What matters most for adult employment – cognitive skills or formal education?

Analysis of the selection to employment in 31 countries based on data from the PIAAC database. The first report from the project ‘Silver lining’

Jens B. Grøgaard and Pål Børing

Report 2017:19

NIFU

What matters most for adult employment – cognitive skills or formal education?

Analysis of the selection to employment in 31 countries based on data from the PIAAC database. The first report from the project ‘Silver lining’

Jens B. Grøgaard and Pål Børing

Report 2017:19

Report 2017:19

Published by Nordic Institute for Studies in Innovation, Research and Education (NIFU)
Address P.O. Box 2815 Tøyen, NO-0608 Oslo. Office address: Økernveien 9, NO-0653 Oslo.

Project No. 12820703

Customer The Research Council of Norway
Address P.O. Box 564, N-1327 Lysaker, Norway
Visiting address: Drammensveien 288, 0283 Oslo

Design Cathrine Årving
Photo Shutterstock

ISBN 978-82-327-0287-9
ISSN 1892-2597 (online)

www.nifu.no

Preface

This report presents the initial findings from a project of employability and learning trajectories of late career learners. The project is entitled ‘Silver lining’ and aims to deepen our understanding of the relationship between lifelong learning and the employability of older adults. The project is financed by the VAM-programme (Welfare, Working Life and Migration) of Research Council of Norway (RCN).

In this report, we classify aspects of labour market regulation in 31 countries according to a number of basic principles. The study is based on data from the OECD PIAAC database. Labour market classification is undertaken separately for each country, gender and age group. Four classifications are made: meritocratic, segmented, hybrid and residual selection to employment.

This report is a joint publication by Jens B. Grøgaard and Pål Børing where Grøgaard has had the main responsibility for writing Chapters 1 and 2, while Børing has had the main responsibility for the empirical analyses.

Oslo, December 2017

Sveinung Skule
Director

Espen Solberg
Head of Research

Contents

Summary

This is the first report from the ‘Silver-lining’ project. ‘Silver lining’ addresses the issue of the ageing Norwegian workforce by examining the relationship between education or learning, and the active participation of older adults in the workforce. The main task of this report is to analyse the relationships between skills, formal education and employment in the 31 countries covered by the OECD PIAAC survey (Programme for the International Assessment of Adult Competencies).

We investigate empirically what matters most for senior employment. Is it basically dependent on the individual’s skills or education level, or are there other distinctive features of the individual or the labour market that are more important for the employment among seniors and other related age groups? Are there systematic differences between women and men in different age groups and countries, and is it possible to identify an empirical pattern that can form the basis for a typology of the selection to employment in the countries covered by the PIAAC survey? We relate our classification proposal to established theories on labour market and welfare regimes.

The report presents a classification of some significant aspects of the labour market regulation in 31 countries according to some basic principles. The labour market classification is made separately for each country, gender and age group. Three age groups are used: 35-44 years, 45-54 years and 55-65 years.

Three different models are estimated: (1) first, a basic model that regresses plausible skills and the level of formal education on the likelihood of being employed for each country, gender and age group. Secondly, this model is extended in two steps: (2) initially by introducing age within each age group and subjective health status as control variables, and finally (3) by adding marital status, immigrant status and the employment status of the spouse (if any) as control variables. This procedure allows us to assess the statistical robustness of the basic model.

We have also estimated multi-level models without covariates to assess statistically how much of the probability of being employed that could be anchored at the institutional level, i.e. resulting from unspecified differences in the institutional setting of the 31 countries in PIAAC.

Four classifications are made: meritocratic, segmented, hybrid and residual selection to employment. The labour market is classified as hybrid if both skills and education significantly predict the likelihood of being employed. It appears as meritocratic if skills are the most prominent predictor, and as segmented if education primarily predicts employment. The residual selection model rests on the premise that neither skills nor education predict the likelihood of being employed. We use the standardised slopes (beta coefficients) of plausible skills and the level of formal education in linear

regression models as a basis for the classification of the various labour market 'segments' by country, gender and age group.

Three hypotheses are introduced, inspired by the logic of Esping-Andersen's (1990) 'Three worlds of welfare capitalism': (1) market-based welfare systems will be associated with a meritocratic or skills-based selection to employment, while more family-based Christian democratic, or even more politically based social democratic welfare systems, are associated with educationally segmented selection to work. (2) Conversely, if workers are well protected, there is little need to protect their jobs; thus the social democratic systems are those, which are primarily associated with meritocracy in the labour market. (3) Christian democratic and social democratic welfare systems are primarily characterised by a dual labour market (i.e. as hybrids). A huge public welfare sector selects formal education while a competitive private sector selects skills; this division is often associated with the gender of the worker. We expect the male labour market to appear as more meritocratic and less segmented than the female labour market.

We find that Hypothesis 2 gains support as the labour market in the Nordic countries (Sweden, Denmark, Finland and Norway) appears to be based on meritocratic selection even for senior workers of both genders. Anglo–Saxon countries appear to be meritocratic as well, thereby strengthening Hypothesis 1, but here we have to make a reservation: New Zealand and the USA lack information about age within each age group and Canada lacks information about both age and the health condition of the respondent. The basic classification of the labour market in some Anglo–Saxon countries may therefore be less statistically robust than the classification in the Nordic countries.

We also find that many Southern and Eastern European countries appear as segmented or hybrid. In these countries, formal education often plays a pivotal role in the selection to work, an observation which is in accordance with Hypotheses 1 and 3. This implies that family-based welfare systems primarily seem to be associated with educational selection to work, or possibly dual selection to work (i.e. as hybrids). This is the case in France, Italy, Cyprus and – to some extent – in Spain, Slovenia, Slovakia, Estonia and Poland.

Hypothesis 3 also gains support by the fact that the classification is influenced by the respondent's gender in most countries. While the labour market for females appears as hybrid or segmented, the labour market for men points in the direction of being meritocratic or hybrid in most countries. Some of the countries basically deviate from this trend: Russia (the Moscow municipal area), the Czech Republic, Greece and New Zealand appear to have a stronger meritocratic impact on women's participation in work than on men's participation, especially among senior workers.

The labour market in huge modern economies such as Japan and Korea are basically classified as residual. In these countries neither skills nor formal education predict employment. Both countries have very high participation rates among men and quite low among women, which possibly suggests that participation among women is based on other circumstances and resources than cognitive ability and/or formal education (e.g. social networks and similar), and that men simply have to work regardless of their skills and educational credentials.

Futhermore, the basic classifications of selection to work are more statistically robust by far for younger workers (35–44 years) than for senior workers (55–65 years). This implies that socio-demographic (sociological) variables are important for our understanding of why some participate in the labour market while others do not. The health condition, immigrant status, marital status and other aspects of one's life situation are pivotal variables for predicting and understanding labour market participation in most countries, especially for the oldest workers.

Finnally, we find that the institutional setting of the countries explained a maximum of only 10–12 per cent of the variance in individual employment probability among the seniors in the sample. We must admit that this is somewhat surprising. We expected that institutional variation between countries

related to pension rules, welfare systems design, legal protection of workers, labour market policy, and similar, would play an important role for the likelihood of being employed.

It is neveretheless important to emphasise that the effects of individual variables also mediate country-specific institutional characteristics, especially in the oldest age group. Employment effects of age within this age group are probably influenced by pension rules and how these are put into practice; employment effects of health status are probably influenced by rules and practices related to certification of disability; and employment effects of immigrant status are probably influenced by the generosity of welfare schemes for immigrants, for example.

What matters most for the probability of adult-employment in the 31 countries we have studied? Is it skills or formal education? The answer depends on which country we are dealing with: If we assume that the labour market has the capacity to absorb more people with better skills and / or higher formal education, meritocratic regimes can increase employment among adults by implementing measures that improve the level of skills among unemployed and those outside the workforce. The formal level of education in all countries is positively associated with skills. Therefore, focusing on more education will be a plausible measure together with more and better training at the workplace. However, where credentials appear as a selection criterion, it becomes important to certify the training. At the same time, the analyses show that health is an important factor for employment. In order to keep seniors working, it is therefore important to facilitate work for people who experience health problems, but effective facilitation probably requires a form of public regulation or subsidising of the market. However, if the labour market does not have the capacity to absorb more people, as formal competence and skills increase in the population, such an effort as indicated above will shift employment problems upward in the education and skills hierarchy.

We have not considered whether a particular form of selection is better or more inclusive than another form of selection. However, we find that high employment countries exhibit the characteristics of residual, meritocratic and hybrid regimes, especially for men, while most countries characterised by educational segmentation have relatively low employment rates among both men and women.

1 Introduction

1.1 The Silver lining project

Silver Lining – A Study of Employability and Learning Trajectories of Late Career Learners addresses the issue of the ageing Norwegian workforce by examining the relationship between education or learning and the active participation of older adults in the workforce. The project comprises five work packages (WP) which combine quantitative data analyses of selection to employment among seniors with qualitative in-depth studies of learning trajectories of older workers in the workplace, contributing to our understanding of the roles of informal or non-formal learning at work. The project work is carried out in collaboration with researchers and experts from the United States, England and Norway. The five work packages are as follows:

WP1: Systematic review of recent literature and policy measures

WP2: Lifelong learning and the continued participation of older Norwegian adults in employment

WP3: A comparative study of the capability of being employed, lifelong learning and skills

WP4: Learning trajectories in the workplace

WP5: Policy recommendations, dissemination and stakeholder involvement

This report has its basis in WP3, but the perspective on employment includes more age groups than those covered by the senior concept (50 years or older). This extension of the perspective on employment is done for the sake of comparison. We use the OECD PIAAC database (Programme for the International Assessment of Adult Competencies) to analyse the selection to employment among males and females in three age groups in the 31 participating countries. This allows us to compare employment among male and female seniors between countries, and to compare the seniors with other age groups within and between countries. The main aim of this report is to analyse the relationships between skills, formal education and employment in the 31 PIAAC countries. What matters most for senior employment? Is it basically due to the individual's skills or educational level, or are there other distinctive features of the individual or the labour market that are more important for employment among seniors? Are there systematic differences between women and men in different age groups, and is it possible to identify an empirical pattern that can form the basis for a classification proposal (a typology) of the selection to employment in the countries covered by the PIAAC survey? We try to relate our proposal to established social science theories on labour market and welfare regimes.

The OECD PIAAC survey is a rich data source that has two main dimensions: (1) results of skills tests (literacy, numeracy and problem-solving), and (2) a variety of background information and employment information for those who completed the skills tests.

1.2 Purpose and hypotheses

This report has three objectives: The first is to classify some significant aspects of labour market regulation in 31 countries according to some basic principles. We examine whether the probability of being employed among adults primarily reflects the hierarchy of skills in the adult population – labelled *meritocratic selection* to work. Alternatively, whether employment is basically reflected in the distribution of the level of formal education – labeled *educational segmentation* of labour. In order to present an exhaustive classification based on these three variables, we also specify two other principles of employment regulation: *residual* and *hybrid* selection to work. In the hybrid model, the likelihood of being employed is influenced by both formal education and skills. In the residual model, employment probability is affected neither by educational level nor by skills. The labour market situation in each of the 31 countries is specified for women and men in three age groups, i.e. 35-54 years old in two ten-year intervals, and a group including the 55-65 years old, which includes eleven cohorts.

The second objective is to challenge, i.e. test and problematise this original classification by introducing more variables at the individual level. The first extension of the model examines how age and health status affect the original classification of selection to employment. First, labour market participation is associated with a person's health. We expect that poor health reduces the likelihood of being employed in all countries (Dahl et al. 2010, Fonseca 2011). Furthermore, previous analyses of the PIAAC data have found a skill loss associated with increasing age in all countries (Desjardins and Warnke 2012). Therefore, it is important to investigate whether the original classification is robust against age differences within the selected groups of age. If there is a correlation between the probability of being employed and the loss of skills by age in a country, then this correlation in itself will represent a meritocratic aspect of the selection to work in that country. The second extension of the model examines whether the classification is robust if we add the marital status and the immigrant status of the individual. The marital status of the individual is measured by the labour market status of the spouse where applicable.

In a forthcoming publication, we plan to investigate how much of the variation in individual employment probability that is anchored at the national level and how these aggregated differences may by explained. The 31 countries have different constitutional settings such as pension rules and practices, welfare systems design, labour market policies and measures, and the (relative) size of the public sector. Such institutional differences between countries will affect the likelihood of being employed at the individual level, especially for the oldest age groups. Therefore, a multi-level specification of potential sources of influence on employment can be perceived to be complementary as well as competing to our original country-specific classification of the labour market. In this report, we specify an empty model (i.e. a model without covariates) which calculates intraclass correlation coefficients for all combinations of age groups and gender. These coefficients indicate the gross statistical explanatory power on the employment probability of individuals that can be attributed to the national level.

As a third objective, the labour market classifications used in this report will be related to Esping-Andersen's classification of welfare regimes: *the market-based* system of the English speaking, countries, *the family-based* system of the European 'Christian democratic' continental countries, and *the state-based* 'social democratic' system of the Nordic countries. Important variables in this classification of welfare regimes are the degree of *stratification* and *de-commodification* of social funding and functioning of the social security system (Esping-Andersen 1990, Johansson 2008, Bambra 2007). The degree of de-commodification represents the level of financial independence of the market, while the degree of stratification refers to the level of inequality in income protection and

welfare benefits. Market-based systems operate with highly stratified protection of the non-employed through privately funded insurance, and in some countries combined with selective, needs-tested minimum standards (e.g. the United Kingdom). The dominant welfare institution in these economies is the market. Family-based systems have better overall protection of workers and their families, but may still provide highly stratified social benefits. These systems are, according to theory, characterised by stratified de-commodification. Social democratic systems provide strong protection of the non-employed combined with tax-financed egalitarian social benefits. The dominating welfare institution in these economies is the state. According to this classification of welfare systems, three competing hypotheses may be presented:

1. First, we expect that market-based welfare regimes will be associated with a meritocratic selection system in the labour market, while more 'Christian democratic', family-based continental systems and possibly even state regulated, social democratic systems, are more closely related to the segmented selection logic.

2. Conversely, we expect that systems, which offer strong protection of the non-employed, are systems that operate in the most meritocratic manner. Strong collective protection of workers implies that there is little need to protect their jobs. Hence, protection promotes meritocracy in the labour market (Moene and Wallerstein 2001, 2003, 2005).

   At the same time, the economic context can be important: The Nordic countries are also characterised as small open economies that are highly dependent on export revenues to finance their huge imports of goods and services. The level of international competition may represent 'a third variable' that simultaneously promotes meritocracy in the labour market and strong tax-financed protection of the non-employed. Our data do not allow a stringent test of these two explanations, but the hypothesis states that the Nordic countries either need or politically prioritise a form of 'flexicurity system',[1] to enhance their own competitiveness in the market.

3. A third possibility is that social democratic and possibly even Christian democratic regimes primarily will appear as hybrids. They have a large public sector, which is regulated by formal competence and a highly competitive private sector that primarily demands and selects skills.

   This dividning line can also be related to gender participation in the labour market. Perhaps we may find that the selection to work among women in most countries is more strongly linked to the level of formal education than among men, especially among seniors. Nevertheless, we expect market-based welfare systems to promote meritocracy in the labour market.

The report is organised as follows. Chapter 2 presents the basic ideas and concepts used in the analysis. Chapter 3 presents statistical models, describes the data set and provides descriptive statistics. Chapter 4 shows the estimated intraclass coefficients for each combination of age and gender, and discusses the relative importance of the institutional level for the employment probability within each combination of age and gender in the 31 countries. Chapter 5 presents our classification of labour market regulation in each of the 31 countries and discusses how this classification of labour market selection responds to various extensions of the basic model. We draw conclusions in Chapter 6.

[1] In this context, this means that the countries combine flexibility in the labour market with social protection of the workers who may become superstitious, i.e. 'flexicurity'. This term can also be related to a particular labour market and social policy that is specifically associated with 'the Danish model' (Olberg 2007).

2 Concepts

2.1 The segmented labour market

Colbjørnsen (1982, p. 17) defines the segmentation of the labour market as follows:

> *A segment may be defined as a market segment bounded by barriers so that job seekers with particular characteristics are favoured in the competition for jobs (...) Jobs within a segment are encircled by filtration mechanisms which protect workers presented in the segment from competition by people who are outside. (our translation)*

Doeringer and Piore (1971) develop this concept to portray a dual labour market. The *primary* segment is characterised by positions that are highly paid, and which have good working conditions, widespread autonomy in work, high job security, good advancement opportunities, and good opportunities for further training. This applies not only to work in the skilled public, non-traded or sheltered sector. Well-established, large private companies may also offer these attractive working conditions. The segment for *secondary* connection to the labour market has no such attractive hallmarks. The notion of a dual labour market may also be anchored in theories of *flexible firms*, which divide the workforce into a core and a periphery, using functional flexibility in the core and numerical and financial flexibility in the periphery (Atkinson 1984, Kalleberg 2001).

According to Colbjørnsen (1982), a number of mechanisms can contribute to the segmentation of labour, and these may produce a far stronger differentiation of jobs and opportunities than those which appear in the dual model. For example: (1) the interplay of degrees of mismatch between performance requirements and qualifications related to technological development, (2) the existence of internal labour markets, (3) specific negotiated or statutory forms of protection for certain groups of employees, and (4) professionalisation of work, may in different combinations contribute to the development of a complex hierarchy of segments where access to different segments in reality is controlled by credentials expressed through the type and level of formal education (cf. Arrow 1973).

Figure 1 illustrates the logic of labour market segmentation. Let us suppose that a mechanism is related to strategies to promote professional interests. These strategies establish a hierarchy of work related to formal education. Academic professions enter the ‘core’ of the labour market. These employees obtain high wages (‘rewarded’) and great autonomy in their work (‘authonomous’). Their participation rate is also high even among seniors approaching retirement age (‘protected’, ‘learning’). If there is a mismatch between the educational ‘production’ of graduates and the capacity of the labour market to absorb them, many/some academics have to accept jobs below their qualification level. This is a probable outcome during periods of significant expansion in higher education. The degree of over-qualification may be the net result of a race between growth in higher education and the pace of technological change in working life (Tinbergen 1975, Edin and Holmlund 1993).

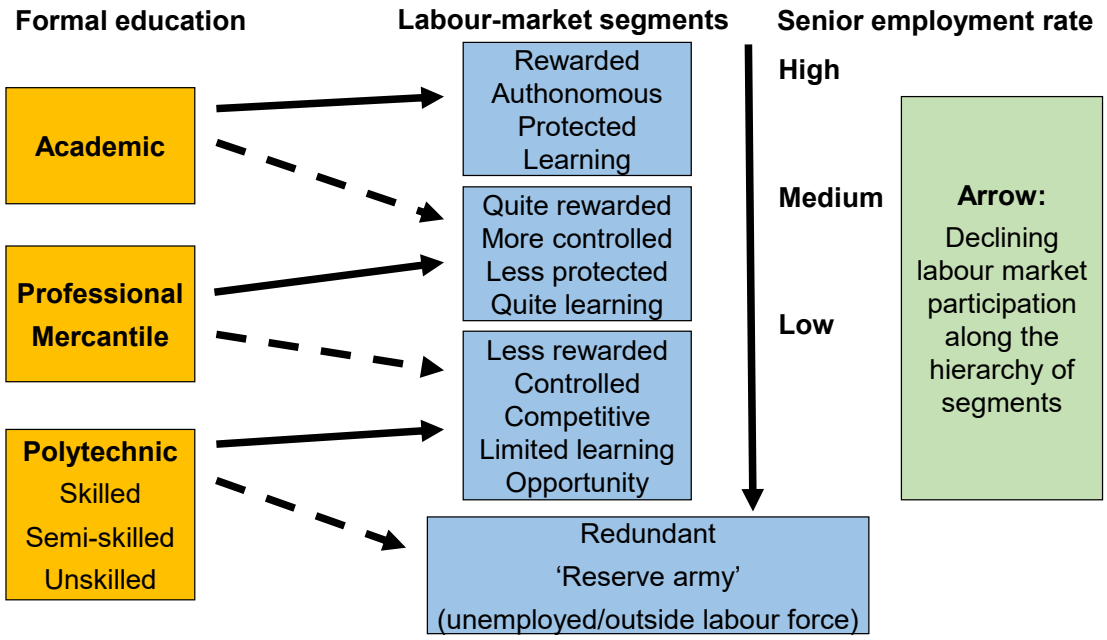


Figure 1: Segmentation logic

Middle segments of the formal qualifications hierarchy ('professional-mercantile') consist of employees with some higher education or some additional or supplementary upper secondary education. These occupations are quite rewarded and protected, but are more controlled and exposed to competition than academic segments. Thus, we expect a decline in the participation rate compared with the academic segment, especially among seniors.

At the bottom of the educational and labour hierarchy are the polytechnic occupations. These occupations are also differentiated by formal education. One can distinguish between skilled, semi-skilled, and unskilled employees. Such professions are exposed to stronger competition than academic and professional occupations. Polytechnic occupations are subordinate; they are characterised by hard manual work, and employee advancement opportunities are modest. Especially among seniors, employment in such occupations can be low. Exclusion mechanisms operating in these segments will produce redundancies due to rationalisation of work, businesses closure, company restructuring, economic cycles, and so forth (Colbjørnsen 1982, Rødseth et al. 1978, Brunstad 1979, Denison 1962).

According to the theory of educational segmentation, one can expect to find *a gradient* with multiple steps that connect the level of formal education to employment probability in the labour market, especially among older workers. The segmentation can be so strong that formal education overrides skills as the key selection mechanism in the labour market (cf. Figure 3b).

2.2 Meritocratic selection

In a meritocracy, access to the labour market is open (free entry), and the market is not controlled by credentials. What matters and what is demanded by the employer, is observed or assessed talent, capacity, endurance and achievement (Linton 1936, Parsons 1951, Rødseth et al. 1978, Brunstad 1979). In a labour market that is regulated by meritocratic principles, we can expect an employment gradient which reflectsthe skill hierarchy of the workforce. (cf. Figure 2).

This does not mean that employment is independent of formal education. The educational system may operate in a meritocratic manner in two ways: Signaling theory perceives formal education as a filter for skills (Arrow 1973). Education selects talent, endurance, capacity and skills; its main function is not to enhance such competences, butto select and certify competence by issuing diplomas or credentials (Collins 1979). Still, there will be a positive correlation between the level of formal education and skills.Human capital theory states quite the opposite, namely that education 'produces' and enhances skills (Schultz 1961). Education *per se* transforms and develops capacity and talent into comprehensive as well as concrete, practical skills. In the same way as factories transform inputs to outputs with far greater value than the total value of the inputs, schools increase productivity through learning, intellectual growth, growth in problem-solving capacity and development of practical skills, which expands the employees' action repertoire and enables them to act in new and unforeseen ways. This, according to Coleman (1990), is the credo of innovative productive behaviour (Grøgaard 1995/1997). The observation that wages increased successively by level of education, linked formal education to productivity (Mincer 1962, Becker 1964, Grøgaard and Aamodt 2006).

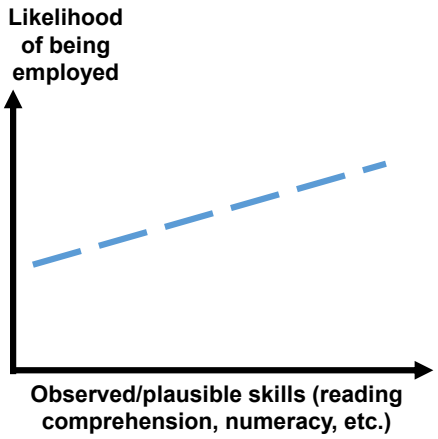
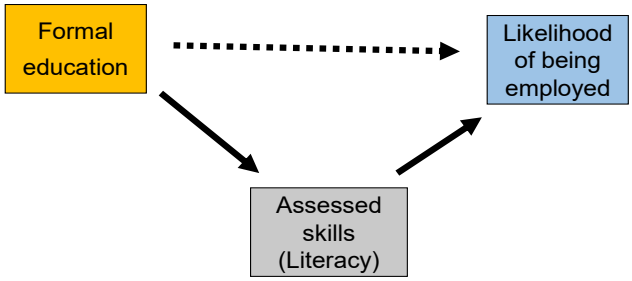


Figure 2: Meritocratic selection to labour market participation

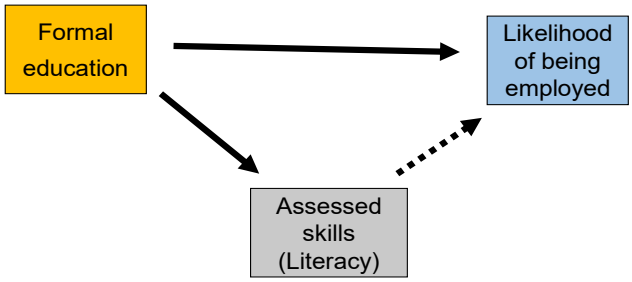
Both perspectives on the function of education (i.e. signaling theory and human capital theory) state that skills are positively associated with the level of formal education, either because education filters skills and productivity, or because education produces and enhances skills and productivity. However, if this selection to employment operates in a meritocratic manner, only skills, not formal education, should be directely related to employment. In this perspective, formal education only has indirect or mediated relations to labour market productivity and rewards (cf. Figure 3a).

To the extent that there is a skill loss with increasing age and this skill loss is correlated with the likelihood of being employed, such a correlation could be perceived as an aspect of meritocratic selection to work. We do not perform a strict test of this hypothesis in this report.

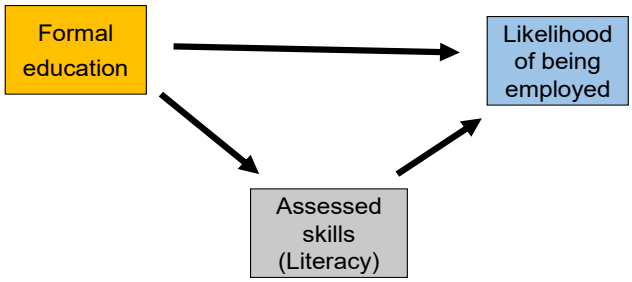
Figure 3: Ideal-typical models for meritocratic, segmented, hybrid and residual selection to employment



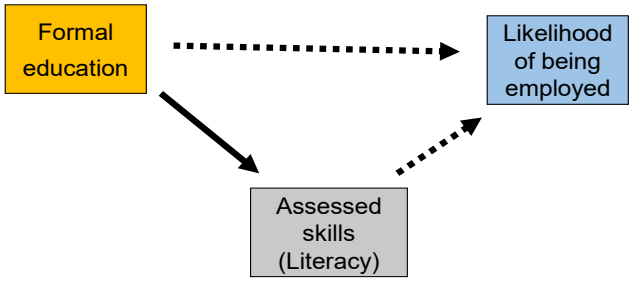
A: Meritocratic selection: Skills function as mediator between the level of formal education and employment probability among adults. The educational level has no (or little) significant statistical effect on the likelihood of being employed.



B: Segmented selection: Skills do not function as mediator between the level of formal education and the employment probability among adults. The educational level has both a significant statistical direct effect on the likelihood of being employed and on assessed skills while skills only have a spurious (or close to insignificant) effect on the employment level.



C: Hybrid selection: Hybrid selection is partly based on segmented logic, partly on meritocratic logic. Skills and the level of formal education are both directly associated with the likelihood of being employed. In addition, the statistical effect of the educational level is also mediated through skills (literacy).



D: Residual selection: The basis of residual selection is neither educational segmentation nor meritocracy: Plausible skills and the level of formal education are not significantly associated with the likelihood of being employed. The educational level is significantly associated with plausible skills.

2.3 Hybrid and residual selection

Hybrid and *residual* selection to employment are defined in terms of these two contrating forms of labour market regulation. In the hybrid model, both formal education (credentials) and plausible skills (observed or predicted) influence the likelihood of being employed. Here, there are at least two possible interpretations: (1) The labour market acts in a dual manner in the sense that a large segment is governed by meritocratic principles (a performance segment), while the other part of the labour market is professionalised and regulated through formal education (credentialism, segmentation); (2) We can also imagine a more complex regulation of work opportunities based on specific but varied combinations of credentials and achievement (skills). Also in situation (2), formal education, as well as skills, influence employment opportunities in the labour market.

In the *residual* model, employment opportunities are not regulated by credentials or skills. In the ideal typical case, neither skills nor formal education is significantly associated with the likelihood of being employed. In such labour markets, protection can be so comprehensive that most people who need work get a job – or the opposite, that everyone must work no matter what skills or formal education they have. A third possibility is that access to jobs can be regulated through various kinds of social relations, for example, as illustrated by the Ben-Porath social capital phrase: *families, friends and firms*. Coleman denotes this as the great F-connection in social networks (Coleman 1990, Ben-Porath 1980) (cf. Figures 3c and 3d).

In the following chapters, we attempt to operationalise these ideas and concepts, but first we have to introduce the individual-level variables in the simple and extended models (cf. Chapter 3). In Section 3.6 we specify operational criteria to classify empirical border cases.

3 Method, data set and descriptive statistics

In order to operationalise the concepts described above, we use individual-level data from the PIAAC database. PIAAC (Programme for the International Assessment of Adult Competencies) is an international survey of adult competencies conducted in more than 30 countries. The survey is carried out by the OECD in collaboration with national partners.

As the PIAAC survey includes both an assessment of individual skills and a comprehensive background questionnaire for each individual, it provides a rich source for exploring the relationships between skills and education, and labour market conditions and opportunities. In this chapter, we present an overview of the sample of individuals and variables used in the analysis.

3.1 Statistical models

We use two statistical methods to estimate the effects on the employment probability of (plausible) skills and level of formal education, *logistic regression* and *linear regression* (ordinary least squares – OLS). In the logit model we assume that there is a linear relationship between the logit of employment, and skills and education, respectively. In the linear regression model, we assume that there is a linear relationship between the probability of being employed, and skills and education respectively – a somewhat stronger assumption. The standardised (beta) coefficients in the OLS model are used as the basis for the classification of labour markets. Here we could also have used the Wald-chi-square in the logit model as a measure of the relative statistical importance of skills and education on employment, but this possibility has not been used in this report.

Intraclass coefficients are calculated using GLS estimation (Generalized least squares) in a multi-level regression model (Snijders & Bosker 2002, Hox 2009). This model is 'empty' in the sense that it only contains a constant term and two variance components. These two variances refer to the between-country variance and the within-country variance in employment probability. Intraclass coefficients measure the proportion of total variance in employment probability at the level of the individual that can be attributed to the national level in the PIAAC sample, i.e. the proportion of between-country variance and total variance in employment in PIAAC.

3.2 The sample of persons

Thirty-one different countries are included in the data set (OECD 2016, p. 20). There are 23 countries from Round 1 of PIAAC: Austria, Belgium (Flanders), Canada, Cyprus, the Czech Republic, Denmark, Estonia, Finland, France, Germany, Ireland, Italy, Japan, Republic of Korea, the Netherlands, Norway,

Poland, the Russian Federation (the data set covers only the Moscow municipal area), Slovakia, Spain, Sweden, United Kingdom (England and Northern Ireland), and the United States of America. Data collection for Round 1 took place in the period 2011–2012.

The remaining 8 countries are from Round 2 of PIAAC. These are: Chile, Greece, Israel, Lithuania, New Zealand, Singapore, Slovenia, and Turkey. Data collection for Round 2 took place in the period 2014–2015.

Table 1: Number of persons by country, age group and gender in the sample

	35-44 years			45-54 years			55-65 years		
Country	Males	Females	Total	Males	Females	Total	Males	Females	Total
Austria	549	546	1095	567	599	1166	449	486	935
Belgium (Flanders)	483	511	994	587	569	1156	517	519	1036
Canada	2398	2962	5360	2910	3311	6221	2816	3085	5901
Chile	404	559	963	433	629	1062	352	594	946
Cyprus	385	538	923	380	509	889	357	559	916
Czech Republic	448	585	1033	379	453	832	608	790	1398
Denmark	632	722	1354	724	721	1445	1200	1193	2393
Estonia	700	858	1558	688	856	1544	705	1012	1717
Finland	498	472	970	566	557	1123	705	726	1431
France	673	729	1402	768	753	1521	833	848	1681
Germany	541	558	1099	625	670	1295	455	487	942
Greece	549	689	1238	513	606	1119	383	531	914
Ireland	737	872	1609	524	575	1099	496	612	1108
Israel	560	544	1104	407	435	842	396	412	808
Italy	600	628	1228	495	526	1021	470	561	1031
Japan	549	668	1217	467	544	1011	618	632	1250
Republic of Korea	687	842	1529	730	813	1543	576	672	1248
Lithuania	391	549	940	472	726	1198	445	884	1329
The Netherlands	492	537	1029	560	621	1181	630	565	1195
New Zealand	527	756	1283	497	697	1194	535	669	1204
Norway	530	542	1072	567	489	1056	499	435	934
Poland	398	437	835	449	432	881	503	571	1074
Russian Federation	175	400	575	191	408	599	170	480	650
Singapore	562	606	1168	559	554	1113	456	485	941
Slovakia	505	558	1063	527	591	1118	509	652	1161
Slovenia	496	541	1037	581	635	1216	549	644	1193
Spain	733	718	1451	616	675	1291	508	556	1064
Sweden	454	411	865	450	476	926	532	500	1032
Turkey	697	624	1321	479	426	905	331	354	685
United Kingdom	799	1213	2012	828	1041	1869	809	1045	1854
United States of America	441	514	955	496	563	1059	455	588	1043
All countries	18,593	21,689	40,282	19,035	21,460	40,495	18,867	22,147	41,014

Note: All results in the table are weighted (see Section 3.3).

For each country, we have selected persons who are either employed, unemployed or out of the labour force. In addition, persons with missing values for skills level or gender are excluded from the sample.

For most countries, we have information about the age of each person, but for six countries (Austria, Canada, Germany, New Zealand, Singapore, and the USA) we only have information about age groups at an aggregate level. Therefore, we cannot use age as an explanatory variable in the regressions for these countries. Consequently , we divide the sample into three age groups: 35–44 years, 45–54 years, and 55–65 years (i.e. seniors).

In the case of the six countries with missing values for age, we cannot control for effects of current age on employment within each age group and gender. For these countries, it is not possible to reduce the problem associated with skills loss as age increases. Instead, the original classification for these countries is tested with reference to health status, immigrant status, and the employment situation of the spouse.

In total, the sample consists of 121,791 persons. Table 1 shows the number of persons by age group and gender in each country.

3.3 The weighting procedure

All empirical results in this report are weighted. The weighting procedure is based on the full sample (final) weight given is in the PIAAC data. In addition, we have used 80 replicate weights in the PIAAC data since the participating countries have used different replication schemes. The weighting procedure ensures representative data. Data are weighted using the 'repest' command in the Stata programme. The estimation of standard errors with the PIAAC data in Stata is done with Jackknife 1 for Austria, Canada, Denmark and Germany, and Jackknife 2 for the 27 other countries in the sample. There is one exception: we only use the full sample weight when calculating the estimation results in Tables A.1 – A.6 in the Appendix. The reason is that the 'repest' command does not produce the pseudo R-squared measure when using logistic regression, or the R-squared measure when using linear regression.

3.4 Dependent variable: employment

The dependent variable 'Employed' has the value '1' if a person is employed, and the value '0' if the person is non-employed. A non-employed person is either unemployed or outside the labour force.

Table 2 shows the employment level among persons in the sample by country and gender. There is a huge difference in the employment level between Norway, New Zealand and Sweden (81-82%) on the one hand, and Turkey (42%) and Greece (52%) on the other. If we rank the employment level by both country and gender, Korea, Chile and Singapore rank highest among males (all 90%), while Norway, Sweden and New Zealand rank highest rank among females (77-80%). We also find that the low ranked countries on general employment level (Turkey, Greece, Italy, Spain and Russia) are among the lowest ranked countries on both male and female employment levels.

3.5 Explanatory variables

3.5.1 Assessment of skills/plausible skills

PIAAC operates with 30 empirical indicators of skills: Plausible[2] values on literacy (10 items), numeracy (10 items), and problem-solving in a technically advanced environment (ICT) (10 items). We find that the correlation between the average level of the plausible values on literacy and numeracy is 0.9 (Pearson's *r*), so these two skills variables obviously measure the same cognitive capacity, which is related to reading comprehension or literacy. The correlations between the average level of the plausible values on problem-solving and each of the two other skills variables (i.e. the average level of the plausible values on literacy, and the average level of the plausible values on numeracy) are both found to be 0.8 (Pearson's *r*). This implies that a one standard deviation increase in the value of one of the skills variables is, on average, associated with at least a 0.8-0.9 standard deviation increase in the value of one of the other skills variables. The rank of each individual on one of the three skills variables is strongly associated with the same individual's rank on the two other skills variables. There are, however, many missing values on assessed (plausible) problem-solving capacity.

Thus, the assessment of skills is actually based on assessing virtually the same property, most likely some indication of the ability to acquire and understand written texts. The implication of this is that we may use one of the skills variables to measure the plausible skills level for each individual. We choose the average level of the plausible values on literacy (10 items) as our measure of plausible skills in the simple model. The interpretation of literacy is that it primarily represents an assessment of the ability/capacity to understand written texts (literacy), but that it also represents the capacity to understand and manipulate numbers (numeracy) as well as problem-solving (related to written texts) in a technically advanced evironment, i.e. in an environment dominated by information and communication technology (computers).

There is an apparent difference in scores on adult plausible skills between the extremes when the countries in the sample are ranked according to their average score on literacy. We see from Table 3 that the average score is highest in Japan and lowest in Chile. We find that the average score in Chile is 1.7 standard deviations below the average score in Japan. The average scores in Estonia, Belgium (Flanders) and Slovakia are approximately half of a standard deviation below the average score in Japan, and the average scores in United Kingdom, Sweden and Norway are approximately two-fifths (40%) of a standard deviation below the average score in Japan.

3.5.2 Formal education

Formal education is based on educational level. We include persons with unspecified higher education and missing values for educational level in the analysis. Unspecified higher education and missing values are ranked according to average scores on plausible skills: educational level is set equal to 6.9 for persons with unspecified higher education and equal to 1.9 for those with missing values. This classification maximises the statistical association between educational level and plausible skills (literacy). The following values for educational level are used: 1 = primary or less, 2 = lower secondary, 3 = upper secondary, 4 = post-secondary, 5 = professional degree, 6 = bachelor degree, 7 = master/research degree, 6.9 = unspecified higher education and 1.9 = missing.

The correlation between plausible skills and the level of formal education is in the range of 0.4 to 0.6 in most countries in the sample (Pearson's *r*). This is seen in Table 4. There are some exceptions: Singapore has the highest correlation with 0.7, and Russia (Moscow region) and Lithuania have the lowest correlations, 0.2 and 0.3 respectively.

[2] Skills are measured for each individual, but the tests are not always identical. Therefore, a skill score is attributed to an assessment of the likelihood that the individual will be able to solve tasks at a certain level of difficulty. How the measurements are re-implemented are described in the OECD Technical Report and in the Norwegian analysis of PIAAC data (cf. OECD 2013, Desjardins and Warnke 2012, Bjørkeng and Lagerstrøm 2014).

Plausible skills and the level of formal education are both used as continuous variables in the simple model. This implies that we assume a linear relationship between the logit of employment level and the two explanatory variables in the model, i.e. we assume a linear relationship between literacy (skills) respectively educational level, and the percentage change in the odds of being employed. In the linear model we assume a linear relationship between these two explanatory variables and the probability of being employed.

Table 2: Average employment level by country and gender in the sample. Per cent

	Males		Females		Both gender	
Country	Mean	N	Mean	N	Mean	N
Austria	76.5%	1565	70.5%	1631	73.4%	3196
Belgium (Flanders)	78.6%	1587	68.6%	1599	73.7%	3186
Canada	82.7%	8124	71.9%	9358	77.2%	17,482
Chile	90.0%	1189	68.0%	1782	78.8%	2971
Cyprus	79.8%	1122	57.5%	1606	68.0%	2728
Czech Republic	74.9%	1435	65.6%	1828	70.2%	3263
Denmark	79.7%	2556	73.4%	2636	76.6%	5192
Estonia	76.2%	2093	74.9%	2726	75.5%	4819
Finland	74.6%	1769	75.1%	1755	74.8%	3524
France	72.2%	2274	64.6%	2330	68.3%	4604
Germany	84.4%	1621	73.3%	1715	78.9%	3336
Greece	65.3%	1445	39.9%	1826	52.2%	3271
Ireland	69.4%	1757	57.0%	2059	63.1%	3816
Israel	81.4%	1363	70.1%	1391	75.6%	2754
Italy	74.1%	1565	46.7%	1715	60.0%	3280
Japan	88.3%	1634	63.2%	1844	75.7%	3478
Republic of Korea	90.2%	1993	60.1%	2327	74.9%	4320
Lithuania	72.0%	1308	67.9%	2159	69.7%	3467
The Netherlands	82.7%	1682	69.1%	1723	75.9%	3405
New Zealand	86.5%	1559	76.8%	2122	81.4%	3681
Norway	84.2%	1596	79.6%	1466	82.0%	3062
Poland	70.4%	1350	55.9%	1440	62.9%	2790
Russian Federation	68.8%	536	56.2%	1288	61.9%	1824
Singapore	89.5%	1577	68.9%	1645	79.2%	3222
Slovakia	73.3%	1541	60.6%	1801	66.9%	3342
Slovenia	67.1%	1626	58.1%	1820	62.7%	3446
Spain	66.9%	1857	53.6%	1949	60.3%	3806
Sweden	84.9%	1436	77.2%	1387	81.1%	2823
Turkey	63.7%	1507	19.9%	1404	42.1%	2911
United Kingdom	79.6%	2436	67.5%	3299	73.4%	5735
United States of America	81.5%	1392	69.7%	1665	75.3%	3057
All countries	78.4%	56,495	61.7%	65,296	69.8%	121,791

Notes: 1) The table shows the sample means and observations (N). 2) All results in the table are weighted (see Section 3.3).

Table 3: Average skills level by country in the sample

Country	Mean	N	Std. deviation
Austria	264.3	3196	40.5
Belgium (Flanders)	269.2	3186	44.9
Canada	269.0	17,482	49.0
Chile	207.6	2971	49.0
Cyprus	267.1	2728	37.5
Czech Republic	267.9	3263	37.3
Denmark	266.3	5192	44.9
Estonia	269.1	4819	40.9
Finland	278.6	3524	48.5
France	253.9	4604	46.7
Germany	264.5	3336	44.7
Greece	252.5	3271	41.9
Ireland	261.5	3816	46.2
Israel	246.4	2754	54.9
Italy	245.5	3280	40.6
Japan	292.0	3478	38.1
Republic of Korea	262.1	4320	38.6
Lithuania	260.4	3467	38.8
The Netherlands	277.2	3405	46.6
New Zealand	280.0	3681	45.9
Norway	276.2	3062	43.8
Poland	258.5	2790	44.7
Russian Federation (Moscow)	276.6	1824	39.2
Singapore	241.8	3222	58.6
Slovakia	271.5	3342	36.3
Slovenia	248.9	3446	45.5
Spain	246.2	3806	47.6
Sweden	275.1	2823	47.7
Turkey	218.8	2911	41.9
United Kingdom	272.0	5735	46.2
United States of America	267.4	3057	47.9
All countries	264.2	121,791	47.6

Notes: 1) The table shows the sample means, standard deviations and observations (N). 2) All results in the table are weighted (see Section 3.3).

Table 4: Correlation between educational level and skills level by country in the sample

Country	Correlation	N
Austria	0.448	3196
Belgium (Flanders)	0.562	3186
Canada	0.490	17,482
Chile	0.621	2971
Cyprus	0.360	2728
Czech Republic	0.390	3263
Denmark	0.481	5192
Estonia	0.366	4819
Finland	0.486	3524
France	0.532	4604
Germany	0.504	3336
Greece	0.379	3271
Ireland	0.526	3816
Israel	0.534	2754
Italy	0.438	3280
Japan	0.490	3478
Republic of Korea	0.568	4320
Lithuania	0.329	3467
The Netherlands	0.525	3405
New Zealand	0.470	3681
Norway	0.456	3062
Poland	0.467	2790
Russian Federation (Moscow)	0.153	1824
Singapore	0.714	3222
Slovakia	0.357	3342
Slovenia	0.500	3446
Spain	0.556	3806
Sweden	0.486	2823
Turkey	0.456	2911
United Kingdom	0.474	5735
United States of America	0.556	3057
All countries	0.523	121,791

Notes: 1) The table shows the Pearson correlation coefficients and number of observations (N). 2) All results in the table are weighted (see Section 3.3).

3.5.3 Other explanatory variables

We include four other explanatory variables in the analysis: age, health status, marital status, and immigrant status. There are no missing values for the age group variable for any of the 31 countries; there are only missing values for the age variable (i.e. the variable which measures the exact age for each individual) for 6 of the 31 countries. These 6 countries are: Austria, Canada, Germany, New Zealand, Singapore, and the USA. Therefore, it is not possible to control for age for these countries.

