



# Annex B2

## First steps on the labour market

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## Table B2.1

Number of respondents, by sex and education level<sup>a</sup>

	women	men	total
senior secondary vocational (MBO)	31,753	22,207	53,960
higher professional (HBO)	23,590	15,269	38,859
university	3,783	2,585	6,368

a Graduates of a full-time vocational Bachelor's programme (MBO, HBO) or Master's programme (university), aged under 30 (at time of survey).

Source: ROA (SIS'13-'15) excluding HBO programmes in fine and performing arts; VSNU (wo-Monitor'13)

## Table B2.2

Number of respondents (MBO and HBO), by sex and ethnic origin<sup>a</sup>

	total	native Dutch	Turkish	Moroccan	Surinamese	Antillean	other non-Western	Western
	senior secondary vocational (MBO)							
total	53,960	44,258	1815	1203	1150	575	2418	2541
women	31,753	25,799	1141	808	724	356	1383	999
men	22,207	18,459	674	395	426	219	1035	1542
	higher professional (HBO)							
total	38,859	33,238	536	352	544	275	1156	2758
women	23,590	19,950	332	230	365	164	679	1870
men	15,269	13,288	204	122	179	111	477	888

a Graduates of a full-time vocational Bachelor's programme (MBO, HBO), aged under 30 (at time of survey).

Source: ROA (SIS'13-'15) excluding HBO programmes in fine and performing arts

## Table B2.3:

Number of respondents (MBO), by sex, type and level

	type		level	
	full-time vocational education	block/day release	1/2	3/4
total	42,908	11,560	13,633	40,835
women	27,241	4,780	6,713	25,308
men	15,667	6,780	13,633	15,527

a MBO graduates of a full-time Bachelor's programme, aged under 30 (at time of survey).

Source: ROA (SIS'13-'15)

## Table B2.4

Share of recent graduates working at own level or higher and in line with education followed, by sex (in percentages)<sup>a</sup>

	share working at own level or higher	share working in line with education followed	share working in line with education followed and at own level or higher
senior secondary vocational (MBO)			
total	69.9	69.9	58.8
women	72.1	68.7	60.4
men	68.0	71.0	57.4
<i>significant difference?</i> <sup>b</sup>	p < 0.001	p < 0.05	p < 0.01
higher professional (HBO)			
total	75.3	75.2	62.4
women	70.9	75.5	59.6
men	81.6	74.8	66.4
<i>significant difference?</i> <sup>b</sup>	p < 0.001	n.s.	p < 0.001
university			
total	62.0	74.2	52.6
women	60.8	73.5	51.7
men	63.8	75.3	53.8
<i>significant difference?</i> <sup>b</sup>	p < 0.05	n.s.	n.s.

a Graduates of a (full-time) MBO programme, HBO Bachelor's programme or university Master's programme who were in paid work at time of survey and who were aged under 30.

b Chi square test; n.s. = not significant.

Source: ROA (SIS'13-'15 combined) excluding HBO programmes in fine and performing arts, weighted data; VSNU (wo-Monitor'13)

## Table B2.5a

Weekly working hours of working recent MBO graduates, by sex and ethnicity, 2013-2015 combined (in percentages)<sup>a</sup>

