# Appendix. Disambiguation for the names of the variables from different examples.

1. **\_cons** – uninterpreted constant
2. **Age** – age of respondent in integer years by 2015
3. **Age2** – square of age of respondent in integer years2 by 2015.
4. **Arbeit** – *ixwrknow* in dataset, whether respondent **currently** works (1) or not (0) (evaluated by the conditional regression)
5. **Avg\_train\_hours\_per\_day** – *ixlngdtr* in dataset, average hours per day trained by respondent during training days in last 12 months.
6. **Disab** – whether the respondent is disabled
7. **EDUC1** – whether the respondent has any technical/music/medical/art/ped. education as its highest educational grade (1) or not (0)
8. **EDUC2** – whether the respondent has graduated from university with specialist’s or bachelor’s diploma (1) or not (0)
9. **EDUC3** – whether the respondent has PhD or doctoral degree as hir highest educational grade (1) or not (0)
10. **Fact\_avg\_hs –** (in descriptive statistics) average amount of hours trained per day by respondent in last 12 months (which are not equal to zero)
11. **Fact\_tr\_days** – (in descriptive Statistics) average amount of training days attended by respondent in last 12 months (which are not equal to zero)
12. **Fact\_wage –** (in descriptive statistics) wage of the respondent in the last month (which is not equal to zero)
13. **Fem** – whether the respondent is female (1) or male (0)
14. **Lnwage** – natural logarithm of wage gotten in last 30 days (1st regression dependent variable)
15. **Non\_sal\_inc** – income of the household not caused by job (rental, investment income, stipends etc) *TINCM\_RX – tgovcarx – tprvcarx*
16. **Real\_train\_days** – *ixhmtrds* in dataset, average amount of **training** days attended by respondent in last 12 months
17. **Real\_train\_hours** - calculated as , the total approximate amount of hours spent on training in last 12 months.
18. **Rel\_inc** – income of the household without respondent’s salary, in dataset *TINCM\_RX – ixwagelm*
19. **Rus** – whether the respondent is Russian by ethnicity (1) or not (0) (by self-determination)
20. **Skills** – *ixskills* in dataset, subjective evaluation of respondent’s professional skills from 1 to 9
21. **Trained** – a Boolean variable, denotes whether the respondent has taken any training courses in last 12 months (1) or not (0)
22. **Wrkgov / govwork**– a Boolean variable denoting whether the respondent works for the governmental company (1) or not (0) (including those not working at all)