(2.29)	73.0		475	(6.93)	51.2	304	200	300***	12 4	507	8/0	220***	30.3
wome n	2003	berore	54	177	-145***	-/3.0	233	4/5	-244*** (7.73)	-31.3	374	67U	(12.03)	-43.4	JJ/	862	-330***	-38.3
		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***	-73.6	239	470	-232***	-49.4	401	685	-286***	-41.8			,	
		After	54	202	(3.46) -148***	-73.3	242	463	(7.32) -221***	-47.7	404	663	-259***	-39.0				
	2005	Before	62	197	(2.73) -135***	-68.7	250	451	(8.91) -203***	-44.9	432	663	(14.21) -233***	-35.2				
		Affor	40	200	(3.39)	-40.0	251	150	(9.17)	_15.0	424	640	(14.46)	_25.1				
		Aner	οZ	200	(2.89)	-00.0	201	408	(8.88)	-43.3	434	007	(14.65)	-33.1				

	2006	Before	55	190	-135***	-71.1	233	434	-203***	-46.8								
		After	56	206	(3.21) -150***	-72.9	234	455	(8.56) -221***	-48.6								
Low edu	cated (2	5-54)			(2.58)				(8.04)									
Men	2003	Before	91	168	-76***	-45.5	350	429	-78***	-18.2	568	641	-72***	-11.3	792	852	-59***	-6.9
		After	92	213	(3.35) -122***	-57.0	352	543	(8.86) -191***	-35.2	571	810	(13.91) -239***	-29.5	795	1,066	(18.71) -271***	-25.4
	2004	Before	91	172	(2.93) -80***	-46.5	349	429	(8.85) -79***	-18.5	576	644	(14.27) -67***	-10.4			(19.8)	
		After	92	215	(3.35)	-57.3	350	542	(8.86)	-35.5	577	818	(13.9)	-29.5				
		Allel	100	170	(2.94)	-07.0	054	100	(9.08)	-00.0		010	(14.59)	-27.5				
	2005	Betore	102	170	-68***	-39.6	354	408	-52***	-12.9	624	636	-10 (13.15)	-1.5				
		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***	-43.7	332	395	-62***	-15.7								
		After	89	201	-112***	-55.8	333	507	-174***	-34.3								
Wome	2003	Before	64	184	(2.37) -121***	-65.7	266	432	(6.94) -169***	-39.0	445	636	-194***	-30.6	608	816	-213***	-26.1
n		After	64	197	(3.02) -133***	-67.4	268	468	(8.05) -199***	-42.7	448	683	(12.38) -235***	-34.4	610	865	(16.24) -255***	-29.4
	2004	Before	62	191	(2.39) -129***	-67.8	269	441	(7.57) -173***	-39.2	447	642	(12.07) -200***	-31.1			(16.22)	
	2001	A#01	/2	201	(3.49)	/0 E	2074	472	(9.22)	41.0	450	(01	(14.15)	247				
		Allei		201	(2.81)	-00.0	2/4	4/3	(9.03)	-41.7	432	071	(14.46)	-34.0				
	2005	Before	71	192	-121*** (3.27)	-63.1	275	429	-157*** (8.54)	-36.7	464	631	-173*** (13.19)	-27.4				
		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***	-60.1	280	417	-142***	-34.0			()					
		After	75	210	-134***	-64.1	281	480	-199***	-41.5								
Medium	educate	ed (25-54)			(2.53)				(/.41)									
Men	2003	Before	65	142	-77***	-54.1	258	339	-82***	-24.1	418	492	-75***	-15.2	574	641	-68*** (13.97)	-10.5
		After	65	193	-128***	-66.1	258	456	-198***	-43.4	418	661	-243***	-36.8	575	850	-275***	-32.3
	2004	Before	68	144	(2.31) -76***	-52.4	270	341	(7.19) -69***	-20.3	442	498	(11.55) -53***	-10.7			(15.79)	
		After	69	200	(2.71) -131***	-65.5	273	478	(6.96) -206***	-43.0	447	703	(10.74) -256***	-36.4				
	2005	Refere	73	142	(2.42)	19.1	251	303	(7.59)	22.3	430	401	(12.26)	12.4				
	2005	Belore	75	142	(2.74)	-40.4	201	525	(6.98)	-22.5	430	471	(10.89)	-12.4				
		Atter	/4	196	-123*** (2.6)	-62.5	252	461	-209*** (7.57)	-45.4	431	/00	-269*** (12.29)	-38.4				
	2006	Before	70	131	-61*** (2.45)	-46.2	256	309	-52*** (6.24)	-16.7								
		After	71	193	-122***	-63.4	257	460	-203***	-44.0								
Wome	2003	Before	49	164	-115***	-70.0	203	348	-146***	-41.9	331	489	-159***	-32.6	446	611	-167***	-27.4
n		After	50	187	(2.82) -137***	-73.4	203	405	(7.1) -202***	-49.8	331	567	(10.61) -236***	-41.6	445	694	(13.65) -249***	-35.9
	2004	Before	49	168	(2.19) -120***	-71.2	214	354	(6.78) -140***	-39.6	342	496	(10.48) -154***	-31.1			(13.69)	
		After	49	187	(3.22) -1.38***	-737	217	403	(8.03) -186***	-46.2	346	568	(11.98) -222***	-39.2				
	2005	Pofero	50	1/7	(2.6)	/0./	200	241	(8.08)	20.0	244	49.4	(12.37)	20.1				
	2005	веюте	55	10/	(2.96)	-00.2	200	341	(7.19)	-37.2	344	404	(10.85)	-27.1				
		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								
		After	50	186	-136***	-73.2	184	378	-195***	-51.5								
High edu	cated (2	25-54)			(2.11)				(0.14)									
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***	-78.3	211	453	-242***	-53.4	344	642	-298***	-46.4	483	812	-329***	-40.6
	2004	Before	52	169	-117***	-69.2	244	348	-104***	-29.9	378	482	-103***	-21.5			(00.70)	
		After	53	208	-155***	-74.4	249	477	-229***	-47.9	384	684	-300***	-43.8				
	2005	Before	53	162	(5.59) -109***	-67.4	230	327	(17.91) -96***	-29.3	412	463	(27.75) -49*	-10.7				
		After	54	207	(6.79) -1.53***	-737	237	483	(17.18) -246***	-51.0	421	727	(26.22) -306***	-42 1				
	2007	Pofero	50	15/	(5.79)	/7.0	207	200	(18.04)	20.1		, _,	(30.15)					
	2006	Before	50	126	(7)	-67.9	222	320	(17.45)	-30.1								
		After	50	213	-163*** (5.35)	-76.4	223	487	-264*** (17.03)	-54.2								
Wome n	2003	Before	39	154	-115*** (5.44)	-74.8	174	294	-121*** (12.971	-41.3	284	399	-117*** (19.191	-29.3	377	489	-114*** (24.62)	-23.2
		After	40	179	-139***	-77.9	176	361	-186***	-51.4	287	494	-207***	-42.0	382	602	-220***	-36.6
	2004	Before	34	158	(4.06) -125***	-78.7	169	302	(12.34) -136***	-45.1	269	408	-143***	-35.2			(23.46)	
		After	35	176	(5.95) -141***	-80.2	170	361	(14.23) -190***	-52.8	270	497	(20.97) -227***	-45.7				
	2005	Before	41	156	(4.31) -115***	-73.7	174	291	(13.62) -115***	-39.4	294	394	(20.49) -98***	-24.9				
		After	10	175	(5.54) -133***	-74 0	1.20	340	(12.86) -182***	-50.3	300	505	(18.82)	_/0 4				
	000		72	1/5	(4.38)	-70.0	100	07.	(13.1)	-50.5	500	505	(20.73)	-40.0				
	2006	Betore	42	150	-108*** (4.73)	-/1.9	15/	2/6	(10.79)	-43.1								
		After	42	190	-148***	-77.8	158	363	-205***	-56.4								

					(3.67)				(10.57)									
National	s (25-54)																	
Men	2003	Before	72	160	-87*** (2.18)	-54.5	286	383	-97*** (5.72)	-25.4	465	560	-96*** (8.9)	-17.1	642	730	-88*** (11.88)	-12.1
	2004	Before	75	162	-135 (1.85) -87***	-04.0	200	386	-200 (5.74) -88***	-42.1	464	7 20 568	-236 (9.2) -80***	-33.5	042	727	(12.63)	-30.9
	2004	After	75	209	(2.22)	-63.9	299	505	(5.83) -207***	-40.9	488	745	(9.06) -257***	-34.5				
	2005	Before	82	160	(1.87)	-48.3	290	368	(5.92)	-21.0	504	559	(9.51)	-9 7				
	2000	After	82	207	(2.18)	-60.2	291	495	(5.7) -204***	-41.3	505	752	(8.95) -247***	-32.8				
	2004	Refore	79	1.49	(1.99)	-47.1	203	354	(5.95)	-17.1	000	702	(9.8)	02.0				
	2000	Affor	70	203	(1.96)	41.0	275	400	(5.11)	40.3								
Nome	2002	Pofero		17/	(1.72)	-01.2	275	472	(5.14)	-40.5	270	550	102***	22.0	400	(04	107***	00.0
n	2003	Affer	54	100	(2.02)	-07.5	224	400	(5.27)	-42.1	370	/07	(8.01)	-00.2	477 500	754	(10.42)	-20.3
	0004	Aller	54	172	(1.56)	-/ 1./	223	420	(4.88)	-47.4	370	607	(7.66)	-37.0	300	/ 34	(10.17)	-33.7
	2004	Affen	52	100	(2.3)	-71.4	230	373	(5.97)	-41.5	374	507	(9.05)	-33.2				
		Atter	52	189	(1.81)	-/2.4	232	418	(5.77)	-44.4	3/6	597	(8.99)	-36.9				
	2005	Before	58	1/9	(2.16)	-6/./	227	380	(5.47)	-40.2	380	546	(8.36)	-30.3				
		After	58	187	-128*** (1.81)	-68.8	228	411	-183*** (5.4)	-44.6	381	594	-213*** (8.62)	-35.8				
	2006	Before	58	173	-115*** (1.9)	-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-nati	onals (25	5-54) Refere	70	120	/ / ***	47.4	005	251	/ 4***	10.1	4/1	50/	/0**	11.4	152	705	4/*	/ 5
wen	2003	Affor	72	130	(5.38)	-47.4	200	449	-64 (13.76)	-10.1	401	520	(21.45)	-11.4	441	202	(29.11)	-0.5
	2004	Pofero	70	144	(4.91)	-57.2	200	251	(14.57)	-55.0	400	505	(23.74)	-50.0	001	700	(33.33)	-27.0
	2004	Affer	70 01	144	-64 (5.48)	-44.0	273	450	(13.88)	-13.4	400	323	(21.59)	-0.7				
	0005	After	81	186	(5.15)	-36.8	301	439	(15.17)	-34.4	494	673	(24.63)	-28.7				
	2005	Before	83	143	(5.09)	-40.4	284	331	(12.72)	-13.3	506	218	-/ (20.18)	-1.4				
		Atter	86	186	(4.75)	-53.9	292	442	(13.88)	-34.0	522	700	(23.57)	-25.5				
	2006	Before	68	131	-61***	-46.6	260	319	-5/*** (10.25)	-17.9								
		After	69	168	-99*** (3.71)	-58.9	261	416	-155*** (10.63)	-37.2								
Nome า	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*** (32.2)	-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*** (26.4)	-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*** (15.3)	-28.1								
		After	67	191	-124*** (5.23)	-65.0	256	416	-160*** (15.75)	-38.4								
Disabled 54)	(25-																	
Men	2003	Before	89	223	-133*** (4.7)	-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***	-57.3	345	531	-185*** (13.13)	-34.8	597	800	-202***	-25.2				
		After	94	224	-130***	-58.1	346	549	-203***	-37.0	599	834	-235***	-28.1				
	2006	Before	88	210	-121***	-57.8	329	521	-192***	-36.9			(/					
		After	89	218	-129***	-59.3	329	537	-208***	-38.7								
Vome	2003	Before	71	236	-166***	-70.0	291	570	-280***	-49.1	489	824	-337***	-40.9	647	1,024	-379***	-37.0
•		After	71	219	-148***	-67.7	290	513	-223***	-43.5	486	746	(20.24) -261*** (20.95)	-34.9	643	926	-283*** (20.10)	-30.6
	2004	Before	57	237	(4.02) -179***	-75.5	290	564	(14.48) -272***	-48.2	490	812	(22.85) -321***	-39.5			(30.18)	
		After	59	217	(6.49) -158***	-72.9	297	524	(18.6/) -227***	-43.4	498	761	(29.31) -262***	-34.5				
	2005	Before	78	235	(5.27) -157***	-66.8	305	547	(17.3) -241***	-44.2	509	794	(27.91) -285***	-36.0				
		After	79	220	(5.91) -140***	-63.9	311	510	(16.89) -199***	-39.0	515	746	(26.64) -230***	-30.9				
	2006	Before	72	228	(5.31) -156***	-68.2	278	528	(15.79) -250***	-47.3			(25.16)					
		After	73	224	(5.05) -151***	-67.5	278	507	(14.3) -229***	-45.2								
Non-disc	ibled (25	-54)			(4.22)				(12.7)									

Men	2003	Before	68	146	-78***	-53.4	270	353	-83***	-23.5	437	518	-81***	-15.5	610	682	-72***	-10.6
		After	68	197	(2.18) -128***	-65.2	271	472	(5.6) -202***	-42.7	439	693	(8.7) -254***	-36.7	612	900	(11.69) -288***	-32.0
					(1.91)				(5.92)				(9.46)				(13.08)	
	2004	Before	73	150	-77***	-51.1	282	357	-73***	-20.5	462	526	-62*** (8.99)	-11.8				
		After	74	200	-126***	-63.1	285	483	-198***	-41.0	466	717	-251***	-35.0				
			00	1.40	(2.02)	15.0	075	000	(6.25)	10 (	(0)	501	(10)	7.0				
	2005	Belole	80	149	(2.18)	-43.9	2/5	337	(5.57)	-18.6	481	521	(8,75)	-7.3				
		After	80	199	-119***	-59.6	277	468	-192***	-41.0	484	721	-237***	-32.9				
	2004	Refore	74	137	(2.04)	-46.0	276	326	(6.05)	-149			(10.05)					
	2008	Belole	/4	13/	(1.94)	-40.0	270	520	(4.93)	-14.7								
		After	74	190	-116***	-61.2	277	463	-186***	-40.1								
Wome	2003	Refore	52	166	(1.75) -115***	-69.2	215	362	(5.18) -148***	-41.0	354	519	-168***	-32.3	482	660	-181***	-27.4
n	2005	belole	52	100	(2.04)	-07.2	215	502	(5.19)	-41.0	554	517	(7.88)	-02.0	402	000	(10.29)	-27.4
		After	52	188	-136***	-72.4	216	418	-202***	-48.3	355	594	-239***	-40.2	483	743	-259***	-34.9
	2004	Before	52	172	(1.58) -121***	-70.4	222	372	(4.93) -151***	-40.6	358	529	(/./5) -174***	-32.8			(10.34)	
	2001	20.0.0	02	., 2	(2.33)	/ 0.1		0/2	(5.91)	1010	000	027	(8.92)	02.0				
		After	52	186	-134***	-72.0	224	412	-188***	-45.6	361	589	-228***	-38.8				
	2005	Before	56	172	(1.86) -117***	-67.6	219	361	(3.83) -143***	-39.5	366	520	(9.08) -154***	-29.7				
					(2.18)				(5.39)				(8.21)					
		After	56	181	-125***	-69.0	220	394	-174***	-44.2	369	572	-203***	-35.5				
	2006	Before	56	166	-110***	-66.2	207	348	-142***	-40.9			(0.00)					
					(1.92)	70.5			(4.72)									
		After	56	191	-135***	-/0.5	207	401	-194***	-48.3								
Female	returners	(25-54)			(1.07)				111007									
Wome	2003	Before	50	211	-161***	-76.6	206	464	-259***	-55.9	324	665	-344***	-51.7	440	839	-403***	-48.0
n		Aftor	51	100	(5.3)	73.0	210	300	(14.45)	44 5	309	544	(22)	30.7	445	470	(28.98)	344
		Allei	51	100	(3.91)	-75.0	210	572	(11.88)	-40.5	520	544	(18.08)	-57.7	445	077	(24.42)	-04.4
	2004	Before	54	218	-164***	-75.6	227	477	-253***	-53.0	359	678	-323***	-47.7				
		After	56	193	(5.65) =137***	-71.0	234	413	(15.32) -179***	-43.3	369	592	(23.41) =223***	-37 7				
		Aller	00	170	(4.75)	71.0	204	410	(14.22)	40.0	007	072	(21.27)	07.7				
	2005	Before	55	214	-160***	-75.0	212	454	-245***	-54.0	346	650	-309***	-47.5				
		After	55	185	(4.99) -1.30***	-70.3	214	392	(13.36) -178***	-45.4	347	568	(20.5) -221***	-38.9				
			00		(4.12)	, 0.0	2.7	0.2	(12.47)		0	000	(19.54)	00.7				
	2006	Before	64	206	-143***	-69.3	209	446	-239***	-53.7								
		After	65	198	(4.14) -134***	-67.3	210	412	-202***	-48.9								
			00		(3.6)	07.0	2.0		(10.06)									

Note: 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 respective outcome between treated and non-treated individuals 1, 3, 5 and 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. Low education: at most compulsory education. Medium education: apprenticeship or intermediate technical and vocational school. High education: upper cycle of academic secondary school, higher technical or vocational college or academic degree (university, "Fachhochschule" or post-secondary college).

