# Appendix

## 7.1. Time Subsamples Estimation

### 7.1.1. Subperiod 2011–2014 Estimation

**Table 11.**
*Multinominal logit model estimates, period 2011–2014, E → I transition part of the model (25–34 years, odds ratios, N = 63884)*

| E → I | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 0.901*** | 0.900*** | 0.915*** | 0.918*** | 0.946** | 0.901*** | 0.898*** |
| | (0.0150) | (0.0151) | (0.0156) | (0.0153) | (0.0186) | (0.0150) | (0.0150) |
| years of education | 0.946** | 0.942** | 0.900*** | 0.905*** | 0.918*** | 0.935*** | 0.926*** |
| | (0.0187) | (0.0186) | (0.0162) | (0.0163) | (0.0165) | (0.0173) | (0.0172) |
| female | 2.072*** | 2.070*** | 1.253 | 2.261*** | 2.030*** | 2.019*** | 2.019*** |
| | (0.277) | (0.276) | (0.206) | (0.369) | (0.269) | (0.271) | (0.270) |
| children | 0.963 | 0.971 | | | 0.996 | 0.965 | 0.968 |
| | (0.0918) | (0.0929) | | | (0.0936) | (0.0920) | (0.0923) |
| female * children | 1.886*** | 1.882*** | | | 1.800*** | 1.874*** | 1.862*** |
| | (0.192) | (0.191) | | | (0.181) | (0.191) | (0.190) |
| rural | 1.192* | | | | 1.174 | 1.211* | 1.186 |
| | (0.107) | | | | (0.105) | (0.108) | (0.106) |
| part-time | 1.330 | 1.323 | 1.315 | 1.203 | 1.234 | 1.357* | 1.164 |
| | (0.202) | (0.200) | (0.199) | (0.186) | (0.187) | (0.206) | (0.182) |
| public | 0.719** | 0.721** | | | | | |
| | (0.0881) | (0.0884) | | | | | |
| farm | | 1.199 | 1.230 | 1.471*** | | | |
| | | (0.141) | (0.144) | (0.172) | | | |
| children under 8 | | | 0.846 | 0.768* | | | |
| | | | (0.123) | (0.0919) | | | |
| female * children under 8 | | | 2.528*** | 3.184*** | | | |
| | | | (0.388) | (0.410) | | | |
| partner | | | 0.709 | | | | |
| | | | (0.152) | | | | |
| female * partner | | | 1.997** | | | | |
| | | | (0.503) | | | | |
| partner working hours | | | | 0.997 | | | |
| | | | | (0.00219) | | | |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| female * partner working hours | | | | 0.994* | | | |
| | | | | (0.00254) | | | |
| total experience | | | | | 0.937*** | | |
| | | | | | (0.0137) | | |
| second job | | | | | | 0.424** | |
| | | | | | | (0.112) | |
| preferred hours | | | | | | | 0.987 |
| | | | | | | | (0.00724) |
| Observations | 63884 | 63884 | 63884 | 63884 | 63884 | 63884 | 63884 |
| Pseudo R-squared | 0.061 | 0.066 | 0.075 | 0.074 | 0.073 | 0.066 | 0.061 |
| AIC | 15683.4 | 15602.0 | 15458.9 | 15465.9 | 15487.3 | 15597.0 | 15686.2 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 12.**

*Multinominal logit model estimates, period 2011–2014, E → R transition part of the model (25–34 years, odds ratios, N = 63884)*

| E → R | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 0.937 | 0.962 | 0.988 | 0.975 | 0.883* | 0.899* | 0.933 |
| | (0.0435) | (0.0430) | (0.0429) | (0.0449) | (0.0500) | (0.0445) | (0.0435) |
| years of education | 0.886** | 0.841*** | 0.803*** | 0.801*** | 0.870** | 0.813*** | 0.866** |
| | (0.0416) | (0.0422) | (0.0398) | (0.0404) | (0.0436) | (0.0374) | (0.0408) |
| female | 0.547 | 0.607 | 1.025 | 0.532 | 0.547 | 0.712 | 0.572 |
| | (0.233) | (0.253) | (0.387) | (0.299) | (0.236) | (0.309) | (0.244) |
| children | 1.145 | 1.187 | | | 1.128 | 1.143 | 1.121 |
| | (0.191) | (0.180) | | | (0.193) | (0.186) | (0.189) |
| female * children | 1.298 | 1.239 | | | 1.336 | 1.322 | 1.350 |
| | (0.306) | (0.277) | | | (0.316) | (0.314) | (0.315) |
| rural | 16.56*** | | | | 16.20*** | 11.88*** | 16.12*** |
| | (6.875) | | | | (6.708) | (5.211) | (6.696) |
| part-time | 4.961*** | 4.790*** | 4.699*** | 5.020*** | 5.230*** | 4.244*** | 6.386*** |
| | (1.825) | (1.728) | (1.709) | (1.834) | (1.986) | (1.540) | (2.449) |
| public | 0.420* | 0.446 | | | | | |
| | (0.175) | (0.186) | | | | | |
| farm | | 27.59*** | 27.83*** | 26.52*** | | | |
| | | (9.170) | (9.003) | (8.738) | | | |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| children under 8 | | | 1.197 | 1.149 | | | |
| | | | (0.278) | (0.238) | | | |
| female * children under 8 | | | 1.305 | 1.021 | | | |
| | | | (0.468) | (0.326) | | | |
| partner | | | 0.882 | | | | |
| | | | (0.331) | | | | |
| female * partner | | | 0.447 | | | | |
| | | | (0.291) | | | | |
| partner working hours | | | | 1.001 | | | |
| | | | | (0.00340) | | | |
| female * partner working hours | | | | 1.005 | | | |
| | | | | (0.00565) | | | |
| total experience | | | | | 1.068 | | |
| | | | | | (0.0456) | | |
| second job | | | | | | 11.46*** | |
| | | | | | | (3.021) | |
| preferred hours | | | | | | | 1.041** |
| | | | | | | | (0.0132) |
| Observations | 63884 | 63884 | 63884 | 63884 | 63884 | 63884 | 63884 |
| Pseudo R-squared | 0.061 | 0.066 | 0.075 | 0.074 | 0.073 | 0.066 | 0.061 |
| AIC | 15683.4 | 15602.0 | 15458.9 | 15465.9 | 15487.3 | 15597.0 | 15686.2 |

*Note*: Standard errors in parentheses, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$.

*Source*: PLFS, own calculations.

**Table 13.**

*Multinominal logit model estimates, period 2011–2014, E → I transition part of the model (35–54 years, odds ratios, N = 128123)*

| E → I | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 1.017* | 1.018* | 1.021** | 1.022*** | 1.023*** | 1.084*** | 1.018* |
| | (0.00711) | (0.00713) | (0.00646) | (0.00640) | (0.00647) | (0.00929) | (0.00712) |
| years of education | 0.844*** | 0.841*** | 0.839*** | 0.841*** | 0.845*** | 0.872*** | 0.850*** |
| | (0.0134) | (0.0132) | (0.0131) | (0.0129) | (0.0127) | (0.0139) | (0.0137) |
| female | 1.026 | 1.021 | 1.043 | 1.021 | 0.917 | 0.922 | 1.007 |
| | (0.103) | (0.102) | (0.0871) | (0.0853) | (0.114) | (0.0952) | (0.102) |
| children | 0.920 | 0.930 | | | | 0.921 | 0.929 |
| | (0.0555) | (0.0562) | | | | (0.0545) | (0.0562) |
| female * children | 1.307*** | 1.307*** | | | | 1.282*** | 1.299*** |
| | (0.0985) | (0.0986) | | | | (0.0961) | (0.0981) |
| rural | 1.007 | | 0.995 | 1.009 | 1.050 | 1.008 | 1.081 |
| | (0.0736) | | (0.0728) | (0.0739) | (0.0772) | (0.0742) | (0.0805) |
| part-time | 2.557*** | 2.537*** | 2.506*** | 2.479*** | 2.149*** | 2.020*** | 2.629*** |
| | (0.297) | (0.295) | (0.294) | (0.291) | (0.252) | (0.244) | (0.341) |
| farm | | 0.678** | | | | | |
| | | (0.0825) | | | | | |
| children under 8 | | | 0.926 | 0.959 | 0.991 | | |
| | | | (0.0882) | (0.0901) | (0.0914) | | |
| female * children under 8 | | | 1.945*** | 1.913*** | 1.949*** | | |
| | | | (0.224) | (0.219) | (0.219) | | |
| partner | | | | 0.744*** | | | |
| | | | | (0.0647) | | | |
| partner working hours | | | | | 0.989*** | | |
| | | | | | (0.00164) | | |
| female * partner working hours | | | | | 1.002 | | |
| | | | | | (0.00210) | | |
| public | | | | | | 0.655*** | |
| | | | | | | (0.0626) | |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| total experience | | | | | | 0.938*** | |
| | | | | | | (0.00562) | |
| second job | | | | | | | 0.361*** |
| | | | | | | | (0.0808) |
| preferred hours | | | | | | | 1.000 |
| | | | | | | | (0.00606) |
| Observations | 128123 | 128123 | 128123 | 128123 | 128123 | 128123 | 128123 |
| Pseudo R-squared | -0.120 | -0.112 | -0.118 | -0.115 | -0.108 | -0.098 | -0.108 |
| AIC | 23818.6 | 23638.0 | 23763.5 | 23711.5 | 23573.8 | 23359.5 | 23563.4 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 14.**

