

Appendix

1. General:

A) The ISCED97 classification (for secondary and tertiary education)

The **International Standard Classification of Education (ISCED)** is designed to serve as an instrument suitable for assembling, compiling and presenting comparable indicators and statistics of education both within individual countries and internationally. It presents standard concepts, definitions and classifications. ISCED covers all organized and sustained learning opportunities for children, youth and adults including those with special needs education, irrespective of the institution or entity providing them or the form in which they are delivered. It provides an integrated and consistent statistical framework for the collection and reporting of internationally comparable education statistics (see http://www.unesco.org/education/information/nfsunesco/doc/isced_1997.htm.)

In this study the following categories of the ISCED97 classification are used:

Level 5 - First stage of tertiary education

This level consists of tertiary programmes having an educational content more advanced than those offered at levels 3 and 4. Entry to these programmes normally requires the successful completion of ISCED level 3A/B or a similar qualification at ISCED level 4A.

- **ISCED level 5A:** programmes that are largely theoretically based and are intended to provide sufficient qualifications for gaining entry into advanced research programmes and profession with high skills requirements.
- **ISCED level 5B:** programmes are typically shorter than those in 5A and focus on occupationally specific skills geared for entry into the labour market, although some theoretical foundations may be covered in the respective programme. The content is practically oriented/occupationally specific and is mainly designed for participants to acquire the practical skills, and know-how needed for employment in a particular occupation or trade or class of occupations or trades - the successful completion of which usually provides the participants with a labour-market relevant qualification.

Level 6 - Second stage of tertiary education

This level is reserved for tertiary programmes which lead to the award of an advanced research qualification. The programmes are therefore devoted to advanced study and original research and are not based on course-work only. It typically requires the submission of a thesis or dissertation of publishable quality which is the product of original research and represents a significant contribution to knowledge. It prepares graduates for faculty posts in institutions offering ISCED 5A programmes, as well as research posts in government, industry, etc.

B) ISCO88-classification (1- and 2-digit) and related ISEI and EGP-scores

<i>ISEI- SCORE</i>	<i>EGP- SCORE</i>	<i>ISCO88-classification</i>
55	1	1. Legislators, senior officials and managers
70	1	11. Legislators and senior officials
68	1	12. Corporate managers
51	2	13. General managers
70	1	2. Professionals
69	1	21. Physical, mathematical and engineering science professionals
80	1	22. Life science and health professional
69	2	23. Teaching professionals
68	1	24. Other professionals
54	2	3. Technicians and associate professionals
50	2	31. Physical and engineering science associate professionals
48	2	32. Life science and health associate professionals
38	3	33. Teaching associate professionals
55	2	34. Other associate professionals
45	3	4. Clerks
45	3	41. Office clerks
49	3	42. Customer service clerks
40	3	5. Service workers and shop and market sales workers
38	3	51. Personal and protective services workers
43	3	52. Models, salespersons and demonstrators
23	10	6. Skilled agricultural and fishery workers
23	10	61. Market-oriented skilled agricultural and fishery workers
16	10	62. Subsistence agricultural and fishery workers
34	8	7. Craft and related trade workers
31	9	71. Extraction and building trade workers
34	8	72. Metal, machinery and related trades workers
34	8	73. Precision, handicraft, printing and related trades workers
33	8	74. Other craft and related trades workers
31	9	8. Plant and machine operators and assemblers
30	9	81. Stationary plant and related operators
32	9	82. Machine operators and assemblers
32	9	83. Drivers and mobile plant operators
20	9	9. Elementary occupations
25	3	91. Sales and services elementary occupations
16	9	92. Agricultural, fishery and related labourers
23	9	93. Labourers in mining, construction, manufacturing and transport

Source: Ganzeboom and Treiman 1996: 221-237.

C) EGP class scheme summarised

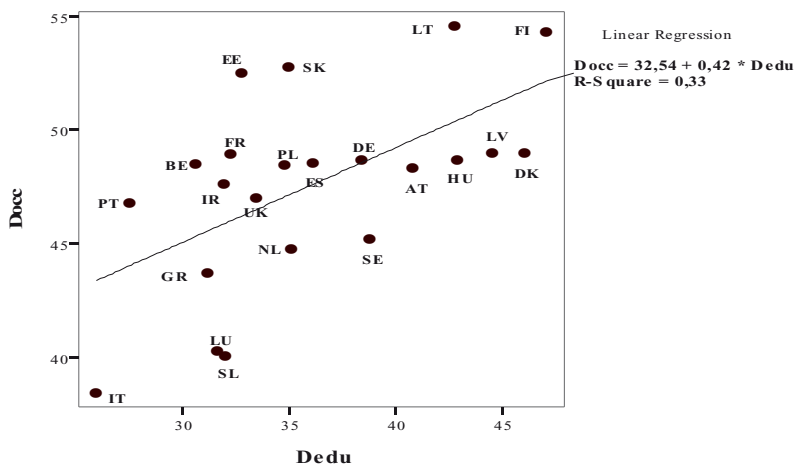
EGP Classes	Occupations included
I	Higher grade professionals, administrators, and officials; managers in large industrial establishments; large proprietors
II	Lower-grade professionals, administrators, and officials; higher grade technicians, managers in small industrial establishments, supervisors of non-manual employees
IIIa	Routine non-manual employees, higher grade (administration and commerce)
IIIb	Routine non-manual employees, lower grade (sales and services)
IVab	Small proprietors and artisans with or without employees
IVc	Farmers and smallholders, other self-employed in primary production
V	Lower-grade technicians, supervisors of manual workers
VI	Skilled manual workers
VIIa	Semi- and unskilled manual workers (not in agriculture)
VIIb	Agricultural and other workers in primary production

Source: Erikson and Goldthorpe 1992: 38.

2. By chapters:

Chapter 2

Figure A2.1: Bivariate correlation between educational (tertiary) and occupational sex segregation (Index of dissimilarity, ISCO88 2-digit, 8 fields of study), 22 EU Member States, 2004



Source: EULFS 2004/5, own calculations

Chapter 3

Table A3.1: Change in segregation indices with and without agriculture, 2004

	Difference between DoL-D	Difference between D _{st} oL-D _{st}
<i>Nordic countries</i>		
Denmark	2.37	-2.29
Finland	1.18	-4.15
Sweden	0.12	-3.11
<i>Anglo-Saxon countries</i>		
UK	0.31	0.56
Ireland	1.90	-2.06
<i>Mediterranean countries</i>		
Greece	0.66	-2.29
Italy	0.90	-1.49
Spain	2.19	-1.37
Portugal	1.82	-2.97
<i>Continental countries</i>		
Austria	1.12	-2.29
Belgium	2.26	-1.49
France	0.00	-1.37
Germany	0.54	-2.97
Netherlands	0.84	-2.32
Luxembourg	4.79	-1.39
<i>Eastern countries</i>		
Hungary	1.04	-1.32
Poland	0.77	-2.07
Estonia	1.45	-3.91
Czech Rep.	0.09	-2.82
Lithuania	0.17	-5.33
Latvia	-4.17	-3.07
Slovenia	5.53	-0.51
Slovakia	1.30	-2.10

Source: EULFS 2004/5, own calculations

Table A3.2: Correlations for D, D_{st}, IP, L and A without agriculture, 23 EU Member States, 2004

Pearson Correlation	D	D _{st}	IP	L	A
D	1				
D _{st}	.394	1			
IP	.390	.441(*)	1		
L	.081	.756(**)	.253	1	
A	.680(**)	.267	.488(*)	.114	1

Notes: ** Correlation is significant at the 0.01 level (2-tailed), * Correlation is significant at the 0.05 level (2-tailed).

Source: EULFS 2004/5, own calculations

Table A3.3: Correlations for IP without agriculture, 22 EU Member States, 2004 (excluding Estonia due to calculation problems for the IP Index)

Pearson Correlation	IP
D	.991(**)
D _{et}	.363
IP	1
L	.018
A	.636(**)

Notes: ** Correlation is significant at the 0.01 level (2-tailed), * Correlation is significant at the 0.05 level (2-tailed).

Source: EULFS 2004/5, own calculations

Chapter 4

Table A4.1: Share of female tertiary graduates (%) across different fields of study, 22 EU Member States, 2004

	Female tertiary graduates as percentage of all graduates in...							
	EDU	HU/AR	SOSI	SCI	ENG	AGR	HEA	SER
Denmark	44.7	61.2	46.7	28.1	35.6	36.9	61.2	26.3
Finland	83.6	75.1	69.5	48.9	21.9	48.5	86.3	65.8
Sweden	79.3	62.8	59.4	45.9	28.6	58.5	83.7	65.9
UK	72.9	63.3	56.4	37.4	20.1	59.8	80.4	67.9
Ireland	80.7	66.1	60.7	43.0	17.5	38.6	84.6	48.1
Greece	75.3	78.1	61.8	41.9	38.0	52.4	74.5	69.8
Italy	78.5	78.0	55.6	52.9	27.2	44.0	64.3	38.5
Spain	81.4	63.0	64.2	37.2	25.8	44.6	79.0	60.1
Portugal	84.7	69.3	64.5	50.8	33.9	61.7	79.8	61.0
Austria	76.2	62.4	54.2	35.7	17.2	39.8	67.8	70.6
Belgium	73.3	61.8	54.1	32.2	20.9	52.0	76.6	42.0
France	71.0	74.3	64.2	41.0	21.7	52.1	77.9	55.0
Germany	77.1	67.6	48.6	34.9	17.1	37.3	75.2	53.3
Netherlands	79.2	59.3	50.8	24.1	15.9	48.4	76.4	54.3
Hungary	78.5	70.5	67.8	37.6	23.7	45.9	78.6	48.4
Poland	76.4	75.3	69.5	41.1	27.6	58.0	73.1	56.5
Estonia	90.5	79.7	72.7	47.9	33.1	60.5	92.5	58.7
Czech Rep.	76.8	61.9	62.5	39.5	24.2	55.0	80.3	47.4
Lithuania	83.1	76.9	72.2	43.9	33.3	55.2	84.2	53.7
Latvia	89.5	82.3	71.1	39.3	28.2	48.8	85.1	45.4
Slovenia	85.4	71.7	66.8	40.0	21.2	57.9	81.9	40.8
Slovakia	74.2	55.6	60.1	41.1	31.6	43.6	81.3	33.8

