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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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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
APPLICANT	
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
VACANCY	
type of work	administrative
heavy physical labor	no
education required	primary
current salary (gross, monthly)	f 2000
FIRM/ESTABLISHMENT	
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
SELECTOR	
job	general manager
experience (years)	10
gender	male
COMPETITION	
\bar{y}	-2.5
S_y^2	$\pi^2/3$

