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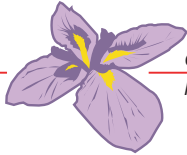**IRISS Working Papers**

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The effects of childbirth on women's activity change and occupational mobility in Europe: Evidence from the European Community Household Panel.

by

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The effects of childbirth on women's activity change and occupational mobility in Europe: Evidence from the European Community Household Panel.

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Abstract   This paper uses comparable longitudinal data from the European Community Household Panel from 1994 to 2001 to examine the effects of recent childbirth on the relative risks of switching to part-time, inactivity or unemployment for full-time women, as well as the effect of switching from full-time time to part-time work on the risk of occupational downgrading, in 13 European countries. Once important human capital and workplace characteristics are controlled for, full-time female workers who gave birth in year t are the most likely to remain full-time the following year only in Denmark and Spain. Full-time women are more likely to switch to part-time work than to remain working full-time in the Netherlands, Belgium, Austria and the UK, where female part-time rates are relatively high, but also in Italy, where part-time rates are generally low. At the same time, in Ireland, Italy, the UK and Finland, recent childbirth increases the probability of moving from full-time work to unemployment, while in the Netherlands, France, Italy, Greece, Germany, Austria, the UK and Finland, recent childbirth also increases the risk of switching to inactivity. Substantial evidence of occupational downgrading by skill and occupational hourly wage on switching from full-time to part-time work is found in the majority of the studied countries. Overall, downward occupational moves are substantially more likely amongst workers who switch from full-time to part-time work than amongst the working population at large, both for men and women.

The effects of childbirth on women's activity change and occupational mobility in Europe: Evidence from the European Community Household Panel.

Yekaterina Chzhen

1.   Introduction

Although female participation in the labour force in industrialised countries has increased considerably in recent decades, women's position in the labour market remains considerably worse than men's (OECD, 2008: 140). Some of this gender inequality can be explained by women's greater role in caring for children (Brewer and Paull, 2006). As women still do the bulk of caring and domestic work even when employed, part-time employment can be a way to alleviate the work-family conflict, but it is likely to have negative consequences for women's careers (Crompton and Lyonette, 2008: 216). Recent studies of 'downward occupational mobility' (that is, moving to an occupation with a lower status, educational requirements, responsibilities or payment than before) associated with moving from full-time to part-time work include Connolly and Gregory (2008) for Great Britain and Gutiérrez-Domènech (2005a) for Spain. Although several papers analyse the timing of return to work after child-birth in a sample of European countries[1], fewer studies investigate activity and occupational transitions of employed women after childbirth in a cross-national perspective. This paper first examines the effects of childbirth on the risk of switching to part-time employment, inactivity or unemployment for full-time women and then studies the impact of moving between full-time and part-time employment on the probability of occupational downgrading, using comparable longitudinal data from 13 European countries.

A number of consistent findings emerge from comparative studies of timing of return to work by women after childbirth. Better educated women tend to return to work at a faster rate, although differences by education tend to be smaller in the Scandinavian countries, where parental leave provisions are more generous. Overall, women who worked prior to childbirth are more likely to return to work in countries

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[1]For exampele, Pronzato (2009) for Italy, Greece, Spain, Portugal, France, Belgium, Austria, UK and Finland ; Gutiérrez-Domènech (2005b) for Belgium, West Germany, Italy, Spain and Sweden; Gustafsson et al. (1996) for Sweden, Germany and Britain; Saurel-Cubizolles et al. (1999) for France, Italy and Spain.

where job protected leaves are longer. Those more attached to the labour force are more likely to return to work after childbirth and to do so at a faster rate.

In a comparative study of nine European countries, using the European Community Household Panel 1994-2001, Pronzato (2009) finds that institutional characteristics play a bigger role than human capital characteristics in determining the timing of return to work after childbirth for women. In countries with longer periods of job protection women are more likely start working again by the time the child is one year old, but they return to work at a slower rate if parental leave is paid. When the child is two, the positive effect of job protected leave is largest for medium and highly educated women, but when the child is three, the effect is largest for lower educated women. However, the differences by education are found to be smaller in countries with more generous parental leave arrangements, such as Finland.

Gutiérrez-Domènech (2005b) examines transitions from employment to non-employment after childbirth in Belgium, West Germany, Italy, Spain and Sweden, using retrospective data from the United Nations Family and Fertility Survey (1992-1993). The study finds the highest decline in female post-birth employment in Spain and West Germany. Women with the highest level of education are more likely to return to work sooner in all countries except Sweden, where no significant differences by education level are found.

Similarly, Gustafsson et al. (1996) find that education is not an important predictor of timing of return to work after childbirth in Sweden, while in Germany and Britain mothers with more years of work experience return to work quicker. The study uses data from national panel surveys for the period from the early 1980s to the early 1990s. A subsequent study of timing of return to work after first birth in Great Britain, Germany, the Netherlands and Sweden over two decades (1980s-1990s) also shows that more educated mothers leave full-time housewife status significantly quicker in all studied countries except Sweden (Gustafsson et al., 2002).

At the same time, Saurel-Cubizolles et al. (1999) investigate the female rates of return to work in the first year after childbirth in France, Italy and Spain. They find that 80 per cent of mothers in France, 78 per cent in Italy and 53 per cent in Spain return to work by the time of their child's first birthday. However, the samples used are not nationally representative. Public sector workers are the most likely to return to work within a year after childbirth in all three countries. French and Spanish women are also

more likely to return to work if they have a higher level, professional or intermediate occupation. Women who worked part-time before the birth are the least likely to return within a year in all three countries.

Dex et al. (1998) study female employment transitions after childbirth in the UK, using the National Child Development Study for the cohort of women born in 1958. They find that the highly educated women are the most likely to stay in continuous employment around childbirth, suggesting a growing polarization between the outcomes for the highly educated and high earning mothers and those with lower education and wages. At the same time, age of the youngest child is still the most important predictor of labour force participation for women with pre-school children.

Ondrich et al. (1996) study the effects of the changes in West German maternity leave and benefit policy using data for the period from 1984 to 1991. They find that since maternity leave and benefits provision have become more generous, German mothers with more years of labour market experience and years of full-time work before childbirth were more likely to return to work having used up their maternity leave than mothers with weaker attachment to the labour force. In addition, a subsequent study finds that first-time mothers are less likely to return to work than mothers with previous children, possibly because the latter already have experience arranging out-of-home infant care (Ondrich et al., 2003).

Part-time employment can be an alternative to economic inactivity or full-time work for women with children, as it may help accommodate both the desire to spend time with the family and to stay in the labour market. However, negative economic outcomes of part-time work are well documented in the literature. They may include wage penalties (Manning and Petrongolo, 2008; Bardasi and Gornick, 2000 and 2008) and concentration in low pay and low status jobs (Connolly and Gregory, 2008). Other costs may include reduced access to training and occupational benefits (OECD, 2002) as well as less job security and fewer career advancement opportunities (Rosenfeld and Birkelund, 1995). Furthermore, part-time workers in low status occupations tend to report lower levels of subjective economic well-being, such as satisfaction with their financial situation (Warren, 2008). However, as part-time workers are considerably more likely to be women than men (Buddelmeyer et al., 2005), it is women who disproportionately bear the short- and long-term-costs of part-time employment. While 35% of female workers aged 25-59 worked part-time in 15 pre-enlargement EU countries (EU-15) in 2008, the male part-time rate was only 5% (Eurostat).

Studies of occupational downgrading associated with transitions from full-time to part-time work use different methods to rank occupations. Connolly and Gregory (2008) order occupations by average skill requirements and investigate movements between the resulting 15 job categories amongst prime-age women, using data from the New Earnings Survey Panel and the British Household Panel Survey 1991-2001[2]. The results from both surveys suggest a high incidence of occupational downgrading amongst women who move from full-time to part-time work. Although the study is not limited to mothers, the risk of downgrading while switching from full-time to part-time hours of work increases modestly with the presence of pre-school children in the household[3]. However, the risk drops again when the youngest child starts school. In contrast, Gutiérrez-Domènech (2005a) orders occupations by average occupational wage into four categories[4] and finds no evidence of downward occupational mobility amongst Spanish women who move from full-time to part-time work after their first birth, using retrospective data from the 1995 Spanish Family and Fertility Survey. The author suggests that the finding could be explained by the relative paucity of full-time to part-time transitions after motherhood in Spain, as opposed to transitions to non-employment.

New mothers are also more likely to take breaks from employment, often exceeding the duration of the statutory maternity leave. However, discontinuous employment is likely to result in lower lifetime earnings through loss of human capital and direct earnings forgone while out of the labour force (Gustafsson, 2001: 236). Human capital theory predicts that women with more continuous work experience will earn more in the long term, while spells out of the labour force have a negative effect on lifetime earnings (Mincer and Polachek, 1974). An analysis of 1998 West German data, for example, shows that career breaks take a toll on women's wages, particularly if the break occurs later in the career (Beblo and Wolf, 2000). Based on the US National Longitudinal Surveys of Labour Market Experience, Shapiro and Mott (1994) find that the earnings premium to uninterrupted work around the first birth for

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[2] A 15-occupation ranking is based on the average level of qualification held by full-time adult men and women working in the occupation, using data from the 2000 Labour Force Survey.

[3] Evaluated at the sample means (BHPS), the probability of downgrading when moving from full-time to part-time work increases by 4ppt for women with pre-school children who stay with their current employer and by 6ppt for those who switch employers.

[4] Coefficients on occupation dummies are estimated in a log-wage equation controlling for age and square age for women aged 16-49 in the 1994-95 wave of the European Community Household Panel (ECHP) and divided into four categories (Gutiérrez-Domènech, 2005a: 126-127).

women in 1987 (14-19 years after their first birth) is around 19 per cent for white women and 7 per cent for black women.

This paper uses data from a harmonized cross-national longitudinal survey to study the relationship between childbirth and women's transitions from full-time employment to part-time employment, unemployment or inactivity in 13 European countries over the period 1994-2001. For the countries where childbirth is found to be associated with an increased risk of switching from full-time to part-time employment, the paper also investigates whether these transitions are linked with occupational downgrading. The study uses two different definitions of occupational downgrading: moving to an occupation that is below the previous one in terms of average qualification and moving to an occupation that ranks lower in terms of average hourly earnings.

The next section briefly reviews various institutional characteristics that influence different patterns of female employment across European countries. Section 3 describes the data and the econometric model for the analyses of 1) the effects of childbirth on women's labour market transitions and 2) the effects of switching between full-time and part-time states on the transitions between higher or lowers ranked occupations. Section 4 presents the summary statistics of labour market and occupational transitions by men and women in Europe and Section 5 discusses the empirical results. Section 6 summarises the main findings.

2.   Social policies that affect women's ability to combine work and motherhood

European countries differ substantially in their type and levels of support for families and working mothers. Gauthier (1996: 203-204) distinguishes between four models of family policy in Europe. Countries in the 'pro-family/pro-natalist' group, such as France, encourage families to have children by helping mothers combine child rearing and work through extended maternity leave and child-care provision. Countries in the 'pro-traditional' group aim to preserve the traditional male-breadwinner family, where mothers stay at home to look after children. The model is characterised by cash support for families, low provision of childcare and extended maternity leave. Gauthier (1996) uses Germany as an example of this model, while Del Boca et al. (2009) also include Spain and Italy. 'Pro-egalitarian' countries have gender equality as their main objective and, therefore, support working parents through extended parental leave (as opposed to maternity leave) and leave to take care of sick children as well as

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extensive provision of childcare (e.g. Nordic countries). Finally, 'non-interventionist' countries, such as Britain, are based on the assumptions of self-sufficiency of families and unregulated labour markets. The state supports families in need with targeted benefits, but does not provide generous parental leaves or childcare facilities. However, most countries are not ideal types, but have a mixture of these models.

According to Del Boca et al. (2009), institutional characteristics, such as the availability of part-time work and child-care, parental leave and child allowances, have significant impacts on women's labour market participation. They analyse the joint decision to work and to have children by partnered women aged 21-45 in seven European countries using the sixth (1999) wave of the European Community Household Panel. The study shows that the availability of 'good quality' part-time work significantly increases the chances of participation; the proportion of children aged 0-2 using childcare facilities significantly increases the probability of working; the length of optional parental leave first positively affects labour market participation, but then starts to decline; while family allowances tend to reduce participation. The authors also find that the effects of social policies are larger for less educated women.

The nature and levels of part-time work by women differ considerably across Europe. The Netherlands consistently leads with the highest female part-time work rates (over 65%), followed by the UK with over 40% women aged 25-59 working part-time in 1994-2001, according to the official Eurostat statistics (Table B1 in Annex B). At the same time, fewer than 15% of women worked part-time in the Southern Mediterranean countries (Greece, Portugal, Spain and Italy) and in Finland. However, in these countries the share of involuntary part-time employment amongst women working part-time was highest (over 20%), while women typically chose to work part-time in the Netherlands and in the UK (Table B2). Remarkably, in 2001 the share of involuntary female part-time employment was 51% in Greece and only 2% in the Netherlands. Countries with higher rates of female part-time employment tend to have lower shares of involuntary part-time employment: there was a high negative correlation (-0.81) between these rates for the EU-15 in 2001 (Figure 1).

The availability of childcare affects the ability of women to reconcile work and child rearing. However, the structure and accessibility of childcare services vary substantially across the EU-15. Denmark has the highest proportion of children under three in childcare, while Austria and Greece have the lowest enrolment rates for this age group (Table B3). At the same time, France, Belgium, Italy and Spain have the highest enrolment rates for children aged 3-5, while the rates are lowest in Greece and Ireland.

Enrolment rates tend to be substantially higher for 3-5 year olds than for 0-2 year olds: more than 45% of 3-5 year olds were in childcare or early education in all of the EU-15 countries in 2006, compared with under one-half of under-three's in all countries except the Netherlands (54%) and Denmark (71%). Since childcare is particularly scarce for very young children, it is difficult for women with children under three to combine careers and motherhood. There is a moderately high positive correlation (0.44) between female employment rates and enrolment rates for children aged 0-2 (Figure 2).

Maternity and parental leave policies also affect women's work decisions. Maternity leave was longest in Ireland (46 weeks, 18.2 of which are paid) and shortest in Spain and Sweden (12 weeks) in 2006. There is an even greater variation in the duration of parental leave. On the one hand, Belgium, Portugal, the Netherlands and the UK had the shortest parental leave periods of 12-13 weeks, which were entirely unpaid in the UK and in Portugal (Table B4). France, Spain, Germany and Finland, on the other hand, allowed three years of parental leave, although most of it was unpaid[5]. Female employment rates tend to be higher in countries with longer paid parental leaves: there is a high positive correlation (0.63) between female employment rates and the length of paid parental leave[6] in 2006 (Figure 3). Other comparative studies find that women are more likely to return to work after childbirth in countries with longer periods of job protection (Pronzato, 2007). However, Del Boca et al. (2008) duly point out that generous parental leave policies can make it costly for employers to hire women, while longer periods out of the labour force result in greater depreciation of human capital.

These patterns largely conform to Gauthier's (1996) typology. The 'pro-egalitarian' Nordic countries and the Netherlands[7] have the highest female employment rates, followed by the 'non-interventionist' UK. At the other end of the spectrum, women are the least likely to be employed in 'pro-traditional' Italy, Greece and Spain (Figure 3). Portugal appears to be an outlier amongst the 'pro-traditional' countries, with relatively high female employment and childcare enrolment for under-three's. As the theory predicts, childcare provision for children aged 0-2 is highest in 'pro-egalitarian' Denmark, the Netherlands and Sweden (although it is relatively low in Finland) and in 'pro-natalist' France as well as in Luxembourg and Belgium. Enrolment of young children is lowest in the 'pro-traditional' countries and in the 'non-interventionist' UK. At the same time, *paid parental leave* is longest in Nordic countries

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[5] Statutory parental leave arrangements were introduced before 1994 in all of the studied countries except the UK (1999) and Ireland (1998), according to Pronzato (2009)

[6] However, virtually no correlation is found between female employment rates and paid maternity leave, total maternity leave or total parental leave.

[7] Del Boca et al. (2009) classify the Netherlands as a 'pro-egalitarian' country along with Denmark.

and in France, although it is also quite high in 'pro-traditional' Germany, while it is shortest in the UK and in Southern Mediterranean countries. *Unpaid maternity leave*, on the other hand, is longest in the UK and Ireland.

3.   Data, sample and estimation

a.   Data

The study uses data from the European Community Household Panel (ECHP). This is a standardised cross-national household-based annual longitudinal survey, designed and coordinated at the European Union level. The panel ran between 1994 and 2001, producing eight waves of data on multiple topics, including demographics, labour market activity and income. The survey provides harmonised data on households and individuals from 15 pre-enlargement EU countries (EU-15). Austria joined the survey in the second wave in 1995, Finland in the third wave in 1996, and Sweden in the fourth wave in 1997. See Peracchi (2002) for a review of the ECHP structure and a discussion of methodological and statistical issues relevant to economic research.

The ECHP was replaced with the EU Statistics on Income and Living Conditions (SILC) in 2004 (see Regulation (EC) no. 1177/2003). Although the EU-SILC has become the main EU-wide instrument for collecting micro-level information on income and social exclusion, it provides a more limited set of variables than the ECHP and produces a shorter panel, using a four year rotational panel design for most countries[8].This paper, therefore, uses the ECHP because it provides detailed labour market activity data on the same individuals for up to eight years. The following 13 countries are included in the analysis: Germany (sample based on the German Socio-Economic Panel), Denmark, the Netherlands, Belgium, France, the United Kingdom (sample based on the British Household Panel Survey), Ireland, Italy, Greece, Spain, Portugal, Austria and Finland. Sweden is excluded because it provides cross-sectional data only (and has no information on gross earnings) and Luxembourg because of its relatively small sample size.

b.   Sample

The analysis is based on the sample of individuals aged 25-55 in order to disregard the cross national age differences in the timing and pattern of entry into and exit from the labour force. The tiny minority of respondents with missing main activity information were excluded from the analysis. Employment is

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[8] For a more detailed discussion of the differences between the ECHP and EU-SILC, see Whelan and Maitre (2007).

defined here as being in paid work for at least 15 hours a week, including employees and the self-employed. However, the self-employed have no information on gross earnings. The minority of respondents whose main activity is undergoing an apprenticeship or a being on a training scheme are also defined as employed. Unfortunately, those working or studying under 15 hours a week constitute a separate category in the ECHP ('work/study < 15 hours') and have no information on the starting year of the current job. Therefore, they are defined as being out of the labour force in this study. However, this is a temporary activity, since more than half of these individuals make a transition to another state in each wave. To sum up, individuals whose main activity is paid employment, self-employment, paid apprenticeship or a special training scheme of at least 15 hours a week are defined as being employed. Self-reported unemployed form a separate category, while the rest are defined as being inactive. Table A1 (a) in the Appendix reports frequencies of main activity for each country.

The paper uses a self-assessed measure of part-time status. For individuals for whom this information is missing, data on weekly hours worked are used instead. Following the approach in Manning and Petrongolo (2008), in such cases part-time employees are defined as those working less than 30 hours a week (25 hours for teaching professionals).

Labour market activity transitions are studied at the annual level. Although monthly transitions would be more precise, a large proportion of respondents had missing information on the month of end of their previous job or the start of their current job, particularly in Germany. Yearly, rather than monthly, transitions are studied in Manning and Petrongolo (2005) and in Buddelmeyer et al. (2005), who also used the ECHP. Pronzato (2009) uses monthly employment and fertility information from the ECHP but excludes Germany, Denmark and the Netherlands, which have entirely missing monthly data on employment or fertility, and imputes the month of start of work for 10% of the remaining cases.

Gross hourly wages are constructed from gross monthly earnings and weekly working hours in the main job, including paid overtime. Derived hourly earnings are then deflated using the 2005 Consumer Price Index in order to study transitions between better or worse paid occupations in each country using real wages.

Children are defined as individuals aged 16 or younger living in the household. A dummy for a new birth in wave t is constructed using information on child-parent pairs from the ECHP 'relationship' file

and the year of birth of the child. The month of birth was not used because this information was entirely missing for the German sample and because labour market activity transitions were studied at the annual level. Step, adopted and foster children are also defined as children as long as they are under 17 years old. A new birth is observed in wave t if the year of birth of the youngest (or only) child in the household is the same as the year of the parent's personal interview in wave t or if the year of birth of the child is one year before the parent's personal interview but was not reported at the previous year's interview (as the child was born between the two interviews). Thus, a birth that occurs in wave t after the parent's personal interview is recorded as a new birth in wave $t+1$.

c.   *Variable means*

Table A1(b) in the Appendix reports the means of the workplace characteristics of employed men and women across the eight waves of the ECHP[9]. In all of the studied countries, men are more likely to have supervisory duties than women, with the largest gender differences in Finland, Denmark, the Netherlands and the UK and the smallest differences occurring in the Southern European countries. A similar pattern holds for the sub-sample of full-time workers, except the gender gap in the proportion of those with supervisory duties falls noticeably in the UK (Table A2 a). Women are also uniformly more likely than men to work in the public sector, particularly in the UK, Finland and Denmark, and to hold temporary contracts. The largest gender differences in the proportions of temporary workers are in Ireland and smallest in Denmark. Men have higher log hourly wages, on average, in all of the studied countries, with the largest gender gap in the UK and lowest in Italy.

Men are also uniformly more likely to work in managerial occupations (legislators, senior officials and managers) than women, particularly in the Netherlands and the UK (Table A1 c). The smallest gender differences are found in the Mediterranean countries (Italy, Spain, Greece and France). At the same time, women are over-represented in the clerical and sales/services occupations, while men are over-represented in crafts and related trades as well as in 'plant and machine operators and assemblers' occupations. A similar pattern is observed amongst full-time workers (Table A2 b) and part-time workers (Table A3 b). Using the Labour Force Survey 2000, Bettio (2002) reports the highest levels of occupational segregation, measured using the index of dissimilarity, in Denmark, Sweden and Finland and the lowest in Greece and Italy.

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[9] Seven waves in Austria and six waves in Finland.

d.   Occupational rankings

Occupational moves upwards or downwards are defined using two different approaches. Following Connolly and Gregory (2008), the first method uses average qualification levels within each occupation to derive an occupational ranking separately for each country. Using one-way analysis of variance, average levels of education[10] were compared across nine major International Standard Classification of Occupations (ISCO-88) categories for all employees (male and female workers combined) separately by country. The occupational categories with similar average qualification levels were merged to create a seven-category ranking. The second approach uses average hourly wages (converted to 2005 price levels and transformed onto a logarithmic scale) to order occupations within each country. The number of resulting significantly different categories differs by country, however (from the lowest of five to the highest of seven). Unlike Gutiérrez-Domènech (2005a), who uses women's log-wages and controls for age and age squared to order occupations, this paper uses average wages for the combined sample of male and female employees without controlling for age in order to create a ranking that is representative of the whole working population in each country.

e.   Estimation

The analysis is done in two steps for women in Europe. First, the effects of childbirth on the probability of moving from full-time work to three alternative labour market states (part-time work, unemployment and inactivity) are explored, controlling for a number of important household and occupational characteristics. Second, the effects of switching between full-time and part-time states, as well as changing employers, on the transitions between higher or lower ranked occupations are studied for employed women. Based on Gauthier's (1996) family policies model, it is expected that women in countries with the dominant 'pro-traditional' model (the Continental European countries except France) and the 'non-interventionist' UK would be more likely to switch from full-time employment to part-time employment or inactivity within a year after childbirth. They would also be more likely to downgrade occupationally while moving from full-time to part-time work. At the same time, women in 'pro-egalitarian' Denmark and Finland (and possibly the Netherlands) and in 'pro-natalist' France are expected to be more likely to remain work full-time and less likely to downgrade occupationally upon moves from full-time to part-time employment.

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[10] The three-category education variable ('highest level of general or higher education completed') was recoded so that the lowest level of education (ISCED 0-2) had the score of 1 and the highest (ISCED 5-7) had the score of 3.

Since there are three mutually exclusive destinations from full-time work, a competing risks framework is used to study the hazards of moving into part-time work, unemployment or inactivity. Because the time intervals are discrete (years), a multinomial logit model of the log odds of event of type j in period t as opposed to no event in this period is estimated (Allison, 1984: 17-18).:

$$\log(h_{ti}^{(j)}/h^{ti\,(0)}) = \alpha^{(j)}(t) + \beta^{(j)'}X_{ti}^{(j)} \quad j=1, \ldots, k \tag{1}$$

$h_{ti}^{(j)}$ is the hazard of the event j occurring in period t, given that no event occurred prior to t and $h^{ti\,(0)}$ is the base (censored) outcome of no event in period t; $\alpha^{(j)}$ is the vector of the parameters for the duration variables (that can be expressed as a function of duration or as a vector of dummy variables for time intervals); $\beta^{(j)}$ is the vector of parameters and $X_{ti}^{(j)}$ is the vector of the covariates that can be time-varying. It is assumed that any unobserved individual-specific effects that affect different destination hazards are not correlated. In all estimations, standard errors are adjusted for clustering within individuals, since observations are independent across individuals, but not necessarily across time for each individual[11]. The estimated coefficients $\beta^{(j)}$ are exponentiated to obtain the relative risk ratios of making a transition to state j versus not making a transition. All estimations are carried out separately by country and by gender. A discrete time competing risks event history (multinomial logit) model is also used to estimate the relative risks of moving to a higher or lower ranked occupation versus staying in the same occupational category. All models are estimated separately by country.

Equation (1) does not allow for possible sample selection into (full-time) employment by women. Therefore, the findings should not be generalised to the whole female population. However, this is not necessarily a limitation because the paper focuses on the labour market transitions of employed women and the findings are relevant for that group.

4.   Summary statistics

a.   *Transitions across labour market states*

Table 1 shows the year-on-year transitions between four labour market states, separately for men and women, for the sample of 13 European countries across eight waves of the ECHP. Finland and Austria are excluded from the pooled sample because they are not present in all eight waves. There are notable differences between the labour market transition patterns of men and women:

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[11] Using the 'cluster' sub-option in STATA 10.

1) Full-time female workers show more mobility than male workers: 89% of women remain full-time in the subsequent year, compared with 95% of men.

2) Full-time women are the most likely to switch to part-time work (4%) or inactivity (4%) each year, while male workers are the most likely to switch to unemployment (2%).

3) Although the transition to part-time work is relatively infrequent even for women, it is a very stable state for those who already work part-time: 65% of women remain part-time the following year.

4) For men, however, part-time work is the most unstable state, while unemployment is the most unstable state for women.

These results are comparable to those in Buddelmeyer et al. (2005) reporting two-year transition matrices for the first five waves of the ECHP for the same set of the ECHP countries.

Table 2 shows the year-on-year transition probabilities separately for women who gave birth in year t and those who did not:

1) Women who reported working full-time in year t and who gave birth that year are less likely to remain working full-time in the subsequent year (82%) compared to those who did not give birth that year (89%).

2) Full-time women who gave birth are more likely to switch to part-time work (8%) and inactivity (7%) the following year than those who did not, only 4% of whom move to part-time work and 4% to inactivity each year.

3) Part-time women who gave birth in one year are more likely to remain part-time in the subsequent year (69%) than those who did not give birth that year (65%).

Tables A4 (a) to A4 (m) in the Appendix report the yearly transition matrices separately by country. Figure 4 shows that full-time female workers who gave birth are the mostly likely to remain full-time the following year in Denmark and the Mediterranean countries (85%-90%) and the least likely to do so in the Netherlands, Austria and Germany (50%-60%). Women in Spain, Italy, Greece and Portugal are also amongst the least likely to switch from full-time to part-time work each year (Figure 5).

However, the full-time rate in year $t+1$ for women who gave birth in year t is likely to be over-estimated because some of these women would be on maternity or parental leave. Unfortunately, the ECHP does not use maternity/parental leave as a separate labour market activity category, so women may choose between inactivity and work responses. The two-year transitions ($t-2$, $t+2$, last birth at t) may show a

more realistic picture of women's activity after the last birth. Figure 6 summarises the probabilities of remaining full-time two years after the last birth for women who had worked full-time two years before the birth. The probabilities are consistently lower than in the year-on-year analysis in Figure 4 but the country variation pattern is similar. The Scandinavian and Mediterranean countries still have the highest rates of staying working full-time, while the rates are still lowest in Austria, Germany and the Netherlands.

b.   Transitions across occupational categories

Table 3a reports yearly occupational transitions upwards or downwards, by skill (panel 1) and by occupational wage (panel 2), separately for male and female workers. Overall, occupational upgrading and downgrading are infrequent events relative to staying in the occupational category of the same ranking. Changes in the occupational ranking are the most infrequent in France in terms of both skill and occupational wage for both men and women. Occupational transitions by skill are the most frequent in the UK for women and in Belgium for men, while occupational moves by wage are the most frequent in Belgium for both men and women. Overall, upward occupational moves are just as likely as downward moves, particularly for women. This suggests that women are not uniformly losing out on occupational status: while some move down, others move up. Men are also about as likely to upgrade as to downgrade both by skill and occupational wage, except in Finland, where 6% (8%) of men downgrade by skill (wage) each year, while 5% (7%) upgrade. For all other countries, the absolute difference between downgrading and upgrading for men is within 0.5 percentage points.

