### **Ek-1A. Ebeveynlerinden En Yüksek Eğitimli Olanın Eğitim Seviyesi İçeren Modeller**

*Avusturya (AT)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.203\*\*\* | 3.330\*\*\* | 1.007\*\*\* | 2.736\*\*\* | 0.988\*\*\* | 2.685\*\*\* | 0.920\*\*\* | 2.509\*\*\* |
|  | (0.0711) | (0.237) | (0.0775) | (0.212) | (0.0781) | (0.210) | (0.0794) | (0.199) |
| 3.better\_edu | 2.242\*\*\* | 9.410\*\*\* | 1.653\*\*\* | 5.224\*\*\* | 1.560\*\*\* | 4.760\*\*\* | 1.506\*\*\* | 4.507\*\*\* |
|  | (0.0978) | (0.920) | (0.120) | (0.626) | (0.121) | (0.574) | (0.122) | (0.549) |
| 2.gender | -0.479\*\*\* | 0.619\*\*\* | -0.450\*\*\* | 0.637\*\*\* | -0.458\*\*\* | 0.633\*\*\* | -0.455\*\*\* | 0.635\*\*\* |
|  | (0.0579) | (0.0359) | (0.0603) | (0.0384) | (0.0608) | (0.0384) | (0.0611) | (0.0387) |
| 2.cohort | 0.135 | 1.145 | 0.181 | 1.199 | 0.207\* | 1.231\* | 0.184 | 1.202 |
|  | (0.114) | (0.131) | (0.120) | (0.144) | (0.122) | (0.150) | (0.122) | (0.147) |
| 3.cohort | 0.337\*\*\* | 1.401\*\*\* | 0.420\*\*\* | 1.521\*\*\* | 0.418\*\*\* | 1.519\*\*\* | 0.394\*\*\* | 1.483\*\*\* |
|  | (0.106) | (0.149) | (0.110) | (0.167) | (0.111) | (0.169) | (0.113) | (0.168) |
| 4.cohort | 0.113 | 1.120 | 0.193\* | 1.212\* | 0.174 | 1.190 | 0.119 | 1.126 |
|  | (0.106) | (0.119) | (0.111) | (0.134) | (0.112) | (0.133) | (0.113) | (0.128) |
| 5.cohort | 0.212\* | 1.237\* | 0.257\*\* | 1.292\*\* | 0.263\*\* | 1.301\*\* | 0.188 | 1.207 |
|  | (0.113) | (0.140) | (0.117) | (0.151) | (0.118) | (0.153) | (0.119) | (0.144) |
| 6.cohort | 0.208 | 1.231 | 0.264\*\* | 1.302\*\* | 0.230\* | 1.259\* | 0.157 | 1.170 |
|  | (0.128) | (0.158) | (0.131) | (0.171) | (0.134) | (0.168) | (0.135) | (0.158) |
| 7.cohort | -0.00733 | 0.993 | 0.0828 | 1.086 | 0.0514 | 1.053 | -0.0314 | 0.969 |
|  | (0.118) | (0.117) | (0.124) | (0.135) | (0.126) | (0.132) | (0.128) | (0.124) |
| empl\_f1 |  |  | -0.822 | 0.440 | -0.753 | 0.471 | -0.549 | 0.578 |
|  |  |  | (0.685) | (0.301) | (0.726) | (0.342) | (0.715) | (0.413) |
| empl\_f3 |  |  | 0.403 | 1.496 | 0.234 | 1.264 | 0.137 | 1.147 |
|  |  |  | (0.354) | (0.530) | (0.379) | (0.479) | (0.383) | (0.439) |
| empl\_f4 |  |  | 0.671\*\*\* | 1.956\*\*\* | 0.634\*\* | 1.886\*\* | 0.508\* | 1.663\* |
|  |  |  | (0.258) | (0.504) | (0.272) | (0.512) | (0.270) | (0.450) |
| empl\_f5 |  |  | 1.227\*\*\* | 3.411\*\*\* | 1.128\*\*\* | 3.089\*\*\* | 1.057\*\*\* | 2.877\*\*\* |
|  |  |  | (0.262) | (0.894) | (0.274) | (0.847) | (0.271) | (0.780) |
| empl\_f6 |  |  | 0.829\*\*\* | 2.291\*\*\* | 0.773\*\*\* | 2.166\*\*\* | 0.655\*\*\* | 1.924\*\*\* |
|  |  |  | (0.239) | (0.548) | (0.249) | (0.540) | (0.246) | (0.474) |
| empl\_f7 |  |  | 0.245 | 1.277 | 0.175 | 1.191 | 0.0994 | 1.105 |
|  |  |  | (0.210) | (0.268) | (0.221) | (0.263) | (0.218) | (0.241) |
| empl\_f8 |  |  | -0.271 | 0.762 | -0.238 | 0.788 | -0.253 | 0.777 |
|  |  |  | (0.228) | (0.174) | (0.237) | (0.187) | (0.234) | (0.182) |
| empl\_f9 |  |  | 0.0180 | 1.018 | -0.107 | 0.898 | -0.162 | 0.850 |
|  |  |  | (0.378) | (0.385) | (0.395) | (0.355) | (0.400) | (0.340) |
| 2.fmanager1 |  |  | -0.304\*\*\* | 0.738\*\*\* | -0.282\*\*\* | 0.755\*\*\* | -0.264\*\*\* | 0.768\*\*\* |
|  |  |  | (0.0710) | (0.0524) | (0.0729) | (0.0550) | (0.0734) | (0.0563) |
| 3.fmanager1 |  |  | -0.241 | 0.786 | -0.265 | 0.767 | -0.103 | 0.902 |
|  |  |  | (0.245) | (0.192) | (0.250) | (0.192) | (0.251) | (0.227) |
| empl\_m1 |  |  |  |  | -0.395 | 0.674 | -0.293 | 0.746 |
|  |  |  |  |  | (1.640) | (1.105) | (1.515) | (1.130) |
| empl\_m3 |  |  |  |  | 0.717 | 2.048 | 0.592 | 1.807 |
|  |  |  |  |  | (1.751) | (3.585) | (1.879) | (3.396) |
| empl\_m4 |  |  |  |  | 0.379 | 1.461 | 0.375 | 1.455 |
|  |  |  |  |  | (0.304) | (0.444) | (0.306) | (0.445) |
| empl\_m5 |  |  |  |  | 0.749\*\*\* | 2.115\*\*\* | 0.687\*\*\* | 1.988\*\*\* |
|  |  |  |  |  | (0.220) | (0.464) | (0.221) | (0.439) |
| empl\_m6 |  |  |  |  | 0.571\* | 1.770\* | 0.488 | 1.630 |
|  |  |  |  |  | (0.317) | (0.562) | (0.323) | (0.526) |
| empl\_m7 |  |  |  |  | 0.341\*\*\* | 1.406\*\*\* | 0.295\*\*\* | 1.344\*\*\* |
|  |  |  |  |  | (0.0699) | (0.0982) | (0.0708) | (0.0952) |
| empl\_m8 |  |  |  |  | -0.143 | 0.867 | -0.175\* | 0.840\* |
|  |  |  |  |  | (0.104) | (0.0899) | (0.105) | (0.0878) |
| empl\_m9 |  |  |  |  | -0.821 | 0.440 | -0.821 | 0.440 |
|  |  |  |  |  | (0.582) | (0.256) | (0.596) | (0.262) |
| 2.mmanager1 |  |  |  |  | -0.101 | 0.904 | -0.120 | 0.887 |
|  |  |  |  |  | (0.114) | (0.103) | (0.115) | (0.102) |
| 3.mmanager1 |  |  |  |  | -0.175 | 0.839 | -0.123 | 0.884 |
|  |  |  |  |  | (0.394) | (0.330) | (0.379) | (0.335) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.134\* | 0.874\* |
|  |  |  |  |  |  |  | (0.0782) | (0.0684) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.306\*\*\* | 0.736\*\*\* |
|  |  |  |  |  |  |  | (0.108) | (0.0798) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.436\*\*\* | 0.647\*\*\* |
|  |  |  |  |  |  |  | (0.165) | (0.106) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.526\*\*\* | 0.591\*\*\* |
|  |  |  |  |  |  |  | (0.177) | (0.104) |
| 2.both |  |  |  |  |  |  | -0.288\*\*\* | 0.749\*\*\* |
|  |  |  |  |  |  |  | (0.106) | (0.0791) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.388\*\*\* | 1.474\*\*\* |
|  |  |  |  |  |  |  | (0.0915) | (0.135) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.401\*\*\* | 1.494\*\*\* |
|  |  |  |  |  |  |  | (0.105) | (0.157) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.309 | 1.362 |
|  |  |  |  |  |  |  | (0.291) | (0.397) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.991\*\*\* | 0.371\*\*\* | -1.063\*\*\* | 0.346\*\*\* | -1.097\*\*\* | 0.334\*\*\* | -1.116\*\*\* | 0.328\*\*\* |
|  | (0.0981) | (0.0364) | (0.234) | (0.0808) | (0.259) | (0.0863) | (0.269) | (0.0882) |
| Constant cut2 | 2.343\*\*\* | 10.41\*\*\* | 2.345\*\*\* | 10.43\*\*\* | 2.339\*\*\* | 10.37\*\*\* | 2.362\*\*\* | 10.61\*\*\* |
|  | (0.107) | (1.113) | (0.237) | (2.474) | (0.262) | (2.715) | (0.273) | (2.894) |
|  |  |  |  |  |  |  |  |  |
| Observations | 6,643 | 6,643 | 6,327 | 6,327 | 6,273 | 6,273 | 6,263 | 6,263 |
| Pseudo R-squared | 0.0811 |  | 0.0958 |  | 0.102 |  | 0.109 |  |
| ll | -3.391e+06 |  | -3.169e+06 |  | -3.119e+06 |  | -3.087e+06 |  |
| df\_m | 9 |  | 19 |  | 29 |  | 37 |  |
| chi2 | 618.1 |  | 707.9 |  | 751.8 |  | 799.5 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Belçika (BE)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.155\*\*\* | 3.175\*\*\* | 0.981\*\*\* | 2.666\*\*\* | 0.951\*\*\* | 2.588\*\*\* | 0.888\*\*\* | 2.429\*\*\* |
|  | (0.0676) | (0.214) | (0.0722) | (0.192) | (0.0735) | (0.190) | (0.0737) | (0.179) |
| 3.better\_edu | 2.309\*\*\* | 10.07\*\*\* | 1.837\*\*\* | 6.276\*\*\* | 1.737\*\*\* | 5.682\*\*\* | 1.687\*\*\* | 5.406\*\*\* |
|  | (0.0865) | (0.871) | (0.110) | (0.688) | (0.119) | (0.678) | (0.121) | (0.654) |
| 2.gender | 0.227\*\*\* | 1.255\*\*\* | 0.273\*\*\* | 1.314\*\*\* | 0.267\*\*\* | 1.306\*\*\* | 0.296\*\*\* | 1.344\*\*\* |
|  | (0.0580) | (0.0728) | (0.0598) | (0.0786) | (0.0605) | (0.0790) | (0.0604) | (0.0812) |
| 2.cohort | 0.171 | 1.187 | 0.212\* | 1.237\* | 0.201\* | 1.223\* | 0.192\* | 1.211\* |
|  | (0.110) | (0.130) | (0.113) | (0.139) | (0.113) | (0.138) | (0.113) | (0.137) |
| 3.cohort | 0.342\*\*\* | 1.407\*\*\* | 0.397\*\*\* | 1.487\*\*\* | 0.394\*\*\* | 1.483\*\*\* | 0.333\*\*\* | 1.395\*\*\* |
|  | (0.108) | (0.151) | (0.111) | (0.165) | (0.112) | (0.166) | (0.113) | (0.157) |
| 4.cohort | 0.436\*\*\* | 1.546\*\*\* | 0.512\*\*\* | 1.669\*\*\* | 0.498\*\*\* | 1.646\*\*\* | 0.449\*\*\* | 1.567\*\*\* |
|  | (0.111) | (0.172) | (0.113) | (0.189) | (0.115) | (0.189) | (0.115) | (0.181) |
| 5.cohort | 0.611\*\*\* | 1.843\*\*\* | 0.688\*\*\* | 1.990\*\*\* | 0.665\*\*\* | 1.945\*\*\* | 0.584\*\*\* | 1.793\*\*\* |
|  | (0.107) | (0.197) | (0.111) | (0.220) | (0.113) | (0.220) | (0.115) | (0.206) |
| 6.cohort | 0.444\*\*\* | 1.559\*\*\* | 0.573\*\*\* | 1.773\*\*\* | 0.541\*\*\* | 1.717\*\*\* | 0.500\*\*\* | 1.649\*\*\* |
|  | (0.116) | (0.181) | (0.120) | (0.213) | (0.123) | (0.211) | (0.125) | (0.206) |
| 7.cohort | 0.253\*\* | 1.288\*\* | 0.425\*\*\* | 1.529\*\*\* | 0.372\*\*\* | 1.451\*\*\* | 0.346\*\*\* | 1.414\*\*\* |
|  | (0.115) | (0.148) | (0.118) | (0.180) | (0.122) | (0.177) | (0.124) | (0.175) |
| empl\_f1 |  |  | -0.947\*\*\* | 0.388\*\*\* | -0.897\*\*\* | 0.408\*\*\* | -0.689\* | 0.502\* |
|  |  |  | (0.334) | (0.130) | (0.341) | (0.139) | (0.357) | (0.179) |
| empl\_f4 |  |  | 0.587\*\*\* | 1.799\*\*\* | 0.497\*\* | 1.645\*\* | 0.398\* | 1.489\* |
|  |  |  | (0.221) | (0.398) | (0.226) | (0.372) | (0.227) | (0.338) |
| empl\_f5 |  |  | 0.689\*\*\* | 1.992\*\*\* | 0.628\*\*\* | 1.874\*\*\* | 0.549\*\* | 1.732\*\* |
|  |  |  | (0.208) | (0.415) | (0.215) | (0.404) | (0.215) | (0.372) |
| empl\_f6 |  |  | 0.311 | 1.365 | 0.249 | 1.283 | 0.165 | 1.180 |
|  |  |  | (0.202) | (0.275) | (0.208) | (0.267) | (0.205) | (0.242) |
| empl\_f7 |  |  | 0.102 | 1.108 | 0.0483 | 1.049 | -0.0480 | 0.953 |
|  |  |  | (0.175) | (0.194) | (0.182) | (0.191) | (0.180) | (0.172) |
| empl\_f8 |  |  | -0.262 | 0.769 | -0.289 | 0.749 | -0.370 | 0.691 |
|  |  |  | (0.228) | (0.175) | (0.234) | (0.175) | (0.228) | (0.157) |
| empl\_f9 |  |  | 0.0305 | 1.031 | 0.0112 | 1.011 | -0.0279 | 0.973 |
|  |  |  | (0.203) | (0.210) | (0.210) | (0.213) | (0.208) | (0.202) |
| 2.fmanager1 |  |  | -0.262\*\*\* | 0.770\*\*\* | -0.272\*\*\* | 0.762\*\*\* | -0.247\*\*\* | 0.781\*\*\* |
|  |  |  | (0.0745) | (0.0573) | (0.0760) | (0.0579) | (0.0775) | (0.0605) |
| 3.fmanager1 |  |  | -0.711\*\*\* | 0.491\*\*\* | -0.826\*\*\* | 0.438\*\*\* | -0.700\*\* | 0.497\*\* |
|  |  |  | (0.261) | (0.128) | (0.266) | (0.116) | (0.277) | (0.137) |
| empl\_m1 |  |  |  |  | 0.0604 | 1.062 | 0.269 | 1.308 |
|  |  |  |  |  | (0.337) | (0.358) | (0.321) | (0.420) |
| empl\_m4 |  |  |  |  | 0.684\*\* | 1.983\*\* | 0.644\* | 1.904\* |
|  |  |  |  |  | (0.339) | (0.672) | (0.332) | (0.633) |
| empl\_m5 |  |  |  |  | 0.425\*\*\* | 1.529\*\*\* | 0.384\*\*\* | 1.468\*\*\* |
|  |  |  |  |  | (0.145) | (0.222) | (0.147) | (0.216) |
| empl\_m6 |  |  |  |  | 0.277\* | 1.319\* | 0.158 | 1.171 |
|  |  |  |  |  | (0.152) | (0.201) | (0.154) | (0.180) |
| empl\_m7 |  |  |  |  | 0.0398 | 1.041 | -0.0381 | 0.963 |
|  |  |  |  |  | (0.0944) | (0.0983) | (0.0960) | (0.0925) |
| empl\_m8 |  |  |  |  | 0.00535 | 1.005 | -0.0299 | 0.970 |
|  |  |  |  |  | (0.113) | (0.113) | (0.114) | (0.111) |
| empl\_m9 |  |  |  |  | -0.0682 | 0.934 | -0.0717 | 0.931 |
|  |  |  |  |  | (0.186) | (0.174) | (0.185) | (0.172) |
| 2.mmanager1 |  |  |  |  | -0.0473 | 0.954 | -0.0343 | 0.966 |
|  |  |  |  |  | (0.209) | (0.200) | (0.207) | (0.200) |
| 3.mmanager1 |  |  |  |  | 0.370 | 1.447 | 0.306 | 1.358 |
|  |  |  |  |  | (0.266) | (0.385) | (0.264) | (0.358) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.204\*\*\* | 0.816\*\*\* |
|  |  |  |  |  |  |  | (0.0782) | (0.0638) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.284\*\*\* | 0.753\*\*\* |
|  |  |  |  |  |  |  | (0.0930) | (0.0700) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.657\*\*\* | 0.518\*\*\* |
|  |  |  |  |  |  |  | (0.132) | (0.0686) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.664\*\*\* | 0.515\*\*\* |
|  |  |  |  |  |  |  | (0.151) | (0.0780) |
| 2.both |  |  |  |  |  |  | -0.415\*\*\* | 0.661\*\*\* |
|  |  |  |  |  |  |  | (0.114) | (0.0751) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.534\*\*\* | 1.706\*\*\* |
|  |  |  |  |  |  |  | (0.118) | (0.202) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.636\*\*\* | 1.889\*\*\* |
|  |  |  |  |  |  |  | (0.120) | (0.226) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.615 | 1.849 |
|  |  |  |  |  |  |  | (0.525) | (0.970) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.269\*\*\* | 0.764\*\*\* | -0.378\* | 0.685\* | -0.454 | 0.635 | -0.271 | 0.763 |
|  | (0.0903) | (0.0690) | (0.206) | (0.141) | (0.291) | (0.185) | (0.303) | (0.231) |
| Constant cut2 | 1.713\*\*\* | 5.544\*\*\* | 1.627\*\*\* | 5.088\*\*\* | 1.557\*\*\* | 4.747\*\*\* | 1.783\*\*\* | 5.946\*\*\* |
|  | (0.0973) | (0.540) | (0.213) | (1.085) | (0.296) | (1.403) | (0.307) | (1.828) |
|  |  |  |  |  |  |  |  |  |
| Observations | 6,037 | 6,037 | 5,732 | 5,732 | 5,642 | 5,642 | 5,638 | 5,638 |
| Pseudo R-squared | 0.111 |  | 0.119 |  | 0.120 |  | 0.132 |  |
| ll | -4.413e+06 |  | -4.126e+06 |  | -4.050e+06 |  | -3.993e+06 |  |
| df\_m | 9 |  | 18 |  | 27 |  | 35 |  |
| chi2 | 857.7 |  | 878.1 |  | 899.2 |  | 1001 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Bulgaristan (BG)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 2.296\*\*\* | 9.935\*\*\* | 2.044\*\*\* | 7.719\*\*\* | 1.896\*\*\* | 6.659\*\*\* | 1.567\*\*\* | 4.790\*\*\* |
|  | (0.0738) | (0.733) | (0.0787) | (0.607) | (0.0806) | (0.537) | (0.0828) | (0.397) |
| 3.better\_edu | 3.939\*\*\* | 51.37\*\*\* | 3.318\*\*\* | 27.60\*\*\* | 2.748\*\*\* | 15.61\*\*\* | 2.401\*\*\* | 11.04\*\*\* |
|  | (0.106) | (5.452) | (0.130) | (3.575) | (0.146) | (2.284) | (0.149) | (1.643) |
| 2.gender | 0.480\*\*\* | 1.616\*\*\* | 0.521\*\*\* | 1.683\*\*\* | 0.513\*\*\* | 1.671\*\*\* | 0.547\*\*\* | 1.729\*\*\* |
|  | (0.0544) | (0.0880) | (0.0568) | (0.0955) | (0.0577) | (0.0964) | (0.0593) | (0.103) |
| 2.cohort | 0.0419 | 1.043 | 0.0336 | 1.034 | -0.0168 | 0.983 | 0.00197 | 1.002 |
|  | (0.104) | (0.108) | (0.108) | (0.112) | (0.111) | (0.109) | (0.111) | (0.111) |
| 3.cohort | -0.189\* | 0.828\* | -0.149 | 0.861 | -0.179\* | 0.837\* | -0.136 | 0.873 |
|  | (0.100) | (0.0831) | (0.104) | (0.0897) | (0.106) | (0.0886) | (0.106) | (0.0925) |
| 4.cohort | -0.246\*\* | 0.782\*\* | -0.197\* | 0.821\* | -0.245\*\* | 0.783\*\* | -0.220\*\* | 0.803\*\* |
|  | (0.100) | (0.0782) | (0.104) | (0.0855) | (0.106) | (0.0830) | (0.108) | (0.0863) |
| 5.cohort | -0.542\*\*\* | 0.582\*\*\* | -0.501\*\*\* | 0.606\*\*\* | -0.553\*\*\* | 0.575\*\*\* | -0.461\*\*\* | 0.631\*\*\* |
|  | (0.106) | (0.0615) | (0.110) | (0.0665) | (0.112) | (0.0647) | (0.115) | (0.0722) |
| 6.cohort | -0.737\*\*\* | 0.479\*\*\* | -0.603\*\*\* | 0.547\*\*\* | -0.648\*\*\* | 0.523\*\*\* | -0.554\*\*\* | 0.574\*\*\* |
|  | (0.109) | (0.0522) | (0.114) | (0.0627) | (0.116) | (0.0609) | (0.119) | (0.0685) |
| 7.cohort | -0.822\*\*\* | 0.440\*\*\* | -0.707\*\*\* | 0.493\*\*\* | -0.716\*\*\* | 0.489\*\*\* | -0.588\*\*\* | 0.556\*\*\* |
|  | (0.111) | (0.0486) | (0.117) | (0.0576) | (0.120) | (0.0587) | (0.123) | (0.0682) |
| empl\_f1 |  |  | -0.621 | 0.537 | -0.707 | 0.493 | -0.311 | 0.732 |
|  |  |  | (0.471) | (0.253) | (0.475) | (0.234) | (0.499) | (0.365) |
| empl\_f3 |  |  | 1.406\*\*\* | 4.081\*\*\* | 1.098\*\*\* | 2.997\*\*\* | 1.039\*\*\* | 2.828\*\*\* |
|  |  |  | (0.298) | (1.216) | (0.308) | (0.922) | (0.331) | (0.935) |
| empl\_f4 |  |  | 1.075\*\*\* | 2.930\*\*\* | 0.756\*\* | 2.130\*\* | 0.657\* | 1.928\* |
|  |  |  | (0.306) | (0.897) | (0.328) | (0.699) | (0.335) | (0.646) |
| empl\_f5 |  |  | 1.360\*\*\* | 3.895\*\*\* | 0.986\*\*\* | 2.681\*\*\* | 0.885\*\*\* | 2.422\*\*\* |
|  |  |  | (0.254) | (0.990) | (0.268) | (0.719) | (0.275) | (0.665) |
| empl\_f6 |  |  | 1.185\*\*\* | 3.272\*\*\* | 0.858\*\*\* | 2.358\*\*\* | 0.767\*\*\* | 2.153\*\*\* |
|  |  |  | (0.248) | (0.812) | (0.261) | (0.616) | (0.269) | (0.579) |
| empl\_f7 |  |  | 0.699\*\*\* | 2.011\*\*\* | 0.436\* | 1.546\* | 0.291 | 1.337 |
|  |  |  | (0.214) | (0.430) | (0.229) | (0.354) | (0.237) | (0.317) |
| empl\_f8 |  |  | -0.0346 | 0.966 | -0.182 | 0.833 | -0.182 | 0.833 |
|  |  |  | (0.226) | (0.218) | (0.242) | (0.202) | (0.252) | (0.210) |
| empl\_f9 |  |  | 0.342 | 1.407 | 0.206 | 1.228 | 0.0559 | 1.057 |
|  |  |  | (0.215) | (0.303) | (0.245) | (0.300) | (0.251) | (0.266) |
| 2.fmanager1 |  |  | -0.274\*\* | 0.761\*\* | -0.314\*\*\* | 0.731\*\*\* | -0.254\*\* | 0.776\*\* |
|  |  |  | (0.116) | (0.0886) | (0.120) | (0.0880) | (0.122) | (0.0948) |
| 3.fmanager1 |  |  | -0.110 | 0.896 | -0.141 | 0.869 | -0.0901 | 0.914 |
|  |  |  | (0.192) | (0.172) | (0.204) | (0.177) | (0.207) | (0.189) |
| empl\_m1 |  |  |  |  | 0.238 | 1.269 | 0.225 | 1.252 |
|  |  |  |  |  | (0.366) | (0.464) | (0.394) | (0.493) |
| empl\_m4 |  |  |  |  | 0.775\*\* | 2.171\*\* | 0.453 | 1.573 |
|  |  |  |  |  | (0.336) | (0.730) | (0.351) | (0.552) |
| empl\_m5 |  |  |  |  | 1.298\*\*\* | 3.661\*\*\* | 1.099\*\*\* | 3.002\*\*\* |
|  |  |  |  |  | (0.164) | (0.600) | (0.172) | (0.516) |
| empl\_m6 |  |  |  |  | 1.144\*\*\* | 3.138\*\*\* | 0.955\*\*\* | 2.598\*\*\* |
|  |  |  |  |  | (0.188) | (0.591) | (0.196) | (0.510) |
| empl\_m7 |  |  |  |  | 0.580\*\*\* | 1.785\*\*\* | 0.396\*\*\* | 1.486\*\*\* |
|  |  |  |  |  | (0.122) | (0.217) | (0.128) | (0.191) |
| empl\_m8 |  |  |  |  | 0.327\*\* | 1.387\*\* | 0.173 | 1.189 |
|  |  |  |  |  | (0.140) | (0.194) | (0.147) | (0.175) |
| empl\_m9 |  |  |  |  | 0.331\* | 1.393\* | 0.184 | 1.202 |
|  |  |  |  |  | (0.189) | (0.263) | (0.191) | (0.229) |
| 2.mmanager1 |  |  |  |  | 5.17e-05 | 1.000 | -0.0285 | 0.972 |
|  |  |  |  |  | (0.201) | (0.201) | (0.200) | (0.194) |
| 3.mmanager1 |  |  |  |  | 0.200 | 1.221 | -0.0368 | 0.964 |
|  |  |  |  |  | (0.251) | (0.307) | (0.253) | (0.244) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -1.153\*\*\* | 0.316\*\*\* |
|  |  |  |  |  |  |  | (0.102) | (0.0321) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -2.078\*\*\* | 0.125\*\*\* |
|  |  |  |  |  |  |  | (0.180) | (0.0225) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -2.107\*\*\* | 0.122\*\*\* |
|  |  |  |  |  |  |  | (0.326) | (0.0396) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -1.555\*\*\* | 0.211\*\*\* |
|  |  |  |  |  |  |  | (0.290) | (0.0612) |
| 1o.both |  |  |  |  |  |  | - | - |
|  |  |  |  |  |  |  |  |  |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.567\*\*\* | 1.764\*\*\* |
|  |  |  |  |  |  |  | (0.153) | (0.270) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.792\*\*\* | 2.208\*\*\* |
|  |  |  |  |  |  |  | (0.158) | (0.349) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.461\* | 1.585\* |
|  |  |  |  |  |  |  | (0.261) | (0.414) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.499\*\*\* | 0.607\*\*\* | -0.279 | 0.757 | -0.179 | 0.836 | -0.258 | 0.773 |
|  | (0.0808) | (0.0490) | (0.249) | (0.189) | (0.325) | (0.272) | (0.358) | (0.277) |
| Constant cut2 | 2.976\*\*\* | 19.61\*\*\* | 3.272\*\*\* | 26.37\*\*\* | 3.407\*\*\* | 30.19\*\*\* | 3.486\*\*\* | 32.66\*\*\* |
|  | (0.0996) | (1.952) | (0.259) | (6.821) | (0.334) | (10.07) | (0.365) | (11.91) |
|  |  |  |  |  |  |  |  |  |
| Observations | 7,351 | 7,351 | 6,888 | 6,888 | 6,752 | 6,752 | 6,751 | 6,751 |
| Pseudo R-squared | 0.189 |  | 0.205 |  | 0.209 |  | 0.244 |  |
| ll | -2.816e+06 |  | -2.582e+06 |  | -2.509e+06 |  | -2.395e+06 |  |
| df\_m | 9 |  | 19 |  | 28 |  | 35 |  |
| chi2 | 1609 |  | 1658 |  | 1641 |  | 1808 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*İsviçre (CH)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.524\*\*\* | 4.588\*\*\* | 1.341\*\*\* | 3.821\*\*\* | 1.323\*\*\* | 3.753\*\*\* | 1.263\*\*\* | 3.536\*\*\* |
|  | (0.0791) | (0.363) | (0.0842) | (0.322) | (0.0859) | (0.322) | (0.0876) | (0.310) |
| 3.better\_edu | 2.766\*\*\* | 15.90\*\*\* | 2.103\*\*\* | 8.187\*\*\* | 1.987\*\*\* | 7.296\*\*\* | 1.914\*\*\* | 6.780\*\*\* |
|  | (0.108) | (1.720) | (0.129) | (1.058) | (0.134) | (0.977) | (0.135) | (0.912) |
| 2.gender | -0.608\*\*\* | 0.544\*\*\* | -0.619\*\*\* | 0.539\*\*\* | -0.631\*\*\* | 0.532\*\*\* | -0.637\*\*\* | 0.529\*\*\* |
|  | (0.0576) | (0.0314) | (0.0589) | (0.0317) | (0.0594) | (0.0316) | (0.0599) | (0.0317) |
| 2.cohort | 0.0101 | 1.010 | -0.00235 | 0.998 | -0.0256 | 0.975 | -0.0260 | 0.974 |
|  | (0.0965) | (0.0975) | (0.0990) | (0.0988) | (0.0995) | (0.0970) | (0.101) | (0.0987) |
| 3.cohort | 0.0488 | 1.050 | 0.0231 | 1.023 | -0.00183 | 0.998 | -0.0117 | 0.988 |
|  | (0.0971) | (0.102) | (0.0997) | (0.102) | (0.101) | (0.100) | (0.102) | (0.101) |
| 4.cohort | 0.120 | 1.127 | 0.124 | 1.132 | 0.0774 | 1.081 | 0.0925 | 1.097 |
|  | (0.0972) | (0.110) | (0.0988) | (0.112) | (0.1000) | (0.108) | (0.102) | (0.112) |
| 5.cohort | 0.230\*\* | 1.259\*\* | 0.228\*\* | 1.257\*\* | 0.160 | 1.173 | 0.134 | 1.143 |
|  | (0.105) | (0.132) | (0.108) | (0.135) | (0.109) | (0.128) | (0.112) | (0.128) |
| 6.cohort | 0.163 | 1.177 | 0.126 | 1.134 | 0.0450 | 1.046 | 0.0206 | 1.021 |
|  | (0.109) | (0.129) | (0.111) | (0.126) | (0.113) | (0.119) | (0.116) | (0.119) |
| 7.cohort | -0.0728 | 0.930 | -0.0553 | 0.946 | -0.162 | 0.850 | -0.175 | 0.840 |
|  | (0.123) | (0.115) | (0.127) | (0.120) | (0.128) | (0.109) | (0.133) | (0.111) |
| empl\_f1 |  |  | -0.127 | 0.880 | -0.212 | 0.809 | -0.431 | 0.650 |
|  |  |  | (0.388) | (0.342) | (0.382) | (0.309) | (0.403) | (0.262) |
| empl\_f3 |  |  | 0.485 | 1.623 | 0.438 | 1.550 | 0.184 | 1.202 |
|  |  |  | (0.444) | (0.721) | (0.450) | (0.697) | (0.439) | (0.527) |
| empl\_f4 |  |  | 0.587\*\*\* | 1.799\*\*\* | 0.560\*\*\* | 1.750\*\*\* | 0.362\* | 1.437\* |
|  |  |  | (0.192) | (0.346) | (0.195) | (0.341) | (0.206) | (0.296) |
| empl\_f5 |  |  | 0.833\*\*\* | 2.301\*\*\* | 0.737\*\*\* | 2.090\*\*\* | 0.561\*\*\* | 1.753\*\*\* |
|  |  |  | (0.185) | (0.427) | (0.188) | (0.392) | (0.199) | (0.348) |
| empl\_f6 |  |  | 0.462\*\*\* | 1.587\*\*\* | 0.397\*\* | 1.488\*\* | 0.180 | 1.198 |
|  |  |  | (0.175) | (0.278) | (0.177) | (0.264) | (0.189) | (0.227) |
| empl\_f7 |  |  | -0.0488 | 0.952 | -0.0872 | 0.917 | -0.283 | 0.753 |
|  |  |  | (0.160) | (0.152) | (0.162) | (0.148) | (0.175) | (0.132) |
| empl\_f8 |  |  | -0.0961 | 0.908 | -0.127 | 0.881 | -0.264 | 0.768 |
|  |  |  | (0.218) | (0.198) | (0.219) | (0.193) | (0.228) | (0.175) |
| empl\_f9 |  |  | 0.0711 | 1.074 | 0.0332 | 1.034 | -0.132 | 0.876 |
|  |  |  | (0.267) | (0.287) | (0.266) | (0.275) | (0.281) | (0.246) |
| 2.fmanager1 |  |  | -0.218\*\*\* | 0.804\*\*\* | -0.225\*\*\* | 0.799\*\*\* | -0.225\*\*\* | 0.798\*\*\* |
|  |  |  | (0.0714) | (0.0574) | (0.0724) | (0.0578) | (0.0732) | (0.0584) |
| 3.fmanager1 |  |  | -0.281\*\*\* | 0.755\*\*\* | -0.227\*\*\* | 0.797\*\*\* | -0.153\* | 0.858\* |
|  |  |  | (0.0795) | (0.0600) | (0.0867) | (0.0691) | (0.0894) | (0.0767) |
| empl\_m1 |  |  |  |  | 0.728 | 2.071 | 0.670 | 1.954 |
|  |  |  |  |  | (1.088) | (2.252) | (1.084) | (2.119) |
| empl\_m4 |  |  |  |  | 0.0970 | 1.102 | 0.0651 | 1.067 |
|  |  |  |  |  | (0.208) | (0.230) | (0.212) | (0.226) |
| empl\_m5 |  |  |  |  | 0.739\*\*\* | 2.095\*\*\* | 0.769\*\*\* | 2.157\*\*\* |
|  |  |  |  |  | (0.145) | (0.305) | (0.148) | (0.319) |
| empl\_m6 |  |  |  |  | 0.590\*\*\* | 1.804\*\*\* | 0.588\*\*\* | 1.801\*\*\* |
|  |  |  |  |  | (0.129) | (0.233) | (0.130) | (0.235) |
| empl\_m7 |  |  |  |  | 0.135\* | 1.145\* | 0.119 | 1.126 |
|  |  |  |  |  | (0.0720) | (0.0824) | (0.0741) | (0.0834) |
| empl\_m8 |  |  |  |  | 0.156 | 1.169 | 0.137 | 1.147 |
|  |  |  |  |  | (0.120) | (0.140) | (0.119) | (0.137) |
| empl\_m9 |  |  |  |  | 0.244 | 1.276 | 0.211 | 1.235 |
|  |  |  |  |  | (0.363) | (0.463) | (0.364) | (0.450) |
| 2.mmanager1 |  |  |  |  | -0.0427 | 0.958 | -0.0715 | 0.931 |
|  |  |  |  |  | (0.135) | (0.130) | (0.137) | (0.127) |
| 3.mmanager1 |  |  |  |  | -0.250 | 0.779 | -0.268\* | 0.765\* |
|  |  |  |  |  | (0.154) | (0.120) | (0.156) | (0.119) |
| 2.nchild\_groups1 |  |  |  |  |  |  | 0.0166 | 1.017 |
|  |  |  |  |  |  |  | (0.0716) | (0.0728) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.233\*\* | 0.792\*\* |
|  |  |  |  |  |  |  | (0.110) | (0.0874) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.593\*\*\* | 0.553\*\*\* |
|  |  |  |  |  |  |  | (0.154) | (0.0852) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.515\*\*\* | 0.598\*\*\* |
|  |  |  |  |  |  |  | (0.177) | (0.106) |
| 2.both |  |  |  |  |  |  | -0.434\*\*\* | 0.648\*\*\* |
|  |  |  |  |  |  |  | (0.102) | (0.0662) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.338\*\*\* | 1.402\*\*\* |
|  |  |  |  |  |  |  | (0.115) | (0.162) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.161 | 1.175 |
