### **Ek-1B. Annelerin ve Babaların 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.eduf3 | 0.729\*\*\* | 2.072\*\*\* | 0.564\*\*\* | 1.758\*\*\* | 0.597\*\*\* | 1.817\*\*\* | 0.562\*\*\* | 1.754\*\*\* |
|  | (0.0752) | (0.156) | (0.0800) | (0.141) | (0.0801) | (0.146) | (0.0808) | (0.142) |
| 3.eduf3 | 1.405\*\*\* | 4.075\*\*\* | 0.974\*\*\* | 2.649\*\*\* | 0.998\*\*\* | 2.712\*\*\* | 0.981\*\*\* | 2.666\*\*\* |
|  | (0.109) | (0.444) | (0.126) | (0.334) | (0.127) | (0.346) | (0.129) | (0.343) |
| 2.edum3 | 0.941\*\*\* | 2.561\*\*\* | 0.862\*\*\* | 2.368\*\*\* | 0.778\*\*\* | 2.177\*\*\* | 0.729\*\*\* | 2.073\*\*\* |
|  | (0.0710) | (0.182) | (0.0734) | (0.174) | (0.0770) | (0.168) | (0.0776) | (0.161) |
| 3.edum3 | 1.776\*\*\* | 5.907\*\*\* | 1.638\*\*\* | 5.146\*\*\* | 1.523\*\*\* | 4.588\*\*\* | 1.493\*\*\* | 4.449\*\*\* |
|  | (0.158) | (0.931) | (0.171) | (0.882) | (0.186) | (0.856) | (0.190) | (0.847) |
| 2.gender | -0.502\*\*\* | 0.605\*\*\* | -0.472\*\*\* | 0.624\*\*\* | -0.472\*\*\* | 0.623\*\*\* | -0.469\*\*\* | 0.626\*\*\* |
|  | (0.0598) | (0.0362) | (0.0617) | (0.0385) | (0.0619) | (0.0386) | (0.0622) | (0.0389) |
| 2.cohort | 0.145 | 1.156 | 0.169 | 1.185 | 0.202 | 1.224 | 0.175 | 1.191 |
|  | (0.121) | (0.140) | (0.125) | (0.148) | (0.126) | (0.154) | (0.127) | (0.151) |
| 3.cohort | 0.288\*\* | 1.333\*\* | 0.346\*\*\* | 1.414\*\*\* | 0.353\*\*\* | 1.424\*\*\* | 0.331\*\*\* | 1.393\*\*\* |
|  | (0.112) | (0.150) | (0.114) | (0.162) | (0.115) | (0.164) | (0.117) | (0.163) |
| 4.cohort | 0.0665 | 1.069 | 0.118 | 1.125 | 0.118 | 1.125 | 0.0671 | 1.069 |
|  | (0.112) | (0.120) | (0.115) | (0.130) | (0.116) | (0.130) | (0.117) | (0.125) |
| 5.cohort | 0.0971 | 1.102 | 0.132 | 1.142 | 0.156 | 1.169 | 0.0912 | 1.095 |
|  | (0.120) | (0.132) | (0.122) | (0.140) | (0.122) | (0.143) | (0.124) | (0.136) |
| 6.cohort | 0.0153 | 1.015 | 0.0812 | 1.085 | 0.0895 | 1.094 | 0.0341 | 1.035 |
|  | (0.135) | (0.137) | (0.137) | (0.148) | (0.138) | (0.151) | (0.139) | (0.144) |
| 7.cohort | -0.219\* | 0.803\* | -0.133 | 0.876 | -0.123 | 0.884 | -0.188 | 0.828 |
|  | (0.125) | (0.100) | (0.129) | (0.113) | (0.130) | (0.115) | (0.132) | (0.109) |
| empl\_f1 |  |  | -0.798 | 0.450 | -0.721 | 0.486 | -0.503 | 0.605 |
|  |  |  | (0.693) | (0.312) | (0.725) | (0.353) | (0.718) | (0.434) |
| empl\_f3 |  |  | 0.123 | 1.131 | 0.0539 | 1.055 | -0.0133 | 0.987 |
|  |  |  | (0.362) | (0.410) | (0.375) | (0.396) | (0.377) | (0.372) |
| empl\_f4 |  |  | 0.492\* | 1.636\* | 0.483\* | 1.621\* | 0.387 | 1.473 |
|  |  |  | (0.269) | (0.440) | (0.283) | (0.459) | (0.281) | (0.413) |
| empl\_f5 |  |  | 0.854\*\*\* | 2.350\*\*\* | 0.835\*\*\* | 2.306\*\*\* | 0.792\*\*\* | 2.208\*\*\* |
|  |  |  | (0.272) | (0.640) | (0.284) | (0.656) | (0.281) | (0.621) |
| empl\_f6 |  |  | 0.668\*\*\* | 1.950\*\*\* | 0.616\*\* | 1.852\*\* | 0.528\*\* | 1.696\*\* |
|  |  |  | (0.250) | (0.487) | (0.261) | (0.484) | (0.257) | (0.436) |
| empl\_f7 |  |  | 0.188 | 1.207 | 0.108 | 1.114 | 0.0542 | 1.056 |
|  |  |  | (0.220) | (0.265) | (0.233) | (0.259) | (0.228) | (0.241) |
| empl\_f8 |  |  | -0.359 | 0.698 | -0.372 | 0.689 | -0.368 | 0.692 |
|  |  |  | (0.238) | (0.166) | (0.249) | (0.171) | (0.245) | (0.169) |
| empl\_f9 |  |  | -0.480 | 0.619 | -0.553 | 0.575 | -0.596 | 0.551 |
|  |  |  | (0.491) | (0.304) | (0.502) | (0.289) | (0.498) | (0.274) |
| 2.fmanager1 |  |  | -0.271\*\*\* | 0.762\*\*\* | -0.259\*\*\* | 0.772\*\*\* | -0.246\*\*\* | 0.782\*\*\* |
|  |  |  | (0.0728) | (0.0555) | (0.0741) | (0.0572) | (0.0744) | (0.0582) |
| 3.fmanager1 |  |  | 0.151 | 1.163 | 0.170 | 1.185 | 0.295 | 1.343 |
|  |  |  | (0.250) | (0.291) | (0.258) | (0.305) | (0.260) | (0.349) |
| empl\_m1 |  |  |  |  | -0.527 | 0.590 | -0.438 | 0.645 |
|  |  |  |  |  | (1.456) | (0.859) | (1.372) | (0.885) |
| empl\_m3 |  |  |  |  | 0.389 | 1.476 | 0.286 | 1.331 |
|  |  |  |  |  | (1.721) | (2.540) | (1.834) | (2.441) |
| empl\_m4 |  |  |  |  | 0.222 | 1.248 | 0.215 | 1.240 |
|  |  |  |  |  | (0.306) | (0.382) | (0.307) | (0.381) |
| empl\_m5 |  |  |  |  | 0.215 | 1.240 | 0.161 | 1.175 |
|  |  |  |  |  | (0.239) | (0.297) | (0.242) | (0.285) |
| empl\_m6 |  |  |  |  | 0.311 | 1.365 | 0.248 | 1.282 |
|  |  |  |  |  | (0.318) | (0.434) | (0.325) | (0.416) |
| empl\_m7 |  |  |  |  | 0.258\*\*\* | 1.294\*\*\* | 0.220\*\*\* | 1.246\*\*\* |
|  |  |  |  |  | (0.0719) | (0.0931) | (0.0726) | (0.0905) |
| empl\_m8 |  |  |  |  | -0.0211 | 0.979 | -0.0555 | 0.946 |
|  |  |  |  |  | (0.106) | (0.104) | (0.107) | (0.101) |
| empl\_m9 |  |  |  |  | -1.077 | 0.341 | -1.081 | 0.339 |
|  |  |  |  |  | (0.704) | (0.240) | (0.696) | (0.236) |
| 2.mmanager1 |  |  |  |  | -0.0455 | 0.956 | -0.0669 | 0.935 |
|  |  |  |  |  | (0.116) | (0.111) | (0.118) | (0.110) |
| 3.mmanager1 |  |  |  |  | -0.119 | 0.888 | -0.177 | 0.838 |
|  |  |  |  |  | (0.439) | (0.390) | (0.417) | (0.349) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.134\* | 0.875\* |
|  |  |  |  |  |  |  | (0.0801) | (0.0701) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.297\*\*\* | 0.743\*\*\* |
|  |  |  |  |  |  |  | (0.110) | (0.0814) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.415\*\* | 0.661\*\* |
|  |  |  |  |  |  |  | (0.165) | (0.109) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.457\*\*\* | 0.633\*\*\* |
|  |  |  |  |  |  |  | (0.176) | (0.112) |
| 2.both |  |  |  |  |  |  | -0.266\*\* | 0.766\*\* |
|  |  |  |  |  |  |  | (0.109) | (0.0838) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.365\*\*\* | 1.441\*\*\* |
|  |  |  |  |  |  |  | (0.0930) | (0.134) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.354\*\*\* | 1.425\*\*\* |
|  |  |  |  |  |  |  | (0.106) | (0.152) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.250 | 1.284 |
|  |  |  |  |  |  |  | (0.311) | (0.399) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.129\*\*\* | 0.323\*\*\* | -1.242\*\*\* | 0.289\*\*\* | -1.242\*\*\* | 0.289\*\*\* | -1.245\*\*\* | 0.288\*\*\* |
|  | (0.104) | (0.0336) | (0.246) | (0.0710) | (0.272) | (0.0786) | (0.281) | (0.0808) |
| Constant cut2 | 2.290\*\*\* | 9.870\*\*\* | 2.229\*\*\* | 9.294\*\*\* | 2.242\*\*\* | 9.408\*\*\* | 2.273\*\*\* | 9.709\*\*\* |
|  | (0.112) | (1.110) | (0.248) | (2.303) | (0.274) | (2.582) | (0.284) | (2.754) |
|  |  |  |  |  |  |  |  |  |
| Observations | 6,397 | 6,397 | 6,167 | 6,167 | 6,125 | 6,125 | 6,117 | 6,117 |
| Pseudo R-squared | 0.0972 |  | 0.109 |  | 0.112 |  | 0.117 |  |
| ll | -3.205e+06 |  | -3.044e+06 |  | -3.012e+06 |  | -2.987e+06 |  |
| df\_m | 11 |  | 21 |  | 31 |  | 39 |  |
| chi2 | 759.6 |  | 807.7 |  | 831.8 |  | 870.0 |  |

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.eduf3 | 0.709\*\*\* | 2.032\*\*\* | 0.582\*\*\* | 1.790\*\*\* | 0.589\*\*\* | 1.802\*\*\* | 0.532\*\*\* | 1.702\*\*\* |
|  | (0.0741) | (0.151) | (0.0782) | (0.140) | (0.0786) | (0.142) | (0.0791) | (0.135) |
| 3.eduf3 | 1.570\*\*\* | 4.808\*\*\* | 1.171\*\*\* | 3.224\*\*\* | 1.200\*\*\* | 3.321\*\*\* | 1.134\*\*\* | 3.109\*\*\* |
|  | (0.107) | (0.513) | (0.130) | (0.419) | (0.131) | (0.435) | (0.133) | (0.413) |
| 2.edum3 | 0.746\*\*\* | 2.108\*\*\* | 0.700\*\*\* | 2.013\*\*\* | 0.670\*\*\* | 1.954\*\*\* | 0.639\*\*\* | 1.894\*\*\* |
|  | (0.0798) | (0.168) | (0.0810) | (0.163) | (0.0838) | (0.164) | (0.0845) | (0.160) |
| 3.edum3 | 1.369\*\*\* | 3.931\*\*\* | 1.292\*\*\* | 3.642\*\*\* | 1.202\*\*\* | 3.328\*\*\* | 1.224\*\*\* | 3.402\*\*\* |
|  | (0.122) | (0.479) | (0.124) | (0.450) | (0.140) | (0.466) | (0.141) | (0.481) |
| 2.gender | 0.236\*\*\* | 1.267\*\*\* | 0.262\*\*\* | 1.300\*\*\* | 0.258\*\*\* | 1.294\*\*\* | 0.294\*\*\* | 1.342\*\*\* |
|  | (0.0610) | (0.0772) | (0.0619) | (0.0805) | (0.0621) | (0.0804) | (0.0621) | (0.0833) |
| 2.cohort | 0.193\* | 1.213\* | 0.243\*\* | 1.276\*\* | 0.238\*\* | 1.269\*\* | 0.217\* | 1.242\* |
|  | (0.116) | (0.140) | (0.117) | (0.149) | (0.116) | (0.148) | (0.116) | (0.145) |
| 3.cohort | 0.349\*\*\* | 1.418\*\*\* | 0.387\*\*\* | 1.472\*\*\* | 0.397\*\*\* | 1.488\*\*\* | 0.322\*\*\* | 1.381\*\*\* |
|  | (0.113) | (0.160) | (0.115) | (0.169) | (0.115) | (0.172) | (0.116) | (0.160) |
| 4.cohort | 0.474\*\*\* | 1.607\*\*\* | 0.546\*\*\* | 1.726\*\*\* | 0.540\*\*\* | 1.717\*\*\* | 0.481\*\*\* | 1.618\*\*\* |
|  | (0.115) | (0.185) | (0.115) | (0.198) | (0.116) | (0.199) | (0.117) | (0.189) |
| 5.cohort | 0.577\*\*\* | 1.780\*\*\* | 0.656\*\*\* | 1.926\*\*\* | 0.653\*\*\* | 1.921\*\*\* | 0.558\*\*\* | 1.747\*\*\* |
|  | (0.112) | (0.200) | (0.115) | (0.221) | (0.116) | (0.224) | (0.119) | (0.207) |
| 6.cohort | 0.384\*\*\* | 1.468\*\*\* | 0.505\*\*\* | 1.657\*\*\* | 0.498\*\*\* | 1.646\*\*\* | 0.440\*\*\* | 1.552\*\*\* |
|  | (0.124) | (0.181) | (0.126) | (0.208) | (0.127) | (0.209) | (0.129) | (0.200) |
| 7.cohort | 0.249\*\* | 1.282\*\* | 0.377\*\*\* | 1.457\*\*\* | 0.357\*\*\* | 1.429\*\*\* | 0.316\*\* | 1.371\*\* |
|  | (0.122) | (0.157) | (0.123) | (0.180) | (0.127) | (0.181) | (0.128) | (0.176) |
| empl\_f1 |  |  | -0.912\*\*\* | 0.402\*\*\* | -0.928\*\*\* | 0.395\*\*\* | -0.672\* | 0.511\* |
|  |  |  | (0.344) | (0.138) | (0.344) | (0.136) | (0.358) | (0.183) |
| empl\_f4 |  |  | 0.380 | 1.462 | 0.326 | 1.386 | 0.225 | 1.253 |
|  |  |  | (0.233) | (0.340) | (0.234) | (0.324) | (0.235) | (0.294) |
| empl\_f5 |  |  | 0.470\*\* | 1.600\*\* | 0.432\* | 1.540\* | 0.365 | 1.440 |
|  |  |  | (0.223) | (0.357) | (0.226) | (0.348) | (0.225) | (0.324) |
| empl\_f6 |  |  | 0.143 | 1.153 | 0.113 | 1.120 | 0.0192 | 1.019 |
|  |  |  | (0.212) | (0.244) | (0.214) | (0.239) | (0.211) | (0.215) |
| empl\_f7 |  |  | 0.0254 | 1.026 | -0.0204 | 0.980 | -0.120 | 0.887 |
|  |  |  | (0.184) | (0.189) | (0.186) | (0.182) | (0.184) | (0.164) |
| empl\_f8 |  |  | -0.322 | 0.725 | -0.350 | 0.705 | -0.434\* | 0.648\* |
|  |  |  | (0.238) | (0.172) | (0.239) | (0.168) | (0.233) | (0.151) |
| empl\_f9 |  |  | -0.0323 | 0.968 | -0.0252 | 0.975 | -0.0553 | 0.946 |
|  |  |  | (0.214) | (0.207) | (0.217) | (0.212) | (0.215) | (0.203) |
| 2.fmanager1 |  |  | -0.312\*\*\* | 0.732\*\*\* | -0.299\*\*\* | 0.742\*\*\* | -0.274\*\*\* | 0.761\*\*\* |
|  |  |  | (0.0773) | (0.0566) | (0.0784) | (0.0581) | (0.0798) | (0.0607) |
| 3.fmanager1 |  |  | -0.586\*\* | 0.556\*\* | -0.637\*\* | 0.529\*\* | -0.539\* | 0.583\* |
|  |  |  | (0.296) | (0.165) | (0.308) | (0.163) | (0.318) | (0.185) |
| empl\_m1 |  |  |  |  | 0.239 | 1.270 | 0.328 | 1.389 |
|  |  |  |  |  | (0.397) | (0.503) | (0.393) | (0.546) |
| empl\_m4 |  |  |  |  | 0.707\* | 2.027\* | 0.669\* | 1.953\* |
|  |  |  |  |  | (0.391) | (0.793) | (0.376) | (0.734) |
| empl\_m5 |  |  |  |  | 0.171 | 1.187 | 0.103 | 1.108 |
|  |  |  |  |  | (0.163) | (0.194) | (0.166) | (0.185) |
| empl\_m6 |  |  |  |  | 0.219 | 1.245 | 0.0934 | 1.098 |
|  |  |  |  |  | (0.161) | (0.200) | (0.162) | (0.178) |
| empl\_m7 |  |  |  |  | 0.0641 | 1.066 | -0.0256 | 0.975 |
|  |  |  |  |  | (0.0959) | (0.102) | (0.0977) | (0.0952) |
| empl\_m8 |  |  |  |  | 0.141 | 1.151 | 0.0882 | 1.092 |
|  |  |  |  |  | (0.115) | (0.132) | (0.117) | (0.128) |
| empl\_m9 |  |  |  |  | -0.213 | 0.808 | -0.226 | 0.798 |
|  |  |  |  |  | (0.190) | (0.154) | (0.192) | (0.153) |
| 2.mmanager1 |  |  |  |  | -0.171 | 0.843 | -0.144 | 0.866 |
|  |  |  |  |  | (0.234) | (0.197) | (0.233) | (0.201) |
| 3.mmanager1 |  |  |  |  | 0.402 | 1.495 | 0.341 | 1.406 |
|  |  |  |  |  | (0.287) | (0.429) | (0.287) | (0.403) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.215\*\*\* | 0.806\*\*\* |
|  |  |  |  |  |  |  | (0.0809) | (0.0652) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.327\*\*\* | 0.721\*\*\* |
|  |  |  |  |  |  |  | (0.0950) | (0.0685) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.691\*\*\* | 0.501\*\*\* |
|  |  |  |  |  |  |  | (0.136) | (0.0683) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.716\*\*\* | 0.489\*\*\* |
|  |  |  |  |  |  |  | (0.156) | (0.0762) |
| 2.both |  |  |  |  |  |  | -0.376\*\*\* | 0.687\*\*\* |
|  |  |  |  |  |  |  | (0.125) | (0.0857) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.562\*\*\* | 1.754\*\*\* |
|  |  |  |  |  |  |  | (0.125) | (0.219) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.681\*\*\* | 1.977\*\*\* |
|  |  |  |  |  |  |  | (0.127) | (0.250) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.471 | 1.602 |
|  |  |  |  |  |  |  | (0.566) | (0.907) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.390\*\*\* | 0.677\*\*\* | -0.593\*\*\* | 0.553\*\*\* | -0.726\*\* | 0.484\*\* | -0.522 | 0.594 |
|  | (0.0944) | (0.0639) | (0.216) | (0.119) | (0.315) | (0.153) | (0.327) | (0.194) |
| Constant cut2 | 1.588\*\*\* | 4.892\*\*\* | 1.407\*\*\* | 4.084\*\*\* | 1.282\*\*\* | 3.604\*\*\* | 1.533\*\*\* | 4.634\*\*\* |
|  | (0.101) | (0.492) | (0.221) | (0.903) | (0.318) | (1.146) | (0.329) | (1.527) |
|  |  |  |  |  |  |  |  |  |
| Observations | 5,548 | 5,548 | 5,434 | 5,434 | 5,407 | 5,407 | 5,403 | 5,403 |
| Pseudo R-squared | 0.117 |  | 0.123 |  | 0.126 |  | 0.138 |  |
| ll | -3.983e+06 |  | -3.867e+06 |  | -3.838e+06 |  | -3.780e+06 |  |
| df\_m | 11 |  | 20 |  | 29 |  | 37 |  |
| chi2 | 767.4 |  | 800.4 |  | 822.9 |  | 960.6 |  |

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.eduf3 | 0.920\*\*\* | 2.510\*\*\* | 0.731\*\*\* | 2.077\*\*\* | 0.725\*\*\* | 2.064\*\*\* | 0.572\*\*\* | 1.772\*\*\* |
|  | (0.0976) | (0.245) | (0.0990) | (0.206) | (0.0996) | (0.205) | (0.104) | (0.185) |
| 3.eduf3 | 1.910\*\*\* | 6.753\*\*\* | 1.275\*\*\* | 3.578\*\*\* | 1.304\*\*\* | 3.684\*\*\* | 1.114\*\*\* | 3.048\*\*\* |
|  | (0.151) | (1.019) | (0.184) | (0.657) | (0.186) | (0.684) | (0.191) | (0.583) |
| 2.edum3 | 1.547\*\*\* | 4.696\*\*\* | 1.485\*\*\* | 4.414\*\*\* | 1.364\*\*\* | 3.911\*\*\* | 1.162\*\*\* | 3.198\*\*\* |
|  | (0.102) | (0.479) | (0.102) | (0.449) | (0.103) | (0.402) | (0.108) | (0.344) |
| 3.edum3 | 2.620\*\*\* | 13.73\*\*\* | 2.524\*\*\* | 12.47\*\*\* | 2.037\*\*\* | 7.671\*\*\* | 1.856\*\*\* | 6.400\*\*\* |
|  | (0.151) | (2.073) | (0.154) | (1.927) | (0.173) | (1.327) | (0.178) | (1.142) |
| 2.gender | 0.474\*\*\* | 1.607\*\*\* | 0.499\*\*\* | 1.647\*\*\* | 0.496\*\*\* | 1.643\*\*\* | 0.529\*\*\* | 1.698\*\*\* |
|  | (0.0578) | (0.0928) | (0.0581) | (0.0958) | (0.0585) | (0.0961) | (0.0601) | (0.102) |
| 2.cohort | 0.0329 | 1.033 | 0.0449 | 1.046 | -0.00110 | 0.999 | 0.0242 | 1.024 |
|  | (0.111) | (0.114) | (0.112) | (0.117) | (0.113) | (0.113) | (0.114) | (0.116) |
| 3.cohort | -0.177 | 0.838 | -0.152 | 0.859 | -0.171 | 0.843 | -0.135 | 0.873 |
|  | (0.107) | (0.0900) | (0.108) | (0.0925) | (0.109) | (0.0917) | (0.108) | (0.0947) |
| 4.cohort | -0.245\*\* | 0.783\*\* | -0.218\*\* | 0.804\*\* | -0.251\*\* | 0.778\*\* | -0.223\*\* | 0.800\*\* |
|  | (0.106) | (0.0834) | (0.107) | (0.0862) | (0.108) | (0.0842) | (0.110) | (0.0876) |
| 5.cohort | -0.545\*\*\* | 0.580\*\*\* | -0.525\*\*\* | 0.592\*\*\* | -0.554\*\*\* | 0.574\*\*\* | -0.461\*\*\* | 0.631\*\*\* |
|  | (0.113) | (0.0653) | (0.114) | (0.0672) | (0.115) | (0.0660) | (0.117) | (0.0738) |
| 6.cohort | -0.701\*\*\* | 0.496\*\*\* | -0.644\*\*\* | 0.525\*\*\* | -0.675\*\*\* | 0.509\*\*\* | -0.570\*\*\* | 0.565\*\*\* |
|  | (0.116) | (0.0577) | (0.117) | (0.0617) | (0.118) | (0.0603) | (0.121) | (0.0685) |
| 7.cohort | -0.888\*\*\* | 0.412\*\*\* | -0.805\*\*\* | 0.447\*\*\* | -0.798\*\*\* | 0.450\*\*\* | -0.660\*\*\* | 0.517\*\*\* |
|  | (0.119) | (0.0489) | (0.121) | (0.0540) | (0.122) | (0.0549) | (0.125) | (0.0646) |
| empl\_f1 |  |  | -0.719 | 0.487 | -0.833\* | 0.435\* | -0.424 | 0.654 |
|  |  |  | (0.480) | (0.234) | (0.481) | (0.209) | (0.514) | (0.337) |
| empl\_f3 |  |  | 1.298\*\*\* | 3.663\*\*\* | 1.061\*\*\* | 2.889\*\*\* | 1.035\*\*\* | 2.814\*\*\* |
|  |  |  | (0.321) | (1.178) | (0.326) | (0.942) | (0.344) | (0.969) |
| empl\_f4 |  |  | 1.061\*\*\* | 2.888\*\*\* | 0.777\*\* | 2.174\*\* | 0.710\*\* | 2.034\*\* |
|  |  |  | (0.337) | (0.972) | (0.347) | (0.754) | (0.352) | (0.717) |
| empl\_f5 |  |  | 1.170\*\*\* | 3.223\*\*\* | 0.808\*\*\* | 2.243\*\*\* | 0.760\*\* | 2.137\*\* |
|  |  |  | (0.280) | (0.902) | (0.289) | (0.648) | (0.295) | (0.631) |
| empl\_f6 |  |  | 1.091\*\*\* | 2.976\*\*\* | 0.787\*\*\* | 2.197\*\*\* | 0.736\*\*\* | 2.088\*\*\* |
|  |  |  | (0.265) | (0.789) | (0.272) | (0.599) | (0.279) | (0.582) |
| empl\_f7 |  |  | 0.653\*\*\* | 1.921\*\*\* | 0.433\* | 1.542\* | 0.314 | 1.369 |
|  |  |  | (0.234) | (0.450) | (0.242) | (0.373) | (0.249) | (0.341) |
| empl\_f8 |  |  | -0.0998 | 0.905 | -0.203 | 0.817 | -0.168 | 0.846 |
|  |  |  | (0.246) | (0.222) | (0.255) | (0.208) | (0.264) | (0.223) |
| empl\_f9 |  |  | 0.236 | 1.266 | 0.129 | 1.137 | 0.00331 | 1.003 |
|  |  |  | (0.235) | (0.298) | (0.253) | (0.288) | (0.259) | (0.260) |
| 2.fmanager1 |  |  | -0.307\*\* | 0.736\*\* | -0.315\*\* | 0.730\*\* | -0.257\*\* | 0.773\*\* |
|  |  |  | (0.121) | (0.0889) | (0.123) | (0.0897) | (0.124) | (0.0958) |
| 3.fmanager1 |  |  | -0.155 | 0.856 | -0.155 | 0.856 | -0.103 | 0.902 |
|  |  |  | (0.201) | (0.172) | (0.211) | (0.180) | (0.211) | (0.190) |
| empl\_m1 |  |  |  |  | 0.329 | 1.390 | 0.307 | 1.359 |
|  |  |  |  |  | (0.378) | (0.526) | (0.412) | (0.561) |
| empl\_m4 |  |  |  |  | 0.443 | 1.557 | 0.123 | 1.131 |
|  |  |  |  |  | (0.332) | (0.516) | (0.344) | (0.389) |
| empl\_m5 |  |  |  |  | 1.068\*\*\* | 2.910\*\*\* | 0.867\*\*\* | 2.380\*\*\* |
|  |  |  |  |  | (0.172) | (0.500) | (0.179) | (0.427) |
| empl\_m6 |  |  |  |  | 1.037\*\*\* | 2.821\*\*\* | 0.851\*\*\* | 2.342\*\*\* |
|  |  |  |  |  | (0.194) | (0.547) | (0.202) | (0.473) |
| empl\_m7 |  |  |  |  | 0.517\*\*\* | 1.677\*\*\* | 0.326\*\* | 1.386\*\* |
|  |  |  |  |  | (0.126) | (0.211) | (0.133) | (0.184) |
| empl\_m8 |  |  |  |  | 0.308\*\* | 1.360\*\* | 0.142 | 1.153 |
|  |  |  |  |  | (0.144) | (0.195) | (0.151) | (0.174) |
| empl\_m9 |  |  |  |  | 0.320\* | 1.377\* | 0.187 | 1.206 |
|  |  |  |  |  | (0.188) | (0.259) | (0.188) | (0.226) |
| 2.mmanager1 |  |  |  |  | 0.0144 | 1.015 | -0.0227 | 0.978 |
|  |  |  |  |  | (0.210) | (0.213) | (0.208) | (0.204) |
| 3.mmanager1 |  |  |  |  | 0.189 | 1.208 | -0.0611 | 0.941 |
|  |  |  |  |  | (0.262) | (0.316) | (0.262) | (0.246) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -1.137\*\*\* | 0.321\*\*\* |
|  |  |  |  |  |  |  | (0.103) | (0.0330) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -2.120\*\*\* | 0.120\*\*\* |
|  |  |  |  |  |  |  | (0.183) | (0.0220) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -2.149\*\*\* | 0.117\*\*\* |
|  |  |  |  |  |  |  | (0.336) | (0.0392) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -1.527\*\*\* | 0.217\*\*\* |
|  |  |  |  |  |  |  | (0.294) | (0.0639) |
| 1o.both |  |  |  |  |  |  | - | - |
|  |  |  |  |  |  |  |  |  |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.557\*\*\* | 1.746\*\*\* |
|  |  |  |  |  |  |  | (0.156) | (0.272) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.767\*\*\* | 2.154\*\*\* |
|  |  |  |  |  |  |  | (0.161) | (0.347) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.582\*\* | 1.790\*\* |
|  |  |  |  |  |  |  | (0.270) | (0.483) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.607\*\*\* | 0.545\*\*\* | -0.462\* | 0.630\* | -0.289 | 0.749 | -0.359 | 0.698 |
|  | (0.0861) | (0.0469) | (0.270) | (0.170) | (0.340) | (0.255) | (0.373) | (0.261) |
| Constant cut2 | 2.898\*\*\* | 18.13\*\*\* | 3.112\*\*\* | 22.47\*\*\* | 3.315\*\*\* | 27.53\*\*\* | 3.404\*\*\* | 30.08\*\*\* |
|  | (0.105) | (1.896) | (0.278) | (6.249) | (0.348) | (9.591) | (0.380) | (11.41) |
|  |  |  |  |  |  |  |  |  |
| Observations | 6,689 | 6,689 | 6,681 | 6,681 | 6,647 | 6,647 | 6,646 | 6,646 |
| Pseudo R-squared | 0.194 |  | 0.208 |  | 0.212 |  | 0.247 |  |
| ll | -2.531e+06 |  | -2.482e+06 |  | -2.453e+06 |  | -2.343e+06 |  |
| df\_m | 11 |  | 21 |  | 30 |  | 37 |  |
| chi2 | 1506 |  | 1595 |  | 1579 |  | 1752 |  |

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.eduf3 | 1.009\*\*\* | 2.743\*\*\* | 0.864\*\*\* | 2.373\*\*\* | 0.867\*\*\* | 2.379\*\*\* | 0.830\*\*\* | 2.293\*\*\* |
|  | (0.0808) | (0.222) | (0.0857) | (0.203) | (0.0864) | (0.205) | (0.0871) | (0.200) |
| 3.eduf3 | 1.909\*\*\* | 6.745\*\*\* | 1.328\*\*\* | 3.775\*\*\* | 1.312\*\*\* | 3.713\*\*\* | 1.269\*\*\* | 3.556\*\*\* |
|  | (0.114) | (0.769) | (0.142) | (0.535) | (0.144) | (0.534) | (0.144) | (0.511) |
| 2.edum3 | 0.778\*\*\* | 2.177\*\*\* | 0.696\*\*\* | 2.006\*\*\* | 0.668\*\*\* | 1.950\*\*\* | 0.642\*\*\* | 1.900\*\*\* |
|  | (0.0628) | (0.137) | (0.0643) | (0.129) | (0.0659) | (0.128) | (0.0668) | (0.127) |
| 3.edum3 | 1.562\*\*\* | 4.769\*\*\* | 1.502\*\*\* | 4.489\*\*\* | 1.348\*\*\* | 3.850\*\*\* | 1.339\*\*\* | 3.814\*\*\* |
|  | (0.166) | (0.790) | (0.169) | (0.758) | (0.187) | (0.721) | (0.187) | (0.715) |
| 2.gender | -0.592\*\*\* | 0.553\*\*\* | -0.600\*\*\* | 0.549\*\*\* | -0.609\*\*\* | 0.544\*\*\* | -0.622\*\*\* | 0.537\*\*\* |
|  | (0.0614) | (0.0340) | (0.0628) | (0.0345) | (0.0631) | (0.0343) | (0.0634) | (0.0340) |
| 2.cohort | 0.0362 | 1.037 | 0.0106 | 1.011 | -0.00653 | 0.993 | -0.0143 | 0.986 |
|  | (0.102) | (0.106) | (0.104) | (0.105) | (0.104) | (0.104) | (0.106) | (0.105) |
| 3.cohort | 0.0726 | 1.075 | 0.0519 | 1.053 | 0.0299 | 1.030 | 0.0189 | 1.019 |
|  | (0.103) | (0.110) | (0.105) | (0.110) | (0.106) | (0.109) | (0.108) | (0.110) |
| 4.cohort | 0.126 | 1.134 | 0.121 | 1.128 | 0.0933 | 1.098 | 0.106 | 1.112 |
|  | (0.104) | (0.118) | (0.105) | (0.119) | (0.106) | (0.116) | (0.108) | (0.120) |
| 5.cohort | 0.219\* | 1.245\* | 0.217\* | 1.243\* | 0.175 | 1.191 | 0.151 | 1.163 |
|  | (0.112) | (0.139) | (0.114) | (0.141) | (0.115) | (0.137) | (0.118) | (0.138) |
| 6.cohort | 0.0533 | 1.055 | 0.0329 | 1.033 | -0.0174 | 0.983 | -0.0409 | 0.960 |
|  | (0.118) | (0.124) | (0.121) | (0.125) | (0.122) | (0.120) | (0.125) | (0.120) |
| 7.cohort | -0.168 | 0.845 | -0.147 | 0.863 | -0.207 | 0.813 | -0.224 | 0.799 |
|  | (0.131) | (0.111) | (0.135) | (0.117) | (0.136) | (0.110) | (0.141) | (0.113) |
| empl\_f1 |  |  | -0.480 | 0.619 | -0.556 | 0.573 | -0.704\* | 0.495\* |
|  |  |  | (0.361) | (0.223) | (0.367) | (0.210) | (0.401) | (0.198) |
| empl\_f3 |  |  | 0.572 | 1.773 | 0.526 | 1.691 | 0.348 | 1.416 |
|  |  |  | (0.472) | (0.836) | (0.464) | (0.785) | (0.463) | (0.656) |
| empl\_f4 |  |  | 0.537\*\* | 1.711\*\* | 0.495\*\* | 1.640\*\* | 0.399 | 1.490 |
|  |  |  | (0.230) | (0.393) | (0.230) | (0.378) | (0.243) | (0.363) |
| empl\_f5 |  |  | 0.732\*\*\* | 2.079\*\*\* | 0.642\*\*\* | 1.900\*\*\* | 0.563\*\* | 1.756\*\* |
|  |  |  | (0.220) | (0.457) | (0.221) | (0.419) | (0.233) | (0.409) |
| empl\_f6 |  |  | 0.398\* | 1.489\* | 0.321 | 1.379 | 0.198 | 1.219 |
|  |  |  | (0.211) | (0.314) | (0.211) | (0.290) | (0.225) | (0.274) |
| empl\_f7 |  |  | -0.0404 | 0.960 | -0.105 | 0.901 | -0.213 | 0.808 |
|  |  |  | (0.197) | (0.189) | (0.196) | (0.177) | (0.211) | (0.171) |
| empl\_f8 |  |  | -0.0185 | 0.982 | -0.0866 | 0.917 | -0.132 | 0.876 |
|  |  |  | (0.251) | (0.246) | (0.251) | (0.230) | (0.263) | (0.231) |
| empl\_f9 |  |  | -0.00465 | 0.995 | -0.0454 | 0.956 | -0.164 | 0.848 |
|  |  |  | (0.322) | (0.321) | (0.320) | (0.306) | (0.334) | (0.284) |
| 2.fmanager1 |  |  | -0.192\*\* | 0.826\*\* | -0.205\*\*\* | 0.815\*\*\* | -0.205\*\*\* | 0.815\*\*\* |
|  |  |  | (0.0750) | (0.0619) | (0.0754) | (0.0614) | (0.0765) | (0.0624) |
| 3.fmanager1 |  |  | -0.293\*\*\* | 0.746\*\*\* | -0.237\*\* | 0.789\*\* | -0.176\* | 0.839\* |
|  |  |  | (0.0848) | (0.0633) | (0.0937) | (0.0740) | (0.0964) | (0.0809) |
| empl\_m1 |  |  |  |  | 0.517 | 1.676 | 0.430 | 1.537 |
|  |  |  |  |  | (1.032) | (1.730) | (1.015) | (1.560) |
| empl\_m4 |  |  |  |  | -0.0161 | 0.984 | -0.0601 | 0.942 |
|  |  |  |  |  | (0.227) | (0.223) | (0.230) | (0.217) |
| empl\_m5 |  |  |  |  | 0.427\*\*\* | 1.533\*\*\* | 0.448\*\*\* | 1.565\*\*\* |
|  |  |  |  |  | (0.164) | (0.251) | (0.165) | (0.258) |
| empl\_m6 |  |  |  |  | 0.436\*\*\* | 1.546\*\*\* | 0.427\*\*\* | 1.532\*\*\* |
|  |  |  |  |  | (0.139) | (0.215) | (0.140) | (0.215) |
| empl\_m7 |  |  |  |  | 0.0941 | 1.099 | 0.0728 | 1.076 |
|  |  |  |  |  | (0.0766) | (0.0842) | (0.0785) | (0.0844) |
| empl\_m8 |  |  |  |  | 0.176 | 1.192 | 0.152 | 1.164 |
|  |  |  |  |  | (0.125) | (0.149) | (0.125) | (0.145) |
| empl\_m9 |  |  |  |  | 0.0948 | 1.099 | 0.0682 | 1.071 |
|  |  |  |  |  | (0.396) | (0.436) | (0.397) | (0.425) |
| 2.mmanager1 |  |  |  |  | 0.0538 | 1.055 | 0.0206 | 1.021 |
|  |  |  |  |  | (0.144) | (0.152) | (0.145) | (0.148) |
| 3.mmanager1 |  |  |  |  | -0.152 | 0.859 | -0.171 | 0.843 |
|  |  |  |  |  | (0.166) | (0.142) | (0.167) | (0.141) |
| 2.nchild\_groups1 |  |  |  |  |  |  | 0.0475 | 1.049 |
|  |  |  |  |  |  |  | (0.0754) | (0.0790) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.233\*\* | 0.792\*\* |
|  |  |  |  |  |  |  | (0.118) | (0.0932) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.578\*\*\* | 0.561\*\*\* |
|  |  |  |  |  |  |  | (0.165) | (0.0929) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.496\*\* | 0.609\*\* |
|  |  |  |  |  |  |  | (0.194) | (0.118) |
| 2.both |  |  |  |  |  |  | -0.444\*\*\* | 0.642\*\*\* |
|  |  |  |  |  |  |  | (0.110) | (0.0704) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.268\*\* | 1.308\*\* |
|  |  |  |  |  |  |  | (0.124) | (0.162) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.0956 | 1.100 |
|  |  |  |  |  |  |  | (0.125) | (0.138) |
| 4.fin\_sit1 |  |  |  |  |  |  | -1.018\*\*\* | 0.361\*\*\* |
|  |  |  |  |  |  |  | (0.368) | (0.133) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.260\*\*\* | 0.284\*\*\* | -1.493\*\*\* | 0.225\*\*\* | -1.492\*\*\* | 0.225\*\*\* | -1.660\*\*\* | 0.190\*\*\* |
|  | (0.105) | (0.0299) | (0.228) | (0.0513) | (0.269) | (0.0604) | (0.298) | (0.0567) |
| Constant cut2 | 1.703\*\*\* | 5.490\*\*\* | 1.505\*\*\* | 4.505\*\*\* | 1.512\*\*\* | 4.537\*\*\* | 1.392\*\*\* | 4.021\*\*\* |
|  | (0.102) | (0.558) | (0.226) | (1.017) | (0.266) | (1.208) | (0.296) | (1.189) |
|  |  |  |  |  |  |  |  |  |
| Observations | 6,421 | 6,421 | 6,262 | 6,262 | 6,223 | 6,223 | 6,206 | 6,206 |
| Pseudo R-squared | 0.120 |  | 0.128 |  | 0.130 |  | 0.137 |  |
| ll | -2.815e+06 |  | -2.713e+06 |  | -2.692e+06 |  | -2.654e+06 |  |
| df\_m | 11 |  | 21 |  | 30 |  | 38 |  |
| chi2 | 826.2 |  | 905.6 |  | 913.0 |  | 990.9 |  |