Health status is a categorical variable, which measures each person's subjective health. The variable is based on the following question: 'In general, would you say your health is excellent, very good, good, fair, or poor?'. Health can include both physical and mental health. The health variable is used as a continuous variable in the estimations. The values of the variable are: 5 = excellent, 4 = very

good, 3 = good, 2 = fair and 1 = poor. There are missing values for the health variable only for Canada and Turkey, and it is therefore not possible to control for this variable for these two countries.

We also find that there are some missing values for the health variable for the other countries as well. The value of the health variable is set to 3.1 for persons with unknown health status (i.e. persons with missing values for the health variable). Furthermore, we include a dummy variable in the regressions which measures whether a person has unknown health status or not. This dummy variable is denoted 'unknown health'. The dummy variable is set to 1 if a person has unknown health status, and 0 if a person has known health status.

Marital status is a categorical variable which consists of four dummy variables in the regressions: 'spouse employed', 'spouse retired', 'no spouse', and 'unknown spouse'. The variable 'spouse employed' is equal to 1 if a person's spouse or partner is full-time or part-time employed (self-employed, employee), and equals 0 otherwise. The variable 'spouse retired' is equal to 1 if a person's spouse or partner is in retirement or early retirement or is permanently disabled and equals 0 otherwise. The variable 'no spouse' is equal to 1 if a person has a valid blank on his or her spouse's or partner's labour market status, and equals 0 otherwise. Thus, the reference group in the regressions consists of persons with one of the following labour market statuses for his or her spouse or partner: unemployed, pupil, student, apprentice, internship, in compulsory military or community service, fulfilling domestic tasks or is looking after children or family. The variable 'unknown spouse' is equal to 1 if a person has a spouse or partner with an unknown labour market status, and equals 0 otherwise.

Immigrant status is a categorical variable, which consists of two dummy variables in the regressions: 'immigrant', and 'unknown immigrant'. The variable 'immigrant' is equal to 1 if a person is a first or second generation immigrant, and equals 0 otherwise. The reference group in the regressions consists of persons who are not first or second generation immigrants, or are non-immigrants with one foreign-born parent. The variable 'unknown immigrant' is equal to 1 if a person has unknown immigrant status, and equals 0 otherwise.

3.6 Specification of the model and operational variables

In order to perform an empirical classification, we must define some operational criteria to specify staistically what it means that the labour market operates in a meritocratic, segmented, hybrid or residual manner, respectively. In all four cases we assume that there is an apparent (quite strong) correlation between educational level and plausible skills (literacy), partly because education itself functions as a meritocratic system (i.e. signalling theory), partly because education enhances literacy, which is the human capital argument. In most of the countries in the sample, the average literacy score among adults is correlated with educational level in the range of 0.4 to 0.6 (Pearson's *r*) (Table 4). The operational criteria are as follows:

1. In the ideal-typical case *residual selection* to employment states that employment is neither statistically explained by educational level nor by skills. Nevertheless, plausible skills are most likely closely associated with educational level. This selectivity may be related to other (social) hallmarks, e.g. networks, clientelism, familism, and similar factors, or it may simply mean that people have to work regardless of their skills and formal education.

   The operational definition rests on the principle that standardised effects in the OLS model are statistically insignificant or close to being statistically insignificant. In such models the explanatory power of the model is zero or very close to zero (*R*-square). We classify labour markets as based on residual selection (related to skills and education) if the model maximum explains two per cent of the total variance in estimated employment probability.

2. In the *hybrid model*, both educational level and plausible skills significantly influence the likelihood of being employed. The operational (empirical) criterium is related to three principles:

Selection to employment is hybrid if: (1) educational level and plausible skills are both directly and significantly associated with the likelihood of being employed, (2) the empirical OLS model explains more than two per cent of the variance in employment probability, (3) the ratio of the standardised measure of direct statistical effect of skills and education on employment (based on standardised beta coefficients) is less than 1:2.

3. *Segmentation theory* states that admission to employment has two hallmarks: (1) employment selectivity is directly related to educational level, and is not mediated through plausible skills; (2) the association between skills and employment is spurious or close to being insignificant.

   The operational criterium rests on the following principles: (1) If the standarised effect of the educational level on the employment probability is more than twice the size of the standardised effect of plausible skills, selection to employment is classified as segmented, even though skills also have a statistically significant effect on employment probability; (2) the explanatory power of the model exceeds two per cent of the variance.

4. In the ideal-typical case, *meritocratic selection* to employment has the following hallmarks: (1) skills are significantly and directly associated with the employment probability; (2) all employment selectivity related to educational level is mediated through skills, i.e. educational level is not directly correlated with the likelihood of being employed.

   Operationally, (1) if the statistical effect of plausible skills is more than twice the size of the statistical effect of the educational level, selection to employment is classified as meritocratic, even though the educational level also has a statistically significant effect on the employment probability; (2) the explanatory power of the model exceeds two per cent of explained variance on the employment probability.

Separate models are specified for each country, age group and gender. Each model is estimated using logistic or linear regression. We use the standardised beta coefficients from the linear regressions as a measure of statistical effects within a single model. The statistics of pseudo *R*-square (logistics regression) and *R*-squared (linear regression) are used as measures of the relative statistical power of the two key variables educational level and plausible skills between the different models, after possible control for age, health status, marital status, and immigrant status.

Tables A.1 – A.6 in the Appendix present the estimated effects of explanatory variables on the probability of being employed by country, age group and gender. For each gender and age group we use both logistic and linear regression to estimate three different models: (1) a model where we predict the employment probability by skills and education (the basic model), (2) a model where we control these estimated effects for age within each age group and the subjective health of the respondent; and finally, (3) a model where we control for age, health status, marital status and immigrant status (i.e. two extended models).

The estimation results in Tables A.1 – A.6 form the basis of the simple classification of the countries in the sample. Table 8 gives an overview of this classification for each country, age group and gender in the sample, given the empirical classificatory criteria used in the analyses (i.e. the basic model and the second extended model).

4 Intraclass correlations

Initially, it was suggested that a significant part of the variation in individual employment probabilities is related to national differences in education systems and labour market conditions and culturess. The 31 countries in PIAAC have quite different constitutional settings, and we expect that institutional differences between countries will have quite a strong effect on the likelihood of being employed at the individual level, especially in the oldest age groups. In this report we use the multi-level logit model and the multi-level linear regression model to calculate intraclass correlations for each combination of age group and gender in the 31 countries covered by the PIAAC survey. These coefficients are labelled *Rho* in Table 5.

First, we observe that the estimated gross institutional effects on the likelihood of being employed are quite different in the two models. In the logit model, the gross institutional differences between the countries explain between 9 and 12 per cent of the variance in the likelihood of being employed, even among those in the age range 35–44; institutional differences account for 9 per cent of the variance in the logit estimates. These models calculate the proportion of variance in the logit of the employment probability that can be anchored at the national level. We also observe that differences between countries have a somewhat larger effect on employment among women than among men, but these gender differences are quite modest when using the logistic regression model (logit).

Secondly, the linear regression model estimates intraclass correlation for the employment probability in each combination of age group and gender. Now we observe clear differences between the age groups as well as between the two genders. Among those who are 55–65 years old (the seniors), 9 per cent of the variance in employment probability is anchored at the national level: this holds for women as well as for men. In the youngest age group (35–45 years), the explanatory power of the national level is only 2.7 per cent for men, and 6.9 per cent for women. The estimated intraclass correlations can be summarised as follows:

- There are slightly greater institutional effects on employment among women than among men, especially in the linear regression model
- There are greater institutional effects in the logit model than in the linear regression model. Thus, the size of the institutional effects on employment depends on how we specify the function between employment and selected explanatory variables
- The importance of institutional differences increases with increasing age for both women and men, especially in the linear regression model
- The largest institutional effects do not exceed 12 per cent of the variance of the likelihood of being employed.

Table 5: Random effects logistic regression and random effects GLS regression for each gender and age group

	35-44 years		45-54 years		55-65 years	
	Coef.	Std.err.	Coef.	Std.err.	Coef.	St.err.
Random-effects logistic regression						
Males						
Sigma_u	0.558	0.078	0.609	0.083	0.640	0.084
Rho	**0.087**	0.022	**0.101**	0.025	**0.111**	0.026
Number of observations		18,593		19,035		18,867
Number of groups		31		31		31
Females						
Sigma_u	0.571	0.075	0.683	0.089	0.682	0.089
Rho	**0.090**	0.021	**0.124**	0.028	**0.124**	0.028
Number of observations		21,689		21,460		22,147
Number of groups		31		31		31
Random-effects GLS regression						
Males						
Sigma_u	0.053		0.080		0.148	
Sigma_e	0.318		0.359		0.473	
Rho	**0.027**		**0.047**		**0.090**	
Number of observations		18,593		19,035		18,867
Number of groups		31		31		31
Females						
Sigma_u	0.115		0.139		0.152	
Sigma_e	0.423		0.420		0.481	
Rho	**0.069**		**0.099**		**0.091**	
Number of observations		21,689		21,460		22,147
Number of groups		31		31		31

Notes: 1) In each regression, we only use the dependent variable and none of the explanatory variables, with country as panel variable. 2) The results in the table are not weighted.

Differences in the institutional setting of the 31 countries are important for our understanding of the individual employment opportunities, but all in all. our results indicate that the individual level appears statistically far more important than the institutional level. The estimation results in Tables A.1 – A.6 show that it is not easy to explain such individual differences with the variables used here, but in some of the extended models at the level of the individual, we are able to capture more than 20 per cent of the variance of the dependent variable. This illustrates that the sum of individual characteristics such as (plausible) skills, the level of formal education, subjective health, age within each age group, immigrant status and employment characteristics of the spouse are important socio-demographic hallmarks or individual resources that help us understand why some are employed while others are unemployed or appear outside the workforce. This applies to all age groups and both genders.

Having said that, it is important to emphasise that the effects of these individual variables also mediate country-specific institutional characteristics, especially in the oldest age group. For example, employment effects of age within the oldest age group are probably influenced by pension rules and how these are practiced; employment effects of health are probably influenced by rules and practices related to certification of disability; and employment effects of immigrant status are probably influenced by the generosity of welfare schemes for immigrants, and the like.

5 Estimation results

5.1 Overall classification of labour market participation

Tables 6 – 8 indicate the results of the classification based on the logistic and linear regression models in Tables A.1 – A.6. Table 8 classifies the labour market for both gender and the three age groups in the 31 countries. The outcome is illustrated by colours: *Blue* colour implies that formal education has at least twice as strong statistical effect on the likelihood of being employed as plausible skills, what we understand as educational segmentation in the labour market. *Red* colour illustrates that skills have at least twice as strong impact on the likelihood of being employed as formal education, which is labelled meritocratic selection to work. Where the countries are indicated in *red as well as blue*, both education and skills have statistically significant effects on the employment probability, but none of the effects is twice the size of the other, what we understand as hybrid selection to work. *Black* colour indicates the fourth outcome, where the selection is residual in the sense that neither education nor skills have particular influence on the likelihood of being employed. The criterion in this case is that the explanatory power of the model is less than 2 per cent explained variance. In models including control variables, the criterion is that skills and education have non-significant effects on the employment probability after controlling for subjective health, age within each age group and indicators of marital status, the employment situation of the spouse, and whether (or not) the respondent belongs to a minority group.

Table 6 presents an extract or generalisation of the outcome for the entire age group 35–65 years in the 31 countries. The following comments are based on this table. The operational criterion for classifying the labour market as meritocratic, segmented, hybrid or residual is that at least three of six denominations are of the same kind. Where some age groups appear to be meritocratic, others as segmented or as hybrid, the overall classification will conclude that the labour market appears to be hybrid in the sense that skills and education are important variables in understanding the variety of employment in each country. The robustness of the classifications is discussed at the end of this section.

Seven countries, Austria, Belgium (Flanders), Canada, Israel, Norway, Slovakia and the UK, appear as hybrids for both women and men. In these countries, both skills and education have significant effects on the employment probability, and both factors count in most age groups. In four countries, Denmark, Finland, Germany and the USA, the selection to work is meritocratic for men, which means that cognitive skills are the most important predictor of employment, while the labour market for women is classified as hybrid. In all these countries both skills and formal education affect the probability of employment among women.

Table 6: Overall classification: Relative impact of skills and education on employment probability. Females and males in each country (cf. Table 8).

			Hybrid: skills and education			Segmented: basically education	
			Females (12)	Males (13)		Females (13)	Males (7)
			Austria	Austria		Cyprus	Cyprus
			Belgium	Belgium		Greece	Greece
			Canada	Canada		Ireland	Ireland
			Israel	Israel		Italy	Italy
Meritocratic: basically skills			Norway	Norway		Lithuania	Lithuania
Females (3)	Males (7)		Slovakia	Slovakia		Poland	Poland
Sweden	Sweden		UK	UK		Slovenia	Slovenia
	Denmark		Denmark	Estonia		Estonia	
	Finland		Finland	France		France	
	Germany		Germany	Spain		Spain	
	USA		USA				
New Zealand				New Zealand			
Russia	Chile					Chile	
	Turkey					Turkey	
Residual: neither skills nor education							
Females (3)	Males (4)						
Japan	Japan						
	The Netherlands		The Netherlands				
Czech Republic				Czech Republic			
Korea				Korea			
	Singapore					Singapore	
	Russia						

Note: The classifications are based on the estimation results in Tables A.1 – A.6.

New Zealand and Russia (Moscow) are interesting exceptions. In these two countries, the labour market for women appears to be more meritocratic in terms of skills-based than the labour market for men. In Russia (Moscow region), the selection among men appears to be residual. Neither education nor skills help to explain why some men are employed while others are not. Among the women, skills matter most.

Analogously, three countries are to a greater extent characterised by educational segmentation. The labour market for men appears as hybrid in Estonia, France and Spain, while employment among women in these countries is mainly influenced by formal education. Seven countries, Cyprus, Greece, Ireland, Italy, Lithuania, Poland and Slovenia, are classified as segmented for both men and women. In these countries, employment is structured to a greater extent by education than by plausible skills. In Chile and Turkey, it is mainly meritocratic selection to work among men, while it is primarily segmented selection to work among women. Here, apparently, a dual labour market is tendentially structured by gender. The Netherlands, the Czech Republic and Korea appear partly as hybrids, partly as characterised by residual selection, while Singapore appears partly as residual (males) and partly as segmented (females).

Sweden is the only country which appears to be meritocratic for both men and women In Sweden, the chances of being employed are heavily influenced by the skills level of the individual, and education has only an indirect effect on employment mediated through the correlation with skills.

In Japan, the selection is residual for both men and women. Among men, almost everybody is employed. Here, one must probably work regardless of skills and education. Among women, employment is much lower than among men (cf. Table 2), but also for women there are other selection criteria to work than education and skills.

We are somewhat surprised that the Netherlands is classified as residual for males. In the Netherlands, there is a tendency for age and ill health to reduce employment, especially among 45–65 year olds. There is also a tendency that being single is associated with a lower employment level than the average. Immigrants clearly have lower employment than the majority population. In Japan, there is also a tendency for single people to have lower employment than the average, but employment among immigrants is higher than in the population otherwise. Failing health only has an effect among the oldest in Japan (cf. Tables A1, A3, A5). Probably, this pattern in Japan and the Netherlands is related to these countries having different welfare systems. The Netherlands probably has a more beneficial system for immigrants than in Japan, and perhaps, also a more generous system for people with health problems. This is hypotheses and should be investigated further. We recall that Japan has very high employment (88 per cent) among men aged 35–65, but the Netherlands also has higher male employment than the average for PIAAC countries (84 per cent among 35–65 year olds).

If we are going to relate this coarse-grained image to our hypotheses, what do we end up with?

First, there is a tendency for skills to be more important for employment opportunities among men than among women. Education is more likely to represent a ticket into paid employment for women. In 25 of 31 countries, employment among women appears either as hybrid or as educationally segmented, while 20 out of 31 countries show that employment among men either is regulated by meritocratic or hybrid principles, i.e. where the classification to some extent points towards skills among men, it points towards formal education among women. Thus, the hypothesis that the labour market in the 31 countries is partly structured by gender has gained increased confidence (Hypothesis 3). We conclude that there are probably different mechanisms that operate in the labour market for men and women, and that this is an expression of the fact that the labour market in modern economies appears to be quite gender-segregated (Hout and DiPrete 2006).

There is also a tendency for Nordic countries to appear more meritocratic in the selection to work than many Eastern European and Southern European countries. To the extent that the welfare systems of Eastern European and Southern European countries are family-based, while the Nordic systems are

more politically anchored, i.e. state-regulated, Hypothesis 1 is weakened while Hypothesis 2 gains greater confidence. In Northern European countries, workers are protected and it seems not to be as urgent to protect their jobs. At the same time, this can also be a response to the strong trade dependence in the small Nordic countries (a potential third variable), which means, that this labour market adaption is not primarily a political expression of a will for 'flexicurity', it is more a virtue of necessity to maintain competitiveness in the export sector.

The traditional view has ben that to be competitive, the workplace is poorly protected, while the primary function of the welfare system is to protect those who become unemployed in this competitive sector. This proposition is quite consistent with Esping Andersen's theory of how the welfare system is supposed to work in a social democratic society: its main function is to provide income security for the workers and their families. We do not have variables in our models that can be used to evaluate which of these two explanations has the strongest empirical support.

The Anglo-Saxon countries also appear to function in a quite meritocratic manner. Skills are important for the employment probability of both men and women in Canada, the USA, the UK and New Zealand. The labour market in Ireland, on the other hand, appears to be more educationally segmented for both genders. This clearly reinforces the confidence in the part of Hypothesis 1 that links market-based welfare systems to meritocratic selection in the labour market.

How robust is the classification?

Table 8 presents the classification of labour market regimes for each combination of age group and gender in the 31 countries (basic model, No. 1), and tests these classifications by controlling for the socio-demographic variables age within each age group, subjective health, indicators on marital status, the employment status of the spouse if any, and the minority status of the respondent (extended model, No. 3). The table also points out which variables affect the model so strongly that we observe a change in the original classification of the selection on the labour market.

Here we observe that in the youngest age group, only 4 of 31 countries change classification among men, and only 6 of 31 among women. Even though health and immigrant status influence the likelihood of being employed in most countries, in this age group the basic classification generated from combinations of skills and formal education appears to be quite robust for both genders. Among the 45–54 age group, 10 of 31 countries change classification for men, compared to 8 of 31 for women, and among the seniors 12 countries change classification for men compared to 14 for women. This implies that the classification is far less robust in the oldest cohorts than in the youngest, but in none of the age groups and genders, does a majority of countries change the basic classification when we control for several socio-demographic or sociological third variables.

Health condition, and partly age, civil status, and minority status, are all variables that affect the probability of employment in most countries, especially the state of health (cf. Tables A.1 – A.6). When we check the effect of education and skills for such socio-demographic variables, one of these variables or combinations will normally weaken the statistical effect of skills and education on the likelihood of being employed. Since we lack some 'third variables' in many Anglo–Saxon countries, the basic classification of the labour market in the Anglo–Saxon countries may be less statistically robust than in the Nordic countries.

We also see that the explanatory power in most models is in the range of 10-20 per cent of the variance in both the logistic and linear regression models. This is somewhat more than the part of the variance in employment probability, which is attributable to variation in institutional characteristics of the 31 countries (9-12 per cent of the variance in the empty models).

This means that variation in the probability of employment at the individual level is heavily influenced by conditions which are not specified in our models, i.e. of other non-specified factors than the influence of skills, educational level, health, age, marital status and (gross) varying institutional

characteristics of the 31 countries in PIAAC. At the same time, our models demonstrate that skills, education, and some sparsely selected socio-demographic attributes are important predictors of employment, probably as important, statistically speaking, as the whole range of institutional differences between the 31 countries.It must nevertheless be stressed that employment effects of individual attributes to some extent also mediate variation in country-specific rules and practices.

5.2 Classification of labour market participation among seniors

Table 7 presents the labour market classification for males and females 55–65 years of age (the seniors) in each country. For countries in italics and underlined, the classification changes when we take into account the person's age, health, marital status, immigrant status and the labour market status of the spouse.

For older women, there is educational segmentation or combinations of education and skills (hybrids) that dominate the classification: 14 of the 31 countries are classified as segmented and 12 as hybrid for women, compared to 10 segmented, and 6 hybrid for men. Here, we find many Southern European and Eastern European countries.

The Nordic countries, together with the USA, are basically classified as meritocratic for men and hybrid for women. In these countries, plausible skills are an important predictor of the employment probability for both genders. Only Sweden appears to function meritocratically for both genders. Germany, Israel and Poland are classified as hybrids for both men and women.

In Russia (the Moscow region), Turkey, Belgium (Flanders), Ireland, New Zealand and Canada, the opposite is the case where selection to work is more strongly based on skills among the oldest women than among the oldest men. In these six countries, the labour market for females is classified as meritocratic or hybrid, while the labour market for men is classified as educationally segmented or is based on residual selection to work.

At the same time, eight countries (Chile, Cyprus, Greece, Japan, Korea, the Netherlands, Russia, and the UK), have an employment pattern among men that refers neither to skills nor to educational level (residual selection). So, although there is a large spread in the classification among the oldest males, there are many places where the probability of employment is influenced by other circumstances than the educational background and the skills level, especially among male seniors.

It is also important to underline that around 40 per cent of the classifications for male and female seniors change when we control for age, health condition, marital status, employment status of the spouse and immigrant status. These variables often have a significant effect on the likelihood of being employed, and in many cases help to reduce the effects of skills and education to the extent that these are no longer significant. In such cases, the selection to work is charaterised as residual. Among the seniors the classifications are far less robust than among the youngest respondents (35–44 years of age).

The third hypothesis fits better in characterising the labour market for older women than for older men, but the first and second hypotheses have also gained some support. Skills are important predictors of employment in all the Nordic countries and in many Anglo–Saxon countries together with the industrial locomotive Germany. In all these countries skills also influence employment among the oldest women. At the same time our analyses show that sociological variables (resources) such as age, health, immigrant status, marital status and the labour market status of the spouse are important determinants of labour market participation among senior workers in most countries. Finally, there is an empirical question to what degree these individual variables convey or mediate institutional effects on the employment opportunity of the individual. We have not tested this potential link between the institutional and the individual level of analysis in this report.

Table 7: Classification among seniors (55-65 years of age): Relative impact of skills and education on employment probability. Females and males in each country (cf. Table 8)

Meritocratic: basically skills			Hybrid: skills and education			Segmented: basically education	
Females (2)	Males (7)		Females (12)	Males (6)		Females (14)	Males (10)
Sweden	Sweden			Austria		Austria	
Russia	Finland		Finland	Estonia		Estonia	
	Denmark		Denmark	*Spain*		Spain	
	Norway		*Norway*			Singapore	*Singapore*
	USA		*USA*			Slovakia	Slovakia
			Germany	*Germany*		Slovenia	Slovenia
			Israel	*Israel*		France	France
			Poland	*Poland*		Italy	Italy
						Lithuania	*Lithuania*
	Ireland		*Belgium*			*Ireland*	Belgium
	Turkey		*NewZealand*			*Turkey*	*New Zealand*
			Canada				Canada
Residual: neither skills nor education							
Females (3)	Males (8)						
Czech Republic	Cyprus					Cyprus	*Czech Republic*
	UK					*UK*	
	Chile					*Chile*	
	The Netherlands		*The Netherlands*				
	Greece		*Greece*				
Japan	Japan						
Korea	Korea						
	Russia						

Note: The classifications are based on the estimation results in Tables A.1 – A.6.

Table 8: Classification of females and males in various cohorts in each country

Females

Country	Model	35-44		45-54		55-65	
Austria	1	Merit		Hybrid		Segment	
	3	Residual	Immigrant	Residual	Health+	Segment	
Belgium	1	Hybrid		Segment		Hybrid	
	3	Residual	2+3	Segment		Merit	Age,health
Canada	1	Hybrid		Segment		Hybrid	
	3	Hybrid		Segment		Hybrid	
Chile	1	Segment		Hybrid		Segment	
	3	Segment		Hybrid		Residual	Age,health
Cyprus	1	Segment		Segment		Segment	
	3	Segment		Segment		Segment	
Czech Rep.	1	Residual		Segment		Residual	
	3	Residual		Residual	Age,health	Residual	
Denmark	1	Hybrid		Merit		Hybrid	
	3	Segment	Spo+imm	Merit		Hybrid	
Estonia	1	Segment		Hybrid		Segment	
	3	Segment		Hybrid		Segment	
Finland	1	Segment		Merit		Hybrid	
	3	Segment		Merit		Hybrid	
France	1	Hybrid		Hybrid		Segment	
	3	Segment	Not sig.	Segment	Immigrant	Segment	
Germany	1	Merit		Hybrid		Hybrid	
	3	Merit		Hybrid		Merit	Health
Greece	1	Segment		Segment		Hybrid	
	3	Segment		Segment		Merit	Health
Ireland	1	Segment		Segment		Segment	
	3	Segment		Segment		Residual	Age,health
Israel	1	Hybrid		Hybrid		Hybrid	
	3	Hybrid		Segment	Age,health	Residual	2+3
Italy	1	Segment		Segment		Segment	
	3	Segment		Segment		Segment	
Japan	1	Residual		Residual		Residual	
	3	Residual		Residual		Residual	

Korea	1	Residual		Residual		Residual	
	3	Residual		Residual		Residual	
Lithuania	1	Segment		Segment		Segment	
	3	Segment		Segment		Segment	
Netherlands	1	Merit		Merit		Hybrid	
	3	Merit		Segment	Imm.	Segment	Age,health
New Zealand	1	Merit		Merit		Hybrid	
	3	Merit		Merit		Segment	Spouse ret.
Norway	1	Hybrid		Hybrid		Hybrid	
	3	Segment	Not sig.	Hybrid		Segment	Age,health
Poland	1	Segment		Segment		Hybrid	
	3	Segment		Segment		Segment	Age,health
Russia	1	Merit		Sement		Merit	
	3	Merit		Segment		Merit	
Singapore	1	Residual		Segment		Segment	
	3	Residual		Segment		Segment	
Slovakia	1	Hybrid		Hybrid		Segment	
	3	Merit		Segment	Spo+imm	Segment	
Slovenia	1	Segment		Hybrid		Segment	
	3	Segment		Hybrid		Segment	
Spain	1	Segment		Segment		Segment	
	3	Segment		Segment		Segment	
Sweden	1	Merit		Merit		Merit	
	3	Merit		Merit		Hybrid	Age,health
Turkey	1	Segment		Segment		Segment	
	3	Segment		Segment		Residual	Imm.
UK	1	Hybrid		Hybrid		Segment	
	3	Hybrid		Segment	Health	Residual	Age,health
USA	1	Hybrid		Hybrid		Hybrid	
	3	Residual	Health	Residual	Health	Segment	Health

Males

Country	Model	35-44		45-54		55-65	
Austria	1	Merit		Merit		Hybrid	
	3	Residual	Spo+imm	Residual	Age,health	Hybrid	
Belgium (Flanders)	1	Merit		Residual		Segment	
	3	Merit		Residual		Segment	
Canada	1	Hybrid		Merit		Segment	
	3	Merit	Spo+imm	Merit		Segment	
Chile	1	Merit		Merit		Residual	
	3	Merit		Merit		Residual	
Cyprus	1	Segment		Segment		Residual	
	3	Segment		Segment		Residual	
Czech Republic	1	Segment		Merit		Segment	
	3	Segment		Merit		Residual	Age,health
Denmark	1	Merit		Merit		Merit	
	3	Merit		Merit		Hybrid	Spo+imm
Estonia	1	Hybrid		Hybrid		Hybrid	
	3	Hybrid		Segment	Immigrant	Hybrid	
Finland	1	Merit		Merit		Merit	
	3	Merit		Merit		Merit	
France	1	Hybrid		Merit		Segment	
	3	Residual	Not sig.	Residual	Health	Segment	
Germany	1	Merit		Merit		Hybrid	
	3	Merit		Merit		Hybrid	
Greece	1	Segment		Segment		Residual	
	3	Segment		Segment		Residual	
Ireland	1	Segment		Hybrid		Merit	
	3	Segment		Hybrid		Residual	Not sig.
Israel	1	Segment		Hybrid		Hybrid	
	3	Segment		Segment	Health	Merit	Spo+imm
Italy	1	Segment		Hybrid		Segment	
	3	Segment		Hybrid		Residual	Spo+imm
Japan	1	Residual		Segment		Residual	

	3	Residual		Residual		Residual	
Korea	1	Merit		Merit		Residual	
	3	Merit		Residual	Spouse	Residual	
Lithuania	1	Segment		Segment		Segment	
	3	Segment		Residual	Spo+imm	Residual	Spouse
Netherlands	1	Residual		Hybrid		Residual	
	3	Residual		Residual	Health	Residual	
New Zealand	1	Merit		Hybrid		Segment	
	3	Merit		Residual	Health	Residual	Health
Norway	1	Hybrid		Merit		Merit	
	3	Segment	Age,health	Merit		Residual	Spouse
Poland	1	Segment		Segment		Hybrid	
	3	Segment		Segment		Segment	Spouse
Russia	1	Segment		Residual		Residual	
	3	Segment		Residual		Residual	
Singapore	1	Residual		Segment		Segment	
	3	Residual		Segment		Residual	Spo+imm
Slovakia	1	Hybrid		Merit		Segment	
	3	Hybrid		Merit		Segment	
Slovenia	1	Segment		Hybrid		Segment	
	3	Segment		Merit	Spouse	Segment	
Spain	1	Merit		Hybrid		Hybrid	
	3	Merit		Hybrid		Residual	2+3
Sweden	1	Merit		Merit		Merit	
	3	Merit		Merit		Merit	
Turkey	1	Segment		Merit		Merit	
	3	Segment		Merit		Merit	
UK	1	Merit		Hybrid		Residual	
	3	Merit		Segment	2+3	Residual	
USA	1	Merit		Merit		Merit	
	3	Merit		Merit		Residual	Health

6 Conclusions

Our attempt to classify the selection of employment in the 31 countries was related to Esping-Andersen's *Theory of Welfare Regimes*. We launched three hypotheses about how the labour market is linked to such welfare systems:

1. First, we expect that market-based welfare regimes will be associated with a meritocratic selection system in the labour market while more 'Christian democratic', family-based continental systems and possibly even state-regulated, social democratic systems, are more closely related to the segmented selection logic.

2. Conversely, we expect that systems, which offer strong protection of the non-employed, are systems that operate in the most meritocratic manner. Strong collective protection of workers implies that there is little need to protect their jobs.

   At the same time, the economic context can be important: the level of international competition may represent 'a third variable' that simultaneously promotes meritocracy in the labour market and strong tax-financed protection of the non-employed.

3. A third possibility is that social democratic and possibly even Christian democratic regimes primarily will appear as hybrids. They have a large public sector, which is regulated by formal competence and a highly competitive private sector that primarily demands and selects skills.

   This dividing line can also be related to gender participation in the labour market. The selection to work among women in most countries, are more strongly linked to the level of formal education than among men, especially among seniors.

We find that Hypothesis 2 gains support as the labour market in the Nordic countries (Sweden, Denmark, Finland and Norway) appears to be based on meritocratic selection even for senior workers of both genders. Anglo-Saxon countries also appear to be meritocratic, which strengthens Hypothesis 1, but here we need to make a reservation. New Zealand and the USA lack information about age within each age group and Canada lacks information about both age and the health condition of the respondents. The basic classification of the labour market in some Anglo-Saxon countries may therefore be less statistically robust than the classification in the Nordic countries.

We also find that many Southern European and Eastern European countries appear as segmented or hybrid. In these countries formal education often plays a pivotal role in the selection to work, an observation which is in accordance with Hypotheses 1 and 3. Family-based welfare systems primarily seem to be associated with educational selection to work, or possibly dual selection to work (i.e. as hybrids). This is the case in France, Italy, Cyprus and to some extent in Spain, Slovenia, Slovakia,

Estonia and Poland. Hypothesis 3 also gains support by the fact that the classification is influenced by the gender of the respondents. While the labour market for females appears as hybrid or segmented in most countries, the labour market for men points in the direction of being meritocratic or hybrid.

Some countries basically contradict this trend: Russia (Moscow region), the Czech Republic, Greece and New Zealand appear to have a stronger meritocratic impact on female selection to work than men, especially among senior workers.

The labour market in large modern economies like Japan and Korea are basically classified as residual. In these countries neither skills nor formal education predicts employment. Both countries have very high participation rates among men and quite low participation rates among women. This possibly means that participation among women is based on other circumstances and resources than cognitive ability and/or formal education (e.g. social networks and so forth), and that men simply have to work regardless of their skills and educational credentials.

Finally, the basic classifications of selection to work are far more statistically robust for younger workers (35–44 years) than for senior workers (55–65 years). This implies that socio-demographic (sociological) variables are important for our understanding of why some participate in the labour market while others do not. The health condition, immigrant status and marital status and other aspects of a person's life situation, are pivotal variables for predicting and understanding labour market participation in most countries, especially for the oldest workers.

We must admit that it was somewhat surprising that the institutional setting of the countries only explained a maximum of 10–12 per cent of the variance in individual employment probability among the seniors in the sample. Nevertheless, institutional variation between countries related to pension rules, welfare system designs, protection of workers, labour market policy and similar, play an important role for the likelihood of being employed, but, statistically speaking, probably not of greater importance than the combinations of individual hallmarks and resources related to cognitive skills, formal education, health, immigrant status, marital status, employment status of the spouse, and the like.

Admittedly, some of these individual employment effects convey or mediate variation in country-specific institutional arrangements, which are not empirically specified in the models in this report.

What matters most for the probability of adult-employment in the 31 countries we have studied? Is it skills or formal education? The answer to this question depends on which country we are dealing with: Are the selection to paid work based on meritocratic principles or on credentials, or do both factors influence the likelihood of employment? If we assume that the labour market has the capacity to absorb more people with better skills and / or higher formal education, meritocratic regimes can increase employment among adults by implementing measures that improve the level of skills among unemployed and those outside the workforce. The formal level of education in all countries is positively associated with skills. Therefore, focusing on more education will be a plausible measure, but in meritocratic regimes, strictly all measures that enhance skill levels will be of interest, not least more and better training at the workplace. However, where credentials appear as a selection criterion, it becomes important to certify the training. At the same time, the analyses show that health is an important factor for employment. Impaired health conditions reduce the likelihood of being employed in almost any country. In order to keep seniors working, it is therefore important to facilitate work for people who experience health problems, but it is hard to imagine that this can easily be done in a competitive labor market. Effective facilitation probably requires a form of public regulation or subsidising of the market (Colbjørnsen 1982). However, if the labour market does not have the capacity to absorb more people, as formal competence and skills increase in the population, such an effort as indicated above will shift employment problems upward in the education and skills hierarchy.

It is also important to emphasize that we have not considered whether a particular form of selection is better or more inclusive than another form of selection. There is no normative-political basis for the classification of different employment systems in this report. However, we find that high employment countries exhibit the characteristics of residual, meritocratic and hybrid regimes, especially for men, while most countries characterised by educational segmentation have relatively low employment rates among both men and women.

References

Arrow, K. J. (1973), 'Higher education as a filter', *Journal of Public Economics*, vol. 2, no. 3, p. 193–216.

Atkinson, J. (1984), 'Manpower strategies for flexible organizations', *Personnel Management*, vol. 16, no. 8, p. 28–31.

Bambra, C. (2007), 'Going beyond 'The three worlds of welfare capitalism': regime theory and public health research', *Journal of Epidemiol Community Health*, vol. 61, no. 12, p. 1098–1102.

Becker, G. S. (1964), *Human Capital: Theoretical and Empirical Analysis with Special Reference to Education*, Chicago: University of Chicago Press.

Ben-Porath, Y. (1980), 'The F-Connection: Families, Friends, and Firms and the Organization of Exchange'. *Population and Development Review*, vol. 6, no. 1 (Mar., 1980), p. 1-30.

Bjørkeng, B. and B.O. Lagerstrøm (2014), *Voksnes basisferdigheter – resultater fra PIAAC* [*Adult basic skills – results from PIAAC*]. Report 2014/29. Oslo–Kongsvinger: Statistics Norway (only in Norwegian).

Brunstad, R. J. (1979), 'Arbeidsmarked og sosialpolitikk. Om målkonflikter mellom sosialpolitikken og den økonomiske politikken' [Labour market and social policy. About conflicts between social policy goals and economic policy goals]. *Sosialøkonomen* [*The Social Economist*] No. 3 1979, p. 11–17. (only in Norwegian)

Colbjørnsen, T. (1982), *Sysselsettingsproblemer: Påtvunget eller selvvalgt?* [*Employment problems: Imposed or chosen?*], Bergen-Oslo-Trondheim: Universitetsforlaget. (only in Norwegian)

Coleman, J. (1990), *Foundations of Social Theory*, Cambridge Massachussetts/London: Belknap Press of Harvard University Press.

Collins, R. (1979), *The Credential Society: An Historical Sociology of Education and Stratification*, New York: Academic Press.

Dahl, E., K. A. van der Wel and I. Harsløv (2010), *Arbeid, helse og sosial ulikhet* [*Work, health and social inequality*]. Oslo: Helsedirektoratet. (only in Norwegian)

Denison, E. F. (1962), *The Sources of Economic Growth in the United States and the Alternatives Before Us*, New York: Committee for Economic Development.

Desjardins, R., and A. J Warnke (2012), *Ageing and Skills: A Review and Analysis of Skill Gain and Skill Loss over the Lifespan and over Time*. OECD Working Paper No. 72 (EDU/WPK(2012)9). Paris: OECD.

Doeringer, P. M., and M. J. Piore (1971), *International Labor Markets and Manpower Analysis*, Lexington, Mass.: Heath.

Edin, P.-A., and B. Holmlund (1993), 'Avkastning och efterfrågan på högre utbildning' [Returns and demand for higher education], *Ekonomisk Debatt* [*Economic Debate*], årgång 21, nr. 1, p. 31–45. (only in Swedish)

Esping-Andersen, G. (1990), *The three worlds of welfare capitalism*, Cambridge: Polity Press.

Fonseca, D. A. P. (2011), The Relationship between Health and Employment. Empirical Study for USA. *Netspar Thesis* 2011-059. http://arno.uvt.nl/show.cgi?fid=122184.

Grøgaard, J. B. (1995/1997), *Skolekontroversen. Belyst ved to norske utvalgsundersøkelser* [*The Great (school) controvercy. Illuminated by two Norwegian sample surveys*]. Avhandling til dr. philos. [PhD thesis], Fafo-report 222, Oslo: Fafo. (only in Norwegian)

Grøgaard, J. B, and P. O. Aamodt (2006), 'Veksten i høyere utdanning: Noen drivkrefter og konsekvenser' [Growth in higher education. Some driving forces and consequences]. In: Grøgaard, J. B., and L. A. Støren (eds.), *Kunnskapssamfunnet tar form. Utdanningseksplosjon og arbeidsmarkedets struktur* [*The knowledge society is formed. Educational explosion and the structure of the labour market*], Oslo: Cappelen Akademisk, p. 17–54. (only in Norwegian)

Hout, M., and T. A. DiPrete (2006), 'What we have learned: RC28's contributions to knowledge about social stratification', *Research in Social Stratification and Mobility*, vol. 24, no. 1, p. 1–20.

Hox, J. (2009), *Multilevel Analysis. Techniques and Applications,* New Jersey: Lawrence Erlbaum.

Johansson, H. (2008), *Socialpolitiska Klassiker* [*Social Policy Classics*], Malmø: Liber. (only in Swedish)

Kalleberg, A. L. (2001), 'Organizing Flexibility: The Flexible Firm in a New Century', *British Journal of Industrial Relations*, vol. 39, no. 4, p. 479–504.

Linton, R. (1936), *The Study of Man: An Introduction*, New York: Appleton.

Mincer, J. (1962), 'On-the-Job Training: Costs, Returns, and Some Implications', *Journal of Political Economy*, vol. 70, no. 5, p. 50–79.

Moene, K. O., and M. Wallerstein (2001), 'Inequality, Social Insurance and Redistribution', *American Political Science Review*, vol. 95, no. 4, p. 859–874.

Moene, K. O., and M. Wallerstein (2003), 'Earnings Inequality and Welfare Spending: A Disaggregated Analysis', *World Politics*, vol. 55, no. 4, p. 485–516.

Moene, K. O., and M. Wallerstein (2005), *The Scandinavian Model and Economic Development*, Special Report, Development Outreach, World Bank Institute. https://www.frisch.uio.no/publikasjoner/pdf/TheScandinavianModelandEconomicDevelopment.pdf.

OECD (2013), *Technical Report of the Survey of Adult Skills (PIAAC)*. Paris: OECD Publishing.

OECD (2016), *Skills Matter: Further Results from the Survey of Adult Skills*, OECD Skills Studies, Paris: OECD Publishing.

Olberg, D. (2007), *Flexicurity – nordiske arbeidslivsmodeller I nye kontekster?* [*Flexicurity – Nordic models of working life in new contexts?*], Fafo-notat [Fafo working paper] 2007:24, Oslo: Fafo. (only in Norwegian)

Parsons, T. (1951), *The Social System*, London: Routledge.

Rødseth, T., R. J. Brunstad and K. Bernstrøm (1978), *Arbeidsmarkedspolitikken. Mål og midler* [*Labour market policy. Goals and means*]. Nordiske utredninger, Serie A, 1978:1. (only in Norwegian)

Schultz, T. W. (1961), 'Investment in Human Capital', *The American Economic Review*, vol. 51, no. 1, p. 1–17.

Snijders, T., and R. Bosker (2002), *Multilevel Analysis. An Introduction to Basic and Advanced Multilevel Modelling,* London: Sage.

Tinbergen, J. (1975), *Income Distribution: Analysis and Policies*, Amsterdam: North-Holland.

Appendix

Table A.1: Effects of explanatory variables on the probability of being employed in each country in the sample, males 35-44 years (for notes to the table, see Table A.6)

	Coef.	P	Beta	Coef.	P	Beta	Coef.	P	Beta
Austria									
Logistic regression									
Educational level	0.150	0.427		0.074	0.685		0.124	0.440	
Skills level	0.013	0.003		0.011	0.022		0.003	0.625	
Age					Omit.			Omit.	
Health status				0.812	0.000		0.963	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.519	0.316	
Spouse retired							-2.211	0.035	
No spouse							-0.929	0.048	
Unknown spouse								Omit.	
Immigrant							-1.714	0.000	
Unknown immigrant								Omit.	
Constant	-1.710	0.134		-3.605	0.008		-1.363	0.373	
Pseudo R2			0.062			0.152			0.247
N			549			549			549
Linear regression									
Educational level	0.007	0.508	0.034	0.002	0.809	0.012	0.006	0.560	0.029
Skills level	0.001	0.006	0.185	0.001	0.022	0.148	0.000	0.340	0.062
Age					Omit.			Omit.	
Health status				0.073	0.000	0.250	0.074	0.000	0.254
Unknown health					Omit.			Omit.	
Spouse employed							0.047	0.176	0.079
Spouse retired							-0.300	0.176	-0.112
No spouse							-0.066	0.138	-0.094
Unknown spouse								Omit.	
Immigrant							-0.125	0.008	-0.178
Unknown immigrant								Omit.	
Constant	0.527	0.000		0.344	0.015		0.512	0.001	
R-squared			0.040			0.101			0.160
N			549			549			549
Belgium									
Logistic regression									
Educational level	0.116	0.556		-0.003	0.989		-0.020	0.919	
Skills level	0.013	0.004		0.013	0.005		0.010	0.072	
Age				-0.078	0.308		-0.074	0.344	
Health status				1.168	0.000		1.199	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.559	0.273	
Spouse retired							-0.068	0.937	
No spouse							-0.340	0.570	
Unknown spouse								Omit.	
Immigrant							-0.383	0.513	
Unknown immigrant							-2.205	0.037	
Constant	-0.952	0.307		-1.145	0.748		-0.671	0.860	
Pseudo R2			0.072			0.206			0.229
N			483			483			483
Linear regression									
Educational level	0.002	0.774	0.015	-0.003	0.603	-0.027	-0.002	0.777	-0.015
Skills level	0.001	0.009	0.171	0.001	0.011	0.159	0.001	0.049	0.126
Age				-0.003	0.413	-0.037	-0.002	0.488	-0.032
Health status				0.053	0.000	0.227	0.051	0.000	0.219
Unknown health				-0.893	0.000	-0.160	-0.922	0.000	-0.165
Spouse employed							0.021	0.576	0.044

Spouse retired							-0.036	0.728	-0.020
No spouse							-0.019	0.691	-0.032
Unknown spouse								Omit.	
Immigrant							-0.040	0.313	-0.057
Unknown immigrant							0.031	0.214	0.013
Constant	0.707	0.000		0.665	0.000		0.688	0.000	
R-squared			0.033			0.111			0.120
N			483			483			483
Canada									
Logistic regression									
Educational level	0.246	0.005		0.246	0.005		0.190	0.064	
Skills level	0.011	0.000		0.011	0.000		0.010	0.000	
Age					Omit.			Omit.	
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed								Omit.	
Spouse retired								Omit.	
No spouse							-1.151	0.000	
Unknown spouse								Omit.	
Immigrant							-0.150	0.610	
Unknown immigrant							-2.006	0.005	
Constant	-1.566	0.011		-1.566	0.011		-0.692	0.291	
Pseudo R2			0.086			0.086			0.129
N			2398			2398			2398
Linear regression									
Educational level	0.018	0.008	0.098	0.018	0.008	0.098	0.013	0.074	0.072
Skills level	0.001	0.000	0.165	0.001	0.000	0.165	0.001	0.000	0.152
Age					Omit.			Omit.	
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed								Omit.	
Spouse retired								Omit.	
No spouse							-0.107	0.000	-0.161
Unknown spouse								Omit.	
Immigrant							-0.009	0.645	-0.016
Unknown immigrant							-0.385	0.060	-0.089
Constant	0.572	0.000		0.572	0.000		0.643	0.000	
R-squared			0.052			0.052			0.086
N			2398			2398			2398
Chile									
Logistic regression									
Educational level	0.025	0.879		0.019	0.913		0.056	0.785	
Skills level	0.014	0.005		0.014	0.005		0.016	0.001	
Age				-0.020	0.784		-0.012	0.873	
Health status				0.099	0.715		0.066	0.827	
Unknown health					Omit.			Omit.	
Spouse employed							-0.152	0.770	
Spouse retired								Omit.	
No spouse							0.534	0.347	
Unknown spouse								Omit.	
Immigrant							-0.961	0.384	
Unknown immigrant							-1.352	0.233	
Constant	-0.956	0.278		-0.327	0.925		-1.015	0.781	
Pseudo R2			0.068			0.069			0.088
N			404			404			404
Linear regression									
Educational level	0.000	0.969	-0.002	-0.001	0.940	-0.005	0.002	0.896	0.009
Skills level	0.001	0.008	0.210	0.001	0.008	0.204	0.001	0.006	0.203
Age				-0.002	0.761	-0.017	-0.001	0.817	-0.013
Health status				0.007	0.729	0.021	0.006	0.787	0.017
Unknown health					Omit.			Omit.	