Notes: EDU=Education, HU/AR=Humanities and Arts, SOSI=Social Sciences, Business and Law, SCI=Science, ENG=Engineering, Manufacturing and Construction, AGR=Agriculture, HEA=Health and Welfare, SER=Services

Source: UNESCO 2006; <http://stats.uis.unesco.org/ReportFolders/reportfolders.aspx>

Table A4.2: Involuntarily fixed-term contracts and total fixed-term contracts
(% of women/men employees), 2000 and 2005

	Involuntarily fixed-term contracts				Total fixed-term contracts			
	women		men		women		men	
	2000	2005	2000	2005	2000	2005	2000	2005
Denmark	5.5	6.1	2.9	3.7	11.7	11	8.8	8.9
Finland	13.1	15.2	7.8	8.6	20.9	21.8	14.5	14.4
Sweden	9.5	11.5	6.2	8.0	16.9	17.9	12.3	14.6
UK	2.0	1.2	2.2	1.6	7.7	5.9	5.9	5.2
Ireland	1.7	0.6	1.2	0.8	6.6	2.7	4.3	2.4
Greece	12.4	10.7	9.3	7.3	17.3	14.7	13.3	10.2
Italy	9.3	9.9	5.6	6.5	15.3	14.8	10.5	10.6
Spain	25.4	24.4	22.5	21.9	34.6	35.5	30.8	31.6
Portugal	8.8	14.2	7.0	13.5	22.2	20.3	18.0	18.7
Austria	2.2	1.6	1.3	1.1	11.3	8.8	11.6	8.8
Belgium	8.6	8.6	4.6	4.1	12.1	12.0	6.6	6.7
France	9.5	9.2	6.4	6.7	14.1	14.2	11.4	12.5
Germany	2.2	2.2	1.8	2.0	14.5	13.6	13.9	14.0
Netherlands	4.3	4.3	3.3	4.2	17.2	16.7	11.5	13.8
Luxembourg	-	2.2	-	1.4	4.6	6.0	2.6	4.1
Hungary	2.5	3.0	3.7	3.9	6.4	6.5	7.3	7.8
Poland	5.5	12	6.4	13.7	11.4	24.6	12.4	26.3
Estonia	-	-	2.4	-	-	2.5	3.1	4.1
Czech Rep.	3.7	6.3	2.9	5.3	9.4	9.7	7.0	7.8
Lithuania	2.0	2.8	3.4	5.5	2.6	3.3	4.9	6.9
Latvia	3.7	2.1	6.6	4.8	4.6	6.0	8.9	11.4
Slovenia	6.0	8.2	5.3	8.0	13.5	18.1	12.4	16.0
Slovakia	2.6	3.0	3.0	3.9	4.3	4.9	3.8	5.1

Source: *Statistic in focus, Population and social conditions 98/2007.*

Available: http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-SF-07-098/EN/KS-SF-07-098-EN.PDF

Table A4.3: Female and male unemployment rates (%), 23 EU Member States, 1995, 2000 and 2004

	Women			Men		
	1995	2000	2004	1995	2000	2004
Denmark	8.1	4.8	6.0	5.6	3.9	5.1
Finland	15.1	10.6	8.9	15.7	9.1	8.7
Sweden	7.8	5.3	6.1	9.7	5.9	6.5
UK	6.8	4.8	4.2	9.9	5.8	5.0
Ireland	12.5	4.2	4.1	12.2	4.3	4.9
Greece	14.1	17.1	16.2	6.2	7.4	6.6
Italy	15.4	13.6	10.5	8.6	7.8	6.4
Spain	24.6	16.0	14.3	14.8	7.9	8.0
Portugal	8.2	4.9	7.6	6.5	3.2	5.8
Austria	5.0	4.3	5.3	3.1	3.1	4.4
Belgium	12.7	8.5	9.5	7.6	5.6	7.5
France	13.1	10.9	10.6	9.4	7.6	8.8
Germany	9.0	7.5	9.1	7.2	7.5	10.3
Netherlands	8.1	3.6	4.8	5.5	2.2	4.3
Luxembourg	4.3	3.1	7.1	2.0	1.8	3.7
Hungary	8.8	5.6	6.1	10.2	7.0	6.1
Poland	13.0	18.1	19.9	9.1	14.4	18.2
Estonia	8.9	11.8	8.9	10.3	13.8	10.4
Czech Rep.	8.1	10.3	9.9	5.0	7.3	7.1
Lithuania	11.7	14.1	11.8	14.6	18.6	11.0
Latvia	13.6	12.9	10.2	15.1	14.4	10.6
Slovenia	6.7	7.0	6.8	7.0	6.5	5.8
Slovakia	13.1	18.6	19.2	12.2	18.9	17.4

Note: Data for the Eastern European countries refer to the years 1996-1998, for 1995 there was no comparable information available.

Source: Eurostat 2007

Table A4.4: Development of occupational segregation (ISCO88 2-digit), 23 EU Member States, 1995-2004

	Gap	Sex-typing of occupations (D_{st})			Dissimilarity of occupational chances (D)			Association Index (A)		
	1995-2004	1995	2000	2004	1995	2000	2004	1995	2000	2004
Denmark	4.9	47.47	48.58	49.73	50.22	47.72	51.34	4.73	4.55	5.27
Finland	4.4*	54.08*	49.34	49.74	54.88*	54.20	55.53	5.32*	4.91	4.52
Sweden	2.6*	47.10*	50.38	46.05	49.97*	50.45	45.32	4.35*	4.65	4.5
UK	3.9	47.84	47.46	45.35	48.51	46.82	47.28	4.16	4.75	5.28
Ireland	14.9	40.99	44.49	44.17	48.35	46.94	49.50	2.96	4.58	4.68
Greece	7.1	41.42	39.85	41.36	36.07	37.14	44.35	3.88	4.25	4.47
Italy	9.8	38.32	38.24	39.08	35.26	36.10	39.35	2.94	3.2	3.6
Spain	16.6	41.27	41.57	43.62	41.52	43.85	50.73	3.31	4.19	4.42
Portugal	7.3	41.96	40.00	43.32	38.18	41.69	48.60	3.55	4.72	4.85
Austria	1.7	37.45	46.05	45.29	40.88	47.64	49.47	2.53	4.46	4.5
Belgium	7.6	47.63	47.91	50.28	44.86	46.37	50.75	3.84	5.03	5.24
France	5.3	46.44	46.25	43.62	49.56	49.89	48.89	3.31	3.99	3.79
Germany	3.9	45.33	44.86	44.17	49.39	49.47	49.21	3.13	3.1	3.83
Netherlands	12.0	46.25	47.03	45.70	45.91	45.65	45.58	3.89	4.64	4.89
Luxembourg	8.0	52.86	58.25	55.53	49.43	48.35	45.07	4.91	7.33	6.73
Hungary	3.5*	44.03	45.09	43.39	48.78	48.73	49.73	4.19*	4.86	4.73
Poland	-5.5*	44.27	45.07	44.35	41.67	42.27	49.20	4.55*	4.46	4.86
Estonia	-0.3*	49.60	49.59	52.06	52.27	53.57	53.93	5.26*	4.95	5.9
Czech Rep.	-2.7*	44.00	43.71	43.37	52.94	52.36	52.11	4.53*	4.41	4.81
Lithuania	-0.8*	46.71	52.64	50.15	46.97	48.77	54.72	5.21*	5.41	5.65
Latvia	3.4*	46.62	49.65	44.46	47.77	47.74	44.80	4.45*	4.94	4.31
Slovenia	1.9*	44.45	42.77	46.04	40.70	41.15	45.58	5.84*	5.72	5.58
Slovakia	-2.6*	44.56	43.38	46.69	54.36	52.82	54.09	4.72*	4.59	5.05

Note: * Data only for 1998 available

Source: EULFS 1995-2004/5, own calculations

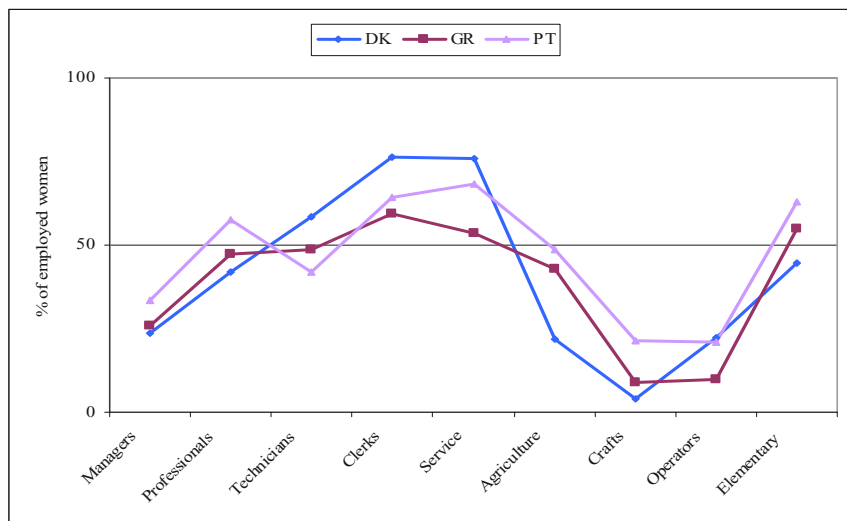
Table A4.5: Gender-specific occupational status gap (ISEI 2 without agriculture), 23 EU Member States, 2004