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.eduf3 | 0.931\*\*\* | 2.536\*\*\* | 0.750\*\*\* | 2.116\*\*\* | 0.734\*\*\* | 2.083\*\*\* | 0.692\*\*\* | 1.998\*\*\* |
|  | (0.0961) | (0.244) | (0.102) | (0.216) | (0.102) | (0.212) | (0.102) | (0.204) |
| 3.eduf3 | 1.851\*\*\* | 6.368\*\*\* | 1.107\*\*\* | 3.027\*\*\* | 1.057\*\*\* | 2.877\*\*\* | 0.985\*\*\* | 2.678\*\*\* |
|  | (0.188) | (1.195) | (0.230) | (0.697) | (0.226) | (0.650) | (0.224) | (0.600) |
| 2.edum3 | 0.782\*\*\* | 2.185\*\*\* | 0.716\*\*\* | 2.045\*\*\* | 0.618\*\*\* | 1.856\*\*\* | 0.544\*\*\* | 1.722\*\*\* |
|  | (0.108) | (0.236) | (0.110) | (0.225) | (0.114) | (0.212) | (0.115) | (0.198) |
| 3.edum3 | 0.939\*\*\* | 2.557\*\*\* | 0.841\*\*\* | 2.318\*\*\* | 0.362 | 1.437 | 0.266 | 1.304 |
|  | (0.215) | (0.550) | (0.222) | (0.515) | (0.323) | (0.465) | (0.327) | (0.427) |
| 2.gender | 0.0597 | 1.062 | 0.0860 | 1.090 | 0.0963 | 1.101 | 0.0617 | 1.064 |
|  | (0.0673) | (0.0714) | (0.0683) | (0.0745) | (0.0690) | (0.0760) | (0.0698) | (0.0743) |
| 2.cohort | 0.198 | 1.219 | 0.236\* | 1.266\* | 0.211 | 1.234 | 0.172 | 1.187 |
|  | (0.132) | (0.161) | (0.135) | (0.171) | (0.135) | (0.167) | (0.138) | (0.164) |
| 3.cohort | 0.406\*\*\* | 1.501\*\*\* | 0.469\*\*\* | 1.599\*\*\* | 0.445\*\*\* | 1.560\*\*\* | 0.403\*\*\* | 1.497\*\*\* |
|  | (0.129) | (0.194) | (0.131) | (0.209) | (0.131) | (0.205) | (0.134) | (0.201) |
| 4.cohort | 0.658\*\*\* | 1.930\*\*\* | 0.735\*\*\* | 2.085\*\*\* | 0.702\*\*\* | 2.018\*\*\* | 0.583\*\*\* | 1.791\*\*\* |
|  | (0.125) | (0.241) | (0.127) | (0.266) | (0.128) | (0.258) | (0.132) | (0.237) |
| 5.cohort | 0.756\*\*\* | 2.129\*\*\* | 0.838\*\*\* | 2.311\*\*\* | 0.814\*\*\* | 2.257\*\*\* | 0.642\*\*\* | 1.899\*\*\* |
|  | (0.134) | (0.285) | (0.137) | (0.317) | (0.138) | (0.311) | (0.143) | (0.272) |
| 6.cohort | 1.102\*\*\* | 3.009\*\*\* | 1.212\*\*\* | 3.359\*\*\* | 1.153\*\*\* | 3.167\*\*\* | 0.975\*\*\* | 2.651\*\*\* |
|  | (0.144) | (0.432) | (0.147) | (0.495) | (0.149) | (0.472) | (0.153) | (0.405) |
| 7.cohort | 0.821\*\*\* | 2.273\*\*\* | 0.934\*\*\* | 2.544\*\*\* | 0.900\*\*\* | 2.459\*\*\* | 0.775\*\*\* | 2.170\*\*\* |
|  | (0.146) | (0.332) | (0.150) | (0.380) | (0.150) | (0.370) | (0.153) | (0.333) |
| empl\_f1 |  |  | 0.129 | 1.138 | 0.0747 | 1.078 | 0.100 | 1.106 |
|  |  |  | (0.552) | (0.629) | (0.575) | (0.620) | (0.578) | (0.639) |
| empl\_f3 |  |  | 1.576\*\* | 4.835\*\* | 1.597\*\* | 4.936\*\* | 1.427\* | 4.166\* |
|  |  |  | (0.672) | (3.249) | (0.690) | (3.405) | (0.746) | (3.109) |
| empl\_f4 |  |  | 2.083\*\*\* | 8.032\*\*\* | 2.458\*\*\* | 11.68\*\*\* | 2.247\*\*\* | 9.459\*\*\* |
|  |  |  | (0.585) | (4.702) | (0.570) | (6.658) | (0.557) | (5.265) |
| empl\_f5 |  |  | 1.627\*\*\* | 5.090\*\*\* | 1.575\*\*\* | 4.832\*\*\* | 1.445\*\*\* | 4.240\*\*\* |
|  |  |  | (0.344) | (1.749) | (0.348) | (1.682) | (0.360) | (1.527) |
| empl\_f6 |  |  | 1.052\*\*\* | 2.863\*\*\* | 0.995\*\*\* | 2.705\*\*\* | 0.791\*\* | 2.207\*\* |
|  |  |  | (0.302) | (0.865) | (0.311) | (0.842) | (0.326) | (0.720) |
| empl\_f7 |  |  | 0.758\*\*\* | 2.134\*\*\* | 0.756\*\*\* | 2.130\*\*\* | 0.575\* | 1.776\* |
|  |  |  | (0.275) | (0.586) | (0.284) | (0.605) | (0.299) | (0.531) |
| empl\_f8 |  |  | 0.485\* | 1.625\* | 0.506\* | 1.658\* | 0.374 | 1.454 |
|  |  |  | (0.287) | (0.467) | (0.298) | (0.494) | (0.312) | (0.453) |
| empl\_f9 |  |  | 0.619 | 1.856 | 0.660 | 1.936 | 0.725 | 2.064 |
|  |  |  | (0.583) | (1.082) | (0.580) | (1.123) | (0.657) | (1.355) |
| 2.fmanager1 |  |  | -0.385\*\*\* | 0.680\*\*\* | -0.390\*\*\* | 0.677\*\*\* | -0.314\*\*\* | 0.730\*\*\* |
|  |  |  | (0.0921) | (0.0626) | (0.0951) | (0.0644) | (0.0960) | (0.0701) |
| 3.fmanager1 |  |  | -0.559\* | 0.572\* | -0.599\*\* | 0.549\*\* | -0.561\*\* | 0.570\*\* |
|  |  |  | (0.286) | (0.163) | (0.273) | (0.150) | (0.283) | (0.161) |
| empl\_m1 |  |  |  |  | -2.086\*\*\* | 0.124\*\*\* | -1.364\*\* | 0.256\*\* |
|  |  |  |  |  | (0.666) | (0.0827) | (0.586) | (0.150) |
| empl\_m4 |  |  |  |  | 1.140 | 3.126 | 1.171 | 3.226 |
|  |  |  |  |  | (1.324) | (4.139) | (1.317) | (4.247) |
| empl\_m5 |  |  |  |  | 0.900\*\* | 2.460\*\* | 0.899\*\* | 2.458\*\* |
|  |  |  |  |  | (0.356) | (0.875) | (0.357) | (0.877) |
| empl\_m6 |  |  |  |  | 0.312 | 1.366 | 0.310 | 1.363 |
|  |  |  |  |  | (0.280) | (0.383) | (0.287) | (0.391) |
| empl\_m7 |  |  |  |  | 0.293\*\*\* | 1.340\*\*\* | 0.279\*\*\* | 1.322\*\*\* |
|  |  |  |  |  | (0.0912) | (0.122) | (0.0920) | (0.122) |
| empl\_m8 |  |  |  |  | -0.301\*\*\* | 0.740\*\*\* | -0.275\*\*\* | 0.760\*\*\* |
|  |  |  |  |  | (0.0900) | (0.0666) | (0.0917) | (0.0697) |
| empl\_m9 |  |  |  |  | 0.111 | 1.118 | 0.171 | 1.186 |
|  |  |  |  |  | (0.529) | (0.592) | (0.616) | (0.731) |
| 2.mmanager1 |  |  |  |  | 0.252 | 1.287 | 0.336\* | 1.399\* |
|  |  |  |  |  | (0.195) | (0.250) | (0.198) | (0.277) |
| 3.mmanager1 |  |  |  |  | 0.639 | 1.894 | 0.690 | 1.994 |
|  |  |  |  |  | (1.004) | (1.902) | (0.976) | (1.945) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.292\*\*\* | 0.747\*\*\* |
|  |  |  |  |  |  |  | (0.0826) | (0.0616) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.234\*\* | 0.791\*\* |
|  |  |  |  |  |  |  | (0.115) | (0.0914) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.478\*\*\* | 0.620\*\*\* |
|  |  |  |  |  |  |  | (0.150) | (0.0931) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.873\*\*\* | 0.418\*\*\* |
|  |  |  |  |  |  |  | (0.171) | (0.0714) |
| 2.both |  |  |  |  |  |  | -0.248 | 0.780 |
|  |  |  |  |  |  |  | (0.179) | (0.140) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.590\*\*\* | 1.805\*\*\* |
|  |  |  |  |  |  |  | (0.0891) | (0.161) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.648\*\*\* | 1.911\*\*\* |
|  |  |  |  |  |  |  | (0.102) | (0.194) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.983\*\* | 2.673\*\* |
|  |  |  |  |  |  |  | (0.472) | (1.261) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.165 | 0.848 | 0.284 | 1.329 | 0.464 | 1.590 | 0.546 | 1.727 |
|  | (0.108) | (0.0912) | (0.304) | (0.405) | (0.362) | (0.576) | (0.381) | (0.659) |
| Constant cut2 | 1.902\*\*\* | 6.699\*\*\* | 2.383\*\*\* | 10.84\*\*\* | 2.589\*\*\* | 13.31\*\*\* | 2.726\*\*\* | 15.26\*\*\* |
|  | (0.117) | (0.784) | (0.309) | (3.348) | (0.366) | (4.874) | (0.386) | (5.887) |
|  |  |  |  |  |  |  |  |  |
| Observations | 5,067 | 5,067 | 4,977 | 4,977 | 4,941 | 4,941 | 4,941 | 4,941 |
| Pseudo R-squared | 0.119 |  | 0.130 |  | 0.136 |  | 0.150 |  |
| ll | -380796 |  | -368537 |  | -363104 |  | -357312 |  |
| df\_m | 11 |  | 21 |  | 30 |  | 38 |  |
| chi2 | 637.4 |  | 694.4 |  | 709.1 |  | 848.7 |  |

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.eduf3 | 1.017\*\*\* | 2.766\*\*\* | 0.742\*\*\* | 2.100\*\*\* | 0.741\*\*\* | 2.098\*\*\* | 0.702\*\*\* | 2.018\*\*\* |
|  | (0.0839) | (0.232) | (0.101) | (0.213) | (0.101) | (0.213) | (0.102) | (0.206) |
| 3.eduf3 | 1.598\*\*\* | 4.945\*\*\* | 1.139\*\*\* | 3.123\*\*\* | 1.153\*\*\* | 3.167\*\*\* | 1.125\*\*\* | 3.080\*\*\* |
|  | (0.120) | (0.594) | (0.164) | (0.513) | (0.166) | (0.527) | (0.167) | (0.513) |
| 2.edum3 | 1.128\*\*\* | 3.089\*\*\* | 1.098\*\*\* | 2.999\*\*\* | 0.822\*\*\* | 2.275\*\*\* | 0.792\*\*\* | 2.207\*\*\* |
|  | (0.0831) | (0.257) | (0.0836) | (0.251) | (0.0953) | (0.217) | (0.0956) | (0.211) |
| 3.edum3 | 1.885\*\*\* | 6.586\*\*\* | 1.816\*\*\* | 6.149\*\*\* | 1.316\*\*\* | 3.727\*\*\* | 1.295\*\*\* | 3.650\*\*\* |
|  | (0.161) | (1.057) | (0.163) | (1.002) | (0.197) | (0.735) | (0.198) | (0.723) |
| 2.gender | -0.165\*\* | 0.848\*\* | -0.172\*\* | 0.842\*\* | -0.177\*\*\* | 0.838\*\*\* | -0.175\*\*\* | 0.839\*\*\* |
|  | (0.0669) | (0.0567) | (0.0671) | (0.0565) | (0.0674) | (0.0565) | (0.0674) | (0.0566) |
| 2.cohort | 0.177 | 1.194 | 0.161 | 1.175 | 0.127 | 1.136 | 0.104 | 1.110 |
|  | (0.138) | (0.165) | (0.137) | (0.161) | (0.136) | (0.154) | (0.134) | (0.148) |
| 3.cohort | 0.476\*\*\* | 1.610\*\*\* | 0.479\*\*\* | 1.615\*\*\* | 0.436\*\*\* | 1.546\*\*\* | 0.370\*\*\* | 1.448\*\*\* |
|  | (0.128) | (0.206) | (0.128) | (0.206) | (0.128) | (0.198) | (0.128) | (0.185) |
| 4.cohort | 0.352\*\*\* | 1.422\*\*\* | 0.366\*\*\* | 1.442\*\*\* | 0.309\*\* | 1.362\*\* | 0.255\*\* | 1.290\*\* |
|  | (0.125) | (0.178) | (0.126) | (0.181) | (0.126) | (0.172) | (0.126) | (0.163) |
| 5.cohort | 0.371\*\*\* | 1.450\*\*\* | 0.388\*\*\* | 1.474\*\*\* | 0.347\*\*\* | 1.415\*\*\* | 0.272\*\* | 1.312\*\* |
|  | (0.121) | (0.176) | (0.121) | (0.179) | (0.122) | (0.173) | (0.122) | (0.160) |
| 6.cohort | 0.749\*\*\* | 2.115\*\*\* | 0.782\*\*\* | 2.185\*\*\* | 0.738\*\*\* | 2.092\*\*\* | 0.663\*\*\* | 1.940\*\*\* |
|  | (0.124) | (0.263) | (0.126) | (0.275) | (0.126) | (0.264) | (0.127) | (0.247) |
| 7.cohort | 0.762\*\*\* | 2.142\*\*\* | 0.804\*\*\* | 2.236\*\*\* | 0.771\*\*\* | 2.161\*\*\* | 0.691\*\*\* | 1.996\*\*\* |
|  | (0.143) | (0.307) | (0.144) | (0.321) | (0.146) | (0.315) | (0.146) | (0.291) |
| empl\_f1 |  |  | -3.373\*\*\* | 0.0343\*\*\* | -3.309\*\*\* | 0.0366\*\*\* | -2.609\*\* | 0.0736\*\* |
|  |  |  | (0.991) | (0.0340) | (0.997) | (0.0364) | (1.084) | (0.0798) |
| empl\_f3 |  |  | -0.155 | 0.856 | -0.410 | 0.664 | -0.380 | 0.684 |
|  |  |  | (0.410) | (0.351) | (0.413) | (0.274) | (0.415) | (0.284) |
| empl\_f4 |  |  | 0.0241 | 1.024 | -0.184 | 0.832 | -0.185 | 0.831 |
|  |  |  | (0.365) | (0.374) | (0.362) | (0.301) | (0.366) | (0.304) |
| empl\_f5 |  |  | 0.341 | 1.407 | 0.102 | 1.107 | 0.0743 | 1.077 |
|  |  |  | (0.346) | (0.486) | (0.346) | (0.383) | (0.350) | (0.377) |
| empl\_f6 |  |  | 0.221 | 1.248 | 0.0430 | 1.044 | 0.0250 | 1.025 |
|  |  |  | (0.326) | (0.407) | (0.324) | (0.339) | (0.329) | (0.337) |
| empl\_f7 |  |  | -0.215 | 0.806 | -0.349 | 0.705 | -0.360 | 0.697 |
|  |  |  | (0.311) | (0.251) | (0.309) | (0.218) | (0.314) | (0.219) |
| empl\_f8 |  |  | -0.929\*\*\* | 0.395\*\*\* | -0.935\*\*\* | 0.393\*\*\* | -0.874\*\* | 0.417\*\* |
|  |  |  | (0.351) | (0.139) | (0.348) | (0.137) | (0.351) | (0.147) |
| empl\_f9 |  |  | -0.0417 | 0.959 | -0.154 | 0.857 | -0.159 | 0.853 |
|  |  |  | (0.412) | (0.395) | (0.427) | (0.366) | (0.429) | (0.366) |
| 2.fmanager1 |  |  | -0.111 | 0.895 | -0.115 | 0.891 | -0.114 | 0.892 |
|  |  |  | (0.0984) | (0.0880) | (0.0996) | (0.0888) | (0.0993) | (0.0886) |
| 3.fmanager1 |  |  | -0.143 | 0.866 | -0.0993 | 0.905 | -0.111 | 0.895 |
|  |  |  | (0.160) | (0.138) | (0.171) | (0.155) | (0.169) | (0.152) |
| empl\_m1 |  |  |  |  | -0.0326 | 0.968 | 0.0337 | 1.034 |
|  |  |  |  |  | (0.490) | (0.474) | (0.505) | (0.522) |
| empl\_m3 |  |  |  |  | 1.692 | 5.433 | 1.414 | 4.113 |
|  |  |  |  |  | (1.709) | (9.282) | (1.606) | (6.603) |
| empl\_m4 |  |  |  |  | 1.232\*\*\* | 3.426\*\*\* | 0.957\*\*\* | 2.604\*\*\* |
|  |  |  |  |  | (0.324) | (1.111) | (0.323) | (0.842) |
| empl\_m5 |  |  |  |  | 1.129\*\*\* | 3.092\*\*\* | 0.888\*\*\* | 2.431\*\*\* |
|  |  |  |  |  | (0.207) | (0.639) | (0.203) | (0.494) |
| empl\_m6 |  |  |  |  | 1.100\*\*\* | 3.006\*\*\* | 0.839\*\*\* | 2.315\*\*\* |
|  |  |  |  |  | (0.188) | (0.565) | (0.184) | (0.425) |
| empl\_m7 |  |  |  |  | 0.591\*\*\* | 1.806\*\*\* | 0.338\*\* | 1.403\*\* |
|  |  |  |  |  | (0.155) | (0.281) | (0.150) | (0.210) |
| empl\_m8 |  |  |  |  | 0.205 | 1.228 | -0.0144 | 0.986 |
|  |  |  |  |  | (0.180) | (0.221) | (0.174) | (0.172) |
| empl\_m9 |  |  |  |  | 0.559 | 1.749 | 0.286 | 1.331 |
|  |  |  |  |  | (0.384) | (0.671) | (0.385) | (0.512) |
| 2.mmanager1 |  |  |  |  | 0.0173 | 1.017 | 0.0223 | 1.023 |
|  |  |  |  |  | (0.132) | (0.135) | (0.134) | (0.137) |
| 3.mmanager1 |  |  |  |  | -0.0402 | 0.961 | -0.0422 | 0.959 |
|  |  |  |  |  | (0.256) | (0.246) | (0.256) | (0.246) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.250\*\*\* | 0.779\*\*\* |
|  |  |  |  |  |  |  | (0.0858) | (0.0668) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.761\*\*\* | 0.467\*\*\* |
|  |  |  |  |  |  |  | (0.165) | (0.0769) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -1.049\*\*\* | 0.350\*\*\* |
|  |  |  |  |  |  |  | (0.295) | (0.103) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -1.519\*\*\* | 0.219\*\*\* |
|  |  |  |  |  |  |  | (0.292) | (0.0639) |
| 2.both |  |  |  |  |  |  | -0.0878 | 0.916 |
|  |  |  |  |  |  |  | (0.140) | (0.128) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.374\*\* | 1.454\*\* |
|  |  |  |  |  |  |  | (0.157) | (0.228) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.300\* | 1.349\* |
|  |  |  |  |  |  |  | (0.164) | (0.221) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.954\*\*\* | 0.142\*\*\* | -2.333\*\*\* | 0.0970\*\*\* | -2.034\*\*\* | 0.131\*\*\* | -2.213\*\*\* | 0.109\*\*\* |
|  | (0.103) | (0.0146) | (0.341) | (0.0331) | (0.365) | (0.0477) | (0.379) | (0.0415) |
| Constant cut2 | 2.946\*\*\* | 19.03\*\*\* | 2.624\*\*\* | 13.80\*\*\* | 2.980\*\*\* | 19.69\*\*\* | 2.886\*\*\* | 17.92\*\*\* |
|  | (0.112) | (2.140) | (0.342) | (4.722) | (0.369) | (7.272) | (0.383) | (6.854) |
|  |  |  |  |  |  |  |  |  |
| Observations | 6,555 | 6,555 | 6,555 | 6,555 | 6,555 | 6,555 | 6,555 | 6,555 |
| Pseudo R-squared | 0.152 |  | 0.159 |  | 0.168 |  | 0.177 |  |
| ll | -2.170e+06 |  | -2.151e+06 |  | -2.129e+06 |  | -2.105e+06 |  |
| df\_m | 11 |  | 21 |  | 31 |  | 38 |  |
| chi2 | 967.3 |  | 1004 |  | 1036 |  | 1100 |  |

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.eduf3 | 0.949\*\*\* | 2.583\*\*\* | 0.847\*\*\* | 2.333\*\*\* | 0.849\*\*\* | 2.338\*\*\* | 0.820\*\*\* | 2.271\*\*\* |
|  | (0.113) | (0.291) | (0.115) | (0.268) | (0.115) | (0.269) | (0.115) | (0.260) |
| 3.eduf3 | 1.902\*\*\* | 6.696\*\*\* | 1.618\*\*\* | 5.042\*\*\* | 1.629\*\*\* | 5.098\*\*\* | 1.606\*\*\* | 4.983\*\*\* |
|  | (0.125) | (0.835) | (0.130) | (0.657) | (0.131) | (0.666) | (0.131) | (0.652) |
| 2.edum3 | 0.437\*\*\* | 1.548\*\*\* | 0.397\*\*\* | 1.487\*\*\* | 0.376\*\*\* | 1.457\*\*\* | 0.374\*\*\* | 1.453\*\*\* |
|  | (0.0649) | (0.100) | (0.0658) | (0.0978) | (0.0685) | (0.0999) | (0.0701) | (0.102) |
| 3.edum3 | 1.060\*\*\* | 2.886\*\*\* | 0.988\*\*\* | 2.686\*\*\* | 0.840\*\*\* | 2.315\*\*\* | 0.841\*\*\* | 2.320\*\*\* |
|  | (0.113) | (0.326) | (0.117) | (0.313) | (0.131) | (0.303) | (0.132) | (0.306) |
| 2.gender | -0.396\*\*\* | 0.673\*\*\* | -0.405\*\*\* | 0.667\*\*\* | -0.409\*\*\* | 0.664\*\*\* | -0.390\*\*\* | 0.677\*\*\* |
|  | (0.0510) | (0.0343) | (0.0514) | (0.0343) | (0.0516) | (0.0343) | (0.0521) | (0.0352) |
| 2.cohort | 0.0464 | 1.047 | 0.0381 | 1.039 | 0.0134 | 1.013 | 0.0235 | 1.024 |
|  | (0.0936) | (0.0980) | (0.0954) | (0.0991) | (0.0960) | (0.0973) | (0.0972) | (0.0995) |
| 3.cohort | 0.0680 | 1.070 | 0.0692 | 1.072 | 0.0459 | 1.047 | 0.0469 | 1.048 |
|  | (0.0915) | (0.0980) | (0.0932) | (0.0999) | (0.0938) | (0.0982) | (0.0950) | (0.0996) |
| 4.cohort | -0.0103 | 0.990 | -0.0206 | 0.980 | -0.0414 | 0.959 | -0.108 | 0.897 |
|  | (0.0969) | (0.0959) | (0.0981) | (0.0961) | (0.0984) | (0.0944) | (0.0992) | (0.0890) |
| 5.cohort | 0.0943 | 1.099 | 0.119 | 1.127 | 0.101 | 1.107 | 0.0626 | 1.065 |
|  | (0.111) | (0.122) | (0.111) | (0.125) | (0.112) | (0.124) | (0.113) | (0.121) |
| 6.cohort | -0.00214 | 0.998 | 0.00512 | 1.005 | -0.0179 | 0.982 | -0.0542 | 0.947 |
|  | (0.111) | (0.111) | (0.112) | (0.112) | (0.112) | (0.110) | (0.115) | (0.109) |
| 7.cohort | -0.275\*\* | 0.759\*\* | -0.304\*\*\* | 0.738\*\*\* | -0.339\*\*\* | 0.713\*\*\* | -0.376\*\*\* | 0.686\*\*\* |
|  | (0.109) | (0.0828) | (0.110) | (0.0813) | (0.111) | (0.0792) | (0.116) | (0.0793) |
| empl\_f1 |  |  | -0.759\* | 0.468\* | -0.705 | 0.494 | -0.274 | 0.761 |
|  |  |  | (0.453) | (0.212) | (0.459) | (0.227) | (0.444) | (0.338) |
| empl\_f4 |  |  | 0.596\*\*\* | 1.815\*\*\* | 0.549\*\*\* | 1.731\*\*\* | 0.518\*\* | 1.679\*\* |
|  |  |  | (0.209) | (0.379) | (0.210) | (0.364) | (0.220) | (0.369) |
| empl\_f5 |  |  | 0.590\*\*\* | 1.804\*\*\* | 0.537\*\*\* | 1.710\*\*\* | 0.514\*\*\* | 1.671\*\*\* |
|  |  |  | (0.190) | (0.343) | (0.191) | (0.327) | (0.199) | (0.333) |
| empl\_f6 |  |  | 0.333\* | 1.395\* | 0.308\* | 1.361\* | 0.263 | 1.301 |
|  |  |  | (0.180) | (0.251) | (0.181) | (0.246) | (0.189) | (0.246) |
| empl\_f7 |  |  | 0.134 | 1.144 | 0.125 | 1.133 | 0.113 | 1.120 |
|  |  |  | (0.172) | (0.197) | (0.173) | (0.196) | (0.181) | (0.203) |
| empl\_f8 |  |  | -0.277 | 0.758 | -0.296 | 0.744 | -0.245 | 0.783 |
|  |  |  | (0.238) | (0.180) | (0.240) | (0.178) | (0.243) | (0.190) |
| empl\_f9 |  |  | 0.0947 | 1.099 | 0.204 | 1.226 | 0.219 | 1.244 |
|  |  |  | (0.209) | (0.230) | (0.213) | (0.261) | (0.222) | (0.276) |
| 2.fmanager1 |  |  | 0.0299 | 1.030 | 0.0158 | 1.016 | 0.00785 | 1.008 |
|  |  |  | (0.0645) | (0.0665) | (0.0654) | (0.0665) | (0.0664) | (0.0669) |
| 3.fmanager1 |  |  | -0.754\*\*\* | 0.470\*\*\* | -0.738\*\*\* | 0.478\*\*\* | -0.647\*\*\* | 0.524\*\*\* |
|  |  |  | (0.127) | (0.0595) | (0.131) | (0.0624) | (0.133) | (0.0698) |
| empl\_m1 |  |  |  |  | -0.249 | 0.780 | -0.283 | 0.754 |
|  |  |  |  |  | (0.276) | (0.215) | (0.281) | (0.212) |
| empl\_m4 |  |  |  |  | 0.121 | 1.128 | 0.105 | 1.111 |
|  |  |  |  |  | (0.240) | (0.271) | (0.245) | (0.272) |
| empl\_m5 |  |  |  |  | 0.370\*\*\* | 1.447\*\*\* | 0.347\*\* | 1.414\*\* |
|  |  |  |  |  | (0.139) | (0.201) | (0.141) | (0.199) |
| empl\_m6 |  |  |  |  | 0.205\*\* | 1.227\*\* | 0.167\* | 1.181\* |
|  |  |  |  |  | (0.0956) | (0.117) | (0.0977) | (0.115) |
| empl\_m7 |  |  |  |  | 0.0115 | 1.012 | -0.0318 | 0.969 |
|  |  |  |  |  | (0.0629) | (0.0636) | (0.0635) | (0.0615) |
| empl\_m8 |  |  |  |  | 0.350\*\*\* | 1.419\*\*\* | 0.335\*\* | 1.398\*\* |
|  |  |  |  |  | (0.132) | (0.187) | (0.131) | (0.183) |
| empl\_m9 |  |  |  |  | -0.398\*\*\* | 0.672\*\*\* | -0.433\*\*\* | 0.648\*\*\* |
|  |  |  |  |  | (0.148) | (0.0992) | (0.150) | (0.0973) |
| 2.mmanager1 |  |  |  |  | -0.0147 | 0.985 | -0.0297 | 0.971 |
|  |  |  |  |  | (0.118) | (0.117) | (0.122) | (0.118) |
| 3.mmanager1 |  |  |  |  | -0.249 | 0.780 | -0.289 | 0.749 |
|  |  |  |  |  | (0.225) | (0.176) | (0.232) | (0.174) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.140\*\* | 0.869\*\* |
|  |  |  |  |  |  |  | (0.0694) | (0.0603) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.247\*\* | 0.781\*\* |
|  |  |  |  |  |  |  | (0.113) | (0.0881) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.522\*\*\* | 0.594\*\*\* |
|  |  |  |  |  |  |  | (0.179) | (0.106) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.425\*\* | 0.654\*\* |
|  |  |  |  |  |  |  | (0.194) | (0.127) |
| 2.both |  |  |  |  |  |  | -0.324\*\*\* | 0.723\*\*\* |
|  |  |  |  |  |  |  | (0.0959) | (0.0694) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.298\*\*\* | 1.348\*\*\* |
|  |  |  |  |  |  |  | (0.109) | (0.147) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.213\* | 1.238\* |
|  |  |  |  |  |  |  | (0.115) | (0.142) |
| 4.fin\_sit1 |  |  |  |  |  |  | -0.176 | 0.839 |
|  |  |  |  |  |  |  | (0.194) | (0.162) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.190\*\*\* | 0.304\*\*\* | -1.252\*\*\* | 0.286\*\*\* | -1.304\*\*\* | 0.271\*\*\* | -1.291\*\*\* | 0.275\*\*\* |
|  | (0.121) | (0.0368) | (0.214) | (0.0612) | (0.239) | (0.0648) | (0.260) | (0.0716) |
| Constant cut2 | 2.170\*\*\* | 8.756\*\*\* | 2.191\*\*\* | 8.948\*\*\* | 2.147\*\*\* | 8.557\*\*\* | 2.193\*\*\* | 8.960\*\*\* |
|  | (0.124) | (1.089) | (0.217) | (1.939) | (0.242) | (2.067) | (0.263) | (2.356) |
|  |  |  |  |  |  |  |  |  |
| Observations | 10,671 | 10,671 | 10,445 | 10,445 | 10,392 | 10,392 | 10,143 | 10,143 |
| Pseudo R-squared | 0.0810 |  | 0.0893 |  | 0.0924 |  | 0.0984 |  |
| ll | -2.550e+07 |  | -2.450e+07 |  | -2.430e+07 |  | -2.360e+07 |  |
| df\_m | 11 |  | 20 |  | 29 |  | 37 |  |
| chi2 | 727.6 |  | 768.5 |  | 792.0 |  | 828.9 |  |

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.eduf3 | 0.0742 | 1.077 | 0.0294 | 1.030 | 0.0207 | 1.021 | 0.000187 | 1.000 |
|  | (0.125) | (0.135) | (0.126) | (0.130) | (0.127) | (0.130) | (0.129) | (0.129) |
| 3.eduf3 | 0.925\*\*\* | 2.523\*\*\* | 0.294 | 1.341 | 0.253 | 1.288 | 0.264 | 1.303 |
|  | (0.170) | (0.429) | (0.193) | (0.258) | (0.195) | (0.251) | (0.198) | (0.258) |
| 2.edum3 | 0.502\*\*\* | 1.652\*\*\* | 0.453\*\*\* | 1.573\*\*\* | 0.446\*\*\* | 1.562\*\*\* | 0.447\*\*\* | 1.564\*\*\* |
|  | (0.131) | (0.216) | (0.131) | (0.206) | (0.130) | (0.203) | (0.133) | (0.207) |
| 3.edum3 | 0.812\*\*\* | 2.252\*\*\* | 0.723\*\*\* | 2.060\*\*\* | 0.542\*\*\* | 1.719\*\*\* | 0.533\*\*\* | 1.703\*\*\* |
|  | (0.175) | (0.394) | (0.172) | (0.353) | (0.200) | (0.344) | (0.203) | (0.346) |
| 2.gender | 0.271\*\*\* | 1.311\*\*\* | 0.284\*\*\* | 1.329\*\*\* | 0.266\*\*\* | 1.305\*\*\* | 0.277\*\*\* | 1.319\*\*\* |
|  | (0.102) | (0.134) | (0.101) | (0.134) | (0.101) | (0.132) | (0.101) | (0.134) |
| 2.cohort | -0.221 | 0.802 | -0.267 | 0.766 | -0.349\*\* | 0.705\*\* | -0.399\*\* | 0.671\*\* |
|  | (0.176) | (0.141) | (0.175) | (0.134) | (0.177) | (0.125) | (0.178) | (0.120) |
| 3.cohort | -0.152 | 0.859 | -0.200 | 0.819 | -0.259 | 0.772 | -0.335\* | 0.715\* |
|  | (0.179) | (0.153) | (0.180) | (0.147) | (0.181) | (0.140) | (0.183) | (0.131) |
| 4.cohort | 0.386\*\* | 1.471\*\* | 0.397\*\* | 1.488\*\* | 0.305\* | 1.357\* | 0.232 | 1.261 |
|  | (0.165) | (0.243) | (0.166) | (0.247) | (0.172) | (0.233) | (0.172) | (0.217) |
| 5.cohort | 0.400\*\* | 1.492\*\* | 0.434\*\* | 1.544\*\* | 0.321\* | 1.379\* | 0.243 | 1.275 |
|  | (0.178) | (0.266) | (0.178) | (0.274) | (0.184) | (0.253) | (0.185) | (0.236) |
| 6.cohort | 0.652\*\*\* | 1.919\*\*\* | 0.666\*\*\* | 1.946\*\*\* | 0.596\*\*\* | 1.814\*\*\* | 0.530\*\*\* | 1.699\*\*\* |
|  | (0.184) | (0.354) | (0.185) | (0.359) | (0.191) | (0.346) | (0.191) | (0.325) |
| 7.cohort | 0.257 | 1.293 | 0.248 | 1.281 | 0.138 | 1.148 | 0.0611 | 1.063 |
|  | (0.253) | (0.327) | (0.240) | (0.308) | (0.250) | (0.288) | (0.252) | (0.268) |
| empl\_f1 |  |  | 0.395 | 1.484 | 0.396 | 1.486 | 0.478 | 1.613 |
|  |  |  | (0.692) | (1.027) | (0.690) | (1.025) | (0.689) | (1.112) |
| empl\_f4 |  |  | -0.0646 | 0.937 | -0.130 | 0.878 | -0.145 | 0.865 |
|  |  |  | (0.415) | (0.389) | (0.404) | (0.355) | (0.397) | (0.343) |
| empl\_f5 |  |  | 0.503 | 1.654 | 0.436 | 1.546 | 0.384 | 1.469 |
|  |  |  | (0.425) | (0.703) | (0.414) | (0.640) | (0.404) | (0.594) |
| empl\_f6 |  |  | -0.185 | 0.831 | -0.286 | 0.751 | -0.311 | 0.733 |
|  |  |  | (0.410) | (0.341) | (0.398) | (0.299) | (0.388) | (0.284) |
| empl\_f7 |  |  | -0.607\* | 0.545\* | -0.651\* | 0.522\* | -0.666\* | 0.514\* |
|  |  |  | (0.364) | (0.199) | (0.351) | (0.183) | (0.341) | (0.175) |
| empl\_f8 |  |  | 0.216 | 1.241 | 0.194 | 1.215 | 0.211 | 1.235 |
|  |  |  | (0.525) | (0.651) | (0.521) | (0.633) | (0.507) | (0.626) |
| empl\_f9 |  |  | -0.0811 | 0.922 | -0.00416 | 0.996 | -0.0748 | 0.928 |
|  |  |  | (0.427) | (0.394) | (0.418) | (0.417) | (0.413) | (0.383) |
| 2.fmanager1 |  |  | -0.282\*\* | 0.755\*\* | -0.325\*\*\* | 0.722\*\*\* | -0.318\*\*\* | 0.728\*\*\* |
|  |  |  | (0.111) | (0.0841) | (0.115) | (0.0829) | (0.116) | (0.0841) |
| 3.fmanager1 |  |  | -0.761 | 0.467 | -0.161 | 0.851 | -0.163 | 0.850 |
|  |  |  | (0.526) | (0.246) | (0.341) | (0.290) | (0.340) | (0.289) |
| empl\_m1 |  |  |  |  | -0.139 | 0.870 | -0.192 | 0.825 |
|  |  |  |  |  | (0.473) | (0.412) | (0.489) | (0.403) |
| empl\_m4 |  |  |  |  | 0.318 | 1.374 | 0.253 | 1.287 |
|  |  |  |  |  | (0.395) | (0.543) | (0.399) | (0.514) |
| empl\_m5 |  |  |  |  | 0.667\*\*\* | 1.948\*\*\* | 0.643\*\*\* | 1.901\*\*\* |
|  |  |  |  |  | (0.243) | (0.473) | (0.244) | (0.464) |
| empl\_m6 |  |  |  |  | 0.326 | 1.385 | 0.280 | 1.323 |
|  |  |  |  |  | (0.221) | (0.306) | (0.225) | (0.297) |
| empl\_m7 |  |  |  |  | 0.256\* | 1.292\* | 0.211 | 1.235 |
|  |  |  |  |  | (0.135) | (0.175) | (0.141) | (0.174) |
| empl\_m8 |  |  |  |  | -21.40\*\*\* | 5.10e-10\*\*\* | -21.56\*\*\* | 4.34e-10\*\*\* |
|  |  |  |  |  | (0.822) | (4.19e-10) | (0.841) | (3.66e-10) |
| empl\_m9 |  |  |  |  | -0.158 | 0.854 | -0.189 | 0.828 |
|  |  |  |  |  | (0.218) | (0.186) | (0.223) | (0.185) |
| 2.mmanager1 |  |  |  |  | 0.127 | 1.136 | 0.124 | 1.133 |
|  |  |  |  |  | (0.153) | (0.174) | (0.154) | (0.174) |
| 3.mmanager1 |  |  |  |  | -1.825\*\*\* | 0.161\*\*\* | -1.851\*\*\* | 0.157\*\*\* |
|  |  |  |  |  | (0.635) | (0.102) | (0.641) | (0.101) |
| 2.nchild\_groups1 |  |  |  |  |  |  | 0.0287 | 1.029 |
|  |  |  |  |  |  |  | (0.137) | (0.141) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.205 | 0.814 |
|  |  |  |  |  |  |  | (0.210) | (0.171) |
| 4.nchild\_groups1 |  |  |  |  |  |  | 0.0686 | 1.071 |
|  |  |  |  |  |  |  | (0.362) | (0.388) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.946\*\*\* | 0.388\*\*\* |
|  |  |  |  |  |  |  | (0.295) | (0.115) |
| 1o.both |  |  |  |  |  |  | - | - |
|  |  |  |  |  |  |  |  |  |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.133 | 1.142 |
|  |  |  |  |  |  |  | (0.200) | (0.229) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.101 | 1.107 |
|  |  |  |  |  |  |  | (0.208) | (0.230) |
| 4.fin\_sit1 |  |  |  |  |  |  | -0.474 | 0.623 |
|  |  |  |  |  |  |  | (0.784) | (0.488) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.108\*\*\* | 0.330\*\*\* | -1.843\*\*\* | 0.158\*\*\* | -1.756\*\*\* | 0.173\*\*\* | -1.800\*\*\* | 0.165\*\*\* |
|  | (0.154) | (0.0507) | (0.401) | (0.0635) | (0.407) | (0.0703) | (0.421) | (0.0695) |
| Constant cut2 | 1.384\*\*\* | 3.989\*\*\* | 0.697\* | 2.007\* | 0.807\*\* | 2.241\*\* | 0.777\* | 2.176\* |
|  | (0.152) | (0.606) | (0.399) | (0.801) | (0.406) | (0.909) | (0.420) | (0.914) |
|  |  |  |  |  |  |  |  |  |
| Observations | 2,327 | 2,327 | 2,322 | 2,322 | 2,317 | 2,317 | 2,315 | 2,315 |
| Pseudo R-squared | 0.0679 |  | 0.0822 |  | 0.0904 |  | 0.0933 |  |
| ll | -1.096e+06 |  | -1.075e+06 |  | -1.063e+06 |  | -1.058e+06 |  |
| df\_m | 11 |  | 20 |  | 29 |  | 36 |  |
| chi2 | 169.3 |  | 204.1 |  | 948.5 |  | 942.6 |  |