Spouse employed							-0.006	0.905	-0.009
Spouse retired								Omit.	
No spouse							0.037	0.432	0.052
Unknown spouse							0.089	0.069	0.012
Immigrant							-0.074	0.578	-0.056
Unknown immigrant							-0.239	0.367	-0.068
Constant	0.607	0.000		0.668	0.025		0.645	0.040	
R-squared			0.044			0.044			0.056
N			404			404			404
Cyprus									
Logistic regression									
Educational level	0.421	0.001		0.374	0.001		0.363	0.004	
Skills level	0.008	0.170		0.008	0.190		0.006	0.323	
Age				-0.023	0.773		-0.061	0.473	
Health status				0.379	0.129		0.392	0.110	
Unknown health					Omit.			Omit.	
Spouse employed							0.649	0.263	
Spouse retired								Omit.	
No spouse							-0.833	0.149	
Unknown spouse								Omit.	
Immigrant							-0.376	0.487	
Unknown immigrant								Omit.	
Constant	-1.115	0.430		-1.492	0.668		0.322	0.934	
Pseudo R2			0.071			0.089			0.126
N			385			385			385
Linear regression									
Educational level	0.024	0.002	0.149	0.021	0.003	0.131	0.020	0.005	0.124
Skills level	0.001	0.195	0.078	0.001	0.220	0.074	0.000	0.349	0.057
Age				-0.001	0.825	-0.014	-0.003	0.573	-0.035
Health status				0.033	0.154	0.112	0.035	0.144	0.117
Unknown health					Omit.			Omit.	
Spouse employed							0.053	0.285	0.091
Spouse retired								Omit.	
No spouse							-0.069	0.276	-0.083
Unknown spouse								Omit.	
Immigrant							-0.029	0.539	-0.040
Unknown immigrant								Omit.	
Constant	0.667	0.000		0.603	0.017		0.692	0.007	
R-squared			0.036			0.048			0.071
N			385			385			385
Czech Republic									
Logistic regression									
Educational level	0.914	0.011		1.032	0.074		0.984	0.035	
Skills level	0.004	0.650		0.000	0.981		-0.002	0.791	
Age				-0.075	0.533		-0.125	0.336	
Health status				1.385	0.013		1.407	0.012	
Unknown health					Omit.			Omit.	
Spouse employed							1.465	0.116	
Spouse retired							0.980	0.453	
No spouse							-0.390	0.611	
Unknown spouse								Omit.	
Immigrant							-1.011	0.422	
Unknown immigrant								Omit.	
Constant	-1.304	0.596		-2.210	0.721		0.063	0.992	
Pseudo R2			0.066			0.217			0.283
N			448			448			448
Linear regression									
Educational level	0.020	0.007	0.128	0.014	0.032	0.087	0.018	0.014	0.112
Skills level	0.000	0.639	0.035	0.000	0.975	0.002	0.000	0.847	-0.014
Age				-0.008	0.233	-0.093	-0.010	0.152	-0.116
Health status				0.079	0.025	0.262	0.080	0.021	0.265

Unknown health					Omit.			Omit.	
Spouse employed							0.073	0.134	0.147
Spouse retired							0.090	0.387	0.036
No spouse							-0.035	0.559	-0.051
Unknown spouse							0.108	0.145	0.026
Immigrant							-0.016	0.822	-0.014
Unknown immigrant							0.109	0.010	0.065
Constant	0.794	0.000		0.911	0.001		0.961	0.000	
R-squared			0.020			0.095			0.133
N			448			448			448
Denmark									
Logistic regression									
Educational level	0.192	0.129		0.092	0.456		0.054	0.668	
Skills level	0.013	0.000		0.013	0.001		0.010	0.020	
Age				-0.028	0.598		-0.043	0.452	
Health status				0.885	0.000		0.791	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.825	0.100	
Spouse retired							-0.745	0.348	
No spouse							-0.469	0.341	
Unknown spouse								Omit.	
Immigrant							-0.178	0.665	
Unknown immigrant								Omit.	
Constant	-2.197	0.006		-3.512	0.107		-1.847	0.459	
Pseudo R2			0.094			0.210			0.246
N			632			632			632
Linear regression									
Educational level	0.011	0.236	0.058	0.004	0.673	0.019	0.002	0.815	0.011
Skills level	0.002	0.000	0.234	0.001	0.001	0.201	0.001	0.014	0.162
Age				-0.004	0.441	-0.033	-0.004	0.359	-0.038
Health status				0.094	0.000	0.301	0.085	0.000	0.272
Unknown health					Omit.			Omit.	
Spouse employed							0.058	0.195	0.091
Spouse retired							-0.122	0.350	-0.054
No spouse							-0.061	0.281	-0.086
Unknown spouse								Omit.	
Immigrant							-0.011	0.769	-0.012
Unknown immigrant							0.152	0.000	0.018
Constant	0.382	0.001		0.278	0.172		0.404	0.057	
R-squared			0.071			0.160			0.187
N			632			632			632
Estonia									
Logistic regression									
Educational level	0.339	0.001		0.302	0.003		0.299	0.003	
Skills level	0.009	0.000		0.007	0.010		0.005	0.079	
Age				0.021	0.627		0.003	0.944	
Health status				0.598	0.002		0.500	0.010	
Unknown health					Omit.			Omit.	
Spouse employed							0.105	0.816	
Spouse retired							-1.463	0.085	
No spouse							-1.595	0.000	
Unknown spouse								Omit.	
Immigrant							-0.610	0.047	
Unknown immigrant							0.123	0.937	
Constant	-1.660	0.010		-3.415	0.080		-1.265	0.541	
Pseudo R2			0.077			0.110			0.200
N			700			700			700
Linear regression									
Educational level	0.025	0.000	0.135	0.022	0.001	0.119	0.019	0.002	0.106
Skills level	0.001	0.000	0.136	0.001	0.004	0.112	0.001	0.043	0.078
Age				0.002	0.595	0.020	0.001	0.809	0.009

Health status				0.054	0.001	0.155	0.044	0.004	0.125
Unknown health				0.236	0.000	0.049	0.382	0.032	0.079
Spouse employed							0.010	0.705	0.015
Spouse retired							-0.262	0.144	-0.089
No spouse							-0.193	0.000	-0.255
Unknown spouse							-0.183	0.533	-0.030
Immigrant							-0.050	0.137	-0.063
Unknown immigrant							-0.029	0.900	-0.009
Constant	0.494	0.000		0.304	0.114		0.521	0.005	
R-squared			0.052			0.076			0.152
N			700			700			700
Finland									
Logistic regression									
Educational level	0.198	0.090		0.062	0.613		0.009	0.950	
Skills level	0.010	0.003		0.009	0.006		0.007	0.123	
Age				0.002	0.970		-0.018	0.768	
Health status				0.941	0.000		0.801	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.292	0.587	
Spouse retired							-2.108	0.094	
No spouse							-1.438	0.009	
Unknown spouse								Omit.	
Immigrant							0.051	0.956	
Unknown immigrant								Omit.	
Constant	-1.322	0.171		-3.510	0.183		-0.944	0.731	
Pseudo R2			0.072			0.157			0.233
N			498			498			498
Linear regression									
Educational level	0.013	0.128	0.072	0.003	0.754	0.014	-0.001	0.888	-0.007
Skills level	0.001	0.013	0.188	0.001	0.007	0.175	0.001	0.037	0.137
Age				0.001	0.829	0.010	0.000	0.971	-0.002
Health status				0.076	0.000	0.242	0.066	0.000	0.210
Unknown health				0.212	0.000	0.037	0.083	0.162	0.014
Spouse employed							0.009	0.776	0.014
Spouse retired							-0.305	0.139	-0.105
No spouse							-0.167	0.002	-0.235
Unknown spouse								Omit.	
Immigrant							0.012	0.864	0.010
Unknown immigrant							0.072	0.003	0.017
Constant	0.517	0.000		0.285	0.259		0.484	0.032	
R-squared			0.051			0.107			0.171
N			498			498			498
France									
Logistic regression									
Educational level	0.310	0.044		0.248	0.094		0.227	0.075	
Skills level	0.009	0.010		0.010	0.010		0.004	0.322	
Age				0.066	0.230		0.082	0.124	
Health status				0.673	0.000		0.628	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.258	0.001	
Spouse retired								Omit.	
No spouse							-0.478	0.186	
Unknown spouse								Omit.	
Immigrant							-0.861	0.014	
Unknown immigrant							-1.412	0.184	
Constant	-1.535	0.029		-6.323	0.019		-5.280	0.052	
Pseudo R2			0.080			0.147			0.229
N			673			673			673
Linear regression									
Educational level	0.022	0.060	0.105	0.016	0.151	0.075	0.015	0.152	0.072
Skills level	0.001	0.007	0.170	0.001	0.010	0.165	0.001	0.253	0.070

Age				0.006	0.262	0.051	0.008	0.126	0.065
Health status				0.075	0.000	0.230	0.065	0.000	0.198
Unknown health				-0.800	0.000	-0.092	-0.824	0.000	-0.095
Spouse employed							0.099	0.023	0.144
Spouse retired							0.138	0.003	0.022
No spouse							-0.080	0.150	-0.102
Unknown spouse								Omit.	
Immigrant							-0.109	0.016	-0.129
Unknown immigrant							-0.332	0.263	-0.064
Constant	0.456	0.000		-0.025	0.929		0.119	0.657	
R-squared			0.059			0.120			0.186
N			673			673			673
Germany									
Logistic regression									
Educational level	0.289	0.047		0.273	0.060		0.273	0.056	
Skills level	0.016	0.000		0.014	0.001		0.011	0.014	
Age					Omit.			Omit.	
Health status				0.477	0.012		0.481	0.019	
Unknown health					Omit.			Omit.	
Spouse employed							-0.077	0.881	
Spouse retired							-0.246	0.880	
No spouse							-1.808	0.000	
Unknown spouse								Omit.	
Immigrant							-0.621	0.138	
Unknown immigrant								Omit.	
Constant	-3.246	0.000		-4.333	0.000		-2.513	0.035	
Pseudo R2			0.139			0.166			0.250
N			541			541			541
Linear regression									
Educational level	0.015	0.138	0.081	0.013	0.219	0.066	0.012	0.203	0.065
Skills level	0.002	0.000	0.260	0.002	0.000	0.230	0.001	0.010	0.164
Age					Omit.			Omit.	
Health status				0.059	0.008	0.163	0.054	0.014	0.149
Unknown health					Omit.			Omit.	
Spouse employed							-0.002	0.933	-0.004
Spouse retired							-0.010	0.951	-0.003
No spouse							-0.194	0.000	-0.262
Unknown spouse							0.113	0.002	0.014
Immigrant							-0.057	0.195	-0.070
Unknown immigrant							0.256	0.000	0.035
Constant	0.311	0.006		0.156	0.235		0.369	0.008	
R-squared			0.098			0.123			0.188
N			541			541			541
Greece									
Logistic regression									
Educational level	0.458	0.000		0.467	0.000		0.461	0.000	
Skills level	-0.008	0.013		-0.009	0.011		-0.010	0.007	
Age				0.109	0.031		0.105	0.036	
Health status				0.195	0.255		0.184	0.289	
Unknown health					Omit.			Omit.	
Spouse employed							0.401	0.258	
Spouse retired								Omit.	
No spouse							-0.234	0.489	
Unknown spouse								Omit.	
Immigrant							-0.138	0.774	
Unknown immigrant								Omit.	
Constant	2.035	0.003		-2.983	0.179		-2.601	0.245	
Pseudo R2			0.061			0.081			0.090
N			549			549			549
Linear regression									
Educational level	0.061	0.000	0.273	0.060	0.000	0.271	0.058	0.000	0.258

Skills level	-0.001	0.014	-0.142	-0.001	0.013	-0.142	-0.001	0.009	-0.148
Age				0.016	0.029	0.119	0.014	0.059	0.103
Health status				0.033	0.229	0.073	0.031	0.260	0.068
Unknown health					Omit.			Omit.	
Spouse employed							0.054	0.292	0.067
Spouse retired							0.207	0.000	0.041
No spouse							-0.034	0.554	-0.037
Unknown spouse								Omit.	
Immigrant							-0.003	0.964	-0.003
Unknown immigrant							-0.504	0.000	-0.060
Constant	0.894	0.000		0.123	0.717		0.227	0.507	
R-squared			0.055			0.074			0.087
N			549			549			549
Ireland									
Logistic regression									
Educational level	0.324	0.000		0.313	0.001		0.363	0.000	
Skills level	0.004	0.108		0.003	0.163		0.002	0.536	
Age				0.017	0.664		0.005	0.910	
Health status				0.492	0.000		0.430	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.818	0.006	
Spouse retired							-1.246	0.242	
No spouse							-0.456	0.093	
Unknown spouse								Omit.	
Immigrant							-0.571	0.057	
Unknown immigrant							0.126	0.925	
Constant	-1.095	0.061		-3.372	0.054		-2.385	0.206	
Pseudo R2			0.068			0.104			0.153
N			737			737			737
Linear regression									
Educational level	0.051	0.000	0.205	0.047	0.000	0.190	0.052	0.000	0.208
Skills level	0.001	0.082	0.092	0.001	0.131	0.076	0.000	0.442	0.039
Age				0.003	0.618	0.021	0.002	0.807	0.010
Health status				0.086	0.000	0.197	0.070	0.000	0.160
Unknown health					Omit.			Omit.	
Spouse employed							0.108	0.014	0.128
Spouse retired							-0.326	0.110	-0.067
No spouse							-0.101	0.049	-0.102
Unknown spouse								Omit.	
Immigrant							-0.077	0.123	-0.076
Unknown immigrant							0.003	0.993	0.000
Constant	0.343	0.002		-0.050	0.860		0.139	0.633	
R-squared			0.071			0.109			0.159
N			737			737			737
Israel									
Logistic regression									
Educational level	0.418	0.001		0.436	0.000		0.453	0.000	
Skills level	0.002	0.526		0.000	0.987		0.000	1.000	
Age				-0.009	0.870		-0.009	0.869	
Health status				0.375	0.004		0.391	0.003	
Unknown health					Omit.			Omit.	
Spouse employed							-0.308	0.357	
Spouse retired							-0.947	0.226	
No spouse							-0.677	0.115	
Unknown spouse							-0.696	0.486	
Immigrant							-0.074	0.810	
Unknown immigrant								Omit.	
Constant	-0.117	0.855		-0.724	0.769		-0.489	0.849	
Pseudo R2			0.087			0.115			0.123
N			560			560			560
Linear regression									

Educational level	0.040	0.000	0.228	0.040	0.000	0.228	0.041	0.000	0.230
Skills level	0.000	0.512	0.036	0.000	0.808	0.014	0.000	0.780	0.016
Age				-0.001	0.811	-0.011	-0.002	0.782	-0.013
Health status				0.045	0.010	0.151	0.046	0.010	0.153
Unknown health				0.229	0.000	0.053	0.281	0.000	0.066
Spouse employed							-0.032	0.354	-0.048
Spouse retired							-0.115	0.427	-0.041
No spouse							-0.083	0.153	-0.089
Unknown spouse							-0.102	0.634	-0.024
Immigrant							0.001	0.960	0.002
Unknown immigrant								Omit.	
Constant	0.642	0.000		0.550	0.029		0.587	0.022	
R-squared			0.062			0.087			0.093
N			560			560			560
Italy									
Logistic regression									
Educational level	0.152	0.299		0.144	0.314		0.093	0.522	
Skills level	0.008	0.041		0.008	0.040		0.008	0.040	
Age				-0.024	0.611		-0.016	0.738	
Health status				0.064	0.705		0.095	0.577	
Unknown health					Omit.			Omit.	
Spouse employed							0.974	0.060	
Spouse retired								Omit.	
No spouse							-0.372	0.263	
Unknown spouse								Omit.	
Immigrant							-0.101	0.844	
Unknown immigrant							-1.651	0.186	
Constant	-0.299	0.741		0.468	0.834		-0.057	0.979	
Pseudo R2			0.026			0.028			0.068
N			600			600			600
Linear regression									
Educational level	0.011	0.286	0.045	0.010	0.316	0.041	0.005	0.595	0.022
Skills level	0.001	0.040	0.108	0.001	0.040	0.108	0.001	0.037	0.115
Age				-0.003	0.601	-0.023	-0.002	0.721	-0.016
Health status				0.007	0.706	0.021	0.010	0.585	0.030
Unknown health					Omit.			Omit.	
Spouse employed							0.076	0.043	0.116
Spouse retired							0.213	0.000	0.035
No spouse							-0.042	0.307	-0.062
Unknown spouse							0.122	0.000	0.014
Immigrant							-0.010	0.869	-0.009
Unknown immigrant							-0.360	0.278	-0.058
Constant	0.645	0.000		0.723	0.002		0.667	0.004	
R-squared			0.018			0.019			0.049
N			600			600			600
Japan									
Logistic regression									
Educational level	0.105	0.536		0.078	0.636		0.054	0.760	
Skills level	0.016	0.103		0.015	0.119		0.013	0.206	
Age				0.075	0.533		0.051	0.667	
Health status				0.481	0.287		0.289	0.437	
Unknown health					Omit.			Omit.	
Spouse employed							1.341	0.322	
Spouse retired								Omit.	
No spouse							-1.423	0.096	
Unknown spouse								Omit.	
Immigrant								Omit.	
Unknown immigrant								Omit.	
Constant	-1.833	0.499		-5.929	0.294		-3.049	0.597	
Pseudo R2			0.040			0.065			0.164
N			549			549			549

Linear regression									
Educational level	0.002	0.641	0.021	0.001	0.772	0.013	0.001	0.912	0.005
Skills level	0.001	0.176	0.100	0.001	0.176	0.100	0.001	0.232	0.090
Age				0.002	0.522	0.038	0.002	0.621	0.028
Health status				0.016	0.291	0.081	0.012	0.411	0.058
Unknown health					Omit.			Omit.	
Spouse employed							0.019	0.257	0.050
Spouse retired								Omit.	
No spouse							-0.064	0.025	-0.159
Unknown spouse								Omit.	
Immigrant							0.124	0.003	0.030
Unknown immigrant							0.037	0.048	0.018
Constant	0.774	0.000		0.633	0.004		0.705	0.001	
R-squared			0.012			0.020			0.055
N			549			549			549
Republic of Korea									
Logistic regression									
Educational level	0.209	0.236		0.128	0.449		0.051	0.762	
Skills level	0.018	0.001		0.019	0.000		0.019	0.000	
Age				0.180	0.013		0.163	0.023	
Health status				1.149	0.000		1.112	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							-0.546	0.324	
Spouse retired								Omit.	
No spouse							-1.328	0.007	
Unknown spouse								Omit.	
Immigrant								Omit.	
Unknown immigrant								Omit.	
Constant	-2.728	0.038		-12.281	0.000		-10.672	0.001	
Pseudo R2			0.094			0.198			0.227
N			687			687			687
Linear regression									
Educational level	0.006	0.319	0.045	0.004	0.476	0.032	0.003	0.643	0.020
Skills level	0.001	0.006	0.173	0.001	0.003	0.176	0.001	0.003	0.179
Age				0.007	0.020	0.094	0.007	0.024	0.090
Health status				0.041	0.000	0.170	0.039	0.000	0.163
Unknown health					Omit.			Omit.	
Spouse employed							-0.019	0.242	-0.043
Spouse retired								Omit.	
No spouse							-0.069	0.006	-0.141
Unknown spouse							0.070	0.005	0.016
Immigrant							0.120	0.002	0.060
Unknown immigrant							0.054	0.016	0.022
Constant	0.628	0.000		0.242	0.214		0.282	0.130	
R-squared			0.040			0.076			0.094
N			687			687			687
Lithuania									
Logistic regression									
Educational level	0.424	0.003		0.412	0.003		0.339	0.016	
Skills level	0.003	0.515		0.003	0.567		0.004	0.488	
Age				-0.038	0.477		-0.016	0.760	
Health status				0.222	0.282		0.205	0.305	
Unknown health					Omit.			Omit.	
Spouse employed							0.363	0.398	
Spouse retired								Omit.	
No spouse							-0.823	0.049	
Unknown spouse								Omit.	
Immigrant							1.454	0.095	
Unknown immigrant								Omit.	
Constant	-0.742	0.553		0.238	0.915		-0.601	0.794	
Pseudo R2			0.049			0.057			0.098

N			391			391			391
Linear regression									
Educational level	0.044	0.002	0.171	0.041	0.005	0.159	0.032	0.025	0.122
Skills level	0.000	0.573	0.046	0.000	0.632	0.040	0.000	0.663	0.035
Age				-0.004	0.588	-0.029	0.001	0.899	0.006
Health status				0.029	0.262	0.073	0.020	0.431	0.051
Unknown health				0.106	0.209	0.012	-0.041	0.596	-0.005
Spouse employed							0.023	0.684	0.029
Spouse retired							-0.764	0.000	-0.177
No spouse							-0.181	0.012	-0.178
Unknown spouse								Omit.	
Immigrant							0.120	0.016	0.072
Unknown immigrant							0.156	0.074	0.028
Constant	0.552	0.002		0.634	0.042		0.543	0.054	
R-squared			0.038			0.045			0.117
N			391			391			391
The Netherlands									
Logistic regression									
Educational level	0.223	0.154		0.206	0.170		0.177	0.237	
Skills level	0.007	0.170		0.007	0.191		0.003	0.600	
Age				0.027	0.717		0.025	0.747	
Health status				0.465	0.055		0.406	0.121	
Unknown health					Omit.			Omit.	
Spouse employed							-0.025	0.969	
Spouse retired								Omit.	
No spouse							-1.431	0.024	
Unknown spouse								Omit.	
Immigrant							-0.997	0.039	
Unknown immigrant								Omit.	
Constant	-0.513	0.700		-2.908	0.317		-0.574	0.860	
Pseudo R2			0.054			0.083			0.165
N			492			492			492
Linear regression									
Educational level	0.013	0.159	0.089	0.012	0.191	0.080	0.009	0.275	0.065
Skills level	0.001	0.165	0.110	0.001	0.189	0.104	0.000	0.548	0.047
Age				0.001	0.791	0.014	0.002	0.755	0.016
Health status				0.035	0.064	0.129	0.029	0.108	0.108
Unknown health					Omit.			Omit.	
Spouse employed							-0.011	0.778	-0.019
Spouse retired							0.039	0.319	0.013
No spouse							-0.145	0.010	-0.216
Unknown spouse								Omit.	
Immigrant							-0.105	0.083	-0.137
Unknown immigrant								Omit.	
Constant	0.658	0.000		0.497	0.026		0.678	0.002	
R-squared			0.031			0.047			0.110
N			492			492			492
New Zealand									
Logistic regression									
Educational level	0.058	0.555		0.005	0.963		0.015	0.893	
Skills level	0.013	0.000		0.013	0.000		0.010	0.006	
Age					Omit.			Omit.	
Health status				0.364	0.034		0.299	0.095	
Unknown health					Omit.			Omit.	
Spouse employed							0.581	0.221	
Spouse retired							-1.531	0.178	
No spouse							-0.884	0.064	
Unknown spouse								Omit.	
Immigrant							-0.518	0.163	
Unknown immigrant								Omit.	
Constant	-1.708	0.025		-2.679	0.002		-1.434	0.133	

Pseudo R2			0.070			0.090			0.145
N			527			527			527
Linear regression									
Educational level	0.003	0.703	0.020	0.001	0.948	0.003	0.001	0.937	0.004
Skills level	0.001	0.000	0.212	0.001	0.001	0.199	0.001	0.016	0.140
Age					Omit.			Omit.	
Health status				0.037	0.034	0.123	0.027	0.124	0.091
Unknown health					Omit.			Omit.	
Spouse employed							0.037	0.260	0.060
Spouse retired							-0.283	0.320	-0.074
No spouse							-0.121	0.018	-0.160
Unknown spouse								Omit.	
Immigrant							-0.036	0.224	-0.057
Unknown immigrant							-0.664	0.000	-0.044
Constant	0.500	0.000		0.396	0.000		0.558	0.000	
R-squared			0.049			0.064			0.109
N			527			527			527
Norway									
Logistic regression									
Educational level	0.478	0.001		0.421	0.004		0.457	0.003	
Skills level	0.009	0.020		0.010	0.025		0.003	0.549	
Age				0.261	0.002		0.251	0.005	
Health status				1.120	0.000		1.085	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.710	0.004	
Spouse retired							-1.392	0.166	
No spouse							0.097	0.864	
Unknown spouse								Omit.	
Immigrant							-0.447	0.494	
Unknown immigrant								Omit.	
Constant	-1.849	0.080		-15.356	0.000		-13.886	0.001	
Pseudo R2			0.115			0.278			0.342
N			530			530			530
Linear regression									
Educational level	0.022	0.004	0.151	0.015	0.018	0.106	0.017	0.011	0.118
Skills level	0.001	0.055	0.129	0.001	0.069	0.114	0.000	0.488	0.047
Age				0.012	0.009	0.120	0.010	0.014	0.108
Health status				0.074	0.000	0.272	0.067	0.000	0.246
Unknown health					Omit.			Omit.	
Spouse employed							0.110	0.056	0.199
Spouse retired							-0.088	0.658	-0.033
No spouse							0.009	0.896	0.014
Unknown spouse								Omit.	
Immigrant							-0.023	0.582	-0.032
Unknown immigrant							-0.084	0.000	-0.014
Constant	0.611	0.000		-0.061	0.791		0.047	0.843	
R-squared			0.056			0.139			0.174
N			530			530			530
Poland									
Logistic regression									
Educational level	0.398	0.010		0.293	0.037		0.271	0.052	
Skills level	0.004	0.226		0.004	0.227		0.002	0.567	
Age				-0.003	0.966		-0.015	0.798	
Health status				1.021	0.000		0.904	0.002	
Unknown health					Omit.			Omit.	
Spouse employed							0.046	0.920	
Spouse retired								Omit.	
No spouse							-1.179	0.013	
Unknown spouse								Omit.	
Immigrant								Omit.	
Unknown immigrant								Omit.	

Constant	-0.509	0.543		-3.187	0.208		-1.459	0.580	
Pseudo R2			0.059			0.128			0.168
N			398			398			398
Linear regression									
Educational level	0.029	0.002	0.150	0.019	0.027	0.099	0.020	0.026	0.103
Skills level	0.001	0.216	0.070	0.000	0.226	0.065	0.000	0.720	0.020
Age				0.001	0.882	0.008	-0.002	0.724	-0.018
Health status				0.099	0.000	0.229	0.083	0.000	0.193
Unknown health					Omit.			Omit.	
Spouse employed							0.002	0.962	0.003
Spouse retired							0.128	0.061	0.032
No spouse							-0.184	0.005	-0.220
Unknown spouse							0.062	0.524	0.011
Immigrant							0.185	0.008	0.080
Unknown immigrant							0.180	0.000	0.026
Constant	0.620	0.000		0.301	0.299		0.591	0.040	
R-squared			0.038			0.088			0.138
N			398			398			398
Russian Federation									
Logistic regression									
Educational level	0.385	0.011		0.359	0.059		0.353	0.056	
Skills level	0.005	0.373		0.006	0.321		0.007	0.280	
Age				0.004	0.971		0.014	0.903	
Health status				0.510	0.128		0.581	0.086	
Unknown health					Omit.			Omit.	
Spouse employed							-0.298	0.610	
Spouse retired								Omit.	
No spouse							0.138	0.826	
Unknown spouse								Omit.	
Immigrant							0.341	0.741	
Unknown immigrant							1.522	0.226	
Constant	-1.874	0.289		-3.498	0.490		-4.161	0.418	
Pseudo R2			0.082			0.112			0.124
N			175			175			175
Linear regression									
Educational level	0.060	0.015	0.258	0.053	0.054	0.228	0.045	0.123	0.194
Skills level	0.001	0.355	0.090	0.001	0.287	0.100	0.001	0.258	0.113
Age				0.001	0.965	0.005	0.000	0.981	-0.003
Health status				0.067	0.120	0.162	0.068	0.112	0.166
Unknown health				0.235	0.000	0.028	0.070	0.559	0.008
Spouse employed							-0.060	0.482	-0.077
Spouse retired							-0.690	0.000	-0.187
No spouse							-0.020	0.832	-0.023
Unknown spouse								Omit.	
Immigrant							0.051	0.628	0.032
Unknown immigrant							0.135	0.115	0.064
Constant	0.260	0.396		0.044	0.953		0.124	0.872	
R-squared			0.083			0.108			0.149
N			175			175			175
Singapore									
Logistic regression									
Educational level	0.119	0.404		0.191	0.203		0.147	0.406	
Skills level	0.003	0.604		0.001	0.790		0.002	0.715	
Age					Omit.			Omit.	
Health status				-0.551	0.034		-0.567	0.028	
Unknown health					Omit.			Omit.	
Spouse employed							0.164	0.797	
Spouse retired								Omit.	
No spouse							-1.011	0.111	
Unknown spouse								Omit.	
Immigrant							-0.163	0.740	

Unknown immigrant								Omit.	
Constant	1.881	0.085		3.742	0.003		4.095	0.002	
Pseudo R2			0.012			0.039			0.069
N			562			562			562
Linear regression									
Educational level	0.005	0.419	0.044	0.008	0.227	0.067	0.006	0.398	0.052
Skills level	0.000	0.615	0.028	0.000	0.728	0.019	0.000	0.698	0.023
Age					Omit.			Omit.	
Health status				-0.022	0.052	-0.099	-0.024	0.045	-0.107
Unknown health					Omit.			Omit.	
Spouse employed							0.006	0.789	0.014
Spouse retired								Omit.	
No spouse							-0.050	0.129	-0.102
Unknown spouse								Omit.	
Immigrant							-0.005	0.797	-0.012
Unknown immigrant								Omit.	
Constant	0.903	0.000		0.970	0.000		0.989	0.000	
R-squared			0.004			0.014			0.026
N			562			562			562
Slovakia									
Logistic regression									
Educational level	1.381	0.044		1.212	0.079		1.041	0.078	
Skills level	0.015	0.002		0.014	0.007		0.011	0.030	
Age				0.076	0.199		0.055	0.367	
Health status				0.379	0.059		0.306	0.120	
Unknown health					Omit.			Omit.	
Spouse employed							1.072	0.006	
Spouse retired							-0.271	0.853	
No spouse							-0.504	0.170	
Unknown spouse							-2.873	0.032	
Immigrant							0.470	0.717	
Unknown immigrant								Omit.	
Constant	-6.478	0.000		-9.770	0.000		-7.898	0.002	
Pseudo R2			0.193			0.211			0.264
N			505			505			505
Linear regression									
Educational level	0.036	0.000	0.164	0.030	0.000	0.139	0.031	0.000	0.142
Skills level	0.002	0.000	0.258	0.002	0.000	0.233	0.002	0.000	0.199
Age				0.011	0.045	0.090	0.009	0.100	0.073
Health status				0.055	0.019	0.142	0.043	0.046	0.113
Unknown health					Omit.			Omit.	
Spouse employed							0.116	0.001	0.164
Spouse retired							0.003	0.991	0.001
No spouse							-0.087	0.136	-0.099
Unknown spouse							-0.335	0.269	-0.056
Immigrant							0.005	0.956	0.002
Unknown immigrant							0.370	0.000	0.043
Constant	0.025	0.866		-0.524	0.070		-0.355	0.195	
R-squared			0.122			0.146			0.202
N			505			505			505
Slovenia									
Logistic regression									
Educational level	0.414	0.023		0.361	0.038		0.281	0.089	
Skills level	0.003	0.365		0.002	0.588		0.001	0.838	
Age				0.048	0.375		0.043	0.430	
Health status				0.425	0.005		0.389	0.012	
Unknown health					Omit.			Omit.	
Spouse employed							1.206	0.006	
Spouse retired							-0.912	0.525	
No spouse							-0.439	0.297	
Unknown spouse								Omit.	

Immigrant							0.823	0.085	
Unknown immigrant								Omit.	
Constant	-0.193	0.831		-3.073	0.197		-2.753	0.258	
Pseudo R2			0.042			0.068			0.150
N			496			496			496
Linear regression									
Educational level	0.031	0.007	0.130	0.027	0.018	0.111	0.020	0.072	0.085
Skills level	0.000	0.316	0.056	0.000	0.465	0.040	0.000	0.706	0.021
Age				0.005	0.413	0.039	0.004	0.511	0.030
Health status				0.050	0.005	0.148	0.046	0.008	0.134
Unknown health					Omit.			Omit.	
Spouse employed							0.110	0.031	0.163
Spouse retired							-0.233	0.509	-0.047
No spouse							-0.078	0.222	-0.101
Unknown spouse							0.237	0.000	0.030
Immigrant							0.076	0.044	0.091
Unknown immigrant								Omit.	
Constant	0.656	0.000		0.337	0.194		0.393	0.108	
R-squared			0.028			0.049			0.117
N			496			496			496
Spain									
Logistic regression									
Educational level	0.192	0.002		0.191	0.003		0.213	0.001	
Skills level	0.015	0.000		0.015	0.000		0.013	0.000	
Age				0.034	0.328		0.024	0.500	
Health status				0.083	0.450		0.025	0.824	
Unknown health					Omit.			Omit.	
Spouse employed							0.526	0.044	
Spouse retired								Omit.	
No spouse							-0.757	0.006	
Unknown spouse								Omit.	
Immigrant							-0.320	0.309	
Unknown immigrant							0.078	0.926	
Constant	-3.141	0.000		-4.796	0.003		-3.810	0.022	
Pseudo R2			0.122			0.124			0.161
N			733			733			733
Linear regression									
Educational level	0.022	0.008	0.108	0.021	0.009	0.108	0.022	0.007	0.110
Skills level	0.003	0.000	0.278	0.002	0.000	0.277	0.002	0.000	0.247
Age				0.006	0.303	0.039	0.005	0.378	0.033
Health status				0.014	0.429	0.032	0.003	0.843	0.008
Unknown health				-0.398	0.000	-0.024	-0.389	0.000	-0.024
Spouse employed							0.056	0.130	0.068
Spouse retired							-0.748	0.000	-0.125
No spouse							-0.144	0.004	-0.147
Unknown spouse							-0.101	0.018	-0.008
Immigrant							-0.067	0.217	-0.055
Unknown immigrant							0.080	0.029	0.009
Constant	0.044	0.659		-0.222	0.379		-0.065	0.795	
R-squared			0.121			0.124			0.177
N			733			733			733
Sweden									
Logistic regression									
Educational level	0.009	0.962		-0.028	0.875		-0.022	0.902	
Skills level	0.013	0.002		0.013	0.002		0.012	0.005	
Age				-0.176	0.021		-0.183	0.027	
Health status				0.350	0.167		0.319	0.185	
Unknown health					Omit.			Omit.	
Spouse employed							0.843	0.217	
Spouse retired							-0.130	0.901	
No spouse							0.330	0.614	

Unknown spouse								Omit.	
Immigrant							0.194	0.680	
Unknown immigrant								Omit.	
Constant	-1.064	0.237		4.954	0.087		4.844	0.127	
Pseudo R2			0.069			0.114			0.127
N			454			454			454
Linear regression									
Educational level	-0.003	0.828	-0.016	-0.005	0.657	-0.032	-0.005	0.662	-0.033
Skills level	0.001	0.006	0.212	0.001	0.007	0.204	0.001	0.010	0.199
Age				-0.011	0.026	-0.120	-0.011	0.028	-0.122
Health status				0.028	0.133	0.106	0.026	0.147	0.097
Unknown health					Omit.			Omit.	
Spouse employed							0.061	0.323	0.112
Spouse retired							-0.059	0.739	-0.024
No spouse							0.030	0.647	0.049
Unknown spouse							0.133	0.022	0.020
Immigrant							0.017	0.651	0.027
Unknown immigrant							0.066	0.003	0.014
Constant	0.615	0.000		0.975	0.000		0.953	0.000	
R-squared			0.042			0.066			0.074
N			454			454			454
Turkey									
Logistic regression									
Educational level	0.291	0.001		0.287	0.002		0.309	0.001	
Skills level	0.006	0.067		0.006	0.066		0.005	0.071	
Age				-0.010	0.817		-0.007	0.878	
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed							-0.080	0.826	
Spouse retired								Omit.	
No spouse							-0.071	0.849	
Unknown spouse								Omit.	
Immigrant							-1.359	0.099	
Unknown immigrant								Omit.	
Constant	-0.535	0.435		-0.125	0.946		-0.136	0.941	
Pseudo R2			0.045			0.046			0.050
N			697			697			697
Linear regression									
Educational level	0.033	0.000	0.139	0.033	0.000	0.136	0.034	0.000	0.143
Skills level	0.001	0.063	0.099	0.001	0.063	0.098	0.001	0.060	0.090
Age				-0.002	0.770	-0.014	-0.001	0.839	-0.009
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed							-0.014	0.791	-0.013
Spouse retired							-0.736	0.000	-0.085
No spouse							-0.009	0.879	-0.006
Unknown spouse								Omit.	
Immigrant							-0.258	0.192	-0.073
Unknown immigrant							0.113	0.054	0.010
Constant	0.499	0.000		0.578	0.042		0.575	0.042	
R-squared			0.040			0.040			0.053
N			697			697			697
United Kingdom									
Logistic regression									
Educational level	0.099	0.244		0.050	0.566		-0.013	0.895	
Skills level	0.013	0.000		0.013	0.000		0.011	0.004	
Age				0.035	0.548		0.010	0.866	
Health status				0.707	0.000		0.722	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							2.314	0.000	
Spouse retired							1.027	0.395	

No spouse							0.475	0.222	
Unknown spouse								Omit.	
Immigrant							-0.448	0.271	
Unknown immigrant								Omit.	
Constant	-1.749	0.030		-5.430	0.045		-4.613	0.105	
Pseudo R2			0.080			0.159			0.259
N			799			799			799
Linear regression									
Educational level	0.007	0.294	0.046	0.003	0.652	0.020	0.002	0.778	0.012
Skills level	0.001	0.000	0.211	0.001	0.000	0.189	0.001	0.004	0.142
Age				0.003	0.520	0.027	0.001	0.783	0.011
Health status				0.071	0.000	0.240	0.066	0.000	0.225
Unknown health					Omit.			Omit.	
Spouse employed							0.187	0.000	0.297
Spouse retired							0.151	0.236	0.028
No spouse							0.051	0.370	0.072
Unknown spouse								Omit.	
Immigrant							-0.042	0.270	-0.056
Unknown immigrant							0.057	0.145	0.014
Constant	0.483	0.000		0.158	0.498		0.222	0.323	
R-squared			0.056			0.112			0.175
N			799			799			799
United States of America									
Logistic regression									
Educational level	0.187	0.198		0.052	0.730		0.014	0.928	
Skills level	0.013	0.003		0.011	0.017		0.016	0.003	
Age					Omit.			Omit.	
Health status				0.886	0.000		0.837	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							-0.139	0.767	
Spouse retired							0.841	0.602	
No spouse							-0.645	0.190	
Unknown spouse								Omit.	
Immigrant							1.270	0.041	
Unknown immigrant								Omit.	
Constant	-2.264	0.016		-4.094	0.000		-4.854	0.000	
Pseudo R2			0.096			0.205			0.238
N			441			441			441
Linear regression									
Educational level	0.013	0.264	0.065	0.000	0.995	0.000	-0.007	0.549	-0.035
Skills level	0.002	0.002	0.217	0.001	0.012	0.167	0.002	0.002	0.225
Age					Omit.			Omit.	
Health status				0.097	0.000	0.310	0.090	0.000	0.290
Unknown health					Omit.			Omit.	
Spouse employed							-0.010	0.763	-0.016
Spouse retired							0.090	0.547	0.036
No spouse							-0.072	0.142	-0.096
Unknown spouse								Omit.	
Immigrant							0.109	0.016	0.132
Unknown immigrant							0.192	0.000	0.035
Constant	0.402	0.001		0.198	0.141		0.138	0.355	
R-squared			0.070			0.155			0.180
N			441			441			441

Table A.2: Effects of explanatory variables on the probability of being employed in each country in the sample, females 35-44 years (for notes to the table, see Table A.6)

	Coef.	P	Beta	Coef.	P	Beta	Coef.	P	Beta
Austria									
Logistic regression									
Educational level	0.112	0.321		0.074	0.506		0.127	0.235	
Skills level	0.009	0.005		0.007	0.028		0.002	0.516	
Age					Omit.			Omit.	
Health status				0.429	0.001		0.386	0.007	
Unknown health					Omit.			Omit.	
Spouse employed							0.682	0.304	
Spouse retired							0.289	0.778	
No spouse							0.679	0.333	
Unknown spouse								Omit.	
Immigrant							-0.872	0.007	
Unknown immigrant								Omit.	
Constant	-1.085	0.154		-2.038	0.014		-1.074	0.313	
Pseudo R2			0.036			0.063			0.089
N			546			546			546
Linear regression									
Educational level	0.010	0.370	0.041	0.006	0.575	0.025	0.015	0.186	0.062
Skills level	0.001	0.006	0.152	0.001	0.026	0.122	0.000	0.480	0.040
Age					Omit.			Omit.	
Health status				0.058	0.002	0.160	0.049	0.010	0.137
Unknown health					Omit.			Omit.	
Spouse employed							0.140	0.245	0.175
Spouse retired							0.087	0.631	0.033
No spouse							0.141	0.256	0.160
Unknown spouse								Omit.	
Immigrant							-0.126	0.014	-0.150
Unknown immigrant							0.103	0.001	0.025
Constant	0.464	0.000		0.329	0.014		0.417	0.012	
R-squared			0.031			0.055			0.084
N			546			546			546
Belgium									
Logistic regression									
Educational level	0.345	0.008		0.199	0.140		0.215	0.107	
Skills level	0.009	0.009		0.009	0.012		0.004	0.262	
Age				-0.006	0.910		-0.042	0.447	
Health status				0.871	0.000		0.805	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.079	0.233	
Spouse retired							-1.178	0.297	
No spouse							0.687	0.471	
Unknown spouse								Omit.	
Immigrant							-0.922	0.021	
Unknown immigrant								Omit.	
Constant	-1.534	0.036		-3.577	0.127		-1.416	0.585	
Pseudo R2			0.086			0.169			0.212
N			511			511			511
Linear regression									
Educational level	0.025	0.009	0.127	0.012	0.182	0.062	0.014	0.104	0.071
Skills level	0.001	0.006	0.152	0.001	0.010	0.140	0.000	0.202	0.068
Age				0.001	0.894	0.006	-0.002	0.686	-0.016
Health status				0.083	0.000	0.251	0.071	0.000	0.214
Unknown health					Omit.			Omit.	
Spouse employed							0.232	0.162	0.288
Spouse retired							-0.165	0.446	-0.069
No spouse							0.196	0.248	0.224
Unknown spouse								Omit.	