Table 3b shows the transitions upwards or downwards for the workers who switch from full-time to part-time work at the same time. Occupational moves are more likely for those who switch from full-time to part-time work than for the working population overall. Female workers are the most likely to move downwards by skill in Finland (20%) and the least likely to do so in France (4%); by occupational wage, female workers are the most likely to move downwards in the UK (20%) and the least likely to do so in France (5%). Male workers who switch from full-time to part-time work are the most likely to move downwards by skill in the Netherlands (23%) and by occupational wage in Germany (23%), while downward moves are the least frequent in France (6%) by skill and in Greece (5%) by occupational wage. Contrary to the results for the working population at large, downward moves are generally more likely than upward moves amongst those who switch from full-time to part-time work, particularly for

women in Finland. In the UK, women are marginally more likely to upgrade by skill[12], while being substantially more likely to downgrade than to upgrade by occupational wage. Connolly and Gregory (2008) find that a quarter of women switching into part-time work downgrade by skill, while 17% upgrade, using data from the British Household Panel (1991-2001) and a 15-category occupational ranking.

Although men are generally less likely than women to switch from full-time to part-time hours (Table 1), in about half of the studied countries, men who do so are more likely than women to downgrade occupationally. Thus, in Denmark, the Netherlands, France, Greece, Portugal and Germany men are more likely to downgrade by skill, with the largest gender difference in Denmark (13ppt). At the same time, in Denmark, the Netherlands, Ireland, Spain, Portugal, Austria and Germany, men are more likely than women to downgrade by occupational wage, with the largest percentage point difference in Denmark (12ppt) and Spain (11ppt). Amongst the countries where women are more likely to downgrade than men, the largest gender differences are in Finland, 9ppt and 4ppt, and in Italy, 3ppt and 4ppt, by skill and occupational wage, respectively.

5.   Empirical results

a.   Activity transitions

Tables 4a to 4m report the estimated effects of childbirth on the relative hazard of switching from full-time employment to part-time work, unemployment or inactivity for adult women, controlling for human capital characteristics (number of years in the current job, age, highest level of education), household characteristics (giving birth in the past year, age of the youngest child, number of dependent children, marital status)[13], workplace characteristics (sector of employment, occupation) and dummies for years in full-time work (Model 1). The second specification additionally controls for activity at last wave (part-time or unemployed/inactive) to capture the effects of intermittent full-time employment (Model 2).

Being married has significant positive effects on the hazard of moving into part-time work or inactivity for women in all studied countries except Finland. In Denmark, married women are 52% more likely to

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[12] Based on a 3-category occupational ranking

[13] The means of the demographic and human capital variables are reported in Table A1d for all employed men and women, Table A2c for full-time workers and Talbe A3 c for part-time workers only (Appendix).

switch from full-time to part-time work, everything else being equal. The effect becomes non-significant once activity at the last wave is controlled for, which suggests that married women in Denmark are more likely to experience intermittent employment. Married women in the Netherlands, Austria and Belgium are significantly more likely to move to part-time work or inactivity, although in Belgium the effect disappears when activity at the last wave is controlled for. In France, Italy and Germany married women are more likely to switch from full-time to part-time work, while in Ireland, Greece and Spain married women are more likely to become inactive than non-married women, everything else held equal. In Portugal, married women are less likely to become unemployed, but more likely to become inactive, everything else being equal. This could be explained by the relative scarcity of part-time work in the Mediterranean countries (Manning and Petrongolo, 2005; Gutiérrez-Domènech, 2005a). In the UK, married women who work full-time are more likely to move into part-time work and inactivity, but less likely to become unemployed. In Finland, married women are also less likely to move from full-time work to unemployment, with no effect of marital status on the hazards of moving into part-time work or inactivity.

An interaction between having a newborn child and being married was tested (RESULTS TO BE ADDED IN THE ANNEX). In Finland, childbirth has a significant positive effect on moving into part-time work for married women only, while the positive effect of being married is only significant for women who gave birth within a year of the interview. In France, Greece and Portugal the interaction term is negative and significant, however. Only married women who did not have a recent childbirth are more likely to become inactive and only recent mothers who are unmarried are more likely to be inactive.

Broad occupational category also affects the hazard of exiting full-time employment. Overall, women who work full-time in higher status occupations are less likely to switch to part-time work, unemployment or inactivity. Thus, in Denmark women working in professional or associate professional occupations are less likely to switch to part-time work, while those working in sales or services are more likely to do so. There are some exceptions to this pattern, however. In France, professional women are twice as likely to move into part-time work as those in operative or elementary occupations. This may be due to the higher prevalence of part-time work amongst professionals in France. In Italy, full-time women in any of the six occupational categories are significantly less likely to become unemployed than those in operative or elementary occupations.

Full-time women who gave birth in year *t* are significantly more likely to switch to part-time work the following year in the Netherlands, Belgium (Model 1 only), Italy, Austria, and the UK (see Diagram 1 below). The relative hazard of switching to part-time work is around twice that for women who did not give birth in year *t*. Recent childbirth significantly increases the relative hazard of moving from full-time work to unemployment in Ireland, Italy, the UK (Model 1 only) and Finland. The relative risk of switching to unemployment is around three to six times that for women who did not give birth that year. In the majority of the studied countries, Netherlands, France, Italy, Greece (Model 1 only), Germany, Austria, the UK and Finland, recent childbirth increases the relative hazard of moving from full-time employment to inactivity by two to four times the hazard for women who did not give birth that year. Conversely, in Portugal women who gave birth in year *t* are significantly less likely to switch to inactivity the following year. Only in Denmark and Spain is it the case that recent childbirth does not significantly affect the hazard of exiting full-time employment, everything else being equal.

Diagram 1:   Effects of childbirth on the hazard of exiting full-time work for women (summary of Tables 4a – 4m)

	Part-time	Unemployment	Inactivity
Denmark			
Netherlands	+		+
Belgium	+ (Model 1 only)		
France			+
Ireland		+	
Italy	+	+	+
Greece			+ (Model 1 only)
Spain			
Portugal			-
Germany			+
Austria	+		+
UK	+	+ (Model 1 only)	+
Finland		+	+

+ significant positive effect; - significant negative effect

A new birth in the household does not affect the hazard of exiting full-time employment for men (Tables 5a – 5m). There are some exceptions, however. In Belgium the effect of a recent birth on moving into inactivity is significantly negative for men. In Greece a new birth has a positive effect on moving into unemployment and in Spain it has a positive effect on switching to part-time work, *ceteris paribus*.

Activity at the last wave (*t-1*) is another important predictor of the likelihood of exiting full-time employment. In Denmark, unemployment or inactivity in the previous wave significantly increases the hazard of moving to unemployment or inactivity the following year (*t+1*). In the Netherlands, part-time work in the previous year increases the hazard of switching to part-time work or inactivity the following year. So does unemployment or inactivity in the previous wave. In Belgium, part-time work, inactivity or unemployment in the previous wave increase the likelihood of moving to part-time work in the subsequent wave. In France, part-time work in the previous wave increases the hazard of moving from full-time to part-time work in the following wave. In Ireland, part-time work in the previous wave increases the hazard of moving to part-time work or unemployment, while unemployment or inactivity in the previous wave increases the likelihood of switching to inactivity.

b.   Occupational transitions

Tables 6a to 6m report the multinomial logit estimates of the relative hazard of moving up or down the occupational hierarchy in terms of skill (specification one) or occupational wage (specification two) as opposed to staying in the occupation of the same ranking for employed women. Both specifications control for the number of years in the current job, changes in hours (staying part-time, moving from full to part-time work, moving from part to full-time work, as opposed to staying full-time), employer changes, working in the public sector, as well as various personal and household characteristics, such as age, education, marital status, number of dependent children, age of the youngest child and a recent childbirth.

In all of the countries where childbirth was found to be associated with an increased risk of moving from full-time to part-time work[14] (except Belgium, where switching hours is found to have no significant effect on the hazards of upgrading or downgrading), switching from full to part-time hours increases the risk of occupational downgrading:

1) The Netherlands - women who move from full-time to part-time work are more likely to downgrade by skill and by occupational wage than those who remain working full-time. At the same time, women who make the opposite move, from part-time to full-time work, are more likely to upgrade occupationally both by skill and wage.

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[14] Netherlands, Belgium, Italy, Austria, and the UK

2) Italy - moves from full to part-time work are associated with an increased risk of downgrading both by skill and occupational wage, while the opposite moves are linked to a higher risk of upgrading than downgrading.

3) Austria - switching to part-time hours is linked to a higher risk of downgrading than upgrading by skill and to a higher risk of downgrading by occupational wage.

4) UK - switching to part-time hours increases the likelihood of downgrading both by skill and by occupational wage, while, at the same time, decreasing the likelihood of upgrading by wage. Connolly and Gregory (2008) also show substantial evidence of occupational downgrading by skill associated with moves to part-time work in Britain. At the same time, switching to full-time hours increases the risk of upgrading by occupational wage in the UK.

5) The only other countries where switching from full to part-time work increases the risk of occupational downgrading, while the opposite move generally increases the risk of upgrading, are Germany, Finland and Spain (by skill only[15]).

6) In the following countries, switching from full-time to part-time work does not significantly affect the probability of occupational downgrading or upgrading (by skill or by wage) at all: Denmark, Belgium, France, Ireland, Greece and Portugal.

7) In all of the studied countries except Belgium and Germany, those who remain in part-time work are less likely to either upgrade or downgrade than to remain in the occupational category of the same ranking.

However, it is changing employer that is the most important predictor of moving into an occupation of a different ranking. The odds of occupational downgrading or upgrading are large and significant in all of the studied countries in both specifications. In the following countries changing employer is associated with a somewhat higher likelihood of downgrading than upgrading: Denmark, the Netherlands, France, Ireland, Italy, Austria (by skill only) and Finland (by wage only). In the UK, on the other hand, changing employer significantly increases both the probability of upgrading and downgrading (by skill and by wage), but the odds of upgrading are somewhat higher than the odds of downgrading, everything else held equal. This suggests that, on balance, changing employer is more likely to lead to a career progression.

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[15] Gutiérrez-Domènech (2005a) also finds no evidence of occupational downgrading by occupational hourly wage on switching from full-time to part-time work for women in Spain, but does not study occupational transitions by skill.

Tenure in the current job is another important predictor of occupational change in all countries except Finland and Austria. In Denmark, women who spent less than nine years with the same employer are more likely to downgrade occupationally both by skill and wage. In the Netherlands, Belgium, Ireland, Greece and Germany, however, women who spent less than four years in their current job as opposed to nine or more years (the omitted category) are less likely to change their occupational ranking at all. In France, on the other hand, women with less than four years of tenure are more likely to upgrade occupationally both by skill and wage. In Italy, women with four to eight years of tenure are more likely to upgrade by skill, but also just as likely to upgrade as to downgrade by occupational wage. In Spain, women with less than four years of tenure are less likely to upgrade or to downgrade, but those with four to eight years in their current job are more likely to upgrade by skill. In Portugal, those with less than four years of tenure are less likely to upgrade by skill or wage. In the UK, those with four to eight years of tenure are more likely to upgrade by wage, everything else being equal.

6.   Conclusion

Childbirth affects the patterns of female labour market activity in the industrialised countries examined here. While breaks from employment are likely to result in lower lifetime earnings and exacerbate the gender wage gap, part-time employment may help combine family and work responsibilities as an alternative to inactivity. However, part-time work may also have negative economic consequences, such as wage penalties, the concentration in lower status jobs and occupational downgrading. This paper uses comparable longitudinal data from the European Community Household Panel from 1994 to 2001 to examine the effects of recent childbirth on the relative risks of switching to part-time, inactivity or unemployment for full-time women, as well as the effect of switching from full-time time to part-time work on the risks of occupational downgrading, in 13 European countries.

In all of the studied countries, women are more likely than men to switch from full-time to part-time work or inactivity, on average. Amongst full-time working women, those who gave birth within a year of the interview are more likely to switch to part-time work or inactivity the following year, while part-time women are more likely to remain working part-time than those who did not give birth that year. Once important human capital and workplace characteristics are controlled for, full-time female workers who gave birth in year t are the most likely to remain full-time the following year only in Denmark and Spain. Full-time women are more likely to switch to part-time work than to remain working full-time in the Netherlands, Belgium, Austria and the UK, where female part-time rates are relatively high, but also

in Italy, where part-time rates are generally low. At the same time, in Ireland, Italy, the UK and Finland, recent childbirth increases the probability of moving from full-time work to unemployment, while in the Netherlands, France, Italy, Greece, Germany, Austria, the UK and Finland, recent childbirth increases the risk of switching to inactivity.

Thus, in most of the 'pro-traditional' countries recent childbirth is associated with a higher likelihood of switching from full-time work to inactivity, but in some of the countries also to unemployment and part-time work, as the theory would suggest. The only exception is Spain, where recent childbirth does not appear to affect the hazard of exiting full-time employment. Similarly to most 'pro-traditional' countries, in the 'non-intervensionist' UK recent childbirth increases the risk of switching to part-time work, unemployment and inactivity. Once activity at the last wave is controlled for, however, recent childbirth increases the odds of becoming inactive or switching to part-time work only. In 'pro-natalist' France, childbirth seems to increase the likelihood of inactivity around a year after childbirth, but this could be due to female respondents on (relatively long) maternity or parental leave choosing inactivity as the current economic status. At the same time, the 'pro-egalitarian' countries show the most inconsistent pattern. The theory suggests that motherhood can be successfully combined with full-time employment, but this result is observed only in Denmark. In Finland, recent mothers are more likely to switch to inactivity or unemployment within a year after childbirth than to remain working full-time, even after controlling for activity at the last wave, while in the Netherlands, they are more likely to switch to part-time work or inactivity. Thus, the Dutch pattern closely resembles that observed in most 'pro-traditional' countries.

Substantial evidence of occupational downgrading by skill and occupational hourly wage on switching from full-time to part-time work is found in the majority of the studied countries. Overall, downward occupational moves are substantially more likely amongst workers who switch from full-time to part-time work than amongst the working population at large, both for men and women. At the same time, the opposite move, from part-time to full-time work, is usually associated with a higher risk of occupational upgrading. Changing employer is found to be the most important predictor of moving into an occupation of a different ranking, however, with the odds of occupational downgrading or upgrading by skill or wage being large and significant in all of the studied countries.

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Figure 1   Female part-time rates by share of involuntary part-time (women aged 25-59) 2001
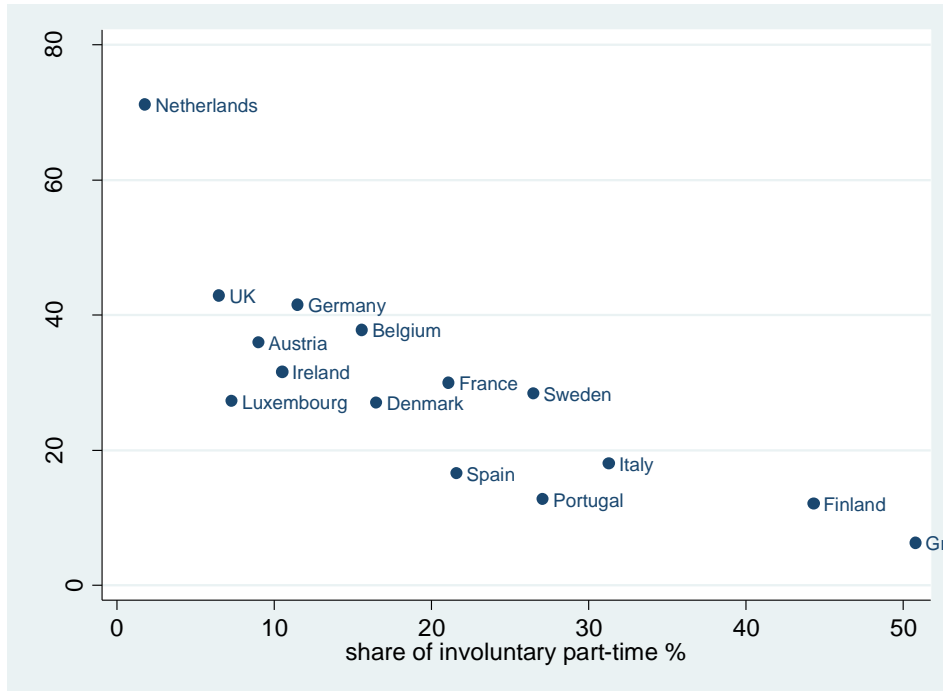
r= -0.81

Source: Eurostat, Labour Force Survey

Figure 2   Female (25-59) employment rate by enrolment rate of children aged 0-2 in childcare and early education services, 2006
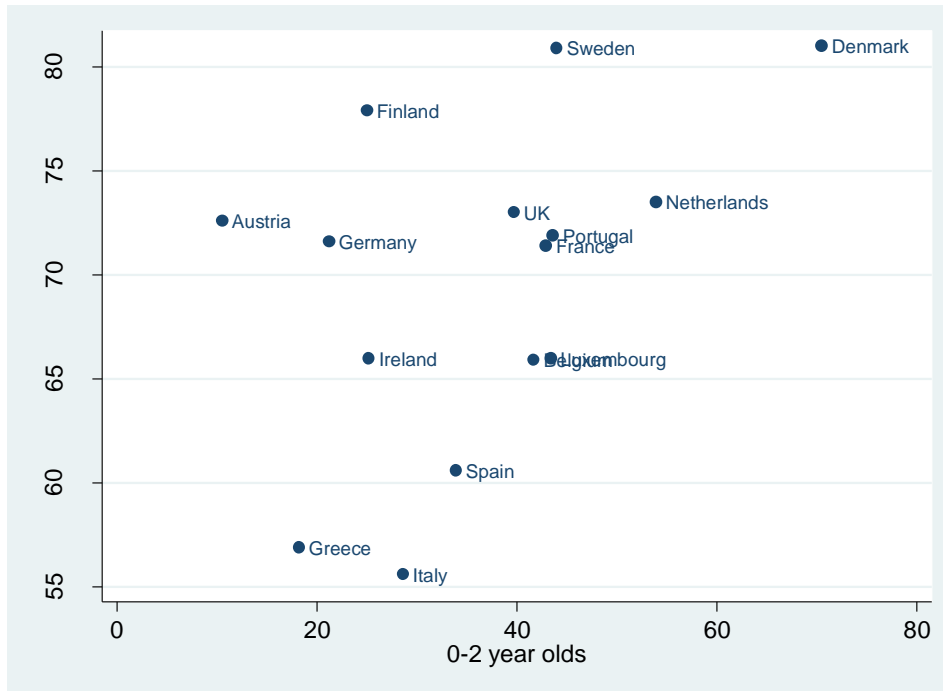
r=0.44

Source: Eurostat, Labour Force Survey; OECD Family Database, Table PF 11.1 *www.oecd.org/els/social/family/database*

Figure 3   Female (25-59) employment rate by length of paid parental leave (weeks), 2006
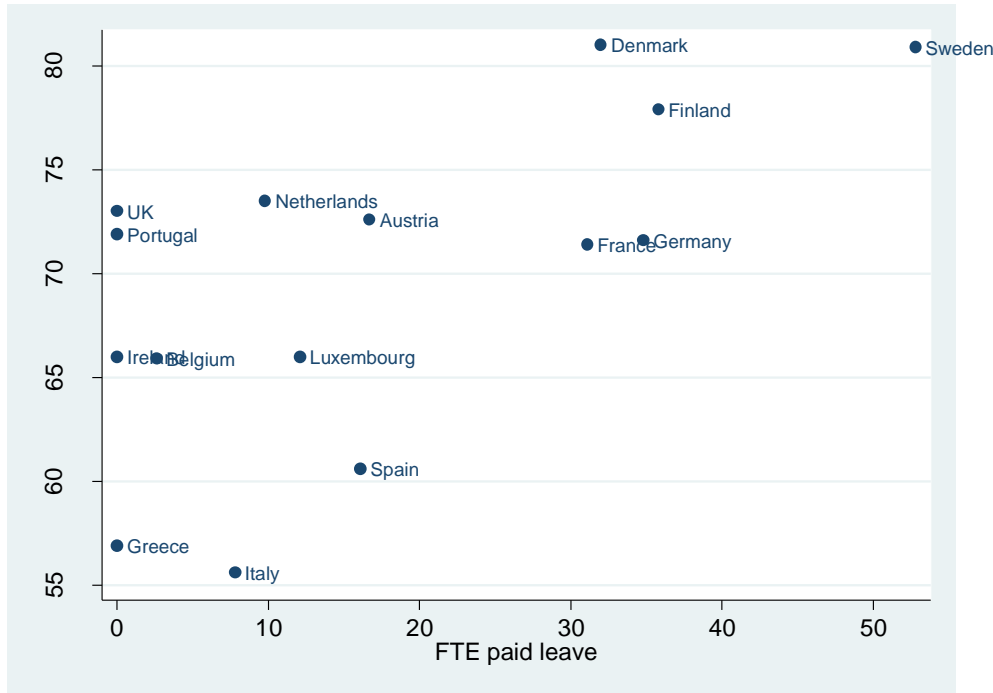
r=0.63

Source: Eurostat, Labour Force Survey; OECD Family Database, Table PF 7.1 *www.oecd.org/els/social/family/database*

Figure 4   % of women (25-55) remaining full-time in year t+1 after last birth in year t

Individual base weights used
Source: ECHP 1994-2001

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Figure 5   % of women (25-55) switching from full-time to part-time each year
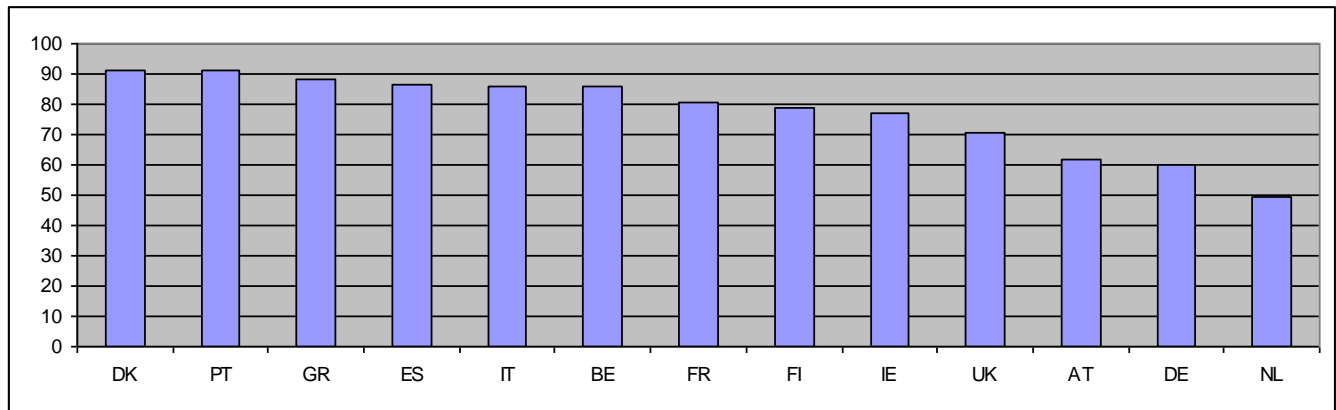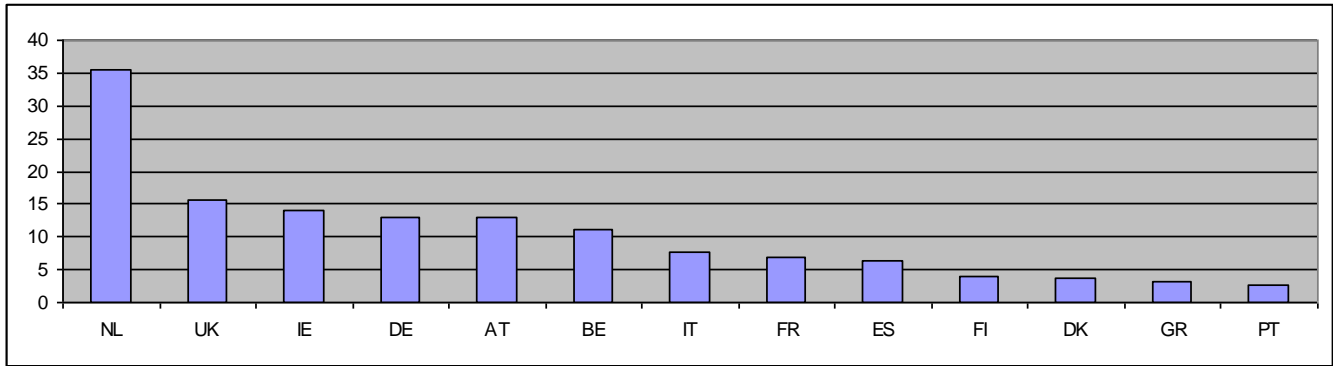
Individual base weights used
Source: ECHP 1994-2001

Figure 6   % of women (25-55) who worked full-time in year t-2 working full-time in year t+2 after last birth in year t
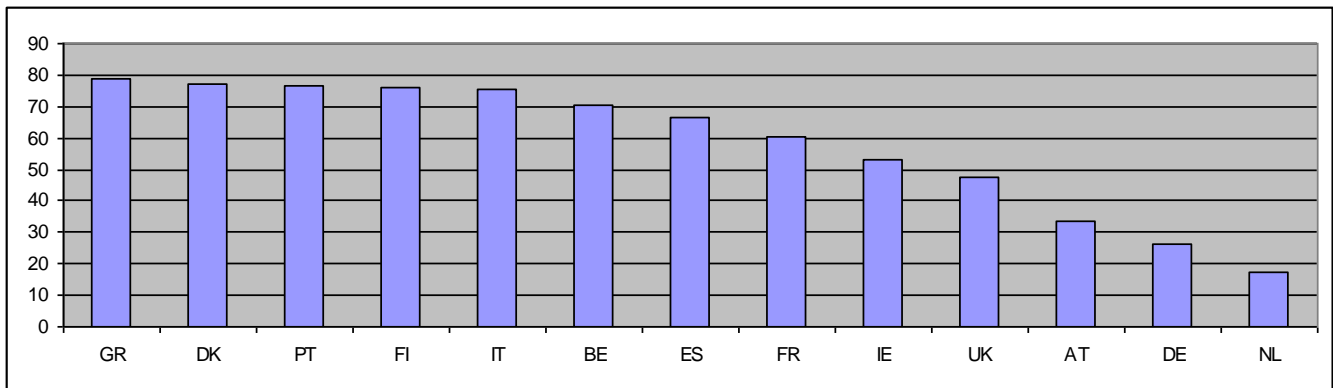
Individual base weights used
Source: ECHP 1994-2001

Table 1   Labour market transition patterns in each wave: EU-15 (waves 1-8)

Year t	Full-time	Part-time	Unemployed	Inactive	Total %
			Year t+1		**Total %**
			Women		
Full-time					
Row %	88.7	4.4	2.9	4.1	100.0
Column %	86.6	17.8	16.8	4.8	43.8
Part-time					
Row %	21.9	65.0	3.3	9.8	100.0
Column %	5.2	63.3	4.8	2.8	10.6
Unemployed					
Row %	17.9	6.0	49.6	26.6	100.0
Column %	3.3	4.5	54.7	5.9	8.2
Inactive					
Row %	6.0	4.2	4.7	85.2	100.0
Column %	5.0	14.4	23.7	86.5	37.4
Total %	44.9	10.9	7.4	36.9	100.0
			Men		
Full-time					
Row %	95.4	0.9	2.3	1.4	100.0
Column %	94.2	37.4	28.6	16.2	83.1
Part-time					
Row %	49.2	38.7	6.2	5.8	100.0
Column %	1.2	39.3	1.9	1.7	2.0
Unemployed					
Row %	33.7	3.3	54.1	8.9	100.0
Column %	3.0	12.8	60.7	9.6	7.6
Inactive					
Row %	19.0	2.9	8.2	69.9	100.0
Column %	1.7	10.6	8.9	72.5	7.3
Total %	84.2	2.0	6.8	7.1	100.0

