

Workplace health promotion and labour market performance of employees

- Online Appendix -

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Results for all outcomes

Table IA.1: Analysis of sickness absenteeism

		Age 31-40			Age 41-50			Age 51-60		
		ATENT	ATET	ATE	ATENT	ATET	ATE	ATENT	ATET	ATE
Employed end of	2/2004	0.016	0.004	0.011	-0.010	0.007	-0.003	0.019	-0.006	0.009
	1/2005	0.020	0.004	0.013	0.013	0.010	0.011	0.031	0.003	0.020
	2/2005	0.021	0.007	0.015	0.017	0.001	0.011	0.039	-0.013	0.018
	1/2006	0.021	0.014	0.018	0.022	-0.001	0.013	0.033	-0.025	0.009
	2/2006	0.019	0.018	0.018	0.004	-0.003	0.001	0.043	-0.025	0.015
	1/2007	0.018	0.013	0.016	0.018	0.003	0.012	0.035	-0.018	0.013
	2/2007	0.017	0.003	0.011	0.016	0.003	0.011	0.030	-0.024	0.008
	1/2008	0.015	0.010	0.013	0.000	-0.010	-0.005	0.035	-0.034	0.006
	2/2008	0.012	-0.001	0.006	0.000	-0.011	-0.005	0.031	-0.029	0.006
Minor employment end of	2/2004	0.005	0.011	0.007	-0.002	0.009	0.003	0.005	-0.013	-0.002
	1/2005	0.005	0.018 *	0.010	0.001	0.002	0.001	-0.011	-0.016	-0.013
	2/2005	0.002	0.015 *	0.008	-0.004	-0.002	-0.003	-0.009	-0.018	-0.012
	1/2006	0.004	0.011	0.007	0.011	0.004	0.008	-0.011	-0.026	-0.017
	2/2006	0.003	0.012	0.007	0.010	0.001	0.006	-0.015	-0.025	-0.019
	1/2007	0.000	0.015	0.007	0.004	0.004	0.004	-0.007	-0.021	-0.012
	2/2007	0.003	0.013	0.007	0.004	0.003	0.004	-0.003	-0.021	-0.011
	1/2008	0.012	0.005	0.009	0.003	0.006	0.004	-0.005	-0.015	-0.009
	2/2008	0.014	0.008	0.011	-0.004	0.004	-0.001	-0.004	-0.013	-0.008
In early retirement scheme end of	2/2004	0.000	0.000	0.000	0.000	0.000	0.000	-0.023	-0.006	-0.016
	1/2005	0.000	0.000	0.000	0.000	0.000	0.000	-0.026	-0.006	-0.018
	2/2005	0.000	0.000	0.000	0.000	0.000	0.000	-0.025	-0.008	-0.018
	1/2006	0.000	0.000	0.000	0.000	0.000	0.000	-0.021	-0.012	-0.017
	2/2006	0.000	0.000	0.000	0.002	0.000	0.001	-0.028	-0.013	-0.022
	1/2007	0.000	0.000	0.000	-0.001	-0.001	-0.001	-0.041	-0.022	-0.033 *

Table IA.1 to be continued.

Table IA.1: Analysis of sickness absenteeism (continued)

		Age 31-40			Age 41-50			Age 51-60		
		ATENT	ATET	ATE	ATENT	ATET	ATE	ATENT	ATET	ATE
Unemployed end of	2/2007	0.000	0.000	0.000	-0.002	-0.002	-0.002	-0.036	-0.019	-0.029
	1/2008	0.000	0.000	0.000	-0.002	-0.002	-0.002	-0.039	-0.020	-0.031 *
	2/2008	0.000	0.000	0.000	-0.005	-0.004	-0.004 *	-0.027	-0.021	-0.025
	2/2004	-0.010	0.000	-0.006	-0.001	-0.009	-0.004	0.002	-0.005	-0.001
	1/2005	-0.008	0.007	-0.001	-0.003	-0.006	-0.004	-0.017	-0.014	-0.016
	2/2005	-0.013	0.002	-0.006	-0.011	-0.003	-0.008	-0.035 *	-0.014	-0.026 *
	1/2006	-0.006	0.004	-0.002	-0.012	0.000	-0.007	-0.018	0.009	-0.007
	2/2006	-0.005	-0.001	-0.004	0.003	-0.002	0.001	-0.023	0.008	-0.011
	1/2007	-0.011 *	-0.006	-0.009	-0.007	0.000	-0.004	-0.006	0.002	-0.003
	2/2007	-0.003	-0.003	-0.003	-0.003	-0.011	-0.007	0.001	-0.003	0.000
Received unemployment benefits end of	1/2008	-0.004	-0.003	-0.004	-0.004	-0.004	-0.004	0.010	-0.003	0.004
	2/2008	-0.002	0.001	-0.001	0.012	0.000	0.007	0.001	0.003	0.002
	2/2004	-0.007	-0.001	-0.004	0.004	-0.007	0.000	0.004	-0.006	0.000
	1/2005	-0.008 **	0.001	-0.004	-0.004	-0.009	-0.006	-0.013	-0.013	-0.013
	2/2005	-0.004	0.001	-0.002	-0.011	-0.003	-0.008	-0.027	-0.012	-0.021
	1/2006	-0.005	0.000	-0.003	-0.008	0.001	-0.004	-0.015	0.009	-0.005
	2/2006	-0.001	0.004	0.002	0.008	-0.003	0.004	-0.016	0.008	-0.006
	1/2007	-0.008 ***	-0.006	-0.007 **	-0.005	0.001	-0.002	-0.001	0.006	0.002
	2/2007	-0.003	-0.007	-0.005	-0.002	-0.019	-0.009	0.005	-0.002	0.002
	1/2008	-0.004	-0.005	-0.005	-0.006	-0.008	-0.007	-0.006	-0.002	-0.004
Out-of-labour-force end of	2/2008	0.000	0.002	0.001	0.010	-0.001	0.006	0.002	0.000	0.001
	2/2004	-0.007	-0.005	-0.006	0.009	0.002	0.007	-0.021	0.010	-0.008
	1/2005	-0.009	-0.011	-0.010	-0.009	-0.002	-0.006	-0.012	0.009	-0.003
	2/2005	-0.005	-0.007	-0.006	-0.007	0.001	-0.004	-0.006	0.026	0.007
	1/2006	-0.012	-0.016	-0.014	-0.012	-0.001	-0.008	-0.011	0.016	0.000
	2/2006	-0.012	-0.011	-0.011	-0.006	0.003	-0.002	-0.015	0.018	-0.002
	1/2007	-0.006	-0.008	-0.007	-0.012	-0.005	-0.009	-0.024	0.013	-0.009
	2/2007	-0.012	0.000	-0.006	-0.011	0.007	-0.004	-0.026	0.025	-0.005