*Multinominal logit model estimates, period 2011–2014, E → R transition part of the model (35–54 years, odds ratios, N = 128123)*

| E → R | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 1.010 | 1.001 | 1.001 | 1.002 | 1.000 | 1.037 | 1.003 |
| | (0.0154) | (0.0153) | (0.0148) | (0.0147) | (0.0148) | (0.0210) | (0.0160) |
| years of education | 0.778*** | 0.757*** | 0.775*** | 0.778*** | 0.772*** | 0.798*** | 0.760*** |
| | (0.0242) | (0.0253) | (0.0244) | (0.0242) | (0.0244) | (0.0251) | (0.0244) |
| female | 0.550** | 0.573* | 0.642* | 0.639* | 0.668 | 0.551* | 0.722 |
| | (0.127) | (0.135) | (0.123) | (0.123) | (0.255) | (0.135) | (0.173) |
| children | 1.086 | 1.043 | | | | 1.086 | 1.014 |
| | (0.0935) | (0.0940) | | | | (0.0925) | (0.0899) |
| female * children | 1.200 | 1.204 | | | | 1.201 | 1.217 |
| | (0.159) | (0.166) | | | | (0.161) | (0.166) |
| rural | 10.37*** | | 10.68*** | 10.78*** | 10.57*** | 10.40*** | 6.084*** |
| | (2.750) | | (2.820) | (2.839) | (2.773) | (2.759) | (1.711) |
| part-time | 2.082* | 2.195** | 2.125* | 2.097* | 2.230** | 1.974* | 2.171* |
| | (0.623) | (0.656) | (0.629) | (0.619) | (0.682) | (0.608) | (0.684) |
| farm | | 19.31*** | | | | | |
| | | (3.627) | | | | | |
| children under 8 | | | 1.046 | 1.071 | 1.033 | | |
| | | | (0.139) | (0.141) | (0.137) | | |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| female * children under 8 | | | 1.145 | 1.131 | 1.140 | | |
| | | | (0.277) | (0.270) | (0.293) | | |
| partner | | | | 0.806 | | | |
| | | | | (0.171) | | | |
| partner working hours | | | | | 1.003 | | |
| | | | | | (0.00330) | | |
| female * partner working hours | | | | | 0.999 | | |
| | | | | | (0.00559) | | |
| public | | | | | | 0.539* | |
| | | | | | | (0.131) | |
| total experience | | | | | | 0.978 | |
| | | | | | | (0.0160) | |
| second job | | | | | | | 8.975*** |
| | | | | | | | (1.670) |
| preferred hours | | | | | | | 1.019* |
| | | | | | | | (0.00862) |
| Observations | 128123 | 128123 | 128123 | 128123 | 128123 | 128123 | 128123 |
| Pseudo R-squared | -0.120 | -0.112 | -0.118 | -0.115 | -0.108 | -0.098 | -0.108 |
| AIC | 23818.6 | 23638.0 | 23763.5 | 23711.5 | 23573.8 | 23359.5 | 23563.4 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 15.**

*Multinominal logit model estimates, period 2011–2014, E → I transition part of the model (55–70 years, odds ratios, N = 128123)*

| E → I | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 1.133*** | 1.132*** | 1.133*** | 1.124*** | 1.152*** | 1.146*** | 1.145*** |
| | (0.0117) | (0.0116) | (0.0118) | (0.0118) | (0.0127) | (0.0127) | (0.0128) |
| years of education | 0.888*** | 0.887*** | 0.888*** | 0.889*** | 0.893*** | 0.888*** | 0.893*** |
| | (0.0128) | (0.0127) | (0.0128) | (0.0127) | (0.0127) | (0.0124) | (0.0127) |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| female | 1.318*** | 1.315*** | 1.115 | 0.896 | 1.251** | 1.203* | 1.195* |
| | (0.103) | (0.103) | (0.181) | (0.105) | (0.0990) | (0.0959) | (0.0954) |
| rural | 1.051 | | 1.049 | 1.086 | 1.042 | 1.046 | 1.102 |
| | (0.0880) | | (0.0879) | (0.0910) | (0.0873) | (0.0878) | (0.0930) |
| part-time | 2.334*** | 2.331*** | 2.332*** | 2.066*** | 2.260*** | 1.689*** | 1.747*** |
| | (0.222) | (0.221) | (0.220) | (0.197) | (0.214) | (0.219) | (0.230) |
| farm | | 1.012 | | | | | |
| | | (0.137) | | | | | |
| partner | | | 0.849 | | | | |
| | | | (0.122) | | | | |
| female * partner | | | 1.222 | | | | |
| | | | (0.227) | | | | |
| partner working hours | | | | 0.989*** | | | |
| | | | | (0.00185) | | | |
| female * partner working hours | | | | 1.009*** | | | |
| | | | | (0.00242) | | | |
| total experience | | | | | 0.980*** | 0.980*** | 0.981*** |
| | | | | | (0.00519) | (0.00519) | (0.00521) |
| preferred hours | | | | | | 0.983*** | 0.985** |
| | | | | | | (0.00479) | (0.00499) |
| second job | | | | | | | 0.389*** |
| | | | | | | | (0.101) |
| Observations | 39490 | 39490 | 39490 | 39490 | 39490 | 39490 | 39490 |
| Pseudo R-squared | 0.052 | 0.057 | -0.208 | -0.201 | 0.059 | 0.060 | 0.067 |
| AIC | 11592.6 | 11523.2 | 11602.6 | 11532.6 | 11511.3 | 11499.8 | 11420.9 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 16.**

*Multinominal logit model estimates, period 2011–2014, E → R transition part of the model (55–70 years, odds ratios, N = 128123)*

| E → R | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 1.017 | 1.033 | 1.019 | 1.029 | 1.043 | 1.047 | 1.069 |
| | (0.0604) | (0.0624) | (0.0604) | (0.0584) | (0.0627) | (0.0640) | (0.0641) |
| years of education | 0.758*** | 0.740*** | 0.759*** | 0.756*** | 0.775*** | 0.775*** | 0.767*** |
| | (0.0392) | (0.0419) | (0.0395) | (0.0389) | (0.0414) | (0.0416) | (0.0383) |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| female | 0.456* | 0.507 | 0.258 | 0.347 | 0.390* | 0.403* | 0.462 |
| | (0.171) | (0.190) | (0.220) | (0.266) | (0.156) | (0.171) | (0.190) |
| rural | 13.99*** | | 13.91*** | 13.10*** | 13.90*** | 13.79*** | 7.410*** |
| | (7.013) | | (6.969) | (6.620) | (6.964) | (6.882) | (4.312) |
| part-time | 1.155 | 1.301 | 1.128 | 1.368 | 1.032 | 1.232 | 0.933 |
| | (0.601) | (0.689) | (0.588) | (0.703) | (0.544) | (0.620) | (0.499) |
| farm | | 35.88*** | | | | | |
| | | (12.93) | | | | | |
| partner | | | 0.721 | | | | |
| | | | (0.353) | | | | |
| female * partner | | | 2.024 | | | | |
| | | | (1.923) | | | | |
| partner working hours | | | | 1.007 | | | |
| | | | | (0.00509) | | | |
| female * partner working hours | | | | 1.005 | | | |
| | | | | (0.00995) | | | |
| total experience | | | | | 0.966 | 0.966 | 0.949* |
| | | | | | (0.0223) | (0.0224) | (0.0203) |
| preferred hours | | | | | | 1.014 | 0.982 |
| | | | | | | (0.0200) | (0.0179) |
| second job | | | | | | | 14.78*** |
| | | | | | | | (5.695) |
| Observations | 39490 | 39490 | 39490 | 39490 | 39490 | 39490 | 39490 |
| Pseudo R-squared | 0.052 | 0.057 | -0.208 | -0.201 | 0.059 | 0.060 | 0.067 |
| AIC | 11592.6 | 11523.2 | 11602.6 | 11532.6 | 11511.3 | 11499.8 | 11420.9 |

*Note*: Standard errors in parentheses, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$.

*Source*: PLFS, own calculations.

### 7.1.2. Subperiod 2015–2019 Estimation

**Table 17.**

*Multinominal logit model estimates, period 2015–2019, E → I transition part of the model (25–34 years, odds ratios, N = 55100)*

| E → I | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 0.883*** | 0.883*** | 0.894*** | 0.899*** | 0.926*** | 0.882*** | 0.882*** |
| | (0.0169) | (0.0169) | (0.0178) | (0.0175) | (0.0203) | (0.0168) | (0.0168) |
| years of education | 0.912*** | 0.912*** | 0.874*** | 0.884*** | 0.896*** | 0.906*** | 0.900*** |
| | (0.0219) | (0.0221) | (0.0200) | (0.0200) | (0.0202) | (0.0209) | (0.0204) |
| female | 2.681*** | 2.678*** | 1.291 | 2.033*** | 2.596*** | 2.639*** | 2.589*** |
| | (0.438) | (0.439) | (0.268) | (0.424) | (0.423) | (0.431) | (0.423) |
| children | 0.824 | 0.824 | | | 0.858 | 0.823 | 0.829 |
| | (0.120) | (0.121) | | | (0.124) | (0.120) | (0.120) |
| female * children | 2.284*** | 2.285*** | | | 2.178*** | 2.281*** | 2.247*** |
| | (0.346) | (0.347) | | | (0.330) | (0.346) | (0.340) |
| rural | 1.001 | | | | 0.987 | 1.003 | 0.995 |
| | (0.105) | | | | (0.104) | (0.105) | (0.104) |
| part-time | 1.841*** | 1.837*** | 1.816*** | 1.716** | 1.733*** | 1.858*** | 1.337 |
| | (0.304) | (0.303) | (0.296) | (0.283) | (0.283) | (0.309) | (0.274) |
| public | 0.793 | 0.793 | | | | | |
| | (0.113) | (0.112) | | | | | |
| farm | | 0.965 | 0.964 | 1.172 | | | |
| | | (0.175) | (0.176) | (0.214) | | | |
| children under 8 | | | 1.041 | 0.769 | | | |
| | | | (0.189) | (0.119) | | | |
| female * children under 8 | | | 2.029*** | 3.061*** | | | |
| | | | (0.384) | (0.498) | | | |
| partner | | | 0.321*** | | | | |
| | | | (0.0937) | | | | |
| female * partner | | | 5.503*** | | | | |
| | | | (1.848) | | | | |
| partner working hours | | | | 0.987*** | | | |
| | | | | (0.00371) | | | |
| female * partner working hours | | | | 1.007 | | | |
| | | | | (0.00404) | | | |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| total experience | | | | | 0.936*** | | |
| | | | | | (0.0184) | | |
| second job | | | | | | 0.648 | |
| | | | | | | (0.221) | |
| preferred hours | | | | | | | 0.975** |
| | | | | | | | (0.00883) |
| Observations | 55100 | 55100 | 55100 | 55100 | 55100 | 55100 | 55100 |
| Pseudo R-squared | 0.329 | 0.332 | 0.340 | 0.339 | 0.336 | 0.330 | 0.329 |
| AIC | 10261.3 | 10218.1 | 10105.2 | 10112.2 | 10148.4 | 10250.5 | 10257.0 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 18.**