Immigrant							-0.118	0.033	-0.128
Unknown immigrant								Omit.	
Constant	0.472	0.000		0.236	0.306		0.315	0.246	
R-squared			0.060			0.118			0.171
N			511			511			511
Canada									
Logistic regression									
Educational level	0.199	0.000		0.199	0.000		0.278	0.000	
Skills level	0.010	0.000		0.010	0.000		0.008	0.000	
Age					Omit.			Omit.	
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed								Omit.	
Spouse retired								Omit.	
No spouse							-0.050	0.778	
Unknown spouse								Omit.	
Immigrant							-0.741	0.000	
Unknown immigrant							-0.980	0.152	
Constant	-2.400	0.000		-2.400	0.000		-1.672	0.000	
Pseudo R2			0.074			0.074			0.091
N			2962			2962			2962
Linear regression									
Educational level	0.034	0.000	0.124	0.034	0.000	0.124	0.046	0.000	0.167
Skills level	0.002	0.000	0.204	0.002	0.000	0.204	0.001	0.000	0.152
Age					Omit.			Omit.	
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed								Omit.	
Spouse retired								Omit.	
No spouse							-0.007	0.799	-0.007
Unknown spouse								Omit.	
Immigrant							-0.117	0.000	-0.140
Unknown immigrant							-0.179	0.197	-0.035
Constant	0.132	0.089		0.132	0.089		0.248	0.002	
R-squared			0.079			0.079			0.097
N			2962			2962			2962
Chile									
Logistic regression									
Educational level	0.517	0.000		0.462	0.000		0.467	0.001	
Skills level	0.002	0.699		0.000	0.913		0.000	0.988	
Age				0.029	0.517		0.023	0.594	
Health status				0.406	0.024		0.367	0.055	
Unknown health					Omit.			Omit.	
Spouse employed							0.444	0.464	
Spouse retired								Omit.	
No spouse							0.871	0.166	
Unknown spouse								Omit.	
Immigrant							1.075	0.278	
Unknown immigrant							-0.215	0.836	
Constant	-1.010	0.180		-2.890	0.152		-3.083	0.128	
Pseudo R2			0.103			0.121			0.135
N			559			559			559
Linear regression									
Educational level	0.084	0.000	0.304	0.074	0.000	0.267	0.074	0.000	0.267
Skills level	0.000	0.599	0.043	0.000	0.791	0.022	0.000	0.917	0.009
Age				0.006	0.488	0.037	0.004	0.581	0.029
Health status				0.066	0.015	0.138	0.058	0.038	0.122
Unknown health					Omit.			Omit.	
Spouse employed							0.104	0.469	0.113
Spouse retired							-0.344	0.020	-0.044
No spouse							0.166	0.253	0.173

Unknown spouse								Omit.	
Immigrant							0.172	0.178	0.077
Unknown immigrant							-0.019	0.923	-0.003
Constant	0.341	0.026		0.000	1.000		-0.025	0.950	
R-squared			0.111			0.129			0.147
N			559			559			559
Cyprus									
Logistic regression									
Educational level	0.474	0.000		0.458	0.000		0.489	0.000	
Skills level	0.007	0.042		0.006	0.081		0.005	0.112	
Age				0.016	0.699		-0.010	0.812	
Health status				0.236	0.045		0.215	0.089	
Unknown health					Omit.			Omit.	
Spouse employed							0.541	0.210	
Spouse retired							0.694	0.475	
No spouse							0.349	0.461	
Unknown spouse								Omit.	
Immigrant							-0.921	0.003	
Unknown immigrant								Omit.	
Constant	-2.781	0.002		-3.908	0.050		-2.978	0.127	
Pseudo R2			0.095			0.103			0.127
N			538			538			538
Linear regression									
Educational level	0.082	0.000	0.278	0.079	0.000	0.269	0.081	0.000	0.275
Skills level	0.001	0.044	0.105	0.001	0.081	0.089	0.001	0.103	0.077
Age				0.005	0.549	0.028	0.001	0.927	0.004
Health status				0.049	0.032	0.107	0.043	0.064	0.095
Unknown health				0.208	0.000	0.013	0.281	0.002	0.017
Spouse employed							0.121	0.191	0.114
Spouse retired							0.136	0.551	0.026
No spouse							0.081	0.416	0.066
Unknown spouse								Omit.	
Immigrant							-0.170	0.007	-0.143
Unknown immigrant								Omit.	
Constant	0.018	0.916		-0.274	0.466		-0.140	0.694	
R-squared			0.106			0.116			0.143
N			538			538			538
Czech Republic									
Logistic regression									
Educational level	0.099	0.450		0.083	0.540		0.121	0.396	
Skills level	0.002	0.697		0.000	0.934		-0.001	0.885	
Age				0.236	0.000		0.230	0.001	
Health status				0.669	0.005		0.683	0.004	
Unknown health					Omit.			Omit.	
Spouse employed							-0.283	0.770	
Spouse retired							2.606	0.077	
No spouse							0.310	0.752	
Unknown spouse								Omit.	
Immigrant							-0.678	0.271	
Unknown immigrant							-2.231	0.016	
Constant	0.404	0.778		-10.573	0.002		-10.031	0.003	
Pseudo R2			0.005			0.089			0.111
N			585			585			585
Linear regression									
Educational level	0.015	0.423	0.055	0.011	0.545	0.039	0.017	0.361	0.063
Skills level	0.000	0.695	0.032	0.000	0.853	0.014	0.000	0.960	-0.004
Age				0.035	0.000	0.239	0.034	0.000	0.231
Health status				0.103	0.003	0.202	0.105	0.003	0.205
Unknown health					Omit.			Omit.	
Spouse employed							-0.066	0.674	-0.075
Spouse retired							0.144	0.370	0.055

No spouse							0.021	0.895	0.022
Unknown spouse							-0.025	0.893	-0.002
Immigrant							-0.118	0.326	-0.076
Unknown immigrant							-0.406	0.032	-0.064
Constant	0.637	0.010		-1.044	0.041		-0.926	0.054	
R-squared			0.005			0.087			0.108
N			585			585			585
Denmark									
Logistic regression									
Educational level	0.228	0.005		0.161	0.036		0.205	0.007	
Skills level	0.009	0.002		0.007	0.015		0.001	0.678	
Age				0.111	0.007		0.109	0.009	
Health status				0.805	0.000		0.774	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.474	0.001	
Spouse retired							1.148	0.099	
No spouse							0.381	0.391	
Unknown spouse								Omit.	
Immigrant							-1.281	0.000	
Unknown immigrant								Omit.	
Constant	-1.664	0.015		-7.951	0.000		-7.159	0.000	
Pseudo R2			0.064			0.202			0.262
N			722			722			722
Linear regression									
Educational level	0.028	0.009	0.124	0.020	0.026	0.090	0.023	0.009	0.104
Skills level	0.001	0.001	0.160	0.001	0.009	0.120	0.000	0.401	0.040
Age				0.013	0.006	0.101	0.013	0.004	0.102
Health status				0.118	0.000	0.353	0.107	0.000	0.320
Unknown health				0.422	0.000	0.029	0.455	0.000	0.031
Spouse employed							0.215	0.003	0.273
Spouse retired							0.170	0.153	0.059
No spouse							0.085	0.276	0.099
Unknown spouse								Omit.	
Immigrant							-0.163	0.000	-0.144
Unknown immigrant								Omit.	
Constant	0.318	0.006		-0.501	0.024		-0.430	0.058	
R-squared			0.060			0.196			0.248
N			722			722			722
Estonia									
Logistic regression									
Educational level	0.289	0.000		0.252	0.000		0.254	0.000	
Skills level	0.005	0.079		0.003	0.270		0.002	0.469	
Age				0.036	0.338		0.038	0.325	
Health status				0.389	0.002		0.372	0.004	
Unknown health				-0.949	0.357		-1.213	0.300	
Spouse employed							0.151	0.723	
Spouse retired							-0.758	0.262	
No spouse							0.337	0.467	
Unknown spouse								Omit.	
Immigrant							-0.407	0.102	
Unknown immigrant							0.031	0.962	
Constant	-0.785	0.256		-2.766	0.104		-2.565	0.146	
Pseudo R2			0.047			0.065			0.074
N			858			858			858
Linear regression									
Educational level	0.034	0.000	0.161	0.029	0.000	0.140	0.030	0.000	0.143
Skills level	0.001	0.080	0.065	0.000	0.256	0.043	0.000	0.530	0.024
Age				0.005	0.314	0.037	0.005	0.320	0.036
Health status				0.048	0.001	0.126	0.044	0.003	0.116
Unknown health				-0.161	0.506	-0.028	-0.192	0.476	-0.033
Spouse employed							0.006	0.923	0.008

Spouse retired							-0.209	0.150	-0.070
No spouse							0.027	0.685	0.032
Unknown spouse							-0.845	0.000	-0.079
Immigrant							-0.054	0.138	-0.060
Unknown immigrant							-0.005	0.963	-0.002
Constant	0.520	0.000		0.270	0.212		0.338	0.126	
R-squared			0.039			0.054			0.069
N			858			858			858
Finland									
Logistic regression									
Educational level	0.515	0.000		0.461	0.000		0.473	0.000	
Skills level	0.001	0.694		0.002	0.573		0.001	0.848	
Age				0.096	0.087		0.097	0.093	
Health status				0.620	0.003		0.562	0.007	
Unknown health					Omit.			Omit.	
Spouse employed							0.812	0.185	
Spouse retired							1.771	0.094	
No spouse							0.110	0.867	
Unknown spouse								Omit.	
Immigrant							-0.539	0.347	
Unknown immigrant								Omit.	
Constant	-0.879	0.375		-6.716	0.013		-6.731	0.018	
Pseudo R2			0.104			0.144			0.165
N			472			472			472
Linear regression									
Educational level	0.059	0.000	0.279	0.052	0.000	0.243	0.054	0.000	0.254
Skills level	0.000	0.714	0.022	0.000	0.653	0.029	0.000	0.990	-0.001
Age				0.011	0.100	0.081	0.010	0.115	0.078
Health status				0.067	0.002	0.164	0.060	0.006	0.147
Unknown health					Omit.			Omit.	
Spouse employed							0.117	0.217	0.147
Spouse retired							0.227	0.095	0.081
No spouse							0.025	0.805	0.029
Unknown spouse								Omit.	
Immigrant							-0.084	0.356	-0.065
Unknown immigrant								Omit.	
Constant	0.510	0.000		-0.126	0.704		-0.107	0.753	
R-squared			0.084			0.115			0.135
N			472			472			472
France									
Logistic regression									
Educational level	0.199	0.003		0.197	0.004		0.198	0.003	
Skills level	0.005	0.036		0.005	0.026		0.003	0.187	
Age				0.100	0.001		0.092	0.004	
Health status				0.165	0.094		0.165	0.098	
Unknown health					Omit.			Omit.	
Spouse employed							0.516	0.182	
Spouse retired							0.104	0.892	
No spouse							0.243	0.560	
Unknown spouse								Omit.	
Immigrant							-0.416	0.090	
Unknown immigrant							0.063	0.947	
Constant	-0.977	0.068		-5.583	0.000		-5.033	0.001	
Pseudo R2			0.043			0.061			0.070
N			729			729			729
Linear regression									
Educational level	0.033	0.002	0.137	0.032	0.004	0.131	0.032	0.003	0.133
Skills level	0.001	0.025	0.110	0.001	0.016	0.119	0.001	0.144	0.074
Age				0.018	0.001	0.123	0.016	0.004	0.111
Health status				0.029	0.103	0.066	0.028	0.110	0.064
Unknown health				0.179	0.000	0.014	0.141	0.000	0.011

Spouse employed							0.099	0.219	0.107
Spouse retired							0.007	0.967	0.002
No spouse							0.050	0.562	0.050
Unknown spouse								Omit.	
Immigrant							-0.087	0.079	-0.081
Unknown immigrant							0.010	0.955	0.002
Constant	0.343	0.002		-0.489	0.065		-0.373	0.187	
R-squared			0.048			0.067			0.079
N			729			729			729
Germany									
Logistic regression									
Educational level	0.121	0.184		0.115	0.207		0.120	0.187	
Skills level	0.013	0.000		0.012	0.000		0.010	0.003	
Age					Omit.			Omit.	
Health status				0.245	0.031		0.251	0.028	
Unknown health					Omit.			Omit.	
Spouse employed							0.189	0.761	
Spouse retired							1.369	0.282	
No spouse							0.003	0.996	
Unknown spouse								Omit.	
Immigrant							-0.437	0.124	
Unknown immigrant								Omit.	
Constant	-2.622	0.001		-3.156	0.000		-2.746	0.004	
Pseudo R2			0.075			0.085			0.094
N			558			558			558
Linear regression									
Educational level	0.016	0.188	0.069	0.015	0.219	0.064	0.016	0.185	0.070
Skills level	0.002	0.000	0.236	0.002	0.000	0.214	0.002	0.002	0.180
Age					Omit.			Omit.	
Health status				0.042	0.030	0.107	0.043	0.027	0.108
Unknown health					Omit.			Omit.	
Spouse employed							0.050	0.678	0.055
Spouse retired							0.225	0.166	0.071
No spouse							0.022	0.863	0.022
Unknown spouse							0.085	0.476	0.009
Immigrant							-0.078	0.136	-0.083
Unknown immigrant							0.200	0.000	0.026
Constant	0.126	0.342		0.032	0.824		0.085	0.627	
R-squared			0.076			0.087			0.098
N			558			558			558
Greece									
Logistic regression									
Educational level	0.380	0.000		0.381	0.000		0.374	0.000	
Skills level	-0.006	0.010		-0.007	0.008		-0.007	0.006	
Age				0.027	0.472		0.035	0.345	
Health status				0.052	0.618		0.030	0.782	
Unknown health					Omit.			Omit.	
Spouse employed							-0.004	0.990	
Spouse retired							-1.181	0.074	
No spouse							0.478	0.223	
Unknown spouse								Omit.	
Immigrant							-0.097	0.801	
Unknown immigrant								Omit.	
Constant	0.438	0.475		-0.775	0.651		-0.978	0.576	
Pseudo R2			0.059			0.061			0.073
N			689			689			689
Linear regression									
Educational level	0.088	0.000	0.304	0.088	0.000	0.304	0.084	0.000	0.292
Skills level	-0.001	0.008	-0.120	-0.001	0.007	-0.123	-0.001	0.006	-0.124
Age				0.006	0.480	0.034	0.008	0.339	0.047
Health status				0.012	0.608	0.024	0.008	0.754	0.014

Unknown health					Omit.			Omit.	
Spouse employed							-0.001	0.991	-0.001
Spouse retired							-0.242	0.050	-0.086
No spouse							0.106	0.244	0.081
Unknown spouse								Omit.	
Immigrant							-0.022	0.806	-0.012
Unknown immigrant								Omit.	
Constant	0.595	0.000		0.318	0.418		0.256	0.519	
R-squared			0.079			0.080			0.096
N			689			689			689
Ireland									
Logistic regression									
Educational level	0.337	0.000		0.288	0.000		0.309	0.000	
Skills level	0.005	0.040		0.004	0.065		0.004	0.164	
Age				-0.022	0.467		-0.024	0.426	
Health status				0.412	0.000		0.411	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.855	0.001	
Spouse retired							1.573	0.189	
No spouse							0.878	0.001	
Unknown spouse								Omit.	
Immigrant							-0.105	0.678	
Unknown immigrant							-0.873	0.669	
Constant	-2.238	0.000		-2.574	0.053		-3.051	0.033	
Pseudo R2			0.083			0.110			0.125
N			872			872			872
Linear regression									
Educational level	0.073	0.000	0.259	0.061	0.000	0.215	0.063	0.000	0.225
Skills level	0.001	0.035	0.102	0.001	0.066	0.084	0.001	0.144	0.070
Age				-0.004	0.491	-0.025	-0.005	0.431	-0.028
Health status				0.088	0.000	0.187	0.087	0.000	0.185
Unknown health					Omit.			Omit.	
Spouse employed							0.184	0.001	0.187
Spouse retired							0.339	0.188	0.056
No spouse							0.189	0.001	0.177
Unknown spouse								Omit.	
Immigrant							-0.020	0.707	-0.016
Unknown immigrant							-0.156	0.653	-0.017
Constant	0.008	0.947		-0.059	0.832		-0.158	0.584	
R-squared			0.107			0.140			0.158
N			872			872			872
Israel									
Logistic regression									
Educational level	0.385	0.000		0.384	0.000		0.369	0.000	
Skills level	0.008	0.001		0.009	0.001		0.010	0.000	
Age				-0.037	0.375		-0.072	0.103	
Health status				-0.013	0.908		0.035	0.758	
Unknown health				0.691	0.347		0.315	0.676	
Spouse employed							0.273	0.456	
Spouse retired							-1.925	0.100	
No spouse							1.170	0.009	
Unknown spouse								Omit.	
Immigrant							0.553	0.033	
Unknown immigrant								Omit.	
Constant	-2.495	0.000		-1.063	0.566		-0.877	0.649	
Pseudo R2			0.134			0.136			0.175
N			544			544			544
Linear regression									
Educational level	0.062	0.000	0.256	0.062	0.000	0.254	0.058	0.000	0.238
Skills level	0.001	0.000	0.173	0.001	0.000	0.179	0.002	0.000	0.212
Age				-0.006	0.401	-0.037	-0.012	0.078	-0.077

Health status				-0.001	0.968	-0.002	0.004	0.846	0.009
Unknown health				0.120	0.431	0.025	-0.496	0.002	-0.105
Spouse employed							0.052	0.463	0.055
Spouse retired							-0.346	0.055	-0.093
No spouse							0.169	0.026	0.159
Unknown spouse								Omit.	
Immigrant							0.092	0.011	0.108
Unknown immigrant							0.579	0.000	0.150
Constant	0.104	0.278		0.312	0.289		0.370	0.212	
R-squared			0.143			0.145			0.192
N			544			544			544
Italy									
Logistic regression									
Educational level	0.345	0.000		0.363	0.000		0.361	0.000	
Skills level	0.004	0.195		0.004	0.204		0.003	0.353	
Age				0.061	0.095		0.075	0.044	
Health status				0.155	0.182		0.175	0.144	
Unknown health					Omit.			Omit.	
Spouse employed							0.089	0.826	
Spouse retired								Omit.	
No spouse							0.980	0.026	
Unknown spouse								Omit.	
Immigrant							-0.133	0.714	
Unknown immigrant								Omit.	
Constant	-1.515	0.020		-4.480	0.007		-5.165	0.003	
Pseudo R2			0.054			0.062			0.084
N			628			628			628
Linear regression									
Educational level	0.071	0.000	0.224	0.073	0.000	0.233	0.070	0.000	0.222
Skills level	0.001	0.164	0.069	0.001	0.158	0.070	0.001	0.259	0.057
Age				0.014	0.095	0.077	0.016	0.049	0.090
Health status				0.035	0.180	0.066	0.038	0.149	0.072
Unknown health				-0.666	0.000	-0.038	-0.811	0.000	-0.046
Spouse employed							0.055	0.578	0.052
Spouse retired							0.526	0.000	0.066
No spouse							0.239	0.019	0.210
Unknown spouse							0.248	0.017	0.016
Immigrant							-0.023	0.774	-0.015
Unknown immigrant							0.195	0.000	0.011
Constant	0.164	0.266		-0.502	0.170		-0.643	0.080	
R-squared			0.067			0.079			0.110
N			628			628			628
Japan									
Logistic regression									
Educational level	0.025	0.733		0.020	0.786		0.039	0.609	
Skills level	-0.005	0.143		-0.005	0.139		-0.006	0.095	
Age				0.017	0.560		0.018	0.555	
Health status				0.076	0.459		0.108	0.292	
Unknown health					Omit.			Omit.	
Spouse employed							0.001	0.998	
Spouse retired								Omit.	
No spouse							1.008	0.153	
Unknown spouse								Omit.	
Immigrant								Omit.	
Unknown immigrant							-0.456	0.696	
Constant	1.986	0.035		1.100	0.476		0.925	0.579	
Pseudo R2			0.004			0.005			0.033
N			668			668			668
Linear regression									
Educational level	0.006	0.738	0.016	0.005	0.792	0.013	0.008	0.644	0.022
Skills level	-0.001	0.136	-0.074	-0.001	0.133	-0.075	-0.001	0.098	-0.081

Age				0.004	0.565	0.024	0.003	0.608	0.021
Health status				0.017	0.457	0.033	0.024	0.282	0.046
Unknown health					Omit.			Omit.	
Spouse employed							0.056	0.740	0.052
Spouse retired							0.475	0.006	0.048
No spouse							0.263	0.127	0.235
Unknown spouse								Omit.	
Immigrant							0.311	0.000	0.031
Unknown immigrant							-0.093	0.721	-0.019
Constant	0.956	0.000		0.755	0.032		0.660	0.079	
R-squared			0.005			0.006			0.043
N			668			668			668
Republic of Korea									
Logistic regression									
Educational level	-0.057	0.332		-0.046	0.447		-0.050	0.410	
Skills level	-0.003	0.270		-0.001	0.680		-0.001	0.847	
Age				0.109	0.000		0.111	0.000	
Health status				0.089	0.339		0.125	0.191	
Unknown health					Omit.			Omit.	
Spouse employed							0.092	0.829	
Spouse retired								Omit.	
No spouse							0.863	0.061	
Unknown spouse								Omit.	
Immigrant							1.243	0.232	
Unknown immigrant							-0.593	0.663	
Constant	1.772	0.016		-3.336	0.029		-3.881	0.015	
Pseudo R2			0.004			0.020			0.034
N			842			842			842
Linear regression									
Educational level	-0.013	0.332	-0.040	-0.010	0.446	-0.031	-0.010	0.458	-0.030
Skills level	-0.001	0.268	-0.045	0.000	0.694	-0.016	0.000	0.862	-0.007
Age				0.024	0.000	0.142	0.025	0.000	0.147
Health status				0.020	0.334	0.035	0.027	0.179	0.049
Unknown health					Omit.			Omit.	
Spouse employed							-0.024	0.808	-0.021
Spouse retired							-0.734	0.000	-0.071
No spouse							0.127	0.212	0.103
Unknown spouse								Omit.	
Immigrant							0.217	0.095	0.045
Unknown immigrant							-0.136	0.692	-0.013
Constant	0.904	0.000		-0.231	0.493		-0.326	0.345	
R-squared			0.005			0.025			0.047
N			842			842			842
Lithuania									
Logistic regression									
Educational level	0.560	0.000		0.507	0.000		0.511	0.000	
Skills level	0.006	0.166		0.005	0.216		0.005	0.215	
Age				0.123	0.007		0.121	0.008	
Health status				0.273	0.072		0.259	0.098	
Unknown health					Omit.			Omit.	
Spouse employed							0.146	0.741	
Spouse retired							1.260	0.233	
No spouse							0.396	0.380	
Unknown spouse								Omit.	
Immigrant							-0.504	0.422	
Unknown immigrant								Omit.	
Constant	-2.230	0.025		-7.555	0.000		-7.672	0.000	
Pseudo R2			0.110			0.134			0.139
N			549			549			549
Linear regression									
Educational level	0.067	0.000	0.268	0.062	0.000	0.248	0.062	0.000	0.246

Skills level	0.001	0.142	0.087	0.001	0.168	0.080	0.001	0.163	0.080
Age				0.021	0.003	0.139	0.020	0.003	0.136
Health status				0.040	0.053	0.093	0.038	0.068	0.088
Unknown health					Omit.			Omit.	
Spouse employed							0.025	0.761	0.031
Spouse retired							0.148	0.204	0.052
No spouse							0.053	0.522	0.062
Unknown spouse								Omit.	
Immigrant							-0.078	0.479	-0.032
Unknown immigrant								Omit.	
Constant	0.261	0.103		-0.633	0.046		-0.638	0.044	
R-squared			0.097			0.124			0.128
N			549			549			549
The Netherlands									
Logistic regression									
Educational level	0.216	0.032		0.176	0.077		0.209	0.039	
Skills level	0.015	0.000		0.013	0.000		0.008	0.073	
Age				-0.005	0.926		0.001	0.987	
Health status				0.460	0.004		0.488	0.003	
Unknown health					Omit.			Omit.	
Spouse employed							0.818	0.162	
Spouse retired							0.051	0.957	
No spouse							1.415	0.025	
Unknown spouse								Omit.	
Immigrant							-0.886	0.020	
Unknown immigrant								Omit.	
Constant	-3.423	0.000		-3.945	0.078		-3.629	0.140	
Pseudo R2			0.126			0.152			0.180
N			537			537			537
Linear regression									
Educational level	0.021	0.053	0.100	0.016	0.126	0.079	0.021	0.044	0.101
Skills level	0.003	0.000	0.285	0.002	0.000	0.245	0.001	0.037	0.143
Age				-0.001	0.884	-0.007	0.000	0.950	-0.003
Health status				0.060	0.002	0.160	0.060	0.001	0.160
Unknown health					Omit.			Omit.	
Spouse employed							0.161	0.119	0.183
Spouse retired							-0.006	0.974	-0.002
No spouse							0.228	0.033	0.237
Unknown spouse								Omit.	
Immigrant							-0.162	0.018	-0.158
Unknown immigrant								Omit.	
Constant	0.004	0.980		-0.044	0.885		0.041	0.897	
R-squared			0.122			0.145			0.178
N			537			537			537
New Zealand									
Logistic regression									
Educational level	0.079	0.168		0.058	0.320		0.112	0.067	
Skills level	0.009	0.000		0.009	0.001		0.006	0.024	
Age					Omit.			Omit.	
Health status				0.257	0.015		0.229	0.032	
Unknown health					Omit.			Omit.	
Spouse employed							0.691	0.129	
Spouse retired							-0.301	0.844	
No spouse							0.427	0.371	
Unknown spouse								Omit.	
Immigrant							-0.588	0.007	
Unknown immigrant							-1.572	0.056	
Constant	-1.894	0.003		-2.502	0.000		-2.217	0.011	
Pseudo R2			0.037			0.047			0.063
N			756			756			756
Linear regression									

Educational level	0.014	0.171	0.060	0.011	0.297	0.045	0.020	0.068	0.081
Skills level	0.002	0.000	0.171	0.002	0.001	0.154	0.001	0.023	0.106
Age					Omit.			Omit.	
Health status				0.048	0.014	0.111	0.042	0.029	0.098
Unknown health					Omit.			Omit.	
Spouse employed							0.141	0.156	0.150
Spouse retired							-0.094	0.787	-0.014
No spouse							0.094	0.361	0.096
Unknown spouse								Omit.	
Immigrant							-0.101	0.010	-0.112
Unknown immigrant							-0.348	0.059	-0.068
Constant	0.190	0.115		0.079	0.527		0.117	0.484	
R-squared			0.041			0.053			0.072
N			756			756			756
Norway									
Logistic regression									
Educational level	0.311	0.001		0.268	0.007		0.323	0.001	
Skills level	0.009	0.003		0.010	0.003		0.006	0.103	
Age				-0.024	0.646		-0.034	0.514	
Health status				0.736	0.000		0.746	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.307	0.078	
Spouse retired							1.043	0.330	
No spouse							1.243	0.117	
Unknown spouse								Omit.	
Immigrant							-0.640	0.083	
Unknown immigrant								Omit.	
Constant	-1.844	0.015		-3.244	0.151		-3.139	0.189	
Pseudo R2			0.109			0.173			0.191
N			542			542			542
Linear regression									
Educational level	0.029	0.003	0.162	0.023	0.014	0.129	0.027	0.003	0.151
Skills level	0.001	0.004	0.175	0.001	0.007	0.162	0.001	0.082	0.109
Age				-0.001	0.851	-0.008	-0.002	0.647	-0.020
Health status				0.071	0.000	0.211	0.069	0.000	0.204
Unknown health				0.244	0.000	0.033	0.210	0.000	0.028
Spouse employed							0.161	0.193	0.219
Spouse retired							0.092	0.611	0.045
No spouse							0.163	0.198	0.206
Unknown spouse								Omit.	
Immigrant							-0.065	0.165	-0.078
Unknown immigrant							0.218	0.000	0.029
Constant	0.390	0.001		0.226	0.370		0.236	0.393	
R-squared			0.085			0.128			0.143
N			542			542			542
Poland									
Logistic regression									
Educational level	0.570	0.000		0.536	0.000		0.532	0.000	
Skills level	0.001	0.801		0.001	0.822		0.001	0.849	
Age				0.088	0.051		0.082	0.066	
Health status				0.391	0.049		0.414	0.039	
Unknown health					Omit.			Omit.	
Spouse employed							-0.489	0.456	
Spouse retired							0.662	0.630	
No spouse							-0.202	0.777	
Unknown spouse								Omit.	
Immigrant							-0.156	0.911	
Unknown immigrant								Omit.	
Constant	-1.348	0.134		-5.824	0.004		-5.247	0.011	
Pseudo R2			0.119			0.136			0.141
N			437			437			437

Linear regression									
Educational level	0.077	0.000	0.329	0.070	0.000	0.301	0.070	0.000	0.301
Skills level	0.000	0.754	0.017	0.000	0.790	0.014	0.000	0.849	0.011
Age				0.014	0.057	0.090	0.013	0.072	0.086
Health status				0.061	0.056	0.103	0.064	0.047	0.109
Unknown health				0.317	0.000	0.031	-0.096	0.160	-0.009
Spouse employed							-0.081	0.431	-0.081
Spouse retired							0.069	0.638	0.023
No spouse							-0.038	0.733	-0.034
Unknown spouse							-0.024	0.821	-0.003
Immigrant							-0.020	0.942	-0.004
Unknown immigrant							0.386	0.000	0.052
Constant	0.364	0.014		-0.328	0.308		-0.238	0.473	
R-squared			0.113			0.130			0.136
N			437			437			437
Russian Federation									
Logistic regression									
Educational level	0.047	0.646		0.046	0.655		0.024	0.825	
Skills level	0.009	0.029		0.008	0.036		0.009	0.033	
Age				0.006	0.900		0.006	0.905	
Health status				0.004	0.979		0.032	0.855	
Unknown health				-0.769	0.385		-0.587	0.547	
Spouse employed							-1.282	0.094	
Spouse retired							-2.441	0.045	
No spouse							-0.987	0.211	
Unknown spouse								Omit.	
Immigrant							0.045	0.931	
Unknown immigrant							-1.800	0.187	
Constant	-1.840	0.107		-2.015	0.406		-0.899	0.724	
Pseudo R2			0.020			0.021			0.036
N			400			400			400
Linear regression									
Educational level	0.010	0.645	0.032	0.010	0.652	0.031	0.005	0.818	0.017
Skills level	0.002	0.029	0.151	0.002	0.038	0.146	0.002	0.035	0.150
Age				0.001	0.903	0.007	0.001	0.900	0.008
Health status				0.000	0.999	0.000	0.006	0.872	0.011
Unknown health				-0.185	0.360	-0.036	-0.142	0.531	-0.027
Spouse employed							-0.206	0.033	-0.212
Spouse retired							-0.480	0.054	-0.109
No spouse							-0.149	0.141	-0.146
Unknown spouse								Omit.	
Immigrant							0.009	0.930	0.004
Unknown immigrant							-0.379	0.169	-0.083
Constant	0.133	0.591		0.103	0.836		0.287	0.570	
R-squared			0.024			0.026			0.043
N			400			400			400
Singapore									
Logistic regression									
Educational level	0.075	0.262		0.077	0.248		0.085	0.225	
Skills level	0.003	0.216		0.003	0.214		0.002	0.364	
Age					Omit.			Omit.	
Health status				-0.028	0.823		0.013	0.917	
Unknown health					Omit.			Omit.	
Spouse employed							0.744	0.170	
Spouse retired							0.094	0.928	
No spouse							1.807	0.002	
Unknown spouse								Omit.	
Immigrant							0.061	0.772	
Unknown immigrant								Omit.	
Constant	0.149	0.736		0.222	0.702		-0.738	0.339	
Pseudo R2			0.010			0.010			0.040

N			606			606			606
Linear regression									
Educational level	0.014	0.269	0.058	0.014	0.256	0.060	0.015	0.232	0.063
Skills level	0.000	0.219	0.061	0.000	0.218	0.061	0.000	0.356	0.047
Age					Omit.			Omit.	
Health status				-0.005	0.819	-0.010	0.002	0.922	0.004
Unknown health					Omit.			Omit.	
Spouse employed							0.178	0.179	0.183
Spouse retired							0.023	0.929	0.004
No spouse							0.336	0.012	0.330
Unknown spouse								Omit.	
Immigrant							0.011	0.775	0.012
Unknown immigrant								Omit.	
Constant	0.569	0.000		0.583	0.000		0.372	0.025	
R-squared			0.012			0.012			0.042
N			606			606			606
Slovakia									
Logistic regression									
Educational level	0.200	0.017		0.152	0.065		0.123	0.126	
Skills level	0.010	0.001		0.011	0.000		0.007	0.027	
Age				0.158	0.000		0.168	0.000	
Health status				0.479	0.000		0.498	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.746	0.000	
Spouse retired							0.780	0.214	
No spouse							1.496	0.000	
Unknown spouse								Omit.	
Immigrant							-0.005	0.996	
Unknown immigrant								Omit.	
Constant	-2.389	0.001		-10.344	0.000		-11.109	0.000	
Pseudo R2			0.052			0.100			0.140
N			558			558			558
Linear regression									
Educational level	0.032	0.008	0.126	0.022	0.065	0.085	0.019	0.103	0.074
Skills level	0.002	0.001	0.165	0.002	0.000	0.181	0.001	0.020	0.111
Age				0.028	0.000	0.177	0.029	0.000	0.179
Health status				0.090	0.000	0.176	0.089	0.000	0.174
Unknown health				0.301	0.000	0.031	0.295	0.000	0.030
Spouse employed							0.371	0.000	0.385
Spouse retired							0.156	0.193	0.042
No spouse							0.325	0.000	0.294
Unknown spouse								Omit.	
Immigrant							-0.018	0.875	-0.005
Unknown immigrant							0.275	0.000	0.018
Constant	0.047	0.758		-1.384	0.000		-1.468	0.000	
R-squared			0.059			0.114			0.168
N			558			558			558
Slovenia									
Logistic regression									
Educational level	0.532	0.000		0.532	0.000		0.497	0.000	
Skills level	0.004	0.233		0.004	0.284		0.003	0.452	
Age				0.058	0.208		0.053	0.264	
Health status				0.073	0.571		0.103	0.430	
Unknown health					Omit.			Omit.	
Spouse employed							0.556	0.279	
Spouse retired							0.839	0.450	
No spouse							-0.035	0.951	
Unknown spouse								Omit.	
Immigrant							-0.795	0.024	
Unknown immigrant								Omit.	
Constant	-1.439	0.076		-3.894	0.062		-3.658	0.093	

Pseudo R2			0.095			0.099			0.122
N			541			541			541
Linear regression									
Educational level	0.060	0.000	0.235	0.059	0.000	0.232	0.054	0.000	0.210
Skills level	0.001	0.180	0.081	0.001	0.225	0.076	0.001	0.365	0.056
Age				0.008	0.235	0.057	0.007	0.281	0.052
Health status				0.012	0.554	0.031	0.016	0.420	0.042
Unknown health					Omit.			Omit.	
Spouse employed							0.092	0.320	0.100
Spouse retired							0.128	0.447	0.030
No spouse							0.010	0.922	0.009
Unknown spouse								Omit.	
Immigrant							-0.151	0.028	-0.137
Unknown immigrant								Omit.	
Constant	0.386	0.004		0.056	0.856		0.088	0.782	
R-squared			0.081			0.085			0.111
N			541			541			541
Spain									
Logistic regression									
Educational level	0.294	0.000		0.289	0.000		0.279	0.000	
Skills level	0.000	0.902		0.000	0.929		-0.001	0.740	
Age				0.013	0.679		0.010	0.748	
Health status				0.169	0.078		0.159	0.099	
Unknown health					Omit.			Omit.	
Spouse employed							0.443	0.078	
Spouse retired							-0.496	0.555	
No spouse							0.900	0.003	
Unknown spouse								Omit.	
Immigrant							-0.105	0.695	
Unknown immigrant								Omit.	
Constant	-0.614	0.231		-1.528	0.257		-1.614	0.243	
Pseudo R2			0.063			0.066			0.080
N			718			718			718
Linear regression									
Educational level	0.064	0.000	0.279	0.063	0.000	0.274	0.059	0.000	0.258
Skills level	0.000	0.910	0.005	0.000	0.923	-0.004	0.000	0.713	-0.018
Age				0.003	0.690	0.016	0.002	0.781	0.011
Health status				0.038	0.072	0.072	0.033	0.109	0.063
Unknown health					Omit.			Omit.	
Spouse employed							0.109	0.066	0.108
Spouse retired							-0.109	0.517	-0.027
No spouse							0.200	0.003	0.164
Unknown spouse								Omit.	
Immigrant							-0.023	0.698	-0.017
Unknown immigrant							-0.397	0.000	-0.031
Constant	0.370	0.001		0.174	0.553		0.170	0.564	
R-squared			0.080			0.084			0.103
N			718			718			718
Sweden									
Logistic regression									
Educational level	0.361	0.005		0.323	0.007		0.319	0.007	
Skills level	0.018	0.000		0.015	0.000		0.015	0.001	
Age				-0.012	0.846		0.015	0.819	
Health status				0.730	0.000		0.700	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							-0.714	0.468	
Spouse retired							-1.707	0.216	
No spouse							-1.642	0.102	
Unknown spouse								Omit.	
Immigrant							-0.025	0.957	
Unknown immigrant								Omit.	

Constant	-4.485	0.000		-5.444	0.045		-5.521	0.055	
Pseudo R2			0.227			0.298			0.323
N			411			411			411
Linear regression									
Educational level	0.028	0.012	0.138	0.026	0.016	0.125	0.026	0.018	0.125
Skills level	0.003	0.000	0.366	0.002	0.000	0.295	0.002	0.000	0.262
Age				-0.002	0.794	-0.014	0.000	0.995	0.000
Health status				0.089	0.000	0.259	0.083	0.000	0.242
Unknown health					Omit.			Omit.	
Spouse employed							-0.072	0.519	-0.087
Spouse retired							-0.235	0.352	-0.069
No spouse							-0.197	0.098	-0.220
Unknown spouse								Omit.	
Immigrant							-0.039	0.419	-0.045
Unknown immigrant								Omit.	
Constant	-0.062	0.654		-0.147	0.631		-0.020	0.946	
R-squared			0.206			0.267			0.292
N			411			411			411
Turkey									
Logistic regression									
Educational level	0.573	0.000		0.579	0.000		0.563	0.000	
Skills level	-0.007	0.065		-0.007	0.064		-0.008	0.042	
Age				0.034	0.381		0.031	0.438	
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed							0.892	0.040	
Spouse retired							0.207	0.760	
No spouse							1.629	0.001	
Unknown spouse								Omit.	
Immigrant							-0.541	0.495	
Unknown immigrant								Omit.	
Constant	-0.741	0.315		-2.081	0.233		-2.558	0.150	
Pseudo R2			0.101			0.102			0.132
N			624			624			624
Linear regression									
Educational level	0.119	0.000	0.390	0.120	0.000	0.393	0.114	0.000	0.372
Skills level	-0.001	0.062	-0.108	-0.001	0.062	-0.108	-0.001	0.040	-0.121
Age				0.006	0.388	0.038	0.005	0.437	0.034
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed							0.117	0.016	0.125
Spouse retired							0.022	0.767	0.011
No spouse							0.265	0.000	0.223
Unknown spouse								Omit.	
Immigrant							-0.098	0.411	-0.031
Unknown immigrant								Omit.	
Constant	0.307	0.027		0.078	0.800		0.026	0.930	
R-squared			0.127			0.129			0.159
N			624			624			624
United Kingdom									
Logistic regression									
Educational level	0.155	0.009		0.145	0.017		0.153	0.016	
Skills level	0.010	0.000		0.008	0.005		0.006	0.049	
Age				0.090	0.013		0.084	0.031	
Health status				0.476	0.000		0.488	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.954	0.000	
Spouse retired							1.337	0.079	
No spouse							1.717	0.000	
Unknown spouse								Omit.	
Immigrant							-0.383	0.186	

Unknown immigrant							-1.318	0.085	
Constant	-2.149	0.001		-6.790	0.000		-7.717	0.000	
Pseudo R2			0.064			0.109			0.152
N			1213			1213			1213
Linear regression									
Educational level	0.026	0.007	0.122	0.024	0.014	0.109	0.024	0.014	0.109
Skills level	0.002	0.000	0.188	0.001	0.003	0.145	0.001	0.030	0.108
Age				0.016	0.009	0.102	0.014	0.020	0.092
Health status				0.086	0.000	0.207	0.084	0.000	0.203
Unknown health					Omit.			Omit.	
Spouse employed							0.394	0.000	0.442
Spouse retired							0.278	0.084	0.079
No spouse							0.354	0.000	0.378
Unknown spouse								Omit.	
Immigrant							-0.064	0.206	-0.063
Unknown immigrant							-0.281	0.104	-0.057
Constant	0.125	0.336		-0.679	0.020		-0.851	0.008	
R-squared			0.072			0.121			0.172
N			1213			1213			1213
United States of America									
Logistic regression									
Educational level	0.170	0.032		0.110	0.182		0.109	0.192	
Skills level	0.006	0.056		0.004	0.207		0.002	0.467	
Age					Omit.			Omit.	
Health status				0.437	0.000		0.453	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.155	0.689	
Spouse retired							-1.255	0.161	
No spouse							0.069	0.861	
Unknown spouse								Omit.	
Immigrant							-0.355	0.199	
Unknown immigrant							-0.427	0.600	
Constant	-1.173	0.082		-1.944	0.007		-1.598	0.054	
Pseudo R2			0.040			0.070			0.077
N			514			514			514
Linear regression									
Educational level	0.030	0.034	0.118	0.018	0.219	0.070	0.018	0.219	0.071
Skills level	0.001	0.051	0.119	0.001	0.196	0.077	0.000	0.442	0.048
Age					Omit.			Omit.	
Health status				0.083	0.000	0.201	0.085	0.000	0.206
Unknown health					Omit.			Omit.	
Spouse employed							0.030	0.681	0.033
Spouse retired							-0.274	0.166	-0.064
No spouse							0.010	0.899	0.010
Unknown spouse								Omit.	
Immigrant							-0.068	0.188	-0.068
Unknown immigrant							-0.089	0.644	-0.023
Constant	0.308	0.023		0.167	0.223		0.234	0.133	
R-squared			0.045			0.079			0.088
N			514			514			514

Table A.3: Effects of explanatory variables on the probability of being employed in each country in the sample, males 45-54 years (for notes to the table, see Table A.6)

	Coef.	P	Beta	Coef.	P	Beta	Coef.	P	Beta
Austria									
Logistic regression									
Educational level	0.183	0.149		0.103	0.459		0.059	0.675	
Skills level	0.008	0.020		0.003	0.347		0.001	0.751	
Age					Omit.			Omit.	
Health status				0.980	0.000		0.919	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.284	0.002	
Spouse retired							0.150	0.832	
No spouse							-0.397	0.317	
Unknown spouse								Omit.	
Immigrant							-0.558	0.129	
Unknown immigrant							-2.724	0.001	
Constant	-0.816	0.354		-2.180	0.020		-1.600	0.115	
Pseudo R2			0.033			0.155			0.231
N			567			567			567
Linear regression									
Educational level	0.015	0.144	0.066	0.008	0.426	0.036	0.006	0.571	0.025
Skills level	0.001	0.026	0.118	0.000	0.233	0.056	0.000	0.687	0.019
Age					Omit.			Omit.	
Health status				0.098	0.000	0.311	0.090	0.000	0.284
Unknown health					Omit.			Omit.	
Spouse employed							0.126	0.012	0.185
Spouse retired							0.007	0.948	0.004
No spouse							-0.046	0.457	-0.057
Unknown spouse								Omit.	
Immigrant							-0.046	0.292	-0.052
Unknown immigrant							-0.352	0.064	-0.082
Constant	0.557	0.000		0.393	0.001		0.456	0.000	
R-squared			0.025			0.115			0.173
N			567			567			567
Belgium									
Logistic regression									
Educational level	0.172	0.188		0.124	0.320		0.190	0.152	
Skills level	0.007	0.054		0.005	0.215		-0.001	0.817	
Age				-0.003	0.950		-0.026	0.641	
Health status				0.911	0.000		0.931	0.000	
Unknown health				-2.415	0.026		-2.225	0.137	
Spouse employed							0.493	0.331	
Spouse retired							-0.793	0.293	
No spouse							-0.560	0.283	
Unknown spouse								Omit.	
Immigrant							-1.421	0.023	
Unknown immigrant							-0.719	0.612	
Constant	0.103	0.907		-1.566	0.539		0.874	0.759	
Pseudo R2			0.037			0.117			0.159
N			587			587			587
Linear regression									
Educational level	0.007	0.237	0.053	0.005	0.463	0.033	0.006	0.367	0.041
Skills level	0.001	0.068	0.096	0.000	0.203	0.063	0.000	0.918	-0.006
Age				0.000	0.945	0.002	-0.001	0.789	-0.009
Health status				0.049	0.000	0.188	0.050	0.000	0.190
Unknown health				-0.343	0.283	-0.075	-0.866	0.000	-0.189
Spouse employed							0.034	0.292	0.064
Spouse retired							-0.048	0.499	-0.032
No spouse							-0.041	0.333	-0.066
Unknown spouse							1.100	0.000	0.181

