SUPPORT DOCUMENT

Over-skilling and job satisfaction in the Australian labour force: support document

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# Estimation results

This document details the estimation results summarised in tables 6 – 7 in the main report. The extracts from the present results that appear in the main text are highlighted in this document. Each table in the document has a heading to indicate which main report table and column/row it refers to. For ease of recognition the raw STATA output is presented here.

## Wage effects of job mismatch (university degrees table 6a)

Table 6a Males – OLS

. regress lwage $xspec $inspec if restr==1&nredu==4

Source | SS df MS Number of obs = 4652

-------------+------------------------------ F( 39, 4612) = 73.68

Model | 437.248569 39 11.2115018 Prob > F = 0.0000

Residual | 701.809909 4612 .152170405 R-squared = 0.3839

-------------+------------------------------ Adj R-squared = 0.3787

Total | 1139.05848 4651 .244906145 Root MSE = .39009

------------------------------------------------------------------------------

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0669706 .0051384 13.03 0.000 .0568969 .0770443

agesq | -.0006927 .0000624 -11.11 0.000 -.000815 -.0005704

married | .0483456 .0161501 2.99 0.003 .0166836 .0800076

urban | .0488599 .0245307 1.99 0.046 .0007681 .0969517

dadprof | .0207412 .0130811 1.59 0.113 -.004904 .0463864

esb | -.0076878 .0177218 -0.43 0.664 -.0424309 .0270553

nesb | -.1098945 .0178546 -6.15 0.000 -.144898 -.0748909

jbmhruc | .0151442 .0007 21.63 0.000 .0137718 .0165166

jbocct | .0025657 .000839 3.06 0.002 .0009209 .0042105

jbempt | .0009723 .0009048 1.07 0.283 -.0008016 .0027462

firm5 | -.3448172 .0303602 -11.36 0.000 -.4043377 -.2852966

firm9 | -.2215859 .0260832 -8.50 0.000 -.2727214 -.1704503

firm19 | -.1253287 .0203533 -6.16 0.000 -.1652309 -.0854265

firm49 | -.0839813 .015752 -5.33 0.000 -.1148627 -.0530999

ch514 | .0318503 .0143637 2.22 0.027 .0036907 .06001

chb5 | .0716004 .0162758 4.40 0.000 .039692 .1035088

capune | -.0045393 .001095 -4.15 0.000 -.0066861 -.0023926

union | -.0450205 .0144452 -3.12 0.002 -.07334 -.0167009

osonly | -.091793 .0213961 -4.29 0.000 -.1337395 -.0498464

oedonly | -.2127457 .0177629 -11.98 0.000 -.2475695 -.177922

overboth | -.3238833 .0279331 -11.59 0.000 -.3786456 -.269121

agr | -.0817619 .0526009 -1.55 0.120 -.184885 .0213611

min | .2924012 .0430424 6.79 0.000 .2080174 .3767849

ele | .0138159 .0496887 0.28 0.781 -.0835977 .1112294

con | .1305447 .0380519 3.43 0.001 .0559448 .2051446

whl | -.0242749 .0390803 -0.62 0.535 -.1008909 .0523411

ret | -.0436188 .0373737 -1.17 0.243 -.1168892 .0296515

accom | -.1496071 .0770491 -1.94 0.052 -.3006602 .0014461

tran | .0169562 .0424321 0.40 0.689 -.0662311 .1001435

it | .0988746 .0353547 2.80 0.005 .0295625 .1681866

fin | .254642 .0285924 8.91 0.000 .1985873 .3106967

rhr | .0833586 .0517259 1.61 0.107 -.0180489 .1847662

prof | .075345 .0244483 3.08 0.002 .0274147 .1232753

admin | .1166192 .0572546 2.04 0.042 .0043729 .2288656

public | -.0051358 .0248996 -0.21 0.837 -.0539509 .0436792

educ | -.2527941 .0248896 -10.16 0.000 -.3015897 -.2039985

hlth | .0169496 .0307739 0.55 0.582 -.0433819 .0772811

arts | -.1395588 .0480065 -2.91 0.004 -.2336746 -.0454431

other | -.3969332 .0468107 -8.48 0.000 -.4887046 -.3051618

\_cons | 4.998579 .1090459 45.84 0.000 4.784797 5.212361

------------------------------------------------------------------------------

Table 6a Males – random effects with Mundlak corrections

. xtreg lwage $xspec $inspec $xspecm $inspecm if restr==1&nredu==4, i(waveid) re r

note: dadprofm dropped because of collinearity

note: esbm dropped because of collinearity

note: nesbm dropped because of collinearity

Random-effects GLS regression Number of obs = 4652

Group variable: waveid Number of groups = 1080

R-sq: within = 0.3420 Obs per group: min = 1

between = 0.4866 avg = 4.3

overall = 0.4691 max = 8

Random effects u\_i ~ Gaussian Wald chi2(75) = 3169.78

corr(u\_i, X) = 0 (assumed) Prob > chi2 = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1434038 .0092831 15.45 0.000 .1252093 .1615984

agesq | -.0009606 .000115 -8.35 0.000 -.001186 -.0007352

married | -.0038006 .0178774 -0.21 0.832 -.0388397 .0312384

urban | -.0466896 .0371953 -1.26 0.209 -.1195909 .0262118

dadprof | .0120193 .0227103 0.53 0.597 -.032492 .0565306

esb | -.0063331 .0335006 -0.19 0.850 -.0719931 .0593269

nesb | -.1012523 .0384017 -2.64 0.008 -.1765183 -.0259863

jbmhruc | .0056022 .0009216 6.08 0.000 .0037958 .0074086

jbocct | -.0005168 .0008249 -0.63 0.531 -.0021336 .0011

jbempt | .003679 .0017344 2.12 0.034 .0002797 .0070782

firm5 | -.05007 .0291411 -1.72 0.086 -.1071856 .0070455

firm9 | -.0447035 .0254724 -1.75 0.079 -.0946285 .0052216

firm19 | -.0167206 .0164773 -1.01 0.310 -.0490155 .0155744

firm49 | -.0036497 .0129003 -0.28 0.777 -.0289338 .0216343

ch514 | -.0063324 .0130992 -0.48 0.629 -.0320064 .0193416

chb5 | .0018099 .0137724 0.13 0.895 -.0251834 .0288032

capune | -.0019174 .0008169 -2.35 0.019 -.0035185 -.0003163

union | .0162141 .0159933 1.01 0.311 -.0151321 .0475603

osonly | -.0029737 .0155753 -0.19 0.849 -.0335008 .0275534

oedonly | -.0168394 .0178456 -0.94 0.345 -.0518162 .0181374

overboth | -.0728909 .0253263 -2.88 0.004 -.1225297 -.0232522

agr | -.0363613 .0669995 -0.54 0.587 -.1676779 .0949552

min | .1418886 .0465531 3.05 0.002 .0506463 .2331309

ele | -.1715662 .0711512 -2.41 0.016 -.31102 -.0321124

con | .0707496 .0419422 1.69 0.092 -.0114557 .1529548

whl | -.0372711 .0318483 -1.17 0.242 -.0996927 .0251505

ret | .0004417 .0438653 0.01 0.992 -.0855327 .086416

accom | .0192888 .0781727 0.25 0.805 -.1339269 .1725045

tran | -.0220228 .0522224 -0.42 0.673 -.1243768 .0803312

it | -.0464859 .0510962 -0.91 0.363 -.1466326 .0536608

fin | -.0482377 .0401295 -1.20 0.229 -.12689 .0304146

rhr | -.0845133 .0670068 -1.26 0.207 -.2158443 .0468177

prof | -.041055 .0398139 -1.03 0.302 -.1190889 .0369789

admin | -.0056335 .0599205 -0.09 0.925 -.1230755 .1118086

public | -.044387 .0373626 -1.19 0.235 -.1176163 .0288423

educ | -.1579927 .0570941 -2.77 0.006 -.2698951 -.0460904

hlth | -.0372173 .058362 -0.64 0.524 -.1516047 .0771701

arts | -.1311693 .0692158 -1.90 0.058 -.2668297 .0044911

other | -.0763116 .0580688 -1.31 0.189 -.1901243 .0375011

agem | -.0828528 .0139846 -5.92 0.000 -.1102622 -.0554435

agesqm | .0002992 .0001738 1.72 0.085 -.0000414 .0006398

marriedm | .1027696 .0377285 2.72 0.006 .0288231 .1767161

urbanm | .1314949 .0611666 2.15 0.032 .0116105 .2513793

jbmhrucm | .011495 .002596 4.43 0.000 .006407 .0165831

jbocctm | .0049776 .0022407 2.22 0.026 .0005859 .0093692

jbemptm | -.004284 .0025355 -1.69 0.091 -.0092535 .0006855

firm5m | -.4144681 .0747944 -5.54 0.000 -.5610625 -.2678738

firm9m | -.2631802 .0740051 -3.56 0.000 -.4082275 -.1181328

firm19m | -.1361997 .0640146 -2.13 0.033 -.2616661 -.0107333

firm49m | -.0869577 .0385789 -2.25 0.024 -.1625708 -.0113445

ch514m | .0329848 .0371902 0.89 0.375 -.0399067 .1058763

chb5m | .0718456 .0400141 1.80 0.073 -.0065805 .1502717

capunem | -.0037306 .0025833 -1.44 0.149 -.0087937 .0013325

unionm | -.0330381 .0377032 -0.88 0.381 -.1069351 .0408589

osonlym | -.1034404 .0571268 -1.81 0.070 -.2154069 .0085262

oedonlym | -.2516878 .047866 -5.26 0.000 -.3455033 -.1578722

overbothm | -.2829355 .0694905 -4.07 0.000 -.4191344 -.1467365

agrm | .0261446 .1309565 0.20 0.842 -.2305254 .2828147

minm | .2336661 .1134105 2.06 0.039 .0113856 .4559466

elem | .2965482 .125892 2.36 0.018 .0498045 .543292

conm | .0455385 .1011319 0.45 0.653 -.1526764 .2437534

whlm | .2371877 .107027 2.22 0.027 .0274186 .4469568

retm | -.0248764 .0970733 -0.26 0.798 -.2151365 .1653837

accomm | -.1828363 .1688708 -1.08 0.279 -.513817 .1481445

tranm | .1127845 .121 0.93 0.351 -.1243712 .3499401

itm | .1769981 .1009892 1.75 0.080 -.020937 .3749333

finm | .374008 .0844977 4.43 0.000 .2083955 .5396205

rhrm | .3191811 .1984 1.61 0.108 -.0696758 .708038

profm | .1504749 .0801602 1.88 0.060 -.0066362 .3075859

adminm | .1123565 .1421597 0.79 0.429 -.1662715 .3909845

publicm | .0791559 .0771807 1.03 0.305 -.0721155 .2304272

educm | -.0505119 .0891674 -0.57 0.571 -.2252768 .124253

hlthm | .0951393 .1000868 0.95 0.342 -.1010273 .291306

artsm | -.0057531 .1225736 -0.05 0.963 -.245993 .2344867

otherm | -.3048348 .1833792 -1.66 0.096 -.6642515 .0545819

\_cons | 4.995938 .2213395 22.57 0.000 4.562121 5.429755

-------------+----------------------------------------------------------------

sigma\_u | .31563588

sigma\_e | .22198029

rho | .66907432 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

Table 6a Males – fixed effects

. xtreg lwage $xspec $inspec if restr==1&nredu==4, i(waveid) fe r

Fixed-effects (within) regression Number of obs = 4652

Group variable: waveid Number of groups = 1080

R-sq: within = 0.3421 Obs per group: min = 1

between = 0.0893 avg = 4.3

overall = 0.0841 max = 8

F(36,3536) = 49.99

corr(u\_i, Xb) = -0.7756 Prob > F = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1445212 .0100568 14.37 0.000 .1248035 .164239

agesq | -.0009723 .0001247 -7.80 0.000 -.0012168 -.0007278

married | -.0045925 .0188416 -0.24 0.807 -.041534 .0323491

urban | -.0505036 .0403877 -1.25 0.211 -.1296891 .0286819

dadprof | (dropped)

esb | (dropped)

nesb | (dropped)

jbmhruc | .0054564 .0010053 5.43 0.000 .0034853 .0074274

jbocct | -.0005621 .0008751 -0.64 0.521 -.0022778 .0011536

jbempt | .0037289 .001871 1.99 0.046 .0000606 .0073972

firm5 | -.052228 .0316399 -1.65 0.099 -.1142624 .0098064

firm9 | -.0447099 .0265941 -1.68 0.093 -.0968512 .0074313

firm19 | -.0167591 .0173128 -0.97 0.333 -.0507031 .017185

firm49 | -.0039311 .0133133 -0.30 0.768 -.0300337 .0221715

ch514 | -.0082881 .0138043 -0.60 0.548 -.0353533 .0187772

chb5 | .0009041 .0150002 0.06 0.952 -.0285057 .030314

capune | -.0017434 .0008938 -1.95 0.051 -.0034958 8.97e-06

union | .015413 .0166535 0.93 0.355 -.0172383 .0480644

osonly | -.0038476 .0166538 -0.23 0.817 -.0364997 .0288045

oedonly | -.0185228 .0192308 -0.96 0.336 -.0562274 .0191819

overboth | -.0732162 .0269797 -2.71 0.007 -.1261135 -.0203189

agr | -.0401562 .0644938 -0.62 0.534 -.166605 .0862926

min | .1403764 .0490866 2.86 0.004 .0441355 .2366173

ele | -.1720925 .0744212 -2.31 0.021 -.3180053 -.0261798

con | .0662303 .0423468 1.56 0.118 -.0167963 .1492569

whl | -.034975 .0316745 -1.10 0.270 -.0970771 .0271271

ret | .005997 .0447409 0.13 0.893 -.0817237 .0937176

accom | .0254445 .1049683 0.24 0.808 -.1803601 .231249

tran | -.0177974 .0585426 -0.30 0.761 -.1325781 .0969833

it | -.046681 .0527508 -0.88 0.376 -.150106 .0567441

fin | -.0436062 .0417034 -1.05 0.296 -.1253713 .0381589

rhr | -.0809087 .0749398 -1.08 0.280 -.2278384 .066021

prof | -.0398651 .0415445 -0.96 0.337 -.1213188 .0415886

admin | -.0097338 .062655 -0.16 0.877 -.1325773 .1131097

public | -.0457451 .0392901 -1.16 0.244 -.1227786 .0312884

educ | -.1541531 .0621039 -2.48 0.013 -.2759162 -.03239

hlth | -.0391964 .061514 -0.64 0.524 -.1598028 .08141

arts | -.1394678 .075858 -1.84 0.066 -.2881977 .0092621

other | -.0839441 .0592754 -1.42 0.157 -.2001616 .0322734

\_cons | 2.894619 .2155681 13.43 0.000 2.471969 3.31727

-------------+----------------------------------------------------------------

sigma\_u | .74861447

sigma\_e | .2219489

rho | .91920201 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

Table 6a Females – OLS

. regress lwage $xspec $inspec if restr==1&nredu==4

Source | SS df MS Number of obs = 4126

-------------+------------------------------ F( 39, 4086) = 48.48

Model | 198.591745 39 5.09209603 Prob > F = 0.0000

Residual | 429.207545 4086 .105043452 R-squared = 0.3163

-------------+------------------------------ Adj R-squared = 0.3098

Total | 627.79929 4125 .152193767 Root MSE = .3241

------------------------------------------------------------------------------

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0492514 .0045761 10.76 0.000 .0402796 .0582231

agesq | -.0005656 .0000579 -9.76 0.000 -.0006791 -.000452

married | .0492741 .0110662 4.45 0.000 .0275782 .0709699

urban | -.005015 .018936 -0.26 0.791 -.0421398 .0321097

dadprof | .0073368 .0116572 0.63 0.529 -.0155176 .0301912

esb | .0433783 .0172012 2.52 0.012 .0096547 .0771019

nesb | -.0300964 .0162918 -1.85 0.065 -.0620373 .0018444

jbmhruc | .0138132 .0006658 20.75 0.000 .0125078 .0151186

jbocct | .0016818 .0007941 2.12 0.034 .0001249 .0032386

jbempt | .0058283 .0009449 6.17 0.000 .0039757 .0076809

firm5 | -.1786053 .0294313 -6.07 0.000 -.2363067 -.1209039

firm9 | -.1005658 .0217301 -4.63 0.000 -.1431686 -.0579631

firm19 | -.076577 .01887 -4.06 0.000 -.1135725 -.0395815

firm49 | -.0793145 .0134753 -5.89 0.000 -.1057334 -.0528957

ch514 | -.0763731 .0143164 -5.33 0.000 -.1044411 -.048305

chb5 | .0644893 .0230691 2.80 0.005 .0192613 .1097173

capune | -.0025628 .0007455 -3.44 0.001 -.0040244 -.0011011

union | .0066259 .0122012 0.54 0.587 -.0172952 .0305469

osonly | -.0380138 .0204766 -1.86 0.063 -.0781591 .0021315

oedonly | -.2127692 .0172815 -12.31 0.000 -.2466504 -.1788881

overboth | -.3262757 .0254392 -12.83 0.000 -.3761505 -.276401

agr | -.4536287 .0743871 -6.10 0.000 -.599468 -.3077895

min | .05929 .0863482 0.69 0.492 -.1099995 .2285796

ele | .1698831 .0889041 1.91 0.056 -.0044173 .3441835

con | -.1500602 .0865475 -1.73 0.083 -.3197403 .01962

whl | .0148725 .051139 0.29 0.771 -.0853878 .1151329

ret | .0158386 .0457022 0.35 0.729 -.0737627 .1054398

accom | -.0806506 .0714051 -1.13 0.259 -.2206435 .0593422

tran | -.0777576 .0641739 -1.21 0.226 -.2035734 .0480582

it | -.0581028 .0389742 -1.49 0.136 -.1345133 .0183078

fin | .0899422 .03829 2.35 0.019 .014873 .1650114

rhr | .0675137 .0823539 0.82 0.412 -.0939447 .2289721

prof | -.0457906 .0335956 -1.36 0.173 -.1116564 .0200751

admin | -.0542508 .0498583 -1.09 0.277 -.1520001 .0434986

public | .0588807 .0336432 1.75 0.080 -.0070783 .1248397

educ | -.1869722 .031761 -5.89 0.000 -.249241 -.1247034

hlth | -.0827707 .0319139 -2.59 0.010 -.1453394 -.0202021

arts | -.1316117 .0560301 -2.35 0.019 -.2414611 -.0217622

other | -.1773715 .0539513 -3.29 0.001 -.2831455 -.0715976

\_cons | 5.422215 .0930467 58.27 0.000 5.239793 5.604637

------------------------------------------------------------------------------

Table 6a Females – random effects with Mundlak corrections

. xtreg lwage $xspec $inspec $xspecm $inspecm if restr==1&nredu==4, i(waveid) re r

note: dadprofm dropped because of collinearity

note: esbm dropped because of collinearity

note: nesbm dropped because of collinearity

Random-effects GLS regression Number of obs = 4126

Group variable: waveid Number of groups = 1190

R-sq: within = 0.3728 Obs per group: min = 1

between = 0.3770 avg = 3.5

overall = 0.3967 max = 8

Random effects u\_i ~ Gaussian Wald chi2(75) = 2439.29

corr(u\_i, X) = 0 (assumed) Prob > chi2 = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1140096 .0076948 14.82 0.000 .0989281 .129091

agesq | -.0006913 .0000976 -7.08 0.000 -.0008826 -.0005

married | .0316478 .0167146 1.89 0.058 -.0011123 .0644079

urban | .0313651 .0268036 1.17 0.242 -.021169 .0838991

dadprof | .001714 .0217504 0.08 0.937 -.0409161 .044344

esb | .0484781 .0378249 1.28 0.200 -.0256573 .1226135

nesb | .0154368 .0281136 0.55 0.583 -.0396649 .0705385

jbmhruc | .0096242 .0009443 10.19 0.000 .0077733 .011475

jbocct | .0009222 .0008735 1.06 0.291 -.0007898 .0026342

jbempt | .0018582 .0016245 1.14 0.253 -.0013257 .0050421

firm5 | -.0845864 .0395216 -2.14 0.032 -.1620474 -.0071255

firm9 | -.0321808 .0202413 -1.59 0.112 -.071853 .0074915

firm19 | -.0392946 .0204638 -1.92 0.055 -.0794029 .0008138

firm49 | -.0260842 .0124673 -2.09 0.036 -.0505196 -.0016487

ch514 | -.0321948 .020992 -1.53 0.125 -.0733384 .0089488

chb5 | -.0627262 .0217986 -2.88 0.004 -.1054506 -.0200018

capune | -.0002531 .0005386 -0.47 0.638 -.0013087 .0008025

union | .0269279 .0152224 1.77 0.077 -.0029074 .0567633

osonly | -.0538698 .0141821 -3.80 0.000 -.0816662 -.0260734

oedonly | -.0539228 .0190631 -2.83 0.005 -.0912858 -.0165598

overboth | -.0905168 .0213371 -4.24 0.000 -.1323369 -.0486968

agr | -.0683145 .0650443 -1.05 0.294 -.1957991 .05917

min | .0942758 .0629396 1.50 0.134 -.0290836 .2176352

ele | .1413821 .0763444 1.85 0.064 -.0082503 .2910144

con | -.0123308 .0568972 -0.22 0.828 -.1238473 .0991857

whl | -.0692509 .0458414 -1.51 0.131 -.1590984 .0205965

ret | -.0905933 .0635328 -1.43 0.154 -.2151154 .0339287

accom | -.049219 .0660757 -0.74 0.456 -.178725 .080287

tran | .0634533 .0824584 0.77 0.442 -.0981622 .2250689

it | .0061276 .0495064 0.12 0.901 -.0909031 .1031582

fin | -.0057262 .0499465 -0.11 0.909 -.1036195 .0921671

rhr | -.2110847 .0839461 -2.51 0.012 -.375616 -.0465535

prof | -.0303413 .0429133 -0.71 0.480 -.1144499 .0537672

admin | -.0434634 .0539106 -0.81 0.420 -.1491262 .0621994

public | .0051881 .0460004 0.11 0.910 -.084971 .0953471

educ | -.0652227 .0519767 -1.25 0.210 -.1670951 .0366497

hlth | .0487279 .0491398 0.99 0.321 -.0475843 .1450401

arts | -.0228577 .0606577 -0.38 0.706 -.1417447 .0960293

other | -.0451176 .0565716 -0.80 0.425 -.1559959 .0657607

agem | -.0638668 .0114267 -5.59 0.000 -.0862628 -.0414708

agesqm | .0000819 .0001464 0.56 0.576 -.000205 .0003687

marriedm | .0014847 .0280577 0.05 0.958 -.0535074 .0564769

urbanm | -.0281298 .0465357 -0.60 0.546 -.119338 .0630785

jbmhrucm | .0058131 .0022094 2.63 0.009 .0014828 .0101434

jbocctm | .0012542 .0019039 0.66 0.510 -.0024775 .0049858

jbemptm | .0034576 .0028244 1.22 0.221 -.002078 .0089933

firm5m | -.1545241 .0788254 -1.96 0.050 -.309019 -.0000292

firm9m | -.0653102 .0538544 -1.21 0.225 -.1708629 .0402425

firm19m | -.0465778 .0494767 -0.94 0.346 -.1435504 .0503949

firm49m | -.0291459 .033464 -0.87 0.384 -.0947342 .0364424

ch514m | -.043681 .0362871 -1.20 0.229 -.1148024 .0274405

chb5m | .1485198 .0561559 2.64 0.008 .0384563 .2585833

capunem | -.0036815 .0012489 -2.95 0.003 -.0061292 -.0012338

unionm | -.0043445 .0307798 -0.14 0.888 -.0646717 .0559827

osonlym | .0611744 .0474531 1.29 0.197 -.0318321 .1541808

oedonlym | -.2395884 .0456727 -5.25 0.000 -.3291052 -.1500716

overbothm | -.2830853 .0525316 -5.39 0.000 -.3860453 -.1801253

agrm | -.5870253 .2287892 -2.57 0.010 -1.035444 -.1386068

minm | -.1264012 .1733315 -0.73 0.466 -.4661247 .2133223

elem | .0909605 .1966792 0.46 0.644 -.2945236 .4764446

conm | -.1704746 .1231271 -1.38 0.166 -.4117994 .0708501

whlm | .1241601 .1148696 1.08 0.280 -.1009801 .3493003

retm | .1667025 .1078689 1.55 0.122 -.0447167 .3781218

accomm | -.1696407 .1326805 -1.28 0.201 -.4296897 .0904083

tranm | -.0333959 .156343 -0.21 0.831 -.3398225 .2730307

itm | -.1182241 .0952334 -1.24 0.214 -.3048781 .0684299

finm | .1279454 .097068 1.32 0.187 -.0623045 .3181952

rhrm | .4228202 .1823444 2.32 0.020 .0654317 .7802087

profm | .0034178 .0855397 0.04 0.968 -.164237 .1710726

adminm | .0429551 .1150394 0.37 0.709 -.1825179 .2684282

publicm | .108693 .0874059 1.24 0.214 -.0626195 .2800054

educm | -.1140978 .0862609 -1.32 0.186 -.283166 .0549704

hlthm | -.1433331 .0851194 -1.68 0.092 -.310164 .0234978

artsm | .039805 .1449915 0.27 0.784 -.2443732 .3239833

otherm | -.3290942 .2450578 -1.34 0.179 -.8093987 .1512103

\_cons | 5.352909 .1839849 29.09 0.000 4.992305 5.713512

-------------+----------------------------------------------------------------

sigma\_u | .27278658

sigma\_e | .19786996

rho | .65524143 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

Table 6a Females – fixed effects

. xtreg lwage $xspec $inspec if restr==1&nredu==4, i(waveid) fe r

Fixed-effects (within) regression Number of obs = 4126

Group variable: waveid Number of groups = 1190

R-sq: within = 0.3729 Obs per group: min = 1

between = 0.0590 avg = 3.5

overall = 0.0907 max = 8

F(36,2900) = 39.94

corr(u\_i, Xb) = -0.8559 Prob > F = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1158879 .0087077 13.31 0.000 .098814 .1329618

agesq | -.0007114 .0001108 -6.42 0.000 -.0009287 -.000494

married | .0317357 .0184086 1.72 0.085 -.0043597 .067831

urban | .0328085 .0301989 1.09 0.277 -.0264049 .0920219

dadprof | (dropped)

esb | (dropped)

nesb | (dropped)

jbmhruc | .009588 .0010345 9.27 0.000 .0075595 .0116164

jbocct | .0008334 .0009876 0.84 0.399 -.001103 .0027699

jbempt | .0017271 .0018625 0.93 0.354 -.0019249 .0053791

firm5 | -.0844871 .0439541 -1.92 0.055 -.1706715 .0016974

firm9 | -.0307123 .0224382 -1.37 0.171 -.0747087 .0132841

firm19 | -.0385593 .0221427 -1.74 0.082 -.0819762 .0048577

firm49 | -.0264549 .0141704 -1.87 0.062 -.05424 .0013302

ch514 | -.0312863 .0237231 -1.32 0.187 -.0778021 .0152295

chb5 | -.0630249 .0228951 -2.75 0.006 -.1079172 -.0181325

capune | -.0001902 .0006085 -0.31 0.755 -.0013833 .0010029

union | .0257174 .0165909 1.55 0.121 -.0068137 .0582486

osonly | -.0524509 .0150992 -3.47 0.001 -.0820571 -.0228447

oedonly | -.0516954 .0197341 -2.62 0.009 -.0903897 -.0130012

overboth | -.085706 .0221692 -3.87 0.000 -.129175 -.042237

agr | -.0508444 .0723503 -0.70 0.482 -.1927077 .0910189

min | .0977648 .0628411 1.56 0.120 -.025453 .2209825

ele | .1455455 .0835569 1.74 0.082 -.0182914 .3093825

con | -.002249 .057518 -0.04 0.969 -.1150293 .1105314

whl | -.0681867 .0521579 -1.31 0.191 -.170457 .0340837

ret | -.0910513 .0741637 -1.23 0.220 -.2364701 .0543675

accom | -.0403563 .0677722 -0.60 0.552 -.1732428 .0925302

tran | .0755752 .0854959 0.88 0.377 -.0920636 .243214

it | .013837 .0567463 0.24 0.807 -.0974303 .1251042

fin | .0083954 .0542953 0.15 0.877 -.0980658 .1148566

rhr | -.2074673 .093612 -2.22 0.027 -.39102 -.0239145

prof | -.0214334 .0482413 -0.44 0.657 -.1160241 .0731573

admin | -.0399644 .0619598 -0.65 0.519 -.1614542 .0815254

public | .0102944 .0521041 0.20 0.843 -.0918704 .1124592

educ | -.0577664 .0597528 -0.97 0.334 -.1749286 .0593958

hlth | .0534754 .0562538 0.95 0.342 -.0568261 .1637769

arts | -.0258179 .0699425 -0.37 0.712 -.16296 .1113242

other | -.0378961 .0602258 -0.63 0.529 -.1559858 .0801936

\_cons | 3.1778 .1872656 16.97 0.000 2.810613 3.544987

-------------+----------------------------------------------------------------

sigma\_u | .69430445

sigma\_e | .19783584

rho | .92490562 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

## Wage effects of job mismatch (diplomas table 6b)

Table 6b Males – OLS

. regress lwage $xspec $inspec if restr==1&nredu==3

Source | SS df MS Number of obs = 1614

-------------+------------------------------ F( 39, 1574) = 27.24

Model | 161.458252 39 4.13995518 Prob > F = 0.0000

Residual | 239.182025 1574 .151958085 R-squared = 0.4030

-------------+------------------------------ Adj R-squared = 0.3882

Total | 400.640277 1613 .248382069 Root MSE = .38982

------------------------------------------------------------------------------

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0484302 .0085275 5.68 0.000 .0317037 .0651567

agesq | -.0005432 .000101 -5.38 0.000 -.0007413 -.0003451

married | .1177525 .0272648 4.32 0.000 .0642735 .1712316

urban | .058916 .0371199 1.59 0.113 -.0138936 .1317256

dadprof | .0807781 .0289336 2.79 0.005 .0240256 .1375305

esb | .0731742 .0338245 2.16 0.031 .0068283 .13952

nesb | -.0935178 .0331454 -2.82 0.005 -.1585315 -.0285041

jbmhruc | .0167365 .0012181 13.74 0.000 .0143473 .0191257

jbocct | .0049889 .0013741 3.63 0.000 .0022936 .0076841

jbempt | .003744 .0014597 2.56 0.010 .0008808 .0066071

firm5 | -.1833171 .0465652 -3.94 0.000 -.2746535 -.0919807

firm9 | -.0868994 .0379601 -2.29 0.022 -.161357 -.0124418

firm19 | -.1374959 .02999 -4.58 0.000 -.1963206 -.0786713

firm49 | -.0465238 .027411 -1.70 0.090 -.1002897 .0072422

ch514 | .0167946 .0247967 0.68 0.498 -.0318434 .0654327

chb5 | .0270239 .0315827 0.86 0.392 -.0349247 .0889724

capune | -.0010203 .0013544 -0.75 0.451 -.0036769 .0016363

union | -.0004907 .024616 -0.02 0.984 -.0487743 .047793

osonly | -.1683256 .0469645 -3.58 0.000 -.2604451 -.0762061

oedonly | -.112568 .0240445 -4.68 0.000 -.1597306 -.0654054

overboth | -.2424551 .0342702 -7.07 0.000 -.3096751 -.1752352

agr | -.4141134 .0716077 -5.78 0.000 -.5545699 -.2736569

min | .2478575 .0857525 2.89 0.004 .0796565 .4160586

ele | .0572979 .0657672 0.87 0.384 -.0717026 .1862984

con | .0875957 .0480794 1.82 0.069 -.0067107 .1819021

whl | .0266229 .0562628 0.47 0.636 -.0837349 .1369807

ret | -.0649065 .0633591 -1.02 0.306 -.1891835 .0593705

accom | .0013882 .0753599 0.02 0.985 -.1464281 .1492046

tran | .1213412 .04669 2.60 0.009 .02976 .2129224

it | .0488075 .0516199 0.95 0.345 -.0524436 .1500586

fin | .2853954 .0446704 6.39 0.000 .1977756 .3730151

rhr | -.2829378 .0859583 -3.29 0.001 -.4515427 -.1143328

prof | .1066967 .0451287 2.36 0.018 .018178 .1952155

admin | -.1688783 .0916669 -1.84 0.066 -.3486805 .0109238

public | .0451141 .0371175 1.22 0.224 -.0276909 .1179191

educ | -.1091805 .0499967 -2.18 0.029 -.2072476 -.0111134

hlth | -.1093212 .0492222 -2.22 0.026 -.2058692 -.0127731

arts | -.1813936 .076564 -2.37 0.018 -.3315718 -.0312154

other | -.533706 .0653512 -8.17 0.000 -.6618906 -.4055214

\_cons | 5.099288 .1852548 27.53 0.000 4.735916 5.46266

------------------------------------------------------------------------------

Table 6b – Males – Random effects with Mundlak corrections

. xtreg lwage $xspec $inspec $xspecm $inspecm if restr==1&nredu==3, i(waveid) re r

note: dadprofm dropped because of collinearity

note: esbm dropped because of collinearity

note: nesbm dropped because of collinearity

Random-effects GLS regression Number of obs = 1614

Group variable: waveid Number of groups = 404

R-sq: within = 0.2578 Obs per group: min = 1

between = 0.5362 avg = 4.0

overall = 0.4994 max = 8

Random effects u\_i ~ Gaussian Wald chi2(75) = 1150.61

corr(u\_i, X) = 0 (assumed) Prob > chi2 = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1156652 .0205057 5.64 0.000 .0754747 .1558557

agesq | -.0006947 .0002584 -2.69 0.007 -.0012012 -.0001882

married | -.0140917 .031643 -0.45 0.656 -.0761109 .0479275

urban | .1626123 .1622875 1.00 0.316 -.1554653 .48069

dadprof | .0311035 .0420878 0.74 0.460 -.0513871 .1135941

esb | .070968 .0532788 1.33 0.183 -.0334564 .1753925

nesb | -.0762492 .0443719 -1.72 0.086 -.1632164 .0107181

jbmhruc | .0055596 .0013775 4.04 0.000 .0028597 .0082594

jbocct | .0004431 .0014625 0.30 0.762 -.0024234 .0033095

jbempt | -.0005829 .0032572 -0.18 0.858 -.0069669 .0058011

firm5 | .0078504 .0525875 0.15 0.881 -.0952192 .1109199

firm9 | -.0668058 .037519 -1.78 0.075 -.1403417 .0067301

firm19 | -.0763959 .0333236 -2.29 0.022 -.1417089 -.0110829

firm49 | -.0088501 .0223436 -0.40 0.692 -.0526428 .0349426

ch514 | -.0074811 .0269418 -0.28 0.781 -.0602861 .0453238

chb5 | -.0005696 .0259834 -0.02 0.983 -.0514961 .0503569

capune | .0013491 .0014095 0.96 0.338 -.0014134 .0041116

union | .0637764 .0329111 1.94 0.053 -.0007282 .128281

osonly | -.0467607 .0284372 -1.64 0.100 -.1024966 .0089751

oedonly | -.0015943 .0284159 -0.06 0.955 -.0572885 .0540999

overboth | -.0225037 .0307082 -0.73 0.464 -.0826907 .0376833

agr | .0376356 .068178 0.55 0.581 -.0959908 .1712619

min | .0251331 .1538058 0.16 0.870 -.2763208 .326587

ele | .0338988 .0754038 0.45 0.653 -.1138899 .1816875

con | .0529596 .0408787 1.30 0.195 -.0271612 .1330803

whl | .0229744 .0617213 0.37 0.710 -.0979971 .143946

ret | -.0232775 .0614184 -0.38 0.705 -.1436554 .0971005

accom | .0859677 .1081985 0.79 0.427 -.1260975 .298033

tran | .1452742 .0622814 2.33 0.020 .0232048 .2673436

it | -.046599 .0830482 -0.56 0.575 -.2093706 .1161725

fin | .3142735 .0925486 3.40 0.001 .1328815 .4956655

rhr | -.2038469 .111788 -1.82 0.068 -.4229474 .0152536

prof | -.0045688 .0870559 -0.05 0.958 -.1751953 .1660576

admin | .2536824 .1047172 2.42 0.015 .0484404 .4589244

public | .0501825 .0518258 0.97 0.333 -.0513942 .1517593

educ | .1816443 .1164051 1.56 0.119 -.0465056 .4097942

hlth | .1060538 .1688452 0.63 0.530 -.2248767 .4369842

arts | -.0365855 .0719574 -0.51 0.611 -.1776194 .1044485

other | -.013422 .0857804 -0.16 0.876 -.1815485 .1547045

agem | -.0828905 .0238217 -3.48 0.001 -.1295801 -.0362009

agesqm | .0003124 .0002972 1.05 0.293 -.0002701 .0008948

marriedm | .1474106 .0585437 2.52 0.012 .0326669 .2621542

urbanm | -.1402834 .1675725 -0.84 0.403 -.4687195 .1881526

jbmhrucm | .015509 .0032107 4.83 0.000 .0092162 .0218018

jbocctm | .0079968 .003783 2.11 0.035 .0005822 .0154113

jbemptm | .0018457 .0049587 0.37 0.710 -.0078731 .0115645

firm5m | -.1895711 .0952147 -1.99 0.046 -.3761884 -.0029537

firm9m | -.0076494 .0926139 -0.08 0.934 -.1891693 .1738706

firm19m | -.1063224 .0684118 -1.55 0.120 -.240407 .0277622

firm49m | -.1135562 .0585754 -1.94 0.053 -.2283619 .0012495

ch514m | .0223853 .0548517 0.41 0.683 -.085122 .1298926

chb5m | .0506598 .0637054 0.80 0.426 -.0742005 .1755201

capunem | -.0046411 .0024824 -1.87 0.062 -.0095065 .0002243

unionm | -.0672696 .0576512 -1.17 0.243 -.1802638 .0457247

osonlym | -.2307791 .1030379 -2.24 0.025 -.4327297 -.0288285

oedonlym | -.1716544 .0572823 -3.00 0.003 -.2839257 -.0593832

overbothm | -.2766042 .0678124 -4.08 0.000 -.4095141 -.1436943

agrm | -.4830534 .1333919 -3.62 0.000 -.7444967 -.2216101

minm | .2499096 .2133402 1.17 0.241 -.1682294 .6680486

elem | .0392025 .2448164 0.16 0.873 -.4406288 .5190338

conm | .0708257 .0882713 0.80 0.422 -.1021829 .2438344

whlm | .0164576 .1310272 0.13 0.900 -.2403511 .2732662

retm | -.0659799 .1439034 -0.46 0.647 -.3480254 .2160656

accomm | -.0724856 .1636236 -0.44 0.658 -.3931819 .2482107

tranm | .0252092 .0956982 0.26 0.792 -.1623559 .2127743

itm | .1336462 .1074862 1.24 0.214 -.0770228 .3443152

finm | -.0105869 .1194774 -0.09 0.929 -.2447583 .2235845

rhrm | -.0856663 .4379456 -0.20 0.845 -.944024 .7726914

profm | .1608198 .1110041 1.45 0.147 -.0567442 .3783839

adminm | -.5865591 .1995537 -2.94 0.003 -.9776772 -.195441

publicm | .0563003 .0844838 0.67 0.505 -.1092848 .2218855

educm | -.2948415 .1268187 -2.32 0.020 -.5434016 -.0462814

hlthm | -.1542059 .191673 -0.80 0.421 -.5298781 .2214662

artsm | -.0962366 .1225019 -0.79 0.432 -.3363359 .1438627

otherm | -.6723716 .1776815 -3.78 0.000 -1.020621 -.3241224

\_cons | 5.298651 .2706941 19.57 0.000 4.7681 5.829202

-------------+----------------------------------------------------------------

sigma\_u | .27738407

sigma\_e | .24217449

rho | .56745847 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

Table 6b Males – fixed effects

. xtreg lwage $xspec $inspec if restr==1&nredu==3, i(waveid) fe r

Fixed-effects (within) regression Number of obs = 1614

Group variable: waveid Number of groups = 404

R-sq: within = 0.2588 Obs per group: min = 1

between = 0.0923 avg = 4.0

overall = 0.0707 max = 8

F(36,1174) = 11.91

corr(u\_i, Xb) = -0.7577 Prob > F = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1166144 .0227001 5.14 0.000 .072077 .1611518

agesq | -.0006965 .0002874 -2.42 0.016 -.0012603 -.0001327

married | -.027068 .0331433 -0.82 0.414 -.0920948 .0379588

urban | .2010386 .179609 1.12 0.263 -.1513517 .553429

dadprof | (dropped)

esb | (dropped)

nesb | (dropped)

jbmhruc | .0057011 .0013418 4.25 0.000 .0030684 .0083338

jbocct | .0006828 .0015992 0.43 0.670 -.0024548 .0038203

jbempt | -.0009767 .0035886 -0.27 0.786 -.0080176 .0060641

firm5 | .003315 .0589048 0.06 0.955 -.1122555 .1188854

firm9 | -.0725139 .0391905 -1.85 0.065 -.1494052 .0043773

firm19 | -.0727761 .0354766 -2.05 0.040 -.1423807 -.0031716

firm49 | -.0116753 .0229696 -0.51 0.611 -.0567414 .0333908

ch514 | -.0111462 .027095 -0.41 0.681 -.0643062 .0420138

chb5 | -.0081148 .0283246 -0.29 0.775 -.0636872 .0474577

capune | .0012724 .0013543 0.94 0.348 -.0013847 .0039294

union | .0595407 .0356416 1.67 0.095 -.0103877 .129469

osonly | -.0459929 .0277448 -1.66 0.098 -.1004278 .008442

oedonly | .0050902 .0303887 0.17 0.867 -.054532 .0647123

overboth | -.0183098 .0311324 -0.59 0.557 -.0793912 .0427716

agr | .0244261 .0695581 0.35 0.726 -.112046 .1608982

min | .022978 .1517616 0.15 0.880 -.2747762 .3207323

ele | -.0187521 .0704639 -0.27 0.790 -.1570014 .1194972

con | .0369668 .0417227 0.89 0.376 -.0448925 .1188262

whl | .0001731 .0615977 0.00 0.998 -.1206807 .1210269

ret | -.0538881 .0547938 -0.98 0.326 -.1613927 .0536165

accom | .042219 .117066 0.36 0.718 -.1874629 .2719009

tran | .1270122 .0631835 2.01 0.045 .003047 .2509774

it | -.086123 .0891844 -0.97 0.334 -.2611016 .0888556

fin | .317944 .1045458 3.04 0.002 .1128266 .5230615

rhr | -.2254931 .1155222 -1.95 0.051 -.4521461 .0011599

prof | -.026806 .0907788 -0.30 0.768 -.2049128 .1513009

admin | .2498199 .1048971 2.38 0.017 .0440133 .4556265

public | .0287865 .0515705 0.56 0.577 -.0723941 .1299671

educ | .1540132 .1150276 1.34 0.181 -.0716694 .3796958

hlth | .1067083 .1411536 0.76 0.450 -.1702332 .3836499

arts | -.0631157 .0748856 -0.84 0.399 -.2100402 .0838088

other | -.0050555 .0914393 -0.06 0.956 -.1844582 .1743472

\_cons | 2.974115 .5062965 5.87 0.000 1.980768 3.967462

-------------+----------------------------------------------------------------

sigma\_u | .70744379

sigma\_e | .24207132

rho | .89518669 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

Table 6b Females – OLS

. regress lwage $xspec $inspec if restr==1&nredu==3

Source | SS df MS Number of obs = 1261

-------------+------------------------------ F( 39, 1221) = 23.56

Model | 86.0476027 39 2.20634879 Prob > F = 0.0000

Residual | 114.358742 1221 .093659903 R-squared = 0.4294

-------------+------------------------------ Adj R-squared = 0.4111

Total | 200.406344 1260 .159052654 Root MSE = .30604

------------------------------------------------------------------------------

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0479961 .0072176 6.65 0.000 .0338358 .0621564

agesq | -.0005851 .0000924 -6.33 0.000 -.0007665 -.0004038

married | .0190487 .0188272 1.01 0.312 -.0178885 .055986

urban | -.029326 .0308453 -0.95 0.342 -.0898417 .0311897

dadprof | -.0211833 .0230357 -0.92 0.358 -.0663773 .0240107

esb | .0936461 .0286089 3.27 0.001 .0375179 .1497742

nesb | -.0129882 .0348065 -0.37 0.709 -.0812753 .0552989

jbmhruc | .0139216 .0013039 10.68 0.000 .0113636 .0164796

jbocct | .0087146 .0015209 5.73 0.000 .0057308 .0116985

jbempt | .003877 .0017846 2.17 0.030 .0003759 .0073782

firm5 | -.293826 .0424178 -6.93 0.000 -.3770459 -.2106061

firm9 | -.0867873 .0304526 -2.85 0.004 -.1465325 -.027042

firm19 | -.0846019 .0270369 -3.13 0.002 -.1376457 -.031558

firm49 | -.1074176 .023816 -4.51 0.000 -.1541423 -.0606928

ch514 | -.1012592 .0243924 -4.15 0.000 -.1491148 -.0534035

chb5 | .1406957 .0395474 3.56 0.000 .0631074 .2182841

capune | -.0018207 .0014843 -1.23 0.220 -.0047329 .0010914

union | .0444371 .0228101 1.95 0.052 -.0003143 .0891885

osonly | -.1104877 .0420749 -2.63 0.009 -.1930348 -.0279406

oedonly | -.2069224 .0221544 -9.34 0.000 -.2503872 -.1634576

overboth | -.1875703 .0327752 -5.72 0.000 -.2518723 -.1232684

agr | -.4247056 .1125176 -3.77 0.000 -.6454548 -.2039564

min | .2315766 .1841851 1.26 0.209 -.1297778 .592931

ele | -.017718 .1327416 -0.13 0.894 -.2781448 .2427089

con | .0418518 .0629959 0.66 0.507 -.0817405 .1654441

whl | -.0672225 .073336 -0.92 0.360 -.211101 .076656

ret | -.1324642 .0586317 -2.26 0.024 -.2474943 -.0174341

accom | -.135209 .0658517 -2.05 0.040 -.2644041 -.006014

tran | -.0050124 .0865177 -0.06 0.954 -.1747523 .1647275

it | -.0128208 .0673325 -0.19 0.849 -.1449212 .1192795

fin | -.0453954 .0536714 -0.85 0.398 -.1506939 .059903

rhr | .0326992 .0687853 0.48 0.635 -.1022514 .1676497

prof | .0821874 .0532763 1.54 0.123 -.0223358 .1867106

admin | .0091823 .0603224 0.15 0.879 -.1091647 .1275293

public | .0528315 .0527817 1.00 0.317 -.0507213 .1563843

educ | -.2037838 .0504246 -4.04 0.000 -.3027124 -.1048553

hlth | -.1126374 .0485235 -2.32 0.020 -.2078361 -.0174387

arts | -.0429091 .0776018 -0.55 0.580 -.1951567 .1093386

other | -.1936071 .0701333 -2.76 0.006 -.3312023 -.0560119

\_cons | 5.38285 .1534523 35.08 0.000 5.08179 5.683909

------------------------------------------------------------------------------

Table 6b Females – random effects with Mundlak corrections

. xtreg lwage $xspec $inspec $xspecm $inspecm if restr==1&nredu==3, i(waveid) re r

note: dadprofm dropped because of collinearity

note: esbm dropped because of collinearity

note: nesbm dropped because of collinearity

Random-effects GLS regression Number of obs = 1261

Group variable: waveid Number of groups = 393

R-sq: within = 0.4384 Obs per group: min = 1

between = 0.5087 avg = 3.2

overall = 0.5482 max = 8

Random effects u\_i ~ Gaussian Wald chi2(74) = 1111.16

corr(u\_i, X) = 0 (assumed) Prob > chi2 = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1150774 .0124678 9.23 0.000 .090641 .1395139

agesq | -.0007013 .0001547 -4.53 0.000 -.0010045 -.0003981

married | .0183528 .0258846 0.71 0.478 -.0323801 .0690856

urban | .031077 .0469406 0.66 0.508 -.0609248 .1230788

dadprof | .0068403 .0416203 0.16 0.869 -.0747341 .0884147

esb | .0785554 .0516633 1.52 0.128 -.0227029 .1798136

nesb | -.0049368 .0530319 -0.09 0.926 -.1088774 .0990038

jbmhruc | .0058859 .0015851 3.71 0.000 .0027791 .0089926

jbocct | .0006243 .0015493 0.40 0.687 -.0024123 .0036609

jbempt | .0017905 .0020445 0.88 0.381 -.0022166 .0057975

firm5 | -.1258451 .0445441 -2.83 0.005 -.2131499 -.0385402

firm9 | -.0468835 .0399639 -1.17 0.241 -.1252112 .0314442

firm19 | -.0282039 .0246246 -1.15 0.252 -.0764671 .0200593

firm49 | -.0239275 .0215682 -1.11 0.267 -.0662003 .0183453

ch514 | -.0597444 .0310547 -1.92 0.054 -.1206104 .0011217

chb5 | .0405092 .037797 1.07 0.284 -.0335717 .11459

capune | .00065 .0006827 0.95 0.341 -.0006882 .0019881

union | .0295393 .0228707 1.29 0.197 -.0152865 .0743651

osonly | -.0329799 .0334345 -0.99 0.324 -.0985103 .0325505

oedonly | -.0525515 .0201668 -2.61 0.009 -.0920778 -.0130252

overboth | -.0458483 .0294938 -1.55 0.120 -.1036551 .0119586

agr | .1401272 .1323968 1.06 0.290 -.1193657 .3996202

min | -.089717 .3009976 -0.30 0.766 -.6796615 .5002275

ele | -.2641066 .0792391 -3.33 0.001 -.4194125 -.1088008

con | -.1026883 .070119 -1.46 0.143 -.240119 .0347424

whl | -.0235926 .0536696 -0.44 0.660 -.1287831 .0815978

ret | -.085764 .0582912 -1.47 0.141 -.2000127 .0284847

accom | -.1192325 .0772418 -1.54 0.123 -.2706238 .0321587

tran | .0483161 .0818271 0.59 0.555 -.112062 .2086942

it | .0731865 .0831028 0.88 0.378 -.0896919 .2360649

fin | .0365453 .0620983 0.59 0.556 -.0851651 .1582557

rhr | -.0045483 .0925013 -0.05 0.961 -.1858475 .1767509

prof | -.0739101 .0636365 -1.16 0.245 -.1986354 .0508152

admin | -.0855856 .0593344 -1.44 0.149 -.201879 .0307078

public | .0475828 .0563919 0.84 0.399 -.0629434 .1581089

educ | -.0106726 .0634627 -0.17 0.866 -.1350572 .113712

hlth | -.0390027 .0556709 -0.70 0.484 -.1481156 .0701102

arts | .1455664 .128452 1.13 0.257 -.106195 .3973278

other | -.1173216 .0744413 -1.58 0.115 -.2632238 .0285807

agem | -.0706751 .0156141 -4.53 0.000 -.1012783 -.040072

agesqm | .0001347 .0001948 0.69 0.489 -.0002472 .0005166

marriedm | -.0258587 .0429776 -0.60 0.547 -.1100933 .0583758

urbanm | -.0253176 .0667361 -0.38 0.704 -.156118 .1054828

jbmhrucm | .0118244 .00406 2.91 0.004 .003867 .0197818

jbocctm | .0121555 .0034776 3.50 0.000 .0053395 .0189715

jbemptm | -.0053659 .004346 -1.23 0.217 -.0138839 .003152

firm5m | -.12145 .1014074 -1.20 0.231 -.3202049 .0773048

firm9m | -.0332109 .0654756 -0.51 0.612 -.1615406 .0951188

firm19m | -.0400334 .0617795 -0.65 0.517 -.1611191 .0810522

firm49m | -.1287145 .0550268 -2.34 0.019 -.236565 -.020864

ch514m | -.0387496 .0542894 -0.71 0.475 -.1451549 .0676557

chb5m | .0819289 .0791967 1.03 0.301 -.0732937 .2371516

capunem | -.0053557 .0027514 -1.95 0.052 -.0107483 .0000368

unionm | .0616894 .0521238 1.18 0.237 -.0404714 .1638501

osonlym | -.152876 .1176664 -1.30 0.194 -.3834978 .0777458

oedonlym | -.2226994 .0545528 -4.08 0.000 -.329621 -.1157778

overbothm | -.1588935 .0759888 -2.09 0.037 -.3078287 -.0099583

agrm | -1.022129 .4011288 -2.55 0.011 -1.808327 -.2359306

minm | .2775141 .1375847 2.02 0.044 .007853 .5471752

elem | -.0347757 .3469589 -0.10 0.920 -.7148027 .6452513

conm | .3241694 .149195 2.17 0.030 .0317526 .6165862

whlm | -.1764623 .1523895 -1.16 0.247 -.4751403 .1222156

retm | -.0672609 .1193212 -0.56 0.573 -.3011262 .1666044

accomm | -.0428662 .1329467 -0.32 0.747 -.3034369 .2177046

tranm | -.112947 .2136599 -0.53 0.597 -.5317128 .3058187

itm | -.1683929 .1742449 -0.97 0.334 -.5099067 .1731209

finm | -.1580787 .115288 -1.37 0.170 -.384039 .0678816

rhrm | -.028522 .1904165 -0.15 0.881 -.4017313 .3446874

profm | .1136215 .1342118 0.85 0.397 -.1494289 .3766719

adminm | .0612697 .1456961 0.42 0.674 -.2242895 .3468289

publicm | -.0359868 .1177481 -0.31 0.760 -.2667689 .1947954

educm | -.2200346 .110891 -1.98 0.047 -.4373769 -.0026923

hlthm | -.1411181 .1097424 -1.29 0.198 -.3562093 .0739731

artsm | -.2860093 .2148735 -1.33 0.183 -.7071536 .1351351

otherm | -.1073431 .1858663 -0.58 0.564 -.4716343 .2569481

\_cons | 5.388431 .2855856 18.87 0.000 4.828694 5.948168

-------------+----------------------------------------------------------------

sigma\_u | .24342775

sigma\_e | .16724353

rho | .67933957 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

Table 6b Females – fixed effects

. xtreg lwage $xspec $inspec if restr==1&nredu==3, i(waveid) fe r

Fixed-effects (within) regression Number of obs = 1261

Group variable: waveid Number of groups = 393

R-sq: within = 0.4387 Obs per group: min = 1

between = 0.0581 avg = 3.2

overall = 0.0955 max = 8

F(35,833) = 16.85

corr(u\_i, Xb) = -0.8385 Prob > F = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1136959 .0146361 7.77 0.000 .0849679 .142424

agesq | -.0006842 .0001791 -3.82 0.000 -.0010356 -.0003327

married | .0178815 .0287691 0.62 0.534 -.038587 .07435

urban | .0278173 .0599161 0.46 0.643 -.089787 .1454216

dadprof | (dropped)

esb | (dropped)

nesb | (dropped)

jbmhruc | .0059809 .001716 3.49 0.001 .0026127 .0093491

jbocct | .0007369 .0016968 0.43 0.664 -.0025937 .0040675

jbempt | .0015143 .0022037 0.69 0.492 -.0028111 .0058397

firm5 | -.1208995 .0497221 -2.43 0.015 -.2184948 -.0233041

firm9 | -.0473573 .0419531 -1.13 0.259 -.1297036 .0349889

firm19 | -.0321939 .0272506 -1.18 0.238 -.0856819 .021294

firm49 | -.0273714 .0232267 -1.18 0.239 -.0729611 .0182183

ch514 | -.0581644 .0341642 -1.70 0.089 -.1252223 .0088936

chb5 | .0408665 .0398565 1.03 0.306 -.0373646 .1190975

capune | .0007737 .0009031 0.86 0.392 -.000999 .0025463

union | .0319793 .0262797 1.22 0.224 -.019603 .0835615

osonly | -.0308438 .0365495 -0.84 0.399 -.1025837 .0408961

oedonly | -.0533435 .0216519 -2.46 0.014 -.0958422 -.0108447

overboth | -.043948 .0331611 -1.33 0.185 -.1090372 .0211412

agr | .1449073 .1225258 1.18 0.237 -.0955883 .3854029

min | (dropped)

ele | -.264243 .0791529 -3.34 0.001 -.4196057 -.1088804

con | -.0898523 .0845837 -1.06 0.288 -.2558745 .0761698

whl | -.0082874 .0668337 -0.12 0.901 -.1394697 .1228949

ret | -.0736656 .06816 -1.08 0.280 -.2074511 .06012

accom | -.1170286 .084453 -1.39 0.166 -.2827942 .0487371

tran | .0578013 .1001723 0.58 0.564 -.1388184 .2544211

it | .0757201 .0941541 0.80 0.422 -.109087 .2605272

fin | .0503976 .0707761 0.71 0.477 -.0885228 .189318

rhr | .0069313 .103203 0.07 0.946 -.1956371 .2094997

prof | -.0704328 .0717698 -0.98 0.327 -.2113037 .070438

admin | -.0802582 .0701284 -1.14 0.253 -.2179074 .0573909

public | .0533272 .0655044 0.81 0.416 -.0752459 .1819004

educ | .0075388 .0758588 0.10 0.921 -.1413581 .1564358

hlth | -.0262476 .0657875 -0.40 0.690 -.1553763 .102881

arts | .1639949 .1328021 1.23 0.217 -.0966711 .4246609

other | -.1244277 .0803062 -1.55 0.122 -.282054 .0331986

\_cons | 3.192394 .3308287 9.65 0.000 2.543038 3.84175

-------------+----------------------------------------------------------------

sigma\_u | .71442349

sigma\_e | .16714311

rho | .9481054 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

## Wage effects of job mismatch (certificates III/IV, table 6c)

Table 6c Males – OLS

. regress lwage $xspec $inspec if restr==1&nredu==2

Source | SS df MS Number of obs = 5250

-------------+------------------------------ F( 39, 5210) = 89.38

Model | 356.047249 39 9.12941665 Prob > F = 0.0000

Residual | 532.154369 5210 .102140954 R-squared = 0.4009

-------------+------------------------------ Adj R-squared = 0.3964

Total | 888.201619 5249 .169213492 Root MSE = .31959

------------------------------------------------------------------------------

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0313685 .0031779 9.87 0.000 .0251384 .0375985

agesq | -.0003283 .0000394 -8.33 0.000 -.0004056 -.0002511

married | .0823681 .0116595 7.06 0.000 .0595106 .1052257

urban | .0255732 .013737 1.86 0.063 -.0013571 .0525034

dadprof | .054049 .0158051 3.42 0.001 .0230644 .0850336

esb | -.0164851 .0150789 -1.09 0.274 -.046046 .0130758

nesb | -.055703 .0183108 -3.04 0.002 -.0915998 -.0198062

jbmhruc | .0130601 .0005219 25.02 0.000 .012037 .0140833

jbocct | .00159 .0005473 2.91 0.004 .000517 .0026629

jbempt | .0019802 .0006647 2.98 0.003 .0006771 .0032834

firm5 | -.2267108 .0178509 -12.70 0.000 -.261706 -.1917155

firm9 | -.1535841 .0146289 -10.50 0.000 -.1822629 -.1249053

firm19 | -.1203889 .0136751 -8.80 0.000 -.1471978 -.09358

firm49 | -.0248555 .012671 -1.96 0.050 -.0496961 -.000015

ch514 | -.0098909 .0111557 -0.89 0.375 -.0317608 .0119791

chb5 | .030667 .0129404 2.37 0.018 .0052984 .0560357

capune | -.0031066 .0006231 -4.99 0.000 -.0043282 -.001885

union | .0537767 .0104858 5.13 0.000 .0332202 .0743333

osonly | -.0432266 .0148606 -2.91 0.004 -.0723596 -.0140936

oedonly | -.1611816 .0133019 -12.12 0.000 -.1872589 -.1351043

overboth | -.1725216 .0193862 -8.90 0.000 -.2105267 -.1345166

agr | -.1703987 .0304337 -5.60 0.000 -.2300615 -.1107358

min | .3534994 .0212896 16.60 0.000 .3117628 .3952359

ele | .0741118 .0287984 2.57 0.010 .0176548 .1305688

con | .1076474 .0159628 6.74 0.000 .0763536 .1389413

whl | -.0219972 .0227558 -0.97 0.334 -.0666082 .0226137

ret | -.1333713 .0207113 -6.44 0.000 -.1739742 -.0927685

accom | -.182573 .0261686 -6.98 0.000 -.2338744 -.1312716

tran | .0689158 .0209187 3.29 0.001 .0279063 .1099252

it | .0079969 .0297169 0.27 0.788 -.0502606 .0662545

fin | .1171891 .0420463 2.79 0.005 .0347607 .1996175

rhr | .0055113 .045454 0.12 0.903 -.0835975 .0946201

prof | .1358079 .0292894 4.64 0.000 .0783883 .1932275

admin | -.0400299 .0387949 -1.03 0.302 -.1160842 .0360243

public | -.0172285 .0169301 -1.02 0.309 -.0504187 .0159616

educ | -.1088283 .0412641 -2.64 0.008 -.1897234 -.0279333

hlth | -.2295421 .0261331 -8.78 0.000 -.2807739 -.1783103

arts | -.1968974 .0362037 -5.44 0.000 -.2678718 -.125923

other | -.1116211 .0201318 -5.54 0.000 -.1510879 -.0721544

\_cons | 5.541602 .0667135 83.07 0.000 5.410815 5.672388

Table 6c Males – random effects with Mundlak corrections

. xtreg lwage $xspec $inspec $xspecm $inspecm if restr==1&nredu==2, i(waveid) re r

note: dadprofm dropped because of collinearity

note: esbm dropped because of collinearity

note: nesbm dropped because of collinearity

Random-effects GLS regression Number of obs = 5250

Group variable: waveid Number of groups = 1339

R-sq: within = 0.3803 Obs per group: min = 1

between = 0.4731 avg = 3.9

overall = 0.4840 max = 8

Random effects u\_i ~ Gaussian Wald chi2(75) = 2979.65

corr(u\_i, X) = 0 (assumed) Prob > chi2 = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1160812 .0068867 16.86 0.000 .1025834 .129579

agesq | -.0007173 .0000831 -8.63 0.000 -.0008803 -.0005543

married | .0264763 .0140854 1.88 0.060 -.0011307 .0540833

urban | -.0613197 .0364842 -1.68 0.093 -.1328275 .010188

dadprof | .0393016 .0294512 1.33 0.182 -.0184218 .097025

esb | .0120901 .0267101 0.45 0.651 -.0402609 .064441

nesb | -.040564 .0332616 -1.22 0.223 -.1057555 .0246274

jbmhruc | .008997 .0007935 11.34 0.000 .0074418 .0105522

jbocct | -.0005343 .0006129 -0.87 0.383 -.0017355 .000667

jbempt | -.0008965 .0012013 -0.75 0.455 -.003251 .0014579

firm5 | -.0993707 .0190223 -5.22 0.000 -.1366538 -.0620877

firm9 | -.0524806 .0149972 -3.50 0.000 -.0818746 -.0230867

firm19 | -.0554415 .013166 -4.21 0.000 -.0812464 -.0296365

firm49 | -.0246154 .0114842 -2.14 0.032 -.047124 -.0021067

ch514 | .0016994 .0123326 0.14 0.890 -.022472 .0258707

chb5 | .0342034 .012114 2.82 0.005 .0104604 .0579464

capune | -.0021778 .0006252 -3.48 0.000 -.0034032 -.0009525

union | .0397286 .0146392 2.71 0.007 .0110363 .0684209

osonly | -.0256416 .0122873 -2.09 0.037 -.0497243 -.001559

oedonly | -.0415219 .0118704 -3.50 0.000 -.0647874 -.0182564

overboth | -.0634327 .018539 -3.42 0.001 -.0997685 -.027097

agr | -.0714619 .0422152 -1.69 0.090 -.1542023 .0112784

min | .1216368 .0308005 3.95 0.000 .0612689 .1820047

ele | .0719407 .0383311 1.88 0.061 -.0031869 .1470683

con | .0333839 .0203894 1.64 0.102 -.0065786 .0733465

whl | -.0367066 .0224753 -1.63 0.102 -.0807574 .0073443

ret | .0040422 .0244299 0.17 0.869 -.0438396 .0519239

accom | -.0404975 .0394985 -1.03 0.305 -.117913 .0369181

tran | .02354 .0248246 0.95 0.343 -.0251153 .0721953

it | .0023811 .0457619 0.05 0.959 -.0873105 .0920727

fin | -.0627757 .0614657 -1.02 0.307 -.1832461 .0576948

rhr | -.0448772 .0517209 -0.87 0.386 -.1462484 .056494

prof | .023557 .0309103 0.76 0.446 -.037026 .08414

admin | -.0423155 .0404709 -1.05 0.296 -.121637 .037006

public | -.0523812 .0278411 -1.88 0.060 -.1069487 .0021863

educ | .0103907 .0642568 0.16 0.872 -.1155502 .1363316

hlth | -.0926115 .0535683 -1.73 0.084 -.1976034 .0123804

arts | -.1537896 .0430895 -3.57 0.000 -.2382435 -.0693358

other | -.0223891 .0210109 -1.07 0.287 -.0635698 .0187915

agem | -.0869707 .0086731 -10.03 0.000 -.1039696 -.0699718

agesqm | .0003747 .0001076 3.48 0.000 .0001638 .0005856

marriedm | .0613706 .030166 2.03 0.042 .0022463 .1204949

urbanm | .0974651 .0465822 2.09 0.036 .0061656 .1887646

jbmhrucm | .0057949 .0015973 3.63 0.000 .0026642 .0089256

jbocctm | .0039678 .0013729 2.89 0.004 .0012769 .0066586

jbemptm | .0020148 .0018556 1.09 0.278 -.0016222 .0056518

firm5m | -.1900255 .048892 -3.89 0.000 -.285852 -.0941989

firm9m | -.1132306 .0383419 -2.95 0.003 -.1883794 -.0380818

firm19m | -.0788598 .0357819 -2.20 0.028 -.1489911 -.0087285

firm49m | -.0194803 .0347835 -0.56 0.575 -.0876546 .0486941

ch514m | -.0182369 .0274028 -0.67 0.506 -.0719454 .0354717

chb5m | .0016698 .0356779 0.05 0.963 -.0682575 .0715972

capunem | -.0003203 .0016019 -0.20 0.842 -.00346 .0028194

unionm | .038412 .0276106 1.39 0.164 -.0157038 .0925277

osonlym | -.0442101 .0405961 -1.09 0.276 -.1237771 .0353568

oedonlym | -.1490928 .0348735 -4.28 0.000 -.2174436 -.080742

overbothm | -.165221 .0484683 -3.41 0.001 -.2602172 -.0702249

agrm | -.0769344 .0749088 -1.03 0.304 -.2237531 .0698842

minm | .2597637 .0576867 4.50 0.000 .1466999 .3728275

elem | .0226739 .0721838 0.31 0.753 -.1188037 .1641515

conm | .1022227 .0423417 2.41 0.016 .0192346 .1852108

whlm | .0534771 .0557023 0.96 0.337 -.0556974 .1626516

retm | -.1249349 .0491747 -2.54 0.011 -.2213156 -.0285542

accomm | -.1829799 .0604235 -3.03 0.002 -.3014077 -.0645521

tranm | .0745751 .053281 1.40 0.162 -.0298538 .1790039

itm | .0338061 .0783476 0.43 0.666 -.1197524 .1873647

finm | .2980623 .1066883 2.79 0.005 .0889571 .5071674

rhrm | .1774963 .1519648 1.17 0.243 -.1203494 .4753419

profm | .152867 .0775379 1.97 0.049 .0008955 .3048385

adminm | .0322611 .0765664 0.42 0.674 -.1178063 .1823285

publicm | .0245894 .042607 0.58 0.564 -.0589188 .1080976

educm | -.1269773 .1103556 -1.15 0.250 -.3432702 .0893157

hlthm | -.1644499 .0891991 -1.84 0.065 -.339277 .0103772

artsm | -.0064146 .1016267 -0.06 0.950 -.2055992 .19277

otherm | -.1125091 .0518643 -2.17 0.030 -.2141612 -.010857

\_cons | 5.538333 .1328037 41.70 0.000 5.278042 5.798623

-------------+----------------------------------------------------------------

sigma\_u | .26140889

sigma\_e | .19184853

rho | .64993633 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

Table 6c Males – fixed effects

. xtreg lwage $xspec $inspec if restr==1&nredu==2, i(waveid) fe r

Fixed-effects (within) regression Number of obs = 5250

Group variable: waveid Number of groups = 1339

R-sq: within = 0.3805 Obs per group: min = 1

between = 0.0804 avg = 3.9

overall = 0.1026 max = 8

F(36,3875) = 44.63

corr(u\_i, Xb) = -0.8269 Prob > F = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1148255 .0077223 14.87 0.000 .0996853 .1299657

agesq | -.000699 .0000922 -7.58 0.000 -.0008798 -.0005183

married | .0234745 .0154839 1.52 0.130 -.0068828 .0538317

urban | -.0630303 .0422969 -1.49 0.136 -.1459566 .0198959

dadprof | (dropped)

esb | (dropped)

nesb | (dropped)

jbmhruc | .0088847 .000874 10.17 0.000 .0071712 .0105981

jbocct | -.0004529 .0006578 -0.69 0.491 -.0017425 .0008367

jbempt | -.0009525 .0012591 -0.76 0.449 -.003421 .001516

firm5 | -.100079 .0200015 -5.00 0.000 -.1392935 -.0608644

firm9 | -.0487897 .0158901 -3.07 0.002 -.0799434 -.017636

firm19 | -.0531864 .0142981 -3.72 0.000 -.081219 -.0251538

firm49 | -.0252813 .012376 -2.04 0.041 -.0495453 -.0010173

ch514 | .0026981 .0137231 0.20 0.844 -.0242071 .0296034

chb5 | .0346065 .0135056 2.56 0.010 .0081279 .0610852

capune | -.0023865 .0006689 -3.57 0.000 -.0036979 -.001075

union | .0405401 .0162538 2.49 0.013 .0086734 .0724068

osonly | -.0245792 .0132521 -1.85 0.064 -.0505608 .0014025

oedonly | -.0375802 .0127637 -2.94 0.003 -.0626044 -.012556

overboth | -.0612286 .0205406 -2.98 0.003 -.1015 -.0209572

agr | -.0676758 .0467323 -1.45 0.148 -.159298 .0239464

min | .1169321 .0345033 3.39 0.001 .0492859 .1845784

ele | .0658549 .0419895 1.57 0.117 -.0164688 .1481785

con | .0329718 .0222805 1.48 0.139 -.0107108 .0766545

whl | -.0364813 .0246922 -1.48 0.140 -.0848922 .0119296

ret | .0093035 .0261645 0.36 0.722 -.0419941 .060601

accom | -.0322406 .0456557 -0.71 0.480 -.1217522 .0572709

tran | .0228882 .0271564 0.84 0.399 -.030354 .0761305

it | .0068249 .0475071 0.14 0.886 -.0863164 .0999663

fin | -.059048 .0684271 -0.86 0.388 -.1932046 .0751086

rhr | -.0609252 .0464049 -1.31 0.189 -.1519056 .0300552

prof | .0336746 .0345766 0.97 0.330 -.0341155 .1014647

admin | -.0387855 .0436395 -0.89 0.374 -.1243441 .0467731

public | -.0472568 .0301877 -1.57 0.118 -.1064421 .0119285

educ | .0274632 .067722 0.41 0.685 -.105311 .1602374

hlth | -.0811801 .0588816 -1.38 0.168 -.196622 .0342619

arts | -.1456145 .0468359 -3.11 0.002 -.2374398 -.0537892

other | -.0225402 .0227978 -0.99 0.323 -.0672371 .0221567

\_cons | 3.15744 .1716135 18.40 0.000 2.820979 3.493902

-------------+----------------------------------------------------------------

sigma\_u | .71288509

sigma\_e | .19182377

rho | .93248393 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

Table 6c Females – OLS

. regress lwage $xspec $inspec if restr==1&nredu==2

Source | SS df MS Number of obs = 1542

-------------+------------------------------ F( 39, 1502) = 12.47

Model | 54.8084926 39 1.40534596 Prob > F = 0.0000

Residual | 169.219303 1502 .112662652 R-squared = 0.2447

-------------+------------------------------ Adj R-squared = 0.2250

Total | 224.027796 1541 .145378193 Root MSE = .33565

------------------------------------------------------------------------------

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0373959 .0061422 6.09 0.000 .0253476 .0494441

agesq | -.0004434 .0000818 -5.42 0.000 -.0006039 -.0002829

married | .0269497 .0185904 1.45 0.147 -.0095162 .0634156

urban | .0872034 .0254264 3.43 0.001 .0373284 .1370783

dadprof | .0035799 .0301589 0.12 0.906 -.0555782 .0627379

esb | -.0036414 .0330899 -0.11 0.912 -.0685487 .0612659

nesb | -.0783768 .0320986 -2.44 0.015 -.1413397 -.015414

jbmhruc | .0139065 .0013245 10.50 0.000 .0113085 .0165046

jbocct | .003588 .0013038 2.75 0.006 .0010305 .0061455

jbempt | .0019603 .0021867 0.90 0.370 -.002329 .0062496

firm5 | -.1573449 .0348792 -4.51 0.000 -.2257621 -.0889278

firm9 | -.1233311 .0302984 -4.07 0.000 -.1827628 -.0638994

firm19 | -.0814382 .0265751 -3.06 0.002 -.1335665 -.0293099

firm49 | -.0691116 .0248548 -2.78 0.005 -.1178654 -.0203578

ch514 | -.0779174 .0254089 -3.07 0.002 -.1277581 -.0280768

chb5 | .0418253 .0453471 0.92 0.357 -.047125 .1307757

capune | -.0018419 .0009403 -1.96 0.050 -.0036864 2.58e-06

union | -.0002988 .0223081 -0.01 0.989 -.0440572 .0434596

osonly | -.0640255 .0330172 -1.94 0.053 -.1287902 .0007393

oedonly | -.1156277 .0220179 -5.25 0.000 -.1588168 -.0724385

overboth | -.086878 .0310459 -2.80 0.005 -.147776 -.02598

agr | -.1764579 .103548 -1.70 0.089 -.3795719 .0266561

min | .2326333 .1086112 2.14 0.032 .0195877 .445679

ele | .0184602 .1170646 0.16 0.875 -.2111673 .2480876

con | .089803 .0807314 1.11 0.266 -.0685552 .2481612

whl | -.0265409 .0528883 -0.50 0.616 -.1302837 .0772019

ret | -.1486808 .0418903 -3.55 0.000 -.2308506 -.0665111

accom | -.0611475 .046942 -1.30 0.193 -.1532262 .0309313

tran | -.0419075 .0717417 -0.58 0.559 -.182632 .0988171

it | .0783276 .0613771 1.28 0.202 -.0420664 .1987216

fin | .1038314 .0473077 2.19 0.028 .0110351 .1966276

rhr | .05553 .0683585 0.81 0.417 -.0785582 .1896183

prof | -.0376862 .0492567 -0.77 0.444 -.1343054 .058933

admin | -.0472575 .0569405 -0.83 0.407 -.1589489 .064434

public | .0967554 .0466812 2.07 0.038 .0051881 .1883226

educ | -.1556431 .0463012 -3.36 0.001 -.2464651 -.0648211

hlth | -.1134594 .0357219 -3.18 0.002 -.1835295 -.0433893

arts | -.1371071 .0959809 -1.43 0.153 -.325378 .0511637

other | -.1792217 .0525938 -3.41 0.001 -.2823868 -.0760566

\_cons | 5.312568 .1259212 42.19 0.000 5.065568 5.559568

------------------------------------------------------------------------------

Table 6c Females – random effects with Mundlak corrections

. xtreg lwage $xspec $inspec $xspecm $inspecm if restr==1&nredu==2, i(waveid) re r

note: dadprofm dropped because of collinearity

note: esbm dropped because of collinearity

note: nesbm dropped because of collinearity

Random-effects GLS regression Number of obs = 1542

Group variable: waveid Number of groups = 602

R-sq: within = 0.2974 Obs per group: min = 1

between = 0.2822 avg = 2.6

overall = 0.3162 max = 8

Random effects u\_i ~ Gaussian Wald chi2(75) = 809.79

corr(u\_i, X) = 0 (assumed) Prob > chi2 = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1164595 .0142882 8.15 0.000 .0884551 .1444638