|  |  |  |  |  |  |  | (0.117) | (0.137) |
| 4.fin\_sit1 |  |  |  |  |  |  | -0.745\*\* | 0.475\*\* |
|  |  |  |  |  |  |  | (0.359) | (0.170) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.150\*\*\* | 0.317\*\*\* | -1.390\*\*\* | 0.249\*\*\* | -1.450\*\*\* | 0.235\*\*\* | -1.653\*\*\* | 0.191\*\*\* |
|  | (0.102) | (0.0322) | (0.193) | (0.0482) | (0.235) | (0.0551) | (0.267) | (0.0511) |
| Constant cut2 | 1.784\*\*\* | 5.951\*\*\* | 1.594\*\*\* | 4.924\*\*\* | 1.551\*\*\* | 4.716\*\*\* | 1.397\*\*\* | 4.044\*\*\* |
|  | (0.102) | (0.606) | (0.194) | (0.953) | (0.235) | (1.106) | (0.266) | (1.076) |
|  |  |  |  |  |  |  |  |  |
| Observations | 7,060 | 7,060 | 6,841 | 6,841 | 6,787 | 6,787 | 6,769 | 6,769 |
| Pseudo R-squared | 0.111 |  | 0.122 |  | 0.128 |  | 0.135 |  |
| ll | -3.170e+06 |  | -3.018e+06 |  | -2.976e+06 |  | -2.934e+06 |  |
| df\_m | 9 |  | 19 |  | 28 |  | 36 |  |
| chi2 | 797.1 |  | 913.3 |  | 952.2 |  | 1041 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Kıbrıs (CY)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.299\*\*\* | 3.666\*\*\* | 1.087\*\*\* | 2.966\*\*\* | 1.010\*\*\* | 2.745\*\*\* | 0.922\*\*\* | 2.514\*\*\* |
|  | (0.0836) | (0.306) | (0.0875) | (0.259) | (0.0892) | (0.245) | (0.0903) | (0.227) |
| 3.better\_edu | 2.357\*\*\* | 10.56\*\*\* | 1.579\*\*\* | 4.851\*\*\* | 1.273\*\*\* | 3.572\*\*\* | 1.154\*\*\* | 3.171\*\*\* |
|  | (0.138) | (1.452) | (0.171) | (0.827) | (0.203) | (0.726) | (0.204) | (0.646) |
| 2.gender | 0.0782 | 1.081 | 0.106 | 1.111 | 0.108 | 1.114 | 0.0724 | 1.075 |
|  | (0.0663) | (0.0717) | (0.0676) | (0.0752) | (0.0684) | (0.0761) | (0.0692) | (0.0744) |
| 2.cohort | 0.200 | 1.221 | 0.240\* | 1.271\* | 0.212 | 1.237 | 0.173 | 1.189 |
|  | (0.129) | (0.157) | (0.134) | (0.170) | (0.135) | (0.167) | (0.137) | (0.163) |
| 3.cohort | 0.431\*\*\* | 1.538\*\*\* | 0.486\*\*\* | 1.626\*\*\* | 0.452\*\*\* | 1.572\*\*\* | 0.411\*\*\* | 1.509\*\*\* |
|  | (0.127) | (0.195) | (0.130) | (0.212) | (0.131) | (0.206) | (0.134) | (0.202) |
| 4.cohort | 0.649\*\*\* | 1.913\*\*\* | 0.744\*\*\* | 2.105\*\*\* | 0.706\*\*\* | 2.025\*\*\* | 0.586\*\*\* | 1.796\*\*\* |
|  | (0.122) | (0.234) | (0.127) | (0.266) | (0.128) | (0.259) | (0.132) | (0.237) |
| 5.cohort | 0.771\*\*\* | 2.162\*\*\* | 0.849\*\*\* | 2.337\*\*\* | 0.818\*\*\* | 2.266\*\*\* | 0.647\*\*\* | 1.909\*\*\* |
|  | (0.130) | (0.282) | (0.136) | (0.317) | (0.137) | (0.311) | (0.142) | (0.272) |
| 6.cohort | 1.104\*\*\* | 3.018\*\*\* | 1.232\*\*\* | 3.427\*\*\* | 1.156\*\*\* | 3.176\*\*\* | 0.977\*\*\* | 2.656\*\*\* |
|  | (0.140) | (0.421) | (0.145) | (0.496) | (0.148) | (0.469) | (0.152) | (0.402) |
| 7.cohort | 0.856\*\*\* | 2.353\*\*\* | 0.971\*\*\* | 2.642\*\*\* | 0.908\*\*\* | 2.480\*\*\* | 0.782\*\*\* | 2.186\*\*\* |
|  | (0.141) | (0.332) | (0.146) | (0.386) | (0.148) | (0.366) | (0.151) | (0.329) |
| empl\_f1 |  |  | 0.322 | 1.380 | 0.251 | 1.286 | 0.227 | 1.254 |
|  |  |  | (0.533) | (0.735) | (0.549) | (0.706) | (0.543) | (0.682) |
| empl\_f3 |  |  | 1.701\*\*\* | 5.482\*\*\* | 1.731\*\*\* | 5.649\*\*\* | 1.512\*\* | 4.536\*\* |
|  |  |  | (0.624) | (3.419) | (0.655) | (3.699) | (0.706) | (3.204) |
| empl\_f4 |  |  | 2.177\*\*\* | 8.818\*\*\* | 2.604\*\*\* | 13.51\*\*\* | 2.357\*\*\* | 10.56\*\*\* |
|  |  |  | (0.583) | (5.143) | (0.550) | (7.433) | (0.541) | (5.717) |
| empl\_f5 |  |  | 1.693\*\*\* | 5.435\*\*\* | 1.679\*\*\* | 5.360\*\*\* | 1.518\*\*\* | 4.562\*\*\* |
|  |  |  | (0.324) | (1.761) | (0.337) | (1.806) | (0.349) | (1.592) |
| empl\_f6 |  |  | 1.026\*\*\* | 2.790\*\*\* | 0.986\*\*\* | 2.682\*\*\* | 0.766\*\* | 2.151\*\* |
|  |  |  | (0.289) | (0.807) | (0.303) | (0.814) | (0.319) | (0.687) |
| empl\_f7 |  |  | 0.690\*\*\* | 1.993\*\*\* | 0.703\*\* | 2.019\*\* | 0.501\* | 1.650\* |
|  |  |  | (0.261) | (0.521) | (0.276) | (0.558) | (0.292) | (0.482) |
| empl\_f8 |  |  | 0.431 | 1.538 | 0.470 | 1.599 | 0.316 | 1.372 |
|  |  |  | (0.274) | (0.422) | (0.290) | (0.464) | (0.304) | (0.417) |
| empl\_f9 |  |  | 0.247 | 1.280 | 0.216 | 1.241 | 0.225 | 1.253 |
|  |  |  | (0.541) | (0.693) | (0.570) | (0.708) | (0.641) | (0.803) |
| 2.fmanager1 |  |  | -0.403\*\*\* | 0.668\*\*\* | -0.414\*\*\* | 0.661\*\*\* | -0.334\*\*\* | 0.716\*\*\* |
|  |  |  | (0.0905) | (0.0605) | (0.0936) | (0.0619) | (0.0946) | (0.0677) |
| 3.fmanager1 |  |  | -0.582\*\* | 0.559\*\* | -0.592\*\* | 0.553\*\* | -0.521\* | 0.594\* |
|  |  |  | (0.278) | (0.156) | (0.269) | (0.149) | (0.282) | (0.167) |
| empl\_m1 |  |  |  |  | -1.912\*\*\* | 0.148\*\*\* | -1.197\*\* | 0.302\*\* |
|  |  |  |  |  | (0.665) | (0.0983) | (0.597) | (0.180) |
| empl\_m4 |  |  |  |  | 1.266 | 3.548 | 1.297 | 3.660 |
|  |  |  |  |  | (1.301) | (4.616) | (1.318) | (4.823) |
| empl\_m5 |  |  |  |  | 0.821\*\*\* | 2.272\*\*\* | 0.775\*\*\* | 2.170\*\*\* |
|  |  |  |  |  | (0.273) | (0.621) | (0.271) | (0.588) |
| empl\_m6 |  |  |  |  | 0.438 | 1.549 | 0.416 | 1.516 |
|  |  |  |  |  | (0.268) | (0.415) | (0.278) | (0.422) |
| empl\_m7 |  |  |  |  | 0.325\*\*\* | 1.384\*\*\* | 0.302\*\*\* | 1.353\*\*\* |
|  |  |  |  |  | (0.0897) | (0.124) | (0.0909) | (0.123) |
| empl\_m8 |  |  |  |  | -0.269\*\*\* | 0.764\*\*\* | -0.246\*\*\* | 0.782\*\*\* |
|  |  |  |  |  | (0.0895) | (0.0684) | (0.0911) | (0.0713) |
| empl\_m9 |  |  |  |  | 0.302 | 1.352 | 0.331 | 1.392 |
|  |  |  |  |  | (0.492) | (0.666) | (0.561) | (0.781) |
| 2.mmanager1 |  |  |  |  | 0.276 | 1.318 | 0.353\* | 1.423\* |
|  |  |  |  |  | (0.194) | (0.255) | (0.197) | (0.280) |
| 3.mmanager1 |  |  |  |  | 0.462 | 1.587 | 0.560 | 1.751 |
|  |  |  |  |  | (0.890) | (1.412) | (0.869) | (1.522) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.303\*\*\* | 0.738\*\*\* |
|  |  |  |  |  |  |  | (0.0819) | (0.0604) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.257\*\* | 0.773\*\* |
|  |  |  |  |  |  |  | (0.115) | (0.0889) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.495\*\*\* | 0.609\*\*\* |
|  |  |  |  |  |  |  | (0.151) | (0.0918) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.871\*\*\* | 0.419\*\*\* |
|  |  |  |  |  |  |  | (0.171) | (0.0716) |
| 2.both |  |  |  |  |  |  | -0.258 | 0.773 |
|  |  |  |  |  |  |  | (0.176) | (0.136) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.595\*\*\* | 1.813\*\*\* |
|  |  |  |  |  |  |  | (0.0885) | (0.160) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.661\*\*\* | 1.937\*\*\* |
|  |  |  |  |  |  |  | (0.100) | (0.194) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.979\*\* | 2.661\*\* |
|  |  |  |  |  |  |  | (0.471) | (1.253) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.128 | 0.880 | 0.242 | 1.273 | 0.458 | 1.581 | 0.510 | 1.666 |
|  | (0.105) | (0.0923) | (0.292) | (0.372) | (0.356) | (0.562) | (0.375) | (0.625) |
| Constant cut2 | 1.946\*\*\* | 6.999\*\*\* | 2.347\*\*\* | 10.46\*\*\* | 2.587\*\*\* | 13.30\*\*\* | 2.694\*\*\* | 14.80\*\*\* |
|  | (0.115) | (0.804) | (0.297) | (3.102) | (0.360) | (4.786) | (0.379) | (5.615) |
|  |  |  |  |  |  |  |  |  |
| Observations | 5,153 | 5,153 | 5,022 | 5,022 | 4,978 | 4,978 | 4,978 | 4,978 |
| Pseudo R-squared | 0.114 |  | 0.128 |  | 0.135 |  | 0.149 |  |
| ll | -389642 |  | -372737 |  | -366334 |  | -360309 |  |
| df\_m | 9 |  | 19 |  | 28 |  | 36 |  |
| chi2 | 651.9 |  | 700.4 |  | 728.7 |  | 869.0 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Çekya (CZ)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.632\*\*\* | 5.112\*\*\* | 1.401\*\*\* | 4.060\*\*\* | 1.147\*\*\* | 3.148\*\*\* | 1.091\*\*\* | 2.978\*\*\* |
|  | (0.0781) | (0.399) | (0.0892) | (0.362) | (0.0942) | (0.297) | (0.0949) | (0.283) |
| 3.better\_edu | 2.811\*\*\* | 16.62\*\*\* | 2.318\*\*\* | 10.16\*\*\* | 1.856\*\*\* | 6.398\*\*\* | 1.798\*\*\* | 6.035\*\*\* |
|  | (0.103) | (1.714) | (0.137) | (1.395) | (0.151) | (0.965) | (0.152) | (0.916) |
| 2.gender | -0.177\*\*\* | 0.838\*\*\* | -0.161\*\* | 0.852\*\* | -0.171\*\*\* | 0.843\*\*\* | -0.169\*\* | 0.845\*\* |
|  | (0.0624) | (0.0523) | (0.0655) | (0.0558) | (0.0663) | (0.0559) | (0.0664) | (0.0561) |
| 2.cohort | 0.242\* | 1.274\* | 0.199 | 1.220 | 0.148 | 1.160 | 0.125 | 1.133 |
|  | (0.126) | (0.161) | (0.132) | (0.161) | (0.133) | (0.154) | (0.131) | (0.148) |
| 3.cohort | 0.538\*\*\* | 1.712\*\*\* | 0.512\*\*\* | 1.668\*\*\* | 0.451\*\*\* | 1.569\*\*\* | 0.386\*\*\* | 1.471\*\*\* |
|  | (0.119) | (0.203) | (0.124) | (0.208) | (0.125) | (0.196) | (0.125) | (0.184) |
| 4.cohort | 0.462\*\*\* | 1.588\*\*\* | 0.444\*\*\* | 1.558\*\*\* | 0.352\*\*\* | 1.422\*\*\* | 0.295\*\* | 1.343\*\* |
|  | (0.116) | (0.183) | (0.121) | (0.189) | (0.124) | (0.176) | (0.124) | (0.167) |
| 5.cohort | 0.482\*\*\* | 1.619\*\*\* | 0.503\*\*\* | 1.653\*\*\* | 0.408\*\*\* | 1.504\*\*\* | 0.333\*\*\* | 1.396\*\*\* |
|  | (0.112) | (0.181) | (0.117) | (0.194) | (0.120) | (0.181) | (0.120) | (0.168) |
| 6.cohort | 0.823\*\*\* | 2.277\*\*\* | 0.883\*\*\* | 2.418\*\*\* | 0.788\*\*\* | 2.199\*\*\* | 0.717\*\*\* | 2.048\*\*\* |
|  | (0.114) | (0.260) | (0.121) | (0.293) | (0.124) | (0.272) | (0.125) | (0.255) |
| 7.cohort | 0.857\*\*\* | 2.355\*\*\* | 0.911\*\*\* | 2.486\*\*\* | 0.810\*\*\* | 2.249\*\*\* | 0.736\*\*\* | 2.088\*\*\* |
|  | (0.131) | (0.309) | (0.138) | (0.344) | (0.143) | (0.321) | (0.143) | (0.298) |
| empl\_f1 |  |  | -3.479\*\*\* | 0.0308\*\*\* | -3.565\*\*\* | 0.0283\*\*\* | -3.018\*\*\* | 0.0489\*\*\* |
|  |  |  | (0.871) | (0.0269) | (0.888) | (0.0251) | (1.013) | (0.0495) |
| empl\_f3 |  |  | -0.143 | 0.867 | -0.374 | 0.688 | -0.359 | 0.698 |
|  |  |  | (0.396) | (0.343) | (0.401) | (0.276) | (0.404) | (0.282) |
| empl\_f4 |  |  | 0.0964 | 1.101 | -0.131 | 0.878 | -0.143 | 0.867 |
|  |  |  | (0.350) | (0.385) | (0.351) | (0.308) | (0.356) | (0.309) |
| empl\_f5 |  |  | 0.500 | 1.648 | 0.230 | 1.258 | 0.193 | 1.213 |
|  |  |  | (0.327) | (0.540) | (0.332) | (0.418) | (0.337) | (0.409) |
| empl\_f6 |  |  | 0.350 | 1.419 | 0.148 | 1.159 | 0.119 | 1.126 |
|  |  |  | (0.312) | (0.443) | (0.315) | (0.365) | (0.320) | (0.361) |
| empl\_f7 |  |  | -0.161 | 0.851 | -0.354 | 0.702 | -0.372 | 0.689 |
|  |  |  | (0.299) | (0.254) | (0.302) | (0.212) | (0.307) | (0.212) |
| empl\_f8 |  |  | -0.864\*\* | 0.422\*\* | -0.894\*\*\* | 0.409\*\*\* | -0.845\*\* | 0.430\*\* |
|  |  |  | (0.339) | (0.143) | (0.340) | (0.139) | (0.344) | (0.148) |
| empl\_f9 |  |  | -0.0796 | 0.924 | -0.215 | 0.806 | -0.202 | 0.817 |
|  |  |  | (0.394) | (0.363) | (0.412) | (0.332) | (0.417) | (0.341) |
| 2.fmanager1 |  |  | -0.0909 | 0.913 | -0.126 | 0.881 | -0.123 | 0.884 |
|  |  |  | (0.0944) | (0.0862) | (0.0966) | (0.0851) | (0.0964) | (0.0852) |
| 3.fmanager1 |  |  | -0.0680 | 0.934 | -0.0568 | 0.945 | -0.0673 | 0.935 |
|  |  |  | (0.155) | (0.145) | (0.169) | (0.160) | (0.168) | (0.157) |
| empl\_m1 |  |  |  |  | 0.0209 | 1.021 | 0.0834 | 1.087 |
|  |  |  |  |  | (0.494) | (0.505) | (0.505) | (0.549) |
| empl\_m3 |  |  |  |  | 1.643 | 5.172 | 1.359 | 3.891 |
|  |  |  |  |  | (1.542) | (7.973) | (1.492) | (5.808) |
| empl\_m4 |  |  |  |  | 1.322\*\*\* | 3.751\*\*\* | 1.050\*\*\* | 2.859\*\*\* |
|  |  |  |  |  | (0.317) | (1.189) | (0.316) | (0.904) |
| empl\_m5 |  |  |  |  | 1.322\*\*\* | 3.750\*\*\* | 1.082\*\*\* | 2.950\*\*\* |
|  |  |  |  |  | (0.193) | (0.725) | (0.189) | (0.558) |
| empl\_m6 |  |  |  |  | 1.205\*\*\* | 3.337\*\*\* | 0.942\*\*\* | 2.565\*\*\* |
|  |  |  |  |  | (0.184) | (0.614) | (0.180) | (0.461) |
| empl\_m7 |  |  |  |  | 0.575\*\*\* | 1.777\*\*\* | 0.323\*\* | 1.381\*\* |
|  |  |  |  |  | (0.155) | (0.276) | (0.150) | (0.207) |
| empl\_m8 |  |  |  |  | 0.197 | 1.218 | -0.0217 | 0.979 |
|  |  |  |  |  | (0.178) | (0.217) | (0.172) | (0.168) |
| empl\_m9 |  |  |  |  | 0.666\* | 1.947\* | 0.367 | 1.443 |
|  |  |  |  |  | (0.374) | (0.729) | (0.376) | (0.543) |
| 2.mmanager1 |  |  |  |  | -0.0132 | 0.987 | -0.00673 | 0.993 |
|  |  |  |  |  | (0.126) | (0.124) | (0.128) | (0.127) |
| 3.mmanager1 |  |  |  |  | -0.0986 | 0.906 | -0.0983 | 0.906 |
|  |  |  |  |  | (0.247) | (0.224) | (0.247) | (0.224) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.248\*\*\* | 0.780\*\*\* |
|  |  |  |  |  |  |  | (0.0846) | (0.0660) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.777\*\*\* | 0.460\*\*\* |
|  |  |  |  |  |  |  | (0.160) | (0.0734) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.996\*\*\* | 0.369\*\*\* |
|  |  |  |  |  |  |  | (0.296) | (0.110) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -1.510\*\*\* | 0.221\*\*\* |
|  |  |  |  |  |  |  | (0.292) | (0.0646) |
| 2.both |  |  |  |  |  |  | -0.106 | 0.900 |
|  |  |  |  |  |  |  | (0.137) | (0.123) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.394\*\* | 1.483\*\* |
|  |  |  |  |  |  |  | (0.154) | (0.229) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.338\*\* | 1.402\*\* |
|  |  |  |  |  |  |  | (0.162) | (0.227) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.765\*\*\* | 0.171\*\*\* | -2.148\*\*\* | 0.117\*\*\* | -2.006\*\*\* | 0.135\*\*\* | -2.166\*\*\* | 0.115\*\*\* |
|  | (0.0934) | (0.0160) | (0.326) | (0.0380) | (0.357) | (0.0480) | (0.372) | (0.0426) |
| Constant cut2 | 3.100\*\*\* | 22.19\*\*\* | 2.862\*\*\* | 17.50\*\*\* | 3.066\*\*\* | 21.46\*\*\* | 2.988\*\*\* | 19.85\*\*\* |
|  | (0.107) | (2.382) | (0.329) | (5.752) | (0.362) | (7.773) | (0.376) | (7.459) |
|  |  |  |  |  |  |  |  |  |
| Observations | 7,208 | 7,208 | 6,682 | 6,682 | 6,622 | 6,622 | 6,622 | 6,622 |
| Pseudo R-squared | 0.139 |  | 0.152 |  | 0.165 |  | 0.175 |  |
| ll | -2.442e+06 |  | -2.207e+06 |  | -2.153e+06 |  | -2.129e+06 |  |
| df\_m | 9 |  | 19 |  | 29 |  | 36 |  |
| chi2 | 958.6 |  | 959.0 |  | 1018 |  | 1087 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Almanya (DE)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.263\*\*\* | 3.535\*\*\* | 1.089\*\*\* | 2.972\*\*\* | 1.050\*\*\* | 2.856\*\*\* | 1.004\*\*\* | 2.730\*\*\* |
|  | (0.102) | (0.359) | (0.105) | (0.313) | (0.106) | (0.303) | (0.107) | (0.291) |
| 3.better\_edu | 2.393\*\*\* | 10.94\*\*\* | 1.962\*\*\* | 7.114\*\*\* | 1.843\*\*\* | 6.318\*\*\* | 1.807\*\*\* | 6.093\*\*\* |
|  | (0.113) | (1.236) | (0.122) | (0.871) | (0.124) | (0.784) | (0.126) | (0.765) |
| 2.gender | -0.404\*\*\* | 0.667\*\*\* | -0.411\*\*\* | 0.663\*\*\* | -0.420\*\*\* | 0.657\*\*\* | -0.398\*\*\* | 0.672\*\*\* |
|  | (0.0470) | (0.0314) | (0.0477) | (0.0316) | (0.0480) | (0.0315) | (0.0486) | (0.0326) |
| 2.cohort | 0.0827 | 1.086 | 0.0465 | 1.048 | 0.0140 | 1.014 | 0.0231 | 1.023 |
|  | (0.0838) | (0.0910) | (0.0864) | (0.0905) | (0.0871) | (0.0883) | (0.0884) | (0.0905) |
| 3.cohort | 0.151\* | 1.163\* | 0.140\* | 1.150\* | 0.105 | 1.111 | 0.0978 | 1.103 |
|  | (0.0801) | (0.0932) | (0.0823) | (0.0947) | (0.0834) | (0.0926) | (0.0848) | (0.0935) |
| 4.cohort | 0.0907 | 1.095 | 0.0595 | 1.061 | 0.0231 | 1.023 | -0.0431 | 0.958 |
|  | (0.0856) | (0.0937) | (0.0875) | (0.0929) | (0.0881) | (0.0901) | (0.0892) | (0.0854) |
| 5.cohort | 0.235\*\* | 1.265\*\* | 0.244\*\* | 1.276\*\* | 0.202\*\* | 1.223\*\* | 0.150 | 1.162 |
|  | (0.0976) | (0.123) | (0.0993) | (0.127) | (0.100) | (0.123) | (0.103) | (0.119) |
| 6.cohort | 0.129 | 1.138 | 0.161 | 1.175 | 0.104 | 1.110 | 0.0538 | 1.055 |
|  | (0.101) | (0.115) | (0.102) | (0.120) | (0.104) | (0.115) | (0.107) | (0.113) |
| 7.cohort | -0.0541 | 0.947 | -0.0907 | 0.913 | -0.178\* | 0.837\* | -0.232\*\* | 0.793\*\* |
|  | (0.0971) | (0.0920) | (0.0995) | (0.0908) | (0.101) | (0.0845) | (0.106) | (0.0838) |
| empl\_f1 |  |  | -0.986\*\*\* | 0.373\*\*\* | -0.906\*\* | 0.404\*\* | -0.582 | 0.559 |
|  |  |  | (0.354) | (0.132) | (0.363) | (0.147) | (0.358) | (0.200) |
| empl\_f4 |  |  | 0.559\*\*\* | 1.749\*\*\* | 0.516\*\*\* | 1.675\*\*\* | 0.446\*\* | 1.563\*\* |
|  |  |  | (0.175) | (0.306) | (0.176) | (0.295) | (0.184) | (0.288) |
| empl\_f5 |  |  | 0.761\*\*\* | 2.140\*\*\* | 0.719\*\*\* | 2.052\*\*\* | 0.653\*\*\* | 1.921\*\*\* |
|  |  |  | (0.148) | (0.317) | (0.150) | (0.308) | (0.158) | (0.303) |
| empl\_f6 |  |  | 0.314\*\* | 1.369\*\* | 0.329\*\* | 1.390\*\* | 0.246\* | 1.279\* |
|  |  |  | (0.136) | (0.186) | (0.137) | (0.190) | (0.146) | (0.186) |
| empl\_f7 |  |  | 0.0883 | 1.092 | 0.104 | 1.110 | 0.0611 | 1.063 |
|  |  |  | (0.125) | (0.137) | (0.126) | (0.139) | (0.134) | (0.142) |
| empl\_f8 |  |  | -0.323\* | 0.724\* | -0.315 | 0.730 | -0.298 | 0.742 |
|  |  |  | (0.195) | (0.141) | (0.197) | (0.144) | (0.200) | (0.148) |
| empl\_f9 |  |  | 0.0463 | 1.047 | 0.163 | 1.177 | 0.117 | 1.124 |
|  |  |  | (0.154) | (0.161) | (0.156) | (0.183) | (0.164) | (0.184) |
| 2.fmanager1 |  |  | 0.0226 | 1.023 | -0.00777 | 0.992 | -0.0148 | 0.985 |
|  |  |  | (0.0607) | (0.0621) | (0.0619) | (0.0614) | (0.0627) | (0.0618) |
| 3.fmanager1 |  |  | -0.760\*\*\* | 0.468\*\*\* | -0.721\*\*\* | 0.486\*\*\* | -0.588\*\*\* | 0.555\*\*\* |
|  |  |  | (0.108) | (0.0505) | (0.110) | (0.0533) | (0.112) | (0.0625) |
| empl\_m1 |  |  |  |  | -0.151 | 0.860 | -0.179 | 0.836 |
|  |  |  |  |  | (0.244) | (0.210) | (0.247) | (0.207) |
| empl\_m4 |  |  |  |  | 0.272 | 1.312 | 0.261 | 1.298 |
|  |  |  |  |  | (0.229) | (0.300) | (0.233) | (0.303) |
| empl\_m5 |  |  |  |  | 0.630\*\*\* | 1.878\*\*\* | 0.609\*\*\* | 1.838\*\*\* |
|  |  |  |  |  | (0.119) | (0.223) | (0.120) | (0.221) |
| empl\_m6 |  |  |  |  | 0.320\*\*\* | 1.377\*\*\* | 0.274\*\*\* | 1.316\*\*\* |
|  |  |  |  |  | (0.0880) | (0.121) | (0.0900) | (0.118) |
| empl\_m7 |  |  |  |  | 0.103\* | 1.109\* | 0.0568 | 1.058 |
|  |  |  |  |  | (0.0570) | (0.0632) | (0.0577) | (0.0611) |
| empl\_m8 |  |  |  |  | 0.382\*\*\* | 1.465\*\*\* | 0.367\*\*\* | 1.444\*\*\* |
|  |  |  |  |  | (0.121) | (0.178) | (0.122) | (0.176) |
| empl\_m9 |  |  |  |  | -0.224\* | 0.799\* | -0.223\* | 0.800\* |
|  |  |  |  |  | (0.128) | (0.102) | (0.128) | (0.103) |
| 2.mmanager1 |  |  |  |  | -0.0323 | 0.968 | -0.0506 | 0.951 |
|  |  |  |  |  | (0.112) | (0.108) | (0.116) | (0.110) |
| 3.mmanager1 |  |  |  |  | -0.426\*\* | 0.653\*\* | -0.459\*\* | 0.632\*\* |
|  |  |  |  |  | (0.194) | (0.127) | (0.204) | (0.129) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.166\*\* | 0.847\*\* |
|  |  |  |  |  |  |  | (0.0652) | (0.0553) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.271\*\*\* | 0.762\*\*\* |
|  |  |  |  |  |  |  | (0.104) | (0.0791) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.509\*\*\* | 0.601\*\*\* |
|  |  |  |  |  |  |  | (0.163) | (0.0979) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.603\*\*\* | 0.547\*\*\* |
|  |  |  |  |  |  |  | (0.175) | (0.0956) |
| 2.both |  |  |  |  |  |  | -0.298\*\*\* | 0.742\*\*\* |
|  |  |  |  |  |  |  | (0.0821) | (0.0609) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.332\*\*\* | 1.394\*\*\* |
|  |  |  |  |  |  |  | (0.0933) | (0.130) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.245\*\* | 1.278\*\* |
|  |  |  |  |  |  |  | (0.0993) | (0.127) |
| 4.fin\_sit1 |  |  |  |  |  |  | -0.0581 | 0.944 |
|  |  |  |  |  |  |  | (0.161) | (0.152) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.954\*\*\* | 0.385\*\*\* | -1.142\*\*\* | 0.319\*\*\* | -1.201\*\*\* | 0.301\*\*\* | -1.231\*\*\* | 0.292\*\*\* |
|  | (0.106) | (0.0408) | (0.168) | (0.0536) | (0.199) | (0.0599) | (0.219) | (0.0638) |
| Constant cut2 | 2.330\*\*\* | 10.27\*\*\* | 2.239\*\*\* | 9.385\*\*\* | 2.196\*\*\* | 8.989\*\*\* | 2.204\*\*\* | 9.058\*\*\* |
|  | (0.112) | (1.154) | (0.172) | (1.614) | (0.202) | (1.817) | (0.221) | (2.004) |
|  |  |  |  |  |  |  |  |  |
| Observations | 12,202 | 12,202 | 11,896 | 11,896 | 11,813 | 11,813 | 11,513 | 11,513 |
| Pseudo R-squared | 0.0741 |  | 0.0870 |  | 0.0919 |  | 0.0977 |  |
| ll | -3.000e+07 |  | -2.850e+07 |  | -2.820e+07 |  | -2.720e+07 |  |
| df\_m | 9 |  | 18 |  | 27 |  | 35 |  |
| chi2 | 749.5 |  | 875.1 |  | 923.2 |  | 961.8 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Danimarka (DK)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 0.452\*\*\* | 1.572\*\*\* | 0.291\*\* | 1.338\*\* | 0.249\* | 1.283\* | 0.230\* | 1.259\* |
|  | (0.112) | (0.176) | (0.125) | (0.167) | (0.127) | (0.163) | (0.131) | (0.164) |
| 3.better\_edu | 1.406\*\*\* | 4.078\*\*\* | 0.811\*\*\* | 2.251\*\*\* | 0.582\*\*\* | 1.790\*\*\* | 0.580\*\*\* | 1.785\*\*\* |
|  | (0.129) | (0.525) | (0.160) | (0.360) | (0.170) | (0.304) | (0.174) | (0.310) |
| 2.gender | 0.281\*\*\* | 1.324\*\*\* | 0.281\*\*\* | 1.325\*\*\* | 0.263\*\*\* | 1.301\*\*\* | 0.273\*\*\* | 1.314\*\*\* |
|  | (0.0916) | (0.121) | (0.0985) | (0.131) | (0.100) | (0.130) | (0.101) | (0.132) |
| 2.cohort | -0.304\* | 0.738\* | -0.273 | 0.761 | -0.362\*\* | 0.696\*\* | -0.414\*\* | 0.661\*\* |
|  | (0.163) | (0.120) | (0.172) | (0.131) | (0.177) | (0.123) | (0.178) | (0.118) |
| 3.cohort | -0.0922 | 0.912 | -0.199 | 0.819 | -0.246 | 0.782 | -0.330\* | 0.719\* |
|  | (0.161) | (0.147) | (0.174) | (0.143) | (0.180) | (0.141) | (0.182) | (0.131) |
| 4.cohort | 0.382\*\* | 1.465\*\* | 0.406\*\* | 1.501\*\* | 0.315\* | 1.370\* | 0.247 | 1.280 |
|  | (0.154) | (0.226) | (0.163) | (0.244) | (0.171) | (0.235) | (0.172) | (0.220) |
| 5.cohort | 0.387\*\* | 1.472\*\* | 0.412\*\* | 1.510\*\* | 0.345\* | 1.412\* | 0.269 | 1.309 |
|  | (0.165) | (0.243) | (0.175) | (0.265) | (0.183) | (0.258) | (0.184) | (0.241) |
| 6.cohort | 0.592\*\*\* | 1.808\*\*\* | 0.599\*\*\* | 1.821\*\*\* | 0.620\*\*\* | 1.859\*\*\* | 0.559\*\*\* | 1.749\*\*\* |
|  | (0.165) | (0.299) | (0.184) | (0.335) | (0.192) | (0.357) | (0.192) | (0.336) |
| 7.cohort | 0.455\*\* | 1.575\*\* | 0.330 | 1.391 | 0.211 | 1.235 | 0.139 | 1.149 |
|  | (0.211) | (0.332) | (0.230) | (0.320) | (0.250) | (0.309) | (0.252) | (0.290) |
| empl\_f1 |  |  | 0.211 | 1.235 | 0.387 | 1.473 | 0.464 | 1.591 |
|  |  |  | (0.746) | (0.922) | (0.720) | (1.061) | (0.722) | (1.149) |
| empl\_f4 |  |  | 0.00374 | 1.004 | -0.0908 | 0.913 | -0.114 | 0.892 |
|  |  |  | (0.411) | (0.412) | (0.414) | (0.378) | (0.406) | (0.362) |
| empl\_f5 |  |  | 0.623 | 1.865 | 0.480 | 1.616 | 0.439 | 1.551 |
|  |  |  | (0.416) | (0.775) | (0.414) | (0.670) | (0.405) | (0.628) |
| empl\_f6 |  |  | -0.0613 | 0.941 | -0.224 | 0.799 | -0.257 | 0.773 |
|  |  |  | (0.405) | (0.381) | (0.408) | (0.326) | (0.397) | (0.307) |
| empl\_f7 |  |  | -0.509 | 0.601 | -0.635\* | 0.530\* | -0.660\* | 0.517\* |
|  |  |  | (0.366) | (0.220) | (0.364) | (0.193) | (0.354) | (0.183) |
| empl\_f8 |  |  | 0.135 | 1.145 | 0.196 | 1.216 | 0.207 | 1.230 |
|  |  |  | (0.496) | (0.568) | (0.528) | (0.642) | (0.512) | (0.630) |
| empl\_f9 |  |  | -0.0994 | 0.905 | -0.0707 | 0.932 | -0.130 | 0.878 |
|  |  |  | (0.418) | (0.379) | (0.422) | (0.393) | (0.415) | (0.365) |
| 2.fmanager1 |  |  | -0.291\*\*\* | 0.748\*\*\* | -0.321\*\*\* | 0.725\*\*\* | -0.313\*\*\* | 0.732\*\*\* |
|  |  |  | (0.109) | (0.0814) | (0.114) | (0.0827) | (0.115) | (0.0840) |
| 3.fmanager1 |  |  | -0.638 | 0.528 | -0.118 | 0.888 | -0.186 | 0.830 |
|  |  |  | (0.456) | (0.241) | (0.355) | (0.316) | (0.330) | (0.274) |
| empl\_m1 |  |  |  |  | -0.127 | 0.881 | -0.180 | 0.835 |
|  |  |  |  |  | (0.520) | (0.458) | (0.544) | (0.454) |
| empl\_m4 |  |  |  |  | 0.313 | 1.367 | 0.235 | 1.265 |
|  |  |  |  |  | (0.423) | (0.578) | (0.429) | (0.542) |
| empl\_m5 |  |  |  |  | 0.799\*\*\* | 2.224\*\*\* | 0.771\*\*\* | 2.162\*\*\* |
|  |  |  |  |  | (0.222) | (0.495) | (0.225) | (0.486) |
| empl\_m6 |  |  |  |  | 0.430\*\* | 1.537\*\* | 0.374\* | 1.454\* |
|  |  |  |  |  | (0.218) | (0.336) | (0.223) | (0.324) |
| empl\_m7 |  |  |  |  | 0.287\*\* | 1.332\*\* | 0.239\* | 1.270\* |
|  |  |  |  |  | (0.135) | (0.180) | (0.141) | (0.180) |
| empl\_m8 |  |  |  |  | -22.19\*\*\* | 2.30e-10\*\*\* | -21.62\*\*\* | 4.08e-10\*\*\* |
|  |  |  |  |  | (0.758) | (1.75e-10) | (0.776) | (3.17e-10) |
| empl\_m9 |  |  |  |  | -0.0423 | 0.959 | -0.109 | 0.897 |
|  |  |  |  |  | (0.211) | (0.202) | (0.217) | (0.195) |
| 2.mmanager1 |  |  |  |  | 0.111 | 1.117 | 0.108 | 1.114 |
|  |  |  |  |  | (0.150) | (0.168) | (0.151) | (0.168) |
| 3.mmanager1 |  |  |  |  | -1.589\*\* | 0.204\*\* | -1.798\*\*\* | 0.166\*\*\* |
|  |  |  |  |  | (0.690) | (0.141) | (0.650) | (0.108) |
| 2.nchild\_groups1 |  |  |  |  |  |  | 0.0440 | 1.045 |