Table IA.1 to be continued.

Table IA.1: Analysis of sickness absenteeism (continued)

		Age 31-40			Age 41-50			Age 51-60		
		ATENT	ATET	ATE	ATENT	ATET	ATE	ATENT	ATET	ATE
Cumulated half months of employment until end of	1/2008	-0.009	-0.006	-0.008	0.004	0.011	0.007	-0.039	0.037	-0.008
	2/2008	-0.010	-0.001	-0.006	-0.009	0.010	-0.002	-0.027	0.029	-0.004
	2/2004	0.205	0.027	0.127	0.035	0.143	0.080	0.149	-0.064	0.061
	1/2005	0.412	0.055	0.256	0.064	0.177	0.110	0.507	-0.071	0.268
	2/2005	0.679	0.152	0.448	0.191	0.261	0.220	0.957	-0.201	0.479
	1/2006	0.969	0.346	0.696	0.422	0.332	0.385	1.540	-0.419	0.731
	2/2006	1.182	0.520	0.892	0.593	0.325	0.483	2.051	-0.700	0.915
	1/2007	1.417	0.754	1.127	0.729	0.287	0.547	2.464	-0.991	1.037
Cumulated half-months in minor employment until end of	2/2007	1.648	0.896	1.319	0.977	0.397	0.738	2.846	-1.185	1.181
	1/2008	1.864	0.976	1.475	1.038	0.281	0.727	3.239	-1.575	1.251
	2/2008	2.046	1.058	1.614	1.038	0.131	0.665	3.628	-2.009	1.299
	2/2004	0.056	0.123	0.086	0.005	0.116	0.051	0.059	-0.200	-0.048
	1/2005	0.124	0.320	0.210	-0.031	0.150	0.044	-0.058	-0.381	-0.191
	2/2005	0.173	0.544	0.336	-0.032	0.159	0.046	-0.169	-0.618	-0.355
	1/2006	0.216	0.693	0.425	0.097	0.246	0.159	-0.293	-0.929	-0.556
	2/2006	0.257	0.838	0.511	0.197	0.275	0.229	-0.446	-1.245	-0.776
Cumulated half-months in early retirement scheme until end of	1/2007	0.359	1.051	0.661	0.261	0.313	0.282	-0.539	-1.526	-0.947
	2/2007	0.383	1.244	0.759	0.286	0.349	0.312	-0.574	-1.780	-1.072
	1/2008	0.533	1.288	0.863	0.357	0.420	0.383	-0.594	-1.963	-1.159
	2/2008	0.711	1.390	1.008	0.342	0.467	0.393	-0.657	-2.165	-1.280
	2/2004	0.000	0.000	0.000	0.000	0.000	0.000	-0.242	-0.005	-0.144
	1/2005	0.000	0.000	0.000	0.000	0.000	0.000	-0.543	-0.097	-0.359
	2/2005	0.000	0.000	0.000	0.000	0.000	0.000	-0.849	-0.188	-0.576
	1/2006	0.000	0.000	0.000	0.000	0.000	0.000	-1.072	-0.316	-0.760
2/2006	0.000	0.000	0.000	-0.006	-0.005	-0.006	-1.372	-0.494	-1.009	
1/2007	0.000	0.000	0.000	-0.017	-0.019	-0.018	-1.822	-0.716	-1.366	
2/2007	0.000	0.000	0.000	-0.042	-0.042	-0.042	-2.274	-0.991	-1.744	
1/2008	0.000	0.000	0.000	-0.064	-0.060	-0.063	-2.731	-1.254	-2.121	

Table IA.1 to be continued.

