

Annexes to the report:

*Unequal access to job-related learning:
evidence from the adult education survey*
Cedefop research paper No 52

<http://www.cedefop.europa.eu/en/publications-and-resources/publications/5552>

**Tables supporting the analysis and
results as reported in the text of the
report ⁽¹⁾**

⁽¹⁾ Relative figures reported in the text of the report (and particularly relative measures based on other relative measures such as ratios and average marginal effects) may be slightly different from those which could be reproduced based on rounded results reported in these supporting tables. In any case, differences should be negligible (± 0.01 units corresponding to no more than ± 1 percentage point).

List of tables

A1.	Adults (25-64) participating and not participating in job-related non-formal education and training, 2011: numbers (N) and percentage of total (%), unweighted sample results	3
A2.	Adults (25-64) participating in job-related non-formal education and training by country of birth, 2011, weighted results (%)	4
A3.	Adults (25-64) participating in job-related non-formal education and training by presence of children in their household, weighted results (%)	5
A4.	Participation in job-related NFE for men and women, living/not-living in a household with at least one 0-4 year-old child	6
A5.	Adults participating in job-related non-formal education and training by main current labour market status, weighted results (%)	7
A6.	Employed adults participating in job-related non-formal education and training, by ISCO occupational group, 2011, weighted results (%)	8
A7.	Employed adults participating in job-related non-formal education and training, by economic sector of activity, 2011, weighted results (%)	9
A8.	Employed adults (25-64) participating in job-related non-formal education and training, by establishment (i.e. local unit) size class, 2011, weighted results (%)	12
A9.	Adults participating in job-related non-formal education and training: average marginal effects (ame) and predicted probabilities (pp) from multivariate logit regression models (general results from unweighted models A(uw) and B(uw))	13
A10.	Adults (25-64) participating in job-related non-formal education and training: odd ratios (OR) and relevant significance level (sig.) from multivariate logit regression models based on unweighted data (models A(uw) and B(uw))	15
A11.	Adults (25-64) participating in job-related non-formal education and training: average marginal effects (ame) and relevant significance levels (sig.) from multivariate logit regression models – Country-level results from models A and B for weighted and unweighted data	16
A12.	Adults (25-64) participating in job-related non-formal education and training: predicted probabilities (pp) and upper and lower bounds of the relevant 95% confidence intervals from multivariate logit regression models (country-level results from model A, unweighted and weighted data)	42
A13.	Employed adults (25-64) participating in job-related non-formal education and training: predicted probabilities (pp) and upper and lower bounds of the relevant 95% confidence intervals from multivariate logit regression models (country-level results from model B, unweighted and weighted data)	44
A14.	Country-level background information	57
A15.	Ratios of model-based predicted probabilities of participation in job-related NFE – Model Aw and Model Bw (next page)	59

Table A1. **Adults (25-64) participating and not participating in job-related non-formal education and training, 2011: numbers (N) and percentage of total (%), unweighted sample results**

AES2 microdata analysis, unweighted				
	participating in job-related NFE		not participating in job-related NFE	
	(%)	(N)	(%)	(N)
EU	27.4	50279	72.6	133272
BE	30.4	1678	69.6	3848
BG	22.3	1215	77.7	4232
CZ	29.0	2310	71.0	5659
DK	48.5	1775	51.5	1885
DE	41.3	2563	58.7	3650
EE	39.5	1313	60.5	2011
IE	14.7	1855	85.3	10727
EL	4.8	262	95.2	5158
ES	28.2	4467	71.8	11349
FR	37.6	4712	62.4	7805
IT	27.8	2421	72.2	6282
CY	32.5	781	67.5	1623
LV	23.1	1164	76.9	3884
LT	21.8	927	78.2	3324
LU	53.8	1781	46.2	1529
HU	35.0	2577	65.0	4790
MT	33.7	970	66.3	1912
NL	51.5	1565	48.5	1471
AT	35.6	1807	64.4	3266
PL	15.4	3477	84.6	19045
PT	30.3	3423	69.7	7885
RO	5.1	559	94.9	10475
SI	27.6	1108	72.4	2905
SK	34.5	1469	65.5	2786
FI	44.9	1618	55.1	1987
SE	58.7	1817	41.3	1279
UK	21.0	665	79.0	2505
NO	54.7	1464	45.3	1213

NB: Total sample, all 28 countries (including NO) 186 228 (participating: 51 743; non-participating: 134 485).
EU values include data from EU Member States with the exception of HR (data not available) and data for BE and IE are assessed as not being fully comparable.

Source: Eurostat AES-2011 microdata, own calculation.

