



# Annex B3

## First steps on the labour market

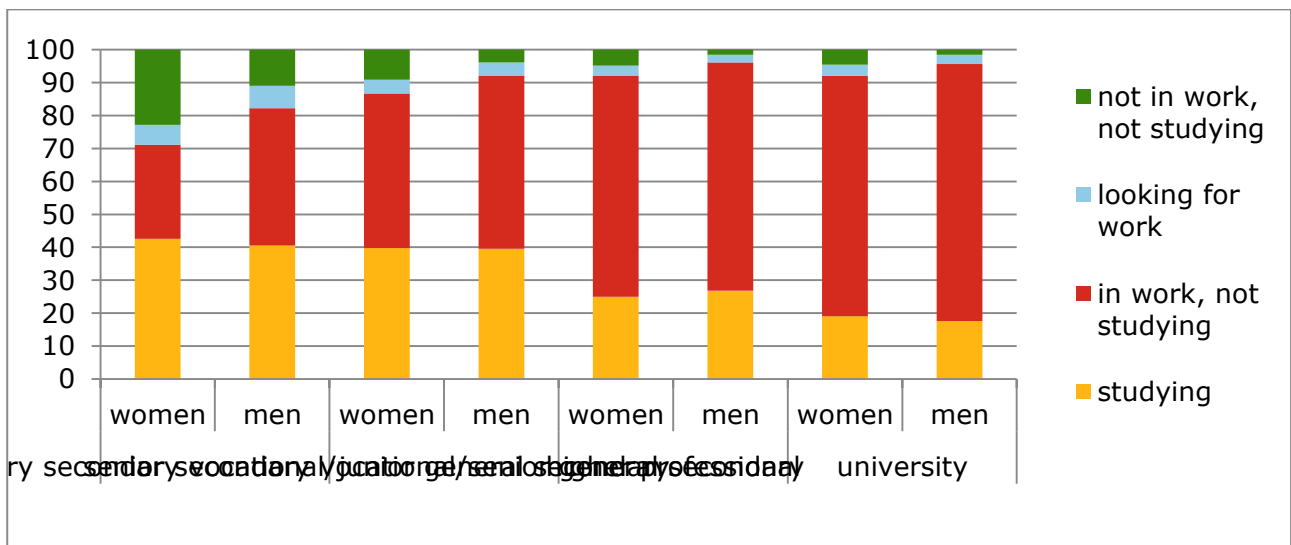
Ans Merens

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## Figure B3.1

Position in society<sup>a</sup> by sex and education level, persons aged 18-35 years, 2014 (in percentages)<sup>b</sup>



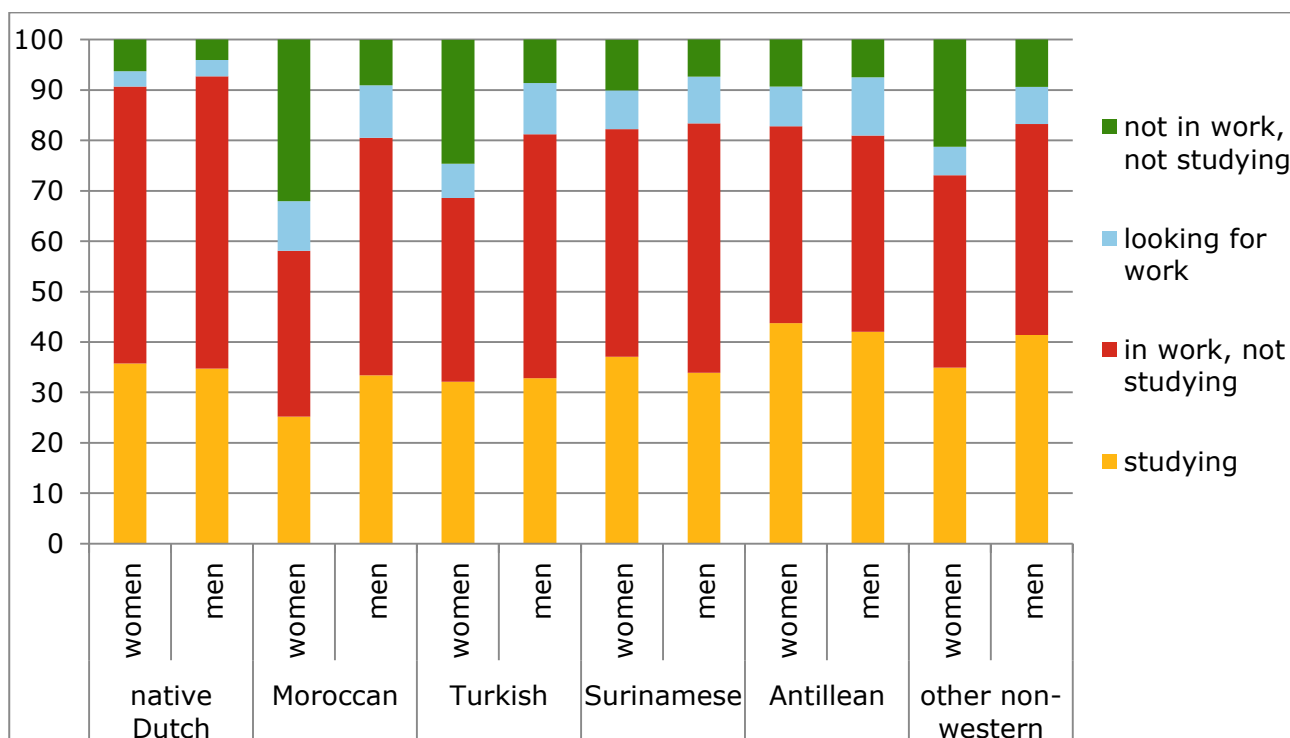
a Working for at least 1 hour per week and excluding pupils/students with student jobs.

b Differences between women and men are significant ( $p < 0.05$ ).