	< 12	12-19	20-27	28-34	≥35
native Dutch					
total	5.1	6.5	15.3	24.0	49.1
women	7.2	10.0	24.9	30.7	27.2
men	3.2	3.3	6.8	17.9	68.8
<i>significant difference?</i> <sup>b</sup>	p < 0.001				
Turkish					
total	16.5	18.9	20.5	16.2	27.9
women	18.4	20.3	23.0	22.6	15.7
men	15.0	17.7	18.3	10.7	38.4
<i>significant difference?</i> <sup>b</sup>	p < 0.001				
Moroccan					
total	16.5	18.8	19.7	20.3	24.8
women	18.6	24.6	22.1	18.8	15.8
men	14.2	12.5	17.0	21.8	34.5
<i>significant difference?</i> <sup>b</sup>	p < 0.001				
Surinamese					
total	13.2	15.7	22.9	17.1	31.1
women	10.6	20.1	28.0	21.1	20.3
men	15.9	11.1	17.7	13.0	42.2
<i>significant difference?</i> <sup>b</sup>	p < 0.001				
Antillean					
total	14.1	18.1	15.6	18.2	33.9
women	12.4	25.8	23.2	24.8	13.8
men	15.7	11.5	9.0	12.5	51.4
<i>significant difference?</i> <sup>b</sup>	p < 0.001				
other non-Western					
total	11.1	19.2	18.5	19.4	31.8
women	16.4	20.4	26.8	15.7	20.7
men	6.9	18.3	12.0	22.3	40.4
<i>significant difference?</i> <sup>b</sup>	p < 0.001				
Western					
total	6.2	8.1	15.9	24.3	45.5
women	9.1	11.5	18.5	28.1	32.7
men	3.2	4.7	13.2	20.4	58.6
<i>significant difference?</i> <sup>b</sup>	p < 0.001				

a MBO graduates of a full-time Bachelor's programme, aged under 30 (at time of survey).

b Chi square test.

Source: ROA (SIS'13-'15), weighted data

## Table B2.5b

Weekly working hours of working recent HBO graduates, by sex and ethnicity, 2013-2015 combined (in percentages)<sup>a</sup>

	< 12	12-19	20-27	28-34	≥35
native Dutch					
total	3.9	6.1	12.6	18.1	59.3
women	5.2	8.2	17.0	23.8	45.8
men	2.1	3.1	6.5	10.0	78.2
<i>significant difference?</i> <sup>b</sup>	p < 0.001				
Turkish					
total	5.7	9.5	9.4	19.3	56.2
women	6.1	8.4	13.7	26.4	45.4
men	5.1	10.9	3.3	9.3	71.3
<i>significant difference?</i> <sup>b</sup>	p < 0.001				
Moroccan					
total	5.8	4.1	14.5	19.4	56.2
women	9.3	5.4	16.2	23.7	45.5
men	0	2.1	11.7	12.4	73.9
<i>significant difference?</i> <sup>b</sup>	p < 0.001				
Surinamese					
total	6.2	5.2	11.4	17.7	59.5
women	6.3	5.1	15.8	21.2	51.5
men	6.0	5.2	2.6	10.7	75.5
<i>significant difference?</i> <sup>b</sup>	p < 0.001				
Antillean					
total	4.4	5.4	15.0	14.4	60.8
women	3.5	8.4	21.6	20.0	46.5
men	5.6	1.3	6.1	6.9	80.1
<i>significant difference?</i> <sup>b</sup>	p < 0.001				
other non-Western					
total	6.1	6.7	12.3	13.7	61.2
women	8.9	7.9	15.6	17.2	50.4
men	2.5	5.1	7.9	9.0	75.5
<i>significant difference?</i> <sup>b</sup>	p < 0.001				
Western					
total	3.2	5.5	9.9	12.5	69.0

women	3.2	6.4	11.5	15.4	63.5
men	3.0	3.8	6.9	7.2	79.0
<i>significant difference?</i> <sup>b</sup>	p < 0.001				

a Working HBO graduates of a full-time Bachelor's programme, aged under 30 (at time of survey).

b Chi square test.

Source: ROA (SIS'13-'15) excluding HBO programmes in fine and performing arts; weighted data

## Table B2.6a

Weekly working hours of working recent MBO graduates, by sex and sector, 2013-2015 combined (in percentages)<sup>a</sup>

	< 12	12-19	20-27	28-34	≥ 35
agriculture, industry and manufacturing					
total	1.3	1.6	4.3	16.2	76.7
women	4.7	5.0	14.7	21.5	54.1
men	0.9	1.2	3.0	15.5	79.4
<i>significant difference?</i> <sup>b</sup>	p < 0.001				
commercial services					
total	7.4	8.8	15.5	21.0	47.3
women	9.7	11.9	22.5	23.6	32.2
men	5.6	6.3	10.0	18.9	59.2
<i>significant difference?</i> <sup>b</sup>	p < 0.001				
non-commercial services					
total					
women	6.9	10.9	27.5	35.5	19.3
men	6.6	6.3	11.9	21.5	53.8
<i>significant difference?</i> <sup>b</sup>	p < 0.001				

a MBO graduates of a full-time Bachelor's programme, aged under 30 (at time of survey).

b Chi square test.