Countries: Denmark, Netherlands, Belgium, France, Ireland, Italy, Greece, Spain, Portugal, Germany, UK.
Individual base weights used.
Source: ECHP 1994-2001

Table 2   **Labour market transition patterns amongst women in each wave: EU-15 (waves 1-8)**

Year t	Full-time	Part-time	Unemployed	Inactive	Total %
			Year t+1		Total %
		Those who gave birth in Year t			
Full-time					
Row %	81.6	8.4	2.8	7.1	100.0
Column %	84.1	24.2	14.7	6.4	38.0
Part-time					
Row %	17.1	68.5	2.8	11.6	100.0
Column %	5.0	55.7	4.1	2.9	10.8
Unemployed					
Row %	16.7	6.9	45.0	31.4	100.0
Column %	3.6	4.2	49.5	5.9	8.0
Inactive					
Row %	6.3	4.9	5.3	83.5	100.0
Column %	7.3	16.0	31.7	84.8	43.2
Total %	36.9	13.2	7.3	42.6	100.0
		Those who did not give birth in Year t			
Full-time					
Row %	89.1	4.2	2.9	3.9	100.0
Column %	86.8	17.3	16.9	4.7	44.2
Part-time					
Row %	22.2	64.8	3.4	9.6	100.0
Column %	5.2	63.9	4.8	2.8	10.6
Unemployed					
Row %	17.9	5.9	49.9	26.3	100.0
Column %	3.2	4.5	55.1	5.9	8.2
Inactive					
Row %	5.9	4.1	4.7	85.3	100.0
Column %	4.8	14.3	23.2	86.6	37.0
Total %	45.4	10.7	7.4	36.5	100.0

Countries: Denmark, Netherlands, Belgium, France, Ireland, Italy, Greece, Spain, Portugal, Germany, UK.
Individual base weights used.
Source: ECHP 1994-2001

Table 3a Occupational transitions by skill – female workers (row %)

	By skill (1)				By occupational wage (2)			
	Female workers							
	Same	Up	Down	*N*	Same	Up	Down	*N*
Denmark	92.0	4.0	4.1	*7,425*	88.6	5.6	5.8	*5301*
Netherlands	80.8	9.6	9.7	*12,130*	76.2	12.1	11.7	*8,372*
Belgium	82.4	8.7	8.9	*6,094*	74.6	12.5	12.9	*4,246*
France	95.6	2.3	2.2	*15,199*	94.0	3.0	3.0	*11,088*
Ireland	83.7	8.0	8.4	*6,150*	76.5	11.7	11.9	*3,987*
Italy	86.1	7.0	6.9	*14,926*	87.0	6.6	6.5	*10,701*
Greece	90.9	4.5	4.6	*8,001*	87.6	6.0	6.4	*5,361*
Spain	83.9	8.1	8.0	*11,134*	76.1	12.0	11.9	*7,194*
Portugal	84.4	7.7	7.9	*12,312*	84.8	7.6	7.5	*8,887*
Austria	84.3	7.8	7.9	*7,209*	80.7	9.5	9.8	*5,096*
Finland	90.0	4.9	5.2	*8,929*	86.7	6.4	6.9	*6,190*
Germany	87.5	6.4	6.1	*15,661*	82.8	8.6	8.6	*11,134*
UK	79.2	10.6	10.2	*12,235*	77.2	11.5	11.3	*8,970*
	Male workers							
Denmark	89.1	5.5	5.4	*8,064*	84.9	7.5	7.6	*6,124*
Netherlands	77.9	11.3	10.9	*18,117*	78.7	10.9	10.4	*13,970*
Belgium	75.4	12.4	12.3	*7,661*	64.6	17.6	17.7	*5,609*
France	93.9	3.0	3.1	*18,117*	92.2	3.9	3.8	*13,839*
Ireland	85.1	7.6	7.3	*10,614*	78.13	11.15	10.72	*7,706*
Italy	83.1	8.3	8.6	*25,451*	85.7	7.0	7.2	*19,383*
Greece	88.9	5.5	5.7	*16,582*	89.3	5.2	5.5	*12,644*
Spain	81.5	9.4	9.1	*21,411*	72.4	13.9	13.7	*15,560*
Portugal	84.5	7.8	7.8	*16,556*	86.4	6.7	6.9	*12,933*
Austria	81.4	9.5	9.1	*9,985*	76.7	11.7	11.6	*7,588*
Finland	88.5	5.4	6.1	*9,605*	84.8	7.1	8.0	*6,861*
Germany	85.2	7.4	7.5	*21,070*	81.7	9.1	9.2	*16,152*
UK	77.6	11.3	11.1	*13,456*	76.9	11.6	11.5	*10,572*

Individual base weights used
Source: ECHP 1994-2001

Table 3b Occupational transitions by skill – female workers who switch from full-time to part-time (row %)

	By skill (1)				By occupational wage (2)			
	Same	Up	Down	*N*	Same	Up	Down	*N*
	Female workers							
Denmark	83.9	7.3	8.8	*281*	83.1	6.8	10.1	*281*
Netherlands	68.1	14.2	17.6	*756*	72.9	10.8	16.3	*756*
Belgium	74.2	13.5	12.4	*265*	73.1	13.5	13.4	*265*
France	92.0	4.4	3.7	*650*	91.8	3.6	5.3	*650*
Ireland	73.7	14.0	12.3	*349*	77.0	12.4	10.6	*349*
Italy	77.0	8.8	14.2	*639*	82.1	6.8	11.1	*639*
Greece	90.2	4.9	5.0	*237*	89.8	4.2	6.1	*237*
Spain	75.3	9.3	15.4	*348*	80.9	8.6	10.5	*348*
Portugal	74.9	12.6	12.6	*280*	89.8	4.2	6.0	*280*
Austria	70.7	13.5	15.8	*315*	77.1	8.5	14.4	*315*
Finland	75.1	5.3	19.6	*216*	78.5	3.2	18.3	*216*
Germany	76.9	10.0	13.2	*628*	78.5	7.7	13.8	*628*
UK	65.0	18.1	17.2	*692*	72.0	9.0	19.0	*692*
	Male workers							
Denmark	71.8	6.7	21.5	*61*	70.3	7.9	21.8	*61*
Netherlands	53.8	23.2	22.9	*235*	69.2	13.2	17.7	*235*
Belgium	71.9	16.2	11.9	*60*	64.8	23.3	11.1	*60*
France	89.5	4.9	5.7	*171*	85.3	8.7	6.0	*171*
Ireland	84.3	6.3	9.4	*187*	71.4	8.6	20.0	*187*
Italy	82.0	7.5	10.5	*285*	87.0	5.3	7.7	*285*
Greece	84.7	8.5	6.8	*242*	89.8	5.7	4.5	*242*
Spain	76.0	9.4	14.6	*160*	68.4	10.5	21.1	*160*
Portugal	79.4	7.0	13.6	*92*	83.0	7.0	10.0	*92*
Austria	68.0	17.3	14.7	*57*	72.2	12.3	21.6	*57*
Finland	73.6	10.5	15.9	*78*	78.3	12.1	9.5	*78*
Germany	64.1	15.7	20.2	*95*	65.5	11.1	23.3	*95*
UK	66.3	16.7	17.1	*99*	72.6	10.8	16.6	*99*

Individual base weights used
Source: ECHP 1994-2001

Table 4a: **Multinomial logit estimates of exiting full-time employment (women, Denmark)**

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	1.82***	4.04***	1.76**	1.55*	3.08***	0.88
	(0.38)	(0.93)	(0.49)	(0.39)	(0.93)	(0.28)
4-8	1.54*	1.92**	1.51	1.03	2.39***	1.19
	(0.38)	(0.55)	(0.50)	(0.35)	(0.78)	(0.43)
New birth	1.29	1.27	0.97	1.57	1.62	0.64
	(0.46)	(0.47)	(0.40)	(0.64)	(0.76)	(0.33)
Age of the youngest child (ref: 11-17 or none)						
0-4	1.52	0.84	1.17	1.36	0.72	1.66
	(0.57)	(0.33)	(0.54)	(0.62)	(0.36)	(0.79)
5-10	1.27	0.90	1.53	1.13	0.85	1.55
	(0.42)	(0.30)	(0.64)	(0.45)	(0.33)	(0.68)
Age	1.44***	1.02	0.74**	1.33**	1.07	0.89
	(0.16)	(0.11)	(0.09)	(0.18)	(0.14)	(0.12)
Age squared	1.00***	1.00	1.00**	1.00*	1.00	1.00
	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)
Married	1.52**	0.96	0.85	1.19	0.88	0.77
	(0.31)	(0.19)	(0.20)	(0.28)	(0.20)	(0.18)
Public sector	0.84	0.74	1.53	0.74	0.63*	0.94
	(0.17)	(0.15)	(0.45)	(0.17)	(0.16)	(0.25)
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	1.75*	0.36***	0.63	1.54	0.53*	0.56
	(0.57)	(0.11)	(0.20)	(0.59)	(0.19)	(0.21)
ISCED 3	1.24	0.47***	0.74	1.12	0.58*	0.60*
	(0.35)	(0.12)	(0.20)	(0.36)	(0.17)	(0.18)
Number of children under 17 in the household (ref: none)						
One	0.60	1.02	1.01	0.60	1.16	1.02
	(0.19)	(0.28)	(0.37)	(0.23)	(0.38)	(0.41)
Two	0.70	0.76	0.69	0.78	0.79	0.71
	(0.25)	(0.26)	(0.31)	(0.32)	(0.31)	(0.34)
Three or more	0.86	0.41*	0.26*	0.87	0.53	0.26*
	(0.36)	(0.21)	(0.20)	(0.41)	(0.29)	(0.20)
Occupation (ref: operatives/elementary)						
Legislators/managers	0.37	0.61	1.48	0.48	0.16**	2.42
	(0.25)	(0.35)	(0.83)	(0.42)	(0.14)	(1.44)
Professionals	0.44**	0.62	0.63	0.81	0.56	1.07
	(0.17)	(0.28)	(0.30)	(0.40)	(0.28)	(0.54)
Assc. professionals	0.53*	0.49**	0.61	0.82	0.48*	0.70
	(0.20)	(0.17)	(0.22)	(0.40)	(0.19)	(0.29)
Clerks	0.73	1.04	0.60	0.98	0.89	0.90
	(0.25)	(0.33)	(0.25)	(0.45)	(0.34)	(0.42)
Service/sales	1.88*	1.13	1.54	2.97**	1.18	1.98*
	(0.63)	(0.34)	(0.53)	(1.29)	(0.41)	(0.76)
Skilled agr./craft	1.99	0.65	2.83	2.05	0.95	1.33
	(0.99)	(0.42)	(2.02)	(1.29)	(0.64)	(1.08)
Activity last wave (ref: full-time)						
Part-time				2.26	2.10	2.46
				(2.45)	(1.48)	(1.40)
Unemployed/inactive				0.71	3.90**	6.69***
				(0.77)	(2.59)	(3.84)
Pseudo R-square	0.7748			0.7937		
Log pseudolikelihood	-1957.8283			-1448.9336		
N	6271			5067		

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 4b: Multinomial logit estimates of exiting full-time employment (women, Netherlands)

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	0.95	3.87***	1.45	0.66**	3.77***	1.45
	(0.14)	(1.35)	(0.38)	(0.12)	(1.55)	(0.46)
4-8	1.09	1.59	0.76	1.04	1.36	0.79
	(0.15)	(0.53)	(0.20)	(0.15)	(0.56)	(0.24)
New birth	2.63***	1.49	2.40*	4.16***	1.14	3.05*
	(0.74)	(0.94)	(1.23)	(1.42)	(0.91)	(1.78)
Age of the youngest child (ref: 11-17 or none)						
0-4	2.36***	3.43**	4.16**	1.63	3.68*	3.41*
	(0.73)	(1.99)	(2.31)	(0.56)	(2.54)	(2.27)
5-10	1.61*	1.92	3.36**	1.25	1.98	2.64
	(0.44)	(0.95)	(1.78)	(0.39)	(1.08)	(1.68)
Age	1.16**	1.39*	0.81*	0.96	1.25	0.81
	(0.08)	(0.24)	(0.10)	(0.09)	(0.25)	(0.13)
Age squared	1.00**	1.00*	1.00	1.00	1.00	1.00
	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)
Married	2.73***	1.53	3.41***	2.50***	1.29	2.86***
	(0.34)	(0.45)	(0.82)	(0.34)	(0.47)	(0.80)
Public sector	1.30**	0.78	0.44***	1.40**	1.04	0.49**
	(0.15)	(0.23)	(0.12)	(0.18)	(0.34)	(0.15)
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	1.48**	1.20	1.39	1.92***	1.16	1.55
	(0.23)	(0.54)	(0.46)	(0.36)	(0.67)	(0.59)
ISCED 3	1.43***	2.10***	1.63*	2.10***	2.03**	1.54
	(0.19)	(0.54)	(0.42)	(0.33)	(0.67)	(0.47)
Number of children under 17 in the household (ref: none)						
One	1.14	0.99	0.75	1.05	1.21	0.97
	(0.27)	(0.45)	(0.31)	(0.29)	(0.58)	(0.45)
Two	0.73	0.43*	0.80	0.64	0.40*	0.80
	(0.20)	(0.21)	(0.46)	(0.19)	(0.22)	(0.54)
Three or more	0.84	0.62	0.85	0.97	0.89	1.00
	(0.32)	(0.46)	(0.57)	(0.44)	(0.68)	(0.77)
Occupation (ref: operatives/elementary)						
Legislators/managers	0.50**	0.29**	0.73	0.51**	0.24**	1.13
	(0.14)	(0.15)	(0.33)	(0.15)	(0.16)	(0.63)
Professionals	0.76	0.39*	0.59	0.61*	0.31*	0.75
	(0.19)	(0.22)	(0.26)	(0.17)	(0.21)	(0.42)
Assc. professionals	1.13	0.43*	0.46*	1.05	0.36*	0.89
	(0.25)	(0.20)	(0.19)	(0.25)	(0.20)	(0.45)
Clerks	0.66*	0.66	0.59	0.65	0.61	1.06
	(0.16)	(0.31)	(0.24)	(0.17)	(0.34)	(0.55)
Service/sales	1.04	0.74	1.24	1.03	0.78	2.06
	(0.26)	(0.37)	(0.50)	(0.27)	(0.44)	(1.08)
Skilled agr./craft	1.33	2.32	2.85**	1.21	2.42	4.77***
	(0.54)	(1.35)	(1.45)	(0.58)	(1.59)	(2.79)
Activity last wave (ref: full-time)						
Part-time				20.57***	0.82	17.81***
				(10.37)	(0.83)	(11.47)
Unemployed/inactive				12.56***	0.96	29.26***
				(7.04)	(0.95)	(21.55)
Pseudo R-square	0.7126			0.7335		
Log pseudolikelihood	-2537.909			-1847.5255		
N	6369			5001		

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 4c: Multinomial logit estimates of exiting full-time employment (women, Belgium)

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	1.38	4.05***	2.44***	0.85	5.08***	2.20**
	(0.36)	(1.21)	(0.71)	(0.25)	(1.98)	(0.76)
4-8	1.43	2.74***	0.92	1.27	2.56**	1.05
	(0.35)	(0.81)	(0.35)	(0.33)	(0.98)	(0.45)
New birth	1.92**	1.12	1.90	1.60	1.18	1.14
	(0.60)	(0.70)	(1.15)	(0.64)	(1.11)	(0.99)
Age of the youngest child (ref: 11-17 or none)						
0-4	1.14	1.51	0.99	1.17	1.79	0.96
	(0.36)	(0.80)	(0.66)	(0.43)	(1.23)	(0.77)
5-10	1.15	2.15	1.53	1.34	2.52*	1.78
	(0.31)	(1.00)	(0.85)	(0.39)	(1.38)	(1.09)
Age	1.03	1.01	0.98	0.87	1.07	0.81
	(0.12)	(0.17)	(0.16)	(0.13)	(0.24)	(0.16)
Age squared	1.00	1.00	1.00	1.00	1.00	1.00
	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)
Married	1.43*	0.93	1.81*	1.19	0.67	1.48
	(0.29)	(0.22)	(0.58)	(0.25)	(0.19)	(0.51)
Public sector	0.97	0.85	0.49**	0.93	0.73	0.46**
	(0.17)	(0.25)	(0.14)	(0.18)	(0.27)	(0.15)
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	0.87	0.57	0.58	0.79	0.45	0.50
	(0.32)	(0.23)	(0.27)	(0.32)	(0.22)	(0.26)
ISCED 3	1.07	1.03	1.07	1.03	1.00	0.81
	(0.31)	(0.30)	(0.38)	(0.33)	(0.35)	(0.30)
Number of children under 17 in the household (ref: none)						
One	1.07	0.92	0.42*	1.10	0.64	0.43*
	(0.31)	(0.42)	(0.19)	(0.35)	(0.35)	(0.22)
Two	1.55	1.18	0.69	1.32	0.63	0.66
	(0.50)	(0.62)	(0.41)	(0.47)	(0.39)	(0.42)
Three or more	1.83	0.85	0.74	1.47	0.71	0.70
	(0.73)	(0.53)	(0.56)	(0.65)	(0.53)	(0.58)
Occupation (ref: operatives/elementary)						
Legislators/managers	0.24	0.33*	0.89	0.40	0.66	0.85
	(0.27)	(0.21)	(0.56)	(0.46)	(0.55)	(0.64)
Professionals	1.92	0.13***	0.73	1.82	0.14**	0.68
	(0.79)	(0.08)	(0.39)	(0.81)	(0.14)	(0.41)
Assc. professionals	1.22	0.45*	0.22***	1.16	0.75	0.21**
	(0.49)	(0.20)	(0.13)	(0.51)	(0.42)	(0.13)
Clerks	0.92	0.25***	0.38**	0.98	0.46	0.30**
	(0.34)	(0.10)	(0.17)	(0.38)	(0.22)	(0.15)
Service/sales	1.78	0.43**	0.84	1.39	0.78	0.70
	(0.63)	(0.15)	(0.35)	(0.57)	(0.35)	(0.31)
Skilled agr./craft	0.81	0.88	1.38	0.95	1.53	1.28
	(0.46)	(0.44)	(0.75)	(0.57)	(0.89)	(0.69)
Activity last wave (ref: full-time)						
Part-time				6.57***	3.12	3.21
				(2.27)	(2.32)	(2.67)
Unemployed/Inactive				2.43*	0.87	1.55
				(1.19)	(0.70)	(1.27)
Pseudo R-square	0.7481			0.7613		
Log pseudolikelihood	-1543.2128			-1145.147		
N	4420			3460		

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 4d: **Multinomial logit estimates of exiting full-time employment (women, France)**

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	1.36*	6.19***	2.19***	1.01	3.51***	1.45*
	(0.22)	(1.06)	(0.35)	(0.19)	(0.70)	(0.30)
4-8	1.47***	1.83***	1.28	1.43**	1.66**	1.34*
	(0.22)	(0.38)	(0.21)	(0.22)	(0.35)	(0.23)
New birth	1.22	1.01	2.64***	1.27	1.06	2.94***
	(0.28)	(0.36)	(0.55)	(0.35)	(0.40)	(0.65)
Age of the youngest child (ref: 11-17 or none)						
0-4	1.76**	0.99	1.84**	1.78**	0.99	1.99**
	(0.39)	(0.29)	(0.50)	(0.43)	(0.30)	(0.58)
5-10	1.20	0.81	1.23	1.09	0.79	1.28
	(0.24)	(0.20)	(0.31)	(0.23)	(0.21)	(0.35)
Age	1.00	1.04	0.78***	1.00	0.91	0.78**
	(0.08)	(0.10)	(0.07)	(0.09)	(0.10)	(0.08)
Age squared	1.00	1.00	1.00***	1.00	1.00	1.00**
	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)
Married	1.53***	1.27	1.19	1.58***	1.23	1.25
	(0.20)	(0.20)	(0.17)	(0.21)	(0.20)	(0.19)
Public sector	1.02	0.18***	0.57***	1.00	0.18***	0.57***
	(0.12)	(0.05)	(0.08)	(0.12)	(0.05)	(0.09)
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	0.98	0.70	1.03	0.96	0.67	0.97
	(0.18)	(0.17)	(0.21)	(0.19)	(0.17)	(0.21)
ISCED 3	0.90	0.92	1.07	0.96	0.92	1.22
	(0.14)	(0.17)	(0.18)	(0.16)	(0.18)	(0.22)
Number of children under 17 in the household (ref: none)						
One	0.98	0.97	0.81	1.05	0.97	0.80
	(0.19)	(0.21)	(0.21)	(0.20)	(0.22)	(0.22)
Two	1.08	1.14	0.93	1.18	1.18	0.86
	(0.25)	(0.31)	(0.26)	(0.28)	(0.35)	(0.27)
Three or more	1.34	0.96	2.05**	1.35	1.13	1.93*
	(0.39)	(0.38)	(0.68)	(0.42)	(0.48)	(0.70)
Occupation (ref: operatives/elementary)						
Legislators/managers	0.32***	0.74	1.14	0.41*	0.79	1.36
	(0.14)	(0.29)	(0.36)	(0.21)	(0.35)	(0.45)
Professionals	2.01***	1.11	1.19	2.22***	1.31	1.18
	(0.51)	(0.43)	(0.36)	(0.61)	(0.53)	(0.37)
Assc. professionals	0.99	0.37***	0.79	1.19	0.45**	0.84
	(0.22)	(0.12)	(0.19)	(0.28)	(0.15)	(0.21)
Clerks	0.86	1.06	0.82	1.06	1.27	0.81
	(0.18)	(0.23)	(0.18)	(0.23)	(0.29)	(0.19)
Service/sales	1.23	0.97	1.43*	1.47*	1.11	1.31
	(0.25)	(0.21)	(0.29)	(0.31)	(0.25)	(0.30)
Skilled agr./craft	0.75	1.22	0.86	0.80	1.21	1.00
	(0.26)	(0.40)	(0.30)	(0.32)	(0.46)	(0.38)
Activity last wave (ref: full-time)						
Part-time				3.10**	1.30	1.16
				(1.70)	(0.78)	(0.67)
Unemployed/Inactive				1.54	1.55	1.11
				(0.90)	(0.90)	(0.65)
Pseudo R-square	0.7626			0.7623		
Log pseudolikelihood	-4017.4919			-3321.7239		
N	12208			10081		

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 4e: Multinomial logit estimates of exiting full-time employment (women, Ireland)

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	1.09	2.26**	2.38***	0.70	1.76	2.03**
	(0.22)	(0.92)	(0.66)	(0.18)	(0.80)	(0.72)
4-8	1.43*	1.05	1.69*	1.41	0.65	1.44
	(0.31)	(0.49)	(0.50)	(0.34)	(0.35)	(0.54)
New birth	1.29	3.67*	1.83	1.34	6.82*	1.90
	(0.32)	(2.88)	(0.76)	(0.39)	(7.01)	(0.97)
Age of the youngest child (ref: 11-17 or none)						
0-4	1.47	1.26	1.47	1.48	0.96	1.54
	(0.44)	(0.90)	(0.59)	(0.48)	(0.82)	(0.70)
5-10	0.97	0.95	2.03**	0.85	0.88	2.36**
	(0.27)	(0.56)	(0.64)	(0.26)	(0.60)	(0.84)
Age	1.06	2.58***	1.03	0.98	2.67***	0.88
	(0.12)	(0.72)	(0.15)	(0.13)	(1.00)	(0.16)
Age squared	1.00	0.99***	1.00	1.00	0.99***	1.00
	(0.00)	(0.00)	(0.00)	(0.00)	(0.01)	(0.00)
Married	1.47	1.32	3.02***	1.51	1.18	3.16***
	(0.38)	(0.55)	(0.84)	(0.41)	(0.59)	(1.06)
Public sector	0.79	0.17***	0.40***	0.84	0.13***	0.44**
	(0.14)	(0.09)	(0.12)	(0.17)	(0.08)	(0.15)
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	0.59*	0.64	0.96	0.51**	0.45	0.99
	(0.16)	(0.33)	(0.32)	(0.16)	(0.30)	(0.39)
ISCED 3	0.89	1.66	0.71	0.86	1.80	0.89
	(0.20)	(0.73)	(0.17)	(0.21)	(0.86)	(0.24)
Number of children under 17 in the household (ref: none)						
One	2.24***	0.18**	1.09	2.01**	0.21**	0.87
	(0.67)	(0.13)	(0.39)	(0.64)	(0.17)	(0.37)
Two	2.72***	0.31**	1.51	2.33**	0.27*	1.31
	(0.86)	(0.19)	(0.55)	(0.77)	(0.18)	(0.55)
Three or more	2.80***	0.30	0.87	2.65***	0.36	0.75
	(0.97)	(0.22)	(0.39)	(0.99)	(0.30)	(0.38)
Occupation (ref: operatives/elementary)						
Legislators/managers	0.40*	0.27*	0.44**	0.30**	0.52	0.50
	(0.20)	(0.19)	(0.17)	(0.15)	(0.39)	(0.22)
Professionals	0.77	0.41	0.28***	0.83	0.71	0.31**
	(0.25)	(0.28)	(0.12)	(0.31)	(0.49)	(0.15)
Assc. professionals	0.89	0.50	0.44**	0.90	0.56	0.47
	(0.29)	(0.42)	(0.17)	(0.33)	(0.60)	(0.22)
Clerks	0.76	0.40**	0.30***	0.68	0.45	0.25***
	(0.22)	(0.16)	(0.11)	(0.22)	(0.22)	(0.12)
Service/sales	0.98	0.93	0.82	0.95	0.90	0.74
	(0.28)	(0.53)	(0.22)	(0.29)	(0.47)	(0.24)
Skilled agr./craft	0.47	0.16**	0.61	0.42	0.18*	0.79
	(0.24)	(0.13)	(0.30)	(0.24)	(0.16)	(0.42)
Activity last wave (ref: full-time)						
Part-time				7.46***	18.95**	2.71
				(5.35)	(26.89)	(2.12)
Unemployed/Inactive				9.77***	5.19	4.76*
				(7.66)	(6.73)	(4.02)
Pseudo R-square	0.7257			0.7257		
Log pseudolikelihood	-1625.7445			-1241.8505		
N	4275			3266		

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 4f: Multinomial logit estimates of exiting full-time employment (women, Italy)

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	1.05	8.14***	2.27***	0.94	10.06***	1.81***
	(0.19)	(2.10)	(0.34)	(0.19)	(3.43)	(0.35)
4-8	1.40**	2.81***	1.18	1.38*	3.46***	1.17
	(0.24)	(0.87)	(0.20)	(0.25)	(1.41)	(0.23)
New birth	1.98**	3.24**	1.84*	2.28**	3.90**	1.97*
	(0.65)	(1.57)	(0.65)	(0.88)	(2.20)	(0.76)
Age of the youngest child (ref: 11-17 or none)						
0-4	1.24	0.95	1.03	1.01	0.83	1.20
	(0.33)	(0.42)	(0.32)	(0.29)	(0.45)	(0.42)
5-10	1.39	1.38	1.19	1.36	1.55	1.25
	(0.31)	(0.49)	(0.28)	(0.30)	(0.62)	(0.33)
Age	1.12	0.99	0.87**	1.09	1.00	0.86*
	(0.09)	(0.13)	(0.06)	(0.09)	(0.16)	(0.08)
Age squared	1.00	1.00	1.00**	1.00	1.00	1.00**
	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)
Married	1.34*	0.86	2.39***	1.32*	0.73	2.15***
	(0.21)	(0.18)	(0.40)	(0.22)	(0.18)	(0.41)
Public sector	0.88	0.71	0.52***	0.84	0.83	0.54***
	(0.13)	(0.18)	(0.09)	(0.14)	(0.22)	(0.10)
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	1.80**	0.73	0.76	1.65*	0.59	0.71
	(0.46)	(0.25)	(0.22)	(0.43)	(0.24)	(0.23)
ISCED 3	1.32	0.72	1.02	1.31	0.72	1.11
	(0.25)	(0.17)	(0.16)	(0.26)	(0.19)	(0.19)
Number of children under 17 in the household (ref: none)						
One	0.97	0.60	0.74	1.01	0.67	0.70*
	(0.17)	(0.19)	(0.14)	(0.19)	(0.24)	(0.15)
Two	0.82	0.94	0.74	0.88	0.92	0.71
	(0.21)	(0.39)	(0.20)	(0.23)	(0.44)	(0.21)
Three or more	1.09	1.55	0.71	1.06	1.19	0.67
	(0.39)	(0.80)	(0.33)	(0.38)	(0.75)	(0.36)
Occupation (ref: operatives/elementary)						
Legislators/managers	0.15***	0.00***	0.93	0.17**	0.00***	0.83
	(0.11)	(0.00)	(0.37)	(0.14)	(0.00)	(0.39)
Professionals	1.18	0.29***	0.58*	0.97	0.29***	0.58*
	(0.31)	(0.12)	(0.17)	(0.27)	(0.13)	(0.19)
Assc. professionals	0.79	0.50**	0.31***	0.88	0.45**	0.22***
	(0.18)	(0.16)	(0.09)	(0.23)	(0.17)	(0.07)
Clerks	0.50***	0.60*	0.52***	0.62*	0.62	0.49***
	(0.12)	(0.17)	(0.11)	(0.16)	(0.20)	(0.12)
Service/sales	0.82	0.60*	0.90	0.89	0.63	0.88
	(0.18)	(0.16)	(0.17)	(0.22)	(0.19)	(0.19)
Skilled agr./craft	0.69	0.49**	0.71*	0.86	0.48**	0.74
	(0.17)	(0.15)	(0.13)	(0.23)	(0.17)	(0.16)
Activity last wave (ref: full-time)						
Part-time				3.59*	1.16	-
				(2.73)	(1.31)	
Unemployed				1.03	2.61	-
				(0.81)	(2.65)	
Pseudo R-square	0.7656			0.7794		
Log pseudolikelihood	-3822.331			-3021.2176		
N	11764			9879		