*Multinominal logit model estimates, period 2015–2019, E → R transition part of the model (25–34 years, odds ratios, N = 55100)*

| E → R | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 1.002 | 1.029 | 0.989 | 1.002 | 0.941 | 0.983 | 0.998 |
| | (0.0607) | (0.0630) | (0.0683) | (0.0616) | (0.0986) | (0.0605) | (0.0603) |
| years of education | 0.945 | 0.880 | 0.852 | 0.862 | 0.933 | 0.894 | 0.918 |
| | (0.0768) | (0.0799) | (0.0760) | (0.0759) | (0.0810) | (0.0735) | (0.0731) |
| female | 0.364 | 0.426 | 0.276 | 0.406 | 0.357 | 0.405 | 0.339 |
| | (0.212) | (0.250) | (0.249) | (0.307) | (0.209) | (0.241) | (0.199) |
| children | 1.098 | 1.210 | | | 1.075 | 1.092 | 1.102 |
| | (0.176) | (0.176) | | | (0.178) | (0.175) | (0.181) |
| female * children | 1.151 | 1.078 | | | 1.187 | 1.169 | 1.144 |
| | (0.419) | (0.392) | | | (0.444) | (0.419) | (0.413) |
| rural | 22.19*** | | | | 21.80*** | 18.76*** | 22.03*** |
| | (13.68) | | | | (13.40) | (11.59) | (13.59) |
| part-time | 1.974 | 2.026 | 2.025 | 1.830 | 2.080 | 1.624 | 1.706 |
| | (1.409) | (1.472) | (1.448) | (1.297) | (1.477) | (1.168) | (1.370) |
| public | 0.276 | 0.302 | | | | | |
| | (0.270) | (0.296) | | | | | |
| farm | | 34.53*** | 37.80*** | 39.18*** | | | |
| | | (20.69) | (21.41) | (23.47) | | | |
| children under 8 | | | 1.269 | 1.565* | | | |
| | | | (0.311) | (0.291) | | | |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| female * children under 8 | | | 1.425 | 1.362 | | | |
| | | | (0.671) | (0.572) | | | |
| partner | | | 1.783 | | | | |
| | | | (1.046) | | | | |
| female * partner | | | 1.040 | | | | |
| | | | (1.003) | | | | |
| partner working hours | | | | 0.996 | | | |
| | | | | (0.00562) | | | |
| female * partner working hours | | | | 0.996 | | | |
| | | | | (0.00766) | | | |
| total experience | | | | | 1.070 | | |
| | | | | | (0.0843) | | |
| second job | | | | | | 5.533*** | |
| | | | | | | (2.300) | |
| preferred hours | | | | | | | 0.992 |
| | | | | | | | (0.0322) |
| Observations | 55100 | 55100 | 55100 | 55100 | 55100 | 55100 | 55100 |
| Pseudo R-squared | 0.329 | 0.332 | 0.340 | 0.339 | 0.336 | 0.330 | 0.329 |
| AIC | 10261.3 | 10218.1 | 10105.2 | 10112.2 | 10148.4 | 10250.5 | 10257.0 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 19.**

*Multinominal logit model estimates, period 2015–2019, E → I transition part of the model (35–54 years, odds ratios, N = 117555)*

| E → I | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 1.001 | 1.001 | 0.999 | 0.999 | 1.003 | 1.067*** | 1.002 |
| | (0.00950) | (0.00954) | (0.00911) | (0.00906) | (0.00918) | (0.0123) | (0.00952) |
| years of education | 0.811*** | 0.814*** | 0.802*** | 0.802*** | 0.810*** | 0.843*** | 0.816*** |
| | (0.0150) | (0.0149) | (0.0143) | (0.0144) | (0.0143) | (0.0155) | (0.0154) |
| female | 1.070 | 1.068 | 1.285* | 1.282* | 1.162 | 0.929 | 1.060 |
| | (0.148) | (0.148) | (0.155) | (0.154) | (0.184) | (0.131) | (0.148) |
| children | 0.810* | 0.807* | | | | 0.811* | 0.812* |
| | (0.0687) | (0.0686) | | | | (0.0677) | (0.0690) |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| female * children | 1.858*** | 1.859*** | | | | 1.824*** | 1.861*** |
| | (0.179) | (0.180) | | | | (0.175) | (0.180) |
| rural | 0.854 | | 0.870 | 0.872 | 0.922 | 0.851 | 0.888 |
| | (0.0873) | | (0.0887) | (0.0889) | (0.0940) | (0.0874) | (0.0915) |
| part-time | 2.579*** | 2.594*** | 2.699*** | 2.697*** | 2.354*** | 2.091*** | 2.861*** |
| | (0.375) | (0.377) | (0.391) | (0.390) | (0.338) | (0.310) | (0.457) |
| farm | | 0.709 | | | | | |
| | | (0.144) | | | | | |
| children under 8 | | | 0.689** | 0.695** | 0.753* | | |
| | | | (0.0923) | (0.0935) | (0.0988) | | |
| female * children under 8 | | | 2.977*** | 2.965*** | 2.888*** | | |
| | | | (0.437) | (0.436) | (0.417) | | |
| partner | | | | 0.946 | | | |
| | | | | (0.105) | | | |
| partner working hours | | | | | 0.989*** | | |
| | | | | | (0.00239) | | |
| female * partner working hours | | | | | 1.002 | | |
| | | | | | (0.00285) | | |
| public | | | | | | 0.669** | |
| | | | | | | (0.0818) | |
| total experience | | | | | | 0.936*** | |
| | | | | | | (0.00748) | |
| second job | | | | | | | 0.428*** |
| | | | | | | | (0.103) |
| preferred hours | | | | | | | 1.007 |
| | | | | | | | (0.00665) |
| Observations | 117555 | 117555 | 117555 | 117555 | 117555 | 117555 | 117555 |
| Pseudo R-squared | 0.194 | 0.200 | 0.196 | 0.198 | 0.205 | 0.207 | 0.197 |
| AIC | 15586.9 | 15460.0 | 15546.5 | 15504.6 | 15387.4 | 15348.3 | 15526.2 |

*Note*: Standard errors in parentheses, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$.

*Source*: PLFS, own calculations.

**Table 20.**

*Multinominal logit model estimates, period 2015–2019, E → R transition part of the model (35–54 years, odds ratios, N = 117555)*

| E → R | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 1.052 | 1.038 | 1.039 | 1.039 | 1.035 | 1.028 | 1.046 |
| | (0.0277) | (0.0277) | (0.0269) | (0.0259) | (0.0260) | (0.0347) | (0.0282) |
| years of education | 0.784*** | 0.762*** | 0.784*** | 0.783*** | 0.773*** | 0.793*** | 0.778*** |
| | (0.0432) | (0.0436) | (0.0441) | (0.0478) | (0.0481) | (0.0505) | (0.0435) |
| female | 0.502 | 0.541 | 0.684 | 0.684 | 0.586 | 0.598 | 0.610 |
| | (0.182) | (0.201) | (0.207) | (0.206) | (0.415) | (0.235) | (0.224) |
| children | 0.884 | 0.863 | | | | 0.887 | 0.863 |
| | (0.140) | (0.136) | | | | (0.142) | (0.138) |
| female * children | 1.709* | 1.686* | | | | 1.721* | 1.763* |
| | (0.435) | (0.441) | | | | (0.435) | (0.451) |
| rural | 11.45*** | | 11.75*** | 11.74*** | 11.27*** | 11.42*** | 9.361*** |
| | (4.030) | | (4.189) | (4.237) | (4.091) | (4.040) | (3.455) |
| part-time | 3.866*** | 3.935*** | 4.120*** | 4.127*** | 4.840*** | 4.332*** | 5.075*** |
| | (1.325) | (1.387) | (1.361) | (1.377) | (1.765) | (1.567) | (1.933) |
| farm | | 26.11*** | | | | | |
| | | (7.908) | | | | | |
| children under 8 | | | 0.721 | 0.719 | 0.693 | | |
| | | | (0.200) | (0.197) | (0.194) | | |
| female * children under 8 | | | 2.023 | 2.029 | 1.952 | | |
| | | | (0.799) | (0.816) | (0.797) | | |
| partner | | | | 1.022 | | | |
| | | | | (0.393) | | | |
| partner working hours | | | | | 1.007 | | |
| | | | | | (0.00588) | | |
| female * partner working hours | | | | | 1.002 | | |
| | | | | | (0.00948) | | |
| public | | | | | | 0.449* | |
| | | | | | | (0.157) | |
| total experience | | | | | | 1.029 | |
| | | | | | | (0.0237) | |
| second job | | | | | | | 3.929*** |
| | | | | | | | (1.066) |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| preferred hours | | | | | | | 1.033* |
| | | | | | | | (0.0157) |
| Observations | 117555 | 117555 | 117555 | 117555 | 117555 | 117555 | 117555 |
| Pseudo R-squared | 0.194 | 0.200 | 0.196 | 0.198 | 0.205 | 0.207 | 0.197 |
| AIC | 15586.9 | 15460.0 | 15546.5 | 15504.6 | 15387.4 | 15348.3 | 15526.2 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 21.**