Source: ROA (SIS'13-'15), weighted data

## Table B2.6b

Weekly working hours of working recent HBO graduates, by sex and sector, 2013-2015 combined (in percentages)<sup>a</sup>

	< 12	12-19	20-27	28-34	≥ 35
	agriculture, industry and manufacturing				
total	1.3	1.1	2.7	5.1	89.8
women	2.1	2.5	4.6	9.9	80.9
men	0.9	0.6	2.0	3.3	93.3
<i>significant difference?</i> <sup>b</sup>	p < 0.001				
	commercial services				
total	2.5	3.0	6.9	10.9	76.8
women	3.2	3.9	9.3	14.7	68.9
men	1.8	2.2	4.8	7.5	83.8
<i>significant difference?</i> <sup>b</sup>	p < 0.001				
	non-commercial services				
total	3.9	6.0	12.5	17.8	59.8
women	5.1	7.9	16.5	23.2	47.2
men	2.2	3.3	6.6	9.9	77.9
<i>significant difference?</i> <sup>b</sup>	p < 0.001				

a Working HBO graduates of a full-time Bachelor's programme, aged under 30 (at time of survey).

b Chi square test.

Source: ROA (SIS'13-'15) excluding HBO programmes in fine and performing arts; weighted data

## Table B2.6c

Weekly working hours of working recent university graduates, by sex and sector, 2015 (in percentages)<sup>a</sup>

	< 12	12-19	20-27	28-34	≥ 35
	industry, trade and transport				
total	1.5	0.8	3.0	3.6	91.1
women	2.8	1.2	6.5	6.5	83.1
men	0.7	0.5	1.0	1.9	95.9
<i>significant difference?</i> <sup>b</sup>	p < 0.001				
	business and financial services				
total	0.8	0.8	2.1	6.9	89.3
women	1.2	1.3	3.3	10.1	84.1
men	0.5	0.4	1.0	3.9	94.2
<i>significant difference?</i> <sup>b</sup>	p < 0.001				
	civil service and non-profit				
total	1.4	3.3	7.3	16.0	71.9



women	1.6	3.8	8.7	19.0	66.9
men	1.0	2.3	4.0	9.3	83.4
<i>significant difference?</i> <sup>b</sup>	p < 0.001				
	other				
total	1.9	3.1	7.7	9.9	77.4
women	2.7	4.1	10.5	11.5	71.3
men	0.7	1.4	2.8	7.0	88.0
<i>significant difference?</i> <sup>b</sup>	p < 0.001				

a Working university graduates of a full-time Master's programme, aged under 30 (at time of survey).

b Chi square test.

Source: VSNU (wo-Monitor'13)

### Table B2.7a

Share of working recent MBO graduates who are satisfied or very satisfied with their present job, by sex and sector, 2013-2015 combined (in percentages)<sup>a</sup>

	agriculture, industry and manufacturing	commercial services	non-commercial services
total	69.3	59.5	72.3
women	57.2	56.1	72.6
men	70.7	62.2	71.3
<i>significant difference?</i> <sup>b</sup>	p < 0.001	p < 0.001	n.s.

a MBO graduates of a full-time Bachelor's programme, aged under 30 (at time of survey).

b Chi square test.