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 4g: Multinomial logit estimates of exiting full-time employment (women, Greece)

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	0.81	2.21***	1.28	0.73	3.05***	1.13
	(0.22)	(0.48)	(0.23)	(0.21)	(0.84)	(0.27)
4-8	1.25	1.39	1.00	1.21	1.46	1.09
	(0.31)	(0.36)	(0.19)	(0.34)	(0.48)	(0.24)
New birth	1.01	0.99	1.97*	0.93	0.30	1.21
	(0.59)	(0.57)	(0.77)	(0.67)	(0.31)	(0.62)
Age of the youngest child (ref: 11-17 or none)						
0-4	1.19	0.95	0.99	0.82	1.02	0.94
	(0.47)	(0.36)	(0.31)	(0.34)	(0.43)	(0.34)
5-10	1.62	1.06	1.15	1.50	0.81	0.89
	(0.50)	(0.30)	(0.27)	(0.47)	(0.28)	(0.30)
Age	1.20	1.10	1.07	1.14	1.08	1.06
	(0.16)	(0.12)	(0.09)	(0.18)	(0.16)	(0.11)
Age squared	1.00	1.00	1.00	1.00	1.00	1.00
	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)
Married	1.24	1.14	2.30***	1.32	0.89	2.14***
	(0.36)	(0.24)	(0.51)	(0.44)	(0.22)	(0.55)
Public sector	1.40	0.23***	0.32***	1.29	0.22***	0.40***
	(0.32)	(0.08)	(0.08)	(0.35)	(0.09)	(0.11)
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	1.29	0.51**	0.75	1.54	0.47**	0.64
	(0.56)	(0.14)	(0.19)	(0.68)	(0.17)	(0.20)
ISCED 3	1.04	0.72*	0.88	1.02	0.69	0.86
	(0.30)	(0.14)	(0.17)	(0.34)	(0.16)	(0.19)
Number of children under 17 in the household (ref: none)						
One	0.85	0.78	1.11	1.03	0.94	1.08
	(0.29)	(0.21)	(0.23)	(0.39)	(0.30)	(0.26)
Two	1.03	0.86	0.78	1.32	0.92	0.78
	(0.35)	(0.25)	(0.19)	(0.45)	(0.33)	(0.23)
Three or more	0.56	0.92	1.54	0.96	1.33	2.11*
	(0.41)	(0.40)	(0.54)	(0.70)	(0.71)	(0.86)
Occupation (ref: operatives/elementary)						
Legislators/managers	0.31**	0.20***	1.80**	0.23**	0.26***	1.44
	(0.17)	(0.07)	(0.48)	(0.15)	(0.11)	(0.48)
Professionals	1.92	0.29***	0.93	1.28	0.25**	1.11
	(0.96)	(0.14)	(0.38)	(0.68)	(0.15)	(0.53)
Assc. professionals	0.41	0.29**	1.74	0.48	0.22*	2.10*
	(0.28)	(0.15)	(0.63)	(0.34)	(0.17)	(0.89)
Clerks	0.58	0.50**	1.04	0.50	0.63	1.38
	(0.26)	(0.15)	(0.33)	(0.26)	(0.22)	(0.51)
Service/sales	1.31	0.71	1.48	1.21	0.63	1.66
	(0.53)	(0.18)	(0.43)	(0.52)	(0.20)	(0.53)
Skilled agr./craft	1.84*	1.08	2.33***	1.76	1.08	1.87**
	(0.66)	(0.27)	(0.57)	(0.68)	(0.31)	(0.55)
Activity last wave (ref: full-time)						
Part-time				1.46	0.63	0.06***
				(1.37)	(0.47)	(0.04)
Unemployed/Inactive				0.66	0.43	0.28**
				(0.65)	(0.26)	(0.16)
Pseudo R-square	0.7640			0.7898		
Log pseudolikelihood	-2317.3725			-1696.0493		
N	7083			5819		

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 4h: **Multinomial logit estimates of exiting full-time employment (women, Spain)**

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	1.51*	5.76***	2.45***	1.16	4.80***	1.40
	(0.34)	(1.38)	(0.45)	(0.28)	(1.45)	(0.34)
4-8	1.99***	3.07***	0.95	2.08***	2.63***	0.89
	(0.50)	(0.80)	(0.22)	(0.58)	(0.85)	(0.24)
New birth	1.63	1.63	0.71	1.81	1.46	0.73
	(0.57)	(0.57)	(0.30)	(0.77)	(0.63)	(0.36)
Age of the youngest child (ref: 11-17 or none)						
0-4	1.38	0.92	0.79	1.05	0.91	0.82
	(0.56)	(0.27)	(0.21)	(0.50)	(0.32)	(0.26)
5-10	1.18	0.97	0.97	1.18	0.94	1.03
	(0.43)	(0.25)	(0.23)	(0.45)	(0.27)	(0.26)
Age	1.04	1.08	0.89	1.05	1.11	0.91
	(0.10)	(0.10)	(0.07)	(0.13)	(0.13)	(0.09)
Age squared	1.00	1.00	1.00	1.00	1.00	1.00
	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)
Married	0.84	0.98	2.49***	0.76	1.20	2.23***
	(0.22)	(0.16)	(0.47)	(0.22)	(0.24)	(0.47)
Public sector	0.44***	1.02	0.80	0.47**	1.07	0.79
	(0.12)	(0.19)	(0.19)	(0.15)	(0.24)	(0.22)
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	0.69	0.54**	0.66	0.69	0.67	0.62
	(0.17)	(0.13)	(0.17)	(0.18)	(0.19)	(0.18)
ISCED 3	0.79	0.85	0.62**	0.76	0.95	0.59**
	(0.22)	(0.16)	(0.13)	(0.22)	(0.21)	(0.13)
Number of children under 17 in the household (ref: none)						
One	1.93	1.11	1.19	2.47*	0.99	1.14
	(0.89)	(0.24)	(0.22)	(1.29)	(0.25)	(0.24)
Two	1.24	0.81	1.04	1.38	0.67	1.02
	(0.58)	(0.23)	(0.27)	(0.71)	(0.22)	(0.30)
Three or more	1.34	0.94	0.54	1.67	0.60	0.47
	(0.80)	(0.38)	(0.23)	(1.13)	(0.31)	(0.23)
Occupation (ref: operatives/elementary)						
Legislators/managers	0.50**	0.18***	1.30	0.53	0.14***	1.59*
	(0.17)	(0.08)	(0.32)	(0.21)	(0.08)	(0.44)
Professionals	1.80	0.50*	0.49*	1.80	0.34**	0.60
	(0.67)	(0.18)	(0.21)	(0.77)	(0.15)	(0.29)
Assc. professionals	0.40**	0.66	0.31***	0.37**	0.65	0.32**
	(0.15)	(0.20)	(0.12)	(0.15)	(0.23)	(0.15)
Clerks	0.55*	0.88	0.46**	0.68	0.79	0.66
	(0.17)	(0.22)	(0.14)	(0.23)	(0.24)	(0.22)
Service/sales	0.81	0.77	0.88	0.70	0.74	1.03
	(0.20)	(0.15)	(0.16)	(0.20)	(0.17)	(0.21)
Skilled agr./craft	0.54*	0.83	1.25	0.67	0.77	1.44
	(0.18)	(0.21)	(0.27)	(0.24)	(0.23)	(0.36)
Activity last wave (ref: full-time)						
Part-time				1.19	0.25	0.36
				(0.93)	(0.24)	(0.36)
Unemployed				0.39	0.55	0.82
				(0.32)	(0.49)	(0.79)
Pseudo R-square	0.7279			0.7488		
Log pseudolikelihood	-3507.684			-2611.2267		
N	9298			7499		

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 4i: Multinomial logit estimates of exiting full-time employment (women, Portugal)

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
		Model 1			Model 2	
Number of years in current job (ref: 9-24)						
1-3	1.47	4.68***	1.17	1.47	3.66***	0.91
	(0.42)	(1.28)	(0.23)	(0.49)	(1.17)	(0.26)
4-8	0.88	1.73*	0.54***	0.82	1.71*	0.63*
	(0.31)	(0.50)	(0.12)	(0.31)	(0.54)	(0.16)
New birth	1.51	1.18	0.24***	1.60	1.13	0.23**
	(0.91)	(0.51)	(0.12)	(1.10)	(0.54)	(0.14)
Age of the youngest child (ref: 11-17 or none)						
0-4	1.54	1.71	1.84*	1.72	2.05*	2.18*
	(0.79)	(0.59)	(0.59)	(0.97)	(0.78)	(0.92)
5-10	0.72	0.79	0.86	0.58	0.95	1.03
	(0.26)	(0.24)	(0.25)	(0.25)	(0.31)	(0.35)
Age	1.37**	1.17	1.14	1.58***	1.26*	1.34**
	(0.19)	(0.13)	(0.14)	(0.24)	(0.16)	(0.16)
Age squared	1.00**	1.00	1.00	0.99***	1.00*	1.00**
	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)
Married	1.39	0.63**	1.83***	1.19	0.58**	2.10***
	(0.37)	(0.14)	(0.43)	(0.34)	(0.14)	(0.53)
Public sector	0.98	0.70	0.47***	0.98	0.70	0.61*
	(0.35)	(0.21)	(0.12)	(0.48)	(0.20)	(0.17)
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	1.19	0.45**	1.04	1.89	0.50	1.52
	(0.83)	(0.18)	(0.81)	(1.91)	(0.26)	(1.04)
ISCED 3	1.39	0.68	1.09	1.42	0.83	1.13
	(0.61)	(0.20)	(0.35)	(0.63)	(0.29)	(0.40)
Number of children under 17 in the household (ref: none)						
One	0.86	0.86	0.73	0.90	0.72	0.52***
	(0.26)	(0.27)	(0.15)	(0.31)	(0.23)	(0.13)
Two	0.78	0.96	0.79	0.73	0.81	0.67
	(0.34)	(0.31)	(0.26)	(0.36)	(0.28)	(0.24)
Three or more	0.62	1.29	1.49	0.54	1.19	0.39
	(0.34)	(0.52)	(0.77)	(0.35)	(0.52)	(0.25)
Occupation (ref: operatives/elementary)						
Legislators/managers	0.18**	0.36	1.66	0.29*	0.41	1.20
	(0.12)	(0.23)	(0.51)	(0.20)	(0.26)	(0.42)
Professionals	1.85	0.62	0.62	0.81	0.13**	0.23
	(1.40)	(0.36)	(0.61)	(0.92)	(0.13)	(0.21)
Assc. professionals	0.87	1.15	1.19	0.27	0.88	0.97
	(0.55)	(0.43)	(0.62)	(0.25)	(0.39)	(0.58)
Clerks	0.25*	0.75	1.07	0.40	0.60	1.33
	(0.19)	(0.28)	(0.39)	(0.31)	(0.29)	(0.50)
Service/sales	0.76	0.84	1.82**	0.93	0.82	1.79**
	(0.27)	(0.21)	(0.46)	(0.35)	(0.22)	(0.46)
Skilled agr./craft	1.16	1.29	1.76**	1.65	1.40	1.63*
	(0.36)	(0.33)	(0.40)	(0.53)	(0.39)	(0.41)
Activity last wave (ref: full-time)						
Part-time				8.06**	-	0.64
				(8.49)		(0.43)
Unemployed/Inactive				1.41	-	1.32
				(1.52)		(0.80)
Pseudo R-square	0.7930			0.8110		
Log pseudolikelihood	-3101.7178			-2361.9865		
N	10807			9013		

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 4j: **Multinomial logit estimates of exiting full-time employment (women, Germany)**

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	0.97	5.73***	3.35***	0.84	5.13***	4.55***
	(0.21)	(1.14)	(1.09)	(0.20)	(1.33)	(1.68)
4-8	1.08	2.02***	1.22	0.97	1.64*	1.45
	(0.27)	(0.47)	(0.44)	(0.23)	(0.45)	(0.61)
New birth	0.46	0.18	2.70***	0.47	0.32	2.88***
	(0.28)	(0.19)	(0.84)	(0.33)	(0.36)	(1.11)
Age of the youngest child (ref: 11-17 or none)						
0-4	1.71*	2.44**	10.82***	1.78	1.85	10.67***
	(0.53)	(1.05)	(3.84)	(0.64)	(1.01)	(4.50)
5-10	1.23	2.32***	2.49**	1.07	2.30***	2.41**
	(0.29)	(0.60)	(0.91)	(0.31)	(0.73)	(1.04)
Age	1.22**	1.00	0.96	1.27*	0.84	0.97
	(0.12)	(0.10)	(0.11)	(0.15)	(0.10)	(0.14)
Age squared	1.00*	1.00	1.00	1.00*	1.00	1.00
	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)
Married	1.73***	1.04	1.15	1.95***	1.18	1.51
	(0.33)	(0.17)	(0.27)	(0.41)	(0.22)	(0.42)
Public sector	0.88	1.03	1.17	1.20	1.05	1.16
	(0.15)	(0.19)	(0.24)	(0.22)	(0.21)	(0.27)
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	1.05	0.68	0.93	1.03	0.74	0.99
	(0.37)	(0.20)	(0.27)	(0.36)	(0.25)	(0.32)
ISCED 3	1.16	0.99	1.10	1.18	1.14	0.99
	(0.34)	(0.21)	(0.26)	(0.31)	(0.29)	(0.28)
Number of children under 17 in the household (ref: none)						
One	1.63*	1.12	0.99	1.37	1.17	0.92
	(0.41)	(0.23)	(0.27)	(0.33)	(0.28)	(0.28)
Two	1.28	0.87	0.75	1.05	0.80	0.69
	(0.38)	(0.26)	(0.28)	(0.34)	(0.29)	(0.29)
Three or more	1.13	0.79	0.64	1.09	0.45	0.58
	(0.58)	(0.36)	(0.32)	(0.58)	(0.23)	(0.34)
Occupation (ref: operatives/elementary)						
Legislators/managers	1.53	0.28***	0.80	1.08	0.35**	0.83
	(0.74)	(0.11)	(0.35)	(0.55)	(0.16)	(0.42)
Professionals	2.08*	0.46**	0.85	1.55	0.58	0.86
	(0.81)	(0.16)	(0.34)	(0.63)	(0.21)	(0.39)
Assc. professionals	1.63	0.42***	0.86	1.37	0.44***	0.93
	(0.55)	(0.09)	(0.27)	(0.46)	(0.11)	(0.33)
Clerks	1.50	0.58**	0.65	1.40	0.53**	0.69
	(0.61)	(0.15)	(0.21)	(0.53)	(0.16)	(0.26)
Service/sales	2.73***	0.57**	0.74	2.17**	0.66	0.65
	(0.88)	(0.15)	(0.23)	(0.71)	(0.20)	(0.23)
Skilled agr./craft	1.01	0.79	0.74	0.88	0.79	0.47*
	(0.41)	(0.22)	(0.30)	(0.39)	(0.26)	(0.20)
Activity last wave (ref: full-time)						
Part-time				4.81***	0.25**	0.74
				(2.05)	(0.15)	(0.39)
Unemployed/Inactive				1.05	1.83	2.83**
				(0.54)	(0.81)	(1.32)
Pseudo R-square	0.7388			0.7614		
Log pseudolikelihood	-4080.8528			-3100.1943		
N	11269			9372		

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 4k: Multinomial logit estimates of exiting full-time employment (women, Austria)

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	2.06***	3.64***	1.71*	2.00**	2.49***	1.98
	(0.47)	(1.02)	(0.55)	(0.60)	(0.79)	(0.87)
4-8	2.04***	1.50	1.02	1.92**	0.82	1.11
	(0.45)	(0.45)	(0.27)	(0.51)	(0.33)	(0.37)
New birth	2.29**	0.90	4.03***	3.30***	0.65	4.11***
	(0.80)	(0.54)	(1.66)	(1.41)	(0.43)	(2.10)
Age of the youngest child (ref: 11-17 or none)						
0-4	2.73***	3.04*	10.72***	1.85	7.25***	8.72***
	(1.01)	(1.75)	(5.10)	(0.81)	(4.73)	(5.17)
5-10	1.68*	0.82	0.86	1.88*	1.57	0.46
	(0.50)	(0.41)	(0.44)	(0.64)	(0.81)	(0.35)
Age	1.11	0.94	0.83	1.01	0.96	0.65***
	(0.12)	(0.13)	(0.10)	(0.14)	(0.17)	(0.10)
Age squared	1.00	1.00	1.00**	1.00	1.00	1.01***
	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)
Married	1.52*	0.77	1.60*	1.58*	0.81	2.17**
	(0.34)	(0.21)	(0.45)	(0.39)	(0.26)	(0.72)
Public sector	0.67*	0.27***	1.07	0.81	0.22***	1.02
	(0.16)	(0.11)	(0.30)	(0.22)	(0.11)	(0.35)
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	1.35	1.21	0.41	0.93	1.38	0.61
	(0.47)	(0.94)	(0.27)	(0.39)	(1.14)	(0.41)
ISCED 3	0.81	0.75	0.92	0.76	0.80	0.78
	(0.20)	(0.24)	(0.25)	(0.20)	(0.31)	(0.28)
Number of children under 17 in the household (ref: none)						
One	1.50	0.79	1.29	1.43	0.70	1.36
	(0.46)	(0.33)	(0.50)	(0.51)	(0.36)	(0.73)
Two	2.11**	1.98	1.63	2.46**	1.41	2.44
	(0.69)	(1.18)	(0.75)	(0.91)	(0.99)	(1.45)
Three or more	1.44	3.62*	0.97	2.12	2.94	1.23
	(0.73)	(2.45)	(0.54)	(1.06)	(2.27)	(0.88)
Occupation (ref: operatives/elementary)						
Legislators/managers	0.09**	0.44	0.66	0.15**	0.61	1.49
	(0.09)	(0.32)	(0.61)	(0.14)	(0.48)	(1.60)
Professionals	0.64	0.05**	0.76	0.75	0.00***	0.02***
	(0.29)	(0.06)	(0.65)	(0.41)	(0.00)	(0.03)
Assc. professionals	0.70	0.29**	1.12	0.70	0.18**	1.37
	(0.24)	(0.16)	(0.48)	(0.27)	(0.12)	(0.84)
Clerks	0.57*	0.77	1.28	0.61	0.92	1.59
	(0.18)	(0.29)	(0.49)	(0.21)	(0.37)	(0.91)
Service/sales	0.69	0.55	1.70	0.70	0.48	2.39
	(0.21)	(0.21)	(0.64)	(0.23)	(0.22)	(1.29)
Skilled agr./craft	0.36***	0.20***	2.17**	0.38**	0.19***	1.86
	(0.14)	(0.10)	(0.82)	(0.17)	(0.11)	(1.06)
Activity last wave (ref: full-time)						
Part-time				2.41	-	-
				(2.90)		
Unemployed/Inactive				0.99	-	-
				(1.21)		
Pseudo R-square	0.7821			0.8133		
Log pseudolikelihood	-1585.0173			-1062.8067		
N	5248			4107		

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1995-2001

Table 4l: **Multinomial logit estimates of exiting full-time employment (women, United Kingdom)**

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	0.95	1.19	0.78	0.86	1.01	0.65**
	(0.16)	(0.44)	(0.14)	(0.16)	(0.41)	(0.13)
4-8	0.91	0.85	0.55***	0.92	0.59	0.52***
	(0.15)	(0.34)	(0.11)	(0.18)	(0.28)	(0.12)
New birth	2.02***	6.39**	1.85**	1.67*	4.27	2.49**
	(0.50)	(5.64)	(0.57)	(0.50)	(4.13)	(0.92)
Age of the youngest child (ref: 11-17 or none)						
0-4	2.16***	0.63	3.34***	2.15***	0.63	3.12***
	(0.50)	(0.48)	(1.06)	(0.55)	(0.47)	(1.18)
5-10	1.24	1.62	1.64	1.16	1.25	2.00*
	(0.25)	(0.73)	(0.58)	(0.25)	(0.61)	(0.80)
Age	1.12*	1.00	0.81**	1.03	0.86	0.90
	(0.08)	(0.14)	(0.07)	(0.08)	(0.15)	(0.09)
Age squared	1.00	1.00	1.00***	1.00	1.00	1.00
	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)
Married	1.58***	0.51**	1.53***	1.64***	0.36***	1.43**
	(0.22)	(0.13)	(0.24)	(0.25)	(0.12)	(0.25)
Public sector	0.74**	0.49**	0.56***	0.79	0.44**	0.53***
	(0.10)	(0.15)	(0.08)	(0.12)	(0.15)	(0.09)
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	0.95	1.11	1.33*	0.85	1.06	1.15
	(0.13)	(0.31)	(0.22)	(0.12)	(0.33)	(0.21)
ISCED 3	0.92	0.95	1.29	0.98	1.37	1.17
	(0.17)	(0.39)	(0.26)	(0.20)	(0.57)	(0.28)
Number of children under 17 in the household (ref: none)						
One	1.50**	0.81	0.74	1.29	0.99	0.65*
	(0.26)	(0.36)	(0.18)	(0.24)	(0.47)	(0.17)
Two	1.48**	1.17	0.78	1.18	1.37	0.58
	(0.30)	(0.53)	(0.24)	(0.26)	(0.72)	(0.21)
Three or more	1.35	0.52	0.99	1.06	1.00	0.64
	(0.40)	(0.43)	(0.41)	(0.34)	(0.83)	(0.31)
Occupation (ref: operatives/elementary)						
Legislators/managers	0.52**	0.53	0.68	0.87	0.41*	0.88
	(0.14)	(0.23)	(0.18)	(0.25)	(0.21)	(0.27)
Professionals	0.57**	0.49	0.72	0.85	0.47	1.12
	(0.16)	(0.23)	(0.21)	(0.25)	(0.23)	(0.36)
Assc. professionals	0.95	0.36*	0.54**	1.42	0.39	0.72
	(0.23)	(0.20)	(0.16)	(0.37)	(0.23)	(0.25)
Clerks	0.94	0.79	0.47***	1.31	0.66	0.69
	(0.20)	(0.29)	(0.12)	(0.31)	(0.28)	(0.20)
Service/sales	1.24	0.98	0.93	1.57*	0.85	1.41
	(0.28)	(0.40)	(0.25)	(0.40)	(0.41)	(0.42)
Skilled agr./craft	0.41*	1.08	0.53	0.38	1.59	0.73
	(0.22)	(0.64)	(0.26)	(0.30)	(1.00)	(0.44)
Activity last wave (ref: full-time)						
Part-time				1.37	-	-
				(0.92)		
Unemployed/Inactive				0.70	-	-
				(0.44)		
Pseudo R-square	0.7272			0.7471		
Log pseudolikelihood	-2879.255			-2196.8351		
N	7613			6265		

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 4m: **Multinomial logit estimates of exiting full-time employment (women, Finland)**

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	1.08	14.78***	2.22***	0.95	7.76***	1.17
	(0.29)	(4.60)	(0.56)	(0.36)	(2.84)	(0.43)
4-8	1.31	2.14**	2.27**	1.33	2.54**	2.14*
	(0.33)	(0.82)	(0.79)	(0.43)	(1.11)	(0.96)
New birth	1.19	3.42**	3.37***	1.30	7.67***	3.50***
	(0.46)	(1.75)	(1.01)	(0.65)	(4.71)	(1.27)
Age of the youngest child (ref: 11-17 or none)						
0-4	1.46	0.97	1.32	1.61	0.42	1.09
	(0.56)	(0.46)	(0.87)	(0.73)	(0.24)	(0.80)
5-10	1.16	1.14	0.90	1.33	1.30	0.70
	(0.40)	(0.40)	(0.66)	(0.56)	(0.51)	(0.58)
Age	0.83	1.24	0.80*	0.76	1.24	0.69**
	(0.12)	(0.18)	(0.10)	(0.13)	(0.20)	(0.11)
Age squared	1.00	1.00	1.00	1.00*	1.00	1.00*
	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)	(0.00)
Married	1.32	0.64*	1.41	1.07	0.84	1.51
	(0.35)	(0.16)	(0.31)	(0.33)	(0.21)	(0.42)
Public sector	1.23	1.79**	1.62**	1.07	1.65*	1.58*
	(0.29)	(0.45)	(0.32)	(0.28)	(0.44)	(0.39)
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	1.91**	0.74	0.55*	1.82	0.58*	0.59
	(0.62)	(0.22)	(0.18)	(0.73)	(0.19)	(0.22)
ISCED 3	1.41	1.34	0.85	1.49	0.92	0.99
	(0.44)	(0.35)	(0.29)	(0.57)	(0.25)	(0.39)
Number of children under 17 in the household (ref: none)						
One	0.71	1.09	0.57	0.84	1.11	0.71
	(0.25)	(0.33)	(0.29)	(0.37)	(0.40)	(0.38)
Two	1.21	1.08	1.22	1.06	0.73	1.75
	(0.43)	(0.37)	(0.95)	(0.49)	(0.27)	(1.52)
Three or more	1.18	0.89	1.00	1.70	0.83	1.30
	(0.58)	(0.39)	(0.76)	(1.01)	(0.43)	(1.11)
Occupation (ref: operatives/elementary)						
Legislators/managers	0.35	0.52	0.25**	0.20*	0.65	0.23**
	(0.25)	(0.28)	(0.16)	(0.18)	(0.47)	(0.17)
Professionals	1.02	0.32***	0.80	0.81	0.48	0.47
	(0.53)	(0.13)	(0.32)	(0.45)	(0.23)	(0.22)
Assc. professionals	0.90	0.56*	1.02	0.82	0.56	0.85
	(0.47)	(0.19)	(0.41)	(0.45)	(0.22)	(0.38)
Clerks	0.75	0.79	0.89	0.51	0.68	0.52
	(0.41)	(0.29)	(0.36)	(0.30)	(0.31)	(0.25)
Service/sales	1.48	0.68	0.68	0.96	0.86	0.47*
	(0.76)	(0.24)	(0.25)	(0.52)	(0.34)	(0.20)
Skilled agr./craft	0.93	0.80	0.85	0.39	0.59	0.65
	(0.52)	(0.33)	(0.39)	(0.25)	(0.32)	(0.35)
Activity last wave (ref: full-time)						
Part-time				1.38	0.67	1.05
				(1.30)	(0.51)	(1.16)
Unemployed/Inactive				0.82	1.91	1.95
				(0.77)	(1.02)	(2.06)
Pseudo R-square	0.7967			0.8227		
Log pseudolikelihood	-2280.4975			-1521.5366		
N	8093			6192		

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1996-2001

Table 5a: Multinomial logit estimates of exiting full-time employment -(men, Denmark)