agesq | -.0006981 .000193 -3.62 0.000 -.0010764 -.0003197

married | -.0135702 .0281996 -0.48 0.630 -.0688404 .0416999

urban | -.0333597 .0453541 -0.74 0.462 -.122252 .0555326

dadprof | -.0000992 .0369248 -0.00 0.998 -.0724705 .072272

esb | -.0125867 .0412149 -0.31 0.760 -.0933663 .068193

nesb | -.0596956 .0506862 -1.18 0.239 -.1590388 .0396476

jbmhruc | .0082978 .0021037 3.94 0.000 .0041746 .012421

jbocct | .0029224 .0022081 1.32 0.186 -.0014054 .0072502

jbempt | -.0025492 .0040046 -0.64 0.524 -.010398 .0052996

firm5 | -.0407659 .0534825 -0.76 0.446 -.1455898 .064058

firm9 | -.0699276 .0354828 -1.97 0.049 -.1394725 -.0003826

firm19 | -.0535664 .0279964 -1.91 0.056 -.1084383 .0013056

firm49 | .0018209 .0310454 0.06 0.953 -.059027 .0626688

ch514 | -.0342144 .0437576 -0.78 0.434 -.1199778 .051549

chb5 | -.0584606 .0533365 -1.10 0.273 -.1629983 .046077

capune | -.0019343 .0020251 -0.96 0.339 -.0059034 .0020348

union | -.0689865 .0334953 -2.06 0.039 -.1346361 -.0033369

osonly | -.0825671 .0373533 -2.21 0.027 -.1557782 -.009356

oedonly | -.0630138 .0265168 -2.38 0.017 -.1149857 -.0110419

overboth | -.0959693 .0336279 -2.85 0.004 -.1618788 -.0300597

agr | .0104719 .1084763 0.10 0.923 -.2021378 .2230816

min | .1020252 .09021 1.13 0.258 -.074783 .2788335

ele | -.0767818 .1950956 -0.39 0.694 -.4591621 .3055986

con | .0625327 .0907989 0.69 0.491 -.1154299 .2404952

whl | -.0590363 .0537059 -1.10 0.272 -.164298 .0462254

ret | -.0953252 .0678596 -1.40 0.160 -.2283275 .0376771

accom | .0244848 .0573254 0.43 0.669 -.087871 .1368405

tran | -.1009105 .0880398 -1.15 0.252 -.2734653 .0716443

it | -.0023835 .0894296 -0.03 0.979 -.1776623 .1728953

fin | .0677072 .0792767 0.85 0.393 -.0876723 .2230867

rhr | -.0913152 .0890952 -1.02 0.305 -.2659385 .0833081

prof | -.1125728 .0939906 -1.20 0.231 -.2967909 .0716453

admin | .0070123 .0657146 0.11 0.915 -.121786 .1358106

public | .052813 .0744536 0.71 0.478 -.0931133 .1987393

educ | .0430049 .0762545 0.56 0.573 -.1064512 .192461

hlth | .0719119 .0667534 1.08 0.281 -.0589224 .2027461

arts | .0592231 .0929246 0.64 0.524 -.1229059 .241352

other | -.0862688 .0762537 -1.13 0.258 -.2357232 .0631856

agem | -.0785397 .0160194 -4.90 0.000 -.1099371 -.0471423

agesqm | .0002231 .0002127 1.05 0.294 -.0001939 .0006401

marriedm | .0593404 .0402159 1.48 0.140 -.0194813 .1381622

urbanm | .0910942 .0592446 1.54 0.124 -.0250231 .2072114

jbmhrucm | .0063624 .0038991 1.63 0.103 -.0012797 .0140044

jbocctm | .0014877 .0029958 0.50 0.619 -.0043841 .0073595

jbemptm | .0040674 .0060345 0.67 0.500 -.0077599 .0158948

firm5m | -.1461579 .087438 -1.67 0.095 -.3175331 .0252174

firm9m | -.0263011 .0551917 -0.48 0.634 -.1344748 .0818726

firm19m | -.0242664 .0436118 -0.56 0.578 -.109744 .0612112

firm49m | -.0779834 .046746 -1.67 0.095 -.1696039 .0136371

ch514m | -.0151014 .0550224 -0.27 0.784 -.1229433 .0927406

chb5m | .1101909 .0798329 1.38 0.168 -.0462788 .2666606

capunem | .0010954 .0020061 0.55 0.585 -.0028364 .0050272

unionm | .1364703 .0481219 2.84 0.005 .0421531 .2307876

osonlym | .095125 .081817 1.16 0.245 -.0652333 .2554833

oedonlym | -.0625261 .0451352 -1.39 0.166 -.1509895 .0259373

overbothm | .0585873 .056763 1.03 0.302 -.0526661 .1698407

agrm | -.2658412 .1571284 -1.69 0.091 -.5738073 .0421249

minm | .1382712 .2829391 0.49 0.625 -.4162792 .6928215

elem | .130411 .2776483 0.47 0.639 -.4137697 .6745917

conm | -.0007858 .1213176 -0.01 0.995 -.2385639 .2369923

whlm | .0784315 .1082038 0.72 0.469 -.1336441 .2905071

retm | -.0914729 .0967791 -0.95 0.345 -.2811564 .0982106

accomm | -.0709612 .0795631 -0.89 0.372 -.226902 .0849795

tranm | .0976831 .1240186 0.79 0.431 -.1453888 .3407551

itm | .1313454 .1263555 1.04 0.299 -.1163067 .3789976

finm | .0183394 .1009637 0.18 0.856 -.1795459 .2162247

rhrm | .1179083 .125556 0.94 0.348 -.1281769 .3639936

profm | .0771948 .1137094 0.68 0.497 -.1456715 .3000612

adminm | -.012677 .0969565 -0.13 0.896 -.2027082 .1773542

publicm | .041217 .0966608 0.43 0.670 -.1482347 .2306687

educm | -.2303449 .1087997 -2.12 0.034 -.4435884 -.0171014

hlthm | -.2301147 .0870677 -2.64 0.008 -.4007642 -.0594651

artsm | -.1844909 .1576585 -1.17 0.242 -.493496 .1245142

otherm | -.0979758 .1057065 -0.93 0.354 -.3051567 .1092052

\_cons | 5.276685 .228878 23.05 0.000 4.828092 5.725278

-------------+----------------------------------------------------------------

sigma\_u | .22925972

sigma\_e | .23982249

rho | .47749344 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

Table 6c Females – fixed effects

. xtreg lwage $xspec $inspec if restr==1&nredu==2, i(waveid) fe r

Fixed-effects (within) regression Number of obs = 1542

Group variable: waveid Number of groups = 602

R-sq: within = 0.2993 Obs per group: min = 1

between = 0.0477 avg = 2.6

overall = 0.0573 max = 8

F(36,904) = 10.31

corr(u\_i, Xb) = -0.9176 Prob > F = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1189825 .0178431 6.67 0.000 .0839639 .1540011

agesq | -.0007144 .0002421 -2.95 0.003 -.0011895 -.0002393

married | -.0137508 .0330287 -0.42 0.677 -.0785727 .0510711

urban | .0007717 .0535967 0.01 0.989 -.1044167 .10596

dadprof | (dropped)

esb | (dropped)

nesb | (dropped)

jbmhruc | .0094085 .0021607 4.35 0.000 .005168 .013649

jbocct | .0032938 .0023943 1.38 0.169 -.0014052 .0079929

jbempt | -.0037844 .0043145 -0.88 0.381 -.012252 .0046832

firm5 | -.0403293 .0610185 -0.66 0.509 -.1600837 .079425

firm9 | -.071838 .0401313 -1.79 0.074 -.1505993 .0069233

firm19 | -.0573792 .0316758 -1.81 0.070 -.1195458 .0047874

firm49 | .0022771 .0370198 0.06 0.951 -.0703777 .0749319

ch514 | -.025494 .0512672 -0.50 0.619 -.1261106 .0751226

chb5 | -.0620887 .063507 -0.98 0.329 -.186727 .0625497

capune | -.0017787 .0021465 -0.83 0.408 -.0059915 .002434

union | -.0762738 .0387649 -1.97 0.049 -.1523535 -.0001942

osonly | -.0931205 .043727 -2.13 0.033 -.1789387 -.0073022

oedonly | -.0558525 .0323611 -1.73 0.085 -.1193642 .0076591

overboth | -.0976528 .0395678 -2.47 0.014 -.1753082 -.0199974

agr | .0135157 .1301478 0.10 0.917 -.2419113 .2689426

min | .1072296 .1053832 1.02 0.309 -.0995947 .3140538

ele | -.1270644 .2628613 -0.48 0.629 -.6429538 .388825

con | .0544816 .1032322 0.53 0.598 -.1481212 .2570843

whl | -.0632285 .058133 -1.09 0.277 -.1773199 .0508628

ret | -.0752052 .0798351 -0.94 0.346 -.231889 .0814786

accom | .0313682 .06648 0.47 0.637 -.0991048 .1618413

tran | -.0625148 .0893938 -0.70 0.485 -.2379583 .1129286

it | .0333459 .1115592 0.30 0.765 -.1855993 .2522911

fin | .0709796 .078637 0.90 0.367 -.0833528 .225312

rhr | -.0537456 .1044112 -0.51 0.607 -.258662 .1511709

prof | -.1048141 .1180682 -0.89 0.375 -.3365337 .1269055

admin | .0332109 .0753932 0.44 0.660 -.1147551 .1811769

public | .0901293 .0911159 0.99 0.323 -.088694 .2689526

educ | .0709267 .0930066 0.76 0.446 -.1116072 .2534607

hlth | .1320319 .0832277 1.59 0.113 -.03131 .2953739

arts | .0783087 .1098443 0.71 0.476 -.1372708 .2938882

other | -.050476 .0862176 -0.59 0.558 -.2196861 .118734

\_cons | 2.912659 .3536685 8.24 0.000 2.218552 3.606766

-------------+----------------------------------------------------------------

sigma\_u | .84903214

sigma\_e | .23968981

rho | .92618437 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

## Wage effects of job mismatch (only completed school, table 6d)

Table 6d Males – OLS

. regress lwage $xspec $inspec if restr==1&nredu==1

Source | SS df MS Number of obs = 2470

-------------+------------------------------ F( 39, 2430) = 51.52

Model | 274.649161 39 7.04228617 Prob > F = 0.0000

Residual | 332.153421 2430 .136688651 R-squared = 0.4526

-------------+------------------------------ Adj R-squared = 0.4438

Total | 606.802582 2469 .245768563 Root MSE = .36971

------------------------------------------------------------------------------

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0682889 .0048144 14.18 0.000 .058848 .0777297

agesq | -.000766 .0000631 -12.13 0.000 -.0008899 -.0006422

married | .0923 .0185701 4.97 0.000 .0558851 .1287148

urban | .1037597 .0252245 4.11 0.000 .0542959 .1532235

dadprof | -.0157962 .0203011 -0.78 0.437 -.0556055 .0240131

esb | -.0639632 .0273635 -2.34 0.019 -.1176213 -.0103051

nesb | -.0756498 .0293306 -2.58 0.010 -.1331654 -.0181342

jbmhruc | .013453 .000962 13.98 0.000 .0115665 .0153396

jbocct | .0022511 .0013485 1.67 0.095 -.0003932 .0048955

jbempt | .0021648 .0015277 1.42 0.157 -.0008309 .0051604

firm5 | -.2089265 .0272341 -7.67 0.000 -.262331 -.1555221

firm9 | -.1476834 .0247144 -5.98 0.000 -.196147 -.0992199

firm19 | -.1139119 .0237799 -4.79 0.000 -.1605429 -.067281

firm49 | -.1127076 .0217327 -5.19 0.000 -.1553241 -.0700912

ch514 | -.0280251 .0234172 -1.20 0.232 -.0739448 .0178945

chb5 | -.0314048 .0249325 -1.26 0.208 -.0802959 .0174863

capune | -.0017745 .0009184 -1.93 0.053 -.0035754 .0000264

union | .0502916 .0193502 2.60 0.009 .012347 .0882362

osonly | -.0199177 .0189844 -1.05 0.294 -.0571451 .0173096

oedonly | -.0536391 .0373186 -1.44 0.151 -.1268188 .0195405

overboth | -.0702016 .0410724 -1.71 0.088 -.150742 .0103389

agr | -.0698395 .054555 -1.28 0.201 -.1768187 .0371397

min | .2992156 .0540416 5.54 0.000 .1932432 .405188

ele | .1104295 .0634659 1.74 0.082 -.0140233 .2348823

con | .0694925 .0318506 2.18 0.029 .0070354 .1319496

whl | -.0145555 .0364244 -0.40 0.689 -.0859815 .0568706

ret | -.1327725 .0305159 -4.35 0.000 -.1926125 -.0729326

accom | -.1751748 .0346221 -5.06 0.000 -.2430666 -.1072829

tran | -.0018992 .0321711 -0.06 0.953 -.0649848 .0611865

it | .2406007 .0458705 5.25 0.000 .1506514 .33055

fin | .2733953 .0422813 6.47 0.000 .1904842 .3563065

rhr | .0582096 .0742826 0.78 0.433 -.0874543 .2038735

prof | .2072138 .0377038 5.50 0.000 .1332788 .2811487

admin | -.1248194 .0610439 -2.04 0.041 -.2445229 -.0051159

public | .0558433 .03106 1.80 0.072 -.0050636 .1167501

educ | -.1528814 .0696097 -2.20 0.028 -.2893818 -.016381

hlth | -.2657133 .0640923 -4.15 0.000 -.3913945 -.1400321

arts | -.1830604 .0507106 -3.61 0.000 -.2825009 -.08362

other | -.268299 .0420797 -6.38 0.000 -.3508148 -.1857832

\_cons | 4.734936 .0896105 52.84 0.000 4.559215 4.910657

Table 6d Males – random effects with Mundlak corrections

. xtreg lwage $xspec $inspec $xspecm $inspecm if restr==1&nredu==1, i(waveid) re r

note: dadprofm dropped because of collinearity

note: esbm dropped because of collinearity

note: nesbm dropped because of collinearity

Random-effects GLS regression Number of obs = 2470

Group variable: waveid Number of groups = 787

R-sq: within = 0.3629 Obs per group: min = 1

between = 0.5306 avg = 3.1

overall = 0.5093 max = 8

Random effects u\_i ~ Gaussian Wald chi2(75) = 1970.79

corr(u\_i, X) = 0 (assumed) Prob > chi2 = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1526018 .0121974 12.51 0.000 .1286953 .1765083

agesq | -.0012093 .0001653 -7.32 0.000 -.0015332 -.0008853

married | .0478271 .023038 2.08 0.038 .0026734 .0929808

urban | -.087867 .0482146 -1.82 0.068 -.1823659 .0066319

dadprof | -.0070765 .0318983 -0.22 0.824 -.069596 .0554429

esb | -.0415655 .0517399 -0.80 0.422 -.1429738 .0598428

nesb | -.0269132 .0494582 -0.54 0.586 -.1238495 .0700231

jbmhruc | .0118314 .001412 8.38 0.000 .0090639 .0145989

jbocct | .0005796 .0017689 0.33 0.743 -.0028875 .0040466

jbempt | -.0024658 .001897 -1.30 0.194 -.0061839 .0012522

firm5 | -.1082236 .0407369 -2.66 0.008 -.1880665 -.0283808

firm9 | -.0603494 .0301295 -2.00 0.045 -.1194021 -.0012966

firm19 | -.090246 .0336258 -2.68 0.007 -.1561514 -.0243407

firm49 | -.0582999 .0213035 -2.74 0.006 -.1000541 -.0165458

ch514 | -.0071982 .0356824 -0.20 0.840 -.0771344 .062738

chb5 | -.0272761 .0172219 -1.58 0.113 -.0610304 .0064782

capune | -.0025331 .0009466 -2.68 0.007 -.0043883 -.0006779

union | .0646154 .0248151 2.60 0.009 .0159787 .113252

osonly | -.0031226 .0166691 -0.19 0.851 -.0357933 .0295482

oedonly | -.0082588 .0382736 -0.22 0.829 -.0832737 .0667561

overboth | -.1071218 .0377907 -2.83 0.005 -.1811902 -.0330535

agr | -.1677391 .0776563 -2.16 0.031 -.3199427 -.0155355

min | .1367664 .0703577 1.94 0.052 -.0011322 .274665

ele | -.0451327 .0856445 -0.53 0.598 -.2129928 .1227274

con | -.0893818 .0650449 -1.37 0.169 -.2168675 .0381038

whl | -.0306576 .0394119 -0.78 0.437 -.1079034 .0465883

ret | -.1192038 .0419614 -2.84 0.005 -.2014466 -.036961

accom | -.2294949 .0732478 -3.13 0.002 -.373058 -.0859317

tran | -.1031225 .0462218 -2.23 0.026 -.1937156 -.0125294

it | -.0197037 .0736611 -0.27 0.789 -.1640768 .1246694

fin | -.1398552 .0649502 -2.15 0.031 -.2671553 -.0125551

rhr | -.1881739 .0649633 -2.90 0.004 -.3154995 -.0608482

prof | -.0280393 .0457926 -0.61 0.540 -.1177911 .0617126

admin | -.1946054 .0574575 -3.39 0.001 -.30722 -.0819908

public | -.0767183 .0523795 -1.46 0.143 -.1793803 .0259437

educ | -.1164255 .0977406 -1.19 0.234 -.3079935 .0751425

hlth | -.2898551 .1042298 -2.78 0.005 -.4941418 -.0855684

arts | -.2120059 .085197 -2.49 0.013 -.3789891 -.0450228

other | -.0588486 .0531242 -1.11 0.268 -.1629702 .045273

agem | -.0893519 .0134815 -6.63 0.000 -.1157751 -.0629287

agesqm | .0004702 .0001762 2.67 0.008 .0001249 .0008155

marriedm | .0739271 .0412603 1.79 0.073 -.0069416 .1547959

urbanm | .1961649 .063249 3.10 0.002 .0721991 .3201306

jbmhrucm | .0055277 .0027414 2.02 0.044 .0001547 .0109008

jbocctm | .003859 .0031037 1.24 0.214 -.0022242 .0099422

jbemptm | .004896 .0034448 1.42 0.155 -.0018557 .0116477

firm5m | -.143827 .0723775 -1.99 0.047 -.2856842 -.0019697

firm9m | -.1282924 .0607661 -2.11 0.035 -.2473917 -.009193

firm19m | -.0728748 .0564133 -1.29 0.196 -.1834429 .0376933

firm49m | -.0405331 .0456905 -0.89 0.375 -.130085 .0490187

ch514m | -.0509394 .0531669 -0.96 0.338 -.1551446 .0532658

chb5m | -.0106282 .0733488 -0.14 0.885 -.1543892 .1331328

capunem | .0028021 .0016749 1.67 0.094 -.0004807 .006085

unionm | -.0253007 .0432192 -0.59 0.558 -.1100089 .0594074

osonlym | -.0147062 .0412832 -0.36 0.722 -.0956198 .0662074

oedonlym | -.0907605 .069335 -1.31 0.191 -.2266545 .0451336

overbothm | .0660662 .083197 0.79 0.427 -.096997 .2291293

agrm | .2232274 .1222631 1.83 0.068 -.0164039 .4628587

minm | .2468139 .1230551 2.01 0.045 .0056303 .4879974

elem | .120481 .1562624 0.77 0.441 -.1857877 .4267497

conm | .1835324 .091063 2.02 0.044 .0050523 .3620126

whlm | .0662152 .0813996 0.81 0.416 -.0933251 .2257556

retm | .0446414 .0671237 0.67 0.506 -.0869186 .1762013

accomm | .1397247 .08921 1.57 0.117 -.0351236 .314573

tranm | .1800971 .0746765 2.41 0.016 .0337338 .3264604

itm | .2702615 .1058087 2.55 0.011 .0628803 .4776427

finm | .5527391 .1077253 5.13 0.000 .3416015 .7638767

rhrm | .39057 .1223853 3.19 0.001 .1506992 .6304408

profm | .2858994 .0764115 3.74 0.000 .1361357 .4356631

adminm | .2308484 .1143616 2.02 0.044 .0067038 .4549929

publicm | .1657537 .0763501 2.17 0.030 .0161103 .315397

educm | .0551359 .141845 0.39 0.697 -.2228752 .333147

hlthm | .0702377 .140935 0.50 0.618 -.2059898 .3464652

artsm | .0668454 .1181274 0.57 0.571 -.16468 .2983708

otherm | -.3233537 .1365457 -2.37 0.018 -.5909784 -.0557291

\_cons | 4.628565 .1645154 28.13 0.000 4.306121 4.95101

-------------+----------------------------------------------------------------

sigma\_u | .27222975

sigma\_e | .2421851

rho | .55820693 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

Table 6d Males – fixed effects

. xtreg lwage $xspec $inspec if restr==1&nredu==1, i(waveid) fe r

Fixed-effects (within) regression Number of obs = 2470

Group variable: waveid Number of groups = 787

R-sq: within = 0.3637 Obs per group: min = 1

between = 0.3308 avg = 3.1

overall = 0.2870 max = 8

F(36,1647) = 20.91

corr(u\_i, Xb) = -0.8286 Prob > F = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1529038 .0142401 10.74 0.000 .1249733 .1808343

agesq | -.0012236 .0001922 -6.37 0.000 -.0016005 -.0008467

married | .0435555 .0263943 1.65 0.099 -.0082144 .0953254

urban | -.1032226 .0584025 -1.77 0.077 -.2177735 .0113284

dadprof | (dropped)

esb | (dropped)

nesb | (dropped)

jbmhruc | .0121284 .0015341 7.91 0.000 .0091194 .0151374

jbocct | .0008766 .0020527 0.43 0.669 -.0031496 .0049028

jbempt | -.0020039 .0021958 -0.91 0.362 -.0063107 .002303

firm5 | -.1074506 .0467836 -2.30 0.022 -.1992121 -.015689

firm9 | -.0607484 .0339821 -1.79 0.074 -.127401 .0059043

firm19 | -.098848 .0390108 -2.53 0.011 -.1753641 -.022332

firm49 | -.0604541 .0237122 -2.55 0.011 -.1069633 -.0139449

ch514 | .001181 .0433782 0.03 0.978 -.0839012 .0862631

chb5 | -.0242648 .018971 -1.28 0.201 -.0614746 .012945

capune | -.0026008 .001099 -2.37 0.018 -.0047564 -.0004452

union | .0705429 .0269308 2.62 0.009 .0177207 .1233651

osonly | -.0053625 .0187284 -0.29 0.775 -.0420964 .0313714

oedonly | -.0176838 .0425462 -0.42 0.678 -.101134 .0657665

overboth | -.1107981 .0434101 -2.55 0.011 -.1959429 -.0256532

agr | -.1644656 .0886362 -1.86 0.064 -.3383172 .0093859

min | .1342197 .0804492 1.67 0.095 -.0235738 .2920132

ele | -.0624822 .1015042 -0.62 0.538 -.261573 .1366087

con | -.0843624 .0749141 -1.13 0.260 -.2312993 .0625745

whl | -.0247648 .0394716 -0.63 0.530 -.1021847 .052655

ret | -.1186493 .0457428 -2.59 0.010 -.2083694 -.0289291

accom | -.2282752 .103475 -2.21 0.028 -.4312315 -.0253189

tran | -.0923946 .0521182 -1.77 0.076 -.1946196 .0098303

it | .012536 .0910776 0.14 0.891 -.1661041 .1911762

fin | -.1063821 .0713972 -1.49 0.136 -.246421 .0336567

rhr | -.18292 .073976 -2.47 0.014 -.3280169 -.0378231

prof | -.023853 .0498413 -0.48 0.632 -.1216121 .073906

admin | -.1725774 .0603858 -2.86 0.004 -.2910185 -.0541363

public | -.0542627 .0606512 -0.89 0.371 -.1732244 .0646989

educ | -.0881115 .125616 -0.70 0.483 -.3344953 .1582724

hlth | -.2219785 .1017151 -2.18 0.029 -.4214831 -.0224739

arts | -.2144794 .0954109 -2.25 0.025 -.4016188 -.02734

other | -.0529118 .0583353 -0.91 0.365 -.167331 .0615074

\_cons | 2.849748 .2515463 11.33 0.000 2.356363 3.343132

-------------+----------------------------------------------------------------

sigma\_u | .67565885

sigma\_e | .24211156

rho | .88620799 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

Table 6d Females – OLS

. regress lwage $xspec $inspec if restr==1&nredu==1

Source | SS df MS Number of obs = 1799

-------------+------------------------------ F( 39, 1759) = 26.48

Model | 107.452687 39 2.7551971 Prob > F = 0.0000

Residual | 183.050508 1759 .104065098 R-squared = 0.3699

-------------+------------------------------ Adj R-squared = 0.3559

Total | 290.503195 1798 .161570186 Root MSE = .32259

------------------------------------------------------------------------------

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0607942 .0053778 11.30 0.000 .0502467 .0713416

agesq | -.0007321 .0000732 -10.00 0.000 -.0008758 -.0005885

married | .012189 .0167899 0.73 0.468 -.0207412 .0451192

urban | .018918 .0272428 0.69 0.488 -.0345138 .0723497

dadprof | .0481221 .0226158 2.13 0.033 .0037655 .0924788

esb | -.0320625 .0274226 -1.17 0.242 -.0858468 .0217218

nesb | -.0817357 .0257134 -3.18 0.002 -.1321679 -.0313036

jbmhruc | .0149163 .0011681 12.77 0.000 .0126254 .0172073

jbocct | .0027451 .00138 1.99 0.047 .0000385 .0054518

jbempt | .0054278 .0016142 3.36 0.001 .0022619 .0085936

firm5 | -.1931756 .0308309 -6.27 0.000 -.2536448 -.1327065

firm9 | -.1587869 .0268663 -5.91 0.000 -.2114802 -.1060936

firm19 | -.1181434 .0238891 -4.95 0.000 -.1649974 -.0712895

firm49 | -.0595161 .0213804 -2.78 0.005 -.1014499 -.0175824

ch514 | -.0857252 .0232731 -3.68 0.000 -.131371 -.0400793

chb5 | .0375467 .0302093 1.24 0.214 -.0217033 .0967967

capune | -.0027944 .0009366 -2.98 0.003 -.0046314 -.0009574

union | -.0102003 .0213146 -0.48 0.632 -.0520049 .0316042

osonly | -.0382095 .0204436 -1.87 0.062 -.0783057 .0018868

oedonly | .0187395 .0291825 0.64 0.521 -.0384964 .0759755

overboth | -.0952324 .0395986 -2.40 0.016 -.1728976 -.0175672

agr | -.0244188 .1023023 -0.24 0.811 -.2250656 .176228

min | .3987061 .0867617 4.60 0.000 .2285391 .568873

ele | .0643183 .0831207 0.77 0.439 -.0987074 .227344

con | .0679403 .0596232 1.14 0.255 -.0489995 .1848802

whl | -.027301 .0471 -0.58 0.562 -.119679 .0650769

ret | -.015063 .0347701 -0.43 0.665 -.083258 .0531321

accom | -.0626667 .0389703 -1.61 0.108 -.1390998 .0137664

tran | .0636191 .0464506 1.37 0.171 -.0274851 .1547232

it | .235121 .046564 5.05 0.000 .1437945 .3264476

fin | .1331085 .0365471 3.64 0.000 .0614283 .2047888

rhr | .1678658 .054881 3.06 0.002 .060227 .2755046

prof | .0991735 .0350828 2.83 0.005 .0303652 .1679818

admin | .1823933 .0452077 4.03 0.000 .0937267 .2710598

public | .1812699 .0359595 5.04 0.000 .1107421 .2517977

educ | .1395593 .0438835 3.18 0.001 .0534901 .2256286

hlth | .0611716 .0339436 1.80 0.072 -.0054024 .1277456

arts | -.0639382 .0766336 -0.83 0.404 -.2142407 .0863644

other | -.0454412 .0531524 -0.85 0.393 -.1496897 .0588074

\_cons | 4.758678 .1029075 46.24 0.000 4.556844 4.960512

------------------------------------------------------------------------------

Table 6d Females – random effects with Mundlak corrections

. xtreg lwage $xspec $inspec $xspecm $inspecm if restr==1&nredu==1, i(waveid) re r

note: dadprofm dropped because of collinearity

note: esbm dropped because of collinearity

note: nesbm dropped because of collinearity

Random-effects GLS regression Number of obs = 1799

Group variable: waveid Number of groups = 637

R-sq: within = 0.4082 Obs per group: min = 1

between = 0.4452 avg = 2.8

overall = 0.4454 max = 8

Random effects u\_i ~ Gaussian Wald chi2(75) = 1276.22

corr(u\_i, X) = 0 (assumed) Prob > chi2 = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1521616 .0128129 11.88 0.000 .1270488 .1772744

agesq | -.0011386 .0001758 -6.47 0.000 -.0014832 -.0007939

married | -.0209149 .0353 -0.59 0.554 -.0901015 .0482718

urban | -.0300899 .073807 -0.41 0.684 -.1747489 .1145691

dadprof | .0586274 .033395 1.76 0.079 -.0068256 .1240805

esb | -.0182803 .0408775 -0.45 0.655 -.0983988 .0618381

nesb | -.0893073 .0393258 -2.27 0.023 -.1663845 -.0122302

jbmhruc | .013787 .0026704 5.16 0.000 .0085531 .0190209

jbocct | -.0020899 .0012734 -1.64 0.101 -.0045856 .0004058

jbempt | -.0013921 .0023579 -0.59 0.555 -.0060135 .0032292

firm5 | -.1030098 .0367043 -2.81 0.005 -.1749489 -.0310708

firm9 | -.0071507 .0271769 -0.26 0.792 -.0604164 .0461149

firm19 | -.0360537 .0249614 -1.44 0.149 -.0849773 .0128698

firm49 | .0065479 .0210056 0.31 0.755 -.0346222 .047718

ch514 | -.0718161 .0360184 -1.99 0.046 -.142411 -.0012213

chb5 | -.0239322 .0295725 -0.81 0.418 -.0818933 .034029

capune | -.0024236 .000939 -2.58 0.010 -.004264 -.0005832

union | -.0299854 .0248874 -1.20 0.228 -.0787638 .0187929

osonly | -.0456184 .0221517 -2.06 0.039 -.0890349 -.0022019

oedonly | .0300543 .0282326 1.06 0.287 -.0252807 .0853893

overboth | -.0186024 .0350327 -0.53 0.595 -.0872653 .0500605

agr | .1610821 .2048081 0.79 0.432 -.2403343 .5624985

min | .1318401 .1022812 1.29 0.197 -.0686274 .3323076

ele | -.0117347 .0857195 -0.14 0.891 -.1797418 .1562725

con | -.0678196 .062715 -1.08 0.280 -.1907388 .0550996

whl | -.0310711 .0399937 -0.78 0.437 -.1094572 .047315

ret | .0007873 .0399725 0.02 0.984 -.0775574 .079132

accom | .0139208 .0515902 0.27 0.787 -.0871942 .1150358

tran | .0048284 .0518779 0.09 0.926 -.0968504 .1065072

it | -.0196934 .0687108 -0.29 0.774 -.1543641 .1149773

fin | .020964 .0532841 0.39 0.694 -.083471 .1253989

rhr | .0253086 .0632802 0.40 0.689 -.0987182 .1493354

prof | -.0380743 .0443664 -0.86 0.391 -.1250308 .0488823

admin | .0010754 .048963 0.02 0.982 -.0948903 .097041

public | .0363227 .0523653 0.69 0.488 -.0663115 .1389568

educ | .0186481 .0594209 0.31 0.754 -.0978147 .1351109

hlth | -.0164271 .0584556 -0.28 0.779 -.130998 .0981438

arts | -.2755668 .2072443 -1.33 0.184 -.6817581 .1306245

other | .0630142 .0574527 1.10 0.273 -.0495909 .1756194

agem | -.0890171 .0155203 -5.74 0.000 -.1194364 -.0585978

agesqm | .0003384 .0002173 1.56 0.119 -.0000874 .0007643

marriedm | .0445984 .0475352 0.94 0.348 -.0485689 .1377658

urbanm | .0488692 .0832988 0.59 0.557 -.1143934 .2121318

jbmhrucm | .0008979 .003971 0.23 0.821 -.0068852 .0086809

jbocctm | .0080628 .0028048 2.87 0.004 .0025655 .0135601

jbemptm | .005012 .0038208 1.31 0.190 -.0024766 .0125007

firm5m | -.1430359 .0619922 -2.31 0.021 -.2645383 -.0215335

firm9m | -.254593 .0534446 -4.76 0.000 -.3593424 -.1498436

firm19m | -.0790401 .050857 -1.55 0.120 -.1787179 .0206378

firm49m | -.1672477 .0490396 -3.41 0.001 -.2633636 -.0711317

ch514m | -.0568593 .0525071 -1.08 0.279 -.1597714 .0460527

chb5m | .0678233 .0625901 1.08 0.279 -.054851 .1904975

capunem | .0015895 .0019299 0.82 0.410 -.0021931 .0053721

unionm | .0782989 .0462637 1.69 0.091 -.0123762 .1689741

osonlym | .0367645 .0380032 0.97 0.333 -.0377203 .1112494

oedonlym | -.0320927 .0574052 -0.56 0.576 -.1446048 .0804195

overbothm | -.1731996 .076041 -2.28 0.023 -.3222372 -.0241621

agrm | -.1826744 .307737 -0.59 0.553 -.7858277 .420479

minm | .1745992 .2860761 0.61 0.542 -.3860997 .735298

elem | .1618746 .1490207 1.09 0.277 -.1302006 .4539498

conm | .1370413 .1186948 1.15 0.248 -.0955963 .3696789

whlm | .0818867 .0962002 0.85 0.395 -.1066622 .2704356

retm | .011878 .06035 0.20 0.844 -.1064058 .1301619

accomm | -.0545878 .0755056 -0.72 0.470 -.202576 .0934003

tranm | .0163563 .1272618 0.13 0.898 -.2330722 .2657849

itm | .240825 .1066531 2.26 0.024 .0317888 .4498611

finm | .0946677 .0745262 1.27 0.204 -.0514011 .2407364

rhrm | .0506623 .135931 0.37 0.709 -.2157576 .3170821

profm | .1852999 .0669033 2.77 0.006 .0541718 .3164281

adminm | .2085416 .0869481 2.40 0.016 .0381265 .3789568

publicm | .150171 .0823745 1.82 0.068 -.0112801 .3116221

educm | .0946462 .0984347 0.96 0.336 -.0982822 .2875747

hlthm | .0463104 .0816917 0.57 0.571 -.1138023 .2064231

artsm | .3092685 .1947325 1.59 0.112 -.0724001 .6909372

otherm | -.2620793 .1102885 -2.38 0.017 -.4782408 -.0459178

\_cons | 4.774085 .1961591 24.34 0.000 4.38962 5.15855

-------------+----------------------------------------------------------------

sigma\_u | .23974394

sigma\_e | .2124651

rho | .56010478 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

Table 6d Females – fixed effects

. xtreg lwage $xspec $inspec if restr==1&nredu==1, i(waveid) fe r

Fixed-effects (within) regression Number of obs = 1799

Group variable: waveid Number of groups = 637

R-sq: within = 0.4090 Obs per group: min = 1

between = 0.1587 avg = 2.8

overall = 0.1507 max = 8

F(36,1126) = 13.05

corr(u\_i, Xb) = -0.8923 Prob > F = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1507502 .0152915 9.86 0.000 .1207472 .1807533

agesq | -.0011129 .0002098 -5.31 0.000 -.0015245 -.0007014

married | -.0182637 .0421207 -0.43 0.665 -.1009077 .0643803

urban | -.0287029 .0817794 -0.35 0.726 -.1891601 .1317542

dadprof | (dropped)

esb | (dropped)

nesb | (dropped)

jbmhruc | .0142077 .0027128 5.24 0.000 .008885 .0195303

jbocct | -.0020197 .0014686 -1.38 0.169 -.0049013 .0008618

jbempt | -.0012032 .0026337 -0.46 0.648 -.0063707 .0039643

firm5 | -.1114454 .0379594 -2.94 0.003 -.1859245 -.0369663

firm9 | -.0128785 .0321245 -0.40 0.689 -.0759092 .0501522

firm19 | -.0451215 .0289509 -1.56 0.119 -.1019253 .0116823

firm49 | .0026852 .0241407 0.11 0.911 -.0446806 .050051

ch514 | -.0737094 .0423084 -1.74 0.082 -.1567215 .0093027

chb5 | -.0293803 .0334945 -0.88 0.381 -.0950988 .0363383

capune | -.0025034 .0010186 -2.46 0.014 -.0045019 -.0005049

union | -.0437026 .0277039 -1.58 0.115 -.0980596 .0106544

osonly | -.042539 .025114 -1.69 0.091 -.0918144 .0067364

oedonly | .0380748 .0327244 1.16 0.245 -.0261329 .1022825

overboth | -.0011704 .0411443 -0.03 0.977 -.0818985 .0795576

agr | .1676259 .1693287 0.99 0.322 -.1646094 .4998612

min | .1217718 .1233677 0.99 0.324 -.1202845 .3638282

ele | -.021976 .1017212 -0.22 0.829 -.2215604 .1776083

con | -.0725673 .0552728 -1.31 0.189 -.1810165 .0358819

whl | -.0349263 .0448935 -0.78 0.437 -.1230107 .0531581

ret | .0017125 .045707 0.04 0.970 -.0879679 .0913929

accom | .0139897 .0599714 0.23 0.816 -.1036786 .131658

tran | -.0065675 .0605134 -0.11 0.914 -.1252991 .1121642

it | -.021153 .0765134 -0.28 0.782 -.1712778 .1289718

fin | -.0087674 .0631699 -0.14 0.890 -.1327114 .1151766

rhr | .0212749 .0694713 0.31 0.759 -.1150328 .1575826

prof | -.0431362 .0515636 -0.84 0.403 -.1443079 .0580354

admin | -.0121048 .0575043 -0.21 0.833 -.1249324 .1007228

public | .0178753 .0610052 0.29 0.770 -.1018214 .137572

educ | -.0081797 .0639027 -0.13 0.898 -.1335614 .1172019

hlth | -.0232328 .0682202 -0.34 0.734 -.1570857 .1106202

arts | -.300718 .2380596 -1.26 0.207 -.7678082 .1663723

other | .0339019 .064655 0.52 0.600 -.0929559 .1607597

\_cons | 2.422457 .3372702 7.18 0.000 1.760708 3.084206

-------------+----------------------------------------------------------------

sigma\_u | .75920598

sigma\_e | .2124651

rho | .92737109 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

## Wage effects of job mismatch (did not complete school, table 6e)

Table 6e Males – OLS

. regress lwage $xspec $inspec if restr==1&nredu==0

Source | SS df MS Number of obs = 3820

-------------+------------------------------ F( 39, 3780) = 65.26

Model | 332.954844 39 8.5373037 Prob > F = 0.0000

Residual | 494.484797 3780 .130816084 R-squared = 0.4024

-------------+------------------------------ Adj R-squared = 0.3962

Total | 827.439641 3819 .216663954 Root MSE = .36169

------------------------------------------------------------------------------

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0444442 .003268 13.60 0.000 .038037 .0508515

agesq | -.0004928 .0000416 -11.83 0.000 -.0005744 -.0004111

married | .1098909 .0152913 7.19 0.000 .0799108 .1398709

urban | .0213578 .0166746 1.28 0.200 -.0113343 .05405

dadprof | .030392 .0260239 1.17 0.243 -.0206303 .0814143

esb | .0682195 .0204099 3.34 0.001 .028204 .108235

nesb | -.0267346 .0268536 -1.00 0.320 -.0793835 .0259144

jbmhruc | .0149187 .0006617 22.55 0.000 .0136214 .016216

jbocct | .0026731 .0008035 3.33 0.001 .0010978 .0042484

jbempt | .0007759 .0009462 0.82 0.412 -.0010793 .002631

firm5 | -.1977263 .0210145 -9.41 0.000 -.2389271 -.1565255

firm9 | -.1392091 .0198502 -7.01 0.000 -.1781274 -.1002909

firm19 | -.0992002 .0183821 -5.40 0.000 -.13524 -.0631605

firm49 | -.0435697 .0173404 -2.51 0.012 -.0775671 -.0095722

ch514 | -.0222786 .0155789 -1.43 0.153 -.0528226 .0082653

chb5 | .0470268 .0200734 2.34 0.019 .007671 .0863826

capune | -.0022683 .0005257 -4.31 0.000 -.003299 -.0012377

union | .0451059 .0142102 3.17 0.002 .0172455 .0729663

osonly | -.0309835 .0141695 -2.19 0.029 -.058764 -.003203

oedonly | -.0652186 .0330284 -1.97 0.048 -.1299739 -.0004634

overboth | .0321056 .0470287 0.68 0.495 -.0600985 .1243097

agr | -.0793197 .0308716 -2.57 0.010 -.1398462 -.0187932

min | .5086375 .0347382 14.64 0.000 .44053 .5767449

ele | .0696562 .0461133 1.51 0.131 -.0207532 .1600656

con | .1263552 .0211638 5.97 0.000 .0848616 .1678489

whl | -.0388869 .0254961 -1.53 0.127 -.0888743 .0111005

ret | -.0943641 .0235506 -4.01 0.000 -.1405372 -.048191

accom | -.1245153 .03593 -3.47 0.001 -.1949594 -.0540713

tran | .0495183 .0214886 2.30 0.021 .0073878 .0916487

it | .1654404 .0419079 3.95 0.000 .0832762 .2476046

fin | .2950919 .0560478 5.27 0.000 .1852051 .4049788

rhr | -.1987471 .0829704 -2.40 0.017 -.3614182 -.036076

prof | .226802 .0498417 4.55 0.000 .1290827 .3245214

admin | .0565481 .0464134 1.22 0.223 -.0344497 .1475459

public | .0497108 .0270803 1.84 0.066 -.0033826 .1028041

educ | -.2289527 .0638249 -3.59 0.000 -.3540873 -.1038181

hlth | -.2125266 .0365202 -5.82 0.000 -.2841277 -.1409255

arts | .094992 .053191 1.79 0.074 -.0092938 .1992779

other | -.085285 .0378125 -2.26 0.024 -.1594198 -.0111502

\_cons | 4.987522 .0684567 72.86 0.000 4.853306 5.121737

Table 6e Males – random effects with Mundlak corrections

. xtreg lwage $xspec $inspec $xspecm $inspecm if restr==1&nredu==0, i(waveid) re r

note: dadprofm dropped because of collinearity

note: esbm dropped because of collinearity

note: nesbm dropped because of collinearity

Random-effects GLS regression Number of obs = 3820

Group variable: waveid Number of groups = 1126

R-sq: within = 0.3852 Obs per group: min = 1

between = 0.4595 avg = 3.4

overall = 0.4745 max = 8

Random effects u\_i ~ Gaussian Wald chi2(75) = 2133.57

corr(u\_i, X) = 0 (assumed) Prob > chi2 = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .148996 .0081299 18.33 0.000 .1330617 .1649304

agesq | -.0011686 .0000926 -12.62 0.000 -.0013501 -.0009871

married | .0560715 .0213515 2.63 0.009 .0142232 .0979198

urban | -.0479729 .037342 -1.28 0.199 -.1211619 .0252161

dadprof | .0156118 .0452324 0.35 0.730 -.0730421 .1042656

esb | .0380687 .0466768 0.82 0.415 -.0534162 .1295535

nesb | -.0053435 .0453323 -0.12 0.906 -.0941932 .0835061

jbmhruc | .0079237 .0009093 8.71 0.000 .0061415 .009706

jbocct | .0008989 .0006465 1.39 0.164 -.0003682 .0021661

jbempt | .0006796 .0008978 0.76 0.449 -.00108 .0024392

firm5 | -.1037905 .0198242 -5.24 0.000 -.1426453 -.0649358

firm9 | -.0561745 .0179087 -3.14 0.002 -.0912748 -.0210742

firm19 | -.0362348 .0162183 -2.23 0.025 -.0680221 -.0044475

firm49 | -.0007413 .014005 -0.05 0.958 -.0281907 .026708

ch514 | -.0384511 .0161093 -2.39 0.017 -.0700247 -.0068775

chb5 | .0147584 .0168452 0.88 0.381 -.0182575 .0477744

capune | -.001745 .0005218 -3.34 0.001 -.0027677 -.0007224

union | -.0271475 .0166008 -1.64 0.102 -.0596845 .0053894

osonly | .0086274 .0113664 0.76 0.448 -.0136503 .0309051

oedonly | -.0382363 .0284959 -1.34 0.180 -.0940873 .0176146

overboth | -.0079594 .0364067 -0.22 0.827 -.0793151 .0633963

agr | -.0502088 .0346019 -1.45 0.147 -.1180272 .0176097

min | .2914565 .0592089 4.92 0.000 .1754092 .4075039

ele | .204594 .0685856 2.98 0.003 .0701687 .3390193

con | .0320083 .0252023 1.27 0.204 -.0173873 .0814038

whl | -.0115933 .0220379 -0.53 0.599 -.0547868 .0316003

ret | -.0432122 .023322 -1.85 0.064 -.0889225 .002498

accom | -.2487714 .0727562 -3.42 0.001 -.3913709 -.1061718

tran | .0463371 .0255072 1.82 0.069 -.0036561 .0963303

it | .0365536 .048274 0.76 0.449 -.0580617 .131169

fin | .1732687 .0772334 2.24 0.025 .021894 .3246434

rhr | -.0461171 .0980619 -0.47 0.638 -.2383149 .1460807

prof | .1473612 .0505708 2.91 0.004 .0482443 .2464781

admin | .0525905 .0522829 1.01 0.314 -.0498821 .1550631

public | .0413224 .0413499 1.00 0.318 -.0397219 .1223667

educ | -.0613738 .0898398 -0.68 0.495 -.2374565 .114709

hlth | .0813236 .0606236 1.34 0.180 -.0374965 .2001438

arts | .1197633 .0926198 1.29 0.196 -.0617682 .3012948

other | -.0137115 .0335452 -0.41 0.683 -.0794589 .052036

agem | -.1014747 .0102725 -9.88 0.000 -.1216085 -.0813409

agesqm | .0006048 .0001206 5.02 0.000 .0003684 .0008411

marriedm | .0416198 .0394856 1.05 0.292 -.0357706 .1190102

urbanm | .0834961 .0474086 1.76 0.078 -.0094229 .1764152

jbmhrucm | .0097372 .0019627 4.96 0.000 .0058905 .013584

jbocctm | .0030902 .001838 1.68 0.093 -.0005123 .0066926

jbemptm | -.0011715 .0020302 -0.58 0.564 -.0051506 .0028075

firm5m | -.1405852 .0515133 -2.73 0.006 -.2415494 -.039621

firm9m | -.0965452 .0431577 -2.24 0.025 -.1811327 -.0119577

firm19m | -.0569057 .0422824 -1.35 0.178 -.1397778 .0259663

firm49m | -.0316595 .0404462 -0.78 0.434 -.1109326 .0476137

ch514m | .0067319 .035123 0.19 0.848 -.0621078 .0755717

chb5m | .0819275 .0447928 1.83 0.067 -.0058647 .1697198

capunem | .000391 .001055 0.37 0.711 -.0016767 .0024588

unionm | .0854384 .0369318 2.31 0.021 .0130534 .1578235

osonlym | -.0852618 .0351023 -2.43 0.015 -.154061 -.0164626

oedonlym | -.1642088 .130657 -1.26 0.209 -.4202917 .0918742

overbothm | .1215602 .0796342 1.53 0.127 -.0345199 .2776403

agrm | -.0022325 .0729021 -0.03 0.976 -.1451179 .1406529

minm | .2600387 .0990343 2.63 0.009 .0659351 .4541422

elem | -.0678707 .0940094 -0.72 0.470 -.2521258 .1163844

conm | .0757195 .0534191 1.42 0.156 -.02898 .180419

whlm | .0079167 .0552248 0.14 0.886 -.1003219 .1161553

retm | -.0572492 .0555795 -1.03 0.303 -.1661829 .0516846

accomm | .1555434 .1044038 1.49 0.136 -.0490844 .3601712

tranm | -.0015924 .0517913 -0.03 0.975 -.1031015 .0999167

itm | .1260979 .102596 1.23 0.219 -.0749865 .3271823

finm | .1844504 .124127 1.49 0.137 -.058834 .4277349

rhrm | -.1736428 .3043636 -0.57 0.568 -.7701846 .4228989

profm | .0612781 .1028318 0.60 0.551 -.1402686 .2628248

adminm | -.0771032 .1077007 -0.72 0.474 -.2881927 .1339862

publicm | -.0095703 .067334 -0.14 0.887 -.1415425 .1224019

educm | -.1641074 .1450171 -1.13 0.258 -.4483357 .1201208

hlthm | -.3349568 .1207159 -2.77 0.006 -.5715556 -.0983581

artsm | -.0273172 .1451393 -0.19 0.851 -.311785 .2571506

otherm | -.1608206 .0752126 -2.14 0.032 -.3082346 -.0134067

\_cons | 4.862692 .1411966 34.44 0.000 4.585951 5.139432

-------------+----------------------------------------------------------------

sigma\_u | .31195646

sigma\_e | .19441023

rho | .72026695 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

Table 6e Males – fixed effects

. xtreg lwage $xspec $inspec if restr==1&nredu==0, i(waveid) fe r

Fixed-effects (within) regression Number of obs = 3820

Group variable: waveid Number of groups = 1126

R-sq: within = 0.3853 Obs per group: min = 1

between = 0.1874 avg = 3.4

overall = 0.1804 max = 8

F(36,2658) = 30.13

corr(u\_i, Xb) = -0.8412 Prob > F = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1480926 .0093664 15.81 0.000 .1297264 .1664587

agesq | -.0011594 .0001059 -10.95 0.000 -.0013671 -.0009518

married | .0589065 .0243956 2.41 0.016 .0110702 .1067427

urban | -.0451017 .0436041 -1.03 0.301 -.130603 .0403996

dadprof | (dropped)

esb | (dropped)

nesb | (dropped)

jbmhruc | .0080456 .0010165 7.92 0.000 .0060524 .0100388

jbocct | .0009342 .0007362 1.27 0.205 -.0005093 .0023777

jbempt | .0007067 .0010271 0.69 0.491 -.0013073 .0027206

firm5 | -.1012853 .0222854 -4.54 0.000 -.1449838 -.0575868

firm9 | -.0531151 .0202123 -2.63 0.009 -.0927486 -.0134816

firm19 | -.0338186 .0181238 -1.87 0.062 -.0693568 .0017197

firm49 | -.0006573 .0155092 -0.04 0.966 -.0310687 .029754

ch514 | -.0358201 .0184393 -1.94 0.052 -.0719769 .0003367

chb5 | .0129425 .0190763 0.68 0.498 -.0244635 .0503485

capune | -.0016744 .0005149 -3.25 0.001 -.002684 -.0006647

union | -.0255954 .01882 -1.36 0.174 -.0624987 .0113079

osonly | .0077214 .0123061 0.63 0.530 -.0164091 .0318518

oedonly | -.0405321 .0310829 -1.30 0.192 -.1014813 .0204171

overboth | -.0090131 .0408378 -0.22 0.825 -.0890901 .0710639

agr | -.0457643 .0384352 -1.19 0.234 -.1211301 .0296016

min | .2968274 .0683355 4.34 0.000 .1628312 .4308235

ele | .2075463 .0769244 2.70 0.007 .0567087 .358384

con | .0289236 .0289924 1.00 0.319 -.0279264 .0857736

whl | -.0126448 .025326 -0.50 0.618 -.0623054 .0370159

ret | -.0399937 .0272456 -1.47 0.142 -.0934184 .0134311

accom | -.2442993 .08392 -2.91 0.004 -.4088545 -.0797442

tran | .0463133 .027889 1.66 0.097 -.008373 .1009997

it | .0364126 .0546789 0.67 0.506 -.0708049 .1436302

fin | .2191861 .0943654 2.32 0.020 .034149 .4042232

rhr | -.036976 .1051587 -0.35 0.725 -.2431771 .1692251

prof | .1410976 .0569953 2.48 0.013 .0293379 .2528573

admin | .0676389 .0540195 1.25 0.211 -.0382856 .1735635

public | .0438813 .0469044 0.94 0.350 -.0480914 .135854

educ | -.0537134 .1080199 -0.50 0.619 -.2655251 .1580982

hlth | .0784514 .0499859 1.57 0.117 -.0195638 .1764666

arts | .1271474 .091158 1.39 0.163 -.0516005 .3058952

other | -.0106649 .0375259 -0.28 0.776 -.0842478 .0629179

\_cons | 2.447716 .2033769 12.04 0.000 2.048923 2.846509

-------------+----------------------------------------------------------------

sigma\_u | .81718804

sigma\_e | .19437366

rho | .94645361 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

Table 6e Females – OLS

. regress lwage $xspec $inspec if restr==1&nredu==0

Source | SS df MS Number of obs = 2276

-------------+------------------------------ F( 39, 2236) = 24.92

Model | 115.598762 39 2.96407082 Prob > F = 0.0000

Residual | 265.922424 2236 .118927739 R-squared = 0.3030

-------------+------------------------------ Adj R-squared = 0.2908

Total | 381.521186 2275 .16770162 Root MSE = .34486

------------------------------------------------------------------------------

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0440268 .004886 9.01 0.000 .0344453 .0536083

agesq | -.0005127 .0000634 -8.09 0.000 -.000637 -.0003884

married | .0276663 .0162047 1.71 0.088 -.0041115 .0594441

urban | .1516033 .0216388 7.01 0.000 .1091691 .1940376

dadprof | .1428493 .0272652 5.24 0.000 .0893816 .1963171

esb | .0048512 .0294604 0.16 0.869 -.0529215 .0626238

nesb | .0196975 .028273 0.70 0.486 -.0357466 .0751417

jbmhruc | .0126926 .0010733 11.83 0.000 .0105879 .0147973

jbocct | .0017685 .0010085 1.75 0.080 -.0002092 .0037462

jbempt | .0019907 .0012635 1.58 0.115 -.0004871 .0044685

firm5 | -.1850064 .027993 -6.61 0.000 -.2399013 -.1301115

firm9 | -.0734243 .0234873 -3.13 0.002 -.1194836 -.0273651

firm19 | -.0654748 .0224834 -2.91 0.004 -.1095653 -.0213843

firm49 | -.0071423 .0212172 -0.34 0.736 -.0487497 .0344652

ch514 | -.0562479 .019927 -2.82 0.005 -.0953252 -.0171706

chb5 | .0043356 .0400028 0.11 0.914 -.074111 .0827822

capune | -.0025705 .0007303 -3.52 0.000 -.0040026 -.0011384

union | .017902 .018796 0.95 0.341 -.0189575 .0547614

osonly | -.0665247 .0180419 -3.69 0.000 -.1019054 -.031144

oedonly | .0033574 .0460323 0.07 0.942 -.0869131 .0936279

overboth | -.0212135 .0720199 -0.29 0.768 -.1624463 .1200194

agr | -.2846775 .0623014 -4.57 0.000 -.4068522 -.1625028

min | .242667 .085219 2.85 0.004 .0755505 .4097836

ele | .0768717 .0991932 0.77 0.438 -.1176486 .2713921

con | .1783461 .0499633 3.57 0.000 .0803668 .2763255

whl | .0684636 .0407434 1.68 0.093 -.0114353 .1483625

ret | -.025489 .0303945 -0.84 0.402 -.0850934 .0341154

accom | -.1076902 .0383435 -2.81 0.005 -.1828829 -.0324976

tran | .1470506 .0463877 3.17 0.002 .056083 .2380182

it | .1975733 .0531489 3.72 0.000 .0933471 .3017996

fin | .0819712 .0380037 2.16 0.031 .007445 .1564974

rhr | .0530043 .0515429 1.03 0.304 -.0480726 .1540812

prof | .1900504 .0385077 4.94 0.000 .1145357 .2655651

admin | -.0107397 .0463688 -0.23 0.817 -.1016702 .0801908

public | .2230982 .0346574 6.44 0.000 .1551342 .2910623

educ | .0034147 .0438179 0.08 0.938 -.0825133 .0893428

hlth | -.0558096 .0294588 -1.89 0.058 -.1135791 .0019599

arts | .1012344 .0957019 1.06 0.290 -.0864394 .2889082

other | -.1428716 .0461917 -3.09 0.002 -.2334547 -.0522886

\_cons | 4.93765 .1017066 48.55 0.000 4.738201 5.137099

------------------------------------------------------------------------------

Table 6e Females – random effects with Mundlak corrections

. xtreg lwage $xspec $inspec $xspecm $inspecm if restr==1&nredu==0, i(waveid) re r

note: dadprofm dropped because of collinearity

note: esbm dropped because of collinearity

note: nesbm dropped because of collinearity

Random-effects GLS regression Number of obs = 2276

Group variable: waveid Number of groups = 773

R-sq: within = 0.3497 Obs per group: min = 1

between = 0.3394 avg = 2.9

overall = 0.3536 max = 8

Random effects u\_i ~ Gaussian Wald chi2(75) = 1178.86

corr(u\_i, X) = 0 (assumed) Prob > chi2 = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1090842 .0136919 7.97 0.000 .0822486 .1359197

agesq | -.0006706 .0001549 -4.33 0.000 -.0009742 -.000367

married | -.012545 .0222703 -0.56 0.573 -.0561941 .031104

urban | .0027468 .0429261 0.06 0.949 -.0813869 .0868805

dadprof | .0794235 .0485645 1.64 0.102 -.0157611 .1746081

esb | -.0114853 .0431676 -0.27 0.790 -.0960921 .0731216

nesb | -.0313186 .045551 -0.69 0.492 -.1205969 .0579598

jbmhruc | .0104695 .0019737 5.30 0.000 .0066011 .0143379

jbocct | .0002238 .0006678 0.34 0.737 -.001085 .0015326

jbempt | .0013171 .001377 0.96 0.339 -.0013817 .004016

firm5 | -.0231773 .0276654 -0.84 0.402 -.0774005 .031046

firm9 | -.0141515 .0219073 -0.65 0.518 -.057089 .0287859

firm19 | -.0129973 .0201949 -0.64 0.520 -.0525785 .026584

firm49 | .0102064 .0169783 0.60 0.548 -.0230705 .0434832

ch514 | -.0425064 .0312371 -1.36 0.174 -.10373 .0187172

chb5 | -.0522899 .0360331 -1.45 0.147 -.1229135 .0183337

capune | -.0017204 .0006609 -2.60 0.009 -.0030156 -.0004251

union | -.0036211 .0228063 -0.16 0.874 -.0483206 .0410785

osonly | -.0069891 .0135625 -0.52 0.606 -.0335712 .019593

oedonly | .0269349 .0388303 0.69 0.488 -.0491712 .1030409

overboth | .0374402 .0461895 0.81 0.418 -.0530895 .1279699

agr | .0603945 .113744 0.53 0.595 -.1625396 .2833287

min | .0358034 .0760053 0.47 0.638 -.1131642 .184771

ele | -.0034207 .081302 -0.04 0.966 -.1627697 .1559284

con | .1044894 .0516866 2.02 0.043 .0031855 .2057932

whl | .0490388 .0352576 1.39 0.164 -.0200648 .1181424

ret | -.0127969 .0336562 -0.38 0.704 -.0787618 .053168

accom | -.016864 .0456767 -0.37 0.712 -.1063886 .0726606

tran | .0154425 .0466461 0.33 0.741 -.0759823 .1068672

it | .1807122 .0823717 2.19 0.028 .0192666 .3421579

fin | .0326623 .0542382 0.60 0.547 -.0736427 .1389673

rhr | .0386855 .0566009 0.68 0.494 -.0722501 .1496211

prof | .0204684 .0525819 0.39 0.697 -.0825902 .123527

admin | -.061244 .0662488 -0.92 0.355 -.1910893 .0686012

public | .0627078 .0427704 1.47 0.143 -.0211206 .1465363

educ | .0544468 .0519872 1.05 0.295 -.0474462 .1563397

hlth | -.0127966 .0479393 -0.27 0.790 -.1067559 .0811627

arts | -.0146321 .0921651 -0.16 0.874 -.1952724 .1660082

other | -.1144291 .0526639 -2.17 0.030 -.2176484 -.0112098

agem | -.0606886 .0157926 -3.84 0.000 -.0916415 -.0297358

agesqm | .0000685 .0001857 0.37 0.712 -.0002955 .0004325

marriedm | .0530371 .0367344 1.44 0.149 -.018961 .1250351

urbanm | .1646101 .0607039 2.71 0.007 .0456326 .2835877

jbmhrucm | -.0008741 .0039027 -0.22 0.823 -.0085232 .0067751

jbocctm | .0021581 .0022534 0.96 0.338 -.0022585 .0065746

jbemptm | .0009021 .0030593 0.29 0.768 -.005094 .0068981

firm5m | -.2220992 .0618193 -3.59 0.000 -.3432628 -.1009357

firm9m | -.0892165 .0499193 -1.79 0.074 -.1870565 .0086235

firm19m | -.1259975 .0501323 -2.51 0.012 -.2242549 -.0277401

firm49m | -.0447186 .0463553 -0.96 0.335 -.1355733 .0461361

ch514m | -.0101886 .0474246 -0.21 0.830 -.1031391 .0827618

chb5m | .135273 .0761669 1.78 0.076 -.0140115 .2845574

capunem | -.0011956 .0010984 -1.09 0.276 -.0033485 .0009572

unionm | .0154247 .0426138 0.36 0.717 -.0680967 .0989461

osonlym | -.0896389 .0388236 -2.31 0.021 -.1657318 -.0135461

oedonlym | -.1135533 .0793006 -1.43 0.152 -.2689796 .041873

overbothm | -.0951577 .1165068 -0.82 0.414 -.3235067 .1331914

agrm | -.256164 .1867927 -1.37 0.170 -.622271 .109943

minm | .2042092 .2094089 0.98 0.329 -.2062247 .6146431

elem | .1833429 .1650309 1.11 0.267 -.1401116 .5067975

conm | .1431105 .099544 1.44 0.151 -.0519922 .3382132

whlm | -.0082132 .1214722 -0.07 0.946 -.2462944 .2298679

retm | -.0474938 .0587552 -0.81 0.419 -.1626518 .0676642

accomm | -.1261291 .0758591 -1.66 0.096 -.2748103 .0225521

tranm | .1774368 .0989214 1.79 0.073 -.0164455 .3713192

itm | -.0796676 .1479206 -0.54 0.590 -.3695866 .2102513

finm | .0356118 .0768297 0.46 0.643 -.1149716 .1861952

rhrm | -.0192553 .1166353 -0.17 0.869 -.2478564 .2093457

profm | .2333117 .0840868 2.77 0.006 .0685045 .3981189

adminm | .0432384 .0851232 0.51 0.611 -.1236001 .2100768

publicm | .1385545 .0786588 1.76 0.078 -.015614 .2927229

educm | -.1078406 .0885443 -1.22 0.223 -.2813841 .065703

hlthm | -.0929999 .071174 -1.31 0.191 -.2324984 .0464987

artsm | .0573754 .1521684 0.38 0.706 -.2408691 .35562

otherm | -.0793906 .106312 -0.75 0.455 -.2877583 .1289771

\_cons | 5.062625 .1980398 25.56 0.000 4.674474 5.450776

-------------+----------------------------------------------------------------

sigma\_u | .29917871

sigma\_e | .18436419

rho | .72477175 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

Table 6e Females – fixed effects

. xtreg lwage $xspec $inspec if restr==1&nredu==0, i(waveid) fe r

Fixed-effects (within) regression Number of obs = 2276

Group variable: waveid Number of groups = 773

R-sq: within = 0.3499 Obs per group: min = 1

between = 0.0801 avg = 2.9

overall = 0.0908 max = 8

F(36,1467) = 16.54

corr(u\_i, Xb) = -0.8425 Prob > F = 0.0000

(Std. Err. adjusted for clustering on waveid)

------------------------------------------------------------------------------

| Robust

lwage | Coef. Std. Err. t P>|t| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1088675 .0157981 6.89 0.000 .0778781 .1398568

agesq | -.0006618 .0001772 -3.74 0.000 -.0010093 -.0003143

married | -.0146905 .0256992 -0.57 0.568 -.0651017 .0357207

urban | .0120695 .048148 0.25 0.802 -.0823767 .1065157

dadprof | (dropped)

esb | (dropped)

nesb | (dropped)

jbmhruc | .0104861 .0022328 4.70 0.000 .0061063 .014866

jbocct | .0001759 .0007616 0.23 0.817 -.001318 .0016698

jbempt | .0012815 .0015089 0.85 0.396 -.0016784 .0042414

firm5 | -.0237744 .0298852 -0.80 0.426 -.0823967 .0348479

firm9 | -.0099556 .02528 -0.39 0.694 -.0595444 .0396332

firm19 | -.0117761 .0224885 -0.52 0.601 -.0558891 .0323369

firm49 | .011513 .0182461 0.63 0.528 -.0242781 .0473042

ch514 | -.0440555 .0376726 -1.17 0.242 -.1179534 .0298424

chb5 | -.0525458 .0412235 -1.27 0.203 -.133409 .0283175

capune | -.0017155 .0007037 -2.44 0.015 -.003096 -.0003351

union | -.0014951 .0275583 -0.05 0.957 -.0555529 .0525627

osonly | -.0080694 .0138271 -0.58 0.560 -.0351924 .0190536

oedonly | .0256136 .0497073 0.52 0.606 -.0718913 .1231185

overboth | .0452985 .0601156 0.75 0.451 -.0726233 .1632202

agr | .0741706 .1343168 0.55 0.581 -.1893029 .3376441

min | .0285221 .0462492 0.62 0.538 -.0621995 .1192436

ele | -.0014269 .0907067 -0.02 0.987 -.1793556 .1765018

con | .1062527 .0572969 1.85 0.064 -.0061398 .2186453

whl | .0513457 .0373174 1.38 0.169 -.0218554 .1245468

ret | -.016636 .037056 -0.45 0.654 -.0893243 .0560523

accom | -.0146125 .049417 -0.30 0.768 -.1115481 .0823231

tran | .013775 .0513218 0.27 0.788 -.086897 .114447

it | .176028 .1027096 1.71 0.087 -.0254453 .3775013

fin | .0285243 .0607084 0.47 0.639 -.0905602 .1476089

rhr | .0388149 .0607035 0.64 0.523 -.08026 .1578897

prof | .0120165 .0579544 0.21 0.836 -.1016658 .1256988

admin | -.0642656 .0787403 -0.82 0.415 -.2187212 .09019

public | .0615715 .0470565 1.31 0.191 -.0307338 .1538767

educ | .0532659 .0578567 0.92 0.357 -.0602247 .1667566

hlth | -.0126634 .0475631 -0.27 0.790 -.1059623 .0806354

arts | -.0203818 .1051424 -0.19 0.846 -.2266273 .1858637

other | -.1091159 .0564988 -1.93 0.054 -.2199429 .0017112

\_cons | 2.740917 .3708053 7.39 0.000 2.013552 3.468282

-------------+----------------------------------------------------------------

sigma\_u | .74428155

sigma\_e | .18430134

rho | .94222536 (fraction of variance due to u\_i)

------------------------------------------------------------------------------

## Job satisfaction and its facets (university degrees table 7a)

Table 7a Males – overall job satisfaction

. xtprobit sat7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==4, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -2297.81

Iteration 1: log likelihood = -2116.0054

Iteration 2: log likelihood = -2114.7084

Iteration 3: log likelihood = -2114.7077

Fitting full model:

rho = 0.0 log likelihood = -2114.7077

rho = 0.1 log likelihood = -2032.5872

rho = 0.2 log likelihood = -1992.4232

rho = 0.3 log likelihood = -1974.2657

rho = 0.4 log likelihood = -1970.9121

rho = 0.5 log likelihood = -1980.0056

Iteration 0: log likelihood = -1970.8429

Iteration 1: log likelihood = -1942.626

Iteration 2: log likelihood = -1940.2705

Iteration 3: log likelihood = -1940.2528

Iteration 4: log likelihood = -1940.2528

Random-effects probit regression Number of obs = 4746

Group variable: waveid Number of groups = 1094

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 4.3

max = 8

Wald chi2(75) = 199.36

Log likelihood = -1940.2528 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

sat7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0945359 .0672107 1.41 0.160 -.0371946 .2262664

agesq | -.000692 .0008035 -0.86 0.389 -.0022669 .0008828

married | -.2094355 .1428592 -1.47 0.143 -.4894344 .0705634

urban | -.0637259 .2686572 -0.24 0.813 -.5902843 .4628325

dadprof | .0158747 .0959994 0.17 0.869 -.1722808 .2040301

esb | -.1705517 .129496 -1.32 0.188 -.4243592 .0832558

nesb | -.292754 .1263108 -2.32 0.020 -.5403186 -.0451893

jbmhruc | -.0031119 .0055525 -0.56 0.575 -.0139946 .0077708

jbocct | -.0031666 .0059941 -0.53 0.597 -.0149149 .0085816

jbempt | -.0231694 .0089407 -2.59 0.010 -.0406929 -.0056459

firm5 | .072151 .1900409 0.38 0.704 -.3003223 .4446242

firm9 | .0692741 .164228 0.42 0.673 -.2526069 .3911551

firm19 | .0239486 .1296292 0.18 0.853 -.2301201 .2780172

firm49 | .0644641 .1080407 0.60 0.551 -.1472917 .2762199

ch514 | .0495521 .1126386 0.44 0.660 -.1712156 .2703198

chb5 | .0520213 .1086754 0.48 0.632 -.1609785 .2650212

capune | -.0036253 .0056176 -0.65 0.519 -.0146355 .0073849

union | -.126778 .1188873 -1.07 0.286 -.3597928 .1062368

osonly | -.3574518 .1071652 -3.34 0.001 -.5674917 -.1474118

oedonly | -.0986828 .1209685 -0.82 0.415 -.3357767 .1384111

overboth | -.6938102 .1605958 -4.32 0.000 -1.008572 -.3790482

agr | -.3909406 .3903194 -1.00 0.317 -1.155953 .3740714

min | .3927199 .3082382 1.27 0.203 -.211416 .9968557

ele | -.8201947 .5329419 -1.54 0.124 -1.864742 .2243522

con | .2743455 .2885848 0.95 0.342 -.2912703 .8399614

whl | -.0799268 .2221268 -0.36 0.719 -.5152873 .3554337

ret | .2085599 .2646462 0.79 0.431 -.310137 .7272569

accom | -.1845023 .6758577 -0.27 0.785 -1.509159 1.140154

tran | .1391883 .3085919 0.45 0.652 -.4656407 .7440172

it | .0744096 .3138029 0.24 0.813 -.5406328 .689452

fin | .2376128 .2674482 0.89 0.374 -.2865761 .7618018

rhr | .3917425 .4572701 0.86 0.392 -.5044903 1.287975

prof | .0071043 .1890275 0.04 0.970 -.3633829 .3775914

admin | .1652186 .3462905 0.48 0.633 -.5134982 .8439355

public | .4928365 .2305543 2.14 0.033 .0409584 .9447146

educ | .2131055 .336164 0.63 0.526 -.4457639 .8719748

hlth | .3739628 .3457352 1.08 0.279 -.3036657 1.051591

arts | .2126377 .386543 0.55 0.582 -.5449727 .970248

other | .1886234 .3458274 0.55 0.585 -.4891859 .8664327

agem | -.1835422 .0773216 -2.37 0.018 -.3350897 -.0319947

agesqm | .0016502 .0009289 1.78 0.076 -.0001705 .0034708

marriedm | .4385546 .1948916 2.25 0.024 .0565741 .8205352

urbanm | .0977599 .3282037 0.30 0.766 -.5455075 .7410274

jbmhrucm | -.0033926 .0082848 -0.41 0.682 -.0196306 .0128453

jbocctm | .0112139 .0103356 1.08 0.278 -.0090435 .0314713

jbemptm | .0262 .0121473 2.16 0.031 .0023918 .0500082

firm5m | -.0540742 .3581221 -0.15 0.880 -.7559807 .6478322

firm9m | -.1309549 .2931646 -0.45 0.655 -.705547 .4436371

firm19m | -.0995281 .2494423 -0.40 0.690 -.588426 .3893698

firm49m | .0897023 .1948803 0.46 0.645 -.2922561 .4716607

ch514m | -.0856577 .1741591 -0.49 0.623 -.4270033 .2556878

chb5m | .0826749 .1978212 0.42 0.676 -.3050475 .4703973

capunem | -.0035879 .0114494 -0.31 0.754 -.0260283 .0188524

unionm | .2154027 .1784574 1.21 0.227 -.1343674 .5651728

osonlym | -1.051291 .2445046 -4.30 0.000 -1.530511 -.5720704

oedonlym | .2227021 .2115766 1.05 0.293 -.1919804 .6373846

overbothm | -.7802919 .2931718 -2.66 0.008 -1.354898 -.2056857

agrm | .9571787 .6458369 1.48 0.138 -.3086383 2.222996

minm | -.7861547 .4563063 -1.72 0.085 -1.680499 .1081892

elem | 1.487981 .7257534 2.05 0.040 .0655307 2.910432

conm | -.1920423 .449781 -0.43 0.669 -1.073597 .6895122

whlm | -.1656596 .4625011 -0.36 0.720 -1.072145 .740826

retm | -.5226207 .4101176 -1.27 0.203 -1.326437 .2811951

accomm | -.0102966 .8318995 -0.01 0.990 -1.64079 1.620197

tranm | -.1424304 .476693 -0.30 0.765 -1.076732 .7918707

itm | .2693392 .4352444 0.62 0.536 -.5837241 1.122402

finm | -.2797713 .3573355 -0.78 0.434 -.9801361 .4205934

rhrm | .1416531 .6666615 0.21 0.832 -1.164979 1.448286

profm | -.2127907 .2846839 -0.75 0.455 -.7707608 .3451794

adminm | -.3973864 .5971556 -0.67 0.506 -1.56779 .7730172

publicm | -.1495068 .3163264 -0.47 0.636 -.7694952 .4704816

educm | -.2083302 .3972581 -0.52 0.600 -.9869418 .5702814

hlthm | -.244337 .429786 -0.57 0.570 -1.086702 .598028

artsm | -.5106769 .561963 -0.91 0.363 -1.612104 .5907503

otherm | -.1386807 .5714134 -0.24 0.808 -1.25863 .9812691

\_cons | 3.333284 .833775 4.00 0.000 1.699115 4.967453

-------------+----------------------------------------------------------------

/lnsig2u | -.1446914 .1232299 -.3862175 .0968348

-------------+----------------------------------------------------------------

sigma\_u | .9302093 .0573148 .8243923 1.049609

rho | .4638901 .0306468 .4046282 .5241898

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 348.91 Prob >= chibar2 = 0.000

Table 7a Males – pay satisfaction

. xtprobit satp7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==4, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -2707.1399