Source: CBS (EBB'14) SCP treatment; weighted data

Figure B3.2

Position in society<sup>a</sup> by sex and origin, persons aged 18-35 years, 2014 (in percentages)<sup>b</sup>



a Working for at least 1 hour per week and excluding pupils/students with student jobs.

b Differences between women and men are significant ( $p < 0.05$ ).

Source: CBS (EBB'14) SCP treatment; weighted data

## Table B3.1

Logistic regression of probability of paid work<sup>a</sup>, persons aged 18-35 years, 2014  
(non-standardised coefficients)

	b
sex	
men (ref.)	
women	-0.53*
age	
18-25 years (ref.)	
26-30 years	0.12
31-35 years	0.34*
sex * age	
woman * 18-25 years (ref.)	
woman * 26-30 years	0.15
woman * 31-35 years	0.19
position in household	
single-person household (ref.)	
single parent	-0.54
member of couple with children	1.35*
member of couple without children	1.30*
adult child	0.15*
sex* position in household	
woman* single-person household (ref.)	
woman* single parent	-0.43
woman*member of couple with children	-1.39*
woman*member of couple without children	-0.62*
woman*adult child	0.01
education level	
primary/preparatory secondary vocational (VMBO)	
senior secondary vocational (MBO)/senior general secondary (HAVO/VWO)	0.85*
higher professional (HBO)/university	1.65*
sex*education level	
woman*primary/VMBO (ref.)	
woman*MBO/HAVO/VWO	0.31*
woman*HBO/university	0.20*
origin	
native Dutch (ref.)	
Moroccan	-1.01*
Turkish	-1.00*
Surinamese	-0.86*
Antillean/Aruban	-1.15*
other non-Western	-1.10*
other Western	-0.53*
sex*origin	
woman*native Dutch (ref.)	
woman*Moroccan	-0.68*
woman*Turkish	-0.17
woman*Surinamese	0.24
woman*Antillean/Aruban	0.28
woman*other non-Western	-0.12
woman*other Western	-0.14
R <sup>2</sup> (Nagelkerke)	0.14
n	50,911

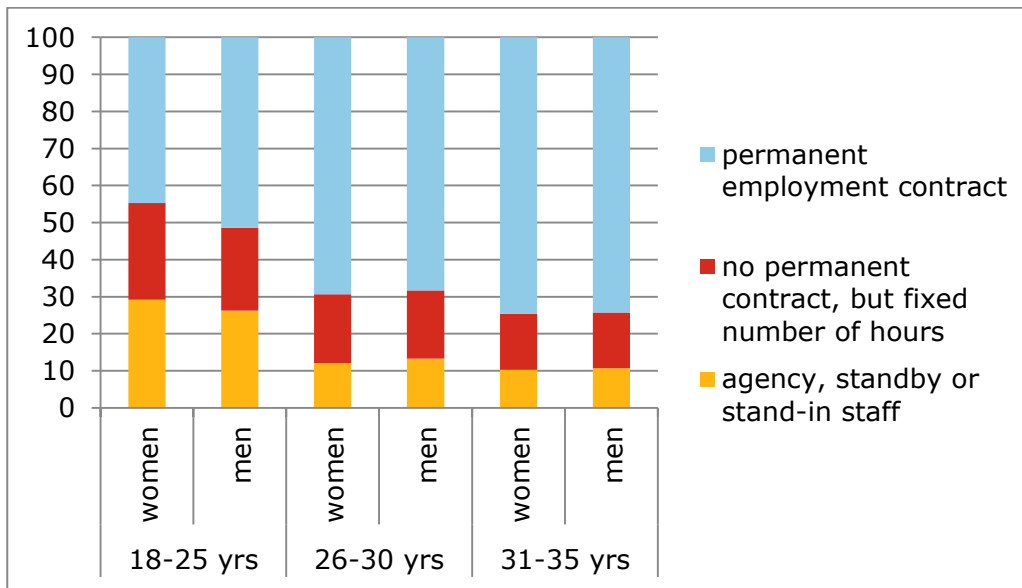
a Working for at least 1 hour per week and excluding pupils/students with student jobs.

\* p < 0.05.

Source: CBS (EBB'14), SCP treatment; weighted data

### Figure B3.3

Type of employment contract of those in waged employment<sup>a</sup>, by sex and age, 2014  
(in percentages)<sup>b</sup>

