

Appendix

Table A.1 Short description of the surveys mentioned throughout the study

Employment, Family and Education Survey is a Polish retrospective survey conducted in October and November 2006 on a representative sample of 3,000 women born in 1966–1981 and their partners. The survey was prepared at the Institute of Statistics and Demography (Warsaw School of Economics) under the project ‘Cultural and structural conditions of female labour force participation in Poland’ financed by the Ministry of Science and Higher Education and coordinated by Professor Irena E. Kotowska. Instead of the traditional method of collecting retrospective data, a life history calendar method was applied. The dataset contains respondents’ education, employment, partnership, fertility, and migration histories from the age of 15, recorded on a monthly basis.

European Labour Force Survey (ELFS) is conducted in the 27 EU member states, Norway and Switzerland. It is a large household survey providing quarterly data on labour force participation of people aged 15+. Persons carrying out obligatory military service are not covered. In each quarter the interviews are spread uniformly over all weeks. The institutions responsible for running the survey are the national statistical institutes. The survey started in 1983 in the Western European countries. The new EU member states joined the ELFS at the beginning of the 1990s, but the data for these countries is available in the ELFS harmonized micro-files since 1997.

European Social Survey (ESS) is designed to illustrate and explain ‘the interaction between Europe’s changing institutions and the attitudes, beliefs, and behaviour patterns of its diverse populations’. The survey aims also at developing a set of attitudinal social indicators that can be considered alongside existing economic and behavioural indicators. So far four rounds of the ESS were conducted, in 2002, 2004, 2006, and 2008. In the present study, we used data stemming from the third round. It covers 23 countries: Austria, Belgium, Bulgaria, Cyprus, Denmark, Estonia, Germany, Finland, France, Hungary, Ireland, Netherlands, Norway, Poland, Portugal, Russia, Sweden, Slovenia, Slovakia, Spain, Switzerland, Ukraine, and United Kingdom. The data are freely available online through the ESS website: <http://www.europeansocialsurvey.org/>.

European Values Study (EVS) is a cross-national survey that provides insight into the ‘ideas, beliefs, preferences, attitudes, values, and opinions of citizens all over Europe’. It was initiated in 1981. Every nine years, the survey is repeated in an increasing number of countries. The fourth wave in 2008 covers 47 European countries. <http://www.europeanvaluesstudy.eu>

Table A.1 (continued)

International Population Policy Acceptance Study (IPPAS) was conducted in 14 European countries in the years 2000–2003 under the DIALOG project ‘Population Policy Acceptance Study – The Viewpoint of Citizens and Policy Actors Regarding the Management of Population Related Change,’ funded by the European Commission. The project was coordinated by the Federal Institute for Population Research in Wiesbaden, Germany. The database covers Austria, Belgium(Flanders), Cyprus, Estonia, Germany, Italy, Hungary, Finland, the Czech Republic, Lithuania, Netherlands, Poland, Romania, and Slovenia.

International Social Survey Programme (ISSP) is an annual programme of cross-national collaboration on surveys covering such topics as role of government, social networks, social inequality, religion, environment, citizenship, national identity, gender roles, etc. Currently the programme covers 43 nations. Opinions on gender roles were investigated in three waves of the ISSP: in 1988, 1994, and 2002. The 1988 ISSP wave covered Austria, Great Britain, Hungary, Ireland, Italy, Netherlands, the United States of America, and West Germany. In 1994, the country coverage was extended to Australia, Bulgaria, Canada, Czech Republic, East Germany, Ireland, Israel, Japan, New Zealand, Northern Ireland, Norway, Philippines, Poland, Russia, Slovenia, Spain, Sweden, the United States of America. The 2002 ISSP wave covered Australia, Austria, Brazil, Bulgaria, Chile, Cyprus, Czech Republic, Denmark, Finland, Belgium(Flanders), France, Germany, Great Britain, Hungary, Ireland, Israel, Japan, Latvia, Mexico, Netherlands, New Zealand, Northern Ireland, Norway, Philippines, Poland, Portugal, Russia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Taiwan, United States of America. The data are freely available online through the Zentralarchiv für Empirische Sozialforschung in Cologne via the website: http://www.gesis.org/en/data_service/issp/index.htm.

