

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		
Model	437.248569	39	11.2115018	F(39, 4612) = 73.68		
Residual	701.809909	4612	.152170405	Prob > F = 0.0000		
Total	1139.05848	4651	.244906145	R-squared = 0.3839		
				Adj R-squared = 0.3787		
				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
jboct	.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	.0248896	-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

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
Model	198.591745	39	5.09209603	F(39, 4086) =	48.48
Residual	429.207545	4086	.105043452	Prob > F =	0.0000
-----				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
jboct	.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

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)

lwage	Coef.	Robust 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
jboct	.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
accomm	-.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		
Model	161.458252	39	4.13995518	F(39, 1574) =	27.24	
Residual	239.182025	1574	.151958085	Prob > F =	0.0000	
-----				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
jboct	.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

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
Model	86.0476027	39	2.20634879	F(39, 1221) =	23.56
Residual	114.358742	1221	.093659903	Prob > F =	0.0000
				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

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			
Model	356.047249	39	9.12941665	F(39, 5210) =	89.38		
Residual	532.154369	5210	.102140954	Prob > F =	0.0000		
-----				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	-.093358	
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

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
Model	54.8084926	39	1.40534596	F(39, 1502) =	12.47
Residual	169.219303	1502	.112662652	Prob > F	= 0.0000
				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
jboct	.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
capue	-.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

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
Model	274.649161	39	7.04228617	F(39, 2430) =	51.52
Residual	332.153421	2430	.136688651	Prob > F	= 0.0000
				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
jbcocct	.0022511	.0013485	1.67	0.095	-.0003932 .0048955
jbemtp	.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)

lwage	Coef.	Robust 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	-.289851	.1042298	-2.78	0.005	-.4941418	-.085684
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

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
Model	107.452687	39	2.7551971	F(39, 1759) =	26.48
Residual	183.050508	1759	.104065098	Prob > F	= 0.0000
				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
jboct	.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

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
Model	332.954844	39	8.5373037	F(39, 3780) =	65.26
Residual	494.484797	3780	.130816084	Prob > F	= 0.0000
				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
jbcocct	.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
```


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
Model	115.598762	39	2.96407082	F(39, 2236) =	24.92
Residual	265.922424	2236	.118927739	Prob > F	= 0.0000
				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
jboct	.0017685	.0010085	1.75	0.080	-.0002092 .0037462
jbemtp	.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

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
Prob > chi2 = 0.0000
```

```
Log likelihood = -1940.2528
```

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
jbcocct		-.0031666	.0059941	-0.53	0.597	-.0149149 .0085816
jbenpt		-.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	.7920248
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
jboctm	.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
```


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
cnm		-.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
Group variable: waveid

Number of obs = 4745
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

	Coef.	Std. Err.	z	P> z	[95% Conf. Interval]	
sats7						
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
jboct	.0016967	.0063398	0.27	0.789	-.0107291	.0141224
jbemtp	.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
jboctm	.0162661	.0109096	1.49	0.136	-.0051163	.0376484
jbemtpm	.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
Prob > chi2 = 0.0000
```

Log likelihood = -2010.9344

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
 Prob > chi2 = 0.0000
 Log likelihood = -2427.6696

	Coef.	Std. Err.	z	P> z	[95% Conf. Interval]	
sathr7						
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
tramm	-.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
Prob > chi2 = 0.0000
```

Log likelihood = -1846.222

	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
agr		.5213532	.8915268	0.58	0.559	-1.226007	2.268714
min		.2861051	1.154731	0.25	0.804	-1.977127	2.549337
elem		.4686837	1.093277	0.43	0.668	-1.674101	2.611468
con		-.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
Prob > chi2 = 0.0000

Log likelihood = -2230.6384

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
jbcocct	-.0026964	.0064243	-0.42	0.675	-.0152878	.0098951
jbemtp	.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
jbcocctm	-.000977	.0100779	-0.10	0.923	-.0207293	.0187752
jbemtpm	.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
agrmm		-.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
jboct		.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
jboctm		.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