Iteration 1: log likelihood = -2527.9684

Iteration 2: log likelihood = -2526.8884

Iteration 3: log likelihood = -2526.8881

Fitting full model:

rho = 0.0 log likelihood = -2526.8881

rho = 0.1 log likelihood = -2419.8378

rho = 0.2 log likelihood = -2365.5227

rho = 0.3 log likelihood = -2338.4562

rho = 0.4 log likelihood = -2329.3439

rho = 0.5 log likelihood = -2334.6976

Iteration 0: log likelihood = -2329.3644

Iteration 1: log likelihood = -2307.687

Iteration 2: log likelihood = -2306.8497

Iteration 3: log likelihood = -2306.849

Iteration 4: log likelihood = -2306.849

Random-effects probit regression Number of obs = 4746

Group variable: waveid Number of groups = 1094

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 4.3

max = 8

Wald chi2(75) = 213.20

Log likelihood = -2306.849 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

satp7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0658409 .0598941 1.10 0.272 -.0515493 .1832311

agesq | .000228 .000715 0.32 0.750 -.0011733 .0016292

married | -.2620922 .1298783 -2.02 0.044 -.5166489 -.0075354

urban | .4209518 .2428168 1.73 0.083 -.0549603 .8968639

dadprof | .0633704 .0897161 0.71 0.480 -.1124699 .2392108

esb | -.0719556 .1238067 -0.58 0.561 -.3146123 .1707011

nesb | -.3493089 .1192835 -2.93 0.003 -.5831003 -.1155174

jbmhruc | .0074171 .0049654 1.49 0.135 -.0023149 .0171491

jbocct | -.0045052 .0055957 -0.81 0.421 -.0154725 .0064621

jbempt | -.0032948 .0082743 -0.40 0.690 -.0195121 .0129225

firm5 | -.234488 .1772438 -1.32 0.186 -.5818794 .1129034

firm9 | -.1594309 .1520764 -1.05 0.294 -.4574951 .1386333

firm19 | -.0992272 .1179473 -0.84 0.400 -.3303997 .1319453

firm49 | -.0666863 .0987409 -0.68 0.499 -.260215 .1268423

ch514 | -.0399676 .1046724 -0.38 0.703 -.2451218 .1651866

chb5 | -.055559 .1003708 -0.55 0.580 -.2522822 .1411641

capune | -.0160952 .0053319 -3.02 0.003 -.0265456 -.0056448

union | -.1403305 .1063499 -1.32 0.187 -.3487724 .0681115

osonly | .1198278 .1095742 1.09 0.274 -.0949336 .3345892

oedonly | .0556393 .1118903 0.50 0.619 -.1636617 .2749402

overboth | -.1248554 .1568583 -0.80 0.426 -.432292 .1825813

agr | .2137672 .3643504 0.59 0.557 -.5003464 .9278808

min | .6662817 .3129715 2.13 0.033 .0528688 1.279695

ele | .3324826 .4393523 0.76 0.449 -.5286321 1.193597

con | .3490173 .2794649 1.25 0.212 -.1987239 .8967585

whl | .3010483 .2208698 1.36 0.173 -.1318486 .7339452

ret | .3391395 .2648562 1.28 0.200 -.1799691 .858248

accom | -.5217195 .573356 -0.91 0.363 -1.645477 .6020376

tran | .5999618 .2948537 2.03 0.042 .0220592 1.177864

it | .5273544 .3010401 1.75 0.080 -.0626732 1.117382

fin | .8119066 .263631 3.08 0.002 .2951993 1.328614

rhr | -.1779515 .3845009 -0.46 0.643 -.9315594 .5756564

prof | .5272091 .1834206 2.87 0.004 .1677113 .8867069

admin | .9399373 .3580391 2.63 0.009 .2381936 1.641681

public | .5592409 .2076872 2.69 0.007 .1521814 .9663005

educ | .3385393 .2969283 1.14 0.254 -.2434295 .9205081

hlth | .6568755 .3184661 2.06 0.039 .0326935 1.281058

arts | .0019944 .3442855 0.01 0.995 -.6727928 .6767817

other | .881081 .3530062 2.50 0.013 .1892015 1.572961

agem | -.0229083 .0686052 -0.33 0.738 -.1573719 .1115553

agesqm | -.000799 .0008248 -0.97 0.333 -.0024155 .0008176

marriedm | .4713796 .1789711 2.63 0.008 .1206027 .8221566

urbanm | -.602952 .3032223 -1.99 0.047 -1.197257 -.0086471

jbmhrucm | -.0014018 .0075778 -0.18 0.853 -.016254 .0134504

jbocctm | .0089808 .009628 0.93 0.351 -.0098898 .0278513

jbemptm | .0176624 .0112867 1.56 0.118 -.0044591 .039784

firm5m | -.2523358 .3376745 -0.75 0.455 -.9141656 .409494

firm9m | -.5713677 .2704266 -2.11 0.035 -1.101394 -.0413413

firm19m | -.1352215 .2295787 -0.59 0.556 -.5851876 .3147445

firm49m | -.1413639 .1778145 -0.80 0.427 -.4898738 .207146

ch514m | .1185287 .1649544 0.72 0.472 -.2047759 .4418334

chb5m | .0063563 .1858201 0.03 0.973 -.3578444 .3705571

capunem | .0112597 .0109278 1.03 0.303 -.0101584 .0326777

unionm | .0269034 .162242 0.17 0.868 -.291085 .3448919

osonlym | -.96471 .2396162 -4.03 0.000 -1.434349 -.4950709

oedonlym | -.3942659 .1907969 -2.07 0.039 -.7682211 -.0203108

overbothm | -.7596503 .2860826 -2.66 0.008 -1.320362 -.1989388

agrm | .1622567 .5862733 0.28 0.782 -.9868179 1.311331

minm | -.3552627 .4678725 -0.76 0.448 -1.272276 .5617506

elem | -.1658259 .5973099 -0.28 0.781 -1.336532 1.00488

conm | -.2248555 .4293634 -0.52 0.600 -1.066392 .6166812

whlm | -.2272979 .4472854 -0.51 0.611 -1.103961 .6493654

retm | -.6073324 .4052434 -1.50 0.134 -1.401595 .1869301

accomm | .8986753 .7338649 1.22 0.221 -.5396736 2.337024

tranm | -.6356534 .4636677 -1.37 0.170 -1.544425 .2731185

itm | -.2607051 .4157795 -0.63 0.531 -1.075618 .5542078

finm | -.7329661 .3530023 -2.08 0.038 -1.424838 -.0410943

rhrm | .1779971 .5748114 0.31 0.757 -.9486125 1.304607

profm | -.6754973 .2785915 -2.42 0.015 -1.221527 -.1294679

adminm | -.5848425 .5974156 -0.98 0.328 -1.755756 .5860705

publicm | -.4453384 .2964816 -1.50 0.133 -1.026432 .1357548

educm | -.7648533 .3609116 -2.12 0.034 -1.472227 -.0574796

hlthm | -.7998637 .4001557 -2.00 0.046 -1.584154 -.015573

artsm | -.7094878 .5155239 -1.38 0.169 -1.719896 .3009204

otherm | -.1866279 .5747354 -0.32 0.745 -1.313089 .9398328

\_cons | .1737415 .7511056 0.23 0.817 -1.298398 1.645881

-------------+----------------------------------------------------------------

/lnsig2u | -.1665161 .1098248 -.3817687 .0487365

-------------+----------------------------------------------------------------

sigma\_u | .9201137 .0505256 .8262281 1.024668

rho | .4584669 .0272667 .4057004 .5121817

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 440.08 Prob >= chibar2 = 0.000

Table 7a Males – Job Security Satisfaction

. xtprobit sats7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==4, i(waveid) re

note: dadprof dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -2069.2378

Iteration 1: log likelihood = -1908.3488

Iteration 2: log likelihood = -1904.4056

Iteration 3: log likelihood = -1904.3889

Iteration 4: log likelihood = -1904.3889

Fitting full model:

rho = 0.0 log likelihood = -1904.3889

rho = 0.1 log likelihood = -1825.5693

rho = 0.2 log likelihood = -1787.8591

rho = 0.3 log likelihood = -1771.7566

rho = 0.4 log likelihood = -1770.1675

rho = 0.5 log likelihood = -1780.4979

Iteration 0: log likelihood = -1770.1375

Iteration 1: log likelihood = -1736.1569

Iteration 2: log likelihood = -1732.5757

Iteration 3: log likelihood = -1732.5223

Iteration 4: log likelihood = -1732.5223

Random-effects probit regression Number of obs = 4745

Group variable: waveid Number of groups = 1094

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 4.3

max = 8

Wald chi2(75) = 184.94

Log likelihood = -1732.5223 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

sats7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0965068 .0713844 1.35 0.176 -.0434041 .2364178

agesq | -.0002362 .0008599 -0.27 0.784 -.0019217 .0014492

married | .1287581 .149749 0.86 0.390 -.1647446 .4222608

urban | -.0545698 .2854347 -0.19 0.848 -.6140114 .5048719

esb | -.0108296 .1379205 -0.08 0.937 -.2811488 .2594896

nesb | -.0133852 .132621 -0.10 0.920 -.2733175 .2465471

jbmhruc | .0139704 .0060365 2.31 0.021 .0021391 .0258018

jbocct | .0016967 .0063398 0.27 0.789 -.0107291 .0141224

jbempt | .0026597 .0098113 0.27 0.786 -.0165701 .0218896

firm5 | .1997386 .2036139 0.98 0.327 -.1993372 .5988144

firm9 | -.1926937 .1756907 -1.10 0.273 -.5370411 .1516537

firm19 | -.0025991 .1358596 -0.02 0.985 -.2688791 .2636809

firm49 | -.0058488 .1110857 -0.05 0.958 -.2235728 .2118751

ch514 | .0218348 .1219046 0.18 0.858 -.2170939 .2607635

chb5 | .0575388 .1125741 0.51 0.609 -.1631024 .27818

capune | -.0144099 .0054414 -2.65 0.008 -.0250748 -.003745

union | -.0023683 .1279214 -0.02 0.985 -.2530897 .2483531

osonly | -.0817641 .1215193 -0.67 0.501 -.3199375 .1564093

oedonly | .2295938 .1217778 1.89 0.059 -.0090863 .4682738

overboth | .0547291 .169404 0.32 0.747 -.2772967 .3867549

agr | -.178691 .3930706 -0.45 0.649 -.9490953 .5917132

min | -.0263561 .3424437 -0.08 0.939 -.6975334 .6448212

ele | .6727458 .4720722 1.43 0.154 -.2524987 1.59799

con | -.2872532 .3025961 -0.95 0.342 -.8803307 .3058243

whl | .1223061 .2412475 0.51 0.612 -.3505304 .5951426

ret | .093547 .2839095 0.33 0.742 -.4629054 .6499994

accom | .1633502 .6662077 0.25 0.806 -1.142393 1.469093

tran | -.0351454 .3172126 -0.11 0.912 -.6568707 .5865798

it | -.6098459 .3176583 -1.92 0.055 -1.232445 .0127529

fin | -.2970125 .2719903 -1.09 0.275 -.8301037 .2360786

rhr | -.4566161 .4489366 -1.02 0.309 -1.336516 .4232835

prof | -.2784458 .1929646 -1.44 0.149 -.6566494 .0997579

admin | .1562133 .3695641 0.42 0.673 -.5681191 .8805457

public | -.0303572 .2295363 -0.13 0.895 -.48024 .4195256

educ | -.4452417 .3217164 -1.38 0.166 -1.075794 .1853108

hlth | .1460429 .3535244 0.41 0.680 -.5468521 .838938

arts | -.0081034 .3854896 -0.02 0.983 -.7636491 .7474423

other | .1176016 .3561937 0.33 0.741 -.5805252 .8157283

agem | -.2377966 .082175 -2.89 0.004 -.3988566 -.0767367

agesqm | .0016138 .0009916 1.63 0.104 -.0003297 .0035573

marriedm | -.0630847 .2067859 -0.31 0.760 -.4683776 .3422081

urbanm | .1645395 .3465973 0.47 0.635 -.5147787 .8438576

dadprofm | .0523841 .1021578 0.51 0.608 -.1478415 .2526096

jbmhrucm | -.0047878 .0087461 -0.55 0.584 -.0219299 .0123543

jbocctm | .0162661 .0109096 1.49 0.136 -.0051163 .0376484

jbemptm | .0384037 .0134446 2.86 0.004 .0120528 .0647545

firm5m | -.3003564 .3702808 -0.81 0.417 -1.026093 .4253808

firm9m | .3337277 .3185991 1.05 0.295 -.2907151 .9581705

firm19m | -.1432096 .2620514 -0.55 0.585 -.6568208 .3704017

firm49m | .0382808 .2062565 0.19 0.853 -.3659744 .4425361

ch514m | -.1133757 .1858448 -0.61 0.542 -.4776247 .2508734

chb5m | -.0449996 .2045608 -0.22 0.826 -.4459314 .3559322

capunem | -.0022393 .0117375 -0.19 0.849 -.0252444 .0207657

unionm | .3027634 .1911018 1.58 0.113 -.0717892 .677316

osonlym | -.7951692 .2596619 -3.06 0.002 -1.304097 -.2862413

oedonlym | -.3429888 .2145262 -1.60 0.110 -.7634525 .0774749

overbothm | -.5280103 .3100819 -1.70 0.089 -1.13576 .0797391

agrm | .6501291 .6641111 0.98 0.328 -.6515048 1.951763

minm | -.3499939 .4904044 -0.71 0.475 -1.311169 .6111811

elem | -.8565839 .6111359 -1.40 0.161 -2.054388 .3412205

conm | -.0195625 .4713564 -0.04 0.967 -.943404 .9042789

whlm | -.1629155 .4776401 -0.34 0.733 -1.099073 .773242

retm | -.0793754 .4406499 -0.18 0.857 -.9430334 .7842826

accomm | -.5301979 .8200839 -0.65 0.518 -2.137533 1.077137

tranm | -.2548837 .4876895 -0.52 0.601 -1.210738 .7009702

itm | .6227469 .4472252 1.39 0.164 -.2537983 1.499292

finm | .2257889 .3704435 0.61 0.542 -.500267 .9518448

rhrm | .7521564 .66811 1.13 0.260 -.5573152 2.061628

profm | .2183234 .2990723 0.73 0.465 -.3678476 .8044944

adminm | -.7046378 .6020085 -1.17 0.242 -1.884553 .4752771

publicm | .5640056 .3293863 1.71 0.087 -.0815797 1.209591

educm | .4640605 .394159 1.18 0.239 -.3084769 1.236598

hlthm | .3446162 .4532691 0.76 0.447 -.5437749 1.233007

artsm | -.2086926 .5665491 -0.37 0.713 -1.319108 .9017231

otherm | .087561 .604504 0.14 0.885 -1.097245 1.272367

\_cons | 3.713621 .8902984 4.17 0.000 1.968669 5.458574

-------------+----------------------------------------------------------------

/lnsig2u | -.0901514 .1271097 -.3392818 .1589791

-------------+----------------------------------------------------------------

sigma\_u | .9559251 .0607537 .8439678 1.082734

rho | .4774774 .0317129 .4159839 .5396613

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 343.73 Prob >= chibar2 = 0.000

Table 7a Males – Work Satisfaction

. xtprobit satw7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==4, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -2425.0423

Iteration 1: log likelihood = -2169.0653

Iteration 2: log likelihood = -2166.9795

Iteration 3: log likelihood = -2166.9782

Fitting full model:

rho = 0.0 log likelihood = -2166.9782

rho = 0.1 log likelihood = -2090.7491

rho = 0.2 log likelihood = -2054.253

rho = 0.3 log likelihood = -2038.9726

rho = 0.4 log likelihood = -2038.1839

rho = 0.5 log likelihood = -2049.8014

Iteration 0: log likelihood = -2038.1333

Iteration 1: log likelihood = -2012.7727

Iteration 2: log likelihood = -2010.9456

Iteration 3: log likelihood = -2010.9344

Iteration 4: log likelihood = -2010.9344

Random-effects probit regression Number of obs = 4746

Group variable: waveid Number of groups = 1094

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 4.3

max = 8

Wald chi2(75) = 279.03

Log likelihood = -2010.9344 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

satw7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0346315 .0651568 0.53 0.595 -.0930734 .1623364

agesq | -.0000272 .000783 -0.03 0.972 -.0015617 .0015074

married | .053181 .1387316 0.38 0.701 -.218728 .3250899

urban | -.0266498 .2505619 -0.11 0.915 -.5177422 .4644425

dadprof | .0444052 .0911685 0.49 0.626 -.1342818 .2230922

esb | -.2436663 .1218518 -2.00 0.046 -.4824915 -.0048412

nesb | .0676256 .1225183 0.55 0.581 -.1725059 .3077572

jbmhruc | .0153443 .0055493 2.77 0.006 .0044679 .0262207

jbocct | -.0059959 .0058688 -1.02 0.307 -.0174986 .0055068

jbempt | -.0134606 .0085438 -1.58 0.115 -.0302061 .0032849

firm5 | .0383615 .1864806 0.21 0.837 -.3271338 .4038568

firm9 | .1054863 .1626059 0.65 0.517 -.2132154 .424188

firm19 | .0775823 .1261556 0.61 0.539 -.1696782 .3248428

firm49 | .1697716 .1039941 1.63 0.103 -.034053 .3735962

ch514 | -.0782167 .1104547 -0.71 0.479 -.2947039 .1382706

chb5 | -.1165939 .1081311 -1.08 0.281 -.328527 .0953392

capune | -.0092058 .0051118 -1.80 0.072 -.0192247 .0008132

union | -.070474 .1183583 -0.60 0.552 -.3024521 .1615041

osonly | -.5915791 .1048082 -5.64 0.000 -.7969993 -.3861589

oedonly | .0287188 .1191225 0.24 0.809 -.2047569 .2621946

overboth | -.6922352 .1560718 -4.44 0.000 -.9981303 -.3863401

agr | -.7543667 .3669073 -2.06 0.040 -1.473492 -.0352416

min | .2156572 .3074291 0.70 0.483 -.3868926 .8182071

ele | -.1313414 .4508908 -0.29 0.771 -1.015071 .7523883

con | .1206139 .2843143 0.42 0.671 -.4366318 .6778597

whl | .3259607 .2304661 1.41 0.157 -.1257445 .7776659

ret | .0640593 .2644528 0.24 0.809 -.4542587 .5823773

accom | .7599253 .863469 0.88 0.379 -.9324428 2.452293

tran | .3170476 .3003547 1.06 0.291 -.2716368 .905732

it | -.005716 .301137 -0.02 0.985 -.5959337 .5845017

fin | -.4923148 .2652855 -1.86 0.063 -1.012265 .0276352

rhr | .0896793 .440681 0.20 0.839 -.7740396 .9533983

prof | .1680781 .1871379 0.90 0.369 -.1987054 .5348617

admin | -.2173462 .3242281 -0.67 0.503 -.8528216 .4181293

public | .2366349 .2136009 1.11 0.268 -.1820152 .6552849

educ | .2542668 .3143273 0.81 0.419 -.3618034 .870337

hlth | .2726622 .338872 0.80 0.421 -.3915148 .9368391

arts | .0770714 .378547 0.20 0.839 -.664867 .8190099

other | .0602975 .3548372 0.17 0.865 -.6351706 .7557655

agem | -.0991389 .0739134 -1.34 0.180 -.2440065 .0457287

agesqm | .0008048 .0008919 0.90 0.367 -.0009433 .0025528

marriedm | .1255458 .1868755 0.67 0.502 -.2407234 .4918149

urbanm | .2859213 .3043343 0.94 0.347 -.3105629 .8824055

jbmhrucm | -.0039621 .0081097 -0.49 0.625 -.0198569 .0119327

jbocctm | .005277 .0098275 0.54 0.591 -.0139845 .0245386

jbemptm | .0150504 .0114945 1.31 0.190 -.0074784 .0375791

firm5m | .0264842 .3459748 0.08 0.939 -.6516139 .7045823

firm9m | .1370343 .2893452 0.47 0.636 -.4300719 .7041404

firm19m | -.0927035 .239862 -0.39 0.699 -.5628244 .3774175

firm49m | -.0181216 .1860119 -0.10 0.922 -.3826982 .346455

ch514m | -.0375825 .1683162 -0.22 0.823 -.3674761 .2923112

chb5m | .4539795 .1936929 2.34 0.019 .0743484 .8336106

capunem | -.007244 .010781 -0.67 0.502 -.0283744 .0138863

unionm | .2100877 .1724009 1.22 0.223 -.1278119 .5479872

osonlym | -.7552138 .2326701 -3.25 0.001 -1.211239 -.2991887

oedonlym | .0384066 .2004355 0.19 0.848 -.3544398 .431253

overbothm | -1.24844 .2870661 -4.35 0.000 -1.811079 -.6858006

agrm | .7275096 .5670336 1.28 0.199 -.3838559 1.838875

minm | -.711926 .4461284 -1.60 0.111 -1.586322 .1624696

elem | -.0086273 .5901514 -0.01 0.988 -1.165303 1.148048

conm | .0775247 .4379615 0.18 0.859 -.780864 .9359135

whlm | -.7131569 .4390815 -1.62 0.104 -1.573741 .1474269

retm | -.358961 .3980794 -0.90 0.367 -1.139182 .4212602

accomm | -.593518 .9497043 -0.62 0.532 -2.454904 1.267868

tranm | -.3738225 .4613457 -0.81 0.418 -1.278043 .5303984

itm | .0017988 .4074568 0.00 0.996 -.7968018 .8003995

finm | .6160994 .3536185 1.74 0.081 -.0769802 1.309179

rhrm | -.1121731 .61775 -0.18 0.856 -1.322941 1.098595

profm | -.3421404 .2741614 -1.25 0.212 -.8794868 .195206

adminm | -.4139556 .5730161 -0.72 0.470 -1.537046 .7091353

publicm | -.2571105 .2927398 -0.88 0.380 -.83087 .3166489

educm | .0057137 .3728343 0.02 0.988 -.7250281 .7364555

hlthm | -.0084457 .4200248 -0.02 0.984 -.8316792 .8147878

artsm | .3156302 .5813371 0.54 0.587 -.8237696 1.45503

otherm | .2141627 .5726734 0.37 0.708 -.9082566 1.336582

\_cons | 1.594953 .779711 2.05 0.041 .0667481 3.123159

-------------+----------------------------------------------------------------

/lnsig2u | -.2696171 .123318 -.5113159 -.0279182

-------------+----------------------------------------------------------------

sigma\_u | .8738832 .0538828 .7744068 .9861379

rho | .4330011 .0302759 .3748851 .4930209

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 312.09 Prob >= chibar2 = 0.000

Table 7a Males – Hours Satisfaction

. xtprobit sathr7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==4, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -3009.6843

Iteration 1: log likelihood = -2720.9526

Iteration 2: log likelihood = -2718.3052

Iteration 3: log likelihood = -2718.3042

Fitting full model:

rho = 0.0 log likelihood = -2718.3042

rho = 0.1 log likelihood = -2580.8561

rho = 0.2 log likelihood = -2508.5646

rho = 0.3 log likelihood = -2469.3417

rho = 0.4 log likelihood = -2451.6346

rho = 0.5 log likelihood = -2451.0546

rho = 0.6 log likelihood = -2467.3322

Iteration 0: log likelihood = -2450.931

Iteration 1: log likelihood = -2428.3949

Iteration 2: log likelihood = -2427.6699

Iteration 3: log likelihood = -2427.6696

Iteration 4: log likelihood = -2427.6696

Random-effects probit regression Number of obs = 4746

Group variable: waveid Number of groups = 1094

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 4.3

max = 8

Wald chi2(75) = 344.22

Log likelihood = -2427.6696 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

sathr7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | -.0054796 .0599177 -0.09 0.927 -.1229161 .1119569

agesq | .0003869 .0007107 0.54 0.586 -.0010061 .0017798

married | .0747221 .1322399 0.57 0.572 -.1844634 .3339076

urban | .4542116 .2555222 1.78 0.075 -.0466028 .9550259

dadprof | -.0356164 .0934277 -0.38 0.703 -.2187313 .1474984

esb | -.2277114 .1284288 -1.77 0.076 -.4794271 .0240044

nesb | -.0394968 .1278842 -0.31 0.757 -.2901452 .2111516

jbmhruc | -.0643531 .0051813 -12.42 0.000 -.0745082 -.054198

jbocct | -.0071922 .0053716 -1.34 0.181 -.0177204 .0033359

jbempt | -.0096953 .0074805 -1.30 0.195 -.0243568 .0049663

firm5 | .0330283 .1756118 0.19 0.851 -.3111645 .3772212

firm9 | .0411213 .1563231 0.26 0.793 -.2652664 .347509

firm19 | .2369968 .1185309 2.00 0.046 .0046805 .4693132

firm49 | .0324337 .09709 0.33 0.738 -.1578592 .2227266

ch514 | .0192843 .1017289 0.19 0.850 -.1801006 .2186692

chb5 | -.0936346 .0976771 -0.96 0.338 -.2850783 .097809

capune | .0073494 .005922 1.24 0.215 -.0042575 .0189564

union | -.0096089 .1079037 -0.09 0.929 -.2210962 .2018784

osonly | -.1779836 .1078939 -1.65 0.099 -.3894518 .0334845

oedonly | -.1516558 .1119805 -1.35 0.176 -.3711335 .0678219

overboth | -.5116368 .1648358 -3.10 0.002 -.834709 -.1885646

agr | -.0256206 .3652539 -0.07 0.944 -.7415051 .6902639

min | .3509199 .2928698 1.20 0.231 -.2230945 .9249342

ele | .0926258 .4898776 0.19 0.850 -.8675166 1.052768

con | -.12118 .2708693 -0.45 0.655 -.6520741 .4097142

whl | .3745831 .2247218 1.67 0.096 -.0658634 .8150297

ret | -.3526183 .2758172 -1.28 0.201 -.8932101 .1879734

accom | .1688537 .6493523 0.26 0.795 -1.103853 1.441561

tran | .5931627 .2964592 2.00 0.045 .0121134 1.174212

it | .2343617 .2983286 0.79 0.432 -.3503516 .8190749

fin | .0453516 .2636687 0.17 0.863 -.4714295 .5621327

rhr | -.2211724 .3987423 -0.55 0.579 -1.002693 .5603481

prof | .1628357 .1867949 0.87 0.383 -.2032757 .528947

admin | .6672077 .336253 1.98 0.047 .0081639 1.326251

public | .3579985 .2149733 1.67 0.096 -.0633415 .7793385

educ | .4932642 .2875725 1.72 0.086 -.0703674 1.056896

hlth | .7032957 .3453057 2.04 0.042 .026509 1.380082

arts | .3191777 .3539983 0.90 0.367 -.3746462 1.013002

other | .1444988 .3286512 0.44 0.660 -.4996457 .7886432

agem | -.0469953 .0699814 -0.67 0.502 -.1841564 .0901658

agesqm | .0000698 .000837 0.08 0.933 -.0015707 .0017104

marriedm | .0055869 .1872594 0.03 0.976 -.3614347 .3726086

urbanm | -.5567326 .3182131 -1.75 0.080 -1.180419 .0669536

jbmhrucm | -.0028021 .0079607 -0.35 0.725 -.0184048 .0128006

jbocctm | .0214532 .0096605 2.22 0.026 .002519 .0403874

jbemptm | .0053679 .010744 0.50 0.617 -.0156898 .0264257

firm5m | .0680329 .3537654 0.19 0.847 -.6253345 .7614002

firm9m | -.1297771 .294115 -0.44 0.659 -.7062318 .4466777

firm19m | -.5164026 .2402195 -2.15 0.032 -.9872241 -.0455811

firm49m | -.0610053 .1841356 -0.33 0.740 -.4219044 .2998938

ch514m | -.1623073 .1646296 -0.99 0.324 -.4849755 .1603608

chb5m | .0011972 .1890917 0.01 0.995 -.3694158 .3718102

capunem | -.0064942 .0124041 -0.52 0.601 -.0308058 .0178174

unionm | -.1968914 .1677571 -1.17 0.241 -.5256892 .1319064

osonlym | -.6072321 .2516728 -2.41 0.016 -1.100502 -.1139626

oedonlym | .1564065 .1998239 0.78 0.434 -.2352412 .5480542

overbothm | -.069064 .3048517 -0.23 0.821 -.6665623 .5284343

agrm | .7342813 .5809095 1.26 0.206 -.4042804 1.872843

minm | -.3311692 .4560884 -0.73 0.468 -1.225086 .5627475

elem | .773145 .6524787 1.18 0.236 -.5056898 2.05198

conm | .5311795 .4334678 1.23 0.220 -.3184018 1.380761

whlm | .5025748 .4634806 1.08 0.278 -.4058304 1.41098

retm | .4393293 .4201054 1.05 0.296 -.3840621 1.262721

accomm | .0862357 .8116585 0.11 0.915 -1.504586 1.677057

tranm | .1256491 .4740198 0.27 0.791 -.8034127 1.054711

itm | .2975531 .4200193 0.71 0.479 -.5256697 1.120776

finm | .2850081 .3540194 0.81 0.421 -.4088571 .9788733

rhrm | 1.439716 .6187925 2.33 0.020 .226905 2.652527

profm | .137797 .2805921 0.49 0.623 -.4121535 .6877475

adminm | -.2702752 .5941651 -0.45 0.649 -1.434817 .8942669

publicm | -.0111259 .3001779 -0.04 0.970 -.5994638 .5772121

educm | .034634 .3537821 0.10 0.922 -.6587662 .7280341

hlthm | -.4887322 .4233315 -1.15 0.248 -1.318447 .3409822

artsm | .0173192 .542876 0.03 0.975 -1.046698 1.081337

otherm | .395312 .5438011 0.73 0.467 -.6705186 1.461143

\_cons | 4.902494 .8168858 6.00 0.000 3.301427 6.503561

-------------+----------------------------------------------------------------

/lnsig2u | -.0089917 .1025909 -.2100661 .1920827

-------------+----------------------------------------------------------------

sigma\_u | .9955142 .0510653 .9002948 1.100805

rho | .4977521 .0256472 .4476758 .5478736

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 581.27 Prob >= chibar2 = 0.000

Table 7a Males – Flexibility Satisfaction

. xtprobit satfx7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==4, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -2863.0634

Iteration 1: log likelihood = -2708.4973

Iteration 2: log likelihood = -2707.856

Iteration 3: log likelihood = -2707.856

Fitting full model:

rho = 0.0 log likelihood = -2707.856

rho = 0.1 log likelihood = -2557.4931

rho = 0.2 log likelihood = -2475.326

rho = 0.3 log likelihood = -2427.4019

rho = 0.4 log likelihood = -2401.395

rho = 0.5 log likelihood = -2392.3342

rho = 0.6 log likelihood = -2398.9705

Iteration 0: log likelihood = -2392.202

Iteration 1: log likelihood = -2369.6778

Iteration 2: log likelihood = -2368.7358

Iteration 3: log likelihood = -2368.7356

Random-effects probit regression Number of obs = 4744

Group variable: waveid Number of groups = 1094

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 4.3

max = 8

Wald chi2(75) = 172.99

Log likelihood = -2368.7356 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

satfx7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0637856 .0608317 1.05 0.294 -.0554424 .1830136

agesq | -.0003179 .0007203 -0.44 0.659 -.0017297 .0010938

married | .2555932 .1371725 1.86 0.062 -.0132599 .5244463

urban | -.277275 .2445255 -1.13 0.257 -.7565362 .2019863

dadprof | -.0364042 .101102 -0.36 0.719 -.2345605 .1617521

esb | -.1551357 .1393691 -1.11 0.266 -.4282941 .1180227

nesb | -.0976845 .1375193 -0.71 0.477 -.3672174 .1718485

jbmhruc | -.0356426 .0051486 -6.92 0.000 -.0457337 -.0255515

jbocct | -.0036912 .0053468 -0.69 0.490 -.0141707 .0067883

jbempt | .00027 .0076735 0.04 0.972 -.0147698 .0153098

firm5 | .101027 .1831571 0.55 0.581 -.2579544 .4600085

firm9 | -.2420996 .1577351 -1.53 0.125 -.5512547 .0670555

firm19 | -.0277227 .1216147 -0.23 0.820 -.2660831 .2106376

firm49 | -.0354949 .0988614 -0.36 0.720 -.2292597 .1582699

ch514 | -.0259889 .1039086 -0.25 0.803 -.229646 .1776683

chb5 | -.2370793 .1010283 -2.35 0.019 -.435091 -.0390675

capune | .0043948 .005697 0.77 0.440 -.0067711 .0155607

union | .0689449 .1083153 0.64 0.524 -.1433491 .281239

osonly | -.0385854 .1105543 -0.35 0.727 -.2552679 .1780971

oedonly | .0583642 .1160011 0.50 0.615 -.1689938 .2857222

overboth | -.1431777 .165208 -0.87 0.386 -.4669794 .180624

agr | -.8516643 .3826466 -2.23 0.026 -1.601638 -.1016907

min | .0242262 .2918592 0.08 0.934 -.5478073 .5962597

ele | .4982893 .5023938 0.99 0.321 -.4863845 1.482963

con | .2536692 .2801501 0.91 0.365 -.2954149 .8027533

whl | -.0765564 .2260086 -0.34 0.735 -.519525 .3664122

ret | -.0574809 .2787908 -0.21 0.837 -.6039009 .4889391

accom | -.6175178 .631445 -0.98 0.328 -1.855127 .6200917

tran | .0469167 .2857124 0.16 0.870 -.5130692 .6069027

it | .0919151 .2950363 0.31 0.755 -.4863455 .6701757

fin | .1713586 .2592808 0.66 0.509 -.3368224 .6795395

rhr | .1290716 .4170609 0.31 0.757 -.6883528 .9464961

prof | -.0109088 .1890604 -0.06 0.954 -.3814603 .3596426

admin | .2438329 .3403249 0.72 0.474 -.4231916 .9108574

public | .1271492 .218414 0.58 0.560 -.3009345 .5552328

educ | .0377591 .2900143 0.13 0.896 -.5306584 .6061766

hlth | .1041589 .3298874 0.32 0.752 -.5424084 .7507263

arts | -.0582409 .367394 -0.16 0.874 -.77832 .6618382

other | .1186348 .3408894 0.35 0.728 -.549496 .7867657

agem | -.0914548 .0721251 -1.27 0.205 -.2328175 .0499079

agesqm | .0006273 .0008619 0.73 0.467 -.001062 .0023166

marriedm | -.0751562 .1973605 -0.38 0.703 -.4619758 .3116633

urbanm | .2330336 .3134944 0.74 0.457 -.3814041 .8474713

jbmhrucm | -.0122882 .0081471 -1.51 0.131 -.0282562 .0036799

jbocctm | .0087557 .0102213 0.86 0.392 -.0112777 .0287891

jbemptm | -.0068922 .0113138 -0.61 0.542 -.0290668 .0152824

firm5m | .2072407 .3796868 0.55 0.585 -.5369318 .9514132

firm9m | .2789775 .3125758 0.89 0.372 -.3336598 .8916148

firm19m | -.1329627 .2552441 -0.52 0.602 -.6332319 .3673066

firm49m | -.0500364 .19534 -0.26 0.798 -.4328958 .3328231

ch514m | .1766121 .1748801 1.01 0.313 -.1661465 .5193707

chb5m | .1087542 .2017815 0.54 0.590 -.2867302 .5042385

capunem | -.0069479 .0125182 -0.56 0.579 -.0314831 .0175873

unionm | -.3987006 .1764018 -2.26 0.024 -.7444418 -.0529594

osonlym | -.5506389 .2708237 -2.03 0.042 -1.081444 -.0198342

oedonlym | .0773619 .213663 0.36 0.717 -.3414098 .4961337

overbothm | -.5176094 .319082 -1.62 0.105 -1.142999 .1077799

agrm | 1.375238 .6472338 2.12 0.034 .1066833 2.643793

minm | -.5351289 .4743078 -1.13 0.259 -1.464755 .3944973

elem | -.2310657 .6603777 -0.35 0.726 -1.525382 1.063251

conm | .3173994 .4669625 0.68 0.497 -.5978302 1.232629

whlm | .3828168 .4936933 0.78 0.438 -.5848043 1.350438

retm | .0000275 .4424306 0.00 1.000 -.8671205 .8671755

accomm | .0240993 .8039149 0.03 0.976 -1.551545 1.599744

tranm | -.0825447 .4897322 -0.17 0.866 -1.042402 .8773127

itm | .4289576 .4422651 0.97 0.332 -.437866 1.295781

finm | -.3320756 .361834 -0.92 0.359 -1.041257 .377106

rhrm | .8038051 .6653207 1.21 0.227 -.5001996 2.10781

profm | .0701202 .2960449 0.24 0.813 -.5101171 .6503576

adminm | .3345948 .6622088 0.51 0.613 -.9633106 1.6325

publicm | -.046224 .3168499 -0.15 0.884 -.6672384 .5747903

educm | .0394582 .3660572 0.11 0.914 -.6780007 .7569171

hlthm | -.232882 .4243992 -0.55 0.583 -1.064689 .5989252

artsm | .3154732 .5839423 0.54 0.589 -.8290328 1.459979

otherm | .1011117 .5968379 0.17 0.865 -1.068669 1.270892

\_cons | 3.631468 .8534236 4.26 0.000 1.958789 5.304147

-------------+----------------------------------------------------------------

/lnsig2u | .1922914 .1027657 -.0091257 .3937085

-------------+----------------------------------------------------------------

sigma\_u | 1.100919 .0565684 .9954475 1.217567

rho | .5479253 .0254554 .4977186 .5971751

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 678.24 Prob >= chibar2 = 0.000

Table 7a Females – Overall Job Satisfaction

**. xtprobit sat7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==4, i(waveid) re**

**note: dadprofm dropped due to collinearity**

**note: esbm dropped due to collinearity**

**note: nesbm dropped due to collinearity**

**Fitting comparison model:**

**Iteration 0: log likelihood = -2090.907**

**Iteration 1: log likelihood = -1981.0473**

**Iteration 2: log likelihood = -1980.3975**

**Iteration 3: log likelihood = -1980.3962**

**Iteration 4: log likelihood = -1980.3962**

**Fitting full model:**

**rho = 0.0 log likelihood = -1980.3962**

**rho = 0.1 log likelihood = -1916.9466**

**rho = 0.2 log likelihood = -1885.5258**

**rho = 0.3 log likelihood = -1872.1422**

**rho = 0.4 log likelihood = -1871.6453**

**rho = 0.5 log likelihood = -1882.3102**

**Iteration 0: log likelihood = -1871.6638**

**Iteration 1: log likelihood = -1847.856**

**Iteration 2: log likelihood = -1846.2345**

**Iteration 3: log likelihood = -1846.222**

**Iteration 4: log likelihood = -1846.222**

**Random-effects probit regression Number of obs = 4189**

**Group variable: waveid Number of groups = 1193**

**Random effects u\_i ~ Gaussian Obs per group: min = 1**

**avg = 3.5**

**max = 8**

**Wald chi2(75) = 151.60**

**Log likelihood = -1846.222 Prob > chi2 = 0.0000**

**------------------------------------------------------------------------------**

**sat7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]**

**-------------+----------------------------------------------------------------**

**age | .0521251 .0658867 0.79 0.429 -.0770104 .1812607**

**agesq | -.0004095 .0008119 -0.50 0.614 -.0020008 .0011818**

**married | -.3040346 .1415083 -2.15 0.032 -.5813858 -.0266833**

**urban | -.2501007 .2754074 -0.91 0.364 -.7898892 .2896879**

**dadprof | .0582554 .0920002 0.63 0.527 -.1220617 .2385724**

**esb | -.1609408 .1376995 -1.17 0.242 -.4308268 .1089452**

**nesb | -.0803411 .1280357 -0.63 0.530 -.3312865 .1706043**

**jbmhruc | -.0048965 .0058776 -0.83 0.405 -.0164163 .0066233**

**jbocct | -.0139403 .0072 -1.94 0.053 -.0280521 .0001715**

**jbempt | .0152968 .0103794 1.47 0.141 -.0050465 .0356401**

**firm5 | .0145156 .2184047 0.07 0.947 -.4135496 .4425809**

**firm9 | .0327576 .1782124 0.18 0.854 -.3165323 .3820475**

**firm19 | -.0885198 .144371 -0.61 0.540 -.3714818 .1944422**

**firm49 | -.0807901 .1114852 -0.72 0.469 -.2992971 .1377169**

**ch514 | -.1294651 .1619964 -0.80 0.424 -.4469722 .1880421**

**chb5 | -.1579663 .1852942 -0.85 0.394 -.5211362 .2052035**

**capune | .009575 .0047389 2.02 0.043 .000287 .018863**

**union | -.1663297 .1149727 -1.45 0.148 -.3916721 .0590128**

**osonly | -.6603783 .1242341 -5.32 0.000 -.9038727 -.416884**

**oedonly | -.3012485 .1403322 -2.15 0.032 -.5762946 -.0262024**

**overboth | -.597612 .2025194 -2.95 0.003 -.9945426 -.2006813**

**agr | -.5920746 .6357042 -0.93 0.352 -1.838032 .6538828**

**min | -.3883981 .6746259 -0.58 0.565 -1.710641 .9338444**

**ele | -.4875942 .7115435 -0.69 0.493 -1.882194 .9070054**

**con | 1.004348 .9883091 1.02 0.310 -.9327024 2.941398**

**whl | .3580551 .3778711 0.95 0.343 -.3825587 1.098669**

**ret | .1457771 .3945762 0.37 0.712 -.6275782 .9191323**

**accom | -.1465209 .6721928 -0.22 0.827 -1.463995 1.170953**

**tran | 1.822506 1.058768 1.72 0.085 -.2526404 3.897653**

**it | .1704301 .3751244 0.45 0.650 -.5648002 .9056604**

**fin | .4066202 .3956919 1.03 0.304 -.3689218 1.182162**

**rhr | .5242291 .6848893 0.77 0.444 -.8181292 1.866587**

**prof | -.0693758 .2876667 -0.24 0.809 -.6331921 .4944405**

**admin | -.2783165 .4048413 -0.69 0.492 -1.071791 .5151579**

**public | -.0853881 .3319413 -0.26 0.797 -.7359811 .5652049**

**educ | -.1629715 .3447667 -0.47 0.636 -.8387018 .5127587**

**hlth | -.1248974 .3296459 -0.38 0.705 -.7709915 .5211967**

**arts | -.4952089 .4650937 -1.06 0.287 -1.406776 .4163579**

**other | -.7703443 .4172817 -1.85 0.065 -1.588201 .0475128**

**agem | -.0620291 .0747704 -0.83 0.407 -.2085763 .0845182**

**agesqm | .0004626 .0009321 0.50 0.620 -.0013643 .0022895**

**marriedm | .5284818 .1716227 3.08 0.002 .1921075 .8648561**

**urbanm | .2406769 .3170546 0.76 0.448 -.3807387 .8620925**

**jbmhrucm | -.0041759 .0087013 -0.48 0.631 -.0212302 .0128784**

**jbocctm | .0231824 .0110174 2.10 0.035 .0015887 .0447762**

**jbemptm | -.0085135 .0140397 -0.61 0.544 -.0360308 .0190039**

**firm5m | -.3005143 .3570308 -0.84 0.400 -1.000282 .3992532**

**firm9m | .4947974 .291677 1.70 0.090 -.076879 1.066474**

**firm19m | -.2531452 .2400683 -1.05 0.292 -.7236705 .2173801**

**firm49m | .0566184 .1759527 0.32 0.748 -.2882425 .4014793**

**ch514m | .0648077 .2098235 0.31 0.757 -.3464388 .4760542**

**chb5m | -.1136258 .298246 -0.38 0.703 -.6981771 .4709256**

**capunem | -.0278466 .0085791 -3.25 0.001 -.0446613 -.0110318**

**unionm | .130963 .1649299 0.79 0.427 -.1922937 .4542197**

**osonlym | -.5291111 .2501015 -2.12 0.034 -1.019301 -.038921**

**oedonlym | .4482336 .2275337 1.97 0.049 .0022757 .8941915**

**overbothm | .1200619 .3037432 0.40 0.693 -.4752639 .7153877**

**agrm | .5213532 .8915268 0.58 0.559 -1.226007 2.268714**

**minm | .2861051 1.154731 0.25 0.804 -1.977127 2.549337**

**elem | .4686837 1.093277 0.43 0.668 -1.674101 2.611468**

**conm | -.2368717 1.157923 -0.20 0.838 -2.50636 2.032616**

**whlm | -.367223 .6643821 -0.55 0.580 -1.669388 .934942**

**retm | -.440731 .5524525 -0.80 0.425 -1.523518 .6420559**

**accomm | .8680426 .9136842 0.95 0.342 -.9227456 2.658831**

**tranm | -1.297825 1.161898 -1.12 0.264 -3.575103 .9794531**

**itm | .0282511 .5185936 0.05 0.957 -.9881736 1.044676**

**finm | -.5426257 .5253838 -1.03 0.302 -1.572359 .4871076**

**rhrm | -.3887742 1.045148 -0.37 0.710 -2.437226 1.659678**

**profm | -.126603 .4273583 -0.30 0.767 -.96421 .711004**

**adminm | .34067 .649657 0.52 0.600 -.9326343 1.613974**

**publicm | .3708864 .4598039 0.81 0.420 -.5303128 1.272086**

**educm | .2945899 .4558785 0.65 0.518 -.5989155 1.188095**

**hlthm | .1087352 .4440792 0.24 0.807 -.761644 .9791144**

**artsm | .1014738 .701674 0.14 0.885 -1.273782 1.47673**

**otherm | .6593068 .6944305 0.95 0.342 -.7017519 2.020366**

**\_cons | 1.699557 .789639 2.15 0.031 .1518932 3.247221**

**-------------+----------------------------------------------------------------**

**/lnsig2u | -.2458849 .1296288 -.4999527 .0081829**

**-------------+----------------------------------------------------------------**

**sigma\_u | .8843146 .0573163 .7788192 1.0041**

**rho | .4388366 .0319223 .3775518 .5020457**

**------------------------------------------------------------------------------**

**Likelihood-ratio test of rho=0: chibar2(01) = 268.35 Prob >= chibar2 = 0.000**

Table 7a Females – Pay Satisfaction

. xtprobit satp7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==4, i(waveid) re

note: dadprof dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -2543.217

Iteration 1: log likelihood = -2418.4763

Iteration 2: log likelihood = -2416.9221

Iteration 3: log likelihood = -2416.9176

Fitting full model:

rho = 0.0 log likelihood = -2416.9176

rho = 0.1 log likelihood = -2327.9915

rho = 0.2 log likelihood = -2280.2014

rho = 0.3 log likelihood = -2255.4193

rho = 0.4 log likelihood = -2246.8696

rho = 0.5 log likelihood = -2252.2594

Iteration 0: log likelihood = -2246.8605

Iteration 1: log likelihood = -2230.9702

Iteration 2: log likelihood = -2230.6386

Iteration 3: log likelihood = -2230.6384

Random-effects probit regression Number of obs = 4190

Group variable: waveid Number of groups = 1193

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.5

max = 8

Wald chi2(75) = 184.78

Log likelihood = -2230.6384 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

satp7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1706906 .0601374 2.84 0.005 .0528234 .2885578

agesq | -.0008502 .0007349 -1.16 0.247 -.0022905 .0005902

married | .0872142 .1344014 0.65 0.516 -.1762078 .3506362

urban | -.37859 .2528626 -1.50 0.134 -.8741917 .1170116

esb | -.0896514 .1321799 -0.68 0.498 -.3487192 .1694164

nesb | -.1326033 .122165 -1.09 0.278 -.3720422 .1068356

jbmhruc | .0016343 .0054965 0.30 0.766 -.0091387 .0124073

jbocct | -.0026964 .0064243 -0.42 0.675 -.0152878 .0098951

jbempt | .0032229 .0092908 0.35 0.729 -.0149867 .0214325

firm5 | .3486004 .2169789 1.61 0.108 -.0766704 .7738713

firm9 | -.0269547 .1637137 -0.16 0.869 -.3478277 .2939182

firm19 | .037725 .1357326 0.28 0.781 -.228306 .3037561

firm49 | -.3205638 .1048298 -3.06 0.002 -.5260264 -.1151012

ch514 | -.3573033 .1491516 -2.40 0.017 -.649635 -.0649716

chb5 | -.1928738 .167198 -1.15 0.249 -.5205759 .1348283

capune | .0154791 .0047007 3.29 0.001 .0062659 .0246924

union | -.0238625 .1070128 -0.22 0.824 -.2336037 .1858787

osonly | -.2429243 .1230681 -1.97 0.048 -.4841333 -.0017153

oedonly | -.0911754 .1271362 -0.72 0.473 -.3403578 .1580069

overboth | -.1780559 .1909845 -0.93 0.351 -.5523786 .1962668

agr | -.447772 .6313246 -0.71 0.478 -1.685145 .7896015

min | .611418 .7156144 0.85 0.393 -.7911605 2.013996

ele | 1.410681 1.027312 1.37 0.170 -.602814 3.424175

con | -.0088191 .7088294 -0.01 0.990 -1.398099 1.380461

whl | -.2496293 .3371645 -0.74 0.459 -.9104597 .411201

ret | -.1797734 .3928347 -0.46 0.647 -.9497153 .5901685

accom | .2904459 .7217318 0.40 0.687 -1.124122 1.705014

tran | .314533 .6739742 0.47 0.641 -1.006432 1.635498

it | -.1966625 .3452686 -0.57 0.569 -.8733765 .4800514

fin | -.1055515 .3863567 -0.27 0.785 -.8627967 .6516936

rhr | -.984201 .6072853 -1.62 0.105 -2.174458 .2060563

prof | -.2540074 .283708 -0.90 0.371 -.8100649 .30205

admin | -.1673143 .3844516 -0.44 0.663 -.9208255 .5861969

public | -.3659722 .316442 -1.16 0.247 -.9861872 .2542427

educ | -.2996336 .3357462 -0.89 0.372 -.9576841 .3584169

hlth | -.2312971 .3182295 -0.73 0.467 -.8550153 .3924212

arts | .150634 .4424002 0.34 0.733 -.7164544 1.017723

other | -.0683398 .4176122 -0.16 0.870 -.8868446 .750165

agem | -.1551887 .0692746 -2.24 0.025 -.2909644 -.019413

agesqm | .0006949 .0008589 0.81 0.418 -.0009884 .0023782

marriedm | .0635451 .1636525 0.39 0.698 -.257208 .3842982

urbanm | .073618 .2964566 0.25 0.804 -.5074263 .6546623

dadprofm | -.0170763 .0878428 -0.19 0.846 -.1892451 .1550924

jbmhrucm | .0005956 .0081992 0.07 0.942 -.0154746 .0166657

jbocctm | -.000977 .0100779 -0.10 0.923 -.0207293 .0187752

jbemptm | .0068886 .0128397 0.54 0.592 -.0182768 .0320539

firm5m | -.328584 .347346 -0.95 0.344 -1.00937 .3522017

firm9m | .2832537 .2660038 1.06 0.287 -.2381043 .8046116

firm19m | -.2830217 .2285678 -1.24 0.216 -.7310064 .164963

firm49m | .1910492 .1665664 1.15 0.251 -.1354151 .5175134

ch514m | .1015979 .196937 0.52 0.606 -.2843915 .4875872

chb5m | .2901735 .2779899 1.04 0.297 -.2546767 .8350237

capunem | -.0522217 .0101114 -5.16 0.000 -.0720396 -.0324037

unionm | .0372309 .1550601 0.24 0.810 -.2666814 .3411432

osonlym | -.0470616 .2494032 -0.19 0.850 -.5358829 .4417598

oedonlym | -.0518031 .2086067 -0.25 0.804 -.4606648 .3570586

overbothm | -.1054768 .2919126 -0.36 0.718 -.677615 .4666613

agrm | -.5526227 .8592471 -0.64 0.520 -2.236716 1.131471

minm | -.9628273 1.107187 -0.87 0.385 -3.132873 1.207219

elem | -.8376924 1.220967 -0.69 0.493 -3.230745 1.55536

conm | -.9526188 .9993471 -0.95 0.340 -2.911303 1.006066

whlm | -.313727 .6278101 -0.50 0.617 -1.544212 .9167582

retm | -.3690901 .5489691 -0.67 0.501 -1.44505 .7068695

accomm | -.4258368 .8734395 -0.49 0.626 -2.137747 1.286073

tranm | .059852 .8805716 0.07 0.946 -1.666037 1.785741

itm | -.7257436 .4914427 -1.48 0.140 -1.688954 .2374664

finm | -.1196544 .5177207 -0.23 0.817 -1.134368 .8950595

rhrm | 1.365796 .9769806 1.40 0.162 -.5490508 3.280643

profm | .2314788 .4238596 0.55 0.585 -.5992708 1.062228

adminm | -.3059442 .6152626 -0.50 0.619 -1.511837 .8999484

publicm | .5661588 .4489806 1.26 0.207 -.313827 1.446144

educm | .0098034 .4486169 0.02 0.983 -.8694696 .8890764

hlthm | -.2178711 .4351855 -0.50 0.617 -1.070819 .6350767

artsm | -1.356148 .6804803 -1.99 0.046 -2.689865 -.0224316

otherm | -.3661361 .6647831 -0.55 0.582 -1.669087 .9368149

\_cons | .9032051 .7583973 1.19 0.234 -.5832264 2.389637

-------------+----------------------------------------------------------------

/lnsig2u | -.1951848 .1123873 -.4154598 .0250902

-------------+----------------------------------------------------------------

sigma\_u | .9070185 .0509687 .8124265 1.012624

rho | .4513581 .0278309 .3976037 .5062722

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 372.56 Prob >= chibar2 = 0.000

Table 7a Females – Job Security Satisfaction

. xtprobit sats7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==4, i(waveid) re

note: esb dropped due to collinearity

note: dadprofm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -1667.9424

Iteration 1: log likelihood = -1489.5006

Iteration 2: log likelihood = -1484.4845

Iteration 3: log likelihood = -1484.4539

Iteration 4: log likelihood = -1484.4539

Fitting full model:

rho = 0.0 log likelihood = -1484.4539

rho = 0.1 log likelihood = -1440.9008

rho = 0.2 log likelihood = -1419.3021

rho = 0.3 log likelihood = -1411.4488

rho = 0.4 log likelihood = -1414.0083

Iteration 0: log likelihood = -1411.4477

Iteration 1: log likelihood = -1374.8091

Iteration 2: log likelihood = -1374.1344

Iteration 3: log likelihood = -1374.1337

Iteration 4: log likelihood = -1374.1337

Random-effects probit regression Number of obs = 4188

Group variable: waveid Number of groups = 1193

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.5

max = 8

Wald chi2(75) = 199.22

Log likelihood = -1374.1337 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

sats7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1340376 .0797981 1.68 0.093 -.0223638 .290439

agesq | -.0006882 .0009801 -0.70 0.483 -.0026092 .0012327

married | .1522187 .1700456 0.90 0.371 -.1810646 .485502

urban | -.5021685 .3775671 -1.33 0.184 -1.242186 .2378494

dadprof | -.2198168 .1095356 -2.01 0.045 -.4345026 -.0051311

nesb | -.0718557 .1502379 -0.48 0.632 -.3663166 .2226052

jbmhruc | .0163935 .0068763 2.38 0.017 .0029163 .0298707

jbocct | .0140918 .0085025 1.66 0.097 -.0025728 .0307565

jbempt | .0107453 .0121632 0.88 0.377 -.0130941 .0345848

firm5 | -.2241668 .2504798 -0.89 0.371 -.7150981 .2667645

firm9 | .0993932 .195082 0.51 0.610 -.2829605 .481747

firm19 | .3914018 .1680908 2.33 0.020 .0619499 .7208537

firm49 | -.1201113 .1300601 -0.92 0.356 -.3750244 .1348017

ch514 | -.2451429 .1926741 -1.27 0.203 -.6227773 .1324915

chb5 | -.045197 .2431167 -0.19 0.853 -.521697 .431303

capune | -.0074405 .0047947 -1.55 0.121 -.0168379 .0019568

union | -.0193509 .1374158 -0.14 0.888 -.288681 .2499792

osonly | -.0955772 .1521286 -0.63 0.530 -.3937438 .2025894

oedonly | -.1364007 .1503758 -0.91 0.364 -.4311318 .1583303

overboth | -.216344 .2254554 -0.96 0.337 -.6582285 .2255405

agr | -1.330659 .7990491 -1.67 0.096 -2.896767 .2354484

min | -.3423055 .850219 -0.40 0.687 -2.008704 1.324093

ele | -.8783434 .9808117 -0.90 0.371 -2.800699 1.044012

con | 1.63086 1.039468 1.57 0.117 -.4064588 3.668179

whl | -.3643074 .4099119 -0.89 0.374 -1.16772 .4391051

ret | -.1673972 .4554278 -0.37 0.713 -1.060019 .7252248

accom | -.1096138 .933838 -0.12 0.907 -1.939903 1.720675

tran | .8733672 .8119716 1.08 0.282 -.718068 2.464802

it | -.1018101 .4127068 -0.25 0.805 -.9107006 .7070803

fin | -.1648177 .4245071 -0.39 0.698 -.9968364 .667201

rhr | -.3424326 .7380132 -0.46 0.643 -1.788912 1.104047

prof | -.1038098 .3376881 -0.31 0.759 -.7656662 .5580467

admin | -1.109998 .4444995 -2.50 0.013 -1.981201 -.238795

public | -.263323 .3875265 -0.68 0.497 -1.022861 .4962149

educ | -.8388943 .3957833 -2.12 0.034 -1.614615 -.0631733

hlth | -.3200186 .3880507 -0.82 0.410 -1.080584 .4405468

arts | -1.25322 .5133219 -2.44 0.015 -2.259312 -.2471276

other | -.9412969 .4498668 -2.09 0.036 -1.82302 -.0595742

agem | -.1744782 .0909361 -1.92 0.055 -.3527098 .0037534

agesqm | .0007762 .0011291 0.69 0.492 -.0014369 .0029892

marriedm | -.0570042 .2073429 -0.27 0.783 -.4633888 .3493803

urbanm | .3355883 .4211666 0.80 0.426 -.4898831 1.16106

esbm | -.2345191 .1612541 -1.45 0.146 -.5505714 .0815332

jbmhrucm | .0003318 .0100751 0.03 0.974 -.019415 .0200786

jbocctm | .0071537 .0131814 0.54 0.587 -.0186813 .0329887

jbemptm | .0388394 .0171324 2.27 0.023 .0052605 .0724183

firm5m | -.1785739 .4186358 -0.43 0.670 -.9990849 .6419371

firm9m | -.1039369 .325926 -0.32 0.750 -.7427402 .5348664

firm19m | -.7861049 .2783341 -2.82 0.005 -1.33163 -.2405802

firm49m | -.1118384 .2108524 -0.53 0.596 -.5251014 .3014247

ch514m | .1550923 .2536524 0.61 0.541 -.3420571 .6522418

chb5m | .5569784 .3898481 1.43 0.153 -.2071098 1.321067

capunem | -.0202657 .0096243 -2.11 0.035 -.0391289 -.0014025

unionm | .0919949 .1982515 0.46 0.643 -.296571 .4805608

osonlym | -.7119811 .2993727 -2.38 0.017 -1.298741 -.1252214

oedonlym | -.0998362 .2551311 -0.39 0.696 -.5998839 .4002115

overbothm | .1336185 .3544318 0.38 0.706 -.5610551 .8282921

agrm | .5238554 1.056146 0.50 0.620 -1.546153 2.593864

minm | 1.183934 1.588982 0.75 0.456 -1.930414 4.298281

elem | 2.450155 1.842653 1.33 0.184 -1.161379 6.061688

conm | -2.102674 1.214076 -1.73 0.083 -4.482219 .2768701

whlm | .3941109 .7815961 0.50 0.614 -1.137789 1.926011

retm | .2183916 .6650034 0.33 0.743 -1.084991 1.521774

accomm | .4531786 1.127332 0.40 0.688 -1.756351 2.662709

tranm | -.5518079 1.009623 -0.55 0.585 -2.530632 1.427016

itm | -.2113817 .5876572 -0.36 0.719 -1.363169 .9404051

finm | -.0478189 .5927957 -0.08 0.936 -1.209677 1.114039

rhrm | 2.143755 1.715298 1.25 0.211 -1.218168 5.505678

profm | -.1946384 .5088631 -0.38 0.702 -1.191992 .802715

adminm | .5860857 .7407827 0.79 0.429 -.8658217 2.037993

publicm | .4440274 .547715 0.81 0.418 -.6294742 1.517529

educm | .5721311 .5356036 1.07 0.285 -.4776328 1.621895

hlthm | .8792092 .5343695 1.65 0.100 -.1681357 1.926554

artsm | 1.125039 .8323159 1.35 0.176 -.50627 2.756348

otherm | .9651369 .7914383 1.22 0.223 -.5860536 2.516327

\_cons | 2.194751 .9643217 2.28 0.023 .3047149 4.084787

-------------+----------------------------------------------------------------

/lnsig2u | .0398131 .1515489 -.2572172 .3368434

-------------+----------------------------------------------------------------

sigma\_u | 1.020106 .0772979 .8793181 1.183436

rho | .509952 .0378722 .4360479 .5834235

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 220.64 Prob >= chibar2 = 0.000

Table 7a Females – Work Satisfaction

. xtprobit satw7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==4, i(waveid) re

note: dadprof dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -2074.3136

Iteration 1: log likelihood = -1875.3588

Iteration 2: log likelihood = -1873.7625

Iteration 3: log likelihood = -1873.7559

Iteration 4: log likelihood = -1873.7559

Fitting full model:

rho = 0.0 log likelihood = -1873.7559

rho = 0.1 log likelihood = -1813.3194

rho = 0.2 log likelihood = -1784.2837

rho = 0.3 log likelihood = -1772.8726

rho = 0.4 log likelihood = -1774.085

Iteration 0: log likelihood = -1772.871

Iteration 1: log likelihood = -1744.6701

Iteration 2: log likelihood = -1744.5177

Iteration 3: log likelihood = -1744.5176

Random-effects probit regression Number of obs = 4190

Group variable: waveid Number of groups = 1193

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.5

max = 8

Wald chi2(75) = 255.15

Log likelihood = -1744.5176 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

satw7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1203157 .0683151 1.76 0.078 -.0135793 .2542108

agesq | -.0011877 .0008401 -1.41 0.157 -.0028343 .0004589

married | -.3735608 .1495441 -2.50 0.012 -.6666619 -.0804597

urban | -.1494485 .2896819 -0.52 0.606 -.7172147 .4183176

esb | -.14905 .1399525 -1.07 0.287 -.4233519 .1252519

nesb | -.119529 .1282883 -0.93 0.351 -.3709694 .1319114

jbmhruc | .0005028 .0063566 0.08 0.937 -.011956 .0129616

jbocct | -.0147044 .0074433 -1.98 0.048 -.0292931 -.0001158

jbempt | .0104185 .0110458 0.94 0.346 -.0112309 .0320679

firm5 | .3428135 .2319092 1.48 0.139 -.1117203 .7973472

firm9 | .187122 .1835487 1.02 0.308 -.1726269 .5468709

firm19 | .3974579 .1579211 2.52 0.012 .0879383 .7069775

firm49 | -.0538574 .1142822 -0.47 0.637 -.2778464 .1701316

ch514 | -.0007958 .170121 -0.00 0.996 -.334227 .3326353

chb5 | -.3056792 .1959222 -1.56 0.119 -.6896797 .0783213

capune | .0005095 .0050422 0.10 0.920 -.0093731 .0103921

union | .0580333 .1218415 0.48 0.634 -.1807717 .2968383

osonly | -.8661492 .1246392 -6.95 0.000 -1.110438 -.6218608

oedonly | -.2306662 .1432967 -1.61 0.107 -.5115226 .0501901

overboth | -1.193865 .199471 -5.99 0.000 -1.584821 -.8029085

agr | -.0179452 .7001234 -0.03 0.980 -1.390162 1.354271

min | -1.529307 .815019 -1.88 0.061 -3.126715 .0681007

ele | -1.980101 .8568364 -2.31 0.021 -3.65947 -.3007325

con | -.1957757 .9904131 -0.20 0.843 -2.13695 1.745398

whl | -.0443756 .3906822 -0.11 0.910 -.8100987 .7213476

ret | -.0085836 .4300567 -0.02 0.984 -.8514792 .834312

accom | -.5616164 .659539 -0.85 0.394 -1.854289 .7310564

tran | .8706048 .8786662 0.99 0.322 -.8515493 2.592759

it | -.2985657 .3986915 -0.75 0.454 -1.079987 .4828552

fin | .1824056 .4163465 0.44 0.661 -.6336185 .9984297

rhr | -.0318509 .6504065 -0.05 0.961 -1.306624 1.242922

prof | -.7691384 .3158412 -2.44 0.015 -1.388176 -.1501009

admin | -.7247902 .4264028 -1.70 0.089 -1.560524 .110944

public | -.6747502 .3527543 -1.91 0.056 -1.366136 .0166355

educ | -.3068802 .3728358 -0.82 0.410 -1.037625 .4238645

hlth | -.5282123 .3515492 -1.50 0.133 -1.217236 .1608115

arts | -.659129 .4895928 -1.35 0.178 -1.618713 .3004552

other | -.8308222 .4382955 -1.90 0.058 -1.689866 .0282211

agem | -.1524806 .0772049 -1.98 0.048 -.3037993 -.0011619

agesqm | .001657 .0009624 1.72 0.085 -.0002292 .0035432

marriedm | .6036206 .1794736 3.36 0.001 .2518587 .9553825

urbanm | .1904089 .3311265 0.58 0.565 -.458587 .8394049

dadprofm | .0550474 .0939669 0.59 0.558 -.1291243 .2392191

jbmhrucm | .0038741 .0091549 0.42 0.672 -.0140693 .0218174

jbocctm | .0187255 .0114011 1.64 0.101 -.0036202 .0410712

jbemptm | -.0161027 .0146989 -1.10 0.273 -.0449121 .0127066

firm5m | -.3446299 .3750819 -0.92 0.358 -1.079777 .3905172

firm9m | .4055381 .3021034 1.34 0.179 -.1865736 .9976499

firm19m | -.3149044 .2504097 -1.26 0.209 -.8056983 .1758895

firm49m | .0796664 .1812454 0.44 0.660 -.2755681 .4349008

ch514m | .0679068 .2175984 0.31 0.755 -.3585782 .4943918

chb5m | .2713784 .3145845 0.86 0.388 -.3451959 .8879528

capunem | -.016349 .0087167 -1.88 0.061 -.0334334 .0007354

unionm | -.1783922 .1722778 -1.04 0.300 -.5160505 .159266

osonlym | -1.167738 .2565817 -4.55 0.000 -1.670629 -.6648469

oedonlym | .1249627 .2285207 0.55 0.584 -.3229296 .572855

overbothm | -.0957893 .3012642 -0.32 0.751 -.6862563 .4946778

agrm | .2624315 .9191338 0.29 0.775 -1.539038 2.063901

minm | 3.700511 1.632413 2.27 0.023 .5010413 6.899981

elem | 2.588068 1.297851 1.99 0.046 .0443262 5.131811

conm | 1.720387 1.365263 1.26 0.208 -.9554794 4.396254

whlm | .8968597 .6958633 1.29 0.197 -.4670073 2.260727

retm | .6885468 .5813735 1.18 0.236 -.4509243 1.828018

accomm | 1.290979 .874666 1.48 0.140 -.4233351 3.005293

tranm | -.1967333 1.003841 -0.20 0.845 -2.164226 1.770759

itm | 1.396419 .5412336 2.58 0.010 .3356206 2.457217

finm | .2626046 .5384303 0.49 0.626 -.7926994 1.317908

rhrm | .0401354 .9988984 0.04 0.968 -1.91767 1.99794

profm | 1.123466 .4475128 2.51 0.012 .2463573 2.000575

adminm | 1.127152 .6467541 1.74 0.081 -.1404627 2.394767

publicm | 1.345499 .4747981 2.83 0.005 .4149121 2.276086

educm | 1.037353 .4773776 2.17 0.030 .1017099 1.972996

hlthm | 1.022189 .4603528 2.22 0.026 .1199145 1.924464

artsm | .4415813 .7214843 0.61 0.541 -.9725019 1.855665

otherm | .8800686 .6991553 1.26 0.208 -.4902506 2.250388

\_cons | .9921238 .8010888 1.24 0.216 -.5779813 2.562229

-------------+----------------------------------------------------------------

/lnsig2u | -.2374383 .1324699 -.4970746 .0221979

-------------+----------------------------------------------------------------

sigma\_u | .8880572 .0588204 .7799408 1.011161

rho | .4409177 .0326551 .3782284 .5055493

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 258.48 Prob >= chibar2 = 0.000

Table 7a Females – Hours Satisfaction

. xtprobit sathr7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==4, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -2728.5473

Iteration 1: log likelihood = -2483.9993

Iteration 2: log likelihood = -2481.6522

Iteration 3: log likelihood = -2481.6512

Iteration 4: log likelihood = -2481.6512

Fitting full model:

rho = 0.0 log likelihood = -2481.6512

rho = 0.1 log likelihood = -2376.393

rho = 0.2 log likelihood = -2317.4174

rho = 0.3 log likelihood = -2283.8478

rho = 0.4 log likelihood = -2267.8954

rho = 0.5 log likelihood = -2266.7098

rho = 0.6 log likelihood = -2280.5915

Iteration 0: log likelihood = -2266.6643

Iteration 1: log likelihood = -2245.7108

Iteration 2: log likelihood = -2245.1198

Iteration 3: log likelihood = -2245.1195

Iteration 4: log likelihood = -2245.1195

Random-effects probit regression Number of obs = 4188

Group variable: waveid Number of groups = 1193

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.5

max = 8

Wald chi2(75) = 290.64

Log likelihood = -2245.1195 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

sathr7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0010381 .0608086 0.02 0.986 -.1181447 .1202208

agesq | .0003111 .000746 0.42 0.677 -.001151 .0017733

married | .0032307 .1346323 0.02 0.981 -.2606439 .2671052

urban | .0142981 .2618879 0.05 0.956 -.4989927 .5275888

dadprof | .0043545 .0957038 0.05 0.964 -.1832216 .1919306

esb | -.1354313 .1442612 -0.94 0.348 -.4181781 .1473155

nesb | -.0417479 .1328328 -0.31 0.753 -.3020954 .2185997

jbmhruc | -.059598 .0058926 -10.11 0.000 -.0711473 -.0480487

jbocct | -.0113594 .00629 -1.81 0.071 -.0236875 .0009687

jbempt | .0001717 .0091654 0.02 0.985 -.0177921 .0181355

firm5 | -.061405 .2216599 -0.28 0.782 -.4958504 .3730404

firm9 | -.1437997 .1724798 -0.83 0.404 -.4818539 .1942545

firm19 | .0803806 .1405163 0.57 0.567 -.1950263 .3557874

firm49 | -.1504403 .1038349 -1.45 0.147 -.353953 .0530723

ch514 | -.1447825 .1432478 -1.01 0.312 -.4255429 .135978

chb5 | -.5403906 .1608707 -3.36 0.001 -.8556913 -.2250898

capune | .0166139 .0052 3.19 0.001 .006422 .0268058

union | -.1590401 .1084015 -1.47 0.142 -.3715031 .0534228

osonly | .0828934 .126311 0.66 0.512 -.1646715 .3304583

oedonly | .032416 .1348475 0.24 0.810 -.2318803 .2967123

overboth | -.2107335 .201132 -1.05 0.295 -.604945 .183478

agr | .1447544 .6287647 0.23 0.818 -1.087602 1.377111

min | .0962869 .7621394 0.13 0.899 -1.397479 1.590053

ele | .2469776 .7078544 0.35 0.727 -1.140391 1.634347

con | -.5535331 .7550714 -0.73 0.464 -2.033446 .9263797

whl | -.0604281 .3502029 -0.17 0.863 -.7468132 .6259571

ret | -.1029546 .4141496 -0.25 0.804 -.9146729 .7087638

accom | 1.79799 .7906716 2.27 0.023 .2483018 3.347677

tran | 1.329523 .9884266 1.35 0.179 -.6077576 3.266803

it | .4642867 .3676998 1.26 0.207 -.2563916 1.184965

fin | -.1123648 .3965283 -0.28 0.777 -.889546 .6648165

rhr | .3123964 .6594922 0.47 0.636 -.9801844 1.604977

prof | .0946632 .2917843 0.32 0.746 -.4772235 .6665499

admin | -.1103121 .3988599 -0.28 0.782 -.8920632 .6714389

public | .564544 .327892 1.72 0.085 -.0781126 1.207201

educ | .4858208 .3457009 1.41 0.160 -.1917406 1.163382

hlth | -.1653219 .3327735 -0.50 0.619 -.8175459 .4869022

arts | -.5061947 .4786092 -1.06 0.290 -1.444252 .4318622

other | -.2906144 .4402362 -0.66 0.509 -1.153461 .5722327

agem | -.0255936 .0713829 -0.36 0.720 -.1655014 .1143143

agesqm | -.0002492 .0008888 -0.28 0.779 -.0019911 .0014928

marriedm | .031729 .1686392 0.19 0.851 -.2987978 .3622558

urbanm | -.0671034 .3124392 -0.21 0.830 -.679473 .5452661

jbmhrucm | -.0041196 .008937 -0.46 0.645 -.0216359 .0133967

jbocctm | .0000504 .010467 0.00 0.996 -.0204644 .0205653

jbemptm | .0200905 .0133037 1.51 0.131 -.0059843 .0461654

firm5m | .4257216 .3738969 1.14 0.255 -.3071029 1.158546

firm9m | .7227775 .2945314 2.45 0.014 .1455065 1.300048

firm19m | .23006 .2477791 0.93 0.353 -.2555781 .7156982

firm49m | .2337489 .174342 1.34 0.180 -.107955 .5754529

ch514m | -.2125437 .1970983 -1.08 0.281 -.5988493 .1737618

chb5m | -.0831922 .2883374 -0.29 0.773 -.6483232 .4819388

capunem | -.0233989 .0092212 -2.54 0.011 -.041472 -.0053257

unionm | -.0469401 .1619508 -0.29 0.772 -.3643579 .2704777

osonlym | -.4042556 .2656637 -1.52 0.128 -.924947 .1164358

oedonlym | .0356487 .2276186 0.16 0.876 -.4104755 .4817729

overbothm | -.2214003 .3144829 -0.70 0.481 -.8377755 .3949748

agrm | -1.845074 .9235431 -2.00 0.046 -3.655185 -.0349629

minm | -.3803043 1.236868 -0.31 0.758 -2.804521 2.043912

elem | .7071033 1.25255 0.56 0.572 -1.74785 3.162057

conm | .2894828 1.107954 0.26 0.794 -1.882066 2.461032

whlm | -.0003667 .6752665 -0.00 1.000 -1.323865 1.323131

retm | -.3935579 .5869144 -0.67 0.503 -1.543889 .7567733

accomm | -1.269289 .9510827 -1.33 0.182 -3.133377 .5947985

tranm | -.7091395 1.162713 -0.61 0.542 -2.988016 1.569737

itm | -.910605 .5239665 -1.74 0.082 -1.93756 .1163505

finm | -.0088256 .5447017 -0.02 0.987 -1.076421 1.05877

rhrm | -.4069266 1.047114 -0.39 0.698 -2.459232 1.645379

profm | -.4685838 .4420462 -1.06 0.289 -1.334978 .3978108

adminm | -.1189036 .6571749 -0.18 0.856 -1.406943 1.169135

publicm | -.5195853 .4660474 -1.11 0.265 -1.433021 .393851

educm | -.4937738 .4662995 -1.06 0.290 -1.407704 .4201564

hlthm | -.0935882 .4572805 -0.20 0.838 -.9898415 .8026651

artsm | -.281157 .7525859 -0.37 0.709 -1.756198 1.193884

otherm | .2972718 .7175665 0.41 0.679 -1.109133 1.703676

\_cons | 4.403553 .8292245 5.31 0.000 2.778302 6.028803

-------------+----------------------------------------------------------------

/lnsig2u | .041206 .1093655 -.1731465 .2555584

-------------+----------------------------------------------------------------

sigma\_u | 1.020817 .0558211 .9170684 1.136302

rho | .5103 .0273298 .4568212 .5635441

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 473.06 Prob >= chibar2 = 0.000

Table 7a Females – Flexibility Satisfaction

. xtprobit satfx7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==4, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -2763.0505

