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# The dynamics of welfare entry and exit among natives and immigrants

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## Abstract

This paper studies welfare entry and exit in Germany and determines the relevance of state dependence. We separately consider natives and immigrants after a substantial reform of the German welfare system. Based on dynamic multinomial logit estimations, we calculate transition matrices between three mutually exclusive labor market states. We find that temporal persistence in welfare participation can mostly be explained by observed and unobserved characteristics. Immigrants appear to have a higher risk of welfare entry and a lower probability of welfare exit compared to natives. The results do not yield strong evidence of state dependence or of an overall welfare trap.

**Keywords:** welfare trap, Hartz Reform, welfare dependence, unemployment benefit II, immigration

**JEL Classification:** I38, J61

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## 1 Introduction

In many countries immigrants have a higher propensity to receive welfare benefits than natives (for a survey, cf. Barrett and McCarthy 2008). It is important to understand the mechanisms behind this difference because the population share of immigrants and their descendants is destined to rise in most aging societies. Also, continued immigration may put substantial pressures on existing welfare systems (e.g., Jean et al. 2010, OECD 2010).

The literature studying immigrant-native differences in welfare receipt uses three approaches. A first approach focuses on observable characteristics and their relevance. A frequent finding is that immigrants with little host country-specific human capital have poor labor market prospects and a high risk of welfare receipt. A second approach separates the probabilities of entering and exiting transfer dependence for immigrants and natives. The third approach allows for state dependence: welfare receipt itself may affect individual preferences or constraints that determine subsequent exit and entry behavior. If there is state dependence in welfare receipt, the welfare system generates a welfare trap (e.g., Plant 1984).<sup>1</sup>

When studying state dependence, it is important to distinguish whether correlations in labor market states over time are due to spurious or true state dependence. State dependence is called spurious if the correlation in labor market states over time results from observed or unobserved individual-specific heterogeneity. Only after accounting for such heterogeneities can we reliably identify true state dependence and the existence of a welfare trap (cf. Heckman 1981a).

In this study we investigate state dependence as a determinant of temporary persistence in welfare participation as well as other potential mechanisms behind immigrant-native differences in welfare receipt. We apply dynamic multinomial logit models with controls for unobserved heterogeneity and endogenous initial conditions to analyze transition probabili-

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<sup>1</sup> Persistence in welfare participation is a common observation. Welfare recipients often experience welfare participation for prolonged and repeated periods (e.g., Blank 1989, Moffitt 1992, Blank and Ruggles 1994, Green and Warburton 2004).

ties between employment, inactivity, and welfare receipt. We consider the patterns of welfare exit and welfare entry separately for native and immigrant subsamples.

While various contributions have studied immigrant-native differences in welfare participation, only few authors applied dynamic estimation approaches to distinguish true and spurious state dependence. The studies which are most closely related to our analysis consider dynamic discrete choice models to estimate true state dependence in welfare receipt.

Hansen and Lofstrom (2009) study the transition between welfare receipt, unemployment, and employment among male Swedes. Jointly with a dynamic multinomial logit model, the authors model the endogenous initial state using Heckman's (1981a) procedure and consider unobserved heterogeneity using a discrete factor approximation (Heckman and Singer 1984). They find that true state dependence in welfare receipt is far lower than the observed temporal persistence in welfare receipt. However, since true state dependence is higher among immigrants than natives, they confirm the existence of a welfare trap for immigrants.

In their 2006 analysis, Hansen and Lofstrom separately study welfare exit and entry of Swedish natives and immigrants. They find that the difference in welfare receipt between natives and immigrants results from differences in entry to rather than in exit from welfare. The authors conclude that unobserved rather than observed characteristics are a main determinant of differences in welfare participation.

In a recent contribution, Bratsberg et al. (2010) study the process by which immigrants drop out of employment over time in Norway. Compared to natives, immigrants have substantially higher exit rates from employment and significantly higher state dependence in nonemployment. This is in part driven by differences in household characteristics, immigrants' selection into weak industries, the sensitivity of their jobs to the business cycle, and by weak work incentives of the Norwegian welfare system.

There are additional contributions to the literature on state dependence of welfare receipt that do not focus on the immigrant-native welfare gap. Hansen et al. (2006) study Canadian welfare participation. They apply dynamic probit estimators for transitions in and out of welfare receipt and use similar econometric methods as Hansen and Lofstrom (2009). The authors find substantial true state dependence in particular in regions with high benefit levels.

Using Californian data and dynamic fixed effects logit models, Chay et al. (2004) provide evidence for first and second order state dependence in welfare receipt. The magnitude of state dependence varies across population groups with substantially stronger effects among blacks, old, and single parent households than among whites, young, and dual parent households. The aggregation of monthly data to quarterly and annual observations attenuates the state dependence estimates.

Finally, Cappellari and Jenkins (2009) study welfare receipt in Britain using a dynamic random effects probit model. The model allows for different covariate effects on entry to versus exit from welfare receipt. The results yield only few statistically significant differences and little evidence for state dependence. The authors control for endogenous initial conditions using the Wooldridge (2005) estimator and consider Mundlak (1978)-type fixed effect controls. They argue that the decline in British welfare participation was driven by declining entry rates, which are correlated with falling unemployment and reforms of the welfare system.

The German literature on welfare participation is limited. One group of contributions studies take-up behavior.<sup>2</sup> Transitions in and out of welfare receipt have been analyzed by Wilde (2003) using a probit estimator and data from 1999. Aldashev and Fitzenberger (2009) simulate the probability of welfare entry using administrative data for 2006. Schels (2009) studies the exit behavior of a cross-section of young welfare recipients in January 2005. Bruckmeier and Wiemers (2010) look at the duration of welfare payments as an earnings subsidy for employed individuals. Riphahn (2004) compared native and immigrant social assistance receipt between 1984 and 1996. Accounting for unobserved heterogeneity and endogenous panel attrition, she concludes that the welfare gap is connected to immigrants' higher financial vulnerability in the event of unemployment. So far, no contribution considers

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<sup>2</sup> Differences in take-up behavior between natives and immigrants could affect the interpretation of our results. However, the literature generally does not find significant differences for the subsamples, see e.g. Riphahn (2001), Kayser and Frick (2001), Wilde and Kubis (2005), Frick and Groh-Samberg (2007), or Bruckmeier and Wiemers (2010).

state dependence and the dynamics of transitions after 2005, when the welfare system was reformed.

Except for Hansen and Lofstrom (2006, 2009) and Bratsberg et al. (2010) the difference in welfare dynamics for natives and immigrants has remained largely unexplored. We contribute to this literature in several ways: first, we extend the literature on state dependence in welfare receipt by adding evidence for the case of Germany, the largest economy in Europe and historically a popular destination for immigrants. Second, we are the first to study welfare exit and entry in a dynamic framework in Germany after the welfare reform of 2005. Finally, we provide evidence on whether welfare traps are pervasive and whether these mechanisms differ across population groups.

We find that the temporal persistence in welfare participation for the most part can be explained by observed and unobserved characteristics. Immigrants have a higher risk of welfare entry and a lower probability of welfare exit than natives. In particular, non-EU citizens have the lowest employment stability, the highest persistence in welfare participation, the highest welfare entry rate, and the lowest welfare exit rate among all subsamples. A simulation exercise shows that immigrant-native differences in labor market transitions narrow when differences in characteristics are taken into account. However, for non-EU citizens a substantial unexplained immigrant-native gap remains. Gender-specific analyses suggest that immigrant-native differences are particularly pronounced among men. Overall, true state dependence is moderate even in the subsample of non-EU immigrants where it is the largest. Thus, there is little evidence for a welfare trap.

These findings are of interest for the design of welfare policies, as they deepen our understanding of immigrant-native differences in welfare entry and exit. In addition, we identify immigrant groups with insufficient labor market integration. Lessons from the experience of Europe's largest economy and labor market may be relevant for the situation in countries with similar population structures.

## 2 Institutions

The German income support system was reformed between 2002 and 2005 (for a summary see e.g., Caliendo 2009, Riphahn and Wunder 2011). This section briefly describes post-reform minimum income protection for natives and immigrants. The two institutions relevant to our analyses are the unemployment insurance and the welfare system.

Among the eligibility requirements for the receipt of unemployment insurance (UI) benefits are a minimum prior duration of insurance contributions and active job search. UI benefits replace up to 67 percent of prior net labor earnings. The benefits are provided for up to 12 months for those who worked 24 out of the last 48 months prior to unemployment.<sup>3</sup> In addition, the duration of benefit eligibility increases with the age of the unemployed. Benefits (labeled unemployment benefits I) are financed based on insurance contributions. They are not means-tested and are available for immigrants and natives, if they established a contributory record.

The objective of the German welfare system is to ensure that legal residents can lead a dignified life based on an administratively set minimum income. This minimum income is calculated for a given household based on the number and age of household members. It is provided as a benefit and independent of past earnings to those in need. Since the 2005 reform, the German welfare system distinguishes between those who are able to work and those who are not. Those able to work but with insufficient income can claim means-tested unemployment benefits II (UB II), i.e. welfare benefits, from the tax-financed welfare system.<sup>4</sup> UB II are available, both, for the unemployed without (sufficient) claims to the unemployment insurance and for those who are employed but whose earnings do not meet their minimum income needs. Eligibility requirements for UB II receipt are (a) a means-tested need, (b) the ability to work at least 15 hours per week, (c) being between age 15 and 65, and (d) having permanent residence rights in Germany, which excludes tourists, seasonal

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<sup>3</sup> The definition of the 48 months reference period changed at several occasions in the past.

<sup>4</sup> Those who are too old or not healthy enough to work receive minimum income transfers e.g. from the social assistance program (Sozialhilfe) or income support for the elderly (Grundsicherung).

workers, and asylum seekers. Individuals living with a welfare recipient receive welfare, if they are a dependent child, a partner, or parent in the same household (see BMAS 2010). Since the 2005 welfare reform the welfare system has to strengthen work incentives, activate welfare recipients, and enable them to re-enter the labor market in addition to administering transfer payments.

Individuals without German citizenship can claim UB II beginning with their fourth month of stay in Germany if they are allowed to take up employment. This again depends on their formal immigrant status: asylum seekers, e.g., are not eligible for welfare and receive separate asylum seeker benefits. Ethnic Germans<sup>5</sup> and naturalized immigrants are treated just like natives. Immigrants residing in Germany in order to find employment are not eligible. However, a long list of circumstances renders EU citizens (and those treated like them, such as citizens of Switzerland, Norway, Iceland, and Liechtenstein) eligible for UB II receipt (for details, see Classen 2009). Generally, those immigrants who are not eligible for UB II, are likely to be eligible for welfare benefits from the social assistance scheme.

An important question is, whether immigrants run the risk of losing their right to stay in Germany or risk their naturalization by receiving welfare benefits. In some situations the prolongation of the right to stay or an improvement in immigrant status can be refused if an immigrant is in need of public means-tested support. The receipt of unemployment benefit I is not relevant in this respect, as it is not means-tested. Special protection is granted to migrants from signatory states of the European Convention on Social and Medical Assistance as of 1953, which covers immigrants from EU member states, Iceland, Norway, and—importantly—Turkey. Immigrants from these states generally cannot lose their right to stay in Germany as a consequence of welfare receipt.<sup>6</sup> In addition, the receipt of UB II can preclude naturalization if welfare receipt is due to the behavior of the individual and could have been avoided, e.g. by taking up employment.

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<sup>5</sup> The term ethnic Germans is used for Germans, who moved to Eastern Europe before World War II. They and their descendants receive German citizenship immediately when entering Germany.

<sup>6</sup> The regulations are summarized by Classen (2009).



Aggregate information on unemployment and welfare participation for natives and immigrants is limited because official statistics use citizenship as the only indicator of immigrant status. A sizeable immigrant share enters the country as ethnic Germans which makes them indistinguishable from natives for official statistics. Nevertheless, the share of foreigners among the unemployed reached 15 percent (in 2009), while they made up 8.2 percent in the population. This is reflected in unemployment rates, which amount to 19.1 percent for foreigners compared to 8.3 percent among German citizens as of 2009 (cf. BA 2010a).

In 2009, 6.73 million individuals, about 8.2% of the population, received UB II (cf. BA 2010c). About 20 percent of the individuals receiving UB II are foreign citizens (cf. BA 2010c). Total expenditures for UB I in 2009 amounted to 17.3 billion Euro, expenditures for UB II reached 31.1 billion Euro (cf. BA 2010b). As of 2010, an average UB II recipient household received about 850 Euro for on average 1.9 individuals. This covers expenditures including rent, heating and health insurance.

### **3 Data**

The data used in this paper are taken from the Socio-Economic Panel Study (SOEP). The SOEP is a longitudinal household study that provides information about natives and immigrants in Germany (cf. Haisken-DeNew and Frick 2005, Wagner et al. 2007). Its sample design makes the SOEP one of the most important data sets for immigration research in Germany. Respondents from typical guest-worker countries (Turkey, Greece, (ex-)Yugoslavia, Spain, and Italy) were oversampled and provide large samples of immigrant subgroups. Furthermore, since 1994 the SOEP additionally interviews households with persons who had immigrated to Germany after 1984, which mainly includes ethnic Germans.

We focus on labor market transitions among immigrants and natives after the 2005 reform came into effect. Our data cover the period 2005-2009 and include individuals conditional on being part of the sample in 2005, which is our initial state. We study working age adults (aged 25-65) and exclude disabled persons because UB II is only granted to individuals with full earning capacity. The sample is restricted to West Germany because the proportion of

immigrant households is negligible in East Germany (for similar sample selection criteria, cf. Kogan 2004 and Riphahn 2004).

We use the “migration background”-indicator to delineate our immigrant sample, which combines first and second generation immigrants independent of citizenship.<sup>7</sup> We distinguish three immigrant groups: EU citizens (excluding Germans), non-EU citizens, and immigrants with German citizenship.<sup>8</sup> Descriptive statistics for our subsamples are presented in Table 1. Obvious immigrant-native differences exist with respect to education and the number of children. The differences are most pronounced for non-EU citizens, who have, on average, at least two years less of education and approximately twice as many children as natives.