Reconciliation of family and work was conducted in 2005 EU member states, Norway and Switzerland under the recommendation of Eurostat. The survey was carried out as a module of the European Labour Force Survey and covered persons aged 15–64. The Polish sample covered 37,849 individuals. The objectives of the survey were as follows: (1) to establish whether people participate in the labour force to the extent they wish to do and how this is related to their family responsibilities, (2) to collect information on the degree of flexibility at the workplace, (3) to assess the parental leave take-up rates as well as the frequency of absence from work due to care duties.

Reconciling work, family and education is a Polish survey designed to extend the standard ‘Reconciliation of family and work’ questionnaire. It was conducted in 2005 on the LFS sub-sample of individuals aged 18–64 ($N = 5,564$). The survey questionnaire was developed within the project ‘Economic activity, education and family duties’ financed by the Ministry of Labour and Social Policy and carried out at the Gdansk Institute of Market Economies, Institute of Statistics and Demography (Warsaw School of Economics) and Warsaw University.

Table A.2 Effects of motherhood on women's employment, EMPRs of women aged 25–40 by the number of children

	No children below age 15	One child	Two children	Three children	Effect of one child	Effect of two children	Effect of three children
	(1)	(2)	(3)	(4)	(1)–(2)	(1)–(3)	(1)–(4)
2004							
CEE							
Low-LFP	80.9	61.4	60.4	28.8	19.5	20.5	52.1
Hungary	80.9	61.4	60.4	28.8	19.5	20.5	52.1
Medium-LFP	77.6	68.6	65.0	49.3	9.0	12.6	28.4
Czech Republic	84.3	60.1	62.2	46	24.1	22.1	38.3
Estonia	77.8	78.3	60.9	51.3	–0.5	16.9	26.5
Poland	70.2	64.8	61.8	52.5	5.4	8.5	17.7
Latvia	78	75.3	74.4	53	2.7	3.6	25
Slovakia	77.8	64.5	65.8	43.5	13.3	12	34.3
High-LFP	77.9	81.0	83.5	74.7	–3.1	–5.6	3.3
Lithuania	74.8	75	78.6	67.9	–0.2	–3.8	6.9
Slovenia	80.9	86.9	88.3	81.4	–6	–7.3	–0.4
Western Europe							
Low-LFP	76.2	62.2	52.2	41.2	14.0	24.0	35.0
Greece	71.1	57.8	53.2	49	13.3	17.8	22
Ireland	88.7	70	57.2	42.6	18.7	31.5	46.1
Italy	70.4	60.3	47.4	33.3	10	23	37.1
Spain	74.6	60.5	51.1	39.9	14.1	23.5	34.7
Medium-LFP	81.4	76.1	70.5	51.1	5.3	10.9	30.3
Belgium	81.3	74.5	76.6	48.8	6.8	4.7	32.5
France	79.2	75	68.2	48.3	4.1	11	30.8
Portugal	80.4	81.1	74.7	62.9	–0.7	5.7	17.5
Austria	83.7	80.6	71.8	54.1	3.1	11.8	29.6
Germany	82.2	69.2	61	41.2	13.1	21.2	41
High-LFP	84.5	76.1	75.8	61.6	8.4	8.7	22.9
Denmark	80.6	79.7	83.3	65.6	1	–2.7	15.1
Finland	85.2	71.2	72.3	62.3	14	12.9	22.9
Netherlands	87.6	77.5	71.7	57	10.1	15.9	30.7
Sweden	na	na	na	na	na	na	na
1985							
CEE	na	na	na	na	na	na	na
Western Europe							
Low-LFP	65.4	45.4	31.6	25.5	20.0	33.8	39.9
Greece	63.7	46.3	39.7	38.4	17.3	24	25.2
Ireland	76.4	38.2	20.7	13.5	38.2	55.7	62.9
Italy	64.4	53.8	37.9	27.6	10.6	26.5	36.8
Spain	56.9	43.1	27.9	22.4	13.8	28.9	34.5
Medium-LFP	75.2	60.2	51.9	34.8	15.1	23.4	40.4
Belgium	73.4	64.2	54.6	34.2	9.2	18.7	39.2
France	79.9	74.5	62.8	34.5	5.5	17.1	45.4
Portugal	71.3	68.5	60.2	49.4	2.8	11.1	21.9
Austria	na	na	na	na	na	na	na

