

Appendix

A1 Full Gelbach decomposition. An illustration for two contrasted occupations

We illustrate here the decomposition of the Gelbach-estimated contribution (Gelbach, 2016) of education δ^{Educ} to lowering the magnitude of the correlation between occupation and the risk of being in poor health. We consider two a priori contrasted main occupations “Food Preparation Assistants” (FPA) and “Chief Executives, Senior Officials and Legislators” (CEO), bearing in mind the reference profession is “Business and Associate Professionals”.

Table A3 (results for male respondents) shows that δ^{Educ} is .01158 for “Food preparation assistants” and -.01528 for “Chief Executives, senior officials and legislators”. As our education variable consists of a series of ISCED²⁴ dummies, for each considered occupation, $\delta^{Educ} = \sum_l \delta^{ISCED_l}, l = 0, 1, 2, 3, 5, 6$ (ref.= 4). Following eq.(5) each δ^{ISCED_l} is the cross-product of the γ^{ISCED_l} ’s (reported in Tables A1 and A2) by occupation \times ISCED-specific ρ ’s. More precisely:

- FPA’s

$$\begin{aligned} \underbrace{.01158}_{\delta^{Educ}} = & \underbrace{.23764 \times .022}_{\rho^{ISCED0} \times \gamma^{ISCED0}} + \underbrace{-.01932 \times .026}_{\rho^{ISCED1} \times \gamma^{ISCED1}} + \underbrace{-.07331 \times .029}_{\rho^{ISCED2} \times \gamma^{ISCED2}} + \\ & \underbrace{.12980 \times .009}_{\rho^{ISCED3} \times \gamma^{ISCED3}} + \underbrace{-.16606 \times -.046}_{\rho^{ISCED5} \times \gamma^{ISCED5}} + \underbrace{-0.00234 \times -.113}_{\rho^{ISCED6} \times \gamma^{ISCED6}} \end{aligned}$$

Note the role of $\rho^{ISCED3} = .12980$ (i.e. a higher propensity to be *ISCED3*) and $\rho^{ISCED5} = -.16606$ (i.e. a lower propensity to be *ISCED5*) in contributing to $\delta > 0$.

- CEO’s

$$\begin{aligned} \underbrace{-.01528}_{\delta^{Educ}} = & \underbrace{.00008 \times .022}_{\rho^{ISCED0} \times \gamma^{ISCED0}} + \underbrace{-.00644 \times .026}_{\rho^{ISCED1} \times \gamma^{ISCED1}} + \underbrace{-.05863 \times .029}_{\rho^{ISCED2} \times \gamma^{ISCED2}} + \\ & \underbrace{-.13735 \times .009}_{\rho^{ISCED3} \times \gamma^{ISCED3}} + \underbrace{.21522 \times -.046}_{\rho^{ISCED5} \times \gamma^{ISCED5}} + \underbrace{.02032 \times -.113}_{\rho^{ISCED6} \times \gamma^{ISCED6}} \end{aligned}$$

Note the role of $\rho^{ISCED3} = -.13735$ (i.e. a lower propensity to be *ISCED3*) and $\rho^{ISCED5} = .21522$ (i.e. a much high propensity to be *ISCED5*) in contributing to $\delta < 0$.

²⁴See the [International Standard classification of Education](#).

A2 Additional Tables & Figures

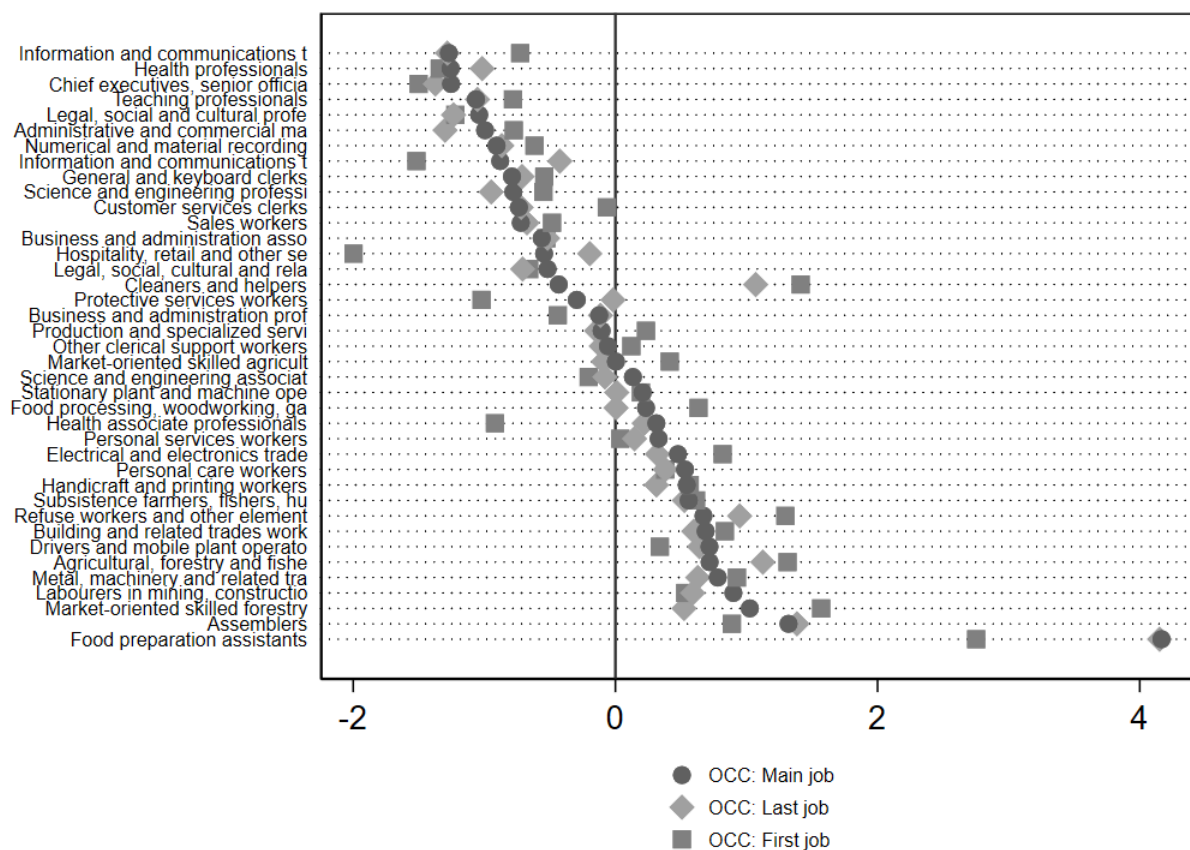


Figure A1: Correlation between coefficients (standardized) with first, main and last job as an independent variable - Male

The figure shows the correlation of the coefficients of the regression (1) with main job, first job or last job as the occupation variable controlling for age and country fixed effects. Data are from the 7th wave of the SHARE survey after dropping incomplete data for the full specification.