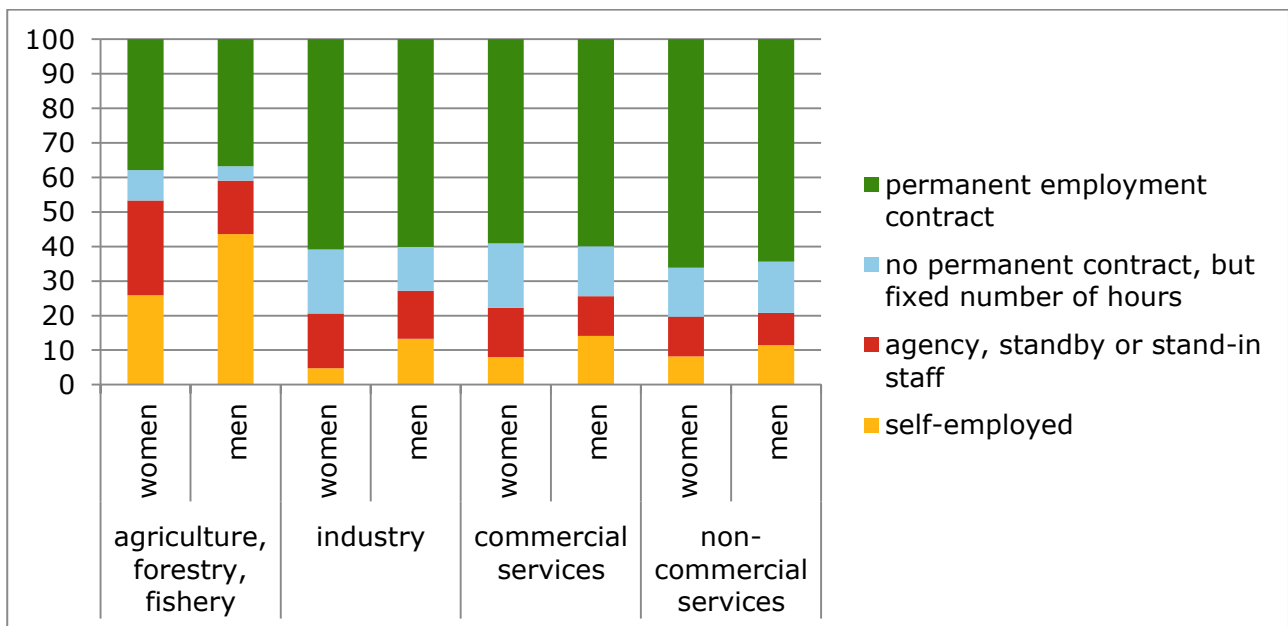


a Working for at least 1 hour per week and excluding pupils/students with student jobs.  
b Differences between women and men are significant ( $p < 0.05$ ).

Source: CBS (EBB'14) SCP treatment; weighted data

### Figure B3.4

Type of employment contract of those in work<sup>a</sup>, workers aged 18-35 years, 2014  
(in percentages)<sup>b</sup>

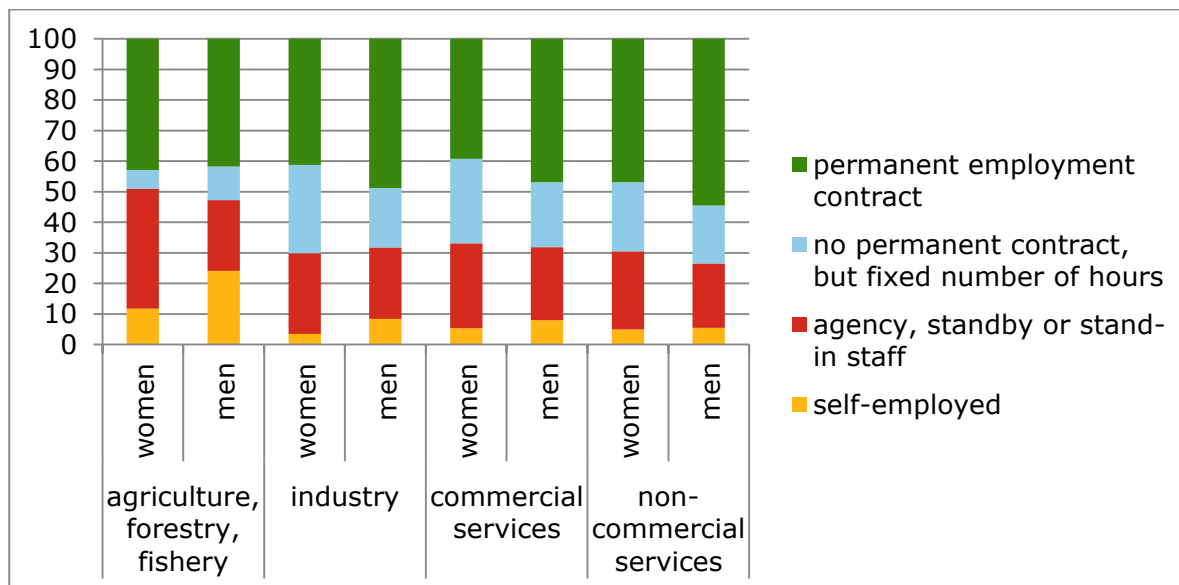


a Working for at least 1 hour per week and excluding pupils/students with student jobs.  
b Differences between women and men are significant ( $p < 0.05$ ).

Source: CBS (EBB'14) SCP treatment; weighted data

**Figure B3.5**

Type of employment contract of those in work<sup>a</sup>, workers aged 18-25 years, 2014  
(in percentages)<sup>b</sup>



a Working for at least 1 hour per week and excluding pupils/students with student jobs.  
b Differences between women and men are significant ( $p < 0.05$ ).

Source: CBS (EBB'14) SCP treatment; weighted data

## Table B3.2

Logistic regression of probability of permanent contract, people in waged employment<sup>a</sup> aged 18-35 years, 2014 (non-standardised coefficients)

	b
sex	
men (ref.)	
women	-0.39
age	
18-25 years (ref.)	
26-30 years	0.80*
31-35 years	1.43*
sex * age	
woman * 18-25 years (ref.)	
woman * 26-30 years	0.36*
woman * 31-35 years	0.31*
education level	
primary/preparatory secondary vocational (VMBO) (ref.)	
senior secondary vocational (MBO)/senior general secondary (HAVO/VWO)	0.35*
higher professional (HBO)/university	0.27*
sex*education level	
woman*primary/VMBO (ref.)	
woman*MBO/HAVO/VWO	-0.24*
woman*HBO/university	-0.45*
sector	
agriculture, forestry, fishery (ref.)	
industry	-0.07
commercial services	0.11
non-commercial services	0.13
sex*sector	
woman*agriculture, forestry, fishery (ref.)	
woman*industry	0.08
woman*commercial services	0.18
woman*non-commercial services	0.44
origin	
native Dutch (ref.)	
Moroccan	-0.78*
Turkish	-0.61*
Surinamese	-0.68*
Antillean/Aruban	-0.76*
other non-Western	-0.96*
other Western	-0.43*
sex*origin	
woman*native Dutch (ref.)	
woman*Moroccan	-0.08
woman*Turkish	-0.04*
woman*Surinamese	0.16
woman*Antillean/Aruban	0.45
woman*other non-Western	0.28
woman*other Western	0.08
R <sup>2</sup> (Nagelkerke)	0.08
n	36,960

a Working for at least 1 hour per week and excluding pupils/students with student jobs.