Table A.2 (continued)

	No children below age 15	One child	Two children	Three children	Effect of one child	Effect of two children	Effect of three children
	(1)	(2)	(3)	(4)	(1)–(2)	(1)–(3)	(1)–(4)
Germany	na	na	na	na	na	na	na
Netherlands	76.3	33.5	29.8	21.2	42.8	46.5	55.2
High-LFP	80.2	78.5	81.4	69.8	1.7	-1.2	10.3
Denmark	80.2	78.5	81.4	69.8	1.7	-1.2	10.3
Finland	na	na	na	na	na	na	na
Sweden	na	na	na	na	na	na	na

Source: Author's calculations on European Labour Force Survey

Table A.3 Effects of motherhood on women's employment, EMPRs of women aged 25–40 by age of the youngest child

	No children	Youngest child 0–5	Youngest child 5–10	Impact of children aged 0–5	Impact of children aged 5–10
	(1)	(2)	(3)	(1)–(2)	(1)–(3)
2004					
CEE					
low-LFP	80.7	28.2	71.4	52.5	9.3
Hungary	80.7	28.2	71.4	52.5	9.3
medium-LFP	78.6	43.6	74.3	35.0	4.4
Czech Republic	85.1	26.8	79.4	58.2	5.7
Estonia	79	45.8	77.8	33.2	1.2
Latvia	80	57.1	78	22.8	1.9
Poland	70.5	51	64.2	19.5	6.3
Slovakia	78.5	37.2	71.9	41.4	6.7
high-LFP	79.5	78.4	83.5	1.1	-4.1
Lithuania	77.3	71.1	80	6.2	-2.7
Slovenia	81.6	85.6	86.9	-4.1	-5.4
Western Europe					
low-LFP	75.7	52.5	55.9	23.2	19.8
Greece	70.3	50.9	56.4	19.4	13.8
Ireland	88.3	54	60.1	34.3	28.2
Italy	69.9	52.9	51.1	17.1	18.8
Spain	74.2	52.1	56.1	22.1	18.2
medium-LFP	80.8	64.5	74.4	16.3	6.4
Belgium	78.8	66.3	75.4	12.5	3.4
France	79.1	60.8	76.5	18.3	2.6
Portugal	80.4	77.5	77	2.9	3.5
Austria	83.6	64.9	77.2	18.7	6.4
Germany	82	53.1	65.8	28.9	16.1
high-LFP	82.7	70.8	na	11.9	na
Denmark	80.5	75.4	80.8	5.1	-0.3

Table A.3 (continued)

	No children	Youngest child 0–5	Youngest child 5–10	Impact of children aged 0–5	Impact of children aged 5–10
	(1)	(2)	(3)	(1)–(2)	(1)–(3)
Finland	85.7	59.4	83	26.3	2.6
Netherlands	87.1	71.2	72	16	15.2
Sweden	77.4	77.1	na	0.3	na
1985					
CEE	na	na	na	na	na
Western Europe					
low-LFP	63.8	32.6	32.1	31.2	31.7
Greece	61.1	39	40.1	22.1	21
Ireland	74.9	19.5	17.8	55.3	57.1
Italy	63.5	41.4	40.8	22.1	22.7
Spain	55.7	30.4	29.6	25.3	26
medium-LFP	72.9	47.3	52.2	25.6	20.7
Belgium	69.4	55	52.1	14.4	17.3
France	79	52.9	63.3	26.1	15.7
Portugal	69.1	58.7	64	10.4	5.1
Austria	na	na	na	na	na
Germany	na	na	na	na	na
Netherlands	74.2	22.7	29.5	51.5	44.6
high-LFP	84.8	80.2	na	4.6	na
Denmark	80.4	75.3	80.3	5.1	0.1
Finland	na	na	na	na	na
Sweden	89.4	83	na	6.4	na