Table A2. **Adults (25-64) participating in job-related non-formal education and training by country of birth, 2011, weighted results (%)**

	Born in the country of the survey	Others
EU	32.4	26.0
BG	23.1	15.5
CZ	29.8	25.7
DK	47.5	34.3
DE	45.1	25.9
EE	41.9	25.8
EL	7.2	3.6
ES	29.6	23.8
FR	42.2	26.7
IT	25.7	19.3
CY	36.8	20.8
LV	25.0	15.2
LT	22.7	19.4
LU	53.2	53.1
HU	33.6	37.9
MT	33.6	38.7
NL	51.2	34.0
AT	36.7	28.5
PL	17.9	16.4
PT	32.7	39.2
RO	5.6	7.2
SI	26.4	17.2
SK	34.9	26.1
FI	44.7	30.9
SE	62.7	42.6
UK	NA	NA
NO	53.3	47.2

NB: EU values include data for EU Member States with the exception of: HR (data not available), BE and IE (data are assessed as not being fully comparable); UK (data not available by country of birth).

Source: Eurostat AES-2011 microdata, own calculation based on weighted data (individual weights – RESPWEIGHT).

Table A3. Adults (25-64) participating in job-related non-formal education and training by presence of children in their household, weighted results (%)

	0-4 year-olds children	No 0-4 year-olds children	5-13 year-olds children	No 5-13 years-old children
EU (a)*	35.1	31.1	36.4	30.2
BG	19.5	23.6	23.2	23.0
CZ	27.3	30.2	34.6	28.4
DK	50.3	45.7	55.3	43.0
DE	40.9	41.9	43.8	41.2
EE	42.3	39.3	43.6	38.8
EL	7.7	6.7	7.7	6.7
ES	33.7	27.9	31.1	28.1
FR	46.5	38.8	47.5	37.4
IT	29.7	24.4	30.8	23.4
CY	39.4	31.4	39.1	30.5
LV	26.3	23.1	27.8	22.4
LT	25.2	22.1	25.4	21.7
LU	62.5	51.7	56.6	51.9
HU	30.7	34.0	36.3	32.9
MT	34.7	33.8	35.1	33.6
NL	57.4	47.3	55.6	46.7
AT	32.7	35.2	38.1	34.0
PL	19.8	17.4	20.5	16.9
PT	46.5	31.4	39.4	31.1
RO	5.6	5.6	4.8	5.8
SI	30.2	24.3	33.7	22.9
SK	32.1	35.1	40.7	33.2
FI	47.5	43.4	54.0	40.9
SE	59.5	58.5	67.3	55.5
UK	NA	NA	NA	NA
NO	59.9	51.0	62.5	48.6

NB: EU values include data for EU Member States with the exception of: HR (data not available); BE and IE (data are assessed as not being fully comparable); UK (data not available by presence of children).

Source: Eurostat AES-2011 microdata, own calculation; weighted data (individual weights – RESPWEIGHT).

Table A4. **Participation in job-related NFE for men and women, living/not-living in a household with at least one 0-4 year-old child**

	25-64 year-olds – all				25-64 year-olds – employed			
	Participation without 0-4 year-olds in the household		Participation in households with 0-4 year-olds		Participation without 0-4 year-olds in the household		Participation in households with 0-4 year-olds	
	Male	Female	Male	Female	Male	Female	Male	Female
BG	24.4	22.9	24.7	14.6	36.5	36.2	34.0	33.2
CZ	29.9	30.4	39.6	15.7	35.8	41.4	41.9	36.1
DK	43.8	47.5	52.7	47.9	52.2	59.4	54.9	58.6
DE	44.7	39.1	53.4	28.8	50.9	50.6	56.3	47.5
EE	34.9	43.3	50.7	35.8	46.4	54.4	54.4	55.6
EL	6.3	7.2	8.4	6.9	8.4	13.5	9.8	10.6
ES	30.7	25.1	37.6	30.1	36.8	34.7	41.9	42.4
FR	41.1	36.5	51.1	42.0	49.4	47.0	53.1	52.7
IT	27.9	21.1	36.1	23.6	36.8	37.0	39.6	37.0
CY	34.0	29.0	40.5	38.4	40.1	40.6	47.3	50.2
LV	18.1	27.7	27.3	25.4	25.8	37.8	29.8	39.0
LT	17.2	26.7	31.7	20.4	25.0	38.6	38.8	28.5
LU	56.3	46.9	71.6	53.7	69.6	61.2	74.3	61.2
HU	36.0	32.2	41.9	19.6	51.1	50.0	50.3	53.2
MT	34.9	32.6	39.2	30.5	39.9	52.2	41.0	50.5
NL	51.2	43.4	67.6	46.5	60.1	61.2	71.3	60.9
AT	36.7	33.7	43.3	23.7	44.4	46.6	45.3	26.3
PL	17.3	17.5	23.1	16.7	23.8	29.0	25.7	28.6
PT	32.3	30.5	49.9	43.4	42.4	45.6	56.2	55.9
RO	5.8	5.5	6.2	5.0	7.3	9.0	7.2	8.1
SI	24.1	24.4	33.9	26.3	32.4	39.1	36.8	33.3
SK	35.4	34.9	43.2	21.7	43.3	46.9	45.4	36.2
FI	37.2	49.7	54.6	40.2	46.8	62.7	57.1	60.7
SE	57.2	59.9	63.3	55.7	64.9	73.9	68.8	69.4
NO	51.1	51.0	62.2	57.2	58.5	64.6	63.4	62.7

NB: EU values include data for EU Member States except for: HR (data not available); BE and IE (data are assessed as not being fully comparable); UK (data not available by presence of children in the household).

