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**To be hired or not to be hired, the employer decides : relative chances of unemployed job-seekers on the Dutch labor market**

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*Citation for published version (APA):*

van Beek, K. W. H. (1993). To be hired or not to be hired, the employer decides : relative chances of unemployed job-seekers on the Dutch labor market Amsterdam

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## APPENDIX C REFERENCE SITUATION FOR TABLE 6.2

**Table C.1** Attributes and characteristics used in table 6.2 for the reference situation

characteristic	value
<b>APPLICANT</b>	
gender	see table 6.2
family situation	see table 6.2
slightly increased prob. of sick leave	no
non-Dutch origin	see table 6.2
education	correct for the job
command of language	adequate
travelling time	< 1 hour
current status	less then six months unemployed
availability	full-time
work experience	yes, in a similar job
wage cost subsidy	no
<b>VACANCY</b>	
type of work	administrative
heavy physical labor	no
education required	primary
current salary (gross, monthly)	f 2000
<b>FIRM/ESTABLISHMENT</b>	
construction sector	no
other industrial sector	no
main establishment	no
trading results	good
number of employees in establishment	10
proportion of female employees	.2
proportion of part-time employees	.1
proportion of employees younger than 25	.2
proportion of employees older than 40	.3
proportion of non-Dutch employees	.1
trainee(s) present	yes
<b>SELECTOR</b>	
job	general manager
experience (years)	10
gender	male
<b>COMPETITION</b>	
$\bar{y}$	-2.5
$S_y^2$	$\pi^2/3$

