

Appendix F. Conditional logit estimates

	Control over start and finish times		Access to a telephone for family reasons		Access to permanent part-time employment	
	Odds ratio		Odds ratio		Odds ratio	
Age	1.093	(1.61)	1.060	(0.86)	1.088	(1.32)
Age ²	0.995	-(0.92)	0.993	-(1.09)	0.989	-(1.78)
Primary	0.882	-(0.79)	0.948	-(0.28)	0.928	-(0.36)
Incomplete secondary	1.054	(0.80)	0.901	-(1.35)	1.091	(1.13)
Basic vocational	1.037	(0.32)	1.017	(0.12)	1.061	(0.47)
Skilled vocational	0.906	-(1.14)	1.123	(1.11)	0.874	-(1.23)
Associate Diploma	1.074	(0.81)	1.172	(1.48)	0.958	-(0.43)
Degree	1.152	(1.53)	1.307	(2.42)	0.954	-(0.48)
Postgraduate	1.223	(1.84)	1.398	(2.58)	1.106	(0.88)
Other qualification	0.910	-(0.59)	0.835	-(0.97)	1.172	(0.90)
NESB	1.204	(1.67)	0.724	-(2.37)	0.887	-(0.92)
Migrant – ESB	1.179	(2.06)	1.069	(0.68)	0.869	-(1.52)
Migrant – NESB	1.038	(0.54)	1.194	(2.09)	1.030	(0.37)
Female	0.915	-(1.36)	0.879	-(1.62)	1.475	(5.34)
Indigenous	0.957	-(0.20)	1.158	(0.55)	1.562	(1.86)
Disabled	0.775	-(3.15)	1.097	(0.99)	1.058	(0.63)
Child under 4 years	1.006	(0.07)	0.959	-(0.44)	1.050	(0.50)
Child 4-12 years	1.192	(2.04)	1.168	(1.51)	1.044	(0.43)
Child over 13 years	1.130	(1.27)	0.840	-(1.57)	1.201	(1.54)
Other dependent	0.822	-(1.90)	0.816	-(1.77)	0.881	-(1.01)
Female* child under 4 years	0.942	-(0.43)	1.111	(0.67)	1.198	(1.22)
Female* child 4-12 years	0.948	-(0.43)	0.920	-(0.57)	1.178	(1.17)
Female* child over 13 years	0.872	-(0.98)	1.757	(3.36)	1.122	(0.69)
Female* other dependent	1.000	(0.00)	1.180	(0.92)	1.045	(0.25)
Tenure	1.032	(3.26)	0.981	-(1.78)	1.051	(4.41)
Tenure ²	0.999	-(1.63)	1.000	(0.93)	0.999	-(2.79)
Training	1.247	(4.66)	1.355	(5.48)	1.486	(7.25)
Part-time	0.898	-(1.52)	0.842	-(2.07)	1.000	
Casual	1.111	(1.00)	0.964	-(0.29)	1.000	
Trade union	0.808	-(3.81)	0.878	-(1.97)	1.047	(0.75)
Labourers	0.742	-(3.01)	0.871	-(1.14)	0.819	-(1.69)
Plant & machinery operators & drivers	0.629	-(3.97)	0.917	-(0.60)	1.009	(0.06)
Clerks	1.149	(1.55)	0.987	-(0.12)	0.732	-(2.98)
Tradespeople	0.737	-(2.58)	0.797	-(1.57)	0.511	-(4.15)
Paraprofessionals	1.141	(1.25)	0.870	-(1.09)	0.867	-(1.15)
Professionals	1.835	(5.27)	1.104	(0.70)	0.663	-(3.19)
Managers & administrators	5.400	(13.31)	1.440	(2.58)	1.158	(1.10)
Other occupation	1.257	(0.85)	0.948	-(0.17)	0.820	-(0.60)
Number of observations	12,038		9,102		9,104	
LR chi2(30)	748		180		252	
Log likelihood	-5,202		-3,580		-3,877	
Pseudo R2	0.067		0.0246		0.0314	

Notes: The odds ratio presents the exponentiated coefficients. The odds ratio indicates how often something happens relative to how often it does not happen. The coefficients can be interpreted in terms of odds ratios as follows: for a change of δ in x_k , the odds are expected to change by a factor of $\exp(\beta_k \times \delta)$, holding all other variables constant. Odds ratio's greater than 1 mean that the variable has a positive effect, and odds ratios less than 1 mean that the variable has a negative effect. Standard deviations are presented in brackets.

Source: Estimates from AWIRS95 data set.