Our dependent variable groups individuals in three mutually exclusive labor market states based on their status at the time of the interview: first, all respondents who receive welfare benefits (UB II) are coded as welfare recipients.<sup>9</sup> Second, individuals are coded as employed if they are full-time or part-time employed, or participate in vocational training. The third category comprises inactive persons that are neither welfare recipients nor employed. In addition to individuals out of the labor force, this group includes the unemployed who receive unemployment insurance benefits. The rationale behind this definition of inactive persons is that they do not rely on tax-financed welfare benefits but instead have non-welfare incomes from contributory unemployment insurance or savings, for instance.<sup>10</sup>

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<sup>7</sup> The migration background indicator is provided in the data and described in Frick and Lohmann (2010).

<sup>8</sup> Individuals with EU citizenship are defined as citizens of EU member states (excluding Germany) and citizens of states that are treated as legally equivalent. The corresponding states are: Austria, Belgium, Bulgaria, Czech Republic, Denmark, Finland, France, Great Britain, Greece, Holland, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, Switzerland. Persons of Italian or Greek nationality dominate this group with a share of 38% and 22%, followed by Spaniards (9%). All other nationalities are regarded as immigrants with non-EU citizenship. They are predominantly from Turkey (58%) and the successor states of former Yugoslavia (29%). Immigrants with German citizenship are primarily second generation immigrants and ethnic Germans.

<sup>9</sup> The information about welfare receipt is taken from a question about the respondents' personal incomes at the time of the interview. Although UB II is actually a household level benefit, we chose individuals as the unit of observation because dynamic transitions between labor market states cannot be defined consistently for households. Since individuals leave the household and new persons move into existing households, household compositions change over time, so that it is not possible to follow a household *as a unit* (for a similar approach, cf. Cappellari and Jenkins 2009).

<sup>10</sup> Overall, 15% of all inactive individuals are unemployed. For additional details see Table A1 in the appendix.

Using weighted data to reflect the population of interest, Table 2 reports the observed annual distribution of the three labor market states by immigrant group for the years 2006-2009. In general, we observe rising employment and falling inactivity over time. These figures reflect the positive labor market trend and the decrease in the unemployment rate from 10.2% to 7.8% in this period (cf. BA 2010a). Figure 1 illustrates this trend in aggregate unemployment over the 2005-2009 period separately for German and foreign citizens.

The data in Table 2 show important differences between immigrants and natives. First, the share of employed immigrants is clearly smaller than that of employed natives (see panels A and B): while the employment rate among natives amounts to up to 79% in 2009, this number is approximately 11 percentage points lower for all immigrants. On average, the share of immigrants receiving welfare is more than twice as large as that of natives. Second, we find heterogeneity in labor market participation patterns between immigrant groups (see panels C-E). While, e.g. in 2009, the distribution of labor market states of EU citizens is similar to that of natives, immigrants with German citizenship are employed slightly less and are more often on welfare. The case of immigrants with non-EU citizenship is particularly noteworthy. Their employment rate is 25 percentage points below that of natives and they did not participate in the positive labor market trend of recent years. Also, they are 3.5 times more likely to receive welfare benefits than natives.

Table 3 describes the observed patterns of labor market transitions. Employment is the most stable state. The probability of being employed in two successive years is similar for EU citizens (93.7%), immigrants with German citizenship (92.7%), and natives (94.3%). In contrast, the employment persistence of non-EU citizens is as low as 88.2%. They have the highest probability of transiting from employment to welfare. Persistence in welfare participation is frequent as approximately 75% of those who received welfare benefits in  $t - 1$  are also recipients in  $t$ . Using the terminology of Cappellari and Jenkins (2002, 2004), we observe an aggregate state dependence (ASD) of welfare receipt of at least 70% among

both, natives and immigrants.<sup>11</sup> This indicates strong persistence when compared, e.g., to 46% ASD of unemployment found by Stewart (2007), 53% ASD of poverty in Cappellari and Jenkins (2004) and about 60% ASD of welfare receipt in Sweden (Hansen and Lofstrom 2009).

The high degree of persistence in labor market states observed in Table 3 may be attributed to the fact that persons with specific transition patterns differ in their characteristics.<sup>12</sup> When comparing average values for selected characteristics by labor market transition, we find, e.g., that natives who receive welfare in  $t$  and  $t - 1$  have, on average, 1.7 less years of education than those continuously employed. For immigrants, this difference amounts to 0.7 years. The share of females among permanent welfare recipients is higher than among continuously employed persons (63% vs. 45% for natives, 56% vs. 47% for immigrants). Thus, one may suspect that a lack of human capital and/or gender-specific labor market opportunities are connected to persistence in welfare participation. In order to study the extent of true state dependence, we next introduce a statistical model that allows us to control for observed and unobserved characteristics.

#### 4 Estimation strategy

Our dependent variable describes individuals' labor market state in period  $t$ , where we distinguish inactivity, employment, and welfare receipt. We model the probability of being in a particular state as a utility maximization problem where the individual chooses the state that yields the highest utility. We specify the utility of individual  $i$  choosing alternative  $j$  at time  $t$  as

$$U_{ijt} = \beta'_j \mathbf{x}_{it} + \gamma'_j \mathbf{y}_{i,t-1} + \alpha_{ij} + \varepsilon_{ijt}. \quad (1)$$

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<sup>11</sup> The authors define aggregate state dependence of state  $j$  as the probability of being in state  $j$  in period  $t$  conditional on being there in  $t - 1$  as well minus the probability of being in state  $j$  in period  $t$  conditional on not being in state  $j$  in period  $t - 1$ .

<sup>12</sup> Descriptive statistics by labor market state and by state transition pattern are provided in Tables A2-A5 in the appendix.

The nonstochastic part of equation 1 consists of a linear function of socioeconomic characteristics,  $\mathbf{x}_{it}$ , which can vary over individuals and time.  $\beta_j$  is a vector of alternative-specific coefficients. In addition, utility at time  $t$  can vary with the previous labor market state,  $\mathbf{y}_{i,t-1}$ :  $\gamma_j$  is the corresponding coefficient vector that measures state dependence. We control for individual-specific unobserved heterogeneity by including the random error  $\alpha_{ij}$ , which relaxes the restrictive independence of irrelevant alternatives (IIA) assumption of the simple multinomial logit model.<sup>13</sup> Finally,  $\varepsilon_{ijt}$  denotes an unobservable error term that is assumed to be independently distributed with a type I extreme value distribution.

We are interested in the conditional distribution of labor market states. For each period  $t$ , this distribution can be described by the conditional density  $f_t(\mathbf{y}_t | \mathbf{x}_t, \mathbf{y}_{t-1}, \boldsymbol{\alpha}; \boldsymbol{\theta})$ , where the vector  $\boldsymbol{\theta}$  represents unknown parameters. Dynamic models of labor market state choice which allow for the presence of an unobserved effect raise the problem of endogenous initial conditions: while transitions within the panel of observations are modelled, the transition to the very first observed state has no observed predecessor. Because this initial state,  $\mathbf{y}_{i0}$ , may be correlated with the individual-specific unobserved heterogeneity, it is potentially endogenous (cf. Heckman 1981b).

Two alternative solutions to the problem of endogenous initial conditions are applied in the literature. Some authors jointly model state transitions and the endogenous initial condition (Heckman 1981b). We apply the second solution, namely the conditional maximum likelihood estimator suggested by Wooldridge (2005). Comparing the two approaches, several authors show that the Wooldridge estimator, which is more convenient to implement, performs similar to the estimator proposed by Heckman (1981a,b).<sup>14</sup>

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<sup>13</sup> The IIA assumption implies that the probability ratio (or odds) of any two alternatives does not depend on available alternatives (cf. McFadden 1974).

<sup>14</sup> For examples in the literature on welfare transitions applying the Heckman approach, see Hansen and Lofstrom (2009) or Hansen et al. (2006). The Wooldridge procedure has been applied to welfare and low income transition problems by Cappellari and Jenkins (2009) or Hansen and Lofstrom (2006). For comparisons of the two approaches, see Arulampalam and Stewart (2009), Stewart (2007), Cappellari and Jenkins (2008), and Akay (2009).

The starting point of the Wooldridge estimator is a density for the unobserved heterogeneity conditional on the explanatory variables and the initial state,  $h(\boldsymbol{\alpha}|\mathbf{x}, \mathbf{y}_0; \boldsymbol{\delta})$ , where  $\boldsymbol{\delta}$  represents the unknown parameters of this density. A convenient choice for this density is to assume that  $\alpha_{ij} \sim N(\boldsymbol{\delta}'_{j1}\mathbf{y}_{i0} + \boldsymbol{\delta}'_{j2}\mathbf{x}_i, \sigma_a^2)$ , where  $\mathbf{y}_{i0}$  reflects the initial state of individual  $i$ . While Wooldridge (2005) includes all time varying variables of all time periods in the vector  $\mathbf{x}_i$ , many applications use individual-specific averages of a subset of the explanatory variables, which allows one to use unbalanced panel data.<sup>15</sup> A consequence of this specification is that the model coincides with the Mundlak (1978) fixed effects approach.

The Wooldridge approach models the unobserved heterogeneity  $\alpha_{ij}$  as a function of the initial state  $\mathbf{y}_{i0}$ , the set of averages of a subset of explanatory variables,  $\mathbf{x}_i$ , and a new random error,  $a_{ij}$ , that is uncorrelated with the initial state, such that

$$\alpha_{ij} = \boldsymbol{\delta}'_{j1}\mathbf{y}_{i0} + \boldsymbol{\delta}'_{j2}\mathbf{x}_i + a_{ij}. \quad (2)$$

We assume  $a_{ij}$  to be normally distributed with zero mean and variance  $\sigma_a^2$ , i.e.  $a_{ij} | (\mathbf{y}_{i0}, \mathbf{x}_i) \sim N(0, \sigma_a^2)$ . Hence, the probability that individual  $i$  is in state  $j$  at time  $t$  conditional on observed and unobserved characteristics and the labor market state in  $t - 1$  can be written as

$$P(Y_{it} = j | \mathbf{x}_i, \mathbf{y}_{i,t-1}, \mathbf{y}_{i0}, \mathbf{a}_i) = \frac{\exp(\boldsymbol{\beta}'_j \mathbf{x}_{it} + \boldsymbol{\gamma}'_j \mathbf{y}_{i,t-1} + \boldsymbol{\delta}'_{j1} \mathbf{y}_{i0} + \boldsymbol{\delta}'_{j2} \mathbf{x}_i + a_{ij})}{\sum_{k=1}^{J-3} \exp(\boldsymbol{\beta}'_k \mathbf{x}_{it} + \boldsymbol{\gamma}'_k \mathbf{y}_{i,t-1} + \boldsymbol{\delta}'_{k1} \mathbf{y}_{i0} + \boldsymbol{\delta}'_{k2} \mathbf{x}_i + a_{ik})}. \quad (3)$$

Normalizing the coefficient vectors  $\boldsymbol{\beta}_1, \boldsymbol{\gamma}_1, \boldsymbol{\delta}_{11}, \boldsymbol{\delta}_{12}$ , and the unobserved heterogeneity,  $a_{i1}$ , to zero for the first alternative ( $k = 1$ ), we can estimate a dynamic multinomial logit model with random effects. This procedure was previously applied by Erdem and Sun (2001).

To obtain the unconditional likelihood function of our dynamic model of state transitions with endogenous initial conditions and individual-specific unobserved heterogeneity, the

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<sup>15</sup> See e.g., Stewart (2007), Caliendo and Uhlendorff (2008), Mosthaf et al. (2009), Cappellari and Jenkins (2009), Prowse (2010). Akay (2009) shows that even in extremely unbalanced samples the Wooldridge estimator generates only small biases.

random effect can be integrated out of the likelihood:

$$L = \prod_{i=1}^N \int \prod_{t=1}^T f_t(\mathbf{y}_t | \mathbf{x}_t, \mathbf{y}_{t-1}, \boldsymbol{\alpha}; \boldsymbol{\theta}) h(\boldsymbol{\alpha} | \mathbf{x}, \mathbf{y}_0; \boldsymbol{\delta}) d\boldsymbol{\alpha}. \quad (4)$$

Here, the density of the observed heterogeneity takes the endogeneity of the initial state into account. Since the integral has no analytical solution, we use Gauss-Hermite quadrature to integrate the random effect out of the corresponding log-likelihood and maximize the resulting marginal log-likelihood by the Newton-Raphson method.<sup>16</sup>

The estimation results can be interpreted based on the coefficient estimates themselves, as well as using predicted transition probabilities. Below, we will predict probabilities  $\bar{P}$  of transitions between labor market states for an individual randomly sampled from the population. The predicted probability of being in state  $j$  at time  $t$  given the state attained in  $t - 1$  can be obtained by integrating over the distribution of the random effect (cf. Skrondal and Rabe-Hesketh 2009):

$$\bar{P}(Y_{it} = j | \mathbf{y}_{i,t-1}, \mathbf{x}^0) = \int \hat{P}(Y_{it} = j | \mathbf{y}_{i,t-1}, \mathbf{x}^0, \boldsymbol{\alpha}) h(\boldsymbol{\alpha} | \mathbf{x}, \mathbf{y}_0; \boldsymbol{\delta}) d\boldsymbol{\alpha}, \quad (5)$$

where we set the vector  $\mathbf{x}^0$  to equal the sample average of the control variables.  $\hat{P}$  is the conditional probability. Equation 5 has to be evaluated with respect to the nine possible labor market transitions that can be observed.<sup>17</sup> The uncertainty of the prediction can be assessed by approximate 95% confidence intervals for the predicted population-averaged probability.