Table IA.1: Analysis of sickness absenteeism (continued)

		Age 31-40			Age 41-50			Age 51-60		
		ATENT	ATET	ATE	ATENT	ATET	ATE	ATENT	ATET	ATE
Cumulated half months in unemployment until end of	2/2008	0.000	0.000	0.000	-0.098	-0.092	-0.096	-3.045	-1.500	-2.407
	2/2004	-0.151 *	0.006	-0.083	-0.127	-0.148	-0.136	0.046	-0.066	-0.001
	1/2005	-0.256	0.069	-0.113	-0.124	-0.160	-0.139	-0.026	-0.170	-0.085
	2/2005	-0.382	0.138	-0.155	-0.192	-0.241	-0.212	-0.376	-0.312	-0.350
	1/2006	-0.508	0.151	-0.220	-0.251	-0.276	-0.261	-0.716	-0.326	-0.555
	2/2006	-0.575	0.177	-0.246	-0.345	-0.327	-0.337	-0.975	-0.245	-0.674
	1/2007	-0.651	0.105	-0.321	-0.368	-0.333	-0.354	-1.081	-0.209	-0.721
	2/2007	-0.763	0.028	-0.417	-0.486	-0.464	-0.477	-1.116	-0.227	-0.749
	1/2008	-0.819	0.001	-0.460	-0.543	-0.511	-0.530	-1.110	-0.256	-0.757
	2/2008	-0.855	0.002	-0.480	-0.549	-0.517	-0.535	-0.915	-0.194	-0.618
Cumulated half months in income support ('Hartz IV') end middle of	2/2004	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
	1/2005	-0.020	0.041	0.007	-0.021	0.017	-0.006	0.041	0.057 **	0.048
	2/2005	-0.051	0.111	0.020	-0.022	0.049	0.008	0.054	0.103 **	0.074
	1/2006	-0.059	0.179	0.045	-0.006	0.071	0.025	0.039	0.139 **	0.080
	2/2006	-0.050	0.235	0.074	0.044	0.097	0.066	0.026	0.175 *	0.087
	1/2007	-0.029	0.282	0.107	0.159	0.172	0.164	0.051	0.210 *	0.117
	2/2007	-0.003	0.292	0.126	0.290	0.238	0.268	0.087	0.270 *	0.163
	1/2008	0.027	0.284	0.139	0.376	0.314	0.350	0.114	0.329 *	0.203
	2/2008	0.060	0.352	0.188	0.437	0.374	0.411	0.114	0.390 *	0.228
	Part-time employed end of	2/2004	-0.011	0.022	0.004	-0.007	0.018	0.003	-0.018	-0.012
1/2005		-0.007	0.031	0.010	0.003	0.011	0.006	-0.018	-0.007	-0.014
2/2005		-0.008	0.028	0.008	0.002	0.010	0.005	-0.008	-0.012	-0.010
1/2006		-0.008	0.027	0.007	0.010	0.018	0.013	-0.010	-0.020	-0.014
2/2006		-0.010	0.023	0.004	0.011	0.018	0.014	-0.011	-0.017	-0.013
1/2007		-0.006	0.023	0.007	0.004	0.020	0.011	-0.013	-0.020	-0.016
2/2007		-0.008	0.017	0.003	0.002	0.018	0.009	-0.013	-0.023	-0.017
1/2008		-0.023	0.016	-0.006	-0.004	0.021	0.006	-0.006	-0.021	-0.012
2/2008	-0.021	0.010	-0.008	-0.011	0.015	0.000	-0.006	-0.020	-0.012	

Table IA.1 to be continued.

Table IA.1: Analysis of sickness absenteeism (continued)

		Age 31-40			Age 41-50			Age 51-60		
		ATENT	ATET	ATE	ATENT	ATET	ATE	ATENT	ATET	ATE
Half monthly earnings end of	2/2004	-38.6	-75.6	-54.8	-18.8	-9.5	-14.9	-57.2	1.3	-33.1
	1/2005	-32.5	-75.0	-51.1	-5.8	-5.6	-5.7	-34.0	13.7	-14.3
	2/2005	-26.7	-70.6	-45.9	10.0	-5.6	3.6	-5.3	4.7	-1.1
	1/2006	-38.6	-64.8	-50.0	8.0	-22.5	-4.5	-13.6	3.9	-6.4
	2/2006	-30.6	-36.7	-33.3	-4.8	-10.5	-7.1	-0.4	13.1	5.2
	1/2007	-30.0	-61.0	-43.6	15.4	-0.1	9.0	-12.5	16.6	-0.5
	2/2007	-30.4	-67.8	-46.7	7.4	-3.2	3.0	-19.9	9.8	-7.7
	1/2008	-53.7	-61.6	-57.1	-28.8	-42.1	-34.2	-8.4	-13.5	-10.5
	2/2008	-44.8	-61.8	-52.2	-3.0	-31.6	-14.8	-12.0	-21.7	-16.0
Cumulated half-months in Part-time employment until end of	2/2004	-0.128	0.276	0.049	-0.051	0.196	0.051	-0.206	-0.131	-0.175
	1/2005	-0.200	0.628	0.162	-0.086	0.314	0.078	-0.431	-0.257	-0.359
	2/2005	-0.283	1.001	0.279	-0.040	0.433	0.155	-0.570	-0.421	-0.508
	1/2006	-0.381	1.329	0.367	0.094	0.667	0.329	-0.671	-0.652	-0.663
	2/2006	-0.512	1.637	0.428	0.218	0.883	0.492	-0.815	-0.891	-0.847
	1/2007	-0.454	1.967	0.605	0.307	1.090	0.629	-0.979	-1.153	-1.051
	2/2007	-0.556	2.231	0.663	0.291	1.303	0.707	-1.125	-1.442	-1.256
	1/2008	-0.814	2.414	0.598	0.279	1.545	0.800	-1.170	-1.675	-1.378
	2/2008	-1.060	2.589	0.537	0.182	1.717	0.814	-1.186	-1.939	-1.497
Cumulated earnings /100 until end of	2/2004	-465	-894	-653	-89	-67	-80	-797	61	-442
	1/2005	-914	-1806	-1304	-202	-198	-200	-1275	222	-657
	2/2005	-1249	-2644	-1859	-268	-256	-263	-1487	303	-747
	1/2006	-1650	-3371	-2403	-228	-439	-315	-1479	458	-679
	2/2006	-2063	-4009	-2914	-146	-528	-303	-1487	652	-603
	1/2007	-2461	-4626	-3408	-20	-554	-240	-1629	862	-600
	2/2007	-2842	-5382	-3953	165	-501	-109	-1816	1128	-600
	1/2008	-3443	-6131	-4619	-112	-975	-467	-2051	933	-819
	2/2008	-3943	-6809	-5197	-245	-1395	-718	-2159	720	-970

Table IA.1 to be continued.

