Table 1: Earnings Function Estimates, using Sample up to 64-year-old, including Non-regular Workers and Specialists, Variables of Occupation Tenure are not Controlled.

	OLS					
	(1)	(2)	(3)	(4)	(5)	(6)
Employer tenure	0.0117***	0.0116***	0.0193**	0.0061	0.0009	0.0086
	(0.0018)	(0.0040)	(0.0076)	(0.0051)	(0.0082)	(0.0129)
Emp.ten.^{2} × 100	-0.0083*	-0.0073	-0.0967	-0.0197	0.0217	-0.0805
	(0.0046)	(0.0235)	(0.0745)	(0.0136)	(0.0526)	(0.1374)
Emp.ten.^{3} × 100		-0.0000	0.0034		-0.0008	0.0034
		(0.0004)	(0.0027)		(0.0009)	(0.0052)
Emp.ten.^{4} × 1000			-0.0000			-0.0000
			(0.0000)			(0.0000)
Old job	0.0824***	0.0878***	0.0739**	0.0529	0.0650	0.0542
	(0.0252)	(0.0273)	(0.0304)	(0.0392)	(0.0402)	(0.0429)
Total experience	0.0257***	0.0032	0.0002	0.0458***	0.0220	0.0261
	(0.0024)	(0.0061)	(0.0126)	(0.0072)	(0.0152)	(0.0284)
Experience^2	-0.0004***	0.0006**	0.0009	-0.0007***	0.0003	0.0001
	(0.0000)	(0.0003)	(0.0009)	(0.0001)	(0.0006)	(0.0020)
Exp.^{3} × 100		-0.0014***	-0.0024		-0.0013	-0.0009
		(0.0003)	(0.0027)		(0.0008)	(0.0058)
N	9529	9529	9529	9529	9529	9529

Notes: Robust standard errors are in parentheses.
* , ** and *** Denote statistical significance at the 10%, 5% and 1% level, respectively.
The dependent variable is log real hourly wages. Other covariates include an intercept, education dummies, occupation and industry dummies, a union member dummy, a marital status dummy, firm size dummies, and regular employee dummy. Columns (1) and (2) denote the coefficients of earnings function (**??**) which is estimated by the OLS, and columns (3) and (4) denote those by AS's IV method.

Table 2: Earnings Function Estimates, using Sample up to 64-year-old, including Non-regular Workers and Specialists, Variables of Occupation Tenure are Controlled.

	OLS					
	(1)	(2)	(3)	(4)	(5)	(6)
Employer tenure	0.0117***	0.0118***	0.0198***	0.0066	0.0006	0.0083
	(0.0018)	(0.0040)	(0.0076)	(0.0051)	(0.0082)	(0.0129)
Emp.ten.^{2} × 100	-0.0083*	-0.0080	-0.1015	-0.0211	0.0260	-0.0756
	(0.0046)	(0.0235)	(0.0742)	(0.0138)	(0.0527)	(0.1381)
Emp.ten.^{3} × 100		-0.0000	0.0036		-0.0009	0.0033
		(0.0004)	(0.0027)		(0.0009)	(0.0053)
Emp.ten.^{4} × 1000			-0.0000			-0.0000
			(0.0000)			(0.0000)
Occupation tenure	-0.0025*	-0.0051	0.0034	-0.0069**	-0.0069	-0.0114
	(0.0015)	(0.0031)	(0.0050)	(0.0034)	(0.0064)	(0.0095)
Occ.ten.^{2} × 100	0.0064	0.0251	-0.0924*	0.0165*	0.0200	0.0844
	(0.0039)	(0.0197)	(0.0561)	(0.0087)	(0.0439)	(0.1154)
Occ.ten.^{3} × 100		-0.0003	0.0044**		-0.0001	-0.0027
		(0.0003)	(0.0021)		(0.0008)	(0.0045)
Old job	0.0843***	0.0900***	0.0736**	0.0562	0.0683*	0.0583
	(0.0253)	(0.0274)	(0.0305)	(0.0391)	(0.0401)	(0.0430)
Total experience	0.0267***	0.0051	-0.0001	0.0429***	0.0254	0.0303
	(0.0024)	(0.0063)	(0.0128)	(0.0076)	(0.0156)	(0.0292)
Experience^2	-0.0005***	0.0005*	0.0012	-0.0007***	0.0000	-0.0003
	(0.0000)	(0.0003)	(0.0010)	(0.0002)	(0.0007)	(0.0021)
Exp.^{3} × 100		-0.0013***	-0.0039		-0.0009	-0.0001
		(0.0004)	(0.0029)		(0.0009)	(0.0059)
N	9529	9529	9529	9529	9529	9529