Source: ROA (SIS'13-'15) excluding HBO programmes in fine and performing arts; weighted data

### Table B2.7b

Share of working recent HBO graduates who are satisfied or very satisfied with their present job, by sex and sector, 2013-2015 combined (in percentages)<sup>a</sup>

	agriculture, industry and manufacturing	commercial services	non-commercial services
total	68.7	60.8	65.9
women	62.4	54.5	65.2
men	71.1	66.3	68.7
<i>significant difference?</i> <sup>b</sup>	p < 0.001	p < 0.001	p < 0.001

a HBO graduates of a full-time Bachelor's programme, aged under 30 (at time of survey).

b Chi square test.

Source: ROA (SIS'13-'15) excluding HBO programmes in fine and performing arts; weighted data

## Table B2.7c

Share of working recent university graduates who are satisfied or very satisfied with their present job, by sex and sector, 2013 (in percentages)<sup>a</sup>

	industry, trade and transport	business and financial services	civil service and non-profit	other
total	70.0	72.0	79.3	67.3
women	64.7	68.5	78.2	65.0
men	73.0	75.3	81.6	70.9
significant difference? <sup>b</sup>	p < 0.05	p < 0.01	p < 0.05	n.s.

a Working university graduates of a full-time Master's programme, aged under 30 (at time of survey).

b Chi square test.

Source: VSNU (wo-Monitor'13)

## Table B2.8a

Regression of job satisfaction of working recent MBO graduates (yes/no), 2013-2015 combined (odds ratios, N= 26,062)<sup>a</sup>

	model 1	model 2	model 3	model 4	model 5	model 6
sex						
men (ref.)						
women	0.93	0.93	0.96	0.92	0.90*	1.06
age		0.95***	0.94***	0.93***	0.93***	0.91***
ethnic origin						
native Dutch (ref.)						
non-Western		0.62***	0.66***	0.71***	0.75***	0.87
Western		0.76**	0.78*	0.81*	0.82	0.85
unknown		0.81	0.82	0.81	0.80	0.79
MBO type						
MBO block/day release (BBL) (ref.)						
MBO full-time (BOL)			0.80***	0.83***	0.83***	0.98
MBO level						
MBO 1/2 (ref.)						
MBO 3/4			1.10	1.14*	1.11*	0.93
discipline						
agriculture				1.39***	1.33**	1.31**
engineering/technology				1.28***	1.23**	1.04
economics (ref.)						
healthcare				1.51***	0.92	0.97
behaviour and society				1.02	0.66***	0.80*
sector						
agriculture/industry					0.56***	0.67***
commercial services					0.44***	0.61***
non-commercial services (ref.)						
unknown					0.40***	0.44***
working hours <sup>b</sup>						
part-time (ref.)						
full-time						1.73***
gross hourly pay (in percentiles)						
20%						0.74***
40%						0.78**
60%						0.85*

80%						1.02
100% (ref.)						
unknown						1.17
working in line with education followed						
no (ref.)						
yes						1.63***
unknown						1.01
working at own level or higher						
no (ref.)						
yes						1.60***
unknown						2.13**
R <sup>2</sup> (Nagelkerke)	0.00	0.01	0.02	0.02	0.05	0.11

a Working MBO graduates of a full-time Bachelor's programme, aged under 30 (at time of survey). Logistic regressions. Odds ratios: a significant odds ratio greater than 1 signifies a greater probability that a particular group will be in work than the reference group; an odds ratio of less than 1 signifies a smaller probability.

b Models which include the number of working hours produce broadly similar results.

\*  $p < 0.05$ . \*\*  $p < 0.01$ . \*\*\*  $p < 0.001$ .