Iteration 1: log likelihood = -2630.3105

Iteration 2: log likelihood = -2629.8027

Iteration 3: log likelihood = -2629.8025

Iteration 4: log likelihood = -2629.8025

Fitting full model:

rho = 0.0 log likelihood = -2629.8025

rho = 0.1 log likelihood = -2516.6378

rho = 0.2 log likelihood = -2454.3964

rho = 0.3 log likelihood = -2419.5222

rho = 0.4 log likelihood = -2403.2969

rho = 0.5 log likelihood = -2402.5235

rho = 0.6 log likelihood = -2417.2998

Iteration 0: log likelihood = -2402.4497

Iteration 1: log likelihood = -2388.0775

Iteration 2: log likelihood = -2387.6974

Iteration 3: log likelihood = -2387.6972

Random-effects probit regression Number of obs = 4189

Group variable: waveid Number of groups = 1193

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.5

max = 8

Wald chi2(75) = 155.58

Log likelihood = -2387.6972 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

satfx7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .025133 .0581851 0.43 0.666 -.0889077 .1391737

agesq | -.0003362 .0007129 -0.47 0.637 -.0017335 .0010611

married | -.0099363 .1267659 -0.08 0.938 -.2583929 .2385203

urban | .2954973 .2481372 1.19 0.234 -.1908426 .7818372

dadprof | .0117875 .0910311 0.13 0.897 -.1666301 .1902051

esb | -.0237697 .1369894 -0.17 0.862 -.2922639 .2447246

nesb | .1919493 .1277408 1.50 0.133 -.058418 .4423167

jbmhruc | -.0273123 .0053701 -5.09 0.000 -.0378375 -.016787

jbocct | -.0062954 .0060558 -1.04 0.299 -.0181646 .0055738

jbempt | .0119019 .0088419 1.35 0.178 -.005428 .0292317

firm5 | .1764088 .219842 0.80 0.422 -.2544736 .6072911

firm9 | -.164037 .1598036 -1.03 0.305 -.4772462 .1491722

firm19 | -.0873675 .1338944 -0.65 0.514 -.3497957 .1750607

firm49 | -.0260467 .1008353 -0.26 0.796 -.2236803 .1715869

ch514 | .009578 .1377424 0.07 0.945 -.2603923 .2795482

chb5 | -.284008 .1565399 -1.81 0.070 -.5908206 .0228046

capune | .003145 .0045187 0.70 0.486 -.0057114 .0120014

union | -.0007672 .1050178 -0.01 0.994 -.2065982 .2050639

osonly | -.0658122 .1255379 -0.52 0.600 -.311862 .1802376

oedonly | .0120106 .1318891 0.09 0.927 -.2464872 .2705084

overboth | .009782 .1998072 0.05 0.961 -.381833 .401397

agr | .0516571 .687228 0.08 0.940 -1.295285 1.398599

min | 1.161892 .8120101 1.43 0.152 -.429618 2.753403

ele | .5451872 .7034698 0.77 0.438 -.8335882 1.923963

con | .2962666 .7534527 0.39 0.694 -1.180474 1.773007

whl | .2192333 .3370411 0.65 0.515 -.4413551 .8798217

ret | -.0304994 .3849107 -0.08 0.937 -.7849104 .7239117

accom | .7500933 .6206853 1.21 0.227 -.4664275 1.966614

tran | 1.870736 .9599931 1.95 0.051 -.0108158 3.752288

it | .4657714 .3670311 1.27 0.204 -.2535963 1.185139

fin | -.1932128 .3806259 -0.51 0.612 -.939226 .5528003

rhr | -1.059389 .6169113 -1.72 0.086 -2.268513 .1497349

prof | -.0019216 .272658 -0.01 0.994 -.5363214 .5324783

admin | -.0856151 .3869902 -0.22 0.825 -.8441019 .6728717

public | .0697449 .3102318 0.22 0.822 -.5382982 .677788

educ | .113145 .3217453 0.35 0.725 -.5174643 .7437543

hlth | -.3773647 .3117782 -1.21 0.226 -.9884387 .2337094

arts | .0734268 .458491 0.16 0.873 -.8251991 .9720528

other | -.4169103 .405574 -1.03 0.304 -1.211821 .378

agem | .0054423 .0680779 0.08 0.936 -.127988 .1388726

agesqm | -.000088 .0008468 -0.10 0.917 -.0017477 .0015717

marriedm | .0021155 .1589796 0.01 0.989 -.3094788 .3137099

urbanm | -.0580354 .2930311 -0.20 0.843 -.6323658 .516295

jbmhrucm | -.0127468 .0083367 -1.53 0.126 -.0290864 .0035929

jbocctm | .0063282 .0100458 0.63 0.529 -.0133612 .0260175

jbemptm | -.0043892 .0126466 -0.35 0.729 -.0291761 .0203977

firm5m | .2849327 .3638073 0.78 0.434 -.4281164 .9979819

firm9m | .3952313 .2707052 1.46 0.144 -.1353412 .9258038

firm19m | .2472773 .2340063 1.06 0.291 -.2113666 .7059211

firm49m | .1021967 .1656565 0.62 0.537 -.222484 .4268774

ch514m | -.2893026 .1889601 -1.53 0.126 -.6596576 .0810524

chb5m | .1402339 .2774815 0.51 0.613 -.4036199 .6840877

capunem | -.0129599 .0086961 -1.49 0.136 -.0300039 .0040842

unionm | -.3178326 .1551834 -2.05 0.041 -.6219865 -.0136787

osonlym | -.0672057 .2587532 -0.26 0.795 -.5743526 .4399412

oedonlym | .0461434 .2175178 0.21 0.832 -.3801837 .4724705

overbothm | -.375921 .3047719 -1.23 0.217 -.973263 .221421

agrm | .4577662 .9566836 0.48 0.632 -1.417299 2.332832

minm | -.5733815 1.271186 -0.45 0.652 -3.06486 1.918097

elem | -.3772953 1.105085 -0.34 0.733 -2.543222 1.788631

conm | -.0443408 1.085998 -0.04 0.967 -2.172857 2.084176

whlm | -.139356 .6428826 -0.22 0.828 -1.399383 1.120671

retm | .1163668 .5569305 0.21 0.834 -.9751969 1.20793

accomm | -1.523889 .8281718 -1.84 0.066 -3.147076 .0992979

tranm | -1.952617 1.073514 -1.82 0.069 -4.056666 .1514313

itm | -.4242635 .5138092 -0.83 0.409 -1.431311 .582784

finm | .4018465 .5267114 0.76 0.446 -.6304888 1.434182

rhrm | .7180519 .9956683 0.72 0.471 -1.233422 2.669526

profm | -.1649094 .4211529 -0.39 0.695 -.9903539 .6605351

adminm | .4383541 .6473225 0.68 0.498 -.8303747 1.707083

publicm | .1840736 .4478731 0.41 0.681 -.6937415 1.061889

educm | -.3471172 .4415256 -0.79 0.432 -1.212492 .5182571

hlthm | .2564095 .434697 0.59 0.555 -.595581 1.1084

artsm | -.1647446 .7113128 -0.23 0.817 -1.558892 1.229403

otherm | .2582877 .6706014 0.39 0.700 -1.056067 1.572642

\_cons | 1.648644 .7784383 2.12 0.034 .1229326 3.174355

-------------+----------------------------------------------------------------

/lnsig2u | -.0600111 .1059197 -.2676099 .1475876

-------------+----------------------------------------------------------------

sigma\_u | .9704401 .0513944 .8747607 1.076585

rho | .4850017 .0264561 .433494 .5368301

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 484.21 Prob >= chibar2 = 0.000

## Job satisfaction and its facets (diplomas, table 7b)

Table 7b Males – Overall Job Satisfaction

**. xtprobit sat7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==3, i(waveid) re**

**note: dadprof dropped due to collinearity**

**note: esb dropped due to collinearity**

**note: nesbm dropped due to collinearity**

**Fitting comparison model:**

**Iteration 0: log likelihood = -811.61688**

**Iteration 1: log likelihood = -729.97578**

**Iteration 2: log likelihood = -727.991**

**Iteration 3: log likelihood = -727.97849**

**Iteration 4: log likelihood = -727.97848**

**Fitting full model:**

**rho = 0.0 log likelihood = -727.97848**

**rho = 0.1 log likelihood = -702.3949**

**rho = 0.2 log likelihood = -690.15236**

**rho = 0.3 log likelihood = -685.12437**

**rho = 0.4 log likelihood = -685.09603**

**rho = 0.5 log likelihood = -689.37471**

**Iteration 0: log likelihood = -685.08993**

**Iteration 1: log likelihood = -674.06986**

**Iteration 2: log likelihood = -673.12344**

**Iteration 3: log likelihood = -673.11345**

**Iteration 4: log likelihood = -673.11345**

**Random-effects probit regression Number of obs = 1637**

**Group variable: waveid Number of groups = 406**

**Random effects u\_i ~ Gaussian Obs per group: min = 1**

**avg = 4.0**

**max = 8**

**Wald chi2(75) = 98.85**

**Log likelihood = -673.11345 Prob > chi2 = 0.0340**

**------------------------------------------------------------------------------**

**sat7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]**

**-------------+----------------------------------------------------------------**

**age | -.0478734 .1129382 -0.42 0.672 -.2692281 .1734814**

**agesq | .0004017 .0013369 0.30 0.764 -.0022185 .0030219**

**married | .1996461 .25666 0.78 0.437 -.3033983 .7026905**

**urban | 1.710577 .5733931 2.98 0.003 .5867474 2.834407**

**nesb | .1175909 .2369256 0.50 0.620 -.3467747 .5819564**

**jbmhruc | .0034204 .0093236 0.37 0.714 -.0148534 .0216942**

**jbocct | -.0115079 .0104047 -1.11 0.269 -.0319007 .0088848**

**jbempt | -.0103833 .0160087 -0.65 0.517 -.0417598 .0209932**

**firm5 | .172072 .3404617 0.51 0.613 -.4952208 .8393647**

**firm9 | -.0940361 .2526763 -0.37 0.710 -.5892725 .4012003**

**firm19 | .0626369 .2160281 0.29 0.772 -.3607704 .4860442**

**firm49 | -.0153345 .1764659 -0.09 0.931 -.3612013 .3305324**

**ch514 | -.2400735 .2092532 -1.15 0.251 -.6502022 .1700552**

**chb5 | -.0649434 .1903643 -0.34 0.733 -.4380505 .3081638**

**capune | .0084354 .0083953 1.00 0.315 -.0080192 .0248899**

**union | .2260199 .2097763 1.08 0.281 -.1851341 .6371738**

**osonly | -.4298264 .2516694 -1.71 0.088 -.9230894 .0634366**

**oedonly | .0451561 .174938 0.26 0.796 -.297716 .3880282**

**overboth | -.4603983 .2181352 -2.11 0.035 -.8879354 -.0328611**

**agr | .5865747 .5207838 1.13 0.260 -.4341429 1.607292**

**min | -.098708 1.026485 -0.10 0.923 -2.110581 1.913165**

**ele | .2732748 .7564679 0.36 0.718 -1.209375 1.755925**

**con | .8381609 .3874707 2.16 0.031 .0787323 1.59759**

**whl | .5640627 .4440125 1.27 0.204 -.3061859 1.434311**

**ret | .0180551 .4769188 0.04 0.970 -.9166885 .9527987**

**accom | -.4885927 .7568693 -0.65 0.519 -1.972029 .9948438**

**tran | .5833604 .4511143 1.29 0.196 -.3008075 1.467528**

**it | .7498416 .5194949 1.44 0.149 -.2683498 1.768033**

**fin | 1.479304 .5660756 2.61 0.009 .3698163 2.588792**

**rhr | -.171557 .8311369 -0.21 0.836 -1.800555 1.457441**

**prof | 1.437925 .4492139 3.20 0.001 .5574824 2.318369**

**admin | 2.728471 .9293041 2.94 0.003 .9070688 4.549874**

**public | 1.164263 .3878765 3.00 0.003 .4040389 1.924487**

**educ | .5215593 .6798703 0.77 0.443 -.8109621 1.854081**

**hlth | -.1360238 .6535662 -0.21 0.835 -1.41699 1.144942**

**arts | .5296471 .6498055 0.82 0.415 -.7439482 1.803243**

**other | .0172195 .5310992 0.03 0.974 -1.023716 1.058155**

**agem | -.1057943 .1286608 -0.82 0.411 -.3579648 .1463762**

**agesqm | .0014909 .0015321 0.97 0.331 -.0015121 .0044938**

**marriedm | .2717788 .3361012 0.81 0.419 -.3869674 .930525**

**urbanm | -1.867655 .6652256 -2.81 0.005 -3.171473 -.5638368**

**dadprofm | .0231471 .2051935 0.11 0.910 -.3790248 .425319**

**esbm | -.0448817 .247569 -0.18 0.856 -.530108 .4403447**

**jbmhrucm | -.0026004 .014099 -0.18 0.854 -.0302339 .025033**

**jbocctm | -.0008399 .0174607 -0.05 0.962 -.0350623 .0333825**

**jbemptm | .0388792 .0212803 1.83 0.068 -.0028294 .0805878**

**firm5m | -.2227459 .515263 -0.43 0.666 -1.232643 .787151**

**firm9m | .0116674 .4627612 0.03 0.980 -.8953279 .9186627**

**firm19m | -.1868167 .3675876 -0.51 0.611 -.9072751 .5336417**

**firm49m | -.0926897 .3196808 -0.29 0.772 -.7192525 .5338732**

**ch514m | .0747099 .2953706 0.25 0.800 -.5042059 .6536257**

**chb5m | -.5732236 .3694984 -1.55 0.121 -1.297427 .15098**

**capunem | -.0186642 .0145209 -1.29 0.199 -.0471247 .0097964**

**unionm | -.0346864 .3094079 -0.11 0.911 -.6411148 .5717419**

**osonlym | -.1503217 .5604217 -0.27 0.789 -1.248728 .9480846**

**oedonlym | .0910807 .2899593 0.31 0.753 -.4772292 .6593905**

**overbothm | -.6607474 .3816787 -1.73 0.083 -1.408824 .087329**

**agrm | -.3203484 .8225303 -0.39 0.697 -1.932478 1.291781**

**minm | 1.014222 1.290624 0.79 0.432 -1.515354 3.543798**

**elem | -.0756831 .9455087 -0.08 0.936 -1.928846 1.77748**

**conm | -.762248 .5533657 -1.38 0.168 -1.846825 .3223287**

**whlm | .8884113 .7280128 1.22 0.222 -.5384676 2.31529**

**retm | .3379662 .7252522 0.47 0.641 -1.083502 1.759434**

**accomm | -.0244075 .9610081 -0.03 0.980 -1.907949 1.859134**

**tranm | -.5753654 .5966103 -0.96 0.335 -1.7447 .5939692**

**itm | -.6019988 .6642941 -0.91 0.365 -1.903991 .6999937**

**finm | -.9789498 .6566633 -1.49 0.136 -2.265986 .3080866**

**rhrm | -.8204497 1.039809 -0.79 0.430 -2.858439 1.217539**

**profm | -1.097389 .5701621 -1.92 0.054 -2.214886 .0201079**

**adminm | -1.882969 1.182379 -1.59 0.111 -4.20039 .4344522**

**publicm | -.8845885 .5094037 -1.74 0.082 -1.883001 .1138244**

**educm | -.5230423 .7867135 -0.66 0.506 -2.064972 1.018888**

**hlthm | .6566861 .7835656 0.84 0.402 -.8790744 2.192447**

**artsm | -.9476394 .9018671 -1.05 0.293 -2.715266 .8199876**

**otherm | .6442724 .8616274 0.75 0.455 -1.044486 2.333031**

**\_cons | 3.765731 1.422505 2.65 0.008 .9776711 6.55379**

**-------------+----------------------------------------------------------------**

**/lnsig2u | -.2003233 .210383 -.6126663 .2120197**

**-------------+----------------------------------------------------------------**

**sigma\_u | .9046912 .0951658 .7361413 1.111833**

**rho | .450086 .0520716 .3514512 .5528073**

**------------------------------------------------------------------------------**

**Likelihood-ratio test of rho=0: chibar2(01) = 109.73 Prob >= chibar2 = 0.000**

Table 7b Males – Pay Satisfaction

. xtprobit satp7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==3, i(waveid) re

note: dadprof dropped due to collinearity

note: esb dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -992.15358

Iteration 1: log likelihood = -885.01319

Iteration 2: log likelihood = -882.44188

Iteration 3: log likelihood = -882.42929

Iteration 4: log likelihood = -882.42929

Fitting full model:

rho = 0.0 log likelihood = -882.42929

rho = 0.1 log likelihood = -848.21183

rho = 0.2 log likelihood = -830.31289

rho = 0.3 log likelihood = -821.30304

rho = 0.4 log likelihood = -818.3937

rho = 0.5 log likelihood = -820.64775

Iteration 0: log likelihood = -818.38732

Iteration 1: log likelihood = -810.67253

Iteration 2: log likelihood = -810.46011

Iteration 3: log likelihood = -810.45993

Iteration 4: log likelihood = -810.45993

Random-effects probit regression Number of obs = 1637

Group variable: waveid Number of groups = 406

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 4.0

max = 8

Wald chi2(75) = 114.64

Log likelihood = -810.45993 Prob > chi2 = 0.0022

------------------------------------------------------------------------------

satp7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0925518 .0997286 0.93 0.353 -.1029126 .2880162

agesq | -.0009048 .0011686 -0.77 0.439 -.0031951 .0013856

married | -.2392902 .2465473 -0.97 0.332 -.7225141 .2439338

urban | .0139423 .471654 0.03 0.976 -.9104825 .9383672

nesb | .1429111 .2248141 0.64 0.525 -.2977165 .5835386

jbmhruc | -.0044012 .0085208 -0.52 0.605 -.0211016 .0122992

jbocct | -.0113401 .0093963 -1.21 0.227 -.0297566 .0070764

jbempt | -.0050617 .0147549 -0.34 0.732 -.0339808 .0238574

firm5 | .1585716 .3050623 0.52 0.603 -.4393396 .7564828

firm9 | -.1529044 .228089 -0.67 0.503 -.5999506 .2941419

firm19 | .1590941 .1918801 0.83 0.407 -.216984 .5351722

firm49 | -.1237898 .1649925 -0.75 0.453 -.4471693 .1995896

ch514 | -.1742944 .1989017 -0.88 0.381 -.5641346 .2155457

chb5 | -.1115715 .1912953 -0.58 0.560 -.4865034 .2633604

capune | .0053479 .0073597 0.73 0.467 -.0090768 .0197725

union | -.0434838 .1948848 -0.22 0.823 -.425451 .3384835

osonly | -.0358887 .2457679 -0.15 0.884 -.517585 .4458076

oedonly | .0124028 .1625226 0.08 0.939 -.3061356 .3309413

overboth | .2235338 .2089198 1.07 0.285 -.1859415 .6330091

agr | .2738299 .4952457 0.55 0.580 -.6968339 1.244494

min | .0861093 .9855924 0.09 0.930 -1.845616 2.017835

ele | 1.374001 .5934529 2.32 0.021 .2108543 2.537147

con | 1.16039 .3888041 2.98 0.003 .3983484 1.922432

whl | .5421093 .3865839 1.40 0.161 -.2155812 1.2998

ret | -.5089431 .458196 -1.11 0.267 -1.406991 .3891045

accom | -.835526 .7707569 -1.08 0.278 -2.346182 .6751299

tran | -.0341377 .4121982 -0.08 0.934 -.8420314 .773756

it | 1.515602 .533203 2.84 0.004 .470543 2.56066

fin | .8364325 .510954 1.64 0.102 -.1650189 1.837884

rhr | -1.136495 1.034746 -1.10 0.272 -3.16456 .8915705

prof | .9118504 .3945992 2.31 0.021 .1384501 1.685251

admin | 1.571559 .6400903 2.46 0.014 .3170055 2.826113

public | .8527615 .3663808 2.33 0.020 .1346684 1.570855

educ | .6120705 .6754516 0.91 0.365 -.7117903 1.935931

hlth | .5757982 .6044484 0.95 0.341 -.6088989 1.760495

arts | -.2074857 .5763954 -0.36 0.719 -1.3372 .9222287

other | -.0636871 .4702337 -0.14 0.892 -.9853281 .857954

agem | -.0991376 .1144246 -0.87 0.386 -.3234057 .1251306

agesqm | .0009557 .0013491 0.71 0.479 -.0016885 .0036

marriedm | .3060597 .3216896 0.95 0.341 -.3244403 .9365596

urbanm | -.192311 .5504417 -0.35 0.727 -1.271157 .8865349

dadprofm | -.0419434 .1920605 -0.22 0.827 -.4183752 .3344883

esbm | .270849 .2416239 1.12 0.262 -.2027252 .7444232

jbmhrucm | .0181953 .0133429 1.36 0.173 -.0079563 .0443468

jbocctm | .0170829 .0161472 1.06 0.290 -.014565 .0487308

jbemptm | .040853 .0194172 2.10 0.035 .002796 .07891

firm5m | -.276951 .4822015 -0.57 0.566 -1.222049 .6681464

firm9m | -.1063738 .4213704 -0.25 0.801 -.9322446 .7194969

firm19m | -.5378869 .3430021 -1.57 0.117 -1.210159 .1343848

firm49m | .1184367 .3077781 0.38 0.700 -.4847973 .7216707

ch514m | -.1058506 .2813406 -0.38 0.707 -.6572681 .4455668

chb5m | .2599976 .3639252 0.71 0.475 -.4532826 .9732779

capunem | -.0279016 .0142751 -1.95 0.051 -.0558803 .0000771

unionm | .1826313 .2885251 0.63 0.527 -.3828676 .7481302

osonlym | .0377148 .5453198 0.07 0.945 -1.031092 1.106522

oedonlym | -.1329788 .2725498 -0.49 0.626 -.6671665 .401209

overbothm | -1.420868 .3716782 -3.82 0.000 -2.149344 -.6923921

agrm | -.3507402 .7897731 -0.44 0.657 -1.898667 1.197187

minm | .3589473 1.192647 0.30 0.763 -1.978598 2.696492

elem | -1.353737 .7918512 -1.71 0.087 -2.905736 .1982631

conm | -.9575596 .543364 -1.76 0.078 -2.022533 .1074143

whlm | .9339517 .6787053 1.38 0.169 -.3962863 2.26419

retm | 1.35492 .7192108 1.88 0.060 -.054707 2.764548

accomm | 1.561245 .9845884 1.59 0.113 -.3685128 3.491003

tranm | .329541 .5630054 0.59 0.558 -.7739293 1.433011

itm | -1.245081 .6555885 -1.90 0.058 -2.53001 .0398491

finm | -.0620241 .6180406 -0.10 0.920 -1.273361 1.149313

rhrm | 1.448794 1.227057 1.18 0.238 -.9561943 3.853781

profm | -.4053389 .5233357 -0.77 0.439 -1.431058 .6203803

adminm | -1.449299 .9984825 -1.45 0.147 -3.406289 .5076909

publicm | -1.000848 .4774836 -2.10 0.036 -1.936698 -.0649971

educm | -.7862124 .769503 -1.02 0.307 -2.29441 .7219857

hlthm | -.2054882 .7130467 -0.29 0.773 -1.603034 1.192058

artsm | -1.594815 .8371425 -1.91 0.057 -3.235585 .0459536

otherm | -.1632916 .7477683 -0.22 0.827 -1.628891 1.302307

\_cons | .1649133 1.283283 0.13 0.898 -2.350276 2.680103

-------------+----------------------------------------------------------------

/lnsig2u | -.1550527 .1881306 -.5237818 .2136765

-------------+----------------------------------------------------------------

sigma\_u | .9254027 .0870483 .769595 1.112754

rho | .4613143 .0467511 .3719683 .5532168

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 143.94 Prob >= chibar2 = 0.000

Table 7b Males – Job Security Satisfaction

. xtprobit sats7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==3, i(waveid) re

note: dadprof dropped due to collinearity

note: esb dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -687.53592

Iteration 1: log likelihood = -606.48906

Iteration 2: log likelihood = -604.20341

Iteration 3: log likelihood = -604.18954

Iteration 4: log likelihood = -604.18954

Fitting full model:

rho = 0.0 log likelihood = -604.18954

rho = 0.1 log likelihood = -584.22236

rho = 0.2 log likelihood = -574.88974

rho = 0.3 log likelihood = -571.62705

rho = 0.4 log likelihood = -572.70809

Iteration 0: log likelihood = -571.62743

Iteration 1: log likelihood = -557.85676

Iteration 2: log likelihood = -557.65997

Iteration 3: log likelihood = -557.65926

Iteration 4: log likelihood = -557.65926

Random-effects probit regression Number of obs = 1637

Group variable: waveid Number of groups = 406

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 4.0

max = 8

Wald chi2(75) = 86.37

Log likelihood = -557.65926 Prob > chi2 = 0.1739

------------------------------------------------------------------------------

sats7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | -.1028382 .1219464 -0.84 0.399 -.3418487 .1361722

agesq | .0018486 .0014375 1.29 0.198 -.0009688 .0046659

married | -.1629431 .3031393 -0.54 0.591 -.7570853 .431199

urban | -.0067146 .6703123 -0.01 0.992 -1.320503 1.307073

nesb | .340842 .2753212 1.24 0.216 -.1987776 .8804616

jbmhruc | .0067454 .010498 0.64 0.521 -.0138303 .0273211

jbocct | .0065114 .0107755 0.60 0.546 -.0146082 .0276309

jbempt | .0107163 .0152845 0.70 0.483 -.0192408 .0406734

firm5 | -.1507633 .360497 -0.42 0.676 -.8573245 .5557979

firm9 | -.0771066 .2751559 -0.28 0.779 -.6164021 .462189

firm19 | .3095473 .2460168 1.26 0.208 -.1726368 .7917314

firm49 | .1848685 .1913873 0.97 0.334 -.1902438 .5599808

ch514 | -.3070068 .252166 -1.22 0.223 -.8012432 .1872295

chb5 | -.1863803 .2127973 -0.88 0.381 -.6034554 .2306947

capune | -.0099847 .0074105 -1.35 0.178 -.0245091 .0045397

union | .2040572 .2257007 0.90 0.366 -.238308 .6464223

osonly | .0812526 .2880563 0.28 0.778 -.4833274 .6458326

oedonly | -.0762418 .1885967 -0.40 0.686 -.4458846 .2934009

overboth | -.0277842 .2478034 -0.11 0.911 -.5134699 .4579015

agr | .4893993 .6507086 0.75 0.452 -.7859661 1.764765

min | .2869194 .9455783 0.30 0.762 -1.56638 2.140219

ele | -.5693285 .8132184 -0.70 0.484 -2.163207 1.02455

con | 1.116662 .4765724 2.34 0.019 .1825971 2.050727

whl | .9191684 .5022339 1.83 0.067 -.0651919 1.903529

ret | .0739628 .5586995 0.13 0.895 -1.021068 1.168994

accom | -.6032962 .7946176 -0.76 0.448 -2.160718 .9541258

tran | -.5295116 .4925865 -1.07 0.282 -1.494963 .4359402

it | .1258983 .5151418 0.24 0.807 -.883761 1.135558

fin | .5427874 .6144342 0.88 0.377 -.6614815 1.747056

rhr | .64604 .891499 0.72 0.469 -1.101266 2.393346

prof | .163945 .4413867 0.37 0.710 -.701157 1.029047

admin | .1890396 .7054318 0.27 0.789 -1.193581 1.57166

public | .3299207 .3958422 0.83 0.405 -.4459158 1.105757

educ | -.4694286 .8409044 -0.56 0.577 -2.117571 1.178714

hlth | -1.250661 .7704543 -1.62 0.105 -2.760724 .2594013

arts | .7743487 .6281272 1.23 0.218 -.4567579 2.005455

other | .3684457 .5263821 0.70 0.484 -.6632443 1.400136

agem | -.0173961 .1374768 -0.13 0.899 -.2868458 .2520535

agesqm | -.0005203 .0016205 -0.32 0.748 -.0036965 .0026558

marriedm | .1995356 .3896005 0.51 0.609 -.5640673 .9631386

urbanm | .0828817 .7441068 0.11 0.911 -1.375541 1.541304

dadprofm | -.1141376 .2236024 -0.51 0.610 -.5523902 .324115

esbm | -.1775398 .2679066 -0.66 0.508 -.7026271 .3475476

jbmhrucm | -.0081243 .0153664 -0.53 0.597 -.038242 .0219933

jbocctm | -.0265504 .0184507 -1.44 0.150 -.0627131 .0096122

jbemptm | .0314954 .0211021 1.49 0.136 -.0098641 .0728548

firm5m | .7277126 .5915307 1.23 0.219 -.4316663 1.887092

firm9m | -.2468945 .5017323 -0.49 0.623 -1.230272 .7364827

firm19m | -.179882 .4239056 -0.42 0.671 -1.010722 .6509578

firm49m | -.3340396 .3595815 -0.93 0.353 -1.038806 .3707272

ch514m | .1311441 .3451949 0.38 0.704 -.5454255 .8077137

chb5m | .4691466 .431125 1.09 0.277 -.3758428 1.314136

capunem | -.0052456 .0153045 -0.34 0.732 -.0352419 .0247507

unionm | -.2049098 .3334679 -0.61 0.539 -.8584948 .4486752

osonlym | -.6126316 .6453287 -0.95 0.342 -1.877453 .6521895

oedonlym | .0980235 .3199342 0.31 0.759 -.529036 .7250831

overbothm | -.8523319 .4262027 -2.00 0.046 -1.687674 -.0169901

agrm | -1.230072 .9788462 -1.26 0.209 -3.148575 .6884313

minm | -1.23401 1.161062 -1.06 0.288 -3.509649 1.041629

elem | .5511284 1.065314 0.52 0.605 -1.536849 2.639106

conm | -1.298383 .638263 -2.03 0.042 -2.549356 -.0474107

whlm | -.3813261 .7594883 -0.50 0.616 -1.869896 1.107244

retm | -.6240247 .8028156 -0.78 0.437 -2.197514 .949465

accomm | .8210878 1.112773 0.74 0.461 -1.359907 3.002082

tranm | .3433582 .6609444 0.52 0.603 -.952069 1.638785

itm | -1.429801 .6765726 -2.11 0.035 -2.755859 -.1037427

finm | -.5799701 .7247776 -0.80 0.424 -2.000508 .8405679

rhrm | -2.684216 1.127267 -2.38 0.017 -4.893617 -.4748139

profm | -.2703822 .6105963 -0.44 0.658 -1.467129 .9263644

adminm | -1.936506 1.095067 -1.77 0.077 -4.082798 .2097868

publicm | -.5145842 .5381346 -0.96 0.339 -1.569309 .5401403

educm | 1.104123 .9630554 1.15 0.252 -.7834312 2.991676

hlthm | 1.689129 .9316713 1.81 0.070 -.1369137 3.515171

artsm | -2.404748 .8841771 -2.72 0.007 -4.137703 -.6717926

otherm | -.9272907 .8357525 -1.11 0.267 -2.565335 .7107541

\_cons | 4.286313 1.575234 2.72 0.007 1.19891 7.373716

-------------+----------------------------------------------------------------

/lnsig2u | -.0786092 .2343286 -.5378848 .3806664

-------------+----------------------------------------------------------------

sigma\_u | .9614578 .1126485 .7641873 1.209653

rho | .4803578 .0584917 .3686798 .5940338

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 93.06 Prob >= chibar2 = 0.000

Table 7b Males – Work Satisfaction

. xtprobit satw7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==3, i(waveid) re

note: dadprof dropped due to collinearity

note: esb dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -862.3711

Iteration 1: log likelihood = -749.22602

Iteration 2: log likelihood = -745.80359

Iteration 3: log likelihood = -745.75269

Iteration 4: log likelihood = -745.75264

Fitting full model:

rho = 0.0 log likelihood = -745.75264

rho = 0.1 log likelihood = -714.00859

rho = 0.2 log likelihood = -698.27734

rho = 0.3 log likelihood = -690.77731

rho = 0.4 log likelihood = -688.75719

rho = 0.5 log likelihood = -691.28756

Iteration 0: log likelihood = -688.76434

Iteration 1: log likelihood = -675.77031

Iteration 2: log likelihood = -674.76983

Iteration 3: log likelihood = -674.76266

Iteration 4: log likelihood = -674.76266

Random-effects probit regression Number of obs = 1637

Group variable: waveid Number of groups = 406

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 4.0

max = 8

Wald chi2(75) = 123.42

Log likelihood = -674.76266 Prob > chi2 = 0.0004

------------------------------------------------------------------------------

satw7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0101609 .1112151 0.09 0.927 -.2078168 .2281386

agesq | .0003016 .0013158 0.23 0.819 -.0022774 .0028805

married | .1592233 .2732651 0.58 0.560 -.3763665 .6948131

urban | 1.069961 .5525777 1.94 0.053 -.0130717 2.152993

nesb | .2197023 .2474652 0.89 0.375 -.2653206 .7047252

jbmhruc | .0285019 .0105049 2.71 0.007 .0079128 .049091

jbocct | -.0159744 .0105334 -1.52 0.129 -.0366194 .0046707

jbempt | -.0174269 .016572 -1.05 0.293 -.0499075 .0150536

firm5 | -.0300088 .3373201 -0.09 0.929 -.691144 .6311263

firm9 | .3018063 .2647488 1.14 0.254 -.2170918 .8207043

firm19 | -.0948399 .2219583 -0.43 0.669 -.5298703 .3401904

firm49 | -.0934167 .1793 -0.52 0.602 -.4448384 .2580049

ch514 | .080043 .22078 0.36 0.717 -.3526778 .5127639

chb5 | .1227568 .1927614 0.64 0.524 -.2550487 .5005622

capune | .0031445 .008325 0.38 0.706 -.0131721 .0194611

union | .5114627 .2217019 2.31 0.021 .076935 .9459905

osonly | -.6262919 .2506071 -2.50 0.012 -1.117473 -.1351111

oedonly | -.2460957 .1727874 -1.42 0.154 -.5847527 .0925613

overboth | -.9457688 .2143903 -4.41 0.000 -1.365966 -.5255716

agr | 1.710323 .6447751 2.65 0.008 .4465873 2.974059

min | .8205395 1.122194 0.73 0.465 -1.37892 3.019998

ele | .1304216 .7114016 0.18 0.855 -1.2639 1.524743

con | .7058952 .3782306 1.87 0.062 -.035423 1.447213

whl | .7491815 .4466871 1.68 0.094 -.1263092 1.624672

ret | -.4155226 .4589277 -0.91 0.365 -1.315004 .4839593

accom | .0005172 .728331 0.00 0.999 -1.426985 1.42802

tran | .5457272 .4529493 1.20 0.228 -.3420371 1.433491

it | .0684054 .5573446 0.12 0.902 -1.02397 1.160781

fin | 1.123079 .5304713 2.12 0.034 .0833745 2.162784

rhr | .8023825 .7932805 1.01 0.312 -.7524186 2.357184

prof | .6300281 .442789 1.42 0.155 -.2378224 1.497879

admin | 2.083776 .8493174 2.45 0.014 .4191449 3.748408

public | 1.158138 .3964636 2.92 0.003 .3810839 1.935193

educ | -.0864145 .7136935 -0.12 0.904 -1.485228 1.312399

hlth | -.1232743 .6921887 -0.18 0.859 -1.479939 1.233391

arts | .6320653 .6202486 1.02 0.308 -.5835997 1.84773

other | .9094455 .6246314 1.46 0.145 -.3148096 2.133701

agem | -.1170397 .1280644 -0.91 0.361 -.3680413 .1339619

agesqm | .0010425 .00152 0.69 0.493 -.0019368 .0040217

marriedm | -.0156711 .3611787 -0.04 0.965 -.7235684 .6922262

urbanm | -1.04254 .6402508 -1.63 0.103 -2.297409 .2123283

dadprofm | .0367244 .2165303 0.17 0.865 -.3876672 .461116

esbm | .2296685 .2741524 0.84 0.402 -.3076604 .7669974

jbmhrucm | .0004257 .0155164 0.03 0.978 -.0299858 .0308372

jbocctm | .0149228 .0182476 0.82 0.413 -.0208419 .0506875

jbemptm | .027408 .021918 1.25 0.211 -.0155505 .0703666

firm5m | -.6177446 .537101 -1.15 0.250 -1.670443 .434954

firm9m | .1813407 .4936421 0.37 0.713 -.7861801 1.148862

firm19m | -.2888306 .3856232 -0.75 0.454 -1.044638 .466977

firm49m | -.1902085 .3346798 -0.57 0.570 -.8461689 .4657518

ch514m | -.2409141 .3137917 -0.77 0.443 -.8559346 .3741064

chb5m | -.3605521 .3909974 -0.92 0.356 -1.126893 .4057886

capunem | -.0243193 .0140504 -1.73 0.083 -.0518575 .003219

unionm | -.4822519 .3250237 -1.48 0.138 -1.119287 .1547828

osonlym | -.7300602 .5781708 -1.26 0.207 -1.863254 .4031338

oedonlym | .1879088 .3056534 0.61 0.539 -.4111609 .7869785

overbothm | -.4652463 .3901513 -1.19 0.233 -1.229929 .2994361

agrm | -.140579 .9381378 -0.15 0.881 -1.979295 1.698137

minm | -.0980371 1.373082 -0.07 0.943 -2.789229 2.593155

elem | .5740643 .9551599 0.60 0.548 -1.298015 2.446143

conm | -.6848549 .5587206 -1.23 0.220 -1.779927 .4102173

whlm | .0065112 .7077206 0.01 0.993 -1.380596 1.393618

retm | .5072049 .7233583 0.70 0.483 -.9105514 1.924961

accomm | -.4624286 .9435449 -0.49 0.624 -2.311743 1.386885

tranm | -.5283925 .6055433 -0.87 0.383 -1.715236 .6584507

itm | .5156781 .7331249 0.70 0.482 -.9212203 1.952576

finm | -.8940816 .6412211 -1.39 0.163 -2.150852 .3626886

rhrm | -1.184673 1.04183 -1.14 0.255 -3.226622 .8572761

profm | -.387365 .5930767 -0.65 0.514 -1.549774 .7750439

adminm | -.2889692 1.342916 -0.22 0.830 -2.921036 2.343098

publicm | -.8083239 .5214962 -1.55 0.121 -1.830438 .2137898

educm | .4820402 .8287172 0.58 0.561 -1.142216 2.106296

hlthm | 1.038553 .8322908 1.25 0.212 -.5927068 2.669813

artsm | -.7695384 .9117435 -0.84 0.399 -2.556523 1.017446

otherm | .9573119 1.074935 0.89 0.373 -1.149521 3.064145

\_cons | 1.801539 1.442496 1.25 0.212 -1.025702 4.628781

-------------+----------------------------------------------------------------

/lnsig2u | -.0137157 .2016835 -.4090082 .3815767

-------------+----------------------------------------------------------------

sigma\_u | .9931656 .1001526 .8150514 1.210203

rho | .4965711 .0504185 .39915 .5942533

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 141.98 Prob >= chibar2 = 0.000

Table 7b Males – Hours Satisfaction

. xtprobit sathr7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==3, i(waveid) re

note: dadprof dropped due to collinearity

note: esb dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -1021.7353

Iteration 1: log likelihood = -909.30292

Iteration 2: log likelihood = -907.16349

Iteration 3: log likelihood = -907.15104

Iteration 4: log likelihood = -907.15103

Fitting full model:

rho = 0.0 log likelihood = -907.15103

rho = 0.1 log likelihood = -870.87201

rho = 0.2 log likelihood = -851.27736

rho = 0.3 log likelihood = -840.78309

rho = 0.4 log likelihood = -836.54648

rho = 0.5 log likelihood = -837.68304

Iteration 0: log likelihood = -836.51119

Iteration 1: log likelihood = -826.02976

Iteration 2: log likelihood = -825.80195

Iteration 3: log likelihood = -825.80185

Iteration 4: log likelihood = -825.80185

Random-effects probit regression Number of obs = 1637

Group variable: waveid Number of groups = 406

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 4.0

max = 8

Wald chi2(75) = 125.93

Log likelihood = -825.80185 Prob > chi2 = 0.0002

------------------------------------------------------------------------------

sathr7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0898234 .100753 0.89 0.373 -.1076489 .2872957

agesq | -.0009119 .0011741 -0.78 0.437 -.0032131 .0013893

married | -.3753213 .2558881 -1.47 0.142 -.8768527 .1262102

urban | .5734167 .465513 1.23 0.218 -.338972 1.485805

nesb | .2147804 .2409596 0.89 0.373 -.2574917 .6870524

jbmhruc | -.0457324 .0085436 -5.35 0.000 -.0624777 -.0289872

jbocct | -.0021259 .0089282 -0.24 0.812 -.0196249 .0153731

jbempt | .0166171 .0138742 1.20 0.231 -.0105759 .0438102

firm5 | -.6162055 .2879095 -2.14 0.032 -1.180498 -.0519133

firm9 | .1337786 .2397064 0.56 0.577 -.3360372 .6035945

firm19 | -.1701752 .1973737 -0.86 0.389 -.5570205 .2166702

firm49 | -.1533604 .1630877 -0.94 0.347 -.4730064 .1662856

ch514 | .0113335 .192225 0.06 0.953 -.3654204 .3880875

chb5 | .2968739 .1817463 1.63 0.102 -.0593423 .6530901

capune | .0123055 .0082459 1.49 0.136 -.0038562 .0284671

union | -.0188773 .190686 -0.10 0.921 -.3926149 .3548603

osonly | .0866257 .2488603 0.35 0.728 -.4011316 .574383

oedonly | .1230527 .1568039 0.78 0.433 -.1842772 .4303827

overboth | -.0348456 .2139514 -0.16 0.871 -.4541827 .3844915

agr | .4153267 .5288627 0.79 0.432 -.6212251 1.451878

min | .7232899 1.052051 0.69 0.492 -1.338693 2.785273

ele | .6075556 .729679 0.83 0.405 -.8225889 2.0377

con | .2319349 .3568449 0.65 0.516 -.4674681 .931338

whl | .5134487 .3870482 1.33 0.185 -.245152 1.272049

ret | .3529687 .4761373 0.74 0.459 -.5802433 1.286181

accom | -.9414444 .6714327 -1.40 0.161 -2.257428 .3745394

tran | .2113013 .4326283 0.49 0.625 -.6366346 1.059237

it | -.1248187 .4793554 -0.26 0.795 -1.064338 .8147006

fin | 1.232518 .5917483 2.08 0.037 .0727123 2.392323

rhr | .1305098 .7706667 0.17 0.866 -1.379969 1.640989

prof | .3604787 .3869728 0.93 0.352 -.3979741 1.118932

admin | 2.218913 .7988454 2.78 0.005 .6532052 3.784622

public | 1.0392 .3691065 2.82 0.005 .3157643 1.762635

educ | -.2178796 .7392264 -0.29 0.768 -1.666737 1.230978

hlth | .2135371 .6328267 0.34 0.736 -1.026781 1.453855

arts | .9624065 .6302511 1.53 0.127 -.2728629 2.197676

other | .0085495 .5281369 0.02 0.987 -1.02658 1.043679

agem | -.1633299 .1165678 -1.40 0.161 -.3917985 .0651387

agesqm | .0016842 .001367 1.23 0.218 -.000995 .0043635

marriedm | .3476683 .3370865 1.03 0.302 -.3130091 1.008346

urbanm | -.124872 .5493153 -0.23 0.820 -1.20151 .9517662

dadprofm | -.1990192 .1993348 -1.00 0.318 -.5897083 .1916699

esbm | -.0432249 .2445609 -0.18 0.860 -.5225554 .4361056

jbmhrucm | -.011194 .0130303 -0.86 0.390 -.0367329 .0143448

jbocctm | -.0030388 .01629 -0.19 0.852 -.0349666 .028889

jbemptm | .0004165 .0188419 0.02 0.982 -.0365131 .037346

firm5m | .6426286 .4939556 1.30 0.193 -.3255065 1.610764

firm9m | .5608183 .4667935 1.20 0.230 -.3540801 1.475717

firm19m | .5401588 .3547941 1.52 0.128 -.1552249 1.235543

firm49m | .1487803 .3187079 0.47 0.641 -.4758757 .7734363

ch514m | .0164373 .2855591 0.06 0.954 -.5432484 .5761229

chb5m | -.7734346 .3684208 -2.10 0.036 -1.495526 -.0513431

capunem | -.0269206 .0138536 -1.94 0.052 -.0540732 .0002321

unionm | -.2104304 .295406 -0.71 0.476 -.7894155 .3685548

osonlym | .169367 .5965262 0.28 0.776 -.9998029 1.338537

oedonlym | -.0829225 .2780204 -0.30 0.766 -.6278325 .4619875

overbothm | -.3693318 .3862617 -0.96 0.339 -1.126391 .3877272

agrm | -.6802133 .846542 -0.80 0.422 -2.339405 .9789785

minm | .4394001 1.278907 0.34 0.731 -2.067211 2.946011

elem | .0141774 .9358274 0.02 0.988 -1.820011 1.848366

conm | -.8761376 .5365252 -1.63 0.102 -1.927708 .1754325

whlm | -.4521907 .6485511 -0.70 0.486 -1.723328 .8189461

retm | -.784097 .7070284 -1.11 0.267 -2.169847 .6016533

accomm | -.1914388 .8737683 -0.22 0.827 -1.903993 1.521116

tranm | -.1432804 .5839278 -0.25 0.806 -1.287758 1.001197

itm | .1687229 .6460448 0.26 0.794 -1.097502 1.434948

finm | -.9029576 .6826545 -1.32 0.186 -2.240936 .4350205

rhrm | -.4380157 1.025852 -0.43 0.669 -2.448649 1.572618

profm | -.7556469 .5318655 -1.42 0.155 -1.798084 .2867903

adminm | -1.257817 1.141031 -1.10 0.270 -3.494196 .9785622

publicm | -.9500848 .4877387 -1.95 0.051 -1.906035 .0058655

educm | .0328789 .8370667 0.04 0.969 -1.607742 1.6735

hlthm | -.0441037 .7554904 -0.06 0.953 -1.524838 1.43663

artsm | -2.322417 .881832 -2.63 0.008 -4.050777 -.5940584

otherm | .1212079 .8247041 0.15 0.883 -1.495182 1.737598

\_cons | 4.54668 1.360131 3.34 0.001 1.880873 7.212488

-------------+----------------------------------------------------------------

/lnsig2u | -.0149949 .1838674 -.3753683 .3453785

-------------+----------------------------------------------------------------

sigma\_u | .9925306 .091247 .8288765 1.188497

rho | .4962514 .0459643 .4072445 .5854964

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 162.70 Prob >= chibar2 = 0.000

Table 7b Males – Flexibility Satisfaction

. xtprobit satfx7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==3, i(waveid) re

note: esb dropped due to collinearity

note: dadprofm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -1036.892

Iteration 1: log likelihood = -908.20963

Iteration 2: log likelihood = -905.1074

Iteration 3: log likelihood = -905.09651

Iteration 4: log likelihood = -905.09651

Fitting full model:

rho = 0.0 log likelihood = -905.09651

rho = 0.1 log likelihood = -865.70017

rho = 0.2 log likelihood = -843.4712

rho = 0.3 log likelihood = -830.64609

rho = 0.4 log likelihood = -824.25753

rho = 0.5 log likelihood = -823.17911

rho = 0.6 log likelihood = -827.33963

Iteration 0: log likelihood = -823.15332

Iteration 1: log likelihood = -812.79803

Iteration 2: log likelihood = -812.33448

Iteration 3: log likelihood = -812.33348

Iteration 4: log likelihood = -812.33348

Random-effects probit regression Number of obs = 1636

Group variable: waveid Number of groups = 406

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 4.0

max = 8

Wald chi2(75) = 134.19

Log likelihood = -812.33348 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

satfx7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | -.0665028 .1036329 -0.64 0.521 -.2696196 .136614

agesq | .00136 .0012136 1.12 0.262 -.0010186 .0037385

married | -.0735384 .2605789 -0.28 0.778 -.5842637 .437187

urban | .9991446 .5055342 1.98 0.048 .0083157 1.989973

dadprof | -.1232921 .2149685 -0.57 0.566 -.5446226 .2980385

nesb | -.3131033 .2431077 -1.29 0.198 -.7895857 .1633791

jbmhruc | -.0561017 .009442 -5.94 0.000 -.0746077 -.0375957

jbocct | .0010915 .0092194 0.12 0.906 -.0169783 .0191613

jbempt | -.0070412 .0150941 -0.47 0.641 -.0366251 .0225427

firm5 | -.4123946 .3120289 -1.32 0.186 -1.02396 .1991708

firm9 | .1948918 .2441312 0.80 0.425 -.2835965 .67338

firm19 | .291316 .2038623 1.43 0.153 -.1082468 .6908789

firm49 | .2156076 .1687959 1.28 0.201 -.1152263 .5464415

ch514 | .2609459 .2048782 1.27 0.203 -.140608 .6624998

chb5 | -.0409183 .1880029 -0.22 0.828 -.4093973 .3275607

capune | .0049254 .0075801 0.65 0.516 -.0099313 .0197822

union | .1840538 .1937696 0.95 0.342 -.1957276 .5638352

osonly | .2257968 .2545822 0.89 0.375 -.2731752 .7247688

oedonly | -.1184339 .1685057 -0.70 0.482 -.448699 .2118312

overboth | -.559567 .2207304 -2.54 0.011 -.9921907 -.1269432

agr | .5176552 .5521746 0.94 0.349 -.5645872 1.599898

min | -.900816 1.015735 -0.89 0.375 -2.89162 1.089988

ele | 1.678138 .7534722 2.23 0.026 .2013597 3.154916

con | 1.160616 .3982646 2.91 0.004 .3800319 1.9412

whl | .5814361 .4279072 1.36 0.174 -.2572467 1.420119

ret | -.2873572 .5160036 -0.56 0.578 -1.298706 .7239912

accom | -.545441 .7194234 -0.76 0.448 -1.955485 .864603

tran | .0070744 .4329345 0.02 0.987 -.8414617 .8556105

it | 1.029763 .5257818 1.96 0.050 -.0007502 2.060277

fin | 1.366808 .6147592 2.22 0.026 .1619019 2.571714

rhr | .4820055 .8698484 0.55 0.579 -1.222866 2.186877

prof | 1.203972 .4268945 2.82 0.005 .3672742 2.04067

admin | .9549654 .6070154 1.57 0.116 -.2347629 2.144694

public | 1.151311 .3780569 3.05 0.002 .4103327 1.892289

educ | .3354352 .7208791 0.47 0.642 -1.077462 1.748332

hlth | -.3987669 .5966089 -0.67 0.504 -1.568099 .7705651

arts | 1.31219 .5899164 2.22 0.026 .1559753 2.468405

other | .4671692 .4825752 0.97 0.333 -.4786608 1.412999

agem | .091132 .1204103 0.76 0.449 -.144868 .3271319

agesqm | -.0015205 .0014187 -1.07 0.284 -.004301 .0012601

marriedm | .0032619 .3496744 0.01 0.993 -.6820873 .6886112

urbanm | -1.091306 .5990519 -1.82 0.068 -2.265426 .0828144

esbm | -.0266997 .2632577 -0.10 0.919 -.5426753 .4892758

jbmhrucm | .0051387 .0141343 0.36 0.716 -.022564 .0328413

jbocctm | -.0312789 .0173031 -1.81 0.071 -.0651924 .0026346

jbemptm | .0433388 .0205005 2.11 0.035 .0031585 .083519

firm5m | .6483591 .5384853 1.20 0.229 -.4070528 1.703771

firm9m | -.0469668 .4767328 -0.10 0.922 -.9813458 .8874122

firm19m | -.2545303 .3678078 -0.69 0.489 -.9754203 .4663597

firm49m | -.7057316 .3284056 -2.15 0.032 -1.349395 -.0620685

ch514m | -.3069748 .3032881 -1.01 0.311 -.9014086 .2874589

chb5m | -.7712922 .387388 -1.99 0.046 -1.530559 -.0120256

capunem | .004472 .0164246 0.27 0.785 -.0277196 .0366636

unionm | -.3662619 .3055001 -1.20 0.231 -.9650311 .2325074

osonlym | -.7204331 .5975187 -1.21 0.228 -1.891548 .450682

oedonlym | -.4331565 .2942546 -1.47 0.141 -1.009885 .143572

overbothm | -.3652516 .4019778 -0.91 0.364 -1.153114 .4226105

agrm | -.3088371 .8873397 -0.35 0.728 -2.047991 1.430317

minm | .9045868 1.246173 0.73 0.468 -1.537867 3.34704

elem | -1.314813 .9385685 -1.40 0.161 -3.154373 .5247475

conm | -1.030571 .5798328 -1.78 0.076 -2.167022 .1058803

whlm | -.6446033 .697371 -0.92 0.355 -2.011425 .7222188

retm | .7562226 .7627838 0.99 0.321 -.7388063 2.251251

accomm | 1.08561 .9570803 1.13 0.257 -.7902332 2.961452

tranm | -.2752088 .5974584 -0.46 0.645 -1.446206 .8957881

itm | -.4278167 .7037971 -0.61 0.543 -1.807234 .9516003

finm | -1.049228 .7127747 -1.47 0.141 -2.446241 .3477847

rhrm | -.4823666 1.127058 -0.43 0.669 -2.691359 1.726626

profm | -.7507708 .5758818 -1.30 0.192 -1.879478 .3779368

adminm | -1.134451 1.143874 -0.99 0.321 -3.376402 1.107499

publicm | -1.460704 .512805 -2.85 0.004 -2.465784 -.4556249

educm | -1.041514 .8323097 -1.25 0.211 -2.672811 .5897827

hlthm | .2888253 .7384861 0.39 0.696 -1.158581 1.736231

artsm | -1.597729 .8687925 -1.84 0.066 -3.300531 .1050734

otherm | -.118026 .8287511 -0.14 0.887 -1.742348 1.506296

\_cons | 3.045373 1.430852 2.13 0.033 .2409548 5.849791

-------------+----------------------------------------------------------------

/lnsig2u | .1634911 .1831157 -.1954091 .5223912

-------------+----------------------------------------------------------------

sigma\_u | 1.08518 .0993567 .9069168 1.298482

rho | .540782 .0454744 .4513026 .6277067

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 185.53 Prob >= chibar2 = 0.000

Table 7b Females – Overall Job Satisfaction

**. xtprobit sat7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==3, i(waveid) re**

**note: esb dropped due to collinearity**

**note: dadprofm dropped due to collinearity**

**note: nesbm dropped due to collinearity**

**Fitting comparison model:**

**Iteration 0: log likelihood = -630.34172**

**Iteration 1: log likelihood = -568.63704**

**Iteration 2: log likelihood = -566.51129**

**Iteration 3: log likelihood = -566.4236**

**Iteration 4: log likelihood = -566.40238**

**Iteration 5: log likelihood = -566.39369**

**Iteration 6: log likelihood = -566.39032**

**Iteration 7: log likelihood = -566.38917**

**Iteration 8: log likelihood = -566.3888**

**Iteration 9: log likelihood = -566.38868**

**Iteration 10: log likelihood = -566.38864**

**Iteration 11: log likelihood = -566.38863**

**Iteration 12: log likelihood = -566.38862**

**Iteration 13: log likelihood = -566.38862**

**Iteration 14: log likelihood = -566.38862**

**Iteration 15: log likelihood = -566.38862**

**Iteration 16: log likelihood = -566.38862**

**Iteration 17: log likelihood = -566.38862**

**Iteration 18: log likelihood = -566.38862**

**Iteration 19: log likelihood = -566.38862**

**Fitting full model:**

**rho = 0.0 log likelihood = -566.38862**

**rho = 0.1 log likelihood = -547.39896**

**rho = 0.2 log likelihood = -538.1501**

**rho = 0.3 log likelihood = -534.33145**

**rho = 0.4 log likelihood = -534.43292**

**Iteration 0: log likelihood = -534.3324**

**Iteration 1: log likelihood = -523.61023**

**Iteration 2: log likelihood = -523.28864**

**Iteration 3: log likelihood = -523.28759**

**Iteration 4: log likelihood = -523.28759**

**Random-effects probit regression Number of obs = 1285**

**Group variable: waveid Number of groups = 394**

**Random effects u\_i ~ Gaussian Obs per group: min = 1**

**avg = 3.3**

**max = 8**

**Wald chi2(75) = 71.38**

**Log likelihood = -523.28759 Prob > chi2 = 0.5970**

**------------------------------------------------------------------------------**

**sat7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]**

**-------------+----------------------------------------------------------------**

**age | .0916642 .1368031 0.67 0.503 -.1764649 .3597933**

**agesq | -.0006999 .0017198 -0.41 0.684 -.0040707 .0026709**

**married | .0689496 .2407186 0.29 0.775 -.4028501 .5407493**

**urban | -1.228887 .7669354 -1.60 0.109 -2.732052 .2742791**

**dadprof | -.2023739 .2133904 -0.95 0.343 -.6206114 .2158637**

**nesb | -.1943545 .2862197 -0.68 0.497 -.7553349 .3666259**

**jbmhruc | -.0188269 .0116335 -1.62 0.106 -.0416282 .0039743**

**jbocct | -.0338798 .0164878 -2.05 0.040 -.0661953 -.0015643**

**jbempt | -.0234293 .0179052 -1.31 0.191 -.0585229 .0116642**

**firm5 | -.4389802 .3978653 -1.10 0.270 -1.218782 .3408214**

**firm9 | -.7247982 .3144732 -2.30 0.021 -1.341154 -.108442**

**firm19 | -.365126 .2583622 -1.41 0.158 -.8715067 .1412546**

**firm49 | -.5759797 .2347908 -2.45 0.014 -1.036161 -.1157982**

**ch514 | -.0833334 .3083365 -0.27 0.787 -.6876618 .520995**

**chb5 | -.1919643 .3926254 -0.49 0.625 -.9614959 .5775674**

**capune | .0080327 .0100873 0.80 0.426 -.0117381 .0278035**

**union | -.2006861 .2478871 -0.81 0.418 -.6865359 .2851637**

**osonly | -.3811997 .3026361 -1.26 0.208 -.9743556 .2119562**

**oedonly | -.0417185 .2103765 -0.20 0.843 -.4540489 .3706119**

**overboth | -.2846243 .2630654 -1.08 0.279 -.800223 .2309744**

**agr | .5355171 1.286454 0.42 0.677 -1.985887 3.056922**

**min | .3727775 4418.485 0.00 1.000 -8659.698 8660.444**

**ele | .5590056 1.1797 0.47 0.636 -1.753164 2.871175**

**con | .8475243 .6154007 1.38 0.168 -.3586388 2.053687**

**whl | -.1465965 .5334324 -0.27 0.783 -1.192105 .8989117**

**ret | .848549 .6142116 1.38 0.167 -.3552837 2.052382**

**accom | .2805667 .8987607 0.31 0.755 -1.480972 2.042105**

**tran | 1.008248 .9421673 1.07 0.285 -.838366 2.854862**

**it | .0726018 .6236221 0.12 0.907 -1.149675 1.294879**

**fin | .1173824 .5870811 0.20 0.842 -1.033275 1.26804**

**rhr | -.3851338 .6581691 -0.59 0.558 -1.675122 .904854**

**prof | .337227 .5591435 0.60 0.546 -.7586741 1.433128**

**admin | 1.284619 .6228714 2.06 0.039 .063813 2.505424**

**public | .2710844 .5522604 0.49 0.624 -.811326 1.353495**

**educ | 1.030249 .5871058 1.75 0.079 -.120457 2.180956**

**hlth | .0963585 .5267734 0.18 0.855 -.9360984 1.128815**

**arts | 1.28515 .7848623 1.64 0.102 -.253152 2.823452**

**other | -.0428144 .8404086 -0.05 0.959 -1.689985 1.604356**

**agem | -.2008092 .1545327 -1.30 0.194 -.5036877 .1020693**

**agesqm | .0020567 .0019507 1.05 0.292 -.0017665 .0058799**

**marriedm | .1516541 .3105275 0.49 0.625 -.4569687 .7602769**

**urbanm | 1.029801 .8141205 1.26 0.206 -.5658457 2.625448**

**esbm | .7081318 .2861844 2.47 0.013 .1472208 1.269043**

**jbmhrucm | .0023305 .0195597 0.12 0.905 -.0360058 .0406667**

**jbocctm | .0749489 .0263157 2.85 0.004 .023371 .1265268**

**jbemptm | .0121383 .0289039 0.42 0.675 -.0445124 .0687889**

**firm5m | .55544 .6303987 0.88 0.378 -.6801187 1.790999**

**firm9m | .5874154 .4622519 1.27 0.204 -.3185816 1.493412**

**firm19m | .4454239 .4353134 1.02 0.306 -.4077746 1.298622**

**firm49m | .4595733 .3737291 1.23 0.219 -.2729222 1.192069**

**ch514m | -.2296503 .3952862 -0.58 0.561 -1.004397 .5450965**

**chb5m | .5999407 .6132894 0.98 0.328 -.6020845 1.801966**

**capunem | -.0211388 .0212155 -1.00 0.319 -.0627205 .0204429**

**unionm | -.1714971 .3561815 -0.48 0.630 -.8696 .5266059**

**osonlym | -.9551187 .631739 -1.51 0.131 -2.193304 .283067**

**oedonlym | -.2935403 .3299574 -0.89 0.374 -.9402449 .3531644**

**overbothm | -.7803732 .4721628 -1.65 0.098 -1.705795 .1450488**

**agrm | 1.528657 1.881478 0.81 0.417 -2.158972 5.216287**

**minm | 13.4318 6249.591 0.00 0.998 -12235.54 12262.41**

**elem | -.4274356 2.464724 -0.17 0.862 -5.258206 4.403335**

**conm | -.4747392 .9099789 -0.52 0.602 -2.258265 1.308787**

**whlm | .2739856 1.000852 0.27 0.784 -1.687648 2.23562**

**retm | -.4730904 .8486706 -0.56 0.577 -2.136454 1.190273**

**accomm | -.1967439 1.101703 -0.18 0.858 -2.356043 1.962555**

**tranm | .1334965 1.369 0.10 0.922 -2.549694 2.816687**

**itm | -.5502022 .9876773 -0.56 0.577 -2.486014 1.38561**

**finm | -.2683292 .8007947 -0.34 0.738 -1.837858 1.3012**

**rhrm | .5230813 .9510083 0.55 0.582 -1.340861 2.387023**

**profm | -.1759544 .8154585 -0.22 0.829 -1.774224 1.422315**

**adminm | -1.054536 .8658265 -1.22 0.223 -2.751525 .6424529**

**publicm | .2548645 .7985814 0.32 0.750 -1.310326 1.820055**

**educm | -.743142 .771643 -0.96 0.336 -2.255535 .7692505**

**hlthm | .3397147 .7442025 0.46 0.648 -1.118895 1.798325**

**artsm | -.8323286 1.133211 -0.73 0.463 -3.053382 1.388725**

**otherm | 1.564081 1.324149 1.18 0.238 -1.031204 4.159366**

**\_cons | 3.977477 1.506496 2.64 0.008 1.024799 6.930155**

**-------------+----------------------------------------------------------------**

**/lnsig2u | -.0689965 .2438753 -.5469833 .4089903**

**-------------+----------------------------------------------------------------**

**sigma\_u | .96609 .1178027 .7607187 1.226906**

**rho | .4827577 .0608963 .3665646 .6008458**

**------------------------------------------------------------------------------**

**Likelihood-ratio test of rho=0: chibar2(01) = 86.20 Prob >= chibar2 = 0.000**

Table 7b Females – Pay Satisfaction

. xtprobit satp7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==3, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -833.96276

Iteration 1: log likelihood = -743.94483

Iteration 2: log likelihood = -742.44417

Iteration 3: log likelihood = -742.44181

Fitting full model:

rho = 0.0 log likelihood = -742.44181

rho = 0.1 log likelihood = -718.57504

rho = 0.2 log likelihood = -705.9033

rho = 0.3 log likelihood = -699.64042

rho = 0.4 log likelihood = -697.97518

rho = 0.5 log likelihood = -700.33319

Iteration 0: log likelihood = -697.9814

Iteration 1: log likelihood = -691.81714

Iteration 2: log likelihood = -691.59436

Iteration 3: log likelihood = -691.59399

Iteration 4: log likelihood = -691.59399

Random-effects probit regression Number of obs = 1285

Group variable: waveid Number of groups = 394

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.3

max = 8

Wald chi2(75) = 97.01

Log likelihood = -691.59399 Prob > chi2 = 0.0446

------------------------------------------------------------------------------

satp7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .3026978 .1187941 2.55 0.011 .0698656 .5355299

agesq | -.0028825 .0014895 -1.94 0.053 -.005802 .0000369

married | .1516893 .2228474 0.68 0.496 -.2850836 .5884622

urban | -.5251987 .6473211 -0.81 0.417 -1.793925 .7435274

dadprof | -.4583253 .1838816 -2.49 0.013 -.8187266 -.097924

esb | .1914111 .2233593 0.86 0.391 -.246365 .6291873

nesb | -.0349862 .2561863 -0.14 0.891 -.5371021 .4671297

jbmhruc | .0086407 .0102631 0.84 0.400 -.0114745 .0287559

jbocct | -.0238494 .013602 -1.75 0.080 -.0505087 .00281

jbempt | -.0047849 .0161319 -0.30 0.767 -.0364029 .026833

firm5 | -.0747534 .340888 -0.22 0.826 -.7428816 .5933749

firm9 | -.3202982 .2663108 -1.20 0.229 -.8422579 .2016615

firm19 | -.0630003 .2179231 -0.29 0.773 -.4901218 .3641212

firm49 | .0261918 .1997915 0.13 0.896 -.3653922 .4177759

ch514 | -.2520828 .2671047 -0.94 0.345 -.7755983 .2714328

chb5 | -.2007877 .3172888 -0.63 0.527 -.8226623 .4210869

capune | -.0053981 .0090255 -0.60 0.550 -.0230878 .0122916

union | .033774 .2114254 0.16 0.873 -.3806122 .4481602

osonly | .0746147 .2775368 0.27 0.788 -.4693475 .6185768

oedonly | .0402838 .1778819 0.23 0.821 -.3083582 .3889259

overboth | -.2570051 .237641 -1.08 0.279 -.7227729 .2087627

agr | -.3699008 .8507223 -0.43 0.664 -2.037286 1.297484

min | -1.475485 2.318466 -0.64 0.525 -6.019596 3.068625

ele | -1.014878 1.18823 -0.85 0.393 -3.343765 1.31401

con | -.0029811 .5673896 -0.01 0.996 -1.115044 1.109082

whl | -1.215824 .5248689 -2.32 0.021 -2.244548 -.1870996

ret | -.8211944 .5236134 -1.57 0.117 -1.847458 .205069

accom | -.0217079 .6911394 -0.03 0.975 -1.376316 1.332901

tran | -.7825245 .7663431 -1.02 0.307 -2.284529 .7194803

it | -.0502384 .5766346 -0.09 0.931 -1.180421 1.079945

fin | -.6418733 .557292 -1.15 0.249 -1.734146 .4503989

rhr | -1.723095 .6240459 -2.76 0.006 -2.946202 -.4999876

prof | -.6866742 .5037506 -1.36 0.173 -1.674007 .3006589

admin | -1.086541 .5186088 -2.10 0.036 -2.102995 -.0700863

public | -.7475706 .4883072 -1.53 0.126 -1.704635 .209494

educ | -.3271947 .498462 -0.66 0.512 -1.304162 .6497728

hlth | -1.150997 .4781433 -2.41 0.016 -2.088141 -.2138534

arts | -.7473957 .6338259 -1.18 0.238 -1.989672 .4948803

other | -1.613577 .666539 -2.42 0.015 -2.919969 -.3071844

agem | -.399687 .1324666 -3.02 0.003 -.6593169 -.1400572

agesqm | .0039164 .0016676 2.35 0.019 .000648 .0071849

marriedm | -.1823404 .279406 -0.65 0.514 -.7299662 .3652854

urbanm | -.2538061 .693552 -0.37 0.714 -1.613143 1.105531

jbmhrucm | -.0310436 .017344 -1.79 0.073 -.0650372 .00295

jbocctm | .0674327 .0206698 3.26 0.001 .0269207 .1079447

jbemptm | .0065793 .0243252 0.27 0.787 -.0410971 .0542558

firm5m | -.3643525 .5156161 -0.71 0.480 -1.374941 .6462364

firm9m | -.0754118 .3945788 -0.19 0.848 -.8487721 .6979484

firm19m | -.6637823 .3666482 -1.81 0.070 -1.382399 .0548349

firm49m | -.2636599 .3198662 -0.82 0.410 -.890586 .3632663

ch514m | .1313211 .3434281 0.38 0.702 -.5417856 .8044277

chb5m | .5563409 .506387 1.10 0.272 -.4361593 1.548841

capunem | .0154153 .0199324 0.77 0.439 -.0236514 .054482

unionm | .2644737 .3036366 0.87 0.384 -.3306431 .8595905

osonlym | -.7389488 .5857866 -1.26 0.207 -1.88707 .4091719

oedonlym | -.6790944 .2828218 -2.40 0.016 -1.233415 -.1247738

overbothm | -.5071415 .4165985 -1.22 0.223 -1.32366 .3093766

agrm | 1.079358 1.41019 0.77 0.444 -1.684563 3.84328

minm | 1.446611 2.588296 0.56 0.576 -3.626357 6.519578

elem | 2.159872 2.669838 0.81 0.419 -3.072915 7.392659

conm | .3968255 .858207 0.46 0.644 -1.285229 2.07888

whlm | .5957313 .8736324 0.68 0.495 -1.116557 2.308019

retm | .590201 .7411083 0.80 0.426 -.8623446 2.042746

accomm | -.4298553 .8809273 -0.49 0.626 -2.156441 1.29673

tranm | .6023841 1.133012 0.53 0.595 -1.618279 2.823047

itm | -.5081809 .8803211 -0.58 0.564 -2.233579 1.217217

finm | .137342 .7363788 0.19 0.852 -1.305934 1.580618

rhrm | 1.660441 .8622635 1.93 0.054 -.0295641 3.350447

profm | .9957446 .7296332 1.36 0.172 -.4343102 2.425799

adminm | 1.328192 .7603845 1.75 0.081 -.1621343 2.818518

publicm | .5635789 .6981388 0.81 0.420 -.804748 1.931906

educm | -.4529782 .6764961 -0.67 0.503 -1.778886 .8729299

hlthm | .6263204 .6574132 0.95 0.341 -.6621857 1.914827

artsm | .9755029 .9812763 0.99 0.320 -.9477633 2.898769

otherm | 2.065663 .9809596 2.11 0.035 .143018 3.988309

\_cons | 4.80514 1.308476 3.67 0.000 2.240575 7.369705

-------------+----------------------------------------------------------------

/lnsig2u | -.2126412 .2104526 -.6251207 .1998384

-------------+----------------------------------------------------------------

sigma\_u | .8991364 .0946128 .7315715 1.105082

rho | .4470391 .0520229 .3486177 .549794

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 101.70 Prob >= chibar2 = 0.000

Table 7b Females – Job Security Satisfaction

. xtprobit sats7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==3, i(waveid) re

note: esb dropped due to collinearity

note: dadprofm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -522.37099

Iteration 1: log likelihood = -462.39871

Iteration 2: log likelihood = -459.12591

Iteration 3: log likelihood = -458.82392

Iteration 4: log likelihood = -458.7446

Iteration 5: log likelihood = -458.71594

Iteration 6: log likelihood = -458.70647

Iteration 7: log likelihood = -458.70344

Iteration 8: log likelihood = -458.70246

Iteration 9: log likelihood = -458.70215

Iteration 10: log likelihood = -458.70204

Iteration 11: log likelihood = -458.70201

Iteration 12: log likelihood = -458.70199

Iteration 13: log likelihood = -458.70199

Iteration 14: log likelihood = -458.70199

Iteration 15: log likelihood = -458.70199

Iteration 16: log likelihood = -458.70199

Iteration 17: log likelihood = -458.70199

Iteration 18: log likelihood = -458.70199

Iteration 19: log likelihood = -458.70199

Iteration 20: log likelihood = -458.70199

Fitting full model:

rho = 0.0 log likelihood = -458.70199

rho = 0.1 log likelihood = -443.06822

rho = 0.2 log likelihood = -434.78211

rho = 0.3 log likelihood = -430.8329

rho = 0.4 log likelihood = -430.10324

rho = 0.5 log likelihood = -432.304

Iteration 0: log likelihood = -430.12075

Iteration 1: log likelihood = -417.85684

Iteration 2: log likelihood = -416.5315

Iteration 3: log likelihood = -416.47502

Iteration 4: log likelihood = -416.47502

Iteration 5: log likelihood = -416.47501

Random-effects probit regression Number of obs = 1285

Group variable: waveid Number of groups = 394

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.3

max = 8

Wald chi2(75) = 61.78

Log likelihood = -416.47501 Prob > chi2 = 0.8632

------------------------------------------------------------------------------

sats7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | -.0951313 .1644668 -0.58 0.563 -.4174803 .2272176

agesq | .0012841 .0020396 0.63 0.529 -.0027134 .0052815

married | -.0067191 .2773759 -0.02 0.981 -.5503659 .5369277

urban | -.0095205 .8210253 -0.01 0.991 -1.6187 1.59966

dadprof | .1589571 .2636473 0.60 0.547 -.3577822 .6756963

nesb | -.0805179 .351812 -0.23 0.819 -.7700566 .6090209

jbmhruc | .0019923 .0136833 0.15 0.884 -.0248265 .0288111

jbocct | -.0083354 .0178435 -0.47 0.640 -.0433081 .0266373

jbempt | .0440085 .0199535 2.21 0.027 .0049004 .0831166

firm5 | -.3762806 .4351557 -0.86 0.387 -1.22917 .476609

firm9 | -.3509749 .3578979 -0.98 0.327 -1.052442 .3504921

firm19 | .1257558 .2904417 0.43 0.665 -.4434995 .6950111

firm49 | -.0600135 .2537657 -0.24 0.813 -.5573851 .4373582

ch514 | -.7083512 .4117308 -1.72 0.085 -1.515329 .0986264

chb5 | -.0042975 .4668637 -0.01 0.993 -.9193334 .9107385

capune | -.0035945 .0101095 -0.36 0.722 -.0234088 .0162197

union | -.1982365 .2889957 -0.69 0.493 -.7646578 .3681847

osonly | .371023 .3850145 0.96 0.335 -.3835916 1.125638

oedonly | -.2161195 .2403124 -0.90 0.368 -.6871231 .2548841

overboth | .2488277 .2947547 0.84 0.399 -.3288809 .8265364

agr | .9713535 1.332053 0.73 0.466 -1.639423 3.58213

min | 1.074338 3.024679 0.36 0.722 -4.853925 7.0026

ele | -.4594619 2567.664 -0.00 1.000 -5032.988 5032.07

con | -.4972637 .7485852 -0.66 0.507 -1.964464 .9699363

whl | -.1956668 .780322 -0.25 0.802 -1.72507 1.333736

ret | .4353847 .8118072 0.54 0.592 -1.155728 2.026498

accom | .7695565 1.131811 0.68 0.497 -1.448753 2.987866

tran | -.6664774 .9019713 -0.74 0.460 -2.434309 1.101354

it | -.0968716 .7559964 -0.13 0.898 -1.578597 1.384854

fin | .5724321 .6676589 0.86 0.391 -.7361552 1.881019

rhr | .0852343 .7423692 0.11 0.909 -1.369783 1.540251

prof | -.6611291 .6491567 -1.02 0.308 -1.933453 .6111946

admin | -.1250054 .6735028 -0.19 0.853 -1.445047 1.195036

public | -.3928489 .6381583 -0.62 0.538 -1.643616 .8579184

educ | .8626306 .6251355 1.38 0.168 -.3626124 2.087874

hlth | .8186899 .6333643 1.29 0.196 -.4226812 2.060061

arts | 2.643656 1.208104 2.19 0.029 .2758159 5.011497

other | -.281866 1.11777 -0.25 0.801 -2.472655 1.908923

agem | -.0513677 .1822104 -0.28 0.778 -.4084936 .3057582

agesqm | .0004861 .0022785 0.21 0.831 -.0039797 .004952

marriedm | .1038991 .3640203 0.29 0.775 -.6095675 .8173658

urbanm | -.1774104 .8893939 -0.20 0.842 -1.920591 1.56577

esbm | -.1033665 .3067968 -0.34 0.736 -.7046772 .4979443

jbmhrucm | .0140141 .0243213 0.58 0.564 -.0336547 .0616829

jbocctm | .0427727 .0287953 1.49 0.137 -.0136651 .0992105

jbemptm | -.0459526 .0325558 -1.41 0.158 -.1097607 .0178555

firm5m | -.1357391 .6786672 -0.20 0.841 -1.465902 1.194424

firm9m | 1.267425 .5901957 2.15 0.032 .110663 2.424188

firm19m | .2234288 .502703 0.44 0.657 -.7618509 1.208709

firm49m | .2802541 .4333764 0.65 0.518 -.5691481 1.129656

ch514m | .8619208 .5171444 1.67 0.096 -.1516636 1.875505

chb5m | -.1476895 .7041515 -0.21 0.834 -1.527801 1.232422

capunem | -.0428379 .0238223 -1.80 0.072 -.0895287 .0038528

unionm | .7725054 .4330754 1.78 0.074 -.0763067 1.621318

osonlym | -1.043594 .7694823 -1.36 0.175 -2.551751 .4645638

oedonlym | .2625163 .3919743 0.67 0.503 -.5057392 1.030772

overbothm | -1.177954 .5331334 -2.21 0.027 -2.222876 -.1330319

agrm | -1.372399 2.014628 -0.68 0.496 -5.320997 2.576199

minm | -1.974225 3.301611 -0.60 0.550 -8.445264 4.496814

elem | 37.094 6399.68 0.01 0.995 -12506.05 12580.24

conm | 1.337752 1.228381 1.09 0.276 -1.069831 3.745335

whlm | 1.002511 1.277949 0.78 0.433 -1.502223 3.507246

retm | -.4730435 1.068025 -0.44 0.658 -2.566335 1.620248

accomm | -.9234693 1.345377 -0.69 0.492 -3.56036 1.713421

tranm | -.4335611 1.419177 -0.31 0.760 -3.215097 2.347975

itm | -.4776866 1.215363 -0.39 0.694 -2.859754 1.904381

finm | -.771426 .9281571 -0.83 0.406 -2.590581 1.047729

rhrm | -.683708 1.114463 -0.61 0.540 -2.868015 1.500599

profm | .0613208 .9563858 0.06 0.949 -1.813161 1.935803

adminm | .2073033 1.019691 0.20 0.839 -1.791254 2.205861

publicm | .7694152 .9593409 0.80 0.423 -1.110858 2.649689

educm | -1.642316 .8921202 -1.84 0.066 -3.39084 .106207

hlthm | -.8947788 .8813486 -1.02 0.310 -2.62219 .8326327

artsm | -3.725529 1.37357 -2.71 0.007 -6.417677 -1.033381

otherm | 2.564941 1.965918 1.30 0.192 -1.288188 6.418069

\_cons | 3.714396 1.814647 2.05 0.041 .157753 7.271038

-------------+----------------------------------------------------------------

/lnsig2u | .3032701 .2731171 -.2320296 .8385697

-------------+----------------------------------------------------------------

sigma\_u | 1.163735 .158918 .8904621 1.520874

rho | .5752417 .0667331 .4422515 .6981639

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 84.45 Prob >= chibar2 = 0.000