				After 1	year			After	3 years			After 5	years			After 7	years	
Sub- group	Year		Treated	Non- treated	Differenc	e	Treated	Non- treated	Difference		Treated	Non- treated	Difference	,	Treated	Non- treated	Differen	ce
					Abs.	Rel.			Abs.	Rel.			Abs.	Rel.			Abs.	Rel.
(A) Days	in depe	ndent empl	oyment															
	ipie (25	-54)			281***				-71***				-170***				-290***	
Men	2003	Betore	281	271	(1.44) 280***	3.3	719	790	(4.61) 77***	-9.0	1,135	1,306	(8.04) 97***	-13.0	1,497	1,788	(11.74) 112***	-16.2
		After	280	235	(2) 278***	19.3	719	643	(6.65) -82***	11.9	1,136	1,039	(11.51)	9.3	1,498	1,385	(16.42)	8.1
	2004	Before	278	270	(1.49)	2.6	713	794	(4.7)	-10.3	1,123	1,311	(8.18)	-14.4				
		After	277	234	(2.1)	18.4	712	645	6/*** (7)	10.5	1,122	1,036	86*** (12.08)	8.3				
	200.5	Before	268	271	268**	-11	711	811	-101*** (4.59)	-12.5	1 097	1.316	-220*** (8.09)	-16.8				
			0/0	001	268***	15.0	710	154	56***	0.4	1.00/	1,000	76***	7.4				
		Allel	260	231	(2.14) 274***	13.0	/10	634	-102***	0.0	1,076	1,020	(11.74)	7.4				
	2006	Before	274	279	(1.26) 274***	-1.6	717	819	(4.08) 68***	-12.5								
		After	274	237	(1.84) 301***	15.8	717	649	(5.96) 8*	10.6			-06***				_85***	
Women	2003	Before	301	269	(1.38)	12.2	779	770	(4.54)	1.1	1,225	1,251	(7.86)	-2.1	1,628	1,712	(11.28)	-5.0
		After	301	254	(1.76)	18.5	779	709	/0*** (6.1)	9.8	1,225	1,142	(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				
		Aftor	204	2/0	304***	1/7	770	709	51***	7.1	1.004	1 171	53***	4.5				
		Allel	304	260	(2.03) 296***	10./	//7	720	-12**	7.1	1,224	1,171	-58***	4.5				
	2005	Before	296	269	(1.48) 296***	10.0	773	784	(4.75) 32***	-1.5	1,214	1,271	(8.22) 27**	-4.6				
		After	296	260	(2.04)	13.9	773	740	(6.82)	4.4	1,213	1,186	(11.74)	2.3				
	2006	Before	294	269	(1.32)	9.2	775	785	(4.25)	-1.2								
		After	294	264	294*** (1.91)	11.3	776	743	34*** (6.35)	4.5								
Young pe	eople (1	5-24)			000***								0				0.1.*	
Men	2003	Before	283	260	(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
		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
	0004	Defeue	070	050	279***		775	707	-16*	0.1	1.001	1 200	-52***	2.0	.,	.,	()	
	2004	Belore	2/9	239	(3.54) 277***	6.8	//5	/8/	(10.19) 68***	-2.1	1,281	1,328	(16.83) 81***	-3.9				
		After	277	234	(4.12) 275***	18.4	771	704	(12.6) -41***	9.6	1,278	1,197	(20.55) -100***	6.8				
	2005	Before	275	261	(3.63)	5.1	768	806	(10.35)	-5.1	1,233	1,332	(17.5)	-7.5				
		After	275	226	(4.23)	21.4	766	691	(12.61)	10.9	1,234	1,139	(21.23)	8.4				
	2006	Before	282	269	(3.06)	4.3	786	812	-28*** (9.07)	-3.4								
		After	281	242	281*** (3.76)	16.0	786	714	72*** (11.47)	10.1								
	0000	Defere	201	070	306***	11.7	700	770	19*	0.5	1 071	1.0.40	20	1 (	1 702	1 (00	0	0.0
women	2003	Belore	306	212	(3.67) 304***	11.7	/98	//3	(11.99) 60***	2.5	1,271	1,242	(20.27) 82***	1.6	1,703	1,668	(28.15) 83**	0.0
		After	304	258	(4.03) 303***	17.6	792	732	(14.16) 37***	8.2	1,263	1,181	(23.89) 49**	6.9	1,690	1,607	(33.34)	5.2
	2004	Before	303	272	(3.44)	11.4	816	781	(11.15)	4.7	1,304	1,258	(18.87)	3.9				
		After	303	265	(3.88)	14.3	819	754	(13)	8.6	1,309	1,214	(22.2)	7.8				
	2005	Before	308	274	(3.83)	11.1	814	799	5 (12.24)	0.6	1,274	1,280	-22* (20.79)	-1.7				
		After	304	263	304*** (4.34)	15.7	800	747	53*** (14.42)	7.1	1.252	1.192	59** (24.42)	5.0				
	2007	Poforo	007	077	297***	( 0	901	700	-1	0.0	.,	.,	()					
	2006	Deloie	277	2//	297***	0.7	801	/ 7 7	47***	-0.Z								
Medium	nne (25	After	297	267	(3.7)	11.3	802	755	(12.11)	6.2								
	age (20	)	07.4	070	274	<u>.</u>	700	707	-95***	10.0	1.100	1.00/	-187***		1.545	1 000	-283***	155
Men	2003	Before	2/4	2/2	(2.14) 274***	0.4	702	/9/	(6./9) 70***	-12.0	1,139	1,326	(11.69) 98***	-14.1	1,545	1,830	(16.95) 128***	-15.5
		After	274	229	(2.98) 270	19.7	704	634	(9.76) -107***	11.0	1,142	1,044	(16.62) -216***	9.3	1,550	1,422	(23.53)	9.0
	2004	Before	270	271	(2.16)	-0.7	695	801	(6.75)	-13.4	1,115	1,330	(11.64)	-16.3				
		After	269	224	(3.04)	20.0	695	626	(9.83)	11.0	1,116	1,022	(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				
		Aftor	2/2	0.05	262***	1/5	104	/25	59***	0.0	1.09/	1 009	79***	7.0				
		Allel	262	223	267***	6.01	074	000	-127***	7.2	1,000	1,000	(10.00)	0. /				
	2006	Betore	267	279	(1.73) 267***	-4.4	697	824	(5.54) 58***	-15.4								
		After	267	230	(2.53) 302***	15.8	697	639	(8.01) 3	9.1			-10				-24*	
Women	2003	Before	302	271	(1.99)	11.2	783	779	(6.52)	0.4	1,261	1,270	(11.17)	-0.8	1,732	1,754	(15.82)	-1.4
		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				
		Aftor	304	262	304***	15.9	778	734	44***	60	1.250	1 1 9 0	60***	5.0				
			304	202	298***	13.7	770	7.34	-9*	0.0	1,230	1,170	-34***	5.0				
	2005	Betore	298	272	(1.88)	9.5	783	792	(6.04)	-1.2	1,253	1,287	(10.33)	-2.6				

## A.10: Estimated average treatment effect on the treated (ATT) in terms of employment indicators, by outcome, subgroup, sex and year, scenario 2

		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								
		After		292	262	292*** (2.46)	11.1	776	733	43*** (7.98)	5.9								
Old age	(45-54)					284***				-30***				-101***				-180***	
Men	2003	Before		286	268	(1.92)	6.8	733	763	(6.38)	-3.9	1,133	1,234	(11.46)	-8.2	1,457	1,637	(16.89)	-11.0
		After		286	241	(2.74)	18.6	732	651	(9.23)	12.4	1,132	1,030	(16.27)	9.8	1,456	1,332	(23.29)	9.3
	2004	Before		285	267	(2.02)	6.5	730	769	(6.63)	-5.3	1,130	1,243	(11.88)	-9.2				
		After		285	240	(2.97)	18.6	729	654	(10.18)	11.5	1,129	1,027	(17.81)	10.0				
	2005	Before		274	267	(2.03)	2.5	727	789	(6.59)	-7.9	1,107	1,252	(11.86)	-11.8				
		After		274	235	(3.15)	16.6	727	661	(10.38)	10.0	1,106	1,006	(18.1)	9.9				
	2006	Before		283	277	(1.81)	2.1	740	803	(6.07)	-7.9								
		After		283	240	(2.73)	18.0	740	652	(9.09)	13.6			10				21*	
Women	2003	Before		301	259	(1.91)	16.1	775	741	(6.34)	4.7	1,192	1,183	(11.35)	0.8	1,531	1,562	(16.65)	-2.0
		After		301	255	(2.56)	18.0	776	708	(8.97)	9.5	1,192	1,110	(15.83)	7.4	1,530	1,439	(22.69)	6.3
	2004	Before		304	259	(2.34)	17.0	780	749	(7.72)	4.0	1,188	1,203	(13.72)	-1.4				
		After		303	255	(3.37)	18.9	777	710	(11.81)	9.4	1,186	1,110	(20.57)	6.8				
	2005	Before		293	259	(2.36)	13.1	757	759	-2 (7.67)	-0.3	1,149	1,218	-/0***	-5.8				
		After		292	249	(3.58)	17.6	755	695	60*** (12.18)	8.6	1,148	1,095	54** (21.31)	4.9				
	2006	Before		300	261	(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 educ	ated (2	25-54)				261				-92***				-199***				-319***	
Men	2003	Before		261	260	(2.48) 261***	0.3	654	745	(7.79) 85***	-12.4	1,033	1,230	(13.47) 115***	-16.2	1,355	1,673	(19.54) 144***	-19.1
		After		261	214	(3.36) 258	22.0	654	568	(10.76) -100***	15.0	1,032	916	(18.45) -223***	12.6	1,355	1,212	(26.06)	11.9
	2004	Before		258	257	(2.55) 257***	0.3	649	748	(7.87) 67***	-13.4	1,011	1,231	(13.61) 78***	-18.1				
		After		257	214	(3.46) 247***	20.5	647	580	(11.09) -126***	11.6	1,008	930	(18.89) -256***	8.4				
	2005	Before		247	258	(2.41) 247***	-4.3	645	770	(7.4) 45***	-16.3	987	1,241	(12.9) 56**	-20.6				
		After		247	213	(3.39) 259***	16.1	645	600	(10.82)	7.5	986	929	(18.35)	6.0				
	2006	Before		259	267	(1.99) 259***	-2.9	664	777	(6.32) 63***	-14.4								
		After		259	221	(2.74) 291***	17.5	665	601	(8.64)	10.5			-49***				-121***	
Women	2003	Before		291	259	(2.16) 291***	12.2	734	736	(7) 69***	-0.4	1,147	1,195	(12.13) 82***	-4.1	1,512	1,631	(17.45) 88***	-7.4
		After		291	243	(2.75) 293***	19.7	733	665	(9.41) 5	10.3	1,147	1,064	(16.32)	7.7	1,511	1,423	(23.21)	6.2
	2004	Before		293	258	(2.51) 292***	13.6	746	738	(8.02)	0.7	1,164	1,203	(13.82) 74***	-3.5				
		After		292	246	(3.22)	18.9	742	677	(11.09) -22**	9.7	1,161	1,086	(19) -80***	6.8				
	2005	Before		283	257	(2.4) 283***	10.1	725	748	(7.55) 37***	-2.9	1,130	1,212	(13.01) 38**	-6.6				
		After		283	245	(3.39) 277***	15.5	725	689	(11.08)	5.3	1,131	1,093	(18.95)	3.5				
	2006	Before		277	257	(2.17)	7.9	710	746	(6.84) 47***	-4.9								
A.A		After		277	241	(3.09)	15.2	711	664	(9.94)	7.1								
Mealom	2002	Poforo	<b>)</b>		070	289***	27	740	010	-68***	0.4	1 105	1.25/	-171***	10 (	1 5/5	1 9/2	-298***	1/ 0
Men	2003	belole	207		2/7	289***	3.0	747	010	(3.76) 68***	-0.4	1,100	1,300	(10.51) 83***	-12.0	1,565	1,003	100***	-10.0
	2004	Arren	287		240	(2.66) 287***	17.7	750	082	(9.01) -74*** (7.00)	7.7	1,186	1,103	(15.7) -177***	/.5	1,368	1,468	(22.52)	6.8
	2004	Deloie	207		2/7	287***	2.7	750	024	(0.07) 72***	-7.0	1,10/	1,364	94***	-13.0				
	0005	Arren	28/		242	(2.82) 279	18.6	750	6/8	(9.57) -82***	10.6	1,186	1,093	(16.66) -188***	0.0				
	2005	Before	279		2/9	(1.94) 279***	0.1	/56	837	(6.2) 69***	-9.8	1,177	1,364	(11.04) 102***	-13.8				
		Atter	2/9		239	(3.03) 284*	16.5	/54	685	(9./8) -92***	10.1	1,1/4	1,072	(17.01)	9.6				
	2006	Before	284		286	(1./) 284***	-0.8	/55	84/	(5.58) 73***	-10.8								
		After	284		246	(2.65) 307***	15.4	756	683	(8.68) 14**	10.7			-21*				-85***	
Women	2003	Before	307		273	(1.98) 306***	12.3	804	790	(6.57) 57***	1.8	1,266	1,287	(11.41) 58***	-1.7	1,683	1,769	(16.39) 52**	-4.8
		Atter	306		263	(2.62) 308***	16.4	804	747	(9.06) -1	7.7	1,266	1,208	(15.67) -48***	4.8	1,684	1,632	(22.56)	3.2
	2004	Before	308		274	(2.24) 308***	12.7	791	793	(7.38) 29**	-0.2	1,244	1,294	(12.81) 20*	-3.7				
		Atter	308		269	(3.05) 302***	14.7	792	763	(10.64) -6	3.8	1,245	1,225	(18.3) -49***	1.6				
	2005	Before	302		274	(2.09) 301***	10.0	798	803	(6.81) 29**	-0.7	1,257	1,305	(11.85) 12	-3.7				
		After	301		264	(2.98) 304***	14.2	796	767	(10) 7*	3.8	1,255	1,242	(17.31)	1.0				
	2006	Before	304		275	(1.85)	10.5	811	805	(6.03)	0.9								
	cated (	After	304	274	304*** (2.86)	10.7	812	784	28** (9.53)	3.6									
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High eau	calea (	25-54)			310***				-39**				-120***				-224***		
Men	2003	Before	310	285	(5.16) 310***	8.6	791	834	(17.01) 66**	-4.7	1,243	1,370	(29.32) 75*	-8.8	1,649	1,882	(42.06) 67*	-11.9	
		After	310	259	(6.51) 302***	19.8	794	728	(22.68) -79***	9.1	1,252	1,177	(39.8) -166***	6.4	1,661	1,594	(57.29)	4.2	
	2004	Before	302	284	(5.27) 301***	6.1	756	834	(17.43) 35*	-9.5	1,204	1,369	(29.98) 62*	-12.1					
		After	301	267	(7.53) 296*	12.6	752	717	(26.22) -97***	4.9	1,200	1,138	(45.23) -239***	5.4					
	2005	Before	296	286	(5) 296***	3.4	752	847	(16.3) 51*	-11.5	1,141	1,375	(28.36) 36	-17.4					
		After	296	256	(6.91) 303**	15.6	747	696	(23.7) -68***	7.3	1,136	1,100	(41.5)	3.3					
	2006	Before	303	291	(5) 301***	4.1	788	852	(16.61) 66**	-8.0									
		After	301	266	(6.78) 317***	13.3	781	715	(23.66) -8	9.3			-20				-39*		
Women	2003	Before	317	291	(3.83) 317***	8.8	831	837	(13.23) 46**	-0.9	1,328	1,346	(22.9) 60*	-1.5	1,800	1,834	(32.39) 57*	-2.1	
		After	317	280	(4.78) 323***	13.0	830	784	(17.19) 5	5.9	1,327	1,267	(29.72)	4.8	1,798	1,740	(42.14)	3.3	
	2004	Before	323	291	(4.17) 322***	11.0	841	837	(14.19) 61**	0.6	1,332	1,348	(24.61) 78**	-0.9					
		After	322	277	(4.99) 313***	16.4	841	780	(18.66)	7.8	1,335	1,258	(32.29)	6.2					
	2005	Before	313	292	(3.85)	7.3	824	848	(12.93)	-3.0	1,306	1,363	(22.34)	-4.6					
		After	313	282	(5.13)	10.9	822	811	(18.49)	1.4	1,301	1,305	(31.59)	-0.3					
	2006	Before	309	292	(3.39)	5.7	835	848	(11.3)	-1.8									
		After	309	286	(5.23)	7.8	834	806	(17.82)	3.6									
Nationals	(25-54	)			281***				-81***				-191***				-321***		
Men	2003	Before	281	274	(1.54) 281***	2.6	719	800	(4.95) 79***	-10.2	1,133	1,325	(8.62) 100***	-14.4	1,496	1,817	(12.57) 116***	-17.6	
		After	281	234	(2.16) 278***	20.2	719	640	(7.2) -92***	12.3	1,134	1,034	(12.45) -208***	9.6	1,497	1,381	(17.76)	8.4	
	2004	Before	278	273	(1.59) 278***	1.9	712	804	(5.03) 70***	-11.4	1,123	1,330	(8.75) 91***	-15.7					
		After	278	234	(2.26) 269***	18.6	712	642	(7.59) -109***	10.8	1,122	1,031	(13.09)	8.8					
	2005	Before	269	274	(1.57) 269***	-1.7	712	820	(4.96) 60***	-13.3	1,098	1,334	(8.73) 84***	-17.8					
		After	269	231	(2.34) 273***	16.3	711	651	(7.59)	9.3	1,097	1,013	(13.06)	8.3					
	2006	Before	273	281	(1.38) 273***	-2.6	711	829	(4.47)	-14.1									
		After	273	237	(2.06)	15.2	712	648	(6.68)	9.7			-38***				-102***		
Women	2003	Before	301	269	(1.44)	12.0	779	776	(4.73)	0.4	1,226	1,264	(8.18)	-3.0	1,629	1,731	(11.73)	-5.9	
		After	301	256	(1.83)	17.5	779	715	(6.37)	8.9	1,226	1,151	(11.03)	6.5	1,629	1,552	(15.77)	5.0	
	2004	Before	305	270	(1.63)	13.0	780	780	(5.32)	0.0	1,225	1,272	(9.17)	-3.7					
		After	305	261	(2.12)	16.6	780	732	(7.44)	6.5	1,225	1,174	(12.77)	4.3					
	2005	Before	297	271	(1.55)	9.9	777	791	(4.98)	-1.8	1,218	1,285	(8.6)	-5.1					
		After	297	262	(2.12)	13.2	776	751	(7.14)	3.4	1,218	1,201	(12.31)	1.4					
	2006	Before	295	270	(1.39)	9.1	781	791	(4.45)	-1.3									
		After	295	263	(2.02)	12.4	781	738	43***	5.8									
Non-natio	onals (2	5-54)			280***				-32**				-90***				-185***		
Men	2003	Before	280	265	(4.14) 281***	5.6	728	760	(13.16) 78***	-4.2	1,163	1,251	(23) 108***	-7.2	1,519	1,700	(33.67) 127**	-10.9	
		After	281	234	(5.41) 274**	19.9	730	651	(17.63) -48***	12.0	1,164	1,056	(30.83) -128***	10.2	1,518	1,391	(44.09)	9.1	
	2004	Before	274	262	(4.31) 271***	4.0	718	763	(13.43) 67***	-6.3	1,128	1,251	(23.54) 86**	-10.2					
		After	271	229	(5.71) 264	18.5	710	643	(18.1)	10.4	1,115	1,029	(31.45)	8.3					
	2005	Before	264	263	(4.02) 263***	0.2	713	783	(12.43) 47**	-9.2	1,105	1,260	(21.97)	-12.7					
		After	263	228	(5.34) 280**	15.1	707	660	(16.85)	7.0	1,090	1,023	(29.18)	6.6					
	2006	Before	280	272	(3.13)	2.7	744	790	(10.1)	-5.3									
		After	278	242	(4.17)	15.2	746	673	(13.28)	10.8			17				-30		
Women	2003	Before	300	266	(4.99)	12.3	773	744	(16.67)	3.7	1,216	1,196	(29.11)	1.4	1,604	1,627	(41.92)	-1.9	
		After	298	257	(6.44)	16.0	770	696	(22.15)	10.7	1,214	1,106	(38.65)	9.8	1,601	1,475	(55.32)	8.5	
	2004	Before	295	263	(6)	11.8	767	743	(19.61)	3.5	1,204	1,199	(34.22)	0.8					
		After	293	249	293*** (8.42)	17.7	765	693	(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)																		