Source: ROA (SIS'13-'15), weighted data

## Table B2.8b

Regression of job satisfaction of working recent HBO graduates (yes/no), 2013-2015 combined (odds ratios, N= 31,112)<sup>a</sup>

	model 1	model 2	model 3	model 4	model 5
sex					
men (ref.)					
women	0.75***	0.71***	0.78***	0.75***	0.94
age		0.92***	0.93***	0.93***	0.92***
ethnic origin					
native Dutch (ref.)					
non-Western		0.71***	0.75***	0.75***	0.74***
Western		1.04	1.05	1.06	0.98
unknown		0.94	0.94	0.95	0.89*
discipline					
agriculture			1.25**	1.19*	1.29**
education			1.46***	1.05	1.09
engineering/technology			1.61***	1.59***	1.29***
economics (ref.)					
healthcare			1.62***	1.17**	1.25***
behaviour and society			0.73***	0.56***	0.94
sector					
agriculture, industry and manufacturing				0.72***	0.75***
commercial services				0.63***	0.80***
non-commercial services (ref.)					
unknown				0.54***	0.57***
working hours					
part-time (ref.)					
full-time					1.72***
gross hourly pay (in percentiles)					
20%					0.41***
40%					0.55***
60%					0.65***
80%					0.81***
100% (ref.)					
unknown					0.82***
working in line with education followed					
no (ref.)					
yes					1.80***
unknown					1.76***
working at own level or higher					
no (ref.)					
yes					2.77***
unknown					2.37***
R <sup>2</sup> (Nagelkerke)	0.01	0.02	0.04	0.05	0.19

a Working HBO graduates of a full-time Bachelor's programme, aged under 30 (at time of survey). Logistic regressions. Odds ratios: a significant odds ratio greater than 1 signifies a greater probability that a particular group will be satisfied with their job than the reference group; an odds ratio of less than 1 signifies a smaller probability.

\* p < 0.05. \*\* p < 0.01. \*\*\* p < 0.001.

Source: ROA (SIS'13-'15) excluding HBO programmes in fine and performing arts; weighted data

## Table B2.8c

Regression of job satisfaction of working recent university graduates (yes/no), 2013 (odds ratios, N= 6,000)<sup>a</sup>

	model 1	model 2	model 3	model 4	model 5
sex					
men (ref.)					
women	0.84**	0.81**	0.89	0.86*	0.96
age		0.95**	0.93***	0.93***	0.90***
ethnic origin					
native Dutch (ref.)					
non-Western		0.66***	0.64***	0.64***	0.63***
Western		0.72***	0.74***	0.76**	0.68***
unknown		1.19	1.25	1.24	1.54
discipline					
agriculture and natural environment			1.10	0.98	1.09
natural sciences			1.96***	1.54**	1.62***
engineering/technology			1.30*	1.31*	1.09
healthcare			1.76***	1.21	1.09
economics (ref.)					
law			0.81	0.73*	0.78
behaviour and society			0.79*	0.64***	1.01
language and culture			0.74**	0.66***	1.30*
education			1.63	1.16	1.60
sector					
industry, trade and transport				0.52***	0.70**
business and financial services				0.65***	0.83*
civil service and non-profit (ref.)					
other				0.57***	0.91
unknown				0.92	1.30
working hours					1.04***
gross hourly pay (in percentiles)					
20%					0.45***
40%					0.73**
60%					1.28
80%					1.29*
100% (ref.)					
unknown					1.17
working in line with education followed					1.43***
working at own level or higher					2.69***
R <sup>2</sup> (Nagelkerke)	0.00	0.01	0.05	0.05	0.19

a Working university graduates of a full-time Master's programme, aged under 30 (at time of survey). Logistic regressions. Odds ratios: a significant odds ratio greater than 1 signifies a greater probability that a particular group will be satisfied with their jobs than the reference group; an odds ratio of less than 1 signifies a smaller probability.

\* p < 0.05. \*\* p < 0.01. \*\*\* p < 0.001.