	Overall			Non manual sector			Manual sector		
	M	W	GG	M	W	GG	M	W	GG
Denmark	44.4	45.6	1.2	57.5	49.4	-8.0	29.2	26.0	-3.2
Finland	44.8	46.8	1.9	58.5	51.7	-6.9	29.9	26.6	-3.3
Sweden	45.3	47.9	2.6	56.2	50.7	-5.5	30.4	27.5	-2.9
UK	45.8	46.7	0.95	59.0	50.8	-8.2	29.3	26.6	-2.7
Ireland	44.6	50.4	5.8	56.0	53.6	-2.4	29.9	27.1	-2.8
Greece	41.3	44.4	3.1	53.6	51.9	-1.7	29.2	25.4	-3.9
Italy	42.2	44.9	2.8	53.2	50.1	-3.1	30.0	27.7	-2.3
Spain	40.1	44.5	4.5	54.3	51.7	-2.6	29.3	25.9	-3.4
Portugal	39.9	41.8	1.95	52.7	49.8	-2.9	29.9	27.5	-2.4
Austria	42.9	44.0	1.1	52.6	48.8	-3.8	29.9	25.7	-4.3
Belgium	45.6	49.5	3.8	56.7	54.5	-2.1	29.8	26.5	-3.3
France	43.6	45.2	1.6	56.0	50.4	-5.6	30.0	26.6	-3.4
Germany	44.6	46.4	1.8	56.5	50.3	-6.2	30.7	26.9	-3.8
Netherlands	47.5	49.0	1.5	56.9	52.2	-4.7	30.0	26.0	-3.95
Luxembourg	46.3	46.1	-0.2	56.5	52.0	-4.5	29.7	25.5	-4.3
Hungary	41.1	46.7	5.6	55.3	52.9	-2.5	30.6	28.8	-1.7
Poland	38.8	44.3	5.5	55.2	53.6	-1.6	28.9	26.0	-2.95
Estonia	41.0	46.1	5.2	56.4	54.0	-2.3	30.1	27.9	-2.1
Czech Rep.	41.6	45.2	3.7	53.9	50.9	-3.1	31.4	29.2	-2.2
Lithuania	38.0	45.7	7.7	58.7	56.1	-2.6	28.6	26.8	-1.8
Latvia	38.9	45.5	6.6	55.7	52.4	-3.3	28.8	26.2	-2.6
Slovenia	41.1	45.7	4.7	54.4	53.5	-0.9	30.1	27.6	-2.5
Slovakia	39.9	45.9	6.0	53.5	51.8	-1.7	30.6	29.0	-1.6

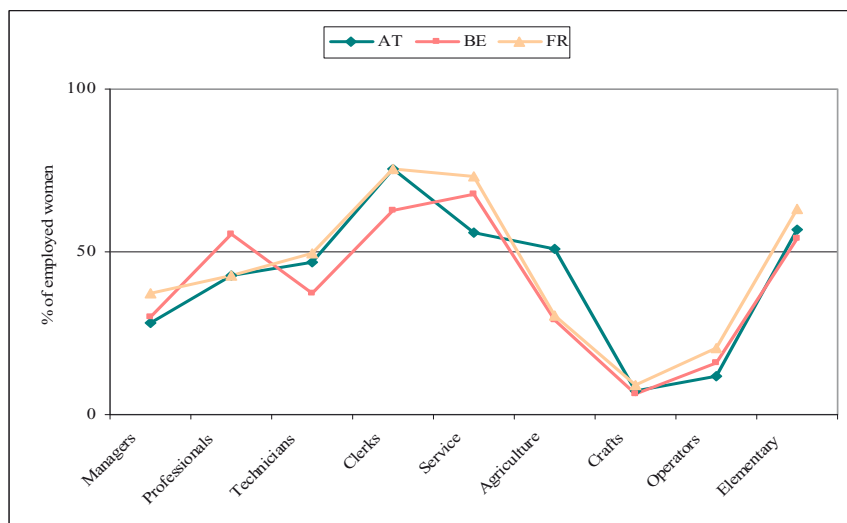
Notes: M=men, W=women, GG=gender-specific occupational status gap (status women-status men)

Source: EULFS 2004/5, own calculations

Figure A4.1: Sex typing profiles of remaining EU Member States, 2004
 Nordic and Mediterranean countries

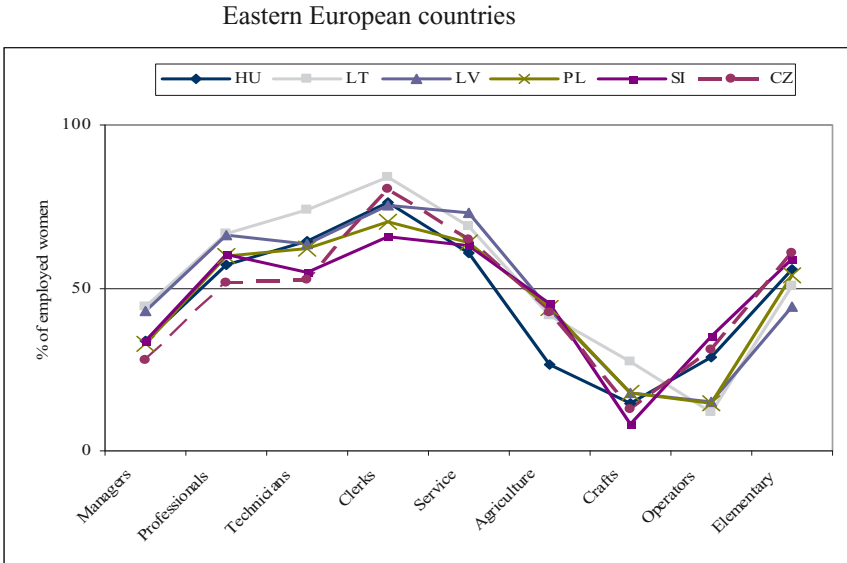


Continental countries



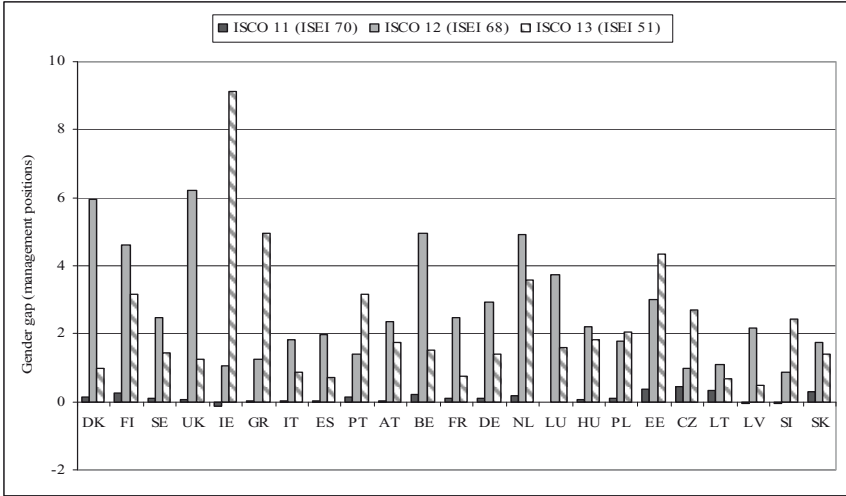
Source: EULFS 2004/5, own calculations

Figure A4.1 (continued): Sex typing profiles of remaining EU Member States, 2004



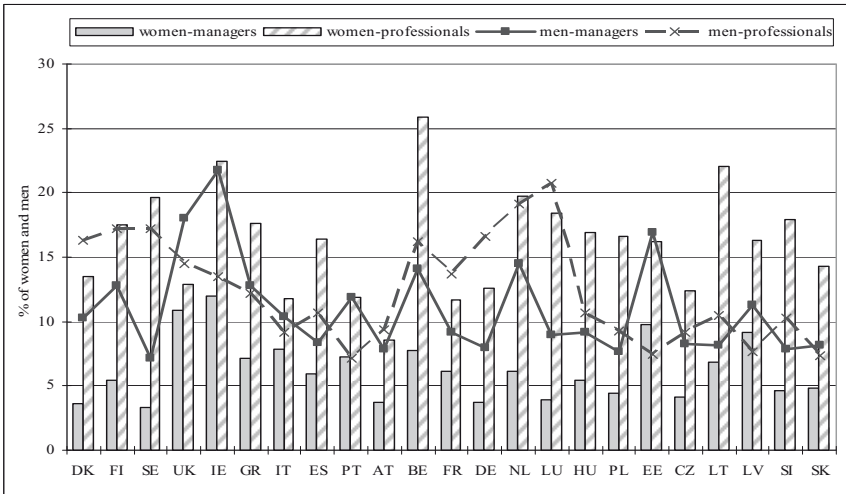
Source: EULFS 2004/5, own calculations

Figure A4.2: Gender gap (% of men - % of women) in management positions, (ISCO88 2-digit, group 11 (legislators & senior officials (70), 12 corporate managers (68), 13 general managers (51)), 2004



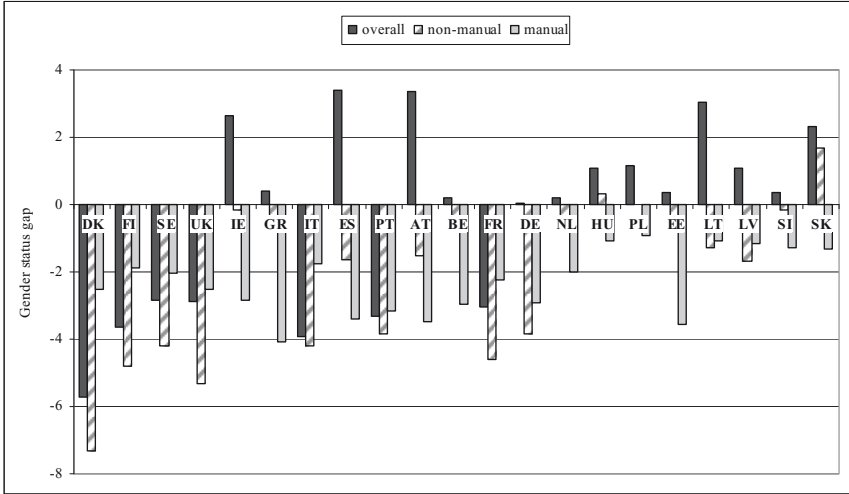
Source: EULFS 2004/5, own calculations

Figure A4.3: Male and female participation rates (%) in management and professional occupations (ISCO88 2-digit, group 1 and 2), 2004