```

```

Log likelihood = -1744.5176             Wald chi2(75)   =   255.15
                                           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

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
agr		.4577662	.9566836	0.48	0.632	-1.417299	2.332832
min		-.5733815	1.271186	-0.45	0.652	-3.06486	1.918097
elem		-.3772953	1.105085	-0.34	0.733	-2.543222	1.788631
con		-.0443408	1.085998	-0.04	0.967	-2.172857	2.084176
whlm		-.139356	.6428826	-0.22	0.828	-1.399383	1.120671
ret		.1163668	.5569305	0.21	0.834	-.9751969	1.20793
accom		-1.523889	.8281718	-1.84	0.066	-3.147076	.0992979
tran		-1.952617	1.073514	-1.82	0.069	-4.056666	.1514313
itm		-.4242635	.5138092	-0.83	0.409	-1.431311	.582784
fin		.4018465	.5267114	0.76	0.446	-.6304888	1.434182
rhr		.7180519	.9956683	0.72	0.471	-1.233422	2.669526
prof		-.1649094	.4211529	-0.39	0.695	-.9903539	.6605351
admin		.4383541	.6473225	0.68	0.498	-.8303747	1.707083
public		.1840736	.4478731	0.41	0.681	-.6937415	1.061889
educ		-.3471172	.4415256	-0.79	0.432	-1.212492	.5182571
hlth		.2564095	.434697	0.59	0.555	-.595581	1.1084
artsm		-.1647446	.7113128	-0.23	0.817	-1.558892	1.229403
other		.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
Prob > chi2                               =    0.0340

Log likelihood = -673.11345
```

	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	.0205033
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

Log likelihood = -810.45993 Wald chi2(75) = 114.64
Prob > chi2 = 0.0022

	Coef.	Std. Err.	z	P> z	[95% Conf. Interval]	
satp7						
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	.226419
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

```

```

Log likelihood = -674.76266              Wald chi2(75)      =      123.42
                                           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
jbemtp	-.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
Prob > chi2 = 0.0002

	Coef.	Std. Err.	z	P> z	[95% Conf. Interval]	
sathr7						
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
jbcocct | -.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
agr		1.528657	1.881478	0.81	0.417	-2.158972	5.216287
min		13.4318	6249.591	0.00	0.998	-12235.54	12262.41
elem		-.4274356	2.464724	-0.17	0.862	-5.258206	4.403335
con		-.4747392	.9099789	-0.52	0.602	-2.258265	1.308787
whlm		.2739856	1.000852	0.27	0.784	-1.687648	2.23562
ret		-.4730904	.8486706	-0.56	0.577	-2.136454	1.190273
accom		-.1967439	1.101703	-0.18	0.858	-2.356043	1.962555
tran		.1334965	1.369	0.10	0.922	-2.549694	2.816687
itm		-.5502022	.9876773	-0.56	0.577	-2.486014	1.38561
fin		-.2683292	.8007947	-0.34	0.738	-1.837858	1.3012
rhr		.5230813	.9510083	0.55	0.582	-1.340861	2.387023
prof		-.1759544	.8154585	-0.22	0.829	-1.774224	1.422315
admin		-1.054536	.8658265	-1.22	0.223	-2.751525	.6424529
public		.2548645	.7985814	0.32	0.750	-1.310326	1.820055
educ		-.743142	.771643	-0.96	0.336	-2.255535	.7692505
hlth		.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
 Prob > chi2 = 0.0446

Log likelihood = -691.59399

	Coef.	Std. Err.	z	P> z	[95% Conf. Interval]	
satp7						
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
jboct	-.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	.0333774	.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
Group variable: waveid

Number of obs = 1285
Number of groups = 394

Random effects u_i ~ Gaussian

Obs per group: min = 1
avg = 3.3
max = 8

Log likelihood = -416.47501

Wald chi2(75) = 61.78
Prob > chi2 = 0.8632

	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
agrmm | -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
acomm | -.9234693 1.345377 -0.69 0.492 -3.56036 1.713421
tramm | -.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
Group variable: waveeid

Number of obs = 1286
Number of groups = 394

Random effects u_i ~ Gaussian

Obs per group: min = 1
avg = 3.3
max = 8

Log likelihood = -536.62284

Wald chi2(75) = 92.96
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

```

```

Log likelihood = -708.80883          Wald chi2(75)      =      96.52
                                      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 -1.9213485 -1.0011838
-----+-----
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    -1.29341   .1687158
agesq | .0005492   .0014629     0.38  0.707    -0.0023181 .0034165
married | -.2750141   .2302776    -1.19  0.232    -1.7263499 .1763218
urban | -.1499514   .6062615    -0.25  0.805    -1.338202  1.038299
esb | .3357373   .2318128     1.45  0.148    -1.1186074 .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	1.503082
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
Prob > chi2 = 0.0000
Log likelihood = -2193.7092
```

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
jbemtp	-.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
agr	-.0606108	.4226106	-0.14	0.886	-.8889124	.7676909
min	.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
accom	.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
Prob > chi2 = 0.0000

Log likelihood = -2858.3576

	Coef.	Std. Err.	z	P> z	[95% Conf. Interval]	
satp7						
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
jboct	-.004614	.0046359	-1.00	0.320	-.0137002	.0044723
jbemtp	-.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
jboctm	-.0019767	.0072749	-0.27	0.786	-.0162351	.0122818
jbemtpm	.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
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
Prob > chi2 = 0.0000
Log likelihood = -2205.0053
```