Note: For Sweden, the age categories of children are different: 0–6 years and no child younger than 16, the data refer to women aged 25–44

Source: Author's calculations based on the European Labour Force Survey and for Sweden on the LFS aggregate data obtained from Statistics Sweden

Table A.4 Papers used in the meta-analysis*Employment entry*

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Table A.4 (continued)

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Table A.5 Effect of women's employment on fertility: meta-regression estimates after random exclusion of 10% of the sample, sensitivity analysis

Variable name	Variable categories	M2
Country	Norway	0.43 (0.31)
	Sweden	0.30* (0.17)
	Finland	1.12*** (0.28)
	Netherlands	0.38 (0.37)
	France	0.13 (0.18)
	Belgium	0.93** (0.40)
	United Kingdom	0.45 (0.65)
	Germany	0.61** (0.27)
	Spain	-0.37** (0.16)
	Italy	ref.
	post-socialist Hungary	2.70*** (0.73)
	post-socialist Czech Republic	0.64* (0.38)
Birth cohort	>=1960	-0.58*** (0.17)
	<1960	ref.
Method	Continuous time	0.66* (0.37)
	Discrete	ref.
Parity progression	Parity one	-0.01 (0.12)
	Parity two	<i>dropped</i>
	Parity three	-0.06 (0.16)
	All parities	ref.
Constant		0.27 (0.46)
adj- R^2		0.718
Number of studies		61

Note: *** <0.01, ** <0.05, * <0.1. Standard errors are reported in parentheses. The results are standardized for the construction of the variable describing the effect of employment on childbearing and the sample selected

Source: Author's calculations

Table A.6 Effect of young children on women's employment entry: meta-regression estimates after random exclusion of 10% of the sample, sensitivity analysis

Variable name	Variable categories	M2
Country	Denmark	2.49*** (0.74)
	Finland	1.51* (0.73)
	France	0.77* (0.40)
	The Netherlands	1.70** (0.75)
	The United Kingdom	0.40 (0.40)
	Germany	ref.
	Italy	-0.06 (7.53)
	Type of transition	From unemployment
from inactivity		0.58*** (0.20)
from non-employment to full-time job		ref. -0.19 (0.25)
to part-time job		0.48** (0.22)
to any job		ref.
Birth cohort	>=1960	-1.27** (0.51)
	<1960	ref.
Method	Continuous	1.36** (0.64)
	discrete	ref.
Constant		-1.19** (0.51)
adj- R^2		0.954
Number of studies		33

Note: *** <0.01, ** <0.05, * <0.1. Standard errors are reported in parentheses. The results are standardized for the construction of the variable describing the effect of children on mothers' employment entry

Source: Author's calculations

Table A.7 Parameter estimates for first conception hazard, Poland, cohorts 1971–1981

