

Appendix E. Random effects (RE) probit estimates

	Control over start and finish times		Access to a telephone for family reasons		Access to permanent part-time employment	
	Coefficient		Coefficient		Coefficient	
Age	0.0847	(2.69)	0.0579	(1.60)	0.0402	(0.93)
Age ²	-0.0056	-(1.87)	-0.0060	-(1.76)	-0.0068	-(1.69)
Primary	-0.1069	-(1.14)	-0.1250	-(1.17)	-0.0046	-(0.04)
Incomplete secondary	0.0012	(0.03)	-0.0908	-(2.11)	0.0743	(1.46)
Basic vocational	-0.0096	-(0.15)	0.0079	(0.11)	0.0351	(0.42)
Skilled vocational	-0.0980	-(1.95)	0.0537	(0.94)	-0.0596	-(0.87)
Associate Diploma	0.0635	(1.25)	0.0641	(1.10)	-0.0859	-(1.30)
Degree	0.0870	(1.66)	0.1320	(2.20)	-0.0576	-(0.87)
Postgraduate	0.0799	(1.30)	0.1733	(2.47)	0.0526	(0.71)
Other qualification	-0.1261	-(1.35)	-0.0448	-(0.43)	0.1206	(0.97)
NESB	0.1402	(2.21)	-0.1548	-(2.09)	-0.0510	-(0.61)
Migrant – ESB	0.1339	(2.92)	0.0839	(1.56)	-0.1267	-(2.10)
Migrant – NESB	0.0427	(1.07)	0.0931	(2.03)	-0.0342	-(0.67)
Female	-0.0684	-(1.83)	-0.0820	-(1.87)	0.2225	(4.69)
Indigenous	0.0131	(0.11)	0.0209	(0.15)	0.3819	(2.51)
Disabled	-0.1110	-(2.40)	0.0686	(1.33)	0.0920	(1.58)
Child under 4 years	0.0077	(0.16)	-0.0510	-(0.96)	0.0173	(0.29)
Child 4-12 years	0.0724	(1.46)	0.0578	(1.03)	0.0100	(0.16)
Child over 13 years	0.0591	(1.06)	-0.0722	-(1.18)	0.1064	(1.47)
Other dependent	-0.0744	-(1.27)	-0.0954	-(1.49)	-0.1077	-(1.42)
Female* child under 4 years	-0.0129	-(0.17)	0.0628	(0.72)	-0.0018	-(0.02)
Female* child 4-12 years	-0.0340	-(0.48)	-0.0087	-(0.11)	0.0429	(0.44)
Female* child over 13 years	-0.0829	-(1.02)	0.2605	(2.82)	0.0093	(0.09)
Female* other dependent	-0.0336	-(0.37)	0.1055	(1.05)	0.0262	(0.22)
Tenure	0.0109	(2.01)	-0.0115	-(1.92)	0.0121	(1.70)
Tenure ²	-0.0001	-(0.63)	0.0002	(0.86)	-0.0001	-(0.42)
Training	0.1341	(5.00)	0.2183	(7.27)	0.2831	(7.96)
Part-time	-0.0952	-(2.43)	-0.0937	-(2.12)		
Casual	0.0096	(0.17)	-0.1077	-(1.64)		
Trade union	-0.1573	-(5.17)	-0.0919	-(2.71)	0.0953	(2.40)
Size of firm FS1	-0.0320	-(0.39)	-0.0200	-(0.25)	-0.1723	-(1.60)
FS2	-0.0683	-(1.24)	-0.0643	-(1.20)	-0.1633	-(2.30)
FS3	-0.0156	-(0.24)	-0.0212	-(0.33)	-0.2541	-(2.95)
FS5	0.0934	(1.25)	0.0907	(1.25)	0.1405	(1.45)
FS6	-0.1485	-(2.05)	-0.0820	-(1.19)	0.2884	(3.15)
FS7	0.2714	-(4.67)	-0.0026	-(0.05)	0.1901	(2.51)

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Appendix E continued

	Control over start and finish times		Access to a telephone for family reasons		Access to permanent part-time employment	
	Coefficient		Coefficient		Coefficient	
Number of employees	0.0001	(1.25)	0.0000	(0.17)	0.0001	(1.20)
Number of employees ²	0.0000	-(0.79)	0.0000	(0.42)	0.0000	-(0.53)
Manager female	0.1780	(0.86)	-0.1173	-(0.58)	0.4108	(1.52)
Manager female ²	-0.0352	-(0.15)	0.3326	(1.45)	-0.1853	-(0.59)
Proportion female	1.3755	(4.88)	0.2192	(0.79)	2.2894	(6.10)
Proportion female ²	-1.5441	-(4.94)	-0.5538	-(1.81)	-1.2080	-(2.89)
EEO	0.0596	(0.99)	0.0453	(0.76)	-0.0903	-(1.13)
Government sector	0.1194	(1.44)	-0.2338	-(2.90)	0.2051	(1.89)
Private sector	0.0787	(0.97)	-0.0213	-(0.27)	0.1341	(1.25)
Active trade union	-0.0999	-(2.39)	0.1440	(3.49)	-0.0709	-(1.29)
24hrs /7days	-0.2320	-(4.76)	-0.0958	-(2.06)	0.0251	(0.40)
Labourers	-0.2162	-(3.95)	-0.0310	-(0.50)	-0.1176	-(1.46)
Plant & machinery operators & drivers	-0.3127	-(4.86)	0.0380	(0.53)	-0.0891	-(1.02)
Clerks	0.1802	(3.63)	0.0793	(1.38)	-0.2720	-(3.97)
Tradespeople	-0.2092	-(3.11)	-0.0166	-(0.22)	-0.4640	-(4.85)
Paraprofessionals	0.0909	(1.56)	-0.0419	-(0.64)	-0.2437	-(3.06)
Professionals	0.3707	(5.93)	0.1611	(2.22)	-0.3315	-(4.04)
Managers & administrators	1.0688	(15.51)	0.2819	(3.77)	0.0516	(0.63)
Other occupation	0.1399	(0.90)	-0.0043	-(0.03)		
Constant	-0.5860	-(4.06)	0.5827	(3.88)	-1.3503	-(7.02)
sigma_u	0.4337	0.020	0.3290	0.024	0.5381	0.0273
rho(ρ)	0.1583	0.012	0.0977	0.013	0.2245	0.0177
LR test of rho=0:	346		95		323	
Number of observations	12,863		10,666		8,403	
Number of workplaces	1,324		1,319		1,279	
Wald chi2(47)	1,159				636	
Log likelihood	-7,803		-5,703		-4,844	

Notes: T-statistics in brackets. The estimates are restricted to workplaces with two or more valid employee responses. Sigma_u is the standard deviation of the panel-level variance component σ_v . The proportion of the total variance contributed by the panel-level variance component is given by rho(ρ). When rho is zero (as determined by the likelihood ratio test) the panel-level variance component is unimportant and the panel estimator is no different from the pooled estimator (probit). Source: Estimates from AWIRS95 data set.