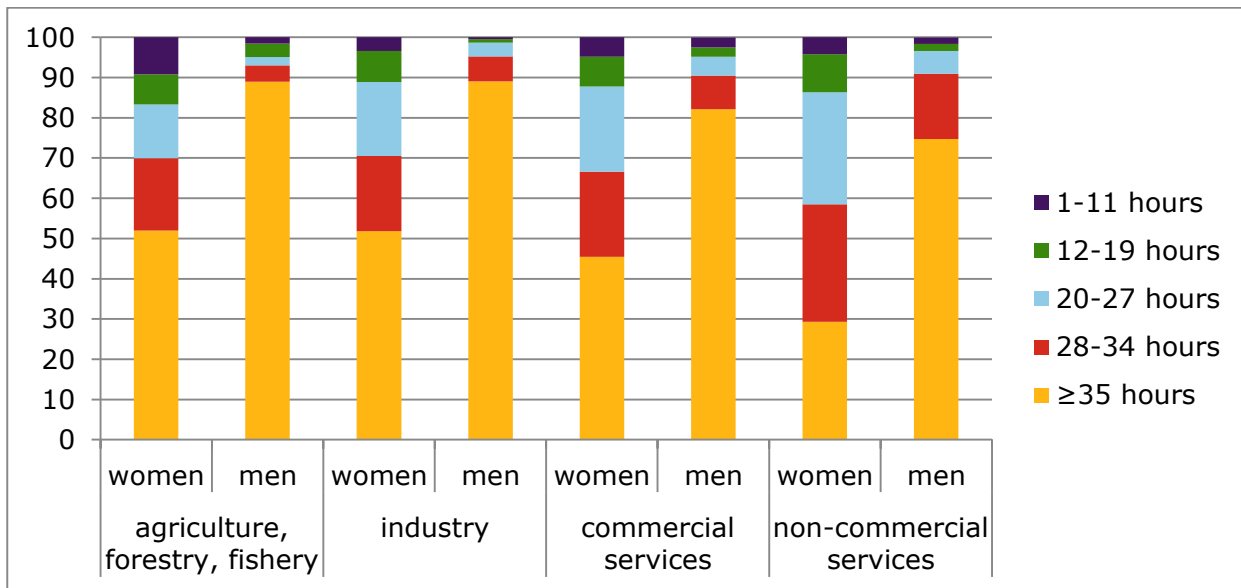
\* p < 0.05.

Source: CBS (EBB'14), SCP treatment; weighted data



### Figure B3.6

Weekly working hours of those in work, by sex and sector, workers<sup>a</sup> aged 18-35 years, 2014 (in percentages)<sup>b</sup>

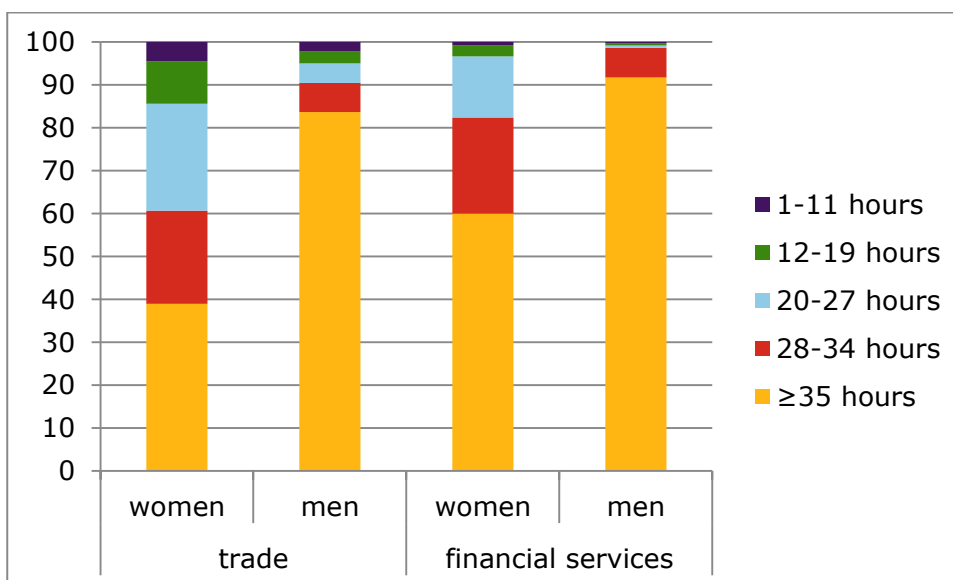


a Working for at least 1 hour per week and excluding pupils/students with student jobs.  
 b Differences between women and men are significant ( $p < 0.05$ ).

Source: CBS (EBB'14) SCP treatment; weighted data

### Figure B3.7

Weekly working hours of those in work, by sex and sector<sup>a</sup>, workers<sup>b</sup> aged 18-35 years, 2014 (in percentages)<sup>c</sup>

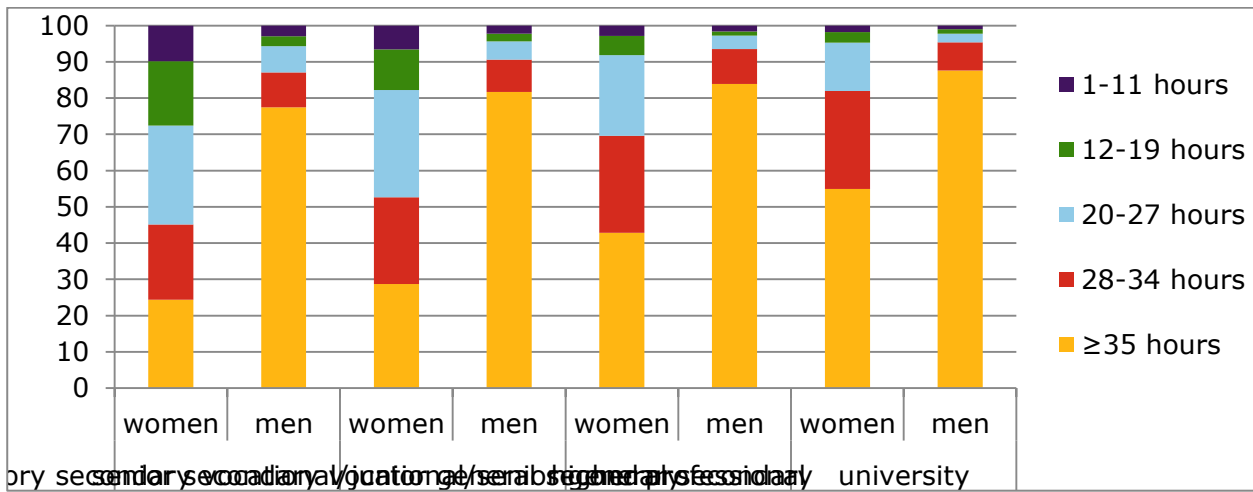


a Trade and financial services are included in commercial services (see Figure B3.6).  
 b Working for at least 1 hour per week and excluding pupils/students with student jobs.  
 c Differences between women and men are significant ( $p < 0.05$ ).