Table 7b Females – Work Satisfaction

. xtprobit satw7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==3, i(waveid) re

note: dadprof dropped due to collinearity

note: nesb dropped due to collinearity

note: esbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -656.872

Iteration 1: log likelihood = -577.81279

Iteration 2: log likelihood = -575.62161

Iteration 3: log likelihood = -575.54302

Iteration 4: log likelihood = -575.52205

Iteration 5: log likelihood = -575.51347

Iteration 6: log likelihood = -575.51009

Iteration 7: log likelihood = -575.50893

Iteration 8: log likelihood = -575.50855

Iteration 9: log likelihood = -575.50843

Iteration 10: log likelihood = -575.50839

Iteration 11: log likelihood = -575.50837

Iteration 12: log likelihood = -575.50837

Iteration 13: log likelihood = -575.50837

Iteration 14: log likelihood = -575.50837

Iteration 15: log likelihood = -575.50837

Iteration 16: log likelihood = -575.50837

Iteration 17: log likelihood = -575.50837

Iteration 18: log likelihood = -575.50837

Iteration 19: log likelihood = -575.50837

Fitting full model:

rho = 0.0 log likelihood = -575.50837

rho = 0.1 log likelihood = -557.0923

rho = 0.2 log likelihood = -548.47151

rho = 0.3 log likelihood = -545.37846

rho = 0.4 log likelihood = -546.2802

Iteration 0: log likelihood = -545.38066

Iteration 1: log likelihood = -536.67472

Iteration 2: log likelihood = -536.62287

Iteration 3: log likelihood = -536.62284

Random-effects probit regression Number of obs = 1286

Group variable: waveid Number of groups = 394

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.3

max = 8

Wald chi2(75) = 92.96

Log likelihood = -536.62284 Prob > chi2 = 0.0783

------------------------------------------------------------------------------

satw7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .136677 .1279513 1.07 0.285 -.114103 .387457

agesq | -.0019109 .0016093 -1.19 0.235 -.005065 .0012432

married | .1262169 .2375183 0.53 0.595 -.3393103 .5917442

urban | -.5532284 .7233313 -0.76 0.444 -1.970932 .864475

esb | .325275 .2471089 1.32 0.188 -.1590496 .8095996

jbmhruc | .0272997 .011621 2.35 0.019 .004523 .0500764

jbocct | .0036986 .0167715 0.22 0.825 -.029173 .0365702

jbempt | .0111946 .016976 0.66 0.510 -.0220777 .0444669

firm5 | -.6056129 .3909654 -1.55 0.121 -1.371891 .1606653

firm9 | -.2307073 .3087561 -0.75 0.455 -.8358581 .3744434

firm19 | -.147932 .2561372 -0.58 0.564 -.6499518 .3540878

firm49 | -.488793 .2272999 -2.15 0.032 -.9342926 -.0432934

ch514 | .0516894 .2898247 0.18 0.858 -.5163566 .6197354

chb5 | -.2567177 .3474839 -0.74 0.460 -.9377736 .4243383

capune | .0018848 .0100837 0.19 0.852 -.0178789 .0216485

union | .1659394 .2482713 0.67 0.504 -.3206635 .6525422

osonly | -.7515574 .2902938 -2.59 0.010 -1.320523 -.182592

oedonly | -.1425377 .2029511 -0.70 0.482 -.5403145 .2552392

overboth | -.7211313 .2517569 -2.86 0.004 -1.214566 -.2276969

agr | 1.059847 1.026474 1.03 0.302 -.9520047 3.0717

min | 1.367235 2920.244 0.00 1.000 -5722.206 5724.941

ele | 1.044622 1.158511 0.90 0.367 -1.226018 3.315262

con | -.7401073 .6039257 -1.23 0.220 -1.92378 .4435653

whl | .0185913 .5105234 0.04 0.971 -.9820161 1.019199

ret | .366147 .5956754 0.61 0.539 -.8013553 1.533649

accom | .145557 .7768854 0.19 0.851 -1.37711 1.668224

tran | -.1780254 .8502396 -0.21 0.834 -1.844464 1.488414

it | -.3268636 .6221946 -0.53 0.599 -1.546343 .8926155

fin | -.1257637 .5830622 -0.22 0.829 -1.268545 1.017017

rhr | -.2991987 .6871165 -0.44 0.663 -1.645922 1.047525

prof | .9399919 .5903133 1.59 0.111 -.217001 2.096985

admin | .4647095 .566679 0.82 0.412 -.6459609 1.57538

public | .5856827 .5230435 1.12 0.263 -.4394638 1.610829

educ | .9808055 .5575556 1.76 0.079 -.1119834 2.073594

hlth | .8866174 .529201 1.68 0.094 -.1505975 1.923832

arts | 2.174929 .9090594 2.39 0.017 .3932051 3.956652

other | .6488739 .7914814 0.82 0.412 -.9024012 2.200149

agem | -.2271958 .1443463 -1.57 0.115 -.5101093 .0557177

agesqm | .0031083 .0018283 1.70 0.089 -.0004752 .0066917

marriedm | -.2896678 .2965746 -0.98 0.329 -.8709433 .2916078

urbanm | .2318555 .7715269 0.30 0.764 -1.280309 1.74402

dadprofm | .090696 .2030587 0.45 0.655 -.3072918 .4886838

nesbm | .2099928 .2840721 0.74 0.460 -.3467782 .7667638

jbmhrucm | -.0212216 .0188461 -1.13 0.260 -.0581594 .0157161

jbocctm | .0202866 .0236899 0.86 0.392 -.0261447 .066718

jbemptm | -.0130505 .0261484 -0.50 0.618 -.0643003 .0381994

firm5m | 1.053313 .5960925 1.77 0.077 -.1150066 2.221633

firm9m | .2342273 .447488 0.52 0.601 -.6428331 1.111288

firm19m | -.0049193 .4052035 -0.01 0.990 -.7991036 .7892649

firm49m | .0489845 .3503671 0.14 0.889 -.6377224 .7356914

ch514m | -.1092912 .3687054 -0.30 0.767 -.8319404 .6133581

chb5m | .3798811 .537837 0.71 0.480 -.67426 1.434022

capunem | -.0141587 .0203878 -0.69 0.487 -.0541181 .0258007

unionm | -.4371744 .3385093 -1.29 0.197 -1.10064 .2262917

osonlym | -1.170297 .5927048 -1.97 0.048 -2.331977 -.0086171

oedonlym | -.180834 .3102034 -0.58 0.560 -.7888215 .4271534

overbothm | -.4628209 .4419697 -1.05 0.295 -1.329066 .4034237

agrm | -2.748716 1.654996 -1.66 0.097 -5.992449 .4950176

minm | 10.96378 4130.211 0.00 0.998 -8084.101 8106.028

elem | -3.54248 2.494581 -1.42 0.156 -8.431769 1.34681

conm | 1.065047 .9193486 1.16 0.247 -.7368431 2.866937

whlm | -.8275587 .9221206 -0.90 0.369 -2.634882 .9797646

retm | -.7145466 .8233003 -0.87 0.385 -2.328185 .8990922

accomm | -.5897764 .9919866 -0.59 0.552 -2.534034 1.354482

tranm | .2496556 1.268476 0.20 0.844 -2.236511 2.735822

itm | -.5925664 .9636784 -0.61 0.539 -2.481341 1.296209

finm | -.5525233 .788168 -0.70 0.483 -2.097304 .9922576

rhrm | .1735328 .9620008 0.18 0.857 -1.711954 2.05902

profm | -1.076016 .8279476 -1.30 0.194 -2.698764 .5467312

adminm | -.7228819 .8252016 -0.88 0.381 -2.340247 .8944835

publicm | -.6085992 .7606555 -0.80 0.424 -2.099456 .8822581

educm | -1.094024 .7565577 -1.45 0.148 -2.576849 .3888023

hlthm | -.8180644 .7320621 -1.12 0.264 -2.25288 .616751

artsm | -1.769478 1.134301 -1.56 0.119 -3.992667 .4537112

otherm | -.6650799 1.143737 -0.58 0.561 -2.906763 1.576603

\_cons | 3.366917 1.423514 2.37 0.018 .5768808 6.156954

-------------+----------------------------------------------------------------

/lnsig2u | -.2733706 .239027 -.7418549 .1951137

-------------+----------------------------------------------------------------

sigma\_u | .8722447 .104245 .690094 1.102474

rho | .4320798 .0586541 .3225987 .5486243

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 77.77 Prob >= chibar2 = 0.000

Table 7b Females – Hours Satisfaction

. xtprobit sathr7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==3, i(waveid) re

note: dadprof dropped due to collinearity

note: nesb dropped due to collinearity

note: esbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -835.00467

Iteration 1: log likelihood = -753.19252

Iteration 2: log likelihood = -751.63039

Iteration 3: log likelihood = -751.45839

Iteration 4: log likelihood = -751.39699

Iteration 5: log likelihood = -751.37713

Iteration 6: log likelihood = -751.37136

Iteration 7: log likelihood = -751.36961

Iteration 8: log likelihood = -751.36906

Iteration 9: log likelihood = -751.36888

Iteration 10: log likelihood = -751.36883

Iteration 11: log likelihood = -751.36881

Iteration 12: log likelihood = -751.3688

Iteration 13: log likelihood = -751.3688

Iteration 14: log likelihood = -751.3688

Iteration 15: log likelihood = -751.3688

Iteration 16: log likelihood = -751.3688

Iteration 17: log likelihood = -751.3688

Iteration 18: log likelihood = -751.3688

Iteration 19: log likelihood = -751.3688

Iteration 20: log likelihood = -751.3688

Fitting full model:

rho = 0.0 log likelihood = -751.3688

rho = 0.1 log likelihood = -729.5216

rho = 0.2 log likelihood = -718.77709

rho = 0.3 log likelihood = -714.35378

rho = 0.4 log likelihood = -714.54903

Iteration 0: log likelihood = -714.35029

Iteration 1: log likelihood = -708.86672

Iteration 2: log likelihood = -708.80887

Iteration 3: log likelihood = -708.80883

Random-effects probit regression Number of obs = 1286

Group variable: waveid Number of groups = 394

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.3

max = 8

Wald chi2(75) = 96.52

Log likelihood = -708.80883 Prob > chi2 = 0.0479

------------------------------------------------------------------------------

sathr7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | -.0854723 .1129204 -0.76 0.449 -.3067923 .1358476

agesq | .0003885 .0014063 0.28 0.782 -.0023678 .0031448

married | -.0638394 .2178067 -0.29 0.769 -.4907327 .3630538

urban | -1.511299 .6539954 -2.31 0.021 -2.793106 -.2294915

esb | .1190065 .2058802 0.58 0.563 -.2845112 .5225242

jbmhruc | -.0418896 .0100978 -4.15 0.000 -.061681 -.0220982

jbocct | .0007653 .012724 0.06 0.952 -.0241733 .0257039

jbempt | -.0229638 .0151174 -1.52 0.129 -.0525935 .0066658

firm5 | -.0075532 .3431074 -0.02 0.982 -.6800313 .6649249

firm9 | -.1442318 .2693545 -0.54 0.592 -.6721568 .3836933

firm19 | -.2384134 .2135783 -1.12 0.264 -.6570191 .1801924

firm49 | .0830714 .1959152 0.42 0.672 -.3009153 .467058

ch514 | -.1184766 .2610992 -0.45 0.650 -.6302217 .3932685

chb5 | -.0712276 .3014471 -0.24 0.813 -.662053 .5195978

capune | .008863 .0093704 0.95 0.344 -.0095027 .0272287

union | -.1714656 .2085862 -0.82 0.411 -.5802871 .2373559

osonly | .0627675 .2754209 0.23 0.820 -.4770474 .6025825

oedonly | .1507602 .1709037 0.88 0.378 -.1842049 .4857254

overboth | .1079679 .2305497 0.47 0.640 -.3439011 .5598369

agr | -.5671999 .9246457 -0.61 0.540 -2.379472 1.245072

min | -.3550679 3573.356 -0.00 1.000 -7004.003 7003.293

ele | -1.400999 1.743949 -0.80 0.422 -4.819077 2.017079

con | .0220009 .5384896 0.04 0.967 -1.033419 1.077421

whl | .0086327 .4917765 0.02 0.986 -.9552316 .972497

ret | -.7740666 .5135897 -1.51 0.132 -1.780684 .2325507

accom | -1.308695 .6725144 -1.95 0.052 -2.6268 .0094087

tran | -.4418865 .6813659 -0.65 0.517 -1.777339 .8935661

it | -.9283957 .5904005 -1.57 0.116 -2.085559 .228768

fin | -1.020714 .5354311 -1.91 0.057 -2.070139 .0287121

rhr | -1.08119 .6018833 -1.80 0.072 -2.26086 .0984792

prof | -.7396061 .4614986 -1.60 0.109 -1.644127 .1649145

admin | .5696618 .5387288 1.06 0.290 -.4862272 1.625551

public | .1751779 .4723228 0.37 0.711 -.7505577 1.100914

educ | -.2996327 .484116 -0.62 0.536 -1.248483 .6492173

hlth | -.3085388 .46284 -0.67 0.505 -1.215688 .5986109

arts | .4801759 .6583653 0.73 0.466 -.8101964 1.770548

other | -.3004366 .6625518 -0.45 0.650 -1.599014 .9981411

agem | -.0632069 .1248577 -0.51 0.613 -.3079236 .1815097

agesqm | .0014126 .0015668 0.90 0.367 -.0016582 .0044835

marriedm | .1252733 .2691443 0.47 0.642 -.4022398 .6527864

urbanm | .9647046 .6903474 1.40 0.162 -.3883515 2.317761

dadprofm | -.0522894 .1747068 -0.30 0.765 -.3947084 .2901296

nesbm | .0217794 .2437901 0.09 0.929 -.4560404 .4995992

jbmhrucm | -.0153222 .0159735 -0.96 0.337 -.0466297 .0159854

jbocctm | .0018408 .0189922 0.10 0.923 -.0353833 .0390649

jbemptm | .0135298 .0225889 0.60 0.549 -.0307437 .0578033

firm5m | -.1181866 .5041402 -0.23 0.815 -1.106283 .86991

firm9m | .253703 .3885375 0.65 0.514 -.5078164 1.015222

firm19m | .1520266 .3503483 0.43 0.664 -.5346435 .8386968

firm49m | -.2825938 .3016874 -0.94 0.349 -.8738902 .3087026

ch514m | -.13435 .3289651 -0.41 0.683 -.7791098 .5104097

chb5m | -.0790031 .4684969 -0.17 0.866 -.9972401 .839234

capunem | -.0008454 .0185356 -0.05 0.964 -.0371745 .0354836

unionm | .3252738 .2896031 1.12 0.261 -.2423378 .8928854

osonlym | -.6587211 .5539095 -1.19 0.234 -1.744364 .4269215

oedonlym | -.5689469 .2678038 -2.12 0.034 -1.093833 -.0440611

overbothm | -1.150035 .4005143 -2.87 0.004 -1.935029 -.3650419

agrm | 1.692799 1.499597 1.13 0.259 -1.246357 4.631955

minm | 13.66036 5053.682 0.00 0.998 -9891.375 9918.696

elem | 4.072404 3.879791 1.05 0.294 -3.531847 11.67665

conm | -.0655063 .7860384 -0.08 0.934 -1.606113 1.475101

whlm | .0580979 .8355277 0.07 0.945 -1.579506 1.695702

retm | .6050625 .719219 0.84 0.400 -.8045807 2.014706

accomm | .7961642 .8614059 0.92 0.355 -.8921603 2.484489

tranm | -.8349047 1.021352 -0.82 0.414 -2.836718 1.166908

itm | -.0710344 .8838568 -0.08 0.936 -1.803362 1.661293

finm | .2727516 .6994683 0.39 0.697 -1.098181 1.643684

rhrm | 1.506984 .8547774 1.76 0.078 -.1683492 3.182317

profm | .3687189 .6690766 0.55 0.582 -.9426471 1.680085

adminm | -.5862859 .7439039 -0.79 0.431 -2.044311 .8717389

publicm | -.6406098 .6613623 -0.97 0.333 -1.936856 .6556365

educm | -.0706459 .6432901 -0.11 0.913 -1.331471 1.19018

hlthm | -.3937519 .627646 -0.63 0.530 -1.623915 .8364116

artsm | -.1671684 .9885366 -0.17 0.866 -2.104664 1.770328

otherm | -.3144217 .9132209 -0.34 0.731 -2.104302 1.475458

\_cons | 7.055077 1.243282 5.67 0.000 4.618289 9.491866

-------------+----------------------------------------------------------------

/lnsig2u | -.4252661 .2163725 -.8493485 -.0011838

-------------+----------------------------------------------------------------

sigma\_u | .8084527 .0874635 .6539828 .9994083

rho | .3952573 .0517193 .2995696 .4997041

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 85.12 Prob >= chibar2 = 0.000

Table 7b Females – Flexibility Satisfaction

. xtprobit satfx7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==3, i(waveid) re

note: dadprof dropped due to collinearity

note: nesb dropped due to collinearity

note: esbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -833.17213

Iteration 1: log likelihood = -720.42859

Iteration 2: log likelihood = -716.3295

Iteration 3: log likelihood = -715.40182

Iteration 4: log likelihood = -715.0742

Iteration 5: log likelihood = -714.87105

Iteration 6: log likelihood = -714.71998

Iteration 7: log likelihood = -714.68381

Iteration 8: log likelihood = -714.67402

Iteration 9: log likelihood = -714.67113

Iteration 10: log likelihood = -714.67023

Iteration 11: log likelihood = -714.66995

Iteration 12: log likelihood = -714.66985

Iteration 13: log likelihood = -714.66982

Iteration 14: log likelihood = -714.66981

Iteration 15: log likelihood = -714.66981

Iteration 16: log likelihood = -714.66981

Iteration 17: log likelihood = -714.66981

Iteration 18: log likelihood = -714.6698

Iteration 19: log likelihood = -714.6698

Iteration 20: log likelihood = -714.6698

Iteration 21: log likelihood = -714.6698

Iteration 22: log likelihood = -714.6698

Fitting full model:

rho = 0.0 log likelihood = -714.6698

rho = 0.1 log likelihood = -691.89497

rho = 0.2 log likelihood = -679.93138

rho = 0.3 log likelihood = -674.19761

rho = 0.4 log likelihood = -673.01636

rho = 0.5 log likelihood = -675.91677

Iteration 0: log likelihood = -672.99701

Iteration 1: log likelihood = -667.37723

Iteration 2: log likelihood = -667.18849

Iteration 3: log likelihood = -667.18817

Iteration 4: log likelihood = -667.18817

Random-effects probit regression Number of obs = 1286

Group variable: waveid Number of groups = 394

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.3

max = 8

Wald chi2(75) = 96.61

Log likelihood = -667.18817 Prob > chi2 = 0.0472

------------------------------------------------------------------------------

satfx7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | -.0623471 .1178914 -0.53 0.597 -.29341 .1687158

agesq | .0005492 .0014629 0.38 0.707 -.0023181 .0034165

married | -.2750141 .2302776 -1.19 0.232 -.7263499 .1763218

urban | -.1499514 .6062615 -0.25 0.805 -1.338202 1.038299

esb | .3357373 .2318128 1.45 0.148 -.1186074 .7900819

jbmhruc | -.0225531 .0098733 -2.28 0.022 -.0419044 -.0032017

jbocct | -.0016423 .0133316 -0.12 0.902 -.0277719 .0244872

jbempt | .002671 .0150307 0.18 0.859 -.0267886 .0321307

firm5 | .3215467 .3713498 0.87 0.387 -.4062856 1.049379

firm9 | -.5143024 .2759961 -1.86 0.062 -1.055245 .0266399

firm19 | -.3123421 .2259537 -1.38 0.167 -.7552031 .1305189

firm49 | -.2218096 .1985322 -1.12 0.264 -.6109255 .1673064

ch514 | -.2242816 .28111 -0.80 0.425 -.7752471 .326684

chb5 | -.4120879 .3193174 -1.29 0.197 -1.037939 .2137627

capune | .0108428 .0095927 1.13 0.258 -.0079586 .0296441

union | -.159748 .2140471 -0.75 0.455 -.5792726 .2597766

osonly | .006135 .2881207 0.02 0.983 -.5585711 .5708411

oedonly | -.0114886 .1803388 -0.06 0.949 -.3649461 .3419689

overboth | .2638862 .2444984 1.08 0.280 -.2153219 .7430943

agr | .6879185 .9078061 0.76 0.449 -1.091349 2.467186

min | 18.17511 9926.464 0.00 0.999 -19437.34 19473.69

ele | -32.83682 14361.16 -0.00 0.998 -28180.19 28114.52

con | -.2374578 .5785639 -0.41 0.681 -1.371422 .8965066

whl | .0416946 .5451709 0.08 0.939 -1.026821 1.11021

ret | 1.052616 .6466665 1.63 0.104 -.2148271 2.320059

accom | -.0510113 .6937466 -0.07 0.941 -1.41073 1.308707

tran | 1.16639 .7690159 1.52 0.129 -.3408535 2.673633

it | .0933853 .6083517 0.15 0.878 -1.098962 1.285733

fin | .0412607 .5468523 0.08 0.940 -1.03055 1.113072

rhr | -.2979222 .6206036 -0.48 0.631 -1.514283 .9184385

prof | -.1928431 .4958313 -0.39 0.697 -1.164655 .7789685

admin | .2743359 .5486447 0.50 0.617 -.8009879 1.34966

public | .4083075 .4952194 0.82 0.410 -.5623046 1.37892

educ | .1382895 .4999035 0.28 0.782 -.8415034 1.118082

hlth | .3756904 .47345 0.79 0.427 -.5522546 1.303635

arts | .1009301 .731949 0.14 0.890 -1.333664 1.535524

other | -.4334343 .7102176 -0.61 0.542 -1.825435 .9585666

agem | .0124421 .1307935 0.10 0.924 -.2439085 .2687928

agesqm | .0002049 .0016382 0.13 0.900 -.0030059 .0034157

marriedm | .2236384 .286966 0.78 0.436 -.3388047 .7860815

urbanm | .0181122 .6568558 0.03 0.978 -1.269302 1.305526

dadprofm | .1647122 .1899295 0.87 0.386 -.2075429 .5369672

nesbm | .2418936 .2615097 0.92 0.355 -.270656 .7544433

jbmhrucm | -.0160092 .0166373 -0.96 0.336 -.0486177 .0165993

jbocctm | -.0079491 .019845 -0.40 0.689 -.0468445 .0309463

jbemptm | -.002313 .0234452 -0.10 0.921 -.0482647 .0436388

firm5m | .1673773 .579531 0.29 0.773 -.9684826 1.303237

firm9m | .4650171 .4104258 1.13 0.257 -.3394027 1.269437

firm19m | .1999576 .374355 0.53 0.593 -.5337647 .93368

firm49m | .0318499 .3154393 0.10 0.920 -.5863997 .6500995

ch514m | .0763828 .3528664 0.22 0.829 -.6152227 .7679884

chb5m | .8632999 .5162427 1.67 0.094 -.1485171 1.875117

capunem | -.0372293 .0203158 -1.83 0.067 -.0770476 .0025891

unionm | -.3352836 .3053418 -1.10 0.272 -.9337425 .2631753

osonlym | -.1264867 .610209 -0.21 0.836 -1.322474 1.069501

oedonlym | -.410471 .2861171 -1.43 0.151 -.9712501 .1503082

overbothm | -1.516593 .4276649 -3.55 0.000 -2.354801 -.6783854

agrm | -.8537037 1.500145 -0.57 0.569 -3.793933 2.086526

minm | -17.71114 9926.464 -0.00 0.999 -19473.22 19437.8

elem | 118.1356 50885.2 0.00 0.998 -99615.02 99851.29

conm | .1580256 .8688793 0.18 0.856 -1.544947 1.860998

whlm | .2438586 .9352832 0.26 0.794 -1.589263 2.07698

retm | -.0463392 .850837 -0.05 0.957 -1.713949 1.621271

accomm | -.1648087 .9010191 -0.18 0.855 -1.930774 1.601156

tranm | -1.948533 1.127999 -1.73 0.084 -4.159371 .2623056

itm | -.0037328 .9323461 -0.00 0.997 -1.831098 1.823632

finm | -.0745151 .7349646 -0.10 0.919 -1.515019 1.365989

rhrm | 1.131821 .9096881 1.24 0.213 -.6511349 2.914777

profm | .3252382 .7299158 0.45 0.656 -1.105371 1.755847

adminm | -.3286641 .7795032 -0.42 0.673 -1.856462 1.199134

publicm | -.4469138 .7060936 -0.63 0.527 -1.830832 .9370044

educm | -.8908304 .6794331 -1.31 0.190 -2.222495 .440834

hlthm | -.5209257 .6581069 -0.79 0.429 -1.810792 .7689403

artsm | .9113308 1.163784 0.78 0.434 -1.369644 3.192306

otherm | 1.11155 1.067943 1.04 0.298 -.9815812 3.20468

\_cons | 3.722214 1.308428 2.84 0.004 1.157741 6.286687

-------------+----------------------------------------------------------------

/lnsig2u | -.2452605 .216045 -.6687009 .17818

-------------+----------------------------------------------------------------

sigma\_u | .8845907 .0955557 .7158029 1.093179

rho | .4389904 .0532071 .3387878 .5444275

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 94.96 Prob >= chibar2 = 0.000

## Job satisfaction and its facets (certificates III/IV, table 7c)

Table 7c Males – Overall Job Satisfaction

**. xtprobit sat7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==2, i(waveid) re**

**note: nesb dropped due to collinearity**

**note: dadprofm dropped due to collinearity**

**note: esbm dropped due to collinearity**

**Fitting comparison model:**

**Iteration 0: log likelihood = -2531.9383**

**Iteration 1: log likelihood = -2347.0602**

**Iteration 2: log likelihood = -2343.736**

**Iteration 3: log likelihood = -2343.7236**

**Iteration 4: log likelihood = -2343.7236**

**Fitting full model:**

**rho = 0.0 log likelihood = -2343.7236**

**rho = 0.1 log likelihood = -2271.1528**

**rho = 0.2 log likelihood = -2236.2869**

**rho = 0.3 log likelihood = -2222.763**

**rho = 0.4 log likelihood = -2224.4267**

**Iteration 0: log likelihood = -2222.7555**

**Iteration 1: log likelihood = -2193.8004**

**Iteration 2: log likelihood = -2193.7092**

**Iteration 3: log likelihood = -2193.7092**

**Random-effects probit regression Number of obs = 5347**

**Group variable: waveid Number of groups = 1354**

**Random effects u\_i ~ Gaussian Obs per group: min = 1**

**avg = 3.9**

**max = 8**

**Wald chi2(75) = 233.30**

**Log likelihood = -2193.7092 Prob > chi2 = 0.0000**

**------------------------------------------------------------------------------**

**sat7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]**

**-------------+----------------------------------------------------------------**

**age | .0732083 .0556869 1.31 0.189 -.035936 .1823526**

**agesq | -.0002248 .0006877 -0.33 0.744 -.0015727 .0011232**

**married | -.0980636 .1273808 -0.77 0.441 -.3477254 .1515981**

**urban | -.320557 .2665143 -1.20 0.229 -.8429155 .2018015**

**dadprof | -.0814561 .1275053 -0.64 0.523 -.331362 .1684497**

**esb | -.2965853 .1198703 -2.47 0.013 -.5315268 -.0616438**

**jbmhruc | -.0031762 .0045953 -0.69 0.489 -.0121828 .0058305**

**jbocct | -.0090358 .0051311 -1.76 0.078 -.0190926 .0010211**

**jbempt | -.0364726 .0088376 -4.13 0.000 -.053794 -.0191512**

**firm5 | -.079634 .1469091 -0.54 0.588 -.3675706 .2083026**

**firm9 | .0187675 .1236827 0.15 0.879 -.2236461 .261181**

**firm19 | .0921586 .1113456 0.83 0.408 -.1260747 .3103919**

**firm49 | -.2258699 .0965065 -2.34 0.019 -.4150192 -.0367206**

**ch514 | .0076487 .111181 0.07 0.945 -.2102621 .2255595**

**chb5 | -.0066369 .1041779 -0.06 0.949 -.2108218 .1975481**

**capune | .0013942 .0042467 0.33 0.743 -.0069292 .0097175**

**union | .2287271 .109419 2.09 0.037 .0142697 .4431844**

**osonly | -.5269731 .0953453 -5.53 0.000 -.7138465 -.3400996**

**oedonly | -.2415378 .1089016 -2.22 0.027 -.4549811 -.0280946**

**overboth | -.4608703 .1382542 -3.33 0.001 -.7318436 -.1898969**

**agr | .1626234 .2931681 0.55 0.579 -.4119755 .7372224**

**min | .2973829 .2369986 1.25 0.210 -.1671257 .7618916**

**ele | .2168113 .3627555 0.60 0.550 -.4941765 .9277991**

**con | .0636034 .1537752 0.41 0.679 -.2377905 .3649973**

**whl | .0619925 .1882393 0.33 0.742 -.3069496 .4309347**

**ret | -.3171704 .2074666 -1.53 0.126 -.7237976 .0894567**

**accom | -.8972281 .3005573 -2.99 0.003 -1.48631 -.3081466**

**tran | .2513323 .2115003 1.19 0.235 -.1632006 .6658651**

**it | -.8621818 .3256114 -2.65 0.008 -1.500368 -.2239951**

**fin | .4503268 .4794488 0.94 0.348 -.4893756 1.390029**

**rhr | -.2182605 .4003731 -0.55 0.586 -1.002977 .5664564**

**prof | -.0911808 .2579906 -0.35 0.724 -.5968331 .4144715**

**admin | -.092049 .3065178 -0.30 0.764 -.6928129 .5087148**

**public | .0179253 .2278797 0.08 0.937 -.4287108 .4645613**

**educ | .9891299 .6761284 1.46 0.143 -.3360575 2.314317**

**hlth | -.1474488 .3184575 -0.46 0.643 -.7716141 .4767165**

**arts | .1369821 .3889026 0.35 0.725 -.625253 .8992172**

**other | -.1561877 .180528 -0.87 0.387 -.5100161 .1976407**

**agem | -.1334747 .0608568 -2.19 0.028 -.2527518 -.0141975**

**agesqm | .000964 .0007548 1.28 0.202 -.0005153 .0024433**

**marriedm | .174751 .1683938 1.04 0.299 -.1552948 .5047968**

**urbanm | .2922309 .2905702 1.01 0.315 -.2772762 .8617381**

**nesbm | .2444692 .1566372 1.56 0.119 -.062534 .5514724**

**jbmhrucm | -.0029184 .0070931 -0.41 0.681 -.0168206 .0109837**

**jbocctm | .0065453 .007722 0.85 0.397 -.0085896 .0216802**

**jbemptm | .0665254 .0114831 5.79 0.000 .0440189 .0890319**

**firm5m | .4027767 .2467444 1.63 0.103 -.0808335 .8863868**

**firm9m | .1968727 .2041937 0.96 0.335 -.2033395 .5970849**

**firm19m | .1040532 .1891896 0.55 0.582 -.2667517 .4748581**

**firm49m | .3273302 .1811267 1.81 0.071 -.0276716 .682332**

**ch514m | .0449919 .1595102 0.28 0.778 -.2676423 .3576261**

**chb5m | .1053394 .1847563 0.57 0.569 -.2567763 .4674551**

**capunem | -.0061868 .0070616 -0.88 0.381 -.0200273 .0076536**

**unionm | -.2133691 .1525427 -1.40 0.162 -.5123474 .0856091**

**osonlym | -.4865822 .2019023 -2.41 0.016 -.8823034 -.0908609**

**oedonlym | .2370666 .189308 1.25 0.210 -.1339702 .6081035**

**overbothm | -.5648163 .2469951 -2.29 0.022 -1.048918 -.0807149**

**agrm | -.0606108 .4226106 -0.14 0.886 -.8889124 .7676909**

**minm | .0347056 .3170055 0.11 0.913 -.5866137 .6560248**

**elem | .5093097 .4876943 1.04 0.296 -.4465536 1.465173**

**conm | .1512537 .2234343 0.68 0.498 -.2866695 .5891769**

**whlm | .1221903 .3062445 0.40 0.690 -.4780378 .7224184**

**retm | .1063276 .2882586 0.37 0.712 -.4586488 .6713041**

**accomm | .3218939 .3795489 0.85 0.396 -.4220083 1.065796**

**tranm | .0887025 .3048427 0.29 0.771 -.5087783 .6861833**

**itm | .9033693 .4464844 2.02 0.043 .0282758 1.778463**

**finm | -.0970874 .6292316 -0.15 0.877 -1.330359 1.136184**

**rhrm | .8327298 .6347741 1.31 0.190 -.4114046 2.076864**

**profm | .1310184 .4099933 0.32 0.749 -.6725537 .9345905**

**adminm | .0467813 .5064708 0.09 0.926 -.9458833 1.039446**

**publicm | .060327 .2819834 0.21 0.831 -.4923504 .6130044**

**educm | .0783222 .7337885 0.11 0.915 -1.359877 1.516521**

**hlthm | -.0339748 .3992393 -0.09 0.932 -.8164695 .7485199**

**artsm | .6374646 .5687173 1.12 0.262 -.4772009 1.75213**

**otherm | -.1092506 .2690515 -0.41 0.685 -.636582 .4180807**

**\_cons | 2.421068 .5780971 4.19 0.000 1.288018 3.554117**

**-------------+----------------------------------------------------------------**

**/lnsig2u | -.2908369 .1219197 -.5297952 -.0518787**

**-------------+----------------------------------------------------------------**

**sigma\_u | .8646604 .0527096 .7672845 .9743942**

**rho | .427799 .0298444 .3705647 .4870332**

**------------------------------------------------------------------------------**

**Likelihood-ratio test of rho=0: chibar2(01) = 300.03 Prob >= chibar2 = 0.000**

Table 7c Males – Pay Satisfaction

. xtprobit satp7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==2, i(waveid) re

note: nesb dropped due to collinearity

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -3299.393

Iteration 1: log likelihood = -3124.0695

Iteration 2: log likelihood = -3122.7699

Iteration 3: log likelihood = -3122.7693

Fitting full model:

rho = 0.0 log likelihood = -3122.7693

rho = 0.1 log likelihood = -2994.7658

rho = 0.2 log likelihood = -2927.0176

rho = 0.3 log likelihood = -2891.0619

rho = 0.4 log likelihood = -2876.4275

rho = 0.5 log likelihood = -2879.1782

Iteration 0: log likelihood = -2876.4163

Iteration 1: log likelihood = -2858.5771

Iteration 2: log likelihood = -2858.3577

Iteration 3: log likelihood = -2858.3576

Random-effects probit regression Number of obs = 5347

Group variable: waveid Number of groups = 1354

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.9

max = 8

Wald chi2(75) = 197.11

Log likelihood = -2858.3576 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

satp7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0879182 .0486245 1.81 0.071 -.0073841 .1832205

agesq | -.0004907 .0005949 -0.82 0.409 -.0016567 .0006753

married | .0300754 .1100858 0.27 0.785 -.1856887 .2458396

urban | -.0267054 .2209551 -0.12 0.904 -.4597694 .4063587

dadprof | .0221811 .1246526 0.18 0.859 -.2221335 .2664957

esb | -.2555644 .1188153 -2.15 0.031 -.488438 -.0226907

jbmhruc | .010821 .0041962 2.58 0.010 .0025966 .0190455

jbocct | -.004614 .0046359 -1.00 0.320 -.0137002 .0044723

jbempt | -.0134614 .0077732 -1.73 0.083 -.0286966 .0017739

firm5 | -.3619918 .1257288 -2.88 0.004 -.6084157 -.1155679

firm9 | -.1217145 .1098884 -1.11 0.268 -.3370919 .0936628

firm19 | -.1604397 .0981269 -1.64 0.102 -.3527648 .0318855

firm49 | -.227166 .0874118 -2.60 0.009 -.3984899 -.055842

ch514 | -.0083961 .0999674 -0.08 0.933 -.2043285 .1875364

chb5 | -.0470275 .0916741 -0.51 0.608 -.2267055 .1326505

capune | .0045334 .004018 1.13 0.259 -.0033418 .0124086

union | .1468245 .0987917 1.49 0.137 -.0468037 .3404526

osonly | -.0693489 .0915022 -0.76 0.449 -.2486899 .109992

oedonly | -.2358706 .0959041 -2.46 0.014 -.4238392 -.047902

overboth | -.3297373 .1298018 -2.54 0.011 -.5841442 -.0753304

agr | -.2989616 .2487944 -1.20 0.230 -.7865898 .1886665

min | .1077506 .2236537 0.48 0.630 -.3306026 .5461038

ele | .0954126 .3152071 0.30 0.762 -.5223821 .7132072

con | .0293964 .1353034 0.22 0.828 -.2357934 .2945863

whl | -.0953631 .1668733 -0.57 0.568 -.4224288 .2317025

ret | -.2578015 .1839983 -1.40 0.161 -.6184316 .1028286

accom | -.0791384 .2758953 -0.29 0.774 -.6198834 .4616065

tran | -.04942 .1900322 -0.26 0.795 -.4218763 .3230363

it | .0066542 .3029016 0.02 0.982 -.5870221 .6003304

fin | .0463129 .4217306 0.11 0.913 -.780264 .8728897

rhr | -.5754714 .3584851 -1.61 0.108 -1.278089 .1271465

prof | -.380576 .2247798 -1.69 0.090 -.8211363 .0599843

admin | -.4072108 .280394 -1.45 0.146 -.956773 .1423514

public | .319107 .2027905 1.57 0.116 -.0783552 .7165692

educ | -.1670205 .4536271 -0.37 0.713 -1.056113 .7220723

hlth | -.0870918 .2931175 -0.30 0.766 -.6615915 .487408

arts | -.0026867 .3092852 -0.01 0.993 -.6088746 .6035012

other | -.3515847 .1611991 -2.18 0.029 -.6675291 -.0356402

agem | -.0676546 .0537677 -1.26 0.208 -.1730374 .0377282

agesqm | .0002963 .0006628 0.45 0.655 -.0010028 .0015953

marriedm | .1293477 .1529118 0.85 0.398 -.1703538 .4290493

urbanm | -.1079824 .2478538 -0.44 0.663 -.593767 .3778022

nesbm | .1413894 .1477142 0.96 0.338 -.1481252 .430904

jbmhrucm | .0040053 .0066759 0.60 0.549 -.0090792 .0170899

jbocctm | -.0019767 .0072749 -0.27 0.786 -.0162351 .0122818

jbemptm | .0394258 .010223 3.86 0.000 .0193891 .0594625

firm5m | .4022697 .2241503 1.79 0.073 -.0370568 .8415961

firm9m | .1269627 .188492 0.67 0.501 -.2424747 .4964002

firm19m | .0393632 .1762923 0.22 0.823 -.3061634 .3848899

firm49m | .2133566 .1699181 1.26 0.209 -.1196767 .5463899

ch514m | -.0840091 .149322 -0.56 0.574 -.3766749 .2086567

chb5m | -.0501754 .1730601 -0.29 0.772 -.3893669 .2890161

capunem | -.006879 .0067796 -1.01 0.310 -.0201668 .0064087

unionm | .0140117 .1430983 0.10 0.922 -.2664558 .2944792

osonlym | -.3601082 .2000263 -1.80 0.072 -.7521526 .0319361

oedonlym | .1355907 .1736534 0.78 0.435 -.2047637 .4759452

overbothm | -.3362162 .2399972 -1.40 0.161 -.806602 .1341697

agrm | -.1669791 .3684552 -0.45 0.650 -.889138 .5551798

minm | .446581 .3109984 1.44 0.151 -.1629647 1.056127

elem | .5592575 .4385673 1.28 0.202 -.3003187 1.418834

conm | .0782727 .2051283 0.38 0.703 -.3237715 .4803168

whlm | .0830692 .285598 0.29 0.771 -.4766925 .6428309

retm | .0298274 .2641776 0.11 0.910 -.4879513 .547606

accomm | -.3615011 .3529131 -1.02 0.306 -1.053198 .3301959

tranm | .1703517 .2864409 0.59 0.552 -.3910621 .7317655

itm | .3655613 .4115386 0.89 0.374 -.4410396 1.172162

finm | .4812808 .5968095 0.81 0.420 -.6884442 1.651006

rhrm | .0148973 .5504438 0.03 0.978 -1.063953 1.093747

profm | -.030095 .3767835 -0.08 0.936 -.7685772 .7083871

adminm | .4034007 .4829619 0.84 0.404 -.5431873 1.349989

publicm | -.421274 .2570767 -1.64 0.101 -.925135 .082587

educm | .3751608 .5886193 0.64 0.524 -.7785119 1.528833

hlthm | -.1956063 .3784887 -0.52 0.605 -.9374306 .546218

artsm | -.0536879 .4812945 -0.11 0.911 -.9970077 .889632

otherm | .0678297 .2537463 0.27 0.789 -.429504 .5651633

\_cons | -.4281827 .5384802 -0.80 0.427 -1.483585 .6272191

-------------+----------------------------------------------------------------

/lnsig2u | -.1418194 .099887 -.3375943 .0539555

-------------+----------------------------------------------------------------

sigma\_u | .931546 .0465247 .8446802 1.027345

rho | .4646045 .0248466 .416394 .5134856

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 528.82 Prob >= chibar2 = 0.000

Table 7c Males – Job Security Satisfaction

. xtprobit sats7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==2, i(waveid) re

note: nesb dropped due to collinearity

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -2450.282

Iteration 1: log likelihood = -2306.4289

Iteration 2: log likelihood = -2304.2233

Iteration 3: log likelihood = -2304.2063

Iteration 4: log likelihood = -2304.2063

Fitting full model:

rho = 0.0 log likelihood = -2304.2063

rho = 0.1 log likelihood = -2215.5427

rho = 0.2 log likelihood = -2171.7331

rho = 0.3 log likelihood = -2152.1474

rho = 0.4 log likelihood = -2149.2072

rho = 0.5 log likelihood = -2160.4312

Iteration 0: log likelihood = -2149.1911

Iteration 1: log likelihood = -2115.8258

Iteration 2: log likelihood = -2113.0691

Iteration 3: log likelihood = -2113.0437

Iteration 4: log likelihood = -2113.0437

Random-effects probit regression Number of obs = 5347

Group variable: waveid Number of groups = 1354

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.9

max = 8

Wald chi2(75) = 180.48

Log likelihood = -2113.0437 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

sats7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0704771 .0581582 1.21 0.226 -.0435109 .1844651

agesq | -.0000887 .0006984 -0.13 0.899 -.0014575 .0012801

married | -.2219738 .1287807 -1.72 0.085 -.4743794 .0304318

urban | -.5411709 .3152944 -1.72 0.086 -1.159137 .0767948

dadprof | -.0844315 .1382186 -0.61 0.541 -.3553349 .1864719

esb | -.3311162 .1255164 -2.64 0.008 -.5771237 -.0851086

jbmhruc | .0143528 .0047799 3.00 0.003 .0049843 .0237213

jbocct | -.0021608 .0051891 -0.42 0.677 -.0123313 .0080097

jbempt | -.004343 .0081273 -0.53 0.593 -.0202722 .0115863

firm5 | -.0084553 .1492405 -0.06 0.955 -.3009613 .2840506

firm9 | .0775138 .131326 0.59 0.555 -.1798804 .3349079

firm19 | -.0410654 .1157546 -0.35 0.723 -.2679403 .1858095

firm49 | -.1738361 .1002715 -1.73 0.083 -.3703646 .0226924

ch514 | .0910921 .1157498 0.79 0.431 -.1357733 .3179575

chb5 | -.0143801 .1073085 -0.13 0.893 -.2247008 .1959407

capune | -.0185532 .0044797 -4.14 0.000 -.0273332 -.0097732

union | -.1975375 .1153718 -1.71 0.087 -.4236621 .0285871

osonly | -.0843687 .1032805 -0.82 0.414 -.2867948 .1180575

oedonly | -.1115128 .1153141 -0.97 0.334 -.3375244 .1144987

overboth | -.2297429 .1483526 -1.55 0.121 -.5205087 .061023

agr | -.0566359 .2901518 -0.20 0.845 -.6253229 .5120511

min | -.0081352 .2354089 -0.03 0.972 -.4695282 .4532577

ele | -.0280943 .3209048 -0.09 0.930 -.6570561 .6008675

con | .2132429 .161475 1.32 0.187 -.1032424 .5297281

whl | -.2955706 .2054869 -1.44 0.150 -.6983176 .1071764

ret | -.3981919 .2268515 -1.76 0.079 -.8428127 .0464289

accom | -.0503427 .3168176 -0.16 0.874 -.6712938 .5706085

tran | -.0045747 .2123321 -0.02 0.983 -.420738 .4115886

it | -.7488907 .3107178 -2.41 0.016 -1.357886 -.139895

fin | .1092981 .5093622 0.21 0.830 -.8890335 1.10763

rhr | -.8460966 .4520595 -1.87 0.061 -1.732117 .0399238

prof | -.155706 .2651443 -0.59 0.557 -.6753792 .3639672

admin | -.210359 .3160953 -0.67 0.506 -.8298944 .4091765

public | .2627433 .2358486 1.11 0.265 -.1995115 .724998

educ | -.6449115 .5100313 -1.26 0.206 -1.644555 .3547315

hlth | -.0232663 .3345868 -0.07 0.945 -.6790444 .6325118

arts | .9436543 .4537672 2.08 0.038 .0542868 1.833022

other | .0492851 .2021856 0.24 0.807 -.3469914 .4455616

agem | -.0966335 .0637325 -1.52 0.129 -.2215469 .0282799

agesqm | .0002454 .0007711 0.32 0.750 -.0012659 .0017567

marriedm | .3747014 .1742686 2.15 0.032 .0331412 .7162616

urbanm | .5537332 .3345823 1.65 0.098 -.102036 1.209502

nesbm | -.1173615 .156522 -0.75 0.453 -.424139 .189416

jbmhrucm | -.0042259 .0074469 -0.57 0.570 -.0188215 .0103698

jbocctm | -.0067521 .0078741 -0.86 0.391 -.022185 .0086809

jbemptm | .0409123 .0109246 3.74 0.000 .0195005 .062324

firm5m | .2170072 .2580975 0.84 0.400 -.2888545 .7228689

firm9m | .1497635 .2145507 0.70 0.485 -.2707483 .5702752

firm19m | .3667991 .2046071 1.79 0.073 -.0342236 .7678217

firm49m | .3640921 .191575 1.90 0.057 -.0113879 .7395721

ch514m | -.1923784 .1682016 -1.14 0.253 -.5220475 .1372907

chb5m | -.1837132 .1940636 -0.95 0.344 -.5640709 .1966445

capunem | .0058321 .0072181 0.81 0.419 -.0083151 .0199794

unionm | .0908093 .1606612 0.57 0.572 -.224081 .4056995

osonlym | -.1757055 .2207222 -0.80 0.426 -.6083131 .256902

oedonlym | .0934614 .1983607 0.47 0.638 -.2953184 .4822413

overbothm | -.3456978 .2645379 -1.31 0.191 -.8641826 .172787

agrm | .1296878 .4305444 0.30 0.763 -.7141637 .9735393

minm | -.048524 .3186724 -0.15 0.879 -.6731104 .5760624

elem | .3327058 .4546786 0.73 0.464 -.5584479 1.223859

conm | .0559048 .2326151 0.24 0.810 -.4000125 .5118221

whlm | .7751452 .3399157 2.28 0.023 .1089226 1.441368

retm | .5382574 .3152985 1.71 0.088 -.0797164 1.156231

accomm | .3743049 .4039364 0.93 0.354 -.4173959 1.166006

tranm | .3470293 .3142392 1.10 0.269 -.2688683 .9629269

itm | .0924745 .424257 0.22 0.827 -.7390541 .924003

finm | 1.121982 .7469279 1.50 0.133 -.3419701 2.585933

rhrm | 1.720449 .7241519 2.38 0.018 .3011378 3.139761

profm | .5685037 .445177 1.28 0.202 -.3040272 1.441035

adminm | .3032076 .5289275 0.57 0.566 -.7334712 1.339886

publicm | -.0309465 .291605 -0.11 0.915 -.6024819 .5405889

educm | 1.477287 .7078061 2.09 0.037 .0900128 2.864562

hlthm | .1180175 .4226909 0.28 0.780 -.7104415 .9464764

artsm | .5330036 .6338556 0.84 0.400 -.7093307 1.775338

otherm | .430188 .3019552 1.42 0.154 -.1616334 1.022009

\_cons | 1.237913 .6046569 2.05 0.041 .0528073 2.423019

-------------+----------------------------------------------------------------

/lnsig2u | -.1284628 .1167927 -.3573723 .1004468

-------------+----------------------------------------------------------------

sigma\_u | .937788 .0547634 .8363683 1.051506

rho | .4679284 .0290781 .4115958 .5250906

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 382.33 Prob >= chibar2 = 0.000

Table 7c Males – Work Satisfaction

. xtprobit satw7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==2, i(waveid) re

note: nesb dropped due to collinearity

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -2582.4488

Iteration 1: log likelihood = -2395.7042

Iteration 2: log likelihood = -2393.7957

Iteration 3: log likelihood = -2393.7943

Fitting full model:

rho = 0.0 log likelihood = -2393.7943

rho = 0.1 log likelihood = -2306.8999

rho = 0.2 log likelihood = -2262.7294

rho = 0.3 log likelihood = -2242.5196

rho = 0.4 log likelihood = -2239.1005

rho = 0.5 log likelihood = -2249.9854

Iteration 0: log likelihood = -2239.0804

Iteration 1: log likelihood = -2207.47

Iteration 2: log likelihood = -2205.025

Iteration 3: log likelihood = -2205.0053

Iteration 4: log likelihood = -2205.0053

Random-effects probit regression Number of obs = 5347

Group variable: waveid Number of groups = 1354

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.9

max = 8

Wald chi2(75) = 215.10

Log likelihood = -2205.0053 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

satw7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0043584 .0557891 0.08 0.938 -.1049861 .1137029

agesq | .0001604 .0006927 0.23 0.817 -.0011974 .0015181

married | -.0538135 .1246394 -0.43 0.666 -.2981022 .1904751

urban | -.3140339 .2538341 -1.24 0.216 -.8115397 .1834718

dadprof | .0064495 .1352622 0.05 0.962 -.2586595 .2715586

esb | -.2797288 .1278795 -2.19 0.029 -.530368 -.0290896

jbmhruc | .002763 .0047267 0.58 0.559 -.0065012 .0120272

jbocct | -.0139647 .0052876 -2.64 0.008 -.0243282 -.0036012

jbempt | -.0037872 .0087792 -0.43 0.666 -.0209941 .0134198

firm5 | .1132715 .1540063 0.74 0.462 -.1885753 .4151184

firm9 | .0726186 .1291161 0.56 0.574 -.1804443 .3256816

firm19 | -.1188504 .1150082 -1.03 0.301 -.3442624 .1065617

firm49 | -.2131798 .0959825 -2.22 0.026 -.401302 -.0250576

ch514 | -.2277517 .1137734 -2.00 0.045 -.4507435 -.00476

chb5 | -.1572336 .1026152 -1.53 0.125 -.3583558 .0438886

capune | .0023252 .0044488 0.52 0.601 -.0063943 .0110448

union | -.0956711 .1118392 -0.86 0.392 -.3148719 .1235297

osonly | -.4582817 .0952072 -4.81 0.000 -.6448844 -.2716791

oedonly | -.256296 .111333 -2.30 0.021 -.4745047 -.0380873

overboth | -.661912 .1403195 -4.72 0.000 -.9369331 -.3868909

agr | .4002898 .3282087 1.22 0.223 -.2429874 1.043567

min | .3579746 .2384295 1.50 0.133 -.1093386 .8252878

ele | .0953547 .3251787 0.29 0.769 -.5419838 .7326932

con | .0804239 .1560619 0.52 0.606 -.2254519 .3862997

whl | -.2239398 .1893836 -1.18 0.237 -.5951248 .1472452

ret | -.3775669 .2158596 -1.75 0.080 -.800644 .0455102

accom | -.4923659 .3007886 -1.64 0.102 -1.081901 .0971689

tran | -.032998 .2217773 -0.15 0.882 -.4676735 .4016774

it | -.0912457 .3264984 -0.28 0.780 -.7311709 .5486794

fin | -.0807991 .4979877 -0.16 0.871 -1.056837 .895239

rhr | .3203216 .45268 0.71 0.479 -.5669149 1.207558

prof | .0607696 .2645666 0.23 0.818 -.4577715 .5793107

admin | -.021006 .3068106 -0.07 0.945 -.6223437 .5803317

public | -.020945 .2301032 -0.09 0.927 -.471939 .4300491

educ | .3189737 .521 0.61 0.540 -.7021675 1.340115

hlth | .393559 .3549695 1.11 0.268 -.3021684 1.089286

arts | .3463051 .3732089 0.93 0.353 -.3851709 1.077781

other | -.0237944 .1826175 -0.13 0.896 -.381718 .3341293

agem | -.0146814 .0611901 -0.24 0.810 -.1346119 .105249

agesqm | .000143 .0007638 0.19 0.851 -.0013539 .00164

marriedm | .0764695 .1701916 0.45 0.653 -.2570999 .4100389

urbanm | .3460361 .2814313 1.23 0.219 -.2055591 .8976313

nesbm | .074579 .1631096 0.46 0.648 -.24511 .3942681

jbmhrucm | .0018384 .0075502 0.24 0.808 -.0129597 .0166365

jbocctm | .0051326 .0080954 0.63 0.526 -.0107342 .0209994

jbemptm | .0183294 .0113068 1.62 0.105 -.0038314 .0404903

firm5m | .3274242 .2572739 1.27 0.203 -.1768233 .8316718

firm9m | .1749219 .2145959 0.82 0.415 -.2456783 .595522

firm19m | .6148395 .2044987 3.01 0.003 .2140295 1.01565

firm49m | .0116373 .1829648 0.06 0.949 -.3469672 .3702418

ch514m | .2505469 .165753 1.51 0.131 -.0743229 .5754168

chb5m | .151538 .1905068 0.80 0.426 -.2218485 .5249244

capunem | -.0051501 .0074875 -0.69 0.492 -.0198253 .0095251

unionm | .141915 .1580808 0.90 0.369 -.1679178 .4517477

osonlym | -.9133662 .2071807 -4.41 0.000 -1.319433 -.5072995

oedonlym | -.0091589 .1961255 -0.05 0.963 -.3935579 .3752401

overbothm | -.7810304 .2567091 -3.04 0.002 -1.284171 -.2778898

agrm | -.0557143 .4492083 -0.12 0.901 -.9361464 .8247178

minm | -.3291799 .3242212 -1.02 0.310 -.9646419 .306282

elem | -.3267243 .4389468 -0.74 0.457 -1.187044 .5335955

conm | -.0817601 .2297715 -0.36 0.722 -.5321039 .3685837

whlm | .4353556 .3243891 1.34 0.180 -.2004354 1.071146

retm | .364078 .3045976 1.20 0.232 -.2329223 .9610783

accomm | .5879431 .3909541 1.50 0.133 -.1783128 1.354199

tranm | .6213702 .3285303 1.89 0.059 -.0225373 1.265278

itm | .2635863 .4511109 0.58 0.559 -.6205748 1.147748

finm | .5176434 .6836932 0.76 0.449 -.8223706 1.857657

rhrm | .081687 .6865705 0.12 0.905 -1.263967 1.42734

profm | -.0808219 .4229735 -0.19 0.848 -.9098348 .748191

adminm | -.0778048 .5169203 -0.15 0.880 -1.09095 .9353404

publicm | -.0699907 .2871449 -0.24 0.807 -.6327843 .492803

educm | .1342196 .6616922 0.20 0.839 -1.162673 1.431113

hlthm | -.8555497 .429506 -1.99 0.046 -1.697366 -.0137335

artsm | .3927982 .5829274 0.67 0.500 -.7497185 1.535315

otherm | -.3016501 .2788769 -1.08 0.279 -.8482387 .2449386

\_cons | 1.042831 .5944562 1.75 0.079 -.1222818 2.207944

-------------+----------------------------------------------------------------

/lnsig2u | -.1423214 .1150503 -.3678158 .083173

-------------+----------------------------------------------------------------

sigma\_u | .9313122 .0535739 .8320124 1.042463

rho | .4644796 .0286174 .4090689 .5207813

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 377.58 Prob >= chibar2 = 0.000

Table 7c Males – Hours Satisfaction

. xtprobit satw7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==2, i(waveid) re

note: nesb dropped due to collinearity

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -2582.4488

Iteration 1: log likelihood = -2395.7042

Iteration 2: log likelihood = -2393.7957

Iteration 3: log likelihood = -2393.7943

Fitting full model:

rho = 0.0 log likelihood = -2393.7943

rho = 0.1 log likelihood = -2306.8999

rho = 0.2 log likelihood = -2262.7294

rho = 0.3 log likelihood = -2242.5196

rho = 0.4 log likelihood = -2239.1005

rho = 0.5 log likelihood = -2249.9854

Iteration 0: log likelihood = -2239.0804

Iteration 1: log likelihood = -2207.47

Iteration 2: log likelihood = -2205.025

Iteration 3: log likelihood = -2205.0053

Iteration 4: log likelihood = -2205.0053

Random-effects probit regression Number of obs = 5347

Group variable: waveid Number of groups = 1354

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.9

max = 8

Wald chi2(75) = 215.10

Log likelihood = -2205.0053 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

satw7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0043584 .0557891 0.08 0.938 -.1049861 .1137029

agesq | .0001604 .0006927 0.23 0.817 -.0011974 .0015181

married | -.0538135 .1246394 -0.43 0.666 -.2981022 .1904751

urban | -.3140339 .2538341 -1.24 0.216 -.8115397 .1834718

dadprof | .0064495 .1352622 0.05 0.962 -.2586595 .2715586

esb | -.2797288 .1278795 -2.19 0.029 -.530368 -.0290896

jbmhruc | .002763 .0047267 0.58 0.559 -.0065012 .0120272

jbocct | -.0139647 .0052876 -2.64 0.008 -.0243282 -.0036012

jbempt | -.0037872 .0087792 -0.43 0.666 -.0209941 .0134198

firm5 | .1132715 .1540063 0.74 0.462 -.1885753 .4151184

firm9 | .0726186 .1291161 0.56 0.574 -.1804443 .3256816

firm19 | -.1188504 .1150082 -1.03 0.301 -.3442624 .1065617

firm49 | -.2131798 .0959825 -2.22 0.026 -.401302 -.0250576

ch514 | -.2277517 .1137734 -2.00 0.045 -.4507435 -.00476

chb5 | -.1572336 .1026152 -1.53 0.125 -.3583558 .0438886

capune | .0023252 .0044488 0.52 0.601 -.0063943 .0110448

union | -.0956711 .1118392 -0.86 0.392 -.3148719 .1235297

osonly | -.4582817 .0952072 -4.81 0.000 -.6448844 -.2716791

oedonly | -.256296 .111333 -2.30 0.021 -.4745047 -.0380873

overboth | -.661912 .1403195 -4.72 0.000 -.9369331 -.3868909

agr | .4002898 .3282087 1.22 0.223 -.2429874 1.043567

min | .3579746 .2384295 1.50 0.133 -.1093386 .8252878

ele | .0953547 .3251787 0.29 0.769 -.5419838 .7326932

con | .0804239 .1560619 0.52 0.606 -.2254519 .3862997

whl | -.2239398 .1893836 -1.18 0.237 -.5951248 .1472452

ret | -.3775669 .2158596 -1.75 0.080 -.800644 .0455102

accom | -.4923659 .3007886 -1.64 0.102 -1.081901 .0971689

tran | -.032998 .2217773 -0.15 0.882 -.4676735 .4016774

it | -.0912457 .3264984 -0.28 0.780 -.7311709 .5486794

fin | -.0807991 .4979877 -0.16 0.871 -1.056837 .895239

rhr | .3203216 .45268 0.71 0.479 -.5669149 1.207558

prof | .0607696 .2645666 0.23 0.818 -.4577715 .5793107

admin | -.021006 .3068106 -0.07 0.945 -.6223437 .5803317

public | -.020945 .2301032 -0.09 0.927 -.471939 .4300491

educ | .3189737 .521 0.61 0.540 -.7021675 1.340115

hlth | .393559 .3549695 1.11 0.268 -.3021684 1.089286

arts | .3463051 .3732089 0.93 0.353 -.3851709 1.077781

other | -.0237944 .1826175 -0.13 0.896 -.381718 .3341293

agem | -.0146814 .0611901 -0.24 0.810 -.1346119 .105249

agesqm | .000143 .0007638 0.19 0.851 -.0013539 .00164

marriedm | .0764695 .1701916 0.45 0.653 -.2570999 .4100389

urbanm | .3460361 .2814313 1.23 0.219 -.2055591 .8976313

nesbm | .074579 .1631096 0.46 0.648 -.24511 .3942681

jbmhrucm | .0018384 .0075502 0.24 0.808 -.0129597 .0166365

jbocctm | .0051326 .0080954 0.63 0.526 -.0107342 .0209994

jbemptm | .0183294 .0113068 1.62 0.105 -.0038314 .0404903

firm5m | .3274242 .2572739 1.27 0.203 -.1768233 .8316718

firm9m | .1749219 .2145959 0.82 0.415 -.2456783 .595522

firm19m | .6148395 .2044987 3.01 0.003 .2140295 1.01565

firm49m | .0116373 .1829648 0.06 0.949 -.3469672 .3702418

ch514m | .2505469 .165753 1.51 0.131 -.0743229 .5754168

chb5m | .151538 .1905068 0.80 0.426 -.2218485 .5249244

capunem | -.0051501 .0074875 -0.69 0.492 -.0198253 .0095251

unionm | .141915 .1580808 0.90 0.369 -.1679178 .4517477

osonlym | -.9133662 .2071807 -4.41 0.000 -1.319433 -.5072995

oedonlym | -.0091589 .1961255 -0.05 0.963 -.3935579 .3752401

overbothm | -.7810304 .2567091 -3.04 0.002 -1.284171 -.2778898

agrm | -.0557143 .4492083 -0.12 0.901 -.9361464 .8247178

minm | -.3291799 .3242212 -1.02 0.310 -.9646419 .306282

elem | -.3267243 .4389468 -0.74 0.457 -1.187044 .5335955

conm | -.0817601 .2297715 -0.36 0.722 -.5321039 .3685837

whlm | .4353556 .3243891 1.34 0.180 -.2004354 1.071146

retm | .364078 .3045976 1.20 0.232 -.2329223 .9610783

accomm | .5879431 .3909541 1.50 0.133 -.1783128 1.354199

tranm | .6213702 .3285303 1.89 0.059 -.0225373 1.265278

itm | .2635863 .4511109 0.58 0.559 -.6205748 1.147748

finm | .5176434 .6836932 0.76 0.449 -.8223706 1.857657

rhrm | .081687 .6865705 0.12 0.905 -1.263967 1.42734

profm | -.0808219 .4229735 -0.19 0.848 -.9098348 .748191

adminm | -.0778048 .5169203 -0.15 0.880 -1.09095 .9353404

publicm | -.0699907 .2871449 -0.24 0.807 -.6327843 .492803

educm | .1342196 .6616922 0.20 0.839 -1.162673 1.431113

hlthm | -.8555497 .429506 -1.99 0.046 -1.697366 -.0137335

artsm | .3927982 .5829274 0.67 0.500 -.7497185 1.535315

otherm | -.3016501 .2788769 -1.08 0.279 -.8482387 .2449386

\_cons | 1.042831 .5944562 1.75 0.079 -.1222818 2.207944

-------------+----------------------------------------------------------------

/lnsig2u | -.1423214 .1150503 -.3678158 .083173

-------------+----------------------------------------------------------------

sigma\_u | .9313122 .0535739 .8320124 1.042463

rho | .4644796 .0286174 .4090689 .5207813

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 377.58 Prob >= chibar2 = 0.000

Table 7c Males – Flexibility Satisfaction

. xtprobit satfx7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==2, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -3304.6863

Iteration 1: log likelihood = -3115.4425

Iteration 2: log likelihood = -3114.2513

Iteration 3: log likelihood = -3114.2509

Fitting full model:

rho = 0.0 log likelihood = -3114.2509

rho = 0.1 log likelihood = -2957.9205

rho = 0.2 log likelihood = -2873.5094

rho = 0.3 log likelihood = -2825.5698

rho = 0.4 log likelihood = -2801.2709

rho = 0.5 log likelihood = -2795.6922

rho = 0.6 log likelihood = -2808.7111

Iteration 0: log likelihood = -2795.6956

Iteration 1: log likelihood = -2769.4882

Iteration 2: log likelihood = -2768.2422

Iteration 3: log likelihood = -2768.2415

Iteration 4: log likelihood = -2768.2415

Random-effects probit regression Number of obs = 5346

Group variable: waveid Number of groups = 1353

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 4.0

max = 8

Wald chi2(75) = 220.12

Log likelihood = -2768.2415 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

satfx7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .020885 .0502489 0.42 0.678 -.077601 .1193709

agesq | .0002826 .0006155 0.46 0.646 -.0009237 .0014889

married | -.2047149 .1161952 -1.76 0.078 -.4324533 .0230234

urban | -.520203 .2422764 -2.15 0.032 -.995056 -.04535

dadprof | -.0739249 .1382022 -0.53 0.593 -.3447963 .1969465

esb | -.2465407 .1301997 -1.89 0.058 -.5017274 .0086459

nesb | .1203686 .1625226 0.74 0.459 -.1981698 .4389071

jbmhruc | -.0297491 .0042721 -6.96 0.000 -.0381224 -.0213759

jbocct | -.004035 .0046329 -0.87 0.384 -.0131152 .0050453

jbempt | -.0091729 .0076332 -1.20 0.229 -.0241338 .0057879

firm5 | .2178974 .1352154 1.61 0.107 -.0471199 .4829146

firm9 | .1029164 .1155356 0.89 0.373 -.1235293 .3293621

firm19 | .1741291 .1031593 1.69 0.091 -.0280594 .3763175

firm49 | -.0587949 .0891633 -0.66 0.510 -.2335518 .115962

ch514 | .0491476 .1019787 0.48 0.630 -.1507269 .2490221

chb5 | -.1814896 .0944479 -1.92 0.055 -.3666042 .0036249

capune | .0033545 .004231 0.79 0.428 -.0049382 .0116472

union | .1233082 .101602 1.21 0.225 -.0758281 .3224445

osonly | -.1947515 .0937401 -2.08 0.038 -.3784787 -.0110242

oedonly | -.1901728 .1016617 -1.87 0.061 -.3894261 .0090806

overboth | -.1582268 .1368094 -1.16 0.247 -.4263683 .1099147

agr | -.1904659 .265151 -0.72 0.473 -.7101523 .3292204

min | .0165711 .2168842 0.08 0.939 -.4085141 .4416563

ele | .1394185 .3007548 0.46 0.643 -.4500501 .728887

con | .246386 .1456868 1.69 0.091 -.039155 .5319269

whl | -.1387708 .1814999 -0.76 0.445 -.4945041 .2169624

ret | -.1585667 .2019803 -0.79 0.432 -.5544408 .2373074

accom | -.6862772 .2992147 -2.29 0.022 -1.272727 -.0998272

tran | .006558 .192605 0.03 0.973 -.3709408 .3840568

it | -.4894539 .3236081 -1.51 0.130 -1.123714 .1448064

fin | .1170229 .4339313 0.27 0.787 -.7334669 .9675127

rhr | -.2734982 .4170466 -0.66 0.512 -1.090895 .5438981

prof | .6368974 .259685 2.45 0.014 .1279242 1.145871

admin | .0439463 .3190227 0.14 0.890 -.5813267 .6692193

public | -.081356 .2119384 -0.38 0.701 -.4967476 .3340357

educ | -.2473947 .5058851 -0.49 0.625 -1.238911 .7441218

hlth | .0570916 .3259579 0.18 0.861 -.581774 .6959573

arts | -.2637548 .3291602 -0.80 0.423 -.9088971 .3813874

other | .0202515 .1723021 0.12 0.906 -.3174544 .3579574

agem | -.0602001 .0563885 -1.07 0.286 -.1707197 .0503194

agesqm | .0003317 .0006966 0.48 0.634 -.0010336 .0016969

marriedm | .2033995 .1647835 1.23 0.217 -.1195702 .5263692

urbanm | .4133008 .2705057 1.53 0.127 -.1168806 .9434823

jbmhrucm | -.0002446 .0070167 -0.03 0.972 -.0139972 .0135079

jbocctm | -.0035701 .0077141 -0.46 0.644 -.0186894 .0115492

jbemptm | .0329188 .0105254 3.13 0.002 .0122894 .0535483

firm5m | .1100212 .2472768 0.44 0.656 -.3746325 .5946749

firm9m | -.1380072 .2053084 -0.67 0.501 -.5404042 .2643898

firm19m | -.2517536 .1920194 -1.31 0.190 -.6281048 .1245975

firm49m | .0228903 .1833042 0.12 0.901 -.3363792 .3821599

ch514m | .0098313 .1589069 0.06 0.951 -.3016204 .3212831

chb5m | .2974789 .1887783 1.58 0.115 -.0725197 .6674774

capunem | -.0065127 .0073267 -0.89 0.374 -.0208727 .0078474

unionm | -.4053352 .1513195 -2.68 0.007 -.7019159 -.1087544

osonlym | -.2864029 .2155179 -1.33 0.184 -.7088103 .1360044

oedonlym | .1759626 .1916896 0.92 0.359 -.199742 .5516672

overbothm | -.7640615 .2607664 -2.93 0.003 -1.275154 -.2529688

agrm | -.0085572 .4070129 -0.02 0.983 -.8062877 .7891734

minm | -.2587273 .3116902 -0.83 0.406 -.8696289 .3521743

elem | .3288667 .4421855 0.74 0.457 -.5378009 1.195534

conm | -.1548537 .2217342 -0.70 0.485 -.5894448 .2797374

whlm | .602928 .3230488 1.87 0.062 -.030236 1.236092

retm | -.1091121 .2933313 -0.37 0.710 -.6840308 .4658066

accomm | .2579142 .3919344 0.66 0.511 -.5102632 1.026092

tranm | .1749936 .300946 0.58 0.561 -.4148497 .764837

itm | .6045556 .4621166 1.31 0.191 -.3011762 1.510287

finm | .608226 .6741617 0.90 0.367 -.7131066 1.929559

rhrm | 1.080649 .6757131 1.60 0.110 -.2437247 2.405022

profm | -.0152408 .4351092 -0.04 0.972 -.8680392 .8375577

adminm | -.0141904 .52796 -0.03 0.979 -1.048973 1.020592

publicm | .1347636 .2764278 0.49 0.626 -.407025 .6765522

educm | 1.09191 .6768012 1.61 0.107 -.234596 2.418416

hlthm | -.0504477 .4196548 -0.12 0.904 -.8729561 .7720606

artsm | .4754867 .5311979 0.90 0.371 -.5656422 1.516616

otherm | -.1055801 .2755068 -0.38 0.702 -.6455635 .4344033

\_cons | 2.79714 .595433 4.70 0.000 1.630112 3.964167

-------------+----------------------------------------------------------------

/lnsig2u | .0990521 .0970415 -.0911457 .28925

-------------+----------------------------------------------------------------

sigma\_u | 1.050773 .0509843 .95545 1.155606

rho | .5247428 .024201 .4772293 .5718125

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 692.02 Prob >= chibar2 = 0.000