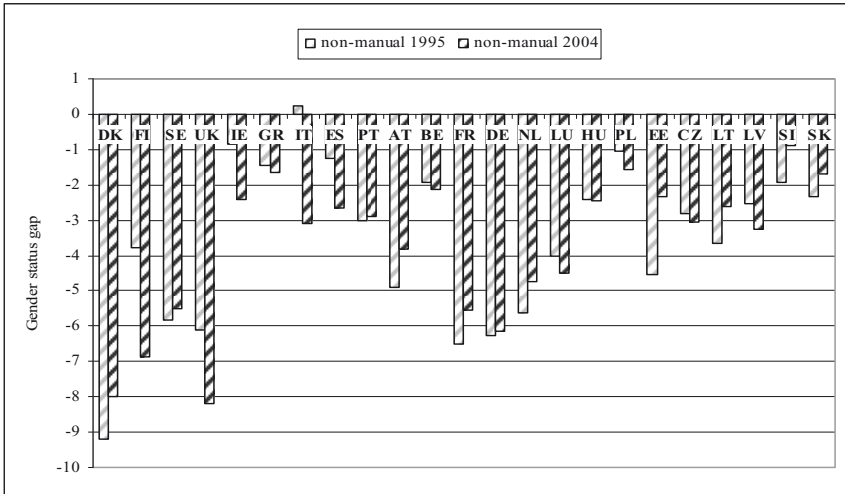
Source: EULFS 2004/5, own calculations

Figure A4.4: Sex-specific occupational status gaps (ISEI 2 without agriculture, tertiary graduates), 23 EU Member States, 2004



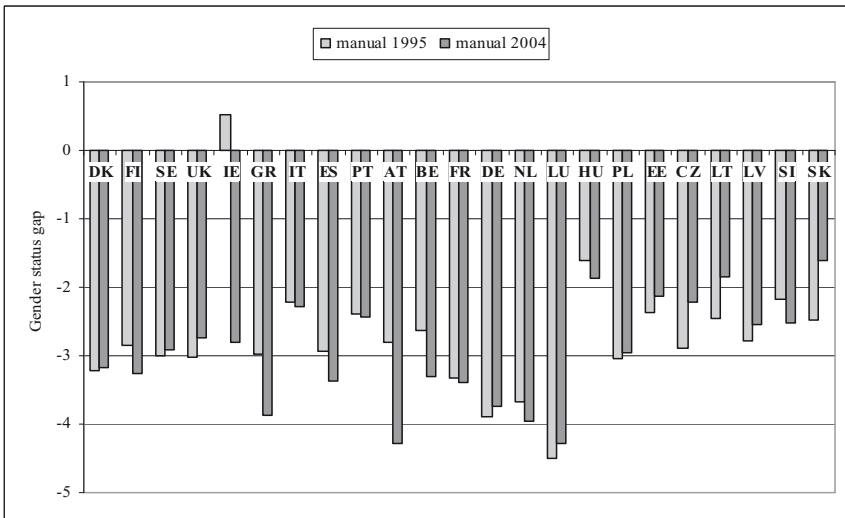
Source: EULFS 2004/5, own calculations

Figure A4.5: Changes in the gender status gap between 1995 and 2004, non-manual sector (ISEI 2 without agriculture, tertiary graduates)



Source: EULFS 2004/5, own calculations

Figure A4.6: Changes in the gender status gap between 1995 and 2004, manual sector (ISEI 2 without agriculture, tertiary graduates)



Source: EULFS 1995-2004/5, own calculations

Chapter 5

Table A5.1: Selected macro-level indicators for the cluster analysis

	1	2	3	4	5	6	7	8
	studvoc	femter	fem-short	ftypf	fememp	serv	length	parta
Austria	37.9	50.6	1.0	13.26	60.7	64.8	20.9	20.2
Belgium	40.5	57.1	1.4	20.82	52.6	77.2	25.2	21.4
Germany	21.4	52.7	1.0	15.65	59.2	71.3	20.1	22.3
Denmark	27.4	58.8	0.7	26.91	71.6	74.8	14.4	22.2
Estonia	14.0	71.6	1.8	51.28	60.0	59.5	10.1	8.0
Spain	13.9	57.7	0.8	20.12	48.3	64.4	20.9	8.7
Finland	28.2	62.0	1.3	23.7	65.6	69.4	21.5	13.5
France	26.2	56.6	1.1	27.37	57.4	75.3	25.4	16.7
Greece	17.9	60.9	1.0	21.79	45.2	62.9	30.6	4.6
Hungary	13.5	63.5	2.0	29.5	50.7	62.0	14.7	4.7
Ireland	15.5	57.0	1.2	34.76	56.5	66.1	18.3	16.8
Italy	37.6	59.1	1.1	33.33	45.2	66.6	27.7	12.7
Lithuania	8.9	66.5	1.1	16.67	57.8	56.1	10.3	8.4
Latvia	14.6	69.2	0.9	40.86	58.5	56.1	8.0	10.4
Netherlands	51.9	56.1	0.9	14.55	65.8	78.2	20.2	45.5
Poland	25.2	65.5	1.8	38.53	46.2	53.8	23.5	10.8
Portugal	14.1	65.9	1.2	37.29	61.7	54.7	25.0	11.3
Sweden	27.1	61.0	1.3	27.62	70.5	75.1	23.6	23.6
Slovakia	33.7	56.7	2.6	30.53	50.9	61.8	15.9	16.7
Slovenia	33.8	60.4	1.1	27.00	60.5	56.1	27.1	2.7
UK	22.8	57.7	1.1	22.10	65.6	81.3	12.8	25.8

Note: Most indicators are %

Sources: 1-4) All data refer to 2004, see table 4.5 in the text, 5-8) All data refer to 2004, see table 4.1 and 4.2 in the text, measure (overall part time) Employment in Europe 2006, measure (length) own calculations EULFS 2004/5

Table A5.1: Selected macro-level indicators for the cluster analysis - cont

	9	10	11	12	13	14	15	16
	child3	child6	parent	gem	atright	atsep	atsuf	atmen- chil
Austria	9.0	82.0	64.0	0.78	54.4	45.9	20.6	63.0
Belgium	28.0	100.0	18.0	0.83	69.6	58.1	37.1	60.0
Germany	7.0	89.0	49.0	0.81	57.3	65.4	38.1	69.8
Denmark	56.0	93.0	47.0	0.86	89.4	76.8	56.0	63.6
Estonia	22.0	79.0	38.0	0.6	75.5	31.9	24.0	69.1
Spain	10.0	98.0	50.0	0.75	62.5	66.4	36.8	90.7
Finland	21.0	70.0	99.0	0.83	83.1	67.8	47.8	74.6
France	43.0	100.0	50.0	0.75	68.3	68.9	41.5	77.9
Greece	7.0	60.0	13.0	0.59	72.6	42.0	14.2	75.3
Hungary	6.0	86.0	114.0	0.53	66.7	30.2	17.8	57.9
Ireland	40.0	66.0	11.0	0.72	77.0	63.0	49.1	66.3
Italy	6.0	93.0	24.0	0.59	56.8	53.2	24.0	68.6
Lithuania	18.0	60.0	148.0	0.61	63.3	20.9	14.0	82.7
Latvia	16.0	75.0	50.0	0.61	69.5	25.2	20.7	64.6
Netherlands	35.0	100.0	11.0	0.81	83.7	67.5	35.4	52.4
Poland	2.0	60.0	50.0	0.61	47.8	35.1	31.8	75.9
Portugal	19.0	75.0	21.0	0.66	59.8	58.4	14.0	86.3
Sweden	41.0	90.0	118.0	0.85	93.4	77.6	54.1	66.6
Slovakia	18.0	70.0	58.0	0.6	54.4	25.6	31.6	74.1
Slovenia	27.0	59.0	38.0	0.6	67.8	54.1	33.8	61.2
UK	28.0	58.0	25.0	0.72	63.7	61.9	42.9	63.3

Note: Most indicators are %, indicator 11 is weeks, and indicator 12,

Sources: 9-11) Data refer to 2003/4, see table 4.7 in the text, 12) GEM: Gender Empowerment Measure, data is from UNDP (2004). Calculating the GEM involves several steps. First percentages for females and males are calculated in each area. The first area is the number of parliamentary seats held. The second area is measured by two sub-components: a) legislators, senior officials, and managers, and b) professional and technical positions. The third area is measured by the estimated earned income (at purchasing power parity US\$). Second, for each area, the pair of gender percentages, are combined into an equally Distributed Equivalent Percentage (EDEP) that rewards gender equality and penalizes inequality. It is calculated as the harmonic mean of the two components. The EDEP for economic participation is the unweighted average of the EDEP for each of its sub-components. The EDEP for income is computed from gender sub-values that are indexed to a scale from 100 to 40,000 (PPP US\$). Finally, the GEM is the unweighted average of the three equally Distributed Equivalent Percentage, 13-16) Data refer to 2002/3, see figure 4.16 (Data for indicator 14 is from the World Value Survey 1999, for some countries the data stems also from the Eurobarometer 1994 (question 42)

Table A5.2: Agglomeration schedule

Stage	Cluster Combined		Coefficients	Stage Cluster First Appears		Next Stage
	Cluster 1	Cluster 2		Cluster 1	Cluster 2	
1	5	14	3.1	0	0	14
2	1	3	6.7	0	0	12
3	7	18	10.7	0	0	8
45	2	8	15.5	0	0	12
5	11	21	21.0	0	0	15
6	16	19	27.3	0	0	17
7	9	12	34.1	0	0	9
8	4	7	41.7	0	3	18
9	9	20	49.6	7	0	13
10	6	17	58.9	0	0	13
11	10	13	69.0	0	0	14
12	1	2	80.2	2	4	15
13	6	9	93.1	10	9	17
14	5	10	107.4	1	11	19
15	1	11	122.3	12	5	16
16	1	15	140.2	15	0	18
17	6	16	159.8	13	6	19
18	1	4	183.4	16	8	20
19	5	6	217.0	14	17	20
20	1	5	320.0	18	19	0

Note: Clustering is carried out by the Ward algorithm using squared Euclidean distance matrix based on z-standardised transformations of the selected indicators.