Explanatory variables	Single-process, not controlling for unobserved heterogeneity		Single-process, controlling for unobserved heterogeneity		Multi-process (accounting for endogeneity)	
	(1)		(2)		(3)	
	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.
Intercept	-5.56 (0.20)	***	-5.65 (0.21)	***	-5.69 (0.21)	***
<i>Time since age 15</i>						
15–20 years (slope)	0.54 (0.05)	***	0.55 (0.05)	***	0.57 (0.05)	***
20–24 years (slope)	0.14 (0.03)	***	0.16 (0.03)	***	0.18 (0.03)	***
24–28 years (slope)	0.03 (0.04)		0.06 (0.04)		0.07 (0.04)	
28–32 years (slope)	-0.06 (0.06)		-0.04 (0.07)		-0.04 (0.07)	
32–35 years (slope)	-0.31 (0.21)		-0.30 (0.21)		-0.30 (0.21)	
<i>Time since 1986</i>						
Slope	-0.03 (0.01)	***	-0.04 (0.01)	***	-0.04 (0.01)	***
<i>Time since leaving education</i>						
<i>Tertiary-level education</i>						
Shift for leaving education	0.26 (0.17)		0.23 (0.17)		0.29 (0.17)	*
0–4 years (slope)	0.13 (0.07)	**	0.13 (0.07)	**	0.14 (0.07)	**
>4 years (slope)	0.01 (0.09)		0.01 (0.09)		0.02 (0.09)	
<i>Secondary-level education</i>						
Shift for leaving education	1.09 (0.12)	***	1.09 (0.12)	***	1.12 (0.12)	***
0–3 years (slope)	-0.10 (0.05)	*	-0.10 (0.06)	*	-0.08 (0.06)	
>3 years (slope)	-0.05 (0.03)		-0.05 (0.03)		-0.05 (0.03)	
<i>Vocational education</i>						
Shift for leaving education	1.57 (0.17)	***	1.56 (0.17)	***	1.59 (0.17)	***
0–2 years (slope)	-0.13 (0.10)		-0.11 (0.10)		-0.10 (0.10)	
>2 years (slope)	-0.12 (0.03)	***	-0.11 (0.03)	***	-0.11 (0.03)	***

Table A.7 (continued)

Explanatory variables	Single-process, not controlling for unobserved heterogeneity		Single-process, controlling for unobserved heterogeneity		Multi-process (accounting for endogeneity)	
	(1)		(2)		(3)	
	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.
<i>Primary education</i>						
Shift for leaving education	1.62 (0.49)	***	1.59 (0.50)	***	1.56 (0.50)	***
0–2 years (slope)	0.07 (0.27)		0.11 (0.27)		0.14 (0.28)	
>2 years (slope)	-0.17 (0.04)	***	-0.17 (0.04)	***	-0.17 (0.04)	***
<i>Employed (ref=no)</i>						
Yes	0.10 (0.06)	*	0.09 (0.06)		-0.08 (0.07)	
<i>Place of residence (ref=rural)</i>						
Urban	-0.02 (0.05)		-0.02 (0.06)		-0.02 (0.06)	
<i>Mother’s education (ref=high)</i>						
Low	0.12 (0.07)	*	0.14 (0.08)	*	0.15 (0.08)	*
<i>Father’s education (ref=high)</i>						
Low	0.19 (0.08)	**	0.21 (0.08)	**	0.21 (0.08)	***

Note: Significance: *=0.1; **=0.05; ***=0.01

Source: Author’s calculations on Employment, Family and Education Survey (2006)

Table A.8 Parameter estimates for second or higher-order conception hazard, Poland, cohorts 1971–1981