Source: AES-2011 microdata, own calculation; weighted data (individual weights – RESPWEIGHT).

Table A5. **Adults participating in job-related non-formal education and training by main current labour market status, weighted results (%)**

	Employed	Unemployed	Inactive
EU	40.2	15.7	5.6
BG	36.0	1.8	0.3
CZ	38.6	15.2	3.2
DK	55.8	28.8	13.2
DE	50.9	22.0	12.7
EE	51.2	9.1	5.3
EL	10.4	4.5	0.5
ES	36.7	22.6	6.6
FR	49.1	26.5	4.5
IT	37.1	12.0	3.0
CY	41.9	11.9	2.1
LV	32.4	7.3	2.3
LT	32.3	4.4	1.3
LU	66.0	29.4	8.7
HU	50.6	11.0	3.1
MT	44.5	29.3	12.6
NL	61.8	27.3	14.6
AT	44.2	29.6	6.5
PL	26.3	4.1	1.3
PT	45.7	14.3	2.6
RO	8.0	3.2	0.2
SI	35.4	12.9	2.2
SK	44.6	5.0	1.8
FI	55.2	17.4	12.8
SE	69.1	27.3	13.4
UK	27.8	10.6	5.0
NO	61.7	35.8	11.1

NB: EU values include data for EU Member States except for with the exception of: HR (data not available); BE and IE (data are assessed as not being fully comparable).

Source: Eurostat AES-2011 microdata, own calculation; weighted data (individual weights – RESPWEIGHT).

Table A6. **Employed adults participating in job-related non-formal education and training, by ISCO occupational group, 2011, weighted results (%)**

	ISCO 1-2	ISCO 3	ISCO 4-5	ISCO 6-8	ISCO 9
EU	56.1	53.6	36.1	27.5	20.9
BG	38.5	43.8	32.1	35.9	32.4
CZ	56.6	50.8	35.5	29.5	10.7
DK	75.5	68.3	54.2	45.3	47.8
DE	69.5	64.9	44.0	38.4	22.5
EE	68.3	59.8	49.0	32.5	22.4
EL	21.4	14.7	9.6	2.9	5.3
ES	52.7	41.9	32.2	30.2	18.0
FR	65.6	59.6	43.3	36.6	30.7
IT	58.1	49.8	30.1	26.4	16.9
CY	62.7	59.4	37.4	27.8	10.2
LV	55.8	36.4	25.6	16.9	11.1
LT	55.2	39.6	15.4	13.5	6.9
LU	75.3	74.6	59.3	58.8	27.1
HU	56.5	49.9	46.6	51.1	45.2
MT	61.0	58.6	42.1	23.9	19.5
NL	73.9	68.4	54.5	49.1	22.8
AT	61.3	54.7	42.1	33.7	12.7
PL	48.5	35.6	19.4	14.3	9.6
PT	63.9	58.0	48.7	33.5	24.8
RO	18.5	14.1	7.1	4.2	2.7
SI	56.5	44.4	35.1	21.8	12.1
SK	58.2	52.2	36.9	37.4	24.2
FI	67.8	64.9	53.3	38.5	31.0
SE	84.5	73.8	66.0	50.4	38.1
UK	35.1	31.9	28.9	13.4	19.1
NO	72.1	71.1	55.2	47.7	30.0

NB: EU values include data for EU Member States with the exception of HR (data not available); BE and IE (data are assessed as not being fully comparable).

Source: Eurostat AES-2011 microdata, own calculation; weighted data (individual weights – RESPWEIGHT).

Table A7. Employed adults participating in job-related non-formal education and training, by economic sector of activity, 2011, weighted results (%)