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	3.00**	6.15***	2.17*			
	1.68	1.93	1.01			
4-8	4.49**	2.89***	2.47*			
	2.88	1.05	1.21			
New birth	0.78	1.23	0.82			
	1.00	0.65	0.70			
Age of the youngest child (ref: 11-17 or none)						
0-4	0.29	0.56	0.20**			
	0.28	0.26	0.13			
5-10	1.24	0.85	0.22**			
	0.94	0.43	0.14			
Age	2.28**	0.82	0.57***			
	0.81	0.10	0.10			
Age squared	0.99**	1.00*	1.01***			
	0.00	0.00	0.00			
Married	0.79	0.61*	0.70			
	0.55	0.16	0.24			
Public sector	0.90	0.76	3.89***			
	0.43	0.21	1.30			
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	1.98	1.03	0.50			
	1.24	0.34	0.26			
ISCED 3	2.35	0.97	0.63			
	1.24	0.27	0.23			
Number of children under 17 in the household (ref: none)						
One	0.45	0.86	2.07			
	0.39	0.34	1.23			
Two	0.35	1.48	3.28*			
	0.31	0.62	1.95			
Three or more	0.99	0.45	4.02			
	1.02	0.38	4.10			
Occupation (ref: operatives/elementary)						
Legislators/managers	0.72	0.34**	1.75			
	0.56	0.15	1.15			
Professionals	1.34	0.32***	0.41			
	0.95	0.14	0.29			
Assc. professionals	0.72	0.45**	2.13*			
	0.44	0.15	0.96			
Clerks	0.74	0.80	1.11			
	0.63	0.39	0.65			
Service/sales	2.47	1.38	0.91			
	1.64	0.55	0.66			
Skilled agr./craft	0.85	0.62*	0.96			
	0.48	0.18	0.47			
Activity last wave (ref: full-time) Part-time						
Unemployed/inactive						
Pseudo R-square	0.8967					
Log pseudolikelihood	-1126.4426					
N	7868					

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 5b: **Multinomial logit estimates of exiting full-time employment (men, Netherlands)**

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	1.24	2.83***	1.08			
	0.28	0.74	0.35			
4-8	1.18	1.38	1.09			
	0.25	0.42	0.33			
New birth	1.35	0.71	1.16			
	0.48	0.40	0.50			
Age of the youngest child (ref: 11-17 or none)						
0-4	1.49	1.48	2.32*			
	0.51	0.67	1.01			
5-10	1.31	1.42	2.03			
	0.39	0.63	0.98			
Age	1.27*	1.21	0.78			
	0.18	0.14	0.12			
Age squared	1.00	1.00	1.00*			
	0.00	0.00	0.00			
Married	0.77	0.59*	1.91*			
	0.21	0.15	0.62			
Public sector	1.41*	0.81	1.18			
	0.26	0.24	0.35			
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	1.16	1.58	0.37**			
	0.30	0.48	0.16			
ISCED 3	1.13	1.09	0.75			
	0.27	0.27	0.22			
Number of children under 17 in the household (ref: none)						
One	0.98	0.75	0.86			
	0.27	0.30	0.34			
Two	0.93	0.84	0.53			
	0.33	0.36	0.23			
Three or more	0.97	0.47	0.58			
	0.43	0.28	0.32			
Occupation (ref: operatives/elementary)						
Legislators/managers	1.17	0.47**	0.88			
	0.44	0.16	0.32			
Professionals	1.77	0.23***	0.62			
	0.63	0.09	0.28			
Assc. professionals	1.21	0.47**	0.50*			
	0.45	0.17	0.19			
Clerks	1.02	0.67	0.79			
	0.50	0.30	0.40			
Service/sales	1.91	0.99	0.98			
	0.81	0.41	0.47			
Skilled agr./craft	0.78	0.93	0.63			
	0.31	0.29	0.21			
Activity last wave (ref: full-time)						
Part-time						
Unemployed/inactive						
Pseudo R-square	0.9026					
Log pseudolikelihood	-2331.8892					
N	17273					

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 5c: Multinomial logit estimates of exiting full-time employment (men, Belgium)

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
		Model 1			Model 2	
Number of years in current job (ref: 9-24)						
1-3	2.14	6.29***	1.52			
	1.17	1.93	0.49			
4-8	1.63	2.26**	0.49			
	1.02	0.83	0.30			
New birth	1.12	2.79	0.00***			
	0.74	1.89	0.00			
Age of the youngest child (ref: 11-17 or none)						
0-4	1.47	1.18	1.57			
	0.93	0.76	1.15			
5-10	0.47	1.90	0.98			
	0.29	0.93	0.69			
Age	1.13	1.10	0.76			
	0.21	0.18	0.16			
Age squared	1.00	1.00	1.00*			
	0.00	0.00	0.00			
Married	0.38**	0.52**	0.51			
	0.17	0.16	0.20			
Public sector	3.67***	0.27***	0.32**			
	1.50	0.11	0.16			
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	1.91	0.30**	0.61			
	1.08	0.14	0.36			
ISCED 3	2.84*	0.55*	0.78			
	1.56	0.17	0.28			
Number of children under 17 in the household (ref: none)						
One	1.75	0.60	0.74			
	1.09	0.29	0.41			
Two	3.64**	0.76	1.19			
	1.90	0.41	0.77			
Three or more	2.54	0.64	1.99			
	1.89	0.40	1.87			
Occupation (ref: operatives/elementary)						
Legislators/managers	0.12*	0.16**	1.26			
	0.14	0.13	0.87			
Professionals	1.78	0.31**	0.87			
	0.82	0.17	0.58			
Assc. professionals	1.36	0.76	0.53			
	0.81	0.31	0.33			
Clerks	0.45	0.65	0.96			
	0.34	0.28	0.56			
Service/sales	1.97	0.54	1.46			
	1.28	0.29	1.03			
Skilled agr./craft	1.05	0.73	1.51			
	0.59	0.24	0.67			
Activity last wave (ref: full-time)						
Part-time						
Unemployed/Inactive						
Pseudo R-square	0.9086					
Log pseudolikelihood	-919.80908					
N	7261					

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 5d: Multinomial logit estimates of exiting full-time employment (men, France)

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	1.96**	6.98***	3.57***			
	0.52	1.19	0.71			
4-8	1.23	2.34***	1.19			
	0.34	0.49	0.28			
New birth	0.93	0.81	2.26*			
	0.36	0.24	1.03			
Age of the youngest child (ref: 11-17 or none)						
0-4	1.05	0.95	0.32***			
	0.38	0.26	0.14			
5-10	0.38**	1.19	0.68			
	0.16	0.31	0.21			
Age	0.98	1.05	0.77***			
	0.12	0.09	0.07			
Age squared	1.00	1.00	1.00***			
	0.00	0.00	0.00			
Married	0.53***	0.90	0.67**			
	0.13	0.16	0.12			
Public sector	3.33***	0.42***	1.24			
	0.68	0.12	0.22			
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	1.04	0.42***	1.19			
	0.36	0.11	0.28			
ISCED 3	0.80	0.75*	1.00			
	0.23	0.12	0.19			
Number of children under 17 in the household (ref: none)						
One	1.11	0.64*	1.06			
	0.34	0.16	0.25			
Two	1.50	0.91	1.13			
	0.57	0.24	0.36			
Three or more	2.70**	0.77	1.67			
	1.36	0.28	0.67			
Occupation (ref: operatives/elementary)						
Legislators/managers	1.35	1.12	0.69			
	0.78	0.31	0.26			
Professionals	3.35***	0.85	0.57			
	1.49	0.30	0.21			
Assc. professionals	1.76	1.39	0.84			
	0.63	0.31	0.21			
Clerks	0.89	0.99	0.74			
	0.44	0.31	0.29			
Service/sales	0.94	1.68*	1.13			
	0.57	0.47	0.36			
Skilled agr./craft	1.01	1.07	1.30			
	0.40	0.20	0.27			
Activity last wave (ref: full-time) Part-time						
Unemployed/Inactive						
Pseudo R-square	0.8803					
Log pseudolikelihood	-2873.6952					
N	17320					

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 5e: Multinomial logit estimates of exiting full-time employment (men, Ireland)

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	2.41***	8.07***	2.16**			
	0.79	2.68	0.77			
4-8	1.22	2.56***	1.90*			
	0.47	0.88	0.74			
New birth	0.40	1.13	1.26			
	0.23	0.51	1.19			
Age of the youngest child (ref: 11-17 or none)						
0-4	1.46	0.74	0.24**			
	0.63	0.32	0.17			
5-10	0.48*	1.04	0.58			
	0.21	0.39	0.30			
Age	1.44*	1.59***	0.88			
	0.27	0.28	0.17			
Age squared	1.00*	0.99***	1.00			
	0.00	0.00	0.00			
Married	0.54*	1.33	0.89			
	0.18	0.46	0.38			
Public sector	1.32	0.88	0.64			
	0.40	0.30	0.24			
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	1.09	0.46	2.83**			
	0.44	0.27	1.47			
ISCED 3	0.67	0.84	1.72			
	0.31	0.21	0.58			
Number of children under 17 in the household (ref: none)						
One	0.61	1.02	1.80			
	0.25	0.44	0.86			
Two	0.57	0.84	2.06			
	0.22	0.32	1.00			
Three or more	0.73	0.88	1.98			
	0.37	0.41	1.39			
Occupation (ref: operatives/elementary)						
Legislators/managers	0.22***	0.46**	0.28**			
	0.11	0.17	0.16			
Professionals	0.74	0.59	0.00***			
	0.33	0.51	0.00			
Assc. professionals	0.08**	0.60	0.40*			
	0.08	0.30	0.22			
Clerks	0.17**	0.91	1.46			
	0.14	0.78	0.74			
Service/sales	0.45	0.93	0.45			
	0.24	0.47	0.33			
Skilled agr./craft	1.07	0.64	0.99			
	0.32	0.16*	0.40			
Activity last wave (ref: full-time) Part-time						
Unemployed/Inactive						
Pseudo R-square	0.8945					
Log pseudolikelihood	-1449.5705					
N	9911					

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 5f: **Multinomial logit estimates of exiting full-time employment (men, Italy)**

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	1.42	4.55***	1.19			
	0.35	0.82	0.20			
4-8	1.10	1.46*	0.96			
	0.30	0.33	0.21			
New birth	1.63	1.05	1.00			
	0.55	0.34	0.54			
Age of the youngest child (ref: 11-17 or none)						
0-4	1.45	1.35	0.72			
	0.53	0.44	0.24			
5-10	1.18	1.40	0.80			
	0.38	0.41	0.20			
Age	0.97	1.06	0.70***			
	0.11	0.09	0.06			
Age squared	1.00	1.00	1.01***			
	0.00	0.00	0.00			
Married	0.72	0.59***	1.01			
	0.20	0.11	0.19			
Public sector	1.47**	0.69*	1.47**			
	0.28	0.13	0.23			
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	2.04**	0.31**	0.55			
	0.67	0.17	0.20			
ISCED 3	1.09	0.44***	0.65**			
	0.26	0.08	0.11			
Number of children under 17 in the household (ref: none)						
One	1.43	0.59**	0.64**			
	0.39	0.16	0.12			
Two	1.10	0.61	1.07			
	0.41	0.19	0.26			
Three or more	1.01	0.80	0.86			
	0.52	0.32	0.35			
Occupation (ref: operatives/elementary)						
Legislators/managers	0.46	0.23**	0.41**			
	0.26	0.16	0.17			
Professionals	1.36	0.57	0.28**			
	0.50	0.29	0.14			
Assc. professionals	0.90	0.63	0.98			
	0.32	0.18	0.24			
Clerks	0.55*	0.52**	0.81			
	0.19	0.15	0.18			
Service/sales	0.59	0.94	0.94			
	0.25	0.20	0.23			
Skilled agr./craft	0.60	0.98	1.01			
	0.16	0.16	0.17			
Activity last wave (ref: full-time) Part-time						
Unemployed						
Pseudo R-square	0.8744					
Log pseudolikelihood	-4061.8562					
N	23320					

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 5g: Multinomial logit estimates of exiting full-time employment (men, Greece)

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	0.90	4.29***	1.14			
	0.25	0.86	0.28			
4-8	0.63	2.32***	1.03			
	0.20	0.50	0.24			
New birth	1.91	2.69***	1.37			
	1.00	0.80	0.82			
Age of the youngest child (ref: 11-17 or none)						
0-4	0.84	0.84	0.44**			
	0.37	0.26	0.18			
5-10	0.96	1.08	0.50**			
	0.28	0.29	0.17			
Age	1.19	1.06	0.64***			
	0.17	0.09	0.06			
Age squared	1.00	1.00	1.01***			
	0.00	0.00	0.00			
Married	0.57*	0.76	0.74			
	0.18	0.18	0.16			
Public sector	1.57**	0.66	1.58**			
	0.31	0.18	0.33			
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	0.47**	0.40***	0.86			
	0.14	0.11	0.27			
ISCED 3	0.20***	0.74*	0.91			
	0.07	0.13	0.19			
Number of children under 17 in the household (ref: none)						
One	1.24	0.80	0.83			
	0.37	0.19	0.23			
Two	1.15	0.85	1.44			
	0.36	0.23	0.42			
Three or more	1.20	0.44*	1.72			
	0.68	0.21	0.84			
Occupation (ref: operatives/elementary)						
Legislators/managers	0.73	0.68	2.08**			
	0.38	0.17	0.66			
Professionals	6.70***	0.87	0.38*			
	2.91	0.35	0.20			
Assc. professionals	3.25**	0.51*	1.92			
	1.66	0.20	0.85			
Clerks	1.08	0.78	0.91			
	0.70	0.24	0.38			
Service/sales	0.48	1.30	2.31**			
	0.32	0.27	0.75			
Skilled agr./craft	2.10**	0.83	1.52			
	0.74	0.15	0.40			
Activity last wave (ref: full-time) Part-time						
Unemployed/Inactive						
Pseudo R-square	0.8682					
Log pseudolikelihood	-2881.7687					
N	15777					

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 5h: **Multinomial logit estimates of exiting full-time employment (men, Spain)**

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	2.07**	6.41***	1.20			
	0.59	0.84	0.28			
4-8	1.70	2.79***	0.53*			
	0.86	0.45	0.19			
New birth	2.68**	1.13	0.53			
	1.27	0.23	0.44			
Age of the youngest child (ref: 11-17 or none)						
0-4	1.24	1.46**	0.79			
	0.67	0.26	0.32			
5-10	2.03	1.26	0.85			
	0.95	0.22	0.29			
Age	1.01	1.09*	0.84			
	0.19	0.06	0.09			
Age squared	1.00	1.00	1.00**			
	0.00	0.00	0.00			
Married	0.41***	0.93	0.45***			
	0.14	0.13	0.12			
Public sector	0.70	0.91	1.05			
	0.26	0.14	0.31			
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	1.28	0.64***	0.67			
	0.51	0.10	0.24			
ISCED 3	0.99	0.65***	0.65			
	0.31	0.08	0.19			
Number of children under 17 in the household (ref: none)						
One	0.68	0.93	1.62*			
	0.29	0.15	0.47			
Two	0.86	0.83	1.05			
	0.39	0.15	0.43			
Three or more	1.20	0.94	3.25**			
	0.71	0.23	1.55			
Occupation (ref: operatives/elementary)						
Legislators/managers	2.45*	0.36***	1.22			
	1.21	0.08	0.43			
Professionals	2.70**	0.24***	0.68			
	1.17	0.07	0.39			
Assc. professionals	1.34	0.40***	1.31			
	0.63	0.08	0.46			
Clerks	6.33***	1.04	0.36*			
	4.00	0.20	0.19			
Service/sales	1.69	0.91	0.71			
	0.77	0.14	0.26			
Skilled agr./craft	1.63	0.71***	1.14			
	0.51	0.08	0.28			
Activity last wave (ref: full-time)						
Part-time						
Unemployed						
Pseudo R-square	0.8449					
Log pseudolikelihood	-4440.4663					
N	20657					

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 5i: **Multinomial logit estimates of exiting full-time employment (men, Portugal)**

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	4.25***	3.67***	2.13***			
	1.64	0.79	0.56			
4-8	2.27	1.32	0.90			
	1.24	0.35	0.32			
New birth	0.42	0.40*	2.71			
	0.45	0.22	2.01			
Age of the youngest child (ref: 11-17 or none)						
0-4	0.82	1.28	2.27			
	0.53	0.47	1.62			
5-10	0.44	0.66	1.84			
	0.32	0.22	0.74			
Age	1.23	1.12	0.90			
	0.29	0.13	0.09			
Age squared	1.00	1.00	1.00*			
	0.00	0.00	0.00			
Married	0.74	0.56**	0.53*			
	0.42	0.16	0.17			
Public sector	2.17*	0.26***	1.45			
	0.94	0.13	0.39			
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	0.24*	0.33	0.70			
	0.19	0.32	0.54			
ISCED 3	1.11	0.88	0.73			
	0.55	0.40	0.31			
Number of children under 17 in the household (ref: none)						
One	0.64	1.03	0.66			
	0.31	0.29	0.23			
Two	1.53	1.15	0.45*			
	1.16	0.39	0.21			
Three or more	3.10	1.19	0.44			
	2.79	0.56	0.27			
Occupation (ref: operatives/elementary)						
Legislators/managers	4.15**	0.14*	0.80			
	2.36	0.12	0.43			
Professionals	14.16***	1.43	1.95			
	10.80	1.25	1.46			
Assc. professionals	2.55	0.85	1.30			
	1.97	0.33	0.64			
Clerks	1.13	1.12	2.34**			
	1.27	0.48	0.97			
Service/sales	2.35	0.97	1.69			
	1.63	0.33	0.67			
Skilled agr./craft	3.41***	1.04	1.26			
	1.56	0.23	0.39			
Activity last wave (ref: full-time) Part-time						
Unemployed/Inactive						
Pseudo R-square	0.8983					
Log pseudolikelihood	-2261.6603					
N	16042					

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 5j: Multinomial logit estimates of exiting full-time employment (men, Germany)

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
		Model 1			Model 2	
Number of years in current job (ref: 9-24)						
1-3	10.31***	4.48***	2.48***			
	5.61	0.78	0.49			
4-8	2.53	2.13***	1.21			
	1.77	0.46	0.28			
New birth	0.51	1.28	1.35			
	0.46	0.45	0.61			
Age of the youngest child (ref: 11-17 or none)						
0-4	1.66	0.88	0.74			
	1.26	0.23	0.23			
5-10	1.68	1.03	0.50***			
	1.35	0.21	0.13			
Age	1.31	1.24**	1.04			
	0.34	0.11	0.11			
Age squared	1.00	1.00**	1.00			
	0.00	0.00	0.00			
Married	0.64	0.69**	0.53***			
	0.25	0.11	0.11			
Public sector	1.78	0.92	0.93			
	0.69	0.21	0.23			
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	0.18**	0.46***	0.89			
	0.14	0.13	0.30			
ISCED 3	0.09***	0.87	0.94			
	0.05	0.15	0.25			
Number of children under 17 in the household (ref: none)						
One	0.38	0.67*	1.11			
	0.29	0.13	0.28			
Two	0.43	0.78	1.31			
	0.34	0.17	0.34			
Three or more	1.33	1.19	1.44			
	1.14	0.39	0.61			
Occupation (ref: operatives/elementary)						
Legislators/managers	2.57	0.77	1.23			
	2.38	0.32	0.41			
Professionals	11.47**	0.26***	0.93			
	11.43	0.11	0.33			
Assc. professionals	9.44***	0.46***	0.65			
	7.78	0.13	0.19			
Clerks	9.86**	0.37**	0.85			
	9.03	0.15	0.41			
Service/sales	22.02***	0.74	0.55			
	21.13	0.31	0.26			
Skilled agr./craft	3.70	1.06	1.32			
	3.06	0.16	0.31			
Activity last wave (ref: full-time)						
Part-time						
Unemployed/Inactive						
Pseudo R-square	0.8549					
Log pseudolikelihood	-3981.0432					
N	19794					

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 5k: Multinomial logit estimates of exiting full-time employment (men, Austria)

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	1.80	5.25***	0.67			
	0.69	1.38	0.30			
4-8	0.98	1.37	0.66			
	0.43	0.45	0.33			
New birth	1.30	2.08*	2.04			
	0.97	0.91	2.09			
Age of the youngest child (ref: 11-17 or none)						
0-4	2.19	0.93	2.24			
	1.48	0.45	2.05			
5-10	1.64	0.68	2.20			
	1.00	0.33	1.43			
Age	1.46*	0.97	0.55***			
	0.32	0.13	0.10			
Age squared	1.00*	1.00	1.01***			
	0.00	0.00	0.00			
Married	0.68	1.35	0.48**			
	0.43	0.38	0.16			
Public sector	1.78	0.57	1.59			
	0.63	0.25	0.54			
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	2.78	0.49	3.04			
	3.41	0.35	2.25			
ISCED 3	1.37	1.08	0.69			
	1.39	0.35	0.29			
Number of children under 17 in the household (ref: none)						
One	1.26	1.14	0.54			
	0.66	0.45	0.32			
Two	0.74	1.01	0.56			
	0.48	0.50	0.37			
Three or more	0.66	1.39	0.00***			
			0.00			
Occupation (ref: operatives/elementary)						
Legislators/managers	0.82	0.32**	0.27			
	0.66	0.17	0.23			
Professionals	3.65*	0.16	0.71			
	2.67	0.18	0.67			
Assc. professionals	2.45	0.29***	1.29			
	1.69	0.14	0.65			
Clerks	0.16	0.45	1.98			
	0.19	0.30	1.06			
Service/sales	1.16	0.69	1.58			
	1.09	0.29	0.98			
Skilled agr./craft	1.81	0.96	1.20			
	1.29	0.30	0.53			
Activity last wave (ref: full-time) Part-time						
Unemployed/Inactive						
Pseudo R-square	0.9132					
Log pseudolikelihood	-1166.744					
N	9699					

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1995-2001

Table 5l: **Multinomial logit estimates of exiting full-time employment (men, United Kingdom)**

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
		Model 1			Model 2	
Number of years in current job (ref: 9-24)						
1-3	1.98	1.36	1.69***			
	0.92	0.34	0.34			
4-8	1.58	0.84	1.30			
	0.80	0.25	0.29			
New birth	0.36	0.95	1.51			
	0.25	0.38	0.49			
Age of the youngest child (ref: 11-17 or none)						
0-4	0.53	1.60	1.10			
	0.30	0.70	0.35			
5-10	0.79	1.70	1.28			
	0.40	0.76	0.38			
Age	0.80	0.90	0.98			
	0.11	0.09	0.09			
Age squared	1.00	1.00	1.00			
	0.00	0.00	0.00			
Married	0.48**	0.46***	0.76			
	0.16	0.11	0.13			
Public sector	0.76	1.16	0.95			
	0.27	0.34	0.19			
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	0.77	0.79	1.09			
	0.22	0.18	0.19			
ISCED 3	1.05	0.66	1.33			
	0.39	0.20	0.29			
Number of children under 17 in the household (ref: none)						
One	1.69	0.79	0.99			
	0.68	0.31	0.26			
Two	1.73	0.77	1.12			
	0.88	0.36	0.34			
Three or more	1.67	0.84	1.10			
	1.13	0.42	0.43			
Occupation (ref: operatives/elementary)						
Legislators/managers	0.95	0.45**	1.27			
	0.47	0.14	0.28			
Professionals	1.53	0.52*	0.91			
	0.82	0.19	0.24			
Assc. professionals	2.41*	0.39**	1.17			
	1.09	0.16	0.30			
Clerks	1.61	0.19***	0.70			
	0.90	0.11	0.24			
Service/sales	2.92**	0.54	0.90			
	1.50	0.26	0.34			
Skilled agr./craft	1.60	0.98	0.61**			
	0.73	0.24	0.15			
Activity last wave (ref: full-time)						
Part-time						
Unemployed/Inactive						
Pseudo R-square	0.8627					
Log pseudolikelihood	-2272.7947					
N	11942					

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 5m: **Multinomial logit estimates of exiting full-time employment (men, Finland)**

	Part-time	Unemployed	Inactive	Part-time	Unemployed	Inactive
Number of years in current job (ref: 9-24)		Model 1			Model 2	
1-3	2.05*	7.46***	5.02***			
	0.82	1.91	1.67			
4-8	0.96	1.69	1.35			
	0.46	0.62	0.66			
New birth	0.97	0.74	0.58			
	0.75	0.43	0.44			
Age of the youngest child (ref: 11-17 or none)						
0-4	3.27	1.33	0.98			
	2.74	0.60	0.66			
5-10	7.71**	1.82	1.13			
	5.61	0.73	0.62			
Age	0.79	1.18	0.82			
	0.15	0.14	0.15			
Age squared	1.00	1.00	1.00			
	0.00	0.00	0.00			
Married	1.10	0.66	0.47*			
	0.42	0.19	0.18			
Public sector	0.49*	1.63**	2.23***			
	0.18	0.39	0.65			
Highest level of education (ref: ISCED 0-2)						
ISCED 5-7	1.03	1.36	0.75			
	0.60	0.59	0.38			
ISCED 3	1.00	1.00	0.87			
	0.47	0.25	0.27			
Number of children under 17 in the household (ref: none)						
One	0.14***	0.83	1.42			
	0.09	0.29	0.69			
Two	0.26*	0.32**	0.67			
	0.19	0.14	0.44			
Three or more	0.16*	0.77	1.17			
	0.15	0.40	0.90			
Occupation (ref: operatives/elementary)						
Legislators/managers	0.23**	0.20***	0.74			
	0.15	0.10	0.48			
Professionals	1.25	0.17***	0.80			
	0.75	0.10	0.43			
Assc. professionals	1.76	0.25***	0.68			
	0.97	0.11	0.35			
Clerks	0.83	0.74	0.85			
	0.70	0.36	0.62			
Service/sales	0.10**	0.53	0.50			
	0.10	0.26	0.43			
Skilled agr./craft	0.39*	0.64	1.60			
	0.20	0.17	0.61			
Activity last wave (ref: full-time) Part-time						
Unemployed/Inactive						
Pseudo R-square	0.8847					
Log pseudolikelihood	-1469.0036					
N	9192					

Robust standard errors in parentheses
Other controls: seven dummies for years in full-time work
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1996-2001

Table 6a: **Multinomial logit estimates of occupational transitions (women, Denmark)**

	by skill		by occupational wage	
	Move up	Move down	Move up	Move down
Number of years in current job (ref: 9-24)				
1-3	1.38	2.02*	1.54	1.70*
	(0.48)	(0.610	(0.55)	(0.51)
4-8	1.13	2.19*	0.97	2.21***
	(0.38)	(0.68)	(0.34)	(0.65)
Switching hours (ref: stays full-time)				
Stays part-time	0.50	0.27*	0.16***	0.68
	(0.27)	(0.15)	(0.09)	(0.31)
Full-time to part-time	0.66	0.71	0.63	0.85
	(0.22)	(0.22)	(0.22)	(0.24)
Part-time to full-time	0.97	0.48*	0.94	0.49**
	(0.30)	(0.17)	(0.29)	(0.17)
Changes employer	59.38***	108.55***	56.63***	124.22***
	(20.52)	(34.44)	(19.99)	(39.51)
Age	1.00	0.93	0.85	0.99
	(0.14)	(0.15)	(0.12)	(0.15)
Age squared	1.00	1.00	1.00	1.00
	(0.00)	(0.00)	(0.00)	(0.00)
Married	1.04	0.86	1.03	0.82
	(0.21)	(0.17)	(0.20)	(0.16)
Public sector	0.65*	0.53**	0.66**	0.45***
	(0.13)	(0.11)	(0.13)	(0.09)
Highest level of education (ref: ISCED 0-2)				
ISCED 5-7	1.12	1.17	0.89	0.96
	(0.32)	(0.40)	(0.28)	(0.29)
ISCED 3	1.35	1.51	1.17	1.33
	(0.38)	(0.52)	(0.36)	(0.39)
Number of children under 17 in the household (ref: none)				
One	0.91	1.67	0.67	1.80*
	(0.26)	(0.61)	(0.20)	(0.62)
Two or more	1.01	1.58	0.87	1.80
	(0.36)	(0.69)	(0.33)	(0.73)
Age of the youngest child (ref: 11-17 or none)				
0-4	0.86	0.90	1.15	0.79
	(0.34)	(0.36)	(0.47)	(0.30)
5-10	1.42	1.11	1.74	1.06
	(0.53)	(0.47)	(0.67)	(0.43)
New birth	1.46	1.02	1.21	1.41
	(0.45)	(0.33)	(0.38)	(0.46)
Pseudo R-square	0.3697		0.3779	
Log pseudolikelihood	-1563.3014		-1549.6988	
N	7353		7353	