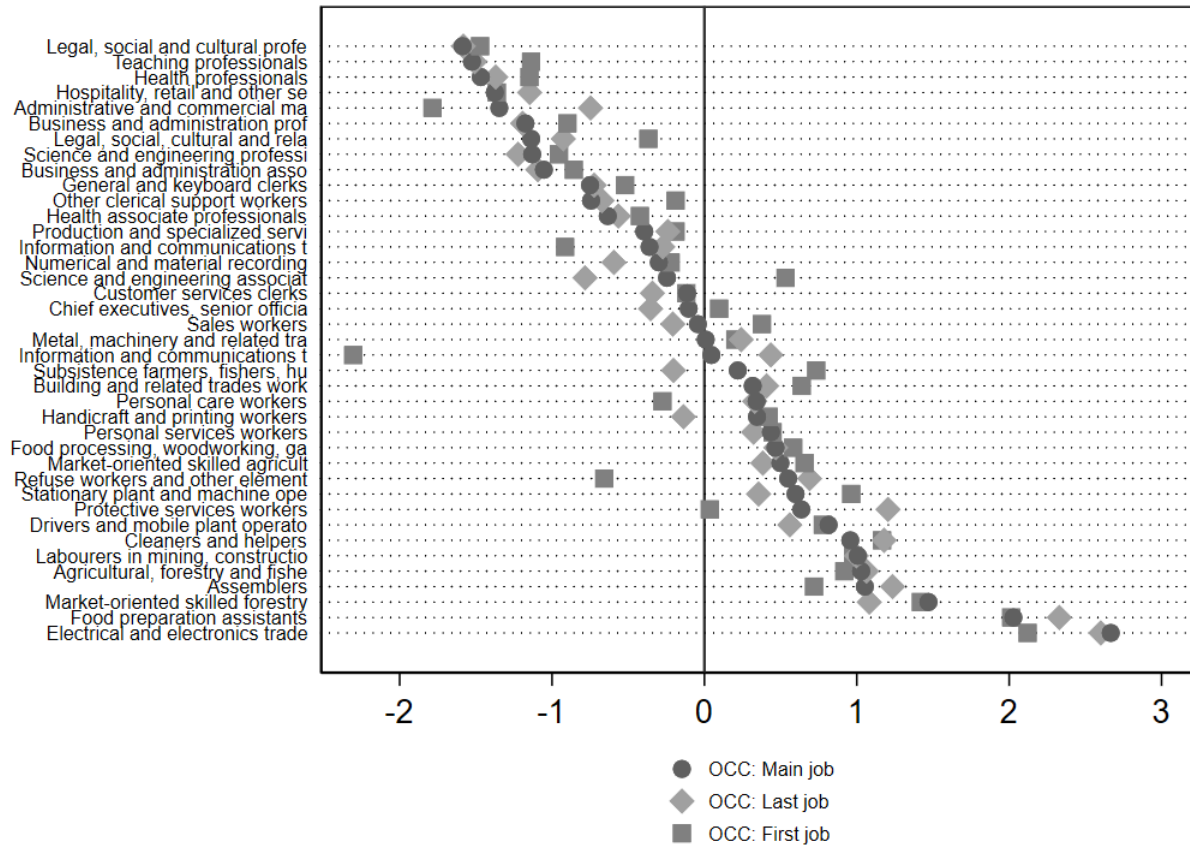


Figure A2: Correlation between coefficients (standardized) with first, main and last job as an independent variable - Female

The figure shows the correlation of the coefficients of the regression (1) with main job, first job or last job as the occupation variable controlling for age and country fixed effects. Data are from the 7th wave of the SHARE survey after dropping incomplete data for the full specification.

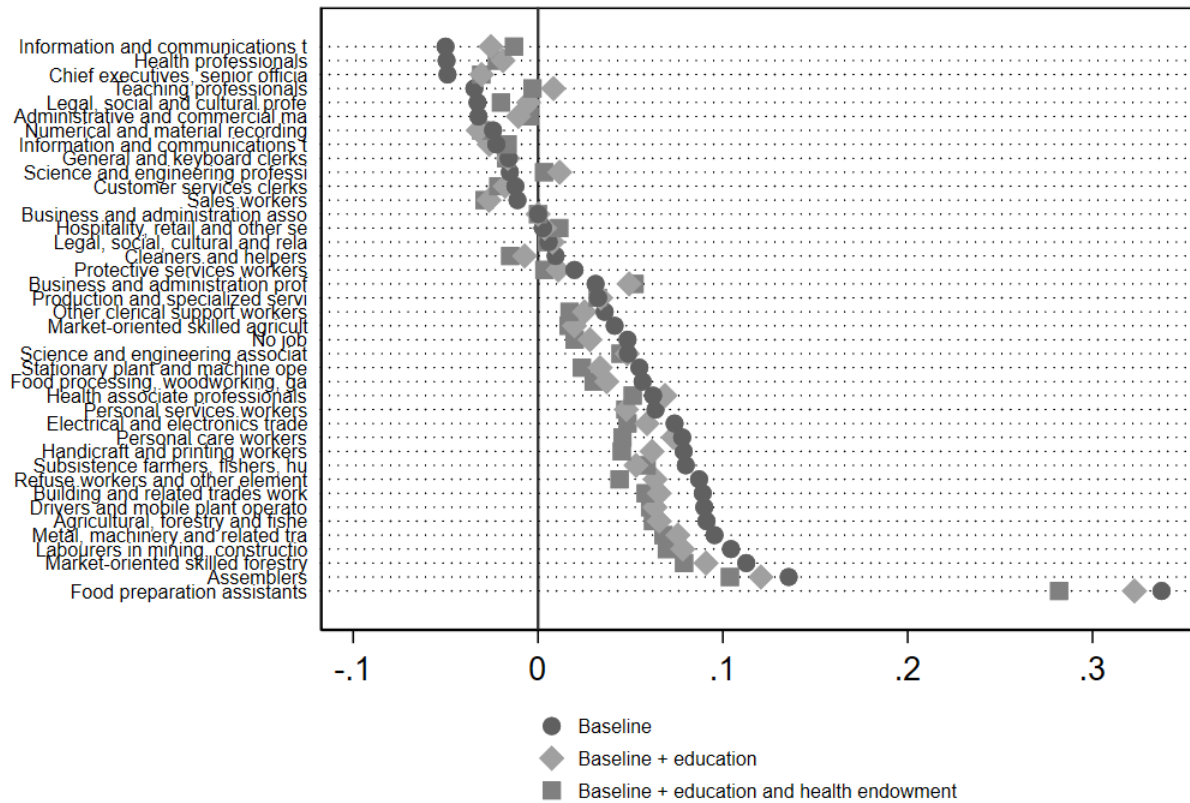


Figure A3: Reduction of the coefficients across the different regressions - Male

The figure shows the correlation of the coefficients of the regression (1) with main job as the occupation variable controlling for 1) age and country fixed effects 2) age and education and country fixed effects 3) age, education, childhood variables and country fixed effects. Data are from the 7th wave of the SHARE survey after dropping incomplete data for the full specification.