	Extractive	Transformative	Distributive services	Producer services	Social services	Health and social work	Personal services
EU	18.6	36.3	36.7	48.4	57.3	57.9	30.3
BG	23.8	41.7	27.4	38.9	43.6	44.3	31.6
CZ	25.2	32.9	38.4	48.1	48.0	57.7	30.3
DK	36.6	47.6	48.4	60.7	73.3	66.4	58.8
DE	50.5	44.5	43.8	49.4	68.7	67.5	39.1
EE	34.0	37.2	48.5	56.0	77.9	69.6	41.1
EL	0.7	7.4	10.1	19.0	13.3	21.8	7.0
ES	19.4	34.2	32.5	40.0	53.0	52.1	23.3
FR	30.5	45.6	48.2	53.6	58.9	51.3	37.1
IT	24.3	31.3	28.2	49.2	52.6	56.9	23.1
CY	24.9	34.0	36.9	55.7	55.0	65.5	24.1
LV	29.8	22.3	24.0	36.0	50.6	53.0	27.9
LT	17.7	20.6	21.9	42.5	57.6	50.8	28.0
LU	52.9	68.3	64.9	66.8	74.8	69.1	49.9
HU	44.5	55.5	44.1	53.9	55.8	55.4	37.3
MT	32.9	19.3	37.9	56.0	60.4	60.4	37.4
NL	31.8	51.8	52.8	70.8	77.2	71.9	49.8
AT	46.4	37.9	40.9	47.9	63.8	61.3	31.3
PL	13.4	21.2	22.0	36.5	45.5	39.4	19.3
PT	21.0	38.8	47.2	54.9	58.5	60.8	29.5
RO	0.8	7.4	7.3	18.6	17.2	16.9	5.7
SI	33.5	23.5	30.2	42.6	58.6	55.9	33.6
SK	36.4	43.1	39.9	50.4	54.3	49.2	29.1
FI	37.7	45.2	51.4	53.9	75.6	66.9	47.4
SE	48.4	59.4	64.4	70.9	81.6	80.2	59.8
UK	NA	NA	NA	NA	NA	NA	NA
NO	68.1	53.9	56.5	62.4	69.8	69.5	46.3

NB: EU values include data for EU Member States with the exception of: HR (data not available); BE and IE (data are assessed as not being fully comparable); UK (data not available by economic sector of activity).

Source: Eurostat AES-2011 microdata, own calculation; weighted data (individual weights – RESPWEIGHT).

On average, participation rates in job-related training in social services (mainly education and public administration) and the health and social work sector are practically the same (in 17 countries out of 25). In the social services sector, training participation rates are particularly high in Sweden, Estonia, the Netherlands, Finland, Luxembourg, Denmark and Norway, ranging from 68.7% in Germany to 81.6% in Sweden (Table A7). For most of these countries, training participation rates in health and social-work activities fall into the same range: Sweden, the Netherlands, Estonia, Luxembourg and Norway. Participation in job-related NFE in social services is below 50% in the Czech Republic, Poland, Bulgaria, Romania and Greece (48% in the Czech Republic to 13.3% in Greece). Some countries also show relatively low participation rates in health and social work activities with the exception of the Czech Republic where the respective rate is 57.7%. Although differences between two economic activities are small, some countries have training participation rates that are seven to nine percentage points higher in social services: Estonia, Finland, Denmark, France and Lithuania. However, in Cyprus, the Czech Republic and Greece, the training participation rates are 9 to 11 percentage points higher in the health and social work sector. The difference in social and producer services' rates of training participation are, on average, small – 57.9% and 48.6% respectively. In Sweden and the Netherlands, around 71% and in Luxembourg 66.8% of adults occupied in producer services participate in job-related education and training. At the other extreme, participation rates are below 40% in Latvia, Poland and Bulgaria and below 20% in Romania and Greece. In 13 out of 25 countries, there are practically no differences in the training frequency between two sectors (BG, CZ, FR, IT, CY, LU, HU, MT, NL, PT, RO, NO). Sweden, Denmark and Poland show moderate differences – in producer services, the rate of training participation is about 10 percentage points lower than in social services. In eight countries, the producer services' sector has a training rate which is 1.3 to 1.4 times lower than the one for social services (Estonia, Finland, Germany, Austria, Slovenia, Latvia, Lithuania and Spain).

In distributive services, the high-performing countries are Luxembourg, Sweden and Norway, where 56.5% to 64.9% of the employees in that sector participate in job-related training. The training participation gap between distributive and social services is low in Luxembourg, Norway, France and Portugal (with a ratio of 1.2). However, some countries have a wider training gap. In Slovenia, Italy, Latvia and Poland, adults employed in producer services have about two times lower training participation rates than adults employed in social services. In Romania and Lithuania, the respective difference is about 2.5 times higher for social services as compared to producer services. In 15 out of the

remaining 25 countries, the training participation gap is moderate (ratios from 1.3 to 1.6).

Participation in job-related training in the transformative sector is highest in Luxembourg (68.3%) followed by Sweden (59.4%), Hungary (55.5%) and Norway (53.9%). Luxembourg, Bulgaria and Hungary have practically no differences in terms of training participation rates between the transformative and the social-services sectors. In seven countries, training participation in the transformative sector is about two to three times lower compared to the service sector. These are Estonia, Poland, Latvia, Romania, Slovenia, Lithuania and Malta. Except for Estonia (37.2%) and Romania (7.4%), transformative sector participation rates in these countries are at about 20%. In 15 out of the 25 countries, ratios between two economic sectors range from 1.3 to 1.8.