Source: VSNU (wo-Monitor'13)

## Table B2.9a

Regression of career prospects of working recent MBO graduates in their present job (yes/no), 2013-2015 combined (odds ratios, N= 26,040)<sup>a</sup>

	Model 1	Model 2	Model 3	Model 4	Model 5	Model 6
sex						
men (ref.)						
women	0.70***	0.70***	0.74***	0.78***	0.77***	0.89*
age		0.97***	0.94***	0.94***	0.94***	0.91***
ethnic origin						
native Dutch (ref.)						
non-Western		0.71***	0.79**	0.81**	0.85*	0.98
Western		0.81*	0.84	0.85	0.87	0.90
unknown		0.83	0.84	0.90	0.89	0.89
MBO type						
MBO block/day release (BBL) (ref.)						
MBO full-time (BOL)			0.67***	0.71***	0.71***	0.82***
MBO level						
MBO 1/2 (ref.)						
MBO 3/4			1.17**	1.23***	1.21***	1.00
discipline						
agriculture				0.79**	0.74**	0.71***
engineering/technology				1.24***	1.17**	0.97
economics (ref.)						
healthcare				1.27***	0.86*	0.86*
behaviour and society				0.65***	0.46***	0.53***
sector						
agriculture/industry					0.70***	0.83*
commercial services					0.53***	0.73***
non-commercial services (ref.)						
unknown					0.47***	0.52***
working hours <sup>b</sup>						
part-time (ref.)						
full-time						1.68***
gross hourly pay (in percentiles)						
20%						0.60***
40%						0.67***
60%						0.77***
80%						0.83**
100% (ref.)						
unknown						0.90
working in line with education followed						
no (ref.)						
yes						1.54***
unknown						1.50
working at own level or higher						
no (ref.)						
yes						1.92***
unknown						3.17***
R <sup>2</sup> (Nagelkerke)	0.01	0.02	0.03	0.04	0.05	0.13

a Working MBO graduates of a full-time Bachelor's programme, aged under 30 (at time of survey). Logistic regressions. Odds ratios: a significant odds ratio greater than 1 signifies a greater probability that a particular group will be in work than the reference group; an odds ratio of less than 1 signifies a smaller probability.

b Models which include the number of working hours produce broadly similar results.

\* p < 0.05. \*\* p < 0.01. \*\*\* p < 0.001.

Source: ROA (SIS'13-'15), weighted data

**Table B2.9b**

Regression of career prospects of working recent HBO graduates in their present job (yes/no), 2013-2015 combined (odds ratios, N= 31,102)<sup>a</sup>

	model 1	model 2	model 3	model 4	model 5
sex					
men (ref.)					
women	0.55***	0.52***	0.70***	0.72***	0.88***
age		0.94***	0.94***	0.94***	0.93***
ethnic origin					
native Dutch (ref.)					
non-Western		0.88*	0.85**	0.86**	0.88*
Western		1.08	0.97	0.97	0.90*
unknown		1.04	1.01	1.02	0.99
discipline					
agriculture			1.07	1.05	1.12
education			0.40***	0.45***	0.44***
engineering/technology			1.31***	1.27***	1.03
economics (ref.)					
healthcare			0.95	1.06	1.13*
behaviour and society			0.44***	0.48***	0.77***
sector					
agriculture, industry and manufacturing				1.32***	1.39***
commercial services				1.15***	1.44***
non-commercial services (ref.)					
unknown				1.00	1.12
working hours					
part-time (ref.)					
full-time					1.78***
gross hourly pay (in percentiles)					
20%					0.40***
40%					0.57***
60%					0.67***
80%					0.80***
100% (ref.)					
unknown					0.77***
working in line with education followed					
no (ref.)					
yes					1.70***
unknown					1.42*
working at own level or higher					
no (ref.)					
yes					2.56***
unknown					1.58***
R <sup>2</sup> (Nagelkerke)	0.03	0.03	0.08	0.08	0.21

a Working HBO graduates of a full-time Bachelor's programme, aged under 30 (at time of survey). Logistic regressions. Odds ratios: a significant odds ratio greater than 1 signifies a greater probability that a particular group will be optimistic about their career prospects than the reference group; an odds ratio of less than 1 signifies a smaller probability.

\* p < 0.05. \*\* p < 0.01. \*\*\* p < 0.001.