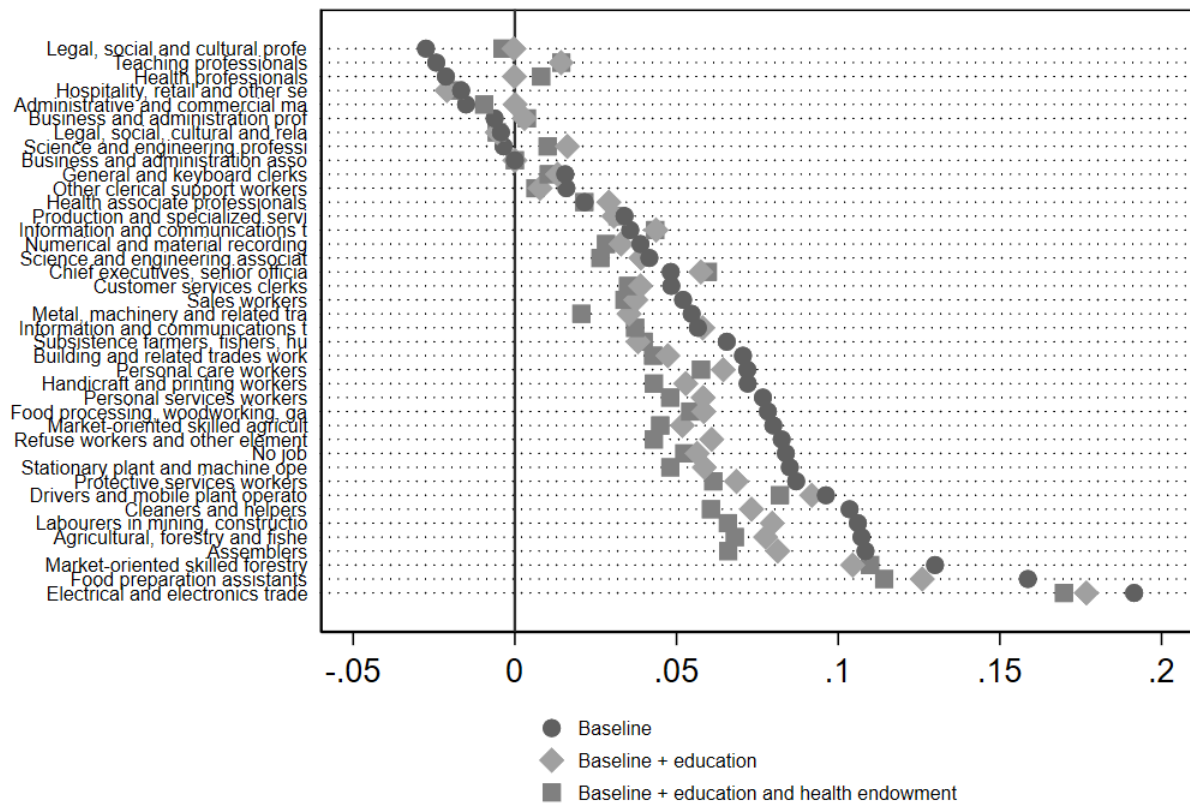


Figure A4: Reduction of the coefficients across the different regressions - Female

The figure shows the correlation of the coefficients of the regression (1) with main job as the occupation variable controlling for 1) age and country fixed effects 2) age and education and country fixed effects 3) age, education, childhood variables and country fixed effects. Data are from the 7th wave of the SHARE survey after dropping incomplete data for the full specification.

Table A1: Regression coefficients - Male

| | (1) | (2) | (3) |
|-------------------------------------------------------------|---------------------|---------------------|---------------------|
| | Model 1 | Model 2 | Model 3 |
| Age | 0.008*** (0.000) | 0.008*** (0.000) | 0.006*** (0.000) |
| Chief executives, senior officials and legislators | -0.049* (0.027) | -0.031 (0.027) | -0.031 (0.027) |
| Administrative and commercial managers | -0.032 (0.031) | -0.011 (0.031) | -0.005 (0.030) |
| Production and specialized services managers | 0.032 (0.028) | 0.034 (0.028) | 0.032 (0.027) |
| Hospitality, retail and other services managers | 0.003 (0.039) | 0.004 (0.039) | 0.011 (0.038) |
| Science and engineering professionals | -0.015 (0.021) | 0.012 (0.022) | 0.003 (0.021) |
| Health professionals | -0.049* (0.030) | -0.019 (0.030) | -0.022 (0.030) |
| Teaching professionals | -0.034 (0.022) | 0.008 (0.023) | -0.003 (0.022) |
| Business and administration professionals | 0.031 (0.032) | 0.049 (0.032) | 0.052* (0.031) |
| Information and communications technology professionals | -0.050 (0.036) | -0.025 (0.036) | -0.013 (0.036) |
| Legal, social and cultural professionals | -0.033 (0.029) | -0.005 (0.029) | -0.020 (0.028) |
| Science and engineering associate professionals | 0.049** (0.020) | 0.048** (0.020) | 0.045** (0.020) |
| Health associate professionals | 0.062* (0.038) | 0.069* (0.038) | 0.051 (0.037) |
| Legal, social, cultural and related associate professionals | 0.006 (0.038) | 0.008 (0.038) | 0.005 (0.037) |
| Information and communications technicians | -0.023 (0.043) | -0.026 (0.043) | -0.017 (0.042) |
| General and keyboard clerks | -0.016 | -0.016 | -0.017 |

| | | | |
|-------------------------------------------------------------------------------------|----------|----------|----------|
| | (0.026) | (0.026) | (0.026) |
| Customer services clerks | -0.012 | -0.018 | -0.021 |
| | (0.037) | (0.037) | (0.036) |
| Numerical and material recording clerks | -0.024 | -0.032 | -0.031 |
| | (0.030) | (0.030) | (0.029) |
| Other clerical support workers | 0.036 | 0.025 | 0.017 |
| | (0.034) | (0.034) | (0.033) |
| Personal services workers | 0.064** | 0.048* | 0.047* |
| | (0.027) | (0.027) | (0.026) |
| Sales workers | -0.011 | -0.027 | -0.029 |
| | (0.025) | (0.025) | (0.025) |
| Personal care workers | 0.078 | 0.073 | 0.046 |
| | (0.056) | (0.056) | (0.055) |
| Protective services workers | 0.020 | 0.011 | 0.003 |
| | (0.028) | (0.028) | (0.027) |
| Market-oriented skilled agricultural workers | 0.041* | 0.020 | 0.017 |
| | (0.025) | (0.026) | (0.025) |
| Market-oriented skilled forestry, fishery and hunting workers | 0.113*** | 0.091** | 0.079** |
| | (0.038) | (0.038) | (0.037) |
| Subsistence farmers, fishers, hunters and gatherers | 0.080*** | 0.053* | 0.059** |
| | (0.029) | (0.029) | (0.029) |
| Building and related trades workers (excluding electricians) | 0.089*** | 0.066*** | 0.058*** |
| | (0.019) | (0.019) | (0.019) |
| Metal, machinery and related trades workers | 0.095*** | 0.076*** | 0.068*** |
| | (0.019) | (0.019) | (0.019) |
| Handicraft and printing workers | 0.079*** | 0.062** | 0.045 |
| | (0.031) | (0.031) | (0.030) |
| Electrical and electronics trades workers | 0.074*** | 0.059*** | 0.048** |
| | (0.023) | (0.023) | (0.023) |
| Food processing, woodworking, garment and other craft and related trades workers | 0.057** | 0.037 | 0.030 |
| | (0.024) | (0.024) | (0.024) |
| Stationary plant and machine operators | 0.055** | 0.034 | 0.024 |
| | (0.023) | (0.023) | (0.023) |
| Assemblers | 0.136*** | 0.121*** | 0.104*** |

| | | | |
|-------------------------------------------------------------------|----------|-----------|-----------|
| | (0.039) | (0.039) | (0.038) |
| Drivers and mobile plant operators | 0.090*** | 0.063*** | 0.061*** |
| | (0.019) | (0.020) | (0.019) |
| Cleaners and helpers | 0.010 | -0.007 | -0.015 |
| | (0.075) | (0.075) | (0.074) |
| Agricultural, forestry and fishery labourers | 0.091** | 0.066 | 0.062 |
| | (0.044) | (0.044) | (0.043) |
| Labourers in mining, construction, manufacturing and transport | 0.104*** | 0.078*** | 0.070*** |
| | (0.023) | (0.023) | (0.022) |
| Food preparation assistants | 0.337** | 0.323** | 0.282* |
| | (0.151) | (0.151) | (0.148) |
| Refuse workers and other elementary workers | 0.087** | 0.063* | 0.044 |
| | (0.038) | (0.038) | (0.038) |
| No job | 0.048* | 0.028 | 0.020 |
| | (0.030) | (0.030) | (0.029) |
| ----- | | | |
| ISCED 0 | | 0.029 | 0.022 |
| | | (0.024) | (0.023) |
| ISCED 1 | | 0.038** | 0.026 |
| | | (0.018) | (0.018) |
| ISCED 2 | | 0.034** | 0.029* |
| | | (0.017) | (0.017) |
| ISCED 3 | | 0.011 | 0.009 |
| | | (0.015) | (0.015) |
| ISCED 5 | | -0.057*** | -0.046*** |
| | | (0.016) | (0.016) |
| ISCED 6 | | -0.124*** | -0.113*** |
| | | (0.034) | (0.034) |
| Health childhood | | | 0.162*** |
| | | | (0.007) |
| Father: Premature dead | | | 0.088*** |
| | | | (0.012) |
| Father: Normal dead | | | 0.072*** |
| | | | (0.012) |
| Mother: Premature dead | | | 0.025*** |
| | | | (0.010) |
| Mother: Normal dead | | | 0.017* |

| | | | |
|----------------------------------------------------------|---------------------|---------------------|---------------------|
| Father profession: | | | (0.010) |
| Senior managers and professionals | | | -0.003 (0.013) |
| Technicians and associate professionals and armed forces | | | -0.028* (0.015) |
| Skilled agricultural and fishery workers | | | -0.003 (0.013) |
| Craftsmen and skilled workers | | | 0.006 (0.012) |
| Elementary occupations and unskilled workers | | | 0.006 (0.013) |
| Unknown | | | -0.002 (0.014) |
| <hr/> | | | |
| _cons | 0.135*** (0.033) | 0.171*** (0.036) | 0.150*** (0.037) |
| <i>N</i> | 15 221 | 15 221 | 15 221 |
| <i>R</i> ² | 11.30 % | 12.15 % | 15.77 % |