On average, those working in the personal services sector participate in job-related training two times less compared to the social services sector. Participation rates in personal services are highest in Sweden (59.8%) and Denmark (58.8%) and lowest in Romania (5.7%) and Greece (7.0%). The training participation gap between personal and social services is widest – the ratios range between 2.3 and 3 – in Cyprus, Spain, Italy, Poland and Romania. Participation in job-related training is about two times lower compared to social services in eight countries: Estonia, Germany, Austria, Portugal, Lithuania, Slovakia, Latvia and Greece. In 12 other countries, the respective ratios range from 1.2 in Denmark to 1.7 in Slovenia. The highest average difference in job-related NFE participation rates is between the extractive (agriculture, mining, etc.) and the social services sector – training rates in the extractive sector are three times lower (48.6% and 57.3% respectively). Still, there are countries with very high participation rates: Norway 68.1%, Luxembourg 52.9%, Germany 50.5%, Sweden and Austria somewhat below 50%. However, in Romania and Greece, less than 1% of those working in the extractive sector has received training. The difference between two sectors is high in Poland, Lithuania, Portugal and Spain where the extractive sector trains from 2.7 (in Spain) to 3.4 (in Poland) times less compared to the service sector. Variations in job-related training participation rates are lower, ratios from 2 to 2.4, in the Netherlands, Estonia, Italy, Denmark and Finland. The remaining 13 countries have smaller participation inequalities between the extractive and the social services sector (SE, LU, DE, AT, MT, FR, SI, HU, SK, LV, CZ, BG and no difference in NO).

Table A8. **Employed adults (25-64) participating in job-related non-formal education and training, by establishment (i.e. local unit) size class, 2011, weighted results (%)**

	1-10 persons	11-19 persons	20-49 persons	50-249 persons	250 and more persons	NA but 10 or more
EU	30.5	38.5	43.3	47.2	54.1	44.8
BG	27.0	35.0	42.1	42.9	58.3	40.9
CZ	31.9	39.8	44.5	40.3	47.0	31.8
DK	44.9	52.0	53.2	64.9	69.5	0.0
DE	43.6	46.8	53.5	58.6	60.6	32.5
EE	48.0	43.8	56.1	56.2	64.3	20.1
EL	5.6	12.7	14.3	21.9	31.6	10.5
ES	28.2	36.1	42.9	46.2	51.1	28.3
FR	33.8	41.0	49.9	56.2	65.8	39.1
IT	27.1	39.2	42.6	48.9	49.8	29.9
CY	29.5	49.2	51.7	55.8	71.3	23.7
LV	26.2	30.8	35.8	40.4	44.5	17.1
LT	21.9	25.0	28.7	40.6	45.9	26.7
LU	52.7	57.2	71.3	69.4	71.3	63.8
HU	45.2	51.5	51.6	58.3(c)	60.7(c)	49.7
MT	30.9	40.3	46.3	55.1(a)		17.0
NL	54.3	56.3	63.2	64.2(a)		68.9
AT	37.1	42.3	47.2	52.5	55.6	46.5
PL	16.0	25.2	29.9	33.0	39.8	18.7
PT	33.7	47.9	54.4	57.9	63.0	46.0
RO	7.8	8.6	11.9	10.5	11.4	7.5
SI	30.3	35.7	36.8	44.4	37.7	29.6
SK	37.8	45.6	48.5	55.9	70.7	33.2
FI	44.8	61.5	59.7	64.3	68.9	0.0
SE	57.1	71.7	75.8	75.8	76.1	58.8
UK	21.2	24.0	28.2	32.4	36.6	18.3
NO	63.7	53.4	65.6(b)			55.6

NB: EU values include data for EU Member States except for: HR (data not available); BE and IE (data are assessed not to be fully comparable).

(a) for MT and NL data are presented for the size class '50 and more' instead of '50-249' and '250 and more';

(b) for NO data are presented for the size class '20 and more' instead of '20-49', '50-249' and '250 and more';

(c) for HU data are presented for the size class '50-200' and '200 and more' instead of '50-249' and '250 and more'.

Source: Eurostat AES-2011 microdata, own calculation; weighted data (individual weights – RESPWEIGHT).

Table A9. Adults participating in job-related non-formal education and training: average marginal effects (ame) and predicted probabilities (pp) from multivariate logit regression models (general results from unweighted models A(uw) and B(uw))