Table IA.1: Analysis of sickness absenteeism (continued)

		Age 31-40			Age 41-50			Age 51-60		
		ATENT	ATET	ATE	ATENT	ATET	ATE	ATENT	ATET	ATE
Cumulated half-months in out-of-labour-force until end of	2/2004	-0.061	-0.034	-0.049	0.079	0.014	0.052	-0.200	0.132	-0.063
	1/2005	-0.150	-0.114	-0.134	0.043	-0.008	0.022	-0.470	0.244	-0.175
	2/2005	-0.255	-0.243	-0.250	-0.028	-0.024	-0.026	-0.561	0.538	-0.107
	1/2006	-0.368	-0.412	-0.387	-0.177	-0.066	-0.131	-0.760	0.759	-0.132
	2/2006	-0.489	-0.597	-0.536	-0.278	-0.040	-0.180	-0.988	0.955	-0.185
	1/2007	-0.625	-0.753	-0.681	-0.392	-0.020	-0.239	-1.257	1.203	-0.241
	2/2007	-0.729	-0.811	-0.765	-0.535	-0.022	-0.324	-1.558	1.413	-0.331
	1/2008	-0.867	-0.837	-0.854	-0.545	0.117	-0.272	-1.912	1.835	-0.364
	2/2008	-0.993	-0.905	-0.954	-0.545	0.268	-0.211	-2.452	2.217	-0.524
Number of employer changes until end of	2/2004	-0.002	0.000	-0.001	0.000	0.000	0.000	-0.002	-0.001	-0.001
	1/2005	0.002	0.003	0.002	-0.004 *	-0.002	-0.003	-0.001	0.001	0.000
	2/2005	0.000	0.005	0.002	-0.013 **	-0.003	-0.009 *	-0.013	-0.009	-0.012
	1/2006	-0.005	0.004	-0.001	-0.008	0.004	-0.003	-0.014	-0.005	-0.010
	2/2006	-0.034	-0.017	-0.026	-0.037	-0.001	-0.022	-0.017	-0.004	-0.011
	1/2007	-0.043	-0.028	-0.037	-0.053 *	-0.034	-0.045 **	-0.023	-0.013	-0.019
	2/2007	-0.061 *	-0.031	-0.048 **	-0.051	-0.028	-0.042	-0.026	-0.017	-0.022
	1/2008	-0.065 *	-0.022	-0.046	-0.051	-0.022	-0.040	-0.010	-0.012	-0.011
	2/2008	-0.058	-0.002	-0.033	-0.037	-0.015	-0.028	-0.001	-0.002	-0.001
Number of terminations of employment due to longer illness until end of	2/2004	0.000	0.003	0.001	0.001	0.002	0.002	0.008	-0.005	0.003
	1/2005	0.003	0.002	0.003	0.001	0.005	0.003	0.017	-0.009	0.006
	2/2005	0.005	-0.001	0.002	0.007	0.006	0.007	0.011	-0.004	0.005
	1/2006	0.007	0.001	0.004	0.000	0.004	0.002	0.019	-0.006	0.009
	2/2006	0.001	-0.003	-0.001	-0.001	0.005	0.002	0.020	-0.005	0.010
	1/2007	-0.001	-0.005	-0.003	-0.004	0.006	0.000	0.021	-0.004	0.010
	2/2007	-0.005	-0.004	-0.004	-0.007	0.012	0.001	0.019	-0.005	0.009
	1/2008	-0.010	-0.006	-0.008	0.015	0.019	0.017	0.009	-0.010	0.001
	2/2008	-0.011	-0.006	-0.009	0.009	0.018	0.013	0.006	-0.010	-0.001
Tenure after June 30, 2004 in days		85.3	79.9	82.9	39.7	60.8	48.4	86.7	8.6	54.4

Note: */**/** indicates significance on the 10/5/1% level. Inference is based on block bootstrapping p-values (clustered at the establishment level, 499 replications).