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.eduf3 | 0.472\*\*\* | 1.603\*\*\* | 0.322\*\*\* | 1.380\*\*\* | 0.316\*\*\* | 1.371\*\*\* | 0.282\*\*\* | 1.326\*\*\* |
|  | (0.101) | (0.162) | (0.107) | (0.148) | (0.107) | (0.146) | (0.106) | (0.140) |
| 3.eduf3 | 0.981\*\*\* | 2.668\*\*\* | 0.528\*\*\* | 1.695\*\*\* | 0.540\*\*\* | 1.716\*\*\* | 0.474\*\*\* | 1.606\*\*\* |
|  | (0.145) | (0.387) | (0.168) | (0.285) | (0.167) | (0.286) | (0.168) | (0.270) |
| 2.edum3 | 0.615\*\*\* | 1.850\*\*\* | 0.568\*\*\* | 1.765\*\*\* | 0.387\*\*\* | 1.472\*\*\* | 0.349\*\*\* | 1.417\*\*\* |
|  | (0.104) | (0.192) | (0.107) | (0.189) | (0.116) | (0.171) | (0.116) | (0.164) |
| 3.edum3 | 1.603\*\*\* | 4.969\*\*\* | 1.502\*\*\* | 4.489\*\*\* | 1.044\*\*\* | 2.840\*\*\* | 1.028\*\*\* | 2.795\*\*\* |
|  | (0.140) | (0.698) | (0.143) | (0.642) | (0.168) | (0.478) | (0.169) | (0.474) |
| 2.gender | 0.859\*\*\* | 2.361\*\*\* | 0.883\*\*\* | 2.419\*\*\* | 0.891\*\*\* | 2.437\*\*\* | 0.913\*\*\* | 2.491\*\*\* |
|  | (0.0829) | (0.196) | (0.0842) | (0.204) | (0.0848) | (0.207) | (0.0854) | (0.213) |
| 2.cohort | -0.177 | 0.838 | -0.200 | 0.819 | -0.232\* | 0.793\* | -0.234\* | 0.791\* |
|  | (0.132) | (0.110) | (0.137) | (0.112) | (0.138) | (0.109) | (0.139) | (0.110) |
| 3.cohort | -0.171 | 0.843 | -0.141 | 0.869 | -0.162 | 0.850 | -0.153 | 0.858 |
|  | (0.136) | (0.114) | (0.141) | (0.123) | (0.142) | (0.121) | (0.144) | (0.123) |
| 4.cohort | -0.325\*\* | 0.723\*\* | -0.298\*\* | 0.742\*\* | -0.300\*\* | 0.741\*\* | -0.285\*\* | 0.752\*\* |
|  | (0.137) | (0.0987) | (0.142) | (0.105) | (0.141) | (0.105) | (0.144) | (0.108) |
| 5.cohort | -0.718\*\*\* | 0.488\*\*\* | -0.656\*\*\* | 0.519\*\*\* | -0.651\*\*\* | 0.521\*\*\* | -0.637\*\*\* | 0.529\*\*\* |
|  | (0.159) | (0.0778) | (0.165) | (0.0854) | (0.165) | (0.0858) | (0.166) | (0.0876) |
| 6.cohort | -0.632\*\*\* | 0.531\*\*\* | -0.526\*\*\* | 0.591\*\*\* | -0.513\*\*\* | 0.599\*\*\* | -0.488\*\*\* | 0.614\*\*\* |
|  | (0.171) | (0.0910) | (0.178) | (0.105) | (0.179) | (0.107) | (0.179) | (0.110) |
| 7.cohort | -0.962\*\*\* | 0.382\*\*\* | -0.794\*\*\* | 0.452\*\*\* | -0.757\*\*\* | 0.469\*\*\* | -0.725\*\*\* | 0.484\*\*\* |
|  | (0.183) | (0.0700) | (0.191) | (0.0864) | (0.189) | (0.0884) | (0.188) | (0.0908) |
| empl\_f1 |  |  | 0.213 | 1.238 | 0.299 | 1.349 | 0.418 | 1.519 |
|  |  |  | (1.161) | (1.437) | (1.129) | (1.523) | (1.087) | (1.652) |
| empl\_f3 |  |  | 1.473\*\*\* | 4.361\*\*\* | 1.532\*\*\* | 4.627\*\*\* | 1.548\*\*\* | 4.701\*\*\* |
|  |  |  | (0.463) | (2.018) | (0.453) | (2.097) | (0.452) | (2.123) |
| empl\_f4 |  |  | 1.018\*\*\* | 2.768\*\*\* | 0.941\*\*\* | 2.564\*\*\* | 0.924\*\*\* | 2.519\*\*\* |
|  |  |  | (0.315) | (0.871) | (0.302) | (0.775) | (0.307) | (0.773) |
| empl\_f5 |  |  | 1.071\*\*\* | 2.919\*\*\* | 0.957\*\*\* | 2.605\*\*\* | 1.027\*\*\* | 2.793\*\*\* |
|  |  |  | (0.306) | (0.893) | (0.292) | (0.762) | (0.299) | (0.836) |
| empl\_f6 |  |  | 0.557\* | 1.746\* | 0.464\* | 1.590\* | 0.488\* | 1.629\* |
|  |  |  | (0.295) | (0.514) | (0.281) | (0.447) | (0.285) | (0.465) |
| empl\_f7 |  |  | 0.463\* | 1.590\* | 0.445\*\* | 1.560\*\* | 0.475\*\* | 1.608\*\* |
|  |  |  | (0.240) | (0.381) | (0.222) | (0.347) | (0.227) | (0.365) |
| empl\_f8 |  |  | 0.104 | 1.109 | 0.127 | 1.136 | 0.177 | 1.194 |
|  |  |  | (0.271) | (0.301) | (0.255) | (0.290) | (0.261) | (0.312) |
| empl\_f9 |  |  | 0.559\* | 1.749\* | 0.590\* | 1.804\* | 0.678\*\* | 1.970\*\* |
|  |  |  | (0.337) | (0.589) | (0.335) | (0.605) | (0.341) | (0.671) |
| 2.fmanager1 |  |  | -0.197 | 0.821 | -0.196 | 0.822 | -0.199 | 0.819 |
|  |  |  | (0.153) | (0.126) | (0.154) | (0.126) | (0.157) | (0.129) |
| 3.fmanager1 |  |  | 0.0626 | 1.065 | -0.0493 | 0.952 | 0.0237 | 1.024 |
|  |  |  | (0.585) | (0.623) | (0.551) | (0.524) | (0.543) | (0.556) |
| empl\_m1 |  |  |  |  | 0.176 | 1.192 | 0.0290 | 1.029 |
|  |  |  |  |  | (1.079) | (1.286) | (1.047) | (1.078) |
| empl\_m3 |  |  |  |  | -2.310\*\*\* | 0.0993\*\*\* | -2.580\*\*\* | 0.0758\*\*\* |
|  |  |  |  |  | (0.480) | (0.0476) | (0.476) | (0.0361) |
| empl\_m4 |  |  |  |  | 0.288 | 1.334 | 0.117 | 1.125 |
|  |  |  |  |  | (0.259) | (0.346) | (0.260) | (0.293) |
| empl\_m5 |  |  |  |  | 0.777\*\*\* | 2.174\*\*\* | 0.640\*\*\* | 1.896\*\*\* |
|  |  |  |  |  | (0.196) | (0.427) | (0.197) | (0.374) |
| empl\_m6 |  |  |  |  | 0.870\*\*\* | 2.386\*\*\* | 0.730\*\*\* | 2.076\*\*\* |
|  |  |  |  |  | (0.199) | (0.476) | (0.199) | (0.413) |
| empl\_m7 |  |  |  |  | 0.161 | 1.175 | 0.0563 | 1.058 |
|  |  |  |  |  | (0.150) | (0.176) | (0.149) | (0.158) |
| empl\_m8 |  |  |  |  | 0.201 | 1.223 | 0.102 | 1.108 |
|  |  |  |  |  | (0.180) | (0.221) | (0.180) | (0.200) |
| empl\_m9 |  |  |  |  | 0.0388 | 1.040 | -0.0640 | 0.938 |
|  |  |  |  |  | (0.319) | (0.332) | (0.337) | (0.316) |
| 2.mmanager1 |  |  |  |  | -0.0595 | 0.942 | -0.0796 | 0.923 |
|  |  |  |  |  | (0.177) | (0.166) | (0.184) | (0.170) |
| 3.mmanager1 |  |  |  |  | 0.773 | 2.167 | 0.853 | 2.346 |
|  |  |  |  |  | (0.818) | (1.773) | (0.853) | (2.001) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.404\*\*\* | 0.668\*\*\* |
|  |  |  |  |  |  |  | (0.108) | (0.0724) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.619\*\*\* | 0.538\*\*\* |
|  |  |  |  |  |  |  | (0.159) | (0.0855) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.633\*\* | 0.531\*\* |
|  |  |  |  |  |  |  | (0.287) | (0.152) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -1.230\*\*\* | 0.292\*\*\* |
|  |  |  |  |  |  |  | (0.310) | (0.0907) |
| 2.both |  |  |  |  |  |  | -0.260 | 0.771 |
|  |  |  |  |  |  |  | (0.163) | (0.125) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.141 | 1.151 |
|  |  |  |  |  |  |  | (0.182) | (0.209) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.217 | 1.242 |
|  |  |  |  |  |  |  | (0.196) | (0.243) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.0665 | 1.069 |
|  |  |  |  |  |  |  | (0.632) | (0.675) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.625\*\*\* | 0.197\*\*\* | -1.386\*\*\* | 0.250\*\*\* | -1.323\*\*\* | 0.266\*\*\* | -1.483\*\*\* | 0.227\*\*\* |
|  | (0.120) | (0.0237) | (0.288) | (0.0719) | (0.335) | (0.0893) | (0.380) | (0.0863) |
| Constant cut2 | 1.565\*\*\* | 4.785\*\*\* | 1.839\*\*\* | 6.291\*\*\* | 1.927\*\*\* | 6.872\*\*\* | 1.810\*\*\* | 6.111\*\*\* |
|  | (0.126) | (0.603) | (0.290) | (1.826) | (0.336) | (2.312) | (0.382) | (2.335) |
|  |  |  |  |  |  |  |  |  |
| Observations | 4,532 | 4,532 | 4,432 | 4,432 | 4,418 | 4,418 | 4,411 | 4,411 |
| Pseudo R-squared | 0.100 |  | 0.110 |  | 0.117 |  | 0.126 |  |
| ll | -408046 |  | -395394 |  | -390888 |  | -386609 |  |
| df\_m | 11 |  | 21 |  | 30 |  | 38 |  |
| chi2 | 368.0 |  | 404.1 |  | . |  | . |  |

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.eduf3 | 0.973\*\*\* | 2.645\*\*\* | 0.917\*\*\* | 2.502\*\*\* | 0.879\*\*\* | 2.408\*\*\* | 0.797\*\*\* | 2.220\*\*\* |
|  | (0.110) | (0.292) | (0.115) | (0.287) | (0.116) | (0.280) | (0.119) | (0.264) |
| 3.eduf3 | 1.473\*\*\* | 4.363\*\*\* | 1.073\*\*\* | 2.925\*\*\* | 1.037\*\*\* | 2.821\*\*\* | 0.951\*\*\* | 2.590\*\*\* |
|  | (0.153) | (0.668) | (0.172) | (0.502) | (0.170) | (0.481) | (0.172) | (0.445) |
| 2.edum3 | 0.758\*\*\* | 2.134\*\*\* | 0.695\*\*\* | 2.004\*\*\* | 0.721\*\*\* | 2.057\*\*\* | 0.644\*\*\* | 1.903\*\*\* |
|  | (0.117) | (0.250) | (0.118) | (0.237) | (0.120) | (0.247) | (0.123) | (0.234) |
| 3.edum3 | 0.949\*\*\* | 2.583\*\*\* | 0.878\*\*\* | 2.407\*\*\* | 0.740\*\*\* | 2.097\*\*\* | 0.704\*\* | 2.023\*\* |
|  | (0.207) | (0.535) | (0.215) | (0.516) | (0.279) | (0.585) | (0.285) | (0.577) |
| 2.gender | 0.125\* | 1.133\* | 0.120\* | 1.128\* | 0.128\* | 1.136\* | 0.124\* | 1.132\* |
|  | (0.0679) | (0.0769) | (0.0691) | (0.0779) | (0.0691) | (0.0785) | (0.0694) | (0.0786) |
| 2.cohort | 0.00552 | 1.006 | 0.0114 | 1.011 | -0.0316 | 0.969 | -0.112 | 0.894 |
|  | (0.152) | (0.153) | (0.152) | (0.154) | (0.152) | (0.147) | (0.154) | (0.137) |
| 3.cohort | 0.0146 | 1.015 | 0.0191 | 1.019 | 0.00674 | 1.007 | -0.0797 | 0.923 |
|  | (0.154) | (0.156) | (0.155) | (0.158) | (0.154) | (0.155) | (0.154) | (0.142) |
| 4.cohort | 0.192 | 1.212 | 0.197 | 1.217 | 0.182 | 1.200 | 0.0829 | 1.086 |
|  | (0.143) | (0.173) | (0.144) | (0.175) | (0.145) | (0.174) | (0.147) | (0.159) |
| 5.cohort | 0.200 | 1.222 | 0.203 | 1.225 | 0.183 | 1.201 | 0.0694 | 1.072 |
|  | (0.142) | (0.174) | (0.142) | (0.174) | (0.142) | (0.170) | (0.142) | (0.152) |
| 6.cohort | 0.358\*\* | 1.430\*\* | 0.386\*\*\* | 1.471\*\*\* | 0.385\*\*\* | 1.470\*\*\* | 0.257\* | 1.293\* |
|  | (0.140) | (0.200) | (0.140) | (0.206) | (0.140) | (0.206) | (0.142) | (0.183) |
| 7.cohort | 0.351\*\* | 1.420\*\* | 0.375\*\* | 1.456\*\* | 0.391\*\*\* | 1.478\*\*\* | 0.236 | 1.266 |
|  | (0.146) | (0.207) | (0.147) | (0.214) | (0.148) | (0.218) | (0.148) | (0.188) |
| empl\_f1 |  |  | 2.039\*\* | 7.684\*\* | 2.183\*\*\* | 8.877\*\*\* | 1.963\*\*\* | 7.121\*\*\* |
|  |  |  | (0.793) | (6.093) | (0.719) | (6.383) | (0.708) | (5.044) |
| empl\_f3 |  |  | 0.159 | 1.173 | 0.0940 | 1.099 | -0.0208 | 0.979 |
|  |  |  | (0.358) | (0.420) | (0.354) | (0.389) | (0.350) | (0.343) |
| empl\_f4 |  |  | 0.755\*\*\* | 2.128\*\*\* | 0.768\*\*\* | 2.156\*\*\* | 0.576\*\* | 1.779\*\* |
|  |  |  | (0.269) | (0.572) | (0.274) | (0.590) | (0.273) | (0.486) |
| empl\_f5 |  |  | 0.983\*\*\* | 2.674\*\*\* | 0.908\*\*\* | 2.480\*\*\* | 0.734\*\* | 2.084\*\* |
|  |  |  | (0.303) | (0.810) | (0.308) | (0.763) | (0.313) | (0.653) |
| empl\_f6 |  |  | 0.864\*\*\* | 2.373\*\*\* | 0.892\*\*\* | 2.440\*\*\* | 0.697\*\* | 2.007\*\* |
|  |  |  | (0.331) | (0.785) | (0.329) | (0.803) | (0.338) | (0.678) |
| empl\_f7 |  |  | 0.129 | 1.138 | 0.150 | 1.162 | 0.0246 | 1.025 |
|  |  |  | (0.241) | (0.275) | (0.244) | (0.283) | (0.243) | (0.249) |
| empl\_f8 |  |  | -0.00532 | 0.995 | -0.00153 | 0.998 | -0.131 | 0.877 |
|  |  |  | (0.281) | (0.280) | (0.286) | (0.285) | (0.284) | (0.249) |
| empl\_f9 |  |  | 0.0358 | 1.036 | -0.0283 | 0.972 | -0.111 | 0.895 |
|  |  |  | (0.380) | (0.394) | (0.422) | (0.410) | (0.429) | (0.384) |
| 2.fmanager1 |  |  | -0.239\*\* | 0.787\*\* | -0.202\*\* | 0.817\*\* | -0.164 | 0.848 |
|  |  |  | (0.100) | (0.0791) | (0.102) | (0.0836) | (0.106) | (0.0897) |
| 3.fmanager1 |  |  | -0.282 | 0.754 | -0.240 | 0.787 | -0.216 | 0.806 |
|  |  |  | (0.182) | (0.138) | (0.195) | (0.153) | (0.197) | (0.159) |
| empl\_m1 |  |  |  |  | 1.104\* | 3.016\* | 1.011\* | 2.748\* |
|  |  |  |  |  | (0.593) | (1.789) | (0.574) | (1.577) |
| empl\_m3 |  |  |  |  | 0.483 | 1.621 | 0.718\*\* | 2.051\*\* |
|  |  |  |  |  | (0.328) | (0.532) | (0.332) | (0.682) |
| empl\_m4 |  |  |  |  | -0.174 | 0.840 | -0.211 | 0.810 |
|  |  |  |  |  | (0.253) | (0.212) | (0.246) | (0.199) |
| empl\_m5 |  |  |  |  | 0.281 | 1.324 | 0.271 | 1.312 |
|  |  |  |  |  | (0.335) | (0.444) | (0.331) | (0.434) |
| empl\_m6 |  |  |  |  | -0.107 | 0.898 | -0.141 | 0.869 |
|  |  |  |  |  | (0.443) | (0.398) | (0.453) | (0.394) |
| empl\_m7 |  |  |  |  | -0.409\*\*\* | 0.664\*\*\* | -0.320\*\*\* | 0.726\*\*\* |
|  |  |  |  |  | (0.0759) | (0.0504) | (0.0767) | (0.0556) |
| empl\_m8 |  |  |  |  | -0.449\*\*\* | 0.639\*\*\* | -0.422\*\* | 0.656\*\* |
|  |  |  |  |  | (0.172) | (0.110) | (0.172) | (0.113) |
| empl\_m9 |  |  |  |  | -0.234 | 0.791 | -0.308 | 0.735 |
|  |  |  |  |  | (0.519) | (0.410) | (0.516) | (0.379) |
| 2.mmanager1 |  |  |  |  | -0.116 | 0.891 | -0.146 | 0.864 |
|  |  |  |  |  | (0.255) | (0.227) | (0.255) | (0.221) |
| 3.mmanager1 |  |  |  |  | -0.507 | 0.602 | -0.591 | 0.554 |
|  |  |  |  |  | (0.363) | (0.218) | (0.366) | (0.203) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.479\*\*\* | 0.619\*\*\* |
|  |  |  |  |  |  |  | (0.0816) | (0.0505) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.748\*\*\* | 0.473\*\*\* |
|  |  |  |  |  |  |  | (0.146) | (0.0692) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.799\*\*\* | 0.450\*\*\* |
|  |  |  |  |  |  |  | (0.251) | (0.113) |
| 2.both |  |  |  |  |  |  | -0.138 | 0.871 |
|  |  |  |  |  |  |  | (0.183) | (0.159) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.479\*\*\* | 1.614\*\*\* |
|  |  |  |  |  |  |  | (0.107) | (0.173) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.649\*\*\* | 1.913\*\*\* |
|  |  |  |  |  |  |  | (0.124) | (0.237) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.525 | 1.691 |
|  |  |  |  |  |  |  | (0.540) | (0.913) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.637\*\*\* | 0.529\*\*\* | -0.679\*\* | 0.507\*\* | -0.954\*\* | 0.385\*\* | -0.951\*\* | 0.386\*\* |
|  | (0.124) | (0.0658) | (0.291) | (0.147) | (0.377) | (0.145) | (0.391) | (0.151) |
| Constant cut2 | 1.595\*\*\* | 4.929\*\*\* | 1.585\*\*\* | 4.879\*\*\* | 1.334\*\*\* | 3.795\*\*\* | 1.399\*\*\* | 4.051\*\*\* |
|  | (0.133) | (0.654) | (0.292) | (1.425) | (0.378) | (1.433) | (0.392) | (1.586) |
|  |  |  |  |  |  |  |  |  |
| Observations | 5,157 | 5,157 | 5,085 | 5,085 | 5,072 | 5,072 | 5,072 | 5,072 |
| Pseudo R-squared | 0.0909 |  | 0.101 |  | 0.107 |  | 0.122 |  |
| ll | -4.247e+06 |  | -4.144e+06 |  | -4.108e+06 |  | -4.041e+06 |  |
| df\_m | 11 |  | 21 |  | 30 |  | 37 |  |
| chi2 | 530.0 |  | 545.4 |  | . |  | . |  |

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.eduf3 | 0.946\*\*\* | 2.575\*\*\* | 0.705\*\*\* | 2.024\*\*\* | 0.703\*\*\* | 2.020\*\*\* | 0.664\*\*\* | 1.943\*\*\* |
|  | (0.0759) | (0.195) | (0.0788) | (0.160) | (0.0793) | (0.160) | (0.0800) | (0.155) |
| 3.eduf3 | 1.719\*\*\* | 5.578\*\*\* | 1.203\*\*\* | 3.331\*\*\* | 1.201\*\*\* | 3.325\*\*\* | 1.201\*\*\* | 3.325\*\*\* |
|  | (0.0827) | (0.461) | (0.106) | (0.352) | (0.107) | (0.357) | (0.107) | (0.355) |
| 2.edum3 | 0.779\*\*\* | 2.179\*\*\* | 0.690\*\*\* | 1.993\*\*\* | 0.630\*\*\* | 1.878\*\*\* | 0.577\*\*\* | 1.781\*\*\* |
|  | (0.0924) | (0.201) | (0.0961) | (0.191) | (0.0993) | (0.187) | (0.0995) | (0.177) |
| 3.edum3 | 1.294\*\*\* | 3.649\*\*\* | 1.254\*\*\* | 3.505\*\*\* | 1.217\*\*\* | 3.377\*\*\* | 1.171\*\*\* | 3.224\*\*\* |
|  | (0.125) | (0.457) | (0.128) | (0.449) | (0.168) | (0.566) | (0.169) | (0.546) |
| 2.gender | 0.239\*\*\* | 1.270\*\*\* | 0.255\*\*\* | 1.290\*\*\* | 0.264\*\*\* | 1.303\*\*\* | 0.250\*\*\* | 1.284\*\*\* |
|  | (0.0396) | (0.0503) | (0.0409) | (0.0528) | (0.0412) | (0.0537) | (0.0417) | (0.0536) |
| 2.cohort | 0.320\*\*\* | 1.377\*\*\* | 0.365\*\*\* | 1.441\*\*\* | 0.357\*\*\* | 1.428\*\*\* | 0.370\*\*\* | 1.447\*\*\* |
|  | (0.0785) | (0.108) | (0.0813) | (0.117) | (0.0814) | (0.116) | (0.0823) | (0.119) |
| 3.cohort | 0.406\*\*\* | 1.501\*\*\* | 0.422\*\*\* | 1.525\*\*\* | 0.423\*\*\* | 1.527\*\*\* | 0.403\*\*\* | 1.496\*\*\* |
|  | (0.0753) | (0.113) | (0.0780) | (0.119) | (0.0785) | (0.120) | (0.0802) | (0.120) |
| 4.cohort | 0.593\*\*\* | 1.809\*\*\* | 0.597\*\*\* | 1.816\*\*\* | 0.598\*\*\* | 1.818\*\*\* | 0.561\*\*\* | 1.753\*\*\* |
|  | (0.0770) | (0.139) | (0.0804) | (0.146) | (0.0809) | (0.147) | (0.0829) | (0.145) |
| 5.cohort | 0.825\*\*\* | 2.283\*\*\* | 0.845\*\*\* | 2.329\*\*\* | 0.839\*\*\* | 2.313\*\*\* | 0.779\*\*\* | 2.179\*\*\* |
|  | (0.0805) | (0.184) | (0.0837) | (0.195) | (0.0843) | (0.195) | (0.0866) | (0.189) |
| 6.cohort | 0.842\*\*\* | 2.322\*\*\* | 0.887\*\*\* | 2.428\*\*\* | 0.898\*\*\* | 2.454\*\*\* | 0.800\*\*\* | 2.226\*\*\* |
|  | (0.0815) | (0.189) | (0.0846) | (0.206) | (0.0854) | (0.210) | (0.0863) | (0.192) |
| 7.cohort | 0.601\*\*\* | 1.825\*\*\* | 0.630\*\*\* | 1.877\*\*\* | 0.631\*\*\* | 1.880\*\*\* | 0.528\*\*\* | 1.695\*\*\* |
|  | (0.0862) | (0.157) | (0.0897) | (0.168) | (0.0908) | (0.171) | (0.0912) | (0.155) |
| empl\_f1 |  |  | -0.488 | 0.614 | -0.370 | 0.691 | -0.0180 | 0.982 |
|  |  |  | (0.355) | (0.218) | (0.362) | (0.250) | (0.341) | (0.335) |
| empl\_f3 |  |  | 0.535\*\* | 1.707\*\* | 0.563\*\*\* | 1.756\*\*\* | 0.506\*\* | 1.659\*\* |
|  |  |  | (0.215) | (0.367) | (0.218) | (0.383) | (0.215) | (0.357) |
| empl\_f4 |  |  | 0.814\*\*\* | 2.256\*\*\* | 0.816\*\*\* | 2.261\*\*\* | 0.711\*\*\* | 2.037\*\*\* |
|  |  |  | (0.151) | (0.340) | (0.154) | (0.347) | (0.153) | (0.311) |
| empl\_f5 |  |  | 1.013\*\*\* | 2.753\*\*\* | 1.028\*\*\* | 2.794\*\*\* | 0.888\*\*\* | 2.431\*\*\* |
|  |  |  | (0.178) | (0.489) | (0.179) | (0.501) | (0.178) | (0.434) |
| empl\_f6 |  |  | 0.937\*\*\* | 2.552\*\*\* | 0.948\*\*\* | 2.581\*\*\* | 0.841\*\*\* | 2.320\*\*\* |
|  |  |  | (0.142) | (0.364) | (0.145) | (0.374) | (0.143) | (0.332) |
| empl\_f7 |  |  | 0.381\*\*\* | 1.464\*\*\* | 0.386\*\*\* | 1.472\*\*\* | 0.304\*\* | 1.355\*\* |
|  |  |  | (0.123) | (0.180) | (0.126) | (0.185) | (0.124) | (0.169) |
| empl\_f8 |  |  | -0.225\* | 0.799\* | -0.186 | 0.830 | -0.207 | 0.813 |
|  |  |  | (0.134) | (0.107) | (0.136) | (0.113) | (0.135) | (0.110) |
| empl\_f9 |  |  | 0.148 | 1.160 | 0.162 | 1.176 | 0.142 | 1.152 |
|  |  |  | (0.208) | (0.241) | (0.217) | (0.255) | (0.209) | (0.241) |
| 2.fmanager1 |  |  | -0.419\*\*\* | 0.658\*\*\* | -0.412\*\*\* | 0.662\*\*\* | -0.357\*\*\* | 0.700\*\*\* |
|  |  |  | (0.0557) | (0.0366) | (0.0569) | (0.0377) | (0.0573) | (0.0401) |
| 3.fmanager1 |  |  | -0.934\*\* | 0.393\*\* | -0.880\*\* | 0.415\*\* | -0.998\*\*\* | 0.368\*\*\* |
|  |  |  | (0.366) | (0.144) | (0.364) | (0.151) | (0.351) | (0.129) |
| empl\_m1 |  |  |  |  | 0.294 | 1.342 | 0.239 | 1.271 |
|  |  |  |  |  | (0.570) | (0.765) | (0.554) | (0.703) |
| empl\_m4 |  |  |  |  | 0.0338 | 1.034 | -0.0356 | 0.965 |
|  |  |  |  |  | (0.200) | (0.207) | (0.194) | (0.188) |
| empl\_m5 |  |  |  |  | -0.0135 | 0.987 | -0.0554 | 0.946 |
|  |  |  |  |  | (0.205) | (0.202) | (0.204) | (0.193) |
| empl\_m6 |  |  |  |  | 0.392\* | 1.480\* | 0.342 | 1.408 |
|  |  |  |  |  | (0.237) | (0.350) | (0.230) | (0.324) |
| empl\_m7 |  |  |  |  | 0.136\*\* | 1.145\*\* | 0.0768 | 1.080 |
|  |  |  |  |  | (0.0604) | (0.0692) | (0.0611) | (0.0660) |
| empl\_m8 |  |  |  |  | -0.287\*\*\* | 0.751\*\*\* | -0.297\*\*\* | 0.743\*\*\* |
|  |  |  |  |  | (0.0846) | (0.0635) | (0.0858) | (0.0638) |
| empl\_m9 |  |  |  |  | -0.182 | 0.834 | -0.168 | 0.845 |
|  |  |  |  |  | (0.541) | (0.451) | (0.524) | (0.443) |
| 2.mmanager1 |  |  |  |  | 0.00668 | 1.007 | 0.0156 | 1.016 |
|  |  |  |  |  | (0.142) | (0.143) | (0.138) | (0.140) |
| 3.mmanager1 |  |  |  |  | 0.0789 | 1.082 | -0.0599 | 0.942 |
|  |  |  |  |  | (0.371) | (0.402) | (0.379) | (0.357) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.177\*\*\* | 0.837\*\*\* |
|  |  |  |  |  |  |  | (0.0547) | (0.0458) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.452\*\*\* | 0.636\*\*\* |
|  |  |  |  |  |  |  | (0.0798) | (0.0508) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.534\*\*\* | 0.586\*\*\* |
|  |  |  |  |  |  |  | (0.105) | (0.0616) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.860\*\*\* | 0.423\*\*\* |
|  |  |  |  |  |  |  | (0.123) | (0.0519) |
| 2.both |  |  |  |  |  |  | 0.0949 | 1.100 |
|  |  |  |  |  |  |  | (0.113) | (0.125) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.695\*\*\* | 2.004\*\*\* |
|  |  |  |  |  |  |  | (0.0836) | (0.168) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.957\*\*\* | 2.605\*\*\* |
|  |  |  |  |  |  |  | (0.0885) | (0.231) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.0500 | 1.051 |
|  |  |  |  |  |  |  | (0.684) | (0.719) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | 0.601\*\*\* | 1.824\*\*\* | 0.585\*\*\* | 1.796\*\*\* | 0.612\*\*\* | 1.844\*\*\* | 1.082\*\*\* | 2.950\*\*\* |
|  | (0.0663) | (0.121) | (0.148) | (0.266) | (0.200) | (0.369) | (0.207) | (0.611) |
| Constant cut2 | 1.769\*\*\* | 5.868\*\*\* | 1.796\*\*\* | 6.026\*\*\* | 1.824\*\*\* | 6.198\*\*\* | 2.327\*\*\* | 10.25\*\*\* |
|  | (0.0690) | (0.405) | (0.149) | (0.899) | (0.201) | (1.247) | (0.208) | (2.137) |
|  |  |  |  |  |  |  |  |  |
| Observations | 15,500 | 15,500 | 14,911 | 14,911 | 14,773 | 14,773 | 14,738 | 14,738 |
| Pseudo R-squared | 0.0763 |  | 0.0948 |  | 0.0962 |  | 0.112 |  |
| ll | -2.230e+07 |  | -2.100e+07 |  | -2.080e+07 |  | -2.040e+07 |  |
| df\_m | 11 |  | 21 |  | 30 |  | 38 |  |
| chi2 | 1240 |  | 1524 |  | 1552 |  | 1660 |  |

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.eduf3 | 0.341\*\*\* | 1.407\*\*\* | 0.296\*\*\* | 1.345\*\*\* | 0.275\*\*\* | 1.316\*\*\* | 0.272\*\* | 1.312\*\* |
|  | (0.0983) | (0.138) | (0.102) | (0.137) | (0.107) | (0.140) | (0.107) | (0.140) |
| 3.eduf3 | 0.994\*\*\* | 2.701\*\*\* | 0.825\*\*\* | 2.283\*\*\* | 0.717\*\*\* | 2.048\*\*\* | 0.697\*\*\* | 2.008\*\*\* |
|  | (0.116) | (0.315) | (0.135) | (0.309) | (0.140) | (0.287) | (0.141) | (0.284) |
| 2.edum3 | 0.338\*\*\* | 1.402\*\*\* | 0.336\*\*\* | 1.399\*\*\* | 0.250\*\* | 1.284\*\* | 0.273\*\* | 1.314\*\* |
|  | (0.0967) | (0.136) | (0.0993) | (0.139) | (0.106) | (0.137) | (0.108) | (0.142) |
| 3.edum3 | 0.775\*\*\* | 2.170\*\*\* | 0.722\*\*\* | 2.058\*\*\* | 0.735\*\*\* | 2.085\*\*\* | 0.751\*\*\* | 2.120\*\*\* |
|  | (0.130) | (0.282) | (0.136) | (0.280) | (0.149) | (0.310) | (0.151) | (0.319) |
| 2.gender | 0.675\*\*\* | 1.963\*\*\* | 0.721\*\*\* | 2.057\*\*\* | 0.755\*\*\* | 2.128\*\*\* | 0.755\*\*\* | 2.127\*\*\* |
|  | (0.0766) | (0.150) | (0.0805) | (0.166) | (0.0856) | (0.182) | (0.0861) | (0.183) |
| 2.cohort | 0.0952 | 1.100 | 0.0349 | 1.036 | 0.0529 | 1.054 | 0.0465 | 1.048 |
|  | (0.132) | (0.145) | (0.142) | (0.147) | (0.174) | (0.184) | (0.177) | (0.186) |
| 3.cohort | 0.448\*\*\* | 1.566\*\*\* | 0.407\*\*\* | 1.502\*\*\* | 0.419\*\* | 1.521\*\* | 0.366\*\* | 1.442\*\* |
|  | (0.139) | (0.217) | (0.152) | (0.229) | (0.177) | (0.268) | (0.181) | (0.261) |
| 4.cohort | 0.480\*\*\* | 1.616\*\*\* | 0.579\*\*\* | 1.784\*\*\* | 0.695\*\*\* | 2.004\*\*\* | 0.630\*\*\* | 1.877\*\*\* |
|  | (0.149) | (0.240) | (0.151) | (0.270) | (0.175) | (0.351) | (0.180) | (0.337) |
| 5.cohort | 0.403\*\*\* | 1.496\*\*\* | 0.398\*\*\* | 1.489\*\*\* | 0.408\*\* | 1.504\*\* | 0.337\* | 1.401\* |
|  | (0.147) | (0.220) | (0.152) | (0.226) | (0.175) | (0.263) | (0.180) | (0.253) |
| 6.cohort | 0.270\* | 1.310\* | 0.217 | 1.242 | 0.228 | 1.256 | 0.181 | 1.199 |
|  | (0.144) | (0.188) | (0.150) | (0.186) | (0.169) | (0.213) | (0.174) | (0.208) |
| 7.cohort | -0.126 | 0.881 | -0.207 | 0.813 | -0.180 | 0.835 | -0.233 | 0.792 |
|  | (0.159) | (0.140) | (0.168) | (0.137) | (0.185) | (0.154) | (0.191) | (0.151) |
| empl\_f1 |  |  | -0.408 | 0.665 | -0.434 | 0.648 | -0.500 | 0.606 |
|  |  |  | (0.329) | (0.218) | (0.330) | (0.214) | (0.342) | (0.207) |
| empl\_f3 |  |  | -0.125 | 0.882 | -0.0838 | 0.920 | -0.116 | 0.890 |
|  |  |  | (0.542) | (0.478) | (0.544) | (0.500) | (0.565) | (0.503) |
| empl\_f4 |  |  | 0.110 | 1.117 | 0.158 | 1.171 | 0.113 | 1.120 |
|  |  |  | (0.336) | (0.376) | (0.343) | (0.401) | (0.356) | (0.399) |
| empl\_f5 |  |  | 0.180 | 1.197 | 0.267 | 1.306 | 0.220 | 1.246 |
|  |  |  | (0.314) | (0.376) | (0.320) | (0.418) | (0.333) | (0.415) |
| empl\_f6 |  |  | 0.0736 | 1.076 | 0.0935 | 1.098 | 0.00515 | 1.005 |
|  |  |  | (0.303) | (0.326) | (0.309) | (0.339) | (0.324) | (0.325) |
| empl\_f7 |  |  | -0.125 | 0.883 | -0.149 | 0.862 | -0.231 | 0.794 |
|  |  |  | (0.266) | (0.235) | (0.274) | (0.236) | (0.290) | (0.230) |
| empl\_f8 |  |  | -0.279 | 0.756 | -0.291 | 0.748 | -0.338 | 0.713 |
|  |  |  | (0.346) | (0.262) | (0.359) | (0.268) | (0.365) | (0.261) |
| empl\_f9 |  |  | -0.352 | 0.704 | -0.241 | 0.786 | -0.301 | 0.740 |
|  |  |  | (0.271) | (0.190) | (0.288) | (0.226) | (0.300) | (0.222) |
| empl\_m1 |  |  |  |  | 0.296 | 1.344 | 0.257 | 1.293 |
|  |  |  |  |  | (0.287) | (0.385) | (0.294) | (0.380) |
| empl\_m4 |  |  |  |  | 0.765\* | 2.150\* | 0.701 | 2.015 |
|  |  |  |  |  | (0.422) | (0.907) | (0.428) | (0.863) |
| empl\_m5 |  |  |  |  | 0.0359 | 1.037 | -0.0273 | 0.973 |
|  |  |  |  |  | (0.220) | (0.228) | (0.226) | (0.220) |
| empl\_m6 |  |  |  |  | 0.0238 | 1.024 | -0.0131 | 0.987 |
|  |  |  |  |  | (0.232) | (0.238) | (0.237) | (0.234) |
| empl\_m7 |  |  |  |  | 0.197 | 1.218 | 0.145 | 1.156 |
|  |  |  |  |  | (0.183) | (0.223) | (0.190) | (0.219) |
| empl\_m8 |  |  |  |  | 0.0697 | 1.072 | 0.0366 | 1.037 |
|  |  |  |  |  | (0.203) | (0.217) | (0.208) | (0.216) |
| empl\_m9 |  |  |  |  | -0.0307 | 0.970 | -0.0721 | 0.930 |
|  |  |  |  |  | (0.229) | (0.222) | (0.230) | (0.214) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.0885 | 0.915 |
|  |  |  |  |  |  |  | (0.106) | (0.0974) |
| 3.nchild\_groups1 |  |  |  |  |  |  | 0.0321 | 1.033 |
|  |  |  |  |  |  |  | (0.177) | (0.183) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.748\*\* | 0.474\*\* |
|  |  |  |  |  |  |  | (0.307) | (0.145) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.630\*\* | 0.532\*\* |
|  |  |  |  |  |  |  | (0.247) | (0.132) |
| 2.both |  |  |  |  |  |  | -0.578 | 0.561 |
|  |  |  |  |  |  |  | (0.355) | (0.199) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.0478 | 1.049 |
|  |  |  |  |  |  |  | (0.209) | (0.220) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.00183 | 1.002 |
|  |  |  |  |  |  |  | (0.219) | (0.220) |
| 4.fin\_sit1 |  |  |  |  |  |  | -0.527 | 0.591 |
|  |  |  |  |  |  |  | (0.332) | (0.196) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.234\*\*\* | 0.291\*\*\* | -1.521\*\*\* | 0.219\*\*\* | -1.454\*\*\* | 0.234\*\*\* | -1.667\*\*\* | 0.189\*\*\* |
|  | (0.110) | (0.0321) | (0.290) | (0.0635) | (0.316) | (0.0738) | (0.382) | (0.0722) |
| Constant cut2 | 1.319\*\*\* | 3.740\*\*\* | 1.083\*\*\* | 2.954\*\*\* | 1.203\*\*\* | 3.331\*\*\* | 1.017\*\*\* | 2.765\*\*\* |
|  | (0.106) | (0.396) | (0.284) | (0.840) | (0.309) | (1.029) | (0.376) | (1.039) |
|  |  |  |  |  |  |  |  |  |
| Observations | 4,434 | 4,434 | 4,066 | 4,066 | 3,610 | 3,610 | 3,587 | 3,587 |
| Pseudo R-squared | 0.0633 |  | 0.0670 |  | 0.0668 |  | 0.0712 |  |
| ll | -1.029e+06 |  | -934182 |  | -828508 |  | -819287 |  |
| df\_m | 11 |  | 19 |  | 26 |  | 34 |  |
| chi2 | 313.7 |  | 288.4 |  | 257.2 |  | 266.2 |  |