	(ame)	(pp)	Confidence interval	
			95% Low	95% Up
Model A(uw)				
Labour market status				
Employed	0.41	0.49	0.49	0.49
Unemployed	0.16	0.24	0.24	0.25
Inactive	Ref	0.08	0.08	0.09
Model B(uw)				
Gender				
Male	Ref	0.45	0.45	0.45
Female	-0.01	0.44	0.43	0.44
Age				
25-34	Ref	0.45	0.45	0.46
35-54	0.00	0.45	0.45	0.46
55-64	-0.06	0.39	0.38	0.40
Country of birth				
Not born in the country	-0.05	0.40	0.39	0.41
Born in the country	Ref	0.45	0.44	0.45
0-4 years old child(ren) in the household				
Yes	0.00	0.44	0.43	0.45
No		0.44	0.44	0.45
Attained level of education				
ISECD 0-2	-0.15	0.36	0.35	0.37
ISCED 3-4	-0.08	0.43	0.42	0.43
ISCED 5-6	Ref	0.51	0.51	0.52
Working time				
Full-time	Ref	0.45	0.45	0.45
Part-time	-0.06	0.39	0.38	0.40
Occupation				
ISCO 1-2	Ref	0.54	0.53	0.55
ISCO 3	-0.04	0.50	0.49	0.51
ISCO 4-5	-0.12	0.42	0.42	0.43
ISCO 6-8	-0.16	0.38	0.38	0.39
ISCO 9	-0.25	0.29	0.28	0.30
Industry				
Extractive	-0.08	0.42	0.40	0.43
Transformative	-0.09	0.41	0.40	0.41
Distributive	-0.09	0.41	0.40	0.42
Producer	-0.02	0.48	0.47	0.49
Social		0.50	0.49	0.51
Health	0.03	0.53	0.52	0.54
Personal	-0.10	0.40	0.39	0.41
Size of the establishment				
1-10 employees	Ref	0.38	0.37	0.39
11-19 employees	0.06	0.44	0.43	0.45
20-49 employees	0.10	0.48	0.47	0.49

Annexes to the report:
 Unequal access to job-related learning: evidence from the adult education survey

	(ame)	(pp)	Confidence interval	
			95% Low	95% Up
50+	0.15	0.53	0.52	0.53
No answer, but 10 or more employees		0.41	0.40	0.43
Self-employed		0.30	0.29	0.31

NB: Specifications of model A and B are presented in Chapter 4 of the report.

Source: Eurostat AES-2011 microdata, own calculations.

Table A10. **Adults (25-64) participating in job-related non-formal education and training: odd ratios (OR) and relevant significance level (sig.) from multivariate logit regression models based on unweighted data (models A(uw) and B(uw))**

INDIVIDUAL LEVEL	Model A(uw)		Model B (uw)	
	OR	Sig	OR	Sig
Female (Ref = Male)	1.00		0.94	**
Age				
25-34 (Ref)				
35-54	0.98		0.99	
55-64	0.68	**	0.74	**
Country of birth				
Not born in the country	0.71	**	0.79	**
Born in the country (Ref)				
0-4 year-old child(ren) in the household	0.96	+	0.99	
Attained level of education				
ISECD 0-2	0.23	**	0.51	**
ISCED 3-4	0.41	**	0.69	**
ISCED 5-6 (Ref)				
Employment status				
Employed	12.47	**		
Unemployed	3.83	**		
Inactive (Ref.)				
Working time				
Full-time (Ref)				
Part-time			0.75	**
Occupation				
ISCO 1-2 (ref)				
ISCO 3			0.83	**
ISCO 4-5			0.59	**
ISCO 6-8			0.50	**
ISCO 9			0.31	**
Industry				
Extractive			0.69	**
Transformative			0.66	**
Distributive			0.67	**
Production			0.90	**
Social (Ref)				
Health			1.15	**
Personal			0.65	**
Size of the establishment				
1-10 employees (Ref)				
11-19 employees			1.34	**
20-49 employees			1.56	**
50+			1.93	**
N of observations	164351		105258	
N of groups	25		25	
Log-likelihood	-76484.3		-59677.1	
ICC	0.09		0.17	

NB: Specifications of models A and B are presented in Chapter 4 of the report.
+p < 0.10 (significant), *p < 0.05 (highly significant), **p < 0.01 (extremely significant).
Source: Eurostat AES-2011 microdata, own calculation.

Table A11. **Adults (25-64) participating in job-related non-formal education and training: average marginal effects (ame) and relevant significance levels (sig.) from multivariate logit regression models – Country-level results from models A and B for weighted and unweighted data**

BULGARIA	unweighted				weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	-0.02		-0.02		-0.02		-0.02	
Age								
25-34 (Ref)								
35-54	0.00		0.00		0.00		0.00	
55-64	-0.02		-0.02		-0.02		-0.02	
Country of birth								
Not born in the country	-0.07		-0.07		-0.07		-0.07	
Born in the country (Ref)								
0-4 year-old child(ren) in the household	-0.02		-0.02		-0.02		-0.02	
Attained level of education								
ISECD 0-2	-0.06	**	-0.06	**	-0.06	**	-0.06	**
ISCED 3-4	-0.06	**	-0.06	**	-0.06	**	-0.06	**
ISCED 5-6 (Ref)								
Employment status								
Employed	0.34	**	0.34	**	0.34	**	0.34	**
Unemployed	0.02	**	0.02	**	0.02	**	0.02	**
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			0.05				0.06	+
ISCO 4-5			0.03				0.03	
ISCO 6-8			0.04				0.04	
ISCO 9			-0.02				-0.01	
Industry								
Extractive			-0.06				-0.06	
Transformative			0.01				0.00	
Distributive			-0.07	*			-0.08	**
Producer			0.02				0.01	
Social (Ref)								
Health			0.02				0.02	
Personal			0.00				0.00	
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.05	+			0.05	+
20-49 employees			0.12	**			0.12	**
50+			0.17	**			0.16	**
No answer/10+ employees			0.11	**			0.12	**
Self-employed			-0.17	**			-0.17	**
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.04				-0.05	
N		5433		3241		5433		3241
Pseudo Rsq		0.21		0.05		0.21		0.05