|  |  |  |  |  |  |  | (0.138) | (0.144) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.226 | 0.798 |
|  |  |  |  |  |  |  | (0.197) | (0.157) |
| 4.nchild\_groups1 |  |  |  |  |  |  | 0.0432 | 1.044 |
|  |  |  |  |  |  |  | (0.365) | (0.381) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.883\*\*\* | 0.414\*\*\* |
|  |  |  |  |  |  |  | (0.293) | (0.121) |
| 1o.both |  |  |  |  |  |  | - | - |
|  |  |  |  |  |  |  |  |  |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.178 | 1.194 |
|  |  |  |  |  |  |  | (0.202) | (0.241) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.151 | 1.163 |
|  |  |  |  |  |  |  | (0.209) | (0.243) |
| 4.fin\_sit1 |  |  |  |  |  |  | -0.617 | 0.540 |
|  |  |  |  |  |  |  | (0.758) | (0.409) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.957\*\*\* | 0.384\*\*\* | -1.706\*\*\* | 0.182\*\*\* | -1.696\*\*\* | 0.183\*\*\* | -1.705\*\*\* | 0.182\*\*\* |
|  | (0.139) | (0.0535) | (0.399) | (0.0724) | (0.417) | (0.0764) | (0.427) | (0.0776) |
| Constant cut2 | 1.475\*\*\* | 4.373\*\*\* | 0.818\*\* | 2.266\*\* | 0.857\*\* | 2.357\*\* | 0.863\*\* | 2.369\*\* |
|  | (0.141) | (0.615) | (0.398) | (0.902) | (0.417) | (0.982) | (0.428) | (1.014) |
|  |  |  |  |  |  |  |  |  |
| Observations | 2,769 | 2,769 | 2,405 | 2,405 | 2,332 | 2,332 | 2,329 | 2,329 |
| Pseudo R-squared | 0.0633 |  | 0.0767 |  | 0.0871 |  | 0.0905 |  |
| ll | -1.355e+06 |  | -1.124e+06 |  | -1.076e+06 |  | -1.070e+06 |  |
| df\_m | 9 |  | 18 |  | 27 |  | 34 |  |
| chi2 | 201.6 |  | 205.6 |  | 1139 |  | 1071 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Estonya (EE)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 0.733\*\*\* | 2.080\*\*\* | 0.500\*\*\* | 1.648\*\*\* | 0.344\*\*\* | 1.411\*\*\* | 0.303\*\*\* | 1.354\*\*\* |
|  | (0.0898) | (0.187) | (0.103) | (0.170) | (0.109) | (0.154) | (0.110) | (0.149) |
| 3.better\_edu | 2.006\*\*\* | 7.434\*\*\* | 1.494\*\*\* | 4.455\*\*\* | 1.063\*\*\* | 2.896\*\*\* | 1.004\*\*\* | 2.730\*\*\* |
|  | (0.115) | (0.856) | (0.138) | (0.614) | (0.151) | (0.438) | (0.153) | (0.417) |
| 2.gender | 0.865\*\*\* | 2.375\*\*\* | 0.872\*\*\* | 2.392\*\*\* | 0.887\*\*\* | 2.427\*\*\* | 0.911\*\*\* | 2.488\*\*\* |
|  | (0.0746) | (0.177) | (0.0803) | (0.192) | (0.0812) | (0.197) | (0.0819) | (0.204) |
| 2.cohort | -0.0384 | 0.962 | -0.126 | 0.882 | -0.179 | 0.836 | -0.171 | 0.843 |
|  | (0.120) | (0.116) | (0.129) | (0.114) | (0.131) | (0.109) | (0.132) | (0.112) |
| 3.cohort | -0.0811 | 0.922 | -0.0806 | 0.923 | -0.120 | 0.887 | -0.103 | 0.902 |
|  | (0.120) | (0.110) | (0.133) | (0.122) | (0.136) | (0.121) | (0.138) | (0.124) |
| 4.cohort | -0.167 | 0.846 | -0.146 | 0.864 | -0.175 | 0.839 | -0.156 | 0.856 |
|  | (0.121) | (0.103) | (0.131) | (0.114) | (0.133) | (0.112) | (0.136) | (0.116) |
| 5.cohort | -0.496\*\*\* | 0.609\*\*\* | -0.481\*\*\* | 0.618\*\*\* | -0.510\*\*\* | 0.600\*\*\* | -0.500\*\*\* | 0.607\*\*\* |
|  | (0.136) | (0.0829) | (0.149) | (0.0923) | (0.152) | (0.0914) | (0.153) | (0.0931) |
| 6.cohort | -0.496\*\*\* | 0.609\*\*\* | -0.355\*\* | 0.701\*\* | -0.400\*\* | 0.670\*\* | -0.357\*\* | 0.700\*\* |
|  | (0.152) | (0.0926) | (0.166) | (0.117) | (0.169) | (0.114) | (0.169) | (0.119) |
| 7.cohort | -0.626\*\*\* | 0.535\*\*\* | -0.492\*\*\* | 0.611\*\*\* | -0.508\*\*\* | 0.602\*\*\* | -0.479\*\*\* | 0.619\*\*\* |
|  | (0.161) | (0.0863) | (0.172) | (0.105) | (0.172) | (0.103) | (0.171) | (0.106) |
| empl\_f1 |  |  | 0.195 | 1.215 | 0.299 | 1.348 | 0.455 | 1.577 |
|  |  |  | (1.029) | (1.251) | (1.028) | (1.386) | (0.969) | (1.528) |
| empl\_f3 |  |  | 1.366\*\*\* | 3.921\*\*\* | 1.621\*\*\* | 5.058\*\*\* | 1.595\*\*\* | 4.930\*\*\* |
|  |  |  | (0.437) | (1.712) | (0.436) | (2.203) | (0.434) | (2.139) |
| empl\_f4 |  |  | 1.228\*\*\* | 3.413\*\*\* | 1.124\*\*\* | 3.077\*\*\* | 1.083\*\*\* | 2.953\*\*\* |
|  |  |  | (0.292) | (0.998) | (0.286) | (0.881) | (0.290) | (0.856) |
| empl\_f5 |  |  | 1.299\*\*\* | 3.667\*\*\* | 1.162\*\*\* | 3.196\*\*\* | 1.194\*\*\* | 3.301\*\*\* |
|  |  |  | (0.277) | (1.014) | (0.269) | (0.860) | (0.276) | (0.910) |
| empl\_f6 |  |  | 0.696\*\* | 2.006\*\* | 0.624\*\* | 1.866\*\* | 0.617\*\* | 1.854\*\* |
|  |  |  | (0.272) | (0.546) | (0.264) | (0.492) | (0.267) | (0.495) |
| empl\_f7 |  |  | 0.569\*\*\* | 1.766\*\*\* | 0.550\*\*\* | 1.733\*\*\* | 0.556\*\*\* | 1.744\*\*\* |
|  |  |  | (0.220) | (0.389) | (0.210) | (0.364) | (0.213) | (0.371) |
| empl\_f8 |  |  | 0.141 | 1.151 | 0.184 | 1.202 | 0.219 | 1.245 |
|  |  |  | (0.253) | (0.292) | (0.243) | (0.293) | (0.248) | (0.309) |
| empl\_f9 |  |  | 0.396 | 1.486 | 0.422 | 1.526 | 0.494\* | 1.639\* |
|  |  |  | (0.293) | (0.436) | (0.290) | (0.443) | (0.291) | (0.477) |
| 2.fmanager1 |  |  | -0.147 | 0.864 | -0.190 | 0.827 | -0.182 | 0.834 |
|  |  |  | (0.149) | (0.129) | (0.149) | (0.124) | (0.153) | (0.127) |
| 3.fmanager1 |  |  | 0.0373 | 1.038 | -0.0271 | 0.973 | 0.0957 | 1.100 |
|  |  |  | (0.398) | (0.413) | (0.379) | (0.369) | (0.391) | (0.430) |
| empl\_m1 |  |  |  |  | 0.0864 | 1.090 | -0.0747 | 0.928 |
|  |  |  |  |  | (1.142) | (1.245) | (1.105) | (1.025) |
| empl\_m3 |  |  |  |  | -2.067\*\*\* | 0.127\*\*\* | -2.346\*\*\* | 0.0958\*\*\* |
|  |  |  |  |  | (0.467) | (0.0591) | (0.463) | (0.0444) |
| empl\_m4 |  |  |  |  | 0.385 | 1.470 | 0.204 | 1.226 |
|  |  |  |  |  | (0.246) | (0.361) | (0.247) | (0.302) |
| empl\_m5 |  |  |  |  | 0.882\*\*\* | 2.415\*\*\* | 0.748\*\*\* | 2.112\*\*\* |
|  |  |  |  |  | (0.179) | (0.433) | (0.181) | (0.383) |
| empl\_m6 |  |  |  |  | 0.883\*\*\* | 2.418\*\*\* | 0.738\*\*\* | 2.092\*\*\* |
|  |  |  |  |  | (0.187) | (0.452) | (0.187) | (0.392) |
| empl\_m7 |  |  |  |  | 0.152 | 1.164 | 0.0469 | 1.048 |
|  |  |  |  |  | (0.142) | (0.166) | (0.142) | (0.149) |
| empl\_m8 |  |  |  |  | 0.115 | 1.122 | 0.0222 | 1.022 |
|  |  |  |  |  | (0.174) | (0.195) | (0.174) | (0.178) |
| empl\_m9 |  |  |  |  | -0.0212 | 0.979 | -0.115 | 0.892 |
|  |  |  |  |  | (0.315) | (0.308) | (0.330) | (0.294) |
| 2.mmanager1 |  |  |  |  | -0.0423 | 0.959 | -0.0601 | 0.942 |
|  |  |  |  |  | (0.171) | (0.164) | (0.177) | (0.167) |
| 3.mmanager1 |  |  |  |  | 1.096\* | 2.991\* | 1.304\*\* | 3.685\*\* |
|  |  |  |  |  | (0.640) | (1.914) | (0.652) | (2.402) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.388\*\*\* | 0.678\*\*\* |
|  |  |  |  |  |  |  | (0.104) | (0.0704) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.657\*\*\* | 0.518\*\*\* |
|  |  |  |  |  |  |  | (0.157) | (0.0815) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.685\*\* | 0.504\*\* |
|  |  |  |  |  |  |  | (0.289) | (0.146) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -1.246\*\*\* | 0.288\*\*\* |
|  |  |  |  |  |  |  | (0.303) | (0.0872) |
| 2.both |  |  |  |  |  |  | -0.268\* | 0.765\* |
|  |  |  |  |  |  |  | (0.153) | (0.117) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.163 | 1.177 |
|  |  |  |  |  |  |  | (0.175) | (0.206) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.243 | 1.275 |
|  |  |  |  |  |  |  | (0.189) | (0.241) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.0588 | 1.061 |
|  |  |  |  |  |  |  | (0.496) | (0.526) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.462\*\*\* | 0.232\*\*\* | -1.230\*\*\* | 0.292\*\*\* | -1.230\*\*\* | 0.292\*\*\* | -1.369\*\*\* | 0.254\*\*\* |
|  | (0.111) | (0.0258) | (0.271) | (0.0790) | (0.323) | (0.0945) | (0.363) | (0.0924) |
| Constant cut2 | 1.665\*\*\* | 5.283\*\*\* | 1.959\*\*\* | 7.091\*\*\* | 2.001\*\*\* | 7.393\*\*\* | 1.908\*\*\* | 6.741\*\*\* |
|  | (0.116) | (0.614) | (0.274) | (1.941) | (0.324) | (2.397) | (0.364) | (2.456) |
|  |  |  |  |  |  |  |  |  |
| Observations | 5,498 | 5,498 | 4,770 | 4,770 | 4,726 | 4,726 | 4,713 | 4,713 |
| Pseudo R-squared | 0.0880 |  | 0.0993 |  | 0.111 |  | 0.120 |  |
| ll | -505561 |  | -428978 |  | -420100 |  | -414556 |  |
| df\_m | 9 |  | 19 |  | 28 |  | 36 |  |
| chi2 | 418.1 |  | 409.7 |  | . |  | . |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Yunanistan (EL)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.441\*\*\* | 4.224\*\*\* | 1.340\*\*\* | 3.819\*\*\* | 1.319\*\*\* | 3.740\*\*\* | 1.176\*\*\* | 3.241\*\*\* |
|  | (0.0818) | (0.346) | (0.0850) | (0.325) | (0.0864) | (0.323) | (0.0889) | (0.288) |
| 3.better\_edu | 2.193\*\*\* | 8.960\*\*\* | 1.781\*\*\* | 5.933\*\*\* | 1.666\*\*\* | 5.292\*\*\* | 1.524\*\*\* | 4.593\*\*\* |
|  | (0.117) | (1.052) | (0.138) | (0.820) | (0.144) | (0.760) | (0.146) | (0.669) |
| 2.gender | 0.0774 | 1.081 | 0.0701 | 1.073 | 0.0776 | 1.081 | 0.0825 | 1.086 |
|  | (0.0624) | (0.0675) | (0.0635) | (0.0681) | (0.0635) | (0.0687) | (0.0641) | (0.0696) |
| 2.cohort | 0.0260 | 1.026 | 0.0130 | 1.013 | -0.0223 | 0.978 | -0.0924 | 0.912 |
|  | (0.135) | (0.139) | (0.136) | (0.138) | (0.136) | (0.133) | (0.137) | (0.125) |
| 3.cohort | 0.104 | 1.109 | 0.0924 | 1.097 | 0.0839 | 1.087 | -0.00710 | 0.993 |
|  | (0.136) | (0.151) | (0.139) | (0.152) | (0.139) | (0.151) | (0.140) | (0.139) |
| 4.cohort | 0.309\*\* | 1.362\*\* | 0.274\*\* | 1.315\*\* | 0.256\* | 1.292\* | 0.150 | 1.162 |
|  | (0.130) | (0.177) | (0.131) | (0.173) | (0.132) | (0.170) | (0.134) | (0.156) |
| 5.cohort | 0.314\*\* | 1.369\*\* | 0.312\*\* | 1.367\*\* | 0.291\*\* | 1.338\*\* | 0.172 | 1.188 |
|  | (0.127) | (0.174) | (0.128) | (0.174) | (0.128) | (0.171) | (0.129) | (0.154) |
| 6.cohort | 0.481\*\*\* | 1.618\*\*\* | 0.489\*\*\* | 1.631\*\*\* | 0.486\*\*\* | 1.626\*\*\* | 0.352\*\*\* | 1.422\*\*\* |
|  | (0.127) | (0.205) | (0.128) | (0.209) | (0.128) | (0.209) | (0.131) | (0.186) |
| 7.cohort | 0.539\*\*\* | 1.714\*\*\* | 0.552\*\*\* | 1.737\*\*\* | 0.560\*\*\* | 1.750\*\*\* | 0.396\*\*\* | 1.486\*\*\* |
|  | (0.133) | (0.228) | (0.135) | (0.234) | (0.136) | (0.238) | (0.138) | (0.205) |
| empl\_f1 |  |  | 0.144 | 1.155 | 0.331 | 1.392 | 0.361 | 1.435 |
|  |  |  | (1.279) | (1.477) | (1.218) | (1.696) | (0.964) | (1.383) |
| empl\_f3 |  |  | 0.0128 | 1.013 | -0.0658 | 0.936 | -0.223 | 0.800 |
|  |  |  | (0.342) | (0.346) | (0.332) | (0.311) | (0.330) | (0.264) |
| empl\_f4 |  |  | 0.567\*\* | 1.764\*\* | 0.573\*\* | 1.773\*\* | 0.351 | 1.420 |
|  |  |  | (0.243) | (0.429) | (0.246) | (0.435) | (0.247) | (0.351) |
| empl\_f5 |  |  | 0.778\*\*\* | 2.178\*\*\* | 0.680\*\* | 1.973\*\* | 0.479\* | 1.614\* |
|  |  |  | (0.279) | (0.608) | (0.282) | (0.555) | (0.288) | (0.465) |
| empl\_f6 |  |  | 0.705\*\* | 2.023\*\* | 0.734\*\* | 2.083\*\* | 0.499 | 1.647 |
|  |  |  | (0.310) | (0.627) | (0.308) | (0.642) | (0.319) | (0.525) |
| empl\_f7 |  |  | -0.0787 | 0.924 | -0.0581 | 0.944 | -0.207 | 0.813 |
|  |  |  | (0.216) | (0.200) | (0.217) | (0.205) | (0.217) | (0.177) |
| empl\_f8 |  |  | -0.111 | 0.895 | -0.119 | 0.888 | -0.269 | 0.764 |
|  |  |  | (0.253) | (0.226) | (0.255) | (0.226) | (0.254) | (0.194) |
| empl\_f9 |  |  | 0.0233 | 1.024 | -0.0708 | 0.932 | -0.184 | 0.832 |
|  |  |  | (0.347) | (0.355) | (0.370) | (0.345) | (0.377) | (0.314) |
| 2.fmanager1 |  |  | -0.243\*\*\* | 0.784\*\*\* | -0.208\*\* | 0.812\*\* | -0.179\* | 0.836\* |
|  |  |  | (0.0926) | (0.0726) | (0.0941) | (0.0765) | (0.0974) | (0.0815) |
| 3.fmanager1 |  |  | -0.325\* | 0.722\* | -0.278 | 0.757 | -0.253 | 0.776 |
|  |  |  | (0.168) | (0.122) | (0.178) | (0.134) | (0.177) | (0.137) |
| empl\_m1 |  |  |  |  | 1.049\*\* | 2.854\*\* | 0.959\* | 2.610\* |
|  |  |  |  |  | (0.531) | (1.515) | (0.511) | (1.333) |
| empl\_m3 |  |  |  |  | 0.614\*\* | 1.848\*\* | 0.848\*\*\* | 2.334\*\*\* |
|  |  |  |  |  | (0.311) | (0.575) | (0.313) | (0.731) |
| empl\_m4 |  |  |  |  | -0.162 | 0.851 | -0.202 | 0.817 |
|  |  |  |  |  | (0.236) | (0.201) | (0.232) | (0.189) |
| empl\_m5 |  |  |  |  | 0.378 | 1.460 | 0.385 | 1.469 |
|  |  |  |  |  | (0.250) | (0.365) | (0.247) | (0.362) |
| empl\_m6 |  |  |  |  | 0.0296 | 1.030 | 0.0140 | 1.014 |
|  |  |  |  |  | (0.457) | (0.471) | (0.482) | (0.488) |
| empl\_m7 |  |  |  |  | -0.410\*\*\* | 0.663\*\*\* | -0.327\*\*\* | 0.721\*\*\* |
|  |  |  |  |  | (0.0698) | (0.0463) | (0.0706) | (0.0509) |
| empl\_m8 |  |  |  |  | -0.422\*\*\* | 0.656\*\*\* | -0.376\*\* | 0.687\*\* |
|  |  |  |  |  | (0.154) | (0.101) | (0.156) | (0.107) |
| empl\_m9 |  |  |  |  | -0.0190 | 0.981 | -0.0604 | 0.941 |
|  |  |  |  |  | (0.406) | (0.399) | (0.430) | (0.405) |
| 2.mmanager1 |  |  |  |  | -0.151 | 0.860 | -0.154 | 0.857 |
|  |  |  |  |  | (0.238) | (0.204) | (0.242) | (0.207) |
| 3.mmanager1 |  |  |  |  | -0.561\* | 0.571\* | -0.599\* | 0.549\* |
|  |  |  |  |  | (0.331) | (0.189) | (0.335) | (0.184) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.486\*\*\* | 0.615\*\*\* |
|  |  |  |  |  |  |  | (0.0750) | (0.0461) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.799\*\*\* | 0.450\*\*\* |
|  |  |  |  |  |  |  | (0.133) | (0.0597) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.538\*\* | 0.584\*\* |
|  |  |  |  |  |  |  | (0.227) | (0.132) |
| 2.both |  |  |  |  |  |  | -0.0394 | 0.961 |
|  |  |  |  |  |  |  | (0.169) | (0.162) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.535\*\*\* | 1.707\*\*\* |
|  |  |  |  |  |  |  | (0.0978) | (0.167) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.717\*\*\* | 2.048\*\*\* |
|  |  |  |  |  |  |  | (0.113) | (0.231) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.526 | 1.692 |
|  |  |  |  |  |  |  | (0.449) | (0.759) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.456\*\*\* | 0.634\*\*\* | -0.721\*\*\* | 0.486\*\*\* | -1.034\*\*\* | 0.356\*\*\* | -0.990\*\*\* | 0.372\*\*\* |
|  | (0.110) | (0.0698) | (0.260) | (0.127) | (0.344) | (0.122) | (0.358) | (0.133) |
| Constant cut2 | 1.751\*\*\* | 5.762\*\*\* | 1.518\*\*\* | 4.564\*\*\* | 1.227\*\*\* | 3.411\*\*\* | 1.336\*\*\* | 3.806\*\*\* |
|  | (0.120) | (0.693) | (0.263) | (1.199) | (0.345) | (1.178) | (0.359) | (1.365) |
|  |  |  |  |  |  |  |  |  |
| Observations | 6,055 | 6,055 | 5,936 | 5,936 | 5,921 | 5,921 | 5,921 | 5,921 |
| Pseudo R-squared | 0.0908 |  | 0.101 |  | 0.107 |  | 0.123 |  |
| ll | -4.939e+06 |  | -4.783e+06 |  | -4.740e+06 |  | -4.655e+06 |  |
| df\_m | 9 |  | 19 |  | 28 |  | 35 |  |
| chi2 | 634.4 |  | 655.0 |  | . |  | . |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*İspanya (ES)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.163\*\*\* | 3.200\*\*\* | 0.928\*\*\* | 2.530\*\*\* | 0.896\*\*\* | 2.449\*\*\* | 0.837\*\*\* | 2.308\*\*\* |
|  | (0.0643) | (0.206) | (0.0681) | (0.172) | (0.0693) | (0.170) | (0.0702) | (0.162) |
| 3.better\_edu | 2.179\*\*\* | 8.838\*\*\* | 1.667\*\*\* | 5.294\*\*\* | 1.582\*\*\* | 4.866\*\*\* | 1.551\*\*\* | 4.717\*\*\* |
|  | (0.0704) | (0.622) | (0.0891) | (0.471) | (0.0962) | (0.468) | (0.0967) | (0.456) |
| 2.gender | 0.244\*\*\* | 1.277\*\*\* | 0.259\*\*\* | 1.296\*\*\* | 0.267\*\*\* | 1.306\*\*\* | 0.254\*\*\* | 1.289\*\*\* |
|  | (0.0391) | (0.0499) | (0.0406) | (0.0526) | (0.0409) | (0.0534) | (0.0414) | (0.0534) |
| 2.cohort | 0.333\*\*\* | 1.395\*\*\* | 0.368\*\*\* | 1.445\*\*\* | 0.360\*\*\* | 1.434\*\*\* | 0.370\*\*\* | 1.448\*\*\* |
|  | (0.0780) | (0.109) | (0.0810) | (0.117) | (0.0811) | (0.116) | (0.0820) | (0.119) |
| 3.cohort | 0.428\*\*\* | 1.534\*\*\* | 0.433\*\*\* | 1.542\*\*\* | 0.431\*\*\* | 1.539\*\*\* | 0.410\*\*\* | 1.507\*\*\* |
|  | (0.0745) | (0.114) | (0.0774) | (0.119) | (0.0779) | (0.120) | (0.0797) | (0.120) |
| 4.cohort | 0.595\*\*\* | 1.814\*\*\* | 0.597\*\*\* | 1.817\*\*\* | 0.598\*\*\* | 1.819\*\*\* | 0.563\*\*\* | 1.755\*\*\* |
|  | (0.0763) | (0.138) | (0.0799) | (0.145) | (0.0803) | (0.146) | (0.0824) | (0.145) |
| 5.cohort | 0.824\*\*\* | 2.279\*\*\* | 0.847\*\*\* | 2.332\*\*\* | 0.837\*\*\* | 2.309\*\*\* | 0.776\*\*\* | 2.173\*\*\* |
|  | (0.0790) | (0.180) | (0.0826) | (0.193) | (0.0833) | (0.192) | (0.0856) | (0.186) |
| 6.cohort | 0.846\*\*\* | 2.331\*\*\* | 0.891\*\*\* | 2.438\*\*\* | 0.897\*\*\* | 2.452\*\*\* | 0.799\*\*\* | 2.224\*\*\* |
|  | (0.0806) | (0.188) | (0.0838) | (0.204) | (0.0846) | (0.208) | (0.0857) | (0.191) |
| 7.cohort | 0.628\*\*\* | 1.874\*\*\* | 0.657\*\*\* | 1.930\*\*\* | 0.649\*\*\* | 1.914\*\*\* | 0.544\*\*\* | 1.723\*\*\* |
|  | (0.0843) | (0.158) | (0.0882) | (0.170) | (0.0894) | (0.171) | (0.0899) | (0.155) |
| empl\_f1 |  |  | -0.601\* | 0.548\* | -0.494 | 0.610 | -0.143 | 0.867 |
|  |  |  | (0.347) | (0.190) | (0.356) | (0.217) | (0.341) | (0.296) |
| empl\_f3 |  |  | 0.441\*\* | 1.554\*\* | 0.478\*\* | 1.614\*\* | 0.418\* | 1.519\* |
|  |  |  | (0.217) | (0.338) | (0.219) | (0.354) | (0.216) | (0.329) |
| empl\_f4 |  |  | 0.812\*\*\* | 2.251\*\*\* | 0.796\*\*\* | 2.216\*\*\* | 0.690\*\*\* | 1.994\*\*\* |
|  |  |  | (0.149) | (0.335) | (0.152) | (0.336) | (0.151) | (0.302) |
| empl\_f5 |  |  | 1.072\*\*\* | 2.920\*\*\* | 1.074\*\*\* | 2.926\*\*\* | 0.934\*\*\* | 2.546\*\*\* |
|  |  |  | (0.168) | (0.491) | (0.170) | (0.497) | (0.170) | (0.433) |
| empl\_f6 |  |  | 0.907\*\*\* | 2.476\*\*\* | 0.918\*\*\* | 2.505\*\*\* | 0.807\*\*\* | 2.241\*\*\* |
|  |  |  | (0.141) | (0.348) | (0.143) | (0.358) | (0.142) | (0.318) |
| empl\_f7 |  |  | 0.370\*\*\* | 1.448\*\*\* | 0.370\*\*\* | 1.448\*\*\* | 0.285\*\* | 1.329\*\* |
|  |  |  | (0.122) | (0.177) | (0.125) | (0.180) | (0.124) | (0.165) |
| empl\_f8 |  |  | -0.230\* | 0.795\* | -0.198 | 0.820 | -0.222 | 0.801 |
|  |  |  | (0.133) | (0.105) | (0.135) | (0.111) | (0.135) | (0.108) |
| empl\_f9 |  |  | 0.269 | 1.309 | 0.294 | 1.342 | 0.248 | 1.281 |
|  |  |  | (0.195) | (0.255) | (0.198) | (0.266) | (0.190) | (0.244) |
| 2.fmanager1 |  |  | -0.410\*\*\* | 0.663\*\*\* | -0.399\*\*\* | 0.671\*\*\* | -0.345\*\*\* | 0.708\*\*\* |
|  |  |  | (0.0550) | (0.0365) | (0.0563) | (0.0378) | (0.0568) | (0.0402) |
| 3.fmanager1 |  |  | -0.603 | 0.547 | -0.586 | 0.556 | -0.668\* | 0.513\* |
|  |  |  | (0.390) | (0.214) | (0.395) | (0.220) | (0.402) | (0.206) |
| empl\_m1 |  |  |  |  | 0.255 | 1.291 | 0.213 | 1.237 |
|  |  |  |  |  | (0.523) | (0.676) | (0.509) | (0.629) |
| empl\_m4 |  |  |  |  | 0.157 | 1.170 | 0.0744 | 1.077 |
|  |  |  |  |  | (0.197) | (0.231) | (0.191) | (0.206) |
| empl\_m5 |  |  |  |  | 0.233 | 1.263 | 0.166 | 1.181 |
|  |  |  |  |  | (0.157) | (0.198) | (0.158) | (0.186) |
| empl\_m6 |  |  |  |  | 0.372 | 1.451 | 0.302 | 1.353 |
|  |  |  |  |  | (0.233) | (0.339) | (0.226) | (0.306) |
| empl\_m7 |  |  |  |  | 0.143\*\* | 1.154\*\* | 0.0800 | 1.083 |
|  |  |  |  |  | (0.0589) | (0.0679) | (0.0598) | (0.0647) |
| empl\_m8 |  |  |  |  | -0.279\*\*\* | 0.757\*\*\* | -0.286\*\*\* | 0.752\*\*\* |
|  |  |  |  |  | (0.0832) | (0.0630) | (0.0846) | (0.0636) |
| empl\_m9 |  |  |  |  | -0.375 | 0.687 | -0.372 | 0.690 |
|  |  |  |  |  | (0.546) | (0.375) | (0.542) | (0.374) |
| 2.mmanager1 |  |  |  |  | -0.0595 | 0.942 | -0.0480 | 0.953 |
|  |  |  |  |  | (0.136) | (0.129) | (0.134) | (0.128) |
| 3.mmanager1 |  |  |  |  | -0.494 | 0.610 | -0.690 | 0.501 |
|  |  |  |  |  | (0.688) | (0.420) | (0.805) | (0.404) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.172\*\*\* | 0.842\*\*\* |
|  |  |  |  |  |  |  | (0.0541) | (0.0456) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.450\*\*\* | 0.638\*\*\* |
|  |  |  |  |  |  |  | (0.0797) | (0.0508) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.521\*\*\* | 0.594\*\*\* |
|  |  |  |  |  |  |  | (0.104) | (0.0616) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.839\*\*\* | 0.432\*\*\* |
|  |  |  |  |  |  |  | (0.121) | (0.0521) |
| 2.both |  |  |  |  |  |  | 0.109 | 1.115 |
|  |  |  |  |  |  |  | (0.110) | (0.123) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.704\*\*\* | 2.021\*\*\* |
|  |  |  |  |  |  |  | (0.0829) | (0.168) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.978\*\*\* | 2.660\*\*\* |
|  |  |  |  |  |  |  | (0.0880) | (0.234) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.00763 | 1.008 |
|  |  |  |  |  |  |  | (0.664) | (0.669) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | 0.628\*\*\* | 1.873\*\*\* | 0.598\*\*\* | 1.818\*\*\* | 0.557\*\*\* | 1.745\*\*\* | 1.038\*\*\* | 2.823\*\*\* |
|  | (0.0656) | (0.123) | (0.147) | (0.267) | (0.196) | (0.342) | (0.204) | (0.576) |
| Constant cut2 | 1.799\*\*\* | 6.041\*\*\* | 1.811\*\*\* | 6.114\*\*\* | 1.770\*\*\* | 5.873\*\*\* | 2.285\*\*\* | 9.825\*\*\* |
|  | (0.0685) | (0.414) | (0.148) | (0.906) | (0.197) | (1.156) | (0.205) | (2.014) |
|  |  |  |  |  |  |  |  |  |
| Observations | 15,916 | 15,916 | 15,198 | 15,198 | 15,044 | 15,044 | 14,993 | 14,993 |
| Pseudo R-squared | 0.0766 |  | 0.0945 |  | 0.0963 |  | 0.112 |  |
| ll | -2.290e+07 |  | -2.150e+07 |  | -2.120e+07 |  | -2.080e+07 |  |
| df\_m | 9 |  | 19 |  | 28 |  | 36 |  |
| chi2 | 1459 |  | 1685 |  | 1693 |  | 1807 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Finlandiya (FI)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 0.585\*\*\* | 1.795\*\*\* | 0.563\*\*\* | 1.756\*\*\* | 0.462\*\*\* | 1.587\*\*\* | 0.471\*\*\* | 1.601\*\*\* |
|  | (0.0899) | (0.161) | (0.100) | (0.176) | (0.109) | (0.173) | (0.110) | (0.176) |
| 3.better\_edu | 1.468\*\*\* | 4.342\*\*\* | 1.262\*\*\* | 3.532\*\*\* | 1.138\*\*\* | 3.122\*\*\* | 1.137\*\*\* | 3.117\*\*\* |
|  | (0.0983) | (0.427) | (0.124) | (0.437) | (0.136) | (0.424) | (0.138) | (0.429) |
| 2.gender | 0.649\*\*\* | 1.913\*\*\* | 0.710\*\*\* | 2.033\*\*\* | 0.752\*\*\* | 2.122\*\*\* | 0.753\*\*\* | 2.124\*\*\* |
|  | (0.0712) | (0.136) | (0.0799) | (0.162) | (0.0855) | (0.181) | (0.0860) | (0.183) |
| 2.cohort | 0.112 | 1.119 | 0.0296 | 1.030 | 0.0276 | 1.028 | 0.0196 | 1.020 |
|  | (0.123) | (0.137) | (0.141) | (0.145) | (0.174) | (0.179) | (0.177) | (0.180) |
| 3.cohort | 0.459\*\*\* | 1.582\*\*\* | 0.411\*\*\* | 1.509\*\*\* | 0.410\*\* | 1.508\*\* | 0.357\*\* | 1.429\*\* |
|  | (0.129) | (0.204) | (0.152) | (0.229) | (0.178) | (0.268) | (0.182) | (0.261) |
| 4.cohort | 0.375\*\*\* | 1.455\*\*\* | 0.541\*\*\* | 1.718\*\*\* | 0.653\*\*\* | 1.922\*\*\* | 0.589\*\*\* | 1.803\*\*\* |
|  | (0.138) | (0.201) | (0.151) | (0.259) | (0.177) | (0.340) | (0.182) | (0.327) |
| 5.cohort | 0.401\*\*\* | 1.494\*\*\* | 0.371\*\* | 1.450\*\* | 0.385\*\* | 1.469\*\* | 0.317\* | 1.374\* |
|  | (0.137) | (0.204) | (0.151) | (0.220) | (0.176) | (0.259) | (0.181) | (0.249) |
| 6.cohort | 0.237\* | 1.268\* | 0.189 | 1.208 | 0.216 | 1.241 | 0.179 | 1.196 |
|  | (0.130) | (0.165) | (0.145) | (0.175) | (0.167) | (0.207) | (0.171) | (0.205) |
| 7.cohort | -0.165 | 0.848 | -0.201 | 0.818 | -0.156 | 0.856 | -0.204 | 0.816 |
|  | (0.144) | (0.122) | (0.164) | (0.135) | (0.180) | (0.154) | (0.185) | (0.151) |
| empl\_f1 |  |  | -0.480 | 0.619 | -0.498 | 0.608 | -0.584\* | 0.558\* |
|  |  |  | (0.327) | (0.203) | (0.329) | (0.200) | (0.341) | (0.190) |
| empl\_f3 |  |  | -0.123 | 0.885 | -0.0664 | 0.936 | -0.117 | 0.890 |
|  |  |  | (0.514) | (0.454) | (0.517) | (0.483) | (0.540) | (0.480) |
| empl\_f4 |  |  | 0.130 | 1.139 | 0.167 | 1.182 | 0.0992 | 1.104 |
|  |  |  | (0.334) | (0.380) | (0.339) | (0.400) | (0.353) | (0.390) |
| empl\_f5 |  |  | 0.238 | 1.269 | 0.345 | 1.412 | 0.273 | 1.314 |
|  |  |  | (0.312) | (0.395) | (0.316) | (0.447) | (0.331) | (0.435) |
| empl\_f6 |  |  | -0.00852 | 0.992 | 0.0351 | 1.036 | -0.0765 | 0.926 |
|  |  |  | (0.301) | (0.299) | (0.307) | (0.318) | (0.323) | (0.299) |
| empl\_f7 |  |  | -0.214 | 0.807 | -0.209 | 0.811 | -0.308 | 0.735 |
|  |  |  | (0.267) | (0.215) | (0.273) | (0.221) | (0.289) | (0.213) |
| empl\_f8 |  |  | -0.353 | 0.703 | -0.324 | 0.724 | -0.390 | 0.677 |
|  |  |  | (0.345) | (0.242) | (0.357) | (0.259) | (0.364) | (0.247) |
| empl\_f9 |  |  | -0.423 | 0.655 | -0.294 | 0.745 | -0.378 | 0.685 |
|  |  |  | (0.272) | (0.178) | (0.289) | (0.216) | (0.302) | (0.207) |
| empl\_m1 |  |  |  |  | 0.304 | 1.356 | 0.261 | 1.298 |
|  |  |  |  |  | (0.286) | (0.387) | (0.291) | (0.378) |
| empl\_m4 |  |  |  |  | 0.822\* | 2.275\* | 0.759\* | 2.137\* |
|  |  |  |  |  | (0.439) | (0.999) | (0.446) | (0.952) |
| empl\_m5 |  |  |  |  | 0.132 | 1.142 | 0.0686 | 1.071 |
|  |  |  |  |  | (0.217) | (0.247) | (0.221) | (0.236) |
| empl\_m6 |  |  |  |  | 0.0302 | 1.031 | -0.00582 | 0.994 |
|  |  |  |  |  | (0.231) | (0.238) | (0.233) | (0.232) |
| empl\_m7 |  |  |  |  | 0.199 | 1.220 | 0.148 | 1.159 |
|  |  |  |  |  | (0.183) | (0.224) | (0.189) | (0.219) |