Notes: Robust standard errors are in parentheses.
* , ** and *** Denote statistical significance at the 10%, 5% and 1% level, respectively.
The dependent variable is log real hourly wages. Other covariates include an intercept, education dummies, occupation and industry dummies, a union member dummy, a marital status dummy, firm size dummies, and regular employee dummy. Columns (1) and (2) denote the coefficients of earnings function (**??**) which is estimated by the OLS, and columns (3) and (4) denote those by AS's IV method.

Table 3: Earnings Function Estimates, using Sample up to 64-year-old, including Non-regular Workers and Specialists.

	OLS			
	(1)	(2)	(3)	(4)
Employer tenure	0.0117***	0.0117***	0.0061	0.0066
	(0.0018)	(0.0018)	(0.0051)	(0.0051)
Emp.ten.$^2 \times 100$	-0.0083*	-0.0083*	-0.0197	-0.0211
	(0.0046)	(0.0046)	(0.0136)	(0.0138)
Occupation tenure		-0.0025*		-0.0069**
		(0.0015)		(0.0034)
Occ.ten.$^2 \times 100$		0.0064		0.0165*
		(0.0039)		(0.0087)
Occ.ten.$^3 \times 100$				
Old job	0.0824***	0.0843***	0.0529	0.0562
	(0.0252)	(0.0253)	(0.0392)	(0.0391)
Total experience	0.0257***	0.0267***	0.0458***	0.0429***
	(0.0024)	(0.0024)	(0.0072)	(0.0076)
Experience^2	-0.0004***	-0.0005***	-0.0007***	-0.0007***
	(0.0000)	(0.0000)	(0.0001)	(0.0002)
Exp.$^3 \times 100$				
N	9529	9529	9529	9529

Notes: Robust standard errors are in parentheses.
* , ** and *** Denote statistical significance at the 10%, 5% and 1% level, respectively.
The dependent variable is log real hourly wages. Other covariates include an intercept, education dummies, occupation and industry dummies, a union member dummy, a marital status dummy, firm size dummies, and regular employee dummy. Columns (1) and (2) denote the coefficients of earnings function (**??**) which is estimated by the OLS, and columns (3) and (4) denote those by AS's IV method.

Table 4: Estimated Returns to Employer Tenure, using Sample up to 64-year-old, including Non-regular Workers and Specialists.

	OLS			
	(1)	(2)	(3)	(4)
2 Years	0.1054***	0.1074***	0.0642*	0.0685*
	(0.0242)	(0.0243)	(0.0363)	(0.0363)
5 Years	0.1386***	0.1408***	0.0783**	0.0838**
	(0.0235)	(0.0236)	(0.0362)	(0.0364)
10 Years	0.1907***	0.1932***	0.0938**	0.1008**
	(0.0237)	(0.0238)	(0.0427)	(0.0430)
15 Years	0.2387***	0.2413***	0.0995*	0.1073**
	(0.0245)	(0.0246)	(0.0511)	(0.0515)
20 Years	0.2825***	0.2853***	0.0953	0.1032*
	(0.0250)	(0.0252)	(0.0591)	(0.0595)
25 Years	0.3222***	0.3251***	0.0813	0.0886
	(0.0253)	(0.0255)	(0.0678)	(0.0679)
N	9529	9529	9529	9529

Notes: Robust standard errors are in parentheses.
* , ** and *** Denote statistical significance at the 10%, 5% and 1% level, respectively.
The dependent variable is log real hourly wages. Other covariates include an intercept, education dummies, occupation and industry dummies, a union member dummy, a marital status dummy, firm size dummies, and regular employee dummy. Columns (1) and (2) denote the coefficients of earnings function (**??**) which is estimated by the OLS, and columns (3) and (4) denote those by AS's IV method.