Table IA.2: Health circles/courses

		Age 31-40			Age 41-50			Age 51-60				
		ATENT	ATET	ATE	ATENT	ATET	ATE	ATENT	ATET	ATE		
Employed end of	2/2004	0.019	0.008	0.015	0.011	0.005	0.009	0.037	0.058	0.044	*	
	1/2005	0.019	0.008	0.015	0.005	-0.010	-0.001	0.037	0.044	0.039		
	2/2005	0.029	0.006	0.021	0.002	-0.001	0.001	0.058	*	0.038	*	
	1/2006	0.027	0.003	0.018	-0.003	-0.015	-0.008	0.084	***	0.047	**	
	2/2006	0.034	*	0.005	0.023	0.013	-0.009	0.079	**	0.036	0.064	**
	1/2007	0.014	-0.012	0.004	0.013	-0.011	0.004	0.069	**	0.029	0.055	*
	2/2007	0.024	0.012	0.019	0.019	-0.008	0.009	0.064	**	0.019	0.048	*
	1/2008	0.014	-0.008	0.006	0.019	-0.008	0.010	0.049		0.014	0.037	
2/2008	0.014	-0.006	0.006	0.023	-0.003	0.014	0.055	*	0.031	0.046		
Minor employment end of	2/2004	0.014	0.011	0.013	0.008	0.010	0.009	0.005		0.012	0.008	
	1/2005	0.002	0.013	0.006	-0.008	0.004	-0.004	-0.011		0.005	-0.005	
	2/2005	-0.004	0.011	0.002	-0.012	0.004	-0.006	-0.010		0.008	-0.004	
	1/2006	0.003	0.009	0.005	0.009	0.010	0.009	0.003		0.009	0.005	
	2/2006	0.003	0.017	0.008	-0.006	0.010	0.000	0.001		0.011	0.005	
	1/2007	0.001	0.015	0.006	-0.014	*	0.005	-0.007		0.004	0.002	0.003
	2/2007	0.003	0.016	0.008	-0.014	*	0.008	-0.006		-0.004	-0.004	-0.004
	1/2008	-0.003	0.009	0.001	0.007	0.014	0.010	-0.017		-0.004	-0.013	
2/2008	0.001	0.014	0.006	-0.008	0.012	-0.001	-0.021	*	0.000	-0.014		
In early retirement scheme end of	2/2004	0.000	0.000	0.000	0.000	0.000	0.000	-0.035		-0.033	-0.034	
	1/2005	0.000	0.000	0.000	0.000	0.000	0.000	-0.044	*	-0.023	-0.037	*
	2/2005	0.000	0.000	0.000	0.000	0.000	0.000	-0.036		-0.019	-0.030	
	1/2006	0.000	0.000	0.000	0.000	0.000	0.000	-0.005		0.009	0.000	
	2/2006	0.000	0.000	0.000	0.007	0.000	0.005	0.006		0.010	0.007	
	1/2007	0.000	0.000	0.000	0.005	0.001	0.003	0.015		0.010	0.013	
	2/2007	0.000	0.000	0.000	0.003	-0.001	0.002	0.026		0.023	0.025	
	1/2008	0.000	0.000	0.000	0.002	0.001	0.001	0.019		0.028	0.022	
2/2008	0.000	0.000	0.000	0.004	0.002	0.003	0.021		0.029	0.024		
Unemployed end of	2/2004	-0.011	-0.008	-0.010	-0.015	-0.001	-0.010	-0.024		-0.030	-0.026	
	1/2005	-0.003	-0.002	-0.003	0.007	0.012	0.009	-0.036	*	-0.028	-0.033	*
	2/2005	-0.014	-0.006	-0.011	0.001	0.006	0.003	-0.058	**	-0.026	-0.047	***

Table IA.2 to be continued.

Table IA.2: Health circles/courses (continued)

		Age 31-40			Age 41-50			Age 51-60		
		ATENT	ATET	ATE	ATENT	ATET	ATE	ATENT	ATET	ATE
Received unemployment benefits end of	1/2006	-0.005	0.003	-0.002	0.003	0.008	0.005	-0.052 **	-0.015	-0.039 **
	2/2006	-0.013	0.000	-0.008	-0.005	0.008	0.000	-0.040 *	0.005	-0.024
	1/2007	-0.002	0.002	0.000	-0.015 *	0.007	-0.007	-0.038 *	0.006	-0.022
	2/2007	-0.007	-0.023	-0.013	-0.015 *	0.008	-0.007	-0.013	0.008	-0.006
	1/2008	0.005	0.000	0.003	-0.011	0.007	-0.005	-0.008	0.012	-0.001
	2/2008	0.007	-0.002	0.004	-0.009	0.006	-0.004	0.019	0.008	0.015
	2/2004	-0.005	-0.006	-0.005	-0.008	0.001	-0.005	-0.031 *	-0.029	-0.030 *
	1/2005	0.003	0.000	0.002	0.011	0.015	0.012	-0.029	-0.021	-0.026
	2/2005	-0.003	-0.001	-0.003	0.001	0.006	0.003	-0.048 **	-0.021	-0.039 **
	1/2006	-0.006	-0.001	-0.004	0.007	0.005	0.006	-0.047 **	-0.016	-0.036 **
Out-of-labour-force end of	2/2006	-0.007 *	0.002	-0.004	-0.005	0.004	-0.002	-0.037 *	0.004	-0.022
	1/2007	-0.001	-0.001	-0.001	-0.013 **	0.002	-0.008 *	-0.037 *	0.004	-0.023
	2/2007	-0.009	-0.051	-0.024	-0.017 **	0.001	-0.010 **	-0.019	0.005	-0.010
	1/2008	0.002	-0.001	0.001	-0.012 *	0.000	-0.008 *	-0.018	0.010	-0.008
	2/2008	0.007	-0.005	0.003	-0.005	0.000	-0.003	0.005	0.002	0.004
	2/2004	-0.008	0.001	-0.005	0.003	-0.004	0.000	-0.009	-0.018	-0.013
	1/2005	-0.012	-0.002	-0.008	-0.009	-0.001	-0.006	-0.004	-0.014	-0.007
	2/2005	-0.013	0.000	-0.008	-0.006	-0.006	-0.006	-0.004	-0.008	-0.006
	1/2006	-0.018	-0.006	-0.014	-0.004	0.005	0.000	-0.029	-0.029	-0.029
	2/2006	-0.020 *	-0.003	-0.014	-0.005	-0.001	-0.004	-0.037 *	-0.046	-0.040
Cumulated half months of employment until end of	1/2007	-0.008	0.010	-0.001	0.003	0.003	0.003	-0.024	-0.039	-0.029
	2/2007	-0.014	0.004	-0.007	0.005	0.001	0.004	-0.035	-0.030	-0.033
	1/2008	-0.011	0.009	-0.004	0.000	0.002	0.001	-0.027	-0.027	-0.027
	2/2008	-0.014	0.008	-0.006	-0.008	-0.002	-0.006	-0.057 **	-0.042	-0.052 *
	2/2004	0.199	0.091	0.159	0.184	0.093	0.151	0.425	0.690	0.517
	1/2005	0.379	0.145	0.292	0.343	-0.033	0.208	0.909	1.243	1.026
	2/2005	0.734	0.226	0.545	0.455	-0.125	0.248	1.497 *	1.683	1.562
	1/2006	1.160	0.300	0.840	0.519	-0.226	0.252	2.484 **	2.184	2.379 *
	2/2006	1.532	0.251	1.055	0.591	-0.392	0.239	3.528 **	2.698	3.238 **
	1/2007	1.827	0.169	1.210	0.763	-0.550	0.293	4.313 **	3.046	3.870 **