Immigrant							-0.104	0.093	-0.099
Unknown immigrant							-0.174	0.196	-0.064
Constant	0.760	0.000		0.649	0.000		0.791	0.000	
R-squared			0.018			0.057			0.092
N			587			587			587
Canada									
Logistic regression									
Educational level	0.081	0.224		0.081	0.224		0.059	0.405	
Skills level	0.011	0.000		0.011	0.000		0.010	0.000	
Age					Omit.			Omit.	
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed								Omit.	
Spouse retired								Omit.	
No spouse							-1.039	0.000	
Unknown spouse								Omit.	
Immigrant							-0.059	0.785	
Unknown immigrant							1.630	0.085	
Constant	-1.270	0.008		-1.270	0.008		-0.577	0.238	
Pseudo R2			0.066			0.066			0.098
N			2910			2910			2910
Linear regression									
Educational level	0.009	0.233	0.043	0.009	0.233	0.043	0.006	0.443	0.029
Skills level	0.001	0.000	0.203	0.001	0.000	0.203	0.001	0.000	0.185
Age					Omit.			Omit.	
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed								Omit.	
Spouse retired								Omit.	
No spouse							-0.131	0.000	-0.170
Unknown spouse								Omit.	
Immigrant							-0.005	0.818	-0.007
Unknown immigrant							0.120	0.000	0.013
Constant	0.483	0.000		0.483	0.000		0.561	0.000	
R-squared			0.052			0.052			0.080
N			2910			2910			2910
Chile									
Logistic regression									
Educational level	0.204	0.418		0.134	0.590		0.159	0.516	
Skills level	0.014	0.004		0.011	0.037		0.009	0.072	
Age				0.006	0.954		0.038	0.720	
Health status				0.715	0.011		0.727	0.007	
Unknown health					Omit.			Omit.	
Spouse employed							0.355	0.580	
Spouse retired							-1.563	0.141	
No spouse							-1.009	0.109	
Unknown spouse								Omit.	
Immigrant								Omit.	
Unknown immigrant								Omit.	
Constant	-0.492	0.571		-1.740	0.742		-2.771	0.594	
Pseudo R2			0.084			0.118			0.161
N			433			433			433
Linear regression									
Educational level	0.007	0.496	0.041	0.004	0.695	0.024	0.002	0.826	0.014
Skills level	0.001	0.004	0.164	0.001	0.020	0.134	0.001	0.023	0.138
Age				0.001	0.921	0.006	0.001	0.803	0.016
Health status				0.033	0.011	0.126	0.031	0.014	0.119
Unknown health				0.134	0.011	0.024	0.013	0.878	0.002
Spouse employed							0.011	0.664	0.021
Spouse retired							-0.105	0.342	-0.060
No spouse							-0.069	0.098	-0.131

Unknown spouse							0.078	0.071	0.015
Immigrant							0.009	0.828	0.003
Unknown immigrant							0.028	0.301	0.014
Constant	0.742	0.000		0.666	0.019		0.647	0.022	
R-squared			0.037			0.052			0.075
N			433			433			433
Cyprus									
Logistic regression									
Educational level	0.327	0.005		0.233	0.043		0.285	0.016	
Skills level	0.006	0.136		0.005	0.272		0.005	0.317	
Age				-0.049	0.399		-0.055	0.364	
Health status				0.651	0.003		0.692	0.002	
Unknown health					Omit.			Omit.	
Spouse employed							0.912	0.020	
Spouse retired							-1.828	0.046	
No spouse							-0.817	0.137	
Unknown spouse								Omit.	
Immigrant							-0.748	0.358	
Unknown immigrant								Omit.	
Constant	-0.719	0.478		0.164	0.956		-0.161	0.958	
Pseudo R2			0.059			0.117			0.168
N			380			380			380
Linear regression									
Educational level	0.029	0.003	0.151	0.020	0.033	0.106	0.023	0.016	0.118
Skills level	0.001	0.133	0.089	0.001	0.194	0.076	0.001	0.281	0.061
Age				-0.006	0.374	-0.046	-0.006	0.350	-0.048
Health status				0.079	0.003	0.221	0.078	0.003	0.219
Unknown health					Omit.			Omit.	
Spouse employed							0.081	0.071	0.115
Spouse retired							-0.333	0.102	-0.078
No spouse							-0.109	0.185	-0.083
Unknown spouse								Omit.	
Immigrant							-0.092	0.323	-0.062
Unknown immigrant								Omit.	
Constant	0.564	0.000		0.610	0.062		0.609	0.050	
R-squared			0.042			0.093			0.130
N			380			380			380
Czech Republic									
Logistic regression									
Educational level	-0.011	0.966		-0.297	0.294		-0.353	0.177	
Skills level	0.019	0.009		0.021	0.000		0.024	0.000	
Age				0.196	0.077		0.262	0.000	
Health status				1.524	0.002		1.712	0.004	
Unknown health					Omit.			Omit.	
Spouse employed							0.835	0.413	
Spouse retired							-2.184	0.122	
No spouse							0.338	0.722	
Unknown spouse								Omit.	
Immigrant							-0.104	0.908	
Unknown immigrant								Omit.	
Constant	-3.204	0.114		-16.871	0.005		-21.512	0.000	
Pseudo R2			0.065			0.250			0.307
N			379			379			379
Linear regression									
Educational level	-0.005	0.816	-0.021	-0.031	0.187	-0.129	-0.034	0.153	-0.138
Skills level	0.003	0.025	0.246	0.002	0.002	0.235	0.003	0.003	0.248
Age				0.019	0.065	0.164	0.022	0.017	0.194
Health status				0.161	0.000	0.400	0.158	0.000	0.392
Unknown health					Omit.			Omit.	
Spouse employed							0.055	0.621	0.075
Spouse retired							-0.259	0.295	-0.151

No spouse							0.021	0.866	0.025
Unknown spouse								Omit.	
Immigrant							-0.004	0.958	-0.003
Unknown immigrant							-0.003	0.946	-0.001
Constant	0.192	0.538		-1.144	0.044		-1.359	0.013	
R-squared			0.056			0.203			0.235
N			379			379			379
Denmark									
Logistic regression									
Educational level	0.163	0.093		0.117	0.226		0.185	0.078	
Skills level	0.014	0.000		0.010	0.001		0.007	0.063	
Age				0.059	0.273		0.047	0.413	
Health status				0.666	0.000		0.580	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.844	0.088	
Spouse retired							0.088	0.888	
No spouse							-0.663	0.192	
Unknown spouse								Omit.	
Immigrant							-0.671	0.042	
Unknown immigrant								Omit.	
Constant	-2.057	0.002		-6.070	0.032		-4.592	0.150	
Pseudo R2			0.093			0.172			0.231
N			724			724			724
Linear regression									
Educational level	0.008	0.324	0.038	0.003	0.724	0.013	0.009	0.257	0.044
Skills level	0.002	0.000	0.256	0.001	0.000	0.200	0.001	0.019	0.138
Age				0.006	0.197	0.052	0.005	0.318	0.040
Health status				0.078	0.000	0.263	0.067	0.000	0.225
Unknown health					Omit.			Omit.	
Spouse employed							0.068	0.193	0.098
Spouse retired							0.006	0.946	0.003
No spouse							-0.093	0.140	-0.123
Unknown spouse								Omit.	
Immigrant							-0.091	0.030	-0.084
Unknown immigrant							0.014	0.407	0.002
Constant	0.358	0.000		-0.094	0.731		0.100	0.735	
R-squared			0.076			0.142			0.188
N			724			724			724
Estonia									
Logistic regression									
Educational level	0.335	0.000		0.243	0.003		0.258	0.005	
Skills level	0.007	0.004		0.006	0.016		0.003	0.246	
Age				-0.022	0.545		-0.002	0.966	
Health status				0.870	0.000		0.827	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.353	0.337	
Spouse retired							-0.774	0.120	
No spouse							-1.115	0.002	
Unknown spouse								Omit.	
Immigrant							-0.914	0.000	
Unknown immigrant							0.002	0.998	
Constant	-1.682	0.005		-1.954	0.330		-1.620	0.458	
Pseudo R2			0.070			0.135			0.212
N			688			688			688
Linear regression									
Educational level	0.040	0.000	0.175	0.027	0.002	0.119	0.022	0.016	0.095
Skills level	0.001	0.004	0.120	0.001	0.015	0.098	0.001	0.173	0.053
Age				-0.003	0.532	-0.023	0.000	0.956	-0.002
Health status				0.103	0.000	0.237	0.084	0.000	0.193
Unknown health				0.151	0.000	0.014	0.311	0.000	0.029
Spouse employed							0.037	0.379	0.046

Spouse retired							-0.166	0.081	-0.086
No spouse							-0.212	0.000	-0.222
Unknown spouse								Omit.	
Immigrant							-0.100	0.006	-0.116
Unknown immigrant							-0.005	0.972	-0.001
Constant	0.338	0.001		0.341	0.223		0.442	0.109	
R-squared			0.062			0.116			0.192
N			688			688			688
Finland									
Logistic regression									
Educational level	0.108	0.210		0.033	0.705		-0.048	0.615	
Skills level	0.019	0.000		0.019	0.000		0.016	0.000	
Age				-0.049	0.270		-0.070	0.175	
Health status				0.571	0.000		0.627	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.112	0.020	
Spouse retired							-1.249	0.061	
No spouse							-0.861	0.073	
Unknown spouse								Omit.	
Immigrant							-1.811	0.013	
Unknown immigrant							-3.497	0.005	
Constant	-4.111	0.000		-3.134	0.176		-1.105	0.668	
Pseudo R2			0.155			0.193			0.317
N			566			566			566
Linear regression									
Educational level	0.005	0.591	0.022	-0.003	0.737	-0.014	-0.009	0.311	-0.039
Skills level	0.003	0.000	0.385	0.003	0.000	0.367	0.002	0.000	0.252
Age				-0.005	0.403	-0.034	-0.005	0.344	-0.037
Health status				0.070	0.000	0.172	0.063	0.000	0.156
Unknown health					Omit.			Omit.	
Spouse employed							0.096	0.100	0.119
Spouse retired							-0.242	0.082	-0.098
No spouse							-0.152	0.027	-0.175
Unknown spouse								Omit.	
Immigrant							-0.323	0.005	-0.171
Unknown immigrant							-0.549	0.014	-0.102
Constant	-0.072	0.509		0.007	0.982		0.335	0.242	
R-squared			0.156			0.185			0.298
N			566			566			566
France									
Logistic regression									
Educational level	0.123	0.219		0.097	0.343		0.114	0.257	
Skills level	0.009	0.002		0.007	0.029		0.004	0.235	
Age				0.017	0.670		0.015	0.711	
Health status				0.733	0.000		0.694	0.000	
Unknown health				-0.938	0.380		-0.690	0.527	
Spouse employed							0.433	0.251	
Spouse retired							0.860	0.325	
No spouse							-0.421	0.265	
Unknown spouse								Omit.	
Immigrant							-0.586	0.045	
Unknown immigrant							-0.050	0.953	
Constant	-0.813	0.153		-3.201	0.100		-2.355	0.234	
Pseudo R2			0.039			0.116			0.143
N			768			768			768
Linear regression									
Educational level	0.011	0.246	0.050	0.008	0.401	0.036	0.010	0.295	0.044
Skills level	0.001	0.002	0.151	0.001	0.013	0.114	0.001	0.114	0.075
Age				0.003	0.599	0.020	0.003	0.574	0.021
Health status				0.087	0.000	0.255	0.080	0.000	0.235
Unknown health				-0.107	0.591	-0.021	-0.075	0.705	-0.015

Spouse employed							0.049	0.287	0.068
Spouse retired							0.062	0.350	0.026
No spouse							-0.062	0.247	-0.078
Unknown spouse							-0.008	0.897	-0.001
Immigrant							-0.078	0.084	-0.081
Unknown immigrant							-0.020	0.877	-0.007
Constant	0.506	0.000		0.185	0.455		0.273	0.273	
R-squared			0.033			0.096			0.120
N			768			768			768
Germany									
Logistic regression									
Educational level	0.094	0.491		0.093	0.515		0.065	0.631	
Skills level	0.013	0.003		0.010	0.020		0.009	0.035	
Age					Omit.			Omit.	
Health status				0.786	0.000		0.826	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.632	0.296	
Spouse retired							-0.099	0.914	
No spouse							-1.039	0.059	
Unknown spouse								Omit.	
Immigrant							0.370	0.519	
Unknown immigrant							0.412	0.699	
Constant	-1.338	0.091		-3.140	0.000		-2.858	0.003	
Pseudo R2			0.066			0.166			0.237
N			625			625			625
Linear regression									
Educational level	0.004	0.692	0.022	0.001	0.921	0.005	0.001	0.950	0.003
Skills level	0.001	0.005	0.194	0.001	0.014	0.158	0.001	0.021	0.144
Age					Omit.			Omit.	
Health status				0.077	0.000	0.273	0.073	0.000	0.259
Unknown health				0.068	0.002	0.008	0.035	0.122	0.004
Spouse employed							0.041	0.312	0.069
Spouse retired							0.002	0.978	0.001
No spouse							-0.102	0.044	-0.152
Unknown spouse								Omit.	
Immigrant							0.035	0.360	0.045
Unknown immigrant							-0.011	0.959	-0.002
Constant	0.563	0.000		0.362	0.001		0.398	0.000	
R-squared			0.043			0.115			0.160
N			625			625			625
Greece									
Logistic regression									
Educational level	0.237	0.002		0.230	0.003		0.242	0.003	
Skills level	-0.002	0.562		-0.002	0.533		-0.002	0.501	
Age				0.002	0.973		0.001	0.985	
Health status				0.384	0.003		0.386	0.003	
Unknown health					Omit.			Omit.	
Spouse employed							-0.039	0.909	
Spouse retired							-1.272	0.124	
No spouse							-0.428	0.178	
Unknown spouse								Omit.	
Immigrant							0.077	0.906	
Unknown immigrant								Omit.	
Constant	0.767	0.298		-0.632	0.789		-0.436	0.858	
Pseudo R2			0.023			0.044			0.055
N			513			513			513
Linear regression									
Educational level	0.042	0.001	0.166	0.039	0.002	0.156	0.041	0.002	0.162
Skills level	0.000	0.568	-0.028	0.000	0.571	-0.028	0.000	0.569	-0.029
Age				0.000	0.991	-0.001	0.000	0.995	0.000
Health status				0.074	0.003	0.154	0.073	0.003	0.153

Unknown health				0.284	0.000	0.020	0.346	0.000	0.024
Spouse employed							-0.010	0.871	-0.011
Spouse retired							-0.252	0.198	-0.093
No spouse							-0.089	0.153	-0.079
Unknown spouse								Omit.	
Immigrant							0.018	0.873	0.010
Unknown immigrant								Omit.	
Constant	0.684	0.000		0.425	0.329		0.451	0.307	
R-squared			0.025			0.049			0.062
N			513			513			513
Ireland									
Logistic regression									
Educational level	0.343	0.000		0.254	0.004		0.244	0.007	
Skills level	0.011	0.000		0.010	0.001		0.009	0.005	
Age				-0.034	0.459		-0.043	0.350	
Health status				0.599	0.000		0.506	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.058	0.002	
Spouse retired							-0.482	0.588	
No spouse							-0.030	0.921	
Unknown spouse								Omit.	
Immigrant							-0.013	0.973	
Unknown immigrant								Omit.	
Constant	-2.811	0.000		-2.773	0.253		-2.108	0.400	
Pseudo R2			0.111			0.168			0.205
N			524			524			524
Linear regression									
Educational level	0.053	0.000	0.192	0.036	0.006	0.132	0.038	0.004	0.137
Skills level	0.002	0.000	0.217	0.002	0.001	0.184	0.002	0.002	0.157
Age				-0.006	0.441	-0.036	-0.007	0.329	-0.044
Health status				0.111	0.000	0.263	0.085	0.000	0.202
Unknown health					Omit.			Omit.	
Spouse employed							0.180	0.002	0.199
Spouse retired							-0.096	0.538	-0.032
No spouse							-0.008	0.893	-0.008
Unknown spouse							0.327	0.000	0.035
Immigrant							-0.009	0.889	-0.007
Unknown immigrant							-0.680	0.000	-0.118
Constant	-0.009	0.946		0.017	0.967		0.157	0.691	
R-squared			0.124			0.189			0.243
N			524			524			524
Israel									
Logistic regression									
Educational level	0.366	0.000		0.311	0.002		0.274	0.007	
Skills level	0.007	0.049		0.003	0.409		0.003	0.454	
Age				0.067	0.207		0.072	0.211	
Health status				0.610	0.000		0.599	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.748	0.044	
Spouse retired							0.139	0.850	
No spouse							-0.183	0.702	
Unknown spouse								Omit.	
Immigrant							-0.210	0.528	
Unknown immigrant								Omit.	
Constant	-1.343	0.042		-5.448	0.052		-5.693	0.058	
Pseudo R2			0.125			0.195			0.214
N			407			407			407
Linear regression									
Educational level	0.042	0.000	0.220	0.032	0.004	0.166	0.026	0.014	0.137
Skills level	0.001	0.035	0.156	0.001	0.183	0.092	0.001	0.213	0.086
Age				0.006	0.362	0.047	0.005	0.430	0.042

Health status				0.084	0.000	0.282	0.081	0.000	0.272
Unknown health				0.177	0.001	0.047	0.186	0.005	0.049
Spouse employed							0.088	0.094	0.113
Spouse retired							-0.019	0.905	-0.006
No spouse							-0.043	0.584	-0.039
Unknown spouse								Omit.	
Immigrant							0.006	0.873	0.008
Unknown immigrant							0.056	0.654	0.013
Constant	0.389	0.000		-0.050	0.885		-0.032	0.928	
R-squared			0.111			0.180			0.198
N			407			407			407
Italy									
Logistic regression									
Educational level	0.666	0.009		0.547	0.005		0.582	0.007	
Skills level	0.011	0.006		0.012	0.003		0.011	0.012	
Age				0.021	0.722		0.023	0.699	
Health status				0.661	0.001		0.659	0.002	
Unknown health					Omit.			Omit.	
Spouse employed							0.646	0.130	
Spouse retired								Omit.	
No spouse							-0.191	0.667	
Unknown spouse								Omit.	
Immigrant							0.245	0.773	
Unknown immigrant								Omit.	
Constant	-2.545	0.007		-5.548	0.045		-5.574	0.046	
Pseudo R2			0.096			0.153			0.169
N			495			495			495
Linear regression									
Educational level	0.034	0.003	0.117	0.027	0.011	0.095	0.026	0.016	0.091
Skills level	0.002	0.002	0.183	0.002	0.001	0.179	0.001	0.003	0.162
Age				0.004	0.558	0.030	0.004	0.510	0.033
Health status				0.086	0.001	0.231	0.084	0.002	0.225
Unknown health				0.089	0.002	0.014	0.094	0.131	0.015
Spouse employed							0.047	0.341	0.066
Spouse retired							0.285	0.020	0.046
No spouse							-0.035	0.580	-0.042
Unknown spouse							0.036	0.498	0.003
Immigrant							0.012	0.878	0.007
Unknown immigrant								Omit.	
Constant	0.358	0.006		-0.089	0.794		-0.081	0.813	
R-squared			0.066			0.119			0.129
N			495			495			495
Japan									
Logistic regression									
Educational level	0.650	0.068		0.648	0.075		0.622	0.099	
Skills level	0.004	0.625		0.004	0.668		0.001	0.905	
Age				-0.011	0.904		-0.020	0.856	
Health status				0.244	0.416		0.123	0.677	
Unknown health					Omit.			Omit.	
Spouse employed							-0.298	0.800	
Spouse retired								Omit.	
No spouse							-1.767	0.107	
Unknown spouse								Omit.	
Immigrant								Omit.	
Unknown immigrant							-0.533	0.620	
Constant	-0.316	0.896		-0.306	0.949		2.123	0.717	
Pseudo R2			0.095			0.100			0.161
N			467			467			467
Linear regression									
Educational level	0.018	0.032	0.145	0.018	0.040	0.145	0.016	0.051	0.135
Skills level	0.000	0.629	0.037	0.000	0.666	0.033	0.000	0.877	0.011

Age				-0.001	0.819	-0.012	-0.001	0.817	-0.013
Health status				0.009	0.425	0.042	0.006	0.553	0.031
Unknown health					Omit.			Omit.	
Spouse employed							-0.002	0.938	-0.004
Spouse retired							-0.016	0.500	-0.003
No spouse							-0.083	0.039	-0.167
Unknown spouse							0.000	0.998	0.000
Immigrant								Omit.	
Unknown immigrant							-0.071	0.525	-0.049
Constant	0.827	0.000		0.849	0.000		0.913	0.000	
R-squared			0.028			0.030			0.059
N			467			467			467
Republic of Korea									
Logistic regression									
Educational level	0.076	0.440		-0.056	0.598		-0.043	0.699	
Skills level	0.013	0.008		0.012	0.008		0.007	0.145	
Age				-0.093	0.118		-0.103	0.096	
Health status				1.073	0.000		0.905	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							-0.188	0.654	
Spouse retired							-2.071	0.029	
No spouse							-1.160	0.006	
Unknown spouse								Omit.	
Immigrant							-0.366	0.845	
Unknown immigrant							-0.797	0.417	
Constant	-0.910	0.421		2.164	0.526		4.497	0.196	
Pseudo R2			0.043			0.136			0.167
N			730			730			730
Linear regression									
Educational level	0.003	0.542	0.022	-0.002	0.720	-0.013	-0.002	0.713	-0.013
Skills level	0.001	0.022	0.136	0.001	0.020	0.130	0.001	0.078	0.084
Age				-0.006	0.110	-0.064	-0.006	0.096	-0.065
Health status				0.053	0.000	0.194	0.047	0.000	0.175
Unknown health				0.046	0.001	0.006	0.119	0.000	0.016
Spouse employed							-0.008	0.641	-0.016
Spouse retired							-0.353	0.140	-0.115
No spouse							-0.100	0.004	-0.155
Unknown spouse								Omit.	
Immigrant							-0.090	0.733	-0.028
Unknown immigrant							-0.113	0.500	-0.031
Constant	0.678	0.000		0.857	0.000		0.979	0.000	
R-squared			0.022			0.065			0.098
N			730			730			730
Lithuania									
Logistic regression									
Educational level	0.375	0.014		0.362	0.018		0.232	0.144	
Skills level	0.002	0.549		-0.001	0.846		-0.003	0.504	
Age				-0.056	0.277		-0.088	0.095	
Health status				0.619	0.004		0.696	0.002	
Unknown health					Omit.			Omit.	
Spouse employed							0.756	0.107	
Spouse retired							-0.710	0.264	
No spouse							-1.384	0.002	
Unknown spouse								Omit.	
Immigrant							1.542	0.011	
Unknown immigrant								Omit.	
Constant	-0.834	0.370		1.155	0.711		3.517	0.258	
Pseudo R2			0.031			0.076			0.199
N			472			472			472
Linear regression									
Educational level	0.056	0.003	0.157	0.050	0.009	0.140	0.026	0.164	0.072

Skills level	0.000	0.518	0.041	0.000	0.964	-0.003	0.000	0.633	-0.027
Age				-0.010	0.250	-0.067	-0.011	0.155	-0.073
Health status				0.099	0.001	0.196	0.093	0.001	0.185
Unknown health					Omit.			Omit.	
Spouse employed							0.099	0.173	0.112
Spouse retired							-0.164	0.245	-0.075
No spouse							-0.290	0.001	-0.281
Unknown spouse								Omit.	
Immigrant							0.164	0.023	0.075
Unknown immigrant								Omit.	
Constant	0.423	0.012		0.789	0.124		1.009	0.025	
R-squared			0.031			0.077			0.212
N			472			472			472
The Netherlands									
Logistic regression									
Educational level	0.337	0.011		0.202	0.136		0.233	0.085	
Skills level	0.009	0.043		0.007	0.134		0.001	0.887	
Age				0.104	0.107		0.083	0.208	
Health status				1.120	0.000		0.986	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.125	0.048	
Spouse retired							-0.083	0.920	
No spouse							-0.460	0.423	
Unknown spouse								Omit.	
Immigrant							-1.076	0.021	
Unknown immigrant								Omit.	
Constant	-1.165	0.252		-8.554	0.016		-5.659	0.127	
Pseudo R2			0.097			0.224			0.298
N			560			560			560
Linear regression									
Educational level	0.019	0.010	0.124	0.009	0.159	0.059	0.013	0.047	0.086
Skills level	0.001	0.043	0.160	0.001	0.113	0.125	0.000	0.704	0.027
Age				0.007	0.148	0.066	0.006	0.169	0.059
Health status				0.079	0.000	0.277	0.067	0.000	0.235
Unknown health					Omit.			Omit.	
Spouse employed							0.074	0.079	0.122
Spouse retired							-0.053	0.605	-0.034
No spouse							-0.064	0.269	-0.089
Unknown spouse								Omit.	
Immigrant							-0.129	0.011	-0.159
Unknown immigrant								Omit.	
Constant	0.550	0.000		0.053	0.854		0.275	0.311	
R-squared			0.060			0.133			0.193
N			560			560			560
New Zealand									
Logistic regression									
Educational level	0.279	0.044		0.232	0.100		0.190	0.242	
Skills level	0.008	0.049		0.006	0.104		0.004	0.345	
Age					Omit.			Omit.	
Health status				0.657	0.000		0.610	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.513	0.007	
Spouse retired							-0.748	0.336	
No spouse							-0.172	0.710	
Unknown spouse								Omit.	
Immigrant							0.027	0.955	
Unknown immigrant								Omit.	
Constant	-0.860	0.316		-2.493	0.011		-2.114	0.029	
Pseudo R2			0.065			0.123			0.198
N			497			497			497
Linear regression									

Educational level	0.021	0.043	0.125	0.016	0.124	0.094	0.011	0.337	0.065
Skills level	0.001	0.049	0.112	0.001	0.120	0.088	0.000	0.246	0.065
Age					Omit.			Omit.	
Health status				0.060	0.000	0.200	0.054	0.000	0.182
Unknown health					Omit.			Omit.	
Spouse employed							0.116	0.022	0.189
Spouse retired							-0.116	0.452	-0.047
No spouse							-0.029	0.631	-0.039
Unknown spouse								Omit.	
Immigrant							0.007	0.838	0.011
Unknown immigrant							-0.742	0.000	-0.113
Constant	0.609	0.000		0.461	0.000		0.475	0.000	
R-squared			0.041			0.079			0.144
N			497			497			497
Norway									
Logistic regression									
Educational level	0.088	0.357		-0.040	0.708		-0.060	0.587	
Skills level	0.013	0.000		0.011	0.009		0.011	0.017	
Age				0.070	0.218		0.096	0.087	
Health status				1.193	0.000		1.147	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.485	0.379	
Spouse retired							-0.896	0.144	
No spouse							-0.418	0.488	
Unknown spouse								Omit.	
Immigrant							-0.226	0.588	
Unknown immigrant								Omit.	
Constant	-1.970	0.019		-7.844	0.009		-8.840	0.003	
Pseudo R2			0.063			0.254			0.283
N			567			567			567
Linear regression									
Educational level	0.005	0.591	0.026	-0.005	0.522	-0.028	-0.007	0.419	-0.036
Skills level	0.002	0.001	0.211	0.001	0.007	0.149	0.001	0.010	0.141
Age				0.006	0.239	0.051	0.007	0.135	0.064
Health status				0.116	0.000	0.385	0.108	0.000	0.358
Unknown health					Omit.			Omit.	
Spouse employed							0.028	0.595	0.041
Spouse retired							-0.145	0.087	-0.112
No spouse							-0.047	0.443	-0.059
Unknown spouse								Omit.	
Immigrant							-0.023	0.615	-0.023
Unknown immigrant							0.247	0.000	0.034
Constant	0.392	0.002		-0.128	0.656		-0.143	0.621	
R-squared			0.050			0.190			0.213
N			567			567			567
Poland									
Logistic regression									
Educational level	0.622	0.000		0.529	0.000		0.472	0.001	
Skills level	0.003	0.243		-0.001	0.835		-0.003	0.336	
Age				-0.057	0.190		-0.030	0.502	
Health status				0.896	0.000		0.847	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.574	0.121	
Spouse retired							-0.795	0.185	
No spouse							-0.754	0.037	
Unknown spouse								Omit.	
Immigrant								Omit.	
Unknown immigrant								Omit.	
Constant	-1.676	0.014		0.015	0.995		-0.325	0.890	
Pseudo R2			0.078			0.169			0.211
N			449			449			449

Linear regression									
Educational level	0.058	0.000	0.204	0.050	0.000	0.174	0.045	0.000	0.159
Skills level	0.001	0.151	0.086	0.000	0.925	0.005	0.000	0.418	-0.046
Age				-0.008	0.210	-0.056	-0.004	0.515	-0.029
Health status				0.162	0.000	0.327	0.148	0.000	0.299
Unknown health					Omit.			Omit.	
Spouse employed							0.068	0.215	0.078
Spouse retired							-0.151	0.203	-0.064
No spouse							-0.157	0.015	-0.167
Unknown spouse							0.223	0.000	0.023
Immigrant							0.169	0.032	0.022
Unknown immigrant								Omit.	
Constant	0.350	0.004		0.519	0.155		0.509	0.147	
R-squared			0.067			0.173			0.221
N			449			449			449
Russian Federation									
Logistic regression									
Educational level	0.087	0.587		0.086	0.614		0.031	0.864	
Skills level	-0.003	0.608		-0.006	0.332		-0.009	0.206	
Age				0.134	0.080		0.119	0.171	
Health status				0.656	0.046		0.697	0.044	
Unknown health					Omit.			Omit.	
Spouse employed							-1.756	0.061	
Spouse retired							-2.375	0.094	
No spouse							-2.343	0.017	
Unknown spouse								Omit.	
Immigrant							-1.097	0.160	
Unknown immigrant							-1.902	0.024	
Constant	1.599	0.311		-5.696	0.204		-2.081	0.678	
Pseudo R2			0.004			0.060			0.129
N			191			191			191
Linear regression									
Educational level	0.016	0.588	0.055	0.014	0.620	0.049	0.004	0.891	0.014
Skills level	-0.001	0.608	-0.050	-0.001	0.315	-0.099	-0.001	0.172	-0.127
Age				0.022	0.088	0.149	0.019	0.115	0.134
Health status				0.107	0.048	0.213	0.108	0.037	0.215
Unknown health					Omit.			Omit.	
Spouse employed							-0.185	0.022	-0.199
Spouse retired							-0.320	0.178	-0.083
No spouse							-0.298	0.005	-0.270
Unknown spouse								Omit.	
Immigrant							-0.216	0.172	-0.125
Unknown immigrant							-0.403	0.017	-0.153
Constant	0.838	0.003		-0.337	0.642		0.111	0.873	
R-squared			0.004			0.062			0.138
N			191			191			191
Singapore									
Logistic regression									
Educational level	0.192	0.086		0.198	0.077		0.166	0.146	
Skills level	0.000	0.926		0.000	0.987		0.001	0.808	
Age					Omit.			Omit.	
Health status				-0.112	0.540		-0.122	0.505	
Unknown health					Omit.			Omit.	
Spouse employed							-0.624	0.172	
Spouse retired							-2.253	0.007	
No spouse							-0.773	0.139	
Unknown spouse								Omit.	
Immigrant							0.196	0.559	
Unknown immigrant								Omit.	
Constant	1.764	0.004		2.017	0.011		2.428	0.006	
Pseudo R2			0.017			0.018			0.040

N			559			559			559
Linear regression									
Educational level	0.014	0.099	0.102	0.015	0.089	0.106	0.013	0.156	0.090
Skills level	0.000	0.935	-0.005	0.000	0.999	0.000	0.000	0.832	0.012
Age					Omit.			Omit.	
Health status				-0.009	0.524	-0.030	-0.009	0.513	-0.031
Unknown health					Omit.			Omit.	
Spouse employed							-0.037	0.136	-0.068
Spouse retired							-0.258	0.124	-0.111
No spouse							-0.051	0.172	-0.072
Unknown spouse								Omit.	
Immigrant							0.014	0.558	0.025
Unknown immigrant							0.111	0.000	0.019
Constant	0.864	0.000		0.884	0.000		0.906	0.000	
R-squared			0.010			0.011			0.026
N			559			559			559
Slovakia									
Logistic regression									
Educational level	0.293	0.038		0.139	0.291		0.059	0.661	
Skills level	0.019	0.000		0.018	0.000		0.017	0.000	
Age				0.001	0.991		0.004	0.934	
Health status				0.979	0.000		0.887	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.245	0.003	
Spouse retired							-0.104	0.890	
No spouse							-0.067	0.876	
Unknown spouse								Omit.	
Immigrant								Omit.	
Unknown immigrant								Omit.	
Constant	-4.497	0.000		-6.661	0.031		-6.549	0.033	
Pseudo R2			0.111			0.204			0.252
N			527			527			527
Linear regression									
Educational level	0.027	0.009	0.111	0.007	0.479	0.030	0.000	0.972	-0.002
Skills level	0.003	0.000	0.269	0.003	0.000	0.242	0.002	0.000	0.211
Age				0.000	0.989	0.001	-0.001	0.903	-0.005
Health status				0.140	0.000	0.315	0.120	0.000	0.270
Unknown health					Omit.			Omit.	
Spouse employed							0.190	0.004	0.227
Spouse retired							-0.014	0.917	-0.007
No spouse							-0.013	0.867	-0.013
Unknown spouse								Omit.	
Immigrant							0.142	0.006	0.044
Unknown immigrant							-0.855	0.000	-0.071
Constant	-0.123	0.440		-0.394	0.296		-0.291	0.425	
R-squared			0.105			0.196			0.252
N			527			527			527
Slovenia									
Logistic regression									
Educational level	0.501	0.003		0.387	0.027		0.304	0.078	
Skills level	0.011	0.000		0.010	0.001		0.010	0.002	
Age				-0.086	0.056		-0.101	0.027	
Health status				0.684	0.000		0.665	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.141	0.700	
Spouse retired							-0.046	0.949	
No spouse							-1.076	0.008	
Unknown spouse								Omit.	
Immigrant							0.086	0.800	
Unknown immigrant								Omit.	
Constant	-2.495	0.001		0.313	0.898		1.599	0.515	

Pseudo R2			0.090			0.168			0.203
N			581			581			581
Linear regression									
Educational level	0.038	0.001	0.124	0.024	0.042	0.076	0.017	0.144	0.055
Skills level	0.002	0.000	0.189	0.001	0.001	0.159	0.001	0.002	0.144
Age				-0.009	0.101	-0.067	-0.009	0.071	-0.072
Health status				0.088	0.000	0.246	0.082	0.000	0.230
Unknown health					Omit.			Omit.	
Spouse employed							0.019	0.693	0.023
Spouse retired							0.022	0.826	0.010
No spouse							-0.176	0.005	-0.180
Unknown spouse							-0.686	0.000	-0.073
Immigrant							0.009	0.850	0.008
Unknown immigrant							0.246	0.000	0.030
Constant	0.303	0.002		0.569	0.053		0.689	0.016	
R-squared			0.073			0.139			0.182
N			581			581			581
Spain									
Logistic regression									
Educational level	0.312	0.000		0.311	0.000		0.309	0.000	
Skills level	0.011	0.000		0.010	0.000		0.008	0.003	
Age				-0.029	0.429		-0.045	0.254	
Health status				0.354	0.008		0.405	0.003	
Unknown health					Omit.			Omit.	
Spouse employed							0.346	0.212	
Spouse retired							-0.416	0.539	
No spouse							-0.864	0.002	
Unknown spouse								Omit.	
Immigrant							-0.904	0.011	
Unknown immigrant							-1.251	0.336	
Constant	-2.589	0.000		-1.847	0.358		-0.557	0.798	
Pseudo R2			0.132			0.148			0.193
N			616			616			616
Linear regression									
Educational level	0.039	0.000	0.183	0.040	0.000	0.184	0.035	0.000	0.163
Skills level	0.002	0.000	0.234	0.002	0.000	0.200	0.002	0.001	0.165
Age				-0.004	0.524	-0.026	-0.006	0.310	-0.041
Health status				0.063	0.004	0.132	0.068	0.002	0.142
Unknown health					Omit.			Omit.	
Spouse employed							0.050	0.233	0.056
Spouse retired							-0.065	0.653	-0.019
No spouse							-0.168	0.002	-0.155
Unknown spouse								Omit.	
Immigrant							-0.154	0.024	-0.106
Unknown immigrant							-0.261	0.387	-0.044
Constant	0.058	0.566		0.143	0.681		0.372	0.289	
R-squared			0.138			0.155			0.203
N			616			616			616
Sweden									
Logistic regression									
Educational level	0.090	0.472		0.069	0.623		0.022	0.879	
Skills level	0.015	0.000		0.014	0.000		0.017	0.000	
Age				0.082	0.257		0.077	0.307	
Health status				0.725	0.003		0.759	0.003	
Unknown health					Omit.			Omit.	
Spouse employed							-0.830	0.246	
Spouse retired							-1.514	0.157	
No spouse							-2.095	0.009	
Unknown spouse								Omit.	
Immigrant							0.436	0.504	
Unknown immigrant								Omit.	

Constant	-1.975	0.022		-7.971	0.042		-7.306	0.059	
Pseudo R2			0.092			0.172			0.226
N			450			450			450
Linear regression									
Educational level	0.000	0.991	0.001	-0.005	0.524	-0.028	-0.007	0.430	-0.034
Skills level	0.002	0.000	0.258	0.002	0.000	0.254	0.002	0.000	0.259
Age				0.007	0.215	0.063	0.007	0.232	0.060
Health status				0.063	0.001	0.228	0.060	0.002	0.216
Unknown health				-0.895	0.000	-0.245	-0.869	0.000	-0.238
Spouse employed							-0.027	0.457	-0.043
Spouse retired							-0.081	0.429	-0.051
No spouse							-0.126	0.020	-0.189
Unknown spouse								Omit.	
Immigrant							0.022	0.612	0.028
Unknown immigrant							0.045	0.430	0.015
Constant	0.444	0.000		-0.090	0.784		-0.013	0.967	
R-squared			0.067			0.183			0.207
N			450			450			450
Turkey									
Logistic regression									
Educational level	0.025	0.764		0.025	0.766		0.000	0.996	
Skills level	0.011	0.002		0.010	0.010		0.011	0.004	
Age				-0.154	0.000		-0.141	0.002	
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed							1.470	0.001	
Spouse retired							-1.159	0.020	
No spouse							-0.306	0.441	
Unknown spouse								Omit.	
Immigrant							-0.141	0.867	
Unknown immigrant								Omit.	
Constant	-1.968	0.008		6.001	0.008		5.141	0.030	
Pseudo R2			0.029			0.060			0.095
N			479			479			479
Linear regression									
Educational level	0.004	0.816	0.013	0.004	0.800	0.014	-0.002	0.888	-0.008
Skills level	0.002	0.002	0.185	0.002	0.009	0.151	0.002	0.006	0.157
Age				-0.033	0.000	-0.200	-0.029	0.002	-0.175
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed							0.201	0.000	0.138
Spouse retired							-0.258	0.021	-0.109
No spouse							-0.068	0.459	-0.040
Unknown spouse								Omit.	
Immigrant							-0.015	0.921	-0.003
Unknown immigrant								Omit.	
Constant	0.072	0.662		1.816	0.000		1.593	0.001	
R-squared			0.037			0.076			0.110
N			479			479			479
United Kingdom									
Logistic regression									
Educational level	0.204	0.019		0.175	0.065		0.217	0.051	
Skills level	0.007	0.019		0.003	0.278		0.000	0.950	
Age				0.030	0.569		0.036	0.525	
Health status				0.895	0.000		0.850	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.438	0.004	
Spouse retired							-2.383	0.018	
No spouse							0.073	0.860	
Unknown spouse								Omit.	
Immigrant							0.300	0.608	

Unknown immigrant							2.050	0.040	
Constant	-0.835	0.245		-3.989	0.146		-4.010	0.167	
Pseudo R2			0.054			0.171			0.258
N			828			828			828
Linear regression									
Educational level	0.020	0.018	0.113	0.015	0.086	0.086	0.018	0.054	0.102
Skills level	0.001	0.014	0.130	0.001	0.119	0.075	0.000	0.567	0.028
Age				0.003	0.616	0.024	0.004	0.525	0.029
Health status				0.109	0.000	0.326	0.094	0.000	0.280
Unknown health				0.186	0.000	0.018	0.274	0.000	0.027
Spouse employed							0.126	0.020	0.176
Spouse retired							-0.460	0.002	-0.184
No spouse							-0.020	0.741	-0.025
Unknown spouse								Omit.	
Immigrant							0.020	0.683	0.020
Unknown immigrant							0.148	0.000	0.035
Constant	0.516	0.000		0.127	0.681		0.171	0.560	
R-squared			0.043			0.144			0.223
N			828			828			828
United States of America									
Logistic regression									
Educational level	0.140	0.169		0.043	0.707		0.007	0.957	
Skills level	0.010	0.001		0.009	0.005		0.012	0.001	
Age					Omit.			Omit.	
Health status				0.544	0.001		0.463	0.009	
Unknown health					Omit.			Omit.	
Spouse employed							-0.168	0.726	
Spouse retired							-1.400	0.042	
No spouse							-0.782	0.075	
Unknown spouse								Omit.	
Immigrant							1.203	0.010	
Unknown immigrant								Omit.	
Constant	-1.336	0.040		-2.506	0.001		-2.535	0.007	
Pseudo R2			0.062			0.105			0.151
N			496			496			496
Linear regression									
Educational level	0.013	0.213	0.063	0.003	0.824	0.012	-0.003	0.813	-0.013
Skills level	0.001	0.001	0.188	0.001	0.005	0.160	0.001	0.002	0.181
Age					Omit.			Omit.	
Health status				0.069	0.001	0.203	0.058	0.003	0.171
Unknown health					Omit.			Omit.	
Spouse employed							-0.004	0.918	-0.006
Spouse retired							-0.254	0.045	-0.129
No spouse							-0.091	0.045	-0.113
Unknown spouse								Omit.	
Immigrant							0.115	0.003	0.122
Unknown immigrant							-0.578	0.000	-0.075
Constant	0.436	0.000		0.294	0.007		0.329	0.005	
R-squared			0.053			0.089			0.137
N			496			496			496

Table A.4: Effects of explanatory variables on the probability of being employed in each country in the sample, females 45-54 years (for notes to the table, see Table A.6)

	Coef.	P	Beta	Coef.	P	Beta	Coef.	P	Beta
Austria									
Logistic regression									
Educational level	0.291	0.036		0.190	0.168		0.184	0.153	
Skills level	0.007	0.048		0.003	0.405		0.001	0.724	
Age					Omit.			Omit.	
Health status				0.771	0.000		0.794	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.498	0.581	
Spouse retired							0.121	0.899	
No spouse							0.071	0.938	
Unknown spouse								Omit.	
Immigrant							-0.789	0.020	
Unknown immigrant							-0.920	0.520	
Constant	-1.146	0.176		-2.062	0.017		-1.786	0.142	
Pseudo R2			0.040			0.134			0.153
N			599			599			599
Linear regression									
Educational level	0.027	0.022	0.101	0.017	0.152	0.061	0.019	0.102	0.068
Skills level	0.001	0.034	0.110	0.001	0.320	0.051	0.000	0.574	0.028
Age					Omit.			Omit.	
Health status				0.098	0.000	0.299	0.097	0.000	0.296
Unknown health				0.201	0.000	0.024	0.870	0.000	0.103
Spouse employed							0.072	0.470	0.095
Spouse retired							0.037	0.739	0.031
No spouse							0.023	0.819	0.028
Unknown spouse								Omit.	
Immigrant							-0.117	0.029	-0.112
Unknown immigrant							-0.641	0.000	-0.104
Constant	0.458	0.000		0.326	0.009		0.348	0.031	
R-squared			0.033			0.115			0.138
N			599			599			599
Belgium									
Logistic regression									
Educational level	0.489	0.000		0.421	0.000		0.415	0.000	
Skills level	0.004	0.167		0.004	0.197		0.004	0.191	
Age				0.009	0.827		0.020	0.614	
Health status				0.676	0.000		0.673	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.239	0.689	
Spouse retired							-0.246	0.729	
No spouse							0.036	0.954	
Unknown spouse								Omit.	
Immigrant							0.378	0.420	
Unknown immigrant								Omit.	
Constant	-1.307	0.046		-3.521	0.111		-4.280	0.059	
Pseudo R2			0.099			0.162			0.166
N			569			569			569
Linear regression									
Educational level	0.057	0.000	0.237	0.046	0.000	0.189	0.044	0.000	0.182
Skills level	0.001	0.084	0.087	0.001	0.105	0.084	0.001	0.125	0.080
Age				0.002	0.638	0.017	0.004	0.446	0.028
Health status				0.091	0.000	0.244	0.091	0.000	0.243
Unknown health					Omit.			Omit.	
Spouse employed							0.060	0.616	0.070
Spouse retired							-0.027	0.846	-0.018
No spouse							0.035	0.779	0.035
Unknown spouse								Omit.	