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-disa	bled (2	5-54)			002***				57***				1 / 2 ***				050***	
Men	2003	Before	286	273	(1.58)	4.6	740	797	(5.08)	-7.1	1,173	1,319	(8.86)	-11.0	1,548	1,807	(12.95)	-14.3
		After	286	240	(2.23)	19.2	741	663	(7.42)	11.7	1,174	1,077	(12.85)	9.1	1,550	1,437	(18.4)	7.8
	2004	Before	281	272	(1.66)	3.1	732	800	(5.24)	-8.7	1,159	1,323	(9.14)	-12.5				
		After	280	239	(2.34)	17.4	730	665	(7.81)	9.7	1,156	1,072	(13.49)	7.9				
	2005	Before	271	272	(1.62)	-0.6	729	817	(5.07)	-10.9	1,130	1,327	(8.95)	-15.0				
		After	271	234	(2.38)	15.6	728	673	(7.69)	8.2	1,128	1,053	(13.29)	7.1				
	2006	Before	278	280	(1.4)	-1.0	729	826	(4.52)	-11.7								
		After	277	242	(2.02)	14.3	729	673	(6.56)	8.3			10*				/ / ***	
Women	2003	Before	304	270	(1.46)	12.7	791	775	(4.8)	1.9	1,248	1,260	-13 (8.32) 7.4***	-1.0	1,662	1,726	-00 (11.94) 7.4***	-3.8
		After	304	259	(1.86)	17.4	790	726	(6.5)	8.8	1,247	1,173	(11.29)	6.3	1,661	1,587	(16.14)	4.7
	2004	Before	304	269	(1.65)	13.0	788	778	(5.39)	1.3	1,245	1,268	-23 (9.31)	-1.8				
		After	304	262	(2.15)	15.9	788	743	(7.53)	6.1	1,246	1,201	(12.91)	3.7				
	2005	Before	299	270	(1.56)	10.8	786	789	(5.03) 33***	-0.5	1,238	1,279	(8.68)	-3.4				
		After	299	262	(2.16)	14.4	785	752	(7.26)	4.5	1,238	1,215	(12.49)	1.9				
	2006	Before	297	270	(1.4)	9.8	786	790	(4.5) 30***	-0.4								
<b>.</b> .		After	297	267	(2.03)	11.3	787	757	(6.75)	4.0								
remale r	eturners	5 (25-54)		054	303***	10.0	700	710	71***	10.0	1.070		105***			1 (05	106***	
women	2003	Betore	303	254	(4.64) 303***	19.3	783	710	(14.67) 69***	10.0	1,273	1,166	(24.26) 87**	9.0	1,744	1,635	(33.79) 75*	6.5
	0004	Atter	303	252	(5.14) 300***	20.0	782	713	(17.36) 46***	9.7	1,273	1,186	(29.13) 57**	7.3	1,/44	1,669	(41.21)	4.5
	2004	Belore	300	257	(4.77) 299***	10.7	773	728	(15.06) 24*	0.3	1,252	1,197	(25.16) 16 (20.0)	4.8				
	0005	Atter	299	266	(5.95) 297***	12.7	772	748	(19.84) 54***	3.2	1,252	1,236	(32.8) 71***	1.3				
	2005	Belore	297	255	(4.35) 298***	16.7	784	734	(13.54) 56**	7.4	1,258	1,176	(22.7) 76**	5.9				
	000 (	Arren	278	255	(5.43) 285***	17.1	788	732	(17.96) 44***	7.6	1,266	1,190	(29.9)	6.3				
	2006	Before	285	250	(3./5) 284***	13.9	760	715	(11.67) 29*	6.2								
		Arrer	284	260	(5.09)	9.2	/ 58	730	(16.28)	4.0								
(B) Days Total sam	in unsul Iple (25	bsidized o	depender	nt employme	ent													
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
men	2000	After	127	223	127***	-43.0	528	617	-90*** (6.88)	-14.5	922	1,270	-81***	-8.1	1 269	1 340	-71***	-5.3
	2004	Refore	126	268	126***	-53.3	521	789	-268***	-34.0	912	1 302	-392***	-30.1	1,207	1,040	(10.74)	0.0
	2004	After	126	200	126***	_43.1	501	614	-95*** (7.25)	-15.5	911	994	-86*** (12 34)	_8.4				
	2005	Refore	122	249	122***	-5/0	517	804	-290***	-35.0	884	1 300	-425***	-32.5				
	2000	After	121	218	121***	-44 3	517	606	-110*** (7 22)	-17 5	883	981	-99*** (12 18)	-10 1				
	2004	Before	138	277	138***	-50.3	549	815	-265***	-30.5	505	,01	(12.10)	10.1				
	2000	After	138	224	138***	-39.0	550	608	-77***	-103								
Women	2003	Before	141	266	141***	-37.2	590	764	-174***	-12.3	1,019	1,240	-221***	-17.9	1,412	1,697	-286***	-16.9

					(1.43)				(4.63)				(7.98)				(11.41)	
		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 pe	eople (1	5-24)			104***				101***				201***				033***	
Men	2003	Before	126	258	(3.57)	-50.2	583	774	(10.47)	-23.4	1,095	1,314	(17.13)	-15.5	1,579	1,837	(24.05)	-12.7
		After	130	228	(4.11)	-43.0	597	679	(13.07)	-12.0	1,117	1,164	(20.99)	-4.1	1,612	1,633	-21 (29.15)	-1.3
	2004	Before	134	257	(3.6)	-47.4	593	781	(10.37)	-23.4	1,087	1,320	(17.04)	-17.1				
		After	136	226	(4.18)	-40.0	599	687	(13.11)	-12.8	1,096	1,176	-80***	-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***	-9.9	1,461	1.577	-116***	-7.4
	2004	Before	145	269	145***	-44.5	619	773	-140***	-18.2	1.093	1 247	-136***	-10.9		,	(***** )	
	2001	After	1.50	256	150***	-41.4	635	736	-101***	-13.7	1 1 1 4	1 191	-77***	-6.5				
	2005	Before	154	200	154***	-41.9	617	791	-169***	-21.4	1,114	1.249	-203***	-16.0				
	2005	Aftor	159	271	158***	37.0	403	720	-106***	14.5	1,000	1,207	-104***	0.0				
	2007	Refere	150	234	158***	-37.0	(27	702	-152***	10.0	1,005	1,107	(24.07)	-0.7				
	2006	Deloie	1.00	2/4	163***	-41.5	637	773	-93***	-17.2								
Medium	age (25	-44)	163	261	(4)	-37.6	630	743	(12.4)	-12.5								
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				
		After	118	212	118*** (3.08)	-44.5	501	599	-98*** (10.15)	-16.4	904	986	-82*** (17.09)	-8.3				
	2005	Before	117	271	117*** (2.13)	-57.0	498	814	-317***	-39.0	872	1.328	-458***	-34.5				
		After	116	212	116*** (3.02)	-45.1	497	610	-113*** (10.13)	-18.5	871	973	-102*** (16.89)	-10.5				
	2006	Before	131	278	131***	-53.0	531	821	-289***	-35.1			()					
	2000	After	131	221	131***	-40.7	533	620	-87***	-14.0								
Womon	2003	Refere	134	220	136***	40.5	594	774	-189***	24.4	1.044	1.242	-217***	17.0	1 504	1 742	-238***	12.4
women	2003	beloie	100	207	136***	-47.5	500	//4	-111***	-24.4	1,040	1,202	-99***	-17.2	1,500	1,742	-89***	-13.0
	0004	Aller	136	247	(2.79) 140***	-44.9	585	070	(9.05) -187***	-15.9	1,046	1,145	(15.03) -218***	-8./	1,506	1,376	(20.95)	-3.6
	2004	Deloie	140	207	140***	-4/./	500	774	-127***	-24.2	1,040	1,200	-114***	-17.2				
	0005	Atter	140	251	(2.98)	-44.2	587	713	(9.68) -188***	-17.8	1,047	1,162	(16.1) -225***	-9.8				
	2005	Betore	141	270	(1.95)	-47.6	597	/85	(6.17) -127***	-24.0	1,053	1,2//	-122***	-17.6				
		After	141	251	(2.76) 152***	-43.7	597	724	(8.76) -170***	-17.5	1,053	1,175	(14.61)	-10.4				
	2006	Before	152	269	(1.7) 152***	-43.4	614	784	(5.36) -95***	-21.7								
Old peor	ole (45-5	After 54)	152	249	(2.62)	-38.9	616	710	(8.26)	-13.3								
Men	2003	Before	132	265	132*** (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
	2000	After	132	200	132***	-41 7	541	620	-79***	-12.8	916	986	-70***	-7 1	1 227	1 279	-52**	-4 1
	2004	Before	133	264	133***	-49.6	540	759	-219***	-28.9	920	1 227	-308***	-25.1	1,227	1,277	(20.07)	4.1
	2004	Aftor	133	204	133***	_40.0	540	201	-80***	-20.7	010	001	-62***	-20.1				
	2005	Dof	100	223	126***	-40.8	540	700	-244***	-13.0	217	1 007	-342***	-0.3				
	2005	beiore	126	204	(2.11) 126***	-52.2	53/	/80	(6.81) -92***	-31.2	876	1,236	(12.12) -67***	-21.1				
	000	Aiter	126	221	(3.22) 146***	-42.8	53/	629	(10./9) -225***	-14./	872	762	(18.46)	-6.7				
	2006	Betore	146	2/4	(1.89) 146***	-46.9	571	/96	(6.24) -55***	-28.3								
		Atter	146	228	(2.85) 145***	-36.0	572	627	(9.35) -136***	-8.8			-170***				-214***	
Women	2003	Before	145	254	(2.01) 145***	-43.0	594	730	(6.51) -85***	-18.6	995	1,165	(11.54) -75***	-14.6	1,325	1,540	(16.83) -69**	-13.9
		After	145	239	(2.76)	-39.6	594	679	(9.23)	-12.5	994	1,070	(16.13)	-7.0	1,324	1,393	(22.94)	-4.9

					148***				-151***				-206***					
	2004	Before	148	256	(2.44)	-42.2	588	739	(7.95)	-20.5	982	1,187	(13.97)	-17.3				
		After	148	242	(3.63)	-39.0	586	683	(12.31)	-14.3	980	1,072	(20.99)	-8.6				
	2005	Before	141	256	(2.47)	-44.9	573	749	-1//*** (7.91)	-23.6	948	1,201	-255*** (13.9)	-21.2				
		After	140	237	140*** (3.83)	-40.7	571	669	-98*** (12.72)	-14.6	947	1,056	-108*** (21.82)	-10.3				
	2006	Before	154	257	154*** (2.31)	-40.1	601	755	-154*** (7.34)	-20.4								
		After	154	244	154***	-37.0	601	693	-92***	-133								
Low educ	ated (2	25-54)	104	244	(0.02)	07.0	001	0/0	(11.00)	10.0								
Men	2003	Before	109	258	109*** (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	109***	-45 4	457	541	-84***	-15.6	808	877	-69***	-7.8	1 1 1 2	1 163	-51*	-4 4
	2004	Roforo	104	255	106***	59.3	451	740	-292***	30 4	790	1 222	-435***	35.4	.,	1,100	(20:01)	
	2004	Deloie	100	200	107***	-30.5	401	742	-100***	-37.4	707	1,222	-100***	-55.6				
		Atter	107	200	(3.34) 103***	-46.6	450	550	(11.23) -316***	-18.1	/8/	88/	(19.08) -467***	-11.3				
	2005	Before	103	256	(2.46) 103***	-59.7	449	765	(7.56) -120***	-41.3	766	1,232	(13.13) -120***	-37.9				
		After	103	197	(3.23) 126***	-47.6	449	569	(11.09) -272***	-21.1	766	886	(18.62)	-13.6				
	2006	Before	126	265	(2.03)	-52.5	499	772	(6.44)	-35.2								
		After	126	210	(2.64)	-40.0	501	579	(8.74)	-13.5								
Women	2003	Before	135	256	(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	135*** (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	133***	-47 8	550	731	-182***	-25.0	956	1 192	-237***	-199			. ,	
	2004	After	100	200	133***	42.0	5.40	/52	-104***	14.0	054	1,172	-98***	0.0				
		Allel	155	233	130***	-43.0	340	633	-206***	-16.0	734	1,032	-280***	-7.5				
	2005	Before	130	255	(2.48) 129***	-49.0	534	740	(7.74) -132***	-27.9	918	1,199	(13.25) -138***	-23.4				
		After	129	234	(3.55) 136***	-44.7	533	665	(11.57) -197***	-19.9	918	1,056	(19.42)	-13.1				
	2006	Before	136	254	(2.25)	-46.1	541	738	(6.99)	-26.7								
		After	137	227	(3.16)	-39.6	543	634	(10.2)	-14.4								
Medium	educate	ed (25-54	)		137***				-250***				-369***				-505***	
Men	2003	Before	137	277	(1.88) 137***	-50.6	564	814	(6.1) -93***	-30.7	979	1,349	(10.68) -86***	-27.4	1,348	1,854	(15.66) -73**	-27.2
		After	137	234	(2.81)	-41.2	565	658	(9.32)	-14.1	982	1,068	(16.07)	-8.1	1,351	1,424	(22.9)	-5.1
	2004	Before	137	277	(1.95)	-50.4	564	819	(6.24)	-31.3	983	1,356	(10.9)	-27.6				
		After	138	228	(3)	-39.7	563	649	(10.01)	-13.3	982	1,054	(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***	-48.8	585	843	-258***	-30.6			. ,					
	2000	After	1.47	02/	146***	20.2	500		-78***	11.7								
		Aller	140	236	(2.72) 148***	-30.3	300	004	-164***	-11.7			-211***				-278***	
Women	2003	Betore	148	270	(2.06) 147***	-45.4	620	784	(6.71) -102***	-20.9	1,066	1,277	(11.58) -108***	-16.5	1,476	1,755	(16.58) -116***	-15.9
		After	147	250	(2.93) 153***	-41.1	619	722	(9.49) -178***	-14.2	1,066	1,174	(16.17) -235***	-9.2	1,476	1,592	(23.01)	-7.3
	2004	Before	153	271	(2.32) 1.53***	-43.4	607	786	(7.57) -1.34***	-22.7	1,047	1,283	(13) -147***	-18.3				
		After	153	259	(3.4)	-40.8	607	741	(11.19)	-18.0	1,047	1,194	(18.79)	-12.3				
	2005	Before	151	272	(2.18)	-44.6	621	796	(6.98)	-22.1	1,067	1,294	(12.04)	-17.6				
		After	150	253	(3.29)	-40.8	618	746	(10.49)	-17.1	1,064	1,213	(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 edu	cated (	25-54)			1 40***				025***				000***				4.40***	
Men	2003	Before	140	284	(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***	-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***	-47.5	560	690	-130***	-18.9	993	1 106	-113**	-10.2				
	0005	Defere	100	200	139***	51.4	570	0,0	-275***	20.7	0.44	1,100	-430***	21.4				
	2005	beiore	1.37	284	(5.13) 137***	-0.1C-	5/0	842	(16.5/) -108***	-32./	744	1,368	(28./3) -131**	-31.4				
		Atter	137	242	(7.17) 156***	-43.4	564	672	(24.35) -223***	-16.1	938	1,069	(42.27)	-12.2				
	2006	Before	156	289	(5.1) 156***	-46.1	628	848	(16.84) -71**	-26.3								
		After	156	254	(7.17)	-38.7	624	695	(24.07)	-10.2			-245***				-248***	
Women	2003	Before	133	288	(4.01)	-53.9	614	831	(13.49)	-26.0	1,091	1,337	(23.21)	-18.3	1,553	1,822	(32.75)	-14.7
		After	133	269	(5.53)	-50.5	616	761	(18.34)	-19.1	1,094	1,236	(30.93)	-11.5	1,556	1,699	(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				
						-												