*Multinominal logit model estimates, period 2015–2019, E → I transition part of the model (55–70 years, odds ratios, N = 45977)*

| E → I | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 1.181*** | 1.181*** | 1.181*** | 1.170*** | 1.183*** | 1.180*** | 1.179*** |
| | (0.00986) | (0.00985) | (0.00987) | (0.00996) | (0.0109) | (0.0111) | (0.0111) |
| years of education | 0.876*** | 0.877*** | 0.877*** | 0.880*** | 0.876*** | 0.875*** | 0.878*** |
| | (0.0115) | (0.0114) | (0.0115) | (0.0114) | (0.0115) | (0.0115) | (0.0117) |
| female | 1.705*** | 1.709*** | 1.104 | 1.195 | 1.695*** | 1.662*** | 1.650*** |
| | (0.122) | (0.122) | (0.158) | (0.131) | (0.123) | (0.120) | (0.120) |
| rural | 0.928 | | 0.937 | 0.978 | 0.927 | 0.930 | 0.955 |
| | (0.0749) | | (0.0759) | (0.0793) | (0.0747) | (0.0749) | (0.0772) |
| part-time | 1.583*** | 1.586*** | 1.564*** | 1.370*** | 1.577*** | 1.290 | 1.329 |
| | (0.144) | (0.145) | (0.142) | (0.126) | (0.143) | (0.190) | (0.199) |
| farm | | 0.915 | | | | | |
| | | (0.139) | | | | | |
| partner | | | 0.575*** | | | | |
| | | | (0.0748) | | | | |
| female * partner | | | 1.663** | | | | |
| | | | (0.272) | | | | |
| partner working hours | | | | 0.987*** | | | |
| | | | | (0.00188) | | | |
| female * partner working hours | | | | 1.008** | | | |
| | | | | (0.00236) | | | |
| total experience | | | | | 0.998 | 0.998 | 0.998 |
| | | | | | (0.00507) | (0.00507) | (0.00507) |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| preferred hours | | | | | | 0.989 | 0.990 |
| | | | | | | (0.00591) | (0.00607) |
| second job | | | | | | | 0.539** |
| | | | | | | | (0.113) |
| Observations | 45977 | 45977 | 45977 | 45977 | 45977 | 45977 | 45977 |
| Pseudo R-squared | 0.063 | 0.071 | 0.039 | 0.044 | 0.067 | 0.067 | 0.071 |
| AIC | 13214.7 | 13098.5 | 13188.3 | 13112.1 | 13164.9 | 13163.3 | 13118.5 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 22.**

*Multinominal logit model estimates, period 2015–2019, E → R transition part of the model (55–70 years, odds ratios, N = 45977)*

| E → R | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 0.901 | 0.925 | 0.903 | 0.907 | 0.919 | 0.922 | 0.941 |
| | (0.0712) | (0.0727) | (0.0698) | (0.0739) | (0.0752) | (0.0769) | (0.0831) |
| years of education | 0.918 | 0.889* | 0.923 | 0.914 | 0.929 | 0.933 | 0.917* |
| | (0.0492) | (0.0504) | (0.0490) | (0.0482) | (0.0446) | (0.0455) | (0.0406) |
| female | 0.782 | 0.895 | 0.461 | 0.636 | 0.721 | 0.741 | 0.842 |
| | (0.319) | (0.363) | (0.345) | (0.488) | (0.304) | (0.322) | (0.370) |
| rural | 12.18*** | | 12.50*** | 11.60*** | 12.08*** | 12.04*** | 9.715*** |
| | (6.030) | | (6.140) | (5.614) | (6.004) | (5.949) | (4.868) |
| part-time | 4.513** | 4.417** | 4.282** | 5.067** | 4.180* | 5.241** | 3.814* |
| | (2.344) | (2.296) | (2.169) | (2.625) | (2.334) | (3.173) | (2.396) |
| farm | | 53.46*** | | | | | |
| | | (23.91) | | | | | |
| partner | | | 0.450 | | | | |
| | | | (0.266) | | | | |
| female * partner | | | 1.878 | | | | |
| | | | (1.586) | | | | |
| partner working hours | | | | 1.004 | | | |
| | | | | (0.00843) | | | |
| female * partner working hours | | | | 1.004 | | | |
| | | | | (0.0114) | | | |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| total experience | | | | | 0.979 | 0.979 | 0.969 |
| | | | | | (0.0249) | (0.0251) | (0.0249) |
| preferred hours | | | | | | 1.016 | 0.996 |
| | | | | | | (0.0258) | (0.0231) |
| second job | | | | | | | 6.171*** |
| | | | | | | | (2.703) |
| Observations | 45977 | 45977 | 45977 | 45977 | 45977 | 45977 | 45977 |
| Pseudo R-squared | 0.063 | 0.071 | 0.039 | 0.044 | 0.067 | 0.067 | 0.071 |
| AIC | 13214.7 | 13098.5 | 13188.3 | 13112.1 | 13164.9 | 13163.3 | 13118.5 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

## 7.2. Inflows Estimation

**Table 23**.

*Multinominal logit model estimates, E → I transition part of the model (25–34 years, odds ratios, N = 25744)*

| E → I | (1) I_inflow | (2) I_inflow | (3) I_inflow | (4) I_inflow |
|---|---|---|---|---|
| age | 0.974* | 0.976* | 0.960*** | 0.983 |
| | (0.0119) | (0.0119) | (0.0118) | (0.0121) |
| years of education | 1.245*** | 1.251*** | 1.240*** | 1.235*** |
| | (0.0180) | (0.0183) | (0.0185) | (0.0183) |
| female | 0.968 | 0.960 | 0.828 | 0.768 |
| | (0.104) | (0.104) | (0.112) | (0.110) |
| children | 1.472*** | 1.452*** | | |
| | (0.0945) | (0.0923) | | |
| female * children | 0.638*** | 0.639*** | | |
| | (0.0479) | (0.0477) | | |
| rural | 0.826** | | | |
| | (0.0588) | | | |
| farm | | 1.008 | 1.034 | 0.743* |
| | | (0.106) | (0.109) | (0.0879) |
| children under 8 | | | 1.005 | 1.392*** |
| | | | (0.107) | (0.111) |
| female * children under 8 | | | 0.930 | 0.685*** |
| | | | (0.108) | (0.0619) |

| | | | | |
|---|---|---|---|---|
| partner | | | 2.887*** | |
| | | | (0.516) | |
| female * partner | | | 0.471*** | |
| | | | (0.0998) | |
| partner working hours | | | | 1.010*** |
| | | | | (0.00194) |
| female * partner working hours | | | | 1.000 |
| | | | | (0.00218) |
| Observations | 25744 | 25744 | 25744 | 25744 |
| Pseudo R-squared | 0.135 | 0.136 | 0.143 | 0.146 |
| AIC | 21452.4 | 21414.7 | 21261.5 | 21195.9 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 24.**

*Multinominal logit model estimates, U → I transition part of the model (25–34 years, odds ratios, N = 25744)*

| U → I | (1) I_inflow | (2) I_inflow | (3) I_inflow | (4) I_inflow |
|---|---|---|---|---|
| age | 1.012 | 1.010 | 1.003 | 0.994 |
| | (0.0104) | (0.0105) | (0.0101) | (0.0102) |
| years of education | 1.093*** | 1.093*** | 1.106*** | 1.112*** |
| | (0.0115) | (0.0113) | (0.0119) | (0.0118) |
| female | 0.715*** | 0.714*** | 0.907 | 0.803* |
| | (0.0651) | (0.0651) | (0.0797) | (0.0764) |
| children | 1.163* | 1.164** | | |
| | (0.0685) | (0.0680) | | |
| female * children | 0.577*** | 0.576*** | | |
| | (0.0419) | (0.0418) | | |
| rural | 0.970 | | | |
| | (0.0622) | | | |
| farm | | 0.802* | 0.817 | 0.910 |
| | | (0.0880) | (0.0897) | (0.105) |
| children under 8 | | | 0.984 | 1.172* |
| | | | (0.0995) | (0.0867) |
| female * children under 8 | | | 0.590*** | 0.467*** |
| | | | (0.0678) | (0.0409) |
| partner | | | 1.535** | |
| | | | (0.246) | |

| | | | | |
|---|---|---|---|---|
| female * partner | | | 0.478*** | |
| | | | (0.0881) | |
| partner working hours | | | | 0.996** |
| | | | | (0.00163) |
| female * partner working hours | | | | 0.999 |
| | | | | (0.00207) |
| Observations | 25744 | 25744 | 25744 | 25744 |
| Pseudo R-squared | 0.135 | 0.136 | 0.143 | 0.146 |
| AIC | 21452.4 | 21414.7 | 21261.5 | 21195.9 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 25.**