	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
agr		-.0557143	.4492083	-0.12	0.901	-.9361464	.8247178
min		-.3291799	.3242212	-1.02	0.310	-.9646419	.306282
elem		-.3267243	.4389468	-0.74	0.457	-1.187044	.5335955
con		-.0817601	.2297715	-0.36	0.722	-.5321039	.3685837
whl		.4353556	.3243891	1.34	0.180	-.2004354	1.071146
ret		.364078	.3045976	1.20	0.232	-.2329223	.9610783
accom		.5879431	.3909541	1.50	0.133	-.1783128	1.354199
tran		.6213702	.3285303	1.89	0.059	-.0225373	1.265278
itm		.2635863	.4511109	0.58	0.559	-.6205748	1.147748
fin		.5176434	.6836932	0.76	0.449	-.8223706	1.857657
rhr		.081687	.6865705	0.12	0.905	-1.263967	1.42734
prof		-.0808219	.4229735	-0.19	0.848	-.9098348	.748191
admin		-.0778048	.5169203	-0.15	0.880	-1.09095	.9353404
public		-.0699907	.2871449	-0.24	0.807	-.6327843	.492803
educ		.1342196	.6616922	0.20	0.839	-1.162673	1.431113
hlth		-.8555497	.429506	-1.99	0.046	-1.697366	-.0137335
art		.3927982	.5829274	0.67	0.500	-.7497185	1.535315
other		-.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
```


jboct	-.004035	.0046329	-0.87	0.384	-.0131152	.0050453
jbemtp	-.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
accomm	-.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
jbmhrcum	-.0002446	.0070167	-0.03	0.972	-.0139972	.0135079
jboctm	-.0035701	.0077141	-0.46	0.644	-.0186894	.0115492
jbemtpm	.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
accommm	.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
```

```
Log likelihood = -623.25537              Wald chi2(75)    =    92.65
                                           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
 Prob > chi2 = 0.0024

Log likelihood = -885.09436

-----	-----	-----	-----	-----	-----	-----
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
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		-.2540666	.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
agr		1.668689	1.719978	0.97	0.332	-1.702405	5.039784
min		-1.451308	1.140438	-1.27	0.203	-3.686524	.7839089
elem		-1.801282	1.234875	-1.46	0.145	-4.221593	.6190283
con		.5753598	1.027004	0.56	0.575	-1.437531	2.58825
whl		-1.022022	.6731818	-1.52	0.129	-2.341434	.2973905
ret		-.4011275	.5886893	-0.68	0.496	-1.554937	.7526825
accomm		-.1265366	.6702419	-0.19	0.850	-1.440187	1.187113
tran		-.3739038	1.053004	-0.36	0.723	-2.437754	1.689946
itm		-.8897465	.8234847	-1.08	0.280	-2.503747	.7242538
fin		-1.130292	.7184486	-1.57	0.116	-2.538425	.2778417
rhr		-.1691849	.9646028	-0.18	0.861	-2.059772	1.721402
prof		-.3486875	.632272	-0.55	0.581	-1.587918	.8905428
admin		-.9207254	.7843462	-1.17	0.240	-2.458016	.616565
public		-.2552162	.7278974	-0.35	0.726	-1.681869	1.171437
educ		-.0064595	.7298495	-0.01	0.993	-1.436938	1.424019
hlth		-.2289957	.5840922	-0.39	0.695	-1.373795	.9158039
art		-1.094544	1.17452	-0.93	0.351	-3.396562	1.207473
other		.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

	Coef.	Std. Err.	z	P> z	[95% Conf. Interval]	
sathr7						
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
jbemtp	-.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
jbemtpm	.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
Group variable: waveid

Number of obs = 1563
Number of groups = 606

Random effects u_i ~ Gaussian

Obs per group: min = 1
avg = 2.6
max = 8

Log likelihood = -855.56142

Wald chi2(75) = 86.75
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	-2.497992	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
Prob > chi2                               =       0.0000

Log likelihood = -1038.7001