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<sup>16</sup> These procedures are available in the Stata program -gllamm-, which is used for the estimation of the models presented in this paper (cf. Skrondal and Rabe-Hesketh 2003, Rabe-Hesketh et al. 2004). Maximum simulated likelihood (MSL) estimators could be used as an alternative method (e.g., Uhlenborff 2006, Stewart 2007, Mosthaf et al. 2009). Haan and Uhlenborff (2006) compare different approaches.

<sup>17</sup> In nonlinear models the population-averaged probabilities which consider the entire distribution of the random effect are usually not identical to the conditional probabilities with a random effect of zero, i.e.  $\bar{P}(Y_{it} = j | \mathbf{y}_{i,t-1}, \mathbf{x}^0) \neq \hat{P}(Y_{it} = j | \mathbf{y}_{i,t-1}, \mathbf{x}^0, \boldsymbol{\alpha} = \mathbf{0})$ . Although the latter expression is computationally less demanding, Skrondal and Rabe-Hesketh (2009) recommend to use population-averaged probabilities. Monte Carlo simulations show a considerably increased mean square error of prediction for conditional probabilities with  $\boldsymbol{\alpha} = \mathbf{0}$ . In addition, the interpretation of the two predictions differs. While the population-averaged probability represents a prediction for an individual randomly sampled from the population, the conditional probability provides a prediction for a specific hypothetical individual.

Using a parametric bootstrap approach, we simulate  $\bar{P}(Y_{it} = j | \mathbf{y}_{i,t-1}, \mathbf{x}^0)$  using 1000 random draws from the sampling distribution of parameters and use the 25th- and the 976th-largest values.<sup>18</sup>

## 5 Results

This section discusses the estimation results obtained separately for five groups—natives, all immigrants, EU citizens, non-EU citizens, and immigrants with German citizenship. Tables 4 and 5 present the estimates. In Subsection 5.1 we describe the results with respect to the unobserved heterogeneity and the control variables. We turn to the issue of state dependence in Subsection 5.2 and discuss extensions of the model and robustness tests in Subsection 5.3.

### 5.1 Unobserved heterogeneity and control variables

In order to be able to identify true state dependence, we control for observables and for unobserved heterogeneity in our model of state transitions. Allowing for unobserved heterogeneity significantly improves all models at the 1% level. The estimated variance of the individual random effect is generally larger for the transition to welfare receipt than for the transition to employment (see, e.g., the bottom rows of Table 4). This suggests that individual-specific unobserved heterogeneity plays a greater role in the transition to welfare receipt than in the transition to employment. The estimated covariances of the random effects are small and imprecise. They generally show the expected negative correlation of the unobservables in the transitions to employment and to welfare receipt.

As part of the specification of the unobserved heterogeneity,  $\alpha_{ij}$ , and to allow for a potential correlation of the individual unobserved heterogeneity with explanatory variables, our model incorporates individual-specific averages of a subset of variables (see variables labeled M in Tables 4 and 5); we consider the health and number of children variables because they

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<sup>18</sup> The calculation of predictions and confidence interval is implemented in the Stata ado-files -gllapred- and -ci\_marg\_mu- (cf. Rabe-Hesketh et al. 2004, Skrondal and Rabe-Hesketh 2009).



vary sufficiently over time to identify both, the parameters of their average and annual values. Wald tests indicate the joint significance of the coefficients of the individual-specific averages.<sup>19</sup>

In addition, we consider control variables for the potentially endogenous initial condition as of  $t = 0$  in our model. The estimations yield highly significant coefficient estimates for these indicators. This suggests that the initial state is strongly correlated with the current labor market state.<sup>20</sup>

As control variables, our specification includes age as a measure of potential labor market experience, the number of years of education as an indicator of human capital, and the self-assessed health status as a proxy for health capital. In addition, the socio-economic background is controlled for using information on family status, sex, and the number of children. We separately consider the number of children below age 6 and those aged 6 and older.

To determine the change in the probability ratio between the  $j$ -th outcome and the base category (inactivity) that is associated with a change in an explanatory variable, we look at

$$\frac{\partial \ln(P_j/P_1)}{\partial \mathbf{x}} = \boldsymbol{\beta}_j. \quad (6)$$

$P_1$  is the probability of inactivity and  $P_j$  is the probability of either employment or welfare receipt. We denote the logarithm of the probability ratio,  $\ln(P_j/P_1)$ , as the log-odds of alternative  $j$ . Regarding the variables with additionally included individual-specific averages, we

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<sup>19</sup> For natives, all immigrants, non-EU citizens, and immigrants with German citizenship, we obtain p-values below 0.01. The model for EU citizens is an exception, with  $p = 0.27$ , which might be connected to the small number of observations in this subsample.

<sup>20</sup> As a check of robustness, we repeated the estimations using 2006 (instead of 2005) as the initial condition for natives and all immigrants. The estimation results are essentially identical to those presented, indicating that our findings are robust to a change in the initial year (for details see Tables A6 and A7 in the appendix).

interpret the sum of the coefficients for their average and their annual value,  $\beta_j + \delta_{j2}$ , which describes the long-term relationship between the log-odds and these variables.<sup>21</sup>

Generally, we obtain similar correlation patterns among natives and immigrants for most of the control variables (see Tables 4 and 5). Females and married individuals have lower odds of being employed or on welfare relative to inactivity than men and single persons. Higher education increases the probability ratio of employment to inactivity and makes welfare receipt less likely relative to inactivity. In the long-term, the probability ratio of employment to inactivity decreases and that of welfare receipt increases with the number of children. Individuals with permanent good health are more likely to be employed and less likely to receive welfare relative to inactivity. The year indicators reflect for natives the positive labor market trend that we saw before in Table 2 and Figure 1: compared to 2006, natives' log-odds of employment are significantly higher in later years.

Since age enters the estimation equation as a second-order polynomial, we predicted transition probabilities over the life cycle. We consider a person with the average characteristics of a given subsample and who received welfare in the previous period. The age profiles of the transition rate from welfare to either of the three labor market states are presented in Figures 2 and 3 for natives and immigrants, respectively. In general, the young have a high probability of a transition from welfare to employment, which increases until about age 40. Starting at age 50, the probability of a transition to employment declines. This pattern is mirrored in the probability of transiting from welfare receipt to inactivity, which decreases for the young and sharply increases for the old. Among immigrants, the probability of staying on welfare declines over the life cycle: it is higher for young individuals than for those age 60 and above. For natives, this decline is less pronounced and the probability of staying on

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<sup>21</sup> Ferrer-i-Carbonell and Van Praag (2003) show how the interpretation of explanatory variables that enter the estimation equation with their individual-specific average and their annual value can be decomposed into a transitory and a permanent component. The idea is that  $\beta x_{it} + \delta \bar{x}_i = \beta(x_{it} - \bar{x}_i) + (\beta + \delta)\bar{x}_i$ , where  $\bar{x}_i$  denotes the individual-specific average of  $x_{it}$ . Thus,  $\beta$  describes the transitory relationship and  $\beta + \delta$  is the permanent relationship. The transitory component represents the short-term relationship because it abstracts from a variation of the individual-specific average. A change in the individual-specific average represents a permanent change in the variable and hence  $\beta + \delta$  describes the long-term relationship.

welfare hardly varies by age.<sup>22</sup> The figures show that the predicted probability of staying in welfare receipt for an immigrant with average characteristics is more than twice that of natives. Correspondingly, immigrants have a smaller probability of transiting to employment than natives.

## 5.2 State dependence and labor market transitions

The highly significant coefficients of lagged labor market states in Tables 4 and 5 suggest that current state choice is correlated with past experience. Thus, employment in  $t - 1$  is associated with higher log-odds of employment in  $t$  and welfare receipt in  $t - 1$  is associated with higher log-odds of welfare receipt in  $t$ . Interestingly, the log-odds of employment in  $t$  also are higher for those who received welfare in the previous period than for those who were inactive. This might reflect effective work incentives of the welfare system for welfare recipients.

The predicted transition probabilities between period  $t - 1$  to  $t$  in Table 6 provide more detailed insights. As mentioned above, these probabilities are calculated for an individual with sample-average characteristics. The random effects are integrated out over the estimated distribution of the unobserved heterogeneity. Table 6 provides simulated 95% confidence intervals of the transition rates. The predicted transition probabilities confirm that the probability of a current labor market state varies with the previous labor market state. This indicates the existence of true state dependence. Generally, the probability of attaining any given state at time  $t$  is highest when the individual was already in that state in the previous period. For example, the probability of staying inactive is approximately four times higher than the probability of moving from employment to inactivity for natives.<sup>23</sup>

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<sup>22</sup> A more detailed, semi-parametric analysis of life cycle probabilities of transfer receipt among natives and first generation immigrants in Germany can be found in Riphahn and Wunder (2011).

<sup>23</sup> For comparison, we also calculated predicted transition rates as the average of individually predicted transition rates and after integrating out the random effects. The results are similar in nature to the discussed and are presented in Table A11 in the appendix.

With respect to welfare entry, we find that, compared to natives, immigrants have on average a substantially higher propensity to move from inactivity to welfare (3.8% vs. 1.6%, cf. Table 6, panels A and B). Since we consider persons receiving unemployment insurance benefits as inactive, this result may imply that immigrants are more likely to move from short-term unemployment to long-term unemployment which is accompanied by welfare benefits. While the transition from employment to welfare plays virtually no role for natives—the transition probability is estimated to be only 0.5%—all immigrants face on average a 1.8% risk of moving from employment to welfare. Since an individual is typically entitled to unemployment insurance benefits in the case of job loss (cf. Section 2), a possible explanation for this discrepancy is that unemployment insurance benefits are not sufficient to provide the minimum income for immigrant households. Since immigrants have, on average, lower wages—for a discussion of the immigrant-native wage gap see Aldashev et al. (2008) and Basilio and Bauer (2010)—and live in larger households, they both, receive lower unemployment benefits and have a higher need for minimum income transfers. Hence, they are more likely to receive welfare benefits in addition to unemployment insurance benefits than natives.

For all groups, the probability of exiting welfare for employment is higher than the probability of moving from inactivity to employment. This is consistent with the hypothesis that welfare recipients have stronger work incentives than inactive persons. However, immigrants are less likely than natives to take up employment after welfare receipt. Their probability of transiting from welfare receipt to employment is on average 6.5 percentage points lower compared to natives, even though this difference is not statistically significant.

In addition to these general patterns, the results suggest considerable heterogeneity across immigrant subgroups. Non-EU citizens, who are mostly of Turkish origin or citizens of the successor states of former Yugoslavia, exhibit by far the lowest employment stability and the highest risk of unemployment: their probability to move from employment to inactivity is clearly higher than that of the other groups. In correspondence to their poor labor market prospects, non-EU citizens have the highest persistence in welfare participation, the highest welfare entry rates, and the lowest welfare exit rates.

It is interesting to compare the observed transition probabilities in Table 3 with their predicted values in Table 6: after controlling for observed and unobserved heterogeneity, the persistence in welfare receipt reflected in Table 3 is reduced considerably from 75% and 77% to 3% and 9% for natives and immigrants, respectively (Table 6, panels A and B). This suggests that the high degree in persistence in welfare participation observed in the raw data can be attributed, for the most part, to observed and unobserved characteristics. The decline in welfare persistence corresponds to the probability of welfare exit to employment, which increases from 17% and 16% in the observed transition rates to 86% and 79% for population-average natives and immigrants, respectively (Tables 3 and 6, panels A and B).

This leads us to the question of whether individuals are more likely to receive welfare in the current year if they have received welfare in the previous year, i.e. whether there is true state dependence and evidence for a welfare trap. We obtained statistically significant coefficient estimates for the lagged state indicators (see e.g. Table 4). However, in multinomial logit models these coefficient estimates are not immediately informative with respect to state dependence.<sup>24</sup> The predictions in Table 6 show that the probability of a transition to welfare in period  $t$  is highest if our average individual was in the state of welfare receipt in period  $t - 1$ , as well. Compared to the observed probabilities in Table 3 the probabilities of staying in welfare receipt are rather low. Also, while the point estimates of the predicted probabilities are suggestive of true state dependence, an inspection of the confidence intervals yields that the probability of moving from inactivity to welfare is not significantly different from the probability of continuing welfare receipt: the confidence intervals clearly overlap for all subsamples. Therefore, the evidence for true state dependence is at best weak. Individuals who received welfare benefits in the past are not significantly more likely to participate in welfare

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<sup>24</sup> The coefficient merely describes the difference in log-odds. For a similar discussion, see Uhlenborff (2006), Caliendo and Uhlenborff (2008), Hansen and Lofstrom (2009), and Haan (2010).

in the future compared to individuals who were inactive.<sup>25</sup> In conjunction with the work incentives of welfare recipients mentioned above, these results do not provide convincing evidence for the welfare trap hypothesis.

In addition to studying the overall evidence for a person that is randomly drawn from the population, it is interesting to evaluate state dependence conditional on the initial state attained in period  $t = 0$ . The coefficient estimates for the initial state indicators suggest that these are strongly correlated with subsequent labor market transitions. Table 7 presents the labor market transitions predicted conditional on the initial states. Again, we assume the average characteristics of the subsamples and integrate over the distribution of the unobserved heterogeneity. The results suggest that controlling for the endogenous initial condition explains a substantial part of the aggregate state dependence observed in the raw data in Table 3. The probability of remaining in welfare receipt now amounts to 49.1% for natives and to 64.7% for immigrants if the initial state was welfare receipt, which compares to 2.0% and 4.1% if the initial state was employment. Therefore the virtual disappearance of significant true state dependence in our estimation results is connected in large part to the control for endogenous initial conditions.

Next, we study whether immigrant-native differences in labor market transitions are connected to differences in characteristics, such as human capital endowment and household composition. We calculate a transition matrix using immigrants' characteristics and natives' coefficients to simulate natives' transition probabilities if they had immigrants' characteristics.<sup>26</sup> If the simulated probabilities for natives converge to those originally predicted for immigrants, then the immigrant-native gap can be attributed to differences in covariates. If, on the other hand, the immigrant-native gap persists, behavioral differences between immigrants

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<sup>25</sup> We do not regard the transition from employment to welfare as an appropriate benchmark against which to compare the probability of welfare persistence since workers who become unemployed are at first entitled to unemployment insurance benefits (cf. Section 2). Hence, the difference between the probability of moving from employment to welfare and the probability of welfare persistence is supposed to arise from unemployment insurance regulations and is not induced by the welfare system.