Table IA.2 to be continued.

Table IA.2: Health circles/courses (continued)

		Age 31-40			Age 41-50			Age 51-60		
		ATENT	ATET	ATE	ATENT	ATET	ATE	ATENT	ATET	ATE
Cumulated half-months in minor employment until end of	2/2007	2.120	0.296	1.442	1.016	-0.670	0.413	5.097 **	3.347	4.486 **
	1/2008	2.409	0.157	1.571	1.286	-0.781	0.546	5.692 **	3.471	4.916 **
	2/2008	2.624	0.057	1.669	1.540	-0.848	0.686	6.296 **	3.746	5.405 *
	2/2004	0.102	0.167	0.126	0.001	0.127	0.046	0.040	0.084	0.055
	1/2005	0.162	0.358	0.235	-0.118	0.175	-0.013	-0.089	0.129	-0.013
	2/2005	0.154	0.550	0.301	-0.245	0.222	-0.078	-0.217	0.189	-0.075
	1/2006	0.179	0.683	0.366	-0.198	0.333	-0.008	-0.215	0.269	-0.046
	2/2006	0.192	0.843	0.434	-0.195	0.448	0.035	-0.212	0.377	-0.007
	1/2007	0.226	1.066	0.539	-0.357	0.510	-0.047	-0.193	0.439	0.028
	2/2007	0.249	1.274	0.630	-0.544	0.583	-0.141	-0.239	0.399	-0.016
Cumulated half-months in early retirement scheme until end of	1/2008	0.226	1.428	0.673	-0.488	0.750	-0.045	-0.405	0.327	-0.149
	2/2008	0.221	1.610	0.738	-0.578	0.899	-0.049	-0.665	0.275	-0.337
	2/2004	0.000	0.000	0.000	0.000	0.000	0.000	-0.452	-0.363	-0.421
	1/2005	0.000	0.000	0.000	0.000	0.000	0.000	-0.985 **	-0.788	-0.916 **
	2/2005	0.000	0.000	0.000	0.000	0.000	0.000	-1.482 **	-1.085	-1.344 **
	1/2006	0.000	0.000	0.000	0.000	0.000	0.000	-1.620	-1.150	-1.456
	2/2006	0.000	0.000	0.000	-0.002	0.000	-0.001	-1.655	-1.095	-1.459
	1/2007	0.000	0.000	0.000	0.008	0.009	0.009	-1.589	-0.971	-1.373
	2/2007	0.000	0.000	0.000	0.020	0.006	0.015	-1.377	-0.746	-1.157
	1/2008	0.000	0.000	0.000	0.028	0.011	0.022	-1.216	-0.435	-0.943
Cumulated half months in unemployment until end of	2/2008	0.000	0.000	0.000	0.040	0.029	0.036	-1.002	-0.078	-0.679
	2/2004	-0.139	-0.094	-0.122	-0.139	-0.027	-0.099	-0.334	-0.431	-0.368 *
	1/2005	-0.194	-0.141	-0.174	-0.215	0.066	-0.114	-0.755	-0.932	-0.817 *
	2/2005	-0.313	-0.170	-0.259	-0.208	0.180	-0.070	-1.299 *	-1.253	-1.283 **
	1/2006	-0.446	-0.135	-0.330	-0.182	0.271	-0.020	-1.983 **	-1.534	-1.826 **
	2/2006	-0.567	-0.083	-0.387	-0.277	0.368	-0.046	-2.560 **	-1.756	-2.279 **
	1/2007	-0.638	-0.047	-0.418	-0.492	0.444	-0.157	-3.040 **	-1.661	-2.558 **
	2/2007	-0.737	-0.063	-0.486	-0.758	0.543	-0.293	-3.427 **	-1.581	-2.782 **
	1/2008	-0.845	-0.012	-0.535	-1.015	0.627	-0.427	-3.709 **	-1.426	-2.912 **
	2/2008	-0.815	-0.011	-0.516	-1.181	0.715	-0.503	-3.701 **	-1.310	-2.866 **

Table IA.2 to be continued.