Table 5: Estimated Returns to Employer Tenure, Employer Tenure is Treated as Dummy Variables

	OLS	
	(1)	(2)
$1 \leq T_{ij} < 2$	0.0079	0.0199
	(0.0304)	(0.0364)
$2 \leq T_{ij} < 5$	0.0299**	0.0198
	(0.0127)	(0.0175)
$5 \leq T_{ij} < 10$	0.0226***	0.0124
	(0.0051)	(0.0079)
$10 \leq T_{ij} < 15$	0.0161***	0.0084*
	(0.0026)	(0.0046)
$15 \leq T_{ij} < 20$	0.0123***	0.0054
	(0.0017)	(0.0035)
$20 \leq T_{ij} < 25$	0.0103***	0.0035
	(0.0013)	(0.0030)
$25 \leq T_{ij} < 30$	0.0127***	0.0057**
	(0.0012)	(0.0027)
$30 \leq T_{ij}$	0.0095***	0.0044*
	(0.0009)	(0.0025)
Total experience	0.0248***	0.0453***
	(0.0024)	(0.0069)
Experience^2	-0.0004***	-0.0008***
	(0.0000)	(0.0001)
N	9892	9892

Notes: Robust standard errors are in parentheses.
* , ** and *** Denote statistical significance at the 10%, 5% and 1% level, respectively.
The dependent variable is log real hourly wages. Other covariates include an intercept, education dummies, occupation and industry dummies, a union member dummy, a marital status dummy, firm size dummies, and regular employee dummy. Columns (1) and (2) denote the coefficients of earnings function (**??**) which is estimated by the OLS, and columns (3) and (4) denote those by AS's IV method.

Table 6: Earnings Function Estimates, using Sample up to 64-year-old, including Non-regular Workers and Specialists, the Interacti
of Employer Tenure and Proxies of Ability are Added to e.q. (1).

	(1)	(2)	(3)	(4)	(5)	(6)
Employer tenure	0.0083***	0.0058	0.0065***	0.0090*	0.0092***	0.0195**
	(0.0023)	(0.0142)	(0.0021)	(0.0052)	(0.0028)	(0.0097)
Emp.ten.^{2} $\times$ 100	-0.0082*	-0.0198	-0.0063	-0.0227	-0.0113**	-0.0001
	(0.0047)	(0.0136)	(0.0046)	(0.0140)	(0.0048)	(0.0146)
Old job	0.0841***	0.0526	0.0907***	0.0508	0.0849***	0.0499
	(0.0252)	(0.0393)	(0.0254)	(0.0392)	(0.0253)	(0.0411)
Total experience	0.0258***	0.0456***	0.0247***	0.0467***	0.0247***	0.0490***
	(0.0024)	(0.0073)	(0.0024)	(0.0073)	(0.0024)	(0.0078)
Experience^2	-0.0004***	-0.0007***	-0.0004***	-0.0007***	-0.0004***	-0.0008***
	(0.0000)	(0.0001)	(0.0000)	(0.0001)	(0.0000)	(0.0001)
Employer Tenure $\times$						
High School	0.0035**	-0.0006				
	(0.0016)	(0.0145)				
Some College	0.0064***	0.0071				
	(0.0020)	(0.0155)				
Undergraduate	0.0033*	-0.0004				
	(0.0017)	(0.0147)				
Above Undergraduate	-0.0033	0.0045				
	(0.0029)	(0.0177)				
Regular Employee			0.0052***	-0.0025		
			(0.0012)	(0.0024)		
$5 \leq$ size < 30					0.0020	-0.0086
					(0.0026)	(0.0085)
$30 \leq$ size < 100					0.0024	-0.0085
					(0.0026)	(0.0095)
$100 \leq$ size < 500					0.0027	-0.0133
					(0.0025)	(0.0096)
$500 \leq$ size					0.0055**	-0.0324***
					(0.0024)	(0.0097)
N	9529	9529	9529	9529	9529	9529

Notes: Robust standard errors are in parentheses.
* , ** and *** Denote statistical significance at the 10%, 5% and 1% level, respectively.
The dependent variable is log real hourly wages. Other covariates include an intercept, education dummies, occupation and industry dummie
union member dummy, a marital status dummy, firm size dummies, and regular employee dummy. Columns (1) and (2) denote the coefficient
earnings function (**??**) which is estimated by the OLS, and columns (3) and (4) denote those by AS's IV method.