| empl\_m8 |  |  |  |  | 0.107 | 1.113 | 0.0698 | 1.072 |
|  |  |  |  |  | (0.203) | (0.226) | (0.207) | (0.222) |
| empl\_m9 |  |  |  |  | -0.0153 | 0.985 | -0.0560 | 0.946 |
|  |  |  |  |  | (0.231) | (0.228) | (0.231) | (0.218) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.0813 | 0.922 |
|  |  |  |  |  |  |  | (0.106) | (0.0975) |
| 3.nchild\_groups1 |  |  |  |  |  |  | 0.0444 | 1.045 |
|  |  |  |  |  |  |  | (0.179) | (0.187) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.733\*\* | 0.481\*\* |
|  |  |  |  |  |  |  | (0.306) | (0.147) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.604\*\* | 0.547\*\* |
|  |  |  |  |  |  |  | (0.244) | (0.133) |
| 2.both |  |  |  |  |  |  | -0.704\*\* | 0.495\*\* |
|  |  |  |  |  |  |  | (0.336) | (0.166) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.0402 | 1.041 |
|  |  |  |  |  |  |  | (0.207) | (0.216) |
| 3.fin\_sit1 |  |  |  |  |  |  | -0.00542 | 0.995 |
|  |  |  |  |  |  |  | (0.217) | (0.215) |
| 4.fin\_sit1 |  |  |  |  |  |  | -0.528 | 0.590 |
|  |  |  |  |  |  |  | (0.330) | (0.194) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.127\*\*\* | 0.324\*\*\* | -1.513\*\*\* | 0.220\*\*\* | -1.444\*\*\* | 0.236\*\*\* | -1.684\*\*\* | 0.186\*\*\* |
|  | (0.101) | (0.0328) | (0.290) | (0.0639) | (0.316) | (0.0745) | (0.382) | (0.0708) |
| Constant cut2 | 1.404\*\*\* | 4.073\*\*\* | 1.074\*\*\* | 2.926\*\*\* | 1.218\*\*\* | 3.381\*\*\* | 1.006\*\*\* | 2.736\*\*\* |
|  | (0.0996) | (0.406) | (0.285) | (0.833) | (0.309) | (1.045) | (0.375) | (1.026) |
|  |  |  |  |  |  |  |  |  |
| Observations | 5,124 | 5,124 | 4,145 | 4,145 | 3,618 | 3,618 | 3,595 | 3,595 |
| Pseudo R-squared | 0.0622 |  | 0.0677 |  | 0.0669 |  | 0.0717 |  |
| ll | -1.227e+06 |  | -957905 |  | -830711 |  | -821178 |  |
| df\_m | 9 |  | 17 |  | 24 |  | 32 |  |
| chi2 | 382.3 |  | 311.3 |  | 261.9 |  | 270.4 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Fransa (FR)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.257\*\*\* | 3.515\*\*\* | 0.980\*\*\* | 2.665\*\*\* | 0.916\*\*\* | 2.499\*\*\* | 0.970\*\*\* | 2.637\*\*\* |
|  | (0.0732) | (0.257) | (0.0789) | (0.210) | (0.0807) | (0.202) | (0.0934) | (0.246) |
| 3.better\_edu | 1.898\*\*\* | 6.672\*\*\* | 1.323\*\*\* | 3.756\*\*\* | 1.194\*\*\* | 3.300\*\*\* | 1.356\*\*\* | 3.879\*\*\* |
|  | (0.0748) | (0.499) | (0.0895) | (0.336) | (0.0943) | (0.311) | (0.106) | (0.413) |
| 2.gender | 0.102\*\* | 1.107\*\* | 0.0960\*\* | 1.101\*\* | 0.106\*\* | 1.111\*\* | 0.0643 | 1.066 |
|  | (0.0421) | (0.0466) | (0.0440) | (0.0484) | (0.0445) | (0.0495) | (0.0512) | (0.0546) |
| 2.cohort | 0.316\*\*\* | 1.371\*\*\* | 0.312\*\*\* | 1.365\*\*\* | 0.292\*\*\* | 1.339\*\*\* | 0.256\*\*\* | 1.292\*\*\* |
|  | (0.0756) | (0.104) | (0.0776) | (0.106) | (0.0786) | (0.105) | (0.0902) | (0.117) |
| 3.cohort | 0.561\*\*\* | 1.752\*\*\* | 0.561\*\*\* | 1.753\*\*\* | 0.523\*\*\* | 1.688\*\*\* | 0.528\*\*\* | 1.696\*\*\* |
|  | (0.0733) | (0.128) | (0.0758) | (0.133) | (0.0767) | (0.130) | (0.0869) | (0.147) |
| 4.cohort | 0.817\*\*\* | 2.263\*\*\* | 0.823\*\*\* | 2.278\*\*\* | 0.768\*\*\* | 2.156\*\*\* | 0.716\*\*\* | 2.045\*\*\* |
|  | (0.0739) | (0.167) | (0.0770) | (0.175) | (0.0783) | (0.169) | (0.0903) | (0.185) |
| 5.cohort | 1.016\*\*\* | 2.762\*\*\* | 1.037\*\*\* | 2.821\*\*\* | 0.981\*\*\* | 2.667\*\*\* | 0.939\*\*\* | 2.557\*\*\* |
|  | (0.0797) | (0.220) | (0.0824) | (0.232) | (0.0840) | (0.224) | (0.0972) | (0.248) |
| 6.cohort | 1.199\*\*\* | 3.316\*\*\* | 1.248\*\*\* | 3.484\*\*\* | 1.166\*\*\* | 3.210\*\*\* | 1.122\*\*\* | 3.070\*\*\* |
|  | (0.0815) | (0.270) | (0.0851) | (0.297) | (0.0869) | (0.279) | (0.0990) | (0.304) |
| 7.cohort | 1.125\*\*\* | 3.079\*\*\* | 1.153\*\*\* | 3.168\*\*\* | 1.076\*\*\* | 2.933\*\*\* | 1.028\*\*\* | 2.794\*\*\* |
|  | (0.0875) | (0.269) | (0.0917) | (0.291) | (0.0936) | (0.275) | (0.110) | (0.308) |
| empl\_f1 |  |  | -0.206 | 0.814 | -0.0696 | 0.933 | -0.158 | 0.853 |
|  |  |  | (0.346) | (0.282) | (0.338) | (0.315) | (0.390) | (0.333) |
| empl\_f3 |  |  | 0.683\*\*\* | 1.980\*\*\* | 0.763\*\*\* | 2.145\*\*\* | 0.694\*\*\* | 2.002\*\*\* |
|  |  |  | (0.235) | (0.466) | (0.239) | (0.514) | (0.263) | (0.526) |
| empl\_f4 |  |  | 0.266\* | 1.305\* | 0.249 | 1.282 | 0.0673 | 1.070 |
|  |  |  | (0.151) | (0.198) | (0.155) | (0.199) | (0.179) | (0.191) |
| empl\_f5 |  |  | 0.941\*\*\* | 2.564\*\*\* | 0.934\*\*\* | 2.545\*\*\* | 0.812\*\*\* | 2.253\*\*\* |
|  |  |  | (0.170) | (0.437) | (0.174) | (0.444) | (0.199) | (0.449) |
| empl\_f6 |  |  | 0.489\*\*\* | 1.631\*\*\* | 0.490\*\*\* | 1.632\*\*\* | 0.323\* | 1.381\* |
|  |  |  | (0.137) | (0.224) | (0.141) | (0.230) | (0.165) | (0.228) |
| empl\_f7 |  |  | 0.0334 | 1.034 | 0.0321 | 1.033 | -0.147 | 0.863 |
|  |  |  | (0.124) | (0.129) | (0.128) | (0.132) | (0.149) | (0.128) |
| empl\_f8 |  |  | -0.293\*\* | 0.746\*\* | -0.223\* | 0.800\* | -0.313\*\* | 0.731\*\* |
|  |  |  | (0.127) | (0.0949) | (0.130) | (0.104) | (0.151) | (0.111) |
| empl\_f9 |  |  | 0.272 | 1.313 | 0.217 | 1.242 | -0.0299 | 0.971 |
|  |  |  | (0.228) | (0.299) | (0.224) | (0.278) | (0.263) | (0.256) |
| 2.fmanager1 |  |  | -0.383\*\*\* | 0.682\*\*\* | -0.409\*\*\* | 0.665\*\*\* | -0.393\*\*\* | 0.675\*\*\* |
|  |  |  | (0.0540) | (0.0368) | (0.0556) | (0.0370) | (0.0649) | (0.0438) |
| 3.fmanager1 |  |  | -0.717\*\*\* | 0.488\*\*\* | -0.733\*\*\* | 0.481\*\*\* | -0.523\*\*\* | 0.593\*\*\* |
|  |  |  | (0.129) | (0.0630) | (0.133) | (0.0638) | (0.152) | (0.0900) |
| empl\_m1 |  |  |  |  | -0.145 | 0.865 | -0.514 | 0.598 |
|  |  |  |  |  | (0.503) | (0.435) | (0.744) | (0.445) |
| empl\_m3 |  |  |  |  | 0.142 | 1.152 | -0.113 | 0.893 |
|  |  |  |  |  | (0.433) | (0.499) | (0.492) | (0.439) |
| empl\_m4 |  |  |  |  | 0.536\*\* | 1.710\*\* | 0.597\*\* | 1.816\*\* |
|  |  |  |  |  | (0.220) | (0.376) | (0.263) | (0.477) |
| empl\_m5 |  |  |  |  | 0.614\*\*\* | 1.848\*\*\* | 0.443\*\*\* | 1.558\*\*\* |
|  |  |  |  |  | (0.149) | (0.276) | (0.169) | (0.263) |
| empl\_m6 |  |  |  |  | 0.373\*\*\* | 1.451\*\*\* | 0.327\*\* | 1.387\*\* |
|  |  |  |  |  | (0.125) | (0.181) | (0.146) | (0.203) |
| empl\_m7 |  |  |  |  | 0.298\*\*\* | 1.348\*\*\* | 0.264\*\*\* | 1.302\*\*\* |
|  |  |  |  |  | (0.0517) | (0.0697) | (0.0597) | (0.0776) |
| empl\_m8 |  |  |  |  | 0.101 | 1.107 | 0.0540 | 1.056 |
|  |  |  |  |  | (0.0898) | (0.0994) | (0.107) | (0.113) |
| empl\_m9 |  |  |  |  | 0.862\*\*\* | 2.369\*\*\* | 0.715\* | 2.044\* |
|  |  |  |  |  | (0.324) | (0.768) | (0.390) | (0.798) |
| 2.mmanager1 |  |  |  |  | -0.00185 | 0.998 | -0.0559 | 0.946 |
|  |  |  |  |  | (0.0916) | (0.0914) | (0.111) | (0.105) |
| 3.mmanager1 |  |  |  |  | -0.112 | 0.894 | -0.247 | 0.781 |
|  |  |  |  |  | (0.188) | (0.168) | (0.221) | (0.172) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.379\*\*\* | 0.685\*\*\* |
|  |  |  |  |  |  |  | (0.0693) | (0.0474) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.508\*\*\* | 0.602\*\*\* |
|  |  |  |  |  |  |  | (0.0992) | (0.0597) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.454\*\*\* | 0.635\*\*\* |
|  |  |  |  |  |  |  | (0.132) | (0.0838) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.944\*\*\* | 0.389\*\*\* |
|  |  |  |  |  |  |  | (0.133) | (0.0518) |
| 2.both |  |  |  |  |  |  | -0.471\*\*\* | 0.624\*\*\* |
|  |  |  |  |  |  |  | (0.0894) | (0.0558) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.347\*\*\* | 1.415\*\*\* |
|  |  |  |  |  |  |  | (0.0847) | (0.120) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.0967 | 1.102 |
|  |  |  |  |  |  |  | (0.0949) | (0.104) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.182 | 1.199 |
|  |  |  |  |  |  |  | (0.141) | (0.169) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.510\*\*\* | 0.601\*\*\* | -0.853\*\*\* | 0.426\*\*\* | -0.775\*\*\* | 0.461\*\*\* | -1.009\*\*\* | 0.365\*\*\* |
|  | (0.0577) | (0.0347) | (0.140) | (0.0596) | (0.163) | (0.0753) | (0.204) | (0.0744) |
| Constant cut2 | 1.995\*\*\* | 7.350\*\*\* | 1.727\*\*\* | 5.622\*\*\* | 1.815\*\*\* | 6.140\*\*\* | 1.690\*\*\* | 5.418\*\*\* |
|  | (0.0623) | (0.458) | (0.141) | (0.794) | (0.165) | (1.013) | (0.206) | (1.114) |
|  |  |  |  |  |  |  |  |  |
| Observations | 11,384 | 11,384 | 10,752 | 10,752 | 10,603 | 10,603 | 8,232 | 8,232 |
| Pseudo R-squared | 0.0945 |  | 0.113 |  | 0.116 |  | 0.134 |  |
| ll | -2.480e+07 |  | -2.280e+07 |  | -2.240e+07 |  | -1.710e+07 |  |
| df\_m | 9 |  | 19 |  | 29 |  | 37 |  |
| chi2 | 1341 |  | 1469 |  | 1497 |  | 1389 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Hırvatistan (HR)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.540\*\*\* | 4.663\*\*\* | 1.318\*\*\* | 3.734\*\*\* | 1.237\*\*\* | 3.447\*\*\* | 1.111\*\*\* | 3.038\*\*\* |
|  | (0.0750) | (0.350) | (0.0805) | (0.300) | (0.0848) | (0.292) | (0.0858) | (0.261) |
| 3.better\_edu | 2.852\*\*\* | 17.32\*\*\* | 2.183\*\*\* | 8.877\*\*\* | 1.947\*\*\* | 7.004\*\*\* | 1.823\*\*\* | 6.192\*\*\* |
|  | (0.116) | (2.005) | (0.139) | (1.236) | (0.155) | (1.083) | (0.157) | (0.973) |
| 2.gender | -0.0337 | 0.967 | -0.0275 | 0.973 | -0.0258 | 0.975 | -0.0276 | 0.973 |
|  | (0.0582) | (0.0563) | (0.0596) | (0.0580) | (0.0601) | (0.0586) | (0.0608) | (0.0591) |
| 2.cohort | 0.0862 | 1.090 | 0.135 | 1.145 | 0.129 | 1.138 | 0.0951 | 1.100 |
|  | (0.104) | (0.114) | (0.107) | (0.122) | (0.108) | (0.123) | (0.110) | (0.121) |
| 3.cohort | 0.338\*\*\* | 1.403\*\*\* | 0.387\*\*\* | 1.472\*\*\* | 0.381\*\*\* | 1.463\*\*\* | 0.324\*\*\* | 1.383\*\*\* |
|  | (0.104) | (0.146) | (0.106) | (0.155) | (0.107) | (0.157) | (0.109) | (0.150) |
| 4.cohort | 0.0840 | 1.088 | 0.104 | 1.110 | 0.0723 | 1.075 | -0.0414 | 0.959 |
|  | (0.0999) | (0.109) | (0.102) | (0.113) | (0.104) | (0.111) | (0.106) | (0.102) |
| 5.cohort | 0.0629 | 1.065 | 0.0811 | 1.085 | 0.0281 | 1.028 | -0.0828 | 0.921 |
|  | (0.112) | (0.119) | (0.114) | (0.124) | (0.117) | (0.121) | (0.119) | (0.110) |
| 6.cohort | 0.181 | 1.199 | 0.279\*\* | 1.321\*\* | 0.225\* | 1.252\* | 0.127 | 1.136 |
|  | (0.116) | (0.139) | (0.119) | (0.158) | (0.123) | (0.154) | (0.124) | (0.141) |
| 7.cohort | 0.476\*\*\* | 1.609\*\*\* | 0.558\*\*\* | 1.746\*\*\* | 0.507\*\*\* | 1.661\*\*\* | 0.507\*\*\* | 1.661\*\*\* |
|  | (0.111) | (0.179) | (0.115) | (0.201) | (0.118) | (0.196) | (0.119) | (0.197) |
| empl\_f1 |  |  | -0.673\*\*\* | 0.510\*\*\* | -0.660\*\*\* | 0.517\*\*\* | -0.758\*\*\* | 0.469\*\*\* |
|  |  |  | (0.180) | (0.0918) | (0.183) | (0.0946) | (0.185) | (0.0869) |
| empl\_f3 |  |  | 0.787\*\* | 2.196\*\* | 0.866\*\*\* | 2.378\*\*\* | 0.693\*\* | 2.000\*\* |
|  |  |  | (0.319) | (0.700) | (0.325) | (0.774) | (0.339) | (0.679) |
| empl\_f4 |  |  | 0.662\*\*\* | 1.938\*\*\* | 0.596\*\* | 1.815\*\* | 0.443\* | 1.557\* |
|  |  |  | (0.249) | (0.482) | (0.253) | (0.460) | (0.258) | (0.401) |
| empl\_f5 |  |  | 1.008\*\*\* | 2.741\*\*\* | 0.997\*\*\* | 2.710\*\*\* | 0.854\*\*\* | 2.348\*\*\* |
|  |  |  | (0.214) | (0.587) | (0.218) | (0.591) | (0.223) | (0.523) |
| empl\_f6 |  |  | 0.486\*\*\* | 1.626\*\*\* | 0.471\*\*\* | 1.601\*\*\* | 0.315\* | 1.370\* |
|  |  |  | (0.154) | (0.250) | (0.156) | (0.249) | (0.161) | (0.221) |
| empl\_f7 |  |  | 0.0517 | 1.053 | 0.0584 | 1.060 | -0.101 | 0.903 |
|  |  |  | (0.117) | (0.123) | (0.118) | (0.125) | (0.124) | (0.112) |
| empl\_f8 |  |  | -0.155 | 0.857 | -0.142 | 0.868 | -0.253\* | 0.776\* |
|  |  |  | (0.124) | (0.107) | (0.126) | (0.110) | (0.133) | (0.103) |
| empl\_f9 |  |  | 0.707\*\*\* | 2.027\*\*\* | 0.634\*\*\* | 1.885\*\*\* | 0.496\*\* | 1.643\*\* |
|  |  |  | (0.209) | (0.424) | (0.216) | (0.407) | (0.224) | (0.368) |
| 2.fmanager1 |  |  | -0.273\*\*\* | 0.761\*\*\* | -0.259\*\* | 0.772\*\* | -0.207\* | 0.813\* |
|  |  |  | (0.105) | (0.0801) | (0.107) | (0.0823) | (0.108) | (0.0881) |
| 3.fmanager1 |  |  | -0.139 | 0.870 | -0.158 | 0.854 | -0.120 | 0.887 |
|  |  |  | (0.136) | (0.118) | (0.140) | (0.119) | (0.145) | (0.128) |
| empl\_m1 |  |  |  |  | 0.0426 | 1.044 | 0.0161 | 1.016 |
|  |  |  |  |  | (0.185) | (0.193) | (0.195) | (0.198) |
| empl\_m4 |  |  |  |  | 0.190 | 1.209 | 0.0370 | 1.038 |
|  |  |  |  |  | (0.501) | (0.606) | (0.485) | (0.503) |
| empl\_m5 |  |  |  |  | 0.571\*\*\* | 1.769\*\*\* | 0.459\*\*\* | 1.582\*\*\* |
|  |  |  |  |  | (0.155) | (0.274) | (0.156) | (0.247) |
| empl\_m6 |  |  |  |  | 0.232 | 1.261 | 0.0504 | 1.052 |
|  |  |  |  |  | (0.157) | (0.198) | (0.161) | (0.169) |
| empl\_m7 |  |  |  |  | 0.222\*\* | 1.248\*\* | 0.102 | 1.107 |
|  |  |  |  |  | (0.0889) | (0.111) | (0.0910) | (0.101) |
| empl\_m8 |  |  |  |  | -0.0304 | 0.970 | -0.139 | 0.870 |
|  |  |  |  |  | (0.0962) | (0.0933) | (0.0992) | (0.0863) |
| empl\_m9 |  |  |  |  | 0.598\*\* | 1.819\*\* | 0.476\* | 1.610\* |
|  |  |  |  |  | (0.257) | (0.467) | (0.255) | (0.410) |
| 2.mmanager1 |  |  |  |  | -0.132 | 0.876 | -0.123 | 0.884 |
|  |  |  |  |  | (0.162) | (0.142) | (0.164) | (0.145) |
| 3.mmanager1 |  |  |  |  | -0.115 | 0.892 | -0.0735 | 0.929 |
|  |  |  |  |  | (0.232) | (0.207) | (0.238) | (0.221) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.182\*\* | 0.834\*\* |
|  |  |  |  |  |  |  | (0.0856) | (0.0713) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.523\*\*\* | 0.593\*\*\* |
|  |  |  |  |  |  |  | (0.124) | (0.0734) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.847\*\*\* | 0.429\*\*\* |
|  |  |  |  |  |  |  | (0.196) | (0.0840) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.744\*\*\* | 0.475\*\*\* |
|  |  |  |  |  |  |  | (0.180) | (0.0856) |
| 2.both |  |  |  |  |  |  | -0.263\*\* | 0.769\*\* |
|  |  |  |  |  |  |  | (0.125) | (0.0963) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.581\*\*\* | 1.788\*\*\* |
|  |  |  |  |  |  |  | (0.0843) | (0.151) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.604\*\*\* | 1.830\*\*\* |
|  |  |  |  |  |  |  | (0.0948) | (0.174) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.380\*\* | 1.463\*\* |
|  |  |  |  |  |  |  | (0.192) | (0.281) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.708\*\*\* | 0.493\*\*\* | -0.969\*\*\* | 0.379\*\*\* | -1.085\*\*\* | 0.338\*\*\* | -1.065\*\*\* | 0.345\*\*\* |
|  | (0.0797) | (0.0392) | (0.165) | (0.0627) | (0.228) | (0.0772) | (0.237) | (0.0817) |
| Constant cut2 | 2.994\*\*\* | 19.96\*\*\* | 2.801\*\*\* | 16.46\*\*\* | 2.705\*\*\* | 14.95\*\*\* | 2.803\*\*\* | 16.49\*\*\* |
|  | (0.0989) | (1.975) | (0.171) | (2.821) | (0.233) | (3.488) | (0.242) | (3.985) |
|  |  |  |  |  |  |  |  |  |
| Observations | 6,737 | 6,737 | 6,487 | 6,487 | 6,426 | 6,426 | 6,367 | 6,367 |
| Pseudo R-squared | 0.114 |  | 0.127 |  | 0.131 |  | 0.144 |  |
| ll | -1.438e+06 |  | -1.365e+06 |  | -1.347e+06 |  | -1.313e+06 |  |
| df\_m | 9 |  | 19 |  | 28 |  | 36 |  |
| chi2 | 871.7 |  | 949.5 |  | 976.7 |  | 1074 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Macaristan (HU)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.588\*\*\* | 4.896\*\*\* | 1.371\*\*\* | 3.938\*\*\* | 1.188\*\*\* | 3.281\*\*\* | 1.099\*\*\* | 3.002\*\*\* |
|  | (0.0495) | (0.243) | (0.0528) | (0.208) | (0.0546) | (0.179) | (0.0556) | (0.167) |
| 3.better\_edu | 2.911\*\*\* | 18.38\*\*\* | 2.196\*\*\* | 8.988\*\*\* | 1.799\*\*\* | 6.041\*\*\* | 1.714\*\*\* | 5.549\*\*\* |
|  | (0.0728) | (1.338) | (0.0974) | (0.875) | (0.109) | (0.656) | (0.111) | (0.617) |
| 2.gender | 0.182\*\*\* | 1.199\*\*\* | 0.206\*\*\* | 1.228\*\*\* | 0.203\*\*\* | 1.225\*\*\* | 0.216\*\*\* | 1.241\*\*\* |
|  | (0.0395) | (0.0473) | (0.0406) | (0.0498) | (0.0410) | (0.0502) | (0.0417) | (0.0517) |
| 2.cohort | 0.0850 | 1.089 | 0.104 | 1.109 | 0.0575 | 1.059 | -0.00766 | 0.992 |
|  | (0.0693) | (0.0755) | (0.0716) | (0.0794) | (0.0721) | (0.0764) | (0.0737) | (0.0731) |
| 3.cohort | 0.188\*\*\* | 1.206\*\*\* | 0.201\*\*\* | 1.223\*\*\* | 0.104 | 1.110 | 0.0407 | 1.042 |
|  | (0.0717) | (0.0865) | (0.0737) | (0.0901) | (0.0746) | (0.0828) | (0.0757) | (0.0788) |
| 4.cohort | 0.0489 | 1.050 | 0.0676 | 1.070 | -0.0655 | 0.937 | -0.120 | 0.887 |
|  | (0.0714) | (0.0750) | (0.0734) | (0.0785) | (0.0746) | (0.0698) | (0.0759) | (0.0673) |
| 5.cohort | 0.0359 | 1.037 | 0.0546 | 1.056 | -0.112 | 0.894 | -0.150\* | 0.861\* |
|  | (0.0721) | (0.0748) | (0.0740) | (0.0782) | (0.0751) | (0.0671) | (0.0765) | (0.0658) |
| 6.cohort | 0.0362 | 1.037 | 0.0969 | 1.102 | -0.0604 | 0.941 | -0.111 | 0.895 |
|  | (0.0722) | (0.0748) | (0.0742) | (0.0817) | (0.0755) | (0.0710) | (0.0774) | (0.0693) |
| 7.cohort | 0.0150 | 1.015 | 0.0515 | 1.053 | -0.114 | 0.893 | -0.138\* | 0.871\* |
|  | (0.0770) | (0.0782) | (0.0796) | (0.0838) | (0.0811) | (0.0723) | (0.0822) | (0.0716) |
| empl\_f1 |  |  | -0.265 | 0.767 | -0.195 | 0.823 | -0.0542 | 0.947 |
|  |  |  | (0.396) | (0.304) | (0.391) | (0.322) | (0.406) | (0.384) |
| empl\_f3 |  |  | 0.594\*\*\* | 1.811\*\*\* | 0.500\*\* | 1.648\*\* | 0.316 | 1.372 |
|  |  |  | (0.217) | (0.393) | (0.220) | (0.362) | (0.226) | (0.311) |
| empl\_f4 |  |  | 1.327\*\*\* | 3.768\*\*\* | 1.240\*\*\* | 3.457\*\*\* | 1.079\*\*\* | 2.942\*\*\* |
|  |  |  | (0.182) | (0.687) | (0.182) | (0.629) | (0.189) | (0.556) |
| empl\_f5 |  |  | 1.587\*\*\* | 4.891\*\*\* | 1.507\*\*\* | 4.515\*\*\* | 1.351\*\*\* | 3.862\*\*\* |
|  |  |  | (0.169) | (0.827) | (0.170) | (0.767) | (0.177) | (0.683) |
| empl\_f6 |  |  | 1.077\*\*\* | 2.937\*\*\* | 0.970\*\*\* | 2.638\*\*\* | 0.794\*\*\* | 2.212\*\*\* |
|  |  |  | (0.153) | (0.450) | (0.153) | (0.403) | (0.158) | (0.350) |
| empl\_f7 |  |  | 0.668\*\*\* | 1.950\*\*\* | 0.609\*\*\* | 1.838\*\*\* | 0.447\*\*\* | 1.564\*\*\* |
|  |  |  | (0.127) | (0.248) | (0.127) | (0.233) | (0.134) | (0.209) |
| empl\_f8 |  |  | -0.0541 | 0.947 | -0.0358 | 0.965 | -0.0984 | 0.906 |
|  |  |  | (0.136) | (0.129) | (0.135) | (0.131) | (0.142) | (0.128) |
| empl\_f9 |  |  | 0.253 | 1.288 | 0.250 | 1.284 | 0.146 | 1.157 |
|  |  |  | (0.205) | (0.264) | (0.213) | (0.274) | (0.214) | (0.248) |
| 2.fmanager1 |  |  | -0.141\* | 0.869\* | -0.157\*\* | 0.855\*\* | -0.134\* | 0.875\* |
|  |  |  | (0.0755) | (0.0656) | (0.0770) | (0.0658) | (0.0788) | (0.0689) |
| 3.fmanager1 |  |  | 0.248 | 1.282 | 0.130 | 1.139 | 0.182 | 1.199 |
|  |  |  | (0.158) | (0.203) | (0.159) | (0.181) | (0.167) | (0.200) |
| empl\_m1 |  |  |  |  | 0.466 | 1.594 | 0.329 | 1.389 |
|  |  |  |  |  | (0.297) | (0.473) | (0.334) | (0.464) |
| empl\_m3 |  |  |  |  | 1.559\*\* | 4.753\*\* | 1.332\* | 3.789\* |
|  |  |  |  |  | (0.729) | (3.465) | (0.730) | (2.766) |
| empl\_m4 |  |  |  |  | 0.818\*\*\* | 2.267\*\*\* | 0.582\*\*\* | 1.790\*\*\* |
|  |  |  |  |  | (0.221) | (0.501) | (0.224) | (0.400) |
| empl\_m5 |  |  |  |  | 1.174\*\*\* | 3.236\*\*\* | 0.978\*\*\* | 2.659\*\*\* |
|  |  |  |  |  | (0.125) | (0.404) | (0.128) | (0.341) |
| empl\_m6 |  |  |  |  | 1.050\*\*\* | 2.859\*\*\* | 0.823\*\*\* | 2.277\*\*\* |
|  |  |  |  |  | (0.0959) | (0.274) | (0.0981) | (0.223) |
| empl\_m7 |  |  |  |  | 0.685\*\*\* | 1.984\*\*\* | 0.457\*\*\* | 1.579\*\*\* |
|  |  |  |  |  | (0.0576) | (0.114) | (0.0597) | (0.0942) |
| empl\_m8 |  |  |  |  | 0.355\*\*\* | 1.427\*\*\* | 0.175\*\* | 1.192\*\* |
|  |  |  |  |  | (0.0674) | (0.0961) | (0.0689) | (0.0821) |
| empl\_m9 |  |  |  |  | 0.681\*\*\* | 1.975\*\*\* | 0.448\*\* | 1.565\*\* |
|  |  |  |  |  | (0.187) | (0.370) | (0.186) | (0.291) |
| 2.mmanager1 |  |  |  |  | 0.0394 | 1.040 | 0.0647 | 1.067 |
|  |  |  |  |  | (0.116) | (0.121) | (0.119) | (0.127) |
| 3.mmanager1 |  |  |  |  | -0.0786 | 0.924 | -0.0645 | 0.938 |
|  |  |  |  |  | (0.258) | (0.238) | (0.271) | (0.254) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.369\*\*\* | 0.691\*\*\* |
|  |  |  |  |  |  |  | (0.0541) | (0.0374) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.849\*\*\* | 0.428\*\*\* |
|  |  |  |  |  |  |  | (0.0951) | (0.0407) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -1.369\*\*\* | 0.254\*\*\* |
|  |  |  |  |  |  |  | (0.142) | (0.0361) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -1.437\*\*\* | 0.238\*\*\* |
|  |  |  |  |  |  |  | (0.135) | (0.0320) |
| 2.both |  |  |  |  |  |  | -0.0774 | 0.925 |
|  |  |  |  |  |  |  | (0.0780) | (0.0722) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.605\*\*\* | 1.832\*\*\* |
|  |  |  |  |  |  |  | (0.0717) | (0.131) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.619\*\*\* | 1.857\*\*\* |
|  |  |  |  |  |  |  | (0.0844) | (0.157) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.667 | 1.948 |
|  |  |  |  |  |  |  | (0.410) | (0.799) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.963\*\*\* | 0.382\*\*\* | -0.613\*\*\* | 0.542\*\*\* | -0.362\* | 0.696\* | -0.411\*\* | 0.663\*\* |
|  | (0.0522) | (0.0199) | (0.152) | (0.0824) | (0.187) | (0.130) | (0.202) | (0.134) |
| Constant cut2 | 2.615\*\*\* | 13.66\*\*\* | 3.053\*\*\* | 21.18\*\*\* | 3.366\*\*\* | 28.97\*\*\* | 3.427\*\*\* | 30.79\*\*\* |
|  | (0.0599) | (0.819) | (0.157) | (3.330) | (0.192) | (5.564) | (0.207) | (6.361) |
|  |  |  |  |  |  |  |  |  |
| Observations | 14,271 | 14,271 | 13,715 | 13,715 | 13,597 | 13,597 | 13,594 | 13,594 |
| Pseudo R-squared | 0.120 |  | 0.136 |  | 0.148 |  | 0.169 |  |
| ll | -3.808e+06 |  | -3.583e+06 |  | -3.503e+06 |  | -3.416e+06 |  |
| df\_m | 9 |  | 19 |  | 29 |  | 37 |  |
| chi2 | 2043 |  | 2164 |  | 2289 |  | 2548 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*İrlanda (IE)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 0.897\*\*\* | 2.453\*\*\* | 0.592\*\*\* | 1.808\*\*\* | 0.551\*\*\* | 1.735\*\*\* | 0.591\*\*\* | 1.806\*\*\* |
|  | (0.101) | (0.249) | (0.104) | (0.187) | (0.104) | (0.181) | (0.108) | (0.195) |
| 3.better\_edu | 2.096\*\*\* | 8.133\*\*\* | 1.428\*\*\* | 4.169\*\*\* | 1.345\*\*\* | 3.840\*\*\* | 1.306\*\*\* | 3.693\*\*\* |
|  | (0.144) | (1.174) | (0.170) | (0.707) | (0.179) | (0.686) | (0.191) | (0.705) |
| 2.gender | 0.128 | 1.137 | 0.217\*\* | 1.243\*\* | 0.216\*\* | 1.241\*\* | 0.227\*\* | 1.255\*\* |
|  | (0.0961) | (0.109) | (0.0999) | (0.124) | (0.101) | (0.126) | (0.106) | (0.133) |
| 2.cohort | 0.329\* | 1.390\* | 0.178 | 1.195 | 0.167 | 1.181 | 0.203 | 1.225 |
|  | (0.193) | (0.268) | (0.196) | (0.234) | (0.197) | (0.232) | (0.210) | (0.257) |
| 3.cohort | 0.292 | 1.339 | 0.285 | 1.330 | 0.253 | 1.287 | 0.241 | 1.272 |
|  | (0.189) | (0.254) | (0.190) | (0.253) | (0.191) | (0.246) | (0.204) | (0.260) |
| 4.cohort | 0.790\*\*\* | 2.204\*\*\* | 0.654\*\*\* | 1.923\*\*\* | 0.619\*\*\* | 1.857\*\*\* | 0.593\*\*\* | 1.809\*\*\* |
|  | (0.198) | (0.437) | (0.201) | (0.387) | (0.202) | (0.376) | (0.212) | (0.383) |
| 5.cohort | 1.217\*\*\* | 3.377\*\*\* | 1.175\*\*\* | 3.237\*\*\* | 1.126\*\*\* | 3.085\*\*\* | 1.183\*\*\* | 3.265\*\*\* |
|  | (0.202) | (0.683) | (0.200) | (0.647) | (0.200) | (0.617) | (0.209) | (0.682) |
| 6.cohort | 1.069\*\*\* | 2.911\*\*\* | 1.066\*\*\* | 2.903\*\*\* | 1.021\*\*\* | 2.775\*\*\* | 1.064\*\*\* | 2.898\*\*\* |
|  | (0.186) | (0.541) | (0.188) | (0.547) | (0.189) | (0.526) | (0.206) | (0.596) |
| 7.cohort | 0.998\*\*\* | 2.713\*\*\* | 1.100\*\*\* | 3.004\*\*\* | 1.026\*\*\* | 2.791\*\*\* | 1.049\*\*\* | 2.854\*\*\* |
|  | (0.203) | (0.551) | (0.216) | (0.650) | (0.220) | (0.614) | (0.240) | (0.686) |
| empl\_f1 |  |  | -0.442 | 0.642 | -0.335 | 0.715 | -0.543 | 0.581 |
|  |  |  | (0.288) | (0.185) | (0.297) | (0.212) | (0.337) | (0.196) |
| empl\_f3 |  |  | -0.0278 | 0.973 | 0.0743 | 1.077 | -0.137 | 0.872 |
|  |  |  | (0.344) | (0.334) | (0.349) | (0.376) | (0.389) | (0.339) |
| empl\_f4 |  |  | 1.021\*\*\* | 2.777\*\*\* | 1.112\*\*\* | 3.039\*\*\* | 1.108\*\*\* | 3.029\*\*\* |
|  |  |  | (0.299) | (0.831) | (0.307) | (0.934) | (0.345) | (1.045) |
| empl\_f5 |  |  | 1.221\*\*\* | 3.391\*\*\* | 1.242\*\*\* | 3.462\*\*\* | 1.172\*\*\* | 3.228\*\*\* |
|  |  |  | (0.309) | (1.048) | (0.318) | (1.101) | (0.353) | (1.138) |
| empl\_f6 |  |  | 0.912\*\*\* | 2.489\*\*\* | 0.981\*\*\* | 2.668\*\*\* | 0.797\*\* | 2.220\*\* |
|  |  |  | (0.313) | (0.778) | (0.320) | (0.854) | (0.350) | (0.777) |
| empl\_f7 |  |  | 0.716\*\*\* | 2.047\*\*\* | 0.780\*\*\* | 2.181\*\*\* | 0.676\*\* | 1.966\*\* |
|  |  |  | (0.226) | (0.462) | (0.232) | (0.507) | (0.275) | (0.541) |