Immigrant							0.035	0.518	0.024
Unknown immigrant								Omit.	
Constant	0.380	0.001		0.026	0.931		-0.081	0.794	
R-squared			0.087			0.143			0.148
N			569			569			569
Canada									
Logistic regression									
Educational level	0.339	0.000		0.339	0.000		0.333	0.000	
Skills level	0.004	0.022		0.004	0.022		0.005	0.021	
Age					Omit.			Omit.	
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed								Omit.	
Spouse retired								Omit.	
No spouse							-0.438	0.007	
Unknown spouse								Omit.	
Immigrant							0.103	0.562	
Unknown immigrant							1.096	0.162	
Constant	-1.086	0.012		-1.086	0.012		-1.016	0.023	
Pseudo R2			0.065			0.065			0.072
N			3311			3311			3311
Linear regression									
Educational level	0.051	0.000	0.196	0.051	0.000	0.196	0.050	0.000	0.192
Skills level	0.001	0.011	0.092	0.001	0.011	0.092	0.001	0.011	0.094
Age					Omit.			Omit.	
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed								Omit.	
Spouse retired								Omit.	
No spouse								Omit.	
Unknown spouse							0.069	0.010	0.077
Immigrant							0.011	0.664	0.013
Unknown immigrant							0.135	0.025	0.018
Constant	0.387	0.000		0.387	0.000		0.333	0.000	
R-squared			0.064			0.064			0.071
N			3311			3311			3311
Chile									
Logistic regression									
Educational level	0.347	0.012		0.304	0.023		0.293	0.033	
Skills level	0.013	0.002		0.011	0.003		0.011	0.005	
Age				0.033	0.512		0.036	0.478	
Health status				0.440	0.008		0.447	0.010	
Unknown health					Omit.			Omit.	
Spouse employed							0.426	0.397	
Spouse retired							-0.114	0.864	
No spouse							0.726	0.164	
Unknown spouse								Omit.	
Immigrant							0.690	0.578	
Unknown immigrant							0.897	0.313	
Constant	-2.428	0.000		-4.749	0.092		-5.320	0.061	
Pseudo R2			0.119			0.141			0.149
N			629			629			629
Linear regression									
Educational level	0.045	0.014	0.154	0.037	0.045	0.124	0.035	0.064	0.117
Skills level	0.002	0.002	0.232	0.002	0.002	0.207	0.002	0.003	0.204
Age				0.007	0.418	0.047	0.007	0.380	0.051
Health status				0.076	0.004	0.161	0.074	0.006	0.156
Unknown health					Omit.			Omit.	
Spouse employed							0.114	0.331	0.127
Spouse retired							-0.014	0.928	-0.005
No spouse							0.154	0.193	0.168

Unknown spouse								Omit.	
Immigrant							0.142	0.408	0.035
Unknown immigrant							0.104	0.268	0.020
Constant	0.152	0.218		-0.315	0.519		-0.446	0.367	
R-squared			0.122			0.146			0.155
N			629			629			629
Cyprus									
Logistic regression									
Educational level	0.412	0.000		0.409	0.000		0.422	0.000	
Skills level	0.006	0.074		0.007	0.054		0.006	0.082	
Age				-0.108	0.005		-0.118	0.003	
Health status				-0.002	0.990		-0.013	0.922	
Unknown health					Omit.			Omit.	
Spouse employed							0.727	0.080	
Spouse retired							0.567	0.338	
No spouse							1.162	0.011	
Unknown spouse								Omit.	
Immigrant							-0.252	0.581	
Unknown immigrant								Omit.	
Constant	-2.512	0.006		2.697	0.206		2.648	0.227	
Pseudo R2			0.079			0.094			0.106
N			509			509			509
Linear regression									
Educational level	0.083	0.000	0.268	0.081	0.000	0.260	0.081	0.000	0.261
Skills level	0.001	0.068	0.099	0.001	0.050	0.105	0.001	0.074	0.095
Age				-0.022	0.005	-0.134	-0.024	0.003	-0.141
Health status				0.001	0.981	0.001	-0.001	0.966	-0.002
Unknown health					Omit.			Omit.	
Spouse employed							0.162	0.072	0.154
Spouse retired							0.126	0.338	0.061
No spouse							0.244	0.010	0.186
Unknown spouse							0.214	0.029	0.018
Immigrant							-0.047	0.578	-0.024
Unknown immigrant								Omit.	
Constant	-0.031	0.871		1.057	0.019		1.000	0.029	
R-squared			0.098			0.116			0.130
N			509			509			509
Czech Republic									
Logistic regression									
Educational level	0.425	0.019		0.279	0.138		0.318	0.087	
Skills level	0.006	0.287		0.001	0.835		0.001	0.788	
Age				0.144	0.032		0.128	0.041	
Health status				1.430	0.000		1.422	0.000	
Unknown health				0.084	0.957		0.136	0.931	
Spouse employed							0.584	0.503	
Spouse retired							0.672	0.483	
No spouse							0.980	0.264	
Unknown spouse								Omit.	
Immigrant							0.628	0.421	
Unknown immigrant								Omit.	
Constant	-0.915	0.456		-10.307	0.007		-10.420	0.005	
Pseudo R2			0.049			0.228			0.238
N			453			453			453
Linear regression									
Educational level	0.025	0.021	0.114	0.013	0.247	0.060	0.016	0.150	0.072
Skills level	0.001	0.275	0.085	0.000	0.759	0.021	0.000	0.698	0.026
Age				0.015	0.050	0.131	0.014	0.063	0.119
Health status				0.163	0.000	0.389	0.162	0.000	0.386
Unknown health				0.023	0.561	0.008	0.031	0.461	0.011
Spouse employed							0.104	0.430	0.153
Spouse retired							0.109	0.441	0.091

No spouse							0.141	0.280	0.197
Unknown spouse								Omit.	
Immigrant							0.067	0.423	0.058
Unknown immigrant							0.117	0.047	0.009
Constant	0.585	0.000		-0.471	0.299		-0.537	0.235	
R-squared			0.030			0.180			0.188
N			453			453			453
Denmark									
Logistic regression									
Educational level	0.381	0.000		0.279	0.011		0.297	0.007	
Skills level	0.018	0.000		0.014	0.000		0.012	0.001	
Age				-0.047	0.321		-0.050	0.301	
Health status				0.736	0.000		0.753	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							-1.384	0.018	
Spouse retired							-2.039	0.004	
No spouse							-1.707	0.005	
Unknown spouse								Omit.	
Immigrant							-0.413	0.251	
Unknown immigrant								Omit.	
Constant	-4.344	0.000		-2.960	0.236		-0.878	0.745	
Pseudo R2			0.180			0.261			0.276
N			721			721			721
Linear regression									
Educational level	0.033	0.001	0.137	0.021	0.029	0.088	0.025	0.014	0.102
Skills level	0.003	0.000	0.327	0.002	0.000	0.251	0.002	0.000	0.209
Age				-0.004	0.399	-0.034	-0.004	0.408	-0.034
Health status				0.096	0.000	0.289	0.095	0.000	0.285
Unknown health					Omit.			Omit.	
Spouse employed							-0.121	0.020	-0.156
Spouse retired							-0.213	0.008	-0.139
No spouse							-0.167	0.005	-0.195
Unknown spouse							0.054	0.301	0.007
Immigrant							-0.073	0.163	-0.057
Unknown immigrant								Omit.	
Constant	-0.046	0.660		0.048	0.863		0.278	0.356	
R-squared			0.165			0.239			0.252
N			721			721			721
Estonia									
Logistic regression									
Educational level	0.377	0.000		0.302	0.000		0.308	0.000	
Skills level	0.008	0.002		0.007	0.011		0.006	0.030	
Age				-0.004	0.916		0.002	0.954	
Health status				0.984	0.000		0.939	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.430	0.193	
Spouse retired							-0.387	0.394	
No spouse							0.151	0.656	
Unknown spouse								Omit.	
Immigrant							-0.321	0.139	
Unknown immigrant							-0.949	0.153	
Constant	-2.004	0.001		-3.410	0.085		-3.522	0.078	
Pseudo R2			0.078			0.150			0.162
N			856			856			856
Linear regression									
Educational level	0.041	0.000	0.189	0.031	0.000	0.141	0.031	0.000	0.141
Skills level	0.001	0.003	0.115	0.001	0.021	0.088	0.001	0.046	0.077
Age				0.000	0.938	0.003	0.002	0.737	0.012
Health status				0.099	0.000	0.234	0.091	0.000	0.216
Unknown health				0.179	0.002	0.028	0.199	0.006	0.031
Spouse employed							0.070	0.189	0.095

Spouse retired							-0.050	0.532	-0.031
No spouse							0.034	0.537	0.044
Unknown spouse							0.197	0.021	0.025
Immigrant							-0.037	0.211	-0.046
Unknown immigrant							-0.187	0.130	-0.056
Constant	0.362	0.000		0.206	0.404		0.160	0.526	
R-squared			0.064			0.116			0.128
N			856			856			856
Finland									
Logistic regression									
Educational level	0.181	0.082		0.124	0.256		0.071	0.525	
Skills level	0.017	0.000		0.015	0.000		0.018	0.000	
Age				0.026	0.630		0.049	0.369	
Health status				0.767	0.000		0.771	0.000	
Unknown health				-0.404	0.726		-1.041	0.354	
Spouse employed							0.944	0.143	
Spouse retired							0.162	0.855	
No spouse							0.427	0.528	
Unknown spouse								Omit.	
Immigrant							1.131	0.073	
Unknown immigrant								Omit.	
Constant	-3.419	0.000		-6.052	0.038		-8.512	0.007	
Pseudo R2			0.142			0.199			0.219
N			557			557			557
Linear regression									
Educational level	0.012	0.292	0.059	0.005	0.657	0.025	0.002	0.892	0.008
Skills level	0.002	0.000	0.307	0.002	0.000	0.264	0.002	0.000	0.290
Age				0.001	0.820	0.010	0.002	0.642	0.020
Health status				0.070	0.000	0.211	0.070	0.000	0.211
Unknown health				-0.013	0.948	-0.003	-0.076	0.704	-0.021
Spouse employed							0.079	0.313	0.118
Spouse retired							-0.013	0.909	-0.008
No spouse							0.029	0.731	0.039
Unknown spouse								Omit.	
Immigrant							0.103	0.205	0.075
Unknown immigrant							0.105	0.019	0.020
Constant	0.219	0.093		0.044	0.879		-0.110	0.713	
R-squared			0.113			0.153			0.166
N			557			557			557
France									
Logistic regression									
Educational level	0.301	0.001		0.274	0.002		0.283	0.001	
Skills level	0.006	0.017		0.005	0.051		0.003	0.237	
Age				-0.083	0.013		-0.088	0.009	
Health status				0.274	0.008		0.249	0.017	
Unknown health				-0.287	0.808		-0.626	0.614	
Spouse employed							0.541	0.125	
Spouse retired							0.227	0.609	
No spouse							0.476	0.216	
Unknown spouse								Omit.	
Immigrant							-0.578	0.020	
Unknown immigrant							1.330	0.364	
Constant	-1.138	0.030		2.469	0.161		2.854	0.105	
Pseudo R2			0.053			0.076			0.091
N			753			753			753
Linear regression									
Educational level	0.041	0.000	0.153	0.036	0.001	0.136	0.039	0.000	0.148
Skills level	0.001	0.011	0.114	0.001	0.040	0.092	0.001	0.194	0.058
Age				-0.014	0.014	-0.095	-0.014	0.010	-0.099
Health status				0.046	0.006	0.118	0.040	0.017	0.102
Unknown health				-0.048	0.853	-0.008	-0.266	0.298	-0.047

Spouse employed							0.124	0.101	0.145
Spouse retired							0.055	0.562	0.036
No spouse							0.114	0.149	0.120
Unknown spouse							0.458	0.002	0.075
Immigrant							-0.116	0.014	-0.106
Unknown immigrant							0.129	0.401	0.034
Constant	0.358	0.000		0.964	0.001		0.990	0.001	
R-squared			0.053			0.077			0.099
N			753			753			753
Germany									
Logistic regression									
Educational level	0.293	0.005		0.256	0.018		0.248	0.016	
Skills level	0.011	0.001		0.008	0.020		0.006	0.096	
Age					Omit.			Omit.	
Health status				0.552	0.000		0.524	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.549	0.318	
Spouse retired							-0.234	0.720	
No spouse							0.325	0.572	
Unknown spouse								Omit.	
Immigrant							-0.666	0.047	
Unknown immigrant							-1.283	0.197	
Constant	-2.189	0.004		-3.090	0.000		-2.619	0.004	
Pseudo R2			0.089			0.133			0.153
N			670			670			670
Linear regression									
Educational level	0.026	0.005	0.115	0.020	0.038	0.086	0.021	0.026	0.089
Skills level	0.002	0.001	0.199	0.001	0.005	0.148	0.001	0.041	0.104
Age					Omit.			Omit.	
Health status				0.082	0.000	0.222	0.077	0.000	0.208
Unknown health					Omit.			Omit.	
Spouse employed							0.103	0.251	0.132
Spouse retired							-0.009	0.938	-0.007
No spouse							0.072	0.440	0.080
Unknown spouse								Omit.	
Immigrant							-0.107	0.054	-0.103
Unknown immigrant							-0.244	0.203	-0.079
Constant	0.290	0.020		0.134	0.293		0.186	0.219	
R-squared			0.076			0.121			0.143
N			670			670			670
Greece									
Logistic regression									
Educational level	0.365	0.000		0.335	0.000		0.355	0.000	
Skills level	-0.008	0.006		-0.008	0.007		-0.008	0.006	
Age				-0.069	0.067		-0.065	0.099	
Health status				0.101	0.362		0.131	0.243	
Unknown health					Omit.			Omit.	
Spouse employed							-0.326	0.418	
Spouse retired							-0.648	0.186	
No spouse							0.244	0.565	
Unknown spouse								Omit.	
Immigrant							-0.053	0.915	
Unknown immigrant								Omit.	
Constant	0.659	0.355		3.795	0.068		3.737	0.090	
Pseudo R2			0.059			0.067			0.079
N			606			606			606
Linear regression									
Educational level	0.085	0.000	0.291	0.077	0.000	0.265	0.080	0.000	0.275
Skills level	-0.002	0.005	-0.139	-0.002	0.005	-0.138	-0.002	0.007	-0.136
Age				-0.015	0.072	-0.085	-0.015	0.088	-0.083
Health status				0.023	0.361	0.043	0.031	0.205	0.060

Unknown health					Omit.			Omit.	
Spouse employed							-0.055	0.544	-0.055
Spouse retired							-0.115	0.272	-0.079
No spouse							0.073	0.447	0.059
Unknown spouse								Omit.	
Immigrant							-0.007	0.949	-0.003
Unknown immigrant							0.735	0.000	0.077
Constant	0.639	0.000		1.331	0.004		1.304	0.008	
R-squared			0.078			0.088			0.109
N			606			606			606
Ireland									
Logistic regression									
Educational level	0.337	0.000		0.340	0.000		0.328	0.000	
Skills level	0.005	0.045		0.003	0.228		0.003	0.215	
Age				0.083	0.048		0.117	0.007	
Health status				0.593	0.000		0.571	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.735	0.053	
Spouse retired							-0.873	0.180	
No spouse							0.514	0.189	
Unknown spouse								Omit.	
Immigrant							0.033	0.934	
Unknown immigrant								Omit.	
Constant	-1.980	0.002		-7.584	0.001		-9.725	0.000	
Pseudo R2			0.074			0.145			0.167
N			575			575			575
Linear regression									
Educational level	0.069	0.000	0.241	0.064	0.000	0.224	0.060	0.000	0.209
Skills level	0.001	0.049	0.107	0.001	0.223	0.060	0.001	0.201	0.062
Age				0.016	0.044	0.089	0.021	0.006	0.121
Health status				0.122	0.000	0.289	0.115	0.000	0.273
Unknown health					Omit.			Omit.	
Spouse employed							0.141	0.083	0.145
Spouse retired							-0.180	0.181	-0.077
No spouse							0.097	0.238	0.088
Unknown spouse								Omit.	
Immigrant							0.006	0.937	0.004
Unknown immigrant							-0.472	0.000	-0.048
Constant	0.091	0.510		-0.977	0.015		-1.314	0.001	
R-squared			0.092			0.178			0.204
N			575			575			575
Israel									
Logistic regression									
Educational level	0.418	0.000		0.397	0.000		0.334	0.000	
Skills level	0.008	0.010		0.006	0.065		0.004	0.197	
Age				0.043	0.352		0.029	0.560	
Health status				0.437	0.000		0.533	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.593	0.129	
Spouse retired							0.051	0.920	
No spouse							0.741	0.081	
Unknown spouse								Omit.	
Immigrant							1.309	0.000	
Unknown immigrant								Omit.	
Constant	-2.506	0.000		-5.503	0.021		-5.804	0.018	
Pseudo R2			0.155			0.193			0.251
N			435			435			435
Linear regression									
Educational level	0.070	0.000	0.296	0.067	0.000	0.282	0.054	0.000	0.227
Skills level	0.001	0.005	0.168	0.001	0.116	0.093	0.001	0.265	0.066
Age				0.008	0.289	0.050	0.004	0.552	0.027

Health status				0.076	0.000	0.217	0.083	0.000	0.236
Unknown health				-0.701	0.000	-0.111	-0.587	0.000	-0.093
Spouse employed							0.153	0.022	0.169
Spouse retired							0.042	0.637	0.026
No spouse							0.173	0.014	0.165
Unknown spouse							0.528	0.000	0.078
Immigrant							0.212	0.000	0.228
Unknown immigrant								Omit.	
Constant	0.087	0.393		-0.389	0.285		-0.405	0.248	
R-squared			0.170			0.221			0.287
N			435			435			435
Italy									
Logistic regression									
Educational level	0.625	0.000		0.597	0.000		0.583	0.000	
Skills level	0.001	0.817		0.001	0.862		0.002	0.661	
Age				-0.003	0.934		0.002	0.964	
Health status				0.164	0.180		0.152	0.239	
Unknown health					Omit.			Omit.	
Spouse employed							0.881	0.056	
Spouse retired							0.401	0.522	
No spouse							1.538	0.001	
Unknown spouse								Omit.	
Immigrant							0.051	0.906	
Unknown immigrant								Omit.	
Constant	-1.604	0.027		-1.823	0.402		-3.185	0.198	
Pseudo R2			0.080			0.084			0.113
N			526			526			526
Linear regression									
Educational level	0.117	0.000	0.300	0.111	0.000	0.285	0.103	0.000	0.265
Skills level	0.000	0.574	0.029	0.000	0.640	0.024	0.001	0.471	0.040
Age				-0.002	0.848	-0.010	0.000	0.969	-0.002
Health status				0.039	0.153	0.073	0.034	0.222	0.064
Unknown health					Omit.			Omit.	
Spouse employed							0.188	0.048	0.187
Spouse retired							0.074	0.567	0.044
No spouse							0.328	0.001	0.286
Unknown spouse								Omit.	
Immigrant							0.026	0.773	0.013
Unknown immigrant								Omit.	
Constant	0.135	0.402		0.131	0.788		-0.150	0.774	
R-squared			0.098			0.103			0.139
N			526			526			526
Japan									
Logistic regression									
Educational level	-0.055	0.536		-0.055	0.535		-0.046	0.613	
Skills level	0.003	0.356		0.003	0.359		0.003	0.430	
Age				0.001	0.976		0.009	0.811	
Health status				0.003	0.982		-0.009	0.943	
Unknown health					Omit.			Omit.	
Spouse employed							0.927	0.077	
Spouse retired								Omit.	
No spouse							1.603	0.008	
Unknown spouse								Omit.	
Immigrant								Omit.	
Unknown immigrant							1.052	0.319	
Constant	0.307	0.755		0.241	0.913		-1.036	0.651	
Pseudo R2			0.002			0.002			0.020
N			544			544			544
Linear regression									
Educational level	-0.011	0.535	-0.031	-0.011	0.534	-0.031	-0.010	0.562	-0.030
Skills level	0.001	0.363	0.048	0.001	0.367	0.048	0.000	0.610	0.026

Age				0.000	0.978	0.001	0.002	0.822	0.011
Health status				0.001	0.982	0.001	-0.007	0.781	-0.014
Unknown health					Omit.			Omit.	
Spouse employed							0.301	0.031	0.282
Spouse retired							0.582	0.000	0.082
No spouse							0.411	0.004	0.363
Unknown spouse								Omit.	
Immigrant							-0.715	0.000	-0.075
Unknown immigrant							0.155	0.157	0.043
Constant	0.594	0.003		0.582	0.176		0.299	0.497	
R-squared			0.002			0.002			0.034
N			544			544			544
Republic of Korea									
Logistic regression									
Educational level	-0.070	0.259		-0.158	0.014		-0.154	0.017	
Skills level	0.004	0.117		0.002	0.490		0.002	0.572	
Age				-0.106	0.000		-0.109	0.000	
Health status				0.646	0.000		0.685	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.137	0.630	
Spouse retired							-0.027	0.970	
No spouse							0.902	0.005	
Unknown spouse								Omit.	
Immigrant							-0.328	0.633	
Unknown immigrant							-0.645	0.412	
Constant	-0.031	0.958		4.581	0.005		4.419	0.010	
Pseudo R2			0.003			0.056			0.072
N			813			813			813
Linear regression									
Educational level	-0.015	0.264	-0.048	-0.033	0.013	-0.104	-0.032	0.013	-0.102
Skills level	0.001	0.118	0.064	0.000	0.493	0.028	0.000	0.565	0.024
Age				-0.022	0.000	-0.138	-0.022	0.000	-0.138
Health status				0.124	0.000	0.216	0.128	0.000	0.222
Unknown health					Omit.			Omit.	
Spouse employed							0.032	0.625	0.032
Spouse retired							0.000	0.999	0.000
No spouse							0.175	0.012	0.153
Unknown spouse								Omit.	
Immigrant							-0.061	0.692	-0.014
Unknown immigrant							-0.156	0.411	-0.024
Constant	0.508	0.000		1.500	0.000		1.451	0.000	
R-squared			0.004			0.067			0.084
N			813			813			813
Lithuania									
Logistic regression									
Educational level	0.735	0.000		0.674	0.000		0.756	0.000	
Skills level	0.007	0.041		0.006	0.068		0.006	0.086	
Age				-0.031	0.451		-0.042	0.340	
Health status				0.678	0.000		0.734	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							2.029	0.000	
Spouse retired							1.933	0.002	
No spouse							1.863	0.000	
Unknown spouse								Omit.	
Immigrant							-0.409	0.514	
Unknown immigrant							2.136	0.200	
Constant	-3.430	0.000		-3.217	0.190		-4.869	0.064	
Pseudo R2			0.116			0.162			0.208
N			726			726			726
Linear regression									
Educational level	0.087	0.000	0.279	0.073	0.000	0.233	0.073	0.000	0.234

Skills level	0.001	0.046	0.107	0.001	0.059	0.096	0.001	0.088	0.087
Age				-0.005	0.419	-0.037	-0.005	0.426	-0.037
Health status				0.096	0.000	0.202	0.096	0.000	0.202
Unknown health					Omit.			Omit.	
Spouse employed							0.354	0.000	0.415
Spouse retired							0.333	0.005	0.164
No spouse							0.321	0.000	0.367
Unknown spouse								Omit.	
Immigrant							-0.076	0.459	-0.039
Unknown immigrant							0.284	0.244	0.052
Constant	0.093	0.506		0.187	0.621		-0.104	0.787	
R-squared			0.105			0.146			0.190
N			726			726			726
The Netherlands									
Logistic regression									
Educational level	0.127	0.098		0.094	0.230		0.170	0.034	
Skills level	0.010	0.000		0.008	0.004		0.004	0.156	
Age				-0.046	0.248		-0.057	0.155	
Health status				0.875	0.000		0.807	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.372	0.415	
Spouse retired							0.217	0.727	
No spouse							0.322	0.503	
Unknown spouse								Omit.	
Immigrant							-1.082	0.001	
Unknown immigrant								Omit.	
Constant	-1.698	0.009		-1.362	0.527		-0.021	0.993	
Pseudo R2			0.056			0.153			0.175
N			621			621			621
Linear regression									
Educational level	0.016	0.110	0.073	0.010	0.302	0.045	0.020	0.038	0.091
Skills level	0.002	0.000	0.198	0.001	0.002	0.147	0.001	0.122	0.075
Age				-0.005	0.359	-0.037	-0.007	0.217	-0.048
Health status				0.120	0.000	0.305	0.109	0.000	0.277
Unknown health					Omit.			Omit.	
Spouse employed							0.082	0.345	0.095
Spouse retired							0.048	0.669	0.026
No spouse							0.063	0.491	0.066
Unknown spouse							0.172	0.063	0.017
Immigrant							-0.198	0.001	-0.170
Unknown immigrant								Omit.	
Constant	0.255	0.036		0.267	0.402		0.474	0.149	
R-squared			0.059			0.147			0.176
N			621			621			621
New Zealand									
Logistic regression									
Educational level	0.126	0.059		0.102	0.139		0.101	0.142	
Skills level	0.011	0.000		0.010	0.000		0.009	0.001	
Age					Omit.			Omit.	
Health status				0.468	0.000		0.411	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.956	0.046	
Spouse retired							-0.314	0.693	
No spouse							0.161	0.740	
Unknown spouse								Omit.	
Immigrant							-0.061	0.818	
Unknown immigrant								Omit.	
Constant	-1.934	0.004		-3.188	0.000		-3.269	0.000	
Pseudo R2			0.060			0.097			0.121
N			697			697			697
Linear regression									

Educational level	0.015	0.077	0.075	0.012	0.170	0.058	0.011	0.184	0.055
Skills level	0.002	0.000	0.190	0.001	0.000	0.168	0.001	0.001	0.149
Age					Omit.			Omit.	
Health status				0.068	0.000	0.189	0.060	0.000	0.166
Unknown health					Omit.			Omit.	
Spouse employed							0.149	0.094	0.183
Spouse retired							-0.061	0.720	-0.022
No spouse							0.034	0.713	0.039
Unknown spouse								Omit.	
Immigrant							0.002	0.947	0.003
Unknown immigrant							0.110	0.000	0.010
Constant	0.299	0.008		0.118	0.306		0.086	0.566	
R-squared			0.056			0.090			0.115
N			697			697			697
Norway									
Logistic regression									
Educational level	0.364	0.000		0.288	0.008		0.261	0.013	
Skills level	0.015	0.000		0.012	0.003		0.011	0.010	
Age				0.044	0.399		0.020	0.706	
Health status				1.169	0.000		1.166	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.837	0.219	
Spouse retired							-0.360	0.670	
No spouse							-0.003	0.996	
Unknown spouse								Omit.	
Immigrant							-0.336	0.517	
Unknown immigrant								Omit.	
Constant	-3.665	0.000		-8.211	0.006		-6.993	0.017	
Pseudo R2			0.152			0.316			0.339
N			489			489			489
Linear regression									
Educational level	0.035	0.000	0.169	0.020	0.026	0.096	0.018	0.042	0.088
Skills level	0.002	0.000	0.253	0.002	0.001	0.191	0.001	0.004	0.164
Age				0.003	0.511	0.028	0.002	0.709	0.016
Health status				0.126	0.000	0.379	0.120	0.000	0.363
Unknown health					Omit.			Omit.	
Spouse employed							0.067	0.426	0.088
Spouse retired							-0.092	0.453	-0.054
No spouse							-0.015	0.865	-0.019
Unknown spouse								Omit.	
Immigrant							-0.054	0.383	-0.047
Unknown immigrant								Omit.	
Constant	0.062	0.664		-0.311	0.321		-0.172	0.577	
R-squared			0.133			0.261			0.279
N			489			489			489
Poland									
Logistic regression									
Educational level	0.566	0.000		0.534	0.000		0.562	0.000	
Skills level	0.000	0.875		-0.001	0.710		-0.003	0.308	
Age				-0.033	0.436		-0.029	0.492	
Health status				0.537	0.003		0.568	0.002	
Unknown health					Omit.			Omit.	
Spouse employed							1.045	0.008	
Spouse retired							0.391	0.436	
No spouse							0.602	0.151	
Unknown spouse								Omit.	
Immigrant							0.310	0.730	
Unknown immigrant							-1.503	0.075	
Constant	-1.457	0.056		-0.774	0.742		-1.328	0.576	
Pseudo R2			0.115			0.140			0.163
N			432			432			432

Linear regression									
Educational level	0.089	0.000	0.345	0.080	0.000	0.310	0.083	0.000	0.320
Skills level	0.000	0.884	0.008	0.000	0.830	-0.012	-0.001	0.363	-0.050
Age				-0.006	0.440	-0.037	-0.006	0.442	-0.037
Health status				0.103	0.001	0.167	0.100	0.002	0.163
Unknown health				0.310	0.000	0.027	0.264	0.086	0.023
Spouse employed							0.236	0.003	0.251
Spouse retired							0.117	0.288	0.078
No spouse							0.162	0.061	0.153
Unknown spouse							0.607	0.000	0.083
Immigrant							0.064	0.757	0.018
Unknown immigrant							-0.398	0.010	-0.101
Constant	0.293	0.049		0.399	0.372		0.322	0.471	
R-squared			0.122			0.152			0.185
N			432			432			432
Russian Federation									
Logistic regression									
Educational level	0.350	0.000		0.317	0.001		0.318	0.002	
Skills level	0.001	0.757		0.001	0.699		0.002	0.634	
Age				-0.094	0.054		-0.111	0.029	
Health status				0.316	0.065		0.318	0.064	
Unknown health					Omit.			Omit.	
Spouse employed							-0.113	0.848	
Spouse retired							0.846	0.344	
No spouse							0.053	0.931	
Unknown spouse								Omit.	
Immigrant							-0.447	0.325	
Unknown immigrant							-1.181	0.221	
Constant	-1.389	0.193		2.669	0.310		3.473	0.198	
Pseudo R2			0.043			0.067			0.080
N			408			408			408
Linear regression									
Educational level	0.076	0.000	0.227	0.069	0.001	0.206	0.068	0.001	0.206
Skills level	0.000	0.774	0.019	0.000	0.818	0.015	0.000	0.759	0.018
Age				-0.021	0.037	-0.129	-0.024	0.014	-0.154
Health status				0.063	0.054	0.111	0.063	0.047	0.112
Unknown health				-0.928	0.000	-0.094	-1.174	0.000	-0.119
Spouse employed							-0.025	0.840	-0.026
Spouse retired							0.220	0.188	0.107
No spouse							0.006	0.965	0.006
Unknown spouse								Omit.	
Immigrant							-0.092	0.363	-0.043
Unknown immigrant							-0.271	0.246	-0.066
Constant	0.213	0.362		1.135	0.034		1.331	0.014	
R-squared			0.054			0.091			0.111
N			408			408			408
Singapore									
Logistic regression									
Educational level	0.257	0.003		0.256	0.003		0.247	0.004	
Skills level	0.000	0.982		0.000	0.973		0.000	0.932	
Age					Omit.			Omit.	
Health status				0.014	0.903		0.024	0.838	
Unknown health					Omit.			Omit.	
Spouse employed							-0.357	0.459	
Spouse retired							-0.122	0.863	
No spouse							-0.135	0.791	
Unknown spouse								Omit.	
Immigrant							0.083	0.704	
Unknown immigrant								Omit.	
Constant	0.229	0.585		0.198	0.678		0.388	0.528	
Pseudo R2			0.032			0.032			0.034

N			554			554			554
Linear regression									
Educational level	0.045	0.003	0.183	0.045	0.003	0.182	0.043	0.005	0.174
Skills level	0.000	0.930	0.005	0.000	0.942	0.005	0.000	0.860	0.011
Age					Omit.			Omit.	
Health status				0.003	0.880	0.006	0.005	0.822	0.009
Unknown health					Omit.			Omit.	
Spouse employed							-0.067	0.456	-0.071
Spouse retired							-0.025	0.839	-0.012
No spouse							-0.029	0.757	-0.028
Unknown spouse								Omit.	
Immigrant							0.015	0.702	0.016
Unknown immigrant							0.076	0.146	0.009
Constant	0.577	0.000		0.570	0.000		0.608	0.000	
R-squared			0.035			0.035			0.038
N			554			554			554
Slovakia									
Logistic regression									
Educational level	0.537	0.002		0.450	0.005		0.418	0.005	
Skills level	0.008	0.008		0.007	0.028		0.004	0.223	
Age				-0.039	0.306		-0.017	0.662	
Health status				0.593	0.000		0.570	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.389	0.000	
Spouse retired							0.893	0.068	
No spouse							0.822	0.044	
Unknown spouse								Omit.	
Immigrant							0.172	0.790	
Unknown immigrant								Omit.	
Constant	-2.690	0.001		-1.820	0.364		-3.034	0.144	
Pseudo R2			0.099			0.143			0.168
N			591			591			591
Linear regression									
Educational level	0.052	0.000	0.206	0.041	0.000	0.162	0.038	0.000	0.150
Skills level	0.002	0.001	0.153	0.002	0.005	0.131	0.001	0.090	0.081
Age				-0.006	0.312	-0.042	-0.003	0.626	-0.020
Health status				0.100	0.000	0.217	0.094	0.000	0.202
Unknown health					Omit.			Omit.	
Spouse employed							0.284	0.000	0.329
Spouse retired							0.198	0.048	0.123
No spouse							0.199	0.015	0.198
Unknown spouse								Omit.	
Immigrant							0.041	0.576	0.018
Unknown immigrant							-0.420	0.000	-0.042
Constant	0.099	0.493		0.219	0.510		0.013	0.969	
R-squared			0.090			0.138			0.173
N			591			591			591
Slovenia									
Logistic regression									
Educational level	0.453	0.000		0.383	0.002		0.392	0.002	
Skills level	0.008	0.003		0.006	0.018		0.006	0.028	
Age				-0.033	0.385		-0.025	0.523	
Health status				0.400	0.001		0.394	0.001	
Unknown health					Omit.			Omit.	
Spouse employed							0.680	0.069	
Spouse retired							0.376	0.403	
No spouse							0.412	0.314	
Unknown spouse								Omit.	
Immigrant							0.302	0.361	
Unknown immigrant							0.048	0.960	
Constant	-2.213	0.000		-1.150	0.569		-2.069	0.321	

Pseudo R2			0.093			0.118			0.126
N			635			635			635
Linear regression									
Educational level	0.058	0.000	0.191	0.045	0.001	0.148	0.046	0.001	0.149
Skills level	0.002	0.001	0.163	0.001	0.006	0.136	0.001	0.008	0.131
Age				-0.006	0.377	-0.037	-0.004	0.514	-0.028
Health status				0.069	0.000	0.168	0.067	0.000	0.161
Unknown health					Omit.			Omit.	
Spouse employed							0.133	0.080	0.150
Spouse retired							0.078	0.401	0.055
No spouse							0.080	0.324	0.076
Unknown spouse								Omit.	
Immigrant							0.042	0.472	0.035
Unknown immigrant							0.019	0.928	0.005
Constant	0.166	0.128		0.338	0.321		0.176	0.612	
R-squared			0.094			0.122			0.130
N			635			635			635
Spain									
Logistic regression									
Educational level	0.314	0.000		0.310	0.000		0.301	0.000	
Skills level	0.004	0.115		0.003	0.268		0.003	0.212	
Age				-0.047	0.136		-0.048	0.145	
Health status				0.141	0.129		0.136	0.149	
Unknown health					Omit.			Omit.	
Spouse employed							0.253	0.372	
Spouse retired							0.137	0.782	
No spouse							0.433	0.163	
Unknown spouse								Omit.	
Immigrant							0.245	0.486	
Unknown immigrant								Omit.	
Constant	-1.389	0.005		0.794	0.646		0.453	0.801	
Pseudo R2			0.083			0.089			0.092
N			675			675			675
Linear regression									
Educational level	0.064	0.000	0.274	0.062	0.000	0.267	0.060	0.000	0.258
Skills level	0.001	0.095	0.077	0.001	0.227	0.056	0.001	0.176	0.066
Age				-0.010	0.149	-0.059	-0.010	0.150	-0.060
Health status				0.032	0.110	0.065	0.029	0.146	0.061
Unknown health					Omit.			Omit.	
Spouse employed							0.061	0.350	0.061
Spouse retired							0.032	0.779	0.015
No spouse							0.096	0.169	0.083
Unknown spouse							0.370	0.000	0.027
Immigrant							0.054	0.458	0.030
Unknown immigrant							0.440	0.000	0.030
Constant	0.199	0.063		0.651	0.084		0.587	0.135	
R-squared			0.103			0.110			0.116
N			675			675			675
Sweden									
Logistic regression									
Educational level	0.206	0.088		0.140	0.219		0.085	0.474	
Skills level	0.018	0.000		0.015	0.000		0.020	0.000	
Age				-0.044	0.486		-0.017	0.801	
Health status				0.865	0.000		0.897	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.377	0.568	
Spouse retired							-0.207	0.816	
No spouse							-0.769	0.243	
Unknown spouse								Omit.	
Immigrant							0.977	0.042	
Unknown immigrant								Omit.	

Constant	-3.518	0.000		-2.915	0.367		-5.507	0.116	
Pseudo R2			0.151			0.270			0.315
N			476			476			476
Linear regression									
Educational level	0.012	0.290	0.058	0.007	0.468	0.035	0.004	0.683	0.019
Skills level	0.002	0.000	0.327	0.002	0.000	0.256	0.002	0.000	0.276
Age				-0.004	0.511	-0.032	-0.003	0.647	-0.022
Health status				0.092	0.000	0.311	0.085	0.000	0.287
Unknown health					Omit.			Omit.	
Spouse employed							0.015	0.834	0.021
Spouse retired							-0.039	0.713	-0.018
No spouse							-0.089	0.265	-0.119
Unknown spouse								Omit.	
Immigrant							0.061	0.154	0.075
Unknown immigrant							-0.473	0.000	-0.078
Constant	0.155	0.286		0.181	0.550		0.127	0.689	
R-squared			0.127			0.220			0.250
N			476			476			476
Turkey									
Logistic regression									
Educational level	0.439	0.000		0.482	0.000		0.457	0.000	
Skills level	-0.002	0.569		-0.003	0.450		-0.004	0.402	
Age				-0.193	0.003		-0.159	0.018	
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed							1.316	0.020	
Spouse retired							0.473	0.512	
No spouse							1.633	0.008	
Unknown spouse								Omit.	
Immigrant							2.438	0.000	
Unknown immigrant								Omit.	
Constant	-1.766	0.047		7.735	0.014		5.209	0.124	
Pseudo R2			0.051			0.090			0.147
N			426			426			426
Linear regression									
Educational level	0.082	0.000	0.258	0.084	0.000	0.265	0.076	0.000	0.241
Skills level	0.000	0.509	-0.045	-0.001	0.391	-0.057	-0.001	0.367	-0.067
Age				-0.026	0.001	-0.186	-0.020	0.013	-0.145
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed							0.135	0.009	0.172
Spouse retired							0.036	0.522	0.043
No spouse							0.186	0.009	0.163
Unknown spouse							-0.033	0.583	-0.006
Immigrant							0.454	0.005	0.168
Unknown immigrant								Omit.	
Constant	0.134	0.289		1.426	0.001		1.082	0.014	
R-squared			0.058			0.092			0.145
N			426			426			426
United Kingdom									
Logistic regression									
Educational level	0.182	0.005		0.174	0.012		0.218	0.002	
Skills level	0.010	0.000		0.005	0.111		0.003	0.348	
Age				0.023	0.539		0.038	0.370	
Health status				0.748	0.000		0.770	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.438	0.006	
Spouse retired							-0.818	0.232	
No spouse							1.105	0.034	
Unknown spouse								Omit.	
Immigrant							-0.540	0.151	

Unknown immigrant							-2.235	0.120	
Constant	-2.039	0.002		-4.220	0.047		-5.669	0.017	
Pseudo R2			0.068			0.175			0.232
N			1041			1041			1041
Linear regression									
Educational level	0.026	0.006	0.123	0.023	0.011	0.108	0.027	0.003	0.126
Skills level	0.002	0.000	0.185	0.001	0.069	0.088	0.001	0.163	0.067
Age				0.003	0.577	0.021	0.005	0.346	0.036
Health status				0.126	0.000	0.358	0.119	0.000	0.338
Unknown health				-0.677	0.000	-0.047	-0.622	0.000	-0.043
Spouse employed							0.251	0.012	0.295
Spouse retired							-0.129	0.323	-0.068
No spouse							0.194	0.055	0.215
Unknown spouse								Omit.	
Immigrant							-0.064	0.273	-0.051
Unknown immigrant							-0.301	0.201	-0.046
Constant	0.206	0.095		-0.129	0.674		-0.363	0.245	
R-squared			0.070			0.189			0.247
N			1041			1041			1041
United States of America									
Logistic regression									
Educational level	0.223	0.007		0.138	0.115		0.117	0.214	
Skills level	0.006	0.028		0.003	0.355		0.002	0.471	
Age					Omit.			Omit.	
Health status				0.604	0.000		0.595	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.646	0.150	
Spouse retired							-0.385	0.487	
No spouse							0.547	0.231	
Unknown spouse								Omit.	
Immigrant							0.159	0.662	
Unknown immigrant							-1.500	0.268	
Constant	-1.392	0.035		-2.119	0.002		-2.359	0.006	
Pseudo R2			0.053			0.111			0.130
N			563			563			563
Linear regression									
Educational level	0.036	0.006	0.139	0.019	0.132	0.074	0.016	0.228	0.061
Skills level	0.001	0.020	0.136	0.001	0.275	0.064	0.000	0.484	0.043
Age					Omit.			Omit.	
Health status				0.107	0.000	0.279	0.102	0.000	0.269
Unknown health				0.220	0.000	0.031	0.195	0.000	0.027
Spouse employed							0.132	0.124	0.154
Spouse retired							-0.092	0.427	-0.055
No spouse							0.116	0.185	0.126
Unknown spouse							0.865	0.001	0.091
Immigrant							0.016	0.783	0.014
Unknown immigrant							-0.550	0.035	-0.110
Constant	0.282	0.028		0.154	0.225		0.132	0.386	
R-squared			0.057			0.122			0.151
N			563			563			563

Table A.5: Effects of explanatory variables on the probability of being employed in each country in the sample, males 55-65 years (for notes to the table, see Table A.6)

	Coef.	P	Beta	Coef.	P	Beta	Coef.	P	Beta
Austria									
Logistic regression									
Educational level	0.269	0.001		0.233	0.004		0.173	0.045	
Skills level	0.011	0.000		0.009	0.005		0.009	0.003	
Age					Omit.			Omit.	
Health status				0.287	0.006		0.305	0.007	
Unknown health					Omit.			Omit.	
Spouse employed							0.446	0.160	
Spouse retired							-1.233	0.000	
No spouse							-0.448	0.196	
Unknown spouse								Omit.	
Immigrant							0.603	0.109	
Unknown immigrant								Omit.	
Constant	-3.821	0.000		-4.082	0.000		-3.943	0.000	
Pseudo R2			0.068			0.081			0.159
N			449			449			449
Linear regression									
Educational level	0.062	0.000	0.178	0.053	0.002	0.152	0.035	0.037	0.100
Skills level	0.002	0.000	0.179	0.002	0.004	0.140	0.002	0.003	0.142
Age					Omit.			Omit.	
Health status				0.064	0.006	0.137	0.061	0.006	0.131
Unknown health					Omit.			Omit.	
Spouse employed							0.107	0.134	0.104
Spouse retired							-0.251	0.000	-0.228
No spouse							-0.092	0.234	-0.073
Unknown spouse								Omit.	
Immigrant							0.121	0.104	0.085
Unknown immigrant							-0.234	0.000	-0.019
Constant	-0.343	0.010		-0.378	0.004		-0.280	0.060	
R-squared			0.089			0.105			0.202
N			449			449			449
Belgium									
Logistic regression									
Educational level	0.351	0.000		0.377	0.000		0.376	0.000	
Skills level	-0.001	0.633		-0.003	0.374		-0.002	0.499	
Age				-0.348	0.000		-0.344	0.000	
Health status				0.448	0.000		0.447	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.032	0.907	
Spouse retired							-0.261	0.418	
No spouse							-0.611	0.058	
Unknown spouse								Omit.	
Immigrant							0.467	0.304	
Unknown immigrant								Omit.	
Constant	-1.000	0.072		18.640	0.000		18.404	0.000	
Pseudo R2			0.059			0.232			0.242
N			517			517			517
Linear regression									
Educational level	0.082	0.000	0.291	0.068	0.000	0.243	0.067	0.000	0.238
Skills level	0.000	0.636	-0.023	-0.001	0.328	-0.045	0.000	0.436	-0.035
Age				-0.067	0.000	-0.426	-0.065	0.000	-0.414
Health status				0.079	0.000	0.156	0.078	0.000	0.153
Unknown health					Omit.			Omit.	
Spouse employed							0.005	0.926	0.004
Spouse retired							-0.051	0.368	-0.045
No spouse							-0.103	0.068	-0.078
Unknown spouse								Omit.	