					1/3***				-210***				_254***					
	2005	Before	143	289	(4.03)	-50.7	633	842	(13.19)	-24.9	1,102	1,354	(22.64)	-18.9				
		Aftor	1.42	071	143***	47.2	(20	700	-160***	20.2	1 000	1.070	-181***	141				
		Allei	143	2/1	163***	-47.3	032	112	-179***	-20.2	1,077	1,2/7	(32.44)	-14.1				
	2006	Before	163	289	(3.55) 163***	-43.9	665	842	(11.54) -112***	-21.2								
Nationals	(25-54)	Arrer )	163	267	(3.83)	-37.6	660	///	(18.74)	-14.4								
		, 	107	070	127***	50.0	505	705	-269***		01/	1.01/	-399***	00.0	10//	1.00/	-540***	~~~~
Men	2003	Before	127	2/2	(1.57) 127***	-53.2	525	/95	(5.06) -88***	-33.9	916	1,316	(8./8) -79***	-30.3	1,264	1,806	(12.77) -68***	-29.9
		After	127	221	(2.23)	-42.4	526	613	(7.47)	-14.3	918	996	(12.78)	-7.9	1,266	1,334	(18.12)	-5.1
	2004	Before	126	271	(1.63)	-53.7	518	798	(5.16)	-35.2	908	1,321	(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				
	0005		100	070	122***		51/	015	-300***		000	1 005	-444***	00.5				
	2005	Betore	122	2/2	(1.62) 122***	-55.1	516	815	(5.08) -106***	-36.8	882	1,325	(8.89) -91***	-33.5				
		After	122	216	(2.36) 1.36***	-43.7	515	622	(7.93) -282***	-17.1	881	972	(13.35)	-9.4				
	2006	Before	136	279	(1.42)	-51.3	541	824	(4.56)	-34.2								
		After	136	226	(2.07)	-39.9	542	626	(6.82)	-13.4								
Women	2003	Before	141	266	141*** (1.5)	-47 2	590	769	-179*** (4 84)	-23.3	1 0 1 9	1 252	-233*** (8.32)	-18.6	1 412	1 715	-302*** (11.88)	-17.6
	2000			200	140***		500		-100***	20.0	1,010	1,202	-97***	0.7	1,110	1,510	-97***	
		Atter	140	244	(2.02) 144***	-42.4	590	690	(6.65) -186***	-14.5	1,019	1,117	(11.35) -242***	-8.7	1,413	1,510	(16.07)	-6.4
	2004	Before	144	267	(1.7) 144***	-46.2	586	773	(5.46) -123***	-24.1	1,018	1,260	(9.32) -125***	-19.2				
		After	144	250	(2.35)	-42.6	586	710	(7.81)	-17.4	1,019	1,143	(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				
		Aftor	142	252	142***	13.0	590	700	-139***	10.1	1.014	1 170	-154***	13.0				
		Allei	142	232	154***	-43.0	370	121	-169***	-17.1	1,010	1,170	(12.00)	-13.2				
	2006	Before	154	267	(1.45) 154***	-42.3	614	783	(4.56) -98***	-21.5								
		After	154	249	(2.18)	-38.3	615	713	(6.94)	-13.8								
Non-natio	onals (2	5-54)			127***				-212***				-284***				-385***	
Men	2003	Before	127	264	(4.18)	-51.9	544	757	(13.31)	-28.0	960	1,245	(23.23)	-22.8	1,307	1,691	(33.94)	-22.8
		After	128	230	(5.27)	-44.3	547	640	(17.86)	-14.5	965	1,036	(30.92)	-6.8	1,310	1,364	(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				
		Aftor	10/	002	126***	42.0	E 4 4	(2)	-82***	12.0	02/	1.002	-67**	. 7				
		Allei	120	225	119***	-40.2	344	020	-246***	-13.2	750	1,003	-348***	-0.7				
	2005	Before	119	262	(4.07) 119***	-54.6	535	780	(12.59) -116***	-31.5	910	1,254	(22.18) -104***	-27.8				
		After	119	220	(5.08)	-46.1	530	645	(17.09)	-17.9	896	1,000	(29.37)	-10.4				
	2006	Before	149	271	(3.17)	-45.3	592	787	(10.2)	-24.2								
		After	148	237	148*** (4.03)	-37.7	595	662	-67*** (13.33)	-10.1								
Womon	2003	Roforo	1.43	245	143***	44.5	503	740	-150***	20.2	1 0 2 1	1 1 9 9	-172***	144	1 402	1 4 1 7	-223***	13.0
Women	2005	Defore	145	200	142***	-40.5	373	740	-90***	-20.2	1,021	1,107	-61*	-14.4	1,402	1,017	-44	-10.0
		After	142	249	(6.57) 144***	-43.0	591	681	(22.85) -134***	-13.2	1,020	1,081	(39.67) -158***	-5.6	1,401	1,445	(56.1)	-3.0
	2004	Before	144	262	(6.09)	-44.8	600	739	(19.85)	-18.1	1,022	1,192	(34.53)	-13.3				
		After	144	240	(8.38)	-40.2	601	676	(28.46)	-11.1	1,026	1,080	(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				
		Aftor	135	244	135***	44.4	555	493	-128***	10.0	059	1.094	-135***	124				
		Allei	135	244	143***	-44.4	555	000	-186***	-10.0	750	1,074	(37.70)	-12.4				
	2006	Before	143	263	(4.59) 141***	-45.9	562	752	(14.7) -145***	-24.7								
<b>.</b>		After	141	252	(6.32)	-44.1	563	708	(21.12)	-20.5								
Disablea	(25-54)				93***				-280***				-385***				-475***	
Men	2003	Before	93	239	(3.97)	-61.1	388	669	(12.48)	-41.9	705	1,091	(21.44)	-35.3	991	1,468	(30.57)	-32.4
		After	93	196	(4.73)	-52.4	390	519	(15.53)	-24.9	707	830	(26.24)	-14.9	993	1,105	(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				
		Aftor	93	197	93***	-52.6	390	537	-147***	-27.4	707	870	-163***	-18.7				
		74101			81***	02.0	0/0	307	-342***	27.4			-465***	10.7				
	2005	Betore	81	242	(4.01) 81***	-66.4	363	707	(12.42) -182***	-48.3	657	1,123	(21.26) -194***	-41.4				
		After	81	195	(5.1)	-58.5	365	547	(16.68)	-33.3	658	852	(27.64)	-22.8				
	2006	Before	111	247	(3.5)	-55.3	451	704	(11)	-35.8								
		After	111	204	111*** (4.42)	-45.6	453	543	-91*** (14.35)	-16.7								
Women	2002	Refore	107	240	107***	_55 1	450	641	-209***	_21 /	701	1.045	-248***	-03 0	1 100	1 202	-289***	-20 0
women	2003	Delore	107	∠40	(4.7) 108***	-33.1	430	001	(13.37) -122***	-31.6	/74	1,045	(∠3.74) -118***	-23.8	1,100	1,373	(30.6) -116**	-20.8
		After	108	213	(6) 103***	-49.5	452	574	(19.58) -230***	-21.3	797	914	(32.31) -298***	-12.9	1,104	1,220	(45.36)	-9.5
	2004	Before	103	241	(5.77)	-56.8	426	660	(17.91)	-34.9	747	1,049	(30.04)	-28.4				
		After	104	223	(7.27)	-53.1	429	573	-144*** (23.19)	-25.2	752	893	(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				
	2000	201010	07	2.0	87***	07.0			-215***	10.0	7.20	.,001	-225***	01.4				
		Atter	8/	229	(6.61)	-61.9	399	615	(21.66)	-35.0	/26	950	(35.41)	-23.6				

	0007	Defere	117	000	117***	51.0	470	(70	-199***	00.7								
	2006	Belore	117	239	(4.66) 117***	-51.3	4/3	670	(14.36) -151***	-29.7								
		After	117	230	(6.47)	-49.4	473	624	(20.51)	-24.2								
Non-disa	bled (2	5-54)			136***				-229***				-334***				-455***	
Men	2003	Before	136	272	(1.61)	-49.9	564	793	(5.17)	-28.9	978	1,312	(8.98)	-25.4	1,342	1,798	(13.11)	-25.3
		After	137	229	(2.27)	-40.5	565	640	(7.58)	-11.7	981	1,043	(13.09)	-6.0	1,345	1,394	(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				
		Aftor	125	200	135***	40.0	EEQ	(40	-84***	12.1	0/0	1.020	-70***	/ 0				
		Allel	155	227	(2.36) 133***	-40.7	336	042	-256***	-13.1	707	1,037	-378***	-0.0				
	2005	Before	133	271	(1.65) 132***	-51.3	558	813	(5.16) -93***	-31.4	944	1,320	(9.07) -79***	-28.6				
		After	132	224	(2.35)	-40.9	557	650	(7.92)	-14.3	942	1,021	(13.52)	-7.7				
	2006	Before	145	279	(1.42)	-47.9	577	822	(4.59)	-29.7								
		After	145	235	145*** (2)	-38.1	578	657	-80*** (6.61)	-12.1								
Womon	2003	Roforo	144	247	146***	45.4	411	740	-159***	20.4	1.053	1.250	-198***	15.9	1 450	1 713	-256***	140
Women	2005	Defore	140	207	145***	-40.0		/0/	-93***	-20.0	1,000	1,200	-89***	-10.0	1,407	1,713	-90***	-14.7
		After	145	247	(2.04) 149***	-41.1	610	703	(6.72) -163***	-13.2	1,053	1,142	(11.56) -202***	-7.8	1,458	1,548	(16.39)	-5.8
	2004	Before	149	267	(1.7) 1 <i>4</i> 9***	-44.2	610	772	(5.5)	-21.1	1,056	1,258	(9.44)	-16.1				
		After	149	254	(2.35)	-41.2	609	723	(7.82)	-15.8	1,057	1,173	(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				
		Aftor	149	252	149***	-40.9	615	732	-118***	-16.1	1.054	1 187	-132***	-11.2				
		And	147	2.52	159***	-40.7	015	7.52	-151***	-10.1	1,034	1,107	(12.70)	-11.2				
	2006	Before	159	268	(1.45) 159***	-40./	632	/83	(4.6) -103***	-19.3								
<b>F</b>		After	159	255	(2.18)	-37.7	633	735	(6.94)	-14.0								
remale f	eturners	s (25-54)			135***				-102***				-73**				-72**	
Women	2003	Before	135	247	(4.86) 134***	-45.5	594	696	(15.07) -91***	-14.7	1,072	1,145	(24.78) -76**	-6.4	1,536	1,607	(34.39) -85*	-4.5
		After	134	237	(5.57)	-43.4	594	685	(17.91)	-13.2	1,073	1,148	(29.8)	-6.6	1,538	1,623	(41.86)	-5.3
	2004	Before	140	251	(4.99)	-44.4	586	714	(15.46)	-17.9	1,052	1,176	(25.65)	-10.3				
		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	Roforo	122	249	133***	44.1	507	720	-119***	14.5	1.059	1 174	-111***	0.5				
	2005	Deloie	155	247	134***	-40.1	377	720	-108***	-10.5	1,000	1,170	-98**	-7.5				
		After	134	241	(5.88) 148***	-44.5	601	710	(18.39) -92***	-15.3	1,065	1,162	(30.56)	-8.4				
	2006	Before	148	241	(3.94) 147***	-38.8	608	700	(12)	-13.1								
		After	147	243	(5.34)	-39.6	607	703	(16.7)	-13.7								
(C) Days Total sam	in unen Iple (25	nploymer -54)	nt															
		.,	70	70	73***	5.0	000	000	58***	05.4		0.55	112***	01.7		101	161***	
Men	2003	Betore	/3	78	(1.19) 73***	-5.9	288	229	(3.46) -57***	25.4	46/	355	(5.54) -75***	31.7	64/	486	(/./) -94***	33.0
		After	73	110	(1.81) 76*	-33.0	288	345	(5.65) 75***	-16.6	467	542	(9.1) 141***	-13.8	647	741	(12.56)	-12.7
	2004	Before	76	79	(1.24)	-2.9	298	224	(3.53)	33.6	488	348	(5.66)	40.5				
		After	76	111	(1.9)	-31.2	299	345	(5.98)	-13.4	489	550	(9.64)	-11.1				
	2005	Before	83	78	83*** (1.22)	7.2	290	206	85*** (3.37)	41.0	507	343	165*** (5.62)	48.2				
		Aftor	02	112	83***	0/1	001	225	-44***	12.1	509	E / E	-56***	10.0				
		Allel	05	115	77***	-20.1	271	335	88***	-13.1	508	565	(7.71)	-10.0				
	2006	Before	77	70	(1.03) 77***	9.8	288	200	(2.98) -49***	44.1								
		After	77	106	(1.66) 54***	-26.9	289	338	(4.98) -4*	-14.4			14**				07***	
Women	2003	Before	54	81	(1.18)	-33.9	224	228	(3.41)	-1.8	371	354	(5.38)	4.4	502	474	(7.26)	5.6
		After	54	90	54*** (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	Refore	52	82	52*** (1.36)	-36 1	232	226	5* (3.89)	21	376	350	25***	72				
	2004	Defore	52	02	53***	-50.1	202	220	-35***	2.1	070	000	-44***	/.2				
		Atter	53	8/	(1.85) 59***	-39./	232	267	(5.94) 13***	-13.0	3//	421	(9.32) 42***	-10.5				
	2005	Before	59	81	(1.28)	-27.2	230	217	(3.55) -18***	6.1	384	342	(5.61) -20**	12.3				
		After	59	85	(1.83)	-30.6	231	250	(5.53)	-7.4	386	406	(8.89)	-5.0				
					58***			015	(3.14)	0.3								
	2006	Before	58	80	(1.14)	-27.2	217	215	(5.10)									
	2006	Before After	58 58	80 81	(1.14) 58*** (1.69)	-27.2 -28.1	217	215	-27***	-10.9								
Young pe	2006 eople (1	Before After 5-24)	58 58	80 81	(1.14) 58*** (1.69)	-27.2 -28.1	217 217	215	-27*** (5.03)	-10.9								
Young pe Men	2006 eople (1 2003	Before After 5-24) Before	58 58 59	80 81 68	(1.14) 58*** (1.69) 59*** (2.39)	-27.2 -28.1 -13.6	217 217 215	215 243 186	(5.13) -27*** (5.03) 25*** (6.58)	-10.9	325	279	37*** (10.18)	13.4	453	382	54*** (14.01)	14.2
Young pe Men	2006 eople (1 2003	Before After 5-24) Before	58 58 59	80 81 68	(1.14) 58*** (1.69) 59*** (2.39) 59***	-27.2 -28.1 -13.6	217 217 215 210	213 243 186	(5.16) -27*** (5.03) 25*** (6.58) -34***	-10.9	325	279	37*** (10.18) -56***	13.4	453	382	54*** (14.01) -75***	14.2
Young pe Men	2006 eople (1 2003	Before After 5-24) Before After	58 58 59 59	80 81 68 86	(1.14) 58*** (1.69) 59*** (2.39) 59*** (3.04) 60**	-27.2 -28.1 -13.6 -31.9	217 217 215 210	213 243 186 244	(5.16) -27*** (5.03) 25*** (6.58) -34*** (9.03) 31***	-10.9 13.6 -13.9	325 314	279 370	37*** (10.18) -56*** (13.58) 68***	13.4	453 435	382 510	54*** (14.01) -75*** (18.4)	14.2 -14.8
Young pe Men	2006 eople (1 2003 2004	Before After 5-24) Before After Before	58 58 59 59 60	80 81 68 86 68	(1.14) 58*** (1.69) 59*** (2.39) 59*** (3.04) 60** (2.42) 62***	-27.2 -28.1 -13.6 -31.9 -8.3	217 217 215 210 208	213 243 186 244 180	-27*** (5.03) 25*** (6.58) -34*** (9.03) 31*** (6.44) -34***	-10.9 13.6 -13.9 17.2	325 314 342	279 370 275	37*** (10.18) -56*** (13.58) 68*** (10.02) -34**	13.4 -15.2 24.9	453 435	382 510	54*** (14.01) -75*** (18.4)	14.2 -14.8
Young pe Men	2006 eople (1 2003 2004	Before After 5-24) Before After Before After	58 58 59 60 62	80 81 68 86 68 86	(1.14) 58*** (1.69) 59*** (2.39) 59*** (3.04) 60** (2.42) 62*** (3.2) 64	-27.2 -28.1 -13.6 -31.9 -8.3 -28.2	217 217 215 210 208 210	213 243 186 244 180 244	(5.03) 25*** (6.58) -34*** (9.03) 31*** (6.44) -34*** (9.17) 50***	-10.9 13.6 -13.9 17.2 -13.9	325 314 342 343	279 370 275 377	37*** (10.18) -56*** (13.58) 68*** (10.02) -34** (14.45) 102***	13.4 -15.2 24.9 -9.1	453 435	382 510	54*** (14.01) -75*** (18.4)	14.2 -14.8
Young pe Men	2006 eople (1 2003 2004 2005	Before After 5-24) Before After After After Before Before	58 58 59 59 60 62 64	80 81 68 86 68 86 86 66	(1.14) 58*** (1.69) 59*** (2.39) 59*** (3.04) 60** (2.42) 62*** (3.2) 64 (2.49) 45***	-27.2 -28.1 -13.6 -31.9 -8.3 -28.2 -3.1	217 217 215 210 208 210 212	213 243 186 244 180 244 164	(5.03) 25*** (6.58) -34*** (9.03) 31*** (6.44) -34*** (9.17) 50*** (6.37) -27**	-10.9 13.6 -13.9 17.2 -13.9 30.3	325 314 342 343 372	279 370 275 377 273	37*** (10.18) -56*** (13.58) 68*** (10.02) -34** (14.45) 102*** (10.46)	13.4 -15.2 24.9 -9.1 37.6	453 435	382 510	54*** (14.01) -75*** (18.4)	14.2 -14.8