| empl\_f8 |  |  | -0.0310 | 0.969 | 0.0750 | 1.078 | -0.0204 | 0.980 |
|  |  |  | (0.243) | (0.236) | (0.250) | (0.270) | (0.289) | (0.283) |
| empl\_f9 |  |  | 2.700\*\* | 14.87\*\* | 2.728\*\* | 15.30\*\* | 2.556\*\* | 12.88\*\* |
|  |  |  | (1.291) | (19.20) | (1.308) | (20.02) | (1.236) | (15.92) |
| 2.fmanager1 |  |  | -0.751\*\*\* | 0.472\*\*\* | -0.721\*\*\* | 0.486\*\*\* | -0.728\*\*\* | 0.483\*\*\* |
|  |  |  | (0.136) | (0.0641) | (0.139) | (0.0677) | (0.144) | (0.0694) |
| 3.fmanager1 |  |  | -0.726\*\*\* | 0.484\*\*\* | -0.628\*\*\* | 0.534\*\*\* | -0.495\*\* | 0.610\*\* |
|  |  |  | (0.219) | (0.106) | (0.226) | (0.120) | (0.238) | (0.145) |
| empl\_m1 |  |  |  |  | -0.533 | 0.587 | -0.199 | 0.819 |
|  |  |  |  |  | (0.547) | (0.321) | (0.652) | (0.535) |
| empl\_m4 |  |  |  |  | 0.0454 | 1.046 | 0.115 | 1.121 |
|  |  |  |  |  | (0.460) | (0.481) | (0.427) | (0.479) |
| empl\_m5 |  |  |  |  | 0.427 | 1.532 | 0.416 | 1.517 |
|  |  |  |  |  | (0.283) | (0.434) | (0.301) | (0.457) |
| empl\_m6 |  |  |  |  | 0.123 | 1.130 | 0.759 | 2.136 |
|  |  |  |  |  | (0.919) | (1.039) | (0.980) | (2.094) |
| empl\_m7 |  |  |  |  | 0.265\* | 1.304\* | 0.213 | 1.237 |
|  |  |  |  |  | (0.150) | (0.196) | (0.163) | (0.201) |
| empl\_m8 |  |  |  |  | -0.0748 | 0.928 | -0.0645 | 0.938 |
|  |  |  |  |  | (0.208) | (0.193) | (0.223) | (0.209) |
| empl\_m9 |  |  |  |  | 1.523 | 4.588 | 1.561 | 4.762 |
|  |  |  |  |  | (1.496) | (6.866) | (1.654) | (7.877) |
| 2.mmanager1 |  |  |  |  | -0.0939 | 0.910 | 0.0413 | 1.042 |
|  |  |  |  |  | (0.254) | (0.231) | (0.254) | (0.264) |
| 3.mmanager1 |  |  |  |  | -0.619 | 0.538 | -0.349 | 0.705 |
|  |  |  |  |  | (0.424) | (0.228) | (0.473) | (0.334) |
| 2.nchild\_groups1 |  |  |  |  |  |  | 0.0539 | 1.055 |
|  |  |  |  |  |  |  | (0.126) | (0.133) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.0343 | 0.966 |
|  |  |  |  |  |  |  | (0.156) | (0.151) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.182 | 0.834 |
|  |  |  |  |  |  |  | (0.163) | (0.136) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.241 | 0.786 |
|  |  |  |  |  |  |  | (0.177) | (0.139) |
| 2.both |  |  |  |  |  |  | -0.495 | 0.609 |
|  |  |  |  |  |  |  | (0.315) | (0.192) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.0943 | 1.099 |
|  |  |  |  |  |  |  | (0.185) | (0.204) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.0798 | 1.083 |
|  |  |  |  |  |  |  | (0.197) | (0.213) |
| 4.fin\_sit1 |  |  |  |  |  |  | -0.529 | 0.589 |
|  |  |  |  |  |  |  | (0.405) | (0.239) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | 0.195 | 1.215 | -0.00492 | 0.995 | -0.0118 | 0.988 | 0.0356 | 1.036 |
|  | (0.161) | (0.196) | (0.304) | (0.303) | (0.394) | (0.389) | (0.439) | (0.455) |
| Constant cut2 | 1.664\*\*\* | 5.281\*\*\* | 1.557\*\*\* | 4.745\*\*\* | 1.555\*\*\* | 4.735\*\*\* | 1.605\*\*\* | 4.978\*\*\* |
|  | (0.174) | (0.917) | (0.311) | (1.475) | (0.400) | (1.892) | (0.444) | (2.209) |
|  |  |  |  |  |  |  |  |  |
| Observations | 3,328 | 3,328 | 3,177 | 3,177 | 3,128 | 3,128 | 2,905 | 2,905 |
| Pseudo R-squared | 0.102 |  | 0.149 |  | 0.151 |  | 0.159 |  |
| ll | -1.375e+06 |  | -1.241e+06 |  | -1.222e+06 |  | -1.118e+06 |  |
| df\_m | 9 |  | 19 |  | 28 |  | 36 |  |
| chi2 | 356.8 |  | 460.7 |  | 459.0 |  | 442.4 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*İzlanda (IS)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 0.701\*\*\* | 2.017\*\*\* | 0.653\*\*\* | 1.921\*\*\* | 0.636\*\*\* | 1.888\*\*\* | 0.624\*\*\* | 1.867\*\*\* |
|  | (0.121) | (0.244) | (0.130) | (0.249) | (0.134) | (0.252) | (0.135) | (0.251) |
| 3.better\_edu | 1.849\*\*\* | 6.351\*\*\* | 1.563\*\*\* | 4.773\*\*\* | 1.443\*\*\* | 4.231\*\*\* | 1.436\*\*\* | 4.202\*\*\* |
|  | (0.166) | (1.056) | (0.216) | (1.033) | (0.227) | (0.961) | (0.228) | (0.957) |
| 2.gender | 0.443\*\*\* | 1.557\*\*\* | 0.468\*\*\* | 1.598\*\*\* | 0.477\*\*\* | 1.611\*\*\* | 0.463\*\*\* | 1.589\*\*\* |
|  | (0.104) | (0.162) | (0.106) | (0.170) | (0.108) | (0.174) | (0.108) | (0.172) |
| 2.cohort | -0.107 | 0.899 | -0.0955 | 0.909 | -0.122 | 0.885 | -0.172 | 0.842 |
|  | (0.191) | (0.172) | (0.196) | (0.178) | (0.196) | (0.173) | (0.194) | (0.163) |
| 3.cohort | 0.120 | 1.127 | 0.113 | 1.119 | 0.0375 | 1.038 | 0.0188 | 1.019 |
|  | (0.191) | (0.216) | (0.197) | (0.221) | (0.201) | (0.208) | (0.202) | (0.206) |
| 4.cohort | 0.303 | 1.354 | 0.347\* | 1.415\* | 0.247 | 1.280 | 0.211 | 1.235 |
|  | (0.189) | (0.256) | (0.193) | (0.273) | (0.197) | (0.252) | (0.198) | (0.244) |
| 5.cohort | 0.375\* | 1.456\* | 0.410\* | 1.507\* | 0.320 | 1.377 | 0.310 | 1.364 |
|  | (0.201) | (0.292) | (0.209) | (0.316) | (0.217) | (0.298) | (0.221) | (0.301) |
| 6.cohort | 0.122 | 1.130 | 0.153 | 1.165 | 0.0723 | 1.075 | 0.0794 | 1.083 |
|  | (0.190) | (0.215) | (0.194) | (0.226) | (0.198) | (0.213) | (0.200) | (0.217) |
| 7.cohort | -0.380\* | 0.684\* | -0.324 | 0.723 | -0.385\* | 0.681\* | -0.445\*\* | 0.641\*\* |
|  | (0.202) | (0.138) | (0.207) | (0.150) | (0.213) | (0.145) | (0.215) | (0.138) |
| empl\_f1 |  |  | 0.180 | 1.197 | 0.191 | 1.211 | 0.318 | 1.375 |
|  |  |  | (0.535) | (0.640) | (0.517) | (0.626) | (0.512) | (0.704) |
| empl\_f4 |  |  | 0.921\* | 2.512\* | 0.888\* | 2.431\* | 0.402 | 1.496 |
|  |  |  | (0.512) | (1.287) | (0.516) | (1.254) | (0.496) | (0.742) |
| empl\_f5 |  |  | 1.293\*\* | 3.645\*\* | 1.278\*\* | 3.591\*\* | 0.848\* | 2.336\* |
|  |  |  | (0.513) | (1.871) | (0.517) | (1.858) | (0.493) | (1.152) |
| empl\_f6 |  |  | 1.026\*\* | 2.789\*\* | 1.055\*\* | 2.871\*\* | 0.585 | 1.796 |
|  |  |  | (0.520) | (1.452) | (0.525) | (1.506) | (0.504) | (0.905) |
| empl\_f7 |  |  | 0.749 | 2.115 | 0.723 | 2.060 | 0.332 | 1.394 |
|  |  |  | (0.488) | (1.031) | (0.492) | (1.014) | (0.468) | (0.652) |
| empl\_f8 |  |  | 0.289 | 1.335 | 0.371 | 1.449 | 0.0330 | 1.034 |
|  |  |  | (0.557) | (0.743) | (0.568) | (0.823) | (0.551) | (0.570) |
| empl\_f9 |  |  | 0.0877 | 1.092 | 0.116 | 1.124 | -0.318 | 0.728 |
|  |  |  | (0.713) | (0.779) | (0.733) | (0.824) | (0.710) | (0.517) |
| 2.fmanager1 |  |  | 0.0378 | 1.039 | 0.00574 | 1.006 | 0.0686 | 1.071 |
|  |  |  | (0.119) | (0.123) | (0.121) | (0.121) | (0.123) | (0.132) |
| 3.fmanager1 |  |  | -0.217 | 0.805 | -0.206 | 0.814 | -0.0103 | 0.990 |
|  |  |  | (0.364) | (0.293) | (0.363) | (0.295) | (0.362) | (0.358) |
| empl\_m1 |  |  |  |  | -17.00\*\*\* | 4.12e-08\*\*\* | -17.14\*\*\* | 3.61e-08\*\*\* |
|  |  |  |  |  | (1.019) | (4.20e-08) | (1.024) | (3.69e-08) |
| empl\_m4 |  |  |  |  | 0.347 | 1.414 | 0.208 | 1.232 |
|  |  |  |  |  | (0.379) | (0.537) | (0.385) | (0.474) |
| empl\_m5 |  |  |  |  | 0.477\*\* | 1.611\*\* | 0.425\*\* | 1.529\*\* |
|  |  |  |  |  | (0.206) | (0.332) | (0.210) | (0.321) |
| empl\_m6 |  |  |  |  | 0.0563 | 1.058 | 0.0384 | 1.039 |
|  |  |  |  |  | (0.243) | (0.257) | (0.249) | (0.258) |
| empl\_m7 |  |  |  |  | 0.215 | 1.239 | 0.155 | 1.167 |
|  |  |  |  |  | (0.135) | (0.167) | (0.139) | (0.162) |
| empl\_m8 |  |  |  |  | -0.232 | 0.793 | -0.236 | 0.790 |
|  |  |  |  |  | (0.191) | (0.152) | (0.196) | (0.155) |
| empl\_m9 |  |  |  |  | 0.104 | 1.109 | 0.00708 | 1.007 |
|  |  |  |  |  | (0.396) | (0.439) | (0.399) | (0.402) |
| 2.mmanager1 |  |  |  |  | 0.278\* | 1.321\* | 0.261\* | 1.298\* |
|  |  |  |  |  | (0.153) | (0.202) | (0.153) | (0.199) |
| 3.mmanager1 |  |  |  |  | -0.981\* | 0.375\* | -1.040\*\* | 0.353\*\* |
|  |  |  |  |  | (0.520) | (0.195) | (0.480) | (0.170) |
| 2.nchild\_groups1 |  |  |  |  |  |  | 0.156 | 1.168 |
|  |  |  |  |  |  |  | (0.134) | (0.156) |
| 3.nchild\_groups1 |  |  |  |  |  |  | 0.144 | 1.155 |
|  |  |  |  |  |  |  | (0.167) | (0.193) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.168 | 0.845 |
|  |  |  |  |  |  |  | (0.268) | (0.227) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.394 | 0.674 |
|  |  |  |  |  |  |  | (0.271) | (0.183) |
| 2.both |  |  |  |  |  |  | -0.165 | 0.848 |
|  |  |  |  |  |  |  | (0.220) | (0.186) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.661\*\*\* | 1.937\*\*\* |
|  |  |  |  |  |  |  | (0.190) | (0.368) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.869\*\*\* | 2.385\*\*\* |
|  |  |  |  |  |  |  | (0.208) | (0.496) |
| 4.fin\_sit1 |  |  |  |  |  |  | -0.00545 | 0.995 |
|  |  |  |  |  |  |  | (0.455) | (0.452) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.372\*\* | 0.689\*\* | 0.404 | 1.499 | 0.609 | 1.839 | 0.801 | 2.228 |
|  | (0.158) | (0.109) | (0.519) | (0.778) | (0.556) | (1.022) | (0.541) | (1.206) |
| Constant cut2 | 1.759\*\*\* | 5.805\*\*\* | 2.545\*\*\* | 12.74\*\*\* | 2.775\*\*\* | 16.05\*\*\* | 3.000\*\*\* | 20.09\*\*\* |
|  | (0.161) | (0.932) | (0.525) | (6.687) | (0.563) | (9.035) | (0.550) | (11.06) |
|  |  |  |  |  |  |  |  |  |
| Observations | 1,761 | 1,761 | 1,710 | 1,710 | 1,696 | 1,696 | 1,693 | 1,693 |
| Pseudo R-squared | 0.0598 |  | 0.0693 |  | 0.0760 |  | 0.0842 |  |
| ll | -71336 |  | -68668 |  | -67636 |  | -66873 |  |
| df\_m | 9 |  | 18 |  | 27 |  | 35 |  |
| chi2 | 181.5 |  | 198.6 |  | 496.3 |  | 501.7 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*İtalya (IT)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.640\*\*\* | 5.157\*\*\* | 1.341\*\*\* | 3.823\*\*\* | 1.249\*\*\* | 3.486\*\*\* | 1.185\*\*\* | 3.271\*\*\* |
|  | (0.0439) | (0.226) | (0.0490) | (0.187) | (0.0509) | (0.177) | (0.0509) | (0.166) |
| 3.better\_edu | 2.802\*\*\* | 16.47\*\*\* | 2.230\*\*\* | 9.302\*\*\* | 2.026\*\*\* | 7.584\*\*\* | 1.957\*\*\* | 7.081\*\*\* |
|  | (0.0895) | (1.475) | (0.114) | (1.063) | (0.119) | (0.899) | (0.120) | (0.850) |
| 2.gender | 0.211\*\*\* | 1.235\*\*\* | 0.228\*\*\* | 1.256\*\*\* | 0.226\*\*\* | 1.253\*\*\* | 0.238\*\*\* | 1.268\*\*\* |
|  | (0.0327) | (0.0404) | (0.0341) | (0.0428) | (0.0343) | (0.0430) | (0.0348) | (0.0442) |
| 2.cohort | 0.245\*\*\* | 1.278\*\*\* | 0.224\*\*\* | 1.251\*\*\* | 0.223\*\*\* | 1.250\*\*\* | 0.205\*\*\* | 1.227\*\*\* |
|  | (0.0644) | (0.0823) | (0.0670) | (0.0839) | (0.0676) | (0.0845) | (0.0692) | (0.0849) |
| 3.cohort | 0.306\*\*\* | 1.358\*\*\* | 0.249\*\*\* | 1.283\*\*\* | 0.240\*\*\* | 1.271\*\*\* | 0.181\*\*\* | 1.198\*\*\* |
|  | (0.0615) | (0.0835) | (0.0640) | (0.0821) | (0.0646) | (0.0821) | (0.0665) | (0.0797) |
| 4.cohort | 0.420\*\*\* | 1.522\*\*\* | 0.375\*\*\* | 1.455\*\*\* | 0.358\*\*\* | 1.430\*\*\* | 0.269\*\*\* | 1.309\*\*\* |
|  | (0.0611) | (0.0930) | (0.0634) | (0.0922) | (0.0640) | (0.0915) | (0.0656) | (0.0859) |
| 5.cohort | 0.581\*\*\* | 1.788\*\*\* | 0.565\*\*\* | 1.760\*\*\* | 0.551\*\*\* | 1.735\*\*\* | 0.419\*\*\* | 1.520\*\*\* |
|  | (0.0647) | (0.116) | (0.0675) | (0.119) | (0.0681) | (0.118) | (0.0690) | (0.105) |
| 6.cohort | 0.690\*\*\* | 1.994\*\*\* | 0.667\*\*\* | 1.949\*\*\* | 0.649\*\*\* | 1.914\*\*\* | 0.515\*\*\* | 1.674\*\*\* |
|  | (0.0691) | (0.138) | (0.0714) | (0.139) | (0.0718) | (0.137) | (0.0736) | (0.123) |
| 7.cohort | 0.663\*\*\* | 1.940\*\*\* | 0.689\*\*\* | 1.991\*\*\* | 0.674\*\*\* | 1.961\*\*\* | 0.545\*\*\* | 1.724\*\*\* |
|  | (0.0695) | (0.135) | (0.0729) | (0.145) | (0.0742) | (0.146) | (0.0757) | (0.130) |
| empl\_f1 |  |  | -0.709\*\*\* | 0.492\*\*\* | -0.708\*\*\* | 0.493\*\*\* | -0.420\*\* | 0.657\*\* |
|  |  |  | (0.183) | (0.0902) | (0.188) | (0.0926) | (0.198) | (0.130) |
| empl\_f3 |  |  | 0.889\*\*\* | 2.433\*\*\* | 0.862\*\*\* | 2.367\*\*\* | 0.737\*\*\* | 2.089\*\*\* |
|  |  |  | (0.176) | (0.429) | (0.176) | (0.417) | (0.179) | (0.374) |
| empl\_f4 |  |  | 0.485\*\*\* | 1.624\*\*\* | 0.452\*\*\* | 1.571\*\*\* | 0.363\*\*\* | 1.437\*\*\* |
|  |  |  | (0.117) | (0.191) | (0.120) | (0.189) | (0.123) | (0.177) |
| empl\_f5 |  |  | 0.759\*\*\* | 2.137\*\*\* | 0.696\*\*\* | 2.006\*\*\* | 0.617\*\*\* | 1.853\*\*\* |
|  |  |  | (0.134) | (0.287) | (0.135) | (0.271) | (0.138) | (0.255) |
| empl\_f6 |  |  | 0.638\*\*\* | 1.892\*\*\* | 0.619\*\*\* | 1.856\*\*\* | 0.509\*\*\* | 1.664\*\*\* |
|  |  |  | (0.109) | (0.206) | (0.110) | (0.204) | (0.113) | (0.188) |
| empl\_f7 |  |  | 0.128 | 1.137 | 0.106 | 1.112 | 0.0490 | 1.050 |
|  |  |  | (0.0934) | (0.106) | (0.0943) | (0.105) | (0.0971) | (0.102) |
| empl\_f8 |  |  | -0.398\*\*\* | 0.671\*\*\* | -0.376\*\*\* | 0.686\*\*\* | -0.360\*\*\* | 0.698\*\*\* |
|  |  |  | (0.104) | (0.0696) | (0.104) | (0.0716) | (0.107) | (0.0749) |
| empl\_f9 |  |  | 0.199 | 1.220 | 0.262 | 1.300 | 0.241 | 1.273 |
|  |  |  | (0.163) | (0.199) | (0.174) | (0.226) | (0.174) | (0.221) |
| 3.fmanager1 |  |  | -0.265\*\*\* | 0.768\*\*\* | -0.257\*\*\* | 0.773\*\*\* | -0.198\*\*\* | 0.820\*\*\* |
|  |  |  | (0.0440) | (0.0338) | (0.0456) | (0.0353) | (0.0461) | (0.0378) |
| empl\_m1 |  |  |  |  | 0.0912 | 1.096 | 0.143 | 1.154 |
|  |  |  |  |  | (0.259) | (0.284) | (0.268) | (0.309) |
| empl\_m4 |  |  |  |  | 0.239\* | 1.270\* | 0.132 | 1.142 |
|  |  |  |  |  | (0.145) | (0.184) | (0.145) | (0.166) |
| empl\_m5 |  |  |  |  | 0.645\*\*\* | 1.905\*\*\* | 0.564\*\*\* | 1.758\*\*\* |
|  |  |  |  |  | (0.103) | (0.197) | (0.104) | (0.182) |
| empl\_m6 |  |  |  |  | 0.375\*\*\* | 1.455\*\*\* | 0.287\*\*\* | 1.333\*\*\* |
|  |  |  |  |  | (0.112) | (0.164) | (0.110) | (0.147) |
| empl\_m7 |  |  |  |  | 0.211\*\*\* | 1.235\*\*\* | 0.115\*\* | 1.122\*\* |
|  |  |  |  |  | (0.0465) | (0.0575) | (0.0471) | (0.0528) |
| empl\_m8 |  |  |  |  | -0.151\*\* | 0.860\*\* | -0.192\*\* | 0.825\*\* |
|  |  |  |  |  | (0.0750) | (0.0645) | (0.0766) | (0.0632) |
| empl\_m9 |  |  |  |  | -0.136 | 0.873 | -0.267 | 0.766 |
|  |  |  |  |  | (0.237) | (0.207) | (0.240) | (0.184) |
| 3.mmanager1 |  |  |  |  | -0.0669 | 0.935 | -0.0614 | 0.940 |
|  |  |  |  |  | (0.103) | (0.0968) | (0.105) | (0.0988) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.308\*\*\* | 0.735\*\*\* |
|  |  |  |  |  |  |  | (0.0454) | (0.0333) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.590\*\*\* | 0.554\*\*\* |
|  |  |  |  |  |  |  | (0.0704) | (0.0390) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.744\*\*\* | 0.475\*\*\* |
|  |  |  |  |  |  |  | (0.111) | (0.0526) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -1.039\*\*\* | 0.354\*\*\* |
|  |  |  |  |  |  |  | (0.123) | (0.0437) |
| 1o.both |  |  |  |  |  |  | - | - |
|  |  |  |  |  |  |  |  |  |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.777\*\*\* | 2.174\*\*\* |
|  |  |  |  |  |  |  | (0.0664) | (0.144) |
| 3.fin\_sit1 |  |  |  |  |  |  | 1.001\*\*\* | 2.720\*\*\* |
|  |  |  |  |  |  |  | (0.0753) | (0.205) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | 0.491\*\*\* | 1.634\*\*\* | 0.313\*\*\* | 1.368\*\*\* | 0.253\* | 1.288\* | 0.701\*\*\* | 2.017\*\*\* |
|  | (0.0515) | (0.0842) | (0.111) | (0.151) | (0.144) | (0.185) | (0.157) | (0.316) |
| Constant cut2 | 2.934\*\*\* | 18.80\*\*\* | 2.792\*\*\* | 16.31\*\*\* | 2.749\*\*\* | 15.63\*\*\* | 3.251\*\*\* | 25.80\*\*\* |
|  | (0.0596) | (1.121) | (0.115) | (1.876) | (0.149) | (2.323) | (0.161) | (4.166) |
|  |  |  |  |  |  |  |  |  |
| Observations | 22,223 | 22,223 | 20,905 | 20,905 | 20,652 | 20,652 | 20,652 | 20,652 |
| Pseudo R-squared | 0.103 |  | 0.116 |  | 0.120 |  | 0.137 |  |
| ll | -2.590e+07 |  | -2.410e+07 |  | -2.370e+07 |  | -2.320e+07 |  |
| df\_m | 9 |  | 18 |  | 26 |  | 32 |  |
| chi2 | 2377 |  | 2618 |  | 2653 |  | 2880 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Litvanya (LT)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.279\*\*\* | 3.594\*\*\* | 1.142\*\*\* | 3.133\*\*\* | 0.979\*\*\* | 2.661\*\*\* | 0.896\*\*\* | 2.451\*\*\* |
|  | (0.100) | (0.360) | (0.108) | (0.339) | (0.116) | (0.308) | (0.119) | (0.292) |
| 3.better\_edu | 2.693\*\*\* | 14.77\*\*\* | 2.426\*\*\* | 11.32\*\*\* | 2.106\*\*\* | 8.211\*\*\* | 1.993\*\*\* | 7.334\*\*\* |
|  | (0.144) | (2.125) | (0.171) | (1.933) | (0.191) | (1.565) | (0.195) | (1.433) |
| 2.gender | 0.610\*\*\* | 1.841\*\*\* | 0.630\*\*\* | 1.878\*\*\* | 0.639\*\*\* | 1.895\*\*\* | 0.646\*\*\* | 1.907\*\*\* |
|  | (0.0862) | (0.159) | (0.0887) | (0.167) | (0.0885) | (0.168) | (0.0888) | (0.169) |
| 2.cohort | 0.230\*\* | 1.258\*\* | 0.222\*\* | 1.249\*\* | 0.203\* | 1.225\* | 0.152 | 1.164 |
|  | (0.109) | (0.137) | (0.111) | (0.138) | (0.112) | (0.137) | (0.113) | (0.132) |
| 3.cohort | 0.0669 | 1.069 | 0.0534 | 1.055 | 0.0426 | 1.044 | -0.0154 | 0.985 |
|  | (0.112) | (0.120) | (0.117) | (0.123) | (0.120) | (0.125) | (0.120) | (0.118) |
| 4.cohort | -0.104 | 0.901 | -0.0861 | 0.917 | -0.126 | 0.882 | -0.213\* | 0.808\* |
|  | (0.121) | (0.109) | (0.123) | (0.113) | (0.125) | (0.110) | (0.126) | (0.102) |
| 5.cohort | -0.364\*\* | 0.695\*\* | -0.421\*\*\* | 0.656\*\*\* | -0.443\*\*\* | 0.642\*\*\* | -0.537\*\*\* | 0.585\*\*\* |
|  | (0.148) | (0.103) | (0.153) | (0.100) | (0.156) | (0.100) | (0.157) | (0.0917) |
| 6.cohort | -0.400\*\* | 0.670\*\* | -0.352\* | 0.704\* | -0.373\* | 0.689\* | -0.437\*\* | 0.646\*\* |
|  | (0.191) | (0.128) | (0.195) | (0.138) | (0.200) | (0.138) | (0.202) | (0.131) |
| 7.cohort | -0.199 | 0.819 | -0.175 | 0.839 | -0.161 | 0.851 | -0.221 | 0.802 |
|  | (0.222) | (0.182) | (0.227) | (0.190) | (0.222) | (0.189) | (0.222) | (0.178) |
| empl\_f1 |  |  | -0.485 | 0.616 | 0.0163 | 1.016 | 0.0539 | 1.055 |
|  |  |  | (0.345) | (0.212) | (0.568) | (0.578) | (0.577) | (0.609) |
| empl\_f3 |  |  | -0.941\* | 0.390\* | -1.022\* | 0.360\* | -1.116\*\* | 0.328\*\* |
|  |  |  | (0.547) | (0.213) | (0.526) | (0.189) | (0.525) | (0.172) |
| empl\_f4 |  |  | 0.415 | 1.514 | 0.153 | 1.166 | 0.0386 | 1.039 |
|  |  |  | (0.387) | (0.586) | (0.399) | (0.465) | (0.414) | (0.430) |
| empl\_f5 |  |  | 0.417 | 1.517 | 0.228 | 1.256 | 0.121 | 1.129 |
|  |  |  | (0.330) | (0.500) | (0.323) | (0.406) | (0.334) | (0.377) |
| empl\_f6 |  |  | 0.515 | 1.674 | 0.346 | 1.413 | 0.216 | 1.241 |
|  |  |  | (0.392) | (0.656) | (0.395) | (0.558) | (0.399) | (0.495) |
| empl\_f7 |  |  | 0.350 | 1.420 | 0.289 | 1.336 | 0.154 | 1.167 |
|  |  |  | (0.285) | (0.404) | (0.278) | (0.372) | (0.288) | (0.336) |
| empl\_f8 |  |  | -0.253 | 0.776 | -0.176 | 0.839 | -0.292 | 0.746 |
|  |  |  | (0.285) | (0.222) | (0.280) | (0.235) | (0.292) | (0.218) |
| empl\_f9 |  |  | 0.428 | 1.535 | 0.410 | 1.507 | 0.261 | 1.299 |
|  |  |  | (0.335) | (0.515) | (0.342) | (0.515) | (0.343) | (0.445) |
| 2.fmanager1 |  |  | -0.242 | 0.785 | -0.292 | 0.747 | -0.274 | 0.760 |
|  |  |  | (0.201) | (0.158) | (0.214) | (0.160) | (0.221) | (0.168) |
| 3.fmanager1 |  |  | -0.612\* | 0.542\* | -0.778\*\* | 0.459\*\* | -0.703\* | 0.495\* |
|  |  |  | (0.354) | (0.192) | (0.351) | (0.161) | (0.368) | (0.182) |
| empl\_m1 |  |  |  |  | -0.805 | 0.447 | -0.958 | 0.384 |
|  |  |  |  |  | (1.038) | (0.464) | (1.027) | (0.394) |
| empl\_m4 |  |  |  |  | 0.656\* | 1.928\* | 0.555 | 1.743 |
|  |  |  |  |  | (0.381) | (0.734) | (0.386) | (0.673) |
| empl\_m5 |  |  |  |  | 0.642\*\*\* | 1.901\*\*\* | 0.527\*\* | 1.693\*\* |
|  |  |  |  |  | (0.217) | (0.413) | (0.220) | (0.372) |
| empl\_m6 |  |  |  |  | 0.576\*\* | 1.779\*\* | 0.459\* | 1.583\* |
|  |  |  |  |  | (0.238) | (0.423) | (0.239) | (0.379) |
| empl\_m7 |  |  |  |  | 0.200 | 1.221 | 0.0981 | 1.103 |
|  |  |  |  |  | (0.149) | (0.182) | (0.150) | (0.165) |
| empl\_m8 |  |  |  |  | -0.145 | 0.865 | -0.201 | 0.818 |
|  |  |  |  |  | (0.148) | (0.128) | (0.149) | (0.122) |
| empl\_m9 |  |  |  |  | -0.0463 | 0.955 | -0.131 | 0.877 |
|  |  |  |  |  | (0.345) | (0.329) | (0.333) | (0.292) |
| 2.mmanager1 |  |  |  |  | 0.0650 | 1.067 | 0.0589 | 1.061 |
|  |  |  |  |  | (0.214) | (0.228) | (0.217) | (0.231) |
| 3.mmanager1 |  |  |  |  | 0.462 | 1.587 | 0.322 | 1.380 |
|  |  |  |  |  | (0.346) | (0.549) | (0.342) | (0.472) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.252\*\* | 0.777\*\* |
|  |  |  |  |  |  |  | (0.104) | (0.0807) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.300\*\* | 0.741\*\* |
|  |  |  |  |  |  |  | (0.147) | (0.109) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.828\*\*\* | 0.437\*\*\* |
|  |  |  |  |  |  |  | (0.233) | (0.102) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.948\*\*\* | 0.388\*\*\* |
|  |  |  |  |  |  |  | (0.205) | (0.0794) |
| 2.both |  |  |  |  |  |  | -0.240 | 0.786 |
|  |  |  |  |  |  |  | (0.202) | (0.159) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.355\*\* | 1.426\*\* |
|  |  |  |  |  |  |  | (0.150) | (0.214) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.377\*\* | 1.457\*\* |
|  |  |  |  |  |  |  | (0.170) | (0.248) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.998\*\*\* | 2.712\*\*\* |
|  |  |  |  |  |  |  | (0.366) | (0.992) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.544\*\*\* | 0.214\*\*\* | -1.739\*\*\* | 0.176\*\*\* | -1.749\*\*\* | 0.174\*\*\* | -1.927\*\*\* | 0.146\*\*\* |
|  | (0.107) | (0.0229) | (0.351) | (0.0616) | (0.400) | (0.0695) | (0.426) | (0.0620) |
| Constant cut2 | 1.883\*\*\* | 6.574\*\*\* | 1.765\*\*\* | 5.842\*\*\* | 1.780\*\*\* | 5.932\*\*\* | 1.666\*\*\* | 5.290\*\*\* |
|  | (0.107) | (0.701) | (0.352) | (2.055) | (0.402) | (2.386) | (0.430) | (2.276) |
|  |  |  |  |  |  |  |  |  |
| Observations | 5,384 | 5,384 | 5,098 | 5,098 | 5,062 | 5,062 | 5,062 | 5,062 |
| Pseudo R-squared | 0.111 |  | 0.125 |  | 0.130 |  | 0.139 |  |
| ll | -1.082e+06 |  | -1.007e+06 |  | -993648 |  | -982786 |  |
| df\_m | 9 |  | 19 |  | 28 |  | 36 |  |
| chi2 | 482.8 |  | 551.1 |  | 567.1 |  | 625.9 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Lüksemburg (LU)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.596\*\*\* | 4.934\*\*\* | 1.297\*\*\* | 3.660\*\*\* | 1.211\*\*\* | 3.357\*\*\* | 1.123\*\*\* | 3.073\*\*\* |
|  | (0.0791) | (0.390) | (0.0842) | (0.308) | (0.0858) | (0.288) | (0.0878) | (0.270) |
| 3.better\_edu | 3.487\*\*\* | 32.69\*\*\* | 2.654\*\*\* | 14.22\*\*\* | 2.337\*\*\* | 10.35\*\*\* | 2.286\*\*\* | 9.834\*\*\* |
|  | (0.138) | (4.513) | (0.176) | (2.496) | (0.181) | (1.877) | (0.181) | (1.782) |
| 2.gender | -0.225\*\*\* | 0.799\*\*\* | -0.265\*\*\* | 0.767\*\*\* | -0.290\*\*\* | 0.749\*\*\* | -0.268\*\*\* | 0.765\*\*\* |
|  | (0.0705) | (0.0563) | (0.0724) | (0.0555) | (0.0732) | (0.0548) | (0.0735) | (0.0562) |
| 2.cohort | 0.0511 | 1.052 | 0.0625 | 1.064 | 0.0697 | 1.072 | 0.0957 | 1.100 |
|  | (0.133) | (0.140) | (0.137) | (0.146) | (0.139) | (0.149) | (0.139) | (0.153) |
| 3.cohort | 0.217\* | 1.243\* | 0.276\*\* | 1.318\*\* | 0.272\*\* | 1.313\*\* | 0.257\*\* | 1.293\*\* |
|  | (0.121) | (0.151) | (0.125) | (0.165) | (0.127) | (0.166) | (0.130) | (0.168) |
| 4.cohort | 0.489\*\*\* | 1.631\*\*\* | 0.512\*\*\* | 1.669\*\*\* | 0.525\*\*\* | 1.690\*\*\* | 0.448\*\*\* | 1.565\*\*\* |
|  | (0.135) | (0.220) | (0.140) | (0.233) | (0.141) | (0.238) | (0.143) | (0.223) |
| 5.cohort | 0.533\*\*\* | 1.704\*\*\* | 0.583\*\*\* | 1.791\*\*\* | 0.560\*\*\* | 1.751\*\*\* | 0.513\*\*\* | 1.670\*\*\* |
|  | (0.137) | (0.233) | (0.140) | (0.251) | (0.143) | (0.251) | (0.144) | (0.241) |
| 6.cohort | 0.549\*\*\* | 1.731\*\*\* | 0.621\*\*\* | 1.860\*\*\* | 0.610\*\*\* | 1.841\*\*\* | 0.550\*\*\* | 1.733\*\*\* |
|  | (0.136) | (0.236) | (0.140) | (0.261) | (0.142) | (0.262) | (0.144) | (0.249) |
| 7.cohort | 0.644\*\*\* | 1.904\*\*\* | 0.753\*\*\* | 2.124\*\*\* | 0.772\*\*\* | 2.165\*\*\* | 0.681\*\*\* | 1.976\*\*\* |
|  | (0.136) | (0.259) | (0.144) | (0.306) | (0.148) | (0.321) | (0.149) | (0.295) |
| empl\_f1 |  |  | 0.407 | 1.502 | 0.543 | 1.720 | 0.762 | 2.142 |
|  |  |  | (0.766) | (1.150) | (0.793) | (1.365) | (0.654) | (1.400) |
| empl\_f3 |  |  | 1.072\*\* | 2.921\*\* | 1.289\*\*\* | 3.629\*\*\* | 1.274\*\*\* | 3.575\*\*\* |
|  |  |  | (0.477) | (1.394) | (0.473) | (1.718) | (0.484) | (1.732) |
| empl\_f4 |  |  | 0.817\*\* | 2.264\*\* | 0.940\*\*\* | 2.560\*\*\* | 0.935\*\* | 2.548\*\* |
|  |  |  | (0.352) | (0.798) | (0.363) | (0.928) | (0.372) | (0.947) |
| empl\_f5 |  |  | 1.596\*\*\* | 4.935\*\*\* | 1.716\*\*\* | 5.563\*\*\* | 1.677\*\*\* | 5.352\*\*\* |
|  |  |  | (0.370) | (1.827) | (0.380) | (2.116) | (0.388) | (2.074) |
| empl\_f6 |  |  | 1.062\*\*\* | 2.892\*\*\* | 1.151\*\*\* | 3.162\*\*\* | 1.160\*\*\* | 3.190\*\*\* |
|  |  |  | (0.336) | (0.972) | (0.344) | (1.087) | (0.352) | (1.124) |