Table 7: Estimated Returns to Employer Tenure, using Sample up to 64-year-old, including Non-regular Workers and Specialists, the Interactions of Employer Tenure and Proxies of Ability are Added to e.q. (1).

	Years of Education					
	(1)	(2)	(3)	(4)	(5)	(6)
2 Years	0.1005***	0.0634	0.1036***	0.0680*	0.1028***	0.0890**
	(0.0243)	(0.0457)	(0.0241)	(0.0365)	(0.0246)	(0.0410)
5 Years	0.1238***	0.0766	0.1219***	0.0903**	0.1280***	0.1475***
	(0.0245)	(0.0769)	(0.0235)	(0.0368)	(0.0258)	(0.0551)
10 Years	0.1593***	0.0907	0.1499***	0.1184***	0.1654***	0.2451***
	(0.0278)	(0.1415)	(0.0249)	(0.0435)	(0.0320)	(0.0926)
15 Years	0.1908***	0.0948	0.1748***	0.1351***	0.1971***	0.3425**
	(0.0327)	(0.2087)	(0.0278)	(0.0513)	(0.0408)	(0.1338)
20 Years	0.2182***	0.0891	0.1965***	0.1405**	0.2232***	0.4400**
	(0.0380)	(0.2767)	(0.0310)	(0.0579)	(0.0505)	(0.1758)
25 Years	0.2415***	0.0734	0.2150***	0.1346**	0.2437***	0.5374**
	(0.0435)	(0.3453)	(0.0344)	(0.0642)	(0.0606)	(0.2185)
N	9529	9529	9529	9529	9529	9529

Notes: Robust standard errors are in parentheses.
* , ** and *** Denote statistical significance at the 10%, 5% and 1% level, respectively.
The dependent variable is log real hourly wages. Other covariates include an intercept, education dummies, occupation and industry dummies, a union member dummy, a marital status dummy, firm size dummies, and regular employee dummy. Columns (1) and (2) denote the coefficients of earnings function (**??**) which is estimated by the OLS, and columns (3) and (4) denote those by AS's IV method.

Table 8: Earnings Function Estimates, using Various Subsamples.

	Under 59-year-old		Large firms (≥ 500)		Small Firms (< 500)		Non-Professional	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
Employer tenure	0.0098***	0.0020	0.0156***	0.0145	0.0106***	0.0049	0.0162***	0.0066
	(0.0020)	(0.0057)	(0.0031)	(0.0089)	(0.0022)	(0.0068)	(0.0018)	(0.0057)
Emp.ten.$^2 \times 100$	0.0000	-0.0064	-0.0151**	-0.0421*	-0.0088	-0.0055	-0.0185***	-0.0206
	(0.0055)	(0.0163)	(0.0075)	(0.0239)	(0.0062)	(0.0185)	(0.0048)	(0.0148)
Old job	0.0983***	0.0585	0.0212	0.0293	0.1130***	0.0521	0.0540**	0.0366
	(0.0283)	(0.0449)	(0.0506)	(0.0672)	(0.0294)	(0.0475)	(0.0274)	(0.0437)
Total experience	0.0227***	0.0411***	0.0248***	0.0545***	0.0250***	0.0401***	0.0205***	0.0447***
	(0.0028)	(0.0081)	(0.0040)	(0.0123)	(0.0030)	(0.0101)	(0.0026)	(0.0081)
Experience^2	-0.0004***	-0.0006***	-0.0004***	-0.0008***	-0.0004***	-0.0007***	-0.0003***	-0.0007***
	(0.0001)	(0.0002)	(0.0001)	(0.0002)	(0.0001)	(0.0002)	(0.0000)	(0.0001)
N	8579	8579	3646	3646	5883	5883	8090	8090