Immigrant							0.090	0.319	0.042
Unknown immigrant								Omit.	
Constant	0.262	0.041		4.139	0.000		4.032	0.000	
R-squared			0.079			0.282			0.290
N			517			517			517
Canada									
Logistic regression									
Educational level	0.161	0.000		0.161	0.000		0.138	0.003	
Skills level	0.002	0.199		0.002	0.199		0.003	0.101	
Age					Omit.			Omit.	
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed								Omit.	
Spouse retired								Omit.	
No spouse							-0.545	0.000	
Unknown spouse								Omit.	
Immigrant							0.350	0.052	
Unknown immigrant							1.743	0.031	
Constant	-0.381	0.271		-0.381	0.271		-0.432	0.233	
Pseudo R2			0.018			0.018			0.033
N			2816			2816			2816
Linear regression									
Educational level	0.034	0.000	0.125	0.034	0.000	0.125	0.029	0.003	0.105
Skills level	0.000	0.195	0.044	0.000	0.195	0.044	0.001	0.104	0.056
Age					Omit.			Omit.	
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed								Omit.	
Spouse retired								Omit.	
No spouse								Omit.	
Unknown spouse							0.121	0.001	0.108
Immigrant							0.069	0.044	0.067
Unknown immigrant							0.304	0.001	0.043
Constant	0.432	0.000		0.432	0.000		0.309	0.000	
R-squared			0.023			0.023			0.041
N			2816			2816			2816
Chile									
Logistic regression									
Educational level	0.252	0.046		0.168	0.194		0.172	0.190	
Skills level	0.002	0.701		0.001	0.765		0.001	0.783	
Age				-0.145	0.004		-0.134	0.010	
Health status				0.398	0.129		0.377	0.151	
Unknown health					Omit.			Omit.	
Spouse employed							0.488	0.352	
Spouse retired							-0.152	0.835	
No spouse							-0.057	0.895	
Unknown spouse								Omit.	
Immigrant								Omit.	
Unknown immigrant							-0.896	0.285	
Constant	0.794	0.321		8.794	0.005		8.145	0.013	
Pseudo R2			0.026			0.073			0.083
N			352			352			352
Linear regression									
Educational level	0.025	0.050	0.116	0.015	0.254	0.070	0.015	0.261	0.070
Skills level	0.000	0.651	0.035	0.000	0.664	0.033	0.000	0.690	0.031
Age				-0.017	0.003	-0.165	-0.016	0.009	-0.151
Health status				0.046	0.087	0.120	0.043	0.104	0.113
Unknown health					Omit.			Omit.	
Spouse employed							0.045	0.344	0.058
Spouse retired							-0.037	0.787	-0.019
No spouse							-0.012	0.828	-0.014

Unknown spouse								Omit.	
Immigrant							0.055	0.523	0.009
Unknown immigrant							-0.145	0.451	-0.057
Constant	0.736	0.000		1.674	0.000		1.594	0.000	
R-squared			0.020			0.058			0.066
N			352			352			352
Cyprus									
Logistic regression									
Educational level	-0.049	0.486		-0.103	0.226		-0.097	0.299	
Skills level	0.007	0.054		0.005	0.221		0.006	0.173	
Age				-0.315	0.000		-0.285	0.000	
Health status				0.622	0.000		0.618	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.087	0.793	
Spouse retired							-1.421	0.001	
No spouse							-1.117	0.029	
Unknown spouse								Omit.	
Immigrant							-0.150	0.865	
Unknown immigrant								Omit.	
Constant	-1.220	0.144		16.393	0.000		14.593	0.000	
Pseudo R2			0.009			0.182			0.217
N			357			357			357
Linear regression									
Educational level	-0.012	0.486	-0.042	-0.018	0.270	-0.063	-0.016	0.316	-0.057
Skills level	0.002	0.052	0.122	0.001	0.228	0.072	0.001	0.204	0.076
Age				-0.063	0.000	-0.410	-0.055	0.000	-0.357
Health status				0.113	0.000	0.220	0.108	0.000	0.210
Unknown health					Omit.			Omit.	
Spouse employed							0.015	0.805	0.016
Spouse retired							-0.267	0.000	-0.177
No spouse							-0.217	0.022	-0.107
Unknown spouse								Omit.	
Immigrant							-0.038	0.832	-0.012
Unknown immigrant								Omit.	
Constant	0.206	0.308		3.835	0.000		3.378	0.000	
R-squared			0.013			0.223			0.262
N			357			357			357
Czech Republic									
Logistic regression									
Educational level	0.226	0.032		0.173	0.224		0.128	0.359	
Skills level	0.005	0.269		0.010	0.071		0.010	0.068	
Age				-0.552	0.000		-0.491	0.000	
Health status				1.061	0.000		1.032	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.777	0.002	
Spouse retired							0.608	0.323	
No spouse							0.484	0.418	
Unknown spouse							1.796	0.088	
Immigrant							0.008	0.986	
Unknown immigrant								Omit.	
Constant	-2.205	0.031		26.982	0.000		22.569	0.000	
Pseudo R2			0.036			0.404			0.438
N			608			608			608
Linear regression									
Educational level	0.055	0.023	0.176	0.022	0.196	0.069	0.017	0.295	0.056
Skills level	0.001	0.263	0.081	0.001	0.111	0.094	0.001	0.153	0.080
Age				-0.088	0.000	-0.572	-0.075	0.000	-0.484
Health status				0.152	0.000	0.285	0.146	0.000	0.273
Unknown health					Omit.			Omit.	
Spouse employed							0.237	0.001	0.232
Spouse retired							0.036	0.614	0.035

No spouse							0.012	0.879	0.009
Unknown spouse							0.190	0.289	0.026
Immigrant							0.045	0.343	0.022
Unknown immigrant							0.139	0.001	0.011
Constant	-0.024	0.915		4.955	0.000		4.110	0.000	
R-squared			0.049			0.451			0.487
N			608			608			608
Denmark									
Logistic regression									
Educational level	0.114	0.018		0.149	0.007		0.167	0.004	
Skills level	0.012	0.000		0.008	0.000		0.005	0.019	
Age				-0.326	0.000		-0.315	0.000	
Health status				0.608	0.000		0.575	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.619	0.052	
Spouse retired							-0.380	0.263	
No spouse							-0.618	0.071	
Unknown spouse								Omit.	
Immigrant							-0.761	0.006	
Unknown immigrant							-2.165	0.152	
Constant	-2.919	0.000		15.818	0.000		15.965	0.000	
Pseudo R2			0.064			0.234			0.276
N			1200			1200			1200
Linear regression									
Educational level	0.022	0.025	0.072	0.022	0.013	0.073	0.024	0.005	0.081
Skills level	0.003	0.000	0.244	0.002	0.000	0.135	0.001	0.012	0.085
Age				-0.056	0.000	-0.367	-0.050	0.000	-0.332
Health status				0.106	0.000	0.254	0.095	0.000	0.227
Unknown health					Omit.			Omit.	
Spouse employed							0.092	0.109	0.095
Spouse retired							-0.088	0.166	-0.076
No spouse							-0.121	0.055	-0.108
Unknown spouse							0.489	0.000	0.022
Immigrant							-0.122	0.010	-0.063
Unknown immigrant							-0.402	0.120	-0.045
Constant	-0.135	0.117		3.169	0.000		3.030	0.000	
R-squared			0.082			0.268			0.310
N			1200			1200			1200
Estonia									
Logistic regression									
Educational level	0.313	0.000		0.259	0.000		0.289	0.000	
Skills level	0.009	0.000		0.008	0.000		0.006	0.010	
Age				-0.127	0.000		-0.090	0.003	
Health status				0.653	0.000		0.608	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							-0.465	0.212	
Spouse retired							-1.494	0.000	
No spouse							-1.471	0.000	
Unknown spouse								Omit.	
Immigrant							-0.183	0.362	
Unknown immigrant							-1.120	0.029	
Constant	-3.183	0.000		3.362	0.059		2.622	0.177	
Pseudo R2			0.086			0.147			0.191
N			705			705			705
Linear regression									
Educational level	0.065	0.000	0.239	0.049	0.000	0.179	0.050	0.000	0.185
Skills level	0.002	0.000	0.166	0.002	0.000	0.149	0.001	0.005	0.107
Age				-0.026	0.000	-0.166	-0.017	0.003	-0.110
Health status				0.124	0.000	0.206	0.109	0.000	0.181
Unknown health				0.407	0.038	0.049	0.498	0.012	0.060
Spouse employed							-0.065	0.299	-0.066

Spouse retired							-0.282	0.000	-0.244
No spouse							-0.268	0.000	-0.221
Unknown spouse								Omit.	
Immigrant							-0.027	0.477	-0.026
Unknown immigrant							-0.294	0.002	-0.088
Constant	-0.189	0.090		1.169	0.001		0.984	0.008	
R-squared			0.109			0.182			0.234
N			705			705			705
Finland									
Logistic regression									
Educational level	0.048	0.354		0.000	0.993		-0.038	0.510	
Skills level	0.013	0.000		0.011	0.000		0.011	0.000	
Age				-0.281	0.000		-0.259	0.000	
Health status				0.571	0.000		0.544	0.000	
Unknown health				0.769	0.652		-1.870	0.397	
Spouse employed							0.204	0.636	
Spouse retired							-0.922	0.039	
No spouse							-0.986	0.029	
Unknown spouse								Omit.	
Immigrant							-0.048	0.944	
Unknown immigrant							2.253	0.104	
Constant	-3.231	0.000		12.688	0.000		11.948	0.000	
Pseudo R2			0.061			0.202			0.245
N			705			705			705
Linear regression									
Educational level	0.010	0.368	0.038	0.000	0.969	-0.001	-0.007	0.465	-0.027
Skills level	0.003	0.000	0.263	0.002	0.000	0.188	0.002	0.000	0.175
Age				-0.054	0.000	-0.348	-0.047	0.000	-0.301
Health status				0.103	0.000	0.213	0.091	0.000	0.189
Unknown health				0.131	0.742	0.013	-0.386	0.458	-0.040
Spouse employed							0.038	0.619	0.038
Spouse retired							-0.183	0.027	-0.155
No spouse							-0.190	0.022	-0.167
Unknown spouse								Omit.	
Immigrant							0.013	0.911	0.004
Unknown immigrant							0.430	0.195	0.067
Constant	-0.231	0.028		3.002	0.000		2.727	0.000	
R-squared			0.081			0.244			0.290
N			705			705			705
France									
Logistic regression									
Educational level	0.171	0.000		0.208	0.001		0.208	0.001	
Skills level	0.001	0.579		0.000	0.927		0.000	0.917	
Age				-0.395	0.000		-0.379	0.000	
Health status				0.288	0.001		0.273	0.001	
Unknown health				-0.825	0.354		-1.754	0.155	
Spouse employed							0.092	0.714	
Spouse retired							-0.672	0.014	
No spouse							-0.602	0.032	
Unknown spouse							1.950	0.189	
Immigrant							0.377	0.111	
Unknown immigrant							0.148	0.770	
Constant	-0.914	0.024		21.885	0.000		21.161	0.000	
Pseudo R2			0.017			0.223			0.243
N			833			833			833
Linear regression									
Educational level	0.042	0.000	0.141	0.036	0.001	0.122	0.035	0.001	0.117
Skills level	0.000	0.582	0.022	0.000	0.869	0.006	0.000	0.746	0.012
Age				-0.077	0.000	-0.486	-0.072	0.000	-0.453
Health status				0.050	0.001	0.099	0.046	0.003	0.092
Unknown health				-0.125	0.477	-0.019	-0.344	0.214	-0.051

Spouse employed							0.019	0.693	0.018
Spouse retired							-0.123	0.014	-0.107
No spouse							-0.108	0.038	-0.093
Unknown spouse							0.388	0.204	0.037
Immigrant							0.068	0.099	0.054
Unknown immigrant							0.021	0.812	0.005
Constant	0.277	0.004		4.816	0.000		4.543	0.000	
R-squared			0.023			0.273			0.294
N			833			833			833
Germany									
Logistic regression									
Educational level	0.272	0.001		0.249	0.003		0.271	0.002	
Skills level	0.012	0.000		0.011	0.001		0.011	0.003	
Age					Omit.			Omit.	
Health status				0.476	0.000		0.489	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.411	0.236	
Spouse retired							-0.526	0.214	
No spouse							-1.295	0.001	
Unknown spouse								Omit.	
Immigrant							0.297	0.357	
Unknown immigrant							0.008	0.994	
Constant	-3.260	0.000		-4.401	0.000		-4.258	0.000	
Pseudo R2			0.096			0.132			0.194
N			455			455			455
Linear regression									
Educational level	0.044	0.001	0.169	0.038	0.003	0.147	0.038	0.003	0.146
Skills level	0.002	0.000	0.209	0.002	0.001	0.183	0.002	0.004	0.154
Age					Omit.			Omit.	
Health status				0.090	0.000	0.208	0.086	0.000	0.197
Unknown health					Omit.			Omit.	
Spouse employed							0.062	0.229	0.070
Spouse retired							-0.088	0.263	-0.069
No spouse							-0.243	0.001	-0.210
Unknown spouse							0.302	0.000	0.021
Immigrant							0.028	0.564	0.026
Unknown immigrant							0.003	0.988	0.001
Constant	-0.056	0.691		-0.260	0.058		-0.145	0.345	
R-squared			0.105			0.146			0.212
N			455			455			455
Greece									
Logistic regression									
Educational level	0.141	0.044		0.122	0.106		0.170	0.035	
Skills level	-0.003	0.452		-0.004	0.395		-0.005	0.291	
Age				-0.212	0.000		-0.193	0.000	
Health status				0.194	0.172		0.216	0.147	
Unknown health					Omit.			Omit.	
Spouse employed							0.456	0.206	
Spouse retired							-0.946	0.031	
No spouse							-0.150	0.709	
Unknown spouse								Omit.	
Immigrant							-2.085	0.014	
Unknown immigrant								Omit.	
Constant	-0.260	0.762		12.033	0.000		11.018	0.000	
Pseudo R2			0.012			0.082			0.122
N			383			383			383
Linear regression									
Educational level	0.033	0.043	0.134	0.026	0.107	0.104	0.034	0.037	0.135
Skills level	-0.001	0.451	-0.056	-0.001	0.394	-0.067	-0.001	0.302	-0.078
Age				-0.046	0.000	-0.272	-0.039	0.000	-0.232
Health status				0.041	0.163	0.089	0.046	0.121	0.099

Unknown health					Omit.			Omit.	
Spouse employed							0.101	0.198	0.091
Spouse retired							-0.174	0.024	-0.132
No spouse							-0.019	0.804	-0.013
Unknown spouse								Omit.	
Immigrant							-0.293	0.000	-0.116
Unknown immigrant								Omit.	
Constant	0.434	0.032		3.099	0.000		2.701	0.000	
R-squared			0.016			0.105			0.147
N			383			383			383
Ireland									
Logistic regression									
Educational level	0.022	0.756		-0.083	0.274		-0.078	0.333	
Skills level	0.006	0.040		0.005	0.099		0.003	0.296	
Age				-0.187	0.000		-0.162	0.000	
Health status				0.590	0.000		0.617	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.382	0.227	
Spouse retired							-1.592	0.001	
No spouse							-0.416	0.155	
Unknown spouse								Omit.	
Immigrant							-0.558	0.164	
Unknown immigrant							-0.385	0.861	
Constant	-1.255	0.046		8.574	0.000		7.613	0.002	
Pseudo R2			0.016			0.119			0.162
N			496			496			496
Linear regression									
Educational level	0.005	0.766	0.018	-0.018	0.251	-0.065	-0.017	0.269	-0.061
Skills level	0.001	0.036	0.136	0.001	0.093	0.101	0.001	0.255	0.067
Age				-0.039	0.000	-0.247	-0.033	0.000	-0.204
Health status				0.124	0.000	0.264	0.122	0.000	0.260
Unknown health					Omit.			Omit.	
Spouse employed							0.075	0.242	0.074
Spouse retired							-0.318	0.000	-0.175
No spouse							-0.092	0.139	-0.080
Unknown spouse								Omit.	
Immigrant							-0.112	0.175	-0.068
Unknown immigrant							-0.070	0.880	-0.008
Constant	0.197	0.191		2.312	0.000		2.027	0.000	
R-squared			0.022			0.151			0.202
N			496			496			496
Israel									
Logistic regression									
Educational level	0.157	0.021		0.154	0.023		0.114	0.150	
Skills level	0.007	0.003		0.004	0.086		0.006	0.041	
Age				-0.026	0.498		-0.025	0.522	
Health status				0.464	0.000		0.411	0.001	
Unknown health					Omit.			Omit.	
Spouse employed							0.578	0.108	
Spouse retired							-0.237	0.629	
No spouse							-0.568	0.177	
Unknown spouse								Omit.	
Immigrant							0.290	0.335	
Unknown immigrant							2.573	0.097	
Constant	-1.343	0.005		-0.424	0.856		-0.908	0.705	
Pseudo R2			0.059			0.104			0.139
N			396			396			396
Linear regression									
Educational level	0.030	0.023	0.130	0.026	0.040	0.115	0.017	0.211	0.074
Skills level	0.001	0.003	0.180	0.001	0.027	0.137	0.001	0.013	0.149
Age				-0.005	0.453	-0.036	-0.004	0.596	-0.026

Health status				0.085	0.000	0.227	0.076	0.001	0.203
Unknown health				0.465	0.000	0.103	1.402	0.000	0.311
Spouse employed							0.114	0.115	0.124
Spouse retired							-0.031	0.755	-0.022
No spouse							-0.126	0.160	-0.100
Unknown spouse							0.376	0.000	0.047
Immigrant							0.055	0.303	0.050
Unknown immigrant							-0.724	0.000	-0.173
Constant	0.245	0.016		0.396	0.363		0.264	0.541	
R-squared			0.070			0.132			0.177
N			396			396			396
Italy									
Logistic regression									
Educational level	0.225	0.007		0.175	0.054		0.170	0.082	
Skills level	0.002	0.441		0.003	0.383		0.003	0.463	
Age				-0.266	0.000		-0.252	0.000	
Health status				0.237	0.083		0.220	0.113	
Unknown health				0.212	0.797			Omit.	
Spouse employed							0.845	0.010	
Spouse retired							-0.146	0.735	
No spouse							-0.493	0.165	
Unknown spouse							-0.350	0.710	
Immigrant							-0.147	0.851	
Unknown immigrant								Omit.	
Constant	-1.331	0.063		13.938	0.000		13.035	0.000	
Pseudo R2			0.022			0.146			0.181
N			470			470			470
Linear regression									
Educational level	0.054	0.005	0.147	0.037	0.043	0.100	0.032	0.088	0.086
Skills level	0.001	0.439	0.048	0.001	0.381	0.048	0.000	0.481	0.039
Age				-0.058	0.000	-0.367	-0.051	0.000	-0.325
Health status				0.048	0.072	0.101	0.043	0.104	0.089
Unknown health				-0.009	0.928	-0.001	0.173	0.077	0.026
Spouse employed							0.180	0.010	0.172
Spouse retired							-0.031	0.679	-0.023
No spouse							-0.088	0.188	-0.061
Unknown spouse							0.049	0.000	0.005
Immigrant							-0.032	0.846	-0.010
Unknown immigrant							-0.461	0.000	-0.036
Constant	0.179	0.283		3.549	0.000		3.158	0.000	
R-squared			0.030			0.188			0.228
N			470			470			470
Japan									
Logistic regression									
Educational level	-0.074	0.305		-0.116	0.132		-0.111	0.182	
Skills level	0.003	0.369		-0.001	0.675		-0.001	0.647	
Age				-0.282	0.000		-0.275	0.000	
Health status				0.181	0.138		0.174	0.158	
Unknown health					Omit.			Omit.	
Spouse employed							0.997	0.000	
Spouse retired							-1.286	0.096	
No spouse							0.058	0.854	
Unknown spouse								Omit.	
Immigrant								Omit.	
Unknown immigrant							-0.263	0.740	
Constant	0.636	0.373		18.559	0.000		17.858	0.000	
Pseudo R2			0.002			0.096			0.135
N			618			618			618
Linear regression									
Educational level	-0.014	0.308	-0.052	-0.022	0.099	-0.082	-0.021	0.128	-0.077
Skills level	0.001	0.373	0.047	0.000	0.814	-0.012	0.000	0.822	-0.011

Age				-0.046	0.000	-0.319	-0.042	0.000	-0.290
Health status				0.031	0.142	0.069	0.030	0.139	0.069
Unknown health				0.525	0.000	0.049	0.658	0.000	0.061
Spouse employed							0.162	0.000	0.185
Spouse retired							-0.267	0.135	-0.072
No spouse							0.022	0.710	0.019
Unknown spouse								Omit.	
Immigrant							0.419	0.000	0.037
Unknown immigrant							-0.085	0.469	-0.029
Constant	0.661	0.000		3.576	0.000		3.243	0.000	
R-squared			0.003			0.103			0.143
N			618			618			618
Republic of Korea									
Logistic regression									
Educational level	-0.032	0.631		-0.096	0.191		-0.084	0.268	
Skills level	0.005	0.147		0.002	0.636		0.001	0.856	
Age				-0.108	0.004		-0.096	0.013	
Health status				0.690	0.000		0.654	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.762	0.016	
Spouse retired							-2.383	0.020	
No spouse							-0.621	0.026	
Unknown spouse								Omit.	
Immigrant								Omit.	
Unknown immigrant								Omit.	
Constant	0.232	0.754		6.120	0.014		5.663	0.033	
Pseudo R2			0.004			0.074			0.117
N			576			576			576
Linear regression									
Educational level	-0.005	0.627	-0.024	-0.013	0.228	-0.058	-0.011	0.294	-0.050
Skills level	0.001	0.153	0.075	0.000	0.599	0.028	0.000	0.825	0.012
Age				-0.017	0.006	-0.133	-0.015	0.016	-0.115
Health status				0.091	0.000	0.214	0.081	0.000	0.191
Unknown health					Omit.			Omit.	
Spouse employed							0.092	0.013	0.106
Spouse retired							-0.517	0.000	-0.126
No spouse							-0.126	0.019	-0.119
Unknown spouse								Omit.	
Immigrant								Omit.	
Unknown immigrant							0.264	0.000	0.037
Constant	0.604	0.000		1.550	0.000		1.471	0.000	
R-squared			0.004			0.068			0.118
N			576			576			576
Lithuania									
Logistic regression									
Educational level	0.281	0.021		0.155	0.248		0.120	0.387	
Skills level	0.002	0.574		0.003	0.499		0.002	0.560	
Age				-0.186	0.000		-0.161	0.000	
Health status				0.970	0.000		0.993	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							-0.617	0.250	
Spouse retired							-1.159	0.046	
No spouse							-1.251	0.028	
Unknown spouse								Omit.	
Immigrant							0.035	0.955	
Unknown immigrant							2.045	0.297	
Constant	-1.336	0.186		7.951	0.001		7.461	0.005	
Pseudo R2			0.025			0.152			0.174
N			445			445			445
Linear regression									
Educational level	0.063	0.011	0.167	0.032	0.199	0.085	0.023	0.359	0.062

Skills level	0.001	0.583	0.039	0.001	0.510	0.040	0.000	0.561	0.033
Age				-0.038	0.000	-0.253	-0.032	0.000	-0.211
Health status				0.188	0.000	0.293	0.189	0.000	0.295
Unknown health					Omit.			Omit.	
Spouse employed							-0.103	0.249	-0.104
Spouse retired							-0.228	0.030	-0.194
No spouse							-0.244	0.015	-0.195
Unknown spouse								Omit.	
Immigrant							0.014	0.903	0.006
Unknown immigrant							0.402	0.289	0.055
Constant	0.196	0.409		2.168	0.000		1.996	0.000	
R-squared			0.033			0.188			0.214
N			445			445			445
The Netherlands									
Logistic regression									
Educational level	0.091	0.092		0.107	0.088		0.121	0.064	
Skills level	0.005	0.060		0.002	0.546		0.000	0.997	
Age				-0.292	0.000		-0.278	0.000	
Health status				0.517	0.000		0.491	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.499	0.041	
Spouse retired							-0.714	0.028	
No spouse							-0.676	0.035	
Unknown spouse								Omit.	
Immigrant							-0.176	0.636	
Unknown immigrant								Omit.	
Constant	-0.877	0.130		15.983	0.000		15.674	0.000	
Pseudo R2			0.019			0.174			0.210
N			630			630			630
Linear regression									
Educational level	0.019	0.092	0.079	0.020	0.067	0.083	0.020	0.060	0.083
Skills level	0.001	0.058	0.100	0.000	0.655	0.022	0.000	0.908	0.006
Age				-0.054	0.000	-0.363	-0.048	0.000	-0.322
Health status				0.093	0.000	0.212	0.083	0.000	0.191
Unknown health					Omit.			Omit.	
Spouse employed							0.091	0.031	0.095
Spouse retired							-0.150	0.021	-0.110
No spouse							-0.125	0.049	-0.102
Unknown spouse								Omit.	
Immigrant							-0.020	0.764	-0.012
Unknown immigrant							0.346	0.000	0.038
Constant	0.307	0.022		3.466	0.000		3.188	0.000	
R-squared			0.024			0.202			0.243
N			630			630			630
New Zealand									
Logistic regression									
Educational level	0.168	0.020		0.131	0.068		0.126	0.087	
Skills level	0.005	0.078		0.003	0.238		0.002	0.424	
Age					Omit.			Omit.	
Health status				0.590	0.000		0.580	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.608	0.203	
Spouse retired							-1.341	0.026	
No spouse							-0.243	0.604	
Unknown spouse								Omit.	
Immigrant							-0.136	0.646	
Unknown immigrant								Omit.	
Constant	-0.552	0.392		-1.978	0.002		-1.728	0.029	
Pseudo R2			0.033			0.095			0.139
N			535			535			535
Linear regression									

Educational level	0.026	0.019	0.114	0.018	0.086	0.080	0.017	0.102	0.075
Skills level	0.001	0.077	0.101	0.001	0.225	0.069	0.000	0.443	0.042
Age					Omit.			Omit.	
Health status				0.096	0.000	0.257	0.092	0.000	0.245
Unknown health				0.261	0.000	0.027	0.033	0.688	0.003
Spouse employed							0.096	0.165	0.117
Spouse retired							-0.243	0.031	-0.139
No spouse							-0.039	0.597	-0.044
Unknown spouse								Omit.	
Immigrant							-0.016	0.717	-0.017
Unknown immigrant							0.235	0.000	0.049
Constant	0.455	0.000		0.218	0.070		0.276	0.047	
R-squared			0.035			0.098			0.147
N			535			535			535
Norway									
Logistic regression									
Educational level	0.096	0.141		0.022	0.758		0.030	0.674	
Skills level	0.009	0.001		0.007	0.034		0.006	0.064	
Age				-0.167	0.000		-0.158	0.000	
Health status				0.687	0.000		0.629	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							-0.053	0.907	
Spouse retired							-0.848	0.092	
No spouse							-1.032	0.035	
Unknown spouse								Omit.	
Immigrant							-0.114	0.797	
Unknown immigrant								Omit.	
Constant	-1.911	0.006		7.141	0.003		7.387	0.003	
Pseudo R2			0.039			0.151			0.178
N			499			499			499
Linear regression									
Educational level	0.017	0.181	0.068	0.003	0.794	0.013	0.003	0.785	0.013
Skills level	0.002	0.001	0.174	0.001	0.044	0.108	0.001	0.092	0.087
Age				-0.027	0.000	-0.192	-0.024	0.000	-0.172
Health status				0.121	0.000	0.308	0.107	0.000	0.273
Unknown health				-0.637	0.000	-0.075	-0.712	0.000	-0.084
Spouse employed							-0.009	0.894	-0.010
Spouse retired							-0.164	0.055	-0.138
No spouse							-0.195	0.017	-0.168
Unknown spouse								Omit.	
Immigrant							-0.027	0.724	-0.015
Unknown immigrant								Omit.	
Constant	0.141	0.325		1.653	0.000		1.655	0.000	
R-squared			0.045			0.172			0.204
N			499			499			499
Poland									
Logistic regression									
Educational level	0.316	0.000		0.337	0.000		0.321	0.001	
Skills level	0.010	0.000		0.007	0.024		0.005	0.105	
Age				-0.199	0.000		-0.203	0.000	
Health status				0.723	0.000		0.693	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.785	0.023	
Spouse retired							0.156	0.645	
No spouse							-0.527	0.112	
Unknown spouse								Omit.	
Immigrant							0.116	0.840	
Unknown immigrant								Omit.	
Constant	-3.547	0.000		7.395	0.001		8.065	0.001	
Pseudo R2			0.083			0.179			0.207
N			503			503			503

Linear regression									
Educational level	0.066	0.000	0.194	0.057	0.000	0.166	0.050	0.001	0.147
Skills level	0.002	0.000	0.206	0.001	0.019	0.118	0.001	0.091	0.084
Age				-0.038	0.000	-0.234	-0.035	0.000	-0.220
Health status				0.144	0.000	0.249	0.129	0.000	0.222
Unknown health				-0.384	0.000	-0.042	-0.532	0.000	-0.058
Spouse employed							0.145	0.032	0.127
Spouse retired							0.011	0.876	0.010
No spouse							-0.112	0.106	-0.097
Unknown spouse								Omit.	
Immigrant							0.023	0.845	0.008
Unknown immigrant								Omit.	
Constant	-0.286	0.016		1.884	0.000		1.887	0.000	
R-squared			0.108			0.220			0.250
N			503			503			503
Russian Federation									
Logistic regression									
Educational level	0.084	0.482		-0.023	0.865		-0.043	0.755	
Skills level	0.001	0.804		0.001	0.776		0.003	0.587	
Age				-0.379	0.000		-0.402	0.000	
Health status				0.331	0.269		0.299	0.304	
Unknown health					Omit.			Omit.	
Spouse employed							-0.779	0.662	
Spouse retired							-0.673	0.695	
No spouse							-0.256	0.881	
Unknown spouse								Omit.	
Immigrant							1.112	0.359	
Unknown immigrant								Omit.	
Constant	-0.866	0.485		21.264	0.000		22.866	0.000	
Pseudo R2			0.005			0.197			0.208
N			170			170			170
Linear regression									
Educational level	0.021	0.483	0.072	-0.003	0.925	-0.009	0.004	0.871	0.015
Skills level	0.000	0.806	0.023	0.000	0.851	0.016	0.000	0.968	0.003
Age				-0.077	0.000	-0.479	-0.078	0.000	-0.488
Health status				0.065	0.227	0.116	0.060	0.257	0.107
Unknown health				-0.307	0.012	-0.041	-0.358	0.002	-0.048
Spouse employed							-0.041	0.905	-0.037
Spouse retired							-0.013	0.970	-0.012
No spouse							0.024	0.943	0.020
Unknown spouse							0.448	0.197	0.089
Immigrant							0.233	0.381	0.055
Unknown immigrant							-0.451	0.001	-0.176
Constant	0.287	0.346		4.849	0.000		4.978	0.000	
R-squared			0.007			0.249			0.295
N			170			170			170
Singapore									
Logistic regression									
Educational level	0.213	0.020		0.180	0.056		0.184	0.065	
Skills level	-0.001	0.790		-0.002	0.463		-0.002	0.488	
Age					Omit.			Omit.	
Health status				0.515	0.000		0.508	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.047	0.868	
Spouse retired							-0.571	0.401	
No spouse							-0.002	0.997	
Unknown spouse								Omit.	
Immigrant							0.031	0.902	
Unknown immigrant								Omit.	
Constant	0.870	0.052		-0.120	0.813		-0.144	0.801	
Pseudo R2			0.020			0.051			0.053

N			456			456			456
Linear regression									
Educational level	0.032	0.021	0.149	0.026	0.059	0.120	0.026	0.079	0.117
Skills level	0.000	0.811	-0.016	0.000	0.526	-0.042	0.000	0.500	-0.046
Age					Omit.			Omit.	
Health status				0.076	0.000	0.179	0.076	0.000	0.177
Unknown health					Omit.			Omit.	
Spouse employed							-0.002	0.972	-0.002
Spouse retired							-0.105	0.378	-0.050
No spouse							-0.013	0.831	-0.012
Unknown spouse							-0.777	0.000	-0.101
Immigrant							-0.002	0.952	-0.003
Unknown immigrant							-0.641	0.000	-0.060
Constant	0.714	0.000		0.557	0.000		0.577	0.000	
R-squared			0.019			0.049			0.065
N			456			456			456
Slovakia									
Logistic regression									
Educational level	0.350	0.000		0.392	0.000		0.355	0.001	
Skills level	0.002	0.566		0.002	0.640		-0.002	0.675	
Age				-0.397	0.000		-0.351	0.000	
Health status				0.895	0.000		0.916	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.457	0.000	
Spouse retired							0.087	0.816	
No spouse							-0.470	0.251	
Unknown spouse								Omit.	
Immigrant							-0.382	0.421	
Unknown immigrant								Omit.	
Constant	-1.463	0.039		19.539	0.000		17.392	0.000	
Pseudo R2			0.051			0.272			0.333
N			509			509			509
Linear regression									
Educational level	0.075	0.000	0.242	0.061	0.000	0.197	0.048	0.001	0.153
Skills level	0.000	0.525	0.032	0.000	0.754	0.015	0.000	0.625	-0.022
Age				-0.070	0.000	-0.403	-0.057	0.000	-0.328
Health status				0.155	0.000	0.280	0.143	0.000	0.258
Unknown health					Omit.			Omit.	
Spouse employed							0.267	0.000	0.260
Spouse retired							0.025	0.729	0.023
No spouse							-0.065	0.391	-0.047
Unknown spouse							0.684	0.000	0.062
Immigrant							-0.057	0.424	-0.025
Unknown immigrant								Omit.	
Constant	0.163	0.323		3.991	0.000		3.332	0.000	
R-squared			0.066			0.315			0.381
N			509			509			509
Slovenia									
Logistic regression									
Educational level	0.425	0.000		0.451	0.000		0.427	0.000	
Skills level	0.000	0.984		0.002	0.528		0.001	0.622	
Age				-0.361	0.000		-0.336	0.000	
Health status				0.422	0.000		0.421	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.223	0.530	
Spouse retired							-0.233	0.536	
No spouse							-0.221	0.584	
Unknown spouse								Omit.	
Immigrant							0.013	0.969	
Unknown immigrant							0.738	0.491	
Constant	-2.081	0.001		17.592	0.000		16.339	0.000	

Pseudo R2			0.040			0.206			0.212
N			549			549			549
Linear regression									
Educational level	0.094	0.000	0.229	0.077	0.000	0.188	0.073	0.000	0.176
Skills level	0.000	0.965	-0.002	0.000	0.564	0.025	0.000	0.706	0.016
Age				-0.060	0.000	-0.388	-0.055	0.000	-0.354
Health status				0.068	0.000	0.149	0.068	0.000	0.149
Unknown health					Omit.			Omit.	
Spouse employed							0.059	0.381	0.058
Spouse retired							-0.042	0.499	-0.045
No spouse							-0.037	0.595	-0.031
Unknown spouse								Omit.	
Immigrant							-0.013	0.828	-0.010
Unknown immigrant							0.113	0.573	0.017
Constant	0.036	0.765		3.431	0.000		3.166	0.000	
R-squared			0.052			0.229			0.237
N			549			549			549
Spain									
Logistic regression									
Educational level	0.116	0.053		0.090	0.171		0.100	0.140	
Skills level	0.006	0.009		0.006	0.023		0.004	0.113	
Age				-0.262	0.000		-0.258	0.000	
Health status				0.278	0.014		0.283	0.013	
Unknown health					Omit.			Omit.	
Spouse employed							0.538	0.040	
Spouse retired							-0.586	0.179	
No spouse							-0.917	0.007	
Unknown spouse								Omit.	
Immigrant							-0.539	0.304	
Unknown immigrant								Omit.	
Constant	-1.961	0.000		12.995	0.000		13.192	0.000	
Pseudo R2			0.037			0.145			0.178
N			508			508			508
Linear regression									
Educational level	0.028	0.048	0.109	0.018	0.183	0.070	0.019	0.154	0.074
Skills level	0.002	0.008	0.144	0.001	0.019	0.122	0.001	0.109	0.082
Age				-0.055	0.000	-0.342	-0.052	0.000	-0.321
Health status				0.057	0.012	0.114	0.055	0.013	0.109
Unknown health					Omit.			Omit.	
Spouse employed							0.119	0.027	0.110
Spouse retired							-0.110	0.161	-0.071
No spouse							-0.171	0.006	-0.112
Unknown spouse								Omit.	
Immigrant							-0.121	0.261	-0.052
Unknown immigrant							-0.331	0.000	-0.036
Constant	0.037	0.746		3.254	0.000		3.155	0.000	
R-squared			0.049			0.184			0.223
N			508			508			508
Sweden									
Logistic regression									
Educational level	0.056	0.458		-0.010	0.900		-0.017	0.836	
Skills level	0.017	0.000		0.014	0.000		0.014	0.000	
Age				-0.316	0.000		-0.298	0.000	
Health status				0.426	0.000		0.399	0.001	
Unknown health					Omit.			Omit.	
Spouse employed							0.135	0.840	
Spouse retired							-0.588	0.414	
No spouse							-0.578	0.407	
Unknown spouse								Omit.	
Immigrant							-0.173	0.651	
Unknown immigrant							-0.557	0.594	

Constant	-3.522	0.000		15.304	0.000		14.668	0.000	
Pseudo R2			0.082			0.232			0.248
N			532			532			532
Linear regression									
Educational level	0.006	0.630	0.024	0.000	0.980	0.001	-0.001	0.965	-0.002
Skills level	0.003	0.000	0.294	0.002	0.000	0.201	0.002	0.000	0.191
Age				-0.044	0.000	-0.328	-0.040	0.000	-0.301
Health status				0.067	0.000	0.172	0.060	0.001	0.156
Unknown health					Omit.			Omit.	
Spouse employed							0.018	0.842	0.020
Spouse retired							-0.127	0.233	-0.098
No spouse							-0.094	0.329	-0.091
Unknown spouse								Omit.	
Immigrant							-0.029	0.626	-0.022
Unknown immigrant							-0.065	0.794	-0.010
Constant	-0.123	0.327		2.586	0.000		2.454	0.000	
R-squared			0.093			0.235			0.252
N			532			532			532
Turkey									
Logistic regression									
Educational level	-0.075	0.396		-0.087	0.336		-0.062	0.522	
Skills level	0.001	0.763		0.003	0.544		0.004	0.428	
Age				-0.173	0.000		-0.166	0.001	
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed							0.087	0.905	
Spouse retired							-0.434	0.402	
No spouse							-0.608	0.206	
Unknown spouse								Omit.	
Immigrant							-1.550	0.149	
Unknown immigrant								Omit.	
Constant	-0.864	0.332		9.119	0.002		8.572	0.005	
Pseudo R2			0.002			0.043			0.062
N			331			331			331
Linear regression									
Educational level	-0.016	0.387	-0.056	-0.016	0.344	-0.057	-0.013	0.498	-0.044
Skills level	0.000	0.764	0.022	0.001	0.549	0.043	0.001	0.400	0.060
Age				-0.035	0.000	-0.221	-0.033	0.000	-0.209
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed							0.021	0.902	0.010
Spouse retired							-0.081	0.361	-0.057
No spouse							-0.107	0.168	-0.063
Unknown spouse								Omit.	
Immigrant							-0.235	0.017	-0.115
Unknown immigrant								Omit.	
Constant	0.296	0.130		2.318	0.000		2.179	0.000	
R-squared			0.003			0.051			0.071
N			331			331			331
United Kingdom									
Logistic regression									
Educational level	0.008	0.869		-0.076	0.187		-0.053	0.387	
Skills level	0.004	0.106		0.005	0.061		0.003	0.231	
Age				-0.229	0.000		-0.199	0.000	
Health status				0.636	0.000		0.599	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.394	0.316	
Spouse retired							-1.217	0.002	
No spouse							-0.794	0.032	
Unknown spouse								Omit.	
Immigrant							0.048	0.896	

Unknown immigrant							-0.342	0.700	
Constant	-0.636	0.314		11.328	0.000		10.322	0.000	
Pseudo R2			0.008			0.149			0.213
N			809			809			809
Linear regression									
Educational level	0.002	0.875	0.008	-0.015	0.174	-0.061	-0.009	0.385	-0.038
Skills level	0.001	0.104	0.096	0.001	0.046	0.092	0.001	0.205	0.058
Age				-0.044	0.000	-0.290	-0.035	0.000	-0.228
Health status				0.125	0.000	0.307	0.110	0.000	0.270
Unknown health					Omit.			Omit.	
Spouse employed							0.069	0.287	0.071
Spouse retired							-0.257	0.001	-0.224
No spouse							-0.154	0.025	-0.134
Unknown spouse								Omit.	
Immigrant							0.006	0.928	0.004
Unknown immigrant							-0.069	0.720	-0.010
Constant	0.354	0.019		2.676	0.000		2.301	0.000	
R-squared			0.010			0.180			0.254
N			809			809			809
United States of America									
Logistic regression									
Educational level	0.058	0.398		0.004	0.961		0.033	0.666	
Skills level	0.007	0.011		0.002	0.404		0.004	0.248	
Age					Omit.			Omit.	
Health status				0.672	0.000		0.602	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.454	0.231	
Spouse retired							-0.952	0.033	
No spouse							-0.628	0.080	
Unknown spouse							-1.338	0.294	
Immigrant							0.917	0.081	
Unknown immigrant							-0.641	0.560	
Constant	-1.108	0.087		-1.860	0.005		-2.050	0.011	
Pseudo R2			0.025			0.103			0.160
N			455			455			455
Linear regression									
Educational level	0.011	0.401	0.045	0.002	0.876	0.008	0.006	0.642	0.024
Skills level	0.001	0.010	0.145	0.000	0.465	0.041	0.001	0.266	0.062
Age					Omit.			Omit.	
Health status				0.129	0.000	0.328	0.110	0.000	0.278
Unknown health				-0.661	0.000	-0.068	-0.838	0.000	-0.086
Spouse employed							0.074	0.238	0.081
Spouse retired							-0.192	0.033	-0.143
No spouse							-0.125	0.068	-0.114
Unknown spouse							0.158	0.012	0.020
Immigrant							0.134	0.059	0.095
Unknown immigrant							0.018	0.923	0.003
Constant	0.296	0.030		0.168	0.192		0.163	0.271	
R-squared			0.030			0.126			0.186
N			455			455			455

Table A.6: Effects of explanatory variables on the probability of being employed in each country in the sample, females 55-65 years

	Coef.	P	Beta	Coef.	P	Beta	Coef.	P	Beta
Austria									
Logistic regression									
Educational level	0.281	0.000		0.267	0.001		0.214	0.013	
Skills level	0.005	0.082		0.004	0.175		0.002	0.553	
Age					Omit.			Omit.	
Health status				0.168	0.108		0.195	0.075	
Unknown health					Omit.			Omit.	
Spouse employed							1.096	0.095	
Spouse retired							-0.541	0.397	
No spouse							0.166	0.797	
Unknown spouse								Omit.	
Immigrant							-0.695	0.047	
Unknown immigrant							-0.836	0.389	
Constant	-2.740	0.000		-2.937	0.000		-2.253	0.023	
Pseudo R2			0.038			0.042			0.108
N			486			486			486
Linear regression									
Educational level	0.066	0.000	0.177	0.063	0.000	0.168	0.046	0.010	0.122
Skills level	0.001	0.079	0.082	0.001	0.182	0.064	0.000	0.583	0.026
Age					Omit.			Omit.	
Health status				0.037	0.109	0.076	0.041	0.067	0.085
Unknown health					Omit.			Omit.	
Spouse employed							0.251	0.081	0.209
Spouse retired							-0.112	0.417	-0.116
No spouse							0.037	0.792	0.035
Unknown spouse								Omit.	
Immigrant							-0,128	0.035	-0.093
Unknown immigrant							-0.160	0.280	-0.026
Constant	-0.110	0.440		-0.149	0.292		0.028	0.886	
R-squared			0.050			0.055			0.138
N			486			486			486
Belgium									
Logistic regression									
Educational level	0.198	0.004		0.102	0.191		0.102	0.195	
Skills level	0.009	0.001		0.010	0.002		0.010	0.003	
Age				-0.403	0.000		-0.393	0.000	
Health status				0.327	0.007		0.341	0.005	
Unknown health					Omit.			Omit.	
Spouse employed							-1.195	0.120	
Spouse retired							-1.410	0.063	
No spouse							-1.138	0.143	
Unknown spouse								Omit.	
Immigrant							-0.088	0.819	
Unknown immigrant								Omit.	
Constant	-3.286	0.000		19.686	0.000		20.387	0.000	
Pseudo R2			0.056			0.248			0.254
N			519			519			519
Linear regression									
Educational level	0.047	0.003	0.154	0.019	0.164	0.064	0.019	0.172	0.063
Skills level	0.002	0.001	0.159	0.002	0.001	0.140	0.002	0.001	0.135
Age				-0.074	0.000	-0.467	-0.071	0.000	-0.450
Health status				0.055	0.005	0.107	0.057	0.005	0.110
Unknown health					Omit.			Omit.	
Spouse employed							-0.217	0.105	-0.198
Spouse retired							-0.259	0.050	-0.265
No spouse							-0.213	0.114	-0.180
Unknown spouse								Omit.	