| empl\_f7 |  |  | 0.419 | 1.520 | 0.546\* | 1.727\* | 0.561\* | 1.753\* |
|  |  |  | (0.317) | (0.482) | (0.325) | (0.561) | (0.333) | (0.584) |
| empl\_f8 |  |  | 0.0885 | 1.093 | 0.232 | 1.261 | 0.250 | 1.284 |
|  |  |  | (0.363) | (0.396) | (0.370) | (0.466) | (0.377) | (0.484) |
| empl\_f9 |  |  | 1.444\*\* | 4.238\*\* | 1.565\*\* | 4.785\*\* | 1.241\*\* | 3.458\*\* |
|  |  |  | (0.614) | (2.602) | (0.624) | (2.983) | (0.632) | (2.184) |
| 2.fmanager1 |  |  | -0.498\*\*\* | 0.608\*\*\* | -0.472\*\*\* | 0.624\*\*\* | -0.431\*\*\* | 0.650\*\*\* |
|  |  |  | (0.0905) | (0.0550) | (0.0958) | (0.0598) | (0.0974) | (0.0633) |
| 3.fmanager1 |  |  | -0.488\* | 0.614\* | -0.403 | 0.668 | -0.285 | 0.752 |
|  |  |  | (0.295) | (0.181) | (0.301) | (0.201) | (0.302) | (0.228) |
| empl\_m1 |  |  |  |  | 0.853\*\* | 2.347\*\* | 0.950\*\* | 2.585\*\* |
|  |  |  |  |  | (0.360) | (0.845) | (0.430) | (1.111) |
| empl\_m4 |  |  |  |  | -0.0488 | 0.952 | -0.128 | 0.880 |
|  |  |  |  |  | (0.240) | (0.229) | (0.239) | (0.210) |
| empl\_m5 |  |  |  |  | 0.954\*\*\* | 2.596\*\*\* | 0.903\*\*\* | 2.468\*\*\* |
|  |  |  |  |  | (0.271) | (0.704) | (0.268) | (0.662) |
| empl\_m6 |  |  |  |  | 0.521\*\*\* | 1.684\*\*\* | 0.543\*\*\* | 1.722\*\*\* |
|  |  |  |  |  | (0.197) | (0.332) | (0.206) | (0.355) |
| empl\_m7 |  |  |  |  | -0.0418 | 0.959 | -0.0285 | 0.972 |
|  |  |  |  |  | (0.0974) | (0.0934) | (0.0993) | (0.0965) |
| empl\_m8 |  |  |  |  | -0.230\* | 0.794\* | -0.243\*\* | 0.784\*\* |
|  |  |  |  |  | (0.120) | (0.0953) | (0.121) | (0.0951) |
| empl\_m9 |  |  |  |  | -0.669 | 0.512 | -0.485 | 0.616 |
|  |  |  |  |  | (0.411) | (0.211) | (0.385) | (0.237) |
| 2.mmanager1 |  |  |  |  | -0.396\* | 0.673\* | -0.404\* | 0.668\* |
|  |  |  |  |  | (0.224) | (0.151) | (0.225) | (0.150) |
| 3.mmanager1 |  |  |  |  | -1.124\*\* | 0.325\*\* | -1.063\*\* | 0.345\*\* |
|  |  |  |  |  | (0.438) | (0.142) | (0.434) | (0.150) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.155\* | 0.857\* |
|  |  |  |  |  |  |  | (0.0927) | (0.0795) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.229 | 0.796 |
|  |  |  |  |  |  |  | (0.140) | (0.111) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.0260 | 0.974 |
|  |  |  |  |  |  |  | (0.163) | (0.159) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.869\*\*\* | 0.419\*\*\* |
|  |  |  |  |  |  |  | (0.165) | (0.0693) |
| 2.both |  |  |  |  |  |  | -0.00978 | 0.990 |
|  |  |  |  |  |  |  | (0.153) | (0.152) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.775\*\*\* | 2.171\*\*\* |
|  |  |  |  |  |  |  | (0.144) | (0.312) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.826\*\*\* | 2.284\*\*\* |
|  |  |  |  |  |  |  | (0.152) | (0.346) |
| 4.fin\_sit1 |  |  |  |  |  |  | 1.492\*\* | 4.445\*\* |
|  |  |  |  |  |  |  | (0.706) | (3.137) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | 0.315\*\*\* | 1.370\*\*\* | 0.304 | 1.356 | -0.0187 | 0.981 | 0.537 | 1.711 |
|  | (0.106) | (0.146) | (0.343) | (0.465) | (0.402) | (0.395) | (0.435) | (0.745) |
| Constant cut2 | 2.485\*\*\* | 12.00\*\*\* | 2.561\*\*\* | 12.95\*\*\* | 2.263\*\*\* | 9.608\*\*\* | 2.864\*\*\* | 17.54\*\*\* |
|  | (0.116) | (1.389) | (0.349) | (4.513) | (0.406) | (3.905) | (0.443) | (7.764) |
|  |  |  |  |  |  |  |  |  |
| Observations | 7,205 | 7,205 | 6,920 | 6,920 | 6,853 | 6,853 | 6,825 | 6,825 |
| Pseudo R-squared | 0.165 |  | 0.185 |  | 0.192 |  | 0.204 |  |
| ll | -227976 |  | -212627 |  | -208917 |  | -204654 |  |
| df\_m | 9 |  | 19 |  | 28 |  | 36 |  |
| chi2 | 870.6 |  | 963.1 |  | 945.4 |  | 1026 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Letonya (LV)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.030\*\*\* | 2.801\*\*\* | 0.867\*\*\* | 2.380\*\*\* | 0.706\*\*\* | 2.025\*\*\* | 0.613\*\*\* | 1.846\*\*\* |
|  | (0.0649) | (0.182) | (0.0769) | (0.183) | (0.0817) | (0.165) | (0.0832) | (0.154) |
| 3.better\_edu | 2.253\*\*\* | 9.519\*\*\* | 1.843\*\*\* | 6.312\*\*\* | 1.422\*\*\* | 4.147\*\*\* | 1.337\*\*\* | 3.808\*\*\* |
|  | (0.0890) | (0.847) | (0.113) | (0.712) | (0.132) | (0.547) | (0.132) | (0.503) |
| 2.gender | 0.894\*\*\* | 2.444\*\*\* | 0.901\*\*\* | 2.462\*\*\* | 0.895\*\*\* | 2.447\*\*\* | 0.922\*\*\* | 2.514\*\*\* |
|  | (0.0560) | (0.137) | (0.0626) | (0.154) | (0.0632) | (0.155) | (0.0634) | (0.159) |
| 2.cohort | 0.187\*\* | 1.206\*\* | 0.257\*\* | 1.293\*\* | 0.258\*\* | 1.294\*\* | 0.238\*\* | 1.269\*\* |
|  | (0.0894) | (0.108) | (0.100) | (0.129) | (0.102) | (0.131) | (0.102) | (0.130) |
| 3.cohort | 0.0661 | 1.068 | 0.155 | 1.167 | 0.174\* | 1.190\* | 0.160 | 1.173 |
|  | (0.0877) | (0.0936) | (0.0995) | (0.116) | (0.101) | (0.120) | (0.102) | (0.120) |
| 4.cohort | 0.0150 | 1.015 | 0.123 | 1.131 | 0.137 | 1.147 | 0.140 | 1.151 |
|  | (0.0929) | (0.0943) | (0.107) | (0.121) | (0.108) | (0.124) | (0.109) | (0.125) |
| 5.cohort | -0.319\*\*\* | 0.727\*\*\* | -0.181 | 0.835 | -0.177 | 0.838 | -0.165 | 0.848 |
|  | (0.104) | (0.0757) | (0.117) | (0.0973) | (0.118) | (0.0986) | (0.119) | (0.101) |
| 6.cohort | -0.500\*\*\* | 0.606\*\*\* | -0.291\*\* | 0.747\*\* | -0.285\*\* | 0.752\*\* | -0.284\*\* | 0.753\*\* |
|  | (0.120) | (0.0727) | (0.134) | (0.100) | (0.136) | (0.102) | (0.138) | (0.104) |
| 7.cohort | -0.430\*\*\* | 0.650\*\*\* | -0.205 | 0.815 | -0.177 | 0.838 | -0.156 | 0.856 |
|  | (0.119) | (0.0771) | (0.135) | (0.110) | (0.136) | (0.114) | (0.134) | (0.115) |
| empl\_f1 |  |  | -1.105\*\* | 0.331\*\* | -0.871 | 0.418 | -0.862 | 0.422 |
|  |  |  | (0.500) | (0.166) | (0.541) | (0.226) | (0.550) | (0.232) |
| empl\_f3 |  |  | 0.0626 | 1.065 | 0.0339 | 1.034 | -0.0949 | 0.909 |
|  |  |  | (0.242) | (0.258) | (0.255) | (0.264) | (0.258) | (0.235) |
| empl\_f4 |  |  | 0.538\*\* | 1.712\*\* | 0.482\*\* | 1.619\*\* | 0.430\* | 1.537\* |
|  |  |  | (0.215) | (0.368) | (0.221) | (0.357) | (0.224) | (0.344) |
| empl\_f5 |  |  | 0.353\* | 1.424\* | 0.278 | 1.320 | 0.207 | 1.229 |
|  |  |  | (0.185) | (0.264) | (0.193) | (0.255) | (0.194) | (0.239) |
| empl\_f6 |  |  | 0.0583 | 1.060 | -0.00390 | 0.996 | -0.103 | 0.902 |
|  |  |  | (0.202) | (0.214) | (0.210) | (0.209) | (0.210) | (0.189) |
| empl\_f7 |  |  | -0.233 | 0.792 | -0.277\* | 0.758\* | -0.347\*\* | 0.707\*\* |
|  |  |  | (0.155) | (0.123) | (0.162) | (0.123) | (0.162) | (0.114) |
| empl\_f8 |  |  | -0.319\* | 0.727\* | -0.218 | 0.804 | -0.277 | 0.758 |
|  |  |  | (0.178) | (0.130) | (0.186) | (0.149) | (0.185) | (0.141) |
| empl\_f9 |  |  | 1.041\*\*\* | 2.831\*\*\* | 0.908\*\* | 2.478\*\* | 0.820\* | 2.271\* |
|  |  |  | (0.386) | (1.092) | (0.397) | (0.985) | (0.419) | (0.951) |
| 2.fmanager1 |  |  | 0.0294 | 1.030 | 0.0927 | 1.097 | 0.0772 | 1.080 |
|  |  |  | (0.117) | (0.120) | (0.119) | (0.131) | (0.120) | (0.130) |
| 3.fmanager1 |  |  | 0.0537 | 1.055 | 0.128 | 1.137 | 0.108 | 1.115 |
|  |  |  | (0.155) | (0.164) | (0.162) | (0.184) | (0.162) | (0.181) |
| empl\_m1 |  |  |  |  | -0.734 | 0.480 | -0.808\* | 0.446\* |
|  |  |  |  |  | (0.447) | (0.214) | (0.481) | (0.214) |
| empl\_m3 |  |  |  |  | 0.284 | 1.328 | 0.245 | 1.278 |
|  |  |  |  |  | (1.053) | (1.398) | (1.044) | (1.334) |
| empl\_m4 |  |  |  |  | 0.596\*\*\* | 1.815\*\*\* | 0.516\*\*\* | 1.675\*\*\* |
|  |  |  |  |  | (0.199) | (0.361) | (0.199) | (0.334) |
| empl\_m5 |  |  |  |  | 0.450\*\*\* | 1.568\*\*\* | 0.372\*\* | 1.451\*\* |
|  |  |  |  |  | (0.144) | (0.227) | (0.146) | (0.212) |
| empl\_m6 |  |  |  |  | 0.0662 | 1.068 | -0.0356 | 0.965 |
|  |  |  |  |  | (0.147) | (0.157) | (0.149) | (0.144) |
| empl\_m7 |  |  |  |  | -0.0793 | 0.924 | -0.152 | 0.859 |
|  |  |  |  |  | (0.115) | (0.107) | (0.117) | (0.101) |
| empl\_m8 |  |  |  |  | -0.559\*\*\* | 0.572\*\*\* | -0.596\*\*\* | 0.551\*\*\* |
|  |  |  |  |  | (0.125) | (0.0716) | (0.126) | (0.0696) |
| empl\_m9 |  |  |  |  | 0.00238 | 1.002 | -0.0703 | 0.932 |
|  |  |  |  |  | (0.457) | (0.458) | (0.495) | (0.461) |
| 2.mmanager1 |  |  |  |  | -0.0596 | 0.942 | -0.0487 | 0.952 |
|  |  |  |  |  | (0.122) | (0.114) | (0.123) | (0.117) |
| 3.mmanager1 |  |  |  |  | -0.152 | 0.859 | -0.163 | 0.850 |
|  |  |  |  |  | (0.176) | (0.151) | (0.177) | (0.150) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.332\*\*\* | 0.718\*\*\* |
|  |  |  |  |  |  |  | (0.0817) | (0.0587) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.648\*\*\* | 0.523\*\*\* |
|  |  |  |  |  |  |  | (0.137) | (0.0716) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.999\*\*\* | 0.368\*\*\* |
|  |  |  |  |  |  |  | (0.205) | (0.0755) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.783\*\*\* | 0.457\*\*\* |
|  |  |  |  |  |  |  | (0.171) | (0.0783) |
| 2.both |  |  |  |  |  |  | -0.421\*\* | 0.657\*\* |
|  |  |  |  |  |  |  | (0.184) | (0.121) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.138 | 1.148 |
|  |  |  |  |  |  |  | (0.127) | (0.146) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.0599 | 1.062 |
|  |  |  |  |  |  |  | (0.136) | (0.144) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.832\*\*\* | 0.435\*\*\* | -1.034\*\*\* | 0.356\*\*\* | -1.317\*\*\* | 0.268\*\*\* | -1.589\*\*\* | 0.204\*\*\* |
|  | (0.0771) | (0.0336) | (0.203) | (0.0722) | (0.247) | (0.0661) | (0.266) | (0.0544) |
| Constant cut2 | 2.310\*\*\* | 10.08\*\*\* | 2.110\*\*\* | 8.244\*\*\* | 1.886\*\*\* | 6.590\*\*\* | 1.660\*\*\* | 5.259\*\*\* |
|  | (0.0832) | (0.838) | (0.205) | (1.693) | (0.247) | (1.629) | (0.266) | (1.397) |
|  |  |  |  |  |  |  |  |  |
| Observations | 6,697 | 6,697 | 5,407 | 5,407 | 5,349 | 5,349 | 5,349 | 5,349 |
| Pseudo R-squared | 0.0921 |  | 0.0983 |  | 0.108 |  | 0.117 |  |
| ll | -802943 |  | -644281 |  | -629407 |  | -623238 |  |
| df\_m | 9 |  | 19 |  | 29 |  | 36 |  |
| chi2 | 866.6 |  | 731.2 |  | 812.6 |  | 858.0 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Malta (MT)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.071\*\*\* | 2.918\*\*\* | 0.794\*\*\* | 2.213\*\*\* | 0.757\*\*\* | 2.132\*\*\* | 0.709\*\*\* | 2.031\*\*\* |
|  | (0.0839) | (0.245) | (0.0890) | (0.197) | (0.0903) | (0.193) | (0.0903) | (0.183) |
| 3.better\_edu | 1.952\*\*\* | 7.045\*\*\* | 1.159\*\*\* | 3.186\*\*\* | 1.014\*\*\* | 2.757\*\*\* | 1.011\*\*\* | 2.748\*\*\* |
|  | (0.132) | (0.927) | (0.154) | (0.489) | (0.158) | (0.434) | (0.158) | (0.433) |
| 2.gender | -0.103 | 0.902 | -0.0980 | 0.907 | -0.116 | 0.891 | -0.133\* | 0.875\* |
|  | (0.0725) | (0.0654) | (0.0743) | (0.0673) | (0.0747) | (0.0666) | (0.0751) | (0.0657) |
| 2.cohort | 0.291\* | 1.337\* | 0.338\*\* | 1.402\*\* | 0.314\* | 1.369\* | 0.265 | 1.304 |
|  | (0.157) | (0.210) | (0.161) | (0.226) | (0.162) | (0.221) | (0.164) | (0.214) |
| 3.cohort | 0.516\*\*\* | 1.675\*\*\* | 0.510\*\*\* | 1.665\*\*\* | 0.481\*\*\* | 1.618\*\*\* | 0.375\*\* | 1.455\*\* |
|  | (0.153) | (0.256) | (0.158) | (0.264) | (0.158) | (0.256) | (0.162) | (0.235) |
| 4.cohort | 0.811\*\*\* | 2.249\*\*\* | 0.849\*\*\* | 2.337\*\*\* | 0.842\*\*\* | 2.322\*\*\* | 0.682\*\*\* | 1.977\*\*\* |
|  | (0.155) | (0.349) | (0.161) | (0.377) | (0.161) | (0.374) | (0.166) | (0.328) |
| 5.cohort | 1.023\*\*\* | 2.781\*\*\* | 1.019\*\*\* | 2.770\*\*\* | 1.008\*\*\* | 2.739\*\*\* | 0.833\*\*\* | 2.300\*\*\* |
|  | (0.150) | (0.417) | (0.154) | (0.426) | (0.153) | (0.420) | (0.158) | (0.364) |
| 6.cohort | 1.313\*\*\* | 3.719\*\*\* | 1.359\*\*\* | 3.891\*\*\* | 1.272\*\*\* | 3.568\*\*\* | 1.057\*\*\* | 2.877\*\*\* |
|  | (0.151) | (0.561) | (0.157) | (0.612) | (0.158) | (0.564) | (0.164) | (0.473) |
| 7.cohort | 1.562\*\*\* | 4.768\*\*\* | 1.562\*\*\* | 4.766\*\*\* | 1.513\*\*\* | 4.542\*\*\* | 1.288\*\*\* | 3.625\*\*\* |
|  | (0.148) | (0.707) | (0.154) | (0.734) | (0.155) | (0.706) | (0.161) | (0.585) |
| empl\_f1 |  |  | 0.235 | 1.264 | 0.217 | 1.243 | 0.307 | 1.359 |
|  |  |  | (0.436) | (0.551) | (0.423) | (0.525) | (0.416) | (0.565) |
| empl\_f3 |  |  | -0.136 | 0.873 | -0.0697 | 0.933 | -0.253 | 0.777 |
|  |  |  | (0.384) | (0.335) | (0.385) | (0.359) | (0.385) | (0.299) |
| empl\_f4 |  |  | 0.978\*\*\* | 2.659\*\*\* | 0.965\*\*\* | 2.626\*\*\* | 0.802\*\*\* | 2.229\*\*\* |
|  |  |  | (0.298) | (0.793) | (0.304) | (0.798) | (0.304) | (0.679) |
| empl\_f5 |  |  | 1.558\*\*\* | 4.749\*\*\* | 1.441\*\*\* | 4.227\*\*\* | 1.247\*\*\* | 3.481\*\*\* |
|  |  |  | (0.313) | (1.487) | (0.320) | (1.355) | (0.321) | (1.117) |
| empl\_f6 |  |  | 0.951\*\*\* | 2.588\*\*\* | 0.901\*\*\* | 2.463\*\*\* | 0.738\*\*\* | 2.091\*\*\* |
|  |  |  | (0.282) | (0.729) | (0.286) | (0.704) | (0.286) | (0.597) |
| empl\_f7 |  |  | 0.262 | 1.299 | 0.244 | 1.276 | 0.117 | 1.124 |
|  |  |  | (0.266) | (0.345) | (0.270) | (0.344) | (0.268) | (0.301) |
| empl\_f8 |  |  | -0.0306 | 0.970 | -0.0365 | 0.964 | -0.128 | 0.880 |
|  |  |  | (0.290) | (0.281) | (0.294) | (0.284) | (0.293) | (0.258) |
| empl\_f9 |  |  | 0.440 | 1.553 | 0.396 | 1.485 | 0.298 | 1.347 |
|  |  |  | (0.299) | (0.465) | (0.303) | (0.450) | (0.305) | (0.411) |
| 2.fmanager1 |  |  | -0.424\*\*\* | 0.654\*\*\* | -0.389\*\*\* | 0.678\*\*\* | -0.338\*\*\* | 0.713\*\*\* |
|  |  |  | (0.0943) | (0.0617) | (0.0967) | (0.0655) | (0.0964) | (0.0688) |
| 3.fmanager1 |  |  | -0.134 | 0.875 | -0.0112 | 0.989 | 0.0981 | 1.103 |
|  |  |  | (0.267) | (0.234) | (0.267) | (0.264) | (0.268) | (0.296) |
| empl\_m1 |  |  |  |  | -0.841 | 0.431 | -0.876 | 0.416 |
|  |  |  |  |  | (1.105) | (0.477) | (1.068) | (0.445) |
| empl\_m4 |  |  |  |  | 0.607 | 1.835 | 0.434 | 1.544 |
|  |  |  |  |  | (0.587) | (1.077) | (0.581) | (0.896) |
| empl\_m5 |  |  |  |  | 1.236\*\*\* | 3.440\*\*\* | 1.176\*\*\* | 3.241\*\*\* |
|  |  |  |  |  | (0.300) | (1.034) | (0.296) | (0.961) |
| empl\_m6 |  |  |  |  | 1.574\*\*\* | 4.828\*\*\* | 1.571\*\*\* | 4.810\*\*\* |
|  |  |  |  |  | (0.502) | (2.424) | (0.485) | (2.335) |
| empl\_m7 |  |  |  |  | 0.237 | 1.267 | 0.223 | 1.250 |
|  |  |  |  |  | (0.184) | (0.234) | (0.187) | (0.234) |
| empl\_m8 |  |  |  |  | -0.425 | 0.654 | -0.442 | 0.643 |
|  |  |  |  |  | (0.325) | (0.212) | (0.336) | (0.216) |
| empl\_m9 |  |  |  |  | 0.236 | 1.266 | 0.181 | 1.199 |
|  |  |  |  |  | (0.412) | (0.521) | (0.423) | (0.507) |
| 2.mmanager1 |  |  |  |  | -0.108 | 0.897 | -0.101 | 0.904 |
|  |  |  |  |  | (0.423) | (0.379) | (0.412) | (0.372) |
| 3.mmanager1 |  |  |  |  | -0.632 | 0.531 | -0.564 | 0.569 |
|  |  |  |  |  | (0.490) | (0.261) | (0.486) | (0.277) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.190\* | 0.827\* |
|  |  |  |  |  |  |  | (0.0988) | (0.0817) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.262\*\* | 0.770\*\* |
|  |  |  |  |  |  |  | (0.132) | (0.102) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.314 | 0.730 |
|  |  |  |  |  |  |  | (0.204) | (0.149) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.442\*\* | 0.642\*\* |
|  |  |  |  |  |  |  | (0.207) | (0.133) |
| 2.both |  |  |  |  |  |  | -0.216 | 0.806 |
|  |  |  |  |  |  |  | (0.205) | (0.165) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.666\*\*\* | 1.946\*\*\* |
|  |  |  |  |  |  |  | (0.155) | (0.301) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.843\*\*\* | 2.324\*\*\* |
|  |  |  |  |  |  |  | (0.160) | (0.371) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.118 | 1.125 |
|  |  |  |  |  |  |  | (0.419) | (0.471) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | 1.797\*\*\* | 6.034\*\*\* | 1.782\*\*\* | 5.944\*\*\* | 1.647\*\*\* | 5.192\*\*\* | 1.960\*\*\* | 7.103\*\*\* |
|  | (0.129) | (0.778) | (0.306) | (1.821) | (0.519) | (2.696) | (0.525) | (3.727) |
| Constant cut2 | 2.979\*\*\* | 19.67\*\*\* | 3.024\*\*\* | 20.58\*\*\* | 2.906\*\*\* | 18.29\*\*\* | 3.232\*\*\* | 25.33\*\*\* |
|  | (0.136) | (2.670) | (0.309) | (6.368) | (0.522) | (9.549) | (0.527) | (13.35) |
|  |  |  |  |  |  |  |  |  |
| Observations | 4,813 | 4,813 | 4,662 | 4,662 | 4,618 | 4,618 | 4,611 | 4,611 |
| Pseudo R-squared | 0.0972 |  | 0.122 |  | 0.128 |  | 0.136 |  |
| ll | -151733 |  | -143068 |  | -140965 |  | -139590 |  |
| df\_m | 9 |  | 19 |  | 28 |  | 36 |  |
| chi2 | 572.1 |  | 687.9 |  | 685.7 |  | 715.8 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Hollanda (NL)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 0.782\*\*\* | 2.185\*\*\* | 0.638\*\*\* | 1.893\*\*\* | 0.605\*\*\* | 1.831\*\*\* | 0.587\*\*\* | 1.799\*\*\* |
|  | (0.0846) | (0.185) | (0.0870) | (0.165) | (0.0877) | (0.161) | (0.0872) | (0.157) |
| 3.better\_edu | 1.897\*\*\* | 6.665\*\*\* | 1.542\*\*\* | 4.674\*\*\* | 1.403\*\*\* | 4.068\*\*\* | 1.412\*\*\* | 4.102\*\*\* |
|  | (0.105) | (0.699) | (0.120) | (0.560) | (0.125) | (0.510) | (0.127) | (0.522) |
| 2.gender | -0.154\*\* | 0.857\*\* | -0.165\*\* | 0.848\*\* | -0.158\*\* | 0.854\*\* | -0.150\*\* | 0.860\*\* |
|  | (0.0717) | (0.0614) | (0.0731) | (0.0620) | (0.0736) | (0.0628) | (0.0734) | (0.0632) |
| 2.cohort | 0.105 | 1.111 | 0.0400 | 1.041 | 0.0461 | 1.047 | 0.0327 | 1.033 |
|  | (0.122) | (0.135) | (0.121) | (0.126) | (0.123) | (0.128) | (0.125) | (0.129) |
| 3.cohort | 0.0858 | 1.090 | -0.00344 | 0.997 | -0.00305 | 0.997 | -0.0668 | 0.935 |
|  | (0.127) | (0.139) | (0.126) | (0.126) | (0.127) | (0.126) | (0.130) | (0.121) |
| 4.cohort | 0.154 | 1.166 | 0.109 | 1.115 | 0.109 | 1.115 | 0.0365 | 1.037 |
|  | (0.126) | (0.147) | (0.126) | (0.141) | (0.131) | (0.146) | (0.133) | (0.138) |
| 5.cohort | 0.285\*\* | 1.330\*\* | 0.306\*\* | 1.358\*\* | 0.295\*\* | 1.343\*\* | 0.205 | 1.227 |
|  | (0.132) | (0.175) | (0.131) | (0.178) | (0.135) | (0.181) | (0.143) | (0.176) |
| 6.cohort | 0.356\*\* | 1.428\*\* | 0.357\*\* | 1.429\*\* | 0.354\*\* | 1.425\*\* | 0.275 | 1.316 |
|  | (0.159) | (0.227) | (0.161) | (0.230) | (0.166) | (0.236) | (0.171) | (0.225) |
| 7.cohort | 0.452\*\*\* | 1.571\*\*\* | 0.463\*\*\* | 1.589\*\*\* | 0.403\*\*\* | 1.496\*\*\* | 0.344\*\* | 1.411\*\* |
|  | (0.141) | (0.221) | (0.144) | (0.229) | (0.148) | (0.221) | (0.154) | (0.218) |
| empl\_f1 |  |  | -0.304 | 0.738 | -0.239 | 0.788 | -0.163 | 0.850 |
|  |  |  | (0.487) | (0.359) | (0.520) | (0.410) | (0.540) | (0.459) |
| empl\_f3 |  |  | 0.602\* | 1.826\* | 0.568\* | 1.765\* | 0.663\* | 1.941\* |
|  |  |  | (0.340) | (0.620) | (0.344) | (0.608) | (0.346) | (0.671) |
| empl\_f4 |  |  | 0.859\*\*\* | 2.361\*\*\* | 0.874\*\*\* | 2.397\*\*\* | 0.956\*\*\* | 2.601\*\*\* |
|  |  |  | (0.285) | (0.673) | (0.278) | (0.666) | (0.277) | (0.720) |
| empl\_f5 |  |  | 0.750\*\*\* | 2.117\*\*\* | 0.714\*\*\* | 2.042\*\*\* | 0.779\*\*\* | 2.178\*\*\* |
|  |  |  | (0.280) | (0.593) | (0.274) | (0.560) | (0.274) | (0.597) |
| empl\_f6 |  |  | 0.522\* | 1.685\* | 0.532\*\* | 1.702\*\* | 0.578\*\* | 1.783\*\* |
|  |  |  | (0.272) | (0.458) | (0.264) | (0.450) | (0.260) | (0.463) |
| empl\_f7 |  |  | 0.163 | 1.177 | 0.191 | 1.210 | 0.229 | 1.257 |
|  |  |  | (0.262) | (0.309) | (0.254) | (0.307) | (0.251) | (0.316) |
| empl\_f8 |  |  | -0.251 | 0.778 | -0.211 | 0.810 | -0.164 | 0.849 |
|  |  |  | (0.337) | (0.262) | (0.333) | (0.269) | (0.334) | (0.283) |
| empl\_f9 |  |  | -0.0609 | 0.941 | -0.0679 | 0.934 | -0.00854 | 0.991 |
|  |  |  | (0.331) | (0.312) | (0.325) | (0.304) | (0.321) | (0.318) |
| 2.fmanager1 |  |  | 0.0794 | 1.083 | 0.0599 | 1.062 | 0.0460 | 1.047 |
|  |  |  | (0.0823) | (0.0891) | (0.0837) | (0.0889) | (0.0845) | (0.0885) |
| 3.fmanager1 |  |  | -0.252 | 0.777 | -0.214 | 0.808 | -0.135 | 0.874 |
|  |  |  | (0.238) | (0.185) | (0.232) | (0.187) | (0.235) | (0.206) |
| empl\_m1 |  |  |  |  | 1.192 | 3.295 | 1.233 | 3.433 |
|  |  |  |  |  | (0.774) | (2.549) | (0.753) | (2.585) |
| empl\_m4 |  |  |  |  | 0.239 | 1.270 | 0.251 | 1.285 |
|  |  |  |  |  | (0.362) | (0.460) | (0.375) | (0.482) |
| empl\_m5 |  |  |  |  | 0.689\*\*\* | 1.991\*\*\* | 0.726\*\*\* | 2.066\*\*\* |
|  |  |  |  |  | (0.183) | (0.365) | (0.184) | (0.381) |
| empl\_m6 |  |  |  |  | 0.362\*\* | 1.437\*\* | 0.341\*\* | 1.407\*\* |
|  |  |  |  |  | (0.168) | (0.241) | (0.170) | (0.240) |
| empl\_m7 |  |  |  |  | -0.0873 | 0.916 | -0.0961 | 0.908 |
|  |  |  |  |  | (0.103) | (0.0941) | (0.103) | (0.0931) |
| empl\_m8 |  |  |  |  | -0.399\*\*\* | 0.671\*\*\* | -0.453\*\*\* | 0.635\*\*\* |
|  |  |  |  |  | (0.132) | (0.0884) | (0.134) | (0.0852) |
| empl\_m9 |  |  |  |  | 1.421\*\* | 4.141\*\* | 1.369\*\* | 3.929\*\* |
|  |  |  |  |  | (0.602) | (2.492) | (0.549) | (2.157) |
| 2.mmanager1 |  |  |  |  | 0.0641 | 1.066 | 0.0258 | 1.026 |
|  |  |  |  |  | (0.220) | (0.235) | (0.228) | (0.233) |
| 3.mmanager1 |  |  |  |  | -0.715 | 0.489 | -0.704 | 0.494 |
|  |  |  |  |  | (0.440) | (0.216) | (0.435) | (0.215) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.0476 | 0.953 |
|  |  |  |  |  |  |  | (0.0899) | (0.0857) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.132 | 0.876 |
|  |  |  |  |  |  |  | (0.117) | (0.102) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.307\* | 0.736\* |
|  |  |  |  |  |  |  | (0.164) | (0.120) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.621\*\*\* | 0.538\*\*\* |
|  |  |  |  |  |  |  | (0.183) | (0.0984) |
| 2.both |  |  |  |  |  |  | -0.340\* | 0.712\* |
|  |  |  |  |  |  |  | (0.179) | (0.128) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.311 | 1.364 |
|  |  |  |  |  |  |  | (0.198) | (0.271) |
| 3.fin\_sit1 |  |  |  |  |  |  | -0.0883 | 0.915 |
|  |  |  |  |  |  |  | (0.200) | (0.183) |
| 4.fin\_sit1 |  |  |  |  |  |  | -0.533 | 0.587 |
|  |  |  |  |  |  |  | (0.875) | (0.514) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.813\*\*\* | 0.444\*\*\* | -0.646\*\* | 0.524\*\* | -0.634\* | 0.530\* | -0.775\* | 0.461\* |
|  | (0.109) | (0.0485) | (0.284) | (0.149) | (0.347) | (0.184) | (0.416) | (0.191) |
| Constant cut2 | 1.433\*\*\* | 4.192\*\*\* | 1.649\*\*\* | 5.200\*\*\* | 1.679\*\*\* | 5.359\*\*\* | 1.572\*\*\* | 4.815\*\*\* |
|  | (0.112) | (0.469) | (0.287) | (1.494) | (0.348) | (1.866) | (0.417) | (2.007) |
|  |  |  |  |  |  |  |  |  |
| Observations | 5,866 | 5,866 | 5,616 | 5,616 | 5,566 | 5,566 | 5,566 | 5,566 |
| Pseudo R-squared | 0.0774 |  | 0.0881 |  | 0.0948 |  | 0.103 |  |
| ll | -3.763e+06 |  | -3.511e+06 |  | -3.445e+06 |  | -3.415e+06 |  |
| df\_m | 9 |  | 19 |  | 28 |  | 36 |  |
| chi2 | 407.4 |  | 433.9 |  | 517.3 |  | 543.8 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Norveç (NO)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 0.667\*\*\* | 1.949\*\*\* | 0.610\*\*\* | 1.840\*\*\* | 0.565\*\*\* | 1.759\*\*\* | 0.511\*\*\* | 1.667\*\*\* |
|  | (0.117) | (0.229) | (0.121) | (0.222) | (0.119) | (0.210) | (0.132) | (0.220) |
| 3.better\_edu | 1.629\*\*\* | 5.100\*\*\* | 1.289\*\*\* | 3.630\*\*\* | 1.102\*\*\* | 3.010\*\*\* | 1.163\*\*\* | 3.201\*\*\* |
|  | (0.139) | (0.710) | (0.151) | (0.549) | (0.156) | (0.470) | (0.168) | (0.536) |
| 2.gender | 0.295\*\*\* | 1.343\*\*\* | 0.336\*\*\* | 1.400\*\*\* | 0.307\*\*\* | 1.360\*\*\* | 0.264\*\*\* | 1.302\*\*\* |
|  | (0.0913) | (0.123) | (0.0929) | (0.130) | (0.0942) | (0.128) | (0.102) | (0.133) |
| 2.cohort | -0.0763 | 0.927 | -0.0647 | 0.937 | -0.115 | 0.891 | -0.118 | 0.888 |
|  | (0.150) | (0.139) | (0.156) | (0.146) | (0.159) | (0.142) | (0.177) | (0.157) |
| 3.cohort | -0.124 | 0.884 | -0.102 | 0.903 | -0.148 | 0.863 | -0.148 | 0.863 |
|  | (0.154) | (0.136) | (0.160) | (0.145) | (0.162) | (0.140) | (0.178) | (0.154) |
| 4.cohort | 0.0689 | 1.071 | 0.109 | 1.115 | 0.0615 | 1.063 | 0.00288 | 1.003 |
|  | (0.149) | (0.159) | (0.153) | (0.170) | (0.157) | (0.167) | (0.173) | (0.174) |
| 5.cohort | 0.107 | 1.113 | 0.204 | 1.226 | 0.0882 | 1.092 | 0.0834 | 1.087 |
|  | (0.157) | (0.175) | (0.157) | (0.193) | (0.163) | (0.178) | (0.178) | (0.194) |
| 6.cohort | -0.154 | 0.857 | -0.0190 | 0.981 | -0.0982 | 0.906 | -0.0467 | 0.954 |
|  | (0.180) | (0.155) | (0.184) | (0.181) | (0.189) | (0.172) | (0.204) | (0.195) |
| 7.cohort | -0.179 | 0.836 | -0.0446 | 0.956 | -0.112 | 0.894 | 0.0233 | 1.024 |
|  | (0.200) | (0.167) | (0.208) | (0.199) | (0.215) | (0.192) | (0.235) | (0.241) |
| empl\_f1 |  |  | -0.653 | 0.520 | -0.769 | 0.464 | -0.770 | 0.463 |
|  |  |  | (0.974) | (0.507) | (0.932) | (0.432) | (0.926) | (0.429) |
| empl\_f3 |  |  | 0.641 | 1.897 | 0.541 | 1.718 | 0.618 | 1.855 |
|  |  |  | (0.570) | (1.082) | (0.581) | (0.997) | (0.564) | (1.046) |
| empl\_f4 |  |  | 0.591 | 1.806 | 0.488 | 1.630 | 0.523 | 1.687 |