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.eduf3 | 0.937\*\*\* | 2.553\*\*\* | 0.647\*\*\* | 1.909\*\*\* | 0.647\*\*\* | 1.910\*\*\* | 0.740\*\*\* | 2.096\*\*\* |
|  | (0.0946) | (0.242) | (0.1000) | (0.191) | (0.101) | (0.193) | (0.116) | (0.244) |
| 3.eduf3 | 1.323\*\*\* | 3.753\*\*\* | 0.781\*\*\* | 2.183\*\*\* | 0.806\*\*\* | 2.240\*\*\* | 0.870\*\*\* | 2.387\*\*\* |
|  | (0.0948) | (0.356) | (0.111) | (0.242) | (0.113) | (0.253) | (0.127) | (0.304) |
| 2.edum3 | 0.951\*\*\* | 2.589\*\*\* | 0.837\*\*\* | 2.310\*\*\* | 0.753\*\*\* | 2.123\*\*\* | 0.724\*\*\* | 2.062\*\*\* |
|  | (0.0898) | (0.232) | (0.0941) | (0.217) | (0.0962) | (0.204) | (0.111) | (0.229) |
| 3.edum3 | 1.217\*\*\* | 3.379\*\*\* | 1.085\*\*\* | 2.960\*\*\* | 0.903\*\*\* | 2.467\*\*\* | 1.111\*\*\* | 3.036\*\*\* |
|  | (0.113) | (0.382) | (0.121) | (0.358) | (0.132) | (0.326) | (0.151) | (0.457) |
| 2.gender | 0.101\*\* | 1.106\*\* | 0.0905\*\* | 1.095\*\* | 0.0963\*\* | 1.101\*\* | 0.0451 | 1.046 |
|  | (0.0442) | (0.0488) | (0.0457) | (0.0500) | (0.0461) | (0.0508) | (0.0530) | (0.0554) |
| 2.cohort | 0.275\*\*\* | 1.316\*\*\* | 0.289\*\*\* | 1.335\*\*\* | 0.270\*\*\* | 1.310\*\*\* | 0.258\*\*\* | 1.295\*\*\* |
|  | (0.0773) | (0.102) | (0.0791) | (0.106) | (0.0799) | (0.105) | (0.0923) | (0.119) |
| 3.cohort | 0.542\*\*\* | 1.719\*\*\* | 0.555\*\*\* | 1.742\*\*\* | 0.521\*\*\* | 1.684\*\*\* | 0.533\*\*\* | 1.705\*\*\* |
|  | (0.0749) | (0.129) | (0.0771) | (0.134) | (0.0778) | (0.131) | (0.0882) | (0.150) |
| 4.cohort | 0.792\*\*\* | 2.207\*\*\* | 0.822\*\*\* | 2.276\*\*\* | 0.770\*\*\* | 2.161\*\*\* | 0.727\*\*\* | 2.068\*\*\* |
|  | (0.0769) | (0.170) | (0.0797) | (0.181) | (0.0807) | (0.174) | (0.0924) | (0.191) |
| 5.cohort | 1.002\*\*\* | 2.724\*\*\* | 1.020\*\*\* | 2.774\*\*\* | 0.976\*\*\* | 2.653\*\*\* | 0.946\*\*\* | 2.575\*\*\* |
|  | (0.0838) | (0.228) | (0.0857) | (0.238) | (0.0870) | (0.231) | (0.100) | (0.258) |
| 6.cohort | 1.159\*\*\* | 3.187\*\*\* | 1.199\*\*\* | 3.316\*\*\* | 1.129\*\*\* | 3.094\*\*\* | 1.099\*\*\* | 3.000\*\*\* |
|  | (0.0865) | (0.276) | (0.0893) | (0.296) | (0.0910) | (0.281) | (0.104) | (0.313) |
| 7.cohort | 1.111\*\*\* | 3.036\*\*\* | 1.112\*\*\* | 3.042\*\*\* | 1.041\*\*\* | 2.831\*\*\* | 1.001\*\*\* | 2.721\*\*\* |
|  | (0.0921) | (0.280) | (0.0964) | (0.293) | (0.0979) | (0.277) | (0.116) | (0.316) |
| empl\_f1 |  |  | -0.0826 | 0.921 | -0.0461 | 0.955 | -0.142 | 0.868 |
|  |  |  | (0.365) | (0.336) | (0.359) | (0.343) | (0.401) | (0.348) |
| empl\_f3 |  |  | 0.772\*\*\* | 2.164\*\*\* | 0.796\*\*\* | 2.216\*\*\* | 0.840\*\*\* | 2.316\*\*\* |
|  |  |  | (0.255) | (0.552) | (0.256) | (0.567) | (0.283) | (0.656) |
| empl\_f4 |  |  | 0.280\* | 1.323\* | 0.231 | 1.260 | 0.137 | 1.147 |
|  |  |  | (0.162) | (0.214) | (0.164) | (0.207) | (0.187) | (0.215) |
| empl\_f5 |  |  | 0.873\*\*\* | 2.394\*\*\* | 0.838\*\*\* | 2.311\*\*\* | 0.788\*\*\* | 2.198\*\*\* |
|  |  |  | (0.182) | (0.435) | (0.185) | (0.429) | (0.209) | (0.459) |
| empl\_f6 |  |  | 0.536\*\*\* | 1.710\*\*\* | 0.498\*\*\* | 1.646\*\*\* | 0.413\*\* | 1.512\*\* |
|  |  |  | (0.148) | (0.253) | (0.150) | (0.248) | (0.173) | (0.262) |
| empl\_f7 |  |  | 0.0675 | 1.070 | 0.0281 | 1.028 | -0.0744 | 0.928 |
|  |  |  | (0.135) | (0.144) | (0.138) | (0.142) | (0.157) | (0.146) |
| empl\_f8 |  |  | -0.255\* | 0.775\* | -0.221 | 0.802 | -0.230 | 0.794 |
|  |  |  | (0.138) | (0.107) | (0.140) | (0.112) | (0.158) | (0.126) |
| empl\_f9 |  |  | 0.519\* | 1.680\* | 0.443 | 1.558 | 0.168 | 1.183 |
|  |  |  | (0.285) | (0.479) | (0.284) | (0.443) | (0.335) | (0.396) |
| 2.fmanager1 |  |  | -0.400\*\*\* | 0.670\*\*\* | -0.422\*\*\* | 0.656\*\*\* | -0.414\*\*\* | 0.661\*\*\* |
|  |  |  | (0.0560) | (0.0375) | (0.0574) | (0.0376) | (0.0670) | (0.0443) |
| 3.fmanager1 |  |  | -0.691\*\*\* | 0.501\*\*\* | -0.675\*\*\* | 0.509\*\*\* | -0.555\*\*\* | 0.574\*\*\* |
|  |  |  | (0.138) | (0.0691) | (0.142) | (0.0724) | (0.159) | (0.0916) |
| empl\_m1 |  |  |  |  | -0.149 | 0.862 | -0.526 | 0.591 |
|  |  |  |  |  | (0.515) | (0.444) | (0.772) | (0.456) |
| empl\_m3 |  |  |  |  | -0.0888 | 0.915 | -0.229 | 0.795 |
|  |  |  |  |  | (0.416) | (0.381) | (0.584) | (0.465) |
| empl\_m4 |  |  |  |  | 0.509\*\* | 1.664\*\* | 0.532\* | 1.703\* |
|  |  |  |  |  | (0.230) | (0.383) | (0.281) | (0.479) |
| empl\_m5 |  |  |  |  | 0.495\*\*\* | 1.641\*\*\* | 0.212 | 1.237 |
|  |  |  |  |  | (0.174) | (0.285) | (0.191) | (0.236) |
| empl\_m6 |  |  |  |  | 0.394\*\*\* | 1.483\*\*\* | 0.357\*\* | 1.429\*\* |
|  |  |  |  |  | (0.135) | (0.200) | (0.159) | (0.227) |
| empl\_m7 |  |  |  |  | 0.318\*\*\* | 1.375\*\*\* | 0.259\*\*\* | 1.296\*\*\* |
|  |  |  |  |  | (0.0532) | (0.0731) | (0.0614) | (0.0795) |
| empl\_m8 |  |  |  |  | 0.100 | 1.105 | 0.0468 | 1.048 |
|  |  |  |  |  | (0.0932) | (0.103) | (0.111) | (0.116) |
| empl\_m9 |  |  |  |  | 0.724\* | 2.063\* | 0.545 | 1.725 |
|  |  |  |  |  | (0.386) | (0.797) | (0.443) | (0.764) |
| 2.mmanager1 |  |  |  |  | 0.0308 | 1.031 | -0.0212 | 0.979 |
|  |  |  |  |  | (0.0964) | (0.0994) | (0.117) | (0.115) |
| 3.mmanager1 |  |  |  |  | -0.110 | 0.896 | -0.244 | 0.783 |
|  |  |  |  |  | (0.215) | (0.193) | (0.247) | (0.193) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.399\*\*\* | 0.671\*\*\* |
|  |  |  |  |  |  |  | (0.0711) | (0.0477) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.491\*\*\* | 0.612\*\*\* |
|  |  |  |  |  |  |  | (0.0978) | (0.0598) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.511\*\*\* | 0.600\*\*\* |
|  |  |  |  |  |  |  | (0.137) | (0.0824) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.884\*\*\* | 0.413\*\*\* |
|  |  |  |  |  |  |  | (0.134) | (0.0553) |
| 2.both |  |  |  |  |  |  | -0.441\*\*\* | 0.644\*\*\* |
|  |  |  |  |  |  |  | (0.0953) | (0.0614) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.356\*\*\* | 1.428\*\*\* |
|  |  |  |  |  |  |  | (0.0868) | (0.124) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.103 | 1.109 |
|  |  |  |  |  |  |  | (0.0976) | (0.108) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.203 | 1.225 |
|  |  |  |  |  |  |  | (0.151) | (0.185) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.569\*\*\* | 0.566\*\*\* | -0.866\*\*\* | 0.420\*\*\* | -0.779\*\*\* | 0.459\*\*\* | -0.935\*\*\* | 0.392\*\*\* |
|  | (0.0595) | (0.0337) | (0.149) | (0.0628) | (0.173) | (0.0795) | (0.215) | (0.0845) |
| Constant cut2 | 1.919\*\*\* | 6.816\*\*\* | 1.699\*\*\* | 5.466\*\*\* | 1.798\*\*\* | 6.040\*\*\* | 1.746\*\*\* | 5.730\*\*\* |
|  | (0.0636) | (0.434) | (0.151) | (0.823) | (0.174) | (1.054) | (0.216) | (1.240) |
|  |  |  |  |  |  |  |  |  |
| Observations | 10,521 | 10,521 | 10,096 | 10,096 | 9,994 | 9,994 | 7,776 | 7,776 |
| Pseudo R-squared | 0.100 |  | 0.118 |  | 0.120 |  | 0.139 |  |
| ll | -2.260e+07 |  | -2.130e+07 |  | -2.100e+07 |  | -1.600e+07 |  |
| df\_m | 11 |  | 21 |  | 31 |  | 39 |  |
| chi2 | 1199 |  | 1366 |  | 1392 |  | 1277 |  |

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.eduf3 | 1.104\*\*\* | 3.015\*\*\* | 0.911\*\*\* | 2.487\*\*\* | 0.921\*\*\* | 2.513\*\*\* | 0.830\*\*\* | 2.294\*\*\* |
|  | (0.0831) | (0.250) | (0.0882) | (0.219) | (0.0891) | (0.224) | (0.0903) | (0.207) |
| 3.eduf3 | 2.083\*\*\* | 8.025\*\*\* | 1.477\*\*\* | 4.378\*\*\* | 1.498\*\*\* | 4.473\*\*\* | 1.402\*\*\* | 4.063\*\*\* |
|  | (0.146) | (1.172) | (0.174) | (0.761) | (0.175) | (0.784) | (0.177) | (0.721) |
| 2.edum3 | 0.906\*\*\* | 2.474\*\*\* | 0.853\*\*\* | 2.347\*\*\* | 0.783\*\*\* | 2.189\*\*\* | 0.737\*\*\* | 2.090\*\*\* |
|  | (0.0908) | (0.225) | (0.0931) | (0.218) | (0.104) | (0.227) | (0.105) | (0.219) |
| 3.edum3 | 1.485\*\*\* | 4.417\*\*\* | 1.371\*\*\* | 3.941\*\*\* | 1.167\*\*\* | 3.213\*\*\* | 1.152\*\*\* | 3.164\*\*\* |
|  | (0.166) | (0.734) | (0.169) | (0.666) | (0.199) | (0.639) | (0.203) | (0.641) |
| 2.gender | -0.0281 | 0.972 | -0.0297 | 0.971 | -0.0289 | 0.972 | -0.0284 | 0.972 |
|  | (0.0606) | (0.0590) | (0.0617) | (0.0599) | (0.0621) | (0.0603) | (0.0627) | (0.0610) |
| 2.cohort | 0.105 | 1.111 | 0.144 | 1.155 | 0.138 | 1.148 | 0.0927 | 1.097 |
|  | (0.111) | (0.123) | (0.112) | (0.130) | (0.113) | (0.129) | (0.115) | (0.126) |
| 3.cohort | 0.353\*\*\* | 1.424\*\*\* | 0.377\*\*\* | 1.458\*\*\* | 0.378\*\*\* | 1.459\*\*\* | 0.311\*\*\* | 1.364\*\*\* |
|  | (0.110) | (0.156) | (0.110) | (0.161) | (0.111) | (0.162) | (0.113) | (0.154) |
| 4.cohort | 0.0361 | 1.037 | 0.0569 | 1.059 | 0.0467 | 1.048 | -0.0706 | 0.932 |
|  | (0.105) | (0.109) | (0.106) | (0.113) | (0.107) | (0.113) | (0.110) | (0.103) |
| 5.cohort | -0.00376 | 0.996 | 0.00826 | 1.008 | -0.00610 | 0.994 | -0.132 | 0.877 |
|  | (0.116) | (0.115) | (0.119) | (0.120) | (0.121) | (0.120) | (0.123) | (0.107) |
| 6.cohort | 0.0593 | 1.061 | 0.137 | 1.146 | 0.136 | 1.146 | 0.0222 | 1.022 |
|  | (0.122) | (0.129) | (0.125) | (0.143) | (0.127) | (0.146) | (0.128) | (0.131) |
| 7.cohort | 0.312\*\*\* | 1.366\*\*\* | 0.388\*\*\* | 1.474\*\*\* | 0.391\*\*\* | 1.479\*\*\* | 0.379\*\*\* | 1.461\*\*\* |
|  | (0.119) | (0.162) | (0.121) | (0.179) | (0.123) | (0.182) | (0.124) | (0.182) |
| empl\_f1 |  |  | -0.682\*\*\* | 0.506\*\*\* | -0.670\*\*\* | 0.512\*\*\* | -0.742\*\*\* | 0.476\*\*\* |
|  |  |  | (0.194) | (0.0982) | (0.198) | (0.101) | (0.199) | (0.0946) |
| empl\_f3 |  |  | 0.748\*\* | 2.113\*\* | 0.758\*\* | 2.134\*\* | 0.639\* | 1.895\* |
|  |  |  | (0.335) | (0.708) | (0.342) | (0.731) | (0.353) | (0.668) |
| empl\_f4 |  |  | 0.473\* | 1.605\* | 0.420 | 1.522 | 0.314 | 1.370 |
|  |  |  | (0.263) | (0.422) | (0.265) | (0.404) | (0.270) | (0.370) |
| empl\_f5 |  |  | 0.777\*\*\* | 2.176\*\*\* | 0.779\*\*\* | 2.180\*\*\* | 0.681\*\*\* | 1.976\*\*\* |
|  |  |  | (0.240) | (0.522) | (0.242) | (0.528) | (0.245) | (0.484) |
| empl\_f6 |  |  | 0.390\*\* | 1.477\*\* | 0.381\*\* | 1.464\*\* | 0.262 | 1.300 |
|  |  |  | (0.171) | (0.252) | (0.172) | (0.252) | (0.176) | (0.229) |
| empl\_f7 |  |  | 0.0575 | 1.059 | 0.0538 | 1.055 | -0.0687 | 0.934 |
|  |  |  | (0.136) | (0.144) | (0.137) | (0.144) | (0.141) | (0.131) |
| empl\_f8 |  |  | -0.188 | 0.829 | -0.189 | 0.828 | -0.260\* | 0.771\* |
|  |  |  | (0.143) | (0.119) | (0.145) | (0.120) | (0.150) | (0.115) |
| empl\_f9 |  |  | 0.679\*\*\* | 1.973\*\*\* | 0.629\*\* | 1.875\*\* | 0.556\*\* | 1.744\*\* |
|  |  |  | (0.237) | (0.468) | (0.244) | (0.458) | (0.250) | (0.436) |
| 2.fmanager1 |  |  | -0.272\*\* | 0.762\*\* | -0.259\*\* | 0.772\*\* | -0.204\* | 0.815\* |
|  |  |  | (0.108) | (0.0820) | (0.109) | (0.0843) | (0.111) | (0.0904) |
| 3.fmanager1 |  |  | -0.124 | 0.884 | -0.114 | 0.892 | -0.113 | 0.893 |
|  |  |  | (0.146) | (0.129) | (0.150) | (0.134) | (0.153) | (0.137) |
| empl\_m1 |  |  |  |  | 0.0167 | 1.017 | -0.00962 | 0.990 |
|  |  |  |  |  | (0.188) | (0.191) | (0.198) | (0.197) |
| empl\_m4 |  |  |  |  | 0.00121 | 1.001 | -0.160 | 0.852 |
|  |  |  |  |  | (0.555) | (0.555) | (0.539) | (0.459) |
| empl\_m5 |  |  |  |  | 0.305\* | 1.357\* | 0.201 | 1.222 |
|  |  |  |  |  | (0.170) | (0.231) | (0.172) | (0.210) |
| empl\_m6 |  |  |  |  | -0.0107 | 0.989 | -0.178 | 0.837 |
|  |  |  |  |  | (0.168) | (0.166) | (0.171) | (0.143) |
| empl\_m7 |  |  |  |  | 0.0721 | 1.075 | -0.0409 | 0.960 |
|  |  |  |  |  | (0.0946) | (0.102) | (0.0963) | (0.0924) |
| empl\_m8 |  |  |  |  | -0.00181 | 0.998 | -0.119 | 0.887 |
|  |  |  |  |  | (0.101) | (0.101) | (0.104) | (0.0921) |
| empl\_m9 |  |  |  |  | 0.355 | 1.426 | 0.240 | 1.271 |
|  |  |  |  |  | (0.288) | (0.410) | (0.286) | (0.364) |
| 2.mmanager1 |  |  |  |  | -0.148 | 0.863 | -0.139 | 0.870 |
|  |  |  |  |  | (0.169) | (0.146) | (0.172) | (0.150) |
| 3.mmanager1 |  |  |  |  | -0.172 | 0.842 | -0.117 | 0.890 |
|  |  |  |  |  | (0.256) | (0.215) | (0.263) | (0.234) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.189\*\* | 0.828\*\* |
|  |  |  |  |  |  |  | (0.0877) | (0.0726) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.515\*\*\* | 0.598\*\*\* |
|  |  |  |  |  |  |  | (0.130) | (0.0775) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.832\*\*\* | 0.435\*\*\* |
|  |  |  |  |  |  |  | (0.202) | (0.0879) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.757\*\*\* | 0.469\*\*\* |
|  |  |  |  |  |  |  | (0.187) | (0.0878) |
| 2.both |  |  |  |  |  |  | -0.270\* | 0.763\* |
|  |  |  |  |  |  |  | (0.143) | (0.109) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.601\*\*\* | 1.823\*\*\* |
|  |  |  |  |  |  |  | (0.0877) | (0.160) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.594\*\*\* | 1.811\*\*\* |
|  |  |  |  |  |  |  | (0.0975) | (0.177) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.458\*\* | 1.581\*\* |
|  |  |  |  |  |  |  | (0.211) | (0.334) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.781\*\*\* | 0.458\*\*\* | -1.062\*\*\* | 0.346\*\*\* | -1.194\*\*\* | 0.303\*\*\* | -1.129\*\*\* | 0.323\*\*\* |
|  | (0.0842) | (0.0385) | (0.181) | (0.0626) | (0.244) | (0.0739) | (0.251) | (0.0813) |
| Constant cut2 | 2.960\*\*\* | 19.29\*\*\* | 2.736\*\*\* | 15.43\*\*\* | 2.609\*\*\* | 13.58\*\*\* | 2.753\*\*\* | 15.70\*\*\* |
|  | (0.104) | (2.006) | (0.187) | (2.884) | (0.249) | (3.384) | (0.256) | (4.025) |
|  |  |  |  |  |  |  |  |  |
| Observations | 6,257 | 6,257 | 6,107 | 6,107 | 6,058 | 6,058 | 6,010 | 6,010 |
| Pseudo R-squared | 0.124 |  | 0.135 |  | 0.136 |  | 0.150 |  |
| ll | -1.324e+06 |  | -1.276e+06 |  | -1.264e+06 |  | -1.233e+06 |  |
| df\_m | 11 |  | 21 |  | 30 |  | 38 |  |
| chi2 | 871.5 |  | 942.0 |  | 957.2 |  | 1043 |  |

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.eduf3 | 0.849\*\*\* | 2.337\*\*\* | 0.641\*\*\* | 1.898\*\*\* | 0.627\*\*\* | 1.872\*\*\* | 0.576\*\*\* | 1.779\*\*\* |
|  | (0.0561) | (0.131) | (0.0593) | (0.113) | (0.0597) | (0.112) | (0.0610) | (0.109) |
| 3.eduf3 | 1.844\*\*\* | 6.322\*\*\* | 1.236\*\*\* | 3.440\*\*\* | 1.184\*\*\* | 3.268\*\*\* | 1.134\*\*\* | 3.107\*\*\* |
|  | (0.0923) | (0.584) | (0.123) | (0.425) | (0.125) | (0.409) | (0.128) | (0.396) |
| 2.edum3 | 1.105\*\*\* | 3.019\*\*\* | 1.064\*\*\* | 2.897\*\*\* | 0.876\*\*\* | 2.400\*\*\* | 0.827\*\*\* | 2.286\*\*\* |
|  | (0.0589) | (0.178) | (0.0596) | (0.173) | (0.0633) | (0.152) | (0.0649) | (0.148) |
| 3.edum3 | 1.592\*\*\* | 4.916\*\*\* | 1.454\*\*\* | 4.279\*\*\* | 1.074\*\*\* | 2.927\*\*\* | 1.065\*\*\* | 2.901\*\*\* |
|  | (0.109) | (0.538) | (0.113) | (0.482) | (0.144) | (0.423) | (0.148) | (0.428) |
| 2.gender | 0.196\*\*\* | 1.216\*\*\* | 0.212\*\*\* | 1.236\*\*\* | 0.209\*\*\* | 1.233\*\*\* | 0.223\*\*\* | 1.250\*\*\* |
|  | (0.0409) | (0.0497) | (0.0416) | (0.0514) | (0.0418) | (0.0516) | (0.0425) | (0.0532) |
| 2.cohort | 0.0799 | 1.083 | 0.0971 | 1.102 | 0.0630 | 1.065 | -0.00342 | 0.997 |
|  | (0.0717) | (0.0776) | (0.0731) | (0.0806) | (0.0736) | (0.0784) | (0.0750) | (0.0748) |
| 3.cohort | 0.171\*\* | 1.187\*\* | 0.192\*\* | 1.211\*\* | 0.107 | 1.113 | 0.0401 | 1.041 |
|  | (0.0745) | (0.0884) | (0.0758) | (0.0918) | (0.0765) | (0.0851) | (0.0775) | (0.0807) |
| 4.cohort | 0.0303 | 1.031 | 0.0403 | 1.041 | -0.0698 | 0.933 | -0.124 | 0.883 |
|  | (0.0744) | (0.0767) | (0.0754) | (0.0785) | (0.0763) | (0.0711) | (0.0774) | (0.0684) |
| 5.cohort | -0.0340 | 0.967 | -0.0198 | 0.980 | -0.155\*\* | 0.857\*\* | -0.192\*\* | 0.825\*\* |
|  | (0.0751) | (0.0726) | (0.0767) | (0.0752) | (0.0774) | (0.0663) | (0.0789) | (0.0651) |
| 6.cohort | 0.0129 | 1.013 | 0.0338 | 1.034 | -0.0858 | 0.918 | -0.139\* | 0.870\* |
|  | (0.0756) | (0.0766) | (0.0764) | (0.0790) | (0.0775) | (0.0711) | (0.0796) | (0.0693) |
| 7.cohort | -0.0485 | 0.953 | -0.0358 | 0.965 | -0.150\* | 0.861\* | -0.177\*\* | 0.838\*\* |
|  | (0.0803) | (0.0765) | (0.0821) | (0.0792) | (0.0832) | (0.0716) | (0.0846) | (0.0709) |
| empl\_f1 |  |  | -0.212 | 0.809 | -0.164 | 0.849 | -0.0302 | 0.970 |
|  |  |  | (0.384) | (0.311) | (0.385) | (0.327) | (0.400) | (0.388) |
| empl\_f3 |  |  | 0.631\*\*\* | 1.880\*\*\* | 0.472\*\* | 1.604\*\* | 0.275 | 1.317 |
|  |  |  | (0.229) | (0.431) | (0.231) | (0.370) | (0.238) | (0.313) |
| empl\_f4 |  |  | 1.303\*\*\* | 3.682\*\*\* | 1.203\*\*\* | 3.331\*\*\* | 1.037\*\*\* | 2.821\*\*\* |
|  |  |  | (0.199) | (0.733) | (0.198) | (0.658) | (0.205) | (0.578) |
| empl\_f5 |  |  | 1.424\*\*\* | 4.154\*\*\* | 1.325\*\*\* | 3.762\*\*\* | 1.172\*\*\* | 3.230\*\*\* |
|  |  |  | (0.191) | (0.794) | (0.191) | (0.719) | (0.199) | (0.643) |
| empl\_f6 |  |  | 1.099\*\*\* | 3.002\*\*\* | 0.970\*\*\* | 2.637\*\*\* | 0.788\*\*\* | 2.200\*\*\* |
|  |  |  | (0.166) | (0.500) | (0.165) | (0.436) | (0.172) | (0.378) |
| empl\_f7 |  |  | 0.713\*\*\* | 2.041\*\*\* | 0.628\*\*\* | 1.874\*\*\* | 0.462\*\*\* | 1.587\*\*\* |
|  |  |  | (0.142) | (0.290) | (0.140) | (0.263) | (0.149) | (0.236) |
| empl\_f8 |  |  | -0.0482 | 0.953 | -0.0567 | 0.945 | -0.114 | 0.892 |
|  |  |  | (0.149) | (0.142) | (0.148) | (0.140) | (0.156) | (0.139) |
| empl\_f9 |  |  | 0.297 | 1.346 | 0.277 | 1.319 | 0.159 | 1.173 |
|  |  |  | (0.227) | (0.306) | (0.234) | (0.309) | (0.236) | (0.277) |
| 2.fmanager1 |  |  | -0.138\* | 0.871\* | -0.140\* | 0.869\* | -0.121 | 0.886 |
|  |  |  | (0.0770) | (0.0670) | (0.0782) | (0.0680) | (0.0799) | (0.0708) |
| 3.fmanager1 |  |  | 0.141 | 1.151 | 0.138 | 1.148 | 0.207 | 1.230 |
|  |  |  | (0.192) | (0.221) | (0.198) | (0.228) | (0.201) | (0.247) |
| empl\_m1 |  |  |  |  | 0.453\* | 1.573\* | 0.305 | 1.357 |
|  |  |  |  |  | (0.275) | (0.433) | (0.308) | (0.418) |
| empl\_m3 |  |  |  |  | 1.304\* | 3.683\* | 1.072 | 2.920 |
|  |  |  |  |  | (0.768) | (2.828) | (0.773) | (2.258) |
| empl\_m4 |  |  |  |  | 0.682\*\*\* | 1.977\*\*\* | 0.434\* | 1.543\* |
|  |  |  |  |  | (0.237) | (0.468) | (0.239) | (0.369) |
| empl\_m5 |  |  |  |  | 1.020\*\*\* | 2.772\*\*\* | 0.796\*\*\* | 2.216\*\*\* |
|  |  |  |  |  | (0.149) | (0.413) | (0.153) | (0.339) |
| empl\_m6 |  |  |  |  | 0.927\*\*\* | 2.527\*\*\* | 0.698\*\*\* | 2.010\*\*\* |
|  |  |  |  |  | (0.100) | (0.254) | (0.102) | (0.206) |
| empl\_m7 |  |  |  |  | 0.640\*\*\* | 1.897\*\*\* | 0.406\*\*\* | 1.501\*\*\* |
|  |  |  |  |  | (0.0591) | (0.112) | (0.0612) | (0.0919) |
| empl\_m8 |  |  |  |  | 0.377\*\*\* | 1.457\*\*\* | 0.186\*\*\* | 1.204\*\*\* |
|  |  |  |  |  | (0.0687) | (0.100) | (0.0703) | (0.0847) |
| empl\_m9 |  |  |  |  | 0.585\*\*\* | 1.795\*\*\* | 0.355\* | 1.426\* |
|  |  |  |  |  | (0.198) | (0.355) | (0.196) | (0.279) |
| 2.mmanager1 |  |  |  |  | 0.0732 | 1.076 | 0.0967 | 1.102 |
|  |  |  |  |  | (0.118) | (0.127) | (0.121) | (0.134) |
| 3.mmanager1 |  |  |  |  | -0.191 | 0.826 | -0.0970 | 0.908 |
|  |  |  |  |  | (0.369) | (0.305) | (0.379) | (0.344) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.339\*\*\* | 0.713\*\*\* |
|  |  |  |  |  |  |  | (0.0553) | (0.0394) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.894\*\*\* | 0.409\*\*\* |
|  |  |  |  |  |  |  | (0.0967) | (0.0396) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -1.404\*\*\* | 0.246\*\*\* |
|  |  |  |  |  |  |  | (0.144) | (0.0354) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -1.436\*\*\* | 0.238\*\*\* |
|  |  |  |  |  |  |  | (0.137) | (0.0325) |
| 2.both |  |  |  |  |  |  | -0.0527 | 0.949 |
|  |  |  |  |  |  |  | (0.0813) | (0.0771) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.625\*\*\* | 1.868\*\*\* |
|  |  |  |  |  |  |  | (0.0744) | (0.139) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.624\*\*\* | 1.866\*\*\* |
|  |  |  |  |  |  |  | (0.0868) | (0.162) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.455 | 1.576 |
|  |  |  |  |  |  |  | (0.451) | (0.711) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.042\*\*\* | 0.353\*\*\* | -0.647\*\*\* | 0.523\*\*\* | -0.359\* | 0.698\* | -0.401\* | 0.670\* |
|  | (0.0543) | (0.0192) | (0.165) | (0.0865) | (0.197) | (0.138) | (0.213) | (0.143) |
| Constant cut2 | 2.540\*\*\* | 12.68\*\*\* | 3.006\*\*\* | 20.22\*\*\* | 3.345\*\*\* | 28.35\*\*\* | 3.416\*\*\* | 30.45\*\*\* |
|  | (0.0613) | (0.777) | (0.170) | (3.433) | (0.202) | (5.725) | (0.218) | (6.628) |
|  |  |  |  |  |  |  |  |  |
| Observations | 13,609 | 13,609 | 13,278 | 13,278 | 13,191 | 13,191 | 13,189 | 13,189 |
| Pseudo R-squared | 0.127 |  | 0.141 |  | 0.150 |  | 0.171 |  |
| ll | -3.586e+06 |  | -3.445e+06 |  | -3.388e+06 |  | -3.302e+06 |  |
| df\_m | 11 |  | 21 |  | 31 |  | 39 |  |
| chi2 | 2042 |  | 2169 |  | 2250 |  | 2511 |  |