Source: CBS (EBB'14) SCP treatment; weighted data

### Figure B3.8

Weekly working hours, by sex and education level, workers<sup>a</sup> aged 18-35 years, 2014 (in percentages)<sup>b</sup>



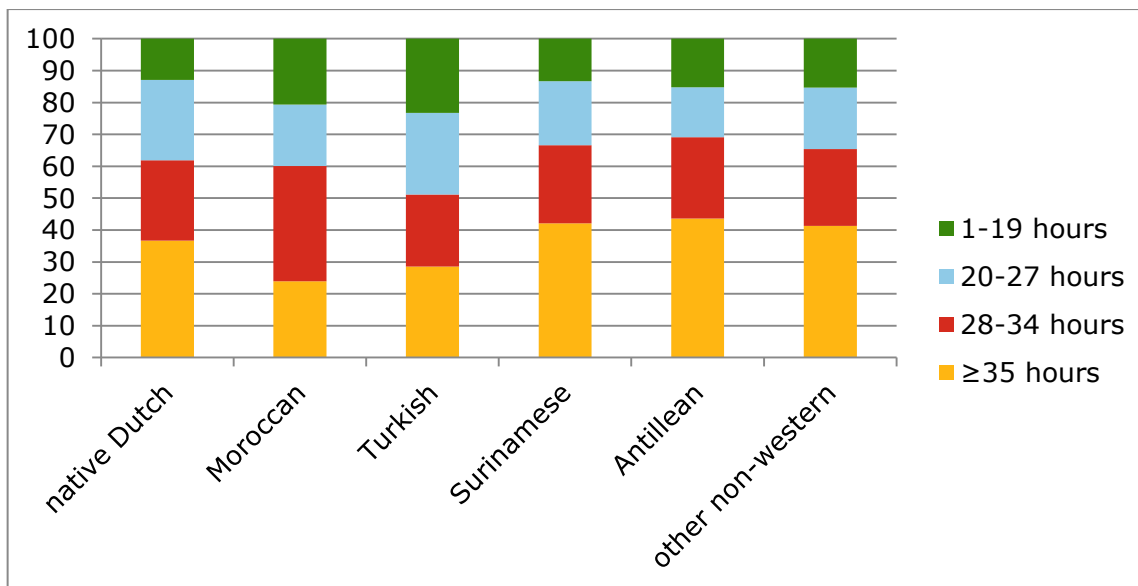
a Working for at least 1 hour per week and excluding pupils/students with student jobs.

b Differences between women and men are significant ( $p < 0.05$ ).

Source: CBS (EBB'14) SCP treatment; weighted data

### Figure B3.9a

Weekly working hours, by origin, working women<sup>a</sup> aged 18-35 years, 2014 (in percentages)<sup>b</sup>



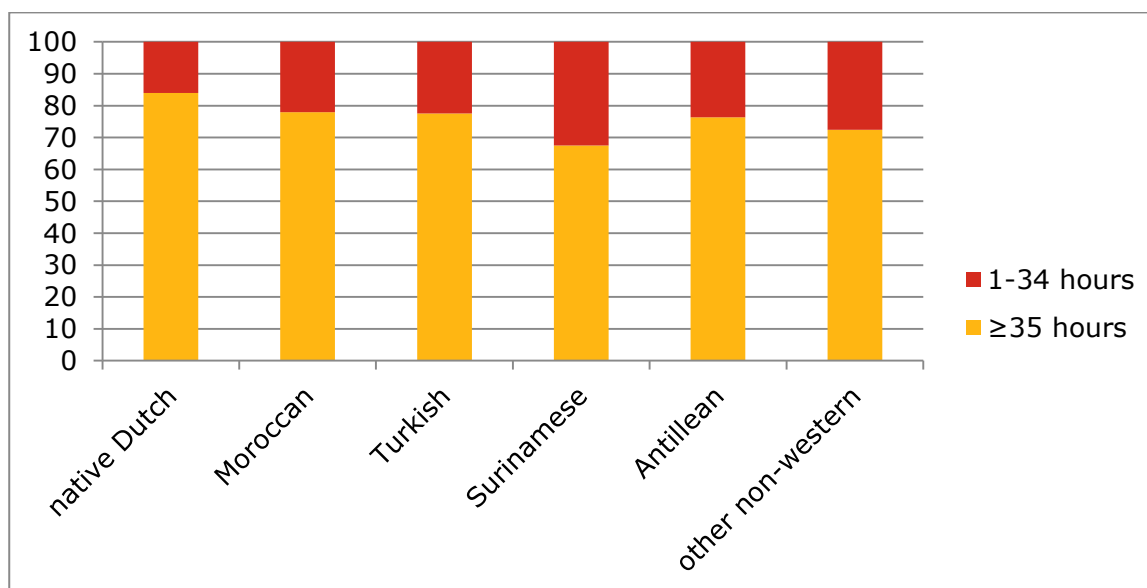
a Working for at least 1 hour per week and excluding pupils/students with student jobs.

b Differences between women and men are significant ( $p < 0.05$ ).

Source: CBS (EBB'14) SCP treatment; weighted data

## Figure B3.9b

Weekly working hours, by origin, working men<sup>a</sup> aged 18-35 years, 2014 (in percentages)<sup>b</sup>



a Owing to the small absolute numbers of men in part-time jobs in some origin groups, all categories of part-time jobs were merged.

b Working for at least 1 hour per week and excluding pupils/students with student jobs.

c All differences are significant.