CZECH REPUBLIC	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	0.03	**	0.01		0.04	**	0.01	
Age								
25-34 (Ref)								
35-54	0.00		0.01		0.00		0.01	
55-64	-0.04	**	-0.04	*	-0.04	**	-0.04	
Country of birth								
Not born in the country	-0.02		-0.01		-0.02		-0.02	
Born in the country (Ref)								
0-4 year-old child(ren) in the household	0.01		0.01		0.01		0.01	
Attained level of education								
ISECD 0-2	-0.31	**	-0.17	**	-0.32	**	-0.17	
ISCED 3-4	-0.17	**	-0.08	**	-0.17	**	-0.07	
ISCED 5-6 (Ref)								
Employment status								
Employed	0.34	**			0.33	**		
Unemployed	0.13	**			0.13	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.01				-0.02	
ISCO 4-5			-0.13	**			-0.13	
ISCO 6-8			-0.14	**			-0.14	
ISCO 9			-0.37	**			-0.37	
Industry								
Extractive			-0.10	**			-0.10	
Transformative			-0.05	*			-0.05	
Distributive			0.00				0.00	
Producer			0.06	*			0.07	
Social (Ref)								
Health			0.11	**			0.12	
Personal			-0.04				-0.05	
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.08	**			0.08	
20-49 employees			0.11	**			0.11	
50+			0.11	**			0.11	
No answer/10+ employees			0.02				0.02	
Self-employed			-0.02				-0.02	
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.01				-0.01	
N		7968		5623		7968		5623
Pseudo Rsq		0.16		0.08		0.14		0.07

DENMARK	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	0.04	*	0.00		0.04	*	0.01	
Age								
25-34 (Ref)								
35-54	0.02		0.05	*	0.01		0.04	+
55-64	-0.05	*	0.02		-0.05	*	0.02	
Country of birth								
Not born in the country	-0.10	**	-0.09	+	-0.09	**	-0.07	
Born in the country (Ref)								
0-4 year-old child(ren) in the household	-0.04	+	-0.04		-0.03		-0.05	
Attained level of education								
ISECD 0-2	-0.28	**	-0.16	**	-0.28	**	-0.18	**
ISCED 3-4	-0.15	**	-0.04		-0.17	**	-0.07	*
ISCED 5-6 (Ref)								
Employment status								
Employed	0.40	**			0.40	**		
Unemployed	0.17	**			0.17	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.05	+			-0.03	
ISCO 4-5			-0.12	**			-0.12	**
ISCO 6-8			-0.17	**			-0.15	**
ISCO 9			-0.17	**			-0.14	*
Industry								
Extractive			0.03				0.07	
Transformative			-0.11	**			-0.09	*
Distributive			-0.10	**			-0.08	+
Producer			-0.02				0.00	
Social (Ref)								
Health			0.03				0.03	
Personal			0.08				0.10	+
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.02				-0.01	
20-49 employees			0.01				-0.01	
50+			0.10				0.09	+
No answer/10+ employees								
Self-employed								
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.09	**			-0.09	**
N		3630		2121		3630		2121
Pseudo Rsq		0.12		0.07		0.14		0.07

GERMANY	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	0.00		-0.02		-0.02		-0.02	
Age	Age							
25-34 (Ref)								
35-54	-0.07	**	-0.03		-0.06	**	-0.03	
55-64	-0.15	**	-0.09	**	-0.14	**	-0.08	**
Country of birth								
Not born in the country	-0.13	**	-0.11	**	-0.15	**	-0.13	**
Born in the country (Ref)								
0-4 year-old child(ren) in the household	-0.01		0.02		0.00		0.02	
Attained level of education								
ISECD 0-2	-0.28	**	-0.18	**	-0.29	**	-0.19	**
ISCED 3-4	-0.19	**	-0.09	**	-0.20	**	-0.10	**
ISCED 5-6 (Ref)								
Employment status								
Employed	0.37	**			0.35	**		
Unemployed	0.14	**			0.13	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.04				-0.04	
ISCO 4-5			-0.14	**			-0.14	**
ISCO 6-8			-0.20	**			-0.20	**
ISCO 9			-0.33	**			-0.31	**
Industry								
Extractive			0.05				0.04	
Transformative			-0.10	**			-0.09	**
Distributive			-0.09	**			-0.07	**
Producer			-0.04				-0.02	*
Social (Ref)								
Health			0.05	+			0.06	+
Personal			-0.09	*			-0.07	+
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.02				0.03	
20-49 employees			0.07	**			0.09	**
50+			0.12	**			0.12	**
No answer/10+ employees			-0.06				-0.09	
Self-employed			-0.09	**			-0.09	**
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.02				-0.03	
N	6146		3965		6146		3965	
Pseudo Rsq	0.15		0.11		0.14		0.11	