					55**				29***									
	2006	Before	55	60	(2.03)	-7.8	192	163	(5.52)	17.7								
		After	55	80	(2.83)	-30.8	191	232	(7.81)	-17.7								
Women	2003	Before	42	69	42*** (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	(3.21) 49***	-43.0	170	208	-36 (9.68) -7	-18.3	264	315	-31 (14.35) -1	-16.2	367	423	(19.15)	-13.2
	2004	Before	49	68	(2.66)	-27.7	169	172	(6.92) -30***	-3.8	264	256	(10.2) -34**	-0.3				
		After	50	75	(3.26) 44***	-34.1	166	196	(9.11) 5	-15.2	256	291	(13.49) 22*	-11.8				
	2005	Before	44	66	(2.97) 48***	-29.8	157	160	(7.44) -37***	2.9	258	248	(11.3) -48**	8.9				
		After	48	76	(3.68) 49***	-37.4	168	205	(10.28) 8*	-18.0	274	322	(15.49)	-14.9				
	2006	Before	49	63	(2.32) 50***	-20.4	162	156	(5.92) -24***	5.0								
		After	50	71	(3.05)	-28.8	164	188	(8.01)	-13.0								
Medium	age (25	-44)			78*				81***				142***				207***	
Men	2003	Before	78	76	(1.74) 78***	3.5	301	220	(4.97) -50***	37.0	479	337	(7.86) -70***	42.2	668	461	(10.89) -84***	44.8
		After	78	111	(2.67) 81**	-29.9	299	349	(8.31) 95***	-14.2	476	546	(13.23) 171***	-12.8	664	748	(18.14)	-11.3
	2004	Before	81	77	(1.77) 82***	6.3	309	215	(4.96) -43***	44.4	501	331	(7.86) -59***	51.7				
		After	82	115	(2.74) 86***	-28.9	310	354	(8.38) 109***	-12.2	503	561	(13.43) 207***	-10.5				
	2005	Before	86	75	(1.71) 87***	14.8	305	198	(4.66) -44***	55.0	531	326	(7.7) -59***	63.5				
		After	87	117	(2.8) 82***	-26.0	306	351	(8.29) 111***	-12.6	533	591	(13.69)	-9.9				
	2006	Before	82	69	(1.39) 83***	20.3	302	192	(3.95) -40***	57.8								
		After	83	110	(2.28) 54***	-24.7	304	344	(6.71)	-11.6			18**				27**	
Women	2003	Before	54	78	(1.69) 54***	-31.3	215	214	(4.76) -43***	0.8	346	328	(7.33)	5.4	467	438	(9.83) -59***	6.2
		After	54	86	(2.22)	-37.3	216	259	(6.89)	-16.5	347	396	(10.61)	-12.5	466	526	(14.1)	-11.3
	2004	Before	52	78	(1.79)	-34.3	225	213	(5)	5.6	357	325	(7.63)	9.7				
		After	52	85	(2.41)	-38.6	227	251	(7.55)	-9.4	359	391	(11.61) 39***	-8.0				
	2005	Before	57	77	(1.62)	-26.2	217	203	(4.38)	7.5	355	317	(6.79) -21*	12.4				
		After	57	82	(2.26)	-30.3	219	238	(6.72)	-7.8	358	379	(10.48)	-5.6				
	2006	Before	60	76	(1.4)	-21.8	209	202	(3.79)	3.0								
		After	60	81	(2.17)	-25.6	208	239	(6.24)	-12.8								
Old peop	ole (45-5	After 5 <b>4)</b>	60	81	(2.17)	-25.6	208	239	(6.24)	-12.8			38***				53***	
Old peop Men	o <b>le (45-5</b> 2003	After 54) Before	60 69	81 85	(2.17) 69*** (1.69) 69***	-25.6 -18.9	208 277	239 264	(6.24) 13** (5.12)	-12.8 4.9	457	419	38*** (8.41) -72***	9.2	630	578	53*** (11.78) -91***	9.1
Old peop Men	o <b>le (45-5</b> 2003	After 54) Before After	60 69 69	81 85 107	(2.17) 69*** (1.69) 69*** (2.49) 71***	-25.6 -18.9 -34.9	208 277 278	239 264 337	-51 (6.24) 13** (5.12) -59*** (7.82) 32***	-12.8 4.9 -17.5	457 459	419 531	38*** (8.41) -72*** (12.78) 68***	9.2 -13.6	630 633	578 724	53*** (11.78) -91*** (17.76)	9.1 -12.6
Old peop Men	o <b>le (45-5</b> 2003 2004	After 54) Before After Before	60 69 69 71	81 85 107 86	(2.17) 69*** (1.69) 69*** (2.49) 71*** (1.77) 72***	-25.6 -18.9 -34.9 -16.5	208 277 278 288	239 264 337 257	-51*** (6.24) 13** (5.12) -59*** (7.82) 32*** (5.29) -51***	-12.8 4.9 -17.5 12.5	457 459 476	419 531 410	38*** (8.41) -72*** (12.78) 68*** (8.71) -65***	9.2 -13.6 16.5	630 633	578 724	53*** (11.78) -91*** (17.76)	9.1 -12.6
Old peop Men	2003 2004	After 54) Before After Before After	60 69 69 71 72	81 85 107 86 108	(2.17) 69*** (1.69) 69*** (2.49) 71*** (1.77) 72** (2.72) 80**	-25.6 -18.9 -34.9 -16.5 -33.7	208 277 278 288 289	239 264 337 257 340	(6.24) 13** (5.12) -59*** (7.82) 32*** (5.29) -51*** (8.74) 39***	-12.8 4.9 -17.5 12.5 -14.9	457 459 476 478	419 531 410 543	38*** (8.41) -72*** (12.78) 68*** (8.71) -65*** (14.19) 82***	9.2 -13.6 16.5 -12.0	630 633	578 724	53*** (11.78) -91*** (17.76)	9.1 -12.6
Old peop Men	ole (45-5 2003 2004 2005	After 54) Before After Before After Before	60 69 71 72 80	81 85 107 86 108 85	(2.17) 69*** (1.69) 69*** (2.49) 71*** (1.77) 72*** (2.72) 80** (1.77) 80**	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2	208 277 278 288 289 276	239 264 337 257 340 237	(6.24) 13** (5.12) -59*** (7.82) 32*** (5.29) -51*** (8.74) 39*** (5.14) -48***	-12.8 4.9 -17.5 12.5 -14.9 16.5	457 459 476 478 483	419 531 410 543 402	38*** (8.41) -72*** (12.78) 68*** (8.71) -65*** (14.19) 82*** (8.71) -61***	9.2 -13.6 16.5 -12.0 20.4	630 633	578 724	53*** (11.78) -91*** (17.76)	9.1 -12.6
Old peop Men	2003 2004 2005	After <b>54)</b> Before After Before After Before After After	60 69 71 72 80 80	81 85 107 86 108 85 110	(2.17) 69*** (1.69) 69*** (2.49) 71*** (1.77) 72*** (1.77) 80*** (1.77) 80*** (1.77) 80*** (2.86) 71**	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2 -27.5	208 277 278 288 289 276 276	239 264 337 257 340 237 324	(6.24) 13** (5.12) -59** (7.82) 32** (5.29) -51*** (8.74) 39*** (5.14) -48*** (8.63) 45**	-12.8 4.9 -17.5 12.5 -14.9 16.5 -14.8	457 459 476 478 483 484	419 531 410 543 402 546	38*** (8.41) -72*** (12.78) 68*** (8.71) -65*** (14.19) 82*** (8.71) -61*** (14.49)	9.2 -13.6 16.5 -12.0 20.4 -11.3	630 633	578 724	53*** (11.78) -91*** (17.76)	9.1 -12.6
Old peop	2003 2004 2005 2006	After <b>54)</b> Before After Before After Before After Before	60 69 71 72 80 80 71	81 85 107 86 108 85 110 75	(2.17) 69*** (1.69) 69*** (2.49) 71*** (2.72) 80** (1.77) 80*** (1.75) 71***	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2 -27.5 -6.1	208 277 278 288 289 276 276 276 271	239 264 337 257 340 237 324 226	<ul> <li>-51-24)</li> <li>13**</li> <li>(5.12)</li> <li>-59***</li> <li>(7.82)</li> <li>32***</li> <li>(5.29)</li> <li>-51***</li> <li>(8.74)</li> <li>39***</li> <li>(5.14)</li> <li>-48***</li> <li>(8.63)</li> <li>45***</li> <li>(4.73)</li> <li>-69***</li> </ul>	-12.8 4.9 -17.5 12.5 -14.9 16.5 -14.8 20.1	457 459 476 478 483 484	419 531 410 543 402 546	38*** (8.41) -72** (12.78) 68*** (8.71) -65** (14.19) 82*** (8.71) -61*** (14.49)	9.2 -13.6 16.5 -12.0 20.4 -11.3	630 633	578 724	53*** (11.78) -91*** (17.76)	9.1
Old peop Men	2003 2004 2005 2006	After 54) Before After Before After Before After Before After	60 69 71 72 80 80 71 71	81 85 107 86 108 85 110 75 104	(2.17) 69*** (1.69) 69*** (2.49) 71*** (2.72) 80*** (2.72) 80*** (2.86) 71** (1.56) 71** (2.46) 71** (2.56) 71** (2.56) 71**	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2 -27.5 -6.1 -32.0	208 277 278 288 289 276 276 271 271	239 264 337 257 340 237 324 226 333	-31 (6.24) 13** (5.12) -59*** (7.82) 32*** (5.29) -51*** (5.28) -51*** (5.29) -61*** (5.29) -61*** (	-12.8 4.9 -17.5 12.5 -14.9 16.5 -14.8 20.1 -18.6	457 459 476 478 483 484	419 531 410 543 402 546	38*** (8.41) -72*** (12.78) 68*** (8.71) -65*** (14.19) 82*** (14.49) -54***	9.2 -13.6 16.5 -12.0 20.4 -11.3	630 633	578 724	53*** (11.78) -91*** (17.76)	9.1
Old peop Men Women	e (45-5 2003 2004 2005 2006 2003	After 54) Before After Before After Before After Before After Before	60 69 71 72 80 80 71 71 71 54	81 85 107 86 108 85 110 75 104 93	(2.17) 69*** (1.69) 69*** (2.49) 71*** (1.77) 80*** (2.72) 80*** (2.72) 80*** (2.72) 80*** (1.56) 71*** (2.46) 54***	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2 -27.5 -6.1 -32.0 -41.9	208 277 278 288 289 276 276 276 271 271 233	239 264 337 257 340 237 324 226 333 278	-31 (6.24) 13** (5.12) -59*** (5.27) -51*** (5.27) -51*** (5.14) -48*** (8.63) 45*** (4.73) -62*** (5.11) -54***	-12.8 4.9 -17.5 12.5 -14.9 16.5 -14.8 20.1 -18.6 -16.6	457 459 476 478 483 484 394	419 531 410 543 402 546	38*** (8.41) -72*** (12.78) 68*** (8.71) -65*** (14.19) 82*** (14.19) 82*** (14.19) 82*** (14.49)	9.2 -13.6 16.5 -12.0 20.4 -11.3	630 633 535	578 724 598	53*** (11.78) -91*** (17.76) -66*** (11.61) -72***	9.1 -12.6 -11.0
Old peop Men Women	ble (45-5 2003 2004 2005 2006 2003	After <b>54)</b> Before After Before After Before After Before After After	60 69 71 72 80 80 71 71 71 54 54	81 85 107 86 108 85 110 75 104 93 91	(2.17) (2.17) (69*** (1.69) (2.49) 71*** (1.77) 72*** (2.72) 80*** (2.72) 80*** (2.86) 71*** (1.56) 71*** (1.56) 71*** (2.46) 54*** (2.24) 54*** (2.24) 54***	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2 -27.5 -6.1 -32.0 -41.9 -40.5	208 277 278 288 289 276 276 271 271 233 232	239 264 337 257 340 237 324 226 333 278 287	(6.24) 13** (5.12) -59*** (5.29) -51*** (5.29) -51*** (5.29) -51*** (8.74) 48*** (4.73) 45*** (7.58) -46*** (5.11) -54*** (7.38) -54***	-12.8 4.9 -17.5 12.5 -14.9 16.5 -14.8 20.1 -18.6 -16.6 -18.9	457 459 476 478 483 484 394 393	419 531 410 543 402 546 445 456	38*** (8.41) -72*** (12.78) 68*** (8.71) -65*** (14.19) 82*** (8.71) -61*** (14.49)	9.2 -13.6 16.5 -12.0 20.4 -11.3 -12.0 -13.8	630 633 535 535	578 724 598 607	53*** (11.78) -91*** (17.76) -66*** (11.61) -72*** (16.22)	9.1 -12.6 -11.0 -11.9
Old peop Men Women	e (45-5 2003 2004 2005 2006 2003 2004	After 54) Before After Before After Before After Before After Before After Before Before	60 69 71 72 80 80 71 71 54 54 53	81 85 107 86 108 85 110 75 104 93 91 93	(2.17) 69*** (1.69) 69*** (2.49) 71*** (1.77) 72*** (2.72) 80*** (1.77) 80*** (2.72) 80*** (1.77) 80*** (2.86) 71*** (2.86) 71*** (2.86) 71*** (2.46) 54*** (2.27) 53*** (2.27) 53*** (2.27) 53*** (2.27) 53*** (2.27) 53*** (2.27) 53*** (2.27) 53*** (2.27) 53*** (2.27) 53*** (2.27) 53*** (2.27) 53*** (2.27) 53*** (2.27) 53*** (2.27) 53*** (2.27) 54*** (2.27) 54*** (2.27) 54*** (2.27) 54*** (2.27) 54*** (2.27) 55**** (2.27) 55**** (2.27)	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2 -27.5 -6.1 -32.0 -41.9 -40.5 -42.8	208 277 278 288 289 276 276 271 271 233 232 240	239 264 337 257 340 237 324 226 333 278 287 287	-31 (6.24) 13** (5.12) -59*** (7.82) (5.29) -51*** (5.14) (8.63) 45*** (4.73) -62*** (7.58) -64*** (7.58) -64*** (7.58) -64*** (7.58) -64*** (7.58) -64*** (7.58) -64*** (7.58) -64*** (7.58) -64*** (7.58) -64*** (7.58) -64*** (7.58) -64*** (7.58) -64*** (7.56) -64*** (7.58) -64*** (7.56) -64*** (7.56) -64*** (7.58) -64*** (7.56) -64**** (7.56) -64**** (7.56) -64*** (7.56) -64**** (7.56) -64**** (7.56) -64**** (7.56) -64****** (7.56) -64******** (7.56) -64************************************	-12.8 4.9 -17.5 12.5 -14.9 16.5 -14.8 20.1 -18.6 -16.6 -18.9 -12.4	457 459 476 478 483 484 394 393 402	419 531 410 543 402 546 445 456 438	38*** (8,41) -72*** (12.78) 68*** (8,71) -65*** (14.19) 82*** (14.49) -54*** (8,43) -63*** (14.49) -54*** (14.49)	9.2 -13.6 16.5 -12.0 20.4 -11.3 -12.0 -13.8 -8.4	630 633 535 535	578 724 598 607	53*** (11.78) -91*** (17.76) -66*** (11.61) -72*** (16.22)	9.1 -12.6 -11.0 -11.9
Old peop Men Women	le (45-5 2003 2004 2005 2006 2003 2004	After 54) Before After Before After Before After Before After Before After After Before	60 69 71 72 80 80 71 71 54 54 53 54	81 85 107 86 108 85 110 75 104 93 91 93 92	(2.17) 69*** (1.69) 69*** (2.49) 71*** (1.77) 80*** (2.72) 80*** (2.72) 80*** (2.86) 71*** (2.46) 54*** (2.27) 53**** (2.1) 54*** (2.21) 54*** (3.04) 69***	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2 -27.5 -6.1 -32.0 -41.9 -40.5 -42.8 -41.3	208 277 278 288 289 276 276 271 271 233 232 240 242	239 264 337 257 340 237 324 226 333 278 287 287 274 284	-31 (6.24) 13** (5.12) -59*** (7.82) 32*** (5.29) -51*** (5.29) -51*** (5.27) -51*** (5.14) -48*** (8.63) 45*** (7.58) -46*** (5.11) -54*** (5.11) -54*** (5.12) -51*** (5.27) -62*** (7.82) -62*** (7.73) -62*** (5.11) -54** (7.76) -64*** (5.11) -54*** (7.76) -34*** (7.	-12.8 4.9 -17.5 12.5 -14.9 16.5 -14.8 20.1 -18.6 -18.6 -18.9 -12.4 -12.4	457 459 476 478 483 484 394 393 402 405	419 531 410 543 402 546 445 456 438 450	38*** (8.41) -72*** (12.78) 68*** (8.71) -65*** (14.19) 82*** (14.19) 82*** (14.49) -54*** (14.49) -54*** (14.49) -54*** (11.98) -37*** (11.98) -37*** (11.98) -37*** (15.96) 5	9.2 -13.6 16.5 -12.0 20.4 -11.3 -12.0 -13.8 -8.4 -10.1	630 633 535 535	578 724 598 607	53*** (11.78) -91*** (17.76) -66*** (11.61) -72*** (16.22)	9.1 -12.6 -11.0 -11.9
Old peop Men Women	2003 2004 2005 2006 2003 2004 2003 2004 2004	After 54) Before After Before After Before After Before After Before After Before After Before	60 69 71 72 80 80 71 71 71 54 54 53 54 62	81 85 107 86 108 85 110 75 104 93 91 93 92 93	(2.17) 69*** (2.49) 71*** (1.77) 72*** (1.77) 80*** (2.72) 80*** (2.66) 54*** (2.71) 54*** (2.71) 54*** (3.04) 54*** (3.04) 54*** (3.04) 54*** (3.27) 54***	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2 -27.5 -6.1 -32.0 -41.9 -40.5 -42.8 -41.3 -33.3	208 277 278 288 289 276 276 271 271 233 232 240 242 242 250	239 264 337 257 340 237 324 226 333 278 287 274 284 284 283	-31 (6.24) 13** (5.12) -59*** (5.29) -51*** (5.27) -51*** (5.14) -48*** (8.63) 45*** (7.58) -46*** (7.58) -46*** (7.58) -34*** (7.58) -34*** (6.32) -34*** (9.96) -13** (6.32) -13** (6.32)	-12.8 4.9 -17.5 12.5 -14.9 16.5 -14.8 20.1 -18.6 -16.6 -18.9 -12.4 -12.4 -14.7 -5.0	457 459 476 478 483 484 394 394 393 402 405 431	419 531 410 543 402 546 445 456 438 450 425	38*** (8.41) -72*** (12.78) 68*** (8.71) -65*** (14.19) 82*** (8.71) -61*** (14.49) -54*** (8.43) -61*** (14.49) -54*** (14.59) -54*** (14.59) -54*** (15.50) -55** (	9.2 -13.6 16.5 -12.0 20.4 -11.3 -12.0 -13.8 -8.4 -10.1 1.2	630 633 535 535	578 724 598 607	53*** (11.78) -91*** (17.76) -66*** (11.61) -72*** (16.22)	9.1 -12.6 -11.0 -11.9
Old peop Men Women	le (45-5 2003 2004 2005 2006 2003 2004 2004	After 54) Before After Before After Before After Before After Before After Before After Before After	60 69 71 72 80 80 71 71 54 53 54 53 54 62 63	81 85 107 86 108 85 110 75 104 93 91 93 92 93 93 94	(2.17) 69*** (1.69) 69*** (2.49) 71*** (1.77) 72*** (2.72) 80*** (1.77) 80*** (2.72) 80*** (2.86) 71*** (2.86) 71*** (2.86) 71*** (2.86) 71*** (2.46) 54*** (2.27) 53*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.2) 55*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.2) 55*** (2.1) 54*** (2.2) 55*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.1) 54*** (2.2) 55*** (2.2) (3.2) 55***	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2 -27.5 -6.1 -32.0 -41.9 -40.5 -42.8 -41.3 -33.3 -33.5	208 277 278 289 276 276 271 271 233 232 240 242 250 251	239 264 337 257 340 237 324 226 333 278 287 287 284 284	-31 (6.24) 13** (5.12) -59*** (7.82) (5.29) -51*** (5.14) -48*** (5.14) -48*** (4.73) -62*** (7.58) -46*** (7.58) -46*** (7.58) -46*** (7.58) -46*** (7.58) -46*** (7.58) -46*** (6.63) -34*** (6.08) -33*** (9.96) -13** (9.96) -13**	-12.8 4.9 -17.5 12.5 -14.9 16.5 -14.8 20.1 -18.6 -18.6 -18.9 -12.4 -18.7 -5.0 -11.6	457 459 476 478 483 484 394 393 402 405 431 432	419 531 410 543 402 546 445 456 438 450 425 465	38*** (8.41) -72*** (12.78) 68*** (8.71) -65*** (14.19) 82*** (14.49) -54*** (14.49) -54*** (14.49) -54*** (14.49) -54*** (14.49) -54*** (12.8) -45** (10.06) -33* (16.64)	9.2 -13.6 16.5 -12.0 20.4 -11.3 -12.0 -13.8 -8.4 -10.1 1.2 -7.1	630 633 535 535	578 724 598 607	53*** (11.78) -91*** (17.76) -66*** (11.61) -72*** (16.22)	9.1 -12.6 -11.0 -11.9
Old peop Men Women	2003 2004 2005 2006 2003 2004 2003 2004 2005 2005	After Before After Before After Before After Before After Before After Before After Before After Before	60 69 71 72 80 80 71 71 54 54 53 54 62 63 55	81 85 107 86 108 85 110 75 104 93 91 93 92 93 94 91	(2.17) 69*** (2.49) 71*** (1.77) 72*** (2.72) 80** (1.77) 80** (2.72) 80** (2.68) 71** (2.72) 54** (3.04) 62** (2.11) 63** (3.24) 55*** (1.55) 55*** (3.24) 55*** (3.24) 55***	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2 -27.5 -6.1 -32.0 -41.9 -40.5 -42.8 -41.3 -33.3 -33.5 -39.4	208 277 278 289 276 276 271 271 233 232 240 242 240 242 250 251 233	239 264 337 257 340 237 324 226 333 278 287 278 284 284 263 284 284 284	-31 (6.24) 13** (5.12) -59*** (7.82) 32*** (5.29) -51*** (5.29) -51*** (8.74) 39*** (8.74) 39*** (8.74) 39*** (8.63) 45*** (4.73) -62*** (7.58) -46** (5.11) -54*** (6.32) -42*** (6.08) -33*** (9.99) -25*** (5.68) -25***	-12.8 4.9 -17.5 12.5 -14.9 16.5 -14.8 20.1 -18.6 -18.9 -12.4 -14.7 -5.0 -11.6 -9.8	457 459 476 478 483 484 393 402 405 431 432	419 531 410 543 402 546 445 456 438 450 425 465	38*** (8.41) -72*** (12.78) 68*** (8.71) -65*** (14.19) 82*** (14.49) -54*** (14.49) -54*** (14.49) -54*** (14.49) -54*** (14.49) -54*** (14.49) -54*** (14.9) -54*** (15.96) 5 (10.06) -33* (16.64)	9.2 -13.6 16.5 -12.0 20.4 -11.3 -12.0 -13.8 -8.4 -10.1 1.2 -7.1	630 633 535 535	578 724 598 607	53*** (11.78) -91*** (17.76) -66*** (11.61) -72*** (16.22)	9.1 -12.6 -11.0 -11.9
Old peop Men Women	<ul> <li>le (45-5</li> <li>2003</li> <li>2004</li> <li>2005</li> <li>2004</li> <li>2003</li> <li>2004</li> <li>2003</li> <li>2004</li> <li>2005</li> <li>2006</li> <li>2006</li> </ul>	After 54) Before After Before After Before After Before After Before After Before After Before	60 69 71 72 80 80 71 71 54 53 54 62 63 55 55	81 85 107 86 108 85 110 75 104 93 91 93 92 93 94 91 88	(2.17) 69*** (1.69) 69*** (2.49) 71*** (1.77) 72*** (2.72) 80*** (2.27) 54*** (3.24) 55**** (1.95) 55*** (2.97) (2.97) (2.97)	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2 -27.5 -6.1 -32.0 -41.9 -40.5 -42.8 -41.3 -33.3 -33.5 -39.4 -37.4	208 277 278 288 289 276 276 271 231 232 240 240 240 242 250 251 233 233 234	239 264 337 257 340 237 324 226 333 278 287 274 284 263 284 263 284 258 258	-31 (6.24) 13** (5.12) -59*** (7.82) 32*** (5.27) -51*** (8.74) 39*** (8.74) 39*** (8.74) 39*** (8.74) 39*** (8.74) 39*** (7.78) -48*** (7.78) -48*** (7.78) -48*** (7.78) -46*** (7.78) -34*** (6.32) -34*** (6.32) -13** (6.32) -33*** (9.99) -25*** (5.68) (9.99) -25*** (5.68)	-12.8 4.9 -17.5 12.5 -14.9 16.5 -14.8 20.1 -18.6 -16.6 -18.9 -12.4 -12.4 -12.4 -12.4 -11.6 -9.8 -14.2	457 459 476 478 483 484 394 393 402 405 431 432	419 531 410 543 402 546 445 456 438 450 425 465	38*** (8.41) -72*** (12.78) 68*** (8.71) -65*** (14.19) 82*** (14.19) 82*** (14.49) -54*** (14.49) -54*** (14.49) -54*** (14.49) -54*** (14.49) -54*** (14.49) -54*** (15.96) 5 (10.06) -33** (16.64)	9.2 -13.6 16.5 -12.0 20.4 -11.3 -12.0 -13.8 -8.4 -10.1 1.2 -7.1	630 633 535 535	578 724 598 607	53*** (11.78) -91*** (17.76) -66**** (11.61) -72*** (16.22)	9.1 -12.6 -11.0 -11.9
Old peop Men Women	2003 2004 2005 2006 2003 2004 2003 2004 2005 2006	After 54) Before After Before After Before After Before After Before After Before After Before After Before After	60 69 71 72 80 80 71 71 54 54 53 54 62 63 55 55	81 85 107 86 108 85 110 75 104 93 93 91 93 92 93 94 91 88	(2.17) 69*** (1.69) 69*** (2.49) 71*** (1.77) 80*** (2.72) 80*** (2.27) 53**** (3.24) 55**** (1.95) 55**** (2.97) 55**** (2.97) 55**** (2.97) 55**** (2.97) 55**** (2.97) 55**** (2.97) 55***	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2 -27.5 -6.1 -32.0 -41.9 -40.5 -42.8 -41.3 -33.3 -33.5 -39.4 -37.4	208 277 278 288 289 276 276 271 233 232 240 242 250 251 233 234	239 264 337 257 340 237 324 226 333 278 287 274 284 284 284 284 284 284 284 284 284 28	-31 (6.24) 13** (5.12) -59*** (5.29) -51*** (5.27) -51*** (8.74) 39*** (8.74) 39*** (8.74) 39*** (8.74) 39*** (5.14) -48*** (7.36) -62*** (5.17) -34*** (6.32) -34*** (6.32) -13** (6.32) -13** (6.32) -33*** (9.99) -25*** (9.99) -25*** (9.99) -25*** (9.92)	-12.8 4.9 -17.5 12.5 -14.9 16.5 -14.8 20.1 -18.6 -16.6 -18.9 -12.4 -14.7 -5.0 -11.6 -9.8 -14.2	457 459 476 478 483 484 394 393 402 405 431 432	419 531 410 543 402 546 445 456 438 450 425 465	38*** (8.41) -72*** (12.78) 68**** (8.71) -65**** (14.19) 82*** (8.41) -61*** (14.49) -54*** (14.49) -54*** (14.49) -54*** (14.49) -54*** (11.98) -37*** (10.06) -33* (10.06) -33* (16.64)	9.2 -13.6 16.5 -12.0 20.4 -11.3 -12.0 -13.8 -8.4 -10.1 1.2 -7.1	630 633 535 535	578 724 598 607	53*** (11.78) -91*** (17.76) -66*** (11.61) -72*** (16.22)	9.1 -12.6 -11.0 -11.9
Old peop Men Women	le (45-5 2003 2004 2005 2006 2004 2005 2004 2005 2006 2006 2006	After 54) Before After Before After Before After Before After Before After Before After Before After Before After Before Before After	60 69 71 72 80 80 71 71 54 53 54 62 63 55 55 91	81 85 107 86 108 85 110 75 104 93 91 93 92 93 94 91 88	(2.17) 69*** (1.69) 69*** (2.49) 71*** (1.77) 72*** (2.72) 80** (1.77) 80*** (2.72) 80*** (2.86) 71*** (2.82) 54*** (3.04) 62*** (3.04) 62*** (2.95) 55*** (2.97) 55***	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2 -27.5 -6.1 -32.0 -41.9 -40.5 -42.8 -41.3 -33.3 -33.5 -39.4 -37.4 5.6	208 277 278 289 276 271 271 233 232 240 242 250 251 233 234 351	239 264 337 257 340 237 324 226 333 278 287 274 284 263 284 263 284 258 272	-31 (6.24) 13** (5.12) -59*** (7.82) 32*** (5.29) -51*** (5.29) -51*** (8.74) 39*** (5.11) -54*** (4.73) -62*** (4.73) -62*** (5.11) -54*** (5.11) -54*** (6.08) -33*** (9.96) -13** (6.08) -39*** (5.68) -39*** (5.68) -39*** (5.68) -39*** (5.68) -39*** (5.68) -39*** (6.08) -64***	-12.8 4.9 -17.5 12.5 -14.9 16.5 -14.8 20.1 -18.6 -16.6 -18.9 -12.4 -14.7 -5.0 -11.6 -9.8 -14.2 31.3	457 459 476 478 483 484 393 402 405 431 432	419 531 410 543 402 546 445 456 425 465	38*** (8,41) -72*** (12,78) 65*** (8,71) -65*** (14,19) 82*** (14,19) 82*** (14,49) -54*** (14,49) -54*** (14,49) -54*** (14,49) -54*** (14,49) -54*** (15,96) 5 (10,06) -33* (16,64) 150*** (9,83) -90***	9.2 -13.6 16.5 -12.0 20.4 -11.3 -12.0 -13.8 -8.4 -10.1 1.2 -7.1 35.7	630 633 535 535 793	578 724 598 607 585	53*** (11.78) -91*** (17.76) -66*** (11.61) -72*** (16.22) 210*** (13.74) -120***	9.1 -12.6 -11.0 -11.9 35.9
Old peop Men Women Low educ Men	le (45-5 2003 2004 2005 2006 2003 2004 2005 2006 2006 2006 2003	After 54) Before After Before After Before After Before After Before After Before After 5-54) Before	60 69 71 72 80 80 71 71 54 53 54 53 55 55 55 91 92	81 85 107 86 108 85 110 75 104 93 91 93 92 93 94 91 88 87 128	(2.17) 69*** (1.69) 69*** (2.49) 71*** (1.77) 80** (1.77) 80** (2.72) 80** (1.56) 71** (2.46) 54*** (2.46) 54*** (2.11) 62*** (3.04) 62*** (2.11) 63*** (3.24) 55*** (2.97) 91** (2.09) 92** (3.08) 92*	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2 -27.5 -6.1 -32.0 -41.9 -40.5 -42.8 -41.3 -33.3 -33.5 -39.4 -37.4 5.6 -28.6	208 277 278 289 276 276 271 233 232 240 242 250 251 233 234 351	239 264 337 257 340 237 324 226 333 278 287 274 284 284 258 284 258 272 268 415	-31 (6.24) 13** (5.12) -59*** (7.82) 32*** (5.29) -51*** (5.29) -51*** (8.74) 39*** (5.29) -51*** (5.29) -73*** (5	-12.8 4.9 -17.5 12.5 -14.9 16.5 -14.8 20.1 -18.6 -18.6 -18.9 -12.4 -14.7 -5.0 -11.6 -9.8 -14.2 31.3 -15.5	457 459 476 478 483 484 394 393 402 405 431 432	419 531 410 543 402 546 445 456 438 450 425 465	38*** (8.41) -72*** (12.78) 68*** (8.71) -65*** (14.19) 82*** (14.19) 82*** (14.49) -54*** (11.98) -33*** (16.64) -55*** (16.64) -55*** (16.64) -55*** (16.64) -55***	9.2 -13.6 16.5 -12.0 20.4 -11.3 -12.0 -13.8 -8.4 -10.1 1.2 -7.1 35.7 -13.7	630 633 535 535 535	578 724 598 607 585 914	53*** (11.78) -91*** (17.76) -66*** (11.61) -72*** (16.22) 210*** (13.74) -120*** (21.09)	9.1 -12.6 -11.0 -11.9 35.9 -13.1
Old peop Men Women	le (45-5 2003 2004 2005 2006 2003 2004 2005 2006 2006 2006 2006 2003 2004	After 54) Before After	60 69 71 72 80 80 71 71 54 53 54 63 55 55 91 92 92	81 85 107 86 108 85 110 75 104 93 91 93 92 93 94 91 88 87 128	(2.17) 69*** (1.69) 69*** (2.49) 71*** (1.77) 72*** (2.72) 80*** (2.71) 54*** (3.24) 55**** (2.97) 91** (2.97) 91** (2.09) 92*** (2.16) 94*** (2.16) 94***	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2 -27.5 -6.1 -32.0 -41.9 -40.5 -42.8 -41.3 -33.3 -33.5 -39.4 -37.4 5.6 -28.6 4.1	208 277 278 288 289 276 276 271 233 232 240 240 240 251 233 234 351 351	239 264 337 257 340 237 324 226 333 278 287 287 284 284 284 258 272 258 272 268 415 263	-51 (6.24) 13** (5.12) -59*** (5.29) -51*** (5.29) -51*** (5.29) -51*** (5.29) -51*** (5.29) -51*** (5.29) -51*** (5.29) -51*** (5.27) -51*** (5.27) -51*** (5.27) -51*** (5.27) -51*** (5.27) -51*** (5.28) -34*** (6.32) -34*** (6.32) -33*** (6.32) -33*** (6.32) -33*** (5.68) -33*** (5.68) -33*** (5.68) -33*** (6.32) -33*** (6.32) -33*** (6.32) -33*** (6.32) -33*** (6.32) -33*** (6.32) -33*** (6.32) -33*** (6.32) -33*** (6.32) -33*** (6.32) -33*** (6.32) -33*** (6.32) -33*** (6.32) -33*** (6.32) -33*** (6.68) -33*** (6.63) -33*** (6.63) -33*** (6.63) -33*** (6.63) -33*** (6.63) -33*** (6.63) -33*** (6.63) -33*** (6.63) -33*** (6.63) -33*** (6.63) -33*** (6.63) -33*** (6.63) -33*** (6.63) -33*** (6.63) -33*** (6.63) -33*** (6.63) -33*** (6.75) -33*** (7.75) -33*** (7.75) -33*** (7.75) -33***	-12.8 4.9 -17.5 12.5 -14.9 16.5 -14.8 20.1 -18.6 -16.6 -18.9 -12.4 -14.7 -5.0 -11.6 -9.8 -11.6 -9.8 -14.2 31.3 -15.5 34.1	457 459 476 478 483 484 394 393 402 405 431 432 569 570 580	419 531 410 543 402 546 445 438 450 425 465 465	38*** (8.41) -72*** (12.78) 68*** (8.71) -65*** (14.19) 82*** (8.71) -61*** (14.49) -54*** (1.4.49) -54*** (1.98) -37*** (11.98) -37*** (10.28) -45** (10.06) -33* (16.64) -33* (16.64) -55 (10.06) -33* (16.64) -55 (15.15) 166*** (9.95) -65***	9.2 -13.6 16.5 -12.0 20.4 -11.3 -12.0 -13.8 -8.4 -10.1 1.2 -7.1 35.7 -13.7 39.8	630 633 535 535 535	578 724 598 607 585 914	53*** (11.78) -91*** (17.76) -66*** (11.61) -72*** (16.22) 210*** (13.74) -120*** (21.09)	9.1 -12.6 -11.0 -11.9 35.9 -13.1
Old peop Men Women	le (45-5 2003 2004 2005 2006 2003 2004 2005 2006 2006 2006 2006 2003 2004	After After After Before After Before After Before After Before After Before After Before After Before After Before After	60 69 71 72 80 80 71 71 71 54 53 54 62 63 55 55 91 92 92 94	81 85 107 86 108 85 110 75 104 93 91 93 92 93 94 91 88 87 128	(2.17) 69*** (1.69) 69*** (2.49) 71*** (1.77) 72*** (2.72) 80*** (2.72) 80*** (2.72) 80*** (2.72) 80*** (2.72) 80*** (2.72) 80*** (2.72) 80*** (2.66) 71*** (2.46) 54*** (2.46) 54*** (2.46) 54*** (2.27) 53*** (2.1) 54*** (3.04) 62*** (2.97) 91** (2.97) 91** (2.97) 91** (2.97) 91** (2.97) 91** (2.16) 92*** (3.08) 92** (3.16) 92*** (3.16) 92*** (3.16) 91** (2.16) 91** (2.16) 91** (2.16) 91** (2.16) 91** (2.16) 91** (2.16) 91** (2.16) 91** (2.16) 91** (2.16) 91** (2.16) 91** (2.16) 91** (2.16) 91** (2.16) 91** (2.17) 91** (2.17) 91** (2.16) 91** (2.17) 91** (2.16) 91** (2.17) 91** (2.16) 91** (2.17) 91** (2.16) 91** (2.17) 91** (2.16) 91** (2.16) 91** (2.16) 91** (2.17) 91** (2.16) 92*** (3.16) 91** (2.16) 91** (2.16) 91** (2.16) 91** (2.16) 91** (3.15) 103***	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2 -27.5 -6.1 -32.0 -41.9 -40.5 -42.8 -41.3 -33.3 -33.5 -39.4 -37.4 5.6 -28.6 4.1 -27.2	208 277 278 289 276 276 271 231 232 240 242 250 242 250 251 233 234 351 351 351	239 264 337 257 340 237 324 226 333 278 287 287 284 284 258 274 258 258 272 268 415 263 406	-51 (6.24) 13** (5.12) -59*** (7.82) 32*** (5.27) -51*** (5.14) -48*** (8.63) 45*** (8.63) 45*** (4.73) -62*** (7.58) 48*** (7.58) 48*** (7.58) 34*** (7.58) 34*** (7.58) 34*** (7.58) 34*** (6.32) 34*** (6.32) 34*** (6.08) (9.99) -25*** (5.568) 33*** (5.568) 33*** (5.568) 39*** (5.568) 39*** (6.32) (9.99) -25*** (6.32) (9.99) -25*** (6.32) (9.99) -25*** (6.568) 39*** (6.575) 30*** (6.575) 30*** (6.575) 30*** (6.575) 30*** (6.575) 30*** (6.575) 30*** (6.575) 30*** (6.575) 30*** (6.155) 50*** (6.157) 50*** (6.157) 50*** (6.157) 50*** (6.157) 50*** (6.157) 50*** (6.157) 50*** (6.157) 50*** (6.157) 50*** (6.157) 50*** (6.157) 50*** (6.157) 50*** (6.157) 50*** (6.157) 50*** (6.157) 50*** (6.157) 50*** (50***)	-12.8 4.9 -17.5 12.5 -14.9 16.5 -14.8 20.1 -18.6 -16.6 -18.9 -12.4 -14.7 -5.0 -12.4 -14.7 -9.8 -14.2 31.3 -15.5 34.1 -12.4	457 459 476 478 483 484 394 393 402 405 431 432 569 570 580 580	419 531 410 543 402 546 445 456 438 450 425 465 425 465	38*** (8.41) -72*** (12.78) 68*** (8.71) -65*** (14.19) 82*** (8.71) -61*** (14.49) -54*** (14.49) -54*** (14.49) -54*** (14.49) -54*** (14.49) -54*** (15.75) -37** (16.64) -33* (16.64) -50*** (9.85) -90*** (9.95) -65*** (15.15) -166*** (9.95) -65*** (15.75)	9.2 -13.6 16.5 -12.0 20.4 -11.3 -12.0 -13.8 -8.4 -10.1 1.2 -7.1 35.7 -13.7 39.8 -10.0	630 633 535 535 793 794	578 724 598 607 585 914	53*** (11.78) -91*** (17.76) -66*** (11.61) -72*** (16.22) 210*** (13.74) -120*** (21.09)	9.1 -12.6 -11.0 -11.9 35.9 -13.1
Old peop Men Women	le (45-5 2003 2004 2005 2006 2004 2004 2006 2006 2003 2004 2003 2004 2003	After Before After	60 69 71 72 80 80 71 71 54 55 55 55 91 92 92 94 103	81 85 107 86 108 85 110 75 104 93 91 93 92 93 94 91 88 87 128 89 128	(2.17) 69*** (2.49) 71*** (1.77) 72*** (2.72) 80** (1.77) 80** (2.72) 80** (2.72) 80** (2.72) 80** (2.72) 80** (2.72) 80** (2.72) 80** (2.72) 80** (2.72) 80** (2.46) 71** (2.46) 71** (2.46) 71** (2.46) 71** (2.46) 71** (2.46) 71** (2.46) 71** (2.46) 71** (2.16) 54** (3.04) 62** (2.97) 91** (2.97) 92** (3.08) 92* (2.16) 92** (3.15) 103** (2.15) 103** (2.15) 103** (2.16) 103** (2.17) 103** (2.16) 103** (2.17) 103** (2.16) 103** (2.17) 103** (2.16) 103** (2.16) 103** (2.16) 103** (2.16) 103** (2.16) 103** (2.16) 103** (2.16) 103** (2.16) 103** (2.16) 103** (2.16) 103** (2.16) 103** (2.16) 103** (2.16) 103** (2.16) 103** (2.16) 103** (2.16) 103** (2.16) (2	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2 -27.5 -6.1 -32.0 -41.9 -40.5 -42.8 -41.3 -33.3 -33.5 -39.4 -37.4 5.6 -28.6 4.1 -27.2 16.5	208 277 278 289 276 271 271 233 232 240 242 250 251 233 234 351 351 351 356 354	239 264 337 257 340 237 324 226 333 278 287 278 284 284 258 272 268 415 268 415 263 406 242	-31 (6.24) 13** (5.12) -59*** (7.82) 32*** (5.29) -51*** (8.74) 39*** (5.29) -51*** (8.74) 39*** (8.63) -48*** (8.63) -62*** (7.58) -62*** (7.36) -34*** (6.38) -33*** (9.92) 84*** (6.08) -39*** (9.32) 84*** (6.08) -52*** (5.68) -39*** (9.32) 84*** (6.15) -50*** (9.72) 113*** (5.6** (5.74) (5.74) (5.74) (6.75) -52*** (7.36) -33***	-12.8 4.9 -17.5 12.5 -14.9 16.5 -14.8 20.1 -18.6 -18.9 -12.4 -18.7 -12.4 -14.7 -5.0 -11.6 -9.8 -14.2 31.3 -15.5 34.1 -12.4 46.8	457 459 476 478 483 484 393 402 405 431 432 569 570 580 586 624	419 531 410 543 402 546 445 456 438 450 425 465 465 421 660 416 651 410	38*** (8.41) -72*** (12.78) 68*** (8.71) -65*** (14.19) 82*** (14.49) -54*** (14.49) -54*** (14.49) -54*** (14.49) -63*** (10.06) -33* (16.64) 150*** (9.83) -90*** (15.75) -65*** (9.83) -90*** (15.75) -65*** (9.83) -90*** (15.75) -65*** (9.83) -90*** (15.75) -65*** (9.83) -90*** (15.75) -65***	9.2 -13.6 16.5 -12.0 20.4 -11.3 -12.0 -13.8 -8.4 -10.1 1.2 -7.1 35.7 -13.7 39.8 -10.0 52.9	630 633 535 535 793 794	578 724 598 607 585 914	53*** (11.78) -91*** (17.76) -66*** (11.61) -72*** (16.22) 210*** (13.74) -120*** (21.09)	9.1 -12.6 -11.0 -11.9 35.9 -13.1
Old peop Men Women	le (45-5 2003 2004 2005 2006 2003 2004 2005 2006 2003 2004 2003	After After After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After Before After	60 69 71 72 80 80 71 71 54 53 54 62 63 55 55 91 92 92 94 103	81 85 107 86 108 85 110 75 104 93 91 93 92 93 94 91 88 87 128 89 128 88 129	(2.17) 69*** (1.69) 69*** (2.49) 71*** (1.77) 72*** (2.72) 80*** (2.72) 80*** (2.72) 80*** (2.72) 80*** (2.72) 80*** (2.72) 80*** (2.72) 80*** (2.72) 80*** (2.72) 80*** (2.72) 80*** (2.72) 80*** (2.64) 54*** (2.71) 53**** (2.71) 63*** (2.72) 80*** (2.72) 53**** (2.71) 63*** (2.71) 63*** (2.97) 91** (2.09) 92** (2.09) 92** (2.05) 103*** (3.03) 93*** (3.05) 103*** (3.05) 103*** (3.05) 103*** (3.05) 103*** (3.05) 103*** (3.05) 103*** (3.05) 103*** (3.05) 103*** (3.05) 103*** (3.05) 103*** (3.05) 103*** (3.05) 103*** (3.05) 103*** (3.05) 103*** (3.05) 103*** (3.75) 103** (3.75)	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2 -27.5 -6.1 -32.0 -41.9 -40.5 -42.8 -41.3 -33.3 -33.5 -39.4 -37.4 5.6 -28.6 4.1 -27.2 16.5 -20.4	208 277 278 288 289 276 271 271 233 232 240 242 250 242 250 251 233 234 351 351 351 351 354 354 355	239 264 337 257 340 237 324 226 333 278 287 274 284 284 258 274 284 258 272 268 415 263 406 242 386	-31 (6.24) 13** (5.12) -59*** (5.29) -51*** (5.29) -51*** (5.29) -51*** (5.14) -48*** (8.63) 45*** (7.58) -42*** (5.11) -54*** (5.11) -54*** (5.11) -54*** (5.11) -54*** (5.12) -42*** (5.68) -33*** (9.99) -25*** (9.32) 84*** (6.08) -64*** (9.32) 84*** (6.08) -64** (9.32) 84** (9	-12.8 4.9 -17.5 12.5 -14.9 16.5 -14.8 20.1 -18.6 -16.6 -18.9 -12.4 -14.7 -5.0 -11.6 -9.8 -12.4 31.3 -15.5 34.1 -12.4 46.8 -8.1	457 459 476 478 483 484 394 393 402 405 431 432 569 570 580 586 624 627	419 531 410 543 402 546 445 456 438 455 465 465 465 465 416 651 410 652	38*** (8.41) -72*** (12.78) 68*** (8.71) -65*** (14.19) 82*** (14.19) 82*** (14.49) -54*** (14.49) -54*** (14.49) -54*** (15.78) -37*** (10.26) -33* (10.06) -35* (10.07) -25* (10.07) -25* (10.07) -25* (10.07) -25* (10.07) -25* (10.07) -25* (10.07) -25* (10.07) -25* (10.07) -25* (10.07) -25* (10.77) -25* (10.77) -25* (10.77) -25* (10.77) -25* (10.77) -25* (10.77) -25* (10.77) -25* (10.77) -25*	9.2 -13.6 16.5 -12.0 20.4 -11.3 -12.0 -13.8 -8.4 -10.1 1.2 -7.1 35.7 -13.7 39.8 -10.0 52.9 -3.9	630 633 535 535 793 794	578 724 598 607 585 914	53*** (11.78) -91*** (17.76) -72*** (16.22) 210*** (13.74) -120*** (21.09)	9.1 -12.6 -11.0 -11.9 35.9 -13.1
Old peop Men Women	le (45-5 2003 2004 2005 2006 2003 2004 2005 2006 2006 2004 2005 2004	After After After Before After	60 69 71 72 80 80 71 71 54 53 54 62 63 55 55 91 92 92 94 103 89	81 85 107 86 108 85 110 75 104 93 91 93 92 93 94 91 88 87 128 89 128 88 129 79	(2.17) 69*** (2.49) 71*** (1.77) 72*** (1.77) 80*** (2.72) 80*** (3.24) 55*** (2.97) 91** (2.97) 91** (2.05) 103*** (3.12) 89***	-25.6 -18.9 -34.9 -16.5 -33.7 -6.2 -27.5 -6.1 -32.0 -41.9 -40.5 -42.8 -41.3 -33.3 -33.5 -39.4 -37.4 5.6 -28.6 4.1 -27.2 16.5 -20.4 12.8	208 277 278 288 289 276 276 271 233 232 240 240 251 233 234 351 351 351 351 355 355 333	239 264 337 257 340 237 324 226 333 278 287 274 284 258 274 284 258 272 268 415 263 406 242 386 235	-31 (6.24) 13** (5.12) -59*** (7.82) 32*** (5.27) -51*** (8.74) 39*** (8.74) 39*** (8.74) 39*** (8.74) 39*** (5.14) -48*** (8.74) 39*** (6.73) -62*** (7.758) -46*** (7.758) -46*** (7.758) -34*** (6.08) -34*** (6.08) -33*** (6.08) -33*** (6.08) -33*** (6.08) -33*** (6.08) -64*** (6.15) -50*** (6.15) -50*** (6.36) 90*** (6.15) -50*** (6.36) 90*** (6.15) -50*** (6.36) 90*** (6.56) -31*** (6.68) -31*** (6.64) 90*** (6.56) -31*** (6.68) -64*** (6.56) -31*** (6.68) -64*** (6.56) -31*** (6.68) -64*** (6.15) -50*** (6.68) -64*** (6.68) -64*** (6.68) -64*** (6.68) -64*** (6.72) -11*** (6.68) -64*** (6.72) -11*** (6.68) -64*** (6.72) -11*** (6.68) -64*** (6.72) -11*** (6.68) -64*** (6.72) -11*** (6.68) -64*** (6.73) -62*** (6.64) -64*** (6.73) -62*** (6.64) -64*** (6.73) -62*** (6.64) -64*** (6.73) -64*** (6.64) -64*** (6.73) -64*** (6.64) -73*** (6.64) -73*** (6.64) -73*** (6.64) -73*** (6.64) -73*** (6.64) -73*** (6.64) -73*** (6.64) -73*** (6.64) -73*** (6.64) -73*** (6.64) -73*** (6.64) -73*** (6.72) -73*** (6.64) -73*** (6.72) -73*** (6.64) -73*** (6.72) -73*** (6.64) -73*** (6.72) -73*** (6.72) -73*** (6.72) -73*** (6.72) -73*** (6.72) -73*** (6.72) -73*** (6.72) -73*** (6.72) -73*** (6.72) -73*** (6.72) -73*** (6.72) -73*** (6.72) -73*** (7.74)	-12.8 4.9 -17.5 12.5 -14.9 16.5 -14.8 20.1 -18.6 -16.6 -18.9 -12.4 -14.7 -5.0 -12.4 -14.7 -5.0 -11.6 -9.8 -14.2 31.3 -15.5 34.1 -12.4 46.8 -8.1 42.1	457 476 478 483 484 394 393 402 405 431 432 569 580 580 580 586 624 627	<ul> <li>419</li> <li>531</li> <li>410</li> <li>543</li> <li>402</li> <li>546</li> <li>438</li> <li>450</li> <li>425</li> <li>465</li> <li>421</li> <li>660</li> <li>416</li> <li>651</li> <li>410</li> <li>652</li> </ul>	38*** (8.41) -72*** (12.78) 68*** (8.71) -65*** (14.19) 82*** (14.19) 82*** (14.49) -54*** (14.49) -54*** (14.49) -37*** (11.98) -37*** (10.28) -45** (10.28) -45** (10.06) -33* (10.64) 5 (10.06) -33* (16.64) 150*** (9.83) -90*** (15.75) 217*** (15.77) 217***	9.2 -13.6 16.5 -12.0 20.4 -11.3 -12.0 -13.8 -8.4 -10.1 1.2 -7.1 35.7 -13.7 39.8 -10.0 52.9 -3.9	630 633 535 535 793 794	578 724 598 607 585 914	53*** (11.78) -91*** (17.76) -66*** (11.61) -72*** (16.22) 210*** (13.74) -120*** (21.09)	9.1 -12.6 -11.0 -11.9 35.9 -13.1