Reference category: remaining in the occupation of the same ranking
Robust standard errors in parentheses
Other controls: four dummies for years in the risk set (one, two, three, four or more waves)
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 6b: **Multinomial logit estimates of occupational transitions by skill level (Women, Netherlands)**

	by skill		by occupational wage	
	Move up	Move down	Move up	Move down
Number of years in current job (ref: 9-24)				
1-3	0.83*	0.74***	0.77**	0.64***
	(0.09)	(0.08)	(0.09)	(0.07)
4-8	0.95	0.93	0.95	0.80*
	(0.10)	(0.10)	(0.10)	(0.09)
Switching hours (ref: stays full-time)				
Stays part-time	0.73***	0.67***	0.82*	0.77**
	(0.08)	(0.07)	(0.09)	(0.09)
Full-time to part-time	1.27	1.46**	1.11	1.68***
	(0.19)	(0.22)	(0.19)	(0.26)
Part-time to full-time	1.55***	1.07	1.66***	1.00
	(0.23)	(0.16)	(0.25)	(0.17)
Changes employer	4.71***	5.39***	4.46***	5.38***
	(0.47)	(0.53)	(0.47)	(0.54)
Age	1.15**	1.21***	1.16**	1.24***
	(0.07)	(0.07)	(0.08)	(0.08)
Age squared	1.00**	1.00***	1.00**	1.00***
	(0.00)	(0.00)	(0.00)	(0.00)
Married	0.97	0.97	0.95	1.01
	(0.09)	(0.09)	(0.10)	(0.10)
Public sector	0.89	0.99	0.82**	0.92
	(0.08)	(0.09)	(0.08)	(0.09)
Highest level of education (ref: ISCED 0-2)				
ISCED 5-7	0.85	0.85	0.69***	0.76**
	(0.10)	(0.10)	(0.09)	(0.10)
ISCED 3	1.14	0.75***	1.20**	0.74***
	(0.10)	(0.07)	(0.11)	(0.08)
Number of children under 17 in the household (ref: none)				
One	1.26	0.97	1.34*	1.01
	(0.20)	(0.16)	(0.24)	(0.17)
Two or more	0.98	0.80	0.99	0.84
	(0.16)	(0.14)	(0.18)	(0.15)
Age of the youngest child (ref: 11-17 or none)				
0-4	0.91	1.27	0.82	0.95
	(0.17)	(0.24)	(0.16)	(0.20)
5-10	1.03	0.94	0.98	0.93
	(0.17)	(0.17)	(0.17)	(0.18)
New birth	0.87	0.92	0.82	1.10
	(0.17)	(0.17)	(0.17)	(0.23)
Pseudo R-square	0.0683			
Log pseudolikelihood	-6787.0504			
N	11463			

Reference category: remaining in the occupation of the same ranking
Robust standard errors in parentheses
Other controls: four dummies for years in the risk set (one, two, three, four or more waves)
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 6c: **Multinomial logit estimates of occupational transitions by skill level (Women, Belgium)**

	by skill		by occupational wage	
	Move up	Move down	Move up	Move down
Number of years in current job (ref: 9-24)				
1-3	0.63***	0.68**	0.69**	0.68**
	(0.11)	(0.11)	(0.12)	(0.11)
4-8	0.88	1.08	0.96	1.00
	(0.14)	(0.16)	(0.15)	(0.15)
Switching hours (ref: stays full-time)				
Stays part-time	0.90	0.83	0.87	0.83
	(0.14)	(0.12)	(0.14)	(0.12)
Full-time to part-time	1.25	1.08	1.36	1.20
	(0.30)	(0.28)	(0.33)	(0.29)
Part-time to full-time	1.15	1.26	1.25	1.03
	(0.28)	(0.28)	(0.30)	(0.24)
Changes employer	6.39***	4.91***	5.84***	4.87***
	(1.11)	(0.78)	(1.04)	(0.77)
Age	1.14	1.08	1.15*	1.09
	(0.09)	(0.09)	(0.09)	(0.09)
Age squared	1.00	1.00	1.00*	1.00
	(0.00)	(0.00)	(0.00)	(0.00)
Married	0.78*	0.85	0.83	0.88
	(0.11)	(0.12)	(0.12)	(0.12)
Public sector	0.93	1.18	0.98	1.19
	(0.12)	(0.15)	(0.13)	(0.15)
Highest level of education (ref: ISCED 0-2)				
ISCED 5-7	1.30	0.98	1.10	0.85
	(0.22)	(0.15)	(0.19)	(0.13)
ISCED 3	1.10	0.87	1.03	0.80
	(0.20)	(0.14)	(0.18)	(0.12)
Number of children under 17 in the household (ref: none)				
One	0.94	1.12	0.96	1.19
	(0.18)	(0.20)	(0.18)	(0.22)
Two or more	0.97	0.96	0.82	0.95
	(0.23)	(0.21)	(0.20)	(0.22)
Age of the youngest child (ref: 11-17 or none)				
0-4	0.87	0.84	0.92	0.86
	(0.21)	(0.18)	(0.23)	(0.19)
5-10	0.96	0.85	0.98	0.84
	(0.20)	(0.16)	(0.21)	(0.16)
New birth	0.83	0.84	0.85	0.68
	(0.22)	(0.21)	(0.22)	(0.18)
Pseudo R-square	0.0550		0.0519	
Log pseudolikelihood	-3265.3427		-3247.6833	
N	5835		5835	

Reference category: remaining in the occupation of the same ranking
Robust standard errors in parentheses
Other controls: four dummies for years in the risk set (one, two, three, four or more waves)
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 6d: **Multinomial logit estimates of occupational transitions by skill level (Women, France)**

	by skill		by occupational wage	
	Move up	Move down	Move up	Move down
Number of years in current job (ref: 9-24)				
1-3	1.53**	0.88	1.48**	0.79
	(0.30)	(0.17)	(0.29)	(0.15)
4-8	1.33	0.95	1.23	0.87
	(0.26)	(0.20)	(0.24)	(0.18)
Switching hours (ref: stays full-time)				
Stays part-time	0.29***	0.51**	0.35***	0.44***
	(0.09)	(0.14)	(0.10)	(0.13)
Full-time to part-time	0.87	0.72	0.72	0.92
	(0.23)	(0.20)	(0.20)	(0.24)
Part-time to full-time	1.05	0.96	1.16	0.90
	(0.30)	(0.24)	(0.32)	(0.24)
Changes employer	16.40***	22.03***	16.88***	22.41***
	(2.73)	(3.61)	(2.77)	(3.79)
Age	1.12	1.02	1.06	0.95
	(0.12)	(0.12)	(0.11)	(0.10)
Age squared	1.00	1.00	1.00	1.00
	(0.00)	(0.00)	(0.00)	(0.00)
Married	1.04	1.11	1.13	0.99
	(0.19)	(0.21)	(0.20)	(0.18)
Public sector	0.83	0.94	0.79	0.88
	(0.16)	(0.18)	(0.16)	(0.17)
Highest level of education (ref: ISCED 0-2)				
ISCED 5-7	1.07	1.20	1.01	0.91
	(0.22)	(0.25)	(0.21)	(0.19)
ISCED 3	1.34	0.91	1.55**	0.77
	(0.25)	(0.18)	(0.27)	(0.15)
Number of children under 17 in the household (ref: none)				
One	1.22	0.92	1.15	0.99
	(0.31)	(0.23)	(0.29)	(0.24)
Two or more	0.65	0.73	0.70	0.77
	(0.21)	(0.23)	(0.22)	(0.24)
Age of the youngest child (ref: 11-17 or none)				
0-4	0.86	1.27	0.63	1.28
	(0.28)	(0.41)	(0.21)	(0.39)
5-10	1.13	1.24	1.02	1.22
	(0.30)	(0.32)	(0.27)	(0.31)
New birth	1.35	0.70	1.88**	0.57*
	(0.41)	(0.23)	(0.59)	(0.19)
Pseudo R-square	0.1881		0.1914	
Log pseudolikelihood	-2522.4559		-2509.4901	
N	14585		14585	

Reference category: remaining in the occupation of the same ranking
Robust standard errors in parentheses
Other controls: four dummies for years in the risk set (one, two, three, four or more waves)
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 6e: **Multinomial logit estimates of occupational transitions by skill level (Women, Ireland)**

	by skill		by occupational wage	
	Move up	Move down	Move up	Move down
Number of years in current job (ref: 9-24)				
1-3	0.67**	0.64**	0.67*	0.67**
	(0.13)	(0.11)	(0.14)	(0.13)
4-8	0.88	0.86	0.86	0.93
	(0.16)	(0.17)	(0.17)	(0.19)
Switching hours (ref: stays full-time)				
Stays part-time	0.60***	0.66**	0.60**	0.64**
	(0.11)	(0.12)	(0.12)	(0.12)
Full-time to part-time	1.32	1.03	1.26	0.93
	(0.34)	(0.29)	(0.34)	(0.29)
Part-time to full-time	1.22	1.57*	1.17	1.35
	(0.30)	(0.42)	(0.30)	(0.38)
Changes employer	6.62***	7.26***	5.34***	6.35***
	(1.27)	(1.29)	(1.06)	(1.25)
Age	0.99	1.33***	1.02	1.34***
	(0.09)	(0.13)	(0.10)	(0.14)
Age squared	1.00	1.00***	1.00	1.00***
	(0.00)	(0.00)	(0.00)	(0.00)
Married	0.74	0.78	0.70*	0.85
	(0.14)	(0.13)	(0.14)	(0.16)
Public sector	0.79	0.63***	0.72*	0.59***
	(0.13)	(0.11)	(0.12)	(0.10)
Highest level of education (ref: ISCED 0-2)				
ISCED 5-7	1.22	1.67**	1.37	1.90***
	(0.27)	(0.38)	(0.30)	(0.44)
ISCED 3	1.13	1.13	1.22	1.22
	(0.21)	(0.24)	(0.22)	(0.27)
Number of children under 17 in the household (ref: none)				
One	1.60**	1.01	1.44	0.84
	(0.37)	(0.22)	(0.34)	(0.21)
Two or more	1.98**	0.88	1.81**	0.70
	(0.52)	(0.24)	(0.50)	(0.22)
Age of the youngest child (ref: 11-17 or none)				
0-4	0.48***	0.81	0.58**	1.09
	(0.13)	(0.22)	(0.16)	(0.30)
5-10	0.67*	0.87	0.64*	1.02
	(0.15)	(0.21)	(0.15)	(0.26)
New birth	1.41	1.50	1.22	1.22
	(0.36)	(0.41)	(0.32)	(0.34)
Pseudo R-square	0.0930		0.0812	
Log pseudolikelihood	-3023.3591		-2906.7245	
N	5955		5955	

Reference category: remaining in the occupation of the same ranking
Robust standard errors in parentheses
Other controls: four dummies for years in the risk set (one, two, three, four or more waves)
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 6f: **Multinomial logit estimates of occupational transitions by skill level (Women, Italy)**

	by skill		by occupational wage	
	Move up	Move down	Move up	Move down
Number of years in current job (ref: 9-24)				
1-3	0.81	0.68***	0.97	0.79
	(0.12)	(0.09)	(0.17)	(0.12)
4-8	1.25*	1.19	1.67***	1.60***
	(0.16)	(0.15)	(0.25)	(0.25)
Switching hours (ref: stays full-time)				
Stays part-time	0.57**	0.62**	0.45***	0.59**
	(0.13)	(0.13)	(0.12)	(0.15)
Full-time to part-time	1.18	1.98***	1.16	2.11***
	(0.22)	(0.30)	(0.24)	(0.34)
Part-time to full-time	2.12***	1.61***	1.91***	1.51**
	(0.34)	(0.28)	(0.34)	(0.29)
Changes employer	4.58***	5.51***	4.02***	4.64***
	(0.58)	(0.68)	(0.60)	(0.63)
Age	1.12*	1.15**	1.07	1.21**
	(0.07)	(0.07)	(0.08)	(0.09)
Age squared	1.00	1.00**	1.00	1.00**
	(0.00)	(0.00)	(0.00)	(0.00)
Married	0.84	0.89	0.76*	0.76*
	(0.11)	(0.12)	(0.12)	(0.12)
Public sector	1.19	1.06	1.75***	1.44***
	(0.14)	(0.13)	(0.25)	(0.20)
Highest level of education (ref: ISCED 0-2)				
ISCED 5-7	0.96	1.18	2.45***	3.34***
	(0.15)	(0.19)	(0.50)	(0.69)
ISCED 3	0.88	0.95	2.12***	2.56***
	(0.10)	(0.11)	(0.33)	(0.43)
Number of children under 17 in the household (ref: none)				
One	0.89	1.09	0.92	1.10
	(0.13)	(0.15)	(0.15)	(0.18)
Two or more	0.82	1.04	0.89	1.01
	(0.16)	(0.21)	(0.20)	(0.23)
Age of the youngest child (ref: 11-17 or none)				
0-4	1.34	1.18	1.67**	1.28
	(0.27)	(0.25)	(0.39)	(0.30)
5-10	1.14	1.06	1.24	1.29
	(0.19)	(0.18)	(0.23)	(0.25)
New birth	1.33	0.90	1.09	1.03
	(0.30)	(0.23)	(0.29)	(0.29)
Pseudo R-square	0.0500		0.0745	
Log pseudolikelihood	-6538.0869		-4864.0077	
N	13486		13486	

Reference category: remaining in the occupation of the same ranking
Robust standard errors in parentheses
Other controls: four dummies for years in the risk set (one, two, three, four or more waves)
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.0
Source: ECHP 1994-2001

Table 6g: **Multinomial logit estimates of occupational transitions by skill level (Women, Greece)**

	by skill		by occupational wage	
	Move up	Move down	Move up	Move down
Number of years in current job (ref: 9-24)				
1-3	0.40***	0.56***	0.47***	0.55***
	(0.08)	(0.11)	(0.10)	(0.12)
4-8	0.65**	0.83	0.72*	0.89
	(0.13)	(0.18)	(0.14)	(0.20)
Switching hours (ref: stays full-time)				
Stays part-time	0.24**	0.26**	0.21**	0.15**
	(0.15)	(0.14)	(0.15)	(0.11)
Full-time to part-time	0.66	0.66	0.61	0.88
	(0.29)	(0.23)	(0.30)	(0.30)
Part-time to full-time	0.95	0.83	1.02	0.70
	(0.30)	(0.30)	(0.32)	(0.29)
Changes employer	12.06***	9.76***	12.86***	11.06***
	(2.49)	(1.84)	(2.70)	(2.16)
Age	0.94	1.03	1.05	1.18
	(0.09)	(0.12)	(0.11)	(0.15)
Age squared	1.00	1.00	1.00	1.00
	(0.00)	(0.00)	(0.00)	(0.00)
Married	0.71*	0.72*	0.78	0.79
	(0.15)	(0.14)	(0.17)	(0.17)
Public sector	1.20	1.53**	1.25	1.45**
	(0.21)	(0.27)	(0.22)	(0.26)
Highest level of education (ref: ISCED 0-2)				
ISCED 5-7	1.15	1.14	1.32	1.46
	(0.26)	(0.24)	(0.33)	(0.35)
ISCED 3	1.56**	1.13	1.99***	1.66**
	(0.34)	(0.24)	(0.47)	(0.40)
Number of children under 17 in the household (ref: none)				
One	1.17	1.29	1.09	1.11
	(0.26)	(0.28)	(0.25)	(0.27)
Two or more	1.35	1.41	1.19	1.26
	(0.37)	(0.40)	(0.34)	(0.39)
Age of the youngest child (ref: 11-17 or none)				
0-4	0.94	1.01	0.95	1.05
	(0.31)	(0.37)	(0.33)	(0.39)
5-10	1.09	1.05	1.05	1.03
	(0.28)	(0.29)	(0.28)	(0.31)
New birth	1.62	1.31	1.57	1.13
	(0.53)	(0.51)	(0.53)	(0.45)
Pseudo R-square	0.0920		0.1071	
Log pseudolikelihood	-2601.1577		-2425.6	
N	7661		7661	

Reference category: remaining in the occupation of the same ranking
Robust standard errors in parentheses
Other controls: four dummies for years in the risk set (one, two, three, four or more waves)
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 6h: **Multinomial logit estimates of occupational transitions by skill level (Women, Spain)**

	by skill		by occupational wage	
	Move up	Move down	Move up	Move down
Number of years in current job (ref: 9-24)				
1-3	0.72**	0.62***	0.60***	0.65***
	(0.10)	(0.08)	(0.08)	(0.08)
4-8	1.35**	1.04	1.10	1.11
	(0.19)	(0.15)	(0.16)	(0.17)
Switching hours (ref: stays full-time)				
Stays part-time	0.52***	0.45***	0.50***	0.44***
	(0.11)	(0.10)	(0.11)	(0.09)
Full-time to part-time	0.88	1.72**	0.83	1.07
	(0.22)	(0.40)	(0.20)	(0.24)
Part-time to full-time	1.55**	2.18**	1.18	1.80
	(0.32)	(0.79)	(0.26)	(0.70)
Changes employer	4.96***	4.31***	4.72***	3.92***
	(0.59)	(0.55)	(0.58)	(0.52)
Age	0.99	1.19**	0.94	1.12
	(0.06)	(0.08)	(0.06)	(0.08)
Age squared	1.00	1.00**	1.00	1.00
	(0.00)	(0.00)	(0.00)	(0.00)
Married	1.01	1.03	1.01	1.06
	(0.12)	(0.12)	(0.12)	(0.13)
Public sector	0.72**	0.78*	0.66***	0.70**
	(0.10)	(0.11)	(0.09)	(0.10)
Highest level of education (ref: ISCED 0-2)				
ISCED 5-7	1.76***	1.72***	1.69***	1.70***
	(0.23)	(0.22)	(0.21)	(0.23)
ISCED 3	1.98***	1.45***	1.76***	1.50***
	(0.26)	(0.20)	(0.22)	(0.21)
Number of children under 17 in the household (ref: none)				
One	0.97	0.84	1.07	0.95
	(0.16)	(0.16)	(0.17)	(0.20)
Two or more	0.91	0.83	1.15	0.96
	(0.18)	(0.17)	(0.22)	(0.20)
Age of the youngest child (ref: 11-17 or none)				
0-4	0.98	0.90	0.93	0.83
	(0.22)	(0.21)	(0.20)	(0.19)
5-10	1.11	0.90	1.01	0.83
	(0.21)	(0.17)	(0.18)	(0.16)
New birth	0.78	1.03	0.81	1.10
	(0.20)	(0.27)	(0.21)	(0.29)
Pseudo R-square	0.0656		0.0568	
Log pseudolikelihood	-5591.1449		-5449.1555	
N	10648		10648	

Reference category: remaining in the occupation of the same ranking
Robust standard errors in parentheses
Other controls: four dummies for years in the risk set (one, two, three, four or more waves)
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 6i: **Multinomial logit estimates of occupational transitions by skill level (Women, Portugal)**

	by skill		by occupational wage	
	Move up	Move down	Move up	Move down
Number of years in current job (ref: 9-24)				
1-3	0.66**	1.06	0.52***	0.88
	(0.12)	(0.17)	(0.13)	(0.18)
4-8	0.93	1.13	0.82	1.10
	(0.16)	(0.20)	(0.17)	(0.23)
Switching hours (ref: stays full-time)				
Stays part-time	0.73	1.05	0.52***	0.88
	(0.22)	(0.31)	(0.13)	(0.18)
Full-time to part-time	1.62	1.49	0.82	1.10
	(0.56)	(0.53)	(0.17)	(0.23)
Part-time to full-time	1.66	1.98**	0.23**	0.37
	(0.53)	(0.67)	(0.16)	(0.30)
Changes employer	6.27***	5.68***	0.55	0.74
	(1.02)	(0.90)	(0.29)	(0.40)
Age	1.17**	1.23***	0.71	0.79
	(0.09)	(0.09)	(0.36)	(0.44)
Age squared	1.00**	1.00***	5.32***	4.48***
	(0.00)	(0.00)	(1.03)	(0.91)
Married	1.05	0.99	1.19*	1.15
	(0.18)	(0.16)	(0.12)	(0.10)
Public sector	1.70***	1.77***	1.00*	1.00
	(0.30)	(0.28)	(0.00)	(0.00)
Highest level of education (ref: ISCED 0-2)				
ISCED 5-7	1.03	0.98	1.86**	1.94***
	(0.24)	(0.20)	(0.49)	(0.42)
ISCED 3	1.54**	1.31	2.39***	2.23***
	(0.29)	(0.24)	(0.51)	(0.45)
Number of children under 17 in the household (ref: none)				
One	1.07	0.94	1.17	0.96
	(0.21)	(0.15)	(0.30)	(0.20)
Two or more	0.89	0.95	1.01	0.95
	(0.20)	(0.19)	(0.28)	(0.26)
Age of the youngest child (ref: 11-17 or none)				
0-4	0.61*	0.79	0.58*	1.01
	(0.15)	(0.18)	(0.18)	(0.30)
5-10	0.80	0.82	0.75	0.89
	(0.17)	(0.17)	(0.20)	(0.27)
New birth	1.43	1.34	1.53	1.05
	(0.45)	(0.32)	(0.53)	(0.31)
Pseudo R-square	0.0645		0.0659	
Log pseudolikelihood	-5999.9273		-4625.1972	
N	11679		11679	

Reference category: remaining in the occupation of the same ranking
Robust standard errors in parentheses
Other controls: four dummies for years in the risk set (one, two, three, four or more waves)
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 6j: **Multinomial logit estimates of occupational transitions by skill level (Women, Germany)**

	by skill		by occupational wage	
	Move up	Move down	Move up	Move down
Number of years in current job (ref: 9-24)				
1-3	0.77*	0.73*	0.81	0.71**
	(0.12)	(0.12)	(0.12)	(0.11)
4-8	0.93	0.80	1.02	0.81
	(0.15)	(0.13)	(0.16)	(0.12)
Switching hours (ref: stays full-time)				
Stays part-time	0.87	0.84	0.89	0.80
	(0.15)	(0.18)	(0.15)	(0.17)
Full-time to part-time	1.03	2.01***	0.76	1.88***
	(0.24)	(0.39)	(0.17)	(0.35)
Part-time to full-time	1.31	1.34	1.47**	1.23
	(0.25)	(0.35)	(0.28)	(0.34)
Changes employer	5.23***	4.29***	5.08***	4.69***
	(0.60)	(0.56)	(0.59)	(0.61)
Age	1.18**	1.11	1.18**	1.09
	(0.10)	(0.11)	(0.09)	(0.11)
Age squared	1.00*	1.00	1.00*	1.00
	(0.00)	(0.00)	(0.00)	(0.00)
Married	0.98	0.91	1.14	1.09
	(0.14)	(0.13)	(0.17)	(0.15)
Public sector	0.78	0.77*	0.78	0.72**
	(0.12)	(0.12)	(0.12)	(0.11)
Highest level of education (ref: ISCED 0-2)				
ISCED 5-7	1.28	1.15	0.78	0.82
	(0.25)	(0.23)	(0.15)	(0.16)
ISCED 3	1.11	0.95	1.01	0.88
	(0.19)	(0.18)	(0.16)	(0.15)
Number of children under 17 in the household (ref: none)				
One	1.06	1.12	1.14	1.26
	(0.17)	(0.19)	(0.18)	(0.20)
Two or more	0.94	0.96	1.01	1.18
	(0.19)	(0.20)	(0.20)	(0.24)
Age of the youngest child (ref: 11-17 or none)				
0-4	0.95	0.53**	0.90	0.48**
	(0.23)	(0.16)	(0.22)	(0.14)
5-10	0.88	0.79	0.79	0.69*
	(0.16)	(0.18)	(0.15)	(0.14)
New birth	0.38	0.57	0.63	0.09***
	(0.24)	(0.51)	(0.40)	(0.08)
Pseudo R-square	0.0660		0.0706	
Log pseudolikelihood	-6271.5081		-6128.1623	
N	14207		14207	

Reference category: remaining in the occupation of the same ranking
Robust standard errors in parentheses
Other controls: four dummies for years in the risk set (one, two, three, four or more waves)
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 6k: **Multinomial logit estimates of occupational transitions by skill level (Women, Austria)**

	by skill		by occupational wage	
	Move up	Move down	Move up	Move down
Number of years in current job (ref: 9-24)				
1-3	0.81	0.79	0.96	0.86
	(0.16)	(0.14)	(0.19)	(0.16)
4-8	0.94	0.85	0.85	0.91
	(0.15)	(0.14)	(0.14)	(0.16)
Switching hours (ref: stays full-time)				
Stays part-time	0.77	0.59***	0.63**	0.41***
	(0.14)	(0.11)	(0.12)	(0.09)
Full-time to part-time	1.54*	1.66**	0.95	1.62*
	(0.36)	(0.41)	(0.26)	(0.41)
Part-time to full-time	1.20	0.77	1.15	0.64
	(0.28)	(0.21)	(0.28)	(0.18)
Changes employer	4.19***	4.56***	3.84***	3.58***
	(0.77)	(0.83)	(0.80)	(0.71)
Age	1.12	1.13	1.08	1.20*
	(0.10)	(0.10)	(0.10)	(0.12)
Age squared	1.00	1.00	1.00	1.00*
	(0.00)	(0.00)	(0.00)	(0.00)
Married	1.08	0.95	1.12	0.91
	(0.16)	(0.13)	(0.17)	(0.13)
Public sector	1.39**	1.54***	1.48***	1.47***
	(0.20)	(0.21)	(0.22)	(0.21)
Highest level of education (ref: ISCED 0-2)				
ISCED 5-7	1.10	1.08	1.07	1.07
	(0.26)	(0.24)	(0.25)	(0.24)
ISCED 3	1.04	0.86	0.88	0.73
	(0.19)	(0.16)	(0.15)	(0.14)
Number of children under 17 in the household (ref: none)				
One	0.96	1.27	1.04	1.20
	(0.20)	(0.28)	(0.22)	(0.29)
Two or more	0.69	1.09	0.77	1.01
	(0.17)	(0.25)	(0.19)	(0.25)
Age of the youngest child (ref: 11-17 or none)				
0-4	1.02	1.29	0.82	1.39
	(0.30)	(0.38)	(0.24)	(0.44)
5-10	0.89	0.86	0.77	0.80
	(0.20)	(0.20)	(0.18)	(0.21)
New birth	0.98	0.48*	1.20	0.40**
	(0.37)	(0.18)	(0.47)	(0.18)
Pseudo R-square	0.0449		0.0457	
Log pseudolikelihood	-3644.8657		-3323.9595	
N	6897		6897	

Reference category: remaining in the occupation of the same ranking
Robust standard errors in parentheses
Other controls: four dummies for years in the risk set (one, two, three, four or more waves)
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1995-2001

Table 6l: **Multinomial logit estimates of occupational transitions by skill level (Women, United Kingdom)**

	by skill		by occupational wage	
	Move up	**Move down**	**Move up**	**Move down**
Number of years in current job (ref: 9-24)				
1-3	1.04	1.12	1.17	1.00
	(0.14)	(0.15)	(0.17)	(0.14)
4-8	1.14	1.14	1.31*	0.97
	(0.16)	(0.16)	(0.20)	(0.15)
Switching hours (ref: stays full-time)				
Stays part-time	0.71***	0.90	0.62***	0.72**
	(0.08)	(0.10)	(0.08)	(0.09)
Full-time to part-time	1.18	1.27*	0.67**	1.66***
	(0.17)	(0.18)	(0.12)	(0.23)
Part-time to full-time	1.49***	1.69***	1.59***	0.93
	(0.21)	(0.26)	(0.23)	(0.17)
Changes employer	6.45***	5.84***	5.82***	5.09***
	(0.56)	(0.51)	(0.56)	(0.48)
Age	1.02	1.13**	0.98	1.04
	(0.06)	(0.06)	(0.06)	(0.07)
Age squared	1.00	1.00**	1.00	1.00
	(0.00)	(0.00)	(0.00)	(0.00)
Married	0.97	0.96	0.99	0.96
	(0.10)	(0.09)	(0.11)	(0.10)
Public sector	0.86	0.97	0.84	0.86
	(0.08)	(0.09)	(0.09)	(0.09)
Highest level of education (ref: ISCED 0-2)				
ISCED 5-7	0.75***	0.88	0.64***	0.79**
	(0.07)	(0.08)	(0.07)	(0.08)
ISCED 3	0.82	0.87	0.90	0.74**
	(0.10)	(0.11)	(0.11)	(0.10)
Number of children under 17 in the household (ref: none)				
One	1.11	1.01	0.99	0.94
	(0.14)	(0.13)	(0.14)	(0.13)
Two or more	1.00	0.81	1.12	0.98
	(0.16)	(0.13)	(0.17)	(0.17)
Age of the youngest child (ref: 11-17 or none)				
0-4	0.96	0.95	1.05	0.92
	(0.17)	(0.16)	(0.19)	(0.18)
5-10	0.97	0.86	1.01	1.01
	(0.14)	(0.13)	(0.15)	(0.17)
New birth	1.10	1.06	0.99	1.00
	(0.21)	(0.22)	(0.23)	(0.24)
Pseudo R-square	0.1098		0.1021	
Log pseudolikelihood	-6341.1833		-5503.8429	
N	10951		10951	