<sup>26</sup> This provides reliable results to the extent that native behavior remains constant if their distribution of observable characteristics shifts to immigrants' distribution, which we assume as a first approximation.

and natives are not due to their characteristics but instead may be explained by differences in preferences or in unobservable constraints. The results are presented in Table 8.

The simulation exercise suggests that differences in the transition probabilities diminish once differences in characteristics are taken into account. Natives would have a higher probability of welfare persistence if they had immigrants' characteristics instead of their own: the originally predicted value of 3.1% (Table 6) increases to 4.6% and 4.5% (Table 8) assuming characteristics of EU citizens and of immigrants with German citizenship, respectively. Remarkably, natives would perform worse than EU citizens if they had their characteristics.<sup>27</sup>

However, with respect to non-EU citizens substantial parts of the observed immigrant-native differences remain unexplained. This suggests that group-specific labor market choices can only partly be explained by differences in characteristics. If natives had the same characteristics as non-EU citizens, their welfare entry rates would be smaller and their welfare exit rates would be higher. In addition, the probability of welfare persistence would increase to only 7% for natives with characteristics of non-EU citizens (Table 8, panel C), while the original value for non-EU citizens is 21.3% (Table 6, panel D). Hence, with a remaining gap of 14.3 percentage points almost 80% of the original gap in welfare persistence between the two groups of 18.2 points in Table 6 remains unexplained after accounting for differences in characteristics.

### 5.3 Model extensions

Finally, we analyze heterogeneities in transition behavior by gender, over time, and years since migration and report on robustness checks. Table 9 shows the probabilities of labor market transitions based on gender-specific estimations.<sup>28</sup> For natives, we find that irrespective of the previous labor market state, females have a higher probability of inactivity and a lower probability of employment than males. Moreover, females are more likely to remain

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<sup>27</sup> In general, we obtain similar simulation results using natives' characteristics and immigrants' coefficients. For details see Table A8 in the appendix.

<sup>28</sup> Estimation results of gender-specific models are presented in Tables A9 and A10 in the appendix.

welfare recipients than males: their probability of receiving welfare benefits in two successive years is more than 2.5-times larger than males' (Table 9, panels A and B). We further find significant gender differences in welfare exit: women are less likely to take up employment and more likely to move from welfare receipt to inactivity than men. We find no gender differences in welfare entry among natives.

More striking gender-differences are observed for immigrants: the persistence of male immigrants in welfare participation is estimated to be twice as large as that of female immigrants, and 6.5 times higher than that of male natives. The high probability of welfare persistence is mirrored by the fact that male immigrants are less likely to move from welfare to employment than male natives (86% vs. 95%). In contrast to males, we find neither significant immigrant-native differences for welfare persistence nor for welfare exit among females. Thus, the immigrant-native gap appears to be driven mainly by the high degree of welfare persistence and the lower welfare exit rates among male immigrants.

A second model extension investigates whether the transition probabilities changed over time during our observation period. This part of the analysis is based on models in which the year indicators are interacted with the lagged labor market states. The key changes in transition probabilities in the 2006-2009 period are similar for immigrants and natives. For parsimony, the results are summarized graphically in Figure 4.<sup>29</sup> Figure 4.1 shows a high degree of persistence in employment that does not change over time and is lower for immigrants than for natives. Persistence in welfare receipt clearly declines for both groups from 2006 to 2009. Figure 4.2 shows no time trend for welfare entry. Figure 4.3 reveals increasing probabilities of welfare exit to employment since 2006. The decline in welfare persistence in conjunction with the increase in welfare exit to employment may be a consequences of the welfare reform which encompassed a wide range of activation and training measures. Additionally, it may be connected to the positive development of the West German labor market (see Figure 1).

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<sup>29</sup> The complete estimation results are available upon request.



A third model extension looks at a subsample of only those first generation immigrants with non-EU and German citizenship.<sup>30</sup> We inquire into whether the transition probabilities vary with the length of stay in Germany using regressions that additionally control for the variable years since migration and its interactions with the lagged labor market states.<sup>31</sup> Wald tests of the joint significance of the added variables reject the null hypothesis of the restricted model ( $p = 0.012$  for non-EU citizens,  $p = 0.004$  for immigrants with German citizenship). The results are summarized graphically in Figure 5 following the same procedure as before, i.e. holding all other covariates constant at the sample mean: for non-EU citizens state persistence increases considerably with years since migration. In particular, welfare persistence climbs from approximately 15% for the newly arrived to 50% for those who have spent five decades in Germany. Furthermore, the probability of welfare entry from employment increases with duration of stay, and the probability of welfare exit to employment decreases sharply. As our observations span only a relatively short period from 2005 to 2009, the interpretation of this result remains ambiguous. On the one hand, these immigrants may assimilate into welfare participation. On the other hand, the results might be driven by immigration cohort effects, i.e. earlier immigration cohorts may have a higher risk of welfare participation.

A different picture arises for first generation immigrants with German citizenship.<sup>32</sup> Here, we find high employment stability independent of years since migration. Welfare persistence declines with increasing duration of stay. Moreover, the longer these immigrants live in Germany, the less likely they enter welfare receipt from either inactivity or employment. Immigrants with German citizenship have a high probability of welfare exit to employment

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<sup>30</sup> This part of the analysis is carried out only for first generation immigrants for whom the number of years spent in Germany can be determined. Consequently, sample sizes are smaller than before: we have  $n = 448$  and  $nT = 1333$  for non-EU citizens and  $n = 644$  and  $nT = 2020$  for immigrants with German citizenship.

<sup>31</sup> The complete estimation results are available upon request.

<sup>32</sup> The results for immigrants with EU citizenship were qualitatively similar to those for immigrants with German citizenship, though the coefficients of the additional variables were not jointly statistically significantly different from zero, which may be connected to the small sample size of this group.

independent of the time they have been in Germany. Finally, we find a slight increase in the probability of welfare exit to inactivity with duration of stay.

Similar to other household panel surveys, the SOEP data suffer from panel attrition. In order to test whether potential non-random panel mortality affects our estimation results, we re-estimated our models adding a variable to the specification which indicates whether an individual leaves the sample in the period after the observed next transition. We obtained statistically insignificant coefficient estimates for these attrition indicators. Uhlendorff (2006) formally tests and rejects the correlation of panel attrition with labor market transitions in the SOEP. Based on these results, we conclude that panel attrition is unlikely to affect our results.

## **6 Conclusion**

We study welfare participation in Germany and try to explain the gap in immigrant-native welfare reciprocity rates. We apply dynamic multinomial logit models, estimate transition probabilities between three mutually exclusive labor market states, and determine the extent of true state dependence. The empirical method accounts for the endogeneity of the initial condition and for unobserved heterogeneity.

The results confirm that unobserved heterogeneity, the endogenous initial state, and correlations of unobservables with covariates affect state transition patterns. Generally, the correlation of covariates with state transition patterns is similar for natives and immigrants. The estimated models yield that the probability of a transition to a given labor market state depends on the previous labor market state. State dependence in welfare receipt differs between natives and immigrant subgroups and is higher among immigrants.

Nevertheless, three findings challenge the hypothesis that the transfer system generates a welfare trap: first, the predicted probability of welfare receipt in two successive periods is small once background characteristics are controlled for. This suggests that mostly these characteristics explain the high persistence in welfare that is observed in the raw data. Second, our model-based predictions show high rates of exit from welfare into employment for all groups. In particular, the probability of moving from welfare to employment is signifi-

cantly higher than the probability of moving from inactivity to employment. Thus, welfare recipients appear to have stronger work incentives than inactive persons. Such work incentives may emerge, for example, from tight budget constraints, or active labor market and job creation programs (e.g., Hohmeyer and Wolff 2010). Third, the probability of moving from inactivity to welfare is not statistically significantly different from the probability of staying in the state of welfare participation. In sum, we interpret these results as evidence against a welfare trap in the German welfare program.

The analysis identified non-EU citizens, who are mostly of Turkish origin or citizens of the successor states of former Yugoslavia, as those with the least stable employment, the highest persistence in welfare participation, the highest welfare entry rate, and the lowest welfare exit rate. Further results reveal that the immigrant-native differences are particularly pronounced among men; we do not find significant differences between female immigrants and natives. Our simulation exercise suggests that a large part of the immigrant-native difference in labor market transitions can be explained by socioeconomic characteristics, particularly for natives, EU citizens, and immigrants with German citizenship. However, we find a substantial unexplained part of the immigrant-native gap in welfare persistence for non-EU citizens.

The problematic situation of non-EU citizens might be explained by several factors: first, as these person are employed frequently in industries that are particularly vulnerable to economic downturns (cf. Kogan 2004), economic fluctuations may exert a particularly destabilizing effect on their employment situation.<sup>33</sup> Second, discrimination and the exclusion from employment as civil servants could present obstacles to employment (e.g., Kogan 2007). Third, Uhlendorff and Zimmermann (2006) report that unemployed immigrants, in particular those from Turkey, experience a longer duration of unemployment because they need more time to find a job. Fourth, higher unemployment among immigrants may be attributed to immigrant-native differences in risk attitudes. In a recent study on second generation immigrants in Germany, Constant et al. (2010) report low risk aversion of immigrants that may

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<sup>33</sup> This is what Bratsberg et al. (2010) confirm for the case of Norwegian immigrants.

result, e.g., in high reservation wages. Fifth, the group of non-EU citizens may combine those least willing to integrate into the host country society as better integrated immigrants may have opted for German citizenship to the extent that it was legally possible. Finally, Bratsberg et al. (2010) report that the replacement ratio of public transfers with respect to own income in Norway differs substantially depending on human capital and the number of dependent children. These patterns also exist in Germany and generate substantial disincentives to take up employment for those with many children and low human capital, a characteristic of many immigrant households.

Our analysis leads us to three policy recommendations. First, as background characteristics are important in explaining welfare persistence, an improvement of the relevant characteristics, for example education, could support exit from welfare receipt. Second, a transparent recognition of foreign qualifications might help to reduce potential labor market discrimination. In Germany, current regulations lack transparency because there is no nationwide system, and responsibility lies with federal states. Common standards for the recognition of foreign degrees might support the employability of non-EU citizens.

Finally, our analysis does not indicate a general failure of the welfare system in the sense that it creates a welfare trap. The immigrant-native gap in welfare participation is mostly connected to characteristics. Overall, work incentives appear to reach welfare recipients. We leave it to future research to investigate the stability of employment after an exit from welfare receipt. Given the rising share of individuals with a migration background in the population and considering the demographic changes ahead, aging societies, such as the German one, cannot afford to underuse the potential of their workforces. Therefore, the primary policy goal should be to foster employment continuity, particularly among non-EU citizens.

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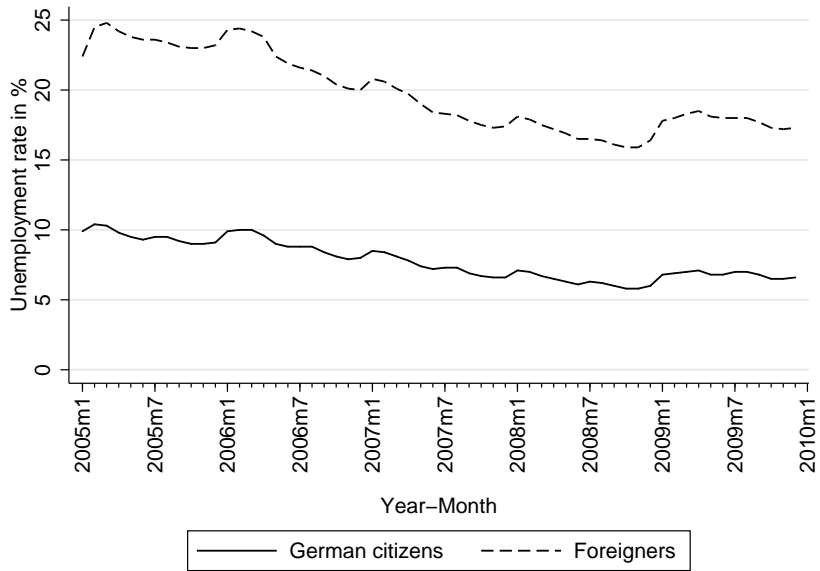
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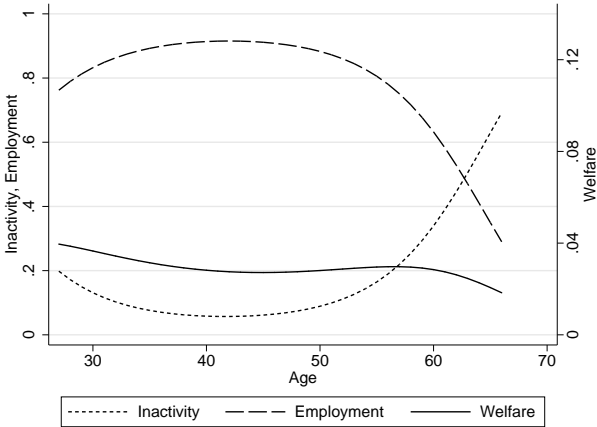
## Figures and Tables

**Figure 1**  
**Unemployment rates by citizenship (West Germany)**



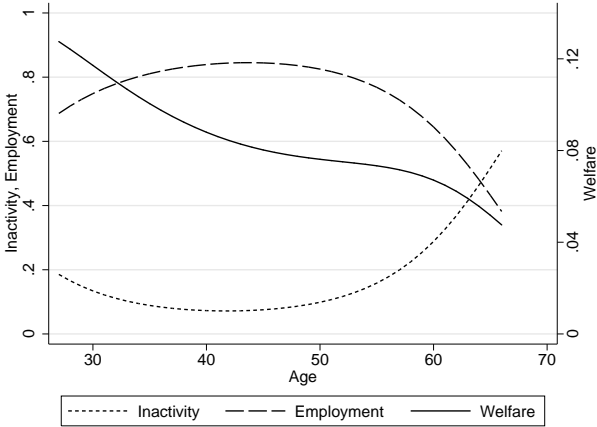
Source: BA (2010a).