Source: ROA (SIS'13-'15) excluding HBO programmes in fine and performing arts; weighted data

## Table B2.9c

Regression of career opportunities of working recent university graduates in their present job (yes/no), 2013 (odds ratios, N= 6,000)<sup>a</sup>

	model 1	model 2	model 3	model 4	model 5
sex					
men (ref.)					
women	0.63***	0.61***	0.73***	0.73***	0.82**
age		0.96*	0.94**	0.94**	0.91***
ethnic origin					
native Dutch (ref.)					
non-Western		0.86	0.79**	0.79*	0.77*
Western		0.83*	0.82*	0.83*	0.70***
unknown		0.78	0.74	0.74	0.78
discipline					
agriculture and natural environment			0.91	0.91	1.01
natural sciences			1.10	1.00	0.99
engineering/technology			1.24*	1.32*	1.08
healthcare			1.52***	1.33*	1.17
economics (ref.)					
law			0.81	0.74*	0.79
behaviour and society			0.50***	0.47***	0.76**
language and culture			0.50***	0.49***	1.01
education			0.46**	0.41**	0.57*
sector					
industry, trade and transport				0.75**	1.01
business and financial services				0.94	1.19*
civil service and non-profit (ref.)					
other				0.62***	0.97
unknown				0.71	0.97
working hours					1.07***
gross hourly pay (in percentiles)					
20%					0.45***
40%					0.68***
60%					0.88
80%					1.12
100% (ref.)					
unknown					0.93
working in line with education followed					1.35***
working at own level or higher					3.18***
R <sup>2</sup> (Nagelkerke)	0.02	0.02	0.07	0.08	0.26



a Working university graduates of a full-time Master's programme, aged under 30 (at time of survey). Logistic regressions. Odds ratios: a significant odds ratio greater than 1 signifies a greater probability that a particular group will be optimistic about their career prospects than the reference group; an odds ratio of less than 1 signifies a smaller probability.

\*  $p < 0.05$ . \*\*  $p < 0.01$ . \*\*\*  $p < 0.001$ .

Source: VSNU (wo-Monitor'13)

### Table B2.10a

Share of working recent MBO graduates who are optimistic or very optimistic about their career prospects in their present job, by sex and sector, 2013-2015 combined (in percentages)<sup>a</sup>

	agriculture, industry and manufacturing	commercial services	non-commercial services
total	58.3	46.0	52.8
women	39.0	39.8	52.2
men	60.6	50.8	55.3
<i>significant difference?</i> <sup>b</sup>	$p < 0.001$	$p < 0.001$	n.s.

a MBO graduates of a full-time Bachelor's programme, aged under 30 (at time of survey).

b Chi square test; n.s. = not significant

Source: ROA (SIS'13-'15), weighted data

### Table B2.10b

Share of working recent HBO graduates who are optimistic or very optimistic about their career prospects in their present job, by sex and sector, 2013-2015 combined (in percentages)<sup>a</sup>

	agriculture, industry and manufacturing	commercial services	non-commercial services
total	65.8	58.4	44.2
women	56.6	50.9	43.7
men	69.3	65.0	46.1
<i>significant difference?</i> <sup>b</sup>	$p < 0.001$	$p < 0.001$	$p < 0.05$

a HBO graduates of a full-time Bachelor's programme, aged under 30 (at time of survey).

b Chi square test.

Source: ROA (SIS'13-'15) excluding HBO programmes in fine and performing arts; weighted data

## Table B2.10c

Share of working recent university graduates who are optimistic or very optimistic about their career opportunities in their present job, by sex and sector, 2013 (in percentages)<sup>a</sup>

	industry, trade and transport	business and financial services	civil service and non-profit	other
total	65.2	66.6	65.2	52.9
women	57.6	60.6	62.0	48.7
men	69.5	72.1	72.2	59.5
<i>significant difference?</i> <sup>b</sup>	p < 0.001	p < 0.001	p < 0.001	p < 0.001

a Working university graduates of a full-time Master's programme, aged under 30 (at time of survey).

b Chi square test.

Source: VSNU (wo-Monitor'13)