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.eduf3 | 0.670\*\*\* | 1.954\*\*\* | 0.372\*\*\* | 1.450\*\*\* | 0.361\*\*\* | 1.435\*\*\* | 0.402\*\*\* | 1.495\*\*\* |
|  | (0.117) | (0.228) | (0.123) | (0.178) | (0.123) | (0.176) | (0.130) | (0.194) |
| 3.eduf3 | 1.548\*\*\* | 4.704\*\*\* | 0.922\*\*\* | 2.514\*\*\* | 1.024\*\*\* | 2.785\*\*\* | 1.005\*\*\* | 2.731\*\*\* |
|  | (0.184) | (0.865) | (0.229) | (0.575) | (0.241) | (0.670) | (0.264) | (0.722) |
| 2.edum3 | 0.499\*\*\* | 1.647\*\*\* | 0.390\*\*\* | 1.477\*\*\* | 0.359\*\*\* | 1.432\*\*\* | 0.369\*\*\* | 1.446\*\*\* |
|  | (0.110) | (0.180) | (0.115) | (0.170) | (0.117) | (0.168) | (0.122) | (0.176) |
| 3.edum3 | 1.244\*\*\* | 3.468\*\*\* | 1.121\*\*\* | 3.067\*\*\* | 0.928\*\*\* | 2.531\*\*\* | 0.899\*\*\* | 2.457\*\*\* |
|  | (0.195) | (0.678) | (0.209) | (0.640) | (0.224) | (0.568) | (0.234) | (0.574) |
| 2.gender | 0.156 | 1.169 | 0.217\*\* | 1.243\*\* | 0.217\*\* | 1.242\*\* | 0.231\*\* | 1.260\*\* |
|  | (0.0993) | (0.116) | (0.102) | (0.127) | (0.103) | (0.129) | (0.109) | (0.137) |
| 2.cohort | 0.322 | 1.380 | 0.199 | 1.221 | 0.186 | 1.204 | 0.236 | 1.266 |
|  | (0.197) | (0.273) | (0.200) | (0.244) | (0.201) | (0.242) | (0.213) | (0.270) |
| 3.cohort | 0.248 | 1.282 | 0.254 | 1.289 | 0.225 | 1.253 | 0.227 | 1.255 |
|  | (0.195) | (0.249) | (0.193) | (0.249) | (0.194) | (0.243) | (0.207) | (0.260) |
| 4.cohort | 0.763\*\*\* | 2.146\*\*\* | 0.671\*\*\* | 1.957\*\*\* | 0.636\*\*\* | 1.888\*\*\* | 0.627\*\*\* | 1.871\*\*\* |
|  | (0.201) | (0.431) | (0.205) | (0.400) | (0.205) | (0.388) | (0.215) | (0.402) |
| 5.cohort | 1.176\*\*\* | 3.243\*\*\* | 1.162\*\*\* | 3.196\*\*\* | 1.112\*\*\* | 3.041\*\*\* | 1.196\*\*\* | 3.307\*\*\* |
|  | (0.208) | (0.674) | (0.203) | (0.650) | (0.203) | (0.618) | (0.212) | (0.701) |
| 6.cohort | 1.078\*\*\* | 2.940\*\*\* | 1.075\*\*\* | 2.929\*\*\* | 1.033\*\*\* | 2.810\*\*\* | 1.086\*\*\* | 2.963\*\*\* |
|  | (0.192) | (0.564) | (0.192) | (0.563) | (0.193) | (0.543) | (0.209) | (0.620) |
| 7.cohort | 1.005\*\*\* | 2.731\*\*\* | 1.104\*\*\* | 3.016\*\*\* | 1.051\*\*\* | 2.861\*\*\* | 1.076\*\*\* | 2.933\*\*\* |
|  | (0.216) | (0.589) | (0.224) | (0.676) | (0.231) | (0.662) | (0.252) | (0.741) |
| empl\_f1 |  |  | -0.384 | 0.681 | -0.316 | 0.729 | -0.443 | 0.642 |
|  |  |  | (0.313) | (0.214) | (0.323) | (0.235) | (0.367) | (0.235) |
| empl\_f3 |  |  | 0.0159 | 1.016 | 0.0782 | 1.081 | -0.0466 | 0.954 |
|  |  |  | (0.367) | (0.373) | (0.373) | (0.403) | (0.416) | (0.397) |
| empl\_f4 |  |  | 0.976\*\*\* | 2.654\*\*\* | 1.016\*\*\* | 2.762\*\*\* | 1.084\*\*\* | 2.957\*\*\* |
|  |  |  | (0.329) | (0.872) | (0.338) | (0.933) | (0.380) | (1.122) |
| empl\_f5 |  |  | 1.159\*\*\* | 3.185\*\*\* | 1.110\*\*\* | 3.033\*\*\* | 1.111\*\*\* | 3.037\*\*\* |
|  |  |  | (0.350) | (1.116) | (0.358) | (1.087) | (0.399) | (1.212) |
| empl\_f6 |  |  | 0.864\*\* | 2.372\*\* | 0.892\*\* | 2.440\*\* | 0.773\*\* | 2.165\*\* |
|  |  |  | (0.344) | (0.816) | (0.353) | (0.861) | (0.387) | (0.838) |
| empl\_f7 |  |  | 0.761\*\*\* | 2.141\*\*\* | 0.791\*\*\* | 2.205\*\*\* | 0.768\*\* | 2.154\*\* |
|  |  |  | (0.258) | (0.552) | (0.265) | (0.584) | (0.311) | (0.671) |
| empl\_f8 |  |  | 0.0513 | 1.053 | 0.121 | 1.128 | 0.110 | 1.116 |
|  |  |  | (0.274) | (0.289) | (0.281) | (0.317) | (0.324) | (0.362) |
| empl\_f9 |  |  | 1.751 | 5.763 | 1.790 | 5.989 | 1.718 | 5.573 |
|  |  |  | (1.304) | (7.514) | (1.357) | (8.129) | (1.286) | (7.166) |
| 2.fmanager1 |  |  | -0.753\*\*\* | 0.471\*\*\* | -0.710\*\*\* | 0.491\*\*\* | -0.718\*\*\* | 0.488\*\*\* |
|  |  |  | (0.139) | (0.0654) | (0.142) | (0.0695) | (0.146) | (0.0711) |
| 3.fmanager1 |  |  | -0.615\*\*\* | 0.541\*\*\* | -0.506\*\* | 0.603\*\* | -0.440\* | 0.644\* |
|  |  |  | (0.228) | (0.124) | (0.233) | (0.140) | (0.245) | (0.158) |
| empl\_m1 |  |  |  |  | -0.666 | 0.514 | -0.300 | 0.741 |
|  |  |  |  |  | (0.605) | (0.311) | (0.694) | (0.514) |
| empl\_m4 |  |  |  |  | 0.0779 | 1.081 | 0.191 | 1.210 |
|  |  |  |  |  | (0.478) | (0.517) | (0.448) | (0.542) |
| empl\_m5 |  |  |  |  | 0.394 | 1.483 | 0.369 | 1.447 |
|  |  |  |  |  | (0.307) | (0.455) | (0.327) | (0.473) |
| empl\_m6 |  |  |  |  | 0.219 | 1.244 | 0.873 | 2.393 |
|  |  |  |  |  | (0.915) | (1.138) | (0.980) | (2.344) |
| empl\_m7 |  |  |  |  | 0.259\* | 1.295\* | 0.208 | 1.231 |
|  |  |  |  |  | (0.153) | (0.199) | (0.165) | (0.203) |
| empl\_m8 |  |  |  |  | -0.0514 | 0.950 | -0.000589 | 0.999 |
|  |  |  |  |  | (0.215) | (0.204) | (0.233) | (0.233) |
| empl\_m9 |  |  |  |  | 0.149 | 1.161 | 0.0300 | 1.030 |
|  |  |  |  |  | (1.042) | (1.210) | (1.070) | (1.103) |
| 2.mmanager1 |  |  |  |  | -0.150 | 0.861 | 0.0102 | 1.010 |
|  |  |  |  |  | (0.268) | (0.230) | (0.264) | (0.267) |
| 3.mmanager1 |  |  |  |  | -1.020\*\* | 0.361\*\* | -0.823 | 0.439 |
|  |  |  |  |  | (0.476) | (0.172) | (0.513) | (0.225) |
| 2.nchild\_groups1 |  |  |  |  |  |  | 0.0529 | 1.054 |
|  |  |  |  |  |  |  | (0.130) | (0.137) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.0482 | 0.953 |
|  |  |  |  |  |  |  | (0.159) | (0.152) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.156 | 0.855 |
|  |  |  |  |  |  |  | (0.165) | (0.141) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.223 | 0.800 |
|  |  |  |  |  |  |  | (0.181) | (0.145) |
| 2.both |  |  |  |  |  |  | -0.338 | 0.713 |
|  |  |  |  |  |  |  | (0.382) | (0.272) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.107 | 1.113 |
|  |  |  |  |  |  |  | (0.194) | (0.216) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.0729 | 1.076 |
|  |  |  |  |  |  |  | (0.205) | (0.221) |
| 4.fin\_sit1 |  |  |  |  |  |  | -0.449 | 0.638 |
|  |  |  |  |  |  |  | (0.455) | (0.291) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | 0.146 | 1.157 | 0.0148 | 1.015 | -0.0676 | 0.935 | 0.115 | 1.122 |
|  | (0.163) | (0.189) | (0.331) | (0.336) | (0.426) | (0.398) | (0.470) | (0.528) |
| Constant cut2 | 1.625\*\*\* | 5.079\*\*\* | 1.572\*\*\* | 4.817\*\*\* | 1.494\*\*\* | 4.457\*\*\* | 1.672\*\*\* | 5.321\*\*\* |
|  | (0.175) | (0.887) | (0.337) | (1.623) | (0.432) | (1.923) | (0.475) | (2.527) |
|  |  |  |  |  |  |  |  |  |
| Observations | 3,177 | 3,177 | 3,072 | 3,072 | 3,030 | 3,030 | 2,815 | 2,815 |
| Pseudo R-squared | 0.108 |  | 0.148 |  | 0.151 |  | 0.158 |  |
| ll | -1.299e+06 |  | -1.195e+06 |  | -1.178e+06 |  | -1.079e+06 |  |
| df\_m | 11 |  | 21 |  | 30 |  | 38 |  |
| chi2 | 332.6 |  | 444.7 |  | 445.1 |  | 434.0 |  |

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.eduf3 | 0.502\*\*\* | 1.652\*\*\* | 0.456\*\*\* | 1.578\*\*\* | 0.439\*\*\* | 1.551\*\*\* | 0.427\*\*\* | 1.533\*\*\* |
|  | (0.116) | (0.191) | (0.124) | (0.196) | (0.129) | (0.199) | (0.130) | (0.199) |
| 3.eduf3 | 1.515\*\*\* | 4.549\*\*\* | 1.265\*\*\* | 3.545\*\*\* | 1.247\*\*\* | 3.478\*\*\* | 1.237\*\*\* | 3.444\*\*\* |
|  | (0.184) | (0.838) | (0.250) | (0.887) | (0.252) | (0.878) | (0.251) | (0.865) |
| 2.edum3 | 0.389\*\*\* | 1.475\*\*\* | 0.356\*\*\* | 1.428\*\*\* | 0.348\*\*\* | 1.416\*\*\* | 0.330\*\* | 1.391\*\* |
|  | (0.120) | (0.177) | (0.125) | (0.178) | (0.135) | (0.191) | (0.135) | (0.188) |
| 3.edum3 | 0.761\*\*\* | 2.141\*\*\* | 0.720\*\*\* | 2.055\*\*\* | 0.587\*\* | 1.799\*\* | 0.593\*\* | 1.810\*\* |
|  | (0.233) | (0.499) | (0.239) | (0.490) | (0.291) | (0.524) | (0.292) | (0.528) |
| 2.gender | 0.493\*\*\* | 1.637\*\*\* | 0.507\*\*\* | 1.660\*\*\* | 0.521\*\*\* | 1.684\*\*\* | 0.517\*\*\* | 1.678\*\*\* |
|  | (0.109) | (0.178) | (0.111) | (0.184) | (0.113) | (0.191) | (0.114) | (0.191) |
| 2.cohort | -0.143 | 0.867 | -0.129 | 0.879 | -0.131 | 0.877 | -0.173 | 0.841 |
|  | (0.201) | (0.174) | (0.203) | (0.179) | (0.204) | (0.179) | (0.203) | (0.170) |
| 3.cohort | 0.0501 | 1.051 | 0.0640 | 1.066 | 0.00398 | 1.004 | -0.0177 | 0.982 |
|  | (0.203) | (0.213) | (0.207) | (0.220) | (0.212) | (0.213) | (0.214) | (0.210) |
| 4.cohort | 0.294 | 1.341 | 0.350\* | 1.420\* | 0.275 | 1.317 | 0.262 | 1.300 |
|  | (0.195) | (0.262) | (0.198) | (0.280) | (0.202) | (0.266) | (0.204) | (0.265) |
| 5.cohort | 0.394\* | 1.483\* | 0.423\*\* | 1.527\*\* | 0.369\* | 1.446\* | 0.365 | 1.441 |
|  | (0.205) | (0.304) | (0.213) | (0.325) | (0.220) | (0.319) | (0.226) | (0.325) |
| 6.cohort | 0.142 | 1.153 | 0.161 | 1.175 | 0.120 | 1.128 | 0.136 | 1.145 |
|  | (0.201) | (0.232) | (0.205) | (0.241) | (0.208) | (0.235) | (0.211) | (0.242) |
| 7.cohort | -0.427\*\* | 0.653\*\* | -0.362\* | 0.697\* | -0.381\* | 0.683\* | -0.424\* | 0.655\* |
|  | (0.214) | (0.139) | (0.218) | (0.152) | (0.222) | (0.152) | (0.224) | (0.147) |
| empl\_f1 |  |  | -0.0916 | 0.912 | -0.0930 | 0.911 | 0.0457 | 1.047 |
|  |  |  | (0.563) | (0.514) | (0.555) | (0.506) | (0.564) | (0.590) |
| empl\_f4 |  |  | 0.537 | 1.711 | 0.488 | 1.629 | 0.134 | 1.143 |
|  |  |  | (0.526) | (0.901) | (0.543) | (0.884) | (0.520) | (0.594) |
| empl\_f5 |  |  | 0.780 | 2.181 | 0.746 | 2.108 | 0.433 | 1.542 |
|  |  |  | (0.530) | (1.156) | (0.546) | (1.151) | (0.520) | (0.802) |
| empl\_f6 |  |  | 0.755 | 2.127 | 0.775 | 2.170 | 0.405 | 1.500 |
|  |  |  | (0.539) | (1.147) | (0.556) | (1.206) | (0.533) | (0.799) |
| empl\_f7 |  |  | 0.376 | 1.457 | 0.339 | 1.404 | 0.0571 | 1.059 |
|  |  |  | (0.504) | (0.735) | (0.523) | (0.734) | (0.495) | (0.524) |
| empl\_f8 |  |  | -0.0668 | 0.935 | -0.0222 | 0.978 | -0.288 | 0.750 |
|  |  |  | (0.573) | (0.536) | (0.595) | (0.582) | (0.573) | (0.429) |
| empl\_f9 |  |  | -0.0408 | 0.960 | -0.0219 | 0.978 | -0.298 | 0.742 |
|  |  |  | (0.701) | (0.673) | (0.713) | (0.698) | (0.678) | (0.503) |
| 2.fmanager1 |  |  | -0.00488 | 0.995 | -0.0387 | 0.962 | 0.0116 | 1.012 |
|  |  |  | (0.125) | (0.124) | (0.128) | (0.123) | (0.129) | (0.131) |
| 3.fmanager1 |  |  | -0.0820 | 0.921 | -0.0424 | 0.959 | 0.0871 | 1.091 |
|  |  |  | (0.429) | (0.395) | (0.428) | (0.410) | (0.414) | (0.452) |
| empl\_m1 |  |  |  |  | -17.01\*\*\* | 4.10e-08\*\*\* | -17.10\*\*\* | 3.73e-08\*\*\* |
|  |  |  |  |  | (1.024) | (4.20e-08) | (1.028) | (3.84e-08) |
| empl\_m4 |  |  |  |  | 0.473 | 1.605 | 0.346 | 1.413 |
|  |  |  |  |  | (0.377) | (0.606) | (0.389) | (0.549) |
| empl\_m5 |  |  |  |  | 0.405\* | 1.500\* | 0.361 | 1.435 |
|  |  |  |  |  | (0.245) | (0.368) | (0.251) | (0.361) |
| empl\_m6 |  |  |  |  | -0.110 | 0.895 | -0.114 | 0.892 |
|  |  |  |  |  | (0.262) | (0.235) | (0.268) | (0.239) |
| empl\_m7 |  |  |  |  | 0.267\* | 1.306\* | 0.218 | 1.244 |
|  |  |  |  |  | (0.140) | (0.182) | (0.145) | (0.180) |
| empl\_m8 |  |  |  |  | -0.191 | 0.826 | -0.186 | 0.830 |
|  |  |  |  |  | (0.201) | (0.166) | (0.204) | (0.170) |
| empl\_m9 |  |  |  |  | 0.0304 | 1.031 | -0.0325 | 0.968 |
|  |  |  |  |  | (0.436) | (0.450) | (0.435) | (0.421) |
| 2.mmanager1 |  |  |  |  | 0.338\*\* | 1.403\*\* | 0.310\* | 1.363\* |
|  |  |  |  |  | (0.162) | (0.227) | (0.162) | (0.221) |
| 3.mmanager1 |  |  |  |  | -0.803 | 0.448 | -0.915\* | 0.401\* |
|  |  |  |  |  | (0.501) | (0.224) | (0.493) | (0.197) |
| 2.nchild\_groups1 |  |  |  |  |  |  | 0.138 | 1.148 |
|  |  |  |  |  |  |  | (0.138) | (0.158) |
| 3.nchild\_groups1 |  |  |  |  |  |  | 0.0780 | 1.081 |
|  |  |  |  |  |  |  | (0.174) | (0.188) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.188 | 0.829 |
|  |  |  |  |  |  |  | (0.276) | (0.229) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.304 | 0.738 |
|  |  |  |  |  |  |  | (0.292) | (0.215) |
| 2.both |  |  |  |  |  |  | -0.208 | 0.812 |
|  |  |  |  |  |  |  | (0.236) | (0.192) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.538\*\*\* | 1.712\*\*\* |
|  |  |  |  |  |  |  | (0.199) | (0.340) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.707\*\*\* | 2.028\*\*\* |
|  |  |  |  |  |  |  | (0.218) | (0.441) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.00831 | 1.008 |
|  |  |  |  |  |  |  | (0.483) | (0.487) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.512\*\*\* | 0.599\*\*\* | -0.108 | 0.898 | 0.184 | 1.202 | 0.365 | 1.441 |
|  | (0.161) | (0.0963) | (0.541) | (0.486) | (0.586) | (0.705) | (0.571) | (0.822) |
| Constant cut2 | 1.664\*\*\* | 5.281\*\*\* | 2.064\*\*\* | 7.880\*\*\* | 2.383\*\*\* | 10.84\*\*\* | 2.584\*\*\* | 13.25\*\*\* |
|  | (0.162) | (0.855) | (0.544) | (4.285) | (0.590) | (6.394) | (0.577) | (7.649) |
|  |  |  |  |  |  |  |  |  |
| Observations | 1,645 | 1,645 | 1,604 | 1,604 | 1,591 | 1,591 | 1,590 | 1,590 |
| Pseudo R-squared | 0.0638 |  | 0.0697 |  | 0.0767 |  | 0.0826 |  |
| ll | -65929 |  | -64030 |  | -63034 |  | -62591 |  |
| df\_m | 11 |  | 20 |  | 29 |  | 37 |  |
| chi2 | 175.8 |  | 192.0 |  | 505.6 |  | 504.1 |  |

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.eduf3 | 1.168\*\*\* | 3.217\*\*\* | 0.889\*\*\* | 2.432\*\*\* | 0.892\*\*\* | 2.440\*\*\* | 0.846\*\*\* | 2.331\*\*\* |
|  | (0.0535) | (0.172) | (0.0559) | (0.136) | (0.0558) | (0.136) | (0.0558) | (0.130) |
| 3.eduf3 | 1.912\*\*\* | 6.769\*\*\* | 1.411\*\*\* | 4.101\*\*\* | 1.445\*\*\* | 4.241\*\*\* | 1.410\*\*\* | 4.097\*\*\* |
|  | (0.116) | (0.787) | (0.129) | (0.530) | (0.131) | (0.557) | (0.129) | (0.530) |
| 2.edum3 | 1.045\*\*\* | 2.842\*\*\* | 0.968\*\*\* | 2.634\*\*\* | 0.846\*\*\* | 2.329\*\*\* | 0.811\*\*\* | 2.251\*\*\* |
|  | (0.0586) | (0.167) | (0.0592) | (0.156) | (0.0631) | (0.147) | (0.0630) | (0.142) |
| 3.edum3 | 1.423\*\*\* | 4.148\*\*\* | 1.341\*\*\* | 3.824\*\*\* | 1.027\*\*\* | 2.792\*\*\* | 0.993\*\*\* | 2.699\*\*\* |
|  | (0.166) | (0.688) | (0.165) | (0.631) | (0.177) | (0.495) | (0.182) | (0.492) |
| 2.gender | 0.212\*\*\* | 1.236\*\*\* | 0.223\*\*\* | 1.249\*\*\* | 0.222\*\*\* | 1.249\*\*\* | 0.234\*\*\* | 1.264\*\*\* |
|  | (0.0341) | (0.0422) | (0.0343) | (0.0429) | (0.0343) | (0.0429) | (0.0348) | (0.0440) |
| 2.cohort | 0.240\*\*\* | 1.272\*\*\* | 0.231\*\*\* | 1.259\*\*\* | 0.226\*\*\* | 1.253\*\*\* | 0.207\*\*\* | 1.230\*\*\* |
|  | (0.0673) | (0.0856) | (0.0675) | (0.0850) | (0.0676) | (0.0847) | (0.0692) | (0.0851) |
| 3.cohort | 0.280\*\*\* | 1.323\*\*\* | 0.247\*\*\* | 1.280\*\*\* | 0.239\*\*\* | 1.270\*\*\* | 0.180\*\*\* | 1.197\*\*\* |
|  | (0.0639) | (0.0846) | (0.0644) | (0.0825) | (0.0645) | (0.0819) | (0.0664) | (0.0795) |
| 4.cohort | 0.399\*\*\* | 1.491\*\*\* | 0.370\*\*\* | 1.448\*\*\* | 0.357\*\*\* | 1.429\*\*\* | 0.268\*\*\* | 1.308\*\*\* |
|  | (0.0641) | (0.0956) | (0.0641) | (0.0928) | (0.0642) | (0.0917) | (0.0659) | (0.0861) |
| 5.cohort | 0.591\*\*\* | 1.805\*\*\* | 0.565\*\*\* | 1.760\*\*\* | 0.551\*\*\* | 1.736\*\*\* | 0.418\*\*\* | 1.519\*\*\* |
|  | (0.0677) | (0.122) | (0.0680) | (0.120) | (0.0681) | (0.118) | (0.0691) | (0.105) |
| 6.cohort | 0.686\*\*\* | 1.986\*\*\* | 0.675\*\*\* | 1.963\*\*\* | 0.659\*\*\* | 1.932\*\*\* | 0.523\*\*\* | 1.688\*\*\* |
|  | (0.0714) | (0.142) | (0.0714) | (0.140) | (0.0714) | (0.138) | (0.0732) | (0.124) |
| 7.cohort | 0.681\*\*\* | 1.975\*\*\* | 0.692\*\*\* | 1.998\*\*\* | 0.680\*\*\* | 1.973\*\*\* | 0.548\*\*\* | 1.730\*\*\* |
|  | (0.0733) | (0.145) | (0.0741) | (0.148) | (0.0746) | (0.147) | (0.0760) | (0.131) |
| empl\_f1 |  |  | -0.707\*\*\* | 0.493\*\*\* | -0.712\*\*\* | 0.491\*\*\* | -0.423\*\* | 0.655\*\* |
|  |  |  | (0.185) | (0.0913) | (0.188) | (0.0921) | (0.198) | (0.130) |
| empl\_f3 |  |  | 0.896\*\*\* | 2.450\*\*\* | 0.883\*\*\* | 2.418\*\*\* | 0.757\*\*\* | 2.132\*\*\* |
|  |  |  | (0.181) | (0.444) | (0.180) | (0.436) | (0.183) | (0.390) |
| empl\_f4 |  |  | 0.458\*\*\* | 1.581\*\*\* | 0.422\*\*\* | 1.525\*\*\* | 0.333\*\*\* | 1.396\*\*\* |
|  |  |  | (0.119) | (0.188) | (0.120) | (0.184) | (0.123) | (0.172) |
| empl\_f5 |  |  | 0.670\*\*\* | 1.954\*\*\* | 0.605\*\*\* | 1.831\*\*\* | 0.526\*\*\* | 1.692\*\*\* |
|  |  |  | (0.135) | (0.264) | (0.135) | (0.248) | (0.138) | (0.233) |
| empl\_f6 |  |  | 0.665\*\*\* | 1.944\*\*\* | 0.628\*\*\* | 1.874\*\*\* | 0.518\*\*\* | 1.679\*\*\* |
|  |  |  | (0.109) | (0.212) | (0.109) | (0.205) | (0.113) | (0.189) |
| empl\_f7 |  |  | 0.136 | 1.146 | 0.111 | 1.117 | 0.0554 | 1.057 |
|  |  |  | (0.0939) | (0.108) | (0.0939) | (0.105) | (0.0971) | (0.103) |
| empl\_f8 |  |  | -0.390\*\*\* | 0.677\*\*\* | -0.376\*\*\* | 0.687\*\*\* | -0.358\*\*\* | 0.699\*\*\* |
|  |  |  | (0.104) | (0.0703) | (0.104) | (0.0712) | (0.107) | (0.0749) |
| empl\_f9 |  |  | 0.205 | 1.227 | 0.262 | 1.300 | 0.241 | 1.272 |
|  |  |  | (0.163) | (0.200) | (0.172) | (0.223) | (0.173) | (0.220) |
| 3.fmanager1 |  |  | -0.284\*\*\* | 0.753\*\*\* | -0.272\*\*\* | 0.762\*\*\* | -0.212\*\*\* | 0.809\*\*\* |
|  |  |  | (0.0441) | (0.0332) | (0.0456) | (0.0347) | (0.0460) | (0.0372) |
| empl\_m1 |  |  |  |  | 0.0885 | 1.093 | 0.138 | 1.148 |
|  |  |  |  |  | (0.259) | (0.283) | (0.268) | (0.308) |
| empl\_m4 |  |  |  |  | 0.268\* | 1.307\* | 0.157 | 1.170 |
|  |  |  |  |  | (0.141) | (0.185) | (0.142) | (0.166) |
| empl\_m5 |  |  |  |  | 0.484\*\*\* | 1.623\*\*\* | 0.408\*\*\* | 1.503\*\*\* |
|  |  |  |  |  | (0.113) | (0.183) | (0.113) | (0.170) |
| empl\_m6 |  |  |  |  | 0.310\*\*\* | 1.364\*\*\* | 0.222\* | 1.249\* |
|  |  |  |  |  | (0.118) | (0.161) | (0.115) | (0.144) |
| empl\_m7 |  |  |  |  | 0.188\*\*\* | 1.207\*\*\* | 0.0915\* | 1.096\* |
|  |  |  |  |  | (0.0471) | (0.0568) | (0.0477) | (0.0523) |
| empl\_m8 |  |  |  |  | -0.140\* | 0.870\* | -0.183\*\* | 0.833\*\* |
|  |  |  |  |  | (0.0728) | (0.0634) | (0.0746) | (0.0621) |
| empl\_m9 |  |  |  |  | -0.286 | 0.751 | -0.412\* | 0.662\* |
|  |  |  |  |  | (0.235) | (0.177) | (0.242) | (0.160) |
| 3.mmanager1 |  |  |  |  | -0.0518 | 0.950 | -0.0468 | 0.954 |
|  |  |  |  |  | (0.105) | (0.0994) | (0.106) | (0.101) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.312\*\*\* | 0.732\*\*\* |
|  |  |  |  |  |  |  | (0.0452) | (0.0331) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.596\*\*\* | 0.551\*\*\* |
|  |  |  |  |  |  |  | (0.0701) | (0.0386) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.749\*\*\* | 0.473\*\*\* |
|  |  |  |  |  |  |  | (0.110) | (0.0521) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -1.047\*\*\* | 0.351\*\*\* |
|  |  |  |  |  |  |  | (0.123) | (0.0433) |
| 1o.both |  |  |  |  |  |  | - | - |
|  |  |  |  |  |  |  |  |  |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.774\*\*\* | 2.168\*\*\* |
|  |  |  |  |  |  |  | (0.0660) | (0.143) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.996\*\*\* | 2.708\*\*\* |
|  |  |  |  |  |  |  | (0.0751) | (0.203) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | 0.450\*\*\* | 1.569\*\*\* | 0.279\*\* | 1.321\*\* | 0.237 | 1.267 | 0.682\*\*\* | 1.978\*\*\* |
|  | (0.0539) | (0.0845) | (0.111) | (0.147) | (0.144) | (0.183) | (0.157) | (0.311) |
| Constant cut2 | 2.897\*\*\* | 18.13\*\*\* | 2.772\*\*\* | 15.99\*\*\* | 2.738\*\*\* | 15.45\*\*\* | 3.237\*\*\* | 25.47\*\*\* |
|  | (0.0620) | (1.123) | (0.116) | (1.848) | (0.149) | (2.301) | (0.162) | (4.118) |
|  |  |  |  |  |  |  |  |  |
| Observations | 20,652 | 20,652 | 20,652 | 20,652 | 20,652 | 20,652 | 20,652 | 20,652 |
| Pseudo R-squared | 0.107 |  | 0.119 |  | 0.121 |  | 0.139 |  |
| ll | -2.400e+07 |  | -2.370e+07 |  | -2.370e+07 |  | -2.320e+07 |  |
| df\_m | 11 |  | 20 |  | 28 |  | 34 |  |
| chi2 | 2586 |  | 2857 |  | 2832 |  | 3052 |  |

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.eduf3 | 0.853\*\*\* | 2.347\*\*\* | 0.838\*\*\* | 2.313\*\*\* | 0.834\*\*\* | 2.302\*\*\* | 0.824\*\*\* | 2.281\*\*\* |
|  | (0.137) | (0.321) | (0.143) | (0.330) | (0.142) | (0.327) | (0.143) | (0.327) |
| 3.eduf3 | 1.598\*\*\* | 4.942\*\*\* | 1.632\*\*\* | 5.115\*\*\* | 1.678\*\*\* | 5.356\*\*\* | 1.684\*\*\* | 5.388\*\*\* |
|  | (0.218) | (1.077) | (0.251) | (1.285) | (0.250) | (1.339) | (0.248) | (1.336) |
| 2.edum3 | 0.847\*\*\* | 2.333\*\*\* | 0.781\*\*\* | 2.183\*\*\* | 0.618\*\*\* | 1.855\*\*\* | 0.524\*\*\* | 1.688\*\*\* |
|  | (0.122) | (0.285) | (0.124) | (0.271) | (0.133) | (0.247) | (0.135) | (0.227) |
| 3.edum3 | 1.802\*\*\* | 6.064\*\*\* | 1.750\*\*\* | 5.757\*\*\* | 1.385\*\*\* | 3.996\*\*\* | 1.265\*\*\* | 3.542\*\*\* |
|  | (0.189) | (1.147) | (0.186) | (1.072) | (0.213) | (0.852) | (0.219) | (0.775) |
| 2.gender | 0.606\*\*\* | 1.832\*\*\* | 0.619\*\*\* | 1.858\*\*\* | 0.634\*\*\* | 1.885\*\*\* | 0.643\*\*\* | 1.903\*\*\* |
|  | (0.0905) | (0.166) | (0.0912) | (0.169) | (0.0909) | (0.171) | (0.0910) | (0.173) |
| 2.cohort | 0.209\* | 1.233\* | 0.202\* | 1.224\* | 0.201\* | 1.223\* | 0.150 | 1.162 |
|  | (0.117) | (0.145) | (0.119) | (0.146) | (0.120) | (0.147) | (0.121) | (0.141) |
| 3.cohort | 0.00962 | 1.010 | 0.00367 | 1.004 | 0.0168 | 1.017 | -0.0437 | 0.957 |
|  | (0.120) | (0.122) | (0.124) | (0.125) | (0.126) | (0.128) | (0.126) | (0.121) |
| 4.cohort | -0.0937 | 0.911 | -0.112 | 0.894 | -0.117 | 0.889 | -0.208 | 0.812 |
|  | (0.127) | (0.115) | (0.130) | (0.116) | (0.131) | (0.116) | (0.133) | (0.108) |
| 5.cohort | -0.452\*\*\* | 0.636\*\*\* | -0.528\*\*\* | 0.590\*\*\* | -0.507\*\*\* | 0.603\*\*\* | -0.597\*\*\* | 0.550\*\*\* |
|  | (0.159) | (0.101) | (0.162) | (0.0957) | (0.165) | (0.0993) | (0.165) | (0.0911) |
| 6.cohort | -0.438\*\* | 0.645\*\* | -0.471\*\* | 0.625\*\* | -0.457\*\* | 0.633\*\* | -0.510\*\* | 0.601\*\* |
|  | (0.200) | (0.129) | (0.201) | (0.125) | (0.205) | (0.130) | (0.207) | (0.124) |
| 7.cohort | -0.425\* | 0.654\* | -0.480\*\* | 0.619\*\* | -0.421\* | 0.656\* | -0.474\*\* | 0.623\*\* |
|  | (0.235) | (0.153) | (0.234) | (0.145) | (0.232) | (0.152) | (0.231) | (0.144) |
| empl\_f1 |  |  | -0.236 | 0.790 | 0.319 | 1.376 | 0.418 | 1.518 |
|  |  |  | (0.335) | (0.265) | (0.687) | (0.944) | (0.632) | (0.960) |
| empl\_f3 |  |  | -0.969\* | 0.379\* | -1.125\*\* | 0.325\*\* | -1.216\*\* | 0.296\*\* |
|  |  |  | (0.535) | (0.203) | (0.533) | (0.173) | (0.534) | (0.158) |
| empl\_f4 |  |  | 0.192 | 1.212 | 0.00579 | 1.006 | -0.0815 | 0.922 |
|  |  |  | (0.397) | (0.481) | (0.418) | (0.420) | (0.434) | (0.400) |
| empl\_f5 |  |  | 0.0983 | 1.103 | -0.102 | 0.903 | -0.193 | 0.824 |
|  |  |  | (0.342) | (0.377) | (0.341) | (0.308) | (0.351) | (0.289) |
| empl\_f6 |  |  | 0.255 | 1.290 | 0.114 | 1.120 | 0.0203 | 1.020 |
|  |  |  | (0.385) | (0.496) | (0.390) | (0.437) | (0.397) | (0.405) |
| empl\_f7 |  |  | 0.295 | 1.343 | 0.234 | 1.264 | 0.132 | 1.141 |
|  |  |  | (0.285) | (0.383) | (0.282) | (0.357) | (0.291) | (0.333) |
| empl\_f8 |  |  | -0.308 | 0.735 | -0.248 | 0.780 | -0.324 | 0.723 |
|  |  |  | (0.287) | (0.211) | (0.285) | (0.222) | (0.294) | (0.213) |
| empl\_f9 |  |  | 0.267 | 1.306 | 0.332 | 1.394 | 0.198 | 1.218 |
|  |  |  | (0.346) | (0.452) | (0.361) | (0.503) | (0.365) | (0.445) |
| 2.fmanager1 |  |  | -0.0808 | 0.922 | -0.0944 | 0.910 | -0.0696 | 0.933 |
|  |  |  | (0.210) | (0.194) | (0.224) | (0.203) | (0.229) | (0.214) |
| 3.fmanager1 |  |  | -0.781\* | 0.458\* | -0.892\*\* | 0.410\*\* | -0.868\*\* | 0.420\*\* |
|  |  |  | (0.405) | (0.185) | (0.400) | (0.164) | (0.415) | (0.174) |
| empl\_m1 |  |  |  |  | -0.991 | 0.371 | -1.169 | 0.311 |
|  |  |  |  |  | (1.146) | (0.425) | (1.121) | (0.348) |
| empl\_m4 |  |  |  |  | 0.440 | 1.553 | 0.347 | 1.414 |
|  |  |  |  |  | (0.430) | (0.668) | (0.439) | (0.620) |
| empl\_m5 |  |  |  |  | 0.575\*\* | 1.777\*\* | 0.460\*\* | 1.584\*\* |
|  |  |  |  |  | (0.226) | (0.402) | (0.230) | (0.365) |
| empl\_m6 |  |  |  |  | 0.469\* | 1.598\* | 0.346 | 1.413 |
|  |  |  |  |  | (0.242) | (0.387) | (0.246) | (0.347) |
| empl\_m7 |  |  |  |  | 0.168 | 1.183 | 0.0583 | 1.060 |
|  |  |  |  |  | (0.150) | (0.178) | (0.152) | (0.161) |
| empl\_m8 |  |  |  |  | -0.138 | 0.871 | -0.204 | 0.816 |
|  |  |  |  |  | (0.149) | (0.130) | (0.150) | (0.123) |
| empl\_m9 |  |  |  |  | -0.183 | 0.833 | -0.264 | 0.768 |
|  |  |  |  |  | (0.371) | (0.309) | (0.363) | (0.279) |
| 2.mmanager1 |  |  |  |  | 0.0491 | 1.050 | 0.0535 | 1.055 |
|  |  |  |  |  | (0.232) | (0.243) | (0.234) | (0.247) |
| 3.mmanager1 |  |  |  |  | 0.271 | 1.311 | 0.165 | 1.179 |
|  |  |  |  |  | (0.402) | (0.527) | (0.401) | (0.473) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.240\*\* | 0.786\*\* |
|  |  |  |  |  |  |  | (0.108) | (0.0853) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.314\*\* | 0.731\*\* |
|  |  |  |  |  |  |  | (0.149) | (0.109) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.921\*\*\* | 0.398\*\*\* |
|  |  |  |  |  |  |  | (0.241) | (0.0961) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.976\*\*\* | 0.377\*\*\* |
|  |  |  |  |  |  |  | (0.215) | (0.0811) |
| 2.both |  |  |  |  |  |  | -0.129 | 0.879 |
|  |  |  |  |  |  |  | (0.228) | (0.201) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.353\*\* | 1.423\*\* |
|  |  |  |  |  |  |  | (0.156) | (0.222) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.385\*\* | 1.469\*\* |
|  |  |  |  |  |  |  | (0.172) | (0.253) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.950\*\* | 2.585\*\* |
|  |  |  |  |  |  |  | (0.390) | (1.008) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.710\*\*\* | 0.181\*\*\* | -1.770\*\*\* | 0.170\*\*\* | -1.747\*\*\* | 0.174\*\*\* | -1.882\*\*\* | 0.152\*\*\* |
|  | (0.116) | (0.0210) | (0.364) | (0.0621) | (0.418) | (0.0728) | (0.441) | (0.0672) |
| Constant cut2 | 1.820\*\*\* | 6.173\*\*\* | 1.820\*\*\* | 6.171\*\*\* | 1.858\*\*\* | 6.411\*\*\* | 1.793\*\*\* | 6.005\*\*\* |
|  | (0.114) | (0.703) | (0.364) | (2.243) | (0.419) | (2.683) | (0.444) | (2.667) |
|  |  |  |  |  |  |  |  |  |
| Observations | 4,882 | 4,882 | 4,779 | 4,779 | 4,755 | 4,755 | 4,755 | 4,755 |
| Pseudo R-squared | 0.125 |  | 0.137 |  | 0.140 |  | 0.150 |  |
| ll | -952932 |  | -922158 |  | -913514 |  | -903038 |  |
| df\_m | 11 |  | 21 |  | 30 |  | 38 |  |
| chi2 | 436.7 |  | 534.5 |  | 493.0 |  | 570.5 |  |