Table A2: Regression coefficients - Female

| | (1) | (2) | (3) |
|-------------------------------------------------------------|----------|----------|----------|
| | Model 1 | Model 2 | Model 3 |
| Age | 0.008*** | 0.008*** | 0.006*** |
| | (0.000) | (0.000) | (0.000) |
| Chief executives, senior officials and legislators | 0.048 | 0.058* | 0.060* |
| | (0.032) | (0.032) | (0.032) |
| Administrative and commercial managers | -0.015 | 0.000 | -0.009 |
| | (0.029) | (0.029) | (0.029) |
| Production and specialized services managers | 0.034 | 0.031 | 0.032 |
| | (0.028) | (0.028) | (0.027) |
| Hospitality, retail and other services managers | -0.017 | -0.021 | -0.019 |
| | (0.036) | (0.036) | (0.035) |
| Science and engineering professionals | -0.004 | 0.016 | 0.010 |
| | (0.022) | (0.022) | (0.022) |
| Health professionals | -0.021 | -0.000 | 0.008 |
| | (0.017) | (0.017) | (0.017) |
| Teaching professionals | -0.024* | 0.014 | 0.014 |
| | (0.015) | (0.015) | (0.015) |
| Business and administration professionals | -0.006 | 0.003 | 0.004 |
| | (0.022) | (0.022) | (0.022) |
| Information and communications technology professionals | 0.036 | 0.044 | 0.043 |
| | (0.037) | (0.037) | (0.036) |
| Legal, social and cultural professionals | -0.027 | -0.000 | -0.004 |
| | (0.020) | (0.020) | (0.020) |
| Science and engineering associate professionals | 0.042* | 0.039* | 0.026 |
| | (0.022) | (0.022) | (0.022) |
| Health associate professionals | 0.022 | 0.029 | 0.021 |
| | (0.021) | (0.021) | (0.021) |
| Legal, social, cultural and related associate professionals | -0.004 | -0.005 | -0.006 |
| | (0.029) | (0.029) | (0.028) |
| Information and communications technicians | 0.057 | 0.058 | 0.037 |
| | (0.059) | (0.058) | (0.057) |
| General and keyboard clerks | 0.016 | 0.013 | 0.010 |

| | | | |
|----------------------------------------------------------------------------------|----------|----------|----------|
| | (0.015) | (0.015) | (0.015) |
| Customer services clerks | 0.048** | 0.039* | 0.035 |
| | (0.023) | (0.023) | (0.023) |
| Numerical and material recording clerks | 0.039** | 0.033* | 0.028 |
| | (0.019) | (0.019) | (0.019) |
| Other clerical support workers | 0.016 | 0.008 | 0.006 |
| | (0.022) | (0.022) | (0.022) |
| Personal services workers | 0.077*** | 0.058*** | 0.048*** |
| | (0.016) | (0.016) | (0.016) |
| Sales workers | 0.052*** | 0.037** | 0.034** |
| | (0.015) | (0.015) | (0.015) |
| Personal care workers | 0.072*** | 0.064*** | 0.058*** |
| | (0.017) | (0.016) | (0.016) |
| Protective services workers | 0.087** | 0.069* | 0.061 |
| | (0.040) | (0.040) | (0.039) |
| Market-oriented skilled agricultural workers | 0.080*** | 0.052** | 0.045** |
| | (0.021) | (0.021) | (0.021) |
| Market-oriented skilled forestry, fishery and hunting workers | 0.130*** | 0.104** | 0.110** |
| | (0.046) | (0.046) | (0.045) |
| Subsistence farmers, fishers, hunters and gatherers | 0.066*** | 0.038 | 0.040* |
| | (0.025) | (0.025) | (0.024) |
| Building and related trades workers (excluding electricians) | 0.071** | 0.047 | 0.043 |
| | (0.032) | (0.032) | (0.031) |
| Metal, machinery and related trades workers | 0.055* | 0.035 | 0.021 |
| | (0.032) | (0.032) | (0.031) |
| Handicraft and printing workers | 0.072*** | 0.053** | 0.043* |
| | (0.026) | (0.026) | (0.026) |
| Electrical and electronics trades workers | 0.192*** | 0.177*** | 0.170*** |
| | (0.049) | (0.049) | (0.048) |
| Food processing, woodworking, garment and other craft and related trades workers | 0.078*** | 0.058*** | 0.054*** |
| | (0.016) | (0.016) | (0.016) |
| Stationary plant and machine operators | 0.085*** | 0.059*** | 0.048*** |
| | (0.018) | (0.019) | (0.018) |
| Assemblers | 0.108*** | 0.081** | 0.066* |

| | | | |
|-------------------------------------------------------------------|----------|-----------|-----------|
| | (0.038) | (0.038) | (0.037) |
| Drivers and mobile plant operators | 0.096*** | 0.092*** | 0.082** |
| | (0.034) | (0.034) | (0.034) |
| Cleaners and helpers | 0.104*** | 0.073*** | 0.061*** |
| | (0.017) | (0.017) | (0.017) |
| Agricultural, forestry and fishery labourers | 0.107*** | 0.078** | 0.068** |
| | (0.032) | (0.032) | (0.031) |
| Labourers in mining, construction, manufacturing and transport | 0.106*** | 0.080*** | 0.066*** |
| | (0.021) | (0.021) | (0.020) |
| Food preparation assistants | 0.159*** | 0.126*** | 0.114*** |
| | (0.031) | (0.031) | (0.030) |
| Refuse workers and other elementary workers | 0.083** | 0.061* | 0.043 |
| | (0.036) | (0.036) | (0.036) |
| No job | 0.084*** | 0.056*** | 0.052*** |
| | (0.015) | (0.015) | (0.015) |
| ----- | | | |
| No education | | 0.058*** | 0.053*** |
| | | (0.019) | (0.019) |
| ISCED 1 | | 0.057*** | 0.043*** |
| | | (0.015) | (0.015) |
| ISCED 2 | | 0.043*** | 0.035*** |
| | | (0.014) | (0.014) |
| ISCED 3 | | 0.011 | 0.007 |
| | | (0.013) | (0.012) |
| ISCED 5 | | -0.044*** | -0.033*** |
| | | (0.014) | (0.013) |
| ISCED 6 | | -0.181*** | -0.159*** |
| | | (0.038) | (0.037) |
| Health childhood | | | 0.156*** |
| | | | (0.006) |
| Father: Premature dead | | | 0.067*** |
| | | | (0.010) |
| Father: Normal dead | | | 0.061*** |
| | | | (0.010) |
| Mother: Premature dead | | | 0.054*** |
| | | | (0.008) |
| Mother: Normal dead | | | 0.034*** |

| | | | |
|----------------------------------------------------------|----------|----------|-----------|
| | | | (0.008) |
| Father profession: | | | |
| Senior managers and professionals | | | -0.040*** |
| | | | (0.011) |
| Technicians and associate professionals and armed forces | | | -0.014 |
| | | | (0.012) |
| Skilled agricultural and fishery workers | | | -0.003 |
| | | | (0.011) |
| Craftsmen and skilled workers | | | -0.009 |
| | | | (0.010) |
| Elementary occupations and unskilled workers | | | 0.001 |
| | | | (0.010) |
| Unknown | | | -0.010 |
| | | | (0.011) |
| ----- | | | |
| _cons | 0.121*** | 0.169*** | 0.175*** |
| | (0.025) | (0.028) | (0.029) |
| <hr/> | | | |
| <i>N</i> | 20 614 | 20 614 | 20 614 |
| pseudo R^2 | 13.10 % | 13.58 % | 17.39 % |
| <hr/> | | | |