*Multinominal logit model estimates, R → I transition part of the model (25–34 years, odds ratios, N = 25744)*

| R → I | (1) I_inflow | (2) I_inflow | (3) I_inflow | (4) I_inflow |
|---|---|---|---|---|
| age | 1.114* | 1.139** | 1.123* | 1.127* |
| | (0.0560) | (0.0565) | (0.0591) | (0.0551) |
| years of education | 1.048 | 1.021 | 1.028 | 1.019 |
| | (0.0416) | (0.0354) | (0.0421) | (0.0371) |
| female | 1.107 | 1.170 | 1.045 | 0.746 |
| | (0.541) | (0.558) | (0.530) | (0.456) |
| children | 1.193 | 1.287 | | |
| | (0.278) | (0.305) | | |
| female * children | 0.568 | 0.568 | | |
| | (0.173) | (0.171) | | |
| rural | 8.059*** | | | |
| | (3.163) | | | |
| farm | | 11.90*** | 11.86*** | 11.07*** |
| | | (3.614) | (3.702) | (3.265) |
| children under 8 | | | 1.651 | 1.522 |
| | | | (0.500) | (0.401) |
| female * children under 8 | | | 0.458 | 0.481* |
| | | | (0.185) | (0.168) |
| partner | | | 0.685 | |
| | | | (0.507) | |
| female * partner | | | 1.360 | |
| | | | (1.191) | |

| | | | | |
|---|---|---|---|---|
| partner working hours | | | | 0.997 |
| | | | | (0.00681) |
| female * partner working hours | | | | 1.008 |
| | | | | (0.00857) |
| Observations | 25744 | 25744 | 25744 | 25744 |
| Pseudo R-squared | 0.135 | 0.136 | 0.143 | 0.146 |
| AIC | 21452.4 | 21414.7 | 21261.5 | 21195.9 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 26.**

*Multinominal logit model estimates, E → I transition part of the model (35–54 years, odds ratios, N = 57706)*

| E → I | (1) I_inflow | (2) I_inflow | (3) I_inflow | (4) I_inflow | (5) I_inflow |
|---|---|---|---|---|---|
| age | 0.960*** | 0.961*** | 0.963*** | 0.959*** | 0.955*** |
| | (0.00514) | (0.00515) | (0.00500) | (0.00515) | (0.00498) |
| years of education | 1.158*** | 1.171*** | 1.156*** | 1.143*** | 1.125*** |
| | (0.0147) | (0.0148) | (0.0145) | (0.0151) | (0.0146) |
| female | 0.813** | 0.810** | 0.659*** | 0.609*** | 0.789* |
| | (0.0625) | (0.0624) | (0.0461) | (0.0464) | (0.0915) |
| children | 1.330*** | 1.313*** | | | |
| | (0.0475) | (0.0468) | | | |
| female * children | 0.697*** | 0.698*** | | | |
| | (0.0354) | (0.0356) | | | |
| rural | 0.740*** | | 0.746*** | 0.739*** | 0.621*** |
| | (0.0473) | | (0.0476) | (0.0471) | (0.0407) |
| farm | | 0.820 | | | |
| | | (0.0941) | | | |
| children under 8 | | | 1.326*** | 1.229** | 0.929 |
| | | | (0.0858) | (0.0852) | (0.0811) |
| female * children under 8 | | | 0.760*** | 0.793** | 0.951 |
| | | | (0.0634) | (0.0687) | (0.0991) |
| partner | | | | 1.480*** | |
| | | | | (0.118) | |
| partner working hours | | | | | 1.035*** |
| | | | | | (0.00184) |

| | | | | | |
|---|---|---|---|---|---|
| female * partner working hours | | | | | 0.988*** |
| | | | | | (0.00244) |
| Observations | 57706 | 57706 | 57706 | 57706 | 57706 |
| Pseudo R-squared | -0.036 | -0.025 | -0.037 | -0.036 | -0.005 |
| AIC | 39741.9 | 39314.9 | 39772.7 | 39715.9 | 38537.5 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 27.**

*Multinominal logit model estimates, U → I transition part of the model (35–54 years, odds ratios, N = 57706)*

| U → I | (1) I_inflow | (2) I_inflow | (3) I_inflow | (4) I_inflow | (5) I_inflow |
|---|---|---|---|---|---|
| age | 0.955*** | 0.955*** | 0.957*** | 0.959*** | 0.958*** |
| | (0.00394) | (0.0+ | (0.00386) | (0.00392) | (0.00387) |
| years of education | 1.054*** | 1.061*** | 1.058*** | 1.064*** | 1.064*** |
| | (0.00910) | (0.00907) | (0.00937) | (0.00961) | (0.00946) |
| female | 0.974 | 0.973 | 0.877* | 0.906 | 0.873* |
| | (0.0555) | (0.0555) | (0.0452) | (0.0474) | (0.0521) |
| children | 1.089* | 1.080* | | | |
| | (0.0419) | (0.0416) | | | |
| female * children | 0.703*** | 0.703*** | | | |
| | (0.0340) | (0.0340) | | | |
| rural | 0.775*** | | 0.762*** | 0.766*** | 0.776*** |
| | (0.0365) | | (0.0357) | (0.0359) | (0.0363) |
| farm | | 0.682*** | | | |
| | | (0.0598) | | | |
| children under 8 | | | 1.166* | 1.206** | 1.201** |
| | | | (0.0771) | (0.0794) | (0.0787) |
| female * children under 8 | | | 0.551*** | 0.542*** | 0.545*** |
| | | | (0.0459) | (0.0446) | (0.0453) |
| partner | | | | 0.860** | |
| | | | | (0.0443) | |
| partner working hours | | | | | 0.994*** |
| | | | | | (0.00165) |

| | | | | | |
|---|---|---|---|---|---|
| female * partner working hours | | | | | 1.003 |
| | | | | | (0.00205) |
| Observations | 57706 | 57706 | 57706 | 57706 | 57706 |
| Pseudo R-squared | -0.036 | -0.025 | -0.037 | -0.036 | -0.005 |
| AIC | 39741.9 | 39314.9 | 39772.7 | 39715.9 | 38537.5 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 28.**

*Multinominal logit model estimates, R → I transition part of the model (35–54 years, odds ratios, N = 57706)*

| R → I | (1) I_inflow | (2) I_inflow | (3) I_inflow | (4) I_inflow | (5) I_inflow |
|---|---|---|---|---|---|
| age | 1.007 | 0.995 | 0.994 | 0.989 | 0.983 |
| | (0.0133) | (0.0130) | (0.0141) | (0.0147) | (0.0135) |
| years of education | 1.003 | 0.995 | 1.013 | 0.993 | 0.986 |
| | (0.0231) | (0.0210) | (0.0245) | (0.0267) | (0.0227) |
| female | 1.444 | 1.392 | 1.304 | 1.151 | 0.862 |
| | (0.295) | (0.293) | (0.231) | (0.224) | (0.238) |
| children | 1.280* | 1.177 | | | |
| | (0.143) | (0.143) | | | |
| female * children | 0.713* | 0.758 | | | |
| | (0.101) | (0.116) | | | |
| rural | 6.103*** | | 6.252*** | 6.125*** | 5.102*** |
| | (1.309) | | (1.330) | (1.313) | (1.113) |
| farm | | 43.24*** | | | |
| | | (7.838) | | | |
| children under 8 | | | 0.942 | 0.852 | 0.569 |
| | | | (0.220) | (0.212) | (0.166) |
| female * children under 8 | | | 0.581 | 0.619 | 0.662 |
| | | | (0.173) | (0.190) | (0.236) |
| partner | | | | 1.703* | |
| | | | | (0.405) | |
| partner working hours | | | | | 1.032*** |
| | | | | | (0.00369) |

| | | | | | |
|---|---|---|---|---|---|
| female * partner working hours | | | | | 1.002 |
| | | | | | (0.00464) |
| Observations | 57706 | 57706 | 57706 | 57706 | 57706 |
| Pseudo R-squared | -0.036 | -0.025 | -0.037 | -0.036 | -0.005 |
| AIC | 39741.9 | 39314.9 | 39772.7 | 39715.9 | 38537.5 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 29.**

*Multinominal logit model estimates, E → I transition part of the model (55–70 years, odds ratios, N = 219745)*

| E → I | (1) I_inflow | (2) I_inflow | (3) I_inflow | (4) I_inflow |
|---|---|---|---|---|
| age | 0.875*** | 0.877*** | 0.874*** | 0.902*** |
| | (0.00472) | (0.00472) | (0.00473) | (0.00501) |
| years of education | 1.180*** | 1.199*** | 1.180*** | 1.179*** |
| | (0.0130) | (0.0127) | (0.0130) | (0.0132) |
| female | 0.567*** | 0.574*** | 0.722** | 0.673*** |
| | (0.0286) | (0.0290) | (0.0784) | (0.0423) |
| rural | 0.638*** | | 0.643*** | 0.477*** |
| | (0.0378) | | (0.0381) | (0.0311) |
| farm | | 0.804* | | |
| | | (0.0834) | | |
| partner | | | 1.122 | |
| | | | (0.111) | |
| female * partner | | | 0.711** | |
| | | | (0.0880) | |
| partner working hours | | | | 1.027*** |
| | | | | (0.000867) |
| female * partner working hours | | | | 0.993*** |
| | | | | (0.00116) |
| Observations | 219745 | 219745 | 219745 | 219745 |
| Pseudo R-squared | 0.079 | 0.095 | -0.147 | -0.106 |
| AIC | 45314.3 | 44533.6 | 45234.2 | 43632.3 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 30.**