Source: CBS (EBB'14) SCP treatment; weighted data

### Table B3.3

Regression of (weekly) working hours of those in work<sup>a</sup> aged 18-35 years, 2014  
(non-standardised coefficients)<sup>a</sup>

	b
sex	
men (ref.)	
women	- 6.74*
age	
18-25 years (ref.)	
26-30 years	1.74*
31-35 years	1.83*
sex * age	
woman * 18-25 years (ref.)	
woman * 26-30 years	0.60*
woman * 31-35 years	0.47*
position in household	
single-person household (ref.)	
single parent	-2.10*
member of couple with children	1.56*
member of couple without children	1.29*
adult child	-1.52*
sex* position in household	
woman*single-person household (ref.)	
woman* single parent	-4.33*
woman*member of couple with children	-9.37*
woman*member of couple without children	-1.66*
woman*adult child	-1.06*
education level	
primary/preparatory secondary vocational (VMBO)	
senior secondary vocational (MBO)/senior general secondary (HAVO/VWO)	0.95*
higher professional (HBO)/university	1.30*
sex*education level	
woman*primary/VMBO (ref.)	
woman*MBO/HAVO/VWO	1.43*
woman*HBO/university	4.52*
origin	
native Dutch (ref.)	
Moroccan	-1.91*
Turkish	-1.10*
Surinamese	-2.34*
Antillean/Aruban	-2.89*
other non-Western	-2.88*
other Western	-1.85*
sex*origin	
woman*native Dutch (ref.)	
woman*Moroccan	0.90
woman*Turkish	0.98
woman*Surinamese	3.39*
woman*Antillean/Aruban	3.83*
woman*other non-Western	2.79*
woman*other Western	2.37*
sector	
agriculture, forestry and fishery (ref.)	
industry	2.53*
commercial services	-1.36*
non-commercial services	-3,31*
sex* sector	
woman*agriculture, forestry, fishery (ref.)	
woman*industry	-0.86

woman*commercial services	0.17
woman*non-commercial services	-0.40
R <sup>2</sup>	0.31
n	39,020

a Working for at least 1 hour per week and excluding pupils/students with student jobs.

\* p < 0.05.

Source: CBS (EBB'2014), SCP treatment

### Table B3.4

Logistic regression of probability of occupational level 4 (compared with probability of occupational level 1-3), people in work<sup>a</sup> aged 18-35 years, 2014 (non-standardised coefficients)

	b
sex	
men (ref.)	
women	-0.19
age	
18-25 years (ref.)	
26-30 years	0.58*
31-35 years	0.80*
sex * age	
woman * 18-25 years (ref.)	
woman * 26-30 years	-0.19*
woman * 31-35 years	-0.04
education level	
primary/preparatory secondary vocational (VMBO) (ref.)	
senior secondary vocational (MBO)/senior general secondary (HAVO/VWO)	0.75*
higher professional (HBO)/university	3.06*
sex*education level	
woman*primary/VMBO (ref.)	
woman*MBO/HAVO/VWO	0.07
woman*HBO/university	0.50*
sector	
agriculture, forestry, fishery (ref.)	
industry	1.29*
commercial services	1.90*
non-commercial services	2.33*
sex*sector	
woman*agriculture, forestry, fishery (ref.)	
woman*industry	0.43
woman*commercial services	-0.61
woman*non-commercial services	-0.10
weekly working hours	
1-11 hours (ref.)	
12-19 hours	0.36
20-27 hours	0.66*
28-34 hours	0.97*
≥ 35 hours	1.30*
sex*sector	
woman * 1-11 hours (ref.)	
woman*12-19 hours	-0.09
woman*20-27 hours	0.00
woman*28-34 hours	0.00
woman*≥ 35 hours	-0.01

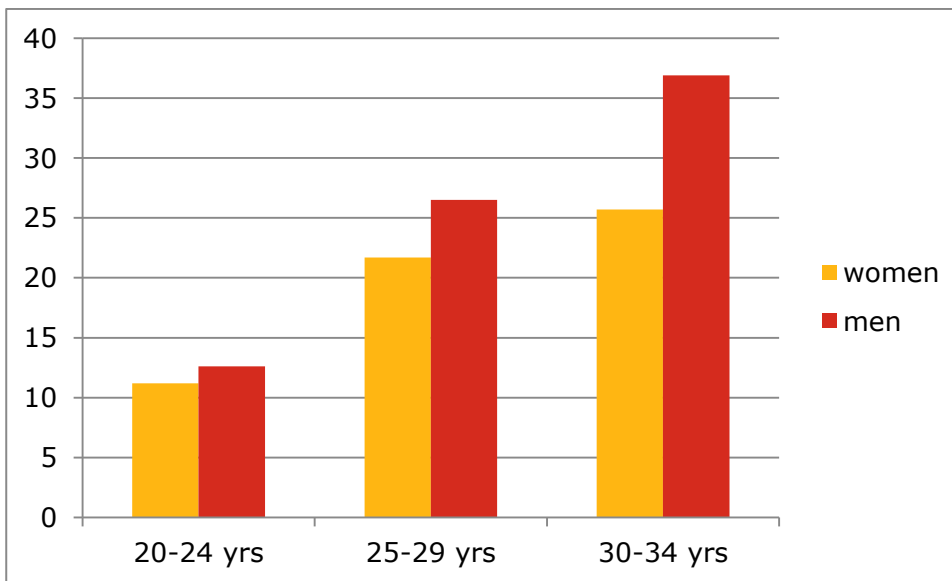
R <sup>2</sup> (Nagelkerke)	0.30
n	39,560

a Working for at least 1 hour per week and excluding pupils/students with student jobs.  
 \* p < 0.05.

Source: CBS (EBB'14), SCP treatment; weighted data

### Figure B3.10

Average personal income, by sex and age, of persons aged 20-34 years, 2014<sup>a</sup> (in euros x € 1,000 per year)



a Provisional figures.