|  |  |  | (0.465) | (0.840) | (0.487) | (0.794) | (0.457) | (0.771) |
| empl\_f5 |  |  | 0.847\* | 2.333\* | 0.657 | 1.929 | 0.737 | 2.090 |
|  |  |  | (0.486) | (1.133) | (0.509) | (0.982) | (0.483) | (1.010) |
| empl\_f6 |  |  | 0.610 | 1.840 | 0.479 | 1.615 | 0.469 | 1.599 |
|  |  |  | (0.454) | (0.835) | (0.479) | (0.774) | (0.446) | (0.714) |
| empl\_f7 |  |  | 0.235 | 1.265 | 0.0970 | 1.102 | 0.141 | 1.151 |
|  |  |  | (0.440) | (0.557) | (0.464) | (0.511) | (0.429) | (0.494) |
| empl\_f8 |  |  | 0.233 | 1.262 | 0.141 | 1.151 | 0.362 | 1.436 |
|  |  |  | (0.511) | (0.645) | (0.533) | (0.613) | (0.499) | (0.717) |
| 2.fmanager1 |  |  | -0.0214 | 0.979 | -0.0147 | 0.985 | 0.00498 | 1.005 |
|  |  |  | (0.118) | (0.115) | (0.118) | (0.117) | (0.130) | (0.130) |
| 3.fmanager1 |  |  | -1.072\*\* | 0.342\*\* | -1.067\*\* | 0.344\*\* | -0.632 | 0.532 |
|  |  |  | (0.417) | (0.143) | (0.468) | (0.161) | (0.426) | (0.226) |
| empl\_m1 |  |  |  |  | -0.851 | 0.427 | -0.695 | 0.499 |
|  |  |  |  |  | (0.622) | (0.265) | (0.542) | (0.271) |
| empl\_m3 |  |  |  |  | 0.450 | 1.568 | -0.530 | 0.589 |
|  |  |  |  |  | (0.688) | (1.079) | (0.555) | (0.326) |
| empl\_m4 |  |  |  |  | -0.0320 | 0.969 | -0.272 | 0.762 |
|  |  |  |  |  | (0.322) | (0.312) | (0.355) | (0.271) |
| empl\_m5 |  |  |  |  | 0.557\* | 1.745\* | 0.374 | 1.454 |
|  |  |  |  |  | (0.301) | (0.526) | (0.337) | (0.489) |
| empl\_m6 |  |  |  |  | 0.666\*\*\* | 1.947\*\*\* | 0.571\*\*\* | 1.771\*\*\* |
|  |  |  |  |  | (0.162) | (0.316) | (0.171) | (0.302) |
| empl\_m7 |  |  |  |  | 0.200\* | 1.221\* | 0.0463 | 1.047 |
|  |  |  |  |  | (0.113) | (0.138) | (0.120) | (0.126) |
| empl\_m8 |  |  |  |  | -0.0705 | 0.932 | -0.250 | 0.778 |
|  |  |  |  |  | (0.174) | (0.162) | (0.186) | (0.145) |
| 2.mmanager1 |  |  |  |  | 0.0528 | 1.054 | 0.181 | 1.199 |
|  |  |  |  |  | (0.225) | (0.237) | (0.248) | (0.298) |
| 3.mmanager1 |  |  |  |  | -0.560 | 0.571 | -0.483 | 0.617 |
|  |  |  |  |  | (0.571) | (0.326) | (0.634) | (0.391) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.289\*\* | 0.749\*\* |
|  |  |  |  |  |  |  | (0.128) | (0.0962) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.273 | 0.761 |
|  |  |  |  |  |  |  | (0.184) | (0.140) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.249 | 0.780 |
|  |  |  |  |  |  |  | (0.333) | (0.259) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -1.022\*\*\* | 0.360\*\*\* |
|  |  |  |  |  |  |  | (0.325) | (0.117) |
| 2.both |  |  |  |  |  |  | -0.339 | 0.713 |
|  |  |  |  |  |  |  | (0.257) | (0.183) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.614\*\*\* | 1.847\*\*\* |
|  |  |  |  |  |  |  | (0.223) | (0.412) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.439\* | 1.551\* |
|  |  |  |  |  |  |  | (0.229) | (0.355) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.466 | 1.594 |
|  |  |  |  |  |  |  | (0.446) | (0.711) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.538\*\*\* | 0.584\*\*\* | -0.296 | 0.744 | -0.356 | 0.700 | 0.0388 | 1.040 |
|  | (0.136) | (0.0796) | (0.475) | (0.353) | (0.561) | (0.393) | (0.590) | (0.613) |
| Constant cut2 | 1.464\*\*\* | 4.322\*\*\* | 1.771\*\*\* | 5.874\*\*\* | 1.720\*\*\* | 5.587\*\*\* | 2.169\*\*\* | 8.747\*\*\* |
|  | (0.140) | (0.605) | (0.474) | (2.783) | (0.559) | (3.124) | (0.592) | (5.177) |
|  |  |  |  |  |  |  |  |  |
| Observations | 2,714 | 2,714 | 2,622 | 2,622 | 2,595 | 2,595 | 2,293 | 2,293 |
| Pseudo R-squared | 0.0526 |  | 0.0601 |  | 0.0670 |  | 0.0808 |  |
| ll | -1.345e+06 |  | -1.271e+06 |  | -1.250e+06 |  | -1.083e+06 |  |
| df\_m | 9 |  | 18 |  | 27 |  | 35 |  |
| chi2 | 181.4 |  | 193.6 |  | 207.5 |  | 223.9 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Polonya (PL)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.346\*\*\* | 3.842\*\*\* | 1.151\*\*\* | 3.160\*\*\* | 1.065\*\*\* | 2.900\*\*\* | 0.971\*\*\* | 2.640\*\*\* |
|  | (0.0548) | (0.210) | (0.0588) | (0.186) | (0.0598) | (0.174) | (0.0608) | (0.160) |
| 3.better\_edu | 2.917\*\*\* | 18.48\*\*\* | 2.124\*\*\* | 8.368\*\*\* | 1.765\*\*\* | 5.842\*\*\* | 1.645\*\*\* | 5.180\*\*\* |
|  | (0.0864) | (1.598) | (0.106) | (0.885) | (0.116) | (0.676) | (0.117) | (0.605) |
| 2.gender | 0.395\*\*\* | 1.484\*\*\* | 0.413\*\*\* | 1.511\*\*\* | 0.409\*\*\* | 1.505\*\*\* | 0.419\*\*\* | 1.520\*\*\* |
|  | (0.0425) | (0.0631) | (0.0445) | (0.0672) | (0.0452) | (0.0681) | (0.0454) | (0.0690) |
| 2.cohort | 0.264\*\*\* | 1.302\*\*\* | 0.276\*\*\* | 1.317\*\*\* | 0.269\*\*\* | 1.309\*\*\* | 0.244\*\*\* | 1.276\*\*\* |
|  | (0.0720) | (0.0938) | (0.0754) | (0.0993) | (0.0772) | (0.101) | (0.0777) | (0.0992) |
| 3.cohort | 0.385\*\*\* | 1.469\*\*\* | 0.389\*\*\* | 1.475\*\*\* | 0.356\*\*\* | 1.427\*\*\* | 0.304\*\*\* | 1.355\*\*\* |
|  | (0.0738) | (0.108) | (0.0770) | (0.114) | (0.0789) | (0.113) | (0.0800) | (0.108) |
| 4.cohort | 0.444\*\*\* | 1.558\*\*\* | 0.529\*\*\* | 1.696\*\*\* | 0.487\*\*\* | 1.627\*\*\* | 0.434\*\*\* | 1.543\*\*\* |
|  | (0.0783) | (0.122) | (0.0815) | (0.138) | (0.0832) | (0.135) | (0.0837) | (0.129) |
| 5.cohort | 0.755\*\*\* | 2.127\*\*\* | 0.824\*\*\* | 2.279\*\*\* | 0.765\*\*\* | 2.149\*\*\* | 0.720\*\*\* | 2.054\*\*\* |
|  | (0.0817) | (0.174) | (0.0854) | (0.195) | (0.0862) | (0.185) | (0.0867) | (0.178) |
| 6.cohort | 1.006\*\*\* | 2.733\*\*\* | 1.155\*\*\* | 3.174\*\*\* | 1.097\*\*\* | 2.996\*\*\* | 1.047\*\*\* | 2.850\*\*\* |
|  | (0.0824) | (0.225) | (0.0872) | (0.277) | (0.0894) | (0.268) | (0.0901) | (0.257) |
| 7.cohort | 1.107\*\*\* | 3.024\*\*\* | 1.276\*\*\* | 3.583\*\*\* | 1.228\*\*\* | 3.413\*\*\* | 1.175\*\*\* | 3.238\*\*\* |
|  | (0.0857) | (0.259) | (0.0898) | (0.322) | (0.0915) | (0.312) | (0.0921) | (0.298) |
| empl\_f1 |  |  | -0.353 | 0.703 | -0.268 | 0.765 | 0.0387 | 1.039 |
|  |  |  | (0.440) | (0.309) | (0.442) | (0.338) | (0.443) | (0.461) |
| empl\_f3 |  |  | 0.845\*\*\* | 2.328\*\*\* | 0.773\*\*\* | 2.166\*\*\* | 0.684\*\*\* | 1.981\*\*\* |
|  |  |  | (0.250) | (0.582) | (0.264) | (0.571) | (0.263) | (0.520) |
| empl\_f4 |  |  | 0.792\*\*\* | 2.209\*\*\* | 0.600\*\*\* | 1.822\*\*\* | 0.541\*\*\* | 1.718\*\*\* |
|  |  |  | (0.199) | (0.440) | (0.208) | (0.379) | (0.205) | (0.352) |
| empl\_f5 |  |  | 1.446\*\*\* | 4.247\*\*\* | 1.164\*\*\* | 3.203\*\*\* | 1.089\*\*\* | 2.972\*\*\* |
|  |  |  | (0.199) | (0.846) | (0.207) | (0.663) | (0.203) | (0.604) |
| empl\_f6 |  |  | 0.709\*\*\* | 2.031\*\*\* | 0.466\*\* | 1.594\*\* | 0.414\*\* | 1.513\*\* |
|  |  |  | (0.178) | (0.362) | (0.182) | (0.290) | (0.178) | (0.269) |
| empl\_f7 |  |  | 0.128 | 1.137 | 0.0686 | 1.071 | 0.0334 | 1.034 |
|  |  |  | (0.153) | (0.174) | (0.156) | (0.168) | (0.152) | (0.157) |
| empl\_f8 |  |  | -0.325\* | 0.722\* | -0.287 | 0.750 | -0.266 | 0.766 |
|  |  |  | (0.175) | (0.126) | (0.177) | (0.133) | (0.172) | (0.132) |
| empl\_f9 |  |  | 0.0533 | 1.055 | -0.0662 | 0.936 | -0.0670 | 0.935 |
|  |  |  | (0.187) | (0.197) | (0.203) | (0.190) | (0.201) | (0.188) |
| 2.fmanager1 |  |  | -0.398\*\*\* | 0.671\*\*\* | -0.328\*\*\* | 0.721\*\*\* | -0.297\*\*\* | 0.743\*\*\* |
|  |  |  | (0.0883) | (0.0593) | (0.0932) | (0.0672) | (0.0936) | (0.0695) |
| 3.fmanager1 |  |  | -0.493\*\* | 0.611\*\* | -0.432 | 0.649 | -0.449 | 0.639 |
|  |  |  | (0.221) | (0.135) | (0.291) | (0.189) | (0.298) | (0.190) |
| empl\_m1 |  |  |  |  | 0.0258 | 1.026 | 0.0256 | 1.026 |
|  |  |  |  |  | (0.258) | (0.264) | (0.260) | (0.267) |
| empl\_m3 |  |  |  |  | 1.041\*\* | 2.833\*\* | 0.952\*\* | 2.592\*\* |
|  |  |  |  |  | (0.408) | (1.156) | (0.458) | (1.188) |
| empl\_m4 |  |  |  |  | 0.489\*\* | 1.631\*\* | 0.409\* | 1.505\* |
|  |  |  |  |  | (0.205) | (0.335) | (0.209) | (0.314) |
| empl\_m5 |  |  |  |  | 0.979\*\*\* | 2.662\*\*\* | 0.912\*\*\* | 2.490\*\*\* |
|  |  |  |  |  | (0.124) | (0.331) | (0.126) | (0.313) |
| empl\_m6 |  |  |  |  | 1.040\*\*\* | 2.828\*\*\* | 0.973\*\*\* | 2.645\*\*\* |
|  |  |  |  |  | (0.108) | (0.305) | (0.108) | (0.285) |
| empl\_m7 |  |  |  |  | 0.132\*\* | 1.141\*\* | 0.0898 | 1.094 |
|  |  |  |  |  | (0.0594) | (0.0677) | (0.0598) | (0.0655) |
| empl\_m8 |  |  |  |  | -0.183\*\* | 0.833\*\* | -0.213\*\* | 0.808\*\* |
|  |  |  |  |  | (0.0864) | (0.0719) | (0.0867) | (0.0701) |
| empl\_m9 |  |  |  |  | 0.373\*\* | 1.452\*\* | 0.312\* | 1.366\* |
|  |  |  |  |  | (0.180) | (0.262) | (0.180) | (0.246) |
| 2.mmanager1 |  |  |  |  | -0.379\*\*\* | 0.684\*\*\* | -0.343\*\*\* | 0.709\*\*\* |
|  |  |  |  |  | (0.128) | (0.0874) | (0.129) | (0.0914) |
| 3.mmanager1 |  |  |  |  | -0.410 | 0.664 | -0.353 | 0.702 |
|  |  |  |  |  | (0.338) | (0.224) | (0.343) | (0.241) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.160\*\*\* | 0.852\*\*\* |
|  |  |  |  |  |  |  | (0.0579) | (0.0494) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.360\*\*\* | 0.698\*\*\* |
|  |  |  |  |  |  |  | (0.0828) | (0.0578) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.717\*\*\* | 0.488\*\*\* |
|  |  |  |  |  |  |  | (0.111) | (0.0541) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.804\*\*\* | 0.448\*\*\* |
|  |  |  |  |  |  |  | (0.122) | (0.0546) |
| 2.both |  |  |  |  |  |  | -0.226\* | 0.798\* |
|  |  |  |  |  |  |  | (0.118) | (0.0945) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.343\*\*\* | 1.410\*\*\* |
|  |  |  |  |  |  |  | (0.0802) | (0.113) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.466\*\*\* | 1.593\*\*\* |
|  |  |  |  |  |  |  | (0.0873) | (0.139) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.217 | 1.242 |
|  |  |  |  |  |  |  | (0.179) | (0.222) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.966\*\*\* | 0.381\*\*\* | -1.273\*\*\* | 0.280\*\*\* | -1.607\*\*\* | 0.201\*\*\* | -1.527\*\*\* | 0.217\*\*\* |
|  | (0.0579) | (0.0220) | (0.184) | (0.0515) | (0.215) | (0.0432) | (0.223) | (0.0485) |
| Constant cut2 | 3.161\*\*\* | 23.59\*\*\* | 2.936\*\*\* | 18.84\*\*\* | 2.638\*\*\* | 13.98\*\*\* | 2.774\*\*\* | 16.03\*\*\* |
|  | (0.0704) | (1.662) | (0.189) | (3.559) | (0.219) | (3.066) | (0.227) | (3.641) |
|  |  |  |  |  |  |  |  |  |
| Observations | 15,775 | 15,775 | 14,824 | 14,824 | 14,675 | 14,675 | 14,659 | 14,659 |
| Pseudo R-squared | 0.135 |  | 0.155 |  | 0.166 |  | 0.174 |  |
| ll | -1.240e+07 |  | -1.140e+07 |  | -1.110e+07 |  | -1.100e+07 |  |
| df\_m | 9 |  | 19 |  | 29 |  | 37 |  |
| chi2 | 1929 |  | 2034 |  | 2108 |  | 2246 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Portekiz (PT)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.638\*\*\* | 5.147\*\*\* | 1.307\*\*\* | 3.696\*\*\* | 1.178\*\*\* | 3.248\*\*\* | 1.046\*\*\* | 2.847\*\*\* |
|  | (0.134) | (0.690) | (0.149) | (0.551) | (0.152) | (0.495) | (0.153) | (0.437) |
| 3.better\_edu | 2.857\*\*\* | 17.41\*\*\* | 2.220\*\*\* | 9.211\*\*\* | 1.886\*\*\* | 6.590\*\*\* | 1.837\*\*\* | 6.276\*\*\* |
|  | (0.163) | (2.844) | (0.203) | (1.874) | (0.249) | (1.643) | (0.241) | (1.513) |
| 2.gender | 0.546\*\*\* | 1.726\*\*\* | 0.596\*\*\* | 1.814\*\*\* | 0.636\*\*\* | 1.889\*\*\* | 0.674\*\*\* | 1.963\*\*\* |
|  | (0.0687) | (0.119) | (0.0720) | (0.131) | (0.0729) | (0.138) | (0.0748) | (0.147) |
| 2.cohort | 0.297\*\* | 1.346\*\* | 0.234 | 1.264 | 0.210 | 1.234 | 0.147 | 1.158 |
|  | (0.141) | (0.189) | (0.147) | (0.185) | (0.146) | (0.180) | (0.153) | (0.177) |
| 3.cohort | 0.145 | 1.157 | 0.175 | 1.192 | 0.176 | 1.192 | 0.0632 | 1.065 |
|  | (0.139) | (0.160) | (0.145) | (0.173) | (0.144) | (0.172) | (0.151) | (0.161) |
| 4.cohort | 0.409\*\*\* | 1.506\*\*\* | 0.426\*\*\* | 1.532\*\*\* | 0.367\*\* | 1.443\*\* | 0.172 | 1.188 |
|  | (0.137) | (0.206) | (0.143) | (0.218) | (0.143) | (0.206) | (0.149) | (0.177) |
| 5.cohort | 0.900\*\*\* | 2.458\*\*\* | 0.851\*\*\* | 2.341\*\*\* | 0.785\*\*\* | 2.192\*\*\* | 0.477\*\*\* | 1.612\*\*\* |
|  | (0.137) | (0.337) | (0.144) | (0.337) | (0.145) | (0.318) | (0.149) | (0.240) |
| 6.cohort | 1.325\*\*\* | 3.763\*\*\* | 1.344\*\*\* | 3.835\*\*\* | 1.290\*\*\* | 3.633\*\*\* | 0.988\*\*\* | 2.685\*\*\* |
|  | (0.137) | (0.514) | (0.145) | (0.554) | (0.145) | (0.526) | (0.150) | (0.402) |
| 7.cohort | 1.275\*\*\* | 3.580\*\*\* | 1.293\*\*\* | 3.643\*\*\* | 1.257\*\*\* | 3.514\*\*\* | 0.886\*\*\* | 2.426\*\*\* |
|  | (0.140) | (0.502) | (0.146) | (0.530) | (0.146) | (0.514) | (0.154) | (0.375) |
| empl\_f1 |  |  | 0.830 | 2.294 | 0.509 | 1.664 | 0.618 | 1.856 |
|  |  |  | (0.675) | (1.548) | (0.652) | (1.085) | (0.613) | (1.137) |
| empl\_f4 |  |  | 1.442\*\*\* | 4.228\*\*\* | 1.342\*\*\* | 3.827\*\*\* | 0.972\*\*\* | 2.642\*\*\* |
|  |  |  | (0.295) | (1.248) | (0.297) | (1.136) | (0.303) | (0.800) |
| empl\_f5 |  |  | 1.537\*\*\* | 4.652\*\*\* | 1.450\*\*\* | 4.262\*\*\* | 1.181\*\*\* | 3.257\*\*\* |
|  |  |  | (0.361) | (1.679) | (0.357) | (1.521) | (0.339) | (1.105) |
| empl\_f6 |  |  | 1.199\*\*\* | 3.318\*\*\* | 1.143\*\*\* | 3.135\*\*\* | 0.805\*\*\* | 2.237\*\*\* |
|  |  |  | (0.287) | (0.951) | (0.283) | (0.889) | (0.285) | (0.638) |
| empl\_f7 |  |  | 0.723\*\*\* | 2.060\*\*\* | 0.672\*\*\* | 1.959\*\*\* | 0.488\* | 1.629\* |
|  |  |  | (0.255) | (0.526) | (0.250) | (0.490) | (0.253) | (0.412) |
| empl\_f8 |  |  | 0.485\* | 1.624\* | 0.470 | 1.601 | 0.367 | 1.443 |
|  |  |  | (0.292) | (0.475) | (0.289) | (0.463) | (0.294) | (0.424) |
| empl\_f9 |  |  | 1.779\*\*\* | 5.924\*\*\* | 1.686\*\*\* | 5.397\*\*\* | 1.440\*\*\* | 4.223\*\*\* |
|  |  |  | (0.482) | (2.858) | (0.475) | (2.562) | (0.446) | (1.882) |
| 2.fmanager1 |  |  | -0.589\*\*\* | 0.555\*\*\* | -0.534\*\*\* | 0.587\*\*\* | -0.388\*\*\* | 0.678\*\*\* |
|  |  |  | (0.0970) | (0.0538) | (0.0992) | (0.0582) | (0.100) | (0.0681) |
| 3.fmanager1 |  |  | -0.297 | 0.743 | -0.213 | 0.808 | 0.147 | 1.158 |
|  |  |  | (0.340) | (0.252) | (0.358) | (0.289) | (0.364) | (0.421) |
| empl\_m1 |  |  |  |  | 0.0414 | 1.042 | 0.770 | 2.159 |
|  |  |  |  |  | (0.771) | (0.803) | (0.520) | (1.123) |
| empl\_m4 |  |  |  |  | 0.193 | 1.213 | 0.0962 | 1.101 |
|  |  |  |  |  | (0.240) | (0.291) | (0.263) | (0.289) |
| empl\_m5 |  |  |  |  | 0.382 | 1.465 | 0.188 | 1.207 |
|  |  |  |  |  | (0.290) | (0.425) | (0.284) | (0.343) |
| empl\_m6 |  |  |  |  | 0.572\*\* | 1.771\*\* | 0.297 | 1.346 |
|  |  |  |  |  | (0.232) | (0.412) | (0.232) | (0.312) |
| empl\_m7 |  |  |  |  | -0.135 | 0.874 | -0.154\* | 0.857\* |
|  |  |  |  |  | (0.0837) | (0.0732) | (0.0864) | (0.0741) |
| empl\_m8 |  |  |  |  | -0.124 | 0.883 | -0.136 | 0.873 |
|  |  |  |  |  | (0.113) | (0.0997) | (0.116) | (0.101) |
| empl\_m9 |  |  |  |  | 1.609\*\*\* | 5.000\*\*\* | 2.326\*\*\* | 10.24\*\*\* |
|  |  |  |  |  | (0.567) | (2.837) | (0.794) | (8.128) |
| 2.mmanager1 |  |  |  |  | -0.562\*\*\* | 0.570\*\*\* | -0.558\*\*\* | 0.572\*\*\* |
|  |  |  |  |  | (0.164) | (0.0932) | (0.162) | (0.0926) |
| 3.mmanager1 |  |  |  |  | -1.001\*\* | 0.368\*\* | -1.158\*\* | 0.314\*\* |
|  |  |  |  |  | (0.498) | (0.183) | (0.507) | (0.159) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.575\*\*\* | 0.563\*\*\* |
|  |  |  |  |  |  |  | (0.103) | (0.0579) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.685\*\*\* | 0.504\*\*\* |
|  |  |  |  |  |  |  | (0.148) | (0.0744) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -1.058\*\*\* | 0.347\*\*\* |
|  |  |  |  |  |  |  | (0.220) | (0.0763) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -1.154\*\*\* | 0.315\*\*\* |
|  |  |  |  |  |  |  | (0.199) | (0.0626) |
| 2.both |  |  |  |  |  |  | -0.421\*\* | 0.656\*\* |
|  |  |  |  |  |  |  | (0.183) | (0.120) |
| 2.fin\_sit1 |  |  |  |  |  |  | 1.014\*\*\* | 2.757\*\*\* |
|  |  |  |  |  |  |  | (0.117) | (0.323) |
| 3.fin\_sit1 |  |  |  |  |  |  | 1.446\*\*\* | 4.244\*\*\* |
|  |  |  |  |  |  |  | (0.143) | (0.607) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.909\* | 2.482\* |
|  |  |  |  |  |  |  | (0.471) | (1.170) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | 1.742\*\*\* | 5.711\*\*\* | 2.038\*\*\* | 7.673\*\*\* | 1.423\*\*\* | 4.148\*\*\* | 1.741\*\*\* | 5.703\*\*\* |
|  | (0.116) | (0.665) | (0.294) | (2.254) | (0.328) | (1.362) | (0.339) | (1.935) |
| Constant cut2 | 3.019\*\*\* | 20.46\*\*\* | 3.348\*\*\* | 28.43\*\*\* | 2.737\*\*\* | 15.43\*\*\* | 3.121\*\*\* | 22.67\*\*\* |
|  | (0.127) | (2.590) | (0.299) | (8.500) | (0.333) | (5.132) | (0.343) | (7.775) |
|  |  |  |  |  |  |  |  |  |
| Observations | 6,024 | 6,024 | 5,616 | 5,616 | 5,543 | 5,543 | 5,543 | 5,543 |
| Pseudo R-squared | 0.114 |  | 0.137 |  | 0.141 |  | 0.179 |  |
| ll | -4.035e+06 |  | -3.675e+06 |  | -3.608e+06 |  | -3.448e+06 |  |
| df\_m | 9 |  | 18 |  | 27 |  | 35 |  |
| chi2 | 647.3 |  | 661.8 |  | 729.8 |  | 890.9 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Romanya (RO)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 2.139\*\*\* | 8.487\*\*\* | 1.921\*\*\* | 6.828\*\*\* | 1.795\*\*\* | 6.017\*\*\* | 1.627\*\*\* | 5.091\*\*\* |
|  | (0.0873) | (0.741) | (0.0972) | (0.664) | (0.104) | (0.624) | (0.106) | (0.538) |
| 3.better\_edu | 3.947\*\*\* | 51.77\*\*\* | 3.384\*\*\* | 29.50\*\*\* | 3.212\*\*\* | 24.84\*\*\* | 2.968\*\*\* | 19.45\*\*\* |
|  | (0.188) | (9.743) | (0.233) | (6.869) | (0.258) | (6.417) | (0.259) | (5.039) |
| 2.gender | -0.175\*\*\* | 0.840\*\*\* | -0.204\*\*\* | 0.815\*\*\* | -0.197\*\*\* | 0.821\*\*\* | -0.199\*\*\* | 0.819\*\*\* |
|  | (0.0578) | (0.0485) | (0.0603) | (0.0492) | (0.0624) | (0.0512) | (0.0628) | (0.0514) |
| 2.cohort | 0.191\* | 1.211\* | 0.235\*\* | 1.265\*\* | 0.230\*\* | 1.259\*\* | 0.186 | 1.205 |
|  | (0.106) | (0.128) | (0.112) | (0.141) | (0.114) | (0.143) | (0.115) | (0.139) |
| 3.cohort | 0.211\*\* | 1.235\*\* | 0.229\*\* | 1.258\*\* | 0.222\* | 1.249\* | 0.148 | 1.160 |
|  | (0.108) | (0.133) | (0.112) | (0.141) | (0.115) | (0.143) | (0.116) | (0.135) |
| 4.cohort | 0.276\*\*\* | 1.318\*\*\* | 0.261\*\* | 1.298\*\* | 0.249\*\* | 1.283\*\* | 0.135 | 1.144 |
|  | (0.103) | (0.136) | (0.109) | (0.141) | (0.112) | (0.143) | (0.113) | (0.129) |
| 5.cohort | 0.381\*\*\* | 1.464\*\*\* | 0.333\*\*\* | 1.395\*\*\* | 0.295\*\* | 1.344\*\* | 0.204\* | 1.226\* |
|  | (0.109) | (0.159) | (0.114) | (0.159) | (0.117) | (0.158) | (0.119) | (0.145) |
| 6.cohort | -0.00595 | 0.994 | -0.0382 | 0.963 | -0.0682 | 0.934 | -0.163 | 0.849 |
|  | (0.114) | (0.113) | (0.120) | (0.115) | (0.124) | (0.115) | (0.124) | (0.106) |
| 7.cohort | 0.0818 | 1.085 | 0.0539 | 1.055 | 0.0787 | 1.082 | 0.0513 | 1.053 |
|  | (0.122) | (0.133) | (0.129) | (0.136) | (0.133) | (0.144) | (0.132) | (0.139) |
| empl\_f1 |  |  | -0.684 | 0.505 | -0.786 | 0.455 | -0.520 | 0.595 |
|  |  |  | (0.612) | (0.309) | (0.621) | (0.283) | (0.638) | (0.380) |
| empl\_f3 |  |  | 0.963\*\*\* | 2.619\*\*\* | 0.821\*\* | 2.273\*\* | 0.958\*\*\* | 2.607\*\*\* |
|  |  |  | (0.295) | (0.771) | (0.352) | (0.800) | (0.365) | (0.951) |
| empl\_f4 |  |  | 0.850\* | 2.341\* | 0.587 | 1.799 | 0.528 | 1.695 |
|  |  |  | (0.494) | (1.157) | (0.522) | (0.939) | (0.529) | (0.897) |
| empl\_f5 |  |  | 1.069\*\*\* | 2.914\*\*\* | 0.747\*\*\* | 2.111\*\*\* | 0.765\*\*\* | 2.150\*\*\* |
|  |  |  | (0.254) | (0.741) | (0.279) | (0.589) | (0.281) | (0.605) |
| empl\_f6 |  |  | 1.128\*\*\* | 3.090\*\*\* | 0.897\*\*\* | 2.452\*\*\* | 0.873\*\*\* | 2.394\*\*\* |
|  |  |  | (0.215) | (0.665) | (0.234) | (0.573) | (0.234) | (0.561) |
| empl\_f7 |  |  | 0.579\*\*\* | 1.784\*\*\* | 0.430\*\*\* | 1.537\*\*\* | 0.433\*\*\* | 1.542\*\*\* |
|  |  |  | (0.126) | (0.225) | (0.141) | (0.216) | (0.143) | (0.221) |
| empl\_f8 |  |  | -0.208 | 0.812 | -0.273\* | 0.761\* | -0.196 | 0.822 |
|  |  |  | (0.148) | (0.120) | (0.163) | (0.124) | (0.167) | (0.137) |
| empl\_f9 |  |  | 0.744\*\*\* | 2.105\*\*\* | 0.419\*\*\* | 1.520\*\*\* | 0.367\*\* | 1.443\*\* |
|  |  |  | (0.139) | (0.294) | (0.159) | (0.242) | (0.160) | (0.231) |
| 2.fmanager1 |  |  | -0.281 | 0.755 | -0.316 | 0.729 | -0.262 | 0.770 |
|  |  |  | (0.188) | (0.142) | (0.194) | (0.141) | (0.187) | (0.144) |
| 3.fmanager1 |  |  | -0.118 | 0.889 | -0.175 | 0.840 | -0.119 | 0.888 |
|  |  |  | (0.202) | (0.179) | (0.211) | (0.177) | (0.205) | (0.182) |
| empl\_m1 |  |  |  |  | 0.430 | 1.537 | 0.534 | 1.706 |
|  |  |  |  |  | (0.390) | (0.600) | (0.370) | (0.631) |
| empl\_m3 |  |  |  |  | 0.0208 | 1.021 | 0.0324 | 1.033 |
|  |  |  |  |  | (0.435) | (0.444) | (0.432) | (0.447) |
| empl\_m4 |  |  |  |  | 0.949\*\*\* | 2.583\*\*\* | 0.784\*\*\* | 2.191\*\*\* |
|  |  |  |  |  | (0.247) | (0.638) | (0.292) | (0.641) |
| empl\_m5 |  |  |  |  | 0.571\*\* | 1.770\*\* | 0.465\* | 1.593\* |
|  |  |  |  |  | (0.263) | (0.465) | (0.260) | (0.415) |
| empl\_m6 |  |  |  |  | 0.449\*\* | 1.567\*\* | 0.301 | 1.351 |
|  |  |  |  |  | (0.224) | (0.351) | (0.229) | (0.309) |
| empl\_m7 |  |  |  |  | 0.175\*\* | 1.192\*\* | 0.115 | 1.122 |
|  |  |  |  |  | (0.0768) | (0.0916) | (0.0779) | (0.0874) |
| empl\_m8 |  |  |  |  | -0.0122 | 0.988 | -0.0712 | 0.931 |
|  |  |  |  |  | (0.120) | (0.119) | (0.123) | (0.115) |
| empl\_m9 |  |  |  |  | 0.566\*\*\* | 1.762\*\*\* | 0.494\*\*\* | 1.639\*\*\* |
|  |  |  |  |  | (0.155) | (0.272) | (0.154) | (0.252) |
| 2.mmanager1 |  |  |  |  | 0.153 | 1.165 | 0.192 | 1.212 |
|  |  |  |  |  | (0.309) | (0.361) | (0.324) | (0.393) |
| 3.mmanager1 |  |  |  |  | 0.307 | 1.360 | 0.280 | 1.324 |
|  |  |  |  |  | (0.326) | (0.443) | (0.340) | (0.449) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.418\*\*\* | 0.658\*\*\* |
|  |  |  |  |  |  |  | (0.0800) | (0.0526) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.793\*\*\* | 0.452\*\*\* |
|  |  |  |  |  |  |  | (0.118) | (0.0535) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -1.346\*\*\* | 0.260\*\*\* |
|  |  |  |  |  |  |  | (0.187) | (0.0486) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -1.445\*\*\* | 0.236\*\*\* |
|  |  |  |  |  |  |  | (0.227) | (0.0535) |
| 2.both |  |  |  |  |  |  | 0.106 | 1.112 |
|  |  |  |  |  |  |  | (0.344) | (0.383) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.595\*\*\* | 1.813\*\*\* |
|  |  |  |  |  |  |  | (0.0894) | (0.162) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.811\*\*\* | 2.249\*\*\* |
|  |  |  |  |  |  |  | (0.121) | (0.271) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.479\*\*\* | 1.615\*\*\* |
|  |  |  |  |  |  |  | (0.143) | (0.230) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.050\*\*\* | 0.350\*\*\* | -0.915\*\*\* | 0.401\*\*\* | -0.872\*\* | 0.418\*\* | -0.689\* | 0.502\* |
|  | (0.0832) | (0.0291) | (0.231) | (0.0927) | (0.372) | (0.155) | (0.396) | (0.199) |
| Constant cut2 | 2.413\*\*\* | 11.17\*\*\* | 2.632\*\*\* | 13.90\*\*\* | 2.696\*\*\* | 14.83\*\*\* | 3.015\*\*\* | 20.38\*\*\* |
|  | (0.0942) | (1.052) | (0.240) | (3.330) | (0.376) | (5.572) | (0.401) | (8.172) |
|  |  |  |  |  |  |  |  |  |
| Observations | 7,437 | 7,437 | 6,925 | 6,925 | 6,611 | 6,611 | 6,611 | 6,611 |
| Pseudo R-squared | 0.126 |  | 0.141 |  | 0.144 |  | 0.169 |  |
| ll | -7.136e+06 |  | -6.523e+06 |  | -6.189e+06 |  | -6.010e+06 |  |
| df\_m | 9 |  | 19 |  | 29 |  | 37 |  |
| chi2 | 959.6 |  | 1002 |  | 996.9 |  | 1172 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*İsveç (SE)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 0.598\*\*\* | 1.819\*\*\* | 0.631\*\*\* | 1.879\*\*\* | 0.605\*\*\* | 1.831\*\*\* | 0.586\*\*\* | 1.796\*\*\* |
|  | (0.113) | (0.206) | (0.123) | (0.231) | (0.124) | (0.227) | (0.124) | (0.223) |
| 3.better\_edu | 1.731\*\*\* | 5.647\*\*\* | 1.701\*\*\* | 5.481\*\*\* | 1.670\*\*\* | 5.310\*\*\* | 1.647\*\*\* | 5.190\*\*\* |
|  | (0.127) | (0.716) | (0.139) | (0.761) | (0.147) | (0.779) | (0.148) | (0.767) |
| 2.gender | 0.791\*\*\* | 2.205\*\*\* | 0.788\*\*\* | 2.200\*\*\* | 0.803\*\*\* | 2.232\*\*\* | 0.795\*\*\* | 2.215\*\*\* |
|  | (0.0909) | (0.201) | (0.0933) | (0.205) | (0.0939) | (0.210) | (0.0953) | (0.211) |
| 2.cohort | -0.105 | 0.900 | -0.0713 | 0.931 | -0.0883 | 0.915 | -0.0877 | 0.916 |
|  | (0.194) | (0.175) | (0.210) | (0.195) | (0.216) | (0.197) | (0.218) | (0.200) |
| 3.cohort | 0.136 | 1.146 | 0.118 | 1.126 | 0.151 | 1.163 | 0.167 | 1.181 |
|  | (0.186) | (0.213) | (0.198) | (0.223) | (0.203) | (0.236) | (0.208) | (0.245) |
| 4.cohort | 0.112 | 1.118 | 0.167 | 1.182 | 0.156 | 1.169 | 0.188 | 1.207 |