Explanatory variables	Single-process, not controlling for unobserved heterogeneity		Single-process, controlling for unobserved heterogeneity		Multi-process (accounting for endogeneity)	
	(1)		(2)		(3)	
	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.
Intercept	-2.31 (0.23)	***	-2.44 (0.25)	***	-2.40 (0.25)	***
<i>Age of youngest child</i>						
0–1 years (slope)	1.67 (0.19)	***	1.72 (0.20)	***	1.70 (0.20)	***
1–3 years (slope)	-0.03 (0.05)		0.001 (0.05)		0.02 (0.05)	
>3 years (slope)	-0.12 (0.02)	***	-0.10 (0.02)	***	-0.09 (0.02)	***
<i>Time since 1986</i>						
slope	-0.05 (0.01)	***	-0.05 (0.01)	***	-0.06 (0.01)	***
<i>Age at previous birth (ref=20–22)</i>						
15–19	-0.001 (0.08)		-0.04 (0.09)		-0.07 (0.10)	
23–25	-0.20 (0.09)	**	-0.14 (0.10)		-0.12 (0.10)	
25–28	-0.29 (0.10)	***	-0.19 (0.13)		-0.14 (0.13)	
28+	-0.74 (0.16)	***	-0.57 (0.20)	***	-0.49 (0.21)	**
<i>Number of children (ref=one)</i>						
Two	-0.82 (0.08)	***	-0.97 (0.13)	***	-1.02 (0.13)	***
Three or more	-0.42 (0.13)	***	-0.76 (0.25)	***	-0.83 (0.25)	***
<i>Employed (ref=no)</i>						
Yes	0.01 (0.06)		0.01 (0.06)		-0.12 (0.07)	*
<i>Education level (ref=vocational)</i>						
Tertiary	-0.24 (0.14)	*	-0.32 (0.15)	**	-0.28 (0.15)	*
Secondary	-0.12 (0.07)	*	-0.16 (0.08)	*	-0.15 (0.08)	*
Primary	0.12 (0.10)		0.15 (0.11)		0.14 (0.11)	
Still in education	-0.67 (0.17)	***	-0.71 (0.17)	***	-0.74 (0.17)	***

Table A.8 (continued)

Explanatory variables	Single-process, not controlling for unobserved heterogeneity		Single-process, controlling for unobserved heterogeneity		Multi-process (accounting for endogeneity)	
	(1)		(2)		(3)	
	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.
<i>Place of residence</i> (ref=rural)						
Urban	-0.38 (0.06)	***	-0.41 (0.07)	***	-0.41 (0.07)	***
<i>Mother's education</i> (ref=high)						
Low	0.05 (0.09)		0.08 (0.10)		0.07 (0.10)	
<i>Father's education</i> (ref=high)						
Low	0.08 (0.10)		0.10 (0.10)		0.13 (0.11)	

Note: Significance: *=0.1; **=0.05; ***=0.01

Source: Author's calculations on Employment, Family and Education Survey (2006)

Table A.9 Parameter estimates for hazard of employment entry, Poland, cohorts 1971–1981

Explanatory variables	Single-process, not controlling for unobserved heterogeneity		Single-process, controlling for unobserved heterogeneity		Multi-process (accounting for endogeneity)	
	(1)		(2)		(3)	
	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.
Intercept	-1.5995 (0.23)	***	-2.50 (0.24)	***	-2.44 (0.24)	***
<i>Time since age 15</i>						
15–20 (slope)	0.3187 (0.03)	***	0.47 (0.03)	***	0.49 (0.03)	***
20–25 (slope)	-0.156 (0.02)	***	0.05 (0.02)	*	0.07 (0.02)	***
25–30 (slope)	-0.0598 (0.02)	***	0.10 (0.03)	***	0.12 (0.03)	***
30–35 (slope)	-0.006 (0.03)		0.07 (0.04)	*	0.07 (0.04)	**
<i>Time since 1986</i>						
<1994 (slope)	-0.1643 (0.03)	***	-0.17 (0.03)	***	-0.17 (0.03)	***
1995–98 (slope)	0.033 (0.02)	*	0.04 (0.02)	**	0.04 (0.02)	**

Table A.9 (continued)