Source: CBS (StatLine)

## Table B3.5

Regression results of hourly pay of employees working in the public sector/civil service

	beta coefficient		standard error (SE)	t-value	number of observations
<i>Sex</i>					
Man	reference category				2010
Woman	0.009		0.011	0.774	3210
<i>Age</i>					
18-26 years	reference category				1130
26-31 years	0.099	#	0.014	7.096	2070
31-35 years	0.241	#	0.016	14.955	2020
<i>Origin group</i>					
Person with a Dutch background	reference category				4610
Person from the first generation with a Western migration background	-0.072	#	0.028	-2.607	90
Person from the second generation with a Western migration background	0.050		0.021	2.356	210
Person from the first generation with a non-Western migration background	-0.070		0.029	-2.405	90
Person from the second generation with a non-Western migration background	0.016		0.021	0.745	220
<i>Occupational disability or chronic illness</i>					
Has occupational disability or chronic illness	-0.040		0.025	-1.600	160
No occupational disability or chronic illness	reference category				2210
Unknown	-0.006		0.009	-0.709	2850

*Education level*

Primary education	-0.099		0.049	-2.032	60
Preparatory secondary vocational education (VMBO)	-0.085	#	0.024	-3.574	220
Senior secondary vocational education (MBO)					1310
		reference category			
Higher professional education (HBO)	0.166	#	0.015	11.056	2110
University	0.220	#	0.017	12.969	1500
Unknown	0.209	#	0.069	3.042	30

*Educational discipline*

General education	0.136	#	0.023	6.054	430
Teacher					1420
		reference category			
Linguistics, history, art	0.090	#	0.024	3.704	210
Social sciences, business administration	0.083	#	0.016	5.160	1090
Natural sciences, computer science	0.078	#	0.025	3.139	230
Engineering, industry, building and architecture	0.042		0.022	1.913	320
Agriculture, veterinary medicine	-0.013		0.040	-0.311	70
Healthcare, social welfare	0.061	#	0.016	3.738	730
Personal services, transport	0.058	#	0.020	2.872	540
Unknown	0.067		0.029	2.344	190

*Partner's income*

Partner's income unknown	-0.220		0.320	-0.687	.
Partner's income below statutory minimum wage	0.016		0.016	1.017	580
Partner's income between minimum wage and modal					1020
		reference category			
Partner's income between modal and 2x modal	0.008		0.013	0.650	1640
Partner's income 2x modal or more	0.026		0.025	1.012	190



No partner	-0.024	0.013	-1.941	1780
<i>Working hours</i>				
Full-time	reference category			2840
Part-time >=12 hours	0.014	0.010	1.378	2030
Part-time <12 hours	0.014	0.020	0.699	350
<i>Occupational level</i>				
Occupational level 1	-0.009	0.025	-0.377	200
Occupational level 2	reference category			990
Occupational level 3	0.095 #	0.018	5.409	530
Occupational level 4	0.146 #	0.016	9.250	3170
Unknown	-0.002	0.033	-0.044	330
<i>Vocational: management</i>				
Yes	-0.066	0.038	-1.753	70
No	reference category			5150
<i>Work experience</i>				
Number of years worked since age 15: 0-1 years	-0.062	0.020	-3.162	420
Number of years worked since age 15: 1-4 years	-0.065 #	0.017	-3.905	550
Number of years worked since age 15: 5-9 years	reference category			1400
Number of years worked since age 15: 10-19 years	-0.008	0.011	-0.707	2670
Number of years worked since age 15: more than 20 years	-0.127 #	0.041	-3.081	60
Unknown	-0.128 #	0.032	-3.950	120
<i>Type of employee</i>				

Regular employee	reference category				5150
Intern	-1.464	#	0.111	-13.172	.
Sheltered employment <sup>1</sup>					.
Standby	-0.050		0.045	-1.120	60
<i>Contract type</i>					
Permanent	0.055	#	0.011	5.086	2940
Temporary					reference category 2290
<i>Management role</i>					
Yes	0.061	#	0.013	4.755	780
No					reference category 4440
<i>Sector</i>					
Public sector/civil service					reference category 380
Education	0.021		0.019	1.081	3230
Defence	0.130	#	0.027	4.891	550
Police	0.151	#	0.024	6.226	360
Judiciary	0.132		0.067	1.952	20
Local authorities	-0.115	#	0.021	-5.606	610
Provincial authorities	0.065		0.058	1.135	30
Water authorities	0.115		0.056	2.064	30
<i>Size</i>					
More than 500 employees	0.039	#	0.012	3.293	3460
Fewer than 500 employees					reference category 1770

*Region*

Northern Netherlands	-0.034		0.016	-2.159	520
Eastern Netherlands	-0.049	#	0.012	-4.171	1050
Western Netherlands	reference category				2480
Southern Netherlands	-0.007		0.013	-0.563	890
Unknown	0.052		0.030	1.740	290
Percentage female colleagues	0.002	#	0.000	5.391	5220
Constant	2.357	#	0.038	62.527	5220
R2	0.337				

Source: CBS

1 The variable disappears in the analysis because of the lack of sheltered employees in the database.

# The outcomes differ with a reliability of at least 99 percent from the reference group.

## Table B3.6

Regression results of hourly pay of employees working in the for private sector

	beta coefficient	standard error (SE)	t-value	number of observations
<i>Sex</i>				
Man	reference category			18680
Woman	-0.042 #	0.004	-11.050	17990
<i>Age</i>				
18-26 years	reference category			12730
26-31 years	0.098 #	0.004	22.957	13440
31-35 years	0.184 #	0.005	35.217	10510
<i>Origin group</i>				
Person with a Dutch background	reference category			30550
Person from the first generation with a Western migration background	-0.030 #	0.007	-4.245	1040
Person from the second generation with a Western migration background	0.002	0.007	0.329	1560
Person from the first generation with a non-Western migration background	-0.040 #	0.007	-5.971	1500
Person from the second generation with a non-Western migration background	0.004	0.006	0.730	2020
<i>Occupational disability or chronic illness</i>				
Has occupational disability or chronic illness	-0.060 #	0.008	-7.209	1110
No occupational disability or chronic illness	reference category			14420
Unknown	-0.008	0.003	-2.550	21140
<i>Education level</i>				
Primary education	-0.088 #	0.009	-9.513	1120
Preparatory secondary vocational education (VMBO)	-0.065 #	0.005	-14.425	5070
Senior secondary vocational education (MBO)	reference category			16190

