



Universiteit  
Leiden  
The Netherlands

## **Barred from employment? A study of labor market prospects before and after imprisonment**

Ramakers, A.A.T.

### **Citation**

Ramakers, A. A. T. (2014, June 19). *Barred from employment? A study of labor market prospects before and after imprisonment*. Meijers-reeks. Retrieved from <https://hdl.handle.net/1887/26890>

Version: Corrected Publisher's Version

License: [Licence agreement concerning inclusion of doctoral thesis in the Institutional Repository of the University of Leiden](#)

Downloaded from: <https://hdl.handle.net/1887/26890>

**Note:** To cite this publication please use the final published version (if applicable).

Cover Page



Universiteit Leiden



The handle <http://hdl.handle.net/1887/26890> holds various files of this Leiden University dissertation.

**Author:** Ramakers, Anke Antonia Theodora

**Title:** Barred from employment? A study of labor market prospects before and after imprisonment

**Issue Date:** 2014-06-19

Barred from employment?

A study of labor market prospects before and after imprisonment



# Barred from employment?

*A study of labor market prospects before and after imprisonment*

PROEFSCHRIFT

ter verkrijging van  
de graad van Doctor aan de Universiteit Leiden,  
op gezag van Rector Magnificus prof. mr. C.J.J.M. Stolker,  
volgens besluit van het College voor Promoties  
te verdedigen op donderdag 19 juni 2014  
klokke 15.00 uur

*door*

Anke Antonia Theodora Ramakers

geboren te Roermond

in 1986

Promotiecommissie:

Promotor: prof. dr. P. Nieuwbeerta

Copromotoren: dr. J.A. van Wilsem  
dr. R.J. Apel (Rutgers University, Verenigde Staten)

Overige leden: prof. dr. C.L.J. Caminada  
prof. dr. F.L. Leeuw (Universiteit van Maastricht)  
prof. mr. dr. L.M. Moerings  
prof. dr. P.H. van der Laan (Vrije Universiteit, Amsterdam)  
prof. dr. J.P. van der Leun  
prof. dr. ir. A.G. van der Lippe (Universiteit Utrecht)

Dit proefschrift is onderdeel van het Prison Project. Dit project werd financieel ondersteund door de universiteit van Leiden, het Nederlands studiecetrum voor criminaliteit en rechtshandhaving (NSCR), de Nederlandse organisatie voor wetenschappelijk onderzoek (NWO) en de universiteit van Utrecht.

Lay-out: AlphaZet prepress, Waddinxveen

ISBN 978-94-6259-178-3

© 2014 A.A.T. Ramakers

*Behoudens de in of krachtens de Auteurswet van 1912 gestelde uitzonderingen mag niets uit deze uitgave worden vervoelvoudigd, opgeslagen in een geautomatiseerd gegevensbestand of openbaar gemaakt, in enige vorm of op enige wijze, hetzij elektronisch, mechanisch, door fotokopieen, opnamen of enige andere manier, zonder voorafgaande schriftelijke toestemming van de uitgever.*

*Het reprorecht wordt niet uitgeoefend.*

*No part of this publication may be reproduced, stored in a retrieval system, made available or communicated to the public, in any form or by any means, without the prior permission in writing of the publisher, unless this is expressly permitted by law.*

# Table of Contents

|   |   |    |
|---|---|----|
| 1 | INTRODUCTION  | 1  |
|   | 1.1 Background  | 1  |
|   | 1.2 Imprisonment and employment in the Netherlands  | 4  |
|   | 1.3 Research on imprisonment and employment:<br>a multi-disciplinary field  | 7  |
|   | 1.4 General theoretical background on imprisonment and<br>employment  | 10 |
|   | 1.5 Prior empirical studies   | 13 |
|   | 1.6 This study  | 17 |
|   | 1.7 Scientific relevance  | 21 |
|   | 1.8 Societal relevance  | 23 |
| 2 | DOWN BEFORE THEY GO IN: A STUDY ON PRE-PRISON LABOR MARKET<br>ATTACHMENT  | 25 |
|   | Abstract  | 25 |
|   | 2.1 Introduction  | 26 |
|   | 2.2 Theoretical expectations  | 28 |
|   | 2.3 Previous research   | 29 |
|   | 2.4 The current study   | 31 |
|   | 2.5 Data  | 32 |
|   | 2.6 Measures  | 33 |
|   | 2.7 Results   | 34 |
|   | 2.8 Discussion  | 42 |
| 3 | THE EFFECT OF LABOR MARKET ABSENCE ON FINDING EMPLOYMENT:<br>A COMPARISON BETWEEN EX-PRISONERS AND UNEMPLOYED FUTURE<br>PRISONERS | 45 |
|   | Abstract  | 45 |
|   | 3.1 Introduction  | 46 |
|   | 3.2 Theoretical perspectives  | 47 |
|   | 3.3 Previous research   | 49 |
|   | 3.4 Data  | 51 |
|   | 3.5 Methods   | 56 |
|   | 3.6 Results   | 57 |
|   | 3.7 Conclusion  | 61 |
| 4 | IMPRISONMENT LENGTH AND EMPLOYMENT PROSPECTS  | 65 |
|   | Abstract  | 65 |
|   | 4.1 Introduction  | 66 |
|   | 4.2 Theoretical explanations  | 68 |
|   | 4.3 Previous research   | 69 |
|   | 4.4 Limitations of previous research  | 71 |

|      |  |     |
|------|--|-----|
| 4.5  | The Netherlands as context   | 71  |
| 4.6  | Data   | 73  |
| 4.7  | Measures   | 74  |
| 4.8  | Analytical approach  | 77  |
| 4.9  | Results  | 80  |
| 4.10 | Discussion   | 89  |
| 4.11 | Conclusion   | 92  |
| 5    | DO RELEASED PRISONERS RETURN TO THEIR PREVIOUS EMPLOYER?<br>A STUDY ON A POTENTIALLY SUCCESSFUL PATHWAY TO RE-EMPLOYMENT | 111 |
|      | Abstract   | 111 |
| 5.1  | Introduction   | 112 |
| 5.2  | Theory   | 114 |
| 5.3  | Previous research  | 116 |
| 5.4  | The Dutch context  | 119 |
| 5.5  | Data   | 120 |
| 5.6  | Methods  | 123 |
| 5.7  | Findings   | 123 |
| 5.8  | Discussion   | 132 |
| 6    | EMPLOYMENT (CHARACTERISTICS) AND RECIDIVISM RISKS<br>AFTER RELEASE   | 139 |
|      | Abstract   | 139 |
| 6.1  | Introduction   | 140 |
| 6.2  | Theory and previous research   | 141 |
| 6.3  | Data   | 146 |
| 6.4  | Methods  | 150 |
| 6.5  | Results  | 150 |
| 6.6  | Discussion   | 153 |
| 7    | GENERAL DISCUSSION   | 159 |
| 7.1  | Introduction   | 159 |
| 7.2  | Summary of empirical findings  | 160 |
| 7.3  | Reflection on theoretical framework  | 164 |
| 7.4  | Recommendations for future research  | 167 |
| 7.5  | Relevance to policy  | 173 |
|      | NEDERLANDSE SAMENVATTING (SUMMARY IN DUTCH)  | 179 |
|      | REFERENCES   | 189 |
|      | NAWOORD (ACKNOWLEDGEMENTS)   | 205 |
|      | CURRICULUM VITAE   | 207 |