Table 7c Females – Overall Job Satisfaction

**. xtprobit sat7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==2, i(waveid) re**

**note: dadprof dropped due to collinearity**

**note: nesb dropped due to collinearity**

**note: esbm dropped due to collinearity**

**Fitting comparison model:**

**Iteration 0: log likelihood = -724.18165**

**Iteration 1: log likelihood = -650.67952**

**Iteration 2: log likelihood = -648.16388**

**Iteration 3: log likelihood = -647.83123**

**Iteration 4: log likelihood = -647.7559**

**Iteration 5: log likelihood = -647.73828**

**Iteration 6: log likelihood = -647.73307**

**Iteration 7: log likelihood = -647.73144**

**Iteration 8: log likelihood = -647.73091**

**Iteration 9: log likelihood = -647.73074**

**Iteration 10: log likelihood = -647.73068**

**Iteration 11: log likelihood = -647.73066**

**Iteration 12: log likelihood = -647.73066**

**Iteration 13: log likelihood = -647.73065**

**Iteration 14: log likelihood = -647.73065**

**Iteration 15: log likelihood = -647.73065**

**Iteration 16: log likelihood = -647.73065**

**Iteration 17: log likelihood = -647.73065**

**Iteration 18: log likelihood = -647.73065**

**Iteration 19: log likelihood = -647.73065**

**Iteration 20: log likelihood = -647.73065**

**Fitting full model:**

**rho = 0.0 log likelihood = -647.73065**

**rho = 0.1 log likelihood = -636.92239**

**rho = 0.2 log likelihood = -632.4643**

**rho = 0.3 log likelihood = -632.42538**

**rho = 0.4 log likelihood = -636.12892**

**Iteration 0: log likelihood = -632.42553**

**Iteration 1: log likelihood = -623.87391**

**Iteration 2: log likelihood = -623.27758**

**Iteration 3: log likelihood = -623.25538**

**Iteration 4: log likelihood = -623.25537**

**Random-effects probit regression Number of obs = 1564**

**Group variable: waveid Number of groups = 606**

**Random effects u\_i ~ Gaussian Obs per group: min = 1**

**avg = 2.6**

**max = 8**

**Wald chi2(75) = 92.65**

**Log likelihood = -623.25537 Prob > chi2 = 0.0815**

**------------------------------------------------------------------------------**

**sat7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]**

**-------------+----------------------------------------------------------------**

**age | .0032908 .1090015 0.03 0.976 -.2103483 .2169299**

**agesq | .0003721 .0013909 0.27 0.789 -.0023539 .0030982**

**married | -.3615444 .2397433 -1.51 0.132 -.8314325 .1083438**

**urban | -.7276891 .591143 -1.23 0.218 -1.886308 .4309299**

**esb | -.1870643 .2401659 -0.78 0.436 -.6577808 .2836521**

**jbmhruc | -.0112108 .0108695 -1.03 0.302 -.0325147 .0100931**

**jbocct | -.0079174 .0122275 -0.65 0.517 -.0318828 .016048**

**jbempt | -.1011801 .0259129 -3.90 0.000 -.1519684 -.0503918**

**firm5 | .4573368 .3136857 1.46 0.145 -.1574759 1.072149**

**firm9 | -.1696648 .2776361 -0.61 0.541 -.7138217 .374492**

**firm19 | .0152123 .2352938 0.06 0.948 -.4459551 .4763798**

**firm49 | -.2096253 .2117596 -0.99 0.322 -.6246664 .2054159**

**ch514 | -.3969163 .3138075 -1.26 0.206 -1.011968 .218135**

**chb5 | -.2345114 .4156156 -0.56 0.573 -1.049103 .5800803**

**capune | -.0130601 .0077817 -1.68 0.093 -.0283119 .0021918**

**union | -.1544959 .2519449 -0.61 0.540 -.6482988 .3393071**

**osonly | -.7885217 .2278336 -3.46 0.001 -1.235067 -.3419761**

**oedonly | -.471243 .2114372 -2.23 0.026 -.8856523 -.0568336**

**overboth | -.8420713 .2675979 -3.15 0.002 -1.366553 -.3175891**

**agr | 5.541329 2827.516 0.00 0.998 -5536.287 5547.37**

**min | -.6710944 1.048723 -0.64 0.522 -2.726555 1.384366**

**ele | .5654821 1.171264 0.48 0.629 -1.730153 2.861117**

**con | .5107229 .9214653 0.55 0.579 -1.295316 2.316762**

**whl | .4937775 .5787791 0.85 0.394 -.6406087 1.628164**

**ret | -.7083057 .5031839 -1.41 0.159 -1.694528 .2779167**

**accom | -.4144349 .5539345 -0.75 0.454 -1.500127 .6712567**

**tran | .5773785 .8840284 0.65 0.514 -1.155285 2.310042**

**it | -.0963154 .6349947 -0.15 0.879 -1.340882 1.148251**

**fin | .0387872 .6806542 0.06 0.955 -1.295271 1.372845**

**rhr | -1.061976 .8542429 -1.24 0.214 -2.736261 .6123098**

**prof | -.4238593 .5226848 -0.81 0.417 -1.448303 .6005841**

**admin | -.7827646 .647327 -1.21 0.227 -2.051502 .4859731**

**public | .7773985 .716581 1.08 0.278 -.6270745 2.181871**

**educ | .8167962 .6765756 1.21 0.227 -.5092676 2.14286**

**hlth | -.165576 .5417454 -0.31 0.760 -1.227378 .8962255**

**arts | .0212711 .8973026 0.02 0.981 -1.73741 1.779952**

**other | -.6778289 .7577025 -0.89 0.371 -2.162899 .8072406**

**agem | -.0473768 .1190648 -0.40 0.691 -.2807396 .185986**

**agesqm | .0002165 .0015417 0.14 0.888 -.0028052 .0032381**

**marriedm | .5525945 .2833453 1.95 0.051 -.0027519 1.107941**

**urbanm | .6079517 .6180661 0.98 0.325 -.6034355 1.819339**

**dadprofm | -.1056886 .2076345 -0.51 0.611 -.5126447 .3012674**

**nesbm | -.0474429 .2317562 -0.20 0.838 -.5016766 .4067909**

**jbmhrucm | .0103328 .0162995 0.63 0.526 -.0216137 .0422792**

**jbocctm | .0004681 .0169401 0.03 0.978 -.032734 .0336702**

**jbemptm | .1469861 .0348986 4.21 0.000 .0785861 .2153861**

**firm5m | -.01303 .4437897 -0.03 0.977 -.8828419 .8567819**

**firm9m | .5025067 .3972983 1.26 0.206 -.2761838 1.281197**

**firm19m | -.2198802 .3305364 -0.67 0.506 -.8677196 .4279592**

**firm49m | .3699466 .3193582 1.16 0.247 -.2559839 .9958771**

**ch514m | .3041297 .3791842 0.80 0.423 -.4390576 1.047317**

**chb5m | .3892614 .5686867 0.68 0.494 -.725344 1.503867**

**capunem | .0048807 .0118774 0.41 0.681 -.0183986 .0281599**

**unionm | -.0389914 .3185183 -0.12 0.903 -.6632758 .5852929**

**osonlym | -.2052332 .3771153 -0.54 0.586 -.9443657 .5338993**

**oedonlym | .6663262 .2931708 2.27 0.023 .0917219 1.24093**

**overbothm | .0056688 .3829895 0.01 0.988 -.7449767 .7563143**

**agrm | 4.03818 3.454065 1.17 0.242 -2.731662 10.80802**

**minm | 1.299412 1.444518 0.90 0.368 -1.531792 4.130615**

**elem | -.6827867 1.472225 -0.46 0.643 -3.568295 2.202722**

**conm | -.7279453 1.09648 -0.66 0.507 -2.877007 1.421117**

**whlm | -.2747402 .7645747 -0.36 0.719 -1.773279 1.223799**

**retm | .7018593 .6216885 1.13 0.259 -.5166278 1.920346**

**accomm | .2965337 .6695802 0.44 0.658 -1.015819 1.608887**

**tranm | .3789737 1.142031 0.33 0.740 -1.859366 2.617313**

**itm | -.0834653 .8461788 -0.10 0.921 -1.741945 1.575015**

**finm | -.4405136 .7741331 -0.57 0.569 -1.957787 1.076759**

**rhrm | 1.903165 1.091127 1.74 0.081 -.2354051 4.041736**

**profm | .0683452 .6600517 0.10 0.918 -1.225332 1.362023**

**adminm | .1847663 .8012455 0.23 0.818 -1.385646 1.755179**

**publicm | -.6062866 .8067097 -0.75 0.452 -2.187409 .9748353**

**educm | -.6722235 .7700685 -0.87 0.383 -2.18153 .837083**

**hlthm | .2665706 .6266988 0.43 0.671 -.9617364 1.494878**

**artsm | -.9912739 1.140827 -0.87 0.385 -3.227253 1.244705**

**otherm | .3515222 .8658037 0.41 0.685 -1.345422 2.048466**

**\_cons | 2.096863 1.032946 2.03 0.042 .0723253 4.121401**

**-------------+----------------------------------------------------------------**

**/lnsig2u | -.3718115 .2666843 -.8945032 .1508802**

**-------------+----------------------------------------------------------------**

**sigma\_u | .8303519 .1107209 .639383 1.078359**

**rho | .4081034 .0644189 .2901814 .5376487**

**------------------------------------------------------------------------------**

**Likelihood-ratio test of rho=0: chibar2(01) = 48.95 Prob >= chibar2 = 0.000**

Table 7c Females – Pay Satisfaction

. xtprobit satp7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==2, i(waveid) re

note: dadprof dropped due to collinearity

note: nesb dropped due to collinearity

note: esbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -1015.4244

Iteration 1: log likelihood = -925.55116

Iteration 2: log likelihood = -924.28101

Iteration 3: log likelihood = -924.27967

Iteration 4: log likelihood = -924.27967

Fitting full model:

rho = 0.0 log likelihood = -924.27967

rho = 0.1 log likelihood = -904.89081

rho = 0.2 log likelihood = -894.9765

rho = 0.3 log likelihood = -891.03023

rho = 0.4 log likelihood = -891.80988

Iteration 0: log likelihood = -891.02881

Iteration 1: log likelihood = -885.1492

Iteration 2: log likelihood = -885.0944

Iteration 3: log likelihood = -885.09436

Random-effects probit regression Number of obs = 1564

Group variable: waveid Number of groups = 606

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 2.6

max = 8

Wald chi2(75) = 114.29

Log likelihood = -885.09436 Prob > chi2 = 0.0024

------------------------------------------------------------------------------

satp7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | -.015228 .0930178 -0.16 0.870 -.1975396 .1670836

agesq | .0012545 .0011695 1.07 0.283 -.0010376 .0035467

married | -.1985119 .1959047 -1.01 0.311 -.582478 .1854543

urban | .2997667 .4863474 0.62 0.538 -.6534566 1.25299

esb | -.2666556 .213514 -1.25 0.212 -.6851353 .1518241

jbmhruc | .0049055 .0094924 0.52 0.605 -.0136992 .0235102

jbocct | -.0019429 .0102337 -0.19 0.849 -.0220006 .0181149

jbempt | -.0456869 .0206583 -2.21 0.027 -.0861764 -.0051974

firm5 | -.2489281 .2656734 -0.94 0.349 -.7696383 .2717822

firm9 | -.5646442 .2336768 -2.42 0.016 -1.022642 -.1066461

firm19 | -.4120929 .2017111 -2.04 0.041 -.8074394 -.0167463

firm49 | -.3316434 .1786331 -1.86 0.063 -.6817579 .0184711

ch514 | .1944681 .2621062 0.74 0.458 -.3192507 .7081869

chb5 | -1.200562 .3682918 -3.26 0.001 -1.9224 -.4787233

capune | .0061596 .0062468 0.99 0.324 -.0060839 .0184031

union | -.1165105 .2110775 -0.55 0.581 -.5302148 .2971938

osonly | -.3705513 .2038051 -1.82 0.069 -.7700019 .0288993

oedonly | -.3293778 .1713319 -1.92 0.055 -.6651821 .0064265

overboth | -.4774162 .2295751 -2.08 0.038 -.9273751 -.0274574

agr | .3260377 .9758497 0.33 0.738 -1.586593 2.238668

min | -.0027726 .8616653 -0.00 0.997 -1.691605 1.68606

ele | -.7458366 .8274642 -0.90 0.367 -2.367637 .8759635

con | .976064 .7909947 1.23 0.217 -.5742571 2.526385

whl | .3306293 .4154816 0.80 0.426 -.4836996 1.144958

ret | -.6208132 .4098439 -1.51 0.130 -1.424092 .1824661

accom | -.3956627 .45246 -0.87 0.382 -1.282468 .4911425

tran | 1.302204 .8121688 1.60 0.109 -.2896176 2.894026

it | .3387077 .5416297 0.63 0.532 -.7228669 1.400282

fin | .3792452 .5912059 0.64 0.521 -.7794971 1.537988

rhr | -1.271341 .6719438 -1.89 0.058 -2.588327 .0456443

prof | .0285367 .4281596 0.07 0.947 -.8106408 .8677141

admin | .0478629 .5238607 0.09 0.927 -.9788852 1.074611

public | .6870749 .5642493 1.22 0.223 -.4188335 1.792983

educ | -.2349011 .5376244 -0.44 0.662 -1.288625 .8188233

hlth | -.1539563 .4256302 -0.36 0.718 -.9881763 .6802636

arts | -.1373118 .7870745 -0.17 0.862 -1.679949 1.405326

other | -.4085138 .5834397 -0.70 0.484 -1.552035 .735007

agem | -.0521376 .1019546 -0.51 0.609 -.2519649 .1476897

agesqm | -.0003319 .0012977 -0.26 0.798 -.0028752 .0022115

marriedm | .2595322 .2341791 1.11 0.268 -.1994505 .7185148

urbanm | -1.017706 .5197384 -1.96 0.050 -2.036374 .0009629

dadprofm | -.1566076 .1841012 -0.85 0.395 -.5174394 .2042241

nesbm | -.0898239 .2028799 -0.44 0.658 -.4874612 .3078134

jbmhrucm | .010198 .0140881 0.72 0.469 -.0174141 .0378102

jbocctm | .0067512 .0145585 0.46 0.643 -.021783 .0352854

jbemptm | .086309 .0276725 3.12 0.002 .032072 .1405461

firm5m | .1516812 .3814307 0.40 0.691 -.5959092 .8992716

firm9m | .3796609 .3265192 1.16 0.245 -.260305 1.019627

firm19m | .2723796 .2879082 0.95 0.344 -.2919102 .8366694

firm49m | .2319361 .2683722 0.86 0.387 -.2940637 .7579359

ch514m | -.0395366 .3182024 -0.12 0.901 -.6632018 .5841286

chb5m | .7106417 .491691 1.45 0.148 -.253055 1.674338

capunem | -.0066855 .0094699 -0.71 0.480 -.0252462 .0118752

unionm | -.2367621 .2693428 -0.88 0.379 -.7646642 .29114

osonlym | -.1825914 .3397657 -0.54 0.591 -.84852 .4833371

oedonlym | .2631641 .2402589 1.10 0.273 -.2077347 .734063

overbothm | .1372071 .3380972 0.41 0.685 -.5254513 .7998656

agrm | -.3686179 1.236843 -0.30 0.766 -2.792786 2.05555

minm | .6892712 1.16936 0.59 0.556 -1.602632 2.981175

elem | .2372803 1.149376 0.21 0.836 -2.015455 2.490016

conm | -1.235031 .9545241 -1.29 0.196 -3.105863 .6358022

whlm | .0865622 .6178997 0.14 0.889 -1.124499 1.297623

retm | .1827269 .5197076 0.35 0.725 -.8358813 1.201335

accomm | .0348795 .5620824 0.06 0.951 -1.066782 1.136541

tranm | -1.336667 .9511983 -1.41 0.160 -3.200981 .5276474

itm | .2711619 .7819145 0.35 0.729 -1.261362 1.803686

finm | -.1975358 .6926157 -0.29 0.775 -1.555038 1.159966

rhrm | 1.741813 .8366818 2.08 0.037 .1019468 3.381679

profm | -.4983556 .5497419 -0.91 0.365 -1.57583 .5791187

adminm | -.4658681 .6713502 -0.69 0.488 -1.78169 .8499542

publicm | -.5866685 .663876 -0.88 0.377 -1.887841 .7145046

educm | .1217492 .6414075 0.19 0.849 -1.135386 1.378885

hlthm | -.3996056 .50671 -0.79 0.430 -1.392739 .5935278

artsm | .2555733 1.046893 0.24 0.807 -1.796299 2.307446

otherm | .1504305 .6867871 0.22 0.827 -1.195647 1.496508

\_cons | 1.920802 .8927169 2.15 0.031 .1711093 3.670495

-------------+----------------------------------------------------------------

/lnsig2u | -.437138 .2113656 -.8514069 -.0228691

-------------+----------------------------------------------------------------

sigma\_u | .803668 .0849339 .6533101 .9886306

rho | .3924231 .0503953 .2991378 .494283

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 78.37 Prob >= chibar2 = 0.000

Table 7c Females – Job Security Satisfaction

. xtprobit sats7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==2, i(waveid) re

note: dadprof dropped due to collinearity

note: nesb dropped due to collinearity

note: esbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -627.96628

Iteration 1: log likelihood = -542.34446

Iteration 2: log likelihood = -538.7349

Iteration 3: log likelihood = -538.67741

Iteration 4: log likelihood = -538.67737

Fitting full model:

rho = 0.0 log likelihood = -538.67737

rho = 0.1 log likelihood = -529.86005

rho = 0.2 log likelihood = -526.71122

rho = 0.3 log likelihood = -527.71003

Iteration 0: log likelihood = -526.71125

Iteration 1: log likelihood = -518.59368

Iteration 2: log likelihood = -516.65365

Iteration 3: log likelihood = -516.59037

Iteration 4: log likelihood = -516.5901

Iteration 5: log likelihood = -516.5901

Random-effects probit regression Number of obs = 1564

Group variable: waveid Number of groups = 606

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 2.6

max = 8

Wald chi2(75) = 94.02

Log likelihood = -516.5901 Prob > chi2 = 0.0679

------------------------------------------------------------------------------

sats7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0899848 .1258804 0.71 0.475 -.1567363 .3367059

agesq | -.0002167 .0015522 -0.14 0.889 -.003259 .0028257

married | -.2053103 .2801077 -0.73 0.464 -.7543112 .3436907

urban | -.2132381 .6450198 -0.33 0.741 -1.477454 1.050977

esb | .0757527 .2693466 0.28 0.779 -.452157 .6036624

jbmhruc | .0036446 .0132191 0.28 0.783 -.0222644 .0295536

jbocct | .0198445 .0140062 1.42 0.157 -.0076072 .0472962

jbempt | -.0296509 .0262428 -1.13 0.259 -.0810859 .021784

firm5 | .3167795 .3445132 0.92 0.358 -.3584539 .992013

firm9 | .1149253 .3228666 0.36 0.722 -.5178816 .7477323

firm19 | -.3422187 .2493242 -1.37 0.170 -.8308851 .1464478

firm49 | -.2264184 .2360808 -0.96 0.338 -.6891282 .2362914

ch514 | .8629956 .3480371 2.48 0.013 .1808554 1.545136

chb5 | .0280044 .4793076 0.06 0.953 -.9114212 .9674301

capune | -.0251535 .0080825 -3.11 0.002 -.040995 -.009312

union | .1568261 .2727093 0.58 0.565 -.3776742 .6913265

osonly | -.15129 .2594626 -0.58 0.560 -.6598273 .3572473

oedonly | -.2800413 .2384138 -1.17 0.240 -.7473238 .1872412

overboth | -.6592622 .3044079 -2.17 0.030 -1.255891 -.0626337

agr | 1.316864 1.237292 1.06 0.287 -1.108184 3.741912

min | .2672728 .8020644 0.33 0.739 -1.304745 1.83929

ele | -.5227462 1.030567 -0.51 0.612 -2.54262 1.497128

con | .74513 .9082233 0.82 0.412 -1.034955 2.525215

whl | .8100831 .5047814 1.60 0.109 -.1792702 1.799436

ret | .2349793 .5037856 0.47 0.641 -.7524224 1.222381

accom | .3376599 .6360402 0.53 0.596 -.908956 1.584276

tran | -.1120215 .9440803 -0.12 0.906 -1.962385 1.738342

it | -.7911905 .6094565 -1.30 0.194 -1.985703 .4033222

fin | 2.718698 .8725097 3.12 0.002 1.008611 4.428786

rhr | -.1341896 .785721 -0.17 0.864 -1.674175 1.405795

prof | -.5763293 .5560086 -1.04 0.300 -1.666086 .5134275

admin | -.0166607 .70033 -0.02 0.981 -1.389282 1.355961

public | -.2172825 .6497336 -0.33 0.738 -1.490737 1.056172

educ | .5222529 .6483294 0.81 0.421 -.7484494 1.792955

hlth | -.0547464 .5292349 -0.10 0.918 -1.092028 .982535

arts | .3505436 .9755074 0.36 0.719 -1.561416 2.262503

other | -.8213024 .7897944 -1.04 0.298 -2.369271 .7266662

agem | -.1119244 .1373441 -0.81 0.415 -.381114 .1572651

agesqm | .0002931 .0017152 0.17 0.864 -.0030686 .0036547

marriedm | .4138613 .3274191 1.26 0.206 -.2278683 1.055591

urbanm | .3606116 .6813671 0.53 0.597 -.9748433 1.696067

dadprofm | -.3099428 .2253784 -1.38 0.169 -.7516764 .1317908

nesbm | .0444091 .2577892 0.17 0.863 -.4608484 .5496666

jbmhrucm | .0173066 .0194571 0.89 0.374 -.0208287 .0554419

jbocctm | .0010707 .0190233 0.06 0.955 -.0362144 .0383558

jbemptm | .0588534 .034897 1.69 0.092 -.0095436 .1272503

firm5m | -.3099168 .4888865 -0.63 0.526 -1.268117 .6482831

firm9m | .6309989 .4583595 1.38 0.169 -.2673692 1.529367

firm19m | .3039973 .3636095 0.84 0.403 -.4086642 1.016659

firm49m | .7016617 .3592357 1.95 0.051 -.0024274 1.405751

ch514m | -1.149121 .4123626 -2.79 0.005 -1.957337 -.3409053

chb5m | -.6150634 .6147123 -1.00 0.317 -1.819877 .5897506

capunem | .0140885 .0121806 1.16 0.247 -.0097851 .037962

unionm | -.408564 .3425874 -1.19 0.233 -1.080023 .262895

osonlym | -.8756731 .4197617 -2.09 0.037 -1.698391 -.0529552

oedonlym | .1771804 .3229915 0.55 0.583 -.4558713 .8102322

overbothm | .4487976 .4468907 1.00 0.315 -.4270922 1.324687

agrm | -1.085732 1.509966 -0.72 0.472 -4.045212 1.873748

minm | -1.038853 1.134883 -0.92 0.360 -3.263183 1.185477

elem | 2.397576 2.079483 1.15 0.249 -1.678135 6.473286

conm | -.081204 1.097702 -0.07 0.941 -2.232661 2.070253

whlm | -.0360549 .7389984 -0.05 0.961 -1.484465 1.412355

retm | .5749407 .6442494 0.89 0.372 -.6877649 1.837646

accomm | .4784598 .749998 0.64 0.524 -.9915092 1.948429

tranm | .8247731 1.142596 0.72 0.470 -1.414675 3.064221

itm | .1898289 .8463522 0.22 0.823 -1.468991 1.848649

finm | -1.233119 .9012189 -1.37 0.171 -2.999476 .5332373

rhrm | .3861299 .9538784 0.40 0.686 -1.483437 2.255697

profm | 1.126719 .7243581 1.56 0.120 -.292997 2.546435

adminm | -.1745189 .8520773 -0.20 0.838 -1.84456 1.495522

publicm | 1.167545 .7792859 1.50 0.134 -.3598268 2.694918

educm | -.4766585 .7548991 -0.63 0.528 -1.956234 1.002917

hlthm | 1.014495 .6288271 1.61 0.107 -.2179832 2.246974

artsm | -.5704993 1.261294 -0.45 0.651 -3.042589 1.901591

otherm | 1.838892 .973534 1.89 0.059 -.0691999 3.746983

\_cons | .4749627 1.159636 0.41 0.682 -1.797882 2.747808

-------------+----------------------------------------------------------------

/lnsig2u | -.2361089 .2925131 -.809424 .3372061

-------------+----------------------------------------------------------------

sigma\_u | .8886476 .1299705 .6671689 1.18365

rho | .4412455 .0721185 .3080133 .5835117

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 44.17 Prob >= chibar2 = 0.000

Table 7c Females – Work Satisfaction

. xtprobit satw7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==2, i(waveid) re

note: dadprof dropped due to collinearity

note: nesb dropped due to collinearity

note: esbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -803.24489

Iteration 1: log likelihood = -730.84472

Iteration 2: log likelihood = -729.73541

Iteration 3: log likelihood = -729.73046

Iteration 4: log likelihood = -729.73046

Fitting full model:

rho = 0.0 log likelihood = -729.73046

rho = 0.1 log likelihood = -714.44956

rho = 0.2 log likelihood = -706.93224

rho = 0.3 log likelihood = -704.37385

rho = 0.4 log likelihood = -705.80164

Iteration 0: log likelihood = -704.37232

Iteration 1: log likelihood = -695.68419

Iteration 2: log likelihood = -695.62294

Iteration 3: log likelihood = -695.62288

Random-effects probit regression Number of obs = 1564

Group variable: waveid Number of groups = 606

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 2.6

max = 8

Wald chi2(75) = 82.83

Log likelihood = -695.62288 Prob > chi2 = 0.2508

------------------------------------------------------------------------------

satw7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | -.2249485 .1074132 -2.09 0.036 -.4354745 -.0144225

agesq | .0030997 .0013652 2.27 0.023 .0004239 .0057754

married | -.1175478 .2260456 -0.52 0.603 -.560589 .3254934

urban | -.0219154 .5308162 -0.04 0.967 -1.062296 1.018465

esb | -.2975236 .2374038 -1.25 0.210 -.7628264 .1677792

jbmhruc | .0157961 .0111293 1.42 0.156 -.0060169 .0376092

jbocct | .0060786 .0115745 0.53 0.599 -.0166069 .0287641

jbempt | -.0356391 .0228314 -1.56 0.119 -.0803878 .0091096

firm5 | .1960228 .3185769 0.62 0.538 -.4283764 .820422

firm9 | -.1627444 .2644798 -0.62 0.538 -.6811152 .3556265

firm19 | .2900439 .2257793 1.28 0.199 -.1524754 .7325632

firm49 | .128318 .2045529 0.63 0.530 -.2725983 .5292343

ch514 | .1935884 .2953594 0.66 0.512 -.3853053 .7724821

chb5 | -.1594724 .3831214 -0.42 0.677 -.9103765 .5914316

capune | -.0053036 .0076509 -0.69 0.488 -.0202992 .009692

union | .129778 .2470283 0.53 0.599 -.3543885 .6139446

osonly | -.2440393 .2196761 -1.11 0.267 -.6745965 .1865179

oedonly | -.0413639 .1965871 -0.21 0.833 -.4266676 .3439398

overboth | -.681804 .2486922 -2.74 0.006 -1.169232 -.1943762

agr | -.4389888 .9862077 -0.45 0.656 -2.37192 1.493943

min | .6664798 .8319463 0.80 0.423 -.9641049 2.297065

ele | .4590754 .9249995 0.50 0.620 -1.35389 2.272041

con | -.3268556 .7471005 -0.44 0.662 -1.791146 1.137434

whl | .5955392 .4538883 1.31 0.189 -.2940655 1.485144

ret | .4059234 .4556512 0.89 0.373 -.4871365 1.298983

accom | .0994503 .5417105 0.18 0.854 -.9622829 1.161183

tran | 1.102518 .8385789 1.31 0.189 -.5410666 2.746102

it | -.0006211 .5775297 -0.00 0.999 -1.132559 1.131316

fin | .5455361 .5985958 0.91 0.362 -.6276901 1.718762

rhr | .4169194 .8038733 0.52 0.604 -1.158643 1.992482

prof | .2501113 .4747646 0.53 0.598 -.6804102 1.180633

admin | .9117961 .6345835 1.44 0.151 -.3319647 2.155557

public | .102624 .5990497 0.17 0.864 -1.071492 1.27674

educ | .0199629 .6005583 0.03 0.973 -1.15711 1.197036

hlth | .1896789 .4867641 0.39 0.697 -.7643611 1.143719

arts | 1.163348 1.014706 1.15 0.252 -.8254385 3.152134

other | -.1412775 .7144106 -0.20 0.843 -1.541497 1.258942

agem | .1800351 .1168761 1.54 0.123 -.0490378 .4091081

agesqm | -.0024068 .0015038 -1.60 0.109 -.0053542 .0005406

marriedm | .4376655 .2694935 1.62 0.104 -.090532 .965863

urbanm | -.0604948 .5655052 -0.11 0.915 -1.168865 1.047875

dadprofm | -.0154001 .2093906 -0.07 0.941 -.4257982 .394998

nesbm | -.0773647 .2317963 -0.33 0.739 -.531677 .3769476

jbmhrucm | -.0012744 .0163133 -0.08 0.938 -.0332477 .030699

jbocctm | -.0131946 .0164758 -0.80 0.423 -.0454866 .0190973

jbemptm | .0512644 .0307525 1.67 0.096 -.0090093 .1115381

firm5m | .6329084 .4659929 1.36 0.174 -.2804209 1.546238

firm9m | .4032514 .3806033 1.06 0.289 -.3427174 1.14922

firm19m | -.254066 .3207542 -0.79 0.428 -.8827326 .3746006

firm49m | -.0066293 .307329 -0.02 0.983 -.6089831 .5957244

ch514m | -.1569015 .3604311 -0.44 0.663 -.8633334 .5495304

chb5m | .1350077 .5417838 0.25 0.803 -.926869 1.196884

capunem | .0019398 .0110581 0.18 0.861 -.0197337 .0236133

unionm | -.0580091 .3123696 -0.19 0.853 -.6702424 .5542241

osonlym | -.618676 .3784881 -1.63 0.102 -1.360499 .123147

oedonlym | .1522449 .2779365 0.55 0.584 -.3925007 .6969904

overbothm | -.3838473 .3717914 -1.03 0.302 -1.112545 .3448504

agrm | 1.668689 1.719978 0.97 0.332 -1.702405 5.039784

minm | -1.451308 1.140438 -1.27 0.203 -3.686524 .7839089

elem | -1.801282 1.234875 -1.46 0.145 -4.221593 .6190283

conm | .5753598 1.027004 0.56 0.575 -1.437531 2.58825

whlm | -1.022022 .6731818 -1.52 0.129 -2.341434 .2973905

retm | -.4011275 .5886893 -0.68 0.496 -1.554937 .7526825

accomm | -.1265366 .6702419 -0.19 0.850 -1.440187 1.187113

tranm | -.3739038 1.053004 -0.36 0.723 -2.437754 1.689946

itm | -.8897465 .8234847 -1.08 0.280 -2.503747 .7242538

finm | -1.130292 .7184486 -1.57 0.116 -2.538425 .2778417

rhrm | -.1691849 .9646028 -0.18 0.861 -2.059772 1.721402

profm | -.3486875 .632272 -0.55 0.581 -1.587918 .8905428

adminm | -.9207254 .7843462 -1.17 0.240 -2.458016 .616565

publicm | -.2552162 .7278974 -0.35 0.726 -1.681869 1.171437

educm | -.0064595 .7298495 -0.01 0.993 -1.436938 1.424019

hlthm | -.2289957 .5840922 -0.39 0.695 -1.373795 .9158039

artsm | -1.094544 1.17452 -0.93 0.351 -3.396562 1.207473

otherm | .1835882 .844259 0.22 0.828 -1.471129 1.838305

\_cons | 1.174818 1.036922 1.13 0.257 -.8575113 3.207147

-------------+----------------------------------------------------------------

/lnsig2u | -.2450649 .2423483 -.7200589 .229929

-------------+----------------------------------------------------------------

sigma\_u | .8846772 .1072 .6976558 1.121834

rho | .4390386 .0596864 .32738 .5572303

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 68.22 Prob >= chibar2 = 0.000

Table 7c Females – Hours Satisfaction

. xtprobit sathr7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==2, i(waveid) re

note: dadprof dropped due to collinearity

note: nesb dropped due to collinearity

note: esbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -891.37186

Iteration 1: log likelihood = -825.90125

Iteration 2: log likelihood = -824.74211

Iteration 3: log likelihood = -824.73284

Iteration 4: log likelihood = -824.73284

Fitting full model:

rho = 0.0 log likelihood = -824.73284

rho = 0.1 log likelihood = -812.83868

rho = 0.2 log likelihood = -807.7812

rho = 0.3 log likelihood = -807.2175

rho = 0.4 log likelihood = -810.36717

Iteration 0: log likelihood = -807.21943

Iteration 1: log likelihood = -803.33208

Iteration 2: log likelihood = -803.23505

Iteration 3: log likelihood = -803.23472

Iteration 4: log likelihood = -803.23472

Random-effects probit regression Number of obs = 1564

Group variable: waveid Number of groups = 606

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 2.6

max = 8

Wald chi2(75) = 83.98

Log likelihood = -803.23472 Prob > chi2 = 0.2236

------------------------------------------------------------------------------

sathr7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0717117 .0943639 0.76 0.447 -.1132381 .2566615

agesq | -.0005559 .0011947 -0.47 0.642 -.0028975 .0017858

married | -.1464004 .202023 -0.72 0.469 -.5423581 .2495573

urban | -.0214672 .4974566 -0.04 0.966 -.9964641 .9535297

esb | -.0750257 .2027751 -0.37 0.711 -.4724576 .3224062

jbmhruc | -.0298203 .0096065 -3.10 0.002 -.0486488 -.0109918

jbocct | -.0108785 .0109347 -0.99 0.320 -.0323101 .010553

jbempt | -.008916 .020544 -0.43 0.664 -.0491816 .0313496

firm5 | .2277838 .2686558 0.85 0.397 -.2987718 .7543394

firm9 | .1384354 .2357684 0.59 0.557 -.3236622 .600533

firm19 | .3724501 .2126483 1.75 0.080 -.0443329 .7892331

firm49 | .1325341 .1860332 0.71 0.476 -.2320842 .4971525

ch514 | -.1323786 .2674182 -0.50 0.621 -.6565086 .3917513

chb5 | -.4400675 .3399311 -1.29 0.195 -1.10632 .2261853

capune | .0008217 .0067322 0.12 0.903 -.0123732 .0140166

union | .1243871 .215649 0.58 0.564 -.2982771 .5470513

osonly | -.1071936 .2105554 -0.51 0.611 -.5198747 .3054874

oedonly | -.1225261 .175889 -0.70 0.486 -.4672623 .2222101

overboth | -.3075678 .2340946 -1.31 0.189 -.7663847 .1512492

agr | -.6073441 .881121 -0.69 0.491 -2.334309 1.119621

min | -1.233115 .95956 -1.29 0.199 -3.113818 .647588

ele | .5454659 .9091292 0.60 0.549 -1.236394 2.327326

con | -.4670416 .6630578 -0.70 0.481 -1.766611 .8325278

whl | -.1946007 .3900178 -0.50 0.618 -.9590215 .56982

ret | -.2361818 .3848384 -0.61 0.539 -.9904511 .5180875

accom | -.0003662 .4572161 -0.00 0.999 -.8964933 .895761

tran | .4596527 .8191201 0.56 0.575 -1.145793 2.065099

it | .3801335 .5297325 0.72 0.473 -.6581231 1.41839

fin | .4612352 .5832771 0.79 0.429 -.6819668 1.604437

rhr | -.4475386 .688257 -0.65 0.516 -1.796497 .9014203

prof | .0821534 .4075118 0.20 0.840 -.7165551 .8808618

admin | -.1720361 .5371873 -0.32 0.749 -1.224904 .8808317

public | .2053706 .5636293 0.36 0.716 -.8993226 1.310064

educ | .2385609 .5627559 0.42 0.672 -.8644204 1.341542

hlth | .1080623 .4275744 0.25 0.800 -.7299681 .9460928

arts | .5225416 .7695123 0.68 0.497 -.9856747 2.030758

other | -.1465694 .616201 -0.24 0.812 -1.354301 1.061162

agem | -.1346378 .1025057 -1.31 0.189 -.3355453 .0662698

agesqm | .0012888 .0013127 0.98 0.326 -.0012839 .0038616

marriedm | .2832227 .2365812 1.20 0.231 -.180468 .7469134

urbanm | -.0318135 .5244174 -0.06 0.952 -1.059653 .9960258

dadprofm | -.1904935 .1770179 -1.08 0.282 -.5374422 .1564552

nesbm | .1452192 .1984711 0.73 0.464 -.243777 .5342155

jbmhrucm | .0030804 .0138675 0.22 0.824 -.0240993 .0302601

jbocctm | .021793 .0149792 1.45 0.146 -.0075656 .0511517

jbemptm | .0243574 .0265055 0.92 0.358 -.0275924 .0763072

firm5m | -.2653119 .3744177 -0.71 0.479 -.9991571 .4685334

firm9m | .0332132 .3221249 0.10 0.918 -.5981399 .6645664

firm19m | .0142147 .2939046 0.05 0.961 -.5618277 .5902571

firm49m | .1737589 .2701454 0.64 0.520 -.3557164 .7032342

ch514m | -.032527 .3171407 -0.10 0.918 -.6541114 .5890574

chb5m | .0399541 .4577507 0.09 0.930 -.8572209 .9371291

capunem | .0013666 .0098382 0.14 0.890 -.017916 .0206491

unionm | -.2167755 .2674149 -0.81 0.418 -.7408992 .3073481

osonlym | -.006392 .3390382 -0.02 0.985 -.6708947 .6581106

oedonlym | .2956106 .2401043 1.23 0.218 -.1749852 .7662064

overbothm | -.0719366 .3340841 -0.22 0.830 -.7267295 .5828563

agrm | 1.260327 1.181342 1.07 0.286 -1.055062 3.575715

minm | 3.140679 1.52965 2.05 0.040 .142619 6.138739

elem | -1.034959 1.172114 -0.88 0.377 -3.332261 1.262343

conm | -.1038973 .8465653 -0.12 0.902 -1.763135 1.55534

whlm | .6112869 .5966276 1.02 0.306 -.5580818 1.780656

retm | -.0458851 .4856999 -0.09 0.925 -.9978394 .9060692

accomm | -.3545637 .553234 -0.64 0.522 -1.438883 .7297551

tranm | -.2284234 .9370091 -0.24 0.807 -2.064928 1.608081

itm | -.0372995 .7284546 -0.05 0.959 -1.465044 1.390445

finm | -.3947006 .6679628 -0.59 0.555 -1.703884 .9144824

rhrm | .8968824 .8286043 1.08 0.279 -.7271522 2.520917

profm | -.7158602 .518727 -1.38 0.168 -1.732546 .300826

adminm | .5063277 .6897298 0.73 0.463 -.8455179 1.858173

publicm | .6821326 .6670271 1.02 0.306 -.6252164 1.989482

educm | -.2540473 .6442682 -0.39 0.693 -1.51679 1.008695

hlthm | -.1183116 .4990627 -0.24 0.813 -1.096456 .8598332

artsm | -1.305186 .9905542 -1.32 0.188 -3.246636 .6362647

otherm | .2854281 .7145965 0.40 0.690 -1.115155 1.686011

\_cons | 2.83418 .8413838 3.37 0.001 1.185098 4.483262

-------------+----------------------------------------------------------------

/lnsig2u | -.7270169 .2595465 -1.235719 -.2183152

-------------+----------------------------------------------------------------

sigma\_u | .6952329 .0902226 .5390972 .8965891

rho | .3258497 .057015 .2251821 .445637

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 43.00 Prob >= chibar2 = 0.000

Table 7c Females – Flexibility Satisfaction

. xtprobit satfx7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==2, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -954.0171

Iteration 1: log likelihood = -891.27866

Iteration 2: log likelihood = -889.9106

Iteration 3: log likelihood = -889.87822

Iteration 4: log likelihood = -889.87815

Fitting full model:

rho = 0.0 log likelihood = -889.87815

rho = 0.1 log likelihood = -872.25847

rho = 0.2 log likelihood = -863.4397

rho = 0.3 log likelihood = -860.2955

rho = 0.4 log likelihood = -861.70047

Iteration 0: log likelihood = -860.29494

Iteration 1: log likelihood = -855.60453

Iteration 2: log likelihood = -855.56147

Iteration 3: log likelihood = -855.56142

Random-effects probit regression Number of obs = 1563

Group variable: waveid Number of groups = 606

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 2.6

max = 8

Wald chi2(75) = 86.75

Log likelihood = -855.56142 Prob > chi2 = 0.1668

------------------------------------------------------------------------------

satfx7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0036084 .0941001 0.04 0.969 -.1808245 .1880412

agesq | .0003974 .0011898 0.33 0.738 -.0019345 .0027293

married | -.3002891 .1999404 -1.50 0.133 -.692165 .0915868

urban | .2258105 .4564566 0.49 0.621 -.6688281 1.120449

dadprof | .0101869 .1838246 0.06 0.956 -.3501028 .3704765

esb | .1695955 .2163673 0.78 0.433 -.2544767 .5936677

nesb | .0114029 .2029908 0.06 0.955 -.3864518 .4092576

jbmhruc | -.0095115 .0092385 -1.03 0.303 -.0276186 .0085956

jbocct | .0020986 .0099158 0.21 0.832 -.0173361 .0215333

jbempt | -.0508141 .0197682 -2.57 0.010 -.0895591 -.0120691

firm5 | .1540967 .2632052 0.59 0.558 -.3617759 .6699694

firm9 | -.2415523 .2326194 -1.04 0.299 -.6974779 .2143733

firm19 | .0254028 .203532 0.12 0.901 -.3735125 .4243181

firm49 | .0118007 .177248 0.07 0.947 -.335599 .3592003

ch514 | .1023473 .2659256 0.38 0.700 -.4188572 .6235519

chb5 | .2980771 .3404544 0.88 0.381 -.3692012 .9653554

capune | -.0090537 .0069006 -1.31 0.190 -.0225786 .0044713

union | .1701998 .212581 0.80 0.423 -.2464512 .5868509

osonly | -.2569127 .1967852 -1.31 0.192 -.6426047 .1287792

oedonly | -.2869948 .1738747 -1.65 0.099 -.627783 .0537935

overboth | -.4542746 .2292075 -1.98 0.047 -.9035131 -.0050361

agr | .4594492 1.040092 0.44 0.659 -1.579094 2.497992

min | -1.168636 .9010464 -1.30 0.195 -2.934654 .5973829

ele | -.4742205 .9161005 -0.52 0.605 -2.269744 1.321304

con | .4589271 .7849719 0.58 0.559 -1.07959 1.997444

whl | -.0853981 .4022496 -0.21 0.832 -.873793 .7029967

ret | -.3449368 .3960539 -0.87 0.384 -1.121188 .4313146

accom | -.6689411 .4489524 -1.49 0.136 -1.548872 .2109895

tran | .0991789 .7367451 0.13 0.893 -1.344815 1.543173

it | -.4005841 .5497492 -0.73 0.466 -1.478073 .6769044

fin | .3334933 .608716 0.55 0.584 -.8595681 1.526555

rhr | -.7769879 .7586977 -1.02 0.306 -2.264008 .7100322

prof | -.0286341 .4380677 -0.07 0.948 -.887231 .8299629

admin | -.5329092 .5181181 -1.03 0.304 -1.548402 .4825835

public | .787059 .5586919 1.41 0.159 -.307957 1.882075

educ | -.3726182 .5585691 -0.67 0.505 -1.467394 .7221572

hlth | -.5335269 .4271308 -1.25 0.212 -1.370688 .3036341

arts | -.2546257 .7249242 -0.35 0.725 -1.675451 1.1662

other | -.2858676 .6393359 -0.45 0.655 -1.538943 .9672078

agem | -.0223996 .1023534 -0.22 0.827 -.2230086 .1782095

agesqm | -.000184 .0013097 -0.14 0.888 -.0027509 .0023829

marriedm | .0235717 .2374319 0.10 0.921 -.4417863 .4889298

urbanm | -.2131955 .4865575 -0.44 0.661 -1.166831 .7404397

jbmhrucm | -.0054388 .0137586 -0.40 0.693 -.032405 .0215275

jbocctm | -.0036827 .01429 -0.26 0.797 -.0316905 .0243252

jbemptm | .0697194 .0264511 2.64 0.008 .0178762 .1215626

firm5m | -.1510521 .377888 -0.40 0.689 -.891699 .5895947

firm9m | .5551156 .3302543 1.68 0.093 -.092171 1.202402

firm19m | -.0363593 .2918818 -0.12 0.901 -.6084372 .5357186

firm49m | .1344917 .266105 0.51 0.613 -.3870645 .6560478

ch514m | -.2579379 .3192812 -0.81 0.419 -.8837175 .3678418

chb5m | -.3274845 .461427 -0.71 0.478 -1.231865 .5768959

capunem | .0171258 .0108869 1.57 0.116 -.0042122 .0384639

unionm | -.3391256 .2691298 -1.26 0.208 -.8666104 .1883591

osonlym | -.7723372 .3376895 -2.29 0.022 -1.434197 -.1104779

oedonlym | .2517508 .2430144 1.04 0.300 -.2245486 .7280503

overbothm | -.1759137 .3343963 -0.53 0.599 -.8313185 .479491

agrm | 1.372304 1.553896 0.88 0.377 -1.673276 4.417885

minm | 1.732611 1.270028 1.36 0.172 -.7565984 4.221821

elem | .5941804 1.299818 0.46 0.648 -1.953415 3.141776

conm | -.1782775 .9509661 -0.19 0.851 -2.042137 1.685582

whlm | -.0058294 .6017388 -0.01 0.992 -1.185216 1.173557

retm | -.196208 .5028255 -0.39 0.696 -1.181728 .7893118

accomm | .0419058 .5517206 0.08 0.939 -1.039447 1.123258

tranm | -1.073251 .8791558 -1.22 0.222 -2.796365 .6498624

itm | .5287938 .7677906 0.69 0.491 -.9760482 2.033636

finm | -.397037 .6922356 -0.57 0.566 -1.753794 .9597199

rhrm | 2.241928 1.05868 2.12 0.034 .1669539 4.316903

profm | -.4008478 .555581 -0.72 0.471 -1.489766 .6880709

adminm | -.0566361 .6583003 -0.09 0.931 -1.346881 1.233609

publicm | -.4732445 .6444234 -0.73 0.463 -1.736291 .7898021

educm | .2361205 .6501911 0.36 0.716 -1.038231 1.510472

hlthm | .1999501 .503122 0.40 0.691 -.7861509 1.186051

artsm | -1.0048 .9980437 -1.01 0.314 -2.96093 .9513296

otherm | -.2461318 .7321103 -0.34 0.737 -1.681042 1.188778

\_cons | 2.115738 .8707408 2.43 0.015 .4091179 3.822359

-------------+----------------------------------------------------------------

/lnsig2u | -.5119341 .2208719 -.944835 -.0790332

-------------+----------------------------------------------------------------

sigma\_u | .7741675 .0854959 .6234932 .961254

rho | .3747402 .0517525 .2799247 .480252

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 68.63 Prob >= chibar2 = 0.000

## Job satisfaction and its facets (only completed school, table 7d)

Table 7d Males – Overall Job Satisfaction

**. xtprobit sat7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==1, i(waveid) re**

**note: dadprofm dropped due to collinearity**

**note: esbm dropped due to collinearity**

**note: nesbm dropped due to collinearity**

**Fitting comparison model:**

**Iteration 0: log likelihood = -1213.908**

**Iteration 1: log likelihood = -1075.8382**

**Iteration 2: log likelihood = -1072.2854**

**Iteration 3: log likelihood = -1072.2601**

**Iteration 4: log likelihood = -1072.2601**

**Fitting full model:**

**rho = 0.0 log likelihood = -1072.2601**

**rho = 0.1 log likelihood = -1054.0692**

**rho = 0.2 log likelihood = -1047.0972**

**rho = 0.3 log likelihood = -1047.3216**

**Iteration 0: log likelihood = -1047.0972**

**Iteration 1: log likelihood = -1039.4014**

**Iteration 2: log likelihood = -1038.7013**

**Iteration 3: log likelihood = -1038.7001**

**Iteration 4: log likelihood = -1038.7001**

**Random-effects probit regression Number of obs = 2513**

**Group variable: waveid Number of groups = 794**

**Random effects u\_i ~ Gaussian Obs per group: min = 1**

**avg = 3.2**

**max = 8**

**Wald chi2(75) = 171.78**

**Log likelihood = -1038.7001 Prob > chi2 = 0.0000**

**------------------------------------------------------------------------------**

**sat7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]**

**-------------+----------------------------------------------------------------**

**age | -.0342931 .0719627 -0.48 0.634 -.1753373 .1067512**

**agesq | .0011212 .0009884 1.13 0.257 -.000816 .0030584**

**married | -.1301987 .1678955 -0.78 0.438 -.4592678 .1988704**

**urban | -.0486536 .306904 -0.16 0.874 -.6501743 .5528672**

**dadprof | -.0296562 .1218059 -0.24 0.808 -.2683913 .2090789**

**esb | .1030923 .1769768 0.58 0.560 -.243776 .4499605**

**nesb | .1365933 .1893182 0.72 0.471 -.2344636 .5076502**

**jbmhruc | -.0098658 .0073488 -1.34 0.179 -.0242691 .0045375**

**jbocct | .0017756 .0109982 0.16 0.872 -.0197805 .0233317**

**jbempt | -.0264909 .0158598 -1.67 0.095 -.0575754 .0045937**

**firm5 | .1042115 .2167297 0.48 0.631 -.3205709 .5289938**

**firm9 | -.0245486 .1801959 -0.14 0.892 -.3777261 .3286289**

**firm19 | -.014196 .1685528 -0.08 0.933 -.3445534 .3161614**

**firm49 | -.1439245 .1481645 -0.97 0.331 -.4343216 .1464727**

**ch514 | .1715365 .2535802 0.68 0.499 -.3254715 .6685444**

**chb5 | .0970455 .1641249 0.59 0.554 -.2246334 .4187245**

**capune | .0049183 .0057107 0.86 0.389 -.0062745 .0161111**

**union | -.0813259 .1671694 -0.49 0.627 -.4089719 .2463201**

**osonly | -.5424802 .1157786 -4.69 0.000 -.7694021 -.3155583**

**oedonly | -.5397804 .2604993 -2.07 0.038 -1.05035 -.0292111**

**overboth | -.6132993 .266239 -2.30 0.021 -1.135118 -.0914804**

**agr | -.1068867 .4578983 -0.23 0.815 -1.004351 .7905775**

**min | .7386949 .407739 1.81 0.070 -.0604588 1.537849**

**ele | .3773584 .542084 0.70 0.486 -.6851068 1.439824**

**con | 1.078905 .3061257 3.52 0.000 .4789101 1.678901**

**whl | -.2511315 .2575949 -0.97 0.330 -.7560083 .2537453**

**ret | -.4248338 .2707443 -1.57 0.117 -.9554828 .1058152**

**accom | -.052363 .4400711 -0.12 0.905 -.9148866 .8101606**

**tran | .32842 .3047957 1.08 0.281 -.2689685 .9258086**

**it | .4414302 .443563 1.00 0.320 -.4279372 1.310798**

**fin | -.0645856 .3959957 -0.16 0.870 -.840723 .7115518**

**rhr | -.2118866 .5321632 -0.40 0.691 -1.254907 .8311341**

**prof | .2249189 .3361409 0.67 0.503 -.4339052 .883743**

**admin | .1354387 .4691677 0.29 0.773 -.7841131 1.054991**

**public | .2891185 .3316716 0.87 0.383 -.360946 .939183**

**educ | -.0659681 .6805945 -0.10 0.923 -1.399909 1.267973**

**hlth | -.2771962 .5374114 -0.52 0.606 -1.330503 .7761107**

**arts | .2964681 .4710888 0.63 0.529 -.626849 1.219785**

**other | -.2531449 .3393648 -0.75 0.456 -.9182876 .4119978**

**agem | -.0557673 .0783893 -0.71 0.477 -.2094075 .097873**

**agesqm | .0000575 .0010655 0.05 0.957 -.0020308 .0021458**

**marriedm | .0393106 .2155042 0.18 0.855 -.3830699 .4616911**

**urbanm | -.3101546 .3561173 -0.87 0.384 -1.008132 .3878225**

**jbmhrucm | .0074442 .0104082 0.72 0.474 -.0129555 .0278439**

**jbocctm | -.0039082 .0156889 -0.25 0.803 -.0346579 .0268414**

**jbemptm | .0481465 .0198942 2.42 0.016 .0091546 .0871384**

**firm5m | .1693208 .3130425 0.54 0.589 -.4442312 .7828729**

**firm9m | .1728996 .278217 0.62 0.534 -.3723956 .7181949**

**firm19m | -.0315249 .2570576 -0.12 0.902 -.5353484 .4722987**

**firm49m | -.1900333 .2301355 -0.83 0.409 -.6410905 .2610239**

**ch514m | .5638627 .3205218 1.76 0.079 -.0643484 1.192074**

**chb5m | .1730947 .2933141 0.59 0.555 -.4017904 .7479798**

**capunem | -.0156575 .0087082 -1.80 0.072 -.0327252 .0014102**

**unionm | .0757987 .2232415 0.34 0.734 -.3617466 .5133439**

**osonlym | -.3910916 .1954073 -2.00 0.045 -.7740829 -.0081002**

**oedonlym | .4726811 .3801845 1.24 0.214 -.2724669 1.217829**

**overbothm | -.4560473 .4038072 -1.13 0.259 -1.247495 .3354002**

**agrm | .8445173 .7467046 1.13 0.258 -.6189969 2.308031**

**minm | -1.632098 .5720163 -2.85 0.004 -2.75323 -.5109671**

**elem | -.7035186 .6877612 -1.02 0.306 -2.051506 .6444685**

**conm | -1.266662 .3772189 -3.36 0.001 -2.005997 -.5273261**

**whlm | -.3172968 .389403 -0.81 0.415 -1.080513 .445919**

**retm | -.0186599 .3566477 -0.05 0.958 -.7176766 .6803567**

**accomm | -.5064044 .4988259 -1.02 0.310 -1.484085 .4712764**

**tranm | -.6657828 .3896579 -1.71 0.088 -1.429498 .0979326**

**itm | -.9615769 .5518113 -1.74 0.081 -2.043107 .1199533**

**finm | -.285552 .5088861 -0.56 0.575 -1.28295 .7118463**

**rhrm | -.2353722 .7301034 -0.32 0.747 -1.666349 1.195604**

**profm | -.2400445 .4339798 -0.55 0.580 -1.090629 .6105403**

**adminm | -1.044135 .6307936 -1.66 0.098 -2.280468 .1921975**

**publicm | -.6348699 .3871493 -1.64 0.101 -1.393669 .1239288**

**educm | -.1235623 .7912451 -0.16 0.876 -1.674374 1.42725**

**hlthm | .188491 .6979458 0.27 0.787 -1.179458 1.55644**

**artsm | -.9751008 .5901904 -1.65 0.098 -2.131853 .1816511**

**otherm | .2340264 .5090804 0.46 0.646 -.7637528 1.231806**

**\_cons | 3.464059 .6302361 5.50 0.000 2.228819 4.699299**

**-------------+----------------------------------------------------------------**

**/lnsig2u | -.7016434 .2133682 -1.119837 -.2834495**

**-------------+----------------------------------------------------------------**

**sigma\_u | .7041093 .0751173 .5712555 .8678601**

**rho | .331448 .0472803 .2460415 .4296083**

**------------------------------------------------------------------------------**

**Likelihood-ratio test of rho=0: chibar2(01) = 67.12 Prob >= chibar2 = 0.000**

Table 7d Males – Pay Satisfaction

. xtprobit satp7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==1, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -1593.1755

Iteration 1: log likelihood = -1500.8871

Iteration 2: log likelihood = -1500.3456

Iteration 3: log likelihood = -1500.3455

Fitting full model:

rho = 0.0 log likelihood = -1500.3455

rho = 0.1 log likelihood = -1446.797

rho = 0.2 log likelihood = -1417.0592

rho = 0.3 log likelihood = -1400.4824

rho = 0.4 log likelihood = -1393.1069

rho = 0.5 log likelihood = -1393.5624

Iteration 0: log likelihood = -1393.1061

Iteration 1: log likelihood = -1382.0774

Iteration 2: log likelihood = -1381.9641

Iteration 3: log likelihood = -1381.964

Random-effects probit regression Number of obs = 2514

Group variable: waveid Number of groups = 794

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.2

max = 8

Wald chi2(75) = 128.02

Log likelihood = -1381.964 Prob > chi2 = 0.0001

------------------------------------------------------------------------------

satp7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | -.0216367 .0621521 -0.35 0.728 -.1434526 .1001792

agesq | .0011335 .0008408 1.35 0.178 -.0005144 .0027813

married | .0761866 .1582259 0.48 0.630 -.2339305 .3863037

urban | -.9712948 .2942209 -3.30 0.001 -1.547957 -.3946325

dadprof | -.0189478 .1338699 -0.14 0.887 -.2813279 .2434323

esb | .1520155 .1983544 0.77 0.443 -.236752 .5407831

nesb | -.22422 .1992403 -1.13 0.260 -.6147238 .1662838

jbmhruc | .0053929 .006732 0.80 0.423 -.0078015 .0185873

jbocct | .0152762 .0098998 1.54 0.123 -.004127 .0346794

jbempt | -.0309924 .0148413 -2.09 0.037 -.0600809 -.0019039

firm5 | -.1688785 .1928645 -0.88 0.381 -.546886 .209129

firm9 | .1694813 .1652499 1.03 0.305 -.1544026 .4933652

firm19 | -.2038305 .154055 -1.32 0.186 -.5057727 .0981118

firm49 | -.0040092 .1365365 -0.03 0.977 -.2716158 .2635974

ch514 | .1436075 .212308 0.68 0.499 -.2725086 .5597237

chb5 | .107913 .1467201 0.74 0.462 -.1796532 .3954791

capune | -.0015081 .0051981 -0.29 0.772 -.0116961 .0086799

union | .0989619 .1520441 0.65 0.515 -.1990391 .3969629

osonly | -.3316496 .1093907 -3.03 0.002 -.5460514 -.1172478

oedonly | .1508687 .2431548 0.62 0.535 -.3257059 .6274434

overboth | -.3089616 .2519501 -1.23 0.220 -.8027748 .1848516

agr | -.293368 .3661508 -0.80 0.423 -1.01101 .4242743

min | .3309209 .3742422 0.88 0.377 -.4025803 1.064422

ele | .1292694 .484703 0.27 0.790 -.8207311 1.07927

con | .1448726 .2553801 0.57 0.571 -.3556633 .6454085

whl | -.3011718 .2371232 -1.27 0.204 -.7659248 .1635811

ret | -.6052432 .2428055 -2.49 0.013 -1.081133 -.1293531

accom | -.7640254 .4176528 -1.83 0.067 -1.58261 .0545589

tran | -.5349975 .263501 -2.03 0.042 -1.05145 -.018545

it | -.2057085 .4095629 -0.50 0.615 -1.008437 .5970199

fin | -.9187947 .3875417 -2.37 0.018 -1.678362 -.159227

rhr | -1.302848 .5493027 -2.37 0.018 -2.379461 -.2262344

prof | -.137942 .3089147 -0.45 0.655 -.7434036 .4675196

admin | -.4693379 .4342077 -1.08 0.280 -1.320369 .3816935

public | -.2414472 .3060731 -0.79 0.430 -.8413394 .3584449

educ | -.4128583 .5568574 -0.74 0.458 -1.504279 .6785621

hlth | -.0024201 .524576 -0.00 0.996 -1.03057 1.02573

arts | -.8145913 .4433258 -1.84 0.066 -1.683494 .0543114

other | .0074476 .3006766 0.02 0.980 -.5818677 .596763

agem | .050187 .0709776 0.71 0.480 -.0889266 .1893006

agesqm | -.0014303 .0009535 -1.50 0.134 -.0032992 .0004385

marriedm | -.110867 .217129 -0.51 0.610 -.5364319 .3146979

urbanm | 1.238048 .3463799 3.57 0.000 .559156 1.91694

jbmhrucm | -.0023437 .0102666 -0.23 0.819 -.022466 .0177785

jbocctm | -.0127481 .0154323 -0.83 0.409 -.0429948 .0174986

jbemptm | .0513673 .0194801 2.64 0.008 .0131871 .0895475

firm5m | .458178 .3055457 1.50 0.134 -.1406805 1.057037

firm9m | -.352613 .2746145 -1.28 0.199 -.8908475 .1856215

firm19m | .0589526 .262308 0.22 0.822 -.4551616 .5730668

firm49m | -.2038064 .2352537 -0.87 0.386 -.6648951 .2572823

ch514m | .0718714 .2978769 0.24 0.809 -.5119566 .6556994

chb5m | -.046169 .30424 -0.15 0.879 -.6424683 .5501304

capunem | .0022142 .0090631 0.24 0.807 -.0155492 .0199777

unionm | .120631 .2202918 0.55 0.584 -.3111329 .552395

osonlym | -.1542228 .20526 -0.75 0.452 -.5565249 .2480794

oedonlym | -.1504589 .3613006 -0.42 0.677 -.8585951 .5576773

overbothm | .1758805 .4211655 0.42 0.676 -.6495887 1.00135

agrm | 1.0712 .6015125 1.78 0.075 -.1077426 2.250143

minm | .0027489 .6148025 0.00 0.996 -1.202242 1.20774

elem | 1.168255 .7451276 1.57 0.117 -.2921685 2.628678

conm | -.164004 .3514564 -0.47 0.641 -.8528459 .5248379

whlm | .0923698 .3988492 0.23 0.817 -.6893602 .8740999

retm | .7339941 .3424537 2.14 0.032 .0627971 1.405191

accomm | .3682314 .4875204 0.76 0.450 -.5872911 1.323754

tranm | .3288999 .3706648 0.89 0.375 -.3975897 1.05539

itm | .1240517 .558754 0.22 0.824 -.971086 1.219189

finm | .9371355 .5279315 1.78 0.076 -.0975912 1.971862

rhrm | 1.269121 .7610619 1.67 0.095 -.222533 2.760775

profm | .3729259 .4230371 0.88 0.378 -.4562115 1.202063

adminm | .7668718 .6434469 1.19 0.233 -.4942609 2.028004

publicm | .188608 .3794985 0.50 0.619 -.5551954 .9324113

educm | .5587776 .7247914 0.77 0.441 -.8617875 1.979343

hlthm | -.2893 .7008626 -0.41 0.680 -1.662965 1.084365

artsm | .5955133 .600421 0.99 0.321 -.5812902 1.772317

otherm | .0031095 .4722403 0.01 0.995 -.9224645 .9286836

\_cons | -.3774878 .6578391 -0.57 0.566 -1.666829 .9118532

-------------+----------------------------------------------------------------

/lnsig2u | -.0535095 .1475409 -.3426844 .2356655

-------------+----------------------------------------------------------------

sigma\_u | .9736 .0718229 .8425332 1.125056

rho | .4866258 .0368588 .4151576 .5586452

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 236.76 Prob >= chibar2 = 0.000

Table 7d Males – Job Security Satisfaction

. xtprobit sats7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==1, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -1101.6082

Iteration 1: log likelihood = -1021.4125

Iteration 2: log likelihood = -1020.2243

Iteration 3: log likelihood = -1020.2201

Iteration 4: log likelihood = -1020.2201

Fitting full model:

rho = 0.0 log likelihood = -1020.2201

rho = 0.1 log likelihood = -993.90984

rho = 0.2 log likelihood = -982.8164

rho = 0.3 log likelihood = -980.40228

rho = 0.4 log likelihood = -984.41864

Iteration 0: log likelihood = -980.40235

Iteration 1: log likelihood = -967.50183

Iteration 2: log likelihood = -966.81912

Iteration 3: log likelihood = -966.8117

Iteration 4: log likelihood = -966.8117

Random-effects probit regression Number of obs = 2514

Group variable: waveid Number of groups = 794

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.2

max = 8

Wald chi2(75) = 98.57

Log likelihood = -966.8117 Prob > chi2 = 0.0354

------------------------------------------------------------------------------

sats7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | -.0137842 .0726072 -0.19 0.849 -.1560917 .1285234

agesq | .0009346 .0009609 0.97 0.331 -.0009487 .0028178

married | -.1862886 .1927272 -0.97 0.334 -.564027 .1914498

urban | -.0800008 .3665578 -0.22 0.827 -.7984409 .6384393

dadprof | -.0622589 .135435 -0.46 0.646 -.3277066 .2031888

esb | -.141592 .1895356 -0.75 0.455 -.5130749 .2298909

nesb | -.2066359 .1959444 -1.05 0.292 -.5906799 .177408

jbmhruc | .0003859 .0077441 0.05 0.960 -.0147921 .015564

jbocct | .0207307 .0108069 1.92 0.055 -.0004506 .0419119

jbempt | -.010067 .0140544 -0.72 0.474 -.0376132 .0174792

firm5 | -.2876886 .2214808 -1.30 0.194 -.7217829 .1464058

firm9 | -.0985269 .1922874 -0.51 0.608 -.4754034 .2783496

firm19 | .0158691 .179616 0.09 0.930 -.3361718 .3679101

firm49 | .1211589 .1595872 0.76 0.448 -.1916262 .433944

ch514 | -.4018888 .2599859 -1.55 0.122 -.9114518 .1076743

chb5 | .2617648 .1807669 1.45 0.148 -.0925318 .6160615

capune | -.0060058 .0054735 -1.10 0.273 -.0167337 .0047221

union | .1990349 .1754097 1.13 0.257 -.1447619 .5428316

osonly | -.1238441 .1243004 -1.00 0.319 -.3674683 .1197801

oedonly | .2643415 .2891286 0.91 0.361 -.3023402 .8310233

overboth | -.2702679 .2787879 -0.97 0.332 -.8166822 .2761463

agr | .4732058 .4985772 0.95 0.343 -.5039875 1.450399

min | .6307607 .4363429 1.45 0.148 -.2244557 1.485977

ele | .4425956 .5195059 0.85 0.394 -.5756172 1.460808

con | .0115257 .2984062 0.04 0.969 -.5733397 .5963911

whl | -.1687088 .2621141 -0.64 0.520 -.682443 .3450254

ret | -.1403355 .2813808 -0.50 0.618 -.6918317 .4111607

accom | .6035141 .543322 1.11 0.267 -.4613774 1.668406

tran | .0985451 .3066279 0.32 0.748 -.5024346 .6995248

it | -.1953469 .4551442 -0.43 0.668 -1.087413 .6967194

fin | .269388 .4038473 0.67 0.505 -.5221382 1.060914

rhr | 1.169876 .7411563 1.58 0.114 -.2827635 2.622516

prof | .2033796 .3255688 0.62 0.532 -.4347235 .8414828

admin | -.0931544 .4854711 -0.19 0.848 -1.04466 .8583515

public | .2759763 .3613611 0.76 0.445 -.4322785 .9842311

educ | -.4102763 .6246209 -0.66 0.511 -1.634511 .8139582

hlth | .2459377 .6561931 0.37 0.708 -1.040177 1.532053

arts | .0702381 .5268196 0.13 0.894 -.9623094 1.102786

other | .4450182 .3644746 1.22 0.222 -.2693388 1.159375

agem | -.0008139 .0799858 -0.01 0.992 -.1575833 .1559554

agesqm | -.0008249 .0010537 -0.78 0.434 -.0028902 .0012404

marriedm | .2625874 .2422641 1.08 0.278 -.2122415 .7374164

urbanm | -.1599202 .4140592 -0.39 0.699 -.9714612 .6516209

jbmhrucm | .0000248 .0111631 0.00 0.998 -.0218544 .021904

jbocctm | -.0270867 .015765 -1.72 0.086 -.0579857 .0038122

jbemptm | .0254641 .0186565 1.36 0.172 -.011102 .0620301

firm5m | .4163018 .3289633 1.27 0.206 -.2284545 1.061058

firm9m | .2130557 .2991489 0.71 0.476 -.3732654 .7993768

firm19m | .3845074 .2867556 1.34 0.180 -.1775233 .9465381

firm49m | -.0750093 .2520661 -0.30 0.766 -.5690498 .4190311

ch514m | .1696864 .3309065 0.51 0.608 -.4788785 .8182512

chb5m | .2135436 .3232094 0.66 0.509 -.4199351 .8470223

capunem | -.0225802 .0090234 -2.50 0.012 -.0402658 -.0048946

unionm | -.2270386 .233525 -0.97 0.331 -.6847391 .230662

osonlym | -.1077652 .2170438 -0.50 0.620 -.5331632 .3176328

oedonlym | -.1028237 .3916299 -0.26 0.793 -.8704042 .6647568

overbothm | -.4569757 .4293704 -1.06 0.287 -1.298526 .3845749

agrm | -.2277377 .6711998 -0.34 0.734 -1.543265 1.08779

minm | -.6011117 .6258331 -0.96 0.337 -1.827722 .6254986

elem | -.9284703 .6589023 -1.41 0.159 -2.219895 .3629544

conm | .2366329 .3896846 0.61 0.544 -.5271349 1.000401

whlm | -.1046755 .4096955 -0.26 0.798 -.907664 .6983129

retm | .7503037 .3907682 1.92 0.055 -.0155878 1.516195

accomm | -.3064743 .5988233 -0.51 0.609 -1.480146 .8671979

tranm | -.0537529 .3995719 -0.13 0.893 -.8368993 .7293936

itm | .2661411 .5991129 0.44 0.657 -.9080987 1.440381

finm | -.1883783 .5275481 -0.36 0.721 -1.222354 .845597

rhrm | -.2057273 .8632182 -0.24 0.812 -1.897604 1.486149

profm | -.5312316 .4272645 -1.24 0.214 -1.368655 .3061915

adminm | .3929311 .6904273 0.57 0.569 -.9602815 1.746144

publicm | .134099 .4226794 0.32 0.751 -.6943375 .9625354

educm | .0884489 .7704321 0.11 0.909 -1.42157 1.598468

hlthm | -.6112045 .8040854 -0.76 0.447 -2.187183 .9647739

artsm | .0023498 .6702594 0.00 0.997 -1.311334 1.316034

otherm | .1597298 .5323048 0.30 0.764 -.8835685 1.203028

\_cons | 1.710129 .6740065 2.54 0.011 .3891007 3.031157

-------------+----------------------------------------------------------------

/lnsig2u | -.4087088 .1946263 -.7901694 -.0272482

-------------+----------------------------------------------------------------

sigma\_u | .8151734 .0793271 .673623 .9864683

rho | .3992218 .0466799 .3121323 .4931884

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 106.82 Prob >= chibar2 = 0.000

Table 7d Males – Work Satisfaction

. xtprobit satw7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==1, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -1324.5454

Iteration 1: log likelihood = -1175.7534

Iteration 2: log likelihood = -1173.2428

Iteration 3: log likelihood = -1173.2372

Iteration 4: log likelihood = -1173.2372

Fitting full model:

rho = 0.0 log likelihood = -1173.2372

rho = 0.1 log likelihood = -1143.2328

rho = 0.2 log likelihood = -1127.9335

rho = 0.3 log likelihood = -1121.6282

rho = 0.4 log likelihood = -1122.1729

Iteration 0: log likelihood = -1121.6268

Iteration 1: log likelihood = -1108.4043

Iteration 2: log likelihood = -1108.2427

Iteration 3: log likelihood = -1108.2427

Random-effects probit regression Number of obs = 2514

Group variable: waveid Number of groups = 794

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.2

max = 8

Wald chi2(75) = 165.98

Log likelihood = -1108.2427 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

satw7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0746154 .0703915 1.06 0.289 -.0633493 .2125802

agesq | -.0005699 .0009545 -0.60 0.550 -.0024406 .0013009

married | .027685 .1743325 0.16 0.874 -.3140005 .3693706

urban | -.013354 .3038462 -0.04 0.965 -.6088816 .5821736

dadprof | .0027449 .1352586 0.02 0.984 -.262357 .2678468

esb | -.1804808 .1956142 -0.92 0.356 -.5638777 .2029161

nesb | -.1079159 .2006927 -0.54 0.591 -.5012663 .2854346

jbmhruc | .0019181 .0076905 0.25 0.803 -.0131551 .0169913

jbocct | -.0025656 .0105705 -0.24 0.808 -.0232835 .0181522

jbempt | -.0199843 .015469 -1.29 0.196 -.0503029 .0103343

firm5 | -.3451829 .2156162 -1.60 0.109 -.767783 .0774172

firm9 | -.2273525 .1837484 -1.24 0.216 -.5874927 .1327877

firm19 | -.3364064 .1732828 -1.94 0.052 -.6760344 .0032216

firm49 | -.2133324 .1494972 -1.43 0.154 -.5063415 .0796767

ch514 | -.2433514 .2598116 -0.94 0.349 -.7525728 .26587

chb5 | .1733668 .1644547 1.05 0.292 -.1489586 .4956921

capune | .0037027 .0055528 0.67 0.505 -.0071806 .014586

union | -.1308529 .1668954 -0.78 0.433 -.4579619 .1962561

osonly | -.5038431 .113444 -4.44 0.000 -.7261893 -.2814969

oedonly | -.8678055 .2558742 -3.39 0.001 -1.36931 -.3663012

overboth | -.9335206 .2659286 -3.51 0.000 -1.454731 -.41231

agr | .9475048 .4695134 2.02 0.044 .0272754 1.867734

min | .4360788 .4226302 1.03 0.302 -.3922612 1.264419

ele | .7256652 .5286994 1.37 0.170 -.3105666 1.761897

con | .896951 .3027712 2.96 0.003 .3035303 1.490372

whl | -.020111 .2659928 -0.08 0.940 -.5414474 .5012253

ret | .0342366 .2675513 0.13 0.898 -.4901543 .5586276

accom | .7868461 .4753738 1.66 0.098 -.1448695 1.718562

tran | .6418498 .3123558 2.05 0.040 .0296437 1.254056

it | .5143769 .4343887 1.18 0.236 -.3370093 1.365763

fin | .1176023 .4183115 0.28 0.779 -.7022733 .9374778

rhr | .5190595 .5744705 0.90 0.366 -.6068819 1.645001

prof | .7541555 .3433037 2.20 0.028 .0812926 1.427018

admin | .0561859 .4531546 0.12 0.901 -.8319808 .9443525

public | .4450331 .3281039 1.36 0.175 -.1980388 1.088105

educ | .3888696 .6709899 0.58 0.562 -.9262463 1.703986

hlth | .206443 .5520749 0.37 0.708 -.875604 1.28849

arts | .5773332 .4922416 1.17 0.241 -.3874426 1.542109

other | .3993125 .3497023 1.14 0.254 -.2860914 1.084716

agem | -.1341299 .0789128 -1.70 0.089 -.2887962 .0205363

agesqm | .0013657 .0010634 1.28 0.199 -.0007186 .00345

marriedm | .1714239 .2305773 0.74 0.457 -.2804993 .6233471

urbanm | -.3870252 .3614822 -1.07 0.284 -1.095517 .3214668

jbmhrucm | .0081747 .011149 0.73 0.463 -.0136769 .0300262

jbocctm | -.0195009 .0159753 -1.22 0.222 -.0508119 .0118102

jbemptm | .0457294 .0203465 2.25 0.025 .005851 .0856079

firm5m | .2729614 .3217189 0.85 0.396 -.357596 .9035188

firm9m | .6819899 .2967905 2.30 0.022 .1002912 1.263689

firm19m | .5437732 .2793123 1.95 0.052 -.0036689 1.091215

firm49m | .3193484 .2457357 1.30 0.194 -.1622847 .8009815

ch514m | .8511411 .3380733 2.52 0.012 .1885296 1.513753

chb5m | -.0223963 .3238643 -0.07 0.945 -.6571586 .6123661

capunem | -.0044985 .0094056 -0.48 0.632 -.0229331 .0139361

unionm | .2006852 .2337344 0.86 0.391 -.2574259 .6587963

osonlym | -.5788123 .2051428 -2.82 0.005 -.9808849 -.1767397

oedonlym | .723024 .3931321 1.84 0.066 -.0475007 1.493549

overbothm | -.5530667 .4208665 -1.31 0.189 -1.37795 .2718164

agrm | -.5516694 .6804527 -0.81 0.418 -1.885332 .7819935

minm | -1.056276 .6469177 -1.63 0.103 -2.324212 .2116589

elem | -1.131102 .6901423 -1.64 0.101 -2.483757 .2215517

conm | -.8037299 .3930035 -2.05 0.041 -1.574003 -.0334573

whlm | -.5948453 .4155843 -1.43 0.152 -1.409375 .2196849

retm | -.5097147 .364115 -1.40 0.162 -1.223367 .2039377

accomm | -1.416905 .5396563 -2.63 0.009 -2.474612 -.359198

tranm | -.7076337 .4122396 -1.72 0.086 -1.515609 .1003412

itm | -.9889743 .5723328 -1.73 0.084 -2.110726 .1327775

finm | .0208575 .5646555 0.04 0.971 -1.085847 1.127562

rhrm | .2069294 .9274709 0.22 0.823 -1.61088 2.024739

profm | -.7357178 .4482247 -1.64 0.101 -1.614222 .1427865

adminm | -.1210802 .6688199 -0.18 0.856 -1.431943 1.189783

publicm | -1.165658 .397479 -2.93 0.003 -1.944702 -.3866132

educm | -.6921339 .800309 -0.86 0.387 -2.260711 .876443

hlthm | -.2303787 .7258448 -0.32 0.751 -1.653008 1.192251

artsm | -.9261323 .6441045 -1.44 0.150 -2.188554 .3362894

otherm | -.0060036 .5523512 -0.01 0.991 -1.088592 1.076585

\_cons | 2.181515 .6775348 3.22 0.001 .8535713 3.509459

-------------+----------------------------------------------------------------

/lnsig2u | -.2578654 .178685 -.6080815 .0923508

-------------+----------------------------------------------------------------

sigma\_u | .8790331 .078535 .7378308 1.047258

rho | .4358885 .0439368 .3524969 .5230713

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 129.99 Prob >= chibar2 = 0.000

Table 7d Males – Hours Satisfaction

. xtprobit sathr7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==1, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -1513.7556