**Figure 2**  
**Predicted probabilities of transitions from welfare receipt over the life span (natives)**



*Note:* Calculations are based on the estimation results in Table 4. The probability of a persistence in welfare is denoted on right-hand-side vertical axis.

**Figure 3**  
**Predicted probabilities of transitions from welfare receipt over the life span (all immigrants)**



*Note:* Calculations are based on the estimation results in Table 4. The probability of a persistence in welfare is denoted on right-hand-side vertical axis.

**Figure 4**  
**Labor market transitions 2006-2009**

Fig. 4.1: Persistence in employment and welfare participation

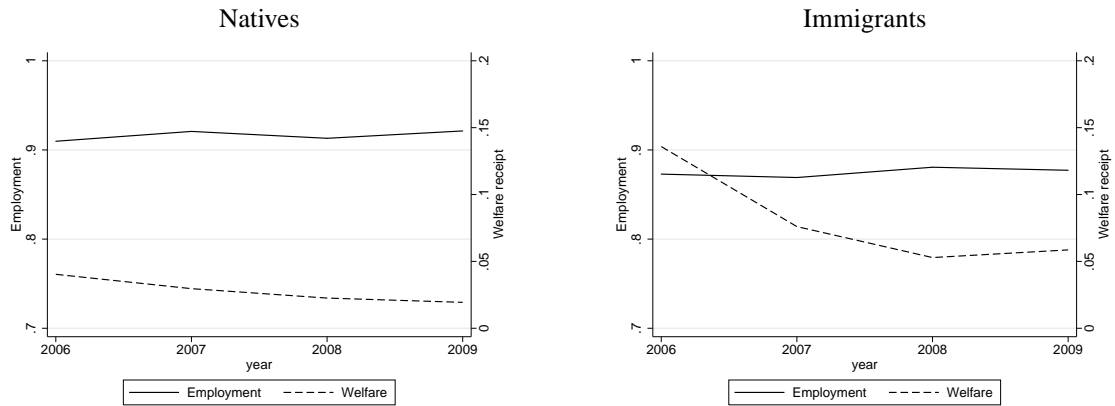


Fig. 4.2: Welfare entry

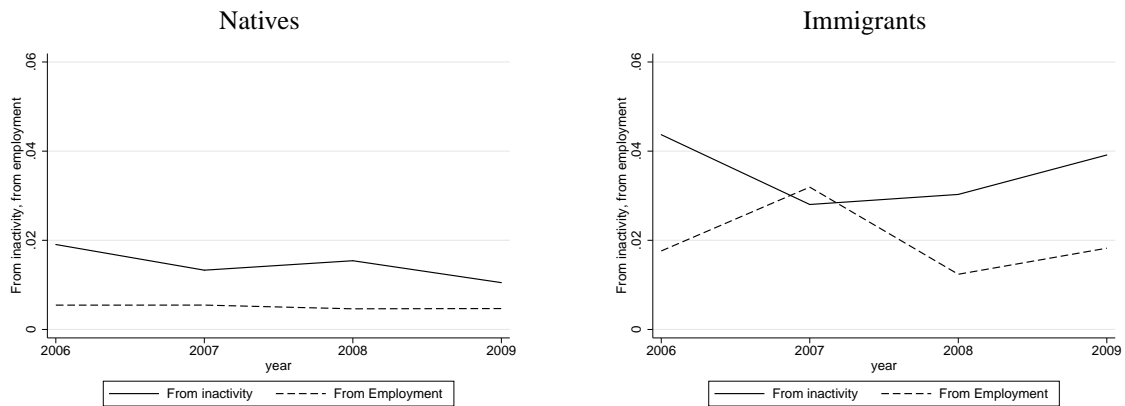
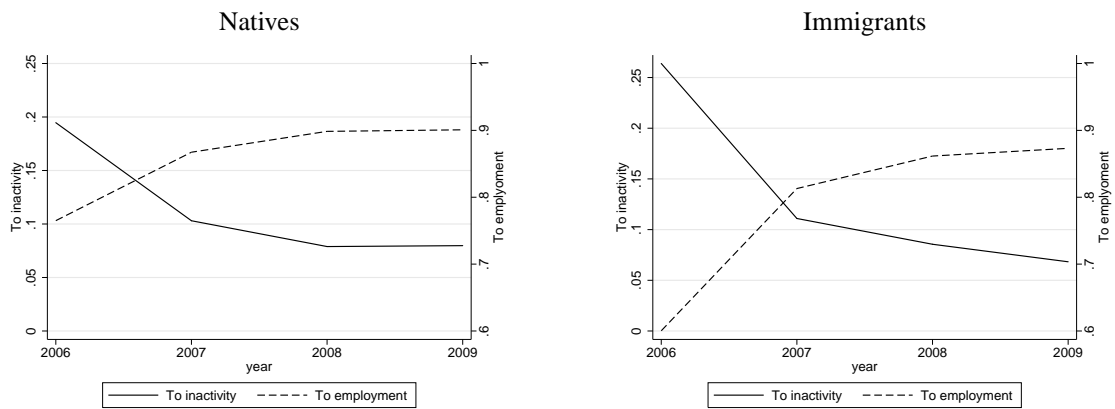


Fig. 4.3: Welfare exit



Note: Figures 4.1 and 4.3 use a secondary vertical axes to indicate transition probabilities.

**Figure 5**  
**Labor market transitions and years since migration**

Fig. 5.1: Persistence in employment and welfare participation

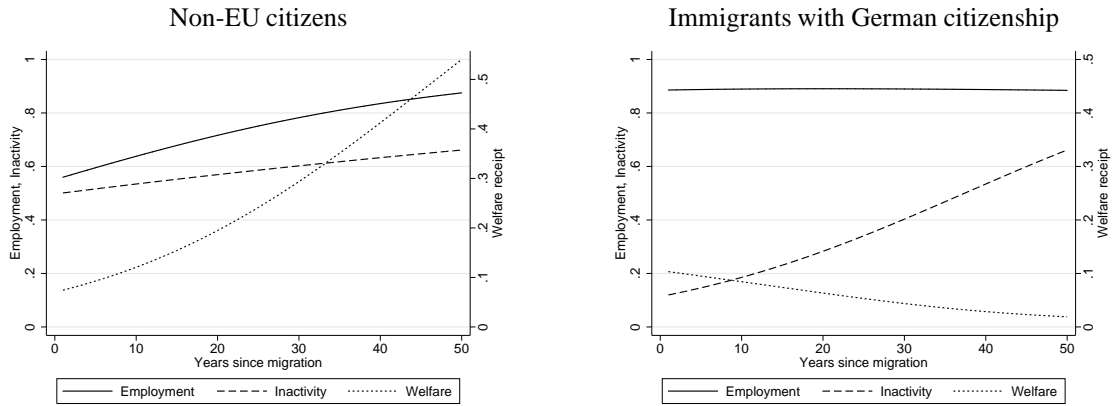


Fig. 5.2: Welfare entry

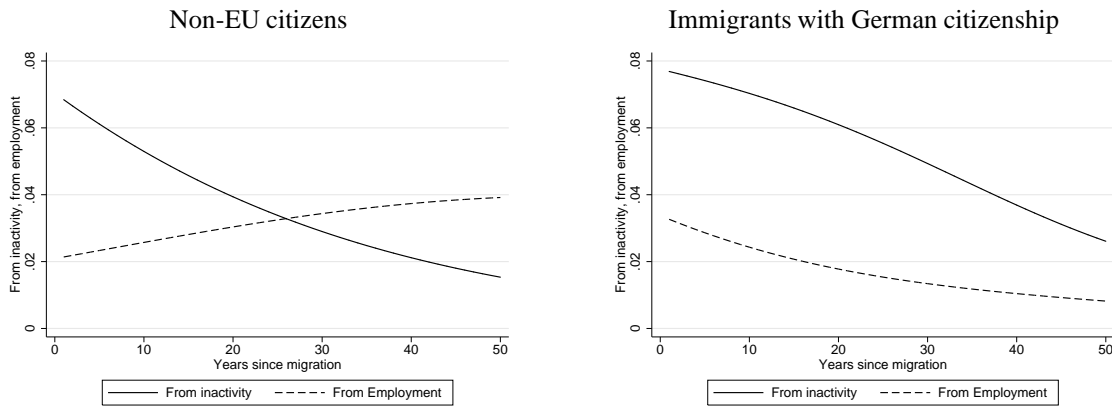
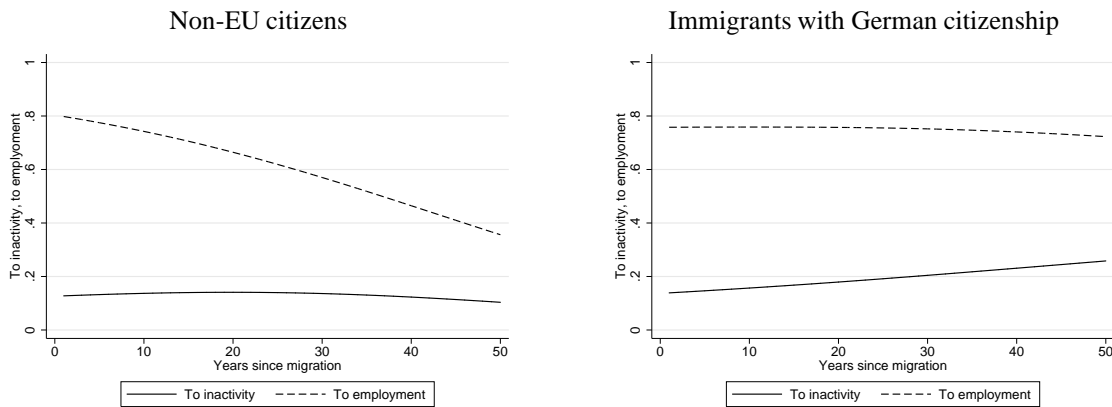


Fig. 5.3: Welfare exit



*Note:* Figures 5.1 uses a secondary vertical axes to indicate transition probabilities. The estimations were performed for a subsample of first generation immigrants with non-EU citizenship and German citizenship only. The corresponding sample sizes are  $n = 448$  and  $nT = 1333$  for non-EU citizens and  $n = 644$  and  $nT = 2020$  for immigrants with German citizenship.

**Table 1**  
**Descriptive Statistics**

Variable	Natives		All immigrants		EU citizens		Non-EU citizens		Immigrants with German citizenship	
	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Inactivity	0.182	0.386	0.228	0.419	0.184	0.388	0.316	0.465	0.196	0.397
Employment	0.792	0.406	0.698	0.459	0.763	0.425	0.582	0.493	0.736	0.441
Welfare receipt	0.030	0.171	0.079	0.270	0.053	0.225	0.106	0.308	0.074	0.261
Age	45.56	9.806	43.42	10.471	45.14	10.11	42.86	10.66	43.07	10.44
Female	0.530	0.499	0.545	0.498	0.536	0.499	0.530	0.499	0.558	0.497
Education in years	12.51	2.674	11.30	2.594	11.04	2.550	10.34	2.378	11.92	2.547
Married	0.688	0.463	0.755	0.430	0.743	0.437	0.830	0.375	0.719	0.450
Health status: good	0.549	0.498	0.545	0.498	0.552	0.498	0.549	0.498	0.540	0.498
School in Germany: no	—	—	0.429	0.495	0.460	0.499	0.546	0.498	0.354	0.478
Number of children LT6	0.157	0.441	0.228	0.518	0.165	0.421	0.237	0.519	0.247	0.548
Number of children GE6	0.487	0.810	0.671	0.920	0.570	0.774	0.843	1.023	0.616	0.900
Year 2007	0.261	0.439	0.266	0.442	0.260	0.439	0.275	0.447	0.263	0.441
Year 2008	0.237	0.426	0.233	0.423	0.230	0.421	0.226	0.419	0.239	0.426
Year 2009	0.213	0.409	0.198	0.398	0.202	0.402	0.177	0.382	0.207	0.405
Initial condition (in 2005)										
Inactivity	0.185	0.388	0.262	0.440	0.217	0.412	0.347	0.476	0.233	0.423
Employment	0.790	0.407	0.679	0.467	0.736	0.441	0.576	0.494	0.713	0.453
Welfare receipt	0.025	0.155	0.060	0.237	0.047	0.212	0.077	0.267	0.055	0.227
Number of person-year observations	20,973		5,678		1,124		1,609		2,945	

Source: SOEP 2005-2009.

**Table 2**  
**Observed distribution of labor market states by immigrant group and year**

Year	State at time $t$			Sample size
	Inactivity	Employment	Welfare	
<b>A. Natives</b>				
2006	0.206	0.748	0.046	6063
2007	0.187	0.766	0.047	5472
2008	0.172	0.782	0.046	4980
2009	0.171	0.791	0.039	4458
<b>B. All immigrants</b>				
2006	0.248	0.645	0.107	1721
2007	0.231	0.652	0.117	1510
2008	0.230	0.677	0.094	1325
2009	0.219	0.683	0.098	1122
<b>C. EU citizens</b>				
2006	0.214	0.727	0.060	347
2007	0.176	0.738	0.086	292
2008	0.174	0.787	0.040	258
2009	0.206	0.765	0.029	227
<b>D. Non-EU citizens</b>				
2006	0.310	0.548	0.143	518
2007	0.300	0.552	0.148	442
2008	0.298	0.561	0.141	364
2009	0.315	0.548	0.137	285
<b>E. Immigrants with German citizenship</b>				
2006	0.215	0.684	0.102	856
2007	0.203	0.688	0.109	776
2008	0.204	0.712	0.084	703
2009	0.149	0.744	0.107	610

*Note:* Percentage of individuals weighted using cross-sectional weights.