Table A5.3: Cluster membership

Case	7 Clusters	6 Clusters	5 Clusters	4 Clusters
1:AT	1	1	1	1
2:BE	1	1	1	1
3:DE	1	1	1	1
4:DK	2	2	2	2
5:EE	3	3	3	3
6:ES	4	4	4	4
7:FI	2	2	2	2
8:FR	1	1	1	1
9:GR	4	4	4	4
10:HU	3	3	3	3
11:IR	5	1	1	1
12:IT	4	4	4	4
13:LT	3	3	3	3
14:LV	3	3	3	3
15:NL	6	5	1	1
16:PL	7	6	5	4
17:PT	4	4	4	4
18:SE	2	2	2	2
19:SK	7	6	5	4
20:SL	4	4	4	4
21:UK	5	1	1	1

Table A5.4: Summary statistics - segregation patterns within four clusters

	Conserv.		Modern		Traditional		Post-com.	
	Ø	S.D.	Ø	S.D.	Ø	S.D.	Ø	S.D.
Student enrolment (%) in vocational/technical education (ISCED 2 and 3)	30.9	12.9	27.6	0.6	25.2	10.0	12.8	2.6
Fem. share (%) of tertiary degree holders	55.4	2.7	60.6	1.6	60.9	3.6	67.7	3.5
Gender ratio of tertiary degree holders, ISCED 5B	1.1	0.2	1.1	0.4	1.4	0.6	1.4	0.5
Share of women in typically male fields	21.2	7.8	26.1	2.1	29.8	7.2	34.6	14.9
Female employment rate (%)	59.7	4.8	69.2	3.2	51.1	7.1	56.8	4.1
Share of employed persons (%) in the service sector	73.5	6.3	73.1	3.2	60.0	5.1	58.4	2.9
Share of persons (%) < 20 years with their employer	20.4	4.3	19.8	4.8	24.4	4.9	10.8	2.8
Share of persons (%) working part time employment (as a percentage of all employed)	24.1	10.0	19.8	5.5	9.6	4.8	7.9	2.4
Childcare provision for children under 3 (%)	27.1	14.2	39.3	17.6	12.7	8.9	15.5	6.8
Childcare provision for children aged 3-6 (%)	85.0	17.3	84.3	12.5	73.6	16.2	75.0	11.0
Effective parental leave (weeks)	32.6	21.5	88.0	36.8	36.3	17.2	87.5	52.3
Gender Empowerment Index	0.8	0.0	0.8	0.0	0.6	0.1	0.6	0.0
Share of persons (%) who disagrees that								
...men should have more right to work if job	67.7	10.4	88.6	5.2	60.2	8.3	68.8	5.2
...men's job is work and women's job to look after the home an	61.5	7.8	74.1	5.4	47.8	14.2	27.1	5.0
...a pre-school child suffers if the mother work	37.8	8.8	52.6	4.3	26.6	9.4	19.1	4.3
...who agree that men should do more childcare	64.7	8.0	68.3	5.7	76.0	10.0	68.6	10.4

Source: See table 5.1 in the text

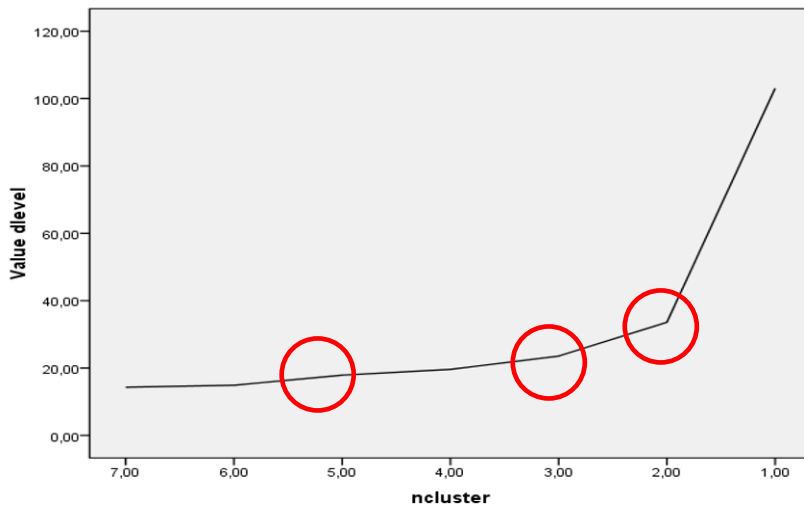
Table A5.5: Sensitivity analysis for the four- and six-cluster solution

<i>Variables included</i>	<i>4 cluster solution</i>
Base: Full model*	(AT, BE, DE, FR, NL, IR, UK) (DK, FI, SE) (EE, HU, LT, LV) (ES, GR, IT, PL, PT, SL, SK)
1) B-studvoc	(AT, DE, ES) (BE, FR, NL, IR, UK, DK, FI, SE) (EE, HU, LT, LV, PL, SK) (GR, IT, PL, PT, SL)
2) B-femter	(AT, BE, DE, FR, NL, IR, UK) (DK, FI, SE) (EE, HU, LT, LV, PL, SK) (ES, GR, IT, PT, SL)
3) B-femshort	(AT, BE, DE, FR, ES) (DK, FI, SE, NL, IR, UK) (EE, HU, LT, LV) (GR, IT, PL, PT, SL, SK)
4) B-ftypf	(AT, BE, DE, FR, NL, IR, UK) (DK, FI, SE) (EE, HU, LT, LV) (ES, GR, IT, PL, PT, SL, SK)
5) B-fememp	(AT, DE, ES) (BE, FR, NL, IR, UK, DK, FI, SE) (EE, HU, LT, LV, SK) (GR, IT, PL, PT, SL)
6) B-serv	(AT, BE, DE, FR, NL, IR, UK) (DK, FI, SE) (EE, HU, LT, LV) (ES, GR, IT, PL, PT, SL, SK)
7) B-length	(AT, BE, DE, FR, IR, UK, ES) (DK, FI, SE, NL) (EE, HU, LT, LV, PT) (GR, IT, PL, SL, SK)
8) B-parta	(AT, BE, DE, FR, NL, ES) (DK, FI, SE, IR, UK) (EE, HU, LT, LV, PL, SK) (ES, GR, IT, PT, SL)
9) B-child3	(AT, BE, DE, FR, NL, IR, UK) (DK, FI, SE) (EE, HU, LT, LV) (ES, GR, IT, PL, PT, SL, SK)
10) B-child6	(AT, BE, DE, FR, NL, IR, UK) (DK, FI, SE) (EE, HU, LT, LV) (ES, GR, IT, PL, PT, SL, SK)
11) B-parent	(AT, BE, DE, FR, ES) (DK, FI, SE, NL, IR, UK) (EE, HU, LT, LV, PT) (ES, GR, IT, PL, SL, SK)
12) B-gem	(AT, BE, DE, FR, NL) (DK, FI, SE, IR, UK) (EE, HU, LT, LV) (ES, GR, IT, PL, PT, SL, SK)
13) B-atright	(AT, BE, DE, FR, NL) (DK, FI, SE, IR, UK) (EE, HU, LT, LV, PL, SK) (ES, GR, IT, PT, SL)
14) B-atsep	(AT, BE, DE, FR, NL, IR, UK) (DK, FI, SE) (EE, HU, LT, LV) (ES, GR, IT, PL, PT, SL, SK)
15) B-atsuf	(AT, BE, DE, FR, IR, UK) (DK, FI, SE, NL) (EE, HU, LT, LV, PL, SK) (ES, GR, IT, PL, PT, SL)
16) B-atmenchi l	(AT, BE, DE, FR, NL, ES) (DK, FI, SE, IR, UK) (EE, HU, LT, LV) (GR, IT, PL, PT, SL, SK)
1) B-without vertical aspects (femshort, gem)	(AT, BE, DE, FR, ES) (DK, FI, SE, NL, IR, UK) (EE, HU, LT, LV) (ES, GR, IT, PL, PT, SL, SK)
2) B-without horizontal aspects (ftypf, serv)	(AT, BE, DE, FR, NL, IR, UK) (DK, FI, SE) (EE, HU, LT, LV) (ES, GR, IT, PL, PT, SL, SK)
1) B-horizontal	(AT, BE, DE, FR, IR, UK, ES, GR, IT, PT, SL) (DK, FI, SE, NL) (EE, LT, LV) (PL, PT, SK, HU)
2) B-vertical	(AT, DE, ES, FI, IT) (BE, NL)(DK, SE, FR, IR, UK) (EE, HU, LT, LV, GR, PL, PT, SL, SK)

Notes: Clustering is carried out by the Ward algorithm using squared Euclidean distance matrix based on z-standardised transformations of the selected indicators. * The reference full model is the one detailed in figure 5.1 in the text

Sources: See table A5.1 for the used indicators, own calculations

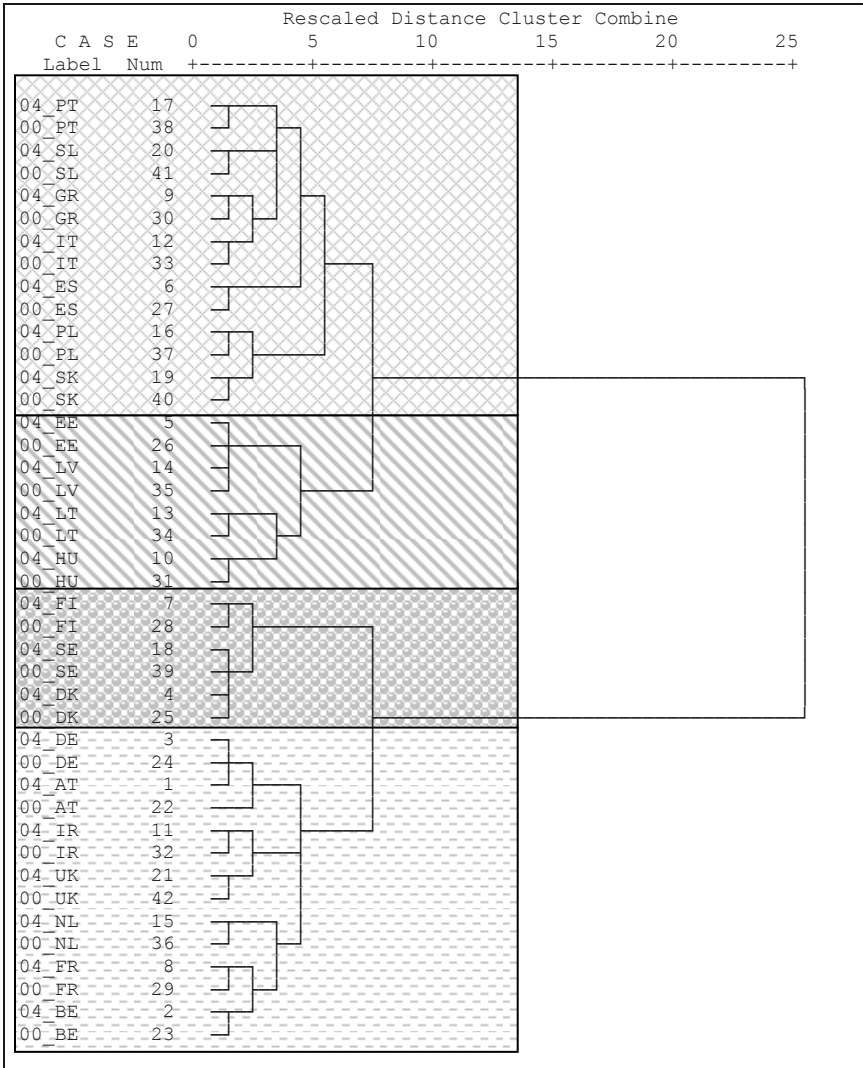
Figure A5.1: Inverse Scee Diagramm



Note: Clustering is carried out by the Ward algorithm using squared Euclidean distance matrix based on z-standardised transformations of the selected indicators.