Table A3: Gelbach decomposition (male)

| | $\delta_{Education}$ | $\delta_{Father's\ occupation}$ | $\delta_{Init.Health}$ |
|---------------------------------------------------------------|----------------------|---------------------------------|------------------------|
| Chief executives, senior officials and legislators | -0.01528 | 0.00051 | -0.00352 |
| Administrative and commercial managers | -0.01772 | -0.00039 | -0.00947 |
| Production and specialized services managers | -0.00159 | -0.00055 | -0.00227 |
| Hospitality, retail and other services managers | -0.00092 | 0.00108 | -0.00897 |
| Science and engineering professionals | -0.02217 | -0.00031 | 0.00394 |
| Health professionals | -0.02601 | -0.00048 | -0.00076 |
| Teaching professionals | -0.03568 | -0.00021 | 0.00449 |
| Business and administration professionals | -0.01460 | -0.00078 | -0.00569 |
| Information and communications technology professionals | -0.01990 | -0.00157 | -0.01560 |
| Legal, social and cultural professionals | -0.02284 | -0.00044 | 0.01058 |
| Science and engineering associate professionals | 0.00021 | 0.00023 | 0.00357 |
| Health associate professionals | -0.00555 | -0.00067 | 0.01725 |
| Legal, social, cultural and related associate professionals | -0.00182 | -0.00070 | 0.00348 |
| Information and communications technicians | 0.00300 | 0.00095 | -0.01005 |
| General and keyboard clerks | 0.00059 | 0.00083 | 0.00013 |
| Customer services clerks | 0.00438 | 0.00103 | 0.00378 |
| Numerical and material recording clerks | 0.00654 | 0.00031 | -0.00047 |
| Other clerical support workers | 0.00869 | 0.00195 | 0.00837 |
| Personal services workers | 0.01248 | 0.00204 | 0.00176 |
| Sales workers | 0.01215 | -0.00003 | 0.00575 |
| Personal care workers | 0.00405 | -0.00123 | 0.02948 |
| Protective services workers | 0.00709 | 0.00124 | 0.00798 |
| Market-oriented skilled agricultural workers | 0.01682 | -0.00031 | 0.00841 |
| Market-oriented skilled forestry, fishery and hunting workers | 0.01715 | 0.00092 | 0.01556 |
| Subsistence farmers, fishers, hunters and gatherers | 0.02165 | -0.00034 | -0.00011 |
| Building and related trades workers (excluding electricians) | 0.01873 | 0.00289 | 0.00929 |
| Metal, machinery and related trades workers | 0.01585 | 0.00239 | 0.00941 |
| Handicraft and printing workers | 0.01396 | 0.00357 | 0.01627 |
| Electrical and electronics trades workers | 0.01207 | 0.00254 | 0.01088 |
| Food processing, woodworking, garment and | | | |

| | | | |
|-------------------------------------------------------------------|---------|----------|---------|
| other craft and related trades workers | 0.01545 | 0.00249 | 0.00855 |
| Stationary plant and machine operators | 0.01693 | 0.00271 | 0.01151 |
| Assemblers | 0.01217 | 0.00287 | 0.01675 |
| Drivers and mobile plant operators | 0.02137 | 0.00238 | 0.00557 |
| Cleaners and helpers | 0.01296 | 0.00204 | 0.00956 |
| Agricultural, forestry and fishery labourers | 0.01936 | 0.00252 | 0.00703 |
| Labourers in mining, construction, manufacturing and transport | 0.02057 | 0.00203 | 0.01208 |
| Food preparation assistants | 0.01158 | -0.00228 | 0.04611 |
| Refuse workers and other elementary workers | 0.01879 | 0.00169 | 0.02252 |
| No job | 0.01587 | 0.00137 | 0.01140 |

Table A4: Gelbach decomposition (female)

| | $\delta_{Education}$ | $\delta_{Father's\ occupation}$ | $\delta_{Init.Health}$ |
|---------------------------------------------------------------|----------------------|---------------------------------|------------------------|
| Chief executives, senior officials and legislators | -0.00717 | - 0.00855 | 0.00426 |
| Administrative and commercial managers | -0.01181 | -0.00255 | 0.00874 |
| Production and specialized services managers | 0.00268 | -0.00492 | 0.00439 |
| Hospitality, retail and other services managers | 0.00348 | - 0.00055 | -0.00102 |
| Science and engineering professionals | -0.01535 | -0.00524 | 0.00693 |
| Health professionals | -0.01634 | -0.00284 | -0.01017 |
| Teaching professionals | -0.02983 | -0.00381 | -0.00501 |
| Business and administration professionals | -0.00728 | -0.00212 | -0.00056 |
| Information and communications technology professionals | -0.00619 | -0.00212 | 0.00059 |
| Legal, social and cultural professionals | -0.02105 | -0.00467 | 0.00208 |
| Science and engineering associate professionals | 0.00212 | -0.00111 | 0.01409 |
| Health associate professionals | -0.00585 | -0.00129 | 0.00723 |
| Legal, social, cultural and related associate professionals | 0.00110 | -0.00109 | 0.00128 |
| Information and communications technicians | -0.00073 | 0.00285 | 0.01726 |
| General and keyboard clerks | 0.00183 | 0.00021 | 0.00305 |
| Customer services clerks | 0.00756 | -0.00001 | 0.00580 |
| Numerical and material recording clerks | 0.00466 | 0.00024 | 0.00573 |
| Other clerical support workers | 0.00636 | 0.00023 | 0.00294 |
| Personal services workers | 0.01446 | 0.00254 | 0.01166 |
| Sales workers | 0.01133 | 0.00178 | 0.00498 |
| Personal care workers | 0.00593 | 0.00089 | 0.00750 |
| Protective services workers | 0.01511 | 0.00354 | 0.00697 |
| Market-oriented skilled agricultural workers | 0.02278 | 0.00312 | 0.00906 |
| Market-oriented skilled forestry, fishery and hunting workers | 0.02023 | 0.00153 | -0.00164 |
| Subsistence farmers, fishers, hunters and gatherers | 0.02218 | 0.00391 | -0.00041 |
| Building and related trades workers (excluding electricians) | 0.01868 | 0.00245 | 0.00663 |
| Metal, machinery and related trades workers | 0.01535 | 0.00156 | 0.01719 |
| Handicraft and printing workers | 0.01521 | 0.00193 | 0.01188 |
| Electrical and electronics trades workers | 0.01169 | -0.00270 | 0.01271 |
| Food processing, woodworking, garment and | | | |

| | | | |
|-------------------------------------------------------------------|---------|---------|---------|
| other craft and related trades workers | 0.01546 | 0.00192 | 0.00659 |
| Stationary plant and machine operators | 0.02092 | 0.00298 | 0.01304 |
| Assemblers | 0.02155 | 0.00309 | 0.01784 |
| Drivers and mobile plant operators | 0.00349 | 0.00273 | 0.00802 |
| Cleaners and helpers | 0.02416 | 0.00353 | 0.01518 |
| Agricultural, forestry and fishery labourers | 0.02368 | 0.00235 | 0.01315 |
| Labourers in mining, construction, manufacturing and transport | 0.02090 | 0.00280 | 0.01649 |
| Food preparation assistants | 0.02581 | 0.00208 | 0.01654 |
| Refuse workers and other elementary workers | 0.01733 | 0.00117 | 0.02106 |
| No job | 0.02219 | 0.00123 | 0.00796 |