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
		After	64	101	64***	-36.3	267	320	-53***	-16.6	445	506	-60***	-119	608	681	-73***	-10.7
	2004	Before	62	91	62***	-31.5	269	263	7* (6.32)	27	446	413	33***	80	000		()	10.0
	2001	After	63	100	63***	-37.1	272	316	-44***	-13.8	449	506	-58***	-114				
	200.5	Before	71	91	71***	-21.8	273	253	20***	7.8	461	407	55*** (9.34)	13.4				
	2000	After	72	100	72***	-28.4	275	301	-26**	-8.7	464	498	-33**	-6.6				
	2006	Before	75	91	75***	-17.6	270	255	24***	9.2	-0-	470	(14.77)	0.0				
	2000	After	75	100	75***	-24.9	280	310	-30***	-9.8								
Medium	educate	ed (25-54	)	100	(2.02)	-24.7	200	510	(0.27)	-7.0								
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
		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				
		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				
		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								
		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
		After	49	83	49*** (2.29)	-40.6	202	247	-45*** (7.19)	-18.2	330	381	-52***	-13.5	442	500	-57***	-11.5
	2004	Before	49	79	49***	-38.3	216	211	5 (5.45)	22	345	321	24** (8.34)	7.3			(,	
	2001	After	49	80	49***	-39.1	216	239	-23**	-9.5	345	372	-26*	-7 1				
	2005	Before	54	78	54***	-31.0	210	203	6* (4 96)	31	345	314	30***	9.4				
	2005	After	54	81	54***	-33.1	210	200	-18**	-8.0	347	345	-17*	-4.7				
	2004	Refere	50	77	(2.07) 50***	-55.1	102	200	-19*** (4.34)	-0.0	547	303	(12.57)	-4.7				
	2008	After	50	74	50***	-33.0	100	201	-30***	-7.2								
High edu	cated (	25-54)	50	74	(2.47)	-32./	103	213	(7.3)	-14.2								
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
		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	1 <i>5</i> 0*** (18.13)	64.6				
		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				
		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								
		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
		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				
		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				
		After	41	69	41***	-40.9	177	195	-18*	-9.3	295	307	-13 (22.31)	-4.1				
	2006	Before	42	56	42***	-24.4	1.58	134	24***	17.8			(,					
	2000	After	42	62	42***	-31.0	159	179	-20*	-11.1								
Nationals	(25-54	)	42	02	(4.27)	-01.0	157	177	(12.73)	-11.1			10.000				177***	
Men	2003	Before	73	77	(1.27)	-4.6	287	222	(3.7)	29.2	466	341	(5.9)	36.3	643	466	(8.17)	38.0
		After	73	111	(1.95)	-34.0	287	346	-60***	-17.2	465	543	-/8*** (9.82)	-14.3	643	740	-9/*** (13.52)	-13.1
	2004	Before	75	77	(1.32)	-1.7	298	218	(3.78)	37.3	487	337	(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