Sources: See table A5.1 for the used indicators, own calculations

Figure A5.2: Dendrogram, sensitivity analysis (based on all indicators, family and cultural indicators for 2000 and 2004 are the same)



Note: Clustering is carried out by the Ward algorithm using squared Euclidean distance matrix based on z-standardised transformations of the selected indicators.

Sources: See table A5.1 for the used indicators from 2004. Data for 2000 is from the same data sources, own calculations

Chapter 6

6A) Model specifications for being in a typical male vs. an integrated occupation:

A simple random intercept multi-level equation with one explanatory variable at the individual level (*women*) predicting the log odds of being in a typically male vs. an integrated occupation takes the following form.

$$(7.1.) \quad \ln \left[\frac{P_{\text{typmaleocc}}}{P_{\text{inocc}}} \right] = \beta_{0j} + \beta_{1j}(\text{women})_{ij} + \beta_{ij}X_{ij}$$

Where

β_{0j} intercept (log odds of being in a typically male occupation for unmarried working men aged 20-34 with a lower tertiary degree in an integrated field of study in country j)

β_{1j} difference in log odds of being in a typically male occupation between men and women in country j)

β_{ij} slopes for i control variables X in country j (including marital status, age cohort, higher tertiary degree and field of study).

For the country-level the following formulas can be specified:

$$(7.2.) \quad \begin{aligned} \beta_{0j} &= \gamma_{00} + u_{0j} \\ \beta_{1j} &= \gamma_{10} \\ \beta_{ij} &= \gamma_{ij} \end{aligned}$$

Where

γ_{00}, γ_{10} and γ_{ij} 2-level intercepts of the intercept and the slopes for unmarried men aged 20-34 with a tertiary degree in an integrated field of study in country j

u_{0j} country-specific error terms or residual corresponding to the variation of the intercept at the country level.

Combining both formulas the complete random intercept model is as follows:

$$(7.3.) \quad \ln \left[\frac{P_{\text{typmaleocc}}}{P_{\text{inocc}}} \right] = \underbrace{\gamma_{00} + \gamma_{10}(\text{women})_{ij} + \gamma_{ij}X_{ij}}_{\text{Fixed effects}} + \underbrace{u_{0j}}_{\text{Random effect}}$$

With all parameters as defined previously in formulas 7.1. and 7.2.

Enhancing the model specificity by a random slope model it is first assumed that the slope of the 'gender' variable on the individual level is random

$$(7.4.) \quad \ln \left[\frac{P_{\text{typmaleocc}}}{P_{\text{inocc}}} \right] = \gamma_{00} + \gamma_{10}(\text{women})_{ij} + \gamma_{ij}X_{ij} + u_{0j} + u_{1j}(\text{women})_{ij}$$

Where

u_{ij} country-specific error terms corresponding to the variation of the intercept and the slopes for women at the country level.

All other parameters are defined as previously in formulas 7.1. and 7.2.

Furthermore, to determine whether the above demonstrated country-level variation in the gender slope is contingent upon country-level factors (here for instance *Vocational*), cross-level interaction are introduced (see exemplarily equation (7.5.) and (7.6.) for one educational context variable). While the individual level formula is the same as in equation (7.1.), for the country-level the following formula can be specified:

$$(7.5.) \quad \begin{aligned} \beta_{0j} &= \gamma_{00} + \gamma_{01}(\text{Vocational})_j + u_{0j} \\ \beta_{1j} &= \gamma_{10} + \gamma_{11}(\text{Vocational})_j + u_{1j} \\ \beta_{ij} &= \gamma_{ij} \end{aligned}$$

Including equation (7.5.) into (7.1.) the final model can be specified as follows:

$$(7.6.) \quad \ln \left[\frac{P_{\text{typmaleocc}}}{P_{\text{inocc}}} \right] = \gamma_{00} + \gamma_{01}(\text{Vocational})_j + \gamma_{10}(\text{women})_{ij} + \gamma_{11}(\text{Vocational})_j * (\text{women})_{ij} + \gamma_{ij}X_{ij} + u_{0j} + u_{1j}(\text{women})_{ij}$$

6B) Model specification for being in a management vs. a non-management position:

A simple random intercept multi-level equation with one explanatory variable at the individual level (*women*) predicting the log odds of being in a management vs. a non-management position takes the following form.

$$(8.1.) \quad \ln \left[\frac{P_{\text{management}}}{P_{\text{non-management}}} \right] = \beta_{0j} + \beta_{1j}(\text{women})_{ij} + \beta_{ij}X_{ij}$$

Where

β_{0j} intercept (log odds of being in a management position for unmarried working men aged 20-34 with a lower tertiary degree in an integrated field of study in country j)

β_{1j} difference in log odds of being in a management position between men and women in country j)

β_{ij} slopes for i control variables X in country j (including marital status, age cohort, higher tertiary degree and field of study).

For the country-level the following formulas can be specified:

$$(8.2.) \quad \begin{aligned} \beta_{0j} &= \gamma_{00} + u_{0j} \\ \beta_{1j} &= \gamma_{10} \\ \beta_{ij} &= \gamma_{ij} \end{aligned}$$

Where

γ_{00}, γ_{10} and γ_{ij} 2-level intercepts of the intercept and the slopes for unmarried men aged 20-34 with a tertiary degree in an integrated field of study in country j

u_{0j} country-specific error terms or residual corresponding to the variation of the intercept at the country level.

Combining both formulas the complete random intercept model is as follows:

$$(8.3.) \quad \ln \left[\frac{P_{\text{management}}}{P_{\text{non-management}}} \right] = \underbrace{\gamma_{00} + \gamma_{10} (\text{women})_{ij} + \gamma_{ij} X_{ij}}_{\text{Fixed effects}} + \underbrace{u_{0j}}_{\text{Random effect}}$$

With all parameters as defined previously in formulas 8.1. and 8.2.

Enhancing the model specificity by a random slope model it is first assumed that the slope of the 'gender' variable on the individual level is random

$$(8.4.) \quad \ln \left[\frac{P_{\text{management}}}{P_{\text{non-management}}} \right] = \gamma_{00} + \gamma_{10} (\text{women})_{ij} + \gamma_{ij} X_{ij} + u_{0j} + u_{1j} (\text{women})_{ij}$$

Where

u_{1j} country-specific error terms corresponding to the variation of the intercept and the slopes for women at the country level.

All other parameters are defined as previously in formulas 8.1. and 8.2.

This is illustrated in the following figures (8.1.) and (8.2.) showing the empirical bayes predictions of country-specific regression lines for random slope models of being either in a management or non-management position. In case of no variation in the gender effect between countries the lines should be parallel with a possible variation in the intercept (as in case of a random-intercept model). However, the graphs clearly show that the occupational distribution of men and women varies across countries not only with respect to the intercept but also with respect to the slope.

Figure A6.1: Empirical Bayes Predictions of country-specific regression lines for random slope models to be in a management vs. non-management position (ISCO88 group 1)



Source: EULFS 2004/2005, own calculations

Furthermore, to determine whether the above demonstrated country-level variation in the gender slope is contingent upon country-level factors (here for instance *Short*), cross-level interaction are introduced (see exemplarily equation (8.5.) and (8.6.) for one educational context variable). While the individual level formula is the same as in equation (8.1.), for the country-level the following formula can be specified:

$$(8.5.) \quad \begin{aligned} \beta_{0j} &= \gamma_{00} + \gamma_{01}(\text{Short})_j + u_{0j} \\ \beta_{1j} &= \gamma_{10} + \gamma_{11}(\text{Short})_j + u_{1j} \\ \beta_{ij} &= \gamma_{ij} \end{aligned}$$

Including equation (8.6.) into (8.1.) the final model can be specified:

$$(8.6.) \quad \ln \left[\frac{P_{\text{management}}}{P_{\text{non-management}}} \right] = \gamma_{00} + \gamma_{01}(\text{Short})_j + \gamma_{10}(\text{wome})_{ij} + \gamma_{11}(\text{Short} * \text{wome})_{ij} + \gamma_{ij} X_{ij} + u_{0j} + u_{1j}(\text{wome})_{ij}$$

Table A6.1: Pearson's correlations: educational system indices

	1	2	3	4
	Student enrolment (%), voc./tech. education	Fem.share (%) of tertiary degree holders	Gross completion rate of women, ISCED 5B	Share of women in typical male fields
1	1			
2	-.562(**)	1		
3	-.016	.221	1	
4	-.371	.715(**)	.400	1

$N = 21$, * Correlation is significant at the 0.05 level (2-tailed), ** Correlation is significant at the 0.01 level (2-tailed).

Table A6.2: Pearson's correlations: post-industrial indices

	1	2	3	4	5	6
	Fem. employment rate (%)	Share of empl. persons (%), service sector	Share of persons (%), over 20 years with employer	Share of persons (%), work part time	Share of women (%), public service sector	EPL index 2003
1	1					
2	.428	1				
3	-.306	.100	1			
4	.513(*)	.755(**)	-.045	1		
5	.549(**)	-.128	-.570(**)	-.067	1	
6	-.235	-.322	.279	-.208	-.141	1

$N = 21$, * Correlation is significant at the 0.05 level (2-tailed), ** Correlation is significant at the 0.01 level (2-tailed).

Table A6.3: Pearson's correlations: family and gender policy indices

	1	2	3	4	5	6
	Childcare (%), children < 3	Childcare (%), children 3-6	Eff. parental leave (weeks)	GEM	equ	prohi
1	1					
2	.254	1				
3	-.092	-.083	1			
4	.558(**)	.512(*)	-.033	1		
5	.092	.063	.013	.194	1	
6	-.682(**)	.000	.094	-.503(*)	.296	1

$N = 21$, * Correlation is significant at the 0.05 level (2-tailed), ** Correlation is significant at the 0.01 level (2-tailed).