Iteration 1: log likelihood = -1359.846

Iteration 2: log likelihood = -1358.0646

Iteration 3: log likelihood = -1358.0632

Iteration 4: log likelihood = -1358.0632

Fitting full model:

rho = 0.0 log likelihood = -1358.0632

rho = 0.1 log likelihood = -1322.0608

rho = 0.2 log likelihood = -1303.7666

rho = 0.3 log likelihood = -1295.7667

rho = 0.4 log likelihood = -1295.41

rho = 0.5 log likelihood = -1302.0309

Iteration 0: log likelihood = -1295.4271

Iteration 1: log likelihood = -1285.7512

Iteration 2: log likelihood = -1285.4688

Iteration 3: log likelihood = -1285.4683

Iteration 4: log likelihood = -1285.4683

Random-effects probit regression Number of obs = 2514

Group variable: waveid Number of groups = 794

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.2

max = 8

Wald chi2(75) = 180.64

Log likelihood = -1285.4683 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

sathr7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | -.0192425 .064432 -0.30 0.765 -.1455269 .1070419

agesq | .0003605 .000866 0.42 0.677 -.0013368 .0020578

married | .0352949 .1629984 0.22 0.829 -.2841761 .3547659

urban | .0682488 .27839 0.25 0.806 -.4773856 .6138831

dadprof | -.0413031 .1253737 -0.33 0.742 -.287031 .2044248

esb | -.1083979 .1794705 -0.60 0.546 -.4601537 .2433579

nesb | -.1984604 .1891405 -1.05 0.294 -.5691689 .1722482

jbmhruc | -.0521626 .0069528 -7.50 0.000 -.0657899 -.0385353

jbocct | -.0017464 .0095719 -0.18 0.855 -.020507 .0170142

jbempt | .0030433 .013303 0.23 0.819 -.0230301 .0291167

firm5 | .2779796 .1980535 1.40 0.160 -.1101981 .6661573

firm9 | .2936989 .1692631 1.74 0.083 -.0380507 .6254484

firm19 | .1800476 .1582941 1.14 0.255 -.1302031 .4902983

firm49 | .0349796 .1370428 0.26 0.799 -.2336195 .3035786

ch514 | -.315883 .2110442 -1.50 0.134 -.7295221 .097756

chb5 | .1564575 .1479531 1.06 0.290 -.1335253 .4464403

capune | .0012685 .0058966 0.22 0.830 -.0102885 .0128255

union | .0832551 .1520597 0.55 0.584 -.2147764 .3812867

osonly | -.1912372 .1100434 -1.74 0.082 -.4069183 .0244439

oedonly | -.2560689 .2427947 -1.05 0.292 -.7319377 .2197999

overboth | -.7107755 .2559594 -2.78 0.005 -1.212447 -.2091042

agr | .2620868 .4129118 0.63 0.526 -.5472054 1.071379

min | 1.294591 .4251882 3.04 0.002 .461237 2.127944

ele | .3431944 .4866013 0.71 0.481 -.6105266 1.296915

con | .4284059 .266658 1.61 0.108 -.0942343 .951046

whl | -.0046543 .2442331 -0.02 0.985 -.4833423 .4740338

ret | -.0342267 .2494188 -0.14 0.891 -.5230786 .4546251

accom | -.1974683 .4137439 -0.48 0.633 -1.008391 .6134549

tran | .178473 .2816632 0.63 0.526 -.3735768 .7305228

it | .1724096 .4137286 0.42 0.677 -.6384835 .9833027

fin | .1250718 .394613 0.32 0.751 -.6483555 .8984992

rhr | -.468653 .4869075 -0.96 0.336 -1.422974 .4856682

prof | .2706021 .3059213 0.88 0.376 -.3289927 .8701968

admin | -.0464638 .4315796 -0.11 0.914 -.8923442 .7994166

public | .3601218 .3103115 1.16 0.246 -.2480775 .9683212

educ | -.1308526 .5626486 -0.23 0.816 -1.233624 .9719184

hlth | .4587037 .5248304 0.87 0.382 -.569945 1.487352

arts | -.4382954 .4053934 -1.08 0.280 -1.232852 .3562609

other | -.4245324 .3192566 -1.33 0.184 -1.050264 .2011991

agem | -.0508354 .0725849 -0.70 0.484 -.1930992 .0914284

agesqm | .0005395 .0009709 0.56 0.578 -.0013634 .0024425

marriedm | .0585537 .2141035 0.27 0.784 -.3610815 .4781889

urbanm | -.2343124 .3302803 -0.71 0.478 -.8816499 .4130252

jbmhrucm | .0037806 .0100121 0.38 0.706 -.0158428 .0234041

jbocctm | .0003551 .0146909 0.02 0.981 -.0284386 .0291488

jbemptm | .0124892 .017685 0.71 0.480 -.0221727 .0471511

firm5m | .0041822 .2979301 0.01 0.989 -.57975 .5881144

firm9m | -.1870372 .2711869 -0.69 0.490 -.7185538 .3444794

firm19m | -.3019783 .2549834 -1.18 0.236 -.8017365 .19778

firm49m | -.0070339 .2297084 -0.03 0.976 -.4572541 .4431863

ch514m | .6324316 .2858346 2.21 0.027 .0722061 1.192657

chb5m | -.4032388 .2872955 -1.40 0.160 -.9663276 .1598501

capunem | -.0014756 .0092666 -0.16 0.873 -.0196379 .0166866

unionm | -.1320108 .2134877 -0.62 0.536 -.550439 .2864174

osonlym | -.1589896 .1977484 -0.80 0.421 -.5465693 .2285902

oedonlym | .2261314 .3560437 0.64 0.525 -.4717014 .9239641

overbothm | -.3337031 .4077558 -0.82 0.413 -1.13289 .4654836

agrm | -.0666206 .6157248 -0.11 0.914 -1.273419 1.140178

minm | -1.933482 .6054275 -3.19 0.001 -3.120098 -.7468653

elem | -.7145971 .6555631 -1.09 0.276 -1.999477 .570283

conm | -.9291627 .3548297 -2.62 0.009 -1.624616 -.2337093

whlm | -.7119472 .3923723 -1.81 0.070 -1.480983 .0570883

retm | -.6330243 .3401674 -1.86 0.063 -1.29974 .0336916

accomm | -.812585 .4796961 -1.69 0.090 -1.752772 .1276022

tranm | -.2293621 .3796021 -0.60 0.546 -.9733686 .5146444

itm | -.8218443 .5480721 -1.50 0.134 -1.896046 .2523572

finm | -.1908778 .5191916 -0.37 0.713 -1.208475 .8267191

rhrm | -.3493157 .7057002 -0.49 0.621 -1.732463 1.033831

profm | -1.133249 .4094932 -2.77 0.006 -1.935841 -.3306568

adminm | -.5578296 .6115324 -0.91 0.362 -1.756411 .6407519

publicm | -.9224929 .3757133 -2.46 0.014 -1.658877 -.1861083

educm | -.8711908 .7107407 -1.23 0.220 -2.264217 .5218354

hlthm | -1.497693 .6767815 -2.21 0.027 -2.824161 -.171226

artsm | -.7457404 .5559362 -1.34 0.180 -1.835355 .3438746

otherm | .3497609 .4888239 0.72 0.474 -.6083164 1.307838

\_cons | 4.662228 .6497352 7.18 0.000 3.388771 5.935686

-------------+----------------------------------------------------------------

/lnsig2u | -.3415251 .1675825 -.6699808 -.0130693

-------------+----------------------------------------------------------------

sigma\_u | .8430217 .0706379 .715345 .9934866

rho | .4154391 .0406973 .3385011 .4967327

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 145.19 Prob >= chibar2 = 0.000

Table 7d Males – Flexibility Satisfaction

. xtprobit satfx7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==1, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -1499.1792

Iteration 1: log likelihood = -1365.6304

Iteration 2: log likelihood = -1363.5865

Iteration 3: log likelihood = -1363.5832

Iteration 4: log likelihood = -1363.5832

Fitting full model:

rho = 0.0 log likelihood = -1363.5832

rho = 0.1 log likelihood = -1320.5286

rho = 0.2 log likelihood = -1298.3347

rho = 0.3 log likelihood = -1287.8788

rho = 0.4 log likelihood = -1285.8523

rho = 0.5 log likelihood = -1291.2634

Iteration 0: log likelihood = -1285.8426

Iteration 1: log likelihood = -1274.2228

Iteration 2: log likelihood = -1273.7564

Iteration 3: log likelihood = -1273.7552

Iteration 4: log likelihood = -1273.7552

Random-effects probit regression Number of obs = 2514

Group variable: waveid Number of groups = 794

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.2

max = 8

Wald chi2(75) = 168.25

Log likelihood = -1273.7552 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

satfx7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0269769 .064903 0.42 0.678 -.1002306 .1541844

agesq | .0002904 .0008817 0.33 0.742 -.0014376 .0020185

married | .0902636 .1611119 0.56 0.575 -.2255099 .4060371

urban | .3170691 .275975 1.15 0.251 -.2238319 .8579701

dadprof | -.0800361 .1290051 -0.62 0.535 -.3328814 .1728091

esb | .4396077 .199975 2.20 0.028 .0476639 .8315514

nesb | -.1794131 .1928821 -0.93 0.352 -.557455 .1986289

jbmhruc | -.0235431 .0065581 -3.59 0.000 -.0363968 -.0106895

jbocct | .016736 .0104335 1.60 0.109 -.0037132 .0371852

jbempt | .0099885 .0142187 0.70 0.482 -.0178797 .0378566

firm5 | .1977198 .19873 0.99 0.320 -.1917838 .5872235

firm9 | .2230784 .1692205 1.32 0.187 -.1085876 .5547445

firm19 | .3391351 .1613947 2.10 0.036 .0228073 .6554629

firm49 | -.1921717 .1391031 -1.38 0.167 -.4648089 .0804654

ch514 | -.1830117 .2201477 -0.83 0.406 -.6144932 .2484698

chb5 | .0471128 .1497767 0.31 0.753 -.2464441 .3406698

capune | -.0019631 .0056207 -0.35 0.727 -.0129795 .0090533

union | -.3533105 .1506415 -2.35 0.019 -.6485625 -.0580585

osonly | -.1604609 .1118522 -1.43 0.151 -.3796872 .0587654

oedonly | -.5971156 .2415261 -2.47 0.013 -1.070498 -.1237332

overboth | -.3753155 .2565405 -1.46 0.143 -.8781257 .1274947

agr | .5378485 .4189796 1.28 0.199 -.2833364 1.359033

min | -.174193 .3661059 -0.48 0.634 -.8917473 .5433613

ele | -.014574 .5086553 -0.03 0.977 -1.01152 .9823721

con | .0824499 .2680142 0.31 0.758 -.4428482 .607748

whl | -.4977207 .2589673 -1.92 0.055 -1.005287 .0098458

ret | -.7079248 .253298 -2.79 0.005 -1.20438 -.2114698

accom | -.7161139 .425561 -1.68 0.092 -1.550198 .1179704

tran | -.4946355 .2744776 -1.80 0.072 -1.032602 .0433308

it | -.2340506 .4786518 -0.49 0.625 -1.172191 .7040896

fin | -.4803448 .4264675 -1.13 0.260 -1.316206 .3555162

rhr | -1.323146 .5636808 -2.35 0.019 -2.42794 -.2183523

prof | .202964 .3276455 0.62 0.536 -.4392094 .8451373

admin | -.6978565 .4541732 -1.54 0.124 -1.58802 .1923067

public | -.3075767 .3183937 -0.97 0.334 -.9316169 .3164636

educ | .2824866 .5732728 0.49 0.622 -.8411075 1.406081

hlth | -.2993208 .5611625 -0.53 0.594 -1.399179 .8005375

arts | -.747158 .4153343 -1.80 0.072 -1.561198 .0668823

other | -.3726635 .3162316 -1.18 0.239 -.992466 .2471391

agem | -.0467925 .0729448 -0.64 0.521 -.1897618 .0961768

agesqm | -.0000404 .0009831 -0.04 0.967 -.0019671 .0018864

marriedm | .2188789 .216364 1.01 0.312 -.2051869 .6429446

urbanm | -.4807853 .3320349 -1.45 0.148 -1.131562 .1699911

jbmhrucm | -.009443 .0099325 -0.95 0.342 -.0289103 .0100242

jbocctm | -.0171437 .0155834 -1.10 0.271 -.0476866 .0133992

jbemptm | .0129756 .0185024 0.70 0.483 -.0232885 .0492396

firm5m | .4748905 .3113771 1.53 0.127 -.1353973 1.085178

firm9m | -.1197435 .2752886 -0.43 0.664 -.6592993 .4198124

firm19m | -.5509205 .2597161 -2.12 0.034 -1.059955 -.0418862

firm49m | -.1424889 .2326731 -0.61 0.540 -.5985199 .3135421

ch514m | .6708517 .3003424 2.23 0.026 .0821915 1.259512

chb5m | -.4390051 .2977426 -1.47 0.140 -1.02257 .1445597

capunem | -.0011815 .0091186 -0.13 0.897 -.0190536 .0166907

unionm | .1311919 .2153285 0.61 0.542 -.2908441 .5532279

osonlym | -.1536755 .2027594 -0.76 0.448 -.5510767 .2437257

oedonlym | .0491482 .3504932 0.14 0.888 -.6378058 .7361022

overbothm | .134904 .412765 0.33 0.744 -.6741005 .9439085

agrm | -.2657917 .6117108 -0.43 0.664 -1.464723 .9331395

minm | -.6079945 .5837764 -1.04 0.298 -1.752175 .5361862

elem | .3098669 .7036661 0.44 0.660 -1.069293 1.689027

conm | -.5310377 .3551933 -1.50 0.135 -1.227204 .1651283

whlm | .1875519 .4052281 0.46 0.643 -.6066806 .9817845

retm | .5647812 .3440335 1.64 0.101 -.109512 1.239075

accomm | .1095637 .4876217 0.22 0.822 -.8461572 1.065285

tranm | .1129317 .3706241 0.30 0.761 -.6134782 .8393416

itm | .3158482 .6137694 0.51 0.607 -.8871177 1.518814

finm | .614841 .5593868 1.10 0.272 -.481537 1.711219

rhrm | 1.343206 .7931367 1.69 0.090 -.211313 2.897726

profm | .162017 .434991 0.37 0.710 -.6905496 1.014584

adminm | .6767424 .6532653 1.04 0.300 -.603634 1.957119

publicm | -.1217569 .3827588 -0.32 0.750 -.8719504 .6284366

educm | -.1975624 .7231409 -0.27 0.785 -1.614893 1.219768

hlthm | .1956914 .7266311 0.27 0.788 -1.228479 1.619862

artsm | .2867829 .5824349 0.49 0.622 -.8547685 1.428334

otherm | .5143991 .4826158 1.07 0.286 -.4315105 1.460309

\_cons | 2.771854 .6526892 4.25 0.000 1.492607 4.051101

-------------+----------------------------------------------------------------

/lnsig2u | -.2389832 .158272 -.5491907 .0712242

-------------+----------------------------------------------------------------

sigma\_u | .8873714 .070223 .7598795 1.036254

rho | .4405369 .0390084 .3660522 .5177985

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 179.66 Prob >= chibar2 = 0.000

Table 7d Females – Overall Job Satisfaction

**. xtprobit sat7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==1, i(waveid) re**

**note: dadprofm dropped due to collinearity**

**note: esbm dropped due to collinearity**

**note: nesbm dropped due to collinearity**

**Fitting comparison model:**

**Iteration 0: log likelihood = -888.15515**

**Iteration 1: log likelihood = -804.65984**

**Iteration 2: log likelihood = -802.27529**

**Iteration 3: log likelihood = -802.11108**

**Iteration 4: log likelihood = -802.06621**

**Iteration 5: log likelihood = -802.05264**

**Iteration 6: log likelihood = -802.04837**

**Iteration 7: log likelihood = -802.04699**

**Iteration 8: log likelihood = -802.04653**

**Iteration 9: log likelihood = -802.04638**

**Iteration 10: log likelihood = -802.04633**

**Iteration 11: log likelihood = -802.04631**

**Iteration 12: log likelihood = -802.0463**

**Iteration 13: log likelihood = -802.0463**

**Iteration 14: log likelihood = -802.0463**

**Iteration 15: log likelihood = -802.0463**

**Iteration 16: log likelihood = -802.0463**

**Iteration 17: log likelihood = -802.0463**

**Iteration 18: log likelihood = -802.0463**

**Iteration 19: log likelihood = -802.0463**

**Fitting full model:**

**rho = 0.0 log likelihood = -802.0463**

**rho = 0.1 log likelihood = -792.83912**

**rho = 0.2 log likelihood = -790.9592**

**rho = 0.3 log likelihood = -793.78618**

**Iteration 0: log likelihood = -790.95917**

**Iteration 1: log likelihood = -786.63467**

**Iteration 2: log likelihood = -786.54401**

**Iteration 3: log likelihood = -786.54346**

**Iteration 4: log likelihood = -786.54346**

**Random-effects probit regression Number of obs = 1834**

**Group variable: waveid Number of groups = 642**

**Random effects u\_i ~ Gaussian Obs per group: min = 1**

**avg = 2.9**

**max = 8**

**Wald chi2(75) = 110.34**

**Log likelihood = -786.54346 Prob > chi2 = 0.0050**

**------------------------------------------------------------------------------**

**sat7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]**

**-------------+----------------------------------------------------------------**

**age | .0667588 .0885263 0.75 0.451 -.1067496 .2402672**

**agesq | -.0004937 .0011774 -0.42 0.675 -.0028014 .001814**

**married | .0852824 .1852837 0.46 0.645 -.2778669 .4484318**

**urban | .427118 .3713954 1.15 0.250 -.3008035 1.15504**

**dadprof | -.0901621 .1402294 -0.64 0.520 -.3650067 .1846825**

**esb | .3166217 .1826043 1.73 0.083 -.0412761 .6745195**

**nesb | .3610984 .1714803 2.11 0.035 .0250032 .6971936**

**jbmhruc | -.0062159 .0105023 -0.59 0.554 -.0268001 .0143682**

**jbocct | -.0115596 .0107607 -1.07 0.283 -.0326501 .0095309**

**jbempt | -.0343553 .0200698 -1.71 0.087 -.0736914 .0049807**

**firm5 | -.0694625 .2795764 -0.25 0.804 -.6174222 .4784972**

**firm9 | -.0399819 .2258855 -0.18 0.860 -.4827093 .4027456**

**firm19 | .2146402 .2077809 1.03 0.302 -.1926029 .6218833**

**firm49 | -.3153785 .168599 -1.87 0.061 -.6458265 .0150695**

**ch514 | -.114149 .2626906 -0.43 0.664 -.6290132 .4007152**

**chb5 | -.3543163 .2564667 -1.38 0.167 -.8569818 .1483491**

**capune | -.0039358 .0077095 -0.51 0.610 -.0190462 .0111747**

**union | -.5012606 .1920083 -2.61 0.009 -.8775899 -.1249313**

**osonly | -.2882883 .1454505 -1.98 0.047 -.5733661 -.0032105**

**oedonly | -.0713811 .2366802 -0.30 0.763 -.5352658 .3925035**

**overboth | -.1803298 .2841009 -0.63 0.526 -.7371574 .3764977**

**agr | -.0347786 1.036014 -0.03 0.973 -2.065329 1.995772**

**min | 6.739753 5161.07 0.00 0.999 -10108.77 10122.25**

**ele | -.1431354 .6225688 -0.23 0.818 -1.363348 1.077077**

**con | .272927 .4859232 0.56 0.574 -.6794651 1.225319**

**whl | .0250967 .3386764 0.07 0.941 -.6386969 .6888903**

**ret | -.1201349 .3127938 -0.38 0.701 -.7331994 .4929296**

**accom | -.1348305 .3757665 -0.36 0.720 -.8713193 .6016583**

**tran | -.2095539 .4728231 -0.44 0.658 -1.13627 .7171624**

**it | -.0255016 .5550083 -0.05 0.963 -1.113298 1.062295**

**fin | -.1368156 .4136967 -0.33 0.741 -.9476462 .674015**

**rhr | -.118623 .4936886 -0.24 0.810 -1.086235 .8489889**

**prof | -.3487608 .3433821 -1.02 0.310 -1.021777 .3242558**

**admin | -.5273082 .4001105 -1.32 0.188 -1.31151 .256894**

**public | .6928838 .4031589 1.72 0.086 -.0972932 1.483061**

**educ | .2587874 .5246046 0.49 0.622 -.7694187 1.286993**

**hlth | .0732524 .3715527 0.20 0.844 -.6549775 .8014822**

**arts | .7164649 .7688587 0.93 0.351 -.7904705 2.2234**

**other | .8590474 .5398159 1.59 0.112 -.1989722 1.917067**

**agem | -.079785 .0963852 -0.83 0.408 -.2686965 .1091265**

**agesqm | .0004316 .001282 0.34 0.736 -.002081 .0029442**

**marriedm | -.0735387 .2217317 -0.33 0.740 -.5081248 .3610475**

**urbanm | -.5107774 .4132422 -1.24 0.216 -1.320717 .2991623**

**jbmhrucm | .0125766 .0143457 0.88 0.381 -.0155404 .0406937**

**jbocctm | .0030618 .0161726 0.19 0.850 -.0286359 .0347596**

**jbemptm | .0824542 .02525 3.27 0.001 .0329651 .1319433**

**firm5m | .4387437 .3789634 1.16 0.247 -.3040109 1.181498**

**firm9m | .0043858 .3139737 0.01 0.989 -.6109913 .619763**

**firm19m | -.0704153 .2818403 -0.25 0.803 -.6228122 .4819816**

**firm49m | .299049 .2504954 1.19 0.233 -.191913 .7900109**

**ch514m | .0536935 .3212169 0.17 0.867 -.5758801 .683267**

**chb5m | .3640021 .3653373 1.00 0.319 -.3520458 1.08005**

**capunem | -.0095605 .0097197 -0.98 0.325 -.0286108 .0094897**

**unionm | .1031246 .256848 0.40 0.688 -.4002883 .6065375**

**osonlym | -.3585283 .2224704 -1.61 0.107 -.7945623 .0775058**

**oedonlym | .1891161 .3390842 0.56 0.577 -.4754768 .853709**

**overbothm | -.7768781 .4027366 -1.93 0.054 -1.566227 .0124711**

**agrm | -.0675834 1.216769 -0.06 0.956 -2.452407 2.31724**

**minm | -.7986251 1.315097 -0.61 0.544 -3.376168 1.778918**

**elem | -.4555103 .8805639 -0.52 0.605 -2.181384 1.270363**

**conm | -1.020688 .6475128 -1.58 0.115 -2.28979 .248414**

**whlm | -.9610995 .5181648 -1.85 0.064 -1.976684 .0544848**

**retm | -.2695009 .4097451 -0.66 0.511 -1.072587 .5335848**

**accomm | -.6446491 .4734967 -1.36 0.173 -1.572686 .2833875**

**tranm | -.0025151 .5828956 -0.00 0.997 -1.14497 1.139939**

**itm | -.3353547 .6458206 -0.52 0.604 -1.60114 .9304304**

**finm | -.1553504 .4962979 -0.31 0.754 -1.128076 .8173756**

**rhrm | -.1585146 .6721301 -0.24 0.814 -1.475865 1.158836**

**profm | .2637675 .4518558 0.58 0.559 -.6218537 1.149389**

**adminm | .7092592 .5699149 1.24 0.213 -.4077534 1.826272**

**publicm | -.6739275 .4771515 -1.41 0.158 -1.609127 .2612722**

**educm | -.2666381 .6222588 -0.43 0.668 -1.486243 .9529668**

**hlthm | -.3046834 .4502789 -0.68 0.499 -1.187214 .5778471**

**artsm | -1.178536 .9785718 -1.20 0.228 -3.096501 .7394298**

**otherm | -.9160246 .6754113 -1.36 0.175 -2.239806 .4077572**

**\_cons | 1.660068 .7279611 2.28 0.023 .2332903 3.086845**

**-------------+----------------------------------------------------------------**

**/lnsig2u | -1.004588 .2871992 -1.567488 -.4416876**

**-------------+----------------------------------------------------------------**

**sigma\_u | .605141 .086898 .456693 .8018419**

**rho | .2680404 .056347 .1725748 .3913389**

**------------------------------------------------------------------------------**

**Likelihood-ratio test of rho=0: chibar2(01) = 31.01 Prob >= chibar2 = 0.000**

Table 7d Females – Pay Satisfaction

. xtprobit satp7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==1, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -1209.8058

Iteration 1: log likelihood = -1093.7219

Iteration 2: log likelihood = -1092.2283

Iteration 3: log likelihood = -1092.2267

Fitting full model:

rho = 0.0 log likelihood = -1092.2267

rho = 0.1 log likelihood = -1058.8119

rho = 0.2 log likelihood = -1040.265

rho = 0.3 log likelihood = -1030.2983

rho = 0.4 log likelihood = -1026.5741

rho = 0.5 log likelihood = -1028.3394

Iteration 0: log likelihood = -1026.5673

Iteration 1: log likelihood = -1016.9629

Iteration 2: log likelihood = -1016.7487

Iteration 3: log likelihood = -1016.7485

Iteration 4: log likelihood = -1016.7485

Random-effects probit regression Number of obs = 1834

Group variable: waveid Number of groups = 642

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 2.9

max = 8

Wald chi2(75) = 138.33

Log likelihood = -1016.7485 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

satp7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .1540321 .0823154 1.87 0.061 -.007303 .3153673

agesq | -.0004335 .0011137 -0.39 0.697 -.0026163 .0017493

married | .2504592 .173677 1.44 0.149 -.0899415 .5908599

urban | .4611539 .3314838 1.39 0.164 -.1885424 1.11085

dadprof | .0852549 .1646458 0.52 0.605 -.2374449 .4079548

esb | -.2517285 .207195 -1.21 0.224 -.6578233 .1543662

nesb | -.0394467 .1897806 -0.21 0.835 -.4114099 .3325165

jbmhruc | -.0162582 .0094384 -1.72 0.085 -.0347572 .0022408

jbocct | -.0063971 .010262 -0.62 0.533 -.0265102 .0137161

jbempt | -.0451326 .0183644 -2.46 0.014 -.0811262 -.009139

firm5 | -.1406187 .2583282 -0.54 0.586 -.6469326 .3656952

firm9 | -.0812415 .2134084 -0.38 0.703 -.4995143 .3370313

firm19 | -.206323 .193503 -1.07 0.286 -.585582 .172936

firm49 | -.2746764 .1615924 -1.70 0.089 -.5913917 .0420388

ch514 | .0857757 .2523196 0.34 0.734 -.4087617 .5803131

chb5 | -.7113116 .2626099 -2.71 0.007 -1.226018 -.1966056

capune | .0043075 .0070816 0.61 0.543 -.0095722 .0181872

union | .1258612 .1822824 0.69 0.490 -.2314058 .4831281

osonly | -.018799 .1403162 -0.13 0.893 -.2938137 .2562156

oedonly | -.0894452 .2199965 -0.41 0.684 -.5206303 .3417399

overboth | .448049 .2844689 1.58 0.115 -.1094997 1.005598

agr | -.0386572 .9521012 -0.04 0.968 -1.904741 1.827427

min | .2619839 .6438835 0.41 0.684 -1.000005 1.523972

ele | .6181864 .5694168 1.09 0.278 -.4978501 1.734223

con | .0277899 .4976641 0.06 0.955 -.9476137 1.003193

whl | .2065234 .3223265 0.64 0.522 -.4252249 .8382716

ret | .788606 .3084099 2.56 0.011 .1841337 1.393078

accom | .1245261 .369076 0.34 0.736 -.5988495 .8479017

tran | .3179735 .4147037 0.77 0.443 -.4948309 1.130778

it | .7750652 .4876743 1.59 0.112 -.1807589 1.730889

fin | .9769842 .4047013 2.41 0.016 .1837841 1.770184

rhr | .0454252 .4661784 0.10 0.922 -.8682677 .959118

prof | -.3421234 .3177347 -1.08 0.282 -.964872 .2806251

admin | -.0216816 .3636195 -0.06 0.952 -.7343627 .6909995

public | .7653509 .3613023 2.12 0.034 .0572113 1.47349

educ | .5428048 .4669849 1.16 0.245 -.3724688 1.458078

hlth | .1227912 .3492073 0.35 0.725 -.5616426 .8072249

arts | -.1579636 .659855 -0.24 0.811 -1.451256 1.135328

other | .4909425 .453547 1.08 0.279 -.3979933 1.379878

agem | -.01841 .092949 -0.20 0.843 -.2005867 .1637667

agesqm | -.0014838 .0012613 -1.18 0.239 -.0039559 .0009883

marriedm | -.1439805 .2235026 -0.64 0.519 -.5820377 .2940766

urbanm | -.3764508 .3878317 -0.97 0.332 -1.136587 .3836854

jbmhrucm | -.0006284 .0143844 -0.04 0.965 -.0288213 .0275645

jbocctm | .0070207 .0176235 0.40 0.690 -.0275207 .0415622

jbemptm | .0831163 .0245435 3.39 0.001 .0350118 .1312207

firm5m | .0333032 .37628 0.09 0.929 -.7041921 .7707985

firm9m | .0826343 .324317 0.25 0.799 -.5530154 .718284

firm19m | .1581299 .2932511 0.54 0.590 -.4166316 .7328914

firm49m | .492203 .2633565 1.87 0.062 -.0239663 1.008372

ch514m | -.5695162 .3300525 -1.73 0.084 -1.216407 .0773747

chb5m | 1.122831 .4053901 2.77 0.006 .328281 1.917381

capunem | -.0066773 .0098211 -0.68 0.497 -.0259264 .0125718

unionm | -.3194481 .2642066 -1.21 0.227 -.8372835 .1983874

osonlym | -.1371431 .241605 -0.57 0.570 -.6106802 .3363939

oedonlym | .7302839 .3580955 2.04 0.041 .0284296 1.432138

overbothm | -1.051662 .4432251 -2.37 0.018 -1.920367 -.1829564

agrm | .4272766 1.213785 0.35 0.725 -1.951698 2.806252

minm | -.250714 .9990433 -0.25 0.802 -2.208803 1.707375

elem | -.9292683 .9258859 -1.00 0.316 -2.743971 .8854348

conm | .6246113 .7466638 0.84 0.403 -.8388229 2.088046

whlm | -1.14108 .5725633 -1.99 0.046 -2.263283 -.018876

retm | -.9054011 .4265428 -2.12 0.034 -1.74141 -.0693926

accomm | -.5978564 .4967088 -1.20 0.229 -1.571388 .375675

tranm | .1963278 .5774745 0.34 0.734 -.9355014 1.328157

itm | -.6087476 .6150174 -0.99 0.322 -1.81416 .5966642

finm | -.7468176 .5069742 -1.47 0.141 -1.740469 .2468335

rhrm | .527515 .6991586 0.75 0.451 -.8428107 1.897841

profm | .1317659 .4462088 0.30 0.768 -.7427873 1.006319

adminm | .0277753 .5473868 0.05 0.960 -1.045083 1.100634

publicm | -.0203766 .4772669 -0.04 0.966 -.9558025 .9150493

educm | -.0771848 .6063487 -0.13 0.899 -1.265606 1.111237

hlthm | -.2318585 .4492857 -0.52 0.606 -1.112442 .6487254

artsm | .5295741 .9368572 0.57 0.572 -1.306632 2.365781

otherm | -.4454551 .6511508 -0.68 0.494 -1.721687 .8307771

\_cons | -1.211034 .8228952 -1.47 0.141 -2.823879 .4018114

-------------+----------------------------------------------------------------

/lnsig2u | -.1011434 .1759804 -.4460586 .2437718

-------------+----------------------------------------------------------------

sigma\_u | .9506858 .083651 .8000914 1.129625

rho | .4747357 .0438828 .3902983 .5606429

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 150.96 Prob >= chibar2 = 0.000

Table 7d Females – Job Security Satisfaction

. xtprobit sats7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==1, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -781.98101

Iteration 1: log likelihood = -694.31737

Iteration 2: log likelihood = -690.93834

Iteration 3: log likelihood = -690.73404

Iteration 4: log likelihood = -690.68662

Iteration 5: log likelihood = -690.67259

Iteration 6: log likelihood = -690.66821

Iteration 7: log likelihood = -690.66681

Iteration 8: log likelihood = -690.66635

Iteration 9: log likelihood = -690.6662

Iteration 10: log likelihood = -690.66614

Iteration 11: log likelihood = -690.66613

Iteration 12: log likelihood = -690.66612

Iteration 13: log likelihood = -690.66612

Iteration 14: log likelihood = -690.66612

Iteration 15: log likelihood = -690.66612

Iteration 16: log likelihood = -690.66612

Iteration 17: log likelihood = -690.66612

Iteration 18: log likelihood = -690.66612

Iteration 19: log likelihood = -690.66612

Iteration 20: log likelihood = -690.66612

Fitting full model:

rho = 0.0 log likelihood = -690.66612

rho = 0.1 log likelihood = -675.78495

rho = 0.2 log likelihood = -670.30292

rho = 0.3 log likelihood = -670.30116

rho = 0.4 log likelihood = -674.58098

Iteration 0: log likelihood = -670.29963

Iteration 1: log likelihood = -660.70909

Iteration 2: log likelihood = -660.06985

Iteration 3: log likelihood = -660.04971

Iteration 4: log likelihood = -660.04971

Random-effects probit regression Number of obs = 1834

Group variable: waveid Number of groups = 642

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 2.9

max = 8

Wald chi2(75) = 106.84

Log likelihood = -660.04971 Prob > chi2 = 0.0092

------------------------------------------------------------------------------

sats7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | -.0332701 .1058453 -0.31 0.753 -.2407232 .1741829

agesq | .0007052 .0013982 0.50 0.614 -.0020351 .0034456

married | .179721 .2150447 0.84 0.403 -.2417589 .6012009

urban | -.2095414 .4225056 -0.50 0.620 -1.037637 .6185542

dadprof | -.0588805 .1694482 -0.35 0.728 -.390993 .2732319

esb | -.1880149 .2103629 -0.89 0.371 -.6003186 .2242887

nesb | -.242311 .1929348 -1.26 0.209 -.6204562 .1358342

jbmhruc | -.0152747 .01125 -1.36 0.175 -.0373243 .0067748

jbocct | .0060205 .0115874 0.52 0.603 -.0166904 .0287314

jbempt | -.0048255 .0207852 -0.23 0.816 -.0455636 .0359127

firm5 | -.8746345 .3057532 -2.86 0.004 -1.4739 -.2753692

firm9 | -.2755531 .2586427 -1.07 0.287 -.7824835 .2313772

firm19 | -.1536684 .2312416 -0.66 0.506 -.6068935 .2995568

firm49 | -.1555974 .1961164 -0.79 0.428 -.5399785 .2287837

ch514 | .2780259 .3125865 0.89 0.374 -.3346324 .8906842

chb5 | -.6444748 .3091357 -2.08 0.037 -1.25037 -.03858

capune | -.0124246 .0076389 -1.63 0.104 -.0273965 .0025473

union | -.2621608 .2257582 -1.16 0.246 -.7046387 .1803171

osonly | -.0271776 .1664322 -0.16 0.870 -.3533788 .2990236

oedonly | -.0974185 .2762282 -0.35 0.724 -.6388157 .4439788

overboth | .4591192 .3437968 1.34 0.182 -.2147102 1.132949

agr | -1.514423 1.241926 -1.22 0.223 -3.948553 .9197071

min | 5.803711 8653.961 0.00 0.999 -16955.65 16967.25

ele | -1.775068 .7063297 -2.51 0.012 -3.159449 -.3906875

con | .9359244 .6675346 1.40 0.161 -.3724193 2.244268

whl | -.5113414 .3776894 -1.35 0.176 -1.251599 .2289162

ret | .1102399 .3665034 0.30 0.764 -.6080936 .8285734

accom | -.5481652 .4763792 -1.15 0.250 -1.481851 .3855209

tran | .7605255 .4757906 1.60 0.110 -.1720068 1.693058

it | .0406353 .5518585 0.07 0.941 -1.040988 1.122258

fin | -.289716 .4588477 -0.63 0.528 -1.189041 .6096089

rhr | .32684 .5611411 0.58 0.560 -.7729763 1.426656

prof | -.2206551 .3892607 -0.57 0.571 -.983592 .5422818

admin | -.6744583 .4458179 -1.51 0.130 -1.548245 .1993287

public | .0672864 .4259821 0.16 0.874 -.7676233 .9021961

educ | .4829831 .5360662 0.90 0.368 -.5676873 1.533653

hlth | -.2831284 .3918237 -0.72 0.470 -1.051089 .484832

arts | .0434832 .9242406 0.05 0.962 -1.767995 1.854961

other | .6065025 .6764239 0.90 0.370 -.7192639 1.932269

agem | .0718134 .1149831 0.62 0.532 -.1535493 .2971762

agesqm | -.0014162 .0015183 -0.93 0.351 -.004392 .0015596

marriedm | -.0926346 .2610449 -0.35 0.723 -.6042731 .419004

urbanm | .1526524 .4687673 0.33 0.745 -.7661146 1.071419

jbmhrucm | .0324332 .0170275 1.90 0.057 -.00094 .0658065

jbocctm | -.0225024 .018428 -1.22 0.222 -.0586206 .0136158

jbemptm | .0823541 .0274921 3.00 0.003 .0284705 .1362376

firm5m | .6501987 .4287117 1.52 0.129 -.1900607 1.490458

firm9m | .1188637 .3677717 0.32 0.747 -.6019555 .839683

firm19m | -.10137 .3231891 -0.31 0.754 -.7348089 .5320689

firm49m | .2455978 .2978923 0.82 0.410 -.3382603 .8294559

ch514m | -.6974264 .3804889 -1.83 0.067 -1.443171 .0483182

chb5m | 1.225869 .463813 2.64 0.008 .3168118 2.134925

capunem | .0001099 .0104513 0.01 0.992 -.0203742 .0205941

unionm | -.0943059 .3030015 -0.31 0.756 -.688178 .4995662

osonlym | -.2380008 .2642861 -0.90 0.368 -.7559921 .2799905

oedonlym | .5766666 .4149755 1.39 0.165 -.2366704 1.390004

overbothm | -.8887036 .4702253 -1.89 0.059 -1.810328 .0329211

agrm | 1.562913 1.534182 1.02 0.308 -1.444029 4.569855

minm | 1.398192 2.004482 0.70 0.485 -2.53052 5.326904

elem | 1.793211 1.099702 1.63 0.103 -.3621662 3.948588

conm | -.6685978 .7904296 -0.85 0.398 -2.217811 .8806159

whlm | .5569354 .6182425 0.90 0.368 -.6547976 1.768668

retm | .2691654 .4743566 0.57 0.570 -.6605566 1.198887

accomm | .9751023 .5998662 1.63 0.104 -.2006138 2.150818

tranm | -1.258974 .5933294 -2.12 0.034 -2.421878 -.0960695

itm | -.7026577 .6572343 -1.07 0.285 -1.990813 .5854978

finm | .4193177 .5527757 0.76 0.448 -.6641028 1.502738

rhrm | .0379112 .7606364 0.05 0.960 -1.452909 1.528731

profm | .7976566 .5163409 1.54 0.122 -.214353 1.809666

adminm | 1.656819 .6519656 2.54 0.011 .3789897 2.934648

publicm | .0169425 .523143 0.03 0.974 -1.008399 1.042284

educm | -.0423981 .6504623 -0.07 0.948 -1.317281 1.232485

hlthm | .8103432 .4939096 1.64 0.101 -.1577019 1.778388

artsm | .7887425 1.248175 0.63 0.527 -1.657636 3.235121

otherm | 1.324384 .963683 1.37 0.169 -.5644005 3.213168

\_cons | .0004946 .8626596 0.00 1.000 -1.690287 1.691276

-------------+----------------------------------------------------------------

/lnsig2u | -.4442882 .2500367 -.9343511 .0457746

-------------+----------------------------------------------------------------

sigma\_u | .8008 .1001147 .6267701 1.023151

rho | .3907196 .0595232 .2820428 .5114417

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 61.23 Prob >= chibar2 = 0.000

Table 7d Females – Work Satisfaction

. xtprobit satw7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==1, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -997.62944

Iteration 1: log likelihood = -881.77839

Iteration 2: log likelihood = -879.54679

Iteration 3: log likelihood = -879.53853

Iteration 4: log likelihood = -879.53853

Fitting full model:

rho = 0.0 log likelihood = -879.53853

rho = 0.1 log likelihood = -863.6358

rho = 0.2 log likelihood = -857.18375

rho = 0.3 log likelihood = -856.66265

rho = 0.4 log likelihood = -860.86362

Iteration 0: log likelihood = -856.66276

Iteration 1: log likelihood = -848.68247

Iteration 2: log likelihood = -848.31668

Iteration 3: log likelihood = -848.31141

Iteration 4: log likelihood = -848.31141

Random-effects probit regression Number of obs = 1834

Group variable: waveid Number of groups = 642

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 2.9

max = 8

Wald chi2(75) = 146.54

Log likelihood = -848.31141 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

satw7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0702219 .0876006 0.80 0.423 -.1014722 .241916

agesq | -.0002363 .0011919 -0.20 0.843 -.0025724 .0020998

married | .0487131 .1756135 0.28 0.781 -.295483 .3929092

urban | .8762606 .3474062 2.52 0.012 .1953569 1.557164

dadprof | -.1924063 .1467046 -1.31 0.190 -.4799421 .0951294

esb | -.1411446 .1856385 -0.76 0.447 -.5049894 .2227002

nesb | .5498706 .1932915 2.84 0.004 .1710261 .928715

jbmhruc | .0235329 .0108424 2.17 0.030 .0022822 .0447835

jbocct | -.0010221 .0107743 -0.09 0.924 -.0221394 .0200951

jbempt | -.0663959 .0206894 -3.21 0.001 -.1069464 -.0258454

firm5 | .2929304 .2968348 0.99 0.324 -.2888552 .874716

firm9 | -.2605165 .2311869 -1.13 0.260 -.7136346 .1926015

firm19 | -.2295852 .2013806 -1.14 0.254 -.624284 .1651136

firm49 | -.3418737 .168166 -2.03 0.042 -.6714729 -.0122745

ch514 | -.0721241 .2705544 -0.27 0.790 -.6024011 .4581528

chb5 | -.4445657 .254886 -1.74 0.081 -.9441331 .0550017

capune | .005341 .0076958 0.69 0.488 -.0097425 .0204245

union | -.4444997 .1890865 -2.35 0.019 -.8151024 -.0738969

osonly | -.5208267 .1432917 -3.63 0.000 -.8016732 -.2399802

oedonly | -.1296461 .2288218 -0.57 0.571 -.5781286 .3188363

overboth | -.191082 .2824119 -0.68 0.499 -.7445993 .3624352

agr | -1.390087 1.082841 -1.28 0.199 -3.512417 .7322428

min | -.3178149 .6535588 -0.49 0.627 -1.598767 .9631367

ele | -.8147331 .618404 -1.32 0.188 -2.026783 .3973164

con | -.0969714 .4992452 -0.19 0.846 -1.075474 .8815312

whl | -.3340885 .3281997 -1.02 0.309 -.977348 .3091711

ret | .2546112 .3130805 0.81 0.416 -.3590153 .8682377

accom | .4225803 .3858026 1.10 0.273 -.3335788 1.17874

tran | .1259999 .4457143 0.28 0.777 -.747584 .9995839

it | .165746 .5569974 0.30 0.766 -.9259489 1.257441

fin | -.1049165 .4161404 -0.25 0.801 -.9205368 .7107038

rhr | .5068538 .4858518 1.04 0.297 -.4453982 1.459106

prof | -.0327804 .3360338 -0.10 0.922 -.6913945 .6258338

admin | -.3369881 .3846148 -0.88 0.381 -1.090819 .4168431

public | .4448731 .3795239 1.17 0.241 -.2989801 1.188726

educ | -.1458045 .4999505 -0.29 0.771 -1.125689 .8340804

hlth | .6800744 .3729982 1.82 0.068 -.0509886 1.411138

arts | .8428776 .8212724 1.03 0.305 -.7667867 2.452542

other | .4709285 .520069 0.91 0.365 -.548388 1.490245

agem | -.0501783 .0961443 -0.52 0.602 -.2386178 .1382611

agesqm | -.0000346 .0013045 -0.03 0.979 -.0025914 .0025221

marriedm | .0437424 .2178709 0.20 0.841 -.3832767 .4707614

urbanm | -.9354465 .4066707 -2.30 0.021 -1.732506 -.1383865

jbmhrucm | -.0065647 .0151345 -0.43 0.664 -.0362277 .0230984

jbocctm | -.0006201 .0173609 -0.04 0.972 -.0346469 .0334066

jbemptm | .0928353 .0261372 3.55 0.000 .0416072 .1440633

firm5m | .2554455 .3958582 0.65 0.519 -.5204223 1.031313

firm9m | .849074 .3446393 2.46 0.014 .1735934 1.524555

firm19m | .3466024 .2885737 1.20 0.230 -.2189918 .9121965

firm49m | .2216491 .2541505 0.87 0.383 -.2764767 .719775

ch514m | .2063335 .338651 0.61 0.542 -.4574102 .8700772

chb5m | .4337719 .3743431 1.16 0.247 -.299927 1.167471

capunem | -.0245955 .009909 -2.48 0.013 -.0440167 -.0051743

unionm | .0570991 .2589673 0.22 0.825 -.4504674 .5646657

osonlym | -.3241117 .2310198 -1.40 0.161 -.7769022 .1286787

oedonlym | -.0437403 .3388929 -0.13 0.897 -.7079582 .6204777

overbothm | -1.317302 .4257481 -3.09 0.002 -2.151753 -.4828512

agrm | 1.200074 1.335092 0.90 0.369 -1.416659 3.816807

minm | -.6613376 .9656576 -0.68 0.493 -2.553992 1.231317

elem | .6478324 .9277307 0.70 0.485 -1.170486 2.466151

conm | -.2947825 .7138054 -0.41 0.680 -1.693815 1.10425

whlm | -.752859 .5452843 -1.38 0.167 -1.821597 .3158785

retm | -.3673468 .4220286 -0.87 0.384 -1.194508 .4598141

accomm | -.975904 .4912204 -1.99 0.047 -1.938678 -.0131297

tranm | -.6750529 .5608671 -1.20 0.229 -1.774332 .4242264

itm | -.3510335 .6573195 -0.53 0.593 -1.639356 .937289

finm | -.1828481 .503365 -0.36 0.716 -1.169425 .803729

rhrm | -.6295563 .687781 -0.92 0.360 -1.977582 .7184696

profm | -.0816585 .4483044 -0.18 0.855 -.960319 .797002

adminm | -.2480489 .5501773 -0.45 0.652 -1.326377 .8302789

publicm | -.6654732 .4752485 -1.40 0.161 -1.596943 .2659968

educm | -.2628505 .6157187 -0.43 0.669 -1.469637 .943936

hlthm | -.5761091 .4563466 -1.26 0.207 -1.470532 .3183138

artsm | -.19602 1.124337 -0.17 0.862 -2.39968 2.00764

otherm | .1507152 .743152 0.20 0.839 -1.305836 1.607266

\_cons | .2733256 .7887468 0.35 0.729 -1.27259 1.819241

-------------+----------------------------------------------------------------

/lnsig2u | -.5848706 .2280943 -1.031927 -.137814

-------------+----------------------------------------------------------------

sigma\_u | .7464436 .0851298 .5969251 .9334135

rho | .3578126 .0524121 .2627107 .4656009

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 62.45 Prob >= chibar2 = 0.000

Table 7d Females – Hours Satisfaction

. xtprobit sathr7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==1, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -1134.1954

Iteration 1: log likelihood = -1025.3792

Iteration 2: log likelihood = -1024.2052

Iteration 3: log likelihood = -1024.2045

Fitting full model:

rho = 0.0 log likelihood = -1024.2045

rho = 0.1 log likelihood = -999.86132

rho = 0.2 log likelihood = -987.72619

rho = 0.3 log likelihood = -982.86137

rho = 0.4 log likelihood = -983.53719

Iteration 0: log likelihood = -982.8589

Iteration 1: log likelihood = -974.29117

Iteration 2: log likelihood = -974.18649

Iteration 3: log likelihood = -974.18646

Random-effects probit regression Number of obs = 1834

Group variable: waveid Number of groups = 642

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 2.9

max = 8

Wald chi2(75) = 145.23

Log likelihood = -974.18646 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

sathr7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .2339996 .0832462 2.81 0.005 .0708402 .3971591

agesq | -.0032264 .0011058 -2.92 0.004 -.0053939 -.001059

married | .2398776 .1794089 1.34 0.181 -.1117573 .5915125

urban | .4190593 .3372381 1.24 0.214 -.2419152 1.080034

dadprof | -.0696945 .1506365 -0.46 0.644 -.3649366 .2255477

esb | .0364708 .1902629 0.19 0.848 -.3364377 .4093792

nesb | .2920727 .1820571 1.60 0.109 -.0647526 .6488981

jbmhruc | -.057673 .0099858 -5.78 0.000 -.0772448 -.0381012

jbocct | -.0199401 .0099042 -2.01 0.044 -.0393519 -.0005283

jbempt | -.0236377 .0175782 -1.34 0.179 -.0580904 .010815

firm5 | -.1367512 .2542542 -0.54 0.591 -.6350804 .3615779

firm9 | .2297949 .2194754 1.05 0.295 -.200369 .6599587

firm19 | -.0103858 .1919958 -0.05 0.957 -.3866907 .365919

firm49 | -.3190096 .160221 -1.99 0.046 -.6330371 -.0049821

ch514 | -.9186198 .243167 -3.78 0.000 -1.395218 -.4420212

chb5 | -1.171795 .2443866 -4.79 0.000 -1.650784 -.6928064

capune | -.0053427 .0073264 -0.73 0.466 -.0197022 .0090167

union | -.2480674 .1826629 -1.36 0.174 -.6060801 .1099452

osonly | -.1784473 .1369727 -1.30 0.193 -.4469089 .0900143

oedonly | -.0361544 .2219389 -0.16 0.871 -.4711467 .3988378

overboth | .2462842 .288773 0.85 0.394 -.3197006 .8122689

agr | -.5702595 1.06008 -0.54 0.591 -2.647978 1.507459

min | .3308009 .7013685 0.47 0.637 -1.043856 1.705458

ele | 1.041081 .6734234 1.55 0.122 -.278804 2.360967

con | .2691986 .4754954 0.57 0.571 -.6627553 1.201153

whl | -.6168721 .3288573 -1.88 0.061 -1.261421 .0276764

ret | .107262 .3119851 0.34 0.731 -.5042176 .7187417

accom | -.2629982 .3728858 -0.71 0.481 -.993841 .4678445

tran | -.410582 .4207823 -0.98 0.329 -1.2353 .4141362

it | .0813786 .4832563 0.17 0.866 -.8657864 1.028544

fin | .3389385 .4332832 0.78 0.434 -.510281 1.188158

rhr | -.8811928 .451676 -1.95 0.051 -1.766462 .004076

prof | -.3985313 .3191571 -1.25 0.212 -1.024068 .2270052

admin | -.1039292 .3760088 -0.28 0.782 -.8408928 .6330345

public | .1808727 .3557715 0.51 0.611 -.5164267 .8781721

educ | .221538 .4946848 0.45 0.654 -.7480265 1.191102

hlth | .3153092 .3450405 0.91 0.361 -.3609578 .9915762

arts | -.6410647 .6273714 -1.02 0.307 -1.87069 .5885606

other | .5066483 .4826754 1.05 0.294 -.4393781 1.452675

agem | -.2115085 .0930516 -2.27 0.023 -.3938864 -.0291306

agesqm | .0027458 .0012407 2.21 0.027 .0003141 .0051774

marriedm | -.2752594 .2240167 -1.23 0.219 -.714324 .1638052

urbanm | -.6779493 .3901968 -1.74 0.082 -1.442721 .0868223

jbmhrucm | .0386542 .0142428 2.71 0.007 .0107389 .0665695

jbocctm | .0174848 .0166429 1.05 0.293 -.0151347 .0501043

jbemptm | .0389484 .0229122 1.70 0.089 -.0059587 .0838554

firm5m | .203598 .3655129 0.56 0.578 -.5127941 .91999

firm9m | -.0817829 .319081 -0.26 0.798 -.7071702 .5436045

firm19m | -.2325882 .2790724 -0.83 0.405 -.77956 .3143837

firm49m | .5044062 .2539183 1.99 0.047 .0067355 1.002077

ch514m | .4280839 .3092474 1.38 0.166 -.1780298 1.034198

chb5m | 1.158978 .3711807 3.12 0.002 .4314769 1.886479

capunem | -.0079682 .0097813 -0.81 0.415 -.0271391 .0112027

unionm | .0843364 .2550883 0.33 0.741 -.4156274 .5843003

osonlym | -.0937151 .2317413 -0.40 0.686 -.5479197 .3604894

oedonlym | -.1169674 .3351717 -0.35 0.727 -.7738918 .539957

overbothm | -.6637577 .4268895 -1.55 0.120 -1.500446 .1729303

agrm | 1.386434 1.32202 1.05 0.294 -1.204677 3.977545

minm | -.3865001 1.051611 -0.37 0.713 -2.447621 1.674621

elem | -1.859207 .9423115 -1.97 0.048 -3.706104 -.0123103

conm | -.8596775 .6719476 -1.28 0.201 -2.176671 .4573156

whlm | -.1490223 .5622797 -0.27 0.791 -1.25107 .9530257

retm | -.7474187 .4221048 -1.77 0.077 -1.574729 .0798916

accomm | -.9067495 .4904086 -1.85 0.064 -1.867933 .0544338

tranm | -.3025501 .5552875 -0.54 0.586 -1.390894 .7857935

itm | -.2186648 .6070067 -0.36 0.719 -1.408376 .9710465

finm | -.9201533 .5177842 -1.78 0.076 -1.934992 .0946851

rhrm | -.1052079 .6519383 -0.16 0.872 -1.382983 1.172568

profm | .1762894 .4440881 0.40 0.691 -.6941072 1.046686

adminm | -.5964013 .5396706 -1.11 0.269 -1.654136 .4613337

publicm | -.3276811 .464075 -0.71 0.480 -1.237251 .5818891

educm | -.5438979 .6129496 -0.89 0.375 -1.745257 .6574613

hlthm | -.6580608 .4386588 -1.50 0.134 -1.517816 .2016946

artsm | .3355026 .9055784 0.37 0.711 -1.439398 2.110404

otherm | -.7201653 .6587046 -1.09 0.274 -2.011202 .5708719

\_cons | 2.128683 .7766902 2.74 0.006 .6063984 3.650968

-------------+----------------------------------------------------------------

/lnsig2u | -.3745505 .1957783 -.758269 .0091679

-------------+----------------------------------------------------------------

sigma\_u | .8292154 .0811712 .6844536 1.004594

rho | .4074419 .0472673 .3190222 .502292

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 100.04 Prob >= chibar2 = 0.000

Table 7d Females – Flexibility Satisfaction

. xtprobit satfx7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==1, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -1093.5399

Iteration 1: log likelihood = -998.75928

Iteration 2: log likelihood = -997.37973

Iteration 3: log likelihood = -997.37768

Fitting full model:

rho = 0.0 log likelihood = -997.37768

rho = 0.1 log likelihood = -968.71416

rho = 0.2 log likelihood = -953.70371

rho = 0.3 log likelihood = -946.66471

rho = 0.4 log likelihood = -945.5098

rho = 0.5 log likelihood = -949.56059

Iteration 0: log likelihood = -945.52121

Iteration 1: log likelihood = -935.28824

Iteration 2: log likelihood = -934.73806

Iteration 3: log likelihood = -934.73541

Iteration 4: log likelihood = -934.73541

Random-effects probit regression Number of obs = 1834

Group variable: waveid Number of groups = 642

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 2.9

max = 8

Wald chi2(75) = 117.59

Log likelihood = -934.73541 Prob > chi2 = 0.0012

------------------------------------------------------------------------------

satfx7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .2028525 .0848377 2.39 0.017 .0365737 .3691312

agesq | -.0024224 .001132 -2.14 0.032 -.0046411 -.0002037

married | .1284425 .1865432 0.69 0.491 -.2371755 .4940605

urban | .2692284 .3456531 0.78 0.436 -.4082392 .946696

dadprof | -.0621072 .1593951 -0.39 0.697 -.3745159 .2503015

esb | .1490573 .2062752 0.72 0.470 -.2552345 .5533492

nesb | .2658563 .1928574 1.38 0.168 -.1121372 .6438498

jbmhruc | -.0165739 .0098401 -1.68 0.092 -.0358602 .0027124

jbocct | -.0112544 .0102982 -1.09 0.274 -.0314384 .0089297

jbempt | -.0069909 .0191197 -0.37 0.715 -.0444648 .030483

firm5 | .2698822 .2601965 1.04 0.300 -.2400935 .7798579

firm9 | .0340154 .221177 0.15 0.878 -.3994836 .4675144

firm19 | .0291503 .1986663 0.15 0.883 -.3602285 .418529

firm49 | -.249482 .1637843 -1.52 0.128 -.5704934 .0715293

ch514 | .0882999 .2658342 0.33 0.740 -.4327255 .6093254

chb5 | -.4785292 .2617316 -1.83 0.068 -.9915136 .0344552

capune | -.0080815 .0074417 -1.09 0.277 -.022667 .006504

union | -.3993627 .1891925 -2.11 0.035 -.7701733 -.0285522

osonly | .0184769 .1442812 0.13 0.898 -.2643091 .3012629

oedonly | .7020543 .2482141 2.83 0.005 .2155636 1.188545

overboth | .5860112 .3005786 1.95 0.051 -.0031119 1.175134

agr | -1.218233 .9840993 -1.24 0.216 -3.147032 .7105659

min | -.2713174 .7723031 -0.35 0.725 -1.785004 1.242369

ele | 1.054917 .5933137 1.78 0.075 -.1079561 2.217791

con | 1.458859 .5180402 2.82 0.005 .4435188 2.474199

whl | .7054752 .3625024 1.95 0.052 -.0050165 1.415967

ret | .7057151 .3112683 2.27 0.023 .0956404 1.31579

accom | 1.103312 .3726475 2.96 0.003 .372936 1.833687

tran | .3721661 .4598923 0.81 0.418 -.5292063 1.273538

it | 1.819263 .5531299 3.29 0.001 .7351486 2.903378

fin | .3830889 .4084225 0.94 0.348 -.4174044 1.183582

rhr | .3576327 .4514113 0.79 0.428 -.5271171 1.242382

prof | .3876768 .3383247 1.15 0.252 -.2754275 1.050781

admin | .7221194 .3978588 1.82 0.070 -.0576695 1.501908

public | .799931 .3823376 2.09 0.036 .050563 1.549299

educ | .7634437 .5070104 1.51 0.132 -.2302785 1.757166

hlth | .0658996 .3566632 0.18 0.853 -.6331474 .7649467

arts | .0784518 .6854274 0.11 0.909 -1.264961 1.421865

other | .8731622 .4836344 1.81 0.071 -.0747439 1.821068

agem | -.15865 .0954449 -1.66 0.096 -.3457186 .0284185

agesqm | .0016196 .0012748 1.27 0.204 -.0008789 .004118

marriedm | -.2723725 .2343222 -1.16 0.245 -.7316357 .1868906

urbanm | -.5349085 .4040333 -1.32 0.186 -1.326799 .2569822

jbmhrucm | .0059082 .0144994 0.41 0.684 -.02251 .0343264

jbocctm | .0038445 .0174452 0.22 0.826 -.0303475 .0380364

jbemptm | .0494521 .0251091 1.97 0.049 .0002392 .0986649

firm5m | -.4472559 .3730885 -1.20 0.231 -1.178496 .2839842

firm9m | -.2808557 .3280952 -0.86 0.392 -.9239104 .3621991

firm19m | .1617741 .2994795 0.54 0.589 -.4251949 .7487431

firm49m | .1888669 .2641183 0.72 0.475 -.3287955 .7065294

ch514m | -.4941868 .3396691 -1.45 0.146 -1.159926 .1715524

chb5m | .6618816 .39303 1.68 0.092 -.1084431 1.432206

capunem | -.0038198 .0101621 -0.38 0.707 -.0237371 .0160975

unionm | -.0721313 .2689978 -0.27 0.789 -.5993574 .4550947

osonlym | -.2552049 .2419911 -1.05 0.292 -.7294987 .2190889

oedonlym | -1.035739 .3570058 -2.90 0.004 -1.735458 -.3360208

overbothm | -1.248391 .4516851 -2.76 0.006 -2.133677 -.3631042

agrm | .4740889 1.241625 0.38 0.703 -1.959452 2.90763

minm | .2254985 1.193193 0.19 0.850 -2.113117 2.564114

elem | -2.310202 .9210554 -2.51 0.012 -4.115438 -.5049668

conm | -2.676998 .7239184 -3.70 0.000 -4.095852 -1.258144

whlm | -1.282624 .6099511 -2.10 0.035 -2.478107 -.087142

retm | -1.457488 .4373614 -3.33 0.001 -2.314701 -.6002754

accomm | -2.61869 .5037716 -5.20 0.000 -3.606064 -1.631316

tranm | -1.275227 .6044894 -2.11 0.035 -2.460005 -.0904497

itm | -2.371072 .6628768 -3.58 0.000 -3.670287 -1.071858

finm | -.7957365 .5171493 -1.54 0.124 -1.809331 .2178576

rhrm | -.8188724 .6812896 -1.20 0.229 -2.154175 .5164307

profm | -.6755685 .4742028 -1.42 0.154 -1.604989 .2538519

adminm | -1.151376 .5744091 -2.00 0.045 -2.277197 -.025555

publicm | -.8424005 .5004107 -1.68 0.092 -1.823187 .1383864

educm | -.9821422 .6389909 -1.54 0.124 -2.234541 .2702569

hlthm | -.6027513 .4650768 -1.30 0.195 -1.514285 .3087825

artsm | -.6995734 .964438 -0.73 0.468 -2.589837 1.19069

otherm | -1.445556 .6713013 -2.15 0.031 -2.761282 -.1298292

\_cons | 1.720233 .8232867 2.09 0.037 .1066203 3.333845

-------------+----------------------------------------------------------------

/lnsig2u | -.2037216 .1870203 -.5702747 .1628315

-------------+----------------------------------------------------------------

sigma\_u | .9031553 .0844542 .751911 1.084822

rho | .449245 .0462733 .3611735 .5406182

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 125.28 Prob >= chibar2 = 0.000

## Job satisfaction and its facets (did not complete school, table 7e)

Table 7e Males – Overall Job Satisfaction

**. xtprobit sat7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==0, i(waveid) re**

**note: dadprof dropped due to collinearity**

**note: esb dropped due to collinearity**

**note: nesbm dropped due to collinearity**

**Fitting comparison model:**

**Iteration 0: log likelihood = -2010.211**

**Iteration 1: log likelihood = -1832.2705**

**Iteration 2: log likelihood = -1828.4727**

**Iteration 3: log likelihood = -1828.4352**

**Iteration 4: log likelihood = -1828.4352**

**Fitting full model:**

**rho = 0.0 log likelihood = -1828.4352**

**rho = 0.1 log likelihood = -1769.7108**

**rho = 0.2 log likelihood = -1740.4253**

**rho = 0.3 log likelihood = -1727.8031**

**rho = 0.4 log likelihood = -1727.0993**

**rho = 0.5 log likelihood = -1736.8317**

**Iteration 0: log likelihood = -1727.1352**

**Iteration 1: log likelihood = -1705.9112**

**Iteration 2: log likelihood = -1704.5854**

**Iteration 3: log likelihood = -1704.5772**

**Iteration 4: log likelihood = -1704.5772**

**Random-effects probit regression Number of obs = 3891**

**Group variable: waveid Number of groups = 1142**

**Random effects u\_i ~ Gaussian Obs per group: min = 1**

**avg = 3.4**

**max = 8**

**Wald chi2(75) = 189.38**

**Log likelihood = -1704.5772 Prob > chi2 = 0.0000**

**------------------------------------------------------------------------------**

**sat7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]**

**-------------+----------------------------------------------------------------**

**age | .0576111 .0624896 0.92 0.357 -.0648662 .1800885**

**agesq | -.0004224 .0007481 -0.56 0.572 -.0018887 .0010439**

**married | -.313447 .1651948 -1.90 0.058 -.6372228 .0103288**

**urban | .1209062 .2581043 0.47 0.639 -.3849689 .6267813**

**nesb | -.0561243 .1894045 -0.30 0.767 -.4273503 .3151017**

**jbmhruc | .002756 .0053266 0.52 0.605 -.0076839 .0131959**

**jbocct | -.0145826 .0063225 -2.31 0.021 -.0269744 -.0021908**

**jbempt | -.0286905 .0090751 -3.16 0.002 -.0464775 -.0109036**

**firm5 | .2249406 .1677354 1.34 0.180 -.1038147 .5536959**

**firm9 | -.0202658 .1484675 -0.14 0.891 -.3112568 .2707251**

**firm19 | .0567756 .1352971 0.42 0.675 -.2084019 .3219531**

**firm49 | .1883649 .1173729 1.60 0.109 -.0416819 .4184116**

**ch514 | -.0096839 .137502 -0.07 0.944 -.279183 .2598151**

**chb5 | -.1062628 .1365829 -0.78 0.437 -.3739603 .1614346**

**capune | .0019243 .0033349 0.58 0.564 -.004612 .0084607**

**union | -.024005 .1328337 -0.18 0.857 -.2843543 .2363444**

**osonly | -.1968375 .0884061 -2.23 0.026 -.3701104 -.0235647**

**oedonly | .1233029 .2424617 0.51 0.611 -.3519133 .5985192**

**overboth | -.0836223 .2968027 -0.28 0.778 -.665345 .4981004**

**agr | -.9910103 .3093087 -3.20 0.001 -1.597244 -.3847764**

**min | .310138 .3776272 0.82 0.411 -.4299978 1.050274**

**ele | -.2222222 .5126742 -0.43 0.665 -1.227045 .7826007**

**con | .0661456 .2038938 0.32 0.746 -.333479 .4657702**

**whl | -.0883063 .1850038 -0.48 0.633 -.4509071 .2742945**

**ret | -.170835 .1943336 -0.88 0.379 -.5517219 .2100519**

**accom | .0374567 .4307769 0.09 0.931 -.8068505 .8817639**

**tran | -.046732 .2065897 -0.23 0.821 -.4516403 .3581764**

**it | .0523489 .4367535 0.12 0.905 -.8036722 .9083699**

**fin | .7856638 .8786176 0.89 0.371 -.9363951 2.507723**

**rhr | 2.325643 1.263505 1.84 0.066 -.1507821 4.802068**

**prof | -1.042208 .4482575 -2.33 0.020 -1.920776 -.1636391**

**admin | -.2065659 .365163 -0.57 0.572 -.9222722 .5091405**

**public | .3556479 .3201259 1.11 0.267 -.2717874 .9830832**

**educ | -.295114 .5533054 -0.53 0.594 -1.379573 .7893446**

**hlth | -.956011 .3370315 -2.84 0.005 -1.616581 -.2954414**

**arts | -2.743737 1.070492 -2.56 0.010 -4.841863 -.6456103**

**other | -.4295992 .2817768 -1.52 0.127 -.9818715 .1226731**

**agem | -.1207855 .0670737 -1.80 0.072 -.2522475 .0106766**

**agesqm | .0013482 .0008121 1.66 0.097 -.0002435 .0029398**

**marriedm | .1956979 .2029528 0.96 0.335 -.2020823 .5934781**

**urbanm | -.1668732 .2879683 -0.58 0.562 -.7312807 .3975343**

**dadprofm | -.1985624 .1790497 -1.11 0.267 -.5494934 .1523687**

**esbm | -.2126868 .1481781 -1.44 0.151 -.5031105 .077737**

**jbmhrucm | -.0075857 .00779 -0.97 0.330 -.0228538 .0076825**

**jbocctm | .0072213 .009827 0.73 0.462 -.0120393 .0264818**

**jbemptm | .0345413 .0123419 2.80 0.005 .0103516 .058731**

**firm5m | .2400446 .2574129 0.93 0.351 -.2644753 .7445645**

**firm9m | .0952885 .2369076 0.40 0.688 -.3690418 .5596188**

**firm19m | -.1115662 .2144954 -0.52 0.603 -.5319695 .3088371**

**firm49m | -.3358286 .2045132 -1.64 0.101 -.7366671 .0650099**

**ch514m | .0622789 .1929577 0.32 0.747 -.3159112 .440469**

**chb5m | .099699 .2255068 0.44 0.658 -.3422861 .5416842**

**capunem | -.0050004 .0051579 -0.97 0.332 -.0151097 .0051088**

**unionm | .3270729 .1823421 1.79 0.073 -.0303111 .6844569**

**osonlym | -.8267109 .1598367 -5.17 0.000 -1.139985 -.5134367**

**oedonlym | .041744 .3725893 0.11 0.911 -.6885176 .7720056**

**overbothm | -.6538433 .4761055 -1.37 0.170 -1.586993 .2793063**

**agrm | 1.413779 .4127288 3.43 0.001 .6048456 2.222713**

**minm | .0012673 .4657316 0.00 0.998 -.9115499 .9140845**

**elem | 1.065275 .6676646 1.60 0.111 -.2433231 2.373874**

**conm | .3036352 .2697963 1.13 0.260 -.2251558 .8324263**

**whlm | .5204906 .3083036 1.69 0.091 -.0837734 1.124755**

**retm | .4189206 .2820496 1.49 0.137 -.1338865 .9717277**

**accomm | .6566174 .5271311 1.25 0.213 -.3765405 1.689775**

**tranm | -.0115419 .2697757 -0.04 0.966 -.5402926 .5172088**

**itm | .4271902 .5782082 0.74 0.460 -.706077 1.560457**

**finm | -.509175 .9361647 -0.54 0.587 -2.344024 1.325674**

**rhrm | -1.971014 1.307479 -1.51 0.132 -4.533626 .5915977**

**profm | 1.654431 .6627204 2.50 0.013 .3555227 2.953339**

**adminm | .0747027 .5430934 0.14 0.891 -.9897408 1.139146**

**publicm | -.5278646 .3779888 -1.40 0.163 -1.268709 .2129799**

**educm | .7625551 .7495744 1.02 0.309 -.7065838 2.231694**

**hlthm | 1.27831 .4625297 2.76 0.006 .371768 2.184851**

**artsm | 3.498806 1.269176 2.76 0.006 1.011266 5.986345**

**otherm | -.110966 .4118835 -0.27 0.788 -.9182429 .6963109**

**\_cons | 2.400581 .5303955 4.53 0.000 1.361025 3.440137**

**-------------+----------------------------------------------------------------**

**/lnsig2u | -.229096 .1368782 -.4973722 .0391803**

**-------------+----------------------------------------------------------------**

**sigma\_u | .8917692 .0610319 .7798247 1.019783**

**rho | .4429752 .0337744 .3781584 .5097938**

**------------------------------------------------------------------------------**

**Likelihood-ratio test of rho=0: chibar2(01) = 247.72 Prob >= chibar2 = 0.000**

Table 7e Males – Pay Satisfaction

. xtprobit satp7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==0, i(waveid) re

note: dadprof dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -2503.9303

Iteration 1: log likelihood = -2380.2454

Iteration 2: log likelihood = -2379.6122

Iteration 3: log likelihood = -2379.6121

Fitting full model:

rho = 0.0 log likelihood = -2379.6121

rho = 0.1 log likelihood = -2287.1867

rho = 0.2 log likelihood = -2237.7139

rho = 0.3 log likelihood = -2211.2853

rho = 0.4 log likelihood = -2200.614

rho = 0.5 log likelihood = -2202.9996

Iteration 0: log likelihood = -2200.6204

Iteration 1: log likelihood = -2189.6278

Iteration 2: log likelihood = -2189.556

Iteration 3: log likelihood = -2189.556

Random-effects probit regression Number of obs = 3889

Group variable: waveid Number of groups = 1141

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.4

max = 8

Wald chi2(75) = 135.58

Log likelihood = -2189.556 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

satp7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0555627 .0545176 1.02 0.308 -.0512898 .1624151

agesq | -.0004116 .0006493 -0.63 0.526 -.0016841 .0008609

married | -.1303758 .1431481 -0.91 0.362 -.410941 .1501894

urban | -.4610525 .2312211 -1.99 0.046 -.9142375 -.0078674

esb | -.281532 .1395817 -2.02 0.044 -.5551071 -.0079568

nesb | -.1411005 .1780954 -0.79 0.428 -.4901611 .2079601

jbmhruc | .0176953 .0048588 3.64 0.000 .0081724 .0272183

jbocct | .0048215 .0056351 0.86 0.392 -.0062232 .0158661

jbempt | -.0105227 .0081276 -1.29 0.195 -.0264524 .005407

firm5 | .0927935 .1467293 0.63 0.527 -.1947906 .3803776

firm9 | .0169134 .1337691 0.13 0.899 -.2452693 .279096

firm19 | .032322 .1218295 0.27 0.791 -.2064594 .2711034

firm49 | -.0021715 .1069009 -0.02 0.984 -.2116933 .2073504

ch514 | -.0606821 .1277451 -0.48 0.635 -.3110579 .1896937

chb5 | -.2034648 .1284543 -1.58 0.113 -.4552307 .048301

capune | .0003406 .0028791 0.12 0.906 -.0053022 .0059835

union | -.0866136 .1155008 -0.75 0.453 -.3129909 .1397638

osonly | .034748 .0816417 0.43 0.670 -.1252668 .1947629

oedonly | .2155362 .2102077 1.03 0.305 -.1964633 .6275357

overboth | -.0999192 .2678451 -0.37 0.709 -.624886 .4250475

agr | -.5047776 .2645033 -1.91 0.056 -1.023195 .0136394

min | .0742742 .3385483 0.22 0.826 -.5892682 .7378167

ele | -.6268476 .4613883 -1.36 0.174 -1.531152 .2774569

con | -.2902154 .1763385 -1.65 0.100 -.6358326 .0554017

whl | -.2789689 .166506 -1.68 0.094 -.6053146 .0473769

ret | -.4884478 .1807004 -2.70 0.007 -.8426141 -.1342815

accom | -.2528585 .3593259 -0.70 0.482 -.9571243 .4514073

tran | -.0902592 .191754 -0.47 0.638 -.4660902 .2855719

it | -1.026492 .4122813 -2.49 0.013 -1.834548 -.2184352

fin | .0355849 .8148424 0.04 0.965 -1.561477 1.632647

rhr | .3006666 .556626 0.54 0.589 -.7903002 1.391634

prof | -.2627935 .3592348 -0.73 0.464 -.9668808 .4412938

admin | .2055002 .3153623 0.65 0.515 -.4125986 .823599

public | -.1258678 .2729191 -0.46 0.645 -.6607794 .4090438

educ | .2076984 .5158778 0.40 0.687 -.8034034 1.2188

hlth | -.0525821 .3105308 -0.17 0.866 -.6612113 .5560471

arts | -.6574833 .6905613 -0.95 0.341 -2.010959 .695992

other | -.3410598 .2576701 -1.32 0.186 -.8460838 .1639642

agem | -.0991562 .0589609 -1.68 0.093 -.2147175 .0164051

agesqm | .0010862 .0007106 1.53 0.126 -.0003066 .002479

marriedm | .0408112 .181683 0.22 0.822 -.315281 .3969033

urbanm | .347626 .2587077 1.34 0.179 -.1594317 .8546838

dadprofm | -.0470141 .1695605 -0.28 0.782 -.3793465 .2853183

jbmhrucm | -.0101795 .007157 -1.42 0.155 -.024207 .0038481

jbocctm | -.0041697 .008983 -0.46 0.643 -.021776 .0134367

jbemptm | .0141245 .0112431 1.26 0.209 -.0079116 .0361607

firm5m | -.4201412 .2265596 -1.85 0.064 -.8641899 .0239074

firm9m | -.1155113 .2165821 -0.53 0.594 -.5400045 .3089819

firm19m | -.2046714 .1978392 -1.03 0.301 -.5924291 .1830864

firm49m | -.2410993 .1919692 -1.26 0.209 -.6173521 .1351535

ch514m | .0142195 .1811967 0.08 0.937 -.3409194 .3693585

chb5m | .5436698 .2182216 2.49 0.013 .1159633 .9713762

capunem | -.0022572 .0048175 -0.47 0.639 -.0116994 .007185

unionm | .2135284 .1638481 1.30 0.193 -.1076079 .5346648

osonlym | -.5418837 .1509965 -3.59 0.000 -.8378314 -.245936

oedonlym | -.5922298 .3255661 -1.82 0.069 -1.230328 .045868

overbothm | -.3490535 .4568218 -0.76 0.445 -1.244408 .5463007

agrm | .9858754 .3544442 2.78 0.005 .2911776 1.680573

minm | .2790003 .4379014 0.64 0.524 -.5792707 1.137271

elem | .9759623 .582557 1.68 0.094 -.1658286 2.117753

conm | .383442 .2417168 1.59 0.113 -.0903142 .8571981

whlm | .5132294 .2855329 1.80 0.072 -.0464048 1.072864

retm | .3762614 .2626405 1.43 0.152 -.1385045 .8910273

accomm | .5226808 .4555993 1.15 0.251 -.3702774 1.415639

tranm | .2789214 .2563265 1.09 0.277 -.2234693 .7813121

itm | 1.472789 .5472847 2.69 0.007 .4001309 2.545448

finm | .3619106 .8907978 0.41 0.685 -1.384021 2.107842

rhrm | -1.77083 .9649341 -1.84 0.066 -3.662066 .1204062

profm | .3017033 .5308191 0.57 0.570 -.7386831 1.34209

adminm | -.5618463 .494404 -1.14 0.256 -1.53086 .4071678

publicm | -.5171659 .3403271 -1.52 0.129 -1.184195 .1498629

educm | -.3439787 .6759116 -0.51 0.611 -1.668741 .9807837

hlthm | -.0925287 .4132526 -0.22 0.823 -.9024889 .7174314

artsm | .9726561 .8089588 1.20 0.229 -.6128741 2.558186

otherm | -.2559394 .3858769 -0.66 0.507 -1.012244 .5003655

\_cons | 1.11666 .4825976 2.31 0.021 .1707862 2.062534

-------------+----------------------------------------------------------------

/lnsig2u | -.1749018 .1147563 -.3998201 .0500165

-------------+----------------------------------------------------------------

sigma\_u | .9162639 .0525735 .8188044 1.025324

rho | .4563857 .0284708 .4013556 .5125015

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 380.11 Prob >= chibar2 = 0.000