Explanatory variables	Single-process, not controlling for unobserved heterogeneity		Single-process, controlling for unobserved heterogeneity		Multi-process (accounting for endoogeneity)	
	(1)		(2)		(3)	
	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.
1999–2003 (slope)	–0.0458 (0.02)	**	–0.07 (0.02)	***	–0.08 (0.02)	***
2004–06 (slope)	0.0367 (0.02)	**	0.05 (0.02)	**	0.04 (0.02)	*
<i>Time since entering non-employment * Order of the non-employment spell</i>						
<i>Second spell</i>						
Shift for entering non-employment	–1.0455 (0.21)	***	–2.18 (0.23)	***	–2.00 (0.23)	***
0–0.5 year (slope)	2.655 (0.4511)	***	3.24 (0.47)	***	3.23 (0.47)	***
>0.5 year (slope)	–0.0233 (0.02)		–0.04 (0.02)	**	–0.04 (0.02)	**
<i>Third or higher-order spell</i>						
Shift for entering non-employment	–0.1413 (0.24)		–1.78 (0.26)	***	–1.45 (0.27)	***
0–0.5 year (slope)	2.3418 (0.52)	***	2.86 (0.53)	***	2.89 (0.53)	***
>0.5 year (slope)	–0.1077 (0.03)	***	–0.12 (0.04)	***	–0.11 (0.04)	***
<i>Number of children (ref =no children)</i>						
One	–0.83 (0.05)	***	–1.19 (0.07)	***	–1.35 (0.07)	***
Two	–0.98 (0.07)	***	–1.61 (0.10)	***	–1.90 (0.11)	***
Three or more	–1.14 (0.13)	***	–1.98 (0.17)	***	–2.41 (0.18)	***
<i>Education level (ref=primary)</i>						
Tertiary	1.65 (0.10)	***	1.82 (0.15)	***	1.70 (0.16)	***
Secondary	0.71 (0.08)	***	0.92 (0.13)	***	0.81 (0.14)	***
Vocational	0.45 (0.08)	***	0.83 (0.13)	***	0.71 (0.14)	***
Still in education	–1.30 (0.09)	***	–1.56 (0.13)	***	–1.68 (0.14)	***

Table A.9 (continued)

Explanatory variables	Single-process, not controlling for unobserved heterogeneity		Single-process, controlling for unobserved heterogeneity		Multi-process (accounting for endogeneity)	
	(1)		(2)		(3)	
	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.
<i>Work experience</i> (ref=0–3 years)						
3–6 years	0.08 (0.07)		–0.48 (0.10)	***	–0.62 (0.10)	***
>6 years	0.23 (0.10)	**	–0.90 (0.15)	***	–1.09 (0.15)	***
<i>Place of residence</i> (ref=rural)						
Urban	0.19 (0.04)	***	0.23 (0.06)	***	0.21 (0.07)	***
<i>Mother's education</i> (ref=high)						
Low	–0.06 (0.05)		0.03 (0.09)		0.03 (0.09)	
<i>Father's education</i> (ref=high)						
Low	0.11 (0.05)	**	0.23 (0.09)	**	0.25 (0.09)	**

Note: significance: * = 0.1; ** = 0.05; *** = 0.01

Source: Author's calculations on Employment, Family and Education Survey (2006)

Table A.10 Parameter estimates for hazard of employment exit, Poland, cohorts 1971–1981

Explanatory variables	Single-process, not controlling for unobserved heterogeneity		Single-process, controlling for unobserved heterogeneity		Multi-process (accounting for endogeneity)	
	(1)		(2)		(3)	
	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.
Intercept	–4.68 (0.54)	***	–6.05 (0.64)	***	–5.43 (0.65)	***
<i>Work-experience</i>						
0–0.5 years (slope)	1.85 (0.41)	***	2.72 (0.45)	***	2.61 (0.45)	***
0.5–3 years (slope)	–0.20 (0.04)	***	0.06 (0.05)		0.14 (0.05)	***
>3 years (slope)	–0.03 (0.02)	**	0.07 (0.02)	***	0.14 (0.03)	***

Table A.10 (continued)