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.eduf3 | 1.173\*\*\* | 3.231\*\*\* | 0.931\*\*\* | 2.536\*\*\* | 0.910\*\*\* | 2.485\*\*\* | 0.849\*\*\* | 2.337\*\*\* |
|  | (0.0853) | (0.275) | (0.0891) | (0.226) | (0.0897) | (0.223) | (0.0912) | (0.213) |
| 3.eduf3 | 2.586\*\*\* | 13.28\*\*\* | 1.855\*\*\* | 6.392\*\*\* | 1.877\*\*\* | 6.532\*\*\* | 1.851\*\*\* | 6.368\*\*\* |
|  | (0.168) | (2.231) | (0.200) | (1.278) | (0.207) | (1.349) | (0.208) | (1.322) |
| 2.edum3 | 0.872\*\*\* | 2.392\*\*\* | 0.789\*\*\* | 2.200\*\*\* | 0.703\*\*\* | 2.019\*\*\* | 0.642\*\*\* | 1.900\*\*\* |
|  | (0.0918) | (0.220) | (0.0937) | (0.206) | (0.0961) | (0.194) | (0.0986) | (0.187) |
| 3.edum3 | 1.884\*\*\* | 6.580\*\*\* | 1.739\*\*\* | 5.690\*\*\* | 1.221\*\*\* | 3.389\*\*\* | 1.232\*\*\* | 3.427\*\*\* |
|  | (0.224) | (1.474) | (0.234) | (1.331) | (0.251) | (0.852) | (0.249) | (0.854) |
| 2.gender | -0.279\*\*\* | 0.757\*\*\* | -0.279\*\*\* | 0.757\*\*\* | -0.302\*\*\* | 0.739\*\*\* | -0.278\*\*\* | 0.757\*\*\* |
|  | (0.0719) | (0.0544) | (0.0731) | (0.0553) | (0.0737) | (0.0545) | (0.0740) | (0.0560) |
| 2.cohort | -0.0313 | 0.969 | 0.0113 | 1.011 | 0.0192 | 1.019 | 0.0506 | 1.052 |
|  | (0.133) | (0.129) | (0.136) | (0.138) | (0.138) | (0.140) | (0.139) | (0.146) |
| 3.cohort | 0.150 | 1.162 | 0.217\* | 1.243\* | 0.228\* | 1.256\* | 0.219\* | 1.244\* |
|  | (0.124) | (0.144) | (0.127) | (0.158) | (0.128) | (0.161) | (0.131) | (0.164) |
| 4.cohort | 0.428\*\*\* | 1.534\*\*\* | 0.468\*\*\* | 1.597\*\*\* | 0.491\*\*\* | 1.634\*\*\* | 0.422\*\*\* | 1.526\*\*\* |
|  | (0.137) | (0.210) | (0.140) | (0.224) | (0.141) | (0.231) | (0.143) | (0.219) |
| 5.cohort | 0.446\*\*\* | 1.563\*\*\* | 0.503\*\*\* | 1.653\*\*\* | 0.494\*\*\* | 1.639\*\*\* | 0.459\*\*\* | 1.583\*\*\* |
|  | (0.135) | (0.211) | (0.140) | (0.231) | (0.142) | (0.233) | (0.144) | (0.228) |
| 6.cohort | 0.424\*\*\* | 1.527\*\*\* | 0.514\*\*\* | 1.672\*\*\* | 0.538\*\*\* | 1.712\*\*\* | 0.481\*\*\* | 1.618\*\*\* |
|  | (0.140) | (0.214) | (0.143) | (0.239) | (0.144) | (0.247) | (0.146) | (0.237) |
| 7.cohort | 0.573\*\*\* | 1.773\*\*\* | 0.663\*\*\* | 1.940\*\*\* | 0.717\*\*\* | 2.048\*\*\* | 0.639\*\*\* | 1.894\*\*\* |
|  | (0.140) | (0.248) | (0.146) | (0.283) | (0.149) | (0.305) | (0.150) | (0.284) |
| empl\_f1 |  |  | 0.483 | 1.622 | 0.642 | 1.900 | 0.790 | 2.203 |
|  |  |  | (0.782) | (1.268) | (0.805) | (1.529) | (0.684) | (1.507) |
| empl\_f3 |  |  | 0.992\* | 2.697\* | 1.221\*\* | 3.389\*\* | 1.178\*\* | 3.248\*\* |
|  |  |  | (0.524) | (1.413) | (0.515) | (1.746) | (0.528) | (1.717) |
| empl\_f4 |  |  | 0.829\*\* | 2.290\*\* | 0.994\*\* | 2.701\*\* | 0.956\*\* | 2.602\*\* |
|  |  |  | (0.389) | (0.891) | (0.395) | (1.067) | (0.413) | (1.074) |
| empl\_f5 |  |  | 1.567\*\*\* | 4.794\*\*\* | 1.676\*\*\* | 5.343\*\*\* | 1.597\*\*\* | 4.936\*\*\* |
|  |  |  | (0.409) | (1.960) | (0.413) | (2.206) | (0.426) | (2.104) |
| empl\_f6 |  |  | 1.138\*\*\* | 3.121\*\*\* | 1.255\*\*\* | 3.507\*\*\* | 1.226\*\*\* | 3.407\*\*\* |
|  |  |  | (0.373) | (1.165) | (0.376) | (1.319) | (0.392) | (1.336) |
| empl\_f7 |  |  | 0.532 | 1.703 | 0.692\* | 1.998\* | 0.660\* | 1.936\* |
|  |  |  | (0.355) | (0.605) | (0.358) | (0.716) | (0.375) | (0.725) |
| empl\_f8 |  |  | 0.210 | 1.233 | 0.384 | 1.469 | 0.347 | 1.414 |
|  |  |  | (0.397) | (0.490) | (0.401) | (0.588) | (0.416) | (0.588) |
| empl\_f9 |  |  | 1.477\*\* | 4.378\*\* | 1.610\*\* | 5.004\*\* | 1.189\* | 3.285\* |
|  |  |  | (0.659) | (2.886) | (0.666) | (3.333) | (0.683) | (2.244) |
| 2.fmanager1 |  |  | -0.460\*\*\* | 0.631\*\*\* | -0.437\*\*\* | 0.646\*\*\* | -0.399\*\*\* | 0.671\*\*\* |
|  |  |  | (0.0931) | (0.0588) | (0.0976) | (0.0631) | (0.0990) | (0.0664) |
| 3.fmanager1 |  |  | -0.454 | 0.635 | -0.378 | 0.685 | -0.249 | 0.779 |
|  |  |  | (0.329) | (0.209) | (0.336) | (0.231) | (0.331) | (0.258) |
| empl\_m1 |  |  |  |  | 0.995\*\*\* | 2.706\*\*\* | 1.075\*\*\* | 2.929\*\*\* |
|  |  |  |  |  | (0.324) | (0.876) | (0.367) | (1.076) |
| empl\_m4 |  |  |  |  | -0.0471 | 0.954 | -0.121 | 0.886 |
|  |  |  |  |  | (0.237) | (0.226) | (0.235) | (0.209) |
| empl\_m5 |  |  |  |  | 0.846\*\*\* | 2.330\*\*\* | 0.798\*\*\* | 2.221\*\*\* |
|  |  |  |  |  | (0.303) | (0.706) | (0.301) | (0.668) |
| empl\_m6 |  |  |  |  | 0.432\*\* | 1.540\*\* | 0.466\*\* | 1.594\*\* |
|  |  |  |  |  | (0.203) | (0.313) | (0.213) | (0.340) |
| empl\_m7 |  |  |  |  | -0.104 | 0.901 | -0.0817 | 0.922 |
|  |  |  |  |  | (0.0976) | (0.0880) | (0.0995) | (0.0917) |
| empl\_m8 |  |  |  |  | -0.210\* | 0.811\* | -0.219\* | 0.804\* |
|  |  |  |  |  | (0.121) | (0.0981) | (0.122) | (0.0982) |
| empl\_m9 |  |  |  |  | -0.683 | 0.505 | -0.491 | 0.612 |
|  |  |  |  |  | (0.419) | (0.211) | (0.395) | (0.242) |
| 2.mmanager1 |  |  |  |  | -0.329 | 0.720 | -0.340 | 0.712 |
|  |  |  |  |  | (0.226) | (0.163) | (0.225) | (0.160) |
| 3.mmanager1 |  |  |  |  | -1.351\*\*\* | 0.259\*\*\* | -1.279\*\*\* | 0.278\*\*\* |
|  |  |  |  |  | (0.448) | (0.116) | (0.444) | (0.124) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.167\* | 0.846\* |
|  |  |  |  |  |  |  | (0.0926) | (0.0783) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.228 | 0.796 |
|  |  |  |  |  |  |  | (0.142) | (0.113) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.0535 | 0.948 |
|  |  |  |  |  |  |  | (0.164) | (0.155) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.871\*\*\* | 0.418\*\*\* |
|  |  |  |  |  |  |  | (0.173) | (0.0722) |
| 2.both |  |  |  |  |  |  | -0.0458 | 0.955 |
|  |  |  |  |  |  |  | (0.155) | (0.148) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.690\*\*\* | 1.994\*\*\* |
|  |  |  |  |  |  |  | (0.142) | (0.284) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.739\*\*\* | 2.094\*\*\* |
|  |  |  |  |  |  |  | (0.149) | (0.313) |
| 4.fin\_sit1 |  |  |  |  |  |  | 1.311\*\* | 3.711\*\* |
|  |  |  |  |  |  |  | (0.653) | (2.424) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | 0.157 | 1.170 | 0.339 | 1.403 | 0.123 | 1.131 | 0.557 | 1.746 |
|  | (0.106) | (0.124) | (0.378) | (0.531) | (0.429) | (0.485) | (0.463) | (0.808) |
| Constant cut2 | 2.356\*\*\* | 10.55\*\*\* | 2.603\*\*\* | 13.50\*\*\* | 2.406\*\*\* | 11.09\*\*\* | 2.882\*\*\* | 17.85\*\*\* |
|  | (0.115) | (1.210) | (0.385) | (5.198) | (0.435) | (4.826) | (0.473) | (8.436) |
|  |  |  |  |  |  |  |  |  |
| Observations | 6,931 | 6,931 | 6,771 | 6,771 | 6,724 | 6,724 | 6,697 | 6,697 |
| Pseudo R-squared | 0.178 |  | 0.193 |  | 0.198 |  | 0.209 |  |
| ll | -215296 |  | -206031 |  | -203215 |  | -199358 |  |
| df\_m | 11 |  | 21 |  | 30 |  | 38 |  |
| chi2 | 878.9 |  | 930.9 |  | 945.8 |  | 1000 |  |

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.eduf3 | 0.491\*\*\* | 1.634\*\*\* | 0.396\*\*\* | 1.486\*\*\* | 0.402\*\*\* | 1.495\*\*\* | 0.360\*\*\* | 1.434\*\*\* |
|  | (0.0802) | (0.131) | (0.0850) | (0.126) | (0.0852) | (0.127) | (0.0859) | (0.123) |
| 3.eduf3 | 1.216\*\*\* | 3.375\*\*\* | 0.856\*\*\* | 2.354\*\*\* | 0.864\*\*\* | 2.372\*\*\* | 0.832\*\*\* | 2.297\*\*\* |
|  | (0.123) | (0.416) | (0.151) | (0.354) | (0.153) | (0.362) | (0.153) | (0.351) |
| 2.edum3 | 0.892\*\*\* | 2.440\*\*\* | 0.874\*\*\* | 2.397\*\*\* | 0.716\*\*\* | 2.047\*\*\* | 0.657\*\*\* | 1.929\*\*\* |
|  | (0.0827) | (0.202) | (0.0843) | (0.202) | (0.0890) | (0.182) | (0.0898) | (0.173) |
| 3.edum3 | 1.687\*\*\* | 5.403\*\*\* | 1.643\*\*\* | 5.168\*\*\* | 1.213\*\*\* | 3.363\*\*\* | 1.174\*\*\* | 3.233\*\*\* |
|  | (0.124) | (0.670) | (0.126) | (0.651) | (0.151) | (0.507) | (0.151) | (0.489) |
| 2.gender | 0.934\*\*\* | 2.545\*\*\* | 0.927\*\*\* | 2.527\*\*\* | 0.916\*\*\* | 2.500\*\*\* | 0.940\*\*\* | 2.559\*\*\* |
|  | (0.0636) | (0.162) | (0.0646) | (0.163) | (0.0648) | (0.162) | (0.0649) | (0.166) |
| 2.cohort | 0.169\* | 1.184\* | 0.240\*\* | 1.271\*\* | 0.234\*\* | 1.264\*\* | 0.216\*\* | 1.242\*\* |
|  | (0.101) | (0.120) | (0.104) | (0.132) | (0.105) | (0.133) | (0.106) | (0.131) |
| 3.cohort | 0.0607 | 1.063 | 0.135 | 1.144 | 0.154 | 1.166 | 0.139 | 1.150 |
|  | (0.101) | (0.107) | (0.104) | (0.119) | (0.105) | (0.122) | (0.105) | (0.121) |
| 4.cohort | -0.0484 | 0.953 | 0.0535 | 1.055 | 0.0749 | 1.078 | 0.0778 | 1.081 |
|  | (0.107) | (0.102) | (0.110) | (0.116) | (0.111) | (0.120) | (0.112) | (0.121) |
| 5.cohort | -0.403\*\*\* | 0.669\*\*\* | -0.349\*\*\* | 0.706\*\*\* | -0.322\*\*\* | 0.725\*\*\* | -0.306\*\* | 0.737\*\* |
|  | (0.118) | (0.0789) | (0.121) | (0.0854) | (0.122) | (0.0882) | (0.122) | (0.0901) |
| 6.cohort | -0.604\*\*\* | 0.546\*\*\* | -0.512\*\*\* | 0.599\*\*\* | -0.474\*\*\* | 0.622\*\*\* | -0.472\*\*\* | 0.624\*\*\* |
|  | (0.137) | (0.0748) | (0.140) | (0.0837) | (0.141) | (0.0877) | (0.142) | (0.0886) |
| 7.cohort | -0.513\*\*\* | 0.599\*\*\* | -0.416\*\*\* | 0.660\*\*\* | -0.370\*\*\* | 0.691\*\*\* | -0.341\*\* | 0.711\*\* |
|  | (0.133) | (0.0799) | (0.139) | (0.0918) | (0.139) | (0.0963) | (0.138) | (0.0982) |
| empl\_f1 |  |  | -1.259\*\* | 0.284\*\* | -0.954\* | 0.385\* | -0.950\* | 0.387\* |
|  |  |  | (0.500) | (0.142) | (0.551) | (0.212) | (0.564) | (0.218) |
| empl\_f3 |  |  | -0.0551 | 0.946 | -0.0980 | 0.907 | -0.216 | 0.806 |
|  |  |  | (0.266) | (0.252) | (0.278) | (0.252) | (0.279) | (0.225) |
| empl\_f4 |  |  | 0.385 | 1.470 | 0.336 | 1.399 | 0.290 | 1.337 |
|  |  |  | (0.237) | (0.348) | (0.240) | (0.335) | (0.241) | (0.322) |
| empl\_f5 |  |  | 0.194 | 1.214 | 0.124 | 1.132 | 0.0596 | 1.061 |
|  |  |  | (0.212) | (0.257) | (0.218) | (0.247) | (0.218) | (0.231) |
| empl\_f6 |  |  | -0.0405 | 0.960 | -0.0794 | 0.924 | -0.164 | 0.848 |
|  |  |  | (0.225) | (0.216) | (0.229) | (0.212) | (0.228) | (0.194) |
| empl\_f7 |  |  | -0.264 | 0.768 | -0.271 | 0.762 | -0.332\* | 0.717\* |
|  |  |  | (0.179) | (0.137) | (0.184) | (0.140) | (0.183) | (0.131) |
| empl\_f8 |  |  | -0.373\* | 0.689\* | -0.255 | 0.775 | -0.307 | 0.736 |
|  |  |  | (0.199) | (0.137) | (0.204) | (0.158) | (0.203) | (0.149) |
| empl\_f9 |  |  | 0.786\*\* | 2.195\*\* | 0.740\* | 2.096\* | 0.657 | 1.929 |
|  |  |  | (0.394) | (0.865) | (0.407) | (0.854) | (0.426) | (0.823) |
| 2.fmanager1 |  |  | 0.0796 | 1.083 | 0.0998 | 1.105 | 0.0853 | 1.089 |
|  |  |  | (0.121) | (0.131) | (0.123) | (0.135) | (0.123) | (0.134) |
| 3.fmanager1 |  |  | 0.101 | 1.106 | 0.156 | 1.169 | 0.144 | 1.155 |
|  |  |  | (0.162) | (0.179) | (0.169) | (0.197) | (0.169) | (0.195) |
| empl\_m1 |  |  |  |  | -0.829\* | 0.436\* | -0.896\* | 0.408\* |
|  |  |  |  |  | (0.477) | (0.208) | (0.513) | (0.209) |
| empl\_m3 |  |  |  |  | 0.170 | 1.186 | 0.145 | 1.156 |
|  |  |  |  |  | (1.069) | (1.268) | (1.065) | (1.230) |
| empl\_m4 |  |  |  |  | 0.431\*\* | 1.539\*\* | 0.360\* | 1.433\* |
|  |  |  |  |  | (0.205) | (0.315) | (0.205) | (0.294) |
| empl\_m5 |  |  |  |  | 0.330\*\* | 1.391\*\* | 0.253 | 1.288 |
|  |  |  |  |  | (0.155) | (0.216) | (0.157) | (0.202) |
| empl\_m6 |  |  |  |  | -0.0239 | 0.976 | -0.115 | 0.892 |
|  |  |  |  |  | (0.152) | (0.148) | (0.154) | (0.137) |
| empl\_m7 |  |  |  |  | -0.103 | 0.902 | -0.172 | 0.842 |
|  |  |  |  |  | (0.119) | (0.107) | (0.121) | (0.102) |
| empl\_m8 |  |  |  |  | -0.512\*\*\* | 0.599\*\*\* | -0.549\*\*\* | 0.577\*\*\* |
|  |  |  |  |  | (0.127) | (0.0764) | (0.129) | (0.0745) |
| empl\_m9 |  |  |  |  | 0.137 | 1.147 | 0.0827 | 1.086 |
|  |  |  |  |  | (0.437) | (0.501) | (0.470) | (0.511) |
| 2.mmanager1 |  |  |  |  | -0.0117 | 0.988 | 4.34e-05 | 1.000 |
|  |  |  |  |  | (0.124) | (0.123) | (0.125) | (0.125) |
| 3.mmanager1 |  |  |  |  | -0.149 | 0.861 | -0.154 | 0.858 |
|  |  |  |  |  | (0.185) | (0.159) | (0.185) | (0.159) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.313\*\*\* | 0.731\*\*\* |
|  |  |  |  |  |  |  | (0.0830) | (0.0607) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.597\*\*\* | 0.550\*\*\* |
|  |  |  |  |  |  |  | (0.140) | (0.0772) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.944\*\*\* | 0.389\*\*\* |
|  |  |  |  |  |  |  | (0.202) | (0.0788) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.730\*\*\* | 0.482\*\*\* |
|  |  |  |  |  |  |  | (0.172) | (0.0829) |
| 2.both |  |  |  |  |  |  | -0.406\*\* | 0.666\*\* |
|  |  |  |  |  |  |  | (0.194) | (0.129) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.108 | 1.114 |
|  |  |  |  |  |  |  | (0.130) | (0.145) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.0278 | 1.028 |
|  |  |  |  |  |  |  | (0.139) | (0.143) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.881\*\*\* | 0.414\*\*\* | -1.027\*\*\* | 0.358\*\*\* | -1.260\*\*\* | 0.284\*\*\* | -1.527\*\*\* | 0.217\*\*\* |
|  | (0.0873) | (0.0362) | (0.226) | (0.0808) | (0.268) | (0.0761) | (0.285) | (0.0620) |
| Constant cut2 | 2.295\*\*\* | 9.923\*\*\* | 2.152\*\*\* | 8.603\*\*\* | 1.957\*\*\* | 7.079\*\*\* | 1.731\*\*\* | 5.647\*\*\* |
|  | (0.0949) | (0.942) | (0.228) | (1.959) | (0.268) | (1.901) | (0.284) | (1.605) |
|  |  |  |  |  |  |  |  |  |
| Observations | 5,339 | 5,339 | 5,176 | 5,176 | 5,163 | 5,163 | 5,163 | 5,163 |
| Pseudo R-squared | 0.106 |  | 0.110 |  | 0.117 |  | 0.125 |  |
| ll | -632650 |  | -611175 |  | -604661 |  | -599419 |  |
| df\_m | 11 |  | 21 |  | 31 |  | 38 |  |
| chi2 | 749.8 |  | 757.6 |  | 814.1 |  | 860.5 |  |

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.eduf3 | 1.018\*\*\* | 2.767\*\*\* | 0.675\*\*\* | 1.965\*\*\* | 0.708\*\*\* | 2.030\*\*\* | 0.658\*\*\* | 1.932\*\*\* |
|  | (0.105) | (0.291) | (0.111) | (0.219) | (0.112) | (0.228) | (0.111) | (0.214) |
| 3.eduf3 | 1.469\*\*\* | 4.345\*\*\* | 0.634\*\*\* | 1.885\*\*\* | 0.708\*\*\* | 2.031\*\*\* | 0.704\*\*\* | 2.023\*\*\* |
|  | (0.160) | (0.695) | (0.176) | (0.332) | (0.177) | (0.360) | (0.177) | (0.357) |
| 2.edum3 | 0.138 | 1.148 | 0.161 | 1.175 | 0.0691 | 1.072 | 0.0781 | 1.081 |
|  | (0.118) | (0.136) | (0.120) | (0.141) | (0.123) | (0.132) | (0.121) | (0.131) |
| 3.edum3 | 1.271\*\*\* | 3.564\*\*\* | 1.114\*\*\* | 3.046\*\*\* | 0.693\*\* | 1.999\*\* | 0.696\*\* | 2.005\*\* |
|  | (0.234) | (0.834) | (0.243) | (0.741) | (0.287) | (0.574) | (0.281) | (0.564) |
| 2.gender | -0.114 | 0.893 | -0.122 | 0.885 | -0.132\* | 0.876\* | -0.150\*\* | 0.861\*\* |
|  | (0.0732) | (0.0654) | (0.0748) | (0.0662) | (0.0751) | (0.0658) | (0.0755) | (0.0650) |
| 2.cohort | 0.323\*\* | 1.382\*\* | 0.343\*\* | 1.410\*\* | 0.322\*\* | 1.380\*\* | 0.276\* | 1.318\* |
|  | (0.158) | (0.219) | (0.161) | (0.227) | (0.162) | (0.223) | (0.164) | (0.217) |
| 3.cohort | 0.537\*\*\* | 1.711\*\*\* | 0.518\*\*\* | 1.678\*\*\* | 0.498\*\*\* | 1.645\*\*\* | 0.397\*\* | 1.487\*\* |
|  | (0.153) | (0.262) | (0.158) | (0.264) | (0.158) | (0.260) | (0.161) | (0.240) |
| 4.cohort | 0.799\*\*\* | 2.224\*\*\* | 0.825\*\*\* | 2.283\*\*\* | 0.821\*\*\* | 2.273\*\*\* | 0.665\*\*\* | 1.945\*\*\* |
|  | (0.157) | (0.348) | (0.161) | (0.367) | (0.161) | (0.367) | (0.166) | (0.324) |
| 5.cohort | 1.046\*\*\* | 2.846\*\*\* | 1.017\*\*\* | 2.765\*\*\* | 1.018\*\*\* | 2.767\*\*\* | 0.848\*\*\* | 2.335\*\*\* |
|  | (0.151) | (0.430) | (0.154) | (0.425) | (0.153) | (0.424) | (0.159) | (0.371) |
| 6.cohort | 1.339\*\*\* | 3.815\*\*\* | 1.363\*\*\* | 3.909\*\*\* | 1.291\*\*\* | 3.636\*\*\* | 1.080\*\*\* | 2.946\*\*\* |
|  | (0.152) | (0.580) | (0.157) | (0.613) | (0.158) | (0.574) | (0.164) | (0.483) |
| 7.cohort | 1.607\*\*\* | 4.988\*\*\* | 1.586\*\*\* | 4.884\*\*\* | 1.550\*\*\* | 4.711\*\*\* | 1.324\*\*\* | 3.760\*\*\* |
|  | (0.150) | (0.747) | (0.154) | (0.753) | (0.156) | (0.733) | (0.162) | (0.608) |
| empl\_f1 |  |  | 0.0584 | 1.060 | 0.0347 | 1.035 | 0.149 | 1.161 |
|  |  |  | (0.461) | (0.488) | (0.445) | (0.461) | (0.441) | (0.512) |
| empl\_f3 |  |  | -0.178 | 0.837 | -0.119 | 0.888 | -0.261 | 0.770 |
|  |  |  | (0.388) | (0.325) | (0.387) | (0.344) | (0.391) | (0.301) |
| empl\_f4 |  |  | 0.954\*\*\* | 2.597\*\*\* | 0.929\*\*\* | 2.532\*\*\* | 0.800\*\* | 2.225\*\* |
|  |  |  | (0.308) | (0.800) | (0.314) | (0.795) | (0.318) | (0.707) |
| empl\_f5 |  |  | 1.569\*\*\* | 4.804\*\*\* | 1.438\*\*\* | 4.211\*\*\* | 1.277\*\*\* | 3.585\*\*\* |
|  |  |  | (0.326) | (1.565) | (0.333) | (1.401) | (0.336) | (1.206) |
| empl\_f6 |  |  | 0.886\*\*\* | 2.426\*\*\* | 0.835\*\*\* | 2.305\*\*\* | 0.707\*\* | 2.028\*\* |
|  |  |  | (0.289) | (0.701) | (0.294) | (0.677) | (0.297) | (0.603) |
| empl\_f7 |  |  | 0.228 | 1.256 | 0.205 | 1.228 | 0.117 | 1.124 |
|  |  |  | (0.273) | (0.343) | (0.278) | (0.341) | (0.280) | (0.315) |
| empl\_f8 |  |  | -0.0295 | 0.971 | -0.0608 | 0.941 | -0.113 | 0.893 |
|  |  |  | (0.296) | (0.288) | (0.301) | (0.283) | (0.303) | (0.271) |
| empl\_f9 |  |  | 0.409 | 1.506 | 0.362 | 1.437 | 0.298 | 1.347 |
|  |  |  | (0.308) | (0.463) | (0.311) | (0.447) | (0.317) | (0.427) |
| 2.fmanager1 |  |  | -0.436\*\*\* | 0.647\*\*\* | -0.402\*\*\* | 0.669\*\*\* | -0.347\*\*\* | 0.707\*\*\* |
|  |  |  | (0.0951) | (0.0615) | (0.0972) | (0.0650) | (0.0970) | (0.0685) |
| 3.fmanager1 |  |  | -0.0254 | 0.975 | 0.0824 | 1.086 | 0.167 | 1.181 |
|  |  |  | (0.276) | (0.269) | (0.275) | (0.298) | (0.278) | (0.329) |
| empl\_m1 |  |  |  |  | -1.120 | 0.326 | -1.149 | 0.317 |
|  |  |  |  |  | (1.217) | (0.397) | (1.168) | (0.370) |
| empl\_m4 |  |  |  |  | 0.473 | 1.605 | 0.311 | 1.365 |
|  |  |  |  |  | (0.601) | (0.964) | (0.592) | (0.807) |
| empl\_m5 |  |  |  |  | 1.095\*\*\* | 2.988\*\*\* | 1.035\*\*\* | 2.816\*\*\* |
|  |  |  |  |  | (0.328) | (0.982) | (0.325) | (0.916) |
| empl\_m6 |  |  |  |  | 1.677\*\*\* | 5.349\*\*\* | 1.663\*\*\* | 5.277\*\*\* |
|  |  |  |  |  | (0.490) | (2.622) | (0.478) | (2.521) |
| empl\_m7 |  |  |  |  | 0.239 | 1.271 | 0.219 | 1.245 |
|  |  |  |  |  | (0.182) | (0.231) | (0.186) | (0.231) |
| empl\_m8 |  |  |  |  | -0.431 | 0.650 | -0.447 | 0.640 |
|  |  |  |  |  | (0.318) | (0.206) | (0.326) | (0.209) |
| empl\_m9 |  |  |  |  | 0.156 | 1.168 | 0.119 | 1.126 |
|  |  |  |  |  | (0.425) | (0.496) | (0.434) | (0.489) |
| 2.mmanager1 |  |  |  |  | -0.111 | 0.895 | -0.0971 | 0.907 |
|  |  |  |  |  | (0.417) | (0.373) | (0.411) | (0.373) |
| 3.mmanager1 |  |  |  |  | -0.630 | 0.533 | -0.554 | 0.575 |
|  |  |  |  |  | (0.493) | (0.263) | (0.495) | (0.285) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.177\* | 0.838\* |
|  |  |  |  |  |  |  | (0.0985) | (0.0826) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.234\* | 0.791\* |
|  |  |  |  |  |  |  | (0.131) | (0.104) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.312 | 0.732 |
|  |  |  |  |  |  |  | (0.208) | (0.152) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.430\*\* | 0.650\*\* |
|  |  |  |  |  |  |  | (0.208) | (0.135) |
| 2.both |  |  |  |  |  |  | -0.129 | 0.879 |
|  |  |  |  |  |  |  | (0.213) | (0.187) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.655\*\*\* | 1.926\*\*\* |
|  |  |  |  |  |  |  | (0.155) | (0.299) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.846\*\*\* | 2.330\*\*\* |
|  |  |  |  |  |  |  | (0.160) | (0.373) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.107 | 1.113 |
|  |  |  |  |  |  |  | (0.438) | (0.488) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | 1.768\*\*\* | 5.859\*\*\* | 1.690\*\*\* | 5.419\*\*\* | 1.562\*\*\* | 4.770\*\*\* | 1.931\*\*\* | 6.899\*\*\* |
|  | (0.130) | (0.760) | (0.312) | (1.693) | (0.519) | (2.475) | (0.532) | (3.670) |
| Constant cut2 | 2.956\*\*\* | 19.22\*\*\* | 2.938\*\*\* | 18.87\*\*\* | 2.824\*\*\* | 16.85\*\*\* | 3.205\*\*\* | 24.64\*\*\* |
|  | (0.137) | (2.630) | (0.316) | (5.958) | (0.522) | (8.789) | (0.534) | (13.17) |
|  |  |  |  |  |  |  |  |  |
| Observations | 4,699 | 4,699 | 4,597 | 4,597 | 4,572 | 4,572 | 4,566 | 4,566 |
| Pseudo R-squared | 0.0979 |  | 0.122 |  | 0.127 |  | 0.135 |  |
| ll | -148384 |  | -141296 |  | -139752 |  | -138445 |  |
| df\_m | 11 |  | 21 |  | 30 |  | 38 |  |
| chi2 | 538.8 |  | 647.9 |  | 649.0 |  | 682.4 |  |

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.eduf3 | 0.622\*\*\* | 1.862\*\*\* | 0.505\*\*\* | 1.656\*\*\* | 0.507\*\*\* | 1.660\*\*\* | 0.521\*\*\* | 1.683\*\*\* |
|  | (0.0875) | (0.163) | (0.0872) | (0.144) | (0.0876) | (0.145) | (0.0875) | (0.147) |
| 3.eduf3 | 1.154\*\*\* | 3.172\*\*\* | 0.875\*\*\* | 2.399\*\*\* | 0.863\*\*\* | 2.369\*\*\* | 0.895\*\*\* | 2.446\*\*\* |
|  | (0.113) | (0.358) | (0.129) | (0.309) | (0.130) | (0.309) | (0.132) | (0.324) |
| 2.edum3 | 0.522\*\*\* | 1.685\*\*\* | 0.477\*\*\* | 1.612\*\*\* | 0.457\*\*\* | 1.579\*\*\* | 0.460\*\*\* | 1.585\*\*\* |
|  | (0.0856) | (0.144) | (0.0874) | (0.141) | (0.0893) | (0.141) | (0.0895) | (0.142) |
| 3.edum3 | 1.534\*\*\* | 4.636\*\*\* | 1.505\*\*\* | 4.502\*\*\* | 1.356\*\*\* | 3.879\*\*\* | 1.347\*\*\* | 3.844\*\*\* |
|  | (0.171) | (0.795) | (0.171) | (0.768) | (0.207) | (0.803) | (0.206) | (0.792) |
| 2.gender | -0.203\*\*\* | 0.816\*\*\* | -0.189\*\* | 0.828\*\* | -0.173\*\* | 0.841\*\* | -0.167\*\* | 0.846\*\* |
|  | (0.0769) | (0.0628) | (0.0775) | (0.0641) | (0.0779) | (0.0655) | (0.0786) | (0.0665) |
| 2.cohort | 0.0373 | 1.038 | 0.0271 | 1.027 | 0.0400 | 1.041 | 0.0318 | 1.032 |
|  | (0.131) | (0.136) | (0.134) | (0.137) | (0.135) | (0.140) | (0.137) | (0.141) |
| 3.cohort | 0.0657 | 1.068 | 0.0158 | 1.016 | 0.00146 | 1.001 | -0.0546 | 0.947 |
|  | (0.131) | (0.139) | (0.131) | (0.133) | (0.133) | (0.133) | (0.136) | (0.129) |
| 4.cohort | 0.0882 | 1.092 | 0.104 | 1.110 | 0.127 | 1.136 | 0.0627 | 1.065 |
|  | (0.128) | (0.140) | (0.129) | (0.144) | (0.133) | (0.151) | (0.135) | (0.144) |
| 5.cohort | 0.259\* | 1.295\* | 0.302\*\* | 1.352\*\* | 0.300\*\* | 1.350\*\* | 0.221 | 1.247 |
|  | (0.137) | (0.178) | (0.138) | (0.186) | (0.141) | (0.191) | (0.150) | (0.187) |
| 6.cohort | 0.214 | 1.239 | 0.230 | 1.259 | 0.259 | 1.296 | 0.187 | 1.205 |
|  | (0.172) | (0.213) | (0.175) | (0.220) | (0.179) | (0.232) | (0.187) | (0.225) |
| 7.cohort | 0.251 | 1.285 | 0.290\* | 1.337\* | 0.293\* | 1.340\* | 0.243 | 1.274 |
|  | (0.156) | (0.200) | (0.156) | (0.208) | (0.161) | (0.216) | (0.167) | (0.213) |
| empl\_f1 |  |  | -0.253 | 0.776 | -0.128 | 0.880 | -0.0789 | 0.924 |
|  |  |  | (0.508) | (0.395) | (0.539) | (0.474) | (0.561) | (0.518) |
| empl\_f3 |  |  | 0.544 | 1.723 | 0.539 | 1.715 | 0.593 | 1.809 |
|  |  |  | (0.381) | (0.656) | (0.379) | (0.650) | (0.378) | (0.683) |
| empl\_f4 |  |  | 0.821\*\* | 2.274\*\* | 0.876\*\*\* | 2.400\*\*\* | 0.904\*\*\* | 2.469\*\*\* |
|  |  |  | (0.325) | (0.739) | (0.316) | (0.758) | (0.310) | (0.767) |
| empl\_f5 |  |  | 0.615\* | 1.850\* | 0.618\*\* | 1.854\*\* | 0.630\*\* | 1.878\*\* |
|  |  |  | (0.318) | (0.588) | (0.310) | (0.574) | (0.305) | (0.573) |
| empl\_f6 |  |  | 0.519\* | 1.680\* | 0.548\* | 1.729\* | 0.544\* | 1.724\* |
|  |  |  | (0.312) | (0.523) | (0.302) | (0.522) | (0.293) | (0.505) |
| empl\_f7 |  |  | 0.179 | 1.196 | 0.224 | 1.251 | 0.222 | 1.249 |
|  |  |  | (0.301) | (0.360) | (0.290) | (0.363) | (0.283) | (0.353) |
| empl\_f8 |  |  | -0.307 | 0.736 | -0.245 | 0.783 | -0.214 | 0.807 |
|  |  |  | (0.381) | (0.280) | (0.375) | (0.294) | (0.372) | (0.300) |
| empl\_f9 |  |  | 0.147 | 1.159 | 0.187 | 1.205 | 0.179 | 1.196 |
|  |  |  | (0.376) | (0.436) | (0.366) | (0.442) | (0.357) | (0.427) |
| 2.fmanager1 |  |  | 0.0225 | 1.023 | 0.0145 | 1.015 | -0.00498 | 0.995 |
|  |  |  | (0.0879) | (0.0899) | (0.0893) | (0.0906) | (0.0904) | (0.0899) |
| 3.fmanager1 |  |  | -0.276 | 0.759 | -0.272 | 0.762 | -0.195 | 0.823 |
|  |  |  | (0.285) | (0.216) | (0.279) | (0.212) | (0.282) | (0.232) |
| empl\_m1 |  |  |  |  | 0.685 | 1.984 | 0.689 | 1.992 |
|  |  |  |  |  | (0.728) | (1.445) | (0.683) | (1.361) |
| empl\_m4 |  |  |  |  | 0.0314 | 1.032 | 0.0453 | 1.046 |
|  |  |  |  |  | (0.376) | (0.388) | (0.388) | (0.406) |
| empl\_m5 |  |  |  |  | 0.369 | 1.446 | 0.398\* | 1.489\* |
|  |  |  |  |  | (0.228) | (0.329) | (0.227) | (0.337) |
| empl\_m6 |  |  |  |  | 0.265 | 1.304 | 0.253 | 1.288 |
|  |  |  |  |  | (0.182) | (0.238) | (0.184) | (0.236) |
| empl\_m7 |  |  |  |  | -0.126 | 0.881 | -0.136 | 0.873 |
|  |  |  |  |  | (0.108) | (0.0950) | (0.110) | (0.0958) |
| empl\_m8 |  |  |  |  | -0.431\*\*\* | 0.650\*\*\* | -0.497\*\*\* | 0.608\*\*\* |
|  |  |  |  |  | (0.141) | (0.0917) | (0.146) | (0.0890) |
| empl\_m9 |  |  |  |  | 1.442\* | 4.231\* | 1.370\*\* | 3.933\*\* |
|  |  |  |  |  | (0.740) | (3.129) | (0.671) | (2.639) |
| 2.mmanager1 |  |  |  |  | 0.149 | 1.160 | 0.105 | 1.111 |
|  |  |  |  |  | (0.241) | (0.279) | (0.251) | (0.279) |
| 3.mmanager1 |  |  |  |  | -0.876\* | 0.417\* | -0.903\*\* | 0.405\*\* |
|  |  |  |  |  | (0.455) | (0.190) | (0.459) | (0.186) |
| 2.nchild\_groups1 |  |  |  |  |  |  | 0.0159 | 1.016 |
|  |  |  |  |  |  |  | (0.0950) | (0.0965) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.0804 | 0.923 |
|  |  |  |  |  |  |  | (0.125) | (0.115) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.304\* | 0.738\* |
|  |  |  |  |  |  |  | (0.179) | (0.132) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.508\*\* | 0.602\*\* |
|  |  |  |  |  |  |  | (0.204) | (0.123) |
| 2.both |  |  |  |  |  |  | -0.192 | 0.825 |
|  |  |  |  |  |  |  | (0.192) | (0.159) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.401\* | 1.493\* |
|  |  |  |  |  |  |  | (0.208) | (0.311) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.00147 | 1.001 |
|  |  |  |  |  |  |  | (0.210) | (0.211) |
| 4.fin\_sit1 |  |  |  |  |  |  | -0.817 | 0.442 |
|  |  |  |  |  |  |  | (1.055) | (0.466) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.004\*\*\* | 0.366\*\*\* | -0.788\*\* | 0.455\*\* | -0.654\* | 0.520\* | -0.691 | 0.501 |
|  | (0.111) | (0.0406) | (0.322) | (0.147) | (0.388) | (0.202) | (0.452) | (0.226) |
| Constant cut2 | 1.278\*\*\* | 3.589\*\*\* | 1.533\*\*\* | 4.631\*\*\* | 1.684\*\*\* | 5.390\*\*\* | 1.679\*\*\* | 5.362\*\*\* |
|  | (0.113) | (0.405) | (0.326) | (1.510) | (0.389) | (2.098) | (0.454) | (2.436) |
|  |  |  |  |  |  |  |  |  |
| Observations | 5,159 | 5,159 | 5,069 | 5,069 | 5,040 | 5,040 | 5,040 | 5,040 |
| Pseudo R-squared | 0.0870 |  | 0.0978 |  | 0.103 |  | 0.110 |  |
| ll | -3.173e+06 |  | -3.076e+06 |  | -3.041e+06 |  | -3.016e+06 |  |
| df\_m | 11 |  | 21 |  | 30 |  | 38 |  |
| chi2 | 348.2 |  | 385.6 |  | 464.2 |  | 514.9 |  |