Table A6.4: Pearson's correlations: 'gender culture' indices (Share of persons (%) who disagree that...)

	1	2	3	4
	...men should have more right to work if jobs are scare	... men's job is work and women's job to look after the home	... a pre-school child suffers if the mother works	... men should do more childcare
1	1			
2	.502(*)	1		
3	.548(*)	.758(**)	1	
4	-.340	-.082	-.209	1

*N = 21, * Correlation is significant at the 0.05 level (2-tailed), ** Correlation is significant at the 0.01 level (2-tailed).*

Table A6.5: Results (two binary hierarchical logistic regressions) for the division between typically male vs. integrated ('male') and typically female vs. integrated ('fem.') occupations - additional EPL indicator

	M7b_alt		M8b_alt		M8b_alt_add	
	male	fem.	male	fem.	male	fem.
Intercept	-1.98*** (0.22)	-3.25*** (0.19)	-1.98*** (0.19)	-3.25*** (0.18)	-1.98*** (0.21)	-3.24*** (0.17)
Fixed effects						
<i>Individual level</i>						
Women (ref. men)	-1.10*** (0.07)	1.06*** (0.05)	-1.09*** (0.06)	1.06*** (0.06)	-1.09*** (0.06)	1.05*** (0.05)
<i>Country level</i>						
FER ^a	-0.007 (0.03)	0.008 (0.03)	-0.03 (0.03)	0.03 (0.03)	0.01 (0.03)	-0.02 (0.02)
Service ^b			0.07* (0.03)	-0.05* (0.03)		
Public ^c					-0.06 (0.05)	0.10** (0.04)
EPL ^d	-0.76 (0.39)	-0.35 (0.34)	-0.48 (0.37)	-0.56 (0.33)	0.79* (0.38)	-0.31 (0.30)
<i>Cross level</i>						
FER*women	-0.004 (0.008)	0.02*** (0.007)	0.001 (0.009)	0.03*** (0.007)	-0.010 (0.009)	0.02** (0.008)
Service*women			-0.01 (0.009)	-0.009 (0.007)		
Public*women					0.014 (0.014)	-0.001 (0.012)
EPL*women	-0.08 (0.12)	0.03 (0.09)	-0.12 (0.11)	-0.009 (0.09)	-0.07 (0.12)	0.03 (0.09)
Random effects						
Var (intercept u_0)	1.01 (0.31)	0.76 (0.24)	0.78 (0.24)	0.64 (0.20)	0.95 (0.30)	0.57 (0.18)
Var (women _i)	0.06 (0.03)	0.05 (0.02)	0.05 (0.02)	0.04 (0.02)	0.06 (0.02)	0.05 (0.02)
Covar (u_0 , women _i)	-0.10 (0.08)	0.08 (0.05)	-0.07 (0.06)	0.05 (0.05)	-0.09 (0.07)	0.08 (0.05)

$p < 0.05$, * $p < 0.01$, ** $p < 0.001$, ***; standard errors are in parenthesis, N (Individual level) = 196,033 for typically female vs. integrated occupation and 224,107 for typically male vs. integrated occupation, N (Country level) = 21

Notes: a) Female employment rate, b) Share of persons in the service sector, c) Female share in the public sector, d) Employment Protection Legislation Index

Source: EULFS 2004/2005, own calculations

Table A6.6: Results (two binary hierarchical logistic regressions) for the division between typically male vs. integrated ('male') and typically female vs. integrated ('fem.') occupations - alternative gender policy indices

	<i>M7c_alt</i>		<i>M8c_alt</i>	
	male	female	male	female
Intercept	-1.98*** (0.23)	-3.25*** (0.20)	-1.98*** (0.17)	-3.25*** (0.18)
Fixed effects				
<i>Individual level</i>				
Women (ref. men)	-1.12*** (0.07)	1.05*** (0.06)	-1.11*** (0.06)	1.06*** (0.06)
<i>Country level</i>				
Child3 ^a			-0.05** (0.02)	0.006 (0.02)
Child6 ^b			0.04*** (0.01)	-0.007 (0.01)
Parent ^c			0.004 (0.005)	0.008 (0.005)
Equality ^d	0.97 (1.12)	-0.68 (0.97)	1.68 (0.93)	-0.77 (0.98)
Prohibit ^e	-0.50 (0.31)	-0.02 (0.27)	-1.09** (0.34)	0.03 (0.36)
<i>Cross level</i>				
Child3*women			0.009 (0.006)	0.005 (0.006)
Child6*women			-0.006 (0.004)	-0.005 (0.004)
Parent*women			0.003 (0.001)	0.001 (0.002)
Equality*women	0.85 (0.60)	0.23 (0.34)	0.71 (0.60)	0.16 (0.35)
Prohibit*women	0.08 (0.09)	-0.10 (0.09)	0.18 (0.12)	-0.04 (0.12)
Random effects				
Var (intercept u_0)	0.61 (0.19)	0.69 (0.22)	0.61 (0.19)	0.69 (0.22)
Var (women _i)	0.04 (0.02)	0.07 (0.02)	0.04 (0.02)	0.07 (0.02)
Covar (u_0 , women _i)	-0.05 (0.05)	0.06 (0.05)	-0.05 (0.05)	0.06 (0.05)

$p < 0.05$, * $p < 0.01$, ** $p < 0.001$, ***; standard errors are in parenthesis, N (Individual level) = 196,033 for typically female vs. integrated occupation and 224,107 for typically male vs. integrated occupation, N (Country level) = 21

Notes: a) Childcare facilities for children aged 0-3, b) Childcare facilities for children aged 3-6, c) Effective parental leave, d) Anti-discrimination legislation, e) Legislation prohibiting women to enter specific occupations

Source: EULFS 2004/2005, own calculations

Table A6.7: Results (hierarchical logistic regression) for the division between management and non-management positions - additional EPL indicator

	M7b_alt	M8b_alt	M8b_alt_add
Intercept	-1.38*** (0.10)	-1.38*** (0.09)	-1.38*** (0.08)
Fixed effects			
<i>Individual level</i>			
Women (ref. men)	-0.77*** (0.04)	-0.77*** (0.04)	-0.77*** (0.04)
<i>Country level</i>			
FER ^a	0.001 (0.01)	0.01 (0.01)	-0.03* (0.01)
Service ^b		-0.03** (0.01)	
Public ^c			0.07*** (0.02)
EPL ^d	-0.33 (0.18)	-0.47** (0.16)	-0.30* (0.14)
<i>Cross level</i>			
FER* women	0.007 (0.006)	0.01 (0.006)	-0.001 (0.006)
Service* women		-0.008 (0.006)	
Public*women			0.02** (0.009)
EPL*women	-0.06 (0.08)	-0.10 (0.08)	-0.05 (0.07)
Random effects			
Var (intercept u_{0j})	0.21 (0.07)	0.15 (0.05)	0.12 (0.04)
Var (women _j)	0.03 (0.01)	0.03 (0.01)	0.02 (0.01)
Covar (u_{0j} , women _j)	0.04 (0.02)	0.03 (0.02)	0.01 (0.01)

$p < 0.05$, * $p < 0.01$, ** $p < 0.001$, ***; standard errors are in parenthesis, N (Individual level) = 250,237 for management vs. non-management positions, N (Country level) = 21

Notes: a) Female employment rate, b) Share of persons in the service sector, c) Female share in the public sector, d) Employment Protection Legislation Index

Source: EULFS 2004/2005, own calculations

Table 6.8: Results (hierarchical logistic regression) for the division between management and non-management positions - finer gender indices

	M7c_alt	M8c_alt
Intercept	-1.38*** (0.10)	-1.38*** (0.09)
Fixed effects		
<i>Individual level</i>		
Women (ref. men)	-0.77*** (0.04)	-0.77*** (0.04)
<i>Country level</i>		
Child3 ^a		0.01 (0.009)
Child6 ^b		-0.02* (0.006)
Parent ^c		0.002 (0.002)
Equality ^d	-0.67 (0.52)	-0.86 (0.49)
Prohibit ^e	-0.007 (0.14)	0.15 (0.18)
<i>Cross level</i>		
Child3*women		0.008* (0.004)
Child6*women		-0.004 (0.002)
Parent*women		0.002* (0.001)
Equal*women	-0.27 (0.24)	-0.40 (0.23)
Prohibit*women	-0.08 (0.06)	0.01 (0.07)
Random effects		
Var (intercept u_0)	0.22 (0.07)	0.17 (0.05)
Var (women)	0.03 (0.01)	0.02 (0.01)
Covar (u_0 , women)	0.04 (0.02)	0.02 (0.02)

$p < 0.05$, * $p < 0.01$, ** $p < 0.001$, ***; standard errors are in parenthesis, N (Individual level) = 250,237 for management vs. non-management positions, N (Country level) = 21

Notes: a) Childcare facilities for children aged 0-3, b) Childcare facilities for children aged 3-6, c) Effective parental leave, d) Anti-discrimination legislation, e) Legislation prohibiting women to enter specific occupations.