Table 7e Males – Job Security Satisfaction

. xtprobit sats7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==0, i(waveid) re

note: esb dropped due to collinearity

note: dadprofm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -1888.1485

Iteration 1: log likelihood = -1710.4131

Iteration 2: log likelihood = -1707.5876

Iteration 3: log likelihood = -1707.5796

Iteration 4: log likelihood = -1707.5796

Fitting full model:

rho = 0.0 log likelihood = -1707.5796

rho = 0.1 log likelihood = -1640.657

rho = 0.2 log likelihood = -1605.4676

rho = 0.3 log likelihood = -1587.7136

rho = 0.4 log likelihood = -1582.1382

rho = 0.5 log likelihood = -1587.0434

Iteration 0: log likelihood = -1582.1212

Iteration 1: log likelihood = -1552.7737

Iteration 2: log likelihood = -1551.0353

Iteration 3: log likelihood = -1551.0257

Iteration 4: log likelihood = -1551.0257

Random-effects probit regression Number of obs = 3889

Group variable: waveid Number of groups = 1142

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.4

max = 8

Wald chi2(75) = 179.95

Log likelihood = -1551.0257 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

sats7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0335207 .0680935 0.49 0.623 -.0999401 .1669815

agesq | .0003524 .0007901 0.45 0.656 -.0011962 .001901

married | -.2736888 .1714695 -1.60 0.110 -.6097628 .0623852

urban | -.3364603 .2883836 -1.17 0.243 -.9016817 .2287612

dadprof | .1070396 .2207122 0.48 0.628 -.3255485 .5396276

nesb | .0558725 .212598 0.26 0.793 -.360812 .472557

jbmhruc | .0111952 .0058747 1.91 0.057 -.000319 .0227093

jbocct | -.0053232 .0066438 -0.80 0.423 -.0183449 .0076984

jbempt | -.0039237 .0095052 -0.41 0.680 -.0225536 .0147062

firm5 | .4142743 .179478 2.31 0.021 .0625038 .7660447

firm9 | -.0612984 .158514 -0.39 0.699 -.3719801 .2493833

firm19 | .0805794 .1433759 0.56 0.574 -.2004322 .3615911

firm49 | .2615208 .1266266 2.07 0.039 .0133373 .5097044

ch514 | .141646 .1495919 0.95 0.344 -.1515488 .4348408

chb5 | -.148399 .1568541 -0.95 0.344 -.4558274 .1590294

capune | -.0030194 .0032005 -0.94 0.345 -.0092924 .0032535

union | -.0659148 .1452767 -0.45 0.650 -.350652 .2188224

osonly | -.1561446 .0947726 -1.65 0.099 -.3418955 .0296062

oedonly | -.14761 .2592016 -0.57 0.569 -.6556357 .3604158

overboth | -.617174 .2937648 -2.10 0.036 -1.192942 -.0414056

agr | -.3077024 .3022687 -1.02 0.309 -.9001382 .2847333

min | .1517594 .39308 0.39 0.699 -.6186632 .9221819

ele | -1.054782 .5084231 -2.07 0.038 -2.051273 -.0582906

con | -.1881639 .2093329 -0.90 0.369 -.5984489 .2221211

whl | .0579614 .1982668 0.29 0.770 -.3306345 .4465573

ret | -.0686388 .2197153 -0.31 0.755 -.4992729 .3619952

accom | .3141661 .4217366 0.74 0.456 -.5124225 1.140755

tran | .0879605 .2154209 0.41 0.683 -.3342568 .5101777

it | -.018539 .4237633 -0.04 0.965 -.8490999 .8120218

fin | -.8683966 1.023286 -0.85 0.396 -2.873999 1.137206

rhr | -.2530053 .6960789 -0.36 0.716 -1.617295 1.111284

prof | .1979304 .5026427 0.39 0.694 -.7872311 1.183092

admin | -.4120177 .3505425 -1.18 0.240 -1.099068 .2750329

public | .7931991 .3301108 2.40 0.016 .1461938 1.440204

educ | .8256923 .5358294 1.54 0.123 -.2245141 1.875899

hlth | .1950192 .3522424 0.55 0.580 -.4953632 .8854015

arts | -1.374535 1.221962 -1.12 0.261 -3.769537 1.020467

other | .108797 .3390762 0.32 0.748 -.5557801 .7733741

agem | -.0912257 .0733616 -1.24 0.214 -.2350117 .0525604

agesqm | .0002253 .0008622 0.26 0.794 -.0014647 .0019153

marriedm | .3280729 .2194328 1.50 0.135 -.1020076 .7581533

urbanm | .3631564 .3205535 1.13 0.257 -.2651169 .9914298

esbm | -.2766833 .1662792 -1.66 0.096 -.6025844 .0492179

jbmhrucm | .0092836 .0089983 1.03 0.302 -.0083529 .02692

jbocctm | .0005519 .0105791 0.05 0.958 -.0201827 .0212864

jbemptm | .0231083 .013284 1.74 0.082 -.0029278 .0491444

firm5m | -.2945998 .2791993 -1.06 0.291 -.8418204 .2526207

firm9m | .416944 .2720445 1.53 0.125 -.1162533 .9501414

firm19m | -.1424718 .238694 -0.60 0.551 -.6103034 .3253598

firm49m | -.1821976 .2319988 -0.79 0.432 -.6369068 .2725116

ch514m | -.2762928 .2147518 -1.29 0.198 -.6971985 .1446129

chb5m | -.0348408 .2588705 -0.13 0.893 -.5422176 .472536

capunem | -.0132909 .005424 -2.45 0.014 -.0239218 -.0026601

unionm | -.2278972 .2023389 -1.13 0.260 -.6244743 .1686798

osonlym | -.7528148 .1778972 -4.23 0.000 -1.101487 -.4041427

oedonlym | .5023884 .4350049 1.15 0.248 -.3502055 1.354982

overbothm | -.8070504 .5167765 -1.56 0.118 -1.819914 .205813

agrm | .4973954 .413133 1.20 0.229 -.3123304 1.307121

minm | -.0966837 .4997474 -0.19 0.847 -1.076171 .8828033

elem | 1.208909 .6609516 1.83 0.067 -.0865319 2.504351

conm | .4490121 .292764 1.53 0.125 -.1247948 1.022819

whlm | .3539739 .3460435 1.02 0.306 -.3242589 1.032207

retm | .7416175 .3372421 2.20 0.028 .0806351 1.4026

accomm | -.2418031 .5324489 -0.45 0.650 -1.285384 .8017776

tranm | .2035707 .2971461 0.69 0.493 -.378825 .7859663

itm | -.691993 .5741924 -1.21 0.228 -1.81739 .4334035

finm | .7740188 1.138938 0.68 0.497 -1.458258 3.006296

rhrm | -.790364 1.110677 -0.71 0.477 -2.96725 1.386522

profm | .7030898 .7172847 0.98 0.327 -.7027624 2.108942

adminm | -.4367203 .5698671 -0.77 0.443 -1.553639 .6801986

publicm | -.5453704 .4067077 -1.34 0.180 -1.342503 .251762

educm | -.9791412 .7355787 -1.33 0.183 -2.420849 .4625666

hlthm | .3645418 .4857299 0.75 0.453 -.5874714 1.316555

artsm | 2.524216 1.44449 1.75 0.081 -.3069317 5.355364

otherm | .4768947 .5090657 0.94 0.349 -.5208558 1.474645

\_cons | 1.742264 .6110965 2.85 0.004 .5445371 2.939991

-------------+----------------------------------------------------------------

/lnsig2u | .0898529 .1379239 -.1804731 .3601788

-------------+----------------------------------------------------------------

sigma\_u | 1.045951 .0721308 .913715 1.197324

rho | .5224481 .0344115 .4550038 .5890837

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 313.11 Prob >= chibar2 = 0.000

Table 7e Males – Work Satisfaction

. xtprobit satw7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==0, i(waveid) re

note: dadprof dropped due to collinearity

note: esb dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -1995.6774

Iteration 1: log likelihood = -1791.1271

Iteration 2: log likelihood = -1785.5749

Iteration 3: log likelihood = -1785.4487

Iteration 4: log likelihood = -1785.448

Fitting full model:

rho = 0.0 log likelihood = -1785.448

rho = 0.1 log likelihood = -1733.3758

rho = 0.2 log likelihood = -1707.8053

rho = 0.3 log likelihood = -1697.5176

rho = 0.4 log likelihood = -1698.3307

Iteration 0: log likelihood = -1697.5224

Iteration 1: log likelihood = -1676.9632

Iteration 2: log likelihood = -1676.8686

Iteration 3: log likelihood = -1676.8686

Random-effects probit regression Number of obs = 3891

Group variable: waveid Number of groups = 1142

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.4

max = 8

Wald chi2(75) = 201.23

Log likelihood = -1676.8686 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

satw7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | -.0880317 .062351 -1.41 0.158 -.2102375 .034174

agesq | .0015544 .0007501 2.07 0.038 .0000843 .0030246

married | -.0706343 .1629878 -0.43 0.665 -.3900845 .2488159

urban | .2763145 .2841478 0.97 0.331 -.280605 .8332339

nesb | .3374699 .1998699 1.69 0.091 -.0542679 .7292077

jbmhruc | .0040917 .0054966 0.74 0.457 -.0066815 .0148649

jbocct | -.0112673 .0063613 -1.77 0.077 -.0237353 .0012006

jbempt | -.0043406 .0092966 -0.47 0.641 -.0225616 .0138804

firm5 | .1304117 .1693999 0.77 0.441 -.2016059 .4624293

firm9 | .0218358 .1517797 0.14 0.886 -.2756469 .3193185

firm19 | .1462418 .1401953 1.04 0.297 -.1285359 .4210194

firm49 | -.0811494 .119866 -0.68 0.498 -.3160824 .1537836

ch514 | .0652343 .1439587 0.45 0.650 -.2169197 .3473882

chb5 | -.0831437 .1433507 -0.58 0.562 -.3641058 .1978185

capune | .0041557 .0033238 1.25 0.211 -.0023588 .0106703

union | .0875064 .1354495 0.65 0.518 -.1779698 .3529826

osonly | -.1503561 .0876075 -1.72 0.086 -.3220636 .0213515

oedonly | .0916809 .2513592 0.36 0.715 -.400974 .5843359

overboth | -.2884913 .3147404 -0.92 0.359 -.9053711 .3283885

agr | -.017049 .3255151 -0.05 0.958 -.6550468 .6209488

min | -.2828591 .36387 -0.78 0.437 -.9960312 .4303131

ele | .0964799 .5508954 0.18 0.861 -.9832553 1.176215

con | .2148949 .2032745 1.06 0.290 -.1835157 .6133055

whl | .1282778 .1801721 0.71 0.476 -.224853 .4814086

ret | .1525025 .193309 0.79 0.430 -.2263761 .5313812

accom | .9010216 .4200842 2.14 0.032 .0776716 1.724372

tran | .6788262 .2139906 3.17 0.002 .2594124 1.09824

it | .6687697 .4721003 1.42 0.157 -.2565299 1.594069

fin | 2.129482 1.063747 2.00 0.045 .0445766 4.214387

rhr | 1.293944 .7668992 1.69 0.092 -.2091512 2.797038

prof | -.4697514 .4763432 -0.99 0.324 -1.403367 .4638642

admin | .526131 .3548404 1.48 0.138 -.1693433 1.221605

public | .2435493 .3058799 0.80 0.426 -.3559642 .8430628

educ | .0951091 .5169191 0.18 0.854 -.9180338 1.108252

hlth | .0390615 .3358248 0.12 0.907 -.6191429 .6972659

arts | -2.299059 1.170291 -1.96 0.049 -4.592788 -.0053311

other | -.2851447 .2806722 -1.02 0.310 -.8352522 .2649628

agem | .0612522 .0664077 0.92 0.356 -.0689045 .1914089

agesqm | -.0010777 .0008055 -1.34 0.181 -.0026565 .000501

marriedm | .1170355 .2019135 0.58 0.562 -.2787077 .5127788

urbanm | -.3820543 .3119533 -1.22 0.221 -.9934716 .229363

dadprofm | -.0754623 .1822753 -0.41 0.679 -.4327154 .2817907

esbm | -.0185469 .1493829 -0.12 0.901 -.311332 .2742382

jbmhrucm | .0039521 .0079673 0.50 0.620 -.0116635 .0195677

jbocctm | .0115974 .0101322 1.14 0.252 -.0082613 .0314562

jbemptm | -.005025 .0125545 -0.40 0.689 -.0296313 .0195814

firm5m | -.0311178 .2530991 -0.12 0.902 -.5271829 .4649473

firm9m | .1911425 .2389992 0.80 0.424 -.2772874 .6595724

firm19m | .0358057 .2184276 0.16 0.870 -.3923045 .463916

firm49m | .16064 .207451 0.77 0.439 -.2459564 .5672364

ch514m | -.0694739 .1972652 -0.35 0.725 -.4561066 .3171588

chb5m | .1500892 .2321043 0.65 0.518 -.3048269 .6050053

capunem | -.0093746 .0051314 -1.83 0.068 -.0194319 .0006827

unionm | .1540434 .1834097 0.84 0.401 -.205433 .5135199

osonlym | -1.074916 .1596166 -6.73 0.000 -1.387759 -.762073

oedonlym | .1498408 .378182 0.40 0.692 -.5913823 .8910638

overbothm | -.2728839 .4993313 -0.55 0.585 -1.251555 .7057873

agrm | .8705472 .4203807 2.07 0.038 .0466162 1.694478

minm | .4780786 .466922 1.02 0.306 -.4370717 1.393229

elem | 1.068528 .6930875 1.54 0.123 -.289899 2.426954

conm | .2758539 .2686759 1.03 0.305 -.2507413 .8024491

whlm | .3404098 .305686 1.11 0.265 -.2587238 .9395434

retm | .1504559 .2787337 0.54 0.589 -.3958521 .696764

accomm | .1509238 .5131917 0.29 0.769 -.8549134 1.156761

tranm | -.4628459 .2724822 -1.70 0.089 -.9969012 .0712095

itm | .3169728 .6013634 0.53 0.598 -.8616778 1.495623

finm | -1.403045 1.04454 -1.34 0.179 -3.450306 .6442157

rhrm | -.9507438 1.045333 -0.91 0.363 -2.99956 1.098072

profm | 1.8397 .7234216 2.54 0.011 .4218196 3.25758

adminm | -.5304833 .5238099 -1.01 0.311 -1.557132 .4961653

publicm | -.2734916 .3697761 -0.74 0.460 -.9982395 .4512562

educm | .7358342 .7446665 0.99 0.323 -.7236853 2.195354

hlthm | .4899785 .4496819 1.09 0.276 -.3913819 1.371339

artsm | 4.027549 1.474238 2.73 0.006 1.138095 6.917003

otherm | .2158144 .4154999 0.52 0.603 -.5985503 1.030179

\_cons | .9561193 .5167654 1.85 0.064 -.0567223 1.968961

-------------+----------------------------------------------------------------

/lnsig2u | -.2732252 .1427078 -.5529273 .0064769

-------------+----------------------------------------------------------------

sigma\_u | .8723081 .0622426 .7584612 1.003244

rho | .4321155 .0350193 .3651855 .5016192

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 217.16 Prob >= chibar2 = 0.000

Table 7e Males – Hours Satisfaction

. xtprobit sathr7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==0, i(waveid) re

note: dadprof dropped due to collinearity

note: esb dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -2317.0467

Iteration 1: log likelihood = -2121.1829

Iteration 2: log likelihood = -2118.6531

Iteration 3: log likelihood = -2118.6491

Iteration 4: log likelihood = -2118.6491

Fitting full model:

rho = 0.0 log likelihood = -2118.6491

rho = 0.1 log likelihood = -2044.3535

rho = 0.2 log likelihood = -2007.1901

rho = 0.3 log likelihood = -1990.1341

rho = 0.4 log likelihood = -1987.1186

rho = 0.5 log likelihood = -1996.3201

Iteration 0: log likelihood = -1987.1234

Iteration 1: log likelihood = -1972.4609

Iteration 2: log likelihood = -1971.9846

Iteration 3: log likelihood = -1971.984

Iteration 4: log likelihood = -1971.984

Random-effects probit regression Number of obs = 3891

Group variable: waveid Number of groups = 1142

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.4

max = 8

Wald chi2(75) = 221.36

Log likelihood = -1971.984 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

sathr7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0487351 .05788 0.84 0.400 -.0647075 .1621778

agesq | -.0000894 .0006862 -0.13 0.896 -.0014343 .0012555

married | -.4042216 .1532694 -2.64 0.008 -.7046241 -.1038192

urban | .2103732 .2309481 0.91 0.362 -.2422768 .6630232

nesb | .1648806 .1827633 0.90 0.367 -.1933288 .52309

jbmhruc | -.0293187 .0047636 -6.15 0.000 -.0386553 -.0199822

jbocct | -.0030408 .0058092 -0.52 0.601 -.0144267 .008345

jbempt | -.0177812 .0086882 -2.05 0.041 -.0348098 -.0007526

firm5 | .3684654 .15581 2.36 0.018 .0630833 .6738474

firm9 | .1289492 .1412304 0.91 0.361 -.1478574 .4057557

firm19 | .0998137 .1289902 0.77 0.439 -.1530025 .3526299

firm49 | -.0029523 .1121312 -0.03 0.979 -.2227253 .2168208

ch514 | -.1166804 .1295229 -0.90 0.368 -.3705406 .1371797

chb5 | -.0035242 .1324287 -0.03 0.979 -.2630797 .2560313

capune | .0048384 .0032588 1.48 0.138 -.0015487 .0112255

union | .1554406 .1259487 1.23 0.217 -.0914143 .4022955

osonly | -.2301573 .0844309 -2.73 0.006 -.3956389 -.0646758

oedonly | -.2857401 .22526 -1.27 0.205 -.7272417 .1557614

overboth | .0727454 .2886261 0.25 0.801 -.4929513 .638442

agr | .2244135 .279251 0.80 0.422 -.3229084 .7717355

min | .0386614 .3407765 0.11 0.910 -.6292482 .7065711

ele | .4596148 .4407426 1.04 0.297 -.4042248 1.323454

con | .5139912 .1863521 2.76 0.006 .1487479 .8792345

whl | -.0032644 .170652 -0.02 0.985 -.3377363 .3312075

ret | -.2024823 .1834222 -1.10 0.270 -.5619833 .1570186

accom | .3922966 .3592404 1.09 0.275 -.3118017 1.096395

tran | .0564945 .1902787 0.30 0.767 -.3164449 .4294339

it | .411113 .4380843 0.94 0.348 -.4475165 1.269742

fin | -.966323 .9938662 -0.97 0.331 -2.914265 .9816189

rhr | -.0378317 .5103896 -0.07 0.941 -1.038177 .9625135

prof | -.0882436 .3825125 -0.23 0.818 -.8379544 .6614672

admin | .4850938 .3349967 1.45 0.148 -.1714878 1.141675

public | .0780551 .2871134 0.27 0.786 -.4846768 .6407871

educ | -.3355927 .5366474 -0.63 0.532 -1.387402 .7162169

hlth | .1905778 .3185797 0.60 0.550 -.4338268 .8149825

arts | 1.384879 .7544974 1.84 0.066 -.0939084 2.863667

other | -.0001832 .2692568 -0.00 0.999 -.5279169 .5275505

agem | -.0846821 .0619281 -1.37 0.171 -.2060591 .0366948

agesqm | .0006797 .0007419 0.92 0.360 -.0007745 .0021339

marriedm | .3081521 .1889616 1.63 0.103 -.0622058 .67851

urbanm | -.2768835 .2593102 -1.07 0.286 -.7851222 .2313551

dadprofm | -.1032917 .1669684 -0.62 0.536 -.4305437 .2239603

esbm | -.2914778 .1371011 -2.13 0.034 -.560191 -.0227645

jbmhrucm | -.014278 .0070034 -2.04 0.041 -.0280044 -.0005516

jbocctm | -.0012324 .0090327 -0.14 0.891 -.0189361 .0164713

jbemptm | .014475 .0114708 1.26 0.207 -.0080074 .0369574

firm5m | -.3463553 .2304954 -1.50 0.133 -.7981179 .1054073

firm9m | .1838416 .223377 0.82 0.411 -.2539692 .6216524

firm19m | -.0106733 .2030905 -0.05 0.958 -.4087234 .3873769

firm49m | .1655088 .195265 0.85 0.397 -.2172035 .5482211

ch514m | .1519609 .18205 0.83 0.404 -.2048506 .5087724

chb5m | .2283279 .2173091 1.05 0.293 -.1975901 .6542459

capunem | -.0093647 .0049407 -1.90 0.058 -.0190483 .0003189

unionm | .2064337 .1713928 1.20 0.228 -.1294901 .5423574

osonlym | -.3720053 .1521952 -2.44 0.015 -.6703024 -.0737082

oedonlym | .755367 .3488767 2.17 0.030 .0715812 1.439153

overbothm | -.6363591 .4656817 -1.37 0.172 -1.549078 .2763602

agrm | .1620515 .361837 0.45 0.654 -.5471361 .871239

minm | .2321588 .4396903 0.53 0.597 -.6296183 1.093936

elem | -.0908244 .5573265 -0.16 0.871 -1.183164 1.001515

conm | -.2183577 .24777 -0.88 0.378 -.703978 .2672626

whlm | .3714618 .2896982 1.28 0.200 -.1963363 .9392599

retm | -.0434047 .2618489 -0.17 0.868 -.5566192 .4698097

accomm | -.2460914 .4494206 -0.55 0.584 -1.12694 .6347569

tranm | -.2662395 .252373 -1.05 0.291 -.7608816 .2284025

itm | .3904094 .5689481 0.69 0.493 -.7247085 1.505527

finm | 1.04097 1.099142 0.95 0.344 -1.113308 3.195248

rhrm | -1.522947 .8806071 -1.73 0.084 -3.248906 .2030108

profm | .3531497 .5540632 0.64 0.524 -.7327942 1.439094

adminm | -.1283452 .5180612 -0.25 0.804 -1.143727 .8870361

publicm | -.291796 .3524177 -0.83 0.408 -.9825219 .3989299

educm | .2314796 .7170264 0.32 0.747 -1.173866 1.636826

hlthm | -.2231343 .4219485 -0.53 0.597 -1.050138 .6038695

artsm | -.7978191 .8240303 -0.97 0.333 -2.412889 .8172506

otherm | -.0419209 .3966873 -0.11 0.916 -.8194136 .7355719

\_cons | 3.213548 .4869166 6.60 0.000 2.259209 4.167887

-------------+----------------------------------------------------------------

/lnsig2u | -.3105774 .1246503 -.5548875 -.0662672

-------------+----------------------------------------------------------------

sigma\_u | .856168 .0533608 .7577182 .9674093

rho | .4229738 .030423 .3647312 .4834392

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 293.33 Prob >= chibar2 = 0.000

Table 7e Males – Flexibility Satisfaction

. xtprobit satfx7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==0, i(waveid) re

note: nesb dropped due to collinearity

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -2429.9308

Iteration 1: log likelihood = -2290.5877

Iteration 2: log likelihood = -2289.2929

Iteration 3: log likelihood = -2289.2866

Iteration 4: log likelihood = -2289.2866

Fitting full model:

rho = 0.0 log likelihood = -2289.2866

rho = 0.1 log likelihood = -2198.9414

rho = 0.2 log likelihood = -2151.3732

rho = 0.3 log likelihood = -2126.5543

rho = 0.4 log likelihood = -2117.2137

rho = 0.5 log likelihood = -2120.7927

Iteration 0: log likelihood = -2117.2757

Iteration 1: log likelihood = -2104.5689

Iteration 2: log likelihood = -2104.3882

Iteration 3: log likelihood = -2104.3882

Random-effects probit regression Number of obs = 3889

Group variable: waveid Number of groups = 1141

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.4

max = 8

Wald chi2(75) = 155.91

Log likelihood = -2104.3882 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

satfx7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0604255 .0558456 1.08 0.279 -.0490298 .1698808

agesq | -.0003893 .0006636 -0.59 0.557 -.00169 .0009114

married | -.1810079 .1534388 -1.18 0.238 -.4817425 .1197267

urban | .1164095 .2359247 0.49 0.622 -.3459944 .5788134

dadprof | -.1173815 .1718816 -0.68 0.495 -.4542632 .2195001

esb | -.0571977 .1435386 -0.40 0.690 -.3385281 .2241328

jbmhruc | -.015486 .0045787 -3.38 0.001 -.0244601 -.0065118

jbocct | -.0055191 .0055818 -0.99 0.323 -.0164592 .0054209

jbempt | -.0093499 .0081172 -1.15 0.249 -.0252593 .0065596

firm5 | .2528818 .1529636 1.65 0.098 -.0469213 .552685

firm9 | .1905221 .1404222 1.36 0.175 -.0847003 .4657446

firm19 | .1653842 .1285571 1.29 0.198 -.086583 .4173515

firm49 | .0751547 .1102423 0.68 0.495 -.1409163 .2912256

ch514 | -.0717454 .1283437 -0.56 0.576 -.3232944 .1798036

chb5 | -.0348357 .1301962 -0.27 0.789 -.2900156 .2203441

capune | .0022458 .0029947 0.75 0.453 -.0036237 .0081154

union | .1659524 .1230899 1.35 0.178 -.0752995 .4072042

osonly | -.1145115 .0820939 -1.39 0.163 -.2754127 .0463897

oedonly | -.0368 .2192257 -0.17 0.867 -.4664744 .3928745

overboth | .1960801 .2792749 0.70 0.483 -.3512886 .7434489

agr | .3234696 .2664437 1.21 0.225 -.1987504 .8456896

min | .4326568 .3423577 1.26 0.206 -.2383519 1.103666

ele | .8106632 .4621148 1.75 0.079 -.0950653 1.716392

con | .3498085 .1823783 1.92 0.055 -.0076463 .7072634

whl | .0732836 .1675362 0.44 0.662 -.2550813 .4016486

ret | -.1854286 .1811106 -1.02 0.306 -.5403988 .1695415

accom | .4229535 .3673897 1.15 0.250 -.297117 1.143024

tran | -.0902361 .192217 -0.47 0.639 -.4669746 .2865023

it | .0275899 .433137 0.06 0.949 -.821343 .8765228

fin | -1.117901 1.058535 -1.06 0.291 -3.192591 .9567894

rhr | 2.351347 .9524686 2.47 0.014 .4845429 4.218151

prof | .3355871 .4369051 0.77 0.442 -.5207311 1.191905

admin | .4779255 .3287502 1.45 0.146 -.1664132 1.122264

public | .1021816 .2828703 0.36 0.718 -.4522341 .6565973

educ | -.6285727 .5412966 -1.16 0.246 -1.689494 .4323492

hlth | .104824 .3153531 0.33 0.740 -.5132567 .7229048

arts | .6053887 .8573944 0.71 0.480 -1.075073 2.285851

other | .3671126 .2779667 1.32 0.187 -.1776921 .9119173

agem | -.071906 .0603152 -1.19 0.233 -.1901216 .0463096

agesqm | .0007113 .0007255 0.98 0.327 -.0007106 .0021333

marriedm | .0102328 .1913653 0.05 0.957 -.3648364 .3853019

urbanm | -.0903723 .2644454 -0.34 0.733 -.6086758 .4279311

nesbm | .0542571 .1823317 0.30 0.766 -.3031064 .4116206

jbmhrucm | -.0179826 .0070378 -2.56 0.011 -.0317763 -.0041888

jbocctm | .0044497 .009082 0.49 0.624 -.0133506 .02225

jbemptm | .0049525 .0112248 0.44 0.659 -.0170477 .0269526

firm5m | .108076 .233086 0.46 0.643 -.3487642 .5649163

firm9m | .1512801 .2255761 0.67 0.502 -.2908409 .5934011

firm19m | .0932161 .2055231 0.45 0.650 -.3096018 .4960339

firm49m | .1169624 .1957177 0.60 0.550 -.2666373 .5005621

ch514m | .0170008 .1829304 0.09 0.926 -.3415361 .3755378

chb5m | .0812079 .2159595 0.38 0.707 -.3420649 .5044807

capunem | -.00791 .0048772 -1.62 0.105 -.017469 .0016491

unionm | -.1758936 .1701353 -1.03 0.301 -.5093526 .1575654

osonlym | -.5089744 .152432 -3.34 0.001 -.8077357 -.2102131

oedonlym | .0634576 .3392707 0.19 0.852 -.6015009 .728416

overbothm | -1.171271 .4639762 -2.52 0.012 -2.080647 -.261894

agrm | .0195692 .3556555 0.06 0.956 -.6775027 .7166412

minm | -.2042994 .4362931 -0.47 0.640 -1.059418 .6508193

elem | -.6965622 .5623269 -1.24 0.215 -1.798703 .4055784

conm | -.2272804 .2482501 -0.92 0.360 -.7138416 .2592808

whlm | .1862548 .2889369 0.64 0.519 -.3800511 .7525607

retm | .0360617 .2648205 0.14 0.892 -.4829769 .5551003

accomm | -.1761132 .4657486 -0.38 0.705 -1.088964 .7367374

tranm | -.1458831 .2567167 -0.57 0.570 -.6490386 .3572724

itm | .124178 .556321 0.22 0.823 -.966191 1.214547

finm | 1.539811 1.160949 1.33 0.185 -.7356076 3.81523

rhrm | -1.534621 1.157932 -1.33 0.185 -3.804126 .7348848

profm | .6403041 .6212675 1.03 0.303 -.5773577 1.857966

adminm | -.3510373 .5147316 -0.68 0.495 -1.359893 .6578181

publicm | -.2863367 .3496278 -0.82 0.413 -.9715947 .3989212

educm | .86067 .7523099 1.14 0.253 -.6138303 2.33517

hlthm | .4135941 .4335756 0.95 0.340 -.4361985 1.263387

artsm | .0892751 .9461707 0.09 0.925 -1.765185 1.943736

otherm | -.6010535 .3974435 -1.51 0.130 -1.380028 .1779213

\_cons | 2.164063 .4900535 4.42 0.000 1.203576 3.124551

-------------+----------------------------------------------------------------

/lnsig2u | -.1756058 .1171968 -.4053073 .0540956

-------------+----------------------------------------------------------------

sigma\_u | .9159414 .0536727 .816561 1.027417

rho | .456211 .0290745 .4000379 .5135206

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 369.80 Prob >= chibar2 = 0.000

Table 7e Females – Overall Job Satisfaction

**. xtprobit sat7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==0, i(waveid) re**

**note: dadprofm dropped due to collinearity**

**note: esbm dropped due to collinearity**

**note: nesbm dropped due to collinearity**

**Fitting comparison model:**

**Iteration 0: log likelihood = -1034.6507**

**Iteration 1: log likelihood = -944.9438**

**Iteration 2: log likelihood = -942.73482**

**Iteration 3: log likelihood = -942.57092**

**Iteration 4: log likelihood = -942.52539**

**Iteration 5: log likelihood = -942.51159**

**Iteration 6: log likelihood = -942.50724**

**Iteration 7: log likelihood = -942.50584**

**Iteration 8: log likelihood = -942.50537**

**Iteration 9: log likelihood = -942.50522**

**Iteration 10: log likelihood = -942.50516**

**Iteration 11: log likelihood = -942.50515**

**Iteration 12: log likelihood = -942.50514**

**Iteration 13: log likelihood = -942.50514**

**Iteration 14: log likelihood = -942.50514**

**Iteration 15: log likelihood = -942.50514**

**Iteration 16: log likelihood = -942.50514**

**Iteration 17: log likelihood = -942.50514**

**Iteration 18: log likelihood = -942.50514**

**Iteration 19: log likelihood = -942.50514**

**Fitting full model:**

**rho = 0.0 log likelihood = -942.50514**

**rho = 0.1 log likelihood = -915.48056**

**rho = 0.2 log likelihood = -901.51463**

**rho = 0.3 log likelihood = -895.5857**

**rho = 0.4 log likelihood = -895.85895**

**Iteration 0: log likelihood = -895.58643**

**Iteration 1: log likelihood = -877.95306**

**Iteration 2: log likelihood = -877.23002**

**Iteration 3: log likelihood = -877.22712**

**Iteration 4: log likelihood = -877.22712**

**Random-effects probit regression Number of obs = 2330**

**Group variable: waveid Number of groups = 786**

**Random effects u\_i ~ Gaussian Obs per group: min = 1**

**avg = 3.0**

**max = 8**

**Wald chi2(75) = 109.05**

**Log likelihood = -877.22712 Prob > chi2 = 0.0063**

**------------------------------------------------------------------------------**

**sat7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]**

**-------------+----------------------------------------------------------------**

**age | -.0171429 .1063427 -0.16 0.872 -.2255707 .1912849**

**agesq | .0004504 .0012032 0.37 0.708 -.0019078 .0028086**

**married | -.4289043 .2363685 -1.81 0.070 -.892178 .0343694**

**urban | .035392 .6280727 0.06 0.955 -1.195608 1.266392**

**dadprof | .005686 .2316746 0.02 0.980 -.4483879 .45976**

**esb | -.3363929 .2178844 -1.54 0.123 -.7634385 .0906527**

**nesb | .0295571 .2273094 0.13 0.897 -.4159612 .4750754**

**jbmhruc | -.0090199 .0104963 -0.86 0.390 -.0295923 .0115524**

**jbocct | -.0069717 .0086867 -0.80 0.422 -.0239974 .010054**

**jbempt | -.0339718 .0174452 -1.95 0.051 -.0681637 .0002201**

**firm5 | .3076302 .2513052 1.22 0.221 -.184919 .8001794**

**firm9 | .3447722 .2292273 1.50 0.133 -.104505 .7940495**

**firm19 | .2119356 .2075333 1.02 0.307 -.1948221 .6186934**

**firm49 | .0092201 .1835158 0.05 0.960 -.3504642 .3689043**

**ch514 | .1163231 .241927 0.48 0.631 -.357845 .5904913**

**chb5 | -.5440986 .4278079 -1.27 0.203 -1.382587 .2943895**

**capune | .0193671 .0068245 2.84 0.005 .0059913 .0327428**

**union | -.0866413 .2080128 -0.42 0.677 -.4943388 .3210563**

**osonly | -.4189191 .1335896 -3.14 0.002 -.68075 -.1570882**

**oedonly | .4118984 .4467096 0.92 0.356 -.4636364 1.287433**

**overboth | -.4407696 .6323378 -0.70 0.486 -1.680129 .7985897**

**agr | .169464 .728183 0.23 0.816 -1.257748 1.596676**

**min | 8.342812 1035.966 0.01 0.994 -2022.113 2038.799**

**ele | -.5048024 .6720065 -0.75 0.453 -1.821911 .8123062**

**con | -.3502993 .5496398 -0.64 0.524 -1.427574 .7269749**

**whl | -.4798205 .3546715 -1.35 0.176 -1.174964 .2153228**

**ret | -.4244832 .3337493 -1.27 0.203 -1.07862 .2296534**

**accom | -.5879846 .4389575 -1.34 0.180 -1.448325 .2723563**

**tran | .0436207 .5471528 0.08 0.936 -1.028779 1.11602**

**it | .5478387 .5633958 0.97 0.331 -.5563967 1.652074**

**fin | .5532531 .4786625 1.16 0.248 -.3849081 1.491414**

**rhr | .181537 .5480712 0.33 0.740 -.8926628 1.255737**

**prof | -.4650054 .4093744 -1.14 0.256 -1.267364 .3373536**

**admin | .3548378 .469008 0.76 0.449 -.564401 1.274077**

**public | -.0042684 .4608558 -0.01 0.993 -.9075292 .8989924**

**educ | .0072855 .5807562 0.01 0.990 -1.130976 1.145547**

**hlth | .3586058 .3979089 0.90 0.367 -.4212813 1.138493**

**arts | 2.120218 .9871662 2.15 0.032 .185408 4.055028**

**other | .217741 .5046931 0.43 0.666 -.7714392 1.206921**

**agem | .0266389 .113262 0.24 0.814 -.1953506 .2486283**

**agesqm | -.0005006 .0013096 -0.38 0.702 -.0030674 .0020662**

**marriedm | .6384975 .2741666 2.33 0.020 .1011408 1.175854**

**urbanm | -.5714921 .6649951 -0.86 0.390 -1.874859 .7318745**

**jbmhrucm | -.0071135 .0142926 -0.50 0.619 -.0351263 .0208994**

**jbocctm | .0115126 .0143069 0.80 0.421 -.0165284 .0395536**

**jbemptm | .048384 .0220512 2.19 0.028 .0051644 .0916036**

**firm5m | -.2309686 .3768096 -0.61 0.540 -.9695019 .5075647**

**firm9m | .0760314 .3306533 0.23 0.818 -.5720372 .7240999**

**firm19m | .1007097 .3094399 0.33 0.745 -.5057813 .7072007**

**firm49m | .3000718 .2874477 1.04 0.297 -.2633154 .8634591**

**ch514m | -.0404433 .3076173 -0.13 0.895 -.6433621 .5624755**

**chb5m | .3272667 .5769714 0.57 0.571 -.8035765 1.45811**

**capunem | -.0200697 .0087451 -2.29 0.022 -.0372098 -.0029296**

**unionm | -.1068504 .2775611 -0.38 0.700 -.6508602 .4371594**

**osonlym | -.3218116 .2329364 -1.38 0.167 -.7783586 .1347353**

**oedonlym | -.5459084 .5539258 -0.99 0.324 -1.631583 .5397662**

**overbothm | -.225743 .902944 -0.25 0.803 -1.995481 1.543995**

**agrm | -.6123258 .8749454 -0.70 0.484 -2.327187 1.102536**

**minm | -1.586185 1.688962 -0.94 0.348 -4.89649 1.724119**

**elem | -.2513964 1.147021 -0.22 0.827 -2.499516 1.996724**

**conm | .4702163 .7266664 0.65 0.518 -.9540236 1.894456**

**whlm | -.0161968 .5378488 -0.03 0.976 -1.070361 1.037968**

**retm | .5490608 .4287025 1.28 0.200 -.2911806 1.389302**

**accomm | .4009666 .5436967 0.74 0.461 -.6646593 1.466593**

**tranm | .1399822 .7168476 0.20 0.845 -1.265013 1.544978**

**itm | -.8673282 .7041042 -1.23 0.218 -2.247347 .5126906**

**finm | -.6845925 .5759134 -1.19 0.235 -1.813362 .4441769**

**rhrm | -.2357151 .7253749 -0.32 0.745 -1.657424 1.185994**

**profm | .9571739 .5811352 1.65 0.100 -.1818303 2.096178**

**adminm | .0784214 .6595539 0.12 0.905 -1.21428 1.371123**

**publicm | .2495687 .5655554 0.44 0.659 -.8588995 1.358037**

**educm | .4916427 .7273149 0.68 0.499 -.9338683 1.917154**

**hlthm | -.0114306 .4681926 -0.02 0.981 -.9290712 .90621**

**artsm | -3.241685 1.192599 -2.72 0.007 -5.579135 -.904235**

**otherm | .1447138 .6437621 0.22 0.822 -1.117037 1.406464**

**\_cons | 1.93196 .8548286 2.26 0.024 .2565269 3.607393**

**-------------+----------------------------------------------------------------**

**/lnsig2u | -.0121087 .1936206 -.3915981 .3673806**

**-------------+----------------------------------------------------------------**

**sigma\_u | .9939639 .0962259 .8221774 1.201644**

**rho | .4969729 .0484034 .4033327 .5908259**

**------------------------------------------------------------------------------**

**Likelihood-ratio test of rho=0: chibar2(01) = 130.56 Prob >= chibar2 = 0.000**

Table 7e Females – Pay Satisfaction

. xtprobit satp7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==0, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -1432.1473

Iteration 1: log likelihood = -1352.5609

Iteration 2: log likelihood = -1351.9947

Iteration 3: log likelihood = -1351.9944

Fitting full model:

rho = 0.0 log likelihood = -1351.9944

rho = 0.1 log likelihood = -1304.4475

rho = 0.2 log likelihood = -1276.9285

rho = 0.3 log likelihood = -1260.7367

rho = 0.4 log likelihood = -1252.5627

rho = 0.5 log likelihood = -1251.2381

rho = 0.6 log likelihood = -1256.9265

Iteration 0: log likelihood = -1251.2244

Iteration 1: log likelihood = -1241.7195

Iteration 2: log likelihood = -1241.3651

Iteration 3: log likelihood = -1241.3648

Iteration 4: log likelihood = -1241.3648

Random-effects probit regression Number of obs = 2329

Group variable: waveid Number of groups = 786

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.0

max = 8

Wald chi2(75) = 103.56

Log likelihood = -1241.3648 Prob > chi2 = 0.0161

------------------------------------------------------------------------------

satp7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .167325 .090343 1.85 0.064 -.009744 .344394

agesq | -.0006836 .0010196 -0.67 0.503 -.002682 .0013147

married | -.1013542 .1988409 -0.51 0.610 -.4910752 .2883668

urban | -.0398055 .4851952 -0.08 0.935 -.9907707 .9111596

dadprof | .0943451 .2138386 0.44 0.659 -.3247709 .5134611

esb | .0080307 .2113409 0.04 0.970 -.4061899 .4222513

nesb | -.0815974 .2083883 -0.39 0.695 -.490031 .3268361

jbmhruc | .0070488 .0091721 0.77 0.442 -.0109281 .0250258

jbocct | .0002987 .0070159 0.04 0.966 -.0134521 .0140496

jbempt | -.0290313 .0132584 -2.19 0.029 -.0550174 -.0030453

firm5 | .4277783 .2149955 1.99 0.047 .0063949 .8491617

firm9 | .3441305 .1872164 1.84 0.066 -.0228069 .7110679

firm19 | -.260695 .1768127 -1.47 0.140 -.6072414 .0858515

firm49 | -.0992613 .1600311 -0.62 0.535 -.4129165 .2143939

ch514 | -.1179977 .210309 -0.56 0.575 -.5301957 .2942003

chb5 | .0077386 .2952308 0.03 0.979 -.5709031 .5863802

capune | .0031039 .0042919 0.72 0.470 -.0053082 .0115159

union | .0137403 .1777212 0.08 0.938 -.3345868 .3620674

osonly | -.2221992 .1158977 -1.92 0.055 -.4493545 .0049561

oedonly | -.4082772 .3683659 -1.11 0.268 -1.130261 .3137067

overboth | .4239912 .4923346 0.86 0.389 -.5409668 1.388949

agr | -.4028811 .6793707 -0.59 0.553 -1.734423 .928661

min | .3629359 .9062809 0.40 0.689 -1.413342 2.139214

ele | .5806635 .7049354 0.82 0.410 -.8009844 1.962311

con | -.3081737 .4968699 -0.62 0.535 -1.282021 .6656733

whl | .2035095 .3250767 0.63 0.531 -.433629 .8406481

ret | -.0404446 .3067462 -0.13 0.895 -.6416562 .560767

accom | -.4965416 .402448 -1.23 0.217 -1.285325 .292242

tran | .0982113 .4475903 0.22 0.826 -.7790496 .9754722

it | .4442364 .5077559 0.87 0.382 -.5509468 1.43942

fin | -.2408599 .4170898 -0.58 0.564 -1.058341 .5766211

rhr | -.7800519 .4779803 -1.63 0.103 -1.716876 .1567723

prof | .0803632 .3555452 0.23 0.821 -.6164926 .7772189

admin | -.1298302 .3950293 -0.33 0.742 -.9040734 .644413

public | -.0402323 .3771577 -0.11 0.915 -.7794479 .6989832

educ | .0844587 .4881709 0.17 0.863 -.8723386 1.041256

hlth | .0170872 .3474015 0.05 0.961 -.6638071 .6979816

arts | .5447349 .7443756 0.73 0.464 -.9142144 2.003684

other | .0112554 .4315873 0.03 0.979 -.8346402 .8571509

agem | -.1283304 .0972384 -1.32 0.187 -.3189141 .0622532

agesqm | .0002144 .0011228 0.19 0.849 -.0019861 .002415

marriedm | .2574575 .2353139 1.09 0.274 -.2037493 .7186643

urbanm | -.1538957 .5147656 -0.30 0.765 -1.162818 .8550264

jbmhrucm | .0027182 .0128827 0.21 0.833 -.0225314 .0279678

jbocctm | .0039675 .0120114 0.33 0.741 -.0195745 .0275094

jbemptm | .0488645 .0177348 2.76 0.006 .014105 .0836241

firm5m | -.4499552 .3306387 -1.36 0.174 -1.097995 .1980847

firm9m | -.1755349 .281477 -0.62 0.533 -.7272196 .3761499

firm19m | .3054093 .2717915 1.12 0.261 -.2272922 .8381108

firm49m | .1321511 .2514028 0.53 0.599 -.3605894 .6248916

ch514m | .0484094 .2712695 0.18 0.858 -.483269 .5800879

chb5m | -.2420875 .4390465 -0.55 0.581 -1.102603 .6184279

capunem | -.0064101 .0073499 -0.87 0.383 -.0208156 .0079954

unionm | -.0149526 .2422327 -0.06 0.951 -.4897199 .4598147

osonlym | .050957 .210757 0.24 0.809 -.3621192 .4640331

oedonlym | .7496968 .501123 1.50 0.135 -.2324862 1.73188

overbothm | -.7267517 .7463359 -0.97 0.330 -2.189543 .7360398

agrm | .3799458 .8321973 0.46 0.648 -1.251131 2.011023

minm | .6001648 1.125476 0.53 0.594 -1.605728 2.806058

elem | -.7327803 1.181151 -0.62 0.535 -3.047793 1.582232

conm | .8265434 .6575847 1.26 0.209 -.4622989 2.115386

whlm | .2292087 .4978008 0.46 0.645 -.746463 1.20488

retm | .3528234 .3920002 0.90 0.368 -.4154828 1.12113

accomm | .9243396 .4982764 1.86 0.064 -.0522642 1.900943

tranm | .6619038 .6316115 1.05 0.295 -.5760321 1.89984

itm | .0296637 .6702582 0.04 0.965 -1.284018 1.343346

finm | .2439822 .5207017 0.47 0.639 -.7765743 1.264539

rhrm | 1.246202 .6677667 1.87 0.062 -.0625966 2.555001

profm | .833752 .5041122 1.65 0.098 -.1542897 1.821794

adminm | .4890385 .5637933 0.87 0.386 -.6159761 1.594053

publicm | .9232603 .486133 1.90 0.058 -.029543 1.876063

educm | .348133 .6078674 0.57 0.567 -.8432651 1.539531

hlthm | -.0357226 .4145344 -0.09 0.931 -.8481951 .77675

artsm | -1.239035 1.026572 -1.21 0.227 -3.251079 .7730096

otherm | .4049115 .566531 0.71 0.475 -.7054689 1.515292

\_cons | -.8357464 .7741168 -1.08 0.280 -2.352987 .6814946

-------------+----------------------------------------------------------------

/lnsig2u | .0579024 .1565834 -.2489954 .3648001

-------------+----------------------------------------------------------------

sigma\_u | 1.029374 .0805915 .8829403 1.200094

rho | .5144716 .0391131 .4380708 .5902019

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 221.26 Prob >= chibar2 = 0.000

Table 7e Females – Job Security Satisfaction

. xtprobit sats7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==0, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -992.51908

Iteration 1: log likelihood = -903.25062

Iteration 2: log likelihood = -901.15332

Iteration 3: log likelihood = -901.14736

Iteration 4: log likelihood = -901.14736

Fitting full model:

rho = 0.0 log likelihood = -901.14736

rho = 0.1 log likelihood = -879.43061

rho = 0.2 log likelihood = -869.05782

rho = 0.3 log likelihood = -865.86523

rho = 0.4 log likelihood = -868.34645

Iteration 0: log likelihood = -865.86499

Iteration 1: log likelihood = -849.74475

Iteration 2: log likelihood = -849.36564

Iteration 3: log likelihood = -849.36275

Iteration 4: log likelihood = -849.36275

Random-effects probit regression Number of obs = 2329

Group variable: waveid Number of groups = 785

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.0

max = 8

Wald chi2(75) = 107.68

Log likelihood = -849.36275 Prob > chi2 = 0.0080

------------------------------------------------------------------------------

sats7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0691131 .1100037 0.63 0.530 -.1464903 .2847164

agesq | -.0006236 .0012287 -0.51 0.612 -.0030319 .0017847

married | .0854532 .2420111 0.35 0.724 -.3888799 .5597862

urban | -.4558051 .5978219 -0.76 0.446 -1.627515 .7159043

dadprof | -.1039991 .2275914 -0.46 0.648 -.55007 .3420719

esb | .1757005 .2341117 0.75 0.453 -.28315 .6345509

nesb | -.1782796 .2141639 -0.83 0.405 -.5980332 .2414739

jbmhruc | .0131444 .0103646 1.27 0.205 -.0071698 .0334586

jbocct | .01906 .009234 2.06 0.039 .0009617 .0371584

jbempt | -.0000219 .0164518 -0.00 0.999 -.0322669 .0322231

firm5 | .0395594 .2469377 0.16 0.873 -.4444296 .5235483

firm9 | .3191138 .2254136 1.42 0.157 -.1226887 .7609164

firm19 | .1587087 .209201 0.76 0.448 -.2513176 .5687351

firm49 | .0007812 .1862161 0.00 0.997 -.3641957 .365758

ch514 | .1119518 .2482638 0.45 0.652 -.3746362 .5985399

chb5 | -.3392358 .3914191 -0.87 0.386 -1.106403 .4279317

capune | .0024979 .0047609 0.52 0.600 -.0068333 .011829

union | .6162693 .2158546 2.86 0.004 .193202 1.039337

osonly | -.4132707 .134369 -3.08 0.002 -.6766291 -.1499122

oedonly | -.6806193 .4524743 -1.50 0.133 -1.567453 .2062141

overboth | -.5593097 .6717805 -0.83 0.405 -1.875975 .7573559

agr | -.7706516 .8372388 -0.92 0.357 -2.41161 .8703063

min | -2.215923 1.42685 -1.55 0.120 -5.012498 .5806509

ele | -.8705591 .773888 -1.12 0.261 -2.387352 .6462335

con | .1633865 .5777548 0.28 0.777 -.9689921 1.295765

whl | -.5929899 .3978838 -1.49 0.136 -1.372828 .1868479

ret | -.5866985 .3690551 -1.59 0.112 -1.310033 .1366363

accom | -.0015619 .4677349 -0.00 0.997 -.9183055 .9151816

tran | -1.056425 .4963093 -2.13 0.033 -2.029173 -.0836766

it | -.1280449 .5190731 -0.25 0.805 -1.145409 .8893197

fin | -.1786536 .4940128 -0.36 0.718 -1.146901 .7895938

rhr | -.429202 .6515791 -0.66 0.510 -1.706274 .8478695

prof | .3067405 .4395755 0.70 0.485 -.5548118 1.168293

admin | -.3207772 .4471387 -0.72 0.473 -1.197153 .5555986

public | .0798561 .4721334 0.17 0.866 -.8455083 1.00522

educ | -.4400754 .5526657 -0.80 0.426 -1.52328 .6431294

hlth | .5046209 .4412014 1.14 0.253 -.360118 1.36936

arts | -.145952 .7307558 -0.20 0.842 -1.578207 1.286303

other | 1.013442 .5989926 1.69 0.091 -.160562 2.187446

agem | -.0961333 .1172865 -0.82 0.412 -.3260106 .1337441

agesqm | .0009298 .0013363 0.70 0.487 -.0016892 .0035489

marriedm | .1399693 .2781372 0.50 0.615 -.4051695 .6851082

urbanm | .2278925 .6232273 0.37 0.715 -.9936105 1.449396

jbmhrucm | -.0024541 .0140288 -0.17 0.861 -.0299501 .0250419

jbocctm | -.0105537 .014276 -0.74 0.460 -.0385342 .0174267

jbemptm | .0227422 .0210713 1.08 0.280 -.0185568 .0640412

firm5m | -.4391032 .3687932 -1.19 0.234 -1.161925 .2837181

firm9m | -.2127007 .3197636 -0.67 0.506 -.8394259 .4140245

firm19m | .2259843 .3106217 0.73 0.467 -.382823 .8347916

firm49m | .4172815 .2899431 1.44 0.150 -.1509964 .9855595

ch514m | -.1971372 .310567 -0.63 0.526 -.8058373 .4115629

chb5m | .6317268 .5618705 1.12 0.261 -.4695192 1.732973

capunem | -.0142953 .0075902 -1.88 0.060 -.0291718 .0005813

unionm | -.7567279 .2798948 -2.70 0.007 -1.305312 -.2081441

osonlym | -.0252638 .2331405 -0.11 0.914 -.4822107 .4316832

oedonlym | .7123136 .5862277 1.22 0.224 -.4366716 1.861299

overbothm | .3175086 .9162383 0.35 0.729 -1.478286 2.113303

agrm | 1.7226 1.064217 1.62 0.106 -.3632281 3.808427

minm | 1.92532 1.648777 1.17 0.243 -1.306225 5.156864

elem | .9206479 1.285827 0.72 0.474 -1.599528 3.440823

conm | -.4318624 .6977268 -0.62 0.536 -1.799382 .935657

whlm | .5648326 .5730002 0.99 0.324 -.5582271 1.687892

retm | 1.469297 .4695402 3.13 0.002 .5490153 2.389579

accomm | .2426492 .558314 0.43 0.664 -.8516261 1.336925

tranm | .5841182 .6521195 0.90 0.370 -.6940126 1.862249

itm | -.7568981 .6674506 -1.13 0.257 -2.065077 .5512811

finm | .6281064 .6007761 1.05 0.296 -.5493932 1.805606

rhrm | .5064707 .8236409 0.61 0.539 -1.107836 2.120777

profm | .2856203 .5732908 0.50 0.618 -.8380089 1.40925

adminm | .0481943 .5994491 0.08 0.936 -1.126704 1.223093

publicm | .2868768 .5647435 0.51 0.611 -.8200001 1.393754

educm | 1.164063 .7006583 1.66 0.097 -.2092019 2.537328

hlthm | -.1852194 .4992986 -0.37 0.711 -1.163827 .7933879

artsm | .1425291 1.021753 0.14 0.889 -1.860071 2.145129

otherm | -.3442161 .6946663 -0.50 0.620 -1.705737 1.017305

\_cons | 1.198526 .8589028 1.40 0.163 -.4848928 2.881944

-------------+----------------------------------------------------------------

/lnsig2u | -.1181574 .2070679 -.524003 .2876882

-------------+----------------------------------------------------------------

sigma\_u | .9426326 .0975945 .7695099 1.154704

rho | .470495 .0515867 .3719167 .5714301

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 103.57 Prob >= chibar2 = 0.000

Table 7e Females – Work Satisfaction

. xtprobit satw7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==0, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -1160.371

Iteration 1: log likelihood = -1041.0538

Iteration 2: log likelihood = -1038.6201

Iteration 3: log likelihood = -1038.6117

Iteration 4: log likelihood = -1038.6117

Fitting full model:

rho = 0.0 log likelihood = -1038.6117

rho = 0.1 log likelihood = -1012.7131

rho = 0.2 log likelihood = -1000.0181

rho = 0.3 log likelihood = -995.48812

rho = 0.4 log likelihood = -997.30504

Iteration 0: log likelihood = -995.48773

Iteration 1: log likelihood = -984.04369

Iteration 2: log likelihood = -983.9985

Iteration 3: log likelihood = -983.99849

Random-effects probit regression Number of obs = 2330

Group variable: waveid Number of groups = 786

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.0

max = 8

Wald chi2(75) = 134.29

Log likelihood = -983.99849 Prob > chi2 = 0.0000

------------------------------------------------------------------------------

satw7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .0481469 .0987821 0.49 0.626 -.1454625 .2417562

agesq | -.0004581 .001123 -0.41 0.683 -.0026592 .001743

married | -.3853623 .2118255 -1.82 0.069 -.8005327 .0298082

urban | .2709006 .5334721 0.51 0.612 -.7746855 1.316487

dadprof | -.1969818 .1973717 -1.00 0.318 -.5838232 .1898596

esb | -.4046267 .1947365 -2.08 0.038 -.7863032 -.0229502

nesb | .0618099 .2016745 0.31 0.759 -.3334648 .4570847

jbmhruc | .0203216 .0102559 1.98 0.048 .0002205 .0404227

jbocct | -.0063458 .007839 -0.81 0.418 -.0217099 .0090184

jbempt | -.0268786 .0142445 -1.89 0.059 -.0547973 .0010401

firm5 | .2113552 .2340947 0.90 0.367 -.2474619 .6701724

firm9 | .0382815 .1968779 0.19 0.846 -.3475922 .4241552

firm19 | .0527913 .1905731 0.28 0.782 -.3207252 .4263078

firm49 | .0594399 .1726669 0.34 0.731 -.278981 .3978607

ch514 | .0221248 .2302659 0.10 0.923 -.4291881 .4734376

chb5 | .0547951 .3593507 0.15 0.879 -.6495193 .7591095

capune | .0109266 .0054528 2.00 0.045 .0002392 .021614

union | -.1504274 .1883949 -0.80 0.425 -.5196746 .2188197

osonly | -.5120524 .1246888 -4.11 0.000 -.7564379 -.2676669

oedonly | .0978193 .3779688 0.26 0.796 -.6429858 .8386245

overboth | -.7362097 .5630417 -1.31 0.191 -1.839751 .3673318

agr | 1.251226 .8180673 1.53 0.126 -.3521568 2.854608

min | -.0071076 1.067302 -0.01 0.995 -2.09898 2.084765

ele | .5896546 .6559617 0.90 0.369 -.6960066 1.875316

con | .747584 .5384489 1.39 0.165 -.3077566 1.802924

whl | .1760615 .3484499 0.51 0.613 -.5068877 .8590107

ret | .299169 .330383 0.91 0.365 -.3483698 .9467078

accom | -.216887 .4311608 -0.50 0.615 -1.061947 .6281725

tran | 1.283769 .5445865 2.36 0.018 .2163987 2.351139

it | .7717885 .5007404 1.54 0.123 -.2096447 1.753222

fin | .2567188 .4411997 0.58 0.561 -.6080167 1.121454

rhr | 1.251615 .567855 2.20 0.028 .1386399 2.364591

prof | .2603119 .3855258 0.68 0.500 -.4953047 1.015929

admin | .7953709 .4368566 1.82 0.069 -.0608523 1.651594

public | .5687189 .3979597 1.43 0.153 -.2112678 1.348706

educ | .3052665 .5261608 0.58 0.562 -.7259896 1.336523

hlth | .5834681 .3857287 1.51 0.130 -.1725463 1.339482

arts | 1.968523 .7880121 2.50 0.012 .4240473 3.512998

other | .9265162 .5384059 1.72 0.085 -.12874 1.981772

agem | -.0799406 .1050748 -0.76 0.447 -.2858834 .1260023

agesqm | .001061 .0012167 0.87 0.383 -.0013236 .0034456

marriedm | .6354213 .2440808 2.60 0.009 .1570318 1.113811

urbanm | -.3483123 .5605061 -0.62 0.534 -1.446884 .7502595

jbmhrucm | -.0142879 .013371 -1.07 0.285 -.0404946 .0119189

jbocctm | .0136567 .0126203 1.08 0.279 -.0110786 .038392

jbemptm | .0275179 .0181522 1.52 0.130 -.0080597 .0630955

firm5m | -.3132354 .3426776 -0.91 0.361 -.9848712 .3584004

firm9m | .0522966 .2868179 0.18 0.855 -.5098562 .6144493

firm19m | -.0292135 .2740269 -0.11 0.915 -.5662964 .5078694

firm49m | .2220737 .2582857 0.86 0.390 -.284157 .7283045

ch514m | .2163724 .2844948 0.76 0.447 -.3412272 .7739719

chb5m | -.1873361 .4792536 -0.39 0.696 -1.126656 .7519836

capunem | -.0147647 .0076052 -1.94 0.052 -.0296706 .0001411

unionm | -.2466738 .2459709 -1.00 0.316 -.7287679 .2354202

osonlym | -.1913293 .2113407 -0.91 0.365 -.6055495 .2228909

oedonlym | -.1256981 .4867205 -0.26 0.796 -1.079653 .8282564

overbothm | .0830212 .7908152 0.10 0.916 -1.466948 1.632991

agrm | -.5825988 .9170489 -0.64 0.525 -2.379982 1.214784

minm | .7261815 1.320552 0.55 0.582 -1.862052 3.314415

elem | -2.771732 1.117037 -2.48 0.013 -4.961083 -.5823801

conm | -1.097615 .6492971 -1.69 0.091 -2.370214 .174984

whlm | .1504319 .5172373 0.29 0.771 -.8633346 1.164198

retm | .1776071 .4101525 0.43 0.665 -.626277 .9814912

accomm | .403819 .5219439 0.77 0.439 -.6191722 1.42681

tranm | -1.138949 .6495921 -1.75 0.080 -2.412126 .1342276

itm | -.7294794 .6353759 -1.15 0.251 -1.974793 .5158344

finm | -.0843467 .5326367 -0.16 0.874 -1.128296 .9596021

rhrm | -1.045723 .6989115 -1.50 0.135 -2.415565 .3241181

profm | .2893443 .525919 0.55 0.582 -.7414381 1.320127

adminm | -.4204395 .5908344 -0.71 0.477 -1.578454 .7375747

publicm | -.8121602 .4836227 -1.68 0.093 -1.760043 .1357229

educm | .309792 .6546604 0.47 0.636 -.9733189 1.592903

hlthm | -.2521876 .4457789 -0.57 0.572 -1.125898 .6215229

artsm | -1.858252 1.006211 -1.85 0.065 -3.83039 .1138854

otherm | .3068087 .6620944 0.46 0.643 -.9908724 1.60449

\_cons | .9225462 .7488289 1.23 0.218 -.5451315 2.390224

-------------+----------------------------------------------------------------

/lnsig2u | -.3287773 .1905185 -.7021867 .0446322

-------------+----------------------------------------------------------------

sigma\_u | .8484122 .0808191 .703918 1.022567

rho | .4185382 .0463653 .3313276 .5111562

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 109.23 Prob >= chibar2 = 0.000

Table 7e Females – Hours Satisfaction

. xtprobit sathr7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==0, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -1408.613

Iteration 1: log likelihood = -1292.9966

Iteration 2: log likelihood = -1290.981

Iteration 3: log likelihood = -1290.9755

Iteration 4: log likelihood = -1290.9755

Fitting full model:

rho = 0.0 log likelihood = -1290.9755

rho = 0.1 log likelihood = -1240.1381

rho = 0.2 log likelihood = -1211.5235

rho = 0.3 log likelihood = -1195.0404

rho = 0.4 log likelihood = -1186.9988

rho = 0.5 log likelihood = -1186.0467

rho = 0.6 log likelihood = -1192.1763

Iteration 0: log likelihood = -1186.0698

Iteration 1: log likelihood = -1172.8691

Iteration 2: log likelihood = -1172.1378

Iteration 3: log likelihood = -1172.1334

Iteration 4: log likelihood = -1172.1334

Random-effects probit regression Number of obs = 2330

Group variable: waveid Number of groups = 786

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.0

max = 8

Wald chi2(75) = 121.10

Log likelihood = -1172.1334 Prob > chi2 = 0.0006

------------------------------------------------------------------------------

sathr7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | .108225 .0945915 1.14 0.253 -.077171 .2936209

agesq | -.0013235 .0010724 -1.23 0.217 -.0034253 .0007783

married | -.0796136 .1962819 -0.41 0.685 -.4643191 .3050919

urban | .255031 .4882727 0.52 0.601 -.701966 1.212028

dadprof | -.3033166 .2182008 -1.39 0.165 -.7309824 .1243491

esb | -.5184279 .2156326 -2.40 0.016 -.94106 -.0957958

nesb | .2768492 .2196457 1.26 0.208 -.1536485 .7073469

jbmhruc | -.0405319 .0090263 -4.49 0.000 -.0582231 -.0228408

jbocct | .0038079 .0070921 0.54 0.591 -.0100923 .0177082

jbempt | -.028079 .0140692 -2.00 0.046 -.0556542 -.0005039

firm5 | .1538273 .2274077 0.68 0.499 -.2918835 .5995381

firm9 | .0202063 .1941418 0.10 0.917 -.3603046 .4007172

firm19 | -.3889227 .1825179 -2.13 0.033 -.7466511 -.0311942

firm49 | -.0517186 .1625867 -0.32 0.750 -.3703827 .2669456

ch514 | -.3383977 .2099842 -1.61 0.107 -.7499593 .0731639

chb5 | -.2649306 .3160398 -0.84 0.402 -.8843572 .3544959

capune | .0007386 .0048975 0.15 0.880 -.0088604 .0103376

union | .0648066 .1896014 0.34 0.732 -.3068053 .4364184

osonly | -.0837817 .1206495 -0.69 0.487 -.3202505 .152687

oedonly | .4571191 .3841982 1.19 0.234 -.2958955 1.210134

overboth | .0053067 .5887589 0.01 0.993 -1.14864 1.159253

agr | -.4528732 .6584188 -0.69 0.492 -1.74335 .8376039

min | 3.536403 2.119979 1.67 0.095 -.6186792 7.691485

ele | -.2246822 .6874029 -0.33 0.744 -1.571967 1.122603

con | .3113312 .5112742 0.61 0.543 -.6907478 1.31341

whl | -.2497761 .3394983 -0.74 0.462 -.9151806 .4156283

ret | -.1473737 .3102996 -0.47 0.635 -.7555497 .4608023

accom | -.1749728 .4160807 -0.42 0.674 -.990476 .6405304

tran | .1586874 .5128304 0.31 0.757 -.8464418 1.163817

it | .1007845 .5172155 0.19 0.846 -.9129392 1.114508

fin | .3390622 .4353864 0.78 0.436 -.5142795 1.192404

rhr | .1639931 .5104516 0.32 0.748 -.8364736 1.16446

prof | .0617538 .366209 0.17 0.866 -.6560027 .7795102

admin | .2833657 .4220008 0.67 0.502 -.5437407 1.110472

public | .4038754 .4190268 0.96 0.335 -.4174019 1.225153

educ | .3735782 .5039702 0.74 0.459 -.6141852 1.361342

hlth | .3558163 .3697305 0.96 0.336 -.3688421 1.080475

arts | .8384508 .735228 1.14 0.254 -.6025696 2.279471

other | .2350567 .4743942 0.50 0.620 -.6947388 1.164852

agem | -.1281695 .1023978 -1.25 0.211 -.3288656 .0725265

agesqm | .0016023 .0011885 1.35 0.178 -.0007271 .0039318

marriedm | .0861678 .2377874 0.36 0.717 -.3798869 .5522224

urbanm | -.6380713 .5226105 -1.22 0.222 -1.662369 .3862264

jbmhrucm | -.0117954 .0131446 -0.90 0.370 -.0375584 .0139675

jbocctm | -.0126393 .0125329 -1.01 0.313 -.0372033 .0119248

jbemptm | .0603499 .0189485 3.18 0.001 .0232116 .0974882

firm5m | .0884562 .3521411 0.25 0.802 -.6017277 .7786402

firm9m | -.0535853 .29176 -0.18 0.854 -.6254243 .5182538

firm19m | .7640084 .2859728 2.67 0.008 .203512 1.324505

firm49m | .4580609 .2649806 1.73 0.084 -.0612915 .9774132

ch514m | .0843489 .2731262 0.31 0.757 -.4509686 .6196665

chb5m | -.4564187 .4653798 -0.98 0.327 -1.368546 .455709

capunem | .0043466 .008203 0.53 0.596 -.0117309 .0204241

unionm | -.0003706 .2574646 -0.00 0.999 -.504992 .5042507

osonlym | -.3927931 .2198498 -1.79 0.074 -.8236908 .0381046

oedonlym | -.4962811 .5058437 -0.98 0.327 -1.487717 .4951544

overbothm | .3254799 .8606616 0.38 0.705 -1.361386 2.012346

agrm | 1.033449 .8544942 1.21 0.226 -.6413286 2.708227

minm | -4.062165 2.231489 -1.82 0.069 -8.435802 .3114728

elem | .544398 1.299002 0.42 0.675 -2.001599 3.090395

conm | -.0076875 .6708966 -0.01 0.991 -1.322621 1.307246

whlm | .3881519 .5182628 0.75 0.454 -.6276244 1.403928

retm | .2700737 .4030051 0.67 0.503 -.5198019 1.059949

accomm | .1362325 .5168877 0.26 0.792 -.8768489 1.149314

tranm | .0698108 .6748092 0.10 0.918 -1.252791 1.392413

itm | -.114382 .6862721 -0.17 0.868 -1.459451 1.230687

finm | -.334599 .5439368 -0.62 0.538 -1.400696 .7314974

rhrm | -.3107826 .6933763 -0.45 0.654 -1.669775 1.04821

profm | .4510025 .5222263 0.86 0.388 -.5725423 1.474547

adminm | -.3850141 .5929168 -0.65 0.516 -1.54711 .7770814

publicm | -.396267 .5180228 -0.76 0.444 -1.411573 .6190391

educm | .5387542 .6554386 0.82 0.411 -.7458818 1.82339

hlthm | -.1116188 .4400575 -0.25 0.800 -.9741158 .7508781

artsm | -.9269853 1.022841 -0.91 0.365 -2.931717 1.077747

otherm | .1693518 .6132399 0.28 0.782 -1.032576 1.37128

\_cons | 3.288897 .8322909 3.95 0.000 1.657636 4.920157

-------------+----------------------------------------------------------------

/lnsig2u | .1217648 .1579835 -.187877 .4314067

-------------+----------------------------------------------------------------

sigma\_u | 1.062774 .0839503 .9103387 1.240734

rho | .5304037 .0393498 .4531684 .6062095

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 237.68 Prob >= chibar2 = 0.000

Table 7e Females – Flexibility Satisfaction

. xtprobit satfx7 $xspec $inspec $xspecm $inspecm if restr==1&nredu==0, i(waveid) re

note: dadprofm dropped due to collinearity

note: esbm dropped due to collinearity

note: nesbm dropped due to collinearity

Fitting comparison model:

Iteration 0: log likelihood = -1389.6251

Iteration 1: log likelihood = -1321.7475

Iteration 2: log likelihood = -1321.3176

Iteration 3: log likelihood = -1321.3174

Fitting full model:

rho = 0.0 log likelihood = -1321.3174

rho = 0.1 log likelihood = -1279.5232

rho = 0.2 log likelihood = -1257.7152

rho = 0.3 log likelihood = -1246.986

rho = 0.4 log likelihood = -1244.1577

rho = 0.5 log likelihood = -1248.2735

Iteration 0: log likelihood = -1244.1629

Iteration 1: log likelihood = -1234.9963

Iteration 2: log likelihood = -1234.6412

Iteration 3: log likelihood = -1234.6406

Iteration 4: log likelihood = -1234.6406

Random-effects probit regression Number of obs = 2330

Group variable: waveid Number of groups = 786

Random effects u\_i ~ Gaussian Obs per group: min = 1

avg = 3.0

max = 8

Wald chi2(75) = 85.22

Log likelihood = -1234.6406 Prob > chi2 = 0.1968

------------------------------------------------------------------------------

satfx7 | Coef. Std. Err. z P>|z| [95% Conf. Interval]

-------------+----------------------------------------------------------------

age | -.0557552 .0902019 -0.62 0.536 -.2325478 .1210373

agesq | .0006776 .0010097 0.67 0.502 -.0013013 .0026566

married | -.0648995 .1895234 -0.34 0.732 -.4363586 .3065596

urban | -.251177 .5015721 -0.50 0.617 -1.23424 .7318862

dadprof | .0358975 .1946415 0.18 0.854 -.3455929 .4173879

esb | -.0479739 .1913377 -0.25 0.802 -.422989 .3270412

nesb | -.0799851 .1908114 -0.42 0.675 -.4539686 .2939985

jbmhruc | -.0235869 .0083773 -2.82 0.005 -.0400061 -.0071677

jbocct | -.0011235 .006847 -0.16 0.870 -.0145435 .0122964

jbempt | -.006283 .0135961 -0.46 0.644 -.0329308 .0203647

firm5 | .0625203 .208754 0.30 0.765 -.34663 .4716705

firm9 | .2055322 .1844923 1.11 0.265 -.1560661 .5671305

firm19 | -.1005635 .1706631 -0.59 0.556 -.4350571 .2339301

firm49 | .1055893 .1524949 0.69 0.489 -.1932952 .4044738

ch514 | -.1627513 .1955313 -0.83 0.405 -.5459855 .220483

chb5 | -.385842 .3109542 -1.24 0.215 -.995301 .2236171

capune | .0064155 .0045157 1.42 0.155 -.002435 .0152661

union | .1036545 .1736423 0.60 0.551 -.2366781 .4439872

osonly | -.0549598 .1137671 -0.48 0.629 -.2779392 .1680197

oedonly | -.0895059 .3698511 -0.24 0.809 -.8144007 .635389

overboth | -.3343819 .5565594 -0.60 0.548 -1.425218 .7564544

agr | .149092 .6145322 0.24 0.808 -1.055369 1.353553

min | 1.322746 1.177704 1.12 0.261 -.9855119 3.631003

ele | -.241236 .642093 -0.38 0.707 -1.499715 1.017243

con | -.0675774 .4772681 -0.14 0.887 -1.003006 .8678508

whl | -.2801861 .3264773 -0.86 0.391 -.9200699 .3596976

ret | -.0916689 .3018119 -0.30 0.761 -.6832094 .4998717

accom | -.0150412 .3811414 -0.04 0.969 -.7620647 .7319822

tran | .1596687 .4359101 0.37 0.714 -.6946993 1.014037

it | .0549042 .4756961 0.12 0.908 -.8774431 .9872514

fin | .44917 .4276025 1.05 0.294 -.3889155 1.287256

rhr | -.2848085 .4885248 -0.58 0.560 -1.2423 .6726826

prof | .1828853 .3584216 0.51 0.610 -.5196082 .8853788

admin | .6316967 .3908404 1.62 0.106 -.1343363 1.39773

public | .5396155 .3858491 1.40 0.162 -.2166347 1.295866

educ | -.0772599 .4880979 -0.16 0.874 -1.033914 .8793944

hlth | .3919887 .3361513 1.17 0.244 -.2668558 1.050833

arts | 1.044864 .6981373 1.50 0.134 -.3234599 2.413188

other | .0117549 .4230654 0.03 0.978 -.817438 .8409479

agem | .0714237 .0960892 0.74 0.457 -.1169077 .2597551

agesqm | -.0009269 .0010992 -0.84 0.399 -.0030813 .0012275

marriedm | .1245067 .2228152 0.56 0.576 -.312203 .5612165

urbanm | -.1694443 .5260369 -0.32 0.747 -1.200458 .861569

jbmhrucm | -.0042126 .0116956 -0.36 0.719 -.0271355 .0187103

jbocctm | .0063799 .0116136 0.55 0.583 -.0163822 .029142

jbemptm | .0256148 .017465 1.47 0.142 -.008616 .0598456

firm5m | .019226 .3180242 0.06 0.952 -.6040901 .642542

firm9m | -.1489042 .2683102 -0.55 0.579 -.6747825 .3769741

firm19m | .2067679 .2564564 0.81 0.420 -.2958775 .7094132

firm49m | .0864008 .2371851 0.36 0.716 -.3784733 .551275

ch514m | .0767506 .2510006 0.31 0.760 -.4152016 .5687028

chb5m | .0496353 .4405216 0.11 0.910 -.8137711 .9130417

capunem | -.0096945 .0071491 -1.36 0.175 -.0237065 .0043175

unionm | -.4152616 .2291542 -1.81 0.070 -.8643956 .0338725

osonlym | -.4932188 .1989027 -2.48 0.013 -.8830609 -.1033766

oedonlym | -.3096455 .4665585 -0.66 0.507 -1.224083 .6047924

overbothm | .1445562 .784559 0.18 0.854 -1.393151 1.682264

agrm | -.8363712 .7613118 -1.10 0.272 -2.328515 .6557725

minm | -1.782586 1.359292 -1.31 0.190 -4.446749 .8815767

elem | -.0600291 1.08659 -0.06 0.956 -2.189706 2.069648

conm | .3551349 .6272439 0.57 0.571 -.8742406 1.58451

whlm | .1901539 .4885684 0.39 0.697 -.7674226 1.14773

retm | .0959833 .381143 0.25 0.801 -.6510432 .8430097

accomm | -.224651 .4680468 -0.48 0.631 -1.142006 .6927038

tranm | -.2180289 .5753069 -0.38 0.705 -1.34561 .9095519

itm | -.5829148 .622729 -0.94 0.349 -1.803441 .6376116

finm | -.6763511 .5172878 -1.31 0.191 -1.690217 .3375144

rhrm | -.2156104 .6412752 -0.34 0.737 -1.472487 1.041266

profm | .2184346 .4882782 0.45 0.655 -.7385731 1.175442

adminm | -.8651677 .532545 -1.62 0.104 -1.908937 .1786013

publicm | -.380927 .4714979 -0.81 0.419 -1.305046 .5431919

educm | .1461964 .5994575 0.24 0.807 -1.028719 1.321112

hlthm | -.5522885 .399119 -1.38 0.166 -1.334547 .2299705

artsm | -1.485593 .934664 -1.59 0.112 -3.317501 .3463146

otherm | -.0704674 .5467959 -0.13 0.897 -1.142168 1.001233

\_cons | 2.103166 .7167433 2.93 0.003 .6983751 3.507957

-------------+----------------------------------------------------------------

/lnsig2u | -.2369212 .1617156 -.5538779 .0800354

-------------+----------------------------------------------------------------

sigma\_u | .8882868 .0718249 .7581008 1.040829

rho | .4410452 .0398668 .3649652 .5199982

------------------------------------------------------------------------------

Likelihood-ratio test of rho=0: chibar2(01) = 173.35 Prob >= chibar2 = 0.000