*Source:* SOEP 2006-2009.

**Table 3**  
**Observed probabilities of labor market transitions by immigrant group**

State in $t - 1$	State at time $t$		
	Inactivity	Employment	Welfare
A. Natives			
Inactivity	0.771	0.188	0.041
Employment	0.050	0.943	0.007
Welfare receipt	0.085	0.167	0.748
B. All immigrants			
Inactivity	0.733	0.186	0.082
Employment	0.071	0.916	0.013
Welfare receipt	0.084	0.149	0.768
C. EU citizens			
Inactivity	0.742	0.217	0.041
Employment	0.053	0.937	0.010
Welfare receipt	0.045	0.255	0.701
D. Non-EU citizens			
Inactivity	0.770	0.141	0.089
Employment	0.098	0.882	0.020
Welfare receipt	0.094	0.126	0.780
E. Immigrants with German citizenship			
Inactivity	0.681	0.222	0.096
Employment	0.063	0.927	0.011
Welfare receipt	0.083	0.140	0.777

*Note:* Percentage of individuals weighted using cross-sectional weights.

*Source:* SOEP 2005-2009.



**Table 4**  
**Estimation results: natives and all immigrants**

Variable	Natives				All immigrants			
	Employment		Welfare receipt		Employment		Welfare receipt	
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.
Employed in t-1	2.031***	(0.121)	-0.114	(0.285)	2.404***	(0.204)	0.292	(0.359)
Welfare receipt in t-1	1.372***	(0.312)	1.813***	(0.330)	2.022***	(0.368)	2.356***	(0.388)
Age	0.722***	(0.047)	0.422***	(0.105)	0.500***	(0.067)	0.251**	(0.114)
Age squared	-0.009***	(0.001)	-0.005***	(0.001)	-0.006***	(0.001)	-0.003***	(0.001)
Female	-1.153***	(0.103)	-0.963***	(0.243)	-0.859***	(0.147)	-1.238***	(0.284)
Education	0.074***	(0.017)	-0.242***	(0.052)	0.091***	(0.027)	-0.092*	(0.056)
Married	-0.362***	(0.107)	-2.770***	(0.264)	-0.225	(0.168)	-2.325***	(0.336)
Health status: good	0.057	(0.101)	-0.540**	(0.238)	-0.207	(0.163)	0.543*	(0.292)
No. of kids LT 6	-2.080***	(0.180)	-1.844***	(0.451)	-0.870***	(0.234)	-0.636	(0.394)
No. of kids GE 6	-0.886***	(0.149)	-0.544*	(0.331)	0.015	(0.192)	-0.344	(0.294)
School in Germany: no	—		—		-0.176	(0.143)	0.386	(0.292)
Year 2007	0.277***	(0.085)	-0.052	(0.197)	-0.029	(0.140)	-0.293	(0.239)
Year 2008	0.283***	(0.089)	-0.130	(0.210)	0.105	(0.149)	-0.693**	(0.269)
Year 2009	0.224**	(0.093)	-0.416*	(0.233)	-0.036	(0.156)	-0.434	(0.284)
Employed in t=0	3.190***	(0.215)	0.112	(0.460)	2.412***	(0.329)	-1.310**	(0.527)
Welfare receipt in t=0	0.437	(0.407)	4.462***	(0.561)	0.188	(0.465)	3.360***	(0.652)
M: Health status: good	0.345**	(0.157)	-0.697*	(0.389)	0.872***	(0.249)	-1.989***	(0.495)
M: No. of kids LT 6	1.626***	(0.227)	2.324***	(0.536)	0.497*	(0.284)	0.284	(0.488)
M: No. of kids GE 6	0.686***	(0.161)	0.761**	(0.365)	-0.262	(0.206)	0.645**	(0.320)
Constant	-15.47***	(1.036)	-6.758***	(2.384)	-11.83***	(1.473)	-3.326	(2.468)
$Var(a_{ij})$	2.898	(0.370)	5.290	(1.047)	1.344	(0.438)	3.557	(1.183)
$Cov(a_{i,empl}, a_{i,welf})$	0.358	(0.646)			-0.969	(0.630)		
log likelihood	-5585.0267				-2098.8874			
No. of person-year observations	20,973				5,678			
No. of individuals	6,215				1,779			

Note: Dynamic multinomial logit models with random effects. Dependent variable: labor market state (inactivity, employment, welfare receipt). M: denotes individual-specific averages of a variable. Significance level: \*<0.1, \*\*<0.05, \*\*\*<0.01.

Source: SOEP 2005-2009.

**Table 5**  
**Estimation results: immigrant subgroups**

Variable	EU citizens				Non-EU citizens				German citizens			
	Employment		Welfare receipt		Employment		Welfare receipt		Employment		Welfare receipt	
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.
Employed in t-1	2.875***	(0.346)	2.397	(1.581)	2.458***	(0.408)	0.325	(0.533)	2.292***	(0.267)	-0.145	(0.564)
Welfare receipt in t-1	2.119**	(0.842)	1.131	(1.471)	2.306***	(0.563)	2.921***	(0.565)	1.535***	(0.562)	1.844***	(0.621)
Age	0.200*	(0.120)	-1.268*	(0.766)	0.440***	(0.125)	0.305*	(0.156)	0.617***	(0.099)	0.321*	(0.191)
Age squared	-0.003**	(0.001)	0.012	(0.008)	-0.005***	(0.001)	-0.003**	(0.002)	-0.007***	(0.001)	-0.004**	(0.002)
Female	-1.000***	(0.281)	-0.402	(1.321)	-1.096***	(0.282)	-1.234***	(0.365)	-0.618***	(0.207)	-0.744	(0.473)
Education	0.069	(0.054)	-1.506**	(0.633)	0.035	(0.048)	-0.002	(0.070)	0.094**	(0.040)	-0.187*	(0.103)
Married	0.022	(0.310)	-16.85***	(5.323)	-0.137	(0.323)	-1.591***	(0.470)	-0.384	(0.239)	-2.954***	(0.617)
Health status: good	-0.064	(0.368)	-3.671**	(1.552)	0.059	(0.298)	0.726*	(0.426)	-0.379	(0.235)	0.744	(0.479)
No. of kids LT 6	-0.410	(0.695)	-4.088	(3.178)	-0.492	(0.402)	-1.060**	(0.535)	-1.404***	(0.346)	0.142	(0.759)
No. of kids GE 6	0.183	(0.525)	-4.189	(2.888)	0.194	(0.296)	0.101	(0.354)	-0.399	(0.325)	-0.985*	(0.584)
School in Germany: no	0.330	(0.285)	3.888**	(1.923)	-0.618**	(0.281)	-0.892**	(0.404)	0.050	(0.215)	1.378***	(0.526)
Year 2007	-0.064	(0.322)	3.213**	(1.369)	0.028	(0.247)	-0.821**	(0.355)	-0.030	(0.203)	-0.144	(0.387)
Year 2008	0.142	(0.345)	-1.241	(1.285)	0.129	(0.268)	-0.608	(0.387)	0.119	(0.214)	-0.763*	(0.438)
Year 2009	-0.070	(0.348)	-0.329	(1.387)	-0.121	(0.287)	-0.763*	(0.429)	0.070	(0.229)	0.034	(0.448)
Employed in t=0	1.522***	(0.398)	-19.86***	(6.560)	2.430***	(0.675)	-0.952	(0.783)	2.483***	(0.437)	-1.110	(0.890)
Welfare receipt in t=0	0.066	(0.813)	27.80***	(9.078)	0.399	(0.724)	2.035**	(0.819)	0.059	(0.730)	4.636***	(1.228)
M: Health status: good	0.734	(0.517)	2.107	(2.575)	0.510	(0.440)	-2.080***	(0.676)	1.049***	(0.365)	-2.081**	(0.840)
M: No. of kids LT 6	-0.497	(0.809)	11.02*	(6.301)	0.316	(0.500)	1.123*	(0.629)	1.067**	(0.415)	-0.834	(0.971)
M: No. of kids GE 6	-0.065	(0.563)	-4.622	(3.493)	-0.401	(0.320)	0.223	(0.384)	0.074	(0.342)	0.987	(0.622)
Constant	-4.499	(2.828)	33.31*	(19.18)	-10.40***	(2.644)	-5.520*	(3.319)	-14.18***	(2.177)	-3.938	(4.228)
$Var(a_{ij})$	0.172	(0.257)	248.1	(160.2)	1.215	(0.864)	1.264	(1.103)	1.500	(0.619)	5.546	(2.717)
$Cov(a_{i,empl}, a_{i,welf})$	-6.540	(5.210)			-0.533	(0.795)			-1.123	(1.133)		
log likelihood	-346.73791				-705.26851				-996.40358			
No. of person-year obs.	1,124				1,609				2,945			
No. of individuals	356				542				929			

*Note:* Dynamic multinomial logit models with random effects. Dependent variable: labor market state (inactivity, employment, welfare receipt). M: denotes individual-specific averages of a variable. Significance level: \* $<0.1$ , \*\* $<0.05$ , \*\*\* $<0.01$ .

*Source:* SOEP 2005-2009.

**Table 6**  
**Population-averaged probabilities of labor market transitions by immigrant group**

State at time $t - 1$	State at time $t$								
	Inactive			Employment			Welfare		
	Mean	95%-CI		Mean	95%-CI		Mean	95%-CI	
<b>A. Natives</b>									
Inactivity	0.264	0.232	0.302	0.720	0.681	0.753	0.016	0.011	0.026
Employment	0.076	0.069	0.083	0.919	0.911	0.927	0.005	0.003	0.007
Welfare	0.114	0.073	0.168	0.855	0.792	0.902	0.031	0.020	0.052
<b>B. All immigrants</b>									
Inactivity	0.446	0.368	0.531	0.516	0.428	0.586	0.038	0.026	0.073
Employment	0.106	0.086	0.127	0.877	0.850	0.895	0.018	0.013	0.031
Welfare	0.121	0.071	0.194	0.790	0.686	0.853	0.090	0.059	0.161
<b>C. EU citizens</b>									
Inactivity	0.493	0.361	0.636	0.499	0.357	0.634	0.008	0.001	0.010
Employment	0.056	0.040	0.082	0.935	0.909	0.952	0.009	0.004	0.010
Welfare	0.111	0.028	0.428	0.881	0.564	0.964	0.008	0.002	0.010
<b>D. Non-EU citizens</b>									
Inactivity	0.591	0.452	0.727	0.352	0.208	0.462	0.057	0.036	0.144
Employment	0.180	0.120	0.252	0.791	0.706	0.849	0.030	0.018	0.083
Welfare	0.140	0.060	0.263	0.647	0.408	0.781	0.213	0.109	0.442
<b>E. Immigrants with German citizenship</b>									
Inactivity	0.369	0.282	0.482	0.595	0.471	0.674	0.036	0.019	0.092
Employment	0.086	0.067	0.110	0.901	0.870	0.921	0.012	0.007	0.032
Welfare	0.136	0.064	0.269	0.798	0.603	0.882	0.066	0.034	0.196

*Note:* Calculations are based on estimation results in Tables 4 and 5. Simulation-based 95% confidence intervals are calculated using 1000 replications.

**Table 7**  
**Population-averaged probabilities of labor market transitions by initial state**

State at time $t - 1$	State at time $t$								
	Inactive			Employment			Welfare		
	Mean	95%-CI		Mean	95%-CI		Mean	95%-CI	
Initial state: inactivity									
A. Natives									
Inactivity	0.647	0.617	0.676	0.322	0.292	0.347	0.031	0.023	0.044
Employment	0.336	0.286	0.382	0.648	0.601	0.699	0.016	0.010	0.027
Welfare	0.406	0.308	0.503	0.517	0.414	0.608	0.077	0.053	0.122
B. All immigrants									
Inactivity	0.697	0.646	0.733	0.220	0.185	0.256	0.082	0.064	0.119
Employment	0.296	0.209	0.381	0.642	0.555	0.727	0.062	0.038	0.110
Welfare	0.276	0.160	0.393	0.500	0.355	0.604	0.225	0.160	0.343
C. EU citizens									
Inactivity	0.734	0.640	0.808	0.252	0.173	0.339	0.014	0.010	0.043
Employment	0.148	0.081	0.256	0.830	0.714	0.896	0.022	0.011	0.092
Welfare	0.269	0.073	0.618	0.715	0.363	0.904	0.016	0.010	0.090
D. Non-EU citizens									
Inactivity	0.764	0.662	0.802	0.140	0.094	0.188	0.096	0.073	0.208
Employment	0.386	0.185	0.542	0.536	0.365	0.715	0.078	0.038	0.196
Welfare	0.236	0.092	0.418	0.361	0.159	0.531	0.403	0.239	0.656
E. Immigrants with German citizenship									
Inactivity	0.659	0.590	0.714	0.271	0.209	0.322	0.070	0.047	0.128
Employment	0.279	0.173	0.374	0.682	0.569	0.786	0.040	0.018	0.109
Welfare	0.344	0.161	0.523	0.505	0.306	0.668	0.151	0.087	0.328
Initial state: employment									
A. Natives									
Inactivity	0.186	0.157	0.220	0.803	0.768	0.832	0.011	0.007	0.019
Employment	0.046	0.041	0.051	0.951	0.946	0.956	0.003	0.002	0.004
Welfare	0.073	0.045	0.114	0.907	0.857	0.938	0.020	0.012	0.039
B. All immigrants									
Inactivity	0.318	0.238	0.424	0.664	0.555	0.740	0.019	0.011	0.043
Employment	0.058	0.050	0.068	0.935	0.923	0.944	0.007	0.005	0.013
Welfare	0.073	0.039	0.126	0.886	0.804	0.927	0.041	0.022	0.094
C. EU citizens									
Inactivity	0.405	0.260	0.597	0.595	0.403	0.740	0.000	0.000	0.005
Employment	0.039	0.029	0.058	0.961	0.942	0.971	0.000	0.000	0.002
Welfare	0.080	0.018	0.320	0.920	0.680	0.982	0.000	0.000	0.003
D. Non-EU citizens									
Inactivity	0.421	0.261	0.644	0.552	0.321	0.694	0.027	0.012	0.107
Employment	0.088	0.066	0.117	0.903	0.862	0.923	0.010	0.005	0.036
Welfare	0.082	0.028	0.195	0.827	0.582	0.912	0.091	0.039	0.299
E. Immigrants with German citizenship									
Inactivity	0.259	0.174	0.380	0.722	0.596	0.802	0.019	0.009	0.066
Employment	0.049	0.039	0.062	0.946	0.929	0.955	0.005	0.003	0.017
Welfare	0.085	0.030	0.189	0.882	0.709	0.944	0.034	0.014	0.128

*Note:* Calculations are based on estimation results in Tables A9 and A10. Simulation-based 95% confidence intervals are calculated using 1000 replications.