```

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	.4435663	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
agr		.8445173	.7467046	1.13	0.258	-.6189969	2.308031
min		-1.632098	.5720163	-2.85	0.004	-2.75323	-.5109671
elem		-.7035186	.6877612	-1.02	0.306	-2.051506	.6444685
con		-1.266662	.3772189	-3.36	0.001	-2.005997	-.5273261
whl		-.3172968	.389403	-0.81	0.415	-1.080513	.445919
ret		-.0186599	.3566477	-0.05	0.958	-.7176766	.6803567
accomm		-.5064044	.4988259	-1.02	0.310	-1.484085	.4712764
tran		-.6657828	.3896579	-1.71	0.088	-1.429498	.0979326
itm		-.9615769	.5518113	-1.74	0.081	-2.043107	.1199533
fin		-.285552	.5088861	-0.56	0.575	-1.28295	.7118463
rhr		-.2353722	.7301034	-0.32	0.747	-1.666349	1.195604
prof		-.2400445	.4339798	-0.55	0.580	-1.090629	.6105403
admin		-1.044135	.6307936	-1.66	0.098	-2.280468	.1921975
public		-.6348699	.3871493	-1.64	0.101	-1.393669	.1239288
educ		-.1235623	.7912451	-0.16	0.876	-1.674374	1.42725
hlth		.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

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	.1774408
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	-.0111102	.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
tramm		-.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

```

```

Log likelihood = -1108.2427              Wald chi2(75)   =   165.98
                                           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
jboct	-.0025656	.0105705	-0.24	0.808	-.0232835 .0181522
jbept	-.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
married		.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

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
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
Group variable: waveid

Number of obs = 1834
Number of groups = 642

Random effects u_i ~ Gaussian

Obs per group: min = 1
avg = 2.9
max = 8

Log likelihood = -786.54346

Wald chi2(75) = 110.34
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
jboct	-.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
 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
jbcocct	-.0063971	.010262	-0.62	0.533	-.0265102 .0137161
jbeempt	-.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
jbcocctm	.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
agrmm		.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

	Coef.	Std. Err.	z	P> z	[95% Conf. Interval]	
sats7						
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
jbcocct	.0060205	.0115874	0.52	0.603	-.0166904	.0287314
jbemtp	-.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
jbcocctm	-.0225024	.018428	-1.22	0.222	-.0586206	.0136158
jbemtpm	.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	.5864657
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
tramm		-.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
Prob > chi2 = 0.0000
Log likelihood = -974.18646
```

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
jbmhrc	-.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
```



```

      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   -1.09   0.278   -0.5702747   .1628315
-----+-----
      sigma_u | .9031553   .0844542   10.81   0.000   .751911   1.084822
      rho     | .449245   .0462733   9.65   0.000   .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

```

```

Log likelihood = -1704.5772          Wald chi2(75) = 189.38
                                      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

```

jboct	-.0145826	.0063225	-2.31	0.021	-.0269744	-.0021908
jbemtp	-.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
jboctm	.0072213	.009827	0.73	0.462	-.0120393	.0264818
jbemtpm	.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
tramm	-.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
```

```
Log likelihood = -2189.556              Wald chi2(75)    =    135.58
                                           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
jbcocct		.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
Group variable: waveeid

Number of obs = 3889
Number of groups = 1142

Random effects u_i ~ Gaussian

Obs per group: min = 1
avg = 3.4
max = 8

Log likelihood = -1551.0257

Wald chi2(75) = 179.95
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
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	-.1053311
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

	Coef.	Std. Err.	z	P> z	[95% Conf. Interval]
sathr7					
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
jboct	-.0030408	.0058092	-0.52	0.601	-.0144267 .008345
jbeempt	-.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 $xspecc $inspecc $xspeccm $inspeccm 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

Log likelihood = -2104.3882

Wald chi2(75) = 155.91
 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

```

```

Log likelihood = -877.22712             Wald chi2(75)   =   109.05
                                           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
accm		-.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

```

```

Log likelihood = -1241.3648              Wald chi2(75)    =    103.56
                                           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
jboct	.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: waveeid Number of groups = 785

Random effects u_i ~ Gaussian Obs per group: min = 1
avg = 3.0
max = 8

Log likelihood = -849.36275 Wald chi2(75) = 107.68
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

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
accomm	-.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
accommm	.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 $xspecc $inspec $xspeccm $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
Prob > chi2 = 0.0006
```

Log likelihood = -1172.1334

	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
jboct	.0038079	.0070921	0.54	0.591	-.0100923	.0177082
jbemtp	-.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
acom	-.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	1.164446
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
married		.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

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