Table IA.2: Health circles/courses (continued)

		Age 31-40			Age 41-50			Age 51-60		
		ATENT	ATET	ATE	ATENT	ATET	ATE	ATENT	ATET	ATE
Cumulated half months in	2/2004	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
income support ('Hartz IV')	1/2005	0.073	0.036	0.059	0.037	0.009	0.027	0.033	0.038	0.035
end middle of	2/2005	0.120	0.073	0.103	0.103	0.068	0.091	0.040	0.058	0.046
	1/2006	0.139	0.111	0.129	0.119	0.105	0.114	0.039	0.079	0.053
	2/2006	0.118	0.161	0.134	0.110	0.155	0.126	0.060	0.105	0.076
	1/2007	0.101	0.223	0.146	0.123	0.237	0.164	0.088	0.149	0.109
	2/2007	0.068	0.281	0.147	0.130	0.315	0.196	0.125	0.208	0.154
	1/2008	0.064	0.330	0.163	0.129	0.416 *	0.232	0.162	0.269	0.200
	2/2008	0.119	0.388	0.219	0.103	0.478 *	0.237	0.269	0.327	0.289
Part-time employed	2/2004	0.044	0.002	0.028	-0.019	0.046	0.004	0.011	0.027	0.017
end of	1/2005	0.047	0.013	0.034	-0.021	0.048	0.003	0.003	0.023	0.010
	2/2005	0.033	0.010	0.025	-0.023	0.049	0.003	0.011	0.029	0.017
	1/2006	0.039	0.001	0.025	-0.013	0.050	0.010	0.036	0.049	0.041
	2/2006	0.033	0.011	0.025	-0.018	0.051	0.007	0.047	0.048	0.047 *
	1/2007	0.037	0.012	0.028	-0.021	0.046	0.003	0.057	0.049	0.055 **
	2/2007	0.030	0.035	0.032	-0.023	0.054	0.005	0.052	0.049	0.051 *
	1/2008	0.013	0.019	0.015	-0.014	0.054	0.010	0.044	0.047	0.045
	2/2008	0.010	0.024	0.015	-0.026	0.049	0.001	0.028	0.046	0.035
Half monthly earnings	2/2004	-36.3	-149.2	-78.3	54.4	-73.4	8.7	29.5	53.4	37.9
end of	1/2005	-30.2	-143.8	-72.4	46.6	-84.0	-0.1	36.3	44.7	39.2
	2/2005	-7.4	-147.5	-59.5	18.9	-77.1	-15.4	49.9	40.1	46.5
	1/2006	-14.7	-156.9	-67.6	4.1	-99.2	-32.8	72.5	35.8	59.7
	2/2006	0.6	-159.3	-58.9	54.1	-94.5	1.0	65.5	31.1	53.5
	1/2007	-24.1	-184.3	-83.7	63.8	-87.8	9.6	55.1	29.6	46.2
	2/2007	-12.2	-167.7	-70.0	68.3	-80.6	15.0	59.3	15.2	43.9
	1/2008	-12.0	-177.6	-73.6	47.8	-90.4	-1.6	61.4	13.5	44.7
	2/2008	-13.5	-182.6	-76.4	69.6	-88.7	13.0	74.7	32.4	59.9
Cumulated half-months in	2/2004	0.510	-0.025	0.311	-0.166	0.482	0.066	0.220	0.373	0.274
Part-time employment until	1/2005	1.090	0.097	0.720	-0.434	0.988	0.075	0.304	0.535	0.385
end of	2/2005	1.624	0.228	1.105	-0.707	1.502	0.083	0.460	0.800	0.579

Table IA.2 to be continued.

Table IA.2: Health circles/courses (continued)

		Age 31-40			Age 41-50			Age 51-60		
		ATENT	ATET	ATE	ATENT	ATET	ATE	ATENT	ATET	ATE
Cumulated earnings /100 until end of	1/2006	2.112	0.184	1.395	-0.804	2.078	0.227	0.877	1.211	0.994
	2/2006	2.526	0.168	1.649	-0.948	2.639	0.335	1.417	1.777	1.543
	1/2007	3.039	0.330	2.031	-1.186	3.159	0.368	2.055	2.330	2.151
	2/2007	3.467	0.678	2.429	-1.505	3.712	0.361	2.720	2.922	2.791
	1/2008	3.695	0.885	2.649	-1.599	4.298	0.510	3.288	3.460	3.348
	2/2008	3.879	1.126	2.855	-1.875	4.854	0.532	3.696	4.001	3.802
	2/2004	-447	-1842	-966	671	-813	141	344	722	476
	1/2005	-905	-3639	-1923	1185	-1854	98	780	1247	943
	2/2005	-1102	-5408	-2704	1583	-2819	8	1382	1730	1503
	1/2006	-1276	-7270	-3506	1708	-3965	-321	2203	2150	2184
2/2006	-1356	-9265	-4298	2074	-5156	-512	3113	2597	2933	
1/2007	-1553	-11419	-5224	2829	-6219	-407	3724	2847	3417	
2/2007	-1747	-13480	-6113	3670	-7211	-222	4390	3129	3950	
1/2008	-1803	-15647	-6954	4215	-8314	-267	5016	3207	4384	
2/2008	-1936	-17817	-7845	5008	-9363	-132	5850	3468	5018	
Cumulated half-months in out-of-labour-force until end of	2/2004	-0.052	0.025	-0.023	-0.059	-0.074	-0.064	-0.119	-0.244	-0.162
	1/2005	-0.151	0.043	-0.079	-0.096	-0.042	-0.077	-0.191	-0.328	-0.239
	2/2005	-0.327	0.025	-0.196	-0.202	-0.075	-0.156	-0.227	-0.448	-0.304
	1/2006	-0.565	-0.068	-0.380	-0.290	-0.092	-0.219	-0.460	-0.646	-0.525
	2/2006	-0.802	-0.051	-0.522	-0.316	-0.056	-0.223	-0.906	-0.956	-0.923
	1/2007	-1.013	0.008	-0.633	-0.285	-0.002	-0.184	-1.172	-1.421	-1.259
	2/2007	-1.188	-0.083	-0.777	-0.263	0.002	-0.168	-1.509	-1.823	-1.619
	1/2008	-1.366	0.012	-0.853	-0.257	0.016	-0.159	-1.767	-2.097	-1.883
2/2008	-1.578	0.119	-0.947	-0.313	-0.007	-0.203	-2.307	-2.504	-2.376	
Number of employer changes until end of	2/2004	-0.002	-0.002	-0.002	0.000	0.001	0.000	0.001	-0.001	0.000
	1/2005	-0.005	-0.004	-0.005	-0.005 **	-0.001	-0.003	-0.002	-0.007	-0.004
	2/2005	-0.017	-0.020	-0.018	-0.018	-0.005	-0.014	-0.021 **	-0.020	-0.021
	1/2006	-0.023	-0.019	-0.022	-0.026 *	-0.001	-0.017	-0.028 ***	-0.018	-0.025
	2/2006	-0.062	-0.039	-0.053	-0.061 *	0.005	-0.037	-0.032 *	-0.007	-0.023
1/2007	-0.084 *	-0.047	-0.070 *	-0.076 *	0.010	-0.045 *	-0.038 *	-0.007	-0.027	