Table A5: Retirement age differentiation (male)

| | Column 1 | Column 2 | Column 3 |
|----------------------------------------------------------------------------------|----------|----------|----------|
| Food preparation assistants | -38.25 | -41.52 | -45.40 |
| Assemblers | -15.38 | -16.69 | -18.25 |
| Market-oriented skilled forestry, fishery and hunting workers | -12.77 | -13.86 | -15.16 |
| Labourers in mining, construction, manufacturing and transport | -11.83 | -12.85 | -14.05 |
| Metal, machinery and related trades workers | -10.82 | -11.75 | -12.85 |
| Agricultural, forestry and fishery labourers | -10.33 | -11.22 | -12.27 |
| Drivers and mobile plant operators | -10.19 | -11.07 | -12.10 |
| Building and related trades workers (excluding electricians) | -10.10 | -10.97 | -11.99 |
| Refuse workers and other elementary workers | -9.88 | -10.72 | -11.73 |
| Subsistence farmers, fishers, hunters and gatherers | -9.06 | -9.84 | -10.76 |
| Handicraft and printing workers | -8.93 | -9.70 | -10.60 |
| Personal care workers | -8.84 | -9.60 | -10.49 |
| Electrical and electronics trades workers | -8.37 | -9.09 | -9.94 |
| Personal services workers | -7.21 | -7.82 | -8.56 |
| Health associate professionals | -7.06 | -7.66 | -8.38 |
| Food processing, woodworking, garment and other craft and related trades workers | -6.41 | -6.96 | -7.61 |
| Stationary plant and machine operators | -6.22 | -6.75 | -7.38 |
| Science and engineering associate professionals | -5.51 | -5.98 | -6.54 |
| Market-oriented skilled agricultural workers | -4.70 | -5.10 | -5.78 |
| Other clerical support workers | -4.09 | -4.44 | -4.85 |
| Production and specialized services managers | -3.68 | -4.00 | -4.37 |
| Business and administration professionals | -3.53 | -3.83 | -4.19 |
| Protective services workers | -2.24 | -2.43 | -2.65 |
| Cleaners and helpers | -1.08 | -1.17 | -1.28 |
| Legal, social, cultural and related associate professionals | -0.65 | -0.70 | -0.77 |
| Hospitality, retail and other services managers | -0.30 | -0.33 | -0.36 |
| Sales workers | 1.26 | 1.37 | 1.50 |
| Customer services clerks | 1.39 | 1.51 | 1.65 |
| Science and engineering professionals | 1.73 | 1.88 | 2.05 |

| | | | |
|---------------------------------------------------------|------|------|------|
| General and keyboard clerks | 1.81 | 1.96 | 2.15 |
| Information and communications technology professionals | 2.56 | 2.78 | 3.04 |
| Numerical and material recording clerks | 2.76 | 2.99 | 3.27 |
| Administrative and commercial managers | 3.66 | 3.97 | 4.34 |
| Legal, social and cultural professionals | 3.71 | 4.03 | 4.41 |
| Teaching professionals | 3.91 | 4.24 | 4.64 |
| Chief executives, senior officials and legislators | 5.55 | 6.03 | 6.59 |
| Health professionals | 5.61 | 6.09 | 6.66 |
| Information and communications technicians | 5.68 | 6.16 | 6.74 |

Table A6: Retirement age differentiation (female)

| | Column 1 | Column 2 | Column 3 |
|----------------------------------------------------------------------------------|----------|----------|----------|
| Electrical and electronics trades workers | -21.62 | -22.99 | -24.55 |
| Food preparation assistants | -17.90 | -19.04 | -20.34 |
| Market-oriented skilled forestry, fishery and hunting workers | -14.67 | -15.60 | -16.66 |
| Assemblers | -12.24 | -13.02 | -13.90 |
| Agricultural, forestry and fishery labourers | -12.10 | -12.87 | -13.74 |
| Labourers in mining, construction, manufacturing and transport | -11.97 | -12.73 | -13.60 |
| Cleaners and helpers | -11.68 | -12.43 | -13.27 |
| Drivers and mobile plant operators | -10.86 | -11.55 | -12.33 |
| Protective services workers | -9.82 | -10.44 | -11.15 |
| Stationary plant and machine operators | -9.60 | -10.21 | -10.90 |
| Refuse workers and other elementary workers | -9.31 | -9.91 | -10.58 |
| Market-oriented skilled agricultural workers | -9.02 | -9.59 | -10.25 |
| Food processing, woodworking, garment and other craft and related trades workers | -8.83 | -9.39 | -10.03 |
| Personal services workers | -8.66 | -9.21 | -9.83 |
| Handicraft and printing workers | -8.13 | -8.64 | -9.23 |
| Personal care workers | -8.11 | -8.63 | -9.21 |
| Building and related trades workers (excluding electricians) | -7.96 | -8.47 | -9.04 |
| Subsistence farmers, fishers, hunters and gatherers | -7.40 | -7.87 | -8.40 |
| Information and communications technicians | -6.39 | -6.79 | -7.25 |
| Metal, machinery and related trades workers | -6.17 | -6.56 | -7.01 |
| Sales workers | -5.87 | -6.24 | -6.67 |
| Customer services clerks | -5.46 | -5.81 | -6.10 |
| Chief executives, senior officials and legislators | -5.44 | -5.79 | -6.18 |
| Science and engineering associate professionals | -4.69 | -4.99 | -5.33 |
| Numerical and material recording clerks | -4.38 | -4.66 | -4.98 |
| Information and communications technology professionals | -4.03 | -4.28 | -4.57 |
| Production and specialized services managers | -3.83 | -4.07 | -4.35 |
| Health associate professionals | -2.43 | -2.59 | -2.76 |

| | | | |
|-------------------------------------------------------------|-------|-------|-------|
| Other clerical support workers | -1.80 | -1.91 | -2.04 |
| General and keyboard clerks | -1.76 | -1.87 | -2.00 |
| Science and engineering professionals | 0.40 | 0.42 | 0.45 |
| Legal, social, cultural and related associate professionals | 0.49 | 0.52 | 0.55 |
| Business and administration professionals | 0.71 | 0.75 | 0.80 |
| Administrative and commercial managers | 1.70 | 1.81 | 1.93 |
| Hospitality, retail and other services managers | 1.88 | 2.00 | 2.13 |
| Health professionals | 2.41 | 2.56 | 2.73 |
| Teaching professionals | 2.74 | 2.92 | 3.12 |
| Legal, social and cultural professionals | 3.10 | 3.30 | 3.53 |

Table A7: Regression coefficients (male) - Robustness

| | (1) | (2) | (3) |
|---------------------------------------------------------|---------------------|---------------------|---------------------|
| | All obs | < 70 | ACP |
| Age | 0.006*** (0.000) | 0.007*** (0.000) | 0.010*** (0.000) |
| Chief executives, senior officials and legislators | -0.031 (0.027) | -0.034 (0.036) | -0.020 (0.032) |
| Administrative and commercial managers | -0.005 (0.030) | -0.000 (0.041) | 0.004 (0.036) |
| Production and specialized services managers | 0.032 (0.027) | 0.048 (0.039) | 0.048 (0.032) |
| Hospitality, retail and other services managers | 0.011 (0.038) | -0.004 (0.050) | -0.031 (0.046) |
| Science and engineering professionals | 0.003 (0.021) | 0.005 (0.029) | -0.020 (0.025) |
| Health professionals | -0.022 (0.030) | -0.044 (0.039) | 0.023 (0.035) |
| Teaching professionals | -0.003 (0.022) | -0.002 (0.031) | 0.009 (0.027) |
| Business and administration professionals | 0.052* (0.031) | 0.037 (0.043) | -0.012 (0.037) |
| Information and communications technology professionals | -0.013 (0.036) | -0.008 (0.044) | -0.010 (0.042) |