**Table 7**  
**Population-averaged probabilities of labor market transitions by initial state (cont.)**

State at time $t - 1$	State at time $t$								
	Inactive			Employment			Welfare		
	Mean	95%-CI		Mean	95%-CI		Mean	95%-CI	
Initial state: welfare									
A. Natives									
Inactivity	0.379	0.273	0.485	0.278	0.195	0.377	0.344	0.252	0.436
Employment	0.200	0.128	0.289	0.587	0.477	0.693	0.213	0.135	0.305
Welfare	0.164	0.114	0.220	0.345	0.267	0.416	0.491	0.414	0.572
B. All immigrants									
Inactivity	0.383	0.258	0.540	0.175	0.099	0.266	0.443	0.295	0.568
Employment	0.156	0.087	0.262	0.506	0.372	0.639	0.337	0.202	0.468
Welfare	0.086	0.054	0.138	0.268	0.190	0.350	0.647	0.554	0.727
C. EU citizens									
Inactivity	0.334	0.152	0.479	0.166	0.051	0.348	0.500	0.399	0.509
Employment	0.052	0.014	0.183	0.448	0.324	0.492	0.500	0.464	0.508
Welfare	0.099	0.027	0.274	0.401	0.235	0.477	0.500	0.467	0.514
D. Non-EU citizens									
Inactivity	0.501	0.284	0.715	0.145	0.046	0.289	0.354	0.158	0.572
Employment	0.227	0.097	0.436	0.507	0.282	0.711	0.266	0.094	0.478
Welfare	0.076	0.036	0.175	0.218	0.121	0.345	0.706	0.562	0.809
E. Immigrants with German citizenship									
Inactivity	0.309	0.159	0.524	0.176	0.073	0.329	0.515	0.296	0.676
Employment	0.144	0.054	0.293	0.494	0.304	0.703	0.362	0.164	0.547
Welfare	0.102	0.048	0.188	0.241	0.138	0.357	0.657	0.526	0.772

*Note:* Calculations are based on estimation results in Tables A9 and A10. Simulation-based 95% confidence intervals are calculated using 1000 replications.

**Table 8**  
**Simulated population-averaged probabilities of labor market transitions for immigrants' characteristics and natives' coefficients**

State at time $t - 1$	State at time $t$									
	Inactive			Employment			Welfare			
	Mean	95%-CI		Mean	95%-CI		Mean	95%-CI		
<b>A. Characteristics of all immigrants</b>										
Inactivity	0.338	0.306	0.382	0.635	0.591	0.666	0.027	0.019	0.039	
Employment	0.111	0.099	0.124	0.880	0.867	0.892	0.009	0.006	0.013	
Welfare	0.157	0.106	0.221	0.792	0.713	0.846	0.052	0.036	0.085	
<b>B. Characteristics of EU citizens</b>										
Inactivity	0.308	0.272	0.344	0.668	0.631	0.703	0.024	0.017	0.036	
Employment	0.096	0.086	0.106	0.896	0.885	0.907	0.008	0.006	0.011	
Welfare	0.139	0.093	0.198	0.816	0.747	0.867	0.046	0.029	0.077	
<b>C. Characteristics of non-EU citizens</b>										
Inactivity	0.403	0.365	0.442	0.562	0.524	0.597	0.035	0.026	0.052	
Employment	0.148	0.129	0.166	0.839	0.819	0.859	0.013	0.009	0.019	
Welfare	0.198	0.140	0.268	0.732	0.647	0.794	0.070	0.049	0.112	
<b>D. Characteristics of immigrants with German citizenship</b>										
Inactivity	0.315	0.281	0.351	0.661	0.625	0.695	0.024	0.017	0.036	
Employment	0.099	0.089	0.110	0.893	0.882	0.904	0.008	0.006	0.011	
Welfare	0.143	0.098	0.203	0.812	0.738	0.864	0.045	0.030	0.075	

*Note:* Calculations are based on estimation results for natives in Table 4. Simulation-based 95% confidence intervals are calculated using 1000 replications.

**Table 9**  
**Population-averaged probabilities of labor market transitions by immigration status and sex**

State at time $t - 1$	State at time $t$									
	Inactive			Employment			Welfare			
	Mean	95%-CI		Mean	95%-CI		Mean	95%-CI		
<b>A. Natives: men</b>										
Inactivity	0.172	0.125	0.260	0.816	0.726	0.863	0.012	0.007	0.028	
Employment	0.032	0.026	0.038	0.965	0.958	0.970	0.003	0.002	0.007	
Welfare	0.030	0.014	0.067	0.954	0.899	0.975	0.016	0.008	0.043	
<b>B. Natives: females</b>										
Inactivity	0.368	0.327	0.411	0.614	0.571	0.652	0.018	0.012	0.033	
Employment	0.137	0.121	0.151	0.858	0.843	0.874	0.005	0.003	0.009	
Welfare	0.235	0.147	0.335	0.724	0.602	0.812	0.042	0.024	0.094	
<b>C. Immigrants: males</b>										
Inactivity	0.299	0.190	0.428	0.670	0.502	0.754	0.032	0.021	0.184	
Employment	0.061	0.043	0.079	0.927	0.846	0.941	0.013	0.009	0.098	
Welfare	0.036	0.014	0.083	0.860	0.671	0.906	0.104	0.063	0.293	
<b>D. Immigrants: females</b>										
Inactivity	0.524	0.448	0.605	0.437	0.348	0.501	0.040	0.025	0.094	
Employment	0.170	0.134	0.210	0.812	0.764	0.843	0.019	0.012	0.044	
Welfare	0.281	0.156	0.448	0.666	0.484	0.781	0.054	0.032	0.133	

*Note:* Calculations are based on estimation results in Tables A9 and A10. Simulation-based 95% confidence intervals are calculated using 1000 replications. The estimations used 9847, 11126, 2582, and 3096 person-year observations for the subsamples presented in panels A, B, C, and D, respectively.

## **A Appendix – not intended for publication**

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**Table A1**  
**Observed labor force status of those characterized as inactive (percentage shares)**

Variable	Percentage share
<b>A. Natives</b>	
Unemployed	14.17
Non-working	73.41
Sometimes working	12.41
<b>B. All immigrants</b>	
Unemployed	17.32
Non-working	74.79
Sometimes working	7.89
<b>C. EU citizens</b>	
Unemployed	18.36
Non-working	71.50
Sometimes working	10.14
<b>D. Non-EU citizens</b>	
Unemployed	16.50
Non-working	78.39
Sometimes working	5.11
<b>E. Immigrants with German citizenship</b>	
Unemployed	17.68
Non-working	72.79
Sometimes working	9.53

*Note:* Figures show unweighted percentage shares of individuals in the inactive group.

*Source:* SOEP 2006-2009.

**Table A2**  
**Descriptive statistics by state: inactive**

Variable	Natives		All immigrants		EU citizens		Non-EU citizens		Immigrants with German citizenship	
	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Age	50.44	12.02	45.79	12.53	49.59	11.20	45.40	12.34	44.76	12.91
Female	0.761	0.427	0.761	0.427	0.758	0.429	0.758	0.429	0.764	0.425
Education in years	11.93	2.44	10.66	2.53	10.68	2.31	9.80	2.48	11.41	2.40
Married	0.793	0.405	0.846	0.361	0.802	0.400	0.902	0.298	0.813	0.390
Health status: good	0.496	0.500	0.479	0.500	0.420	0.495	0.495	0.500	0.485	0.500
School in Germany: no	—	—	0.514	0.500	0.589	0.493	0.699	0.459	0.324	0.468
Number of children LT6	0.223	0.531	0.334	0.621	0.246	0.523	0.293	0.571	0.402	0.686
Number of children GE6	0.407	0.793	0.677	0.962	0.502	0.743	0.794	1.055	0.638	0.933
Year 2007	0.258	0.437	0.270	0.444	0.246	0.432	0.281	0.450	0.269	0.444
Year 2008	0.222	0.416	0.224	0.417	0.217	0.413	0.216	0.412	0.232	0.423
Year 2009	0.197	0.398	0.183	0.386	0.208	0.407	0.169	0.375	0.185	0.389
Initial condition (in 2005)										
Inactive	0.678	0.467	0.729	0.444	0.681	0.467	0.774	0.419	0.707	0.455
Working	0.309	0.462	0.241	0.428	0.280	0.450	0.198	0.399	0.265	0.442
Welfare receipt	0.013	0.114	0.029	0.169	0.039	0.193	0.028	0.164	0.028	0.164
Number of person-year observations	3,810		1,293		207		509		577	

Source: SOEP 2005-2009.

**Table A3**  
**Descriptive statistics by state: employed**

Variable	Natives		All immigrants		EU citizens		Non-EU citizens		Immigrants with German citizenship	
	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Age	44.50	8.84	42.62	9.51	44.12	9.46	41.48	9.33	42.52	9.53
Female	0.474	0.499	0.474	0.499	0.478	0.500	0.420	0.494	0.497	0.500
Education in years	12.70	2.701	11.60	2.582	11.14	2.599	10.70	2.283	12.17	2.552
Married	0.681	0.466	0.754	0.431	0.762	0.426	0.817	0.387	0.723	0.447
Health status: good	0.569	0.495	0.585	0.493	0.597	0.491	0.602	0.490	0.572	0.495
School in Germany: no	—	—	0.394	0.489	0.424	0.494	0.479	0.500	0.346	0.476
Number of children LT6	0.141	0.415	0.199	0.479	0.146	0.394	0.222	0.496	0.210	0.500
Number of children GE6	0.503	0.811	0.648	0.885	0.590	0.785	0.825	0.976	0.595	0.871
Year 2007	0.261	0.439	0.263	0.440	0.258	0.438	0.273	0.446	0.261	0.439
Year 2008	0.241	0.428	0.239	0.427	0.236	0.425	0.234	0.423	0.243	0.429
Year 2009	0.217	0.412	0.204	0.403	0.204	0.403	0.182	0.386	0.213	0.409
Initial condition (in 2005)										
Inactive	0.068	0.252	0.097	0.296	0.090	0.286	0.104	0.306	0.096	0.295
Working	0.924	0.264	0.886	0.318	0.890	0.313	0.865	0.341	0.893	0.309
Welfare receipt	0.008	0.086	0.017	0.130	0.020	0.140	0.030	0.171	0.011	0.103
Number of person-year observations	16,530		3,937		857		929		2,151	

Source: SOEP 2005-2009.

**Table A4**  
**Descriptive statistics by state: welfare receipt**

Variable	Natives		All immigrants		EU citizens		Non-EU citizens		Immigrants with German citizenship	
	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.	Mean	Std. Dev.
Age	43.93	9.915	43.60	10.97	44.45	11.02	42.79	10.69	44.01	11.18
Female	0.613	0.487	0.545	0.499	0.583	0.497	0.444	0.498	0.613	0.488
Education in years	10.89	2.233	10.50	2.380	10.83	2.531	9.985	2.230	10.81	2.392
Married	0.258	0.438	0.502	0.501	0.267	0.446	0.690	0.464	0.419	0.495
Health status: good	0.359	0.480	0.386	0.487	0.350	0.481	0.421	0.495	0.369	0.484
School in Germany: no	—	—	0.491	0.500	0.533	0.503	0.450	0.499	0.512	0.501
Number of children LT6	0.175	0.466	0.179	0.482	0.167	0.376	0.152	0.460	0.203	0.523
Number of children GE6	0.536	0.862	0.857	1.071	0.517	0.725	1.088	1.137	0.770	1.064
Year 2007	0.269	0.444	0.279	0.449	0.333	0.475	0.263	0.442	0.276	0.448
Year 2008	0.240	0.427	0.212	0.409	0.183	0.390	0.216	0.413	0.217	0.413
Year 2009	0.188	0.391	0.188	0.391	0.150	0.360	0.175	0.381	0.207	0.406
Initial condition (in 2005)										
Inactive	0.280	0.449	0.364	0.482	0.433	0.500	0.392	0.490	0.323	0.469
Working	0.179	0.383	0.118	0.323	0.100	0.303	0.129	0.336	0.115	0.320
Welfare receipt	0.542	0.499	0.518	0.500	0.467	0.503	0.480	0.501	0.562	0.497
Number of person-year observations	633		448		60		171		217	

Source: SOEP 2005-2009.

**Table A5**  
**Average characteristics by labor market transitions**

State in $t - 1$	Variable	State at time $t$		
		Inactivity	Employment	Welfare
A. Natives				
Inactivity	Age	51.4	42.1	43.6
	Female	0.78	0.76	0.66
	Education	11.8	12.5	11.0
Employment	Age	45.0	43.7	45.1
	Female	0.70	0.45	0.57
	Education	12.3	12.6	11.2
Welfare receipt	Age	49.4	44.0	44.5
	Female	0.68	0.58	0.63
	Education	10.5	11.6	10.9
B. All immigrants				
Inactivity	Age	46.7	38.5	46.4
	Female	0.75	0.74	0.67
	Education	10.3	11.4	11.0
Employment	Age	44.7	42.4	41.0
	Female	0.63	0.47	0.50
	Education	10.8	11.5	10.8
Welfare receipt	Age	47.0	40.2	44.0
	Female	0.68	0.50	0.56
	Education	11.1	10.7	10.8

*Note:* Weighted data using cross-sectional weights.