Immigrant							-0.025	0.708	-0.012
Unknown immigrant								Omit.	
Constant	-0.233	0.058		4.148	0.000		4.232	0.000	
R-squared			0.073			0.292			0.299
N			519			519			519
Canada									
Logistic regression									
Educational level	0.144	0.001		0.144	0.001		0.131	0.002	
Skills level	0.004	0.006		0.004	0.006		0.005	0.002	
Age					Omit.			Omit.	
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed								Omit.	
Spouse retired								Omit.	
No spouse							0.100	0.427	
Unknown spouse								Omit.	
Immigrant							0.207	0.154	
Unknown immigrant							-1.300	0.052	
Constant	-1.377	0.000		-1.377	0.000		-1.556	0.000	
Pseudo R2			0.023			0.023			0.027
N			3085			3085			3085
Linear regression									
Educational level	0.035	0.001	0.112	0.035	0.001	0.112	0.032	0.002	0.102
Skills level	0.001	0.006	0.093	0.001	0.006	0.093	0.001	0.002	0.106
Age					Omit.			Omit.	
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed								Omit.	
Spouse retired								Omit.	
No spouse							0.024	0.418	0.022
Unknown spouse								Omit.	
Immigrant							0.048	0.154	0.045
Unknown immigrant							-0.286	0.014	-0.053
Constant	0.169	0.033		0.169	0.033		0.129	0.109	
R-squared			0.031			0.031			0.037
N			3085			3085			3085
Chile									
Logistic regression									
Educational level	0.227	0.046		0.139	0.246		0.142	0.221	
Skills level	0.006	0.133		0.005	0.167		0.007	0.059	
Age				-0.082	0.078		-0.066	0.152	
Health status				0.322	0.082		0.326	0.063	
Unknown health					Omit.			Omit.	
Spouse employed							-0.836	0.378	
Spouse retired							-1.714	0.082	
No spouse							-0.613	0.522	
Unknown spouse								Omit.	
Immigrant							0.406	0.602	
Unknown immigrant							1.862	0.010	
Constant	-1.363	0.034		3.089	0.292		2.531	0.386	
Pseudo R2			0.046			0.068			0.107
N			594			594			594
Linear regression									
Educational level	0.050	0.037	0.153	0.029	0.244	0.090	0.030	0.209	0.092
Skills level	0.001	0.117	0.125	0.001	0.158	0.112	0.002	0.058	0.145
Age				-0.018	0.078	-0.115	-0.014	0.148	-0.089
Health status				0.071	0.072	0.133	0.069	0.052	0.129
Unknown health					Omit.			Omit.	
Spouse employed							-0.187	0.335	-0.186
Spouse retired							-0.378	0.059	-0.276
No spouse							-0.136	0.487	-0.133

Unknown spouse								Omit.	
Immigrant							0.057	0.627	0.021
Unknown immigrant							0.384	0.001	0.127
Constant	0.186	0.203		1.179	0.072		1.046	0.095	
R-squared			0.060			0.088			0.136
N			594			594			594
Cyprus									
Logistic regression									
Educational level	0.250	0.000		0.211	0.001		0.219	0.000	
Skills level	0.005	0.100		0.003	0.360		0.003	0.377	
Age				-0.181	0.000		-0.157	0.000	
Health status				0.185	0.103		0.171	0.140	
Unknown health					Omit.			Omit.	
Spouse employed							0.055	0.915	
Spouse retired							-0.444	0.411	
No spouse							-0.201	0.709	
Unknown spouse								Omit.	
Immigrant							0.041	0.942	
Unknown immigrant								Omit.	
Constant	-2.474	0.001		8.365	0.000		7.101	0.002	
Pseudo R2			0.046			0.107			0.113
N			559			559			559
Linear regression									
Educational level	0.059	0.000	0.204	0.046	0.001	0.159	0.047	0.000	0.165
Skills level	0.001	0.101	0.082	0.001	0.392	0.042	0.001	0.411	0.041
Age				-0.038	0.000	-0.253	-0.032	0.000	-0.217
Health status				0.039	0.092	0.080	0.037	0.122	0.074
Unknown health					Omit.			Omit.	
Spouse employed							0.017	0.879	0.017
Spouse retired							-0.089	0.436	-0.089
No spouse							-0.043	0.712	-0.035
Unknown spouse								Omit.	
Immigrant							0.002	0.990	0.001
Unknown immigrant								Omit.	
Constant	-0.052	0.735		2.249	0.000		1.972	0.000	
R-squared			0.061			0.134			0.142
N			559			559			559
Czech Republic									
Logistic regression									
Educational level	0.125	0.143		0.141	0.175		0.151	0.148	
Skills level	0.000	0.933		-0.001	0.811		-0.001	0.730	
Age				-0.325	0.000		-0.304	0.000	
Health status				0.869	0.000		0.843	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							-0.297	0.698	
Spouse retired							-0.649	0.384	
No spouse							-0.133	0.856	
Unknown spouse								Omit.	
Immigrant							-0.743	0.158	
Unknown immigrant							1.455	0.029	
Constant	-1.029	0.306		16.011	0.000		15.227	0.000	
Pseudo R2			0.006			0.215			0.227
N			790			790			790
Linear regression									
Educational level	0.030	0.144	0.085	0.028	0.110	0.078	0.028	0.102	0.080
Skills level	0.000	0.936	0.006	0.000	0.674	-0.024	0.000	0.639	-0.026
Age				-0.058	0.000	-0.415	-0.054	0.000	-0.382
Health status				0.143	0.000	0.244	0.134	0.000	0.229
Unknown health					Omit.			Omit.	
Spouse employed							-0.072	0.647	-0.064
Spouse retired							-0.131	0.387	-0.126

No spouse							-0.063	0.676	-0.065
Unknown spouse								Omit.	
Immigrant							-0.121	0.107	-0.064
Unknown immigrant							0.232	0.019	0.065
Constant	0.253	0.272		3.444	0.000		3.282	0.000	
R-squared			0.008			0.246			0.258
N			790			790			790
Denmark									
Logistic regression									
Educational level	0.176	0.000		0.140	0.012		0.146	0.010	
Skills level	0.009	0.000		0.005	0.019		0.004	0.078	
Age				-0.358	0.000		-0.334	0.000	
Health status				0.702	0.000		0.691	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.660	0.155	
Spouse retired							-0.205	0.658	
No spouse							0.119	0.801	
Unknown spouse								Omit.	
Immigrant							-0.172	0.499	
Unknown immigrant								Omit.	
Constant	-2.643	0.000		17.737	0.000		16.350	0.000	
Pseudo R2			0.044			0.246			0.261
N			1193			1193			1193
Linear regression									
Educational level	0.041	0.000	0.125	0.024	0.016	0.072	0.024	0.014	0.073
Skills level	0.002	0.000	0.158	0.001	0.015	0.072	0.001	0.070	0.056
Age				-0.066	0.000	-0.426	-0.061	0.000	-0.390
Health status				0.125	0.000	0.284	0.119	0.000	0.269
Unknown health				-0.645	0.000	-0.040	-0.560	0.000	-0.035
Spouse employed							0.115	0.158	0.110
Spouse retired							-0.038	0.643	-0.036
No spouse							0.020	0.808	0.019
Unknown spouse								Omit.	
Immigrant							-0.024	0.586	-0.012
Unknown immigrant							-0.396	0.006	-0.038
Constant	-0.116	0.220		3.797	0.000		3.501	0.000	
R-squared			0.058			0.294			0.310
N			1193			1193			1193
Estonia									
Logistic regression									
Educational level	0.307	0.000		0.217	0.000		0.236	0.000	
Skills level	0.004	0.014		0.004	0.036		0.002	0.335	
Age				-0.180	0.000		-0.164	0.000	
Health status				0.671	0.000		0.634	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.314	0.420	
Spouse retired							-0.443	0.257	
No spouse							0.015	0.969	
Unknown spouse								Omit.	
Immigrant							-0.574	0.000	
Unknown immigrant							-2.125	0.056	
Constant	-2.099	0.000		7.672	0.000		7.580	0.000	
Pseudo R2			0.062			0.153			0.179
N			1012			1012			1012
Linear regression									
Educational level	0.069	0.000	0.250	0.044	0.000	0.161	0.046	0.000	0.167
Skills level	0.001	0.014	0.077	0.001	0.023	0.067	0.000	0.264	0.034
Age				-0.037	0.000	-0.239	-0.032	0.000	-0.209
Health status				0.125	0.000	0.215	0.114	0.000	0.195
Unknown health				-0.553	0.000	-0.037	-0.507	0.000	-0.034
Spouse employed							0.054	0.487	0.049

Spouse retired							-0.094	0.238	-0.084
No spouse							0.001	0.985	0.001
Unknown spouse								Omit.	
Immigrant							-0.107	0.001	-0.107
Unknown immigrant							-0.353	0.005	-0.079
Constant	0.028	0.774		2.092	0.000		2.005	0.000	
R-squared			0.081			0.190			0.217
N			1012			1012			1012
Finland									
Logistic regression									
Educational level	0.285	0.000		0.232	0.000		0.219	0.000	
Skills level	0.012	0.000		0.009	0.001		0.010	0.000	
Age				-0.303	0.000		-0.270	0.000	
Health status				0.589	0.000		0.605	0.000	
Unknown health				-1.166	0.621		-0.179	0.902	
Spouse employed							-0.202	0.673	
Spouse retired							-1.166	0.012	
No spouse							-0.659	0.154	
Unknown spouse							-1.677	0.307	
Immigrant							0.701	0.252	
Unknown immigrant								Omit.	
Constant	-3.724	0.000		13.590	0.000		12.178	0.000	
Pseudo R2			0.099			0.249			0.268
N			726			726			726
Linear regression									
Educational level	0.062	0.000	0.220	0.040	0.000	0.142	0.037	0.000	0.131
Skills level	0.002	0.000	0.205	0.002	0.000	0.134	0.002	0.000	0.141
Age				-0.055	0.000	-0.369	-0.048	0.000	-0.319
Health status				0.103	0.000	0.210	0.101	0.000	0.205
Unknown health				-0.161	0.677	-0.025	-0.144	0.457	-0.022
Spouse employed							-0.021	0.800	-0.020
Spouse retired							-0.190	0.026	-0.180
No spouse							-0.094	0.264	-0.091
Unknown spouse							-0.419	0.126	-0.061
Immigrant							0.115	0.171	0.035
Unknown immigrant							0.339	0.065	0.057
Constant	-0.279	0.012		3.030	0.000		2.670	0.000	
R-squared			0.127			0.293			0.313
N			726			726			726
France									
Logistic regression									
Educational level	0.236	0.000		0.198	0.000		0.184	0.001	
Skills level	-0.001	0.756		-0.001	0.674		-0.001	0.658	
Age				-0.304	0.000		-0.288	0.000	
Health status				0.265	0.001		0.276	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.672	0.105	
Spouse retired							0.151	0.707	
No spouse							0.504	0.209	
Unknown spouse								Omit.	
Immigrant							0.037	0.885	
Unknown immigrant							-0.621	0.305	
Constant	-0.814	0.038		16.677	0.000		15.375	0.000	
Pseudo R2			0.026			0.166			0.173
N			848			848			848
Linear regression									
Educational level	0.057	0.000	0.193	0.039	0.000	0.131	0.035	0.001	0.120
Skills level	0.000	0.744	-0.013	0.000	0.774	-0.011	0.000	0.803	-0.010
Age				-0.063	0.000	-0.402	-0.059	0.000	-0.379
Health status				0.051	0.001	0.110	0.051	0.001	0.111
Unknown health				-0.439	0.000	-0.039	-0.393	0.000	-0.035

Spouse employed							0.127	0.155	0.107
Spouse retired							0.020	0.821	0.019
No spouse							0.086	0.321	0.082
Unknown spouse							-0.539	0.000	-0.036
Immigrant							0.004	0.939	0.003
Unknown immigrant							-0.142	0.267	-0.028
Constant	0.303	0.001		3.960	0.000		3.689	0.000	
R-squared			0.035			0.209			0.219
N			848			848			848
Germany									
Logistic regression									
Educational level	0.137	0.063		0.108	0.145		0.094	0.218	
Skills level	0.010	0.001		0.008	0.006		0.007	0.016	
Age					Omit.			Omit.	
Health status				0.313	0.003		0.302	0.005	
Unknown health					Omit.			Omit.	
Spouse employed							1.031	0.052	
Spouse retired							0.236	0.650	
No spouse							0.188	0.725	
Unknown spouse								Omit.	
Immigrant							0.118	0.680	
Unknown immigrant							0.192	0.827	
Constant	-2.706	0.000		-3.255	0.000		-3.437	0.000	
Pseudo R2			0.043			0.061			0.083
N			487			487			487
Linear regression									
Educational level	0.031	0.057	0.097	0.023	0.151	0.073	0.019	0.237	0.060
Skills level	0.002	0.000	0.181	0.002	0.003	0.156	0.002	0.011	0.135
Age					Omit.			Omit.	
Health status				0.073	0.002	0.156	0.069	0.004	0.148
Unknown health				0.653	0.000	0.052		Omit.	
Spouse employed							0.269	0.025	0.249
Spouse retired							0.092	0.440	0.090
No spouse							0.083	0.496	0.075
Unknown spouse							0.839	0.000	0.067
Immigrant							0.029	0.654	0.022
Unknown immigrant							-0.066	0.729	-0.015
Constant	-0.135	0.358		-0.266	0.089		-0.318	0.090	
R-squared			0.058			0.083			0.113
N			487			487			487
Greece									
Logistic regression									
Educational level	0.056	0.492		-0.019	0.825		-0.030	0.739	
Skills level	-0.006	0.071		-0.005	0.103		-0.005	0.114	
Age				-0.158	0.000		-0.132	0.005	
Health status				0.300	0.012		0.280	0.029	
Unknown health					Omit.			Omit.	
Spouse employed							1.244	0.035	
Spouse retired							0.121	0.833	
No spouse							0.461	0.424	
Unknown spouse								Omit.	
Immigrant							0.142	0.832	
Unknown immigrant								Omit.	
Constant	-0.111	0.887		8.371	0.001		6.548	0.025	
Pseudo R2			0.008			0.054			0.085
N			531			531			531
Linear regression									
Educational level	0.009	0.501	0.037	-0.003	0.820	-0.013	-0.005	0.727	-0.019
Skills level	-0.001	0.073	-0.095	-0.001	0.100	-0.087	-0.001	0.124	-0.082
Age				-0.024	0.000	-0.177	-0.019	0.006	-0.140
Health status				0.047	0.011	0.123	0.043	0.028	0.112

Unknown health					Omit.			Omit.	
Spouse employed							0.222	0.017	0.206
Spouse retired							0.013	0.861	0.016
No spouse							0.058	0.459	0.062
Unknown spouse							-0.178	0.024	-0.020
Immigrant							0.020	0.836	0.012
Unknown immigrant								Omit.	
Constant	0.409	0.002		1.674	0.000		1.331	0.002	
R-squared			0.008			0.053			0.088
N			531			531			531
Ireland									
Logistic regression									
Educational level	0.165	0.006		0.112	0.088		0.070	0.281	
Skills level	0.002	0.478		-0.002	0.597		0.000	0.895	
Age				-0.147	0.000		-0.136	0.000	
Health status				0.666	0.000		0.693	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.255	0.005	
Spouse retired							0.366	0.437	
No spouse							1.267	0.004	
Unknown spouse								Omit.	
Immigrant							-0.163	0.649	
Unknown immigrant							0.559	0.642	
Constant	-1.308	0.040		6.179	0.002		4.154	0.046	
Pseudo R2			0.019			0.121			0.153
N			612			612			612
Linear regression									
Educational level	0.040	0.005	0.139	0.023	0.091	0.080	0.014	0.287	0.049
Skills level	0.000	0.479	0.038	0.000	0.591	-0.025	0.000	0.917	0.005
Age				-0.031	0.000	-0.192	-0.028	0.000	-0.174
Health status				0.137	0.000	0.305	0.137	0.000	0.304
Unknown health					Omit.			Omit.	
Spouse employed							0.264	0.001	0.253
Spouse retired							0.087	0.305	0.078
No spouse							0.260	0.001	0.243
Unknown spouse								Omit.	
Immigrant							-0.020	0.773	-0.011
Unknown immigrant							0.104	0.729	0.009
Constant	0.186	0.206		1.793	0.000		1.367	0.002	
R-squared			0.025			0.151			0.189
N			612			612			612
Israel									
Logistic regression									
Educational level	0.164	0.013		0.155	0.024		0.104	0.169	
Skills level	0.007	0.003		0.003	0.210		0.004	0.133	
Age				-0.114	0.002		-0.135	0.001	
Health status				0.507	0.000		0.513	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.678	0.142	
Spouse retired							-0.153	0.757	
No spouse							0.530	0.270	
Unknown spouse								Omit.	
Immigrant							1.321	0.000	
Unknown immigrant							0.732	0.575	
Constant	-1.892	0.000		4.400	0.053		4.120	0.092	
Pseudo R2			0.064			0.125			0.178
N			412			412			412
Linear regression									
Educational level	0.038	0.012	0.151	0.033	0.024	0.131	0.021	0.159	0.084
Skills level	0.002	0.002	0.177	0.001	0.143	0.086	0.001	0.114	0.092
Age				-0.022	0.004	-0.143	-0.024	0.001	-0.157

Health status				0.104	0.000	0.237	0.097	0.000	0.221
Unknown health				0.387	0.000	0.062	0.689	0.005	0.110
Spouse employed							0.150	0.105	0.151
Spouse retired							-0.022	0.826	-0.018
No spouse							0.109	0.254	0.099
Unknown spouse							0.435	0.000	0.042
Immigrant							0.250	0.000	0.206
Unknown immigrant							-0.139	0.565	-0.035
Constant	0.068	0.484		1.293	0.008		1.188	0.012	
R-squared			0.084			0.161			0.227
N			412			412			412
Italy									
Logistic regression									
Educational level	0.521	0.000		0.482	0.000		0.432	0.000	
Skills level	0.004	0.215		0.003	0.366		0.004	0.281	
Age				-0.276	0.000		-0.246	0.000	
Health status				0.409	0.003		0.466	0.001	
Unknown health					Omit.			Omit.	
Spouse employed							0.872	0.273	
Spouse retired							-0.326	0.656	
No spouse							1.003	0.166	
Unknown spouse								Omit.	
Immigrant							0.722	0.381	
Unknown immigrant								Omit.	
Constant	-3.252	0.000		12.310	0.000		9.953	0.001	
Pseudo R2			0.113			0.234			0.280
N			561			561			561
Linear regression									
Educational level	0.109	0.000	0.352	0.090	0.000	0.289	0.074	0.000	0.238
Skills level	0.001	0.333	0.047	0.000	0.809	0.011	0.000	0.561	0.026
Age				-0.038	0.000	-0.292	-0.033	0.000	-0.253
Health status				0.051	0.013	0.121	0.055	0.004	0.130
Unknown health				0.601	0.000	0.111	0.513	0.000	0.095
Spouse employed							0.175	0.127	0.153
Spouse retired							0.001	0.995	0.001
No spouse							0.177	0.064	0.177
Unknown spouse								Omit.	
Immigrant							0.159	0.308	0.054
Unknown immigrant								Omit.	
Constant	-0.098	0.387		2.209	0.000		1.807	0.000	
R-squared			0.140			0.258			0.298
N			561			561			561
Japan									
Logistic regression									
Educational level	0.158	0.041		0.128	0.110		0.108	0.183	
Skills level	-0.001	0.593		-0.006	0.038		-0.006	0.042	
Age				-0.190	0.000		-0.179	0.000	
Health status				0.356	0.000		0.373	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.291	0.284	
Spouse retired							-0.617	0.066	
No spouse							-0.001	0.997	
Unknown spouse								Omit.	
Immigrant								Omit.	
Unknown immigrant							0.183	0.813	
Constant	0.006	0.992		11.856	0.000		11.189	0.000	
Pseudo R2			0.005			0.071			0.086
N			632			632			632
Linear regression									
Educational level	0.039	0.039	0.091	0.029	0.112	0.067	0.025	0.171	0.058
Skills level	0.000	0.594	-0.025	-0.001	0.036	-0.098	-0.001	0.035	-0.099

Age				-0.044	0.000	-0.256	-0.041	0.000	-0.242
Health status				0.080	0.000	0.148	0.082	0.000	0.151
Unknown health					Omit.			Omit.	
Spouse employed							0.062	0.328	0.062
Spouse retired							-0.140	0.063	-0.101
No spouse							0.000	0.999	0.000
Unknown spouse								Omit.	
Immigrant							0.592	0.000	0.054
Unknown immigrant							0.046	0.789	0.012
Constant	0.502	0.002		3.223	0.000		3.073	0.000	
R-squared			0.007			0.094			0.116
N			632			632			632
Republic of Korea									
Logistic regression									
Educational level	0.116	0.096		0.018	0.805		0.047	0.527	
Skills level	-0.007	0.005		-0.009	0.001		-0.010	0.000	
Age				-0.098	0.000		-0.082	0.005	
Health status				0.492	0.000		0.488	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.763	0.006	
Spouse retired							0.151	0.656	
No spouse							0.782	0.006	
Unknown spouse								Omit.	
Immigrant							0.310	0.745	
Unknown immigrant								Omit.	
Constant	1.039	0.055		6.516	0.000		5.091	0.009	
Pseudo R2			0.010			0.059			0.075
N			672			672			672
Linear regression									
Educational level	0.027	0.098	0.077	0.003	0.838	0.009	0.012	0.479	0.032
Skills level	-0.002	0.004	-0.135	-0.002	0.001	-0.155	-0.002	0.000	-0.170
Age				-0.022	0.000	-0.144	-0.017	0.007	-0.114
Health status				0.111	0.000	0.203	0.107	0.000	0.195
Unknown health					Omit.			Omit.	
Spouse employed							0.172	0.002	0.171
Spouse retired							0.029	0.656	0.020
No spouse							0.174	0.002	0.165
Unknown spouse								Omit.	
Immigrant							0.073	0.759	0.013
Unknown immigrant							0.640	0.000	0.074
Constant	0.745	0.000		1.929	0.000		1.562	0.000	
R-squared			0.013			0.077			0.101
N			672			672			672
Lithuania									
Logistic regression									
Educational level	0.390	0.000		0.292	0.000		0.251	0.001	
Skills level	0.009	0.000		0.013	0.000		0.013	0.000	
Age				-0.259	0.000		-0.238	0.000	
Health status				0.667	0.000		0.676	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.572	0.242	
Spouse retired							-0.228	0.627	
No spouse							0.099	0.827	
Unknown spouse								Omit.	
Immigrant							-0.688	0.046	
Unknown immigrant							-1.772	0.263	
Constant	-4.068	0.000		9.344	0.000		8.079	0.000	
Pseudo R2			0.081			0.201			0.217
N			884			884			884
Linear regression									
Educational level	0.088	0.000	0.257	0.055	0.000	0.161	0.048	0.000	0.139

Skills level	0.002	0.000	0.143	0.002	0.000	0.161	0.002	0.000	0.163
Age				-0.049	0.000	-0.319	-0.045	0.000	-0.289
Health status				0.121	0.000	0.198	0.120	0.000	0.195
Unknown health					Omit.			Omit.	
Spouse employed							0.097	0.305	0.085
Spouse retired							-0.066	0.470	-0.056
No spouse							0.005	0.959	0.005
Unknown spouse								Omit.	
Immigrant							-0.130	0.041	-0.073
Unknown immigrant							-0.273	0.125	-0.049
Constant	-0.416	0.002		2.331	0.000		2.077	0.000	
R-squared			0.107			0.242			0.261
N			884			884			884
The Netherlands									
Logistic regression									
Educational level	0.178	0.002		0.207	0.002		0.196	0.005	
Skills level	0.005	0.036		-0.001	0.858		-0.002	0.434	
Age				-0.279	0.000		-0.220	0.000	
Health status				0.515	0.000		0.561	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.455	0.379	
Spouse retired							-0.882	0.087	
No spouse							-0.101	0.845	
Unknown spouse								Omit.	
Immigrant							-0.247	0.483	
Unknown immigrant								Omit.	
Constant	-2.085	0.001		14.425	0.000		11.509	0.000	
Pseudo R2			0.037			0.171			0.207
N			565			565			565
Linear regression									
Educational level	0.043	0.002	0.154	0.041	0.002	0.144	0.038	0.003	0.134
Skills level	0.001	0.032	0.104	0.000	0.858	-0.008	0.000	0.393	-0.039
Age				-0.057	0.000	-0.356	-0.042	0.000	-0.265
Health status				0.100	0.000	0.223	0.105	0.000	0.233
Unknown health					Omit.			Omit.	
Spouse employed							0.103	0.334	0.096
Spouse retired							-0.170	0.112	-0.164
No spouse							-0.027	0.801	-0.024
Unknown spouse								Omit.	
Immigrant							-0.044	0.523	-0.029
Unknown immigrant							0.647	0.000	0.065
Constant	0.007	0.961		3.441	0.000		2.708	0.000	
R-squared			0.050			0.213			0.259
N			565			565			565
New Zealand									
Logistic regression									
Educational level	0.273	0.000		0.265	0.000		0.283	0.000	
Skills level	0.009	0.001		0.006	0.041		0.005	0.110	
Age					Omit.			Omit.	
Health status				0.581	0.000		0.563	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							-0.267	0.677	
Spouse retired							-1.214	0.062	
No spouse							-0.545	0.387	
Unknown spouse								Omit.	
Immigrant							-0.429	0.098	
Unknown immigrant							-0.032	0.973	
Constant	-2.599	0.000		-3.713	0.000		-2.783	0.004	
Pseudo R2			0.091			0.147			0.169
N			669			669			669
Linear regression									

Educational level	0.050	0.000	0.202	0.045	0.000	0.183	0.047	0.000	0.190
Skills level	0.002	0.001	0.174	0.001	0.035	0.107	0.001	0.106	0.083
Age					Omit.			Omit.	
Health status				0.111	0.000	0.265	0.103	0.000	0.248
Unknown health				0.438	0.000	0.033	0.432	0.122	0.032
Spouse employed							-0.012	0.924	-0.013
Spouse retired							-0.186	0.149	-0.151
No spouse							-0.065	0.604	-0.065
Unknown spouse								Omit.	
Immigrant							-0.074	0.111	-0.070
Unknown immigrant							-0.081	0.748	-0.015
Constant	0.014	0.913		-0.175	0.162		-0.014	0.938	
R-squared			0.106			0.171			0.193
N			669			669			669
Norway									
Logistic regression									
Educational level	0.288	0.000		0.213	0.008		0.215	0.008	
Skills level	0.010	0.003		0.005	0.216		0.003	0.379	
Age				-0.258	0.000		-0.246	0.000	
Health status				0.899	0.000		0.893	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.003	0.998	
Spouse retired							-0.620	0.553	
No spouse							-0.315	0.762	
Unknown spouse								Omit.	
Immigrant							-0.044	0.938	
Unknown immigrant								Omit.	
Constant	-2.784	0.000		11.749	0.000		11.610	0.000	
Pseudo R2			0.078			0.251			0.258
N			435			435			435
Linear regression									
Educational level	0.054	0.000	0.203	0.032	0.008	0.120	0.033	0.008	0.123
Skills level	0.002	0.002	0.162	0.001	0.240	0.060	0.001	0.382	0.045
Age				-0.041	0.000	-0.271	-0.038	0.000	-0.256
Health status				0.149	0.000	0.354	0.145	0.000	0.345
Unknown health					Omit.			Omit.	
Spouse employed							-0.035	0.821	-0.037
Spouse retired							-0.132	0.405	-0.123
No spouse							-0.067	0.666	-0.067
Unknown spouse								Omit.	
Immigrant							-0.019	0.796	-0.009
Unknown immigrant								Omit.	
Constant	-0.053	0.735		2.333	0.000		2.321	0.000	
R-squared			0.092			0.274			0.280
N			435			435			435
Poland									
Logistic regression									
Educational level	0.199	0.002		0.218	0.004		0.227	0.002	
Skills level	0.008	0.007		0.006	0.064		0.006	0.073	
Age				-0.272	0.000		-0.270	0.000	
Health status				0.361	0.018		0.377	0.011	
Unknown health					Omit.			Omit.	
Spouse employed							-0.306	0.559	
Spouse retired							-0.900	0.082	
No spouse							-0.278	0.588	
Unknown spouse							-0.909	0.405	
Immigrant							0.613	0.416	
Unknown immigrant								Omit.	
Constant	-3.701	0.000		11.998	0.000		12.351	0.000	
Pseudo R2			0.049			0.158			0.171
N			571			571			571

Linear regression									
Educational level	0.045	0.003	0.151	0.042	0.004	0.141	0.042	0.004	0.139
Skills level	0.001	0.007	0.140	0.001	0.080	0.084	0.001	0.092	0.081
Age				-0.046	0.000	-0.309	-0.044	0.000	-0.298
Health status				0.060	0.018	0.108	0.059	0.017	0.106
Unknown health					Omit.			Omit.	
Spouse employed							-0.045	0.676	-0.042
Spouse retired							-0.137	0.186	-0.147
No spouse							-0.043	0.679	-0.045
Unknown spouse							-0.148	0.543	-0.023
Immigrant							0.073	0.618	0.025
Unknown immigrant							-0.205	0.001	-0.041
Constant	-0.244	0.052		2.515	0.000		2.503	0.000	
R-squared			0.059			0.174			0.187
N			571			571			571
Russian Federation									
Logistic regression									
Educational level	0.141	0.145		0.131	0.173		0.106	0.264	
Skills level	0.017	0.000		0.014	0.000		0.015	0.000	
Age				-0.211	0.000		-0.169	0.000	
Health status				0.170	0.384		0.156	0.451	
Unknown health					Omit.			Omit.	
Spouse employed							1.788	0.118	
Spouse retired							0.758	0.508	
No spouse							1.014	0.362	
Unknown spouse								Omit.	
Immigrant							-1.350	0.010	
Unknown immigrant							0.662	0.566	
Constant	-6.037	0.000		6.724	0.034		3.044	0.344	
Pseudo R2			0.061			0.128			0.161
N			480			480			480
Linear regression									
Educational level	0.028	0.148	0.093	0.022	0.211	0.072	0.017	0.312	0.057
Skills level	0.003	0.000	0.249	0.003	0.000	0.204	0.003	0.000	0.212
Age				-0.040	0.000	-0.270	-0.031	0.000	-0.208
Health status				0.033	0.386	0.049	0.027	0.478	0.041
Unknown health				0.179	0.121	0.027	0.261	0.036	0.039
Spouse employed							0.350	0.051	0.311
Spouse retired							0.134	0.444	0.128
No spouse							0.178	0.297	0.189
Unknown spouse								Omit.	
Immigrant							-0.190	0.002	-0.097
Unknown immigrant							0.113	0.602	0.039
Constant	-0.690	0.000		1.810	0.004		1.077	0.069	
R-squared			0.071			0.148			0.186
N			480			480			480
Singapore									
Logistic regression									
Educational level	0.332	0.000		0.308	0.001		0.336	0.000	
Skills level	-0.002	0.467		-0.002	0.271		-0.003	0.232	
Age					Omit.			Omit.	
Health status				0.390	0.001		0.407	0.001	
Unknown health					Omit.			Omit.	
Spouse employed							0.221	0.578	
Spouse retired							-0.904	0.051	
No spouse							0.333	0.414	
Unknown spouse								Omit.	
Immigrant							-0.085	0.680	
Unknown immigrant								Omit.	
Constant	-0.389	0.271		-1.199	0.006		-1.294	0.022	
Pseudo R2			0.039			0.056			0.087

N			485			485			485
Linear regression									
Educational level	0.076	0.000	0.251	0.069	0.000	0.227	0.072	0.000	0.236
Skills level	0.000	0.505	-0.039	-0.001	0.305	-0.061	0.000	0.331	-0.057
Age					Omit.			Omit.	
Health status				0.089	0.001	0.154	0.091	0.000	0.157
Unknown health					Omit.			Omit.	
Spouse employed							0.045	0.637	0.045
Spouse retired							-0.213	0.041	-0.160
No spouse							0.072	0.452	0.069
Unknown spouse								Omit.	
Immigrant							-0.015	0.743	-0.015
Unknown immigrant							0.742	0.000	0.095
Constant	0.406	0.000		0.221	0.025		0.195	0.128	
R-squared			0.051			0.073			0.121
N			485			485			485
Slovakia									
Logistic regression									
Educational level	0.592	0.000		0.696	0.000		0.634	0.000	
Skills level	-0.001	0.761		-0.004	0.242		-0.005	0.172	
Age				-0.488	0.000		-0.440	0.000	
Health status				0.546	0.000		0.508	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.169	0.042	
Spouse retired							-0.117	0.834	
No spouse							0.446	0.429	
Unknown spouse							-0.773	0.492	
Immigrant							0.527	0.369	
Unknown immigrant								Omit.	
Constant	-2.349	0.002		25.620	0.000		22.869	0.000	
Pseudo R2			0.124			0.361			0.387
N			652			652			652
Linear regression									
Educational level	0.127	0.000	0.407	0.104	0.000	0.331	0.090	0.000	0.287
Skills level	0.000	0.618	-0.019	-0.001	0.253	-0.039	-0.001	0.155	-0.047
Age				-0.068	0.000	-0.441	-0.057	0.000	-0.371
Health status				0.075	0.000	0.142	0.069	0.000	0.131
Unknown health					Omit.			Omit.	
Spouse employed							0.203	0.041	0.177
Spouse retired							-0.042	0.659	-0.044
No spouse							0.047	0.627	0.046
Unknown spouse							-0.129	0.622	-0.011
Immigrant							0.070	0.387	0.036
Unknown immigrant							0.695	0.000	0.061
Constant	0.003	0.981		4.012	0.000		3.412	0.000	
R-squared			0.162			0.384			0.419
N			652			652			652
Slovenia									
Logistic regression									
Educational level	0.587	0.000		0.808	0.000		0.793	0.000	
Skills level	0.000	0.890		-0.001	0.792		-0.001	0.832	
Age				-0.526	0.000		-0.504	0.000	
Health status				0.230	0.086		0.239	0.091	
Unknown health					Omit.			Omit.	
Spouse employed							0.762	0.267	
Spouse retired							0.239	0.720	
No spouse							0.302	0.660	
Unknown spouse								Omit.	
Immigrant							0.419	0.246	
Unknown immigrant								Omit.	
Constant	-3.452	0.000		26.310	0.000		24.627	0.000	

Pseudo R2			0.107			0.325			0.334
N			644			644			644
Linear regression									
Educational level	0.105	0.000	0.345	0.099	0.000	0.325	0.095	0.000	0.311
Skills level	0.000	0.840	-0.009	0.000	0.772	-0.012	0.000	0.729	-0.014
Age				-0.052	0.000	-0.396	-0.047	0.000	-0.361
Health status				0.025	0.087	0.061	0.026	0.079	0.064
Unknown health					Omit.			Omit.	
Spouse employed							0.141	0.130	0.121
Spouse retired							0.008	0.924	0.010
No spouse							0.009	0.917	0.010
Unknown spouse							-0.395	0.001	-0.034
Immigrant							0.030	0.489	0.027
Unknown immigrant							0.040	0.627	0.008
Constant	-0.100	0.277		2.938	0.000		2.650	0.000	
R-squared			0.116			0.278			0.291
N			644			644			644
Spain									
Logistic regression									
Educational level	0.419	0.000		0.360	0.000		0.349	0.000	
Skills level	-0.002	0.361		-0.003	0.200		-0.003	0.360	
Age				-0.140	0.000		-0.111	0.004	
Health status				0.421	0.001		0.397	0.002	
Unknown health					Omit.			Omit.	
Spouse employed							1.075	0.022	
Spouse retired							0.090	0.854	
No spouse							1.193	0.014	
Unknown spouse							1.082	0.249	
Immigrant							-0.186	0.711	
Unknown immigrant								Omit.	
Constant	-1.173	0.024		6.415	0.002		3.911	0.089	
Pseudo R2			0.088			0.135			0.172
N			556			556			556
Linear regression									
Educational level	0.095	0.000	0.361	0.078	0.000	0.298	0.073	0.000	0.277
Skills level	0.000	0.320	-0.046	-0.001	0.120	-0.072	-0.001	0.264	-0.052
Age				-0.027	0.000	-0.175	-0.020	0.004	-0.133
Health status				0.081	0.001	0.166	0.072	0.002	0.148
Unknown health				0.246	0.000	0.020	0.103	0.727	0.008
Spouse employed							0.201	0.011	0.185
Spouse retired							0.018	0.806	0.019
No spouse							0.219	0.007	0.203
Unknown spouse							0.290	0.331	0.045
Immigrant							-0.036	0.738	-0.016
Unknown immigrant							-0.519	0.077	-0.037
Constant	0.228	0.027		1.704	0.000		1.198	0.006	
R-squared			0.116			0.169			0.209
N			556			556			556
Sweden									
Logistic regression									
Educational level	0.170	0.017		0.168	0.020		0.165	0.026	
Skills level	0.015	0.000		0.012	0.000		0.010	0.003	
Age				-0.342	0.000		-0.311	0.000	
Health status				0.463	0.000		0.458	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							0.102	0.915	
Spouse retired							-0.795	0.404	
No spouse							-0.383	0.687	
Unknown spouse								Omit.	
Immigrant							-0.208	0.543	
Unknown immigrant								Omit.	

Constant	-3.855	0.000		16.328	0.000		15.261	0.000	
Pseudo R2			0.097			0.256			0.272
N			500			500			500
Linear regression									
Educational level	0.034	0.015	0.120	0.029	0.022	0.100	0.026	0.038	0.092
Skills level	0.003	0.000	0.280	0.002	0.000	0.172	0.002	0.002	0.152
Age				-0.056	0.000	-0.368	-0.049	0.000	-0.324
Health status				0.081	0.000	0.196	0.078	0.000	0.189
Unknown health				0.132	0.000	0.010	0.106	0.055	0.008
Spouse employed							-0.007	0.964	-0.007
Spouse retired							-0.185	0.229	-0.171
No spouse							-0.085	0.576	-0.081
Unknown spouse								Omit.	
Immigrant							-0.019	0.737	-0.015
Unknown immigrant							0.760	0.000	0.063
Constant	-0.316	0.015		3.147	0.000		2.901	0.000	
R-squared			0.123			0.288			0.311
N			500			500			500
Turkey									
Logistic regression									
Educational level	0.483	0.002		0.468	0.006		0.495	0.008	
Skills level	-0.012	0.060		-0.014	0.033		-0.014	0.062	
Age				-0.372	0.003		-0.326	0.004	
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed							1.116	0.168	
Spouse retired							-0.624	0.534	
No spouse							0.648	0.386	
Unknown spouse								Omit.	
Immigrant							3.366	0.000	
Unknown immigrant								Omit.	
Constant	-0.731	0.534		21.190	0.006		18.142	0.010	
Pseudo R2			0.042			0.148			0.279
N			354			354			354
Linear regression									
Educational level	0.052	0.015	0.160	0.050	0.019	0.154	0.039	0.070	0.122
Skills level	-0.001	0.087	-0.159	-0.001	0.054	-0.175	-0.001	0.077	-0.154
Age				-0.024	0.005	-0.241	-0.018	0.009	-0.182
Health status					Omit.			Omit.	
Unknown health					Omit.			Omit.	
Spouse employed							0.130	0.176	0.148
Spouse retired							-0.009	0.874	-0.015
No spouse							0.059	0.270	0.086
Unknown spouse								Omit.	
Immigrant							0.513	0.002	0.338
Unknown immigrant								Omit.	
Constant	0.221	0.073		1.675	0.005		1.263	0.009	
R-squared			0.029			0.087			0.218
N			354			354			354
United Kingdom									
Logistic regression									
Educational level	0.111	0.027		0.060	0.270		0.060	0.289	
Skills level	0.002	0.558		0.002	0.415		0.002	0.440	
Age				-0.247	0.000		-0.227	0.000	
Health status				0.385	0.000		0.370	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							1.192	0.096	
Spouse retired							-0.131	0.855	
No spouse							0.678	0.330	
Unknown spouse								Omit.	
Immigrant							-0.172	0.652	

Unknown immigrant							2.268	0.056	
Constant	-0.830	0.176		12.655	0.000		10.876	0.000	
Pseudo R2			0.011			0.114			0.163
N			1045			1045			1045
Linear regression									
Educational level	0.027	0.026	0.105	0.013	0.291	0.048	0.013	0.254	0.048
Skills level	0.000	0.559	0.032	0.000	0.423	0.041	0.000	0.455	0.034
Age				-0.054	0.000	-0.337	-0.047	0.000	-0.294
Health status				0.081	0.000	0.181	0.073	0.000	0.164
Unknown health					Omit.			Omit.	
Spouse employed							0.259	0.096	0.255
Spouse retired							-0.021	0.896	-0.018
No spouse							0.147	0.337	0.134
Unknown spouse								Omit.	
Immigrant							-0.040	0.582	-0.022
Unknown immigrant							0.335	0.007	0.068
Constant	0.295	0.048		3.294	0.000		2.779	0.000	
R-squared			0.015			0.148			0.206
N			1045			1045			1045
United States of America									
Logistic regression									
Educational level	0.185	0.005		0.149	0.027		0.139	0.040	
Skills level	0.007	0.007		0.004	0.120		0.004	0.119	
Age					Omit.			Omit.	
Health status				0.411	0.000		0.407	0.000	
Unknown health					Omit.			Omit.	
Spouse employed							-0.174	0.752	
Spouse retired							-0.690	0.215	
No spouse							-0.359	0.503	
Unknown spouse								Omit.	
Immigrant							0.070	0.839	
Unknown immigrant								Omit.	
Constant	-2.204	0.000		-2.676	0.000		-2.297	0.004	
Pseudo R2			0.050			0.083			0.090
N			588			588			588
Linear regression									
Educational level	0.041	0.005	0.141	0.032	0.029	0.108	0.030	0.041	0.101
Skills level	0.002	0.006	0.153	0.001	0.111	0.088	0.001	0.089	0.097
Age					Omit.			Omit.	
Health status				0.093	0.000	0.223	0.091	0.000	0.217
Unknown health					Omit.			Omit.	
Spouse employed							-0.040	0.744	-0.039
Spouse retired							-0.154	0.220	-0.139
No spouse							-0.085	0.484	-0.082
Unknown spouse								Omit.	
Immigrant							0.021	0.779	0.013
Unknown immigrant							0.602	0.000	0.059
Constant	-0.007	0.956		-0.097	0.454		-0.023	0.893	
R-squared			0.066			0.108			0.121
N			588			588			588

Notes: 1) The table shows the coefficients (Coef.), p-values (P), standardised beta coefficients (Beta) and observations (N). 2) All results in the table are weighted (see Section 3.3). 3) P is an abbreviation for P>|z| when using logistic regression, and P>|t| when using linear regression. 4) Pseudo R2 (logistic regression) is equal McFadden's R2. 5) Some of the other explanatory variables than educational and skills levels are omitted ('Omit.') by the Stata programme in some cases.

List of tables

List of figures

Nordisk institutt for studier av
innovasjon, forskning og utdanning

Nordic Instititute for Studies in
Innovation, Research and Education

www.nifu.no