| | | | |
|-----------------------------------------------------------------|---------------------|---------------------|--------------------|
| Legal, social and cultural professionals | -0.020 (0.028) | -0.014 (0.038) | 0.011 (0.034) |
| Science and engineering associate professionals | 0.045** (0.020) | 0.050* (0.027) | 0.022 (0.024) |
| Health associate professionals | 0.051 (0.037) | 0.018 (0.048) | 0.037 (0.044) |
| Legal, social, cultural and related associate professionals | 0.005 (0.037) | 0.026 (0.046) | 0.014 (0.044) |
| Information and communications technicians | -0.017 (0.042) | -0.036 0.052 | -0.017 (0.050) |
| General and keyboard clerks | -0.017 (0.026) | -0.028 (0.034) | -0.027 (0.031) |
| Customer services clerks | -0.021 (0.036) | 0.026 (0.046) | 0.026 (0.043) |
| Numerical and material recording clerks | -0.031 (0.029) | -0.013 (0.039) | 0.027 (0.035) |
| Other clerical support workers | 0.017 (0.033) | 0.047 (0.044) | -0.047 (0.039) |
| Personal services workers | 0.047* (0.026) | 0.074** (0.033) | 0.018 (0.031) |
| Sales workers | -0.029 (0.025) | -0.035 (0.033) | -0.034 (0.029) |
| Personal care workers | 0.046 (0.055) | 0.049 (0.065) | 0.028 (0.065) |
| Protective services workers | 0.003 (0.027) | 0.028 (0.035) | -0.025 (0.032) |
| Market-oriented skilled agricultural workers | 0.017 (0.025) | 0.036 (0.037) | 0.049 (0.030) |
| Market-oriented skilled forestry, fishery and hunting workers | 0.079** (0.037) | 0.097** (0.049) | 0.078* (0.044) |
| Subsistence farmers, fishers, hunters and gatherers | 0.059** (0.029) | 0.062 (0.039) | 0.077** (0.035) |
| Building and related trades workers (excluding electricians) | 0.058*** (0.019) | 0.067*** (0.025) | 0.065*** 0.023 |

| | | | |
|-------------------------------------------------------------------------------------|---------------------|---------------------|---------------------|
| Metal, machinery and related trades workers | 0.068*** (0.019) | 0.090*** (0.025) | 0.022 (0.022) |
| Handicraft and printing workers | 0.045 (0.030) | 0.043 (0.040) | 0.062* (0.036) |
| Electrical and electronics trades workers | 0.048** (0.023) | 0.071** (0.030) | 0.079*** (0.027) |
| Food processing, woodworking, garment and other craft and related trades workers | 0.030 (0.024) | 0.041 (0.032) | 0.028 (0.028) |
| Stationary plant and machine operators | 0.024 (0.023) | 0.043 (0.030) | 0.054** (0.027) |
| Assemblers | 0.104*** (0.038) | 0.141*** (0.049) | 0.117*** (0.045) |
| Drivers and mobile plant operators | 0.061*** (0.019) | 0.078*** (0.026) | 0.042* (0.023) |
| Cleaners and helpers | -0.015 (0.074) | 0.030 (0.088) | 0.129 (0.088) |
| Agricultural, forestry and fishery labourers | 0.062 (0.043) | 0.088 (0.064) | 0.021 (0.051) |
| Labourers in mining, construction, manufacturing and transport | 0.070*** (0.022) | 0.085*** (0.029) | 0.078*** (0.027) |
| Food preparation assistants | 0.282* (0.148) | 0.401* (0.238) | 0.256 (0.176) |
| Refuse workers and other elementary workers | 0.044 (0.038) | 0.067 (0.048) | 0.060 (0.045) |
| No job | 0.020 (0.029) | 0.023 (0.040) | 0.091*** 0.035 |
| ----- | | | |
| ISCED 0 | 0.022 (0.023) | 0.013 (0.034) | 0.118*** (0.028) |
| ISCED 1 | 0.026 (0.018) | 0.029 (0.025) | 0.077*** (0.021) |
| ISCED 2 | 0.029* (0.017) | 0.018 (0.022) | 0.057*** (0.020) |
| ISCED 3 | 0.009 (0.015) | -0.003 (0.019) | 0.020 (0.018) |
| ISCED 5 | -0.046*** | -0.060*** | -0.011 |

| | | | |
|----------------------------------------------------------|-----------|-----------|-----------|
| | (0.016) | (0.021) | (0.019) |
| ISCED 6 | -0.113*** | -0.160*** | -0.088** |
| | (0.034) | (0.047) | (0.040) |
| Health childhood | 0.162*** | 0.191*** | 0.115*** |
| | (0.007) | (0.009) | (0.008) |
| Father: Premature dead | 0.088*** | 0.077*** | 0.046*** |
| | (0.012) | (0.014) | (0.015) |
| Father: Normal dead | 0.072*** | 0.066*** | 0.019 |
| | (0.012) | (0.014) | (0.015) |
| Mother: Premature dead | 0.025*** | 0.023** | 0.016 |
| | (0.010) | (0.011) | (0.011) |
| Mother: Normal dead | 0.017* | 0.008 | 0.006 |
| | (0.010) | (0.012) | (0.012) |
| Father profession: | | | |
| | | | |
| Senior managers and professionals | -0.003 | 0.008 | -0.025 |
| | (0.013) | (0.018) | (0.016) |
| Technicians and associate professionals and armed forces | -0.028* | -0.011 | -0.019 |
| | (0.015) | (0.020) | (0.018) |
| Skilled agricultural and fishery workers | -0.003 | -0.003 | -0.012 |
| | (0.013) | (0.018) | (0.015) |
| Craftsmen and skilled workers | 0.006 | 0.010 | -0.028** |
| | (0.012) | (0.016) | (0.014) |
| Elementary occupations and unskilled workers | 0.006 | 0.016 | 0.003 |
| | (0.013) | (0.017) | (0.015) |
| Unknown | -0.002 | 0.006 | -0.046*** |
| | (0.014) | (0.018) | (0.016) |
| ----- | | | |
| _cons | 0.150*** | 0.077 | -0.288*** |
| | (0.037) | (0.064) | (0.044) |
| <hr/> | | | |
| <i>N</i> | 15 221 | 9 807 | 15 221 |
| <i>R</i> ² | 15.77 % | 16.44 % | 11.71 % |
| <hr/> | | | |

Table A8: Variance decomposition (male) - Robustness

| Part of the variance | | | |
|----------------------|-------------------|-------------------|-------------------|
| | All | < 70 | ACP |
| Education | 5.56% (1.056) | 5.83% (1.153) | 5.23% (0.912) |
| Occupations | 7.07% (1.717) | 9.20% (2.461) | 6.37% (2.137) |
| Age | 15.94% (1.490) | 6.76% (1.339) | 33.70% (2.476) |
| Country | 35.18% (1.874) | 40.05% (2.379) | 34.96% (2.193) |
| Childhood conditions | 35.80% (1.900) | 37.89% (2.375) | 18.85% (2.122) |
| Father's occupation | 0.45% (0.575) | 0.27% (0.730) | 0.89% (0.709) |