*Source:* SOEP 2005-2009.

**Table A6****Estimation results: natives and all immigrants setting the initial condition to 2006**

Variable	Natives				All immigrants			
	Employment		Welfare receipt		Employment		Welfare receipt	
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.
Employed in t-1	1.842***	(0.150)	-0.028	(0.339)	2.209***	(0.243)	0.346	(0.385)
Welfare receipt in t-1	1.441***	(0.345)	1.649***	(0.406)	2.453***	(0.404)	2.168***	(0.442)
Age	0.683***	(0.052)	0.474***	(0.104)	0.465***	(0.074)	0.351***	(0.120)
Age squared	-0.008***	(0.001)	-0.006***	(0.001)	-0.006***	(0.001)	-0.004***	(0.001)
Female	-1.310***	(0.115)	-0.821***	(0.243)	-1.043***	(0.180)	-0.901***	(0.273)
Education	0.086***	(0.019)	-0.206***	(0.054)	0.094***	(0.032)	-0.102*	(0.055)
Married	-0.228**	(0.115)	-2.328***	(0.273)	0.228	(0.193)	-1.857***	(0.327)
Health status: good	0.117	(0.116)	-0.471*	(0.268)	-0.408**	(0.197)	0.452	(0.329)
No. of kids LT 6	-2.848***	(0.222)	-2.570***	(0.551)	-0.822***	(0.272)	-0.229	(0.420)
No. of kids GE 6	-1.067***	(0.186)	-0.949**	(0.395)	0.149	(0.226)	-0.296	(0.311)
Year 2008	-0.031	(0.085)	-0.118	(0.195)	0.200	(0.143)	-0.390	(0.243)
Year 2009	-0.066	(0.089)	-0.248	(0.213)	0.051	(0.152)	-0.121	(0.255)
Employed in t=0	3.536***	(0.279)	0.663	(0.502)	2.630***	(0.430)	-0.372	(0.516)
Welfare receipt in t=0	0.470	(0.429)	4.607***	(0.658)	-0.851*	(0.477)	3.596***	(0.779)
M: Health status: good	0.299*	(0.174)	-0.668	(0.409)	0.823***	(0.297)	-1.388***	(0.514)
M: No. of kids LT 6	2.676***	(0.271)	2.912***	(0.620)	0.140	(0.324)	0.704	(0.491)
M: No. of kids GE 6	0.743***	(0.193)	1.047**	(0.411)	-0.391	(0.239)	0.578*	(0.327)
School in Germany: no	—		—		-0.363**	(0.169)	0.232	(0.288)
Constant	-14.570***	(1.149)	-8.644***	(2.327)	-10.623***	(1.623)	-8.007***	(2.601)
$Var(a_{ij})$	3.000	(0.462)	4.016	(1.012)	2.153	(0.655)	2.210	(1.130)
$Cov(a_{i,empl}, a_{i,welf})$	0.573	(0.626)			-1.997	(0.739)		
log likelihood		-4543.2045				-1716.4597		
No. of person-year observations		17,451				4,496		
No. of individuals		6,650				1,781		

Note: Dynamic multinomial logit models with random effects. Dependent variable: labor market state (inactivity, employment, welfare receipt). M: denotes individual-specific averages of a variable. Significance level: \* $<0.1$ , \*\* $<0.05$ , \*\*\* $<0.01$ .

Source: SOEP 2006-2009.

**Table A7**  
**Population-averaged probabilities of labor market transitions by immigrant group setting the initial condition to 2006**

State at time $t - 1$	State at time $t$								
	Inactive			Employment			Welfare		
	Mean	95%-CI		Mean	95%-CI		Mean	95%-CI	
<b>A. Natives</b>									
Inactivity	0.228	0.193	0.271	0.758	0.714	0.792	0.014	0.008	0.024
Employment	0.072	0.064	0.080	0.924	0.915	0.932	0.004	0.003	0.006
Welfare	0.092	0.054	0.138	0.886	0.829	0.926	0.022	0.012	0.047
<b>B. All immigrants</b>									
Inactivity	0.409	0.320	0.489	0.554	0.454	0.621	0.037	0.026	0.117
Employment	0.118	0.093	0.142	0.857	0.811	0.879	0.024	0.019	0.078
Welfare	0.081	0.043	0.135	0.842	0.731	0.882	0.077	0.052	0.182

*Note:* Calculations are based on estimation results in Tables 4 and 5. Simulation-based 95% confidence intervals are calculated using 1000 replications.

**Table A8**  
**Simulated population-averaged probabilities of labor market transitions for natives' characteristics and immigrants' coefficients**

State at time $t - 1$	State at time $t$									
	Inactive			Employment			Welfare			
	Mean	95%-CI		Mean	95%-CI		Mean	95%-CI		
A. Coefficients of all immigrants										
Inactivity	0.350	0.274	0.459	0.627	0.516	0.696	0.023	0.014	0.050	
Employment	0.068	0.055	0.085	0.923	0.903	0.937	0.009	0.006	0.018	
Welfare	0.084	0.046	0.139	0.866	0.778	0.910	0.051	0.030	0.111	
B. Coefficients of EU citizens										
Inactivity	0.494	0.341	0.655	0.506	0.342	0.657	0.001	0.000	0.009	
Employment	0.056	0.038	0.090	0.943	0.909	0.960	0.001	0.000	0.008	
Welfare	0.111	0.026	0.430	0.888	0.559	0.972	0.001	0.000	0.009	
C. Coefficients of non-EU citizens										
Inactivity	0.392	0.237	0.641	0.554	0.292	0.693	0.054	0.025	0.168	
Employment	0.081	0.051	0.126	0.900	0.836	0.930	0.019	0.010	0.065	
Welfare	0.068	0.027	0.162	0.780	0.514	0.886	0.153	0.064	0.408	
D. Coefficients of immigrants with German citizenship										
Inactivity	0.317	0.226	0.434	0.665	0.543	0.747	0.019	0.009	0.062	
Employment	0.066	0.049	0.087	0.929	0.904	0.944	0.006	0.003	0.020	
Welfare	0.112	0.042	0.230	0.853	0.677	0.923	0.036	0.016	0.138	

*Note:* Calculations are based on estimation results for immigrants. Simulation-based 95% confidence intervals are calculated using 1000 replications.



**Table A9**  
**Estimation results: natives by sex**

Variable	Males				Females			
	Employment		Welfare receipt		Employment		Welfare receipt	
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.
Employed in t-1	2.372***	(0.249)	0.041	(0.441)	1.862***	(0.139)	-0.357	(0.382)
Welfare receipt in t-1	2.359***	(0.526)	2.043***	(0.546)	0.866**	(0.396)	1.679***	(0.464)
Age	0.793***	(0.086)	0.548***	(0.166)	0.642***	(0.057)	0.342**	(0.138)
Age squared	-0.010***	(0.001)	-0.007***	(0.002)	-0.008***	(0.001)	-0.004***	(0.002)
Education	0.105***	(0.030)	-0.317***	(0.090)	0.071***	(0.022)	-0.172***	(0.066)
Married	0.357*	(0.186)	-1.290***	(0.426)	-0.716***	(0.134)	-3.534***	(0.357)
Health status: good	-0.172	(0.188)	-0.689*	(0.389)	0.143	(0.120)	-0.563*	(0.309)
No. of kids LT 6	-0.665*	(0.394)	0.636	(0.761)	-2.586***	(0.216)	-3.131***	(0.617)
No. of kids GE 6	-0.413	(0.299)	0.823	(0.642)	-1.110***	(0.176)	-1.194***	(0.415)
Year 2007	0.478***	(0.159)	-0.026	(0.319)	0.213**	(0.102)	0.039	(0.259)
Year 2008	0.316*	(0.163)	-0.604*	(0.352)	0.287***	(0.108)	0.186	(0.272)
Year 2009	0.165	(0.169)	-0.572	(0.371)	0.281**	(0.113)	-0.324	(0.312)
Employed in t=0	3.129***	(0.443)	-1.538**	(0.754)	3.121***	(0.242)	1.042*	(0.585)
Welfare receipt in t=0	-0.541	(0.684)	3.428***	(0.838)	0.953*	(0.530)	5.141***	(0.928)
M: Health status: good	1.254***	(0.289)	0.184	(0.613)	-0.077	(0.190)	-0.969*	(0.505)
M: No. of kids LT 6	0.443	(0.496)	0.066	(0.980)	2.025***	(0.266)	3.534***	(0.712)
M: No. of kids GE 6	0.212	(0.321)	-0.742	(0.711)	0.907***	(0.190)	1.431***	(0.467)
Constant	-18.158***	(1.944)	-8.883**	(3.726)	-14.380***	(1.258)	-6.588**	(3.157)
$Var(a_{ij})$	2.941	(0.732)	3.890	(1.498)	2.738	(0.415)	6.004	(1.566)
$Cov(a_{i,empl}, a_{i,welf})$	-1.018	(1.031)			1.049	(0.842)		
log likelihood		-1817.2422				-3687.4130		
No. of person-year observations		9,847				11,126		
No. of individuals		2,933				3,282		

*Note:* Dynamic multinomial logit models with random effects. Dependent variable: labor market state (inactivity, employment, welfare receipt). M: denotes individual-specific averages of a variable. Significance level: \* $<0.1$ , \*\* $<0.05$ , \*\*\* $<0.01$ .

*Source:* SOEP 2005-2009.

**Table A10**  
**Estimation results: immigrants by sex**

Variable	Males				Females			
	Employment		Welfare receipt		Employment		Welfare receipt	
	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.	Coef.	S.E.
Employed in t-1	2.393***	(0.360)	0.253	(0.441)	2.188***	(0.231)	-0.012	(0.549)
Welfare receipt in t-1	2.584***	(0.515)	3.223***	(0.500)	1.309***	(0.497)	1.131**	(0.561)
Age	0.536***	(0.123)	0.164	(0.141)	0.446***	(0.083)	0.304	(0.189)
Age squared	-0.007***	(0.001)	-0.002	(0.001)	-0.005***	(0.001)	-0.004**	(0.002)
Education	0.074	(0.050)	-0.241***	(0.082)	0.120***	(0.034)	0.023	(0.080)
Married	0.298	(0.315)	-1.038**	(0.449)	-0.569**	(0.221)	-3.760***	(0.651)
Health status: good	-0.183	(0.296)	0.588	(0.438)	-0.265	(0.202)	0.359	(0.425)
School in Germany: no	-0.047	(0.279)	0.849**	(0.425)	-0.243	(0.179)	0.269	(0.607)
No. of kids LT 6	0.198	(0.435)	-0.469	(0.550)	-1.561***	(0.317)	-0.971	(0.644)
No. of kids GE 6	0.110	(0.346)	-0.069	(0.402)	-0.132	(0.251)	-0.752	(0.512)
Year 2007	-0.030	(0.247)	-0.902**	(0.360)	-0.027	(0.174)	0.406	(0.365)
Year 2008	0.301	(0.270)	-0.728*	(0.394)	0.042	(0.184)	-0.408	(0.400)
Year 2009	-0.009	(0.283)	-0.392	(0.412)	-0.022	(0.192)	-0.168	(0.422)
Employed in t=0	2.647***	(0.598)	-1.272**	(0.607)	2.413***	(0.379)	-1.790**	(0.783)
Welfare receipt in t=0	-0.757	(0.598)	1.360**	(0.627)	1.017	(0.673)	5.921***	(1.528)
M: Health status: good	0.812*	(0.452)	-1.542**	(0.666)	1.040***	(0.317)	-2.495***	(0.786)
M: No. of kids LT 6	-0.284	(0.530)	0.634	(0.641)	0.861**	(0.369)	-0.473	(0.875)
M: No. of kids GE 6	-0.105	(0.372)	0.475	(0.435)	-0.232	(0.267)	0.987*	(0.538)
Constant	-12.642***	(2.698)	-0.708	(3.184)	-11.430***	(1.892)	-5.397	(4.112)
$Var(a_{ij})$	1.941	(0.913)	0.961	(0.822)	1.391	(0.503)	8.756	(4.493)
$Cov(a_{i,empl}, a_{i,welf})$	-1.366	(0.551)			-0.330	(1.023)		
log likelihood	-753.04697				-1295.3627			
No. of person-year observations	2,582				3,096			
No. of individuals	816				963			

*Note:* Dynamic multinomial logit models with random effects. Dependent variable: labor market state (inactivity, employment, welfare receipt). M: denotes individual-specific averages of a variable. Significance level: \* $<0.1$ , \*\* $<0.05$ , \*\*\* $<0.01$ .

*Source:* SOEP 2005-2009.

**Table A11**  
**Population-averaged probabilities of labor market transitions by immigrant group given observed characteristics**

State in $t - 1$	State at time $t$		
	Inactivity	Employment	Welfare
<b>A. Natives</b>			
Inactivity	0.289	0.677	0.035
Employment	0.140	0.842	0.018
Welfare	0.169	0.777	0.055
<b>B. All immigrants</b>			
Inactivity	0.409	0.516	0.075
Employment	0.154	0.793	0.053
Welfare	0.151	0.712	0.137
<b>C. EU citizens</b>			
Inactivity	0.449	0.500	0.051
Employment	0.086	0.859	0.054
Welfare	0.148	0.800	0.052
<b>D. Non-EU citizens</b>			
Inactivity	0.519	0.390	0.091
Employment	0.232	0.706	0.062
Welfare	0.168	0.590	0.243
<b>E. Immigrants with German citizenship</b>			
Inactivity	0.348	0.574	0.077
Employment	0.133	0.819	0.049
Welfare	0.166	0.720	0.114

*Note:* Calculations are based on estimation results in Tables 4 and 5.