					CO***				7*				20***					
	2004	Before	52	82	(1.42)	-36.5	231	225	(4.06)	2.9	375	346	(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***	-28.0	227	215	12***	5.7	380	338	42***	124				
	2005	Affen	50	01	58***	-20.0	227	215	-16**	5.7	201	200	-18*	12.4				
		Allel	50	04	(1.91) 58***	-30.2	220	244	-2	-0.4	301	377	(7.27)	-4.5				
	2006	Betore	58	80	(1.2) 58***	-28.1	213	214	(3.33) -35***	-0.7								
Non-natio	onals (2	After	58	83	(1.79)	-30.6	213	248	(5.3)	-14.1								
	00000	D = f = = =	70	00	72**	10.0	007	051	39***	15.4	4/2	202	76***	10.4	151	544	118***	01.4
men	2003	Belore	12	82	(3.47) 73***	-10.2	287	201	-53***	10.6	463	393	(16.17) -70**	19.4	606	346	(22.7) -97**	21.6
		Atter	/3	109	(4.92) 79	-32.9	289	341	(14.85) 56***	-15.4	468	538	(24.24) 111***	-13.1	663	760	(34.14)	-12.7
	2004	Before	79	84	(3.62) 82***	-3.6	295	243	(10.11) -48**	23.1	489	383	(16.3) -68**	28.8				
		After	82	115	(5.21) 85*	-29.1	303	350	(15.45) 70***	-13.7	498	566	(25.08)	-12.0				
	2005	Before	85	82	(3.34)	5.2	288	220	(9.01)	31.9	511	370	(15.12)	39.2				
		After	87	114	(4.74)	-23.9	294	328	(13.97)	-10.3	522	569	(23.87)	-8.2				
	2006	Before	68	73	68* (2.54)	-5.8	259	213	46***	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
		Aftor	56	88	56***	-37.0	236	287	-50**	-17.6	403	149	-66*	-14.1	544	649	-83*	-12.8
	0004	Defere	50	00	59***	-07.0	230	207	-2	-17.0	400	407	8	-14.1	500	047	(40.20)	-12.0
	2004	Belore	27	82	(5.16) 60***	-28.3	239	235	(14.71) -72**	-1.0	389	3/1	(23.13) -104**	2.1				
		After	60	98	(7.46) 67***	-38.7	236	308	(22.93) 37***	-23.4	385	489	(37.17) 76***	-21.2				
	2005	Before	67	81	(4.31)	-17.0	255	224	(11.81)	16.4	425	361	(18.78)	21.1				
		After	69	94	(6.34)	-26.2	267	285	(18.29)	-6.3	450	461	(29.66)	-2.4				
	2006	Before	64	78	(3.78)	-17.2	252	220	(10.56)	15.1								
		After	67	83	67** (5.49)	-18.4	259	255	4 (16.83)	1.7								
Disabled	(25-54)				00***				27***				00***				104***	
Men	2003	Before	90	102	(3.33)	-11.0	350	314	(9.82)	11.9	570	488	(15.78)	16.7	774	668	(21.63)	15.9
		After	90	129	(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**	-9.5	572	607	-35*	-5.8				
	2005	Poforo	02	00	93*	4.5	24/	077	70***	25.4	(00		136***	20.2				
	2005	Deloie	73	70	94***	-4.5	340	2//	-35**	23.4	800	400	-39*	27.5				
		Atter	94	125	(4.//) 89*	-24.8	348	383	(14.2) 48***	-9.2	604	643	(23.35)	-6.1				
	2006	Before	89	93	(2.91) 89***	-4.4	330	283	(8.58) -68***	17.0								
		After	89	122	(4) 71***	-26.9	331	398	(11.98) -14*	-17.0			3				-6	
Women	2003	Before	71	99	(4.12)	-28.7	288	301	(12.14)	-4.6	482	477	(19.31)	0.6	636	639	(25.97)	-1.0
		After	71	111	(5.17)	-36.5	288	353	(16.09)	-18.5	480	556	(25.48)	-13.6	634	740	(33.84)	-14.3
	2004	Before	56	100	(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				
		Aftor	78	103	78***	-23.9	307	335	-28*	_8.3	510	556	-46*	-8.3				
	0007	Defere	70	00	73***	-20.7	070	000	-13*	-0.5	510	550	(20.77)	-0.5				
	2006	Belore	/3	98	(3.91) 74***	-23.8	2/9	293	-37**	-4.6								
Non-disa	bled (2	Atter 5-54)	74	97	(5.47)	-24.2	279	316	(16.35)	-11.6								
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
Men	2005	Affen	() ()	105	69*** 69	-7.7	271	224	-62***	10 /	407	594	-85***	1/0	(12)	710	-107***	140
		Aller	67	105	(2) 73**	-34.8	2/1	333	(6.23) 66***	-18.6	439	524	126***	-16.2	613	/19	(13.87)	-14.8
	2004	Before	73	77	(1.37) 74***	-4.3	283	219	(3.9) -42***	30.2	463	340	(6.25) -57***	37.0				
		After	74	106	(2.12) 80***	-30.4	285	328	(6.63) 74***	-12.9	467	523	(10.65) 148***	-10.9				
	2005	Before	80	76	(1.34)	5.5	276	202	(3.69)	36.9	482	335	(6.15)	44.3				
		After	81	109	(2.15)	-26.3	276	319	(6.41)	-13.4	484	539	(10.7)	-10.2				
	2006	Before	74	69	(1.13)	7.4	276	195	(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***	-18 9	354	414	-59***	-144	482	549	-67***	-123
	2004	Referr	50	91	52***	3/ 0	202	200	0	0.0	350	344	15**	4.0	.52	577	(0)	12.0
	∠004	Delore	52	01	(1.43) 52***	-30.2	223	223	(4.07) -34***	0.0	337	344	(0.3∠) -48***	4.2				
		Atter	52	86	(1.93)	-39.5	224	258	(6.18)	-13.2	360	407	(9.64)	-11.7				

