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Regional labour market dynamics and the gender employment gap

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Appendix A Data measurement and origin

Variables	Measured	Origin
Employment rates	Men or women with a job for at least 12 hours out of potential gender-specific labour force (three year averages)	Statistics Netherlands (CBS)/Labour force survey (EBB)
Disposable income	Includes people over 15 with a year-round salary after tax deductions (gender-specific)	CBS
Education	Number of lower educated as a percentage of the potential labour force of that municipality (gender-specific)	CBS
Age composition	The proportion of women aged 40-50 (after childbearing years) out of the total female population. The proportion of men aged 50-60 (close to retirement) out of the total male population	CBS
Demographic pressure	The share of <i>dependent</i> children and elders over the share of <i>active</i> population (20-65)	CBS
% unemployed	Unemployed jobseekers as a percentage of the labour force (gender-specific)	CWI: Unemployed Jobseekers / CBS: labour force
Vacancies per unemployment	The number of vacancies in 2002 per unemployed	Centre for Work and Income (CWI)
Industry Mix	$\text{Mix}^{r,f} = 100 * \sum_{s=1}^6 \frac{E_s^{r,m+f}}{E_{total}^{r,m+f}} \cdot \frac{E_s^{n,f}}{E_s^{n,m+f}}$ <p>where E = employment, s = sector, f = females, m = males, r = region and n = country. In this study jobs are captured in 6 sectors, which are all included in the industry mix; agriculture, manufacturing, finance business and other services, distributive services and hotels, healthcare and public administration and education</p>	LISA business registry based on adaptations from data of the Dutch board of trade
Urbanisation	Average address density	CBS
Child care facilities	Number of day care slots and after school care slots *1.7 (average number of children per slot of 10 day segments) over the number of 0-12 year old children in that municipality	Deloitte ²⁵
Duration commute-to-work	Commute duration per person per day	CBS

²⁵ This data was collected for the Dutch ministry of social affairs and employment

Appendix B Gender-specific OLS estimations for income, job level in 2008 and career mobility

	Salary				Job level				Mobility			
	Men		Women		Men		Women		Men		Women	
	B2	t-value	B2	t-value	B2	t-value	B2	t-value	B2	t-value	B2	t-value
Constant	53,494		49,435		10.629		10.513		4.606		5.930	
Being Single=1	-5,424	-7.64	-2,559	-3.18	-0.359	-7.88	-0.213	-3.44				
Having Child <13=1	2,238	3.77	5,213	6.82	0.186	4.90	0.312	5.30				
Δ Child									0.045	3.05	-0.020	-0.80
Job level 2001									-0.278	-40.42	-0.416	-34.35
Tenure	801	22.54	751	14.18	.015	6.45	0.008	2.02	-0.044	-29.06	-0.043	-13.47
Job experience 5-15 years = 1	12,532	20.06	8,869	11.98	0.551	13.74	0.439	7.69	-0.273	-10.06	-0.147	-3.39
Job experience 15-25 years = 1	20,887	22.23	13,709	10.83	0.695	11.52	0.409	4.20	-0.736	-17.98	-0.536	-7.27
Job experience 25+ years = 1	24,001	10.10	11,771	3.17	0.804	5.27	0.028	0.10	-0.978	-9.81	-0.778	-3.72
Above-average appraisal = 1	5,911	10.27	3,423	4.77	0.396	10.73	0.215	3.90				
Working ≤ 32 hours = 1	-11,606	-8.24	-9,290	-11.09	-0.893	-9.88	-0.952	-14.76				
Δ Part-time = 1									-0.264	-3.51	-0.501	-11.14
Working 4*9 = 1	-10,134	-18.67	-4,095	-5.11	-0.690	-19.80	-0.313	-5.07				
Δ FTE									1.700	5.23	2.102	12.09
Being Sick ≥ 12 days = 1	-6,127	-9.44	-2,932	-3.78	-0.431	-10.34	-0.293	-4.90				
Commute 30-50 km = 1	979	1.59	1,029	1.30	0.086	2.19	0.081	1.32				
Commute >50 km = 1	1,857	2.65	3,185	2.97	0.195	4.33	0.205	2.48				
Δ Commute distance									0.003	6.32	0.002	3.04
Not in Amsterdam=1	-6,927	-13.24	-3,940	-6.09	-0.563	-16.75	-0.305	-6.11				
Δ Relocate to Amsterdam=1									0.221	6.65	0.016	0.33
Adjusted R Square	0.183		0.159		0.161		0.148		0.381		0.482	

Appendix C

OLS estimations for income, job level in 2008 and career mobility for selection of employees with flexible full-time contracts (4*9)

	Salary 4*9	<i>n</i> 3138	Job 4*9	<i>n</i> 3138		Career mobility 4*9	<i>n</i> 3138
	B	t-value	B	t-value		B	t-value
Constant	45,638	39.37	9.985	105.79	Constant	5.097	53.37
Being female = 1	1585	2.69	0.247	5.14	Being female = 1	0.221	6.7
Being single = 1	-2494	-3.74	-0.202	-3.72	Job '01	-0.383	-38.18
child < 13	2491	4.39	0.221	4.78	tenure	-0.031	-15.07
tenure	708	19.36	0.013	4.20	External exp. 5-15	-0.193	-5.55
External exp. 5-15	8741	14.38	0.380	7.67	External exp. 15-25	-0.424	-8.25
External exp. 15-25	14,695	16.42	0.499	6.84	External exp. 25+	-0.734	-6.03
External exp. 25+	17,110	7.79	0.474	2.65	More children	0.061	3.40
Above-average appraisal = 1	2440	4.20	0.152	3.21	Change in fte	1.238	3.18
Being sick >12	-3612	-6.32	-0.316	-6.78	Change commuting km	0.001	2.60
Commute 30-50 km	1291	2.27	0.075	1.6	Relocated to Amsterdam	0.203	4.98
Commute >50 km	1965	2.84	0.148	2.64			
Not in Amsterdam =1	-2858	-5.70	-0.309	-7.57			
Adjusted R Square	0.159		0.078		Adjusted R Square	0.480	