|  | (0.174) | (0.195) | (0.186) | (0.220) | (0.193) | (0.226) | (0.200) | (0.241) |
| 5.cohort | 0.658\*\*\* | 1.930\*\*\* | 0.670\*\*\* | 1.954\*\*\* | 0.671\*\*\* | 1.956\*\*\* | 0.724\*\*\* | 2.064\*\*\* |
|  | (0.180) | (0.347) | (0.191) | (0.373) | (0.198) | (0.388) | (0.205) | (0.423) |
| 6.cohort | 0.423\*\* | 1.527\*\* | 0.502\*\* | 1.652\*\* | 0.515\*\* | 1.673\*\* | 0.546\*\* | 1.726\*\* |
|  | (0.199) | (0.304) | (0.207) | (0.343) | (0.215) | (0.360) | (0.221) | (0.381) |
| 7.cohort | 0.403\*\* | 1.496\*\* | 0.462\*\* | 1.587\*\* | 0.485\*\* | 1.623\*\* | 0.530\*\* | 1.699\*\* |
|  | (0.189) | (0.282) | (0.200) | (0.318) | (0.208) | (0.338) | (0.216) | (0.367) |
| empl\_f1 |  |  | -1.578\* | 0.206\* | -1.691 | 0.184 | -1.457 | 0.233 |
|  |  |  | (0.837) | (0.173) | (1.055) | (0.195) | (1.210) | (0.282) |
| empl\_f3 |  |  | 0.385 | 1.469 | 0.221 | 1.247 | 0.997 | 2.709 |
|  |  |  | (1.107) | (1.626) | (1.008) | (1.257) | (1.060) | (2.872) |
| empl\_f4 |  |  | -0.183 | 0.833 | 0.231 | 1.260 | 0.00801 | 1.008 |
|  |  |  | (0.510) | (0.425) | (0.460) | (0.580) | (0.470) | (0.474) |
| empl\_f5 |  |  | 0.690\* | 1.993\* | 0.724\* | 2.063\* | 0.538 | 1.712 |
|  |  |  | (0.363) | (0.723) | (0.392) | (0.810) | (0.404) | (0.692) |
| empl\_f6 |  |  | 0.817\* | 2.265\* | 1.093\*\* | 2.984\*\* | 0.760 | 2.139 |
|  |  |  | (0.445) | (1.008) | (0.491) | (1.466) | (0.498) | (1.066) |
| empl\_f7 |  |  | 0.362 | 1.436 | 0.542 | 1.720 | 0.319 | 1.375 |
|  |  |  | (0.295) | (0.423) | (0.332) | (0.570) | (0.337) | (0.463) |
| empl\_f8 |  |  | 0.763 | 2.146 | 1.279\*\* | 3.592\*\* | 1.094\* | 2.985\* |
|  |  |  | (0.584) | (1.253) | (0.555) | (1.993) | (0.563) | (1.681) |
| empl\_f9 |  |  | 0.519\* | 1.681\* | 0.472\* | 1.603\* | 0.263 | 1.300 |
|  |  |  | (0.267) | (0.448) | (0.274) | (0.439) | (0.275) | (0.357) |
| 2.fmanager1 |  |  | -0.0319 | 0.969 | -0.0321 | 0.968 | -0.00879 | 0.991 |
|  |  |  | (0.103) | (0.0997) | (0.104) | (0.101) | (0.106) | (0.105) |
| 3.fmanager1 |  |  | 0.111 | 1.118 | 0.192 | 1.211 | 0.363 | 1.438 |
|  |  |  | (0.211) | (0.235) | (0.231) | (0.279) | (0.246) | (0.354) |
| empl\_m1 |  |  |  |  | 0.368 | 1.445 | 0.295 | 1.343 |
|  |  |  |  |  | (0.708) | (1.023) | (0.749) | (1.006) |
| empl\_m4 |  |  |  |  | -0.129 | 0.879 | -0.188 | 0.829 |
|  |  |  |  |  | (0.783) | (0.688) | (0.770) | (0.639) |
| empl\_m5 |  |  |  |  | 0.333 | 1.395 | 0.299 | 1.349 |
|  |  |  |  |  | (0.305) | (0.426) | (0.316) | (0.426) |
| empl\_m6 |  |  |  |  | -0.381 | 0.683 | -0.552 | 0.576 |
|  |  |  |  |  | (0.353) | (0.242) | (0.385) | (0.222) |
| empl\_m7 |  |  |  |  | -0.0936 | 0.911 | -0.128 | 0.880 |
|  |  |  |  |  | (0.212) | (0.193) | (0.222) | (0.195) |
| empl\_m8 |  |  |  |  | -0.763\*\* | 0.466\*\* | -0.737\*\* | 0.479\*\* |
|  |  |  |  |  | (0.385) | (0.179) | (0.368) | (0.176) |
| empl\_m9 |  |  |  |  | 0.247\* | 1.280\* | 0.241\* | 1.272\* |
|  |  |  |  |  | (0.143) | (0.183) | (0.146) | (0.186) |
| 2.mmanager1 |  |  |  |  | 0.173 | 1.188 | 0.203 | 1.225 |
|  |  |  |  |  | (0.159) | (0.189) | (0.161) | (0.197) |
| 3.mmanager1 |  |  |  |  | -0.328 | 0.720 | -0.444 | 0.642 |
|  |  |  |  |  | (0.296) | (0.213) | (0.295) | (0.189) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.145 | 0.865 |
|  |  |  |  |  |  |  | (0.106) | (0.0913) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.115 | 0.891 |
|  |  |  |  |  |  |  | (0.195) | (0.174) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.459 | 0.632 |
|  |  |  |  |  |  |  | (0.375) | (0.237) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.547 | 0.579 |
|  |  |  |  |  |  |  | (0.445) | (0.257) |
| 2.both |  |  |  |  |  |  | -0.575\*\*\* | 0.562\*\*\* |
|  |  |  |  |  |  |  | (0.140) | (0.0789) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.251 | 1.286 |
|  |  |  |  |  |  |  | (0.202) | (0.259) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.199 | 1.221 |
|  |  |  |  |  |  |  | (0.201) | (0.246) |
| 4.fin\_sit1 |  |  |  |  |  |  | -0.665\*\* | 0.514\*\* |
|  |  |  |  |  |  |  | (0.310) | (0.159) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.233\*\*\* | 0.291\*\*\* | -0.774\*\* | 0.461\*\* | -0.529 | 0.589 | -0.730\* | 0.482\* |
|  | (0.155) | (0.0453) | (0.325) | (0.150) | (0.360) | (0.212) | (0.392) | (0.189) |
| Constant cut2 | 1.974\*\*\* | 7.198\*\*\* | 2.460\*\*\* | 11.71\*\*\* | 2.748\*\*\* | 15.62\*\*\* | 2.629\*\*\* | 13.86\*\*\* |
|  | (0.155) | (1.113) | (0.323) | (3.775) | (0.360) | (5.623) | (0.392) | (5.434) |
|  |  |  |  |  |  |  |  |  |
| Observations | 2,861 | 2,861 | 2,736 | 2,736 | 2,709 | 2,709 | 2,679 | 2,679 |
| Pseudo R-squared | 0.0924 |  | 0.0976 |  | 0.103 |  | 0.114 |  |
| ll | -1.557e+06 |  | -1.472e+06 |  | -1.445e+06 |  | -1.404e+06 |  |
| df\_m | 9 |  | 19 |  | 28 |  | 36 |  |
| chi2 | 332.0 |  | 328.9 |  | 344.8 |  | 380.0 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Slovenya (SI)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.078\*\*\* | 2.938\*\*\* | 0.785\*\*\* | 2.193\*\*\* | 0.583\*\*\* | 1.792\*\*\* | 0.562\*\*\* | 1.754\*\*\* |
|  | (0.0849) | (0.249) | (0.0956) | (0.210) | (0.101) | (0.181) | (0.103) | (0.180) |
| 3.better\_edu | 1.853\*\*\* | 6.381\*\*\* | 1.362\*\*\* | 3.904\*\*\* | 0.998\*\*\* | 2.714\*\*\* | 0.980\*\*\* | 2.664\*\*\* |
|  | (0.112) | (0.715) | (0.154) | (0.603) | (0.182) | (0.495) | (0.184) | (0.491) |
| 2.gender | 0.349\*\*\* | 1.417\*\*\* | 0.363\*\*\* | 1.438\*\*\* | 0.361\*\*\* | 1.435\*\*\* | 0.366\*\*\* | 1.442\*\*\* |
|  | (0.0696) | (0.0986) | (0.0718) | (0.103) | (0.0727) | (0.104) | (0.0731) | (0.105) |
| 2.cohort | 0.378\*\*\* | 1.459\*\*\* | 0.440\*\*\* | 1.552\*\*\* | 0.446\*\*\* | 1.562\*\*\* | 0.477\*\*\* | 1.612\*\*\* |
|  | (0.136) | (0.199) | (0.141) | (0.218) | (0.145) | (0.227) | (0.146) | (0.235) |
| 3.cohort | 0.413\*\*\* | 1.511\*\*\* | 0.474\*\*\* | 1.606\*\*\* | 0.420\*\*\* | 1.522\*\*\* | 0.419\*\*\* | 1.520\*\*\* |
|  | (0.132) | (0.199) | (0.138) | (0.222) | (0.141) | (0.215) | (0.143) | (0.217) |
| 4.cohort | 0.743\*\*\* | 2.102\*\*\* | 0.796\*\*\* | 2.216\*\*\* | 0.740\*\*\* | 2.095\*\*\* | 0.712\*\*\* | 2.037\*\*\* |
|  | (0.132) | (0.278) | (0.139) | (0.308) | (0.141) | (0.295) | (0.143) | (0.292) |
| 5.cohort | 0.743\*\*\* | 2.102\*\*\* | 0.761\*\*\* | 2.140\*\*\* | 0.678\*\*\* | 1.971\*\*\* | 0.652\*\*\* | 1.920\*\*\* |
|  | (0.131) | (0.275) | (0.136) | (0.291) | (0.139) | (0.274) | (0.141) | (0.272) |
| 6.cohort | 0.897\*\*\* | 2.451\*\*\* | 0.995\*\*\* | 2.704\*\*\* | 0.863\*\*\* | 2.371\*\*\* | 0.811\*\*\* | 2.249\*\*\* |
|  | (0.134) | (0.330) | (0.141) | (0.382) | (0.145) | (0.343) | (0.147) | (0.331) |
| 7.cohort | 0.584\*\*\* | 1.794\*\*\* | 0.652\*\*\* | 1.919\*\*\* | 0.503\*\*\* | 1.653\*\*\* | 0.452\*\*\* | 1.572\*\*\* |
|  | (0.131) | (0.236) | (0.138) | (0.264) | (0.143) | (0.237) | (0.146) | (0.229) |
| empl\_f1 |  |  | -0.335 | 0.716 | -0.309 | 0.735 | -0.256 | 0.774 |
|  |  |  | (0.311) | (0.223) | (0.326) | (0.240) | (0.332) | (0.257) |
| empl\_f3 |  |  | 0.700 | 2.014 | 0.658 | 1.931 | 0.584 | 1.793 |
|  |  |  | (0.543) | (1.094) | (0.579) | (1.119) | (0.572) | (1.025) |
| empl\_f4 |  |  | 0.194 | 1.214 | -0.0249 | 0.975 | 0.0487 | 1.050 |
|  |  |  | (0.295) | (0.359) | (0.304) | (0.297) | (0.303) | (0.318) |
| empl\_f5 |  |  | 0.840\*\*\* | 2.317\*\*\* | 0.660\*\* | 1.935\*\* | 0.702\*\*\* | 2.018\*\*\* |
|  |  |  | (0.263) | (0.609) | (0.269) | (0.520) | (0.270) | (0.544) |
| empl\_f6 |  |  | 0.629\*\*\* | 1.875\*\*\* | 0.462\*\* | 1.587\*\* | 0.412\* | 1.509\* |
|  |  |  | (0.218) | (0.409) | (0.224) | (0.355) | (0.221) | (0.333) |
| empl\_f7 |  |  | 0.355\* | 1.426\* | 0.189 | 1.208 | 0.166 | 1.181 |
|  |  |  | (0.187) | (0.266) | (0.194) | (0.235) | (0.190) | (0.225) |
| empl\_f8 |  |  | -0.196 | 0.822 | -0.280 | 0.756 | -0.288 | 0.750 |
|  |  |  | (0.197) | (0.162) | (0.203) | (0.154) | (0.200) | (0.150) |
| empl\_f9 |  |  | 0.463 | 1.589 | 0.336 | 1.400 | 0.240 | 1.272 |
|  |  |  | (0.444) | (0.706) | (0.437) | (0.611) | (0.421) | (0.535) |
| 2.fmanager1 |  |  | -0.260\*\*\* | 0.771\*\*\* | -0.255\*\*\* | 0.775\*\*\* | -0.247\*\*\* | 0.781\*\*\* |
|  |  |  | (0.0893) | (0.0689) | (0.0911) | (0.0706) | (0.0918) | (0.0717) |
| 3.fmanager1 |  |  | -0.821\*\*\* | 0.440\*\*\* | -0.773\*\* | 0.462\*\* | -0.769\*\* | 0.463\*\* |
|  |  |  | (0.313) | (0.138) | (0.328) | (0.151) | (0.342) | (0.158) |
| empl\_m1 |  |  |  |  | -0.301 | 0.740 | -0.381 | 0.683 |
|  |  |  |  |  | (0.362) | (0.268) | (0.361) | (0.247) |
| empl\_m4 |  |  |  |  | 0.297 | 1.346 | 0.380 | 1.462 |
|  |  |  |  |  | (0.312) | (0.419) | (0.309) | (0.452) |
| empl\_m5 |  |  |  |  | 1.025\*\*\* | 2.788\*\*\* | 0.978\*\*\* | 2.659\*\*\* |
|  |  |  |  |  | (0.214) | (0.598) | (0.217) | (0.577) |
| empl\_m6 |  |  |  |  | 0.886\*\*\* | 2.425\*\*\* | 0.798\*\*\* | 2.220\*\*\* |
|  |  |  |  |  | (0.162) | (0.393) | (0.164) | (0.364) |
| empl\_m7 |  |  |  |  | 0.594\*\*\* | 1.811\*\*\* | 0.510\*\*\* | 1.665\*\*\* |
|  |  |  |  |  | (0.105) | (0.191) | (0.107) | (0.178) |
| empl\_m8 |  |  |  |  | 0.276\*\* | 1.318\*\* | 0.176 | 1.193 |
|  |  |  |  |  | (0.109) | (0.144) | (0.111) | (0.132) |
| empl\_m9 |  |  |  |  | 0.802 | 2.229 | 0.819 | 2.267 |
|  |  |  |  |  | (0.916) | (2.042) | (0.921) | (2.088) |
| 2.mmanager1 |  |  |  |  | 0.222\* | 1.249\* | 0.211\* | 1.235\* |
|  |  |  |  |  | (0.124) | (0.154) | (0.125) | (0.154) |
| 3.mmanager1 |  |  |  |  | 0.0279 | 1.028 | -0.299 | 0.742 |
|  |  |  |  |  | (0.482) | (0.496) | (0.454) | (0.337) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.138 | 0.871 |
|  |  |  |  |  |  |  | (0.108) | (0.0945) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.453\*\*\* | 0.636\*\*\* |
|  |  |  |  |  |  |  | (0.146) | (0.0927) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.917\*\*\* | 0.400\*\*\* |
|  |  |  |  |  |  |  | (0.263) | (0.105) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -1.216\*\*\* | 0.297\*\*\* |
|  |  |  |  |  |  |  | (0.264) | (0.0784) |
| 2.both |  |  |  |  |  |  | -0.220 | 0.803 |
|  |  |  |  |  |  |  | (0.151) | (0.121) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.240\*\* | 1.271\*\* |
|  |  |  |  |  |  |  | (0.102) | (0.130) |
| 3.fin\_sit1 |  |  |  |  |  |  | -0.161 | 0.851 |
|  |  |  |  |  |  |  | (0.136) | (0.116) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.662\*\* | 1.940\*\* |
|  |  |  |  |  |  |  | (0.289) | (0.561) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.704\*\*\* | 0.495\*\*\* | -0.759\*\*\* | 0.468\*\*\* | -0.492\* | 0.611\* | -0.609\*\* | 0.544\*\* |
|  | (0.103) | (0.0509) | (0.219) | (0.103) | (0.252) | (0.154) | (0.258) | (0.140) |
| Constant cut2 | 2.460\*\*\* | 11.71\*\*\* | 2.469\*\*\* | 11.81\*\*\* | 2.788\*\*\* | 16.24\*\*\* | 2.724\*\*\* | 15.25\*\*\* |
|  | (0.111) | (1.299) | (0.224) | (2.648) | (0.260) | (4.231) | (0.266) | (4.058) |
|  |  |  |  |  |  |  |  |  |
| Observations | 5,120 | 5,120 | 4,846 | 4,846 | 4,785 | 4,785 | 4,785 | 4,785 |
| Pseudo R-squared | 0.0829 |  | 0.0948 |  | 0.103 |  | 0.113 |  |
| ll | -383435 |  | -356385 |  | -347354 |  | -343493 |  |
| df\_m | 9 |  | 19 |  | 28 |  | 36 |  |
| chi2 | 512.9 |  | 543.2 |  | 570.2 |  | 619.7 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Slovakya (SK)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 1.449\*\*\* | 4.258\*\*\* | 1.128\*\*\* | 3.090\*\*\* | 0.880\*\*\* | 2.410\*\*\* | 0.859\*\*\* | 2.361\*\*\* |
|  | (0.0817) | (0.348) | (0.0885) | (0.273) | (0.0929) | (0.224) | (0.0930) | (0.219) |
| 3.better\_edu | 3.086\*\*\* | 21.89\*\*\* | 2.166\*\*\* | 8.724\*\*\* | 1.650\*\*\* | 5.208\*\*\* | 1.626\*\*\* | 5.082\*\*\* |
|  | (0.115) | (2.513) | (0.140) | (1.225) | (0.150) | (0.783) | (0.150) | (0.764) |
| 2.gender | 0.193\*\*\* | 1.213\*\*\* | 0.196\*\*\* | 1.216\*\*\* | 0.196\*\*\* | 1.217\*\*\* | 0.202\*\*\* | 1.223\*\*\* |
|  | (0.0555) | (0.0674) | (0.0575) | (0.0699) | (0.0583) | (0.0710) | (0.0585) | (0.0716) |
| 2.cohort | 0.0907 | 1.095 | 0.109 | 1.115 | 0.0727 | 1.075 | 0.0557 | 1.057 |
|  | (0.114) | (0.124) | (0.115) | (0.128) | (0.117) | (0.126) | (0.117) | (0.124) |
| 3.cohort | 0.288\*\*\* | 1.334\*\*\* | 0.298\*\*\* | 1.348\*\*\* | 0.234\*\* | 1.264\*\* | 0.203\* | 1.225\* |
|  | (0.105) | (0.140) | (0.108) | (0.145) | (0.110) | (0.139) | (0.110) | (0.135) |
| 4.cohort | 0.222\*\* | 1.249\*\* | 0.238\*\* | 1.269\*\* | 0.110 | 1.116 | 0.0725 | 1.075 |
|  | (0.113) | (0.141) | (0.115) | (0.146) | (0.118) | (0.131) | (0.118) | (0.127) |
| 5.cohort | 0.0428 | 1.044 | 0.130 | 1.139 | -0.00985 | 0.990 | -0.0360 | 0.965 |
|  | (0.114) | (0.119) | (0.118) | (0.134) | (0.120) | (0.119) | (0.120) | (0.116) |
| 6.cohort | 0.404\*\*\* | 1.498\*\*\* | 0.465\*\*\* | 1.592\*\*\* | 0.355\*\*\* | 1.426\*\*\* | 0.332\*\*\* | 1.394\*\*\* |
|  | (0.121) | (0.182) | (0.125) | (0.198) | (0.127) | (0.181) | (0.127) | (0.177) |
| 7.cohort | 0.549\*\*\* | 1.732\*\*\* | 0.634\*\*\* | 1.884\*\*\* | 0.502\*\*\* | 1.653\*\*\* | 0.472\*\*\* | 1.603\*\*\* |
|  | (0.120) | (0.207) | (0.123) | (0.232) | (0.127) | (0.209) | (0.127) | (0.203) |
| empl\_f1 |  |  | -0.0918 | 0.912 | 0.0177 | 1.018 | 0.110 | 1.116 |
|  |  |  | (0.927) | (0.846) | (0.921) | (0.938) | (0.893) | (0.997) |
| empl\_f3 |  |  | 1.203\*\*\* | 3.330\*\*\* | 0.979\*\*\* | 2.661\*\*\* | 0.931\*\* | 2.537\*\* |
|  |  |  | (0.366) | (1.220) | (0.368) | (0.978) | (0.367) | (0.932) |
| empl\_f4 |  |  | 0.925\*\*\* | 2.522\*\*\* | 0.675\*\* | 1.964\*\* | 0.636\*\* | 1.889\*\* |
|  |  |  | (0.293) | (0.738) | (0.296) | (0.580) | (0.298) | (0.563) |
| empl\_f5 |  |  | 1.446\*\*\* | 4.245\*\*\* | 1.164\*\*\* | 3.204\*\*\* | 1.128\*\*\* | 3.090\*\*\* |
|  |  |  | (0.279) | (1.184) | (0.285) | (0.912) | (0.288) | (0.891) |
| empl\_f6 |  |  | 1.078\*\*\* | 2.938\*\*\* | 0.803\*\*\* | 2.233\*\*\* | 0.763\*\*\* | 2.146\*\*\* |
|  |  |  | (0.264) | (0.776) | (0.269) | (0.601) | (0.272) | (0.584) |
| empl\_f7 |  |  | 0.505\*\* | 1.657\*\* | 0.348 | 1.416 | 0.312 | 1.366 |
|  |  |  | (0.252) | (0.417) | (0.255) | (0.361) | (0.259) | (0.353) |
| empl\_f8 |  |  | -0.187 | 0.829 | -0.181 | 0.835 | -0.206 | 0.814 |
|  |  |  | (0.267) | (0.222) | (0.271) | (0.226) | (0.275) | (0.224) |
| empl\_f9 |  |  | 0.677\*\* | 1.968\*\* | 0.518 | 1.678 | 0.505 | 1.657 |
|  |  |  | (0.288) | (0.567) | (0.328) | (0.550) | (0.322) | (0.534) |
| 2.fmanager1 |  |  | -0.329\*\*\* | 0.720\*\*\* | -0.322\*\*\* | 0.725\*\*\* | -0.314\*\*\* | 0.730\*\*\* |
|  |  |  | (0.0939) | (0.0676) | (0.0963) | (0.0698) | (0.0972) | (0.0710) |
| 3.fmanager1 |  |  | -0.152 | 0.859 | -0.168 | 0.845 | -0.0521 | 0.949 |
|  |  |  | (0.287) | (0.247) | (0.340) | (0.287) | (0.348) | (0.331) |
| empl\_m1 |  |  |  |  | -0.0759 | 0.927 | -0.0439 | 0.957 |
|  |  |  |  |  | (0.763) | (0.707) | (0.759) | (0.727) |
| empl\_m4 |  |  |  |  | 0.857\*\*\* | 2.357\*\*\* | 0.760\*\* | 2.138\*\* |
|  |  |  |  |  | (0.299) | (0.706) | (0.302) | (0.645) |
| empl\_m5 |  |  |  |  | 1.312\*\*\* | 3.714\*\*\* | 1.181\*\*\* | 3.257\*\*\* |
|  |  |  |  |  | (0.157) | (0.582) | (0.159) | (0.517) |
| empl\_m6 |  |  |  |  | 1.011\*\*\* | 2.748\*\*\* | 0.882\*\*\* | 2.415\*\*\* |
|  |  |  |  |  | (0.138) | (0.378) | (0.139) | (0.335) |
| empl\_m7 |  |  |  |  | 0.630\*\*\* | 1.878\*\*\* | 0.513\*\*\* | 1.670\*\*\* |
|  |  |  |  |  | (0.116) | (0.219) | (0.117) | (0.196) |
| empl\_m8 |  |  |  |  | 0.0926 | 1.097 | 0.0132 | 1.013 |
|  |  |  |  |  | (0.123) | (0.135) | (0.123) | (0.125) |
| empl\_m9 |  |  |  |  | 0.611\*\* | 1.842\*\* | 0.495\* | 1.641\* |
|  |  |  |  |  | (0.270) | (0.498) | (0.265) | (0.434) |
| 2.mmanager1 |  |  |  |  | -0.170 | 0.844 | -0.158 | 0.854 |
|  |  |  |  |  | (0.142) | (0.119) | (0.143) | (0.122) |
| 3.mmanager1 |  |  |  |  | -0.143 | 0.866 | -0.238 | 0.788 |
|  |  |  |  |  | (0.428) | (0.370) | (0.430) | (0.339) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.168\*\* | 0.845\*\* |
|  |  |  |  |  |  |  | (0.0680) | (0.0575) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.416\*\*\* | 0.660\*\*\* |
|  |  |  |  |  |  |  | (0.122) | (0.0802) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.489\*\* | 0.613\*\* |
|  |  |  |  |  |  |  | (0.198) | (0.121) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.921\*\*\* | 0.398\*\*\* |
|  |  |  |  |  |  |  | (0.255) | (0.102) |
| 2.both |  |  |  |  |  |  | -0.270 | 0.764 |
|  |  |  |  |  |  |  | (0.199) | (0.152) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.348\*\*\* | 1.416\*\*\* |
|  |  |  |  |  |  |  | (0.131) | (0.185) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.298\*\* | 1.348\*\* |
|  |  |  |  |  |  |  | (0.137) | (0.185) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.113 | 1.120 |
|  |  |  |  |  |  |  | (0.184) | (0.206) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.611\*\*\* | 0.200\*\*\* | -1.618\*\*\* | 0.198\*\*\* | -1.715\*\*\* | 0.180\*\*\* | -1.704\*\*\* | 0.182\*\*\* |
|  | (0.0943) | (0.0188) | (0.282) | (0.0558) | (0.322) | (0.0579) | (0.341) | (0.0620) |
| Constant cut2 | 2.912\*\*\* | 18.40\*\*\* | 2.983\*\*\* | 19.74\*\*\* | 2.954\*\*\* | 19.18\*\*\* | 3.004\*\*\* | 20.16\*\*\* |
|  | (0.103) | (1.894) | (0.287) | (5.658) | (0.328) | (6.285) | (0.347) | (6.989) |
|  |  |  |  |  |  |  |  |  |
| Observations | 7,541 | 7,541 | 7,164 | 7,164 | 7,111 | 7,111 | 7,111 | 7,111 |
| Pseudo R-squared | 0.114 |  | 0.133 |  | 0.145 |  | 0.151 |  |
| ll | -1.824e+06 |  | -1.706e+06 |  | -1.670e+06 |  | -1.660e+06 |  |
| df\_m | 9 |  | 19 |  | 28 |  | 36 |  |
| chi2 | 921.8 |  | 1039 |  | 1117 |  | 1160 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1

*Birleşik Krallık (UK)*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
| VARIABLES | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) | b (SE(b)) | OR(SE) |
|  |  |  |  |  |  |  |  |  |
| 2.better\_edu | 0.764\*\*\* | 2.148\*\*\* | 0.578\*\*\* | 1.783\*\*\* | 0.529\*\*\* | 1.697\*\*\* | 0.511\*\*\* | 1.667\*\*\* |
|  | (0.0678) | (0.146) | (0.0721) | (0.129) | (0.0731) | (0.124) | (0.0735) | (0.123) |
| 3.better\_edu | 1.678\*\*\* | 5.354\*\*\* | 1.282\*\*\* | 3.605\*\*\* | 1.107\*\*\* | 3.024\*\*\* | 1.087\*\*\* | 2.964\*\*\* |
|  | (0.0792) | (0.424) | (0.0877) | (0.316) | (0.0939) | (0.284) | (0.0948) | (0.281) |
| 2.gender | 0.0304 | 1.031 | 0.0383 | 1.039 | 0.0184 | 1.019 | 0.0171 | 1.017 |
|  | (0.0602) | (0.0621) | (0.0618) | (0.0643) | (0.0628) | (0.0640) | (0.0630) | (0.0641) |
| 2.cohort | 0.350\*\*\* | 1.419\*\*\* | 0.339\*\*\* | 1.404\*\*\* | 0.282\*\* | 1.325\*\* | 0.271\*\* | 1.311\*\* |
|  | (0.111) | (0.157) | (0.113) | (0.158) | (0.113) | (0.150) | (0.114) | (0.150) |
| 3.cohort | 0.281\*\*\* | 1.325\*\*\* | 0.259\*\* | 1.296\*\* | 0.188\* | 1.207\* | 0.194\* | 1.214\* |
|  | (0.107) | (0.142) | (0.109) | (0.141) | (0.110) | (0.133) | (0.110) | (0.133) |
| 4.cohort | 0.516\*\*\* | 1.676\*\*\* | 0.484\*\*\* | 1.622\*\*\* | 0.423\*\*\* | 1.527\*\*\* | 0.393\*\*\* | 1.482\*\*\* |
|  | (0.110) | (0.185) | (0.113) | (0.184) | (0.115) | (0.175) | (0.116) | (0.172) |
| 5.cohort | 0.757\*\*\* | 2.131\*\*\* | 0.787\*\*\* | 2.198\*\*\* | 0.721\*\*\* | 2.056\*\*\* | 0.697\*\*\* | 2.008\*\*\* |
|  | (0.114) | (0.242) | (0.116) | (0.254) | (0.118) | (0.243) | (0.120) | (0.241) |
| 6.cohort | 0.874\*\*\* | 2.396\*\*\* | 0.873\*\*\* | 2.393\*\*\* | 0.761\*\*\* | 2.141\*\*\* | 0.739\*\*\* | 2.093\*\*\* |
|  | (0.121) | (0.291) | (0.124) | (0.297) | (0.127) | (0.271) | (0.129) | (0.270) |
| 7.cohort | 0.953\*\*\* | 2.594\*\*\* | 0.982\*\*\* | 2.669\*\*\* | 0.893\*\*\* | 2.443\*\*\* | 0.873\*\*\* | 2.393\*\*\* |
|  | (0.126) | (0.327) | (0.128) | (0.342) | (0.132) | (0.322) | (0.133) | (0.319) |
| empl\_f1 |  |  | -0.986\*\*\* | 0.373\*\*\* | -0.888\*\*\* | 0.412\*\*\* | -0.852\*\*\* | 0.426\*\*\* |
|  |  |  | (0.247) | (0.0920) | (0.255) | (0.105) | (0.250) | (0.106) |
| empl\_f3 |  |  | 0.0507 | 1.052 | 0.0507 | 1.052 | -0.0659 | 0.936 |
|  |  |  | (0.290) | (0.305) | (0.292) | (0.307) | (0.292) | (0.273) |
| empl\_f4 |  |  | 0.372\* | 1.450\* | 0.303 | 1.353 | 0.168 | 1.182 |
|  |  |  | (0.201) | (0.292) | (0.211) | (0.285) | (0.213) | (0.252) |
| empl\_f5 |  |  | 0.646\*\*\* | 1.907\*\*\* | 0.568\*\*\* | 1.764\*\*\* | 0.454\*\* | 1.574\*\* |
|  |  |  | (0.193) | (0.368) | (0.203) | (0.357) | (0.203) | (0.320) |
| empl\_f6 |  |  | 0.411\*\* | 1.508\*\* | 0.362\* | 1.436\* | 0.226 | 1.254 |
|  |  |  | (0.199) | (0.300) | (0.209) | (0.301) | (0.210) | (0.263) |
| empl\_f7 |  |  | 0.0109 | 1.011 | -0.0165 | 0.984 | -0.117 | 0.889 |
|  |  |  | (0.176) | (0.178) | (0.186) | (0.183) | (0.186) | (0.165) |
| empl\_f8 |  |  | -0.242 | 0.785 | -0.241 | 0.786 | -0.310 | 0.733 |
|  |  |  | (0.199) | (0.157) | (0.209) | (0.165) | (0.208) | (0.152) |
| empl\_f9 |  |  | -0.419 | 0.658 | -0.254 | 0.776 | -0.0387 | 0.962 |
|  |  |  | (0.368) | (0.242) | (0.397) | (0.308) | (0.351) | (0.338) |
| 2.fmanager1 |  |  | -0.261\*\*\* | 0.771\*\*\* | -0.248\*\*\* | 0.780\*\*\* | -0.236\*\*\* | 0.790\*\*\* |
|  |  |  | (0.0720) | (0.0555) | (0.0742) | (0.0579) | (0.0748) | (0.0591) |
| 3.fmanager1 |  |  | -0.327\*\* | 0.721\*\* | -0.303\* | 0.738\* | -0.186 | 0.830 |
|  |  |  | (0.162) | (0.117) | (0.170) | (0.125) | (0.174) | (0.144) |
| empl\_m1 |  |  |  |  | -0.238\* | 0.788\* | -0.239\* | 0.787\* |
|  |  |  |  |  | (0.123) | (0.0971) | (0.123) | (0.0972) |
| empl\_m4 |  |  |  |  | 0.221 | 1.248 | 0.161 | 1.175 |
|  |  |  |  |  | (0.205) | (0.256) | (0.208) | (0.245) |
| empl\_m5 |  |  |  |  | 0.591\*\*\* | 1.805\*\*\* | 0.536\*\*\* | 1.708\*\*\* |
|  |  |  |  |  | (0.131) | (0.237) | (0.132) | (0.226) |
| empl\_m6 |  |  |  |  | 0.634\*\*\* | 1.885\*\*\* | 0.564\*\*\* | 1.758\*\*\* |
|  |  |  |  |  | (0.138) | (0.260) | (0.138) | (0.243) |
| empl\_m7 |  |  |  |  | 0.0405 | 1.041 | -0.0160 | 0.984 |
|  |  |  |  |  | (0.0864) | (0.0900) | (0.0865) | (0.0851) |
| empl\_m8 |  |  |  |  | -0.262\*\* | 0.769\*\* | -0.316\*\*\* | 0.729\*\*\* |
|  |  |  |  |  | (0.109) | (0.0841) | (0.109) | (0.0798) |
| empl\_m9 |  |  |  |  | -0.871\*\*\* | 0.419\*\*\* | -1.065\*\*\* | 0.345\*\*\* |
|  |  |  |  |  | (0.280) | (0.117) | (0.267) | (0.0921) |
| 2.mmanager1 |  |  |  |  | 0.0448 | 1.046 | 0.0571 | 1.059 |
|  |  |  |  |  | (0.115) | (0.120) | (0.114) | (0.121) |
| 3.mmanager1 |  |  |  |  | -0.495 | 0.610 | -0.553 | 0.575 |
|  |  |  |  |  | (0.381) | (0.232) | (0.378) | (0.218) |
| 2.nchild\_groups1 |  |  |  |  |  |  | 0.0976 | 1.103 |
|  |  |  |  |  |  |  | (0.0804) | (0.0886) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.293\*\*\* | 0.746\*\*\* |
|  |  |  |  |  |  |  | (0.112) | (0.0837) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.640\*\*\* | 0.527\*\*\* |
|  |  |  |  |  |  |  | (0.191) | (0.101) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.338\* | 0.713\* |
|  |  |  |  |  |  |  | (0.204) | (0.146) |
| 2.both |  |  |  |  |  |  | -0.224\*\* | 0.799\*\* |
|  |  |  |  |  |  |  | (0.0985) | (0.0787) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.332\*\*\* | 1.394\*\*\* |
|  |  |  |  |  |  |  | (0.116) | (0.162) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.334\*\*\* | 1.397\*\*\* |
|  |  |  |  |  |  |  | (0.127) | (0.178) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.0712 | 1.074 |
|  |  |  |  |  |  |  | (0.321) | (0.345) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.283\*\*\* | 0.277\*\*\* | -1.530\*\*\* | 0.217\*\*\* | -1.615\*\*\* | 0.199\*\*\* | -1.548\*\*\* | 0.213\*\*\* |
|  | (0.0978) | (0.0271) | (0.203) | (0.0440) | (0.236) | (0.0470) | (0.247) | (0.0525) |
| Constant cut2 | 1.378\*\*\* | 3.965\*\*\* | 1.206\*\*\* | 3.341\*\*\* | 1.151\*\*\* | 3.162\*\*\* | 1.255\*\*\* | 3.506\*\*\* |
|  | (0.0946) | (0.375) | (0.201) | (0.670) | (0.235) | (0.742) | (0.247) | (0.865) |
|  |  |  |  |  |  |  |  |  |
| Observations | 6,292 | 6,292 | 6,125 | 6,125 | 6,034 | 6,034 | 6,015 | 6,015 |
| Pseudo R-squared | 0.0748 |  | 0.0899 |  | 0.0980 |  | 0.103 |  |
| ll | -1.950e+07 |  | -1.860e+07 |  | -1.810e+07 |  | -1.790e+07 |  |
| df\_m | 9 |  | 19 |  | 28 |  | 36 |  |
| chi2 | 583.0 |  | 699.5 |  | 749.6 |  | 783.9 |  |

Robust standard errors in parentheses

\*\*\* p<0.01, \*\* p<0.05, \* p<0.1