*Multinominal logit model estimates, U → I transition part of the model (55–70 years, odds ratios, N = 219745)*

| U → I | (1) I_inflow | (2) I_inflow | (3) I_inflow | (4) I_inflow |
|---|---|---|---|---|
| age | 0.751*** | 0.751*** | 0.751*** | 0.747*** |
| | (0.00590) | (0.00590) | (0.00592) | (0.00597) |
| years of education | 1.009 | 1.024 | 1.019 | 1.013 |
| | (0.0143) | (0.0142) | (0.0142) | (0.0143) |
| female | 0.377*** | 0.383*** | 0.371*** | 0.382*** |
| | (0.0234) | (0.0238) | (0.0399) | (0.0267) |
| rural | 0.610*** | | 0.618*** | 0.624*** |
| | (0.0407) | | (0.0414) | (0.0418) |
| farm | | 0.377*** | | |
| | | (0.0543) | | |
| partner | | | 0.640*** | |
| | | | (0.0574) | |
| female * partner | | | 0.967 | |
| | | | (0.128) | |
| partner working hours | | | | 0.995** |
| | | | | (0.00180) |
| female * partner working hours | | | | 0.999 |
| | | | | (0.00258) |
| Observations | 219745 | 219745 | 219745 | 219745 |
| Pseudo R-squared | 0.079 | 0.095 | -0.147 | -0.106 |
| AIC | 45314.3 | 44533.6 | 45234.2 | 43632.3 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 31.**

*Multinominal logit model estimates, R → I transition part of the model (55–70 years, odds ratios, N = 219745)*

| R→ I | (1) I_inflow | (2) I_inflow | (3) I_inflow | (4) I_inflow |
|---|---|---|---|---|
| age | 0.894*** | 0.907*** | 0.895*** | 0.910*** |
| | (0.0132) | (0.0139) | (0.0133) | (0.0135) |
| years of education | 1.017 | 1.049* | 1.011 | 1.033 |
| | (0.0196) | (0.0218) | (0.0201) | (0.0204) |

| | | | | |
|---|---|---|---|---|
| female | 0.713** | 0.683** | 0.600 | 0.706* |
| | (0.0831) | (0.0801) | (0.165) | (0.109) |
| rural | 10.18*** | | 9.983*** | 7.502*** |
| | (1.760) | | (1.732) | (1.338) |
| farm | | 80.51*** | | |
| | | (15.42) | | |
| partner | | | 1.282 | |
| | | | (0.291) | |
| female * partner | | | 1.279 | |
| | | | (0.390) | |
| partner working hours | | | | 1.025*** |
| | | | | (0.00156) |
| female * partner working hours | | | | 0.998 |
| | | | | (0.00201) |
| Observations | 219745 | 219745 | 219745 | 219745 |
| Pseudo R-squared | 0.079 | 0.095 | -0.147 | -0.106 |
| AIC | 45314.3 | 44533.6 | 45234.2 | 43632.3 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

## 7.3. Year-to-year Transitions Estimation

**Table 32.**

*Multinominal logit model estimates, E → I transition part of the model (25–34 years, odds ratios, N = 103066)*

| E → I | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 0.911*** | 0.910*** | 0.920*** | 0.929*** | 0.939*** | 0.910*** | 0.909*** |
| | (0.00782) | (0.00782) | (0.00785) | (0.00780) | (0.00996) | (0.00782) | (0.00780) |
| years of education | 0.915*** | 0.915*** | 0.870*** | 0.879*** | 0.892*** | 0.904*** | 0.896*** |
| | (0.00914) | (0.00911) | (0.00810) | (0.00811) | (0.00844) | (0.00858) | (0.00848) |
| female | 4.093*** | 4.080*** | 2.147*** | 3.961*** | 4.010*** | 4.006*** | 3.969*** |
| | (0.331) | (0.330) | (0.200) | (0.365) | (0.324) | (0.325) | (0.321) |
| children | 1.001 | 1.003 | | | 1.022 | 1.002 | 1.006 |
| | (0.0642) | (0.0645) | | | (0.0650) | (0.0644) | (0.0645) |
| female * children | 1.770*** | 1.774*** | | | 1.723*** | 1.759*** | 1.742*** |
| | (0.119) | (0.119) | | | (0.115) | (0.118) | (0.117) |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| rural | 1.016 | | | | 1.001 | 1.026 | 1.009 |
| | (0.0479) | | | | (0.0472) | (0.0484) | (0.0474) |
| part-time | 1.477*** | 1.468*** | 1.464*** | 1.353*** | 1.420*** | 1.508*** | 1.180 |
| | (0.113) | (0.112) | (0.113) | (0.105) | (0.108) | (0.115) | (0.101) |
| public | 0.706*** | 0.707*** | | | | | |
| | (0.0433) | (0.0433) | | | | | |
| farm | | 0.910 | 0.934 | 1.114 | | | |
| | | (0.0663) | (0.0677) | (0.0808) | | | |
| children under 8 | | | 1.040 | 0.916 | | | |
| | | | (0.0907) | (0.0657) | | | |
| female * children under 8 | | | 1.805*** | 2.381*** | | | |
| | | | (0.165) | (0.182) | | | |
| partner | | | 0.571*** | | | | |
| | | | (0.0782) | | | | |
| female * partner | | | 3.219*** | | | | |
| | | | (0.491) | | | | |
| partner working hours | | | | 0.992*** | | | |
| | | | | (0.00148) | | | |
| female * partner working hours | | | | 1.000 | | | |
| | | | | (0.00162) | | | |
| total experience | | | | | 0.959*** | | |
| | | | | | (0.00762) | | |
| second job | | | | | | 0.425*** | |
| | | | | | | (0.0643) | |
| preferred hours | | | | | | | 0.980*** |
| | | | | | | | (0.00371) |
| Observations | 103066 | 103066 | 103066 | 103066 | 103066 | 103066 | 103066 |
| Pseudo R-squared | 0.261 | 0.264 | 0.273 | 0.272 | 0.267 | 0.264 | 0.261 |
| AIC | 42825.1 | 42598.6 | 42137.5 | 42180.7 | 42468.0 | 42599.2 | 42822.2 |

*Note*: Standard errors in parentheses, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$.

*Source*: PLFS, own calculations.

**Table 33.**

*Multinominal logit model estimates, E → R transition part of the model (25–34 years, odds ratios, N = 103066)*

| E → R | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 0.990 | 1.014 | 1.016 | 1.006 | 1.066 | 0.965 | 0.987 |
| | (0.0281) | (0.0290) | (0.0320) | (0.0290) | (0.0393) | (0.0290) | (0.0287) |
| years of education | 0.913** | 0.861*** | 0.852*** | 0.854*** | 0.887*** | 0.867*** | 0.908** |
| | (0.0294) | (0.0291) | (0.0305) | (0.0302) | (0.0275) | (0.0317) | (0.0308) |
| female | 0.417*** | 0.454*** | 0.379** | 0.381** | 0.393*** | 0.511** | 0.440*** |
| | (0.0979) | (0.106) | (0.121) | (0.119) | (0.0898) | (0.120) | (0.101) |
| children | 0.967 | 1.035 | | | 1.013 | 0.948 | 0.949 |
| | (0.0952) | (0.0923) | | | (0.0960) | (0.0930) | (0.0968) |
| female * children | 1.335* | 1.288 | | | 1.252 | 1.379* | 1.376* |
| | (0.188) | (0.173) | | | (0.171) | (0.188) | (0.195) |
| rural | 22.04*** | | | | 22.11*** | 17.13*** | 21.90*** |
| | (5.823) | | | | (5.834) | (4.653) | (5.793) |
| part-time | 3.038*** | 3.078*** | 3.024*** | 2.953*** | 2.595*** | 2.593*** | 3.970*** |
| | (0.746) | (0.742) | (0.730) | (0.714) | (0.629) | (0.624) | (0.952) |
| public | 0.738 | 0.787 | | | | | |
| | (0.170) | (0.183) | | | | | |
| farm | | 25.66*** | 25.05*** | 27.72*** | | | |
| | | (5.291) | (5.292) | (5.578) | | | |
| children under 8 | | | 1.214* | 1.175 | | | |
| | | | (0.118) | (0.107) | | | |
| female * children under 8 | | | 1.297 | 1.394* | | | |
| | | | (0.212) | (0.235) | | | |
| partner | | | 0.756 | | | | |
| | | | (0.188) | | | | |
| female * partner | | | 1.420 | | | | |
| | | | (0.518) | | | | |
| partner working hours | | | | 0.996 | | | |
| | | | | (0.00232) | | | |
| female * partner working hours | | | | 1.002 | | | |
| | | | | (0.00361) | | | |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| total experience | | | | | 0.908*** | | |
| | | | | | (0.0246) | | |
| second job | | | | | | 8.711*** | |
| | | | | | | (1.428) | |
| preferred hours | | | | | | | 1.034** |
| | | | | | | | (0.0119) |
| Observations | 103066 | 103066 | 103066 | 103066 | 103066 | 103066 | 103066 |
| Pseudo R-squared | 0.261 | 0.264 | 0.273 | 0.272 | 0.267 | 0.264 | 0.261 |
| AIC | 42825.1 | 42598.6 | 42137.5 | 42180.7 | 42468.0 | 42599.2 | 42822.2 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 34.**