Higher professional education (HBO)	0.092 #	0.004	22.292	9230
University	0.208 #	0.006	36.863	4620
Unknown	-0.015	0.015	-0.996	450
<i>Educational discipline</i>				
General education	0.043 #	0.010	4.344	5350
Teacher	reference category			1120
Linguistics, history, art	-0.006	0.011	-0.538	1350
Social sciences, business administration	0.042 #	0.009	4.554	8580
Natural sciences, computer science	0.060 #	0.012	5.194	1500
Engineering, industry, building and architecture	0.066 #	0.010	6.665	5290
Agriculture, veterinary medicine	0.018	0.013	1.429	940
Healthcare, social welfare	0.091 #	0.009	9.811	6410
Personal services, transport	0.046 #	0.010	4.773	4440
Unknown	0.074 #	0.012	6.272	1710
<i>Household position</i>				
Child living at home	-0.065 #	0.005	-13.024	9750
Partner in couple without children	0.018 #	0.005	3.719	10130
Partner in couple with children <sup>1</sup>	0.049 #	0.005	9.381	9520
Parent in single-parent household	-0.009	0.013	-0.685	450
Other (member of a) household	-0.013	0.012	-1.026	430
Living alone	reference category			6400
<i>Partner's income</i>				
Partner's income unknown	0.004	0.055	0.070	20
Partner's income below statutory minimum wage	-0.007	0.005	-1.482	4750
Partner's income between minimum wage and modal	reference category			7000
Partner's income between modal and 2x modal	0.023 #	0.005	4.790	7060
Partner's income 2x modal or more	0.095 #	0.011	9.076	820
No partner				17030

*Working hours*

Full-time	reference category			18790
Part-time >=12 hours	-0.034 #	0.004	-9.570	13600
Part-time <12 hours	-0.035 #	0.005	-6.629	4280

*Occupational level*

Occupational level 1	-0.079 #	0.006	-13.387	2430
Occupational level 2	reference category			15370
Occupational level 3	0.081 #	0.004	18.464	6480
Occupational level 4	0.140 #	0.005	30.147	9200
Unknown	-0.027 #	0.008	-3.496	3200

*Vocational: management*

Yes	0.052 #	0.008	6.275	1220
No	reference category			35450

*Work experience*

Number of years worked since age 15: 0-1 years	-0.059 #	0.006	-10.574	4150
Number of years worked since age 15: 1-4 years	-0.057 #	0.005	-11.446	4990
Number of years worked since age 15: 5-9 years	reference category			10040
Number of years worked since age 15: 10-19 years	0.014 #	0.004	3.496	15540
Number of years worked since age 15: more than 20 years	0.034	0.015	2.219	350
Unknown	-0.073 #	0.008	-9.175	1600

*Type of employee*

Regular employee	reference category			30250
Intern	-1.136 #	0.023	-49.414	140
Sheltered employment	-0.182 #	0.019	-9.541	210
Agency worker	0.001	0.007	0.157	2980
Standby	0.018 #	0.006	3.058	2830
Director/majority shareholder	0.342 #	0.017	19.882	260

*Contract type*

Permanent	0.079 #	0.003	24.490	19920
Temporary	reference category			16750

*Management role*

Yes	0.065 #	0.004	16.689	6630
No	reference category			30040

*Sector*

Agriculture and fishery	reference category			470
Mining/mineral extraction	0.116 #	0.040	2.928	50
Industry	0.084 #	0.014	5.846	2940
Energy and water supply companies	0.175 #	0.023	7.764	230
Construction industry	0.143 #	0.015	9.502	1540
Trade	-0.013	0.014	-0.943	6580
Hospitality industry	-0.054 #	0.015	-3.699	1900
Transport	0.064 #	0.014	4.484	3200
Financial institutions	0.166 #	0.016	10.302	1090
Business services	0.049 #	0.014	3.578	9200
Public administration	-0.172 #	0.030	-5.779	120
Subsidised education	0.089 #	0.022	4.017	270
Health and welfare	0.212 #	0.015	14.536	7380
Culture and other services	0.029	0.015	1.925	1600
Private households with staff and extra-territorial organisations	0.424 #	0.028	15.434	120

*Size*

Small business with fewer than 10 employees	-0.044 #	0.005	-9.658	6530
Medium-sized business (10-100 employees)	reference category			10290
Large company (100 or more employees)	0.043 #	0.004	12.053	19860

*Company profit per person employed*

Less than 10 euros per year	0.013	0.005	2.543	4970
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10 - 2,000 euros per year	-0.019 #	0.006	-3.359	6270
2,000 - 10,000 euros per year	reference category			6290
10,000 - 32,000 euros per year	0.051 #	0.005	9.378	4360
More than 32,000 euros per year	0.100 #	0.007	14.541	2260
Unknown	0.014 #	0.005	2.969	12520
<i>Region</i>				
Northern Netherlands	-0.049 #	0.006	-8.727	3070
Eastern Netherlands	-0.041 #	0.004	-9.912	6640
Western Netherlands	reference category			15060
Southern Netherlands	-0.029 #	0.004	-7.198	7370
Unknown	-0.015	0.007	-2.322	4540
<i>Percentage female colleagues</i>				
	-0.001 #	0.000	-8.764	36670
Constant	2.434 #	0.018	138.960	36670
R <sup>2</sup>	0.536			

Source: CBS

<sup>1</sup> The variable disappeared during the analysis due to collinearity.

# The outcomes differ with a reliability of at least 99 percent from the reference group.