Reference category: remaining in the occupation of the same ranking
Robust standard errors in parentheses
Other controls: four dummies for years in the risk set (one, two, three, four or more waves)
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1994-2001

Table 6m: **Multinomial logit estimates of occupational transitions by skill level (Women, Finland)**

	by skill		by occupational wage	
	Move up	Move down	Move up	Move down
Number of years in current job (ref: 9-24)				
1-3	1.25	1.12	1.38	1.11
	(0.24)	(0.19)	(0.28)	(0.19)
4-8	1.25	1.18	1.21	1.35
	(0.25)	(0.25)	(0.24)	(0.30)
Switching hours (ref: stays full-time)				
Stays part-time	0.52	0.16***	0.49	0.10***
	(0.22)	(0.09)	(0.23)	(0.07)
Full-time to part-time	0.93	3.73***	0.63	3.52***
	(0.33)	(1.24)	(0.28)	(1.26)
Part-time to full-time	1.84**	1.38	2.45***	0.85
	(0.55)	(0.52)	(0.75)	(0.40)
Changes employer	5.61***	4.91***	4.69***	5.26***
	(0.99)	(0.89)	(0.90)	(0.95)
Age	1.22*	1.36***	1.32***	1.36***
	(0.12)	(0.14)	(0.14)	(0.15)
Age squared	1.00**	1.00***	1.00**	1.00***
	(0.00)	(0.00)	(0.00)	(0.00)
Married	0.90	0.95	0.82	0.94
	(0.15)	(0.17)	(0.15)	(0.17)
Public sector	0.66***	0.71**	0.68***	0.65***
	(0.10)	(0.11)	(0.10)	(0.11)
Highest level of education (ref: ISCED 0-2)				
ISCED 5-7	0.98	0.92	1.08	1.07
	(0.22)	(0.21)	(0.26)	(0.25)
ISCED 3	0.72	0.76	0.89	1.04
	(0.16)	(0.17)	(0.21)	(0.24)
Number of children under 17 in the household (ref: none)				
One	0.87	0.77	1.04	0.80
	(0.18)	(0.19)	(0.24)	(0.18)
Two or more	0.71	0.73	0.83	0.82
	(0.18)	(0.19)	(0.22)	(0.21)
Age of the youngest child (ref: 11-17 or none)				
0-4	0.83	1.14	0.77	1.12
	(0.24)	(0.30)	(0.23)	(0.31)
5-10	1.06	0.91	1.06	0.85
	(0.25)	(0.21)	(0.26)	(0.20)
New birth	1.76*	1.25	1.92*	0.95
	(0.56)	(0.42)	(0.66)	(0.36)
Pseudo R-square	0.0809		0.0793	
Log pseudolikelihood	-3159.1303		-2957.394	
N	8659		8659	

Reference category: remaining in the occupation of the same ranking
Robust standard errors in parentheses
Other controls: four dummies for years in the risk set (one, two, three, four or more waves)
Statistical significance: *=p<0.10, **=p<0.05, ***=p<0.01
Source: ECHP 1996-2001

Appendix A

Table A1 a: Variable means - labour market activity by country (waves 1-8)

%	Employed	Full-time	Unemployed	Inactive	
Women					*N (ALL)*
Denmark	76.9	85.0	9.0	14.1	*9,567*
Netherlands	53.8	56.7	14.2	32.0	*22,129*
Belgium	56.3	76.2	12.1	31.6	*10,199*
France	64.5	83.5	8.8	26.7	*23,802*
Ireland	45.4	71.8	2.8	51.8	*13,302*
Italy	47.6	87.5	7.2	45.2	*32,950*
Greece	41.1	92.3	7.6	51.2	*20,542*
Spain	40.2	86.2	11.0	48.8	*27,467*
Portugal	65.9	93.1	6.3	27.7	*20,232*
Austria	66.5	76.6	3.6	29.9	*11,525*
Finland	74.4	93.4	10.5	15.1	*11,428*
Germany	60.5	77.0	7.6	31.9	*25,229*
UK	64.9	69.0	2.3	32.8	*18,679*
Men					*N (ALL)*
Denmark	87.5	98.1	5.6	6.9	*9,139*
Netherlands	89.0	96.3	4.7	6.2	*19,821*
Belgium	86.4	98.2	7.4	6.2	*8,744*
France	87.0	97.6	6.9	6.1	*20,676*
Ireland	79.9	94.2	14.0	6.1	*12,646*
Italy	81.7	97.9	8.6	9.7	*31,481*
Greece	86.8	97.5	5.9	7.3	*19,193*
Spain	79.4	97.8	11.8	8.8	*26,556*
Portugal	88.1	98.8	4.5	7.4	*18,861*
Austria	91.1	98.5	3.8	5.0	*11,028*
Finland	82.7	97.3	9.7	7.6	*11,100*
Germany	84.1	98.3	7.6	8.3	*24,372*
UK	86.1	97.9	4.4	9.5	*15,543*

Individual base weights used
Source: ECHP 1994-2001

Table A1 b: Variable means - workplace characteristics by country (waves 1-8)

%	Supervisor	Intermediate supervisor	Not a supervisor	Public sector	Temporary contract	Log wage	
Women							*N (ALL)*
Denmark	8.8	15.5	75.7	55.7	9.8	4.56	*7,425*
Netherlands	6.0	12.6	81.4	33.6	12.4	3.07	*12,130*
Belgium	6.4	14.8	78.8	36.5	14.1	5.88	*6,094*
France	7.7	18.5	73.8	40.1	8.4	3.91	*15,199*
Ireland	9.6	17.5	73.0	33.5	17.8	1.64	*6,150*
Italy	4.3	14.2	81.5	35.6	10.9	2.47	*14,926*
Greece	3.9	5.9	90.2	28.2	19.3	7.00	*8,001*
Spain	4.7	15.3	80.0	26.6	33.8	6.64	*11,134*
Portugal	3.0	7.2	89.8	22.4	16.8	6.18	*12,312*
Austria	6.2	18.5	75.3	27.7	9.6	4.62	*7,209*
Finland	8.2	17.5	74.3	48.2	15.3	3.95	*8,929*
Germany	0.0	-	-	35.0	9.9	2.84	*15,661*
UK	19.1	16.9	64.1	35.8	5.3	1.70	*12,235*
Men							
Denmark	21.1	14.3	64.6	25.0	9.4	4.68	*8,064*
Netherlands	17.1	19.2	63.7	21.2	7.7	3.24	*18,117*
Belgium	16.0	24.0	60.0	25.8	8.4	5.98	*7,661*
France	18.4	23.9	57.6	25.8	6.7	4.05	*18,117*
Ireland	18.3	17.2	64.5	25.8	8.3	1.85	*10,614*
Italy	11.5	19.0	69.5	22.9	9.3	2.53	*25,451*
Greece	8.7	9.4	81.9	23.1	18.2	7.11	*16,582*
Spain	10.9	20.8	68.2	16.0	29.7	6.75	*21,411*
Portugal	7.6	7.9	84.4	13.8	14.4	6.31	*16,556*
Austria	14.0	30.4	55.6	22.1	8.1	4.85	*9,985*
Finland	20.6	16.6	62.8	23.7	11.0	4.12	*9,605*
Germany	0.0	-	-	20.0	7.1	3.06	*21,070*
UK	30.1	16.4	53.5	17.1	3.5	1.98	*13,456*

Individual base weights used
Source: ECHP 1994-2001

Table A1 c: Variable means – occupational categories by country (waves 1-8)

% Women	ISCO 1	ISCO 2	ISCO 3	ISCO 4	ISCO 5	ISCO 6	ISCO 7	ISCO 8	ISCO 9	N (EMPL)
Denmark	3.6	15.6	27.8	20.7	19.8	1.0	1.3	3.8	6.2	7,425
Netherlands	7.6	19.3	26.9	21.9	15.1	0.8	1.4	2.1	4.9	12,130
Belgium	2.9	26.5	14.1	28.4	14.1	0.4	2.5	1.7	9.5	6,094
France	3.6	8.9	23.4	28.2	18.2	1.1	1.9	5.1	9.5	15,199
Ireland	5.6	19.8	11.1	23.3	20.9	1.1	2.1	7.7	8.3	6,150
Italy	1.6	15.7	13.3	29.6	14.8	1.6	9.6	3.1	10.7	14,926
Greece	9.3	20.9	9.9	21.2	13.8	5.5	7.7	2.4	9.2	8,001
Spain	6.8	20.9	12.4	15.1	18.6	3.5	4.3	2.4	15.9	11,134
Portugal	5.7	10.5	9.7	13.6	17.6	8.4	12.4	5.3	16.8	12,312
Austria	3.9	5.8	16.6	25.0	23.7	6.6	4.0	1.9	12.3	7,209
Finland	6.0	23.4	20.3	16.2	19.3	3.2	3.3	1.7	6.6	8,929
Germany	3.4	13.1	33.3	19.1	16.0	1.0	5.0	3.4	5.7	15,661
UK	13.1	14.4	15.6	25.4	20.3	0.2	1.6	3.6	5.8	12,235
Men										
Denmark	10.2	19.3	17.0	5.9	5.5	2.5	18.9	12.7	7.9	8,064
Netherlands	17.0	19.9	19.4	7.9	5.6	1.3	15.2	9.1	4.7	18,117
Belgium	9.7	17.2	13.7	15.4	6.4	1.7	15.1	11.0	9.8	7,661
France	7.6	11.4	19.5	7.8	5.8	3.1	22.6	16.8	5.6	18,117
Ireland	13.8	12.5	9.9	7.0	6.9	9.9	16.6	13.1	10.3	10,614
Italy	4.7	7.1	12.0	16.0	11.0	3.5	26.1	10.0	9.7	25,451
Greece	13.1	14.1	5.6	9.1	8.2	10.6	23.0	12.0	4.3	16,582
Spain	9.7	10.5	10.9	6.6	9.0	5.7	25.0	12.4	10.3	21,411
Portugal	10.3	7.9	7.5	6.5	9.3	5.4	31.7	13.3	8.2	16,556
Austria	10.3	4.8	16.1	8.7	9.9	6.9	26.0	10.9	6.4	9,985
Finland	12.8	16.5	14.5	4.8	4.5	5.8	22.1	13.8	5.1	9,605
Germany	7.5	16.0	16.8	6.4	5.5	1.5	29.0	11.3	6.0	21,070
UK	22.0	14.8	10.9	7.9	5.8	1.6	19.7	12.2	5.1	13,456

Individual base weights used

ISCO 1: legislators, senior officials and managers; ISCO 2 professionals; ISCO 3 technicians and associate professionals; ISCO 4 clerks; ISCO 5 Service workers and shop and market sales workers; ISCO 6 skilled agricultural and fishery workers; ISCO 7 craft and related trades workers; ISCO 8 plant and machine operators and assemblers; ISCO 9 elementary occupations.
Source: ECHP 1994-2001

Table A1 d: Variable means – demographic characteristics by country (waves 1-8)

%

Women	Age	ISCED 5-7	ISCED 3	ISCED 0-2	No children	One child	Two children	Three or more children	Age youngest child	New birth	Married	N (EMPL)
Denmark	39.61	35.3	45.2	19.4	47.9	23.9	21.0	7.2	6.52	8.2	66.8	7,425
Netherlands	39.22	11.8	30.7	57.5	52.6	16.5	22.4	8.5	7.53	4.7	69.1	12,130
Belgium	39.62	35.5	33.3	31.2	47.7	22.1	21.2	9.0	7.15	5.7	72.1	6,094
France	39.83	26.8	29.5	43.7	46.1	24.1	21.9	8.0	7.03	7.4	68.4	15,199
Ireland	39.01	14.8	40.4	44.8	37.3	21.3	22.0	19.4	7.20	7.8	70.2	6,150
Italy	39.25	9.3	40.4	50.3	52.5	25.3	17.3	5.0	7.70	5.1	74.4	14,926
Greece	39.65	21.8	31.6	46.6	50.8	21.1	23.7	4.4	8.50	3.9	79.6	8,001
Spain	38.87	23.7	17.4	58.9	49.1	23.9	21.6	5.5	7.79	5.3	71.4	11,134
Portugal	39.24	11.3	12.6	76.1	45.5	28.1	20.3	6.1	8.05	4.8	75.1	12,312
Austria	39.06	8.7	64.4	27.0	50.5	22.9	20.5	6.1	7.71	4.9	68.8	7,209
Finland	40.66	40.6	38.9	20.4	50.2	20.6	19.9	9.3	7.18	6.6	62.2	8,929
Germany	39.75	18.2	62.7	19.0	52.9	24.5	17.0	5.6	8.21	3.2	68.7	15,661
UK	40.37	38.6	13.1	48.3	48.6	20.3	21.5	9.6	7.32	6.0	67.3	12,235
Men												
Denmark	39.70	32.7	49.0	18.3	53.6	21.0	18.7	6.7	6.25	8.1	59.6	8,064
Netherlands	39.11	13.9	31.3	54.8	57.7	13.9	20.6	7.8	7.13	4.8	63.6	18,117
Belgium	39.29	37.0	35.3	27.7	53.5	19.8	19.1	7.6	6.63	6.2	66.6	7,661
France	39.71	24.9	34.6	40.5	51.3	21.3	20.0	7.4	6.76	7.4	63.1	18,117
Ireland	39.19	18.4	35.2	46.4	45.7	16.1	20.4	17.8	6.79	7.9	66.7	10,614
Italy	39.20	10.6	39.5	49.9	56.2	22.6	16.2	4.9	7.41	5.1	66.7	25,451
Greece	39.78	24.5	34.4	41.2	50.8	20.2	24.6	4.4	8.02	4.9	71.9	16,582
Spain	38.71	24.7	19.2	56.1	53.6	20.7	20.7	5.1	7.51	5.0	65.4	21,411
Portugal	38.97	9.5	12.4	78.2	49.2	26.0	19.3	5.5	7.70	5.2	72.6	16,556
Austria	38.95	8.5	78.1	13.4	56.7	18.4	18.9	6.0	7.27	5.2	62.6	9,985
Finland	40.62	29.2	46.6	24.2	55.4	17.9	17.8	8.9	6.95	6.5	57.3	9,605
Germany	39.65	26.6	60.5	12.9	59.9	19.3	15.9	4.9	8.01	3.0	60.7	21,070
UK	40.51	49.0	13.1	37.8	54.5	16.4	20.2	8.9	6.86	6.4	67.5	13,456

Individual base weights used
Source: ECHP 1994-2001

Table A2 a: Full-time workers only - variable means - workplace characteristics by country (waves 1-8)

%	Supervisor	Intermediate supervisor	Not a supervisor	Log wage	
Women					*N (ALL)*
Denmark	9.9	15.6	74.5	4.56	*6,322*
Netherlands	9.0	15.8	75.2	3.10	*6,548*
Belgium	7.9	16.7	75.4	5.88	*4,606*
France	8.9	19.9	71.2	3.92	*12,635*
Ireland	11.8	19.8	68.4	1.70	*4,361*
Italy	4.7	15.0	80.2	2.45	*13,025*
Greece	4.1	6.1	89.7	6.99	*7,375*
Spain	5.4	16.8	77.7	6.67	*9,635*
Portugal	3.1	7.5	89.4	6.18	*11,298*
Austria	7.8	21.7	70.5	4.63	*5,449*
Finland	8.6	17.7	73.7	3.95	*8,315*
Germany	0.0	0.0	0.0	2.85	*12,358*
UK	25.0	18.9	56.1	1.79	*8,401*
Men					
Denmark	21.4	14.5	64.1	4.68	*7,909*
Netherlands	17.6	19.3	63.1	3.24	*17,457*
Belgium	16.2	24.1	59.8	5.97	*7,523*
France	18.8	24.1	57.1	4.05	*17,653*
Ireland	18.8	17.5	63.7	1.86	*10,057*
Italy	11.6	19.1	69.2	2.53	*24,889*
Greece	8.9	9.4	81.6	7.11	*16,143*
Spain	11.1	21.1	67.8	6.75	*21,018*
Portugal	7.7	8.0	84.3	6.31	*16,365*
Austria	14.0	30.6	55.5	4.85	*9,843*
Finland	21.0	16.8	62.2	4.13	*9,384*
Germany	0.0	0.0	0.0	3.07	*20,829*
UK	30.4	16.6	53.0	1.99	*13,200*

Individual base weights used
Source: ECHP 1994-2001

Table A2 b: Full-time workers only - variable means – occupational categories by country (waves 1-8)

% Women	ISCO 1	ISCO 2	ISCO 3	ISCO 4	ISCO 5	ISCO 6	ISCO 7	ISCO 8	ISCO 9	N (EMPL)
Denmark	4.1	17.2	28.4	20.2	18.4	0.8	1.4	4.3	5.3	6,322
Netherlands	10.4	22.4	27.3	20.5	10.7	0.6	1.6	2.5	3.9	6,548
Belgium	3.7	26.3	14.6	30.3	12.3	0.5	2.8	2.0	7.6	4,606
France	4.1	8.6	24.7	28.6	17.8	1.2	2.0	5.7	7.3	12,635
Ireland	7.2	21.7	12.4	23.7	16.8	1.3	2.2	8.8	5.9	4,361
Italy	1.7	14.9	13.5	30.1	15.1	1.5	10.1	3.2	9.8	13,025
Greece	9.9	19.1	10.2	22.1	14.3	5.2	7.9	2.6	8.7	7,375
Spain	7.5	21.9	13.0	15.9	18.3	3.7	4.4	2.5	12.8	9,635
Portugal	5.8	10.2	9.9	14.5	17.6	7.9	12.8	5.7	15.5	11,298
Austria	4.8	6.3	18.1	24.8	22.1	8.2	4.1	2.1	9.4	5,449
Finland	6.3	23.7	20.3	16.2	19.0	3.2	3.5	1.7	6.1	8,315
Germany	4.2	13.6	33.3	18.7	14.5	1.2	5.9	3.9	4.6	12,358
UK	17.1	16.8	16.9	24.3	15.0	0.2	1.9	4.1	3.7	8,401
Men										
Denmark	10.4	19.3	17.0	5.8	5.4	2.5	19.1	12.9	7.6	7,909
Netherlands	17.3	19.7	19.5	7.8	5.4	1.2	15.5	9.1	4.5	17,457
Belgium	9.8	17.0	13.6	15.3	6.4	1.7	15.2	11.0	9.8	7,523
France	7.7	11.0	19.5	7.8	5.8	3.0	22.8	17.0	5.4	17,653
Ireland	14.5	12.7	10.2	7.2	7.0	9.8	16.8	13.5	8.3	10,057
Italy	4.7	6.7	12.0	16.1	11.0	3.5	26.3	10.1	9.5	24,889
Greece	13.4	13.4	5.6	9.2	8.3	10.4	23.2	12.2	4.3	16,143
Spain	9.8	10.3	10.9	6.4	8.9	5.6	25.3	12.5	10.2	21,018
Portugal	10.3	7.6	7.5	6.5	9.4	5.3	31.8	13.4	8.1	16,365
Austria	10.3	4.6	16.1	8.6	9.8	7.0	26.1	11.0	6.5	9,843
Finland	13.1	16.5	14.1	4.6	4.2	5.9	22.4	14.1	4.9	9,384
Germany	7.6	15.6	16.8	6.4	5.3	1.5	29.4	11.3	6.0	20,829
UK	22.2	14.7	10.8	7.7	5.6	1.6	20.0	12.4	5.0	13,200

Individual base weights used

ISCO 1: legislators, senior officials and managers; ISCO 2 professionals; ISCO 3 technicians and associate professionals; ISCO 4 clerks; ISCO 5 Service workers and shop and market sales workers; ISCO 6 skilled agricultural and fishery workers; ISCO 7 craft and related trades workers; ISCO 8 plant and machine operators and assemblers; ISCO 9 elementary occupations.
Source: ECHP 1994-2001

Table A2 c: Full-time workers only - variable means – demographic characteristics by country (waves 1-8)

%

Women	Age	ISCED 5-7	ISCED 3	ISCED 0-2	No children	One child	Two children	Three or more children	Age youngest child	New birth	Married	N (EMPL)
Denmark	39.50	40.8	45.7	13.5	45.7	25.7	22.0	6.7	6.73	7.4	68.3	6,322
Netherlands	36.17	18.2	26.9	54.8	81.3	9.3	7.4	2.0	8.56	2.3	43.7	6,548
Belgium	37.29	54.0	30.7	15.3	51.0	22.7	20.5	5.9	6.81	6.3	63.0	4,606
France	39.42	33.9	32.0	34.1	48.8	27.3	20.0	3.9	7.47	6.0	62.8	12,635
Ireland	36.00	29.4	48.5	22.2	58.1	18.7	15.5	7.7	6.73	7.0	52.7	4,361
Italy	38.43	14.1	51.2	34.7	56.0	25.9	15.0	3.1	7.78	4.8	67.8	13,025
Greece	38.08	36.4	34.6	29.1	52.6	21.7	22.4	3.3	8.60	3.7	69.1	7,375
Spain	37.55	41.4	21.1	37.5	57.2	21.4	17.5	3.9	7.98	4.0	59.0	9,635
Portugal	37.86	15.6	14.8	69.6	43.5	30.1	21.4	5.0	7.96	5.0	73.0	11,298
Austria	38.18	11.2	66.9	21.9	61.3	21.0	14.0	3.6	8.08	5.5	57.5	5,449
Finland	41.29	45.4	36.3	18.2	51.0	21.1	19.6	8.3	7.81	4.5	63.5	8,315
Germany	38.65	23.7	62.0	14.3	66.4	21.8	9.7	2.0	8.91	3.5	55.4	12,358
UK	39.88	48.7	13.4	38.0	65.0	18.1	13.3	3.6	8.69	3.3	60.4	8,401
Men												
Denmark	40.05	34.4	49.1	16.5	51.0	21.8	20.1	7.0	6.34	8.1	63.6	7,909
Netherlands	38.97	14.6	31.6	53.8	55.5	14.4	21.7	8.4	7.04	5.2	66.4	17,457
Belgium	38.96	39.4	36.0	24.6	51.2	21.2	20.0	7.6	6.60	6.5	69.1	7,523
France	39.82	25.3	36.0	38.6	48.0	22.8	21.7	7.6	6.77	7.8	67.0	17,653
Ireland	39.12	22.5	40.3	37.2	42.9	17.1	22.2	17.8	6.73	8.6	71.1	10,057
Italy	39.69	11.0	40.0	48.9	50.8	25.5	18.3	5.5	7.33	5.8	72.9	24,889
Greece	40.19	25.3	34.3	40.4	46.7	21.5	27.0	4.8	7.93	5.4	76.4	16,143
Spain	39.16	26.4	19.2	54.4	48.9	22.6	23.2	5.3	7.48	5.6	71.4	21,018
Portugal	38.98	10.1	12.2	77.7	45.3	27.9	21.1	5.7	7.68	5.5	76.5	16,365
Austria	38.93	8.7	78.8	12.5	54.6	19.0	20.1	6.3	7.29	5.4	64.6	9,843
Finland	40.61	32.1	46.9	21.0	50.7	19.4	19.9	10.0	6.98	7.0	62.7	9,384
Germany	39.77	28.9	60.2	10.8	56.4	21.2	17.4	5.0	8.04	3.3	64.8	20,829
UK	40.28	51.0	13.3	35.6	53.4	17.0	21.2	8.4	6.87	6.4	69.3	13,200

Individual base weights used
Source: ECHP 1994-2001

Table A3 a: Part-time workers only - variable means - workplace characteristics by country (waves 1-8)

%	Supervisor	Intermediate supervisor	Not a supervisor	Log wage	
Women					*N (ALL)*
Denmark	2.6	14.8	82.6	4.54	*1,103*
Netherlands	2.2	8.4	89.4	3.05	*5,582*
Belgium	1.9	8.9	89.2	5.87	*1,488*
France	1.8	11.4	86.8	3.89	*2,564*
Ireland	3.3	11.1	85.6	1.49	*1,789*
Italy	1.6	8.5	89.9	2.57	*1,901*
Greece	0.9	3.2	95.9	7.08	*626*
Spain	0.5	6.1	93.4	6.50	*1,499*
Portugal	0.4	2.9	96.7	6.14	*1,014*
Austria	1.6	9.1	89.3	4.58	*1,760*
Finland	2.3	14.4	83.3	3.90	*614*
Germany	0.0	0.0	0.0	2.84	*3,303*
UK	6.0	12.3	81.7	1.52	*3,834*
Men					
Denmark	1.9	7.7	90.4	4.48	*155*
Netherlands	4.8	14.3	80.9	3.23	*660*
Belgium	7.1	19.7	73.2	6.11	*138*
France	4.2	15.6	80.1	4.22	*464*
Ireland	2.5	6.1	91.5	1.61	*557*
Italy	4.9	11.9	83.3	2.71	*562*
Greece	2.3	6.5	91.2	7.24	*439*
Spain	3.8	9.0	87.1	6.79	*393*
Portugal	0.5	3.4	96.0	6.54	*191*
Austria	16.6	20.8	62.6	4.96	*142*
Finland	6.2	7.1	86.5	3.83	*221*
Germany	0.0	0.0	0.0	2.94	*241*
UK	9.0	3.2	87.8	1.71	*256*

Individual base weights used
Source: ECHP 1994-2001

Table A3 b: Part-time workers only - variable means – occupational categories by country (waves 1-8)

% Women	ISCO 1	ISCO 2	ISCO 3	ISCO 4	ISCO 5	ISCO 6	ISCO 7	ISCO 8	ISCO 9	N (EMPL)
Denmark	1.2	6.9	24.6	23.5	28.0	2.2	1.0	1.2	11.5	1,103
Netherlands	4.0	15.2	26.3	23.7	20.8	1.0	1.2	1.6	6.1	5,582
Belgium	0.4	27.1	12.7	22.3	19.7	0.0	1.4	0.9	15.5	1,488
France	1.0	10.5	16.9	26.2	20.5	1.0	1.3	1.9	20.7	2,564
Ireland	1.5	15.0	7.6	22.5	31.5	0.8	1.8	4.8	14.5	1,789
Italy	0.4	21.6	12.1	26.0	12.8	2.2	5.8	2.4	16.8	1,901
Greece	2.1	43.3	6.0	11.0	7.8	8.5	5.2	0.5	15.6	626
Spain	2.6	14.6	8.9	10.0	20.3	2.1	3.7	2.2	35.5	1,499
Portugal	4.3	14.5	6.7	1.6	17.6	14.4	6.7	0.1	34.0	1,014
Austria	1.0	4.2	11.7	25.8	28.8	1.6	3.7	1.3	21.8	1,760
Finland	0.9	19.2	20.7	15.6	23.6	3.4	0.9	1.2	14.6	614
Germany	0.8	11.3	33.3	20.5	20.9	0.5	1.9	1.5	9.4	3,303
UK	4.2	8.9	12.6	27.9	32.1	0.1	1.0	2.6	10.5	3,834
Men										
Denmark	2.0	21.1	18.0	7.8	10.9	4.9	8.6	4.8	21.9	155
Netherlands	8.5	26.1	18.2	8.1	10.2	1.9	7.8	8.6	10.9	660
Belgium	0.8	29.3	16.6	18.3	7.4	0.6	11.8	7.3	7.8	138
France	1.7	29.8	17.0	5.9	5.6	7.7	11.8	8.5	12.0	464
Ireland	2.3	9.9	5.1	4.8	4.9	11.7	12.5	6.6	42.2	557
Italy	0.9	25.6	10.9	10.6	10.7	3.4	16.1	3.9	18.0	562
Greece	2.8	41.9	5.8	3.6	4.0	16.3	17.8	2.6	5.3	439
Spain	4.9	17.8	9.9	18.5	10.8	8.4	11.3	5.3	13.1	393
Portugal	7.2	27.5	5.7	0.6	2.0	13.3	25.1	2.5	16.1	191
Austria	10.5	16.8	18.6	15.4	16.1	0.5	15.6	4.0	2.5	142
Finland	2.6	15.8	26.7	13.7	12.2	2.8	10.8	3.8	11.4	221
Germany	4.1	33.9	18.5	6.7	18.0	2.2	4.7	7.0	4.9	241
UK	13.4	18.1	13.7	15.9	12.0	1.9	7.6	5.3	12.2	256