Explanatory variables	Single-process, not controlling for unobserved heterogeneity		Single-process, controlling for unobserved heterogeneity		Multi-process (accounting for endogeneity)	
	(1)		(2)		(3)	
	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.
<i>Time since entering employment * Order of the employment spell</i>						
<i>Second spell</i>						
Shift for entering employment	-0.65 (0.26)	**	-1.70 (0.28)	***	-1.38 (0.28)	***
0-0.5 year (slope)	2.26 (0.56)	***	2.75 (0.58)	***	2.68 (0.58)	***
>0.5 year (slope)	-0.06 (0.03)	**	-0.04 (0.03)		-0.04 (0.03)	
<i>Third or higher-order spell</i>						
Shift for entering employment	1.11 (0.19)	***	-0.77 (0.26)	***	-0.24 (0.27)	
0-0.5 year (slope)	-0.84 (0.49)	*	-0.003 (0.51)		-0.08 (0.52)	
>0.5 year (slope)	-0.08 (0.06)		-0.07 (0.06)		-0.078 (0.06)	
<i>Time since age 15</i>						
15-20 (slope)	0.22 (0.07)	***	0.14 (0.08)		0.067 (0.09)	
20-25 (slope)	-0.12 (0.02)	***	-0.16 (0.03)	***	-0.27 (0.03)	***
25-30 (slope)	-0.08 (0.02)	***	-0.15 (0.03)	***	-0.24 (0.03)	***
30-35 (slope)	-0.08 (0.04)	**	-0.16 (0.04)	***	-0.23 (0.04)	***
<i>Time since 1986</i>						
<1994 (slope)	0.16 (0.07)	**	0.20 (0.08)	**	0.22 (0.08)	***
1995-98 (slope)	-0.04 (0.02)	*	-0.02 (0.03)		-0.01 (0.03)	
1999-2003 (slope)	0.04 (0.02)		0.06 (0.03)	**	0.07 (0.03)	**
2004-06 (slope)	0.03 (0.02)		0.05 (0.03)	*	0.06 (0.03)	**

Table A.10 (continued)

Explanatory variables	Single-process, not controlling for unobserved heterogeneity		Single-process, controlling for unobserved heterogeneity		Multi-process (accounting for endogeneity)	
	(1)		(2)		(3)	
	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.	Coeff. (st.error)	Sig.
<i>Number of children (ref=no children)</i>						
One	1.09 (0.06)	***	1.52 (0.08)	***	1.60 (0.09)	***
Two	0.85 (0.09)	***	1.54 (0.13)	***	1.75 (0.15)	***
Three or more	1.25 (0.14)	***	1.99 (0.21)	***	2.33 (0.24)	***
<i>Education level (ref=primary)</i>						
Tertiary	-0.75 (0.13)	***	-0.90 (0.20)	***	-0.97 (0.21)	***
Secondary	-0.48 (0.10)	***	-0.45 (0.17)	***	-0.56 (0.18)	***
Vocational	-0.26 (0.10)	***	-0.14 (0.17)		-0.31 (0.17)	*
Still in education	-0.45 (0.12)	***	-0.46 (0.18)	**	-0.50 (0.19)	***
<i>Place of residence (ref=rural)</i>						
Urban	-0.08 (0.05)		-0.04 (0.08)		-0.06 (0.08)	
<i>Mother's education (ref=high)</i>						
Low	-0.01 (0.07)		0.05 (0.12)		-0.01 (0.12)	
<i>Father's education (ref=high)</i>						
Low	0.09 (0.07)		0.12 (0.12)		0.04 (0.12)	
<i>Type of employee (ref=employee)</i>						
Helping family member	-1.62 (0.29)	***	-1.92 (0.35)	***	-1.93 (0.35)	***
Self-employed	-0.68 (0.10)	***	-0.76 (0.14)	***	-0.76 (0.13)	***
<i>Type of employment contract (ref=permanent)</i>						
Temporary	0.81 (0.05)	***	1.14 (0.08)	***	1.15 (0.08)	***
<i>Sector (ref=private)</i>						
Public sector	-0.14 (0.06)	**	-0.15 (0.08)	*	-0.15 (0.08)	*

Note: Significance: *=0.1; **=0.05; ***=0.01

Source: Author's calculations on Employment, Family and Education Survey (2006)

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