Table A9: Regression coefficients (female) - Robustness

| | (1) | (2) | (3) |
|-------------------------------------------------------------|----------|----------|----------|
| | All obs | < 70 | ACP |
| Age | 0.006*** | 0.007*** | 0.011*** |
| | (0.000) | (0.001) | (0.000) |
| Chief executives, senior officials and legislators | 0.060* | 0.077* | -0.031 |
| | (0.032) | (0.042) | (0.039) |
| Administrative and commercial managers | -0.009 | -0.008 | -0.041 |
| | (0.029) | (0.036) | (0.035) |
| Production and specialized services managers | 0.032 | 0.039 | -0.013 |
| | (0.027) | (0.038) | (0.034) |
| Hospitality, retail and other services managers | -0.019 | -0.045 | 0.020 |
| | (0.035) | (0.047) | (0.043) |
| Science and engineering professionals | 0.010 | -0.008 | 0.006 |
| | (0.022) | (0.031) | (0.027) |
| Health professionals | 0.008 | 0.007 | 0.029 |
| | (0.017) | (0.022) | (0.021) |
| Teaching professionals | 0.014 | 0.009 | 0.024 |
| | (0.015) | (0.020) | (0.019) |
| Business and administration professionals | 0.004 | -0.014 | -0.003 |
| | (0.022) | (0.029) | (0.027) |
| Information and communications technology professionals | 0.043 | 0.064 | -0.010 |
| | (0.036) | (0.047) | (0.045) |
| Legal, social and cultural professionals | -0.004 | 0.006 | 0.000 |
| | (0.020) | (0.026) | (0.035) |
| Science and engineering associate professionals | 0.026 | 0.050* | 0.020 |
| | (0.022) | (0.029) | (0.027) |
| Health associate professionals | 0.021 | 0.014 | -0.006 |
| | (0.021) | (0.027) | (0.026) |
| Legal, social, cultural and related associate professionals | -0.006 | -0.011 | 0.001 |
| | (0.028) | (0.036) | (0.024) |
| Information and communications technicians | 0.037 | -0.009 | -0.062 |
| | (0.057) | (0.075) | (0.071) |
| General and keyboard clerks | 0.010 | 0.002 | -0.013 |

| | | | |
|-------------------------------------------------------------------------------------|----------|----------|----------|
| | (0.015) | (0.020) | (0.018) |
| Customer services clerks | 0.035 | 0.055* | 0.015 |
| | (0.023) | (0.031) | (0.028) |
| Numerical and material recording clerks | 0.028 | 0.029 | 0.017 |
| | (0.019) | (0.025) | (0.023) |
| Other clerical support workers | 0.006 | -0.003 | 0.009 |
| | (0.022) | (0.028) | (0.027) |
| Personal services workers | 0.048*** | 0.050** | 0.045** |
| | (0.016) | (0.021) | (0.020) |
| Sales workers | 0.034** | 0.022 | 0.030 |
| | (0.015) | (0.020) | 0.019 |
| Personal care workers | 0.058*** | 0.057*** | 0.041** |
| | (0.016) | (0.021) | (0.020) |
| Protective services workers | 0.061 | 0.062 | 0.009 |
| | (0.039) | (0.054) | (0.048) |
| Market-oriented skilled agricultural workers | 0.045** | 0.047 | 0.060** |
| | (0.021) | (0.031) | (0.025) |
| Market-oriented skilled forestry, fishery and hunting workers | 0.110** | 0.130* | 0.075 |
| | (0.045) | (0.069) | (0.056) |
| Subsistence farmers, fishers, hunters and gatherers | 0.040* | 0.037 | 0.128*** |
| | (0.024) | (0.033) | (0.030) |
| Building and related trades workers (excluding electricians) | 0.043 | 0.042 | 0.070* |
| | (0.031) | (0.041) | (0.039) |
| Metal, machinery and related trades workers | 0.021 | 0.039 | 0.024 |
| | (0.031) | (0.041) | (0.039) |
| Handicraft and printing workers | 0.043* | 0.059* | 0.062** |
| | (0.026) | (0.036) | (0.032) |
| Electrical and electronics trades workers | 0.170*** | 0.198*** | 0.159*** |
| | (0.048) | (0.061) | (0.059) |
| Food processing, woodworking, garment and other craft and related trades workers | 0.054*** | 0.061*** | 0.062*** |
| | (0.016) | (0.022) | (0.020) |
| Stationary plant and machine operators | 0.048*** | 0.049** | 0.063*** |
| | (0.018) | (0.025) | (0.023) |
| Assemblers | 0.066* | 0.048 | 0.103** |

| | | | |
|-------------------------------------------------------------------|-----------|-----------|----------|
| | (0.037) | (0.047) | (0.046) |
| Drivers and mobile plant operators | 0.082** | 0.100** | 0.085** |
| | (0.034) | (0.044) | (0.042) |
| Cleaners and helpers | 0.061*** | 0.073*** | 0.079*** |
| | (0.017) | (0.022) | (0.021) |
| Agricultural, forestry and fishery labourers | 0.068** | 0.121*** | 0.086** |
| | (0.031) | (0.049) | (0.039) |
| Labourers in mining, construction, manufacturing and transport | 0.066*** | 0.063** | 0.034 |
| | (0.020) | (0.027) | (0.025) |
| Food preparation assistants | 0.114*** | 0.139*** | 0.105*** |
| | (0.030) | (0.042) | (0.038) |
| Refuse workers and other elementary workers | 0.043 | 0.038 | 0.076* |
| | (0.036) | (0.048) | (0.044) |
| No job | 0.052*** | 0.046** | 0.062*** |
| | (0.015) | (0.021) | (0.018) |
| ----- | | | |
| ISCED 0 | 0.053*** | 0.084*** | 0.133*** |
| | (0.019) | (0.030) | (0.023) |
| ISCED 1 | 0.043*** | 0.092*** | 0.084*** |
| | (0.015) | (0.021) | (0.018) |
| ISCED 2 | 0.035*** | 0.075*** | 0.071*** |
| | (0.014) | (0.019) | (0.017) |
| ISCED 3 | 0.007 | 0.033** | 0.030* |
| | (0.012) | (0.017) | (0.016) |
| ISCED 5 | -0.033*** | -0.019 | -0.011 |
| | (0.013) | (0.018) | (0.016) |
| ISCED 6 | -0.159*** | -0.217*** | -0.027 |
| | (0.037) | (0.050) | (0.046) |
| Health childhood | 0.156*** | 0.186*** | 0.121*** |
| | (0.006) | (0.008) | (0.007) |
| Father: Premature dead | 0.067*** | 0.057*** | 0.031*** |
| | (0.010) | (0.011) | (0.012) |
| Father: Normal dead | 0.061*** | 0.045*** | 0.008 |
| | (0.010) | (0.011) | (0.012) |
| Mother: Premature dead | 0.054*** | 0.045*** | 0.028*** |
| | (0.008) | (0.009) | (0.010) |
| Mother: Normal dead | 0.034*** | 0.020** | -0.004 |

| | | | |
|----------------------------------------------------------|----------------------|----------------------|----------------------|
| | (0.008) | (0.010) | (0.010) |
| Father profession: | | | |
| Senior managers and professionals | -0.040*** (0.011) | -0.041*** (0.015) | -0.041*** (0.014) |
| Technicians and associate professionals and armed forces | -0.014 (0.012) | -0.019 (0.017) | -0.000 (0.015) |
| Skilled agricultural and fishery workers | -0.003 (0.011) | -0.009 (0.015) | -0.030** (0.013) |
| Craftsmen and skilled workers | -0.009 (0.010) | -0.019 (0.013) | -0.023* (0.012) |
| Elementary occupations and unskilled workers | 0.001 (0.010) | -0.002 (0.014) | -0.010 (0.013) |
| Unknown | -0.010 (0.011) | -0.010 (0.015) | -0.013 (0.014) |
| ----- | | | |
| _cons | 0.175*** (0.029) | 0.060 (0.049) | -0.374*** (0.036) |
| <hr/> | | | |
| <i>N</i> | 20 614 | 13 374 | 20 614 |
| pseudo R^2 | 17.39 % | 17.37 % | 14.28 % |
| | | | |

Table A10: Variance decomposition (female) - Robustness

| Part of the variance | | | |
|----------------------|-------------------|--------------------|--------------------|
| | All | < 70 | ACP |
| Education | 5.48 % (1.264) | 7.62% (1.171) | 6.98 % (1.158) |
| Occupations | 3.02% (2.766) | 4.79 % (1.418) | 5.03% (1.364) |
| Age | 18.82% (1.766) | 7.95 % (1.407) | 42.70% (2.171) |
| Country | 38.36% (3.057) | 40.38 % (1.909) | 27.50% (1.438) |
| Childhood conditions | 31.54% (3.063) | 38.06 % (1.952) | 17.54 % (1.599) |
| Father's occupation | 2.78% (1.266) | 1.20 % (0.674) | 0.25% (0.417) |