					56***				6*				31***					
	2005	Before	56	80	(1.35) 56***	-29.9	219	213	(3.72) -20***	2.8	366	336	(5.87) -17*	9.1				
		After	56	83	(1.94) 56***	-32.4	220	240	(5.83) -5*	-8.3	367	384	(9.34)	-4.4				
	2006	Before	56	79	(1.2) 56***	-29.3	207	211	(3.33) -26***	-2.5								
		After	56	79	(1.79)	-28.7	207	232	(5.29)	-11.0								
Female re	eturners	(25-54)																
		. ,			51***				-50***				-72***				-83***	
Women	2003	Before	51	87	(3.91) 51***	-41.8	205	255	(11.49) -42**	-19.7	322	393	(17.53) -50**	-18.3	438	520	(23.4) -53*	-15.9
		After	51	83	(4.43) 54***	-38.3	206	247	(13.7) -23*	-16.8	322	372	(20.84) -21*	-13.5	438	491	(28.13)	-10.7
	2004	Before	54	87	(4.17) 55***	-38.5	229	251	(11.95) -10	-9.1	363	383	(18.28) -8	-5.6				
		After	55	81	(5.35) 55***	-32.5	232	242	(16.32) -32***	-4.3	365	373	(24.56) -33**	-2.2				
	2005	Before	55	89	(3.76) 55***	-39.2	214	244	(10.55) -24*	-13.2	347	378	(16.3) -26*	-8.9				
		After	55	84	(4.72) 65***	-34.9	213	237	(14.32) -51***	-10.2	346	372	(22.42)	-7.0				
	2006	Before	65	94	(3.26) 66***	-31.0	210	261	(9.15) -24**	-19.7								
		After	66	82	(4.46)	-20.3	211	236	(12.73)	-10.3								

Note: 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 respective outcome between treated and non-treated individuals 1, 3, 5 and 7 years after program start. Abs.: Difference in absolute terms. Rel.: Difference in relative terms, i.e. difference in absolute terms as percentage of theoutcome for the non-treated. Low education: at most compulsory education. Medium education: apprenticeship or intermediate technical and vocational school. High education: upper cycle of academic secondary school, higher technical or vocational college or academic degree (university, "Fachhochschule" or post-secondary college).

			After 1	year			After 3	years			After 5	years			After 7	' years	
			Non-				Non-	•			Non-				Non-		
Year		Treated	treated	Differenc	e	Treated	treated	Difference		Treated	treated	Difference		Treated	treated	Difference	
				Abs.	Rel.			Abs.	Rel.			Abs.	Rel.			Abs.	Rel.
Wom	en																
				-1,622***				-7,730***				-13,841***				-20,737***	
2003	Before	13,096	14,695	(127.99) 1.258***	-11.0	36,141	43,833	(408.22) 1.204**	-17.6	59,970	73,752	(711.22) 777	-18.8	83,416	104,038	(1,035.37) -16	-19.9
	After	13,103	11,845	(137.54)	10.6	36,175	34,972	(448.09)	3.4	60,024	59,247	(788.32)	1.3	83,459	83,475	(1,154.77)	0.0
2004	Before	13,178	14,915	(148.22)	-11.9	36,276	44,897	(474.44) 211	-19.4	60,409	75,883	(826.38)	-20.5				
	After	13,176	12,078	(158.37) -2.278***	9.1	36,295	36,084	(515.05)	0.6	60,488	61,102	(917.93) -17.638***	-1.0				
2005	Before	12,993	15,244	(140.62) 923***	-14.9	36,672	46,466	(452.41) -14	-21.4	60,623	78,070	(786.75)	-22.6				
	After	13,001	12,078	(152.08) -2,829***	7.6	36,623	36,638	(498.59) -11,513***	0.0	60,582	61,914	(876.79)	-2.2				
2006	Before	12,946	15,739	(130.08) 784***	-18.0	36,451	47,884	(417.13) -317	-24.0								
Men	After	12,972	12,189	(144.06)	6.4	36,560	36,877	(470.5)	-0.9								
				-3,310***				-14,714***				-27,344***				-41,675***	
2003	Before	17,973	21,288	(155.83) 1.601***	-15.6	49,002	63,787	(499.4) 1.640**	-23.1	80,990	108,458	(883.55) 1.304*	-25.2	110,997	152,865	(1,312.70) 1,124	-27.3
	After	18,006	16,405	(186.4)	9.8	49,138	47,498	(610.57)	3.5	81,221	79,918	(1,080.8)	1.6	111,338	110,214	(1,590.00)	1.0
2004	Before	18,036	21,460	(163.21)	-16.3	49,480	65,231	(521.63) 1.499**	-24.4	81,838	111,053	(922.95)	-26.5				
	After	18,016	16,330	(196.01) -4.377***	10.3	49,397	47,898	(644.66) -18.011***	3.1	81,711	80,153	(1,148.06)	1.9				
2005	Before	17,643	21,979	(164.23) 1,179***	-19.9	49,958	67,899	(523.48) 535	-26.5	80,584	113,726	(930.63) 636	-29.3				
	After	17,637	16,458	(195.04) -4,380***	7.2	49,986	49,451	(642.66) -17,969***	1.1	80,612	79,976	(1,139.29)	0.8				
2006	Before	18,674	23,028	(147.15) 1,489***	-19.0	52,139	70,093	(475.93) 2,442***	-25.6								
	After	18,681	17,192	(173.27)	8.7	52,214	49,771	(569.14)	4.9								

Table A.11: Estimated average treatment effect on the treated in terms of cumulated earnings for the total sample aged 25 to 54 years, scenario 2

Note: 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 cumulated earnings between treated and non-treated individuals 1, 3, 5 and 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.

### Table A.12: 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 7-10 years (women only), nationality (Austrian nationality, foreign from EU15, foreign from EU27, foreign from third country, missing), disbility 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; 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; acomoodation, food service; information, communication; services; public administration, defence, social security; education, health, culture; others); last profession (agriculture, forestry; production, specialized services; sales, trade; transport; accomodation, 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 training over last 2 years, duration in training over last 5 years, duration out of the labour force over last 5 years, duration in parental leave over last 2 years, duration of sickness benefit receipt over last 5 years, duration of sickness benefit receipt over last 5 years, duration of sickness benefit receipt over last 5 years, duration of sickness benefit receipt over last 5 years, duration of sickness benefit receipt over last 5 years, duration of sickness benefit receipt over last 5 years, duration of sickness benefit receipt over last 5 years, duration of sickness benefit receipt over last 5 years, duration of sickness benefit receipt over last 5 years, duration of sickness benefit receipt over last 5 years, duration of sickness benefit receipt over last 5 years, duration of sickness benefit receipt over last 5 years, duration of sickness benefit receipt over last 5 years, duration of sickness benefit receipt over last 5 years, duration of sickness benefit receipt over last 5 years, duration of sickness benefit receipt over last 5 years, duration of sickness benefit receipt over last 5 years, duration of sickness benefit receipt over last 5 years, duration of sickness benefit receipt over last 5 years, duration

Duration in employment over 1st year after program start, duration in employment over 3 years after program start, duration in employment over 7 years after program start, duration in unsubsidized employment over 1st year after program start, duration in unsubsidized employment over 3 years after program start, duration in unsubsidized employment over 7 years after program start, duration in unemployment over 1st year after program start, duration in unemployment over 3 years after program start, duration in unemployment over 7 years after program start, duration out of the labour force over 1st year after program start, duration out of the labour force over 3 years after program start, duration out of the labour force over 7 years after program start, cumulated income in 1st year after program start, cumulated income over 3 years after program start, cumulated income over 7 years after program start, average monthly income during employment in 1st year after program start, average monthly income during employment over 3 years after program start, average monthly income during employment over 7 years after program start, average monthly income in 1st year after program start (all calender months), average monthly income over 3 years after program start (all calender months), average monthly income over 7 years after program start (all calender months), income mobility (difference between average monthly income in first year after program start and last year before entry into unemployment), achieved economic inclusion (two thirds of observed follow-up period employed and earning in the first year after program start at least 90% of average monthly income of last year before program entry).