Table IA.2 to be continued.

Table IA.2: Health circles/courses (continued)

		Age 31-40			Age 41-50			Age 51-60		
		ATENT	ATET	ATE	ATENT	ATET	ATE	ATENT	ATET	ATE
	2/2007	-0.103 **	-0.056	-0.086 *	-0.092 *	0.013	-0.054	-0.049 ***	-0.014	-0.037 *
	1/2008	-0.113	-0.065	-0.095	-0.098 *	0.010	-0.059	-0.058 ***	-0.013	-0.042 **
	2/2008	-0.084	-0.088	-0.086	-0.099 *	0.014	-0.059	-0.053 **	-0.009	-0.037 *
Number of terminations of employment due to longer illness until end of	2/2004	0.000	0.001	0.000	0.003	0.001	0.002	0.001	-0.002	0.000
	1/2005	0.005	0.002	0.004	0.001	0.002	0.002	-0.002	-0.003	-0.002
	2/2005	0.012	0.003	0.009	0.001	-0.001	0.000	0.004	0.010	0.006
	1/2006	0.017	0.007	0.013	-0.002	0.007	0.001	0.003	0.008	0.005
	2/2006	0.010	0.006	0.009	-0.001	0.006	0.002	0.012	0.016	0.014
	1/2007	0.006	0.005	0.005	0.000	0.009	0.003	0.012	0.018	0.014
	2/2007	0.005	-0.043	-0.013	0.007	0.005	0.006	0.016	0.013	0.015
	1/2008	0.010	-0.042	-0.009	0.014	0.006	0.011	0.015	0.011	0.013
	2/2008	0.018	-0.043	-0.004	0.007	0.002	0.005	0.013	0.005	0.010
Tenure after June 30, 2004 in days	200.1 ***	165.6	187.3 **	156.7 **	20.5	108.0 *	184.6 ***	76.4	146.8 **	

Note: */**/** indicates significance on the 10/5/1% level. Inference is based on block bootstrapping p-values (clustered at the establishment level, 499 replications).

Descriptive statistics for the raw data over time

Table IA.3: Selected covariates for the raw sample observed in 2002 as well as both 2002 and 2004

Variable	Observed in 2002		Observed in 2002 + 2004	
	Mean	Std. deviation	Mean	Std. deviation
Establishment characteristics				
Number of employees	1351.62	1544.56	1442.48	1657.47
Trainees (share)	0.04	0.05	0.04	0.04
Minor employment (share)	0.03	0.09	0.03	0.09
Part time employees (share)	0.18	0.20	0.17	0.19
Average earnings in EUR	1240.21	352.38	1254.30	341.05
Average tenure in days	2104.48	756.18	2164.41	730.10
Technical occupation (share)	0.20	0.22	0.21	0.21
Occupation in construction (share)	0.02	0.09	0.02	0.10
Occupation in manufacturing (share)	0.15	0.21	0.16	0.22
Occupation in high skilled services (share)	0.42	0.34	0.41	0.34
Occupation in low skilled services (share)	0.11	0.20	0.11	0.20
Manufacturing (sector)	0.51	0.50	0.53	0.50
Trade (sector)	0.06	0.23	0.05	0.23
Banking, insurance, real estate (sector)	0.11	0.32	0.11	0.31
Research, education, health and social services (sector)	0.19	0.40	0.19	0.39
Other services (sector)	0.05	0.22	0.05	0.22
Individual characteristics of employees				
Woman	0.40	0.49	0.39	0.49
Age (in years)	39.50	11.27	39.53	11.25
No vocational degree	0.19	0.39	0.19	0.39
Vocational degree	0.64	0.48	0.65	0.48
University or polytechnic degree	0.12	0.32	0.12	0.32
Vocational degree missing	0.06	0.24	0.05	0.22
Regional characteristics				
Growth of regional GDP 1994 to 2002 in %	20.82	12.62	20.95	12.57
Inhabitants per square km	1059.26	1086.09	1011.98	1046.78
Deviation of share of unemployed in labor force from its age-specific mean in %	10.13	4.39	10.12	4.45
Welfare recipients per 1000 inhabitants	38.32	21.89	37.52	21.37
Foreigners in %	9.94	5.97	9.72	5.89
State: Baden-Württemberg	0.12	0.33	0.13	0.33
State: Bavaria	0.15	0.36	0.14	0.35
State: Hestia	0.10	0.30	0.10	0.30
State: North Rhine-Westphalia	0.16	0.37	0.16	0.37
Observations (individuals)	1,391,034		1,000,943	

Note: All variables are measured in 2002.