Notes: Robust standard errors are in parentheses.
* , ** and *** Denote statistical significance at the 10%, 5% and 1% level, respectively.
The dependent variable is log real hourly wages. Other covariates include an intercept, education dummies, occupation and industry dummies, a union member dummy, a marital status dummy, firm size dummies, and regular employee dummy. Columns (1) and (2) denote the coefficients of earnings function (**??**) which is estimated by the OLS, and columns (3) and (4) denote those by AS's IV method.

Table 9: Estimated Returns to Employer Tenure, using Various Subsamples.

	Under 59-year-old		Large firms ($\geq$ 500)		Small Firms ($<$ 500)		Non-Professional	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
2 Years	0.1179***	0.0622	0.0518	0.0566	0.1338***	0.0616	0.0856***	0.0489
	(0.0271)	(0.0417)	(0.0493)	(0.0633)	(0.0280)	(0.0441)	(0.0264)	(0.0404)
5 Years	0.1472***	0.0668	0.0953**	0.0914	0.1637***	0.0751*	0.1303***	0.0642
	(0.0263)	(0.0416)	(0.0485)	(0.0647)	(0.0270)	(0.0455)	(0.0258)	(0.0403)
10 Years	0.1961***	0.0718	0.1617***	0.1325*	0.2099***	0.0954*	0.1973***	0.0816*
	(0.0266)	(0.0489)	(0.0493)	(0.0766)	(0.0273)	(0.0575)	(0.0261)	(0.0479)
15 Years	0.2451***	0.0737	0.2207***	0.1526*	0.2518***	0.1130	0.2552***	0.0886
	(0.0274)	(0.0591)	(0.0510)	(0.0892)	(0.0282)	(0.0730)	(0.0269)	(0.0581)
20 Years	0.2940***	0.0723	0.2720***	0.1516	0.2893***	0.1278	0.3037***	0.0854
	(0.0281)	(0.0702)	(0.0523)	(0.0983)	(0.0287)	(0.0894)	(0.0275)	(0.0682)
25 Years	0.3430***	0.0678	0.3158***	0.1296	0.3225***	0.1398	0.3431***	0.0718
	(0.0285)	(0.0836)	(0.0530)	(0.1055)	(0.0289)	(0.1080)	(0.0278)	(0.0787)
N	8579	8579	3646	3646	5883	5883	8090	8090

Notes: Robust standard errors are in parentheses.
* , ** and *** Denote statistical significance at the 10%, 5% and 1% level, respectively.
The dependent variable is log real hourly wages. Other covariates include an intercept, education dummies, occupation and industry dummies, a union member dummy, a marital status dummy, firm size dummies, and regular employee dummy. Columns (1) and (2) denote the coefficients of earnings function (**??**) which is estimated by the OLS, and columns (3) and (4) denote those by AS's IV method.

Table 10: Estimation Results, using the Method of 2SFD Estimation.

	(1)	(2)	(3)
_cons	0.1084***	0.1584***	0.1407***
	(0.0213)	(0.0247)	(0.0354)
Emp.ten.$^2 \times 100$		-0.0098	0.0468
		(0.0272)	(0.0953)
Emp.ten.$^3 \times 1000$			-0.0114
			(0.0174)
Experience$^2 \times 100$		-0.0982***	-0.0485
		(0.0285)	(0.1357)
Experience$^3 \times 1000$			-0.0055
			(0.0176)
N	6942	6696	6696

Notes: Robust standard errors are in parentheses.
* , ** and *** Denote statistical significance at the 10%, 5% and 1% level, respectively.
The dependent variable is log real hourly wages. Other covariates include an intercept, education dummies, occupation and industry dummies, a union member dummy, a marital status dummy, firm size dummies, and regular employee dummy. Columns (1) and (2) denote the coefficients of earnings function (**??**) which is estimated by the OLS, and columns (3) and (4) denote those by AS's IV method.