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.eduf3 | 0.291\*\* | 1.337\*\* | 0.235\* | 1.265\* | 0.256\*\* | 1.292\*\* | 0.236\* | 1.266\* |
|  | (0.117) | (0.156) | (0.120) | (0.152) | (0.121) | (0.156) | (0.131) | (0.165) |
| 3.eduf3 | 1.057\*\*\* | 2.876\*\*\* | 0.738\*\*\* | 2.093\*\*\* | 0.776\*\*\* | 2.173\*\*\* | 0.697\*\*\* | 2.008\*\*\* |
|  | (0.143) | (0.411) | (0.167) | (0.349) | (0.168) | (0.366) | (0.180) | (0.362) |
| 2.edum3 | 0.491\*\*\* | 1.633\*\*\* | 0.516\*\*\* | 1.675\*\*\* | 0.462\*\*\* | 1.587\*\*\* | 0.431\*\*\* | 1.539\*\*\* |
|  | (0.113) | (0.184) | (0.115) | (0.192) | (0.117) | (0.186) | (0.129) | (0.198) |
| 3.edum3 | 1.037\*\*\* | 2.820\*\*\* | 0.999\*\*\* | 2.715\*\*\* | 0.680\*\*\* | 1.973\*\*\* | 0.865\*\*\* | 2.375\*\*\* |
|  | (0.168) | (0.474) | (0.170) | (0.462) | (0.198) | (0.390) | (0.214) | (0.509) |
| 2.gender | 0.336\*\*\* | 1.399\*\*\* | 0.335\*\*\* | 1.397\*\*\* | 0.313\*\*\* | 1.368\*\*\* | 0.282\*\*\* | 1.325\*\*\* |
|  | (0.0926) | (0.130) | (0.0945) | (0.132) | (0.0955) | (0.131) | (0.103) | (0.137) |
| 2.cohort | -0.0600 | 0.942 | -0.0548 | 0.947 | -0.0945 | 0.910 | -0.117 | 0.890 |
|  | (0.154) | (0.145) | (0.158) | (0.150) | (0.160) | (0.146) | (0.178) | (0.159) |
| 3.cohort | -0.149 | 0.862 | -0.141 | 0.868 | -0.171 | 0.842 | -0.183 | 0.832 |
|  | (0.160) | (0.138) | (0.163) | (0.141) | (0.164) | (0.138) | (0.182) | (0.151) |
| 4.cohort | 0.0467 | 1.048 | 0.0621 | 1.064 | 0.0446 | 1.046 | -0.0331 | 0.967 |
|  | (0.153) | (0.161) | (0.157) | (0.167) | (0.161) | (0.169) | (0.179) | (0.173) |
| 5.cohort | 0.116 | 1.123 | 0.157 | 1.170 | 0.0897 | 1.094 | 0.0674 | 1.070 |
|  | (0.160) | (0.180) | (0.164) | (0.191) | (0.168) | (0.183) | (0.184) | (0.197) |
| 6.cohort | -0.127 | 0.881 | -0.0827 | 0.921 | -0.109 | 0.897 | -0.0965 | 0.908 |
|  | (0.186) | (0.164) | (0.192) | (0.177) | (0.195) | (0.175) | (0.211) | (0.191) |
| 7.cohort | -0.184 | 0.832 | -0.128 | 0.880 | -0.138 | 0.871 | -0.0108 | 0.989 |
|  | (0.208) | (0.173) | (0.214) | (0.188) | (0.221) | (0.193) | (0.239) | (0.236) |
| empl\_f1 |  |  | -1.025 | 0.359 | -1.176 | 0.309 | -1.094 | 0.335 |
|  |  |  | (0.855) | (0.307) | (0.848) | (0.262) | (0.773) | (0.259) |
| empl\_f3 |  |  | 0.428 | 1.534 | 0.374 | 1.453 | 0.498 | 1.645 |
|  |  |  | (0.591) | (0.906) | (0.586) | (0.852) | (0.575) | (0.945) |
| empl\_f4 |  |  | 0.352 | 1.422 | 0.272 | 1.313 | 0.345 | 1.412 |
|  |  |  | (0.492) | (0.700) | (0.495) | (0.650) | (0.475) | (0.670) |
| empl\_f5 |  |  | 0.521 | 1.684 | 0.373 | 1.453 | 0.478 | 1.613 |
|  |  |  | (0.510) | (0.859) | (0.513) | (0.745) | (0.499) | (0.805) |
| empl\_f6 |  |  | 0.350 | 1.420 | 0.213 | 1.237 | 0.250 | 1.284 |
|  |  |  | (0.480) | (0.682) | (0.485) | (0.601) | (0.467) | (0.600) |
| empl\_f7 |  |  | -0.00345 | 0.997 | -0.106 | 0.899 | -0.0582 | 0.943 |
|  |  |  | (0.470) | (0.468) | (0.474) | (0.426) | (0.451) | (0.425) |
| empl\_f8 |  |  | -0.155 | 0.857 | -0.187 | 0.829 | 0.00542 | 1.005 |
|  |  |  | (0.551) | (0.472) | (0.552) | (0.458) | (0.528) | (0.531) |
| 2.fmanager1 |  |  | 0.0122 | 1.012 | 0.0291 | 1.030 | 0.0332 | 1.034 |
|  |  |  | (0.121) | (0.122) | (0.121) | (0.125) | (0.132) | (0.137) |
| 3.fmanager1 |  |  | -0.838 | 0.433 | -0.673 | 0.510 | 0.00925 | 1.009 |
|  |  |  | (0.537) | (0.232) | (0.567) | (0.289) | (0.476) | (0.480) |
| empl\_m1 |  |  |  |  | -0.693 | 0.500 | -0.563 | 0.569 |
|  |  |  |  |  | (0.604) | (0.302) | (0.552) | (0.314) |
| empl\_m3 |  |  |  |  | 0.448 | 1.566 | -0.566 | 0.568 |
|  |  |  |  |  | (0.641) | (1.004) | (0.501) | (0.284) |
| empl\_m4 |  |  |  |  | -0.125 | 0.882 | -0.345 | 0.708 |
|  |  |  |  |  | (0.329) | (0.290) | (0.364) | (0.258) |
| empl\_m5 |  |  |  |  | 0.592\* | 1.808\* | 0.347 | 1.415 |
|  |  |  |  |  | (0.307) | (0.554) | (0.337) | (0.476) |
| empl\_m6 |  |  |  |  | 0.529\*\*\* | 1.698\*\*\* | 0.411\*\* | 1.509\*\* |
|  |  |  |  |  | (0.174) | (0.296) | (0.184) | (0.277) |
| empl\_m7 |  |  |  |  | 0.137 | 1.146 | 0.0138 | 1.014 |
|  |  |  |  |  | (0.116) | (0.133) | (0.124) | (0.125) |
| empl\_m8 |  |  |  |  | -0.0945 | 0.910 | -0.246 | 0.782 |
|  |  |  |  |  | (0.175) | (0.159) | (0.188) | (0.147) |
| 2.mmanager1 |  |  |  |  | 0.0758 | 1.079 | 0.262 | 1.299 |
|  |  |  |  |  | (0.231) | (0.249) | (0.251) | (0.327) |
| 3.mmanager1 |  |  |  |  | -0.688 | 0.503 | -0.576 | 0.562 |
|  |  |  |  |  | (0.583) | (0.293) | (0.650) | (0.365) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.243\* | 0.784\* |
|  |  |  |  |  |  |  | (0.131) | (0.103) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.237 | 0.789 |
|  |  |  |  |  |  |  | (0.188) | (0.148) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.251 | 0.778 |
|  |  |  |  |  |  |  | (0.331) | (0.258) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.961\*\*\* | 0.383\*\*\* |
|  |  |  |  |  |  |  | (0.333) | (0.128) |
| 2.both |  |  |  |  |  |  | -0.291 | 0.747 |
|  |  |  |  |  |  |  | (0.270) | (0.202) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.651\*\*\* | 1.917\*\*\* |
|  |  |  |  |  |  |  | (0.225) | (0.431) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.500\*\* | 1.648\*\* |
|  |  |  |  |  |  |  | (0.230) | (0.379) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.894\*\* | 2.446\*\* |
|  |  |  |  |  |  |  | (0.428) | (1.046) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.626\*\*\* | 0.534\*\*\* | -0.595 | 0.552 | -0.593 | 0.552 | -0.0761 | 0.927 |
|  | (0.136) | (0.0725) | (0.508) | (0.280) | (0.578) | (0.319) | (0.624) | (0.578) |
| Constant cut2 | 1.431\*\*\* | 4.184\*\*\* | 1.503\*\*\* | 4.497\*\*\* | 1.510\*\*\* | 4.528\*\*\* | 2.079\*\*\* | 7.996\*\*\* |
|  | (0.137) | (0.572) | (0.504) | (2.266) | (0.575) | (2.604) | (0.625) | (4.994) |
|  |  |  |  |  |  |  |  |  |
| Observations | 2,636 | 2,636 | 2,567 | 2,567 | 2,544 | 2,544 | 2,247 | 2,247 |
| Pseudo R-squared | 0.0629 |  | 0.0675 |  | 0.0721 |  | 0.0840 |  |
| ll | -1.268e+06 |  | -1.221e+06 |  | -1.205e+06 |  | -1.046e+06 |  |
| df\_m | 11 |  | 20 |  | 29 |  | 37 |  |
| chi2 | 185.8 |  | 196.0 |  | 211.0 |  | 218.1 |  |

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.eduf3 | 0.580\*\*\* | 1.786\*\*\* | 0.396\*\*\* | 1.486\*\*\* | 0.453\*\*\* | 1.573\*\*\* | 0.392\*\*\* | 1.480\*\*\* |
|  | (0.0739) | (0.132) | (0.0769) | (0.114) | (0.0774) | (0.122) | (0.0777) | (0.115) |
| 3.eduf3 | 1.582\*\*\* | 4.865\*\*\* | 0.567\*\*\* | 1.764\*\*\* | 0.687\*\*\* | 1.988\*\*\* | 0.619\*\*\* | 1.857\*\*\* |
|  | (0.122) | (0.591) | (0.147) | (0.259) | (0.148) | (0.294) | (0.148) | (0.275) |
| 2.edum3 | 1.048\*\*\* | 2.852\*\*\* | 1.012\*\*\* | 2.752\*\*\* | 0.833\*\*\* | 2.300\*\*\* | 0.792\*\*\* | 2.207\*\*\* |
|  | (0.0775) | (0.221) | (0.0788) | (0.217) | (0.0803) | (0.185) | (0.0808) | (0.178) |
| 3.edum3 | 1.923\*\*\* | 6.840\*\*\* | 1.933\*\*\* | 6.910\*\*\* | 1.425\*\*\* | 4.158\*\*\* | 1.371\*\*\* | 3.940\*\*\* |
|  | (0.134) | (0.914) | (0.140) | (0.967) | (0.155) | (0.646) | (0.156) | (0.615) |
| 2.gender | 0.410\*\*\* | 1.507\*\*\* | 0.418\*\*\* | 1.519\*\*\* | 0.410\*\*\* | 1.507\*\*\* | 0.422\*\*\* | 1.525\*\*\* |
|  | (0.0437) | (0.0659) | (0.0451) | (0.0685) | (0.0456) | (0.0687) | (0.0457) | (0.0698) |
| 2.cohort | 0.245\*\*\* | 1.277\*\*\* | 0.257\*\*\* | 1.293\*\*\* | 0.260\*\*\* | 1.297\*\*\* | 0.233\*\*\* | 1.262\*\*\* |
|  | (0.0752) | (0.0960) | (0.0771) | (0.0997) | (0.0785) | (0.102) | (0.0789) | (0.0996) |
| 3.cohort | 0.329\*\*\* | 1.390\*\*\* | 0.348\*\*\* | 1.417\*\*\* | 0.337\*\*\* | 1.400\*\*\* | 0.286\*\*\* | 1.331\*\*\* |
|  | (0.0770) | (0.107) | (0.0787) | (0.112) | (0.0801) | (0.112) | (0.0812) | (0.108) |
| 4.cohort | 0.410\*\*\* | 1.506\*\*\* | 0.477\*\*\* | 1.611\*\*\* | 0.461\*\*\* | 1.586\*\*\* | 0.407\*\*\* | 1.503\*\*\* |
|  | (0.0814) | (0.123) | (0.0834) | (0.134) | (0.0848) | (0.135) | (0.0853) | (0.128) |
| 5.cohort | 0.636\*\*\* | 1.888\*\*\* | 0.710\*\*\* | 2.035\*\*\* | 0.692\*\*\* | 1.998\*\*\* | 0.649\*\*\* | 1.913\*\*\* |
|  | (0.0852) | (0.161) | (0.0874) | (0.178) | (0.0880) | (0.176) | (0.0884) | (0.169) |
| 6.cohort | 0.896\*\*\* | 2.449\*\*\* | 1.014\*\*\* | 2.757\*\*\* | 1.002\*\*\* | 2.724\*\*\* | 0.955\*\*\* | 2.600\*\*\* |
|  | (0.0867) | (0.212) | (0.0899) | (0.248) | (0.0915) | (0.249) | (0.0921) | (0.240) |
| 7.cohort | 0.972\*\*\* | 2.643\*\*\* | 1.104\*\*\* | 3.017\*\*\* | 1.109\*\*\* | 3.031\*\*\* | 1.060\*\*\* | 2.887\*\*\* |
|  | (0.0894) | (0.236) | (0.0927) | (0.280) | (0.0940) | (0.285) | (0.0947) | (0.273) |
| empl\_f1 |  |  | -0.265 | 0.767 | -0.206 | 0.814 | 0.0845 | 1.088 |
|  |  |  | (0.440) | (0.337) | (0.442) | (0.359) | (0.442) | (0.481) |
| empl\_f3 |  |  | 0.934\*\*\* | 2.544\*\*\* | 0.827\*\*\* | 2.287\*\*\* | 0.736\*\*\* | 2.088\*\*\* |
|  |  |  | (0.261) | (0.665) | (0.270) | (0.618) | (0.268) | (0.559) |
| empl\_f4 |  |  | 0.783\*\*\* | 2.188\*\*\* | 0.607\*\*\* | 1.836\*\*\* | 0.549\*\*\* | 1.732\*\*\* |
|  |  |  | (0.205) | (0.449) | (0.211) | (0.387) | (0.208) | (0.360) |
| empl\_f5 |  |  | 1.524\*\*\* | 4.592\*\*\* | 1.226\*\*\* | 3.408\*\*\* | 1.144\*\*\* | 3.141\*\*\* |
|  |  |  | (0.210) | (0.963) | (0.216) | (0.736) | (0.212) | (0.666) |
| empl\_f6 |  |  | 0.663\*\*\* | 1.940\*\*\* | 0.456\*\* | 1.578\*\* | 0.402\*\* | 1.495\*\* |
|  |  |  | (0.184) | (0.356) | (0.185) | (0.292) | (0.181) | (0.270) |
| empl\_f7 |  |  | 0.121 | 1.129 | 0.0810 | 1.084 | 0.0426 | 1.044 |
|  |  |  | (0.159) | (0.179) | (0.159) | (0.172) | (0.154) | (0.161) |
| empl\_f8 |  |  | -0.334\* | 0.716\* | -0.295 | 0.745 | -0.278 | 0.757 |
|  |  |  | (0.180) | (0.129) | (0.179) | (0.134) | (0.174) | (0.132) |
| empl\_f9 |  |  | 0.0250 | 1.025 | -0.0726 | 0.930 | -0.0793 | 0.924 |
|  |  |  | (0.192) | (0.197) | (0.208) | (0.194) | (0.207) | (0.191) |
| 2.fmanager1 |  |  | -0.445\*\*\* | 0.641\*\*\* | -0.358\*\*\* | 0.699\*\*\* | -0.329\*\*\* | 0.720\*\*\* |
|  |  |  | (0.0902) | (0.0578) | (0.0944) | (0.0660) | (0.0948) | (0.0682) |
| 3.fmanager1 |  |  | -0.513\*\* | 0.598\*\* | -0.408 | 0.665 | -0.439 | 0.645 |
|  |  |  | (0.224) | (0.134) | (0.294) | (0.196) | (0.301) | (0.194) |
| empl\_m1 |  |  |  |  | 0.0314 | 1.032 | 0.0366 | 1.037 |
|  |  |  |  |  | (0.260) | (0.269) | (0.260) | (0.270) |
| empl\_m3 |  |  |  |  | 0.883\*\* | 2.417\*\* | 0.810\* | 2.249\* |
|  |  |  |  |  | (0.409) | (0.988) | (0.461) | (1.037) |
| empl\_m4 |  |  |  |  | 0.403\* | 1.497\* | 0.327 | 1.387 |
|  |  |  |  |  | (0.209) | (0.312) | (0.212) | (0.294) |
| empl\_m5 |  |  |  |  | 0.813\*\*\* | 2.255\*\*\* | 0.753\*\*\* | 2.123\*\*\* |
|  |  |  |  |  | (0.131) | (0.295) | (0.132) | (0.279) |
| empl\_m6 |  |  |  |  | 0.905\*\*\* | 2.471\*\*\* | 0.845\*\*\* | 2.327\*\*\* |
|  |  |  |  |  | (0.110) | (0.271) | (0.109) | (0.255) |
| empl\_m7 |  |  |  |  | 0.0738 | 1.077 | 0.0341 | 1.035 |
|  |  |  |  |  | (0.0599) | (0.0645) | (0.0604) | (0.0625) |
| empl\_m8 |  |  |  |  | -0.167\* | 0.846\* | -0.197\*\* | 0.821\*\* |
|  |  |  |  |  | (0.0869) | (0.0735) | (0.0872) | (0.0716) |
| empl\_m9 |  |  |  |  | 0.306\* | 1.358\* | 0.249 | 1.283 |
|  |  |  |  |  | (0.184) | (0.250) | (0.184) | (0.236) |
| 2.mmanager1 |  |  |  |  | -0.322\*\* | 0.725\*\* | -0.288\*\* | 0.749\*\* |
|  |  |  |  |  | (0.130) | (0.0939) | (0.131) | (0.0981) |
| 3.mmanager1 |  |  |  |  | -0.426 | 0.653 | -0.359 | 0.698 |
|  |  |  |  |  | (0.344) | (0.225) | (0.349) | (0.244) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.153\*\*\* | 0.858\*\*\* |
|  |  |  |  |  |  |  | (0.0584) | (0.0501) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.368\*\*\* | 0.692\*\*\* |
|  |  |  |  |  |  |  | (0.0829) | (0.0574) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.716\*\*\* | 0.488\*\*\* |
|  |  |  |  |  |  |  | (0.112) | (0.0545) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.803\*\*\* | 0.448\*\*\* |
|  |  |  |  |  |  |  | (0.123) | (0.0552) |
| 2.both |  |  |  |  |  |  | -0.191 | 0.827 |
|  |  |  |  |  |  |  | (0.122) | (0.101) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.364\*\*\* | 1.439\*\*\* |
|  |  |  |  |  |  |  | (0.0813) | (0.117) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.465\*\*\* | 1.591\*\*\* |
|  |  |  |  |  |  |  | (0.0884) | (0.141) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.210 | 1.234 |
|  |  |  |  |  |  |  | (0.181) | (0.224) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.048\*\*\* | 0.351\*\*\* | -1.397\*\*\* | 0.247\*\*\* | -1.655\*\*\* | 0.191\*\*\* | -1.561\*\*\* | 0.210\*\*\* |
|  | (0.0599) | (0.0210) | (0.189) | (0.0467) | (0.219) | (0.0418) | (0.226) | (0.0475) |
| Constant cut2 | 3.144\*\*\* | 23.19\*\*\* | 2.855\*\*\* | 17.38\*\*\* | 2.615\*\*\* | 13.67\*\*\* | 2.766\*\*\* | 15.89\*\*\* |
|  | (0.0717) | (1.663) | (0.193) | (3.355) | (0.222) | (3.030) | (0.230) | (3.651) |
|  |  |  |  |  |  |  |  |  |
| Observations | 15,183 | 15,183 | 14,659 | 14,659 | 14,568 | 14,568 | 14,552 | 14,552 |
| Pseudo R-squared | 0.146 |  | 0.164 |  | 0.171 |  | 0.179 |  |
| ll | -1.180e+07 |  | -1.120e+07 |  | -1.100e+07 |  | -1.090e+07 |  |
| df\_m | 11 |  | 21 |  | 31 |  | 39 |  |
| chi2 | 1987 |  | 2128 |  | 2154 |  | 2290 |  |

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.eduf3 | 1.224\*\*\* | 3.402\*\*\* | 0.761\*\*\* | 2.140\*\*\* | 0.691\*\*\* | 1.996\*\*\* | 0.603\*\*\* | 1.827\*\*\* |
|  | (0.181) | (0.614) | (0.205) | (0.440) | (0.202) | (0.403) | (0.209) | (0.383) |
| 3.eduf3 | 1.988\*\*\* | 7.304\*\*\* | 1.247\*\*\* | 3.482\*\*\* | 1.227\*\*\* | 3.411\*\*\* | 1.210\*\*\* | 3.353\*\*\* |
|  | (0.228) | (1.664) | (0.299) | (1.040) | (0.293) | (1.001) | (0.289) | (0.970) |
| 2.edum3 | 1.265\*\*\* | 3.544\*\*\* | 1.257\*\*\* | 3.514\*\*\* | 1.099\*\*\* | 3.002\*\*\* | 0.959\*\*\* | 2.609\*\*\* |
|  | (0.176) | (0.625) | (0.191) | (0.673) | (0.190) | (0.570) | (0.189) | (0.494) |
| 3.edum3 | 1.764\*\*\* | 5.836\*\*\* | 1.637\*\*\* | 5.141\*\*\* | 1.193\*\*\* | 3.297\*\*\* | 1.220\*\*\* | 3.386\*\*\* |
|  | (0.220) | (1.283) | (0.237) | (1.218) | (0.372) | (1.227) | (0.364) | (1.233) |
| 2.gender | 0.540\*\*\* | 1.716\*\*\* | 0.598\*\*\* | 1.819\*\*\* | 0.641\*\*\* | 1.899\*\*\* | 0.681\*\*\* | 1.976\*\*\* |
|  | (0.0698) | (0.120) | (0.0732) | (0.133) | (0.0739) | (0.140) | (0.0759) | (0.150) |
| 2.cohort | 0.259\* | 1.296\* | 0.203 | 1.225 | 0.180 | 1.197 | 0.110 | 1.116 |
|  | (0.142) | (0.185) | (0.147) | (0.181) | (0.147) | (0.176) | (0.154) | (0.172) |
| 3.cohort | 0.147 | 1.158 | 0.166 | 1.181 | 0.168 | 1.183 | 0.0556 | 1.057 |
|  | (0.140) | (0.162) | (0.145) | (0.172) | (0.145) | (0.172) | (0.152) | (0.160) |
| 4.cohort | 0.363\*\*\* | 1.438\*\*\* | 0.390\*\*\* | 1.477\*\*\* | 0.340\*\* | 1.405\*\* | 0.144 | 1.154 |
|  | (0.139) | (0.200) | (0.145) | (0.214) | (0.145) | (0.204) | (0.151) | (0.174) |
| 5.cohort | 0.837\*\*\* | 2.309\*\*\* | 0.802\*\*\* | 2.229\*\*\* | 0.764\*\*\* | 2.147\*\*\* | 0.448\*\*\* | 1.565\*\*\* |
|  | (0.140) | (0.324) | (0.146) | (0.326) | (0.147) | (0.315) | (0.151) | (0.236) |
| 6.cohort | 1.278\*\*\* | 3.590\*\*\* | 1.301\*\*\* | 3.673\*\*\* | 1.263\*\*\* | 3.536\*\*\* | 0.963\*\*\* | 2.621\*\*\* |
|  | (0.138) | (0.496) | (0.146) | (0.535) | (0.146) | (0.515) | (0.151) | (0.396) |
| 7.cohort | 1.264\*\*\* | 3.540\*\*\* | 1.272\*\*\* | 3.567\*\*\* | 1.253\*\*\* | 3.502\*\*\* | 0.885\*\*\* | 2.423\*\*\* |
|  | (0.141) | (0.499) | (0.146) | (0.522) | (0.147) | (0.514) | (0.155) | (0.376) |
| empl\_f1 |  |  | 0.729 | 2.073 | 0.415 | 1.515 | 0.524 | 1.689 |
|  |  |  | (0.687) | (1.424) | (0.639) | (0.967) | (0.625) | (1.056) |
| empl\_f4 |  |  | 1.430\*\*\* | 4.181\*\*\* | 1.335\*\*\* | 3.800\*\*\* | 0.962\*\*\* | 2.617\*\*\* |
|  |  |  | (0.309) | (1.290) | (0.310) | (1.176) | (0.319) | (0.835) |
| empl\_f5 |  |  | 1.467\*\*\* | 4.336\*\*\* | 1.365\*\*\* | 3.917\*\*\* | 1.099\*\*\* | 3.000\*\*\* |
|  |  |  | (0.393) | (1.706) | (0.386) | (1.512) | (0.368) | (1.104) |
| empl\_f6 |  |  | 1.246\*\*\* | 3.477\*\*\* | 1.195\*\*\* | 3.305\*\*\* | 0.857\*\*\* | 2.355\*\*\* |
|  |  |  | (0.298) | (1.037) | (0.296) | (0.977) | (0.302) | (0.711) |
| empl\_f7 |  |  | 0.723\*\*\* | 2.060\*\*\* | 0.677\*\* | 1.967\*\* | 0.496\* | 1.642\* |
|  |  |  | (0.270) | (0.555) | (0.265) | (0.520) | (0.272) | (0.446) |
| empl\_f8 |  |  | 0.467 | 1.595 | 0.457 | 1.580 | 0.361 | 1.434 |
|  |  |  | (0.306) | (0.488) | (0.302) | (0.478) | (0.310) | (0.445) |
| empl\_f9 |  |  | 1.992\*\*\* | 7.331\*\*\* | 1.946\*\*\* | 7.000\*\*\* | 1.580\*\*\* | 4.854\*\*\* |
|  |  |  | (0.473) | (3.470) | (0.470) | (3.289) | (0.465) | (2.259) |
| 2.fmanager1 |  |  | -0.600\*\*\* | 0.549\*\*\* | -0.540\*\*\* | 0.583\*\*\* | -0.393\*\*\* | 0.675\*\*\* |
|  |  |  | (0.0982) | (0.0539) | (0.100) | (0.0583) | (0.102) | (0.0686) |
| 3.fmanager1 |  |  | -0.604 | 0.547 | -0.491 | 0.612 | -0.0853 | 0.918 |
|  |  |  | (0.419) | (0.229) | (0.442) | (0.271) | (0.451) | (0.414) |
| empl\_m1 |  |  |  |  | 0.115 | 1.122 | 0.864 | 2.372 |
|  |  |  |  |  | (0.699) | (0.785) | (0.535) | (1.268) |
| empl\_m4 |  |  |  |  | 0.201 | 1.222 | 0.0728 | 1.076 |
|  |  |  |  |  | (0.235) | (0.287) | (0.259) | (0.278) |
| empl\_m5 |  |  |  |  | 0.417 | 1.518 | 0.175 | 1.191 |
|  |  |  |  |  | (0.388) | (0.589) | (0.381) | (0.454) |
| empl\_m6 |  |  |  |  | 0.556\*\* | 1.744\*\* | 0.283 | 1.327 |
|  |  |  |  |  | (0.246) | (0.430) | (0.245) | (0.326) |
| empl\_m7 |  |  |  |  | -0.146\* | 0.864\* | -0.163\* | 0.850\* |
|  |  |  |  |  | (0.0845) | (0.0730) | (0.0871) | (0.0740) |
| empl\_m8 |  |  |  |  | -0.127 | 0.881 | -0.145 | 0.865 |
|  |  |  |  |  | (0.113) | (0.0994) | (0.116) | (0.101) |
| empl\_m9 |  |  |  |  | 1.492\*\* | 4.447\*\* | 2.202\*\*\* | 9.041\*\*\* |
|  |  |  |  |  | (0.583) | (2.594) | (0.810) | (7.324) |
| 2.mmanager1 |  |  |  |  | -0.509\*\*\* | 0.601\*\*\* | -0.494\*\*\* | 0.610\*\*\* |
|  |  |  |  |  | (0.171) | (0.103) | (0.172) | (0.105) |
| 3.mmanager1 |  |  |  |  | -0.845\* | 0.429\* | -0.967\* | 0.380\* |
|  |  |  |  |  | (0.509) | (0.219) | (0.502) | (0.191) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.567\*\*\* | 0.567\*\*\* |
|  |  |  |  |  |  |  | (0.105) | (0.0593) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.717\*\*\* | 0.488\*\*\* |
|  |  |  |  |  |  |  | (0.152) | (0.0741) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -1.036\*\*\* | 0.355\*\*\* |
|  |  |  |  |  |  |  | (0.222) | (0.0786) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -1.138\*\*\* | 0.320\*\*\* |
|  |  |  |  |  |  |  | (0.199) | (0.0638) |
| 2.both |  |  |  |  |  |  | -0.469\*\* | 0.625\*\* |
|  |  |  |  |  |  |  | (0.199) | (0.124) |
| 2.fin\_sit1 |  |  |  |  |  |  | 1.003\*\*\* | 2.726\*\*\* |
|  |  |  |  |  |  |  | (0.118) | (0.321) |
| 3.fin\_sit1 |  |  |  |  |  |  | 1.442\*\*\* | 4.229\*\*\* |
|  |  |  |  |  |  |  | (0.144) | (0.608) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.984\* | 2.674\* |
|  |  |  |  |  |  |  | (0.508) | (1.359) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | 1.685\*\*\* | 5.391\*\*\* | 1.982\*\*\* | 7.255\*\*\* | 1.432\*\*\* | 4.186\*\*\* | 1.755\*\*\* | 5.781\*\*\* |
|  | (0.118) | (0.635) | (0.306) | (2.220) | (0.341) | (1.429) | (0.355) | (2.050) |
| Constant cut2 | 2.943\*\*\* | 18.96\*\*\* | 3.282\*\*\* | 26.63\*\*\* | 2.737\*\*\* | 15.44\*\*\* | 3.126\*\*\* | 22.78\*\*\* |
|  | (0.128) | (2.421) | (0.311) | (8.272) | (0.345) | (5.331) | (0.358) | (8.158) |
|  |  |  |  |  |  |  |  |  |
| Observations | 5,809 | 5,809 | 5,484 | 5,484 | 5,424 | 5,424 | 5,424 | 5,424 |
| Pseudo R-squared | 0.112 |  | 0.137 |  | 0.140 |  | 0.178 |  |
| ll | -3.905e+06 |  | -3.599e+06 |  | -3.542e+06 |  | -3.386e+06 |  |
| df\_m | 11 |  | 20 |  | 29 |  | 37 |  |
| chi2 | 557.3 |  | 628.2 |  | 693.7 |  | 866.5 |  |

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.eduf3 | 1.271\*\*\* | 3.563\*\*\* | 1.069\*\*\* | 2.913\*\*\* | 1.030\*\*\* | 2.802\*\*\* | 0.969\*\*\* | 2.636\*\*\* |
|  | (0.122) | (0.434) | (0.132) | (0.385) | (0.133) | (0.372) | (0.133) | (0.350) |
| 3.eduf3 | 2.216\*\*\* | 9.170\*\*\* | 1.830\*\*\* | 6.233\*\*\* | 1.798\*\*\* | 6.040\*\*\* | 1.685\*\*\* | 5.392\*\*\* |
|  | (0.249) | (2.287) | (0.295) | (1.839) | (0.298) | (1.798) | (0.298) | (1.609) |
| 2.edum3 | 1.423\*\*\* | 4.151\*\*\* | 1.352\*\*\* | 3.866\*\*\* | 1.295\*\*\* | 3.650\*\*\* | 1.161\*\*\* | 3.194\*\*\* |
|  | (0.114) | (0.474) | (0.115) | (0.446) | (0.122) | (0.444) | (0.122) | (0.390) |
| 3.edum3 | 2.404\*\*\* | 11.07\*\*\* | 2.357\*\*\* | 10.56\*\*\* | 2.306\*\*\* | 10.03\*\*\* | 2.146\*\*\* | 8.554\*\*\* |
|  | (0.336) | (3.716) | (0.343) | (3.622) | (0.390) | (3.917) | (0.395) | (3.375) |
| 2.gender | -0.186\*\*\* | 0.830\*\*\* | -0.208\*\*\* | 0.812\*\*\* | -0.198\*\*\* | 0.820\*\*\* | -0.203\*\*\* | 0.816\*\*\* |
|  | (0.0616) | (0.0511) | (0.0625) | (0.0508) | (0.0632) | (0.0518) | (0.0636) | (0.0519) |
| 2.cohort | 0.318\*\*\* | 1.374\*\*\* | 0.301\*\*\* | 1.351\*\*\* | 0.257\*\* | 1.293\*\* | 0.215\* | 1.240\* |
|  | (0.112) | (0.154) | (0.115) | (0.156) | (0.116) | (0.150) | (0.118) | (0.146) |
| 3.cohort | 0.312\*\*\* | 1.367\*\*\* | 0.277\*\* | 1.319\*\* | 0.248\*\* | 1.282\*\* | 0.169 | 1.184 |
|  | (0.114) | (0.156) | (0.116) | (0.153) | (0.117) | (0.150) | (0.118) | (0.140) |
| 4.cohort | 0.345\*\*\* | 1.411\*\*\* | 0.284\*\* | 1.329\*\* | 0.263\*\* | 1.301\*\* | 0.149 | 1.161 |
|  | (0.110) | (0.155) | (0.113) | (0.150) | (0.114) | (0.148) | (0.114) | (0.133) |
| 5.cohort | 0.435\*\*\* | 1.545\*\*\* | 0.360\*\*\* | 1.434\*\*\* | 0.319\*\*\* | 1.375\*\*\* | 0.220\* | 1.246\* |
|  | (0.115) | (0.178) | (0.118) | (0.170) | (0.120) | (0.165) | (0.121) | (0.150) |
| 6.cohort | 0.0523 | 1.054 | -0.00185 | 0.998 | -0.0382 | 0.963 | -0.139 | 0.870 |
|  | (0.122) | (0.129) | (0.125) | (0.124) | (0.126) | (0.121) | (0.126) | (0.110) |
| 7.cohort | 0.191 | 1.211 | 0.143 | 1.153 | 0.106 | 1.111 | 0.0724 | 1.075 |
|  | (0.133) | (0.161) | (0.136) | (0.156) | (0.137) | (0.153) | (0.136) | (0.146) |
| empl\_f1 |  |  | -0.643 | 0.526 | -0.679 | 0.507 | -0.409 | 0.664 |
|  |  |  | (0.655) | (0.344) | (0.652) | (0.331) | (0.660) | (0.438) |
| empl\_f3 |  |  | 0.854\*\*\* | 2.350\*\*\* | 0.779\*\* | 2.180\*\* | 0.914\*\* | 2.495\*\* |
|  |  |  | (0.316) | (0.744) | (0.350) | (0.763) | (0.364) | (0.908) |
| empl\_f4 |  |  | 1.004\* | 2.729\* | 0.861 | 2.366 | 0.776 | 2.173 |
|  |  |  | (0.567) | (1.548) | (0.582) | (1.377) | (0.582) | (1.265) |
| empl\_f5 |  |  | 0.825\*\*\* | 2.282\*\*\* | 0.732\*\* | 2.080\*\* | 0.735\*\* | 2.086\*\* |
|  |  |  | (0.273) | (0.622) | (0.291) | (0.606) | (0.296) | (0.617) |
| empl\_f6 |  |  | 1.028\*\*\* | 2.797\*\*\* | 0.920\*\*\* | 2.510\*\*\* | 0.873\*\*\* | 2.393\*\*\* |
|  |  |  | (0.231) | (0.645) | (0.244) | (0.612) | (0.244) | (0.584) |
| empl\_f7 |  |  | 0.560\*\*\* | 1.751\*\*\* | 0.490\*\*\* | 1.632\*\*\* | 0.476\*\*\* | 1.610\*\*\* |
|  |  |  | (0.139) | (0.243) | (0.146) | (0.238) | (0.149) | (0.239) |
| empl\_f8 |  |  | -0.258 | 0.773 | -0.242 | 0.785 | -0.174 | 0.840 |
|  |  |  | (0.159) | (0.123) | (0.167) | (0.131) | (0.172) | (0.144) |
| empl\_f9 |  |  | 0.659\*\*\* | 1.933\*\*\* | 0.444\*\*\* | 1.559\*\*\* | 0.383\*\* | 1.466\*\* |
|  |  |  | (0.155) | (0.299) | (0.166) | (0.259) | (0.167) | (0.245) |
| 2.fmanager1 |  |  | -0.230 | 0.794 | -0.273 | 0.761 | -0.207 | 0.813 |
|  |  |  | (0.195) | (0.155) | (0.194) | (0.148) | (0.189) | (0.153) |
| 3.fmanager1 |  |  | -0.0111 | 0.989 | -0.101 | 0.904 | -0.0468 | 0.954 |
|  |  |  | (0.210) | (0.208) | (0.212) | (0.191) | (0.207) | (0.197) |
| empl\_m1 |  |  |  |  | 0.369 | 1.447 | 0.486 | 1.625 |
|  |  |  |  |  | (0.396) | (0.573) | (0.366) | (0.595) |
| empl\_m3 |  |  |  |  | 0.0599 | 1.062 | 0.0553 | 1.057 |
|  |  |  |  |  | (0.456) | (0.484) | (0.446) | (0.471) |
| empl\_m4 |  |  |  |  | 0.833\*\*\* | 2.299\*\*\* | 0.675\*\* | 1.964\*\* |
|  |  |  |  |  | (0.242) | (0.557) | (0.290) | (0.569) |
| empl\_m5 |  |  |  |  | 0.223 | 1.250 | 0.132 | 1.142 |
|  |  |  |  |  | (0.308) | (0.385) | (0.305) | (0.348) |
| empl\_m6 |  |  |  |  | 0.259 | 1.296 | 0.119 | 1.126 |
|  |  |  |  |  | (0.232) | (0.301) | (0.236) | (0.266) |
| empl\_m7 |  |  |  |  | 0.156\*\* | 1.169\*\* | 0.0960 | 1.101 |
|  |  |  |  |  | (0.0780) | (0.0912) | (0.0792) | (0.0872) |
| empl\_m8 |  |  |  |  | -0.0200 | 0.980 | -0.0795 | 0.924 |
|  |  |  |  |  | (0.121) | (0.118) | (0.124) | (0.114) |
| empl\_m9 |  |  |  |  | 0.499\*\*\* | 1.648\*\*\* | 0.415\*\*\* | 1.514\*\*\* |
|  |  |  |  |  | (0.161) | (0.265) | (0.160) | (0.243) |
| 2.mmanager1 |  |  |  |  | 0.231 | 1.259 | 0.266 | 1.304 |
|  |  |  |  |  | (0.337) | (0.424) | (0.351) | (0.457) |
| 3.mmanager1 |  |  |  |  | 0.331 | 1.393 | 0.310 | 1.363 |
|  |  |  |  |  | (0.354) | (0.493) | (0.367) | (0.500) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.410\*\*\* | 0.663\*\*\* |
|  |  |  |  |  |  |  | (0.0801) | (0.0532) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.776\*\*\* | 0.460\*\*\* |
|  |  |  |  |  |  |  | (0.120) | (0.0554) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -1.244\*\*\* | 0.288\*\*\* |
|  |  |  |  |  |  |  | (0.184) | (0.0530) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -1.473\*\*\* | 0.229\*\*\* |
|  |  |  |  |  |  |  | (0.230) | (0.0527) |
| 2.both |  |  |  |  |  |  | 0.0198 | 1.020 |
|  |  |  |  |  |  |  | (0.365) | (0.373) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.619\*\*\* | 1.856\*\*\* |
|  |  |  |  |  |  |  | (0.0898) | (0.167) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.858\*\*\* | 2.358\*\*\* |
|  |  |  |  |  |  |  | (0.122) | (0.289) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.502\*\*\* | 1.652\*\*\* |
|  |  |  |  |  |  |  | (0.145) | (0.239) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.042\*\*\* | 0.353\*\*\* | -0.889\*\*\* | 0.411\*\*\* | -0.714\* | 0.490\* | -0.514 | 0.598 |
|  | (0.0891) | (0.0314) | (0.246) | (0.101) | (0.408) | (0.200) | (0.432) | (0.258) |
| Constant cut2 | 2.431\*\*\* | 11.37\*\*\* | 2.649\*\*\* | 14.14\*\*\* | 2.843\*\*\* | 17.17\*\*\* | 3.181\*\*\* | 24.08\*\*\* |
|  | (0.100) | (1.142) | (0.254) | (3.589) | (0.413) | (7.093) | (0.437) | (10.53) |
|  |  |  |  |  |  |  |  |  |
| Observations | 6,750 | 6,750 | 6,599 | 6,599 | 6,514 | 6,514 | 6,514 | 6,514 |
| Pseudo R-squared | 0.135 |  | 0.146 |  | 0.147 |  | 0.172 |  |
| ll | -6.384e+06 |  | -6.166e+06 |  | -6.065e+06 |  | -5.889e+06 |  |
| df\_m | 11 |  | 21 |  | 31 |  | 39 |  |
| chi2 | 852.9 |  | 933.3 |  | 968.4 |  | 1118 |  |