Source: EULFS 2004/2005, own calculations

Results for the sensitivity analyses applying a broader definition of management positions

Table A6.9: Individual-level coefficients (random intercept and random slope models) to be in a management or non-management positions (EGP)

	<i>M0</i>	<i>M1</i>	<i>M2</i>	<i>M3</i>	<i>M4</i>
Intercept	-0.39*** (0.06)	-0.02 (0.07)	-0.02 (0.07)	-0.06 (0.07)	-0.13 (0.12)
Fixed effects					
<i>Individual level</i>					
Women (ref. men)		-0.73*** (0.008)	-0.72*** (0.06)	-0.62*** (0.06)	-0.60*** (0.11)
High. Tert. Degree (ref. sec. degree)				0.94*** (0.03)	0.94*** (0.03)
Male field (ref. integrated field)				0.13*** (0.01)	0.13*** (0.01)
Female field				-0.20*** (0.01)	-0.20*** (0.01)
Young age cohort (ref. old age cohort)				-0.14*** (0.01)	-0.14*** (0.01)
Married (ref. not married)				0.06*** (0.009)	0.06*** (0.009)
<i>Country level</i>					
Conservative seg. regime					Ref.
Modern seg. regime					0.13 (0.22)
Traditional seg. regime					0.07 (0.17)
Post-com. seg. regime					0.13 (0.20)
<i>Cross level</i>					
Modern*women					-0.27 (0.18)
Traditional *women					0.004 (0.14)
Post-com.*women					0.05 (0.17)
Random effects					
Var (intercept u_{0j})	0.08 (0.03)	0.09 (0.03)	0.10 (0.03)	0.10 (0.05)	0.10 (0.03)
Var (women _{<i>j</i>})			0.08 (0.03)	0.08 (0.05)	0.07 (0.02)
Covar (u_{0j} , women _{<i>j</i>})			-0.03 (0.02)	-0.03 (0.02)	-0.03 (0.02)

$p < 0.05$, * $p < 0.01$, ** $p < 0.001$, ***; standard errors are in parenthesis, N (Individual level) = 250,237 for management vs. non-management positions, N (Country level) = 21

Source: EULFS 2004/2005, own calculations

Table A6.10: Results (hierarchical logistic regression) for the division between management and non-management positions (EGP) - education indices

	M5a	M6a	M7a	M8a	M9a
Intercept	-0.06 (0.07)	-0.06 (0.07)	-0.06 (0.07)	-0.06 (0.07)	-0.06 (0.07)
Fixed effect					
<i>Individual level</i>					
Women (ref. men)	-0.62*** (0.06)	-0.62*** (0.06)	-0.63*** (0.06)	-0.62*** (0.06)	-0.63*** (0.06)
<i>Country level</i>					
Short ^a	0.16 (0.16)			0.12 (0.15)	0.14 (0.16)
Tertiary ^b		0.02 (0.01)		0.02 (0.01)	0.02 (0.02)
Atypical ^c			0.007 (0.007)		-0.003 (0.01)
<i>Cross level</i>					
Short*women	-0.02 (0.14)			-0.02 (0.15)	0.03 (0.15)
Tertiary *women		-0.003 (0.01)		-0.002 (0.01)	0.008 (0.02)
Atypical*women			-0.005 (0.007)		-0.009 (0.01)
Random effects					
Var (intercept u_{0j})	0.10 (0.03)	0.09 (0.03)	0.10 (0.03)	0.09 (0.03)	0.09 (0.03)
Var (women _j)	0.08 (0.03)	0.08 (0.03)	0.08 (0.03)	0.08 (0.03)	0.07 (0.02)
Covar (u_{0j} , women _j)	-0.03 (0.02)	-0.03 (0.02)	-0.02 (0.02)	-0.03 (0.02)	-0.03 (0.02)

$p < 0.05$, * $p < 0.01$, ** $p < 0.001$, ***; standard errors are in parenthesis, N (Individual level) = 250,237 for management vs. non-management positions, N (Country level) = 21

Notes: a) Share of women graduating from ISCED5B courses, b) Share of women in tertiary education, c) Share of women in atypical fields of study

Source: EULFS 2004/2005, own calculations

TableA6.11: Results (hierarchical logistic regression) for the division between management and non-management positions (EGP) - post-industrial indices

	M5b	M6b	M6b_alt	M7b	M8b	M8b_alt
Intercept	-0.06 (0.07)	-0.06 (0.07)	-0.06 (0.07)	-0.06 (0.07)	-0.06 (0.07)	-0.06 (0.06)
Fixed effects						
<i>Individual level</i>						
Women (ref. men)	-0.62*** (0.06)	-0.62*** (0.06)	-0.62*** (0.06)	-0.62*** (0.06)	0.62*** (0.05)	0.62*** (0.06)
<i>Country level</i>						
FER ^a	0.003 (0.009)	0.005 (0.01)	-0.007 (0.01)	0.007 (0.01)	0.007 (0.01)	-0.02 (0.01)
Service ^b		-0.004 (0.009)			-0.004 (0.013)	
Public ^c			0.03 (0.02)			0.05* (0.02)
Length ^d				0.005 (0.01)	0.007 (0.01)	0.02 (0.01)
Part-time ^e				-0.004 (0.009)	-0.001 (0.01)	0.004 (0.001)
<i>Cross level</i>						
FER* women	-0.003 (0.008)	0.003 (0.008)	-0.002 (0.01)	-0.007 (0.01)	-0.003 (0.008)	-0.003 (0.01)
Service* women		-0.01 (0.008)			-0.03** (0.01)	
Public*women			-0.002 (0.01)			-0.008 (0.02)
Length*women				-0.008 (0.01)	-0.002 (0.01)	-0.01 (0.01)
Part-time*women				0.003 (0.008)	0.02* (0.009)	0.001 (0.009)
Random effects						
Var (intercept u_0)	0.10 (0.03)	0.10 (0.03)	0.09 (0.03)	0.10 (0.03)	0.10 (0.03)	0.08 (0.03)
Var (women)	0.08 (0.03)	0.07 (0.02)	0.08 (0.03)	0.08 (0.02)	0.06 (0.02)	0.08 (0.02)
Covar (u_0 , women)	-0.03 (0.02)	-0.03 (0.02)	-0.03 (0.02)	-0.03 (0.02)	-0.03 (0.02)	-0.02 (0.02)

$p < 0.05$, * $p < 0.01$, ** $p < 0.001$, ***; standard errors are in parenthesis, N (Individual level) = 250,237 for management vs. non-management positions, N (Country level) = 21

Notes: a) Female employment rate, b) Share of persons in the service sector, c) Female share in the public sector, d) Share of persons who stay longer than 20 years with the same employer, e) Share of part-time employment among all employed persons

Source: EULFS 2004/2005, own calculations

TableA6.12: Results (hierarchical logistic regression) for the division between management and non-management positions (EGP) - gender policy indices

	M5c	M6c	M7c	M8c
Intercept	-0.06 (0.07)	-0.06 (0.07)	-0.06 (0.07)	-0.06 (0.06)
Fixed effects				
<i>Individual level</i>				
Women (ref. men)	-0.62*** (0.06)	-0.62*** (0.06)	-0.62*** (0.06)	-0.62*** (0.06)
<i>Country level</i>				
Child3 ^a	0.005 (0.005)	0.005 (0.005)		0.009 (0.005)
Child6 ^b	-0.005 (0.005)	-0.005 (0.005)		-0.002 (0.005)
Parent ^c		0.001 (0.002)		0.001 (0.002)
GEM ^d			-0.63 (0.66)	-1.18 (0.83)
<i>Cross level</i>				
Child3*women	-0.002 (0.004)	-0.002 (0.004)		-0.003 (0.005)
Child6*women	-0.002 (0.004)	-0.002 (0.004)		-0.003 (0.005)
Parent*women		-0.000 (0.002)		-0.000 (0.002)
GEM*women			-0.17 (0.59)	0.32 (0.79)
Random effects				
Var (intercept u_{0j})	0.09 (0.03)	0.09 (0.03)	0.10 (0.03)	0.08 (0.03)
Var (women _j)	0.08 (0.02)	0.08 (0.02)	0.08 (0.03)	0.07 (0.02)
Covar (u_{0j} , women _j)	-0.03 (0.02)	-0.03 (0.02)	-0.03 (0.02)	-0.03 (0.02)

$p < 0.05$, * $p < 0.01$, ** $p < 0.001$, ***; standard errors are in parenthesis, N (Individual level) = 250,237 for management vs. non-management positions, N (Country level) = 21

Notes: a) Childcare facilities for children aged 0-3, b) Childcare facilities for children aged 3-6, c) Effective parental leave, d) Gender Empowerment Measure

Source: EULFS 2004/2005, own calculations

Table A6.13: Results (hierarchical logistic regression) for the division between management and non-management positions (EGP) - 'gender culture' indices

	<i>M5d</i>	<i>M6d</i>	<i>M7d</i>
Intercept	-0.06 (0.07)	-0.06 (0.07)	-0.06 (0.07)
Fixed effects			
<i>Individual level</i>			
Women (ref. men)	-0.62*** (0.06)	-0.62*** (0.06)	-0.62*** (0.06)
<i>Country level</i>			
Right	0.004 (0.007)		-0.001 (0.007)
Division	-0.002 (0.005)		-0.003 (0.006)
Suffer		0.001 (0.005)	0.005 (0.008)
Childcare		-0.012 (0.007)	-0.011 (0.008)
<i>Cross level</i>			
Right*women	0.002 (0.006)		0.004 (0.006)
Division*women	-0.005 (0.004)		-0.004 (0.005)
Suffer*women		-0.005 (0.005)	-0.003 (0.007)
Childcare*women		0.000 (0.007)	0.002 (0.007)
Random effects			
Var (intercept u_{0j})	0.10 (0.03)	0.09 (0.03)	0.09 (0.03)
Var (women)	0.07 (0.02)	0.07 (0.02)	0.07 (0.02)
Covar (u_{0j} , women)	-0.03 (0.02)	-0.03 (0.02)	-0.03 (0.02)

$p < 0.05$, * $p < 0.01$, ** $p < 0.001$, ***; standard errors are in parenthesis, N (Individual level) = 250,237 for management vs. non-management positions, N (Country level) = 21

Notes: a) Right of women to work if jobs are scarce, b) Women=child and men=work, c) Child suffers if the mother works, d) Men should do more childcare

Source: EULFS 2004/2005, own calculations

Table A6.14: Variance components (random slope models) for holding a management or non-management positions (EGP)

	1	2	3	4	5	6	7
Random Slope							
Var (u_{0j})	0.08 (0.03)	0.10 (0.05)	0.10 (0.03)	0.09 (0.03)	0.10 (0.03)	0.08 (0.03)	0.09 (0.03)
R²	3%		0%	10%	0%	20%	10%
Var ($women_j$)		0.08 (0.05)	0.07 (0.02)	0.07 (0.02)	0.06 (0.02)	0.07 (0.02)	0.07 (0.02)
R²			13%	13%	25%	13%	13%
Covar ($u_{0j}, women_j$)		-0.03 (0.02)	-0.03 (0.02)	-0.03 (0.02)	-0.03 (0.02)	-0.03 (0.02)	-0.03 (0.02)

Notes: 1=zero model, 2=only individual-level variables, 3= individual+segregation regime variables, 4=individual+educational variables, 5=individual+post-industrial variables, 6=individual +family policy variables, 7=individual+gender culture variables

Source: EULFS 2004/2005, own calculations

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