*Multinominal logit model estimates, E → I transition part of the model (35–54 years, odds ratios, N = 216487)*

| E → I | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 1.028*** | 1.029*** | 1.031*** | 1.032*** | 1.034*** | 1.069*** | 1.029*** |
| | (0.00393) | (0.00395) | (0.00375) | (0.00373) | (0.00376) | (0.00495) | (0.00393) |
| years of education | 0.826*** | 0.827*** | 0.817*** | 0.819*** | 0.823*** | 0.840*** | 0.828*** |
| | (0.00646) | (0.00638) | (0.00628) | (0.00626) | (0.00616) | (0.00667) | (0.00661) |
| female | 1.119* | 1.116* | 1.243*** | 1.225*** | 1.099 | 1.043 | 1.089 |
| | (0.0602) | (0.0601) | (0.0557) | (0.0552) | (0.0712) | (0.0582) | (0.0589) |
| children | 0.882*** | 0.884*** | | | | 0.881*** | 0.889** |
| | (0.0325) | (0.0328) | | | | (0.0322) | (0.0329) |
| female * children | 1.567*** | 1.568*** | | | | 1.552*** | 1.555*** |
| | (0.0667) | (0.0669) | | | | (0.0660) | (0.0665) |
| rural | 0.877** | | 0.875** | 0.885** | 0.924 | 0.874*** | 0.921* |
| | (0.0352) | | (0.0355) | (0.0359) | (0.0377) | (0.0352) | (0.0373) |
| part-time | 2.296*** | 2.294*** | 2.329*** | 2.320*** | 2.037*** | 2.019*** | 2.168*** |
| | (0.143) | (0.143) | (0.145) | (0.145) | (0.128) | (0.127) | (0.150) |
| farm | | 0.624*** | | | | | |
| | | (0.0456) | | | | | |
| children under 8 | | | 0.896* | 0.919 | 0.953 | | |
| | | | (0.0458) | (0.0466) | (0.0474) | | |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| female * children under 8 | | | 2.324*** | 2.301*** | 2.323*** | | |
| | | | (0.138) | (0.136) | (0.135) | | |
| partner | | | | 0.812*** | | | |
| | | | | (0.0373) | | | |
| partner working hours | | | | | 0.989*** | | |
| | | | | | (0.000902) | | |
| female * partner working hours | | | | | 1.002 | | |
| | | | | | (0.00111) | | |
| public | | | | | | 0.830*** | |
| | | | | | | (0.0389) | |
| total experience | | | | | | 0.963*** | |
| | | | | | | (0.00315) | |
| second job | | | | | | | 0.446*** |
| | | | | | | | (0.0431) |
| preferred hours | | | | | | | 0.992* |
| | | | | | | | (0.00296) |
| Observations | 216487 | 216487 | 216487 | 216487 | 216487 | 216487 | 216487 |
| Pseudo R-squared | 0.086 | 0.099 | 0.090 | 0.092 | 0.098 | 0.098 | 0.096 |
| AIC | 70234.8 | 69249.7 | 69942.6 | 69804.1 | 69340.5 | 69320.1 | 69504.8 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 35.**
*Multinominal logit model estimates, E → R transition part of the model (35–54 years, odds ratios, N = 216487)*

| E → R | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 1.000 | 0.987 | 0.997 | 0.998 | 0.995 | 1.022 | 0.992 |
| | (0.00919) | (0.00906) | (0.00882) | (0.00875) | (0.00862) | (0.0129) | (0.00935) |
| years of education | 0.787*** | 0.780*** | 0.785*** | 0.786*** | 0.782*** | 0.815*** | 0.773*** |
| | (0.0157) | (0.0175) | (0.0158) | (0.0162) | (0.0163) | (0.0183) | (0.0159) |
| female | 0.627*** | 0.671** | 0.747* | 0.745* | 0.454*** | 0.669** | 0.813 |
| | (0.0873) | (0.0946) | (0.0866) | (0.0866) | (0.106) | (0.0955) | (0.116) |
| children | 0.902 | 0.852** | | | | 0.905 | 0.852** |
| | (0.0511) | (0.0480) | | | | (0.0511) | (0.0487) |
| female * children | 1.406*** | 1.387*** | | | | 1.408*** | 1.449*** |
| | (0.131) | (0.131) | | | | (0.132) | (0.138) |
| rural | 7.245*** | | 7.283*** | 7.329*** | 7.019*** | 7.249*** | 4.938*** |
| | (0.885) | | (0.892) | (0.900) | (0.859) | (0.885) | (0.633) |
| part-time | 2.624*** | 2.747*** | 2.693*** | 2.681*** | 3.038*** | 2.600*** | 2.938*** |
| | (0.455) | (0.477) | (0.462) | (0.457) | (0.525) | (0.461) | (0.516) |
| farm | | 30.92*** | | | | | |
| | | (3.608) | | | | | |
| children under 8 | | | 0.868 | 0.883 | 0.858 | | |
| | | | (0.0775) | (0.0780) | (0.0759) | | |
| female * children under 8 | | | 1.674** | 1.660** | 1.566** | | |
| | | | (0.267) | (0.265) | (0.261) | | |
| partner | | | | 0.876 | | | |
| | | | | (0.111) | | | |
| partner working hours | | | | | 1.002 | | |
| | | | | | (0.00229) | | |
| female * partner working hours | | | | | 1.008* | | |
| | | | | | (0.00319) | | |
| public | | | | | | 0.324*** | |
| | | | | | | (0.0474) | |
| total experience | | | | | | 0.985 | |
| | | | | | | (0.00911) | |
| second job | | | | | | | 7.284*** |
| | | | | | | | (0.777) |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| preferred hours | | | | | | | 1.026*** |
| | | | | | | | (0.00580) |
| Observations | 216487 | 216487 | 216487 | 216487 | 216487 | 216487 | 216487 |
| Pseudo R-squared | 0.086 | 0.099 | 0.090 | 0.092 | 0.098 | 0.098 | 0.096 |
| AIC | 70234.8 | 69249.7 | 69942.6 | 69804.1 | 69340.5 | 69320.1 | 69504.8 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 36.**

*Multinominal logit model estimates, E → I transition part of the model (55–70 years, odds ratios, N = 74295)*

| E → I | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 1.186*** | 1.184*** | 1.187*** | 1.179*** | 1.183*** | 1.181*** | 1.179*** |
| | (0.00498) | (0.00496) | (0.00500) | (0.00500) | (0.00553) | (0.00559) | (0.00558) |
| years of education | 0.892*** | 0.889*** | 0.892*** | 0.893*** | 0.891*** | 0.889*** | 0.893*** |
| | (0.00556) | (0.00553) | (0.00557) | (0.00554) | (0.00560) | (0.00557) | (0.00570) |
| female | 1.740*** | 1.725*** | 1.710*** | 1.292*** | 1.755*** | 1.719*** | 1.706*** |
| | (0.0571) | (0.0564) | (0.134) | (0.0667) | (0.0586) | (0.0580) | (0.0576) |
| rural | 1.100** | | 1.097* | 1.128*** | 1.102** | 1.104** | 1.148*** |
| | (0.0398) | | (0.0398) | (0.0410) | (0.0399) | (0.0400) | (0.0419) |
| part-time | 1.200*** | 1.195*** | 1.205*** | 1.105* | 1.205*** | 1.001 | 1.038 |
| | (0.0537) | (0.0535) | (0.0540) | (0.0500) | (0.0541) | (0.0615) | (0.0647) |
| farm | | 0.843** | | | | | |
| | | (0.0556) | | | | | |
| partner | | | 1.040 | | | | |
| | | | (0.0734) | | | | |
| female * partner | | | 1.041 | | | | |
| | | | (0.0895) | | | | |
| partner working hours | | | | 0.992*** | | | |
| | | | | (0.000738) | | | |
| female * partner working hours | | | | 1.006*** | | | |
| | | | | (0.000966) | | | |
| total experience | | | | | 1.003 | 1.003 | 1.003 |
| | | | | | (0.00265) | (0.00266) | (0.00266) |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| preferred hours | | | | | | 0.989*** | 0.991*** |
| | | | | | | (0.00231) | (0.00238) |
| second job | | | | | | | 0.480*** |
| | | | | | | | (0.0428) |
| Observations | 74295 | 74295 | 74295 | 74295 | 74295 | 74295 | 74295 |
| Pseudo R-squared | 0.064 | 0.071 | -0.016 | -0.012 | 0.068 | 0.070 | 0.076 |
| AIC | 48118.9 | 47769.1 | 48089.2 | 47922.3 | 47914.4 | 47850.4 | 47516.4 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 37.**

*Multinominal logit model estimates, E → R transition part of the model (55–70 years, odds ratios, N = 74295)*

| E → R | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 1.029 | 1.053 | 1.029 | 1.032 | 1.036 | 1.042 | 1.070* |
| | (0.0289) | (0.0311) | (0.0288) | (0.0291) | (0.0296) | (0.0296) | (0.0311) |
| years of education | 0.848*** | 0.829*** | 0.851*** | 0.847*** | 0.852*** | 0.853*** | 0.847*** |
| | (0.0256) | (0.0272) | (0.0259) | (0.0257) | (0.0258) | (0.0262) | (0.0228) |
| female | 0.865 | 0.990 | 0.519 | 0.795 | 0.838 | 0.912 | 1.088 |
| | (0.163) | (0.193) | (0.201) | (0.267) | (0.167) | (0.185) | (0.229) |
| rural | 13.14*** | | 13.28*** | 12.92*** | 13.11*** | 12.92*** | 8.222*** |
| | (2.991) | | (2.998) | (2.879) | (2.993) | (2.926) | (2.110) |
| part-time | 1.133 | 1.137 | 1.090 | 1.191 | 1.105 | 1.787 | 1.126 |
| | (0.354) | (0.362) | (0.342) | (0.382) | (0.350) | (0.606) | (0.410) |
| farm | | 50.39*** | | | | | |
| | | (11.57) | | | | | |
| partner | | | 0.516* | | | | |
| | | | (0.137) | | | | |
| female * partner | | | 1.799 | | | | |
| | | | (0.790) | | | | |
| partner working hours | | | | 1.002 | | | |
| | | | | (0.00314) | | | |
| female * partner working hours | | | | 1.002 | | | |
| | | | | (0.00488) | | | |
| total experience | | | | | 0.991 | 0.993 | 0.977 |
| | | | | | (0.0122) | (0.0123) | (0.0118) |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| preferred hours | | | | | | 1.036** | 1.001 |
| | | | | | | (0.0137) | (0.0139) |
| second job | | | | | | | 12.08*** |
| | | | | | | | (2.649) |
| Observations | 74295 | 74295 | 74295 | 74295 | 74295 | 74295 | 74295 |
| Pseudo R-squared | 0.064 | 0.071 | -0.016 | -0.012 | 0.068 | 0.070 | 0.076 |
| AIC | 48118.9 | 47769.1 | 48089.2 | 47922.3 | 47914.4 | 47850.4 | 47516.4 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