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.eduf3 | 0.395\*\*\* | 1.485\*\*\* | 0.365\*\*\* | 1.440\*\*\* | 0.387\*\*\* | 1.473\*\*\* | 0.363\*\*\* | 1.438\*\*\* |
|  | (0.130) | (0.193) | (0.133) | (0.191) | (0.133) | (0.195) | (0.133) | (0.192) |
| 3.eduf3 | 1.140\*\*\* | 3.126\*\*\* | 1.137\*\*\* | 3.117\*\*\* | 1.184\*\*\* | 3.268\*\*\* | 1.142\*\*\* | 3.133\*\*\* |
|  | (0.173) | (0.542) | (0.186) | (0.579) | (0.187) | (0.613) | (0.191) | (0.598) |
| 2.edum3 | 0.544\*\*\* | 1.723\*\*\* | 0.587\*\*\* | 1.799\*\*\* | 0.493\*\*\* | 1.638\*\*\* | 0.477\*\*\* | 1.612\*\*\* |
|  | (0.133) | (0.230) | (0.131) | (0.236) | (0.135) | (0.220) | (0.135) | (0.217) |
| 3.edum3 | 1.264\*\*\* | 3.540\*\*\* | 1.279\*\*\* | 3.594\*\*\* | 1.176\*\*\* | 3.242\*\*\* | 1.174\*\*\* | 3.236\*\*\* |
|  | (0.161) | (0.568) | (0.163) | (0.584) | (0.173) | (0.561) | (0.173) | (0.560) |
| 2.gender | 0.790\*\*\* | 2.203\*\*\* | 0.798\*\*\* | 2.222\*\*\* | 0.807\*\*\* | 2.241\*\*\* | 0.805\*\*\* | 2.236\*\*\* |
|  | (0.109) | (0.240) | (0.110) | (0.244) | (0.111) | (0.249) | (0.112) | (0.252) |
| 2.cohort | -0.0313 | 0.969 | -0.00386 | 0.996 | 0.0109 | 1.011 | 0.0315 | 1.032 |
|  | (0.266) | (0.258) | (0.284) | (0.283) | (0.297) | (0.300) | (0.305) | (0.315) |
| 3.cohort | 0.295 | 1.344 | 0.301 | 1.352 | 0.323 | 1.381 | 0.398 | 1.489 |
|  | (0.246) | (0.331) | (0.261) | (0.352) | (0.272) | (0.376) | (0.281) | (0.419) |
| 4.cohort | 0.185 | 1.204 | 0.265 | 1.303 | 0.261 | 1.298 | 0.310 | 1.364 |
|  | (0.237) | (0.285) | (0.250) | (0.326) | (0.263) | (0.341) | (0.276) | (0.376) |
| 5.cohort | 0.828\*\*\* | 2.288\*\*\* | 0.851\*\*\* | 2.341\*\*\* | 0.854\*\*\* | 2.349\*\*\* | 0.937\*\*\* | 2.553\*\*\* |
|  | (0.238) | (0.545) | (0.255) | (0.596) | (0.266) | (0.625) | (0.279) | (0.713) |
| 6.cohort | 0.514\*\* | 1.672\*\* | 0.586\*\* | 1.797\*\* | 0.599\*\* | 1.821\*\* | 0.656\*\* | 1.928\*\* |
|  | (0.259) | (0.433) | (0.268) | (0.481) | (0.281) | (0.513) | (0.294) | (0.567) |
| 7.cohort | 0.419\* | 1.520\* | 0.498\* | 1.645\* | 0.527\* | 1.694\* | 0.624\*\* | 1.866\*\* |
|  | (0.243) | (0.370) | (0.258) | (0.425) | (0.272) | (0.460) | (0.286) | (0.534) |
| empl\_f1 |  |  | -1.331 | 0.264 | -1.676 | 0.187 | -1.749 | 0.174 |
|  |  |  | (1.564) | (0.413) | (1.717) | (0.321) | (1.701) | (0.296) |
| empl\_f3 |  |  | 0.302 | 1.352 | 0.551 | 1.735 | 1.632 | 5.112 |
|  |  |  | (1.075) | (1.453) | (1.035) | (1.796) | (1.045) | (5.342) |
| empl\_f4 |  |  | 0.0969 | 1.102 | 0.188 | 1.207 | -0.00123 | 0.999 |
|  |  |  | (0.561) | (0.618) | (0.595) | (0.718) | (0.603) | (0.603) |
| empl\_f5 |  |  | 0.570 | 1.767 | 0.538 | 1.712 | 0.375 | 1.455 |
|  |  |  | (0.472) | (0.835) | (0.499) | (0.855) | (0.514) | (0.748) |
| empl\_f6 |  |  | 1.185\*\* | 3.270\*\* | 1.332\*\* | 3.790\*\* | 0.990\* | 2.691\* |
|  |  |  | (0.575) | (1.881) | (0.587) | (2.226) | (0.592) | (1.594) |
| empl\_f7 |  |  | 0.658 | 1.931 | 0.752\* | 2.121\* | 0.526 | 1.692 |
|  |  |  | (0.404) | (0.780) | (0.437) | (0.928) | (0.446) | (0.755) |
| empl\_f8 |  |  | 1.044 | 2.840 | 1.459\*\* | 4.300\*\* | 1.244\* | 3.469\* |
|  |  |  | (0.672) | (1.909) | (0.651) | (2.802) | (0.672) | (2.332) |
| empl\_f9 |  |  | 0.657\* | 1.930\* | 0.482 | 1.619 | 0.243 | 1.274 |
|  |  |  | (0.383) | (0.739) | (0.397) | (0.643) | (0.405) | (0.516) |
| 2.fmanager1 |  |  | -0.0196 | 0.981 | -0.0267 | 0.974 | -0.0119 | 0.988 |
|  |  |  | (0.117) | (0.115) | (0.120) | (0.117) | (0.121) | (0.119) |
| 3.fmanager1 |  |  | -0.191 | 0.826 | -0.209 | 0.811 | -0.0924 | 0.912 |
|  |  |  | (0.252) | (0.208) | (0.285) | (0.231) | (0.303) | (0.277) |
| empl\_m1 |  |  |  |  | 0.709 | 2.032 | 0.872 | 2.391 |
|  |  |  |  |  | (0.856) | (1.739) | (0.836) | (1.999) |
| empl\_m4 |  |  |  |  | -0.211 | 0.810 | -0.286 | 0.752 |
|  |  |  |  |  | (0.851) | (0.689) | (0.831) | (0.625) |
| empl\_m5 |  |  |  |  | 0.487 | 1.627 | 0.399 | 1.491 |
|  |  |  |  |  | (0.321) | (0.522) | (0.334) | (0.498) |
| empl\_m6 |  |  |  |  | -0.363 | 0.696 | -0.552 | 0.576 |
|  |  |  |  |  | (0.393) | (0.273) | (0.427) | (0.246) |
| empl\_m7 |  |  |  |  | 0.138 | 1.148 | 0.0590 | 1.061 |
|  |  |  |  |  | (0.240) | (0.276) | (0.250) | (0.265) |
| empl\_m8 |  |  |  |  | -0.575 | 0.563 | -0.500 | 0.606 |
|  |  |  |  |  | (0.436) | (0.245) | (0.423) | (0.257) |
| empl\_m9 |  |  |  |  | 0.506\*\*\* | 1.659\*\*\* | 0.510\*\*\* | 1.665\*\*\* |
|  |  |  |  |  | (0.177) | (0.293) | (0.181) | (0.302) |
| 2.mmanager1 |  |  |  |  | 0.154 | 1.166 | 0.192 | 1.212 |
|  |  |  |  |  | (0.178) | (0.207) | (0.182) | (0.220) |
| 3.mmanager1 |  |  |  |  | -0.179 | 0.836 | -0.256 | 0.774 |
|  |  |  |  |  | (0.326) | (0.273) | (0.345) | (0.267) |
| 2.nchild\_groups1 |  |  |  |  |  |  | 0.00305 | 1.003 |
|  |  |  |  |  |  |  | (0.124) | (0.124) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.0325 | 0.968 |
|  |  |  |  |  |  |  | (0.248) | (0.240) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.604 | 0.547 |
|  |  |  |  |  |  |  | (0.439) | (0.240) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.229 | 0.796 |
|  |  |  |  |  |  |  | (0.687) | (0.547) |
| 2.both |  |  |  |  |  |  | -0.562\*\*\* | 0.570\*\*\* |
|  |  |  |  |  |  |  | (0.177) | (0.101) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.207 | 1.229 |
|  |  |  |  |  |  |  | (0.244) | (0.300) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.213 | 1.238 |
|  |  |  |  |  |  |  | (0.239) | (0.296) |
| 4.fin\_sit1 |  |  |  |  |  |  | -0.696\* | 0.498\* |
|  |  |  |  |  |  |  | (0.370) | (0.184) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.225\*\*\* | 0.294\*\*\* | -0.627 | 0.534 | -0.342 | 0.711 | -0.479 | 0.620 |
|  | (0.216) | (0.0634) | (0.459) | (0.245) | (0.491) | (0.349) | (0.548) | (0.340) |
| Constant cut2 | 2.121\*\*\* | 8.337\*\*\* | 2.793\*\*\* | 16.33\*\*\* | 3.131\*\*\* | 22.90\*\*\* | 3.062\*\*\* | 21.38\*\*\* |
|  | (0.214) | (1.785) | (0.457) | (7.465) | (0.495) | (11.33) | (0.550) | (11.76) |
|  |  |  |  |  |  |  |  |  |
| Observations | 2,053 | 2,053 | 2,012 | 2,012 | 1,998 | 1,998 | 1,974 | 1,974 |
| Pseudo R-squared | 0.112 |  | 0.117 |  | 0.124 |  | 0.133 |  |
| ll | -1.076e+06 |  | -1.036e+06 |  | -1.019e+06 |  | -993594 |  |
| df\_m | 11 |  | 21 |  | 30 |  | 38 |  |
| chi2 | 269.1 |  | 262.3 |  | 282.9 |  | 296.9 |  |

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.eduf3 | 0.718\*\*\* | 2.050\*\*\* | 0.372\*\*\* | 1.451\*\*\* | 0.350\*\*\* | 1.419\*\*\* | 0.340\*\*\* | 1.405\*\*\* |
|  | (0.0931) | (0.191) | (0.105) | (0.152) | (0.106) | (0.150) | (0.106) | (0.149) |
| 3.eduf3 | 1.179\*\*\* | 3.253\*\*\* | 0.803\*\*\* | 2.232\*\*\* | 0.745\*\*\* | 2.107\*\*\* | 0.750\*\*\* | 2.118\*\*\* |
|  | (0.146) | (0.475) | (0.231) | (0.515) | (0.232) | (0.488) | (0.235) | (0.497) |
| 2.edum3 | 0.692\*\*\* | 1.998\*\*\* | 0.641\*\*\* | 1.898\*\*\* | 0.358\*\*\* | 1.430\*\*\* | 0.340\*\*\* | 1.405\*\*\* |
|  | (0.101) | (0.203) | (0.105) | (0.200) | (0.120) | (0.172) | (0.121) | (0.171) |
| 3.edum3 | 1.099\*\*\* | 3.001\*\*\* | 1.036\*\*\* | 2.817\*\*\* | 0.733\*\*\* | 2.081\*\*\* | 0.709\*\*\* | 2.031\*\*\* |
|  | (0.154) | (0.461) | (0.159) | (0.448) | (0.238) | (0.494) | (0.241) | (0.490) |
| 2.gender | 0.379\*\*\* | 1.461\*\*\* | 0.383\*\*\* | 1.466\*\*\* | 0.377\*\*\* | 1.458\*\*\* | 0.381\*\*\* | 1.464\*\*\* |
|  | (0.0716) | (0.105) | (0.0730) | (0.107) | (0.0738) | (0.108) | (0.0741) | (0.109) |
| 2.cohort | 0.371\*\* | 1.450\*\* | 0.457\*\*\* | 1.580\*\*\* | 0.468\*\*\* | 1.597\*\*\* | 0.502\*\*\* | 1.652\*\*\* |
|  | (0.144) | (0.209) | (0.146) | (0.231) | (0.149) | (0.239) | (0.150) | (0.248) |
| 3.cohort | 0.397\*\*\* | 1.487\*\*\* | 0.461\*\*\* | 1.585\*\*\* | 0.425\*\*\* | 1.529\*\*\* | 0.427\*\*\* | 1.533\*\*\* |
|  | (0.136) | (0.202) | (0.141) | (0.223) | (0.143) | (0.219) | (0.145) | (0.222) |
| 4.cohort | 0.774\*\*\* | 2.168\*\*\* | 0.824\*\*\* | 2.280\*\*\* | 0.754\*\*\* | 2.126\*\*\* | 0.733\*\*\* | 2.081\*\*\* |
|  | (0.134) | (0.290) | (0.139) | (0.318) | (0.142) | (0.301) | (0.145) | (0.301) |
| 5.cohort | 0.749\*\*\* | 2.114\*\*\* | 0.761\*\*\* | 2.140\*\*\* | 0.696\*\*\* | 2.006\*\*\* | 0.675\*\*\* | 1.964\*\*\* |
|  | (0.134) | (0.284) | (0.139) | (0.298) | (0.142) | (0.284) | (0.144) | (0.283) |
| 6.cohort | 0.913\*\*\* | 2.492\*\*\* | 0.996\*\*\* | 2.707\*\*\* | 0.889\*\*\* | 2.433\*\*\* | 0.839\*\*\* | 2.314\*\*\* |
|  | (0.140) | (0.348) | (0.145) | (0.394) | (0.148) | (0.360) | (0.151) | (0.348) |
| 7.cohort | 0.602\*\*\* | 1.826\*\*\* | 0.636\*\*\* | 1.888\*\*\* | 0.530\*\*\* | 1.698\*\*\* | 0.483\*\*\* | 1.622\*\*\* |
|  | (0.137) | (0.251) | (0.142) | (0.268) | (0.147) | (0.249) | (0.149) | (0.241) |
| empl\_f1 |  |  | -0.254 | 0.776 | -0.246 | 0.782 | -0.198 | 0.821 |
|  |  |  | (0.321) | (0.249) | (0.335) | (0.262) | (0.339) | (0.278) |
| empl\_f3 |  |  | 1.089\* | 2.971\* | 0.896 | 2.450 | 0.791 | 2.207 |
|  |  |  | (0.577) | (1.715) | (0.617) | (1.511) | (0.628) | (1.387) |
| empl\_f4 |  |  | 0.0702 | 1.073 | -0.166 | 0.847 | -0.0880 | 0.916 |
|  |  |  | (0.316) | (0.339) | (0.325) | (0.275) | (0.324) | (0.297) |
| empl\_f5 |  |  | 0.680\*\* | 1.974\*\* | 0.483 | 1.621 | 0.526\* | 1.692\* |
|  |  |  | (0.306) | (0.603) | (0.312) | (0.506) | (0.314) | (0.532) |
| empl\_f6 |  |  | 0.719\*\*\* | 2.052\*\*\* | 0.500\*\* | 1.649\*\* | 0.460\* | 1.584\* |
|  |  |  | (0.233) | (0.479) | (0.239) | (0.395) | (0.236) | (0.373) |
| empl\_f7 |  |  | 0.391\* | 1.478\* | 0.191 | 1.210 | 0.183 | 1.201 |
|  |  |  | (0.201) | (0.297) | (0.208) | (0.252) | (0.204) | (0.245) |
| empl\_f8 |  |  | -0.156 | 0.855 | -0.269 | 0.764 | -0.264 | 0.768 |
|  |  |  | (0.211) | (0.180) | (0.216) | (0.165) | (0.213) | (0.163) |
| empl\_f9 |  |  | 0.265 | 1.303 | -0.147 | 0.863 | -0.214 | 0.807 |
|  |  |  | (0.586) | (0.764) | (0.551) | (0.475) | (0.536) | (0.433) |
| 2.fmanager1 |  |  | -0.283\*\*\* | 0.753\*\*\* | -0.280\*\*\* | 0.756\*\*\* | -0.276\*\*\* | 0.759\*\*\* |
|  |  |  | (0.0896) | (0.0675) | (0.0913) | (0.0690) | (0.0918) | (0.0697) |
| 3.fmanager1 |  |  | -0.751\* | 0.472\* | -0.615 | 0.540 | -0.636 | 0.529 |
|  |  |  | (0.413) | (0.195) | (0.461) | (0.249) | (0.469) | (0.249) |
| empl\_m1 |  |  |  |  | -0.303 | 0.739 | -0.395 | 0.673 |
|  |  |  |  |  | (0.366) | (0.270) | (0.371) | (0.250) |
| empl\_m4 |  |  |  |  | 0.228 | 1.257 | 0.312 | 1.366 |
|  |  |  |  |  | (0.311) | (0.391) | (0.313) | (0.427) |
| empl\_m5 |  |  |  |  | 0.865\*\*\* | 2.374\*\*\* | 0.828\*\*\* | 2.288\*\*\* |
|  |  |  |  |  | (0.265) | (0.628) | (0.268) | (0.613) |
| empl\_m6 |  |  |  |  | 0.864\*\*\* | 2.373\*\*\* | 0.775\*\*\* | 2.171\*\*\* |
|  |  |  |  |  | (0.171) | (0.407) | (0.174) | (0.378) |
| empl\_m7 |  |  |  |  | 0.605\*\*\* | 1.830\*\*\* | 0.521\*\*\* | 1.684\*\*\* |
|  |  |  |  |  | (0.107) | (0.197) | (0.109) | (0.183) |
| empl\_m8 |  |  |  |  | 0.287\*\*\* | 1.332\*\*\* | 0.183 | 1.201 |
|  |  |  |  |  | (0.111) | (0.148) | (0.113) | (0.136) |
| empl\_m9 |  |  |  |  | 2.328\*\*\* | 10.26\*\*\* | 2.473\*\*\* | 11.86\*\*\* |
|  |  |  |  |  | (0.876) | (8.987) | (0.762) | (9.044) |
| 2.mmanager1 |  |  |  |  | 0.220\* | 1.246\* | 0.207 | 1.230 |
|  |  |  |  |  | (0.126) | (0.157) | (0.128) | (0.157) |
| 3.mmanager1 |  |  |  |  | -0.502 | 0.605 | -0.877 | 0.416 |
|  |  |  |  |  | (1.001) | (0.606) | (0.984) | (0.409) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.153 | 0.858 |
|  |  |  |  |  |  |  | (0.112) | (0.0961) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.459\*\*\* | 0.632\*\*\* |
|  |  |  |  |  |  |  | (0.147) | (0.0931) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.982\*\*\* | 0.374\*\*\* |
|  |  |  |  |  |  |  | (0.263) | (0.0986) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -1.154\*\*\* | 0.315\*\*\* |
|  |  |  |  |  |  |  | (0.264) | (0.0832) |
| 2.both |  |  |  |  |  |  | -0.125 | 0.882 |
|  |  |  |  |  |  |  | (0.154) | (0.136) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.212\*\* | 1.236\*\* |
|  |  |  |  |  |  |  | (0.104) | (0.128) |
| 3.fin\_sit1 |  |  |  |  |  |  | -0.191 | 0.826 |
|  |  |  |  |  |  |  | (0.138) | (0.114) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.509 | 1.664 |
|  |  |  |  |  |  |  | (0.317) | (0.527) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -0.744\*\*\* | 0.475\*\*\* | -0.773\*\*\* | 0.461\*\*\* | -0.521\*\* | 0.594\*\* | -0.646\*\* | 0.524\*\* |
|  | (0.107) | (0.0507) | (0.233) | (0.107) | (0.263) | (0.156) | (0.268) | (0.140) |
| Constant cut2 | 2.414\*\*\* | 11.17\*\*\* | 2.454\*\*\* | 11.64\*\*\* | 2.756\*\*\* | 15.73\*\*\* | 2.683\*\*\* | 14.63\*\*\* |
|  | (0.115) | (1.281) | (0.238) | (2.772) | (0.271) | (4.271) | (0.276) | (4.040) |
|  |  |  |  |  |  |  |  |  |
| Observations | 4,936 | 4,936 | 4,732 | 4,732 | 4,681 | 4,681 | 4,681 | 4,681 |
| Pseudo R-squared | 0.0852 |  | 0.0968 |  | 0.104 |  | 0.114 |  |
| ll | -367598 |  | -346092 |  | -338727 |  | -335170 |  |
| df\_m | 11 |  | 21 |  | 30 |  | 38 |  |
| chi2 | 456.1 |  | 506.1 |  | 527.1 |  | 578.5 |  |

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.eduf3 | 0.834\*\*\* | 2.303\*\*\* | 0.548\*\*\* | 1.730\*\*\* | 0.547\*\*\* | 1.728\*\*\* | 0.534\*\*\* | 1.705\*\*\* |
|  | (0.0945) | (0.218) | (0.0983) | (0.170) | (0.0983) | (0.170) | (0.0984) | (0.168) |
| 3.eduf3 | 2.164\*\*\* | 8.703\*\*\* | 1.323\*\*\* | 3.753\*\*\* | 1.294\*\*\* | 3.648\*\*\* | 1.272\*\*\* | 3.567\*\*\* |
|  | (0.140) | (1.216) | (0.164) | (0.617) | (0.167) | (0.608) | (0.167) | (0.595) |
| 2.edum3 | 0.874\*\*\* | 2.397\*\*\* | 0.798\*\*\* | 2.222\*\*\* | 0.513\*\*\* | 1.671\*\*\* | 0.497\*\*\* | 1.645\*\*\* |
|  | (0.0898) | (0.215) | (0.0903) | (0.201) | (0.0965) | (0.161) | (0.0965) | (0.159) |
| 3.edum3 | 1.678\*\*\* | 5.356\*\*\* | 1.532\*\*\* | 4.630\*\*\* | 0.963\*\*\* | 2.619\*\*\* | 0.965\*\*\* | 2.624\*\*\* |
|  | (0.174) | (0.930) | (0.178) | (0.823) | (0.194) | (0.509) | (0.196) | (0.513) |
| 2.gender | 0.191\*\*\* | 1.211\*\*\* | 0.196\*\*\* | 1.217\*\*\* | 0.195\*\*\* | 1.215\*\*\* | 0.200\*\*\* | 1.221\*\*\* |
|  | (0.0575) | (0.0696) | (0.0583) | (0.0709) | (0.0588) | (0.0715) | (0.0590) | (0.0720) |
| 2.cohort | 0.0744 | 1.077 | 0.0835 | 1.087 | 0.0514 | 1.053 | 0.0330 | 1.034 |
|  | (0.117) | (0.126) | (0.116) | (0.126) | (0.118) | (0.124) | (0.118) | (0.122) |
| 3.cohort | 0.274\*\* | 1.315\*\* | 0.265\*\* | 1.304\*\* | 0.224\*\* | 1.251\*\* | 0.191\* | 1.210\* |
|  | (0.109) | (0.144) | (0.110) | (0.143) | (0.112) | (0.140) | (0.112) | (0.135) |
| 4.cohort | 0.133 | 1.142 | 0.145 | 1.156 | 0.0678 | 1.070 | 0.0322 | 1.033 |
|  | (0.116) | (0.132) | (0.116) | (0.134) | (0.119) | (0.127) | (0.119) | (0.123) |
| 5.cohort | -0.0383 | 0.962 | 0.0187 | 1.019 | -0.0606 | 0.941 | -0.0857 | 0.918 |
|  | (0.118) | (0.114) | (0.119) | (0.122) | (0.121) | (0.114) | (0.121) | (0.111) |
| 6.cohort | 0.264\*\* | 1.303\*\* | 0.315\*\* | 1.371\*\* | 0.276\*\* | 1.318\*\* | 0.253\*\* | 1.288\*\* |
|  | (0.126) | (0.164) | (0.127) | (0.174) | (0.129) | (0.170) | (0.129) | (0.166) |
| 7.cohort | 0.360\*\*\* | 1.433\*\*\* | 0.452\*\*\* | 1.572\*\*\* | 0.401\*\*\* | 1.494\*\*\* | 0.372\*\*\* | 1.451\*\*\* |
|  | (0.125) | (0.180) | (0.126) | (0.198) | (0.129) | (0.193) | (0.129) | (0.187) |
| empl\_f1 |  |  | -0.110 | 0.896 | -0.0713 | 0.931 | 0.0309 | 1.031 |
|  |  |  | (0.992) | (0.889) | (0.975) | (0.908) | (0.950) | (0.980) |
| empl\_f3 |  |  | 1.147\*\*\* | 3.147\*\*\* | 0.918\*\* | 2.504\*\* | 0.912\*\* | 2.490\*\* |
|  |  |  | (0.391) | (1.231) | (0.394) | (0.987) | (0.391) | (0.974) |
| empl\_f4 |  |  | 0.838\*\*\* | 2.312\*\*\* | 0.587\* | 1.799\* | 0.589\* | 1.803\* |
|  |  |  | (0.318) | (0.736) | (0.322) | (0.578) | (0.321) | (0.579) |
| empl\_f5 |  |  | 1.270\*\*\* | 3.562\*\*\* | 0.991\*\*\* | 2.695\*\*\* | 0.996\*\*\* | 2.708\*\*\* |
|  |  |  | (0.307) | (1.094) | (0.312) | (0.842) | (0.312) | (0.846) |
| empl\_f6 |  |  | 0.981\*\*\* | 2.668\*\*\* | 0.732\*\* | 2.079\*\* | 0.731\*\* | 2.078\*\* |
|  |  |  | (0.292) | (0.779) | (0.296) | (0.616) | (0.296) | (0.615) |
| empl\_f7 |  |  | 0.467\* | 1.595\* | 0.311 | 1.365 | 0.311 | 1.365 |
|  |  |  | (0.280) | (0.446) | (0.283) | (0.387) | (0.283) | (0.386) |
| empl\_f8 |  |  | -0.241 | 0.785 | -0.249 | 0.779 | -0.236 | 0.789 |
|  |  |  | (0.295) | (0.231) | (0.298) | (0.232) | (0.298) | (0.235) |
| empl\_f9 |  |  | 0.569\* | 1.766\* | 0.360 | 1.433 | 0.397 | 1.488 |
|  |  |  | (0.315) | (0.556) | (0.356) | (0.510) | (0.348) | (0.518) |
| 2.fmanager1 |  |  | -0.333\*\*\* | 0.717\*\*\* | -0.305\*\*\* | 0.737\*\*\* | -0.301\*\*\* | 0.740\*\*\* |
|  |  |  | (0.0956) | (0.0685) | (0.0975) | (0.0718) | (0.0983) | (0.0728) |
| 3.fmanager1 |  |  | -0.114 | 0.892 | -0.0261 | 0.974 | 0.0114 | 1.012 |
|  |  |  | (0.320) | (0.286) | (0.407) | (0.396) | (0.410) | (0.414) |
| empl\_m1 |  |  |  |  | -0.0536 | 0.948 | -0.0236 | 0.977 |
|  |  |  |  |  | (0.769) | (0.729) | (0.765) | (0.747) |
| empl\_m4 |  |  |  |  | 0.691\*\* | 1.996\*\* | 0.591\* | 1.805\* |
|  |  |  |  |  | (0.308) | (0.615) | (0.311) | (0.561) |
| empl\_m5 |  |  |  |  | 1.126\*\*\* | 3.084\*\*\* | 0.993\*\*\* | 2.700\*\*\* |
|  |  |  |  |  | (0.164) | (0.507) | (0.166) | (0.448) |
| empl\_m6 |  |  |  |  | 0.898\*\*\* | 2.456\*\*\* | 0.770\*\*\* | 2.159\*\*\* |
|  |  |  |  |  | (0.142) | (0.349) | (0.143) | (0.309) |
| empl\_m7 |  |  |  |  | 0.559\*\*\* | 1.749\*\*\* | 0.442\*\*\* | 1.556\*\*\* |
|  |  |  |  |  | (0.119) | (0.208) | (0.119) | (0.186) |
| empl\_m8 |  |  |  |  | 0.107 | 1.113 | 0.0223 | 1.023 |
|  |  |  |  |  | (0.125) | (0.139) | (0.124) | (0.127) |
| empl\_m9 |  |  |  |  | 0.649\*\* | 1.914\*\* | 0.519\* | 1.681\* |
|  |  |  |  |  | (0.277) | (0.531) | (0.271) | (0.456) |
| 2.mmanager1 |  |  |  |  | -0.179 | 0.836 | -0.166 | 0.847 |
|  |  |  |  |  | (0.145) | (0.121) | (0.147) | (0.124) |
| 3.mmanager1 |  |  |  |  | -0.281 | 0.755 | -0.317 | 0.728 |
|  |  |  |  |  | (0.490) | (0.370) | (0.489) | (0.356) |
| 2.nchild\_groups1 |  |  |  |  |  |  | -0.164\*\* | 0.848\*\* |
|  |  |  |  |  |  |  | (0.0687) | (0.0583) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.386\*\*\* | 0.679\*\*\* |
|  |  |  |  |  |  |  | (0.123) | (0.0837) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.489\*\* | 0.613\*\* |
|  |  |  |  |  |  |  | (0.199) | (0.122) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.913\*\*\* | 0.401\*\*\* |
|  |  |  |  |  |  |  | (0.253) | (0.102) |
| 2.both |  |  |  |  |  |  | -0.236 | 0.790 |
|  |  |  |  |  |  |  | (0.203) | (0.160) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.368\*\*\* | 1.444\*\*\* |
|  |  |  |  |  |  |  | (0.133) | (0.193) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.305\*\* | 1.357\*\* |
|  |  |  |  |  |  |  | (0.139) | (0.189) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.129 | 1.138 |
|  |  |  |  |  |  |  | (0.185) | (0.210) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.663\*\*\* | 0.190\*\*\* | -1.747\*\*\* | 0.174\*\*\* | -1.822\*\*\* | 0.162\*\*\* | -1.763\*\*\* | 0.171\*\*\* |
|  | (0.0969) | (0.0184) | (0.308) | (0.0536) | (0.348) | (0.0562) | (0.364) | (0.0623) |
| Constant cut2 | 2.886\*\*\* | 17.92\*\*\* | 2.883\*\*\* | 17.87\*\*\* | 2.856\*\*\* | 17.38\*\*\* | 2.954\*\*\* | 19.18\*\*\* |
|  | (0.105) | (1.883) | (0.312) | (5.571) | (0.352) | (6.125) | (0.368) | (7.060) |
|  |  |  |  |  |  |  |  |  |
| Observations | 7,145 | 7,145 | 7,076 | 7,076 | 7,053 | 7,053 | 7,053 | 7,053 |
| Pseudo R-squared | 0.127 |  | 0.142 |  | 0.150 |  | 0.155 |  |
| ll | -1.712e+06 |  | -1.669e+06 |  | -1.648e+06 |  | -1.638e+06 |  |
| df\_m | 11 |  | 21 |  | 30 |  | 38 |  |
| chi2 | 977.1 |  | 1069 |  | 1132 |  | 1175 |  |

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.eduf3 | 0.584\*\*\* | 1.794\*\*\* | 0.421\*\*\* | 1.523\*\*\* | 0.423\*\*\* | 1.526\*\*\* | 0.404\*\*\* | 1.498\*\*\* |
|  | (0.0703) | (0.126) | (0.0744) | (0.113) | (0.0755) | (0.115) | (0.0758) | (0.114) |
| 3.eduf3 | 1.440\*\*\* | 4.220\*\*\* | 1.060\*\*\* | 2.887\*\*\* | 1.075\*\*\* | 2.930\*\*\* | 1.054\*\*\* | 2.868\*\*\* |
|  | (0.101) | (0.427) | (0.114) | (0.328) | (0.114) | (0.334) | (0.114) | (0.328) |
| 2.edum3 | 0.561\*\*\* | 1.753\*\*\* | 0.487\*\*\* | 1.627\*\*\* | 0.366\*\*\* | 1.442\*\*\* | 0.368\*\*\* | 1.445\*\*\* |
|  | (0.0990) | (0.174) | (0.0998) | (0.162) | (0.101) | (0.146) | (0.103) | (0.149) |
| 3.edum3 | 0.840\*\*\* | 2.316\*\*\* | 0.760\*\*\* | 2.139\*\*\* | 0.496\*\*\* | 1.643\*\*\* | 0.510\*\*\* | 1.665\*\*\* |
|  | (0.103) | (0.238) | (0.105) | (0.225) | (0.119) | (0.195) | (0.121) | (0.201) |
| 2.gender | 0.0398 | 1.041 | 0.0606 | 1.062 | 0.0414 | 1.042 | 0.0336 | 1.034 |
|  | (0.0624) | (0.0649) | (0.0637) | (0.0677) | (0.0647) | (0.0674) | (0.0650) | (0.0672) |
| 2.cohort | 0.351\*\*\* | 1.420\*\*\* | 0.342\*\*\* | 1.408\*\*\* | 0.281\*\* | 1.325\*\* | 0.265\*\* | 1.304\*\* |
|  | (0.113) | (0.160) | (0.114) | (0.161) | (0.115) | (0.152) | (0.116) | (0.151) |
| 3.cohort | 0.303\*\*\* | 1.353\*\*\* | 0.270\*\* | 1.309\*\* | 0.201\* | 1.222\* | 0.197\* | 1.218\* |
|  | (0.110) | (0.149) | (0.111) | (0.145) | (0.112) | (0.137) | (0.112) | (0.136) |
| 4.cohort | 0.536\*\*\* | 1.710\*\*\* | 0.506\*\*\* | 1.659\*\*\* | 0.453\*\*\* | 1.572\*\*\* | 0.419\*\*\* | 1.521\*\*\* |
|  | (0.113) | (0.193) | (0.115) | (0.191) | (0.117) | (0.183) | (0.118) | (0.179) |
| 5.cohort | 0.742\*\*\* | 2.100\*\*\* | 0.781\*\*\* | 2.185\*\*\* | 0.718\*\*\* | 2.050\*\*\* | 0.685\*\*\* | 1.983\*\*\* |
|  | (0.119) | (0.249) | (0.119) | (0.261) | (0.122) | (0.249) | (0.123) | (0.244) |
| 6.cohort | 0.872\*\*\* | 2.393\*\*\* | 0.873\*\*\* | 2.395\*\*\* | 0.783\*\*\* | 2.189\*\*\* | 0.754\*\*\* | 2.127\*\*\* |
|  | (0.125) | (0.299) | (0.127) | (0.304) | (0.130) | (0.284) | (0.132) | (0.280) |
| 7.cohort | 0.945\*\*\* | 2.573\*\*\* | 0.964\*\*\* | 2.623\*\*\* | 0.893\*\*\* | 2.443\*\*\* | 0.862\*\*\* | 2.367\*\*\* |
|  | (0.133) | (0.342) | (0.134) | (0.352) | (0.137) | (0.335) | (0.139) | (0.329) |
| empl\_f1 |  |  | -0.973\*\*\* | 0.378\*\*\* | -0.901\*\*\* | 0.406\*\*\* | -0.833\*\*\* | 0.435\*\*\* |
|  |  |  | (0.259) | (0.0977) | (0.270) | (0.110) | (0.263) | (0.114) |
| empl\_f3 |  |  | -0.110 | 0.896 | -0.149 | 0.862 | -0.238 | 0.788 |
|  |  |  | (0.294) | (0.263) | (0.299) | (0.258) | (0.298) | (0.235) |
| empl\_f4 |  |  | 0.349\* | 1.417\* | 0.256 | 1.291 | 0.136 | 1.146 |
|  |  |  | (0.210) | (0.297) | (0.221) | (0.285) | (0.222) | (0.255) |
| empl\_f5 |  |  | 0.560\*\*\* | 1.751\*\*\* | 0.445\*\* | 1.560\*\* | 0.350 | 1.418 |
|  |  |  | (0.203) | (0.356) | (0.214) | (0.334) | (0.214) | (0.303) |
| empl\_f6 |  |  | 0.452\*\* | 1.571\*\* | 0.369\* | 1.446\* | 0.259 | 1.296 |
|  |  |  | (0.209) | (0.329) | (0.221) | (0.319) | (0.221) | (0.286) |
| empl\_f7 |  |  | 0.0487 | 1.050 | -0.00940 | 0.991 | -0.0935 | 0.911 |
|  |  |  | (0.184) | (0.193) | (0.196) | (0.194) | (0.195) | (0.178) |
| empl\_f8 |  |  | -0.166 | 0.847 | -0.199 | 0.820 | -0.254 | 0.775 |
|  |  |  | (0.206) | (0.175) | (0.218) | (0.178) | (0.216) | (0.168) |
| empl\_f9 |  |  | -0.552 | 0.576 | -0.457 | 0.633 | -0.195 | 0.823 |
|  |  |  | (0.397) | (0.229) | (0.429) | (0.272) | (0.384) | (0.316) |
| 2.fmanager1 |  |  | -0.253\*\*\* | 0.777\*\*\* | -0.236\*\*\* | 0.789\*\*\* | -0.222\*\*\* | 0.801\*\*\* |
|  |  |  | (0.0745) | (0.0579) | (0.0765) | (0.0604) | (0.0770) | (0.0617) |
| 3.fmanager1 |  |  | -0.353\*\* | 0.702\*\* | -0.237 | 0.789 | -0.128 | 0.879 |
|  |  |  | (0.177) | (0.124) | (0.187) | (0.148) | (0.192) | (0.169) |
| empl\_m1 |  |  |  |  | -0.217\* | 0.805\* | -0.222\* | 0.801\* |
|  |  |  |  |  | (0.129) | (0.104) | (0.130) | (0.104) |
| empl\_m4 |  |  |  |  | 0.192 | 1.211 | 0.135 | 1.145 |
|  |  |  |  |  | (0.209) | (0.254) | (0.213) | (0.243) |
| empl\_m5 |  |  |  |  | 0.589\*\*\* | 1.801\*\*\* | 0.527\*\*\* | 1.693\*\*\* |
|  |  |  |  |  | (0.141) | (0.255) | (0.143) | (0.243) |
| empl\_m6 |  |  |  |  | 0.650\*\*\* | 1.916\*\*\* | 0.590\*\*\* | 1.803\*\*\* |
|  |  |  |  |  | (0.145) | (0.277) | (0.145) | (0.262) |
| empl\_m7 |  |  |  |  | 0.0413 | 1.042 | -0.00898 | 0.991 |
|  |  |  |  |  | (0.0891) | (0.0929) | (0.0891) | (0.0883) |
| empl\_m8 |  |  |  |  | -0.230\*\* | 0.794\*\* | -0.277\*\* | 0.758\*\* |
|  |  |  |  |  | (0.111) | (0.0882) | (0.111) | (0.0841) |
| empl\_m9 |  |  |  |  | -0.697\*\* | 0.498\*\* | -0.935\*\*\* | 0.393\*\*\* |
|  |  |  |  |  | (0.294) | (0.146) | (0.282) | (0.111) |
| 2.mmanager1 |  |  |  |  | 0.0275 | 1.028 | 0.0386 | 1.039 |
|  |  |  |  |  | (0.117) | (0.120) | (0.116) | (0.121) |
| 3.mmanager1 |  |  |  |  | -0.756\* | 0.469\* | -0.796\* | 0.451\* |
|  |  |  |  |  | (0.424) | (0.199) | (0.416) | (0.188) |
| 2.nchild\_groups1 |  |  |  |  |  |  | 0.105 | 1.111 |
|  |  |  |  |  |  |  | (0.0838) | (0.0931) |
| 3.nchild\_groups1 |  |  |  |  |  |  | -0.300\*\* | 0.741\*\* |
|  |  |  |  |  |  |  | (0.116) | (0.0863) |
| 4.nchild\_groups1 |  |  |  |  |  |  | -0.597\*\*\* | 0.551\*\*\* |
|  |  |  |  |  |  |  | (0.196) | (0.108) |
| 5.nchild\_groups1 |  |  |  |  |  |  | -0.378\* | 0.685\* |
|  |  |  |  |  |  |  | (0.210) | (0.144) |
| 2.both |  |  |  |  |  |  | -0.234\*\* | 0.791\*\* |
|  |  |  |  |  |  |  | (0.105) | (0.0828) |
| 2.fin\_sit1 |  |  |  |  |  |  | 0.342\*\*\* | 1.408\*\*\* |
|  |  |  |  |  |  |  | (0.125) | (0.176) |
| 3.fin\_sit1 |  |  |  |  |  |  | 0.342\*\* | 1.407\*\* |
|  |  |  |  |  |  |  | (0.135) | (0.190) |
| 4.fin\_sit1 |  |  |  |  |  |  | 0.0112 | 1.011 |
|  |  |  |  |  |  |  | (0.333) | (0.337) |
| educ3 |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| Constant cut1 | -1.291\*\*\* | 0.275\*\*\* | -1.499\*\*\* | 0.223\*\*\* | -1.612\*\*\* | 0.199\*\*\* | -1.520\*\*\* | 0.219\*\*\* |
|  | (0.100) | (0.0275) | (0.211) | (0.0471) | (0.244) | (0.0487) | (0.254) | (0.0556) |
| Constant cut2 | 1.344\*\*\* | 3.832\*\*\* | 1.207\*\*\* | 3.343\*\*\* | 1.127\*\*\* | 3.087\*\*\* | 1.255\*\*\* | 3.508\*\*\* |
|  | (0.0966) | (0.370) | (0.207) | (0.693) | (0.242) | (0.746) | (0.254) | (0.889) |
|  |  |  |  |  |  |  |  |  |
| Observations | 5,923 | 5,923 | 5,809 | 5,809 | 5,743 | 5,743 | 5,726 | 5,726 |
| Pseudo R-squared | 0.0829 |  | 0.0954 |  | 0.102 |  | 0.107 |  |
| ll | -1.810e+07 |  | -1.750e+07 |  | -1.710e+07 |  | -1.700e+07 |  |
| df\_m | 11 |  | 21 |  | 30 |  | 38 |  |
| chi2 | 537.3 |  | 633.8 |  | 695.6 |  | 725.4 |  |

Robust standard errors in parentheses

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