Individual base weights used

ISCO 1: legislators, senior officials and managers; ISCO 2 professionals; ISCO 3 technicians and associate professionals; ISCO 4 clerks; ISCO 5 Service workers and shop and market sales workers; ISCO 6 skilled agricultural and fishery workers; ISCO 7 craft and related trades workers; ISCO 8 plant and machine operators and assemblers; ISCO 9 elementary occupations.
Source: ECHP 1994-2001

Table A3 c: Full-time workers only - variable means – demographic characteristics by country (waves 1-8)

%

Women	Age	ISCED 5-7	ISCED 3	ISCED 0-2	No children	One child	Two children	Three or more children	Age youngest child	New birth	Married	N (EMPL)
Denmark	42.39	32.9	46.5	20.6	48.4	20.2	21.1	10.2	7.44	4.2	82.7	*1,103*
Netherlands	39.56	13.8	28.7	57.5	39.9	21.9	29.8	8.3	7.27	6.9	76.6	*5,582*
Belgium	38.56	41.2	33.9	24.9	31.9	26.0	29.6	12.5	6.94	8.1	81.0	*1,488*
France	40.10	26.5	28.5	45.0	41.7	23.2	27.6	7.6	7.15	7.0	74.8	*2,564*
Ireland	39.56	14.5	45.5	40.0	25.2	26.1	29.0	19.7	7.26	8.4	77.0	*1,789*
Italy	38.64	17.6	46.9	35.4	41.6	34.2	19.7	4.4	7.57	5.5	77.6	*1,901*
Greece	38.45	49.5	22.1	28.3	44.9	26.0	26.1	2.9	7.45	5.6	73.9	*626*
Spain	36.78	29.9	18.1	52.0	48.8	25.5	20.7	4.9	7.80	5.1	64.0	*1,499*
Portugal	41.34	16.7	7.0	76.3	48.6	27.3	18.6	5.5	8.35	4.6	78.6	*1,014*
Austria	38.62	9.0	64.0	27.0	30.7	31.7	31.7	6.0	7.97	4.7	79.7	*1,760*
Finland	39.92	36.6	44.6	18.8	47.5	17.5	21.6	13.4	7.35	5.0	70.4	*614*
Germany	41.45	19.6	66.1	14.4	38.0	34.3	22.0	5.7	9.22	0.8	85.5	*3,303*
UK	41.42	35.0	13.1	51.9	35.0	23.5	31.8	9.8	7.56	5.6	81.2	*3,834*
Men												
Denmark	36.93	41.0	46.3	12.7	64.0	13.3	15.0	7.8	5.75	10.1	40.2	*155*
Netherlands	40.46	14.2	26.5	59.3	57.7	15.4	21.3	5.6	8.36	3.8	54.7	*660*
Belgium	39.73	49.5	33.3	17.2	62.1	11.5	19.9	6.6	6.17	4.7	48.0	*138*
France	40.48	36.2	26.8	37.0	56.7	16.8	17.0	9.6	6.60	7.2	51.7	*464*
Ireland	40.74	13.1	26.5	60.4	52.6	14.6	17.9	14.9	6.68	5.0	58.0	*557*
Italy	39.32	26.5	33.1	40.5	55.8	21.8	18.0	4.5	7.48	6.2	63.9	*562*
Greece	40.21	44.2	14.5	41.3	55.0	17.7	24.3	3.1	8.51	3.5	67.2	*439*
Spain	36.22	39.5	20.6	39.9	65.7	15.0	14.6	4.7	6.32	5.3	48.2	*393*
Portugal	40.58	22.4	15.7	61.9	56.6	18.9	15.6	8.9	7.05	7.2	58.4	*191*
Austria	37.28	22.8	74.1	3.1	63.7	15.5	12.2	8.6	6.36	5.5	46.2	*142*
Finland	39.41	27.8	45.6	26.6	70.6	9.6	16.7	3.0	6.28	4.8	41.9	*221*
Germany	38.10	34.0	49.7	16.4	80.6	5.8	7.6	6.0	6.62	1.8	35.2	*241*
UK	40.53	56.1	10.3	33.6	67.2	14.0	11.7	7.2	6.33	9.6	48.5	*256*

Individual base weights used
Source: ECHP 1994-2001

Table A4 a   Labour market transition patterns amongst women in each wave:
Denmark (waves 1-8)

Year t	Year t+1				Total %
	Those who gave birth in Year t				
	Full-time	**Part-time**	**Unemployed**	**Inactive**	
Full-time					
Row %	91.3	3.6	2.8	2.3	100.0
Column %	82.3	19.1	18.0	9.4	58.9
Part-time					
Row %	14.4	77.6	0.0	8.0	100.0
Column %	1.4	45.2	0.0	3.6	6.5
Unemployed					
Row %	38.3	13.5	32.1	16.2	100.0
Column %	8.8	18.1	52.1	16.8	14.9
Inactive					
Row %	24.8	9.9	13.9	51.3	100.0
Column %	7.5	17.6	29.9	70.3	19.7
Total %	65.3	11.1	9.2	14.4	100.0
	Those who did not give birth in Year t				
Full-time					
Row %	90.7	3.6	3.3	2.4	100.0
Column %	89.3	20.2	28.2	11.8	66.0
Part-time					
Row %	20.5	68.1	6.2	5.2	100.0
Column %	3.7	68.4	9.6	4.7	12.0
Unemployed					
Row %	27.8	8.7	41.2	22.3	100.0
Column %	3.7	6.4	47.3	14.6	8.8
Inactive					
Row %	17.0	4.5	8.6	69.9	100.0
Column %	3.4	5.0	14.9	69.0	13.3
Total %	67.0	11.9	7.7	13.5	100.0

Individual base weights used
Source: ECHP 1994-2001

Table A4 b   Labour market transition patterns amongst women in each wave:
Netherlands (waves 1-8)

Year t	Year t+1				Total %
	Those who gave birth in Year t				
	Full-time	**Part-time**	**Unemployed**	**Inactive**	
Full-time					
Row %	49.6	35.5	3.8	11.2	100.0
Column %	74.7	14.0	3.7	4.6	15.0
Part-time					
Row %	5.6	85.1	2.1	7.2	100.0
Column %	19.0	75.7	4.6	6.7	33.9
Unemployed					
Row %	1.4	9.1	46.7	42.8	100.0
Column %	1.9	3.1	39.6	15.4	13.1
Inactive					
Row %	1.1	7.2	21.3	70.4	100.0
Column %	4.4	7.2	52.2	73.3	37.9
Total %	10.0	38.1	15.5	36.5	100.0
	Those who did not give birth in Year t				
Full-time					
Row %	85.3	9.9	2.0	2.8	100.0
Column %	84.3	12.4	4.7	2.8	31.0
Part-time					
Row %	12.9	77.9	2.8	6.4	100.0
Column %	9.4	72.0	4.8	4.8	22.8
Unemployed					
Row %	6.0	9.4	49.7	34.9	100.0
Column %	2.8	5.6	55.4	16.8	14.8
Inactive					
Row %	3.5	7.9	14.8	73.9	100.0
Column %	3.5	10.0	35.1	75.6	31.4
Total %	31.4	24.7	13.2	30.7	100.0

Individual base weights used
Source: ECHP 1994-2001

Table A4 c   Labour market transition patterns amongst women in each wave: Belgium (waves 1-8)

Year t	Full-time	Part-time	Unemployed	Inactive	Total %
			Year t+1		Total %
		Those who gave birth in Year t			
Full-time					
Row %	85.7	11.2	1.5	1.5	100.0
Column %	88.2	25.0	5.6	4.0	48.1
Part-time					
Row %	19.1	71.1	2.7	7.1	100.0
Column %	7.6	61.2	3.8	7.2	18.6
Unemployed					
Row %	4.4	8.8	66.3	20.5	100.0
Column %	1.4	6.1	76.5	16.8	15.1
Inactive					
Row %	7.0	9.3	10.2	73.5	100.0
Column %	2.7	7.8	14.1	72.0	18.1
Total %	46.8	21.6	13.1	18.5	100.0
		Those who did not give birth in Year t			
Full-time					
Row %	90.0	5.7	2.1	2.2	100.0
Column %	89.6	17.8	7.7	2.9	42.3
Part-time					
Row %	16.3	74.2	4.8	4.6	100.0
Column %	5.0	70.6	5.4	1.8	12.9
Unemployed					
Row %	9.0	5.9	70.8	14.4	100.0
Column %	2.6	5.3	75.7	5.5	12.3
Inactive					
Row %	3.8	2.7	4.0	89.6	100.0
Column %	2.9	6.3	11.2	89.8	32.5
Total %	42.5	13.6	11.5	32.4	100.0

Individual base weights used
Source: ECHP 1994-2001

Table A4 d   Labour market transition patterns amongst women in each wave: France (waves 1-8)

Year t	Full-time	Part-time	Unemployed	Inactive	Total %
			Year t+1		Total %
		Those who gave birth in Year t			
Full-time					
Row %	80.8	7.0	2.0	10.3	100.0
Column %	84.1	28.3	11.9	11.2	43.6
Part-time					
Row %	21.9	62.6	1.1	14.4	100.0
Column %	5.2	57.6	1.5	3.6	9.9
Unemployed					
Row %	15.9	4.6	53.4	26.1	100.0
Column %	3.9	4.4	74.4	6.7	10.2
Inactive					
Row %	7.9	2.9	2.5	86.7	100.0
Column %	6.9	9.8	12.2	78.6	36.3
Total %	41.9	10.7	7.4	40.1	100.0
		Those who did not give birth in Year t			
Full-time					
Row %	90.7	4.1	2.4	2.8	100.0
Column %	89.4	21.5	16.4	6.1	55.3
Part-time					
Row %	26.6	61.2	5.9	6.2	100.0
Column %	5.2	63.7	7.9	2.7	10.9
Unemployed					
Row %	16.1	7.3	63.8	12.8	100.0
Column %	2.5	6.0	66.6	4.3	8.5
Inactive					
Row %	6.6	3.6	3.0	86.8	100.0
Column %	3.0	8.8	9.2	86.9	25.3
Total %	56.1	10.4	8.2	25.3	100.0

Individual base weights used
Source: ECHP 1994-2001

Table A4 e Labour market transition patterns amongst women in each wave:
Ireland (waves 1-8)

Year t	Year t+1				Total %
	Those who gave birth in Year t				
	Full-time	Part-time	Unemployed	Inactive	
Full-time					
Row %	77.1	14.0	2.6	6.3	100.0
Column %	85.6	23.6	36.1	3.4	29.1
Part-time					
Row %	8.1	69.7	6.0	16.2	100.0
Column %	4.3	56.6	40.4	4.2	14.0
Unemployed					
Row %	0.0	13.9	19.8	66.4	100.0
Column %	0.0	1.5	18.0	2.3	1.9
Inactive					
Row %	4.8	5.7	0.2	89.3	100.0
Column %	10.0	18.3	5.6	90.1	55.0
Total %	26.2	17.2	2.1	54.5	100.0
	Those who did not give birth in Year t				
Full-time					
Row %	86.3	6.8	1.9	4.9	100.0
Column %	83.5	15.5	25.2	3.1	32.0
Part-time					
Row %	21.5	62.4	2.1	14.0	100.0
Column %	8.4	57.4	11.3	3.6	13.0
Unemployed					
Row %	23.6	11.2	40.0	25.2	100.0
Column %	1.9	2.1	43.0	1.3	2.6
Inactive					
Row %	3.9	6.7	1.0	88.4	100.0
Column %	6.2	25.0	20.5	92.0	52.4
Total %	33.1	14.1	2.4	50.4	100.0

Individual base weights used
Source: ECHP 1994-2001

Table A4 f Labour market transition patterns amongst women in each wave:
Italy (waves 1-8)

Year t	Year t+1				Total %
	Those who gave birth in Year t				
	Full-time	Part-time	Unemployed	Inactive	
Full-time					
Row %	85.8	7.8	2.3	4.1	100.0
Column %	83.2	39.7	16.7	3.3	38.3
Part-time					
Row %	37.5	51.3	0.3	10.8	100.0
Column %	6.1	43.8	0.4	1.5	6.4
Unemployed					
Row %	18.4	3.1	39.4	39.1	100.0
Column %	2.5	2.1	40.1	4.3	5.3
Inactive					
Row %	6.5	2.2	4.4	86.9	100.0
Column %	8.2	14.4	42.8	91.0	50.0
Total %	39.5	7.5	5.2	47.8	100.0
	Those who did not give birth in Year t				
Full-time					
Row %	90.4	3.8	1.8	4.1	100.0
Column %	86.2	29.7	11.0	3.8	41.6
Part-time					
Row %	40.9	48.2	2.4	8.4	100.0
Column %	5.7	54.2	2.2	1.2	6.0
Unemployed					
Row %	15.7	3.3	52.7	28.2	100.0
Column %	2.7	4.7	59.9	4.8	7.6
Inactive					
Row %	5.2	1.4	4.0	89.4	100.0
Column %	5.4	11.5	27.0	90.3	44.8
Total %	43.6	5.4	6.7	44.4	100.0

Individual base weights used
Source: ECHP 1994-2001

Table A4 g   Labour market transition patterns amongst women in each wave:
              Greece (waves 1-8)

	Year t+1				Total %
	Those who gave birth in Year t				
Year t	Full-time	Part-time	Unemployed	Inactive	
Full-time					
Row %	88.0	3.2	2.1	6.7	100.0
Column %	81.8	28.3	14.7	4.5	35.3
Part-time					
Row %	55.8	37.7	0.0	6.6	100.0
Column %	7.0	45.3	0.0	0.6	4.8
Unemployed					
Row %	19.3	7.0	40.4	33.3	100.0
Column %	3.2	11.1	50.0	3.9	6.3
Inactive					
Row %	5.7	1.1	3.4	89.9	100.0
Column %	8.0	15.4	35.4	91.0	53.6
Total %	38.0	4.0	5.1	53.0	100.0
	Those who did not give birth in Year t				
Full-time					
Row %	88.53	2.62	3.29	5.56	100
Column %	84.88	35.94	18.13	4.03	37.37
Part-time					
Row %	48.48	34.04	3.61	13.87	100
Column %	3.93	39.47	1.68	0.85	3.16
Unemployed					
Row %	19.82	2.18	45.92	32.07	100
Column %	4.03	6.36	53.68	4.94	7.93
Inactive					
Row %	5.41	0.96	3.49	90.14	100
Column %	7.16	18.23	26.5	90.18	51.54
Total %	38.98	2.72	6.78	51.52	100

Individual base weights used
Source: ECHP 1994-2001

Table A4 h   Labour market transition patterns amongst women in each wave:
              Spain (waves 1-8)

	Year t+1				Total %
	Those who gave birth in Year t				
Year t	Full-time	Part-time	Unemployed	Inactive	
Full-time					
Row %	86.3	6.3	5.1	2.4	100.0
Column %	73.7	27.6	10.4	1.1	24.2
Part-time					
Row %	27.1	53.2	5.7	14.0	100.0
Column %	4.9	49.2	2.4	1.3	5.1
Unemployed					
Row %	21.6	0.6	42.8	35.0	100.0
Column %	9.4	1.3	44.8	8.0	12.4
Inactive					
Row %	5.8	2.1	8.6	83.6	100.0
Column %	11.9	21.9	42.4	89.7	58.3
Total %	28.3	5.5	11.8	54.4	100.0
	Those who did not give birth in Year t				
Full-time					
Row %	86.3	3.2	5.0	5.5	100.0
Column %	81.8	19.4	16.6	3.9	34.3
Part-time					
Row %	28.5	47.8	8.5	15.2	100.0
Column %	4.3	46.0	4.6	1.7	5.5
Unemployed					
Row %	18.7	4.7	45.0	31.6	100.0
Column %	5.8	9.2	49.3	7.4	11.2
Inactive					
Row %	6.0	3.0	6.2	84.9	100.0
Column %	8.1	25.4	29.6	86.9	49.0
Total %	36.2	5.7	10.2	47.9	100.0

Individual base weights used
Source: ECHP 1994-2001

Table A4 i   Labour market transition patterns amongst women in each wave:
               Portugal (waves 1-8)

Year t	Full-time	Part-time	Unemployed	Inactive	Total %
		Year t+1			**Total %**
		Those who gave birth in Year t			
Full-time					
Row %	91.0	2.6	5.0	1.3	100.0
Column %	91.7	27.3	35.2	3.9	63.9
Part-time					
Row %	16.3	60.0	16.1	7.6	100.0
Column %	1.0	39.3	7.1	1.5	4.0
Unemployed					
Row %	18.9	12.0	50.0	19.1	100.0
Column %	2.4	15.7	44.2	7.3	8.1
Inactive					
Row %	12.7	4.6	5.1	77.6	100.0
Column %	4.8	17.8	13.5	87.4	24.0
Total %	63.4	6.2	9.1	21.3	100.0
		Those who did not give birth in Year t			
Full-time					
Row %	91.2	1.7	3.4	3.7	100.0
Column %	89.5	23.9	35.7	8.3	61.2
Part-time					
Row %	32.2	52.1	2.4	13.3	100.0
Column %	2.4	53.5	1.9	2.2	4.6
Unemployed					
Row %	35.0	1.8	43.9	19.4	100.0
Column %	3.6	2.6	48.3	4.5	6.3
Inactive					
Row %	10.1	3.2	2.9	83.8	100.0
Column %	4.5	20.1	14.1	85.1	27.9
Total %	62.3	4.5	5.7	27.5	100.0

Individual base weights used
Source: ECHP 1994-2001

Table A4 j   Labour market transition patterns amongst women in each wave:
               Germany (waves 1-8)

Year t	Full-time	Part-time	Unemployed	Inactive	Total %
		Year t+1			**Total %**
		Those who gave birth in Year t			
Full-time					
Row %	60.0	13.0	0.8	26.3	100.0
Column %	90.6	61.2	15.1	25.0	50.7
Part-time					
Row %	29.4	70.0	0.0	0.6	100.0
Column %	3.2	24.0	0.0	0.0	3.7
Unemployed					
Row %	1.4	11.9	49.1	37.6	100.0
Column %	0.1	1.5	26.2	1.0	1.3
Inactive					
Row %	4.7	3.2	3.3	88.8	100.0
Column %	6.1	13.3	58.8	74.0	44.3
Total %	33.6	10.7	2.5	53.2	100.0
		Those who did not give birth in Year t			
Full-time					
Row %	88.3	4.1	4.0	3.7	100.0
Column %	85.8	12.9	26.0	5.7	46.7
Part-time					
Row %	19.0	68.5	2.5	10.0	100.0
Column %	5.8	67.3	5.1	4.9	14.6
Unemployed					
Row %	24.6	6.6	47.8	20.9	100.0
Column %	4.0	3.5	52.1	5.5	7.8
Inactive					
Row %	6.8	8.0	4.0	81.3	100.0
Column %	4.4	16.4	16.9	83.9	30.8
Total %	48.1	14.9	7.2	29.8	100.0

Individual base weights used
Source: ECHP 1994-2001

Table A4 k   Labour market transition patterns amongst women in each wave:
               United Kingdom (waves 1-8)

Year t	Year t+1				Total %
	Those who gave birth in Year t				
	Full-time	**Part-time**	**Unemployed**	**Inactive**	
Full-time					
Row %	70.8	15.6	2.1	11.5	100.0
Column %	79.0	16.1	42.0	5.3	24.6
Part-time					
Row %	14.3	65.9	1.6	18.2	100.0
Column %	11.9	50.8	24.1	6.3	18.4
Unemployed					
Row %	5.5	12.6	5.3	76.6	100.0
Column %	0.5	1.0	8.2	2.8	1.9
Inactive					
Row %	3.5	13.9	0.6	82.1	100.0
Column %	8.6	32.1	25.8	85.6	55.1
Total %	22.1	23.8	1.2	52.9	100.0
	Those who did not give birth in Year t				
Full-time					
Row %	88.2	6.2	1.2	4.4	100.0
Column %	88.2	14.0	25.7	6.6	46.4
Part-time					
Row %	16.0	70.2	1.2	12.7	100.0
Column %	7.0	69.1	11.5	8.3	20.2
Unemployed					
Row %	19.6	14.8	23.3	42.3	100.0
Column %	1.0	1.7	25.1	3.2	2.3
Inactive					
Row %	5.9	10.1	2.6	81.5	100.0
Column %	3.9	15.2	37.7	81.9	31.1
Total %	46.5	20.5	2.1	30.9	100.0

Individual base weights used
Source: ECHP 1994-2001

Table A4 l   Labour market transition patterns amongst women in each wave:
               Austria (waves 2-8)

Year t	Year t+1				Total %
	Those who gave birth in Year t				
	Full-time	**Part-time**	**Unemployed**	**Inactive**	
Full-time					
Row %	61.5	13.0	3.7	21.8	100.0
Column %	85.8	43.2	57.6	35.1	58.7
Part-time					
Row %	14.2	57.3	1.8	26.7	100.0
Column %	5.1	48.6	7.2	11.0	15.1
Unemployed					
Row %	13.5	0.0	86.5	0.0	100.0
Column %	0.1	0.0	7.3	0.0	0.3
Inactive					
Row %	14.7	5.6	4.0	75.6	100.0
Column %	9.0	8.2	27.9	53.8	25.9
Total %	42.1	17.7	3.8	36.4	100.0
	Those who did not give birth in Year t				
Full-time					
Row %	90.8	3.9	2.7	2.5	100.0
Column %	89.1	12.2	39.1	4.4	50.6
Part-time					
Row %	17.7	75.7	1.7	4.9	100.0
Column %	5.5	73.9	7.7	2.7	15.9
Unemployed					
Row %	23.5	11.5	39.2	25.8	100.0
Column %	1.6	2.6	39.9	3.3	3.6
Inactive					
Row %	6.6	6.2	1.6	85.6	100.0
Column %	3.9	11.4	13.3	89.6	30.0
Total %	51.6	16.3	3.5	28.6	100.0

Individual base weights used
Source: ECHP 1994-2001

Table A4 m   Labour market transition patterns amongst women in each wave: Finland (waves 3-8)

Year t	Full-time	Part-time	Unemployed	Inactive	Total %
			Year t+1		Total %
		Those who gave birth in Year t			
Full-time					
Row %	78.7	3.9	3.8	13.7	100.0
Column %	74.4	38.4	37.7	17.2	48.7
Part-time					
Row %	58.1	29.9	0.0	12.1	100.0
Column %	4.3	23.3	0.0	1.2	3.8
Unemployed					
Row %	47.8	2.2	8.2	41.9	100.0
Column %	3.8	1.8	6.7	4.4	4.0
Inactive					
Row %	20.8	4.1	6.3	68.9	100.0
Column %	17.5	36.5	55.6	77.3	43.5
Total %	51.5	4.9	4.9	38.7	100.0
		Those who did not give birth in Year t			
Full-time					
Row %	91.2	2.6	3.6	2.6	100.0
Column %	89.1	35.0	26.4	15.7	71.3
Part-time					
Row %	44.9	39.7	7.4	8.0	100.0
Column %	3.2	38.9	4.0	3.5	5.2
Unemployed					
Row %	29.9	6.9	50.8	12.4	100.0
Column %	4.5	14.3	57.6	11.4	11.0
Inactive					
Row %	18.5	5.0	9.4	67.1	100.0
Column %	3.2	11.7	12.0	69.5	12.4
Total %	72.9	5.3	9.7	12.0	100.0

Individual base weights used
Source: ECHP 1994-2001

Appendix B

Table B1 Part-time share of total female employment (age 25-59) (%)

	1994	1995	1996	1997	1998	1999	2000	2001
Greece	6.7	7.2	7.4	7.0	9.0	9.2	7.1	6.3
Finland	N/A	12.1	11.6	11.7	13.0	12.6	12.2	12.1
Portugal	10.7	10.3	11.1	12.9	14.3	13.2	13.0	12.7
Spain	14.4	15.6	16.2	16.6	16.1	16.8	16.0	16.6
Italy	12.6	13.1	13.0	13.8	14.4	15.8	17.3	18.0
Denmark	30.3	30.7	30.4	29.6	30.5	28.7	30.0	27.0
Luxembourg	21.4	21.9	19.6	21.4	24.2	25.4	26.9	27.3
Sweden	N/A	40.4	38.7	38.4	38.3	37.5	33.3	28.4
France	27.0	28.0	28.5	29.9	30.6	30.9	30.5	30.0
Ireland	23.0	24.3	23.4	23.8	30.7	30.8	30.6	31.6
Austria	N/A	29.4	31.1	31.3	32.7	35.1	35.7	35.9
Belgium	29.3	30.8	31.2	31.9	33.6	40.4	40.6	37.8
Germany	36.7	36.9	36.1	37.6	38.7	39.3	40.2	41.5
UK	45.3	44.7	44.9	44.2	43.9	43.4	43.3	42.9
Netherlands	68.5	68.8	69.5	68.4	67.9	68.8	70.7	71.2

Source: Eurostat, Labour Force Survey; data sorted on 2001 values

Table B2 Involuntary part-time share of total female part-time employment (age 25-59) (%)

	1994	1995	1996	1997	1998	1999	2000	2001
Netherlands	3.4	4.7	3.8	3.6	3.7	2.9	3.1	1.8
UK	10.5	10.4	9.4	9.2	8.4	7.3	6.8	6.5
Luxembourg	8.8	7.1	N/A	7.4	7.1	8.8	6.2	7.3
Austria	N/A	5.5	8.8	8.0	12.5	8.5	8.0	9.0
Ireland	20.1	19.3	18.6	16.1	19.6	14.1	12.0	10.5
Germany	9.0	9.2	11.5	13.1	13.3	12.6	11.6	11.5
Belgium	25.3	24.9	23.2	21.7	22.4	15.4	18.7	15.6
Denmark	19.9	19.7	17.5	15.7	16.6	18.7	16.3	16.5
France	34.5	33.6	34.2	37.1	23.7	22.5	21.7	21.1
Spain	18.1	20.6	23.1	25.2	25.6	24.4	22.7	21.6
Sweden	N/A	27.8	30.3	31.0	30.1	29.4	24.6	26.5
Portugal	24.3	29.9	29.9	29.3	31.2	33.6	35.2	27.1
Italy	30.9	30.2	30.9	31.6	31.7	31.7	30.8	31.3
Finland	N/A	53.8	52.3	51.7	42.5	51.0	47.0	44.3
Greece	35.7	33.6	35.2	39.4	45.1	44.4	45.1	50.8

Source: Eurostat, Labour Force Survey; data sorted on 2001 values

Table B3　　　Enrolment rates of children under six in childcare and early education services (2006)

	0-2 year olds	3-5 year olds
Austria	10.5	74.8
Belgium	41.7	99.8
Denmark	70.5	90.7
Finland	25.0	67.8
France	42.9	100.2
Germany	21.2	89.4
Greece	18.2	47.1
Ireland	25.2	48.6
Italy	28.6	99.4
Luxembourg	43.4	85.5
Netherlands	53.9	58.0
Portugal	43.6	78.7
Spain	33.9	97.7
Sweden	44.0	85.5
UK	39.7	90.5

Source: OECD Family Database, Table PF 11.1 *www.oecd.org/els/social/family/database*

Table B4　　　Child-related employment protected leave periods by duration of unpaid leave and the duration of the full-time equivalent of the leave period if paid at 100% of last earnings, 2006/2007 (weeks)

	Maternity leave			Parental leave		
	Total	FTE paid leave	Unpaid leave	Total	FTE paid leave	Unpaid leave
Austria	16.0	16.0	0.0	104.0	16.7	87.3
Belgium	15.0	11.3	3.7	12.0	2.6	9.4
Denmark	18.0	18.0	0.0	32.0	32.0	0.0
Finland	17.5	16.9	0.6	156.0	35.8	120.2
France	16.0	16.0	0.0	156.0	31.1	124.9
Germany	14.0	14.0	0.0	156.0	34.8	121.2
Greece	17.0	17.0	0.0	14.0	0.0	14.0
Ireland	48.0	18.2	29.8	14.0	0.0	14.0
Italy	21.0	16.0	5.0	26.0	7.8	18.2
Luxembourg	16.0	16.0	0.0	24.0	12.1	11.9
Netherlands	16.0	16.0	0.0	13.0	9.8	3.3
Portugal	17.0	17.0	0.0	12.0	0.0	12.0
Spain	12.0	12.0	0.0	156.0	16.1	139.9
Sweden	12.0	9.6	2.4	72.0	52.8	19.2
UK	39.0	9.3	29.7	13.0	0.0	13.0

Source: OECD Family Database, Table PF 7.1 *www.oecd.org/els/social/family/database*

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