## 7.4. Three States Estimation

**Table 38.**

*Multinominal logit model estimates, E → I transition part of the model (25–34 years, odds ratios, N = 127886)*

| E → I | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 0.941*** | 0.941*** | 0.939*** | 0.940*** | 1.005 | 0.941*** | 0.939*** |
| | (0.0109) | (0.0109) | (0.0109) | (0.0109) | (0.0136) | (0.0109) | (0.0109) |
| years of education | 0.890*** | 0.884*** | 0.875*** | 0.876*** | 0.865*** | 0.885*** | 0.879*** |
| | (0.0134) | (0.0132) | (0.0123) | (0.0123) | (0.0119) | (0.0126) | (0.0123) |
| female | 5.212*** | 5.204*** | 3.572*** | 3.875*** | 4.826*** | 5.096*** | 4.938*** |
| | (0.426) | (0.426) | (0.331) | (0.337) | (0.406) | (0.419) | (0.406) |
| children | 1.687 | 1.752 | | | 1.562 | 1.687 | 1.666 |
| | (0.643) | (0.665) | | | (0.594) | (0.648) | (0.632) |
| female * children | 0.261* | 0.256* | | | 0.260* | 0.260* | 0.267* |
| | (0.143) | (0.140) | | | (0.143) | (0.143) | (0.146) |
| rural | 1.100 | | | | 1.111 | 1.110 | 1.094 |
| | (0.0743) | | | | (0.0748) | (0.0747) | (0.0740) |
| part-time | 1.773*** | 1.802*** | 1.799*** | 1.791*** | 1.657*** | 1.807*** | 1.389** |
| | (0.184) | (0.189) | (0.187) | (0.186) | (0.170) | (0.188) | (0.166) |
| public | 0.803* | 0.798* | | | | | |
| | (0.0754) | (0.0748) | | | | | |
| farm | | 0.824* | 0.828* | 0.829* | | | |
| | | (0.0779) | (0.0779) | (0.0781) | | | |
| partner | | | 0.509*** | | | | |
| | | | (0.0817) | | | | |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| female * partner | | | 2.561*** | | | | |
| | | | (0.455) | | | | |
| partner working hours | | | | 0.978*** | | | |
| | | | | (0.00441) | | | |
| female * partner working hours | | | | 1.025*** | | | |
| | | | | (0.00497) | | | |
| total experience | | | | | 0.919*** | | |
| | | | | | (0.0106) | | |
| second job | | | | | | 0.507** | |
| | | | | | | (0.114) | |
| preferred hours | | | | | | | 0.979*** |
| | | | | | | | (0.00504) |
| Observations | 127886 | 127886 | 127886 | 127886 | 127886 | 127886 | 127886 |
| Pseudo R-squared | 0.183 | 0.184 | 0.188 | 0.187 | 0.196 | 0.183 | 0.183 |
| AIC | 25783.9 | 25734.4 | 25618.7 | 25643.3 | 25374.9 | 25769.3 | 25763.7 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.

**Table 39.**

*Multinominal logit model estimates, E → I transition part of the model (35–54 years, odds ratios, N = 283035)*

| E → I | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 0.999 | 1.001 | 1.000 | 1.000 | 1.000 | 1.071*** | 1.000 |
| | (0.00501) | (0.00502) | (0.00504) | (0.00503) | (0.00501) | (0.00691) | (0.00501) |
| years of education | 0.840*** | 0.834*** | 0.840*** | 0.843*** | 0.844*** | 0.863*** | 0.844*** |
| | (0.00984) | (0.00965) | (0.00985) | (0.00992) | (0.00990) | (0.0100) | (0.0101) |
| female | 1.592*** | 1.601*** | 1.624*** | 1.480*** | 1.360*** | 1.393*** | 1.556*** |
| | (0.0950) | (0.0956) | (0.0957) | (0.0898) | (0.0870) | (0.0869) | (0.0944) |
| children | 0.659* | 0.656* | | | | 0.663* | 0.660* |
| | (0.134) | (0.134) | | | | (0.135) | (0.134) |
| female * children | 1.339 | 1.349 | | | | 1.271 | 1.333 |
| | (0.315) | (0.319) | | | | (0.300) | (0.314) |

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| rural | 0.819*** | | 0.811*** | 0.815*** | 0.826** | 0.855** | 0.846** |
| | (0.0476) | | (0.0473) | (0.0476) | (0.0482) | (0.0498) | (0.0495) |
| part-time | 2.742*** | 2.854*** | 2.743*** | 2.688*** | 2.659*** | 2.215*** | 2.742*** |
| | (0.225) | (0.234) | (0.225) | (0.221) | (0.217) | (0.189) | (0.257) |
| farm | | 0.579*** | | | | | |
| | | (0.0453) | | | | | |
| partner | | | | 0.663*** | | | |
| | | | | (0.0607) | | | |
| partner working hours | | | | | 0.984*** | | |
| | | | | | (0.00254) | | |
| female * partner working hours | | | | | 1.013*** | | |
| | | | | | (0.00322) | | |
| public | | | | | | 0.684*** | |
| | | | | | | (0.0519) | |
| total experience | | | | | | 0.933*** | |
| | | | | | | (0.00422) | |
| second job | | | | | | | 0.437*** |
| | | | | | | | (0.0676) |
| preferred hours | | | | | | | 0.999 |
| | | | | | | | (0.00369) |
| Observations | 283035 | 283035 | 283035 | 283035 | 283035 | 283035 | 283035 |
| Pseudo R-squared | 0.018 | 0.026 | 0.017 | 0.022 | 0.025 | 0.039 | 0.020 |
| AIC | 39516.6 | 39199.1 | 39537.2 | 39359.2 | 39234.8 | 38677.2 | 39425.9 |

*Note*: Standard errors in parentheses, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$.

*Source*: PLFS, own calculations.

**Table 40.**

*Multinominal logit model estimates, E → I transition part of the model (55–70 years, odds ratios, N = 102890)*

| E → I | (1) E_exit | (2) E_exit | (3) E_exit | (4) E_exit | (5) E_exit | (6) E_exit | (7) E_exit |
|---|---|---|---|---|---|---|---|
| age | 1.145*** | 1.148*** | 1.147*** | 1.146*** | 1.162*** | 1.157*** | 1.156*** |
| | (0.00654) | (0.00662) | (0.00655) | (0.00653) | (0.00742) | (0.00751) | (0.00752) |
| years of education | 0.912*** | 0.903*** | 0.912*** | 0.914*** | 0.913*** | 0.911*** | 0.915*** |
| | (0.00786) | (0.00789) | (0.00790) | (0.00781) | (0.00774) | (0.00769) | (0.00783) |
| female | 1.540*** | 1.541*** | 1.398*** | 1.422*** | 1.487*** | 1.445*** | 1.436*** |
| | (0.0748) | (0.0750) | (0.0857) | (0.0792) | (0.0730) | (0.0711) | (0.0707) |
| rural | 0.778*** | | 0.775*** | 0.793*** | 0.791*** | 0.790*** | 0.805*** |
| | (0.0416) | | (0.0414) | (0.0424) | (0.0425) | (0.0425) | (0.0433) |
| part-time | 1.734*** | 1.787*** | 1.735*** | 1.641*** | 1.702*** | 1.350*** | 1.380*** |
| | (0.104) | (0.107) | (0.103) | (0.0984) | (0.101) | (0.119) | (0.123) |
| farm | | 0.594*** | | | | | |
| | | (0.0391) | | | | | |
| partner | | | 0.898 | | | | |
| | | | (0.0605) | | | | |
| female * partner | | | 1.253* | | | | |
| | | | (0.121) | | | | |
| partner working hours | | | | 0.991*** | | | |
| | | | | (0.00172) | | | |
| female * partner working hours | | | | 1.004 | | | |
| | | | | (0.00262) | | | |
| total experience | | | | | 0.985*** | 0.984*** | 0.985*** |
| | | | | | (0.00327) | (0.00327) | (0.00326) |
| preferred hours | | | | | | 0.987*** | 0.988*** |
| | | | | | | (0.00333) | (0.00341) |
| second job | | | | | | | 0.537*** |
| | | | | | | | (0.0824) |
| Observations | 102890 | 102890 | 102890 | 102890 | 102890 | 102890 | 102890 |
| Pseudo R-squared | 0.048 | 0.054 | -0.107 | -0.106 | 0.054 | 0.055 | 0.056 |
| AIC | 27519.4 | 27345.8 | 27469.4 | 27426.2 | 27341.3 | 27319.7 | 27289.1 |

*Note*: Standard errors in parentheses, * p < 0.05, ** p < 0.01, *** p < 0.001.

*Source*: PLFS, own calculations.