ESTONIA	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	0.03	+	-0.02		0.03		-0.02	
Age								
25-34 (Ref)								
35-54	-0.05	*	-0.06	*	-0.06	**	-0.06	*
55-64	-0.08	**	-0.11	**	-0.10	**	-0.13	**
Country of birth								
Not born in the country	-0.11	**	-0.07	*	-0.13	**	-0.11	**
Born in the country (Ref)								
0-4 year-old child(ren) in the household	0.02		0.00		0.01		-0.01	
Attained level of education								
ISECD 0-2	-0.28	**	-0.12	*	-0.31	**	-0.17	**
ISCED 3-4	-0.18	**	-0.07	**	-0.18	**	-0.09	**
ISCED 5-6 (Ref)								
Employment status								
Employed	0.42	**			0.42	**		
Unemployed	0.07	**			0.05	+		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.03				-0.03	
ISCO 4-5			-0.10	**			-0.08	*
ISCO 6-8			-0.17	**			-0.15	**
ISCO 9			-0.32	**			-0.28	**
Industry								
Extractive			-0.21	**			-0.21	**
Transformative			-0.30	**			-0.28	**
Distributive			-0.22	**			-0.22	**
Producer			-0.19	**			-0.17	**
Social (Ref)								
Health			-0.02				-0.03	
Personal			-0.25	**			-0.25	**
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			-0.02				-0.02	
20-49 employees			0.09	**			0.06	+
50+			0.11	**			0.09	**
No answer/10+ employees			-0.10				-0.19	*
Self-employed			-0.10	*			-0.15	**
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.09	*			-0.08	+
N		3311		2307		3311		2307
Pseudo Rsq		0.18		0.14		0.20		0.14

GREECE	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	0.01	+	0.01		0.02	+	0.02	
Age								
25-34 (Ref)								
35-54	-0.02	*	-0.02		-0.01		-0.01	
55-64	-0.04	**	-0.04	*	-0.04	**	-0.04	*
Country of birth								
Not born in the country	-0.02	+	-0.02		-0.03		0.00	
Born in the country (Ref)								
0-4 year-old child(ren) in the household	-0.01	+	-0.02	+	-0.01		-0.02	
Attained level of education								
ISECD 0-2	-0.09	**	-0.08	**	-0.11	**	-0.11	**
ISCED 3-4	-0.07	**	-0.06	**	-0.09	**	-0.08	**
ISCED 5-6 (Ref)								
Employment status								
Employed	0.06	**			0.08	**		
Unemployed	0.02	**			0.03	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.02				-0.05	*
ISCO 4-5			-0.01				-0.04	
ISCO 6-8			-0.04	*			-0.09	**
ISCO 9			-0.01				-0.06	
Industry								
Extractive			-0.03	+			-0.04	*
Transformative			0.02				0.06	*
Distributive			0.01				0.04	+
Producer			0.06	**			0.08	**
Social (Ref)								
Health			0.05	*			0.04	
Personal			0.02				0.03	
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.04	**			0.05	*
20-49 employees			0.07	**			0.07	*
50+			0.11	**			0.16	**
No answer/10+ employees			0.03				0.04	
Self-employed			0.00				0.02	
Type of employment/Working time								
Full-time (Ref)								
Part-time			0.01				0.02	
N	5377		3012		5377		3012	
Pseudo Rsq	0.16		0.15		0.16		0.16	

SPAIN	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	-0.04	**	-0.04	**	-0.04	**	-0.05	**
Age								
25-34 (Ref)								
35-54	-0.02	*	0.00		-0.02	*	-0.01	
55-64	-0.10	**	-0.09	**	-0.10	**	-0.09	**
Country of birth								
Not born in the country	-0.06	**	-0.05	**	-0.07	**	-0.04	*
Born in the country (Ref)								
0-4 year-old child(ren) in the household	0.01		0.03	*	0.01		0.03	*
Attained level of education								
ISECD 0-2	-0.24	**	-0.15	**	-0.23	**	-0.15	**
ISCED 3-4	-0.13	**	-0.07	**	-0.12	**	-0.07	**
ISCED 5-6 (Ref)								
Employment status								
Employed	0.25	**			0.24	**		
Unemployed	0.16	**			0.16	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.09	**			-0.08	**
ISCO 4-5			-0.10	**			-0.08	**
ISCO 6-8			-0.08	**			-0.07	**
ISCO 9			-0.21	**			-0.17	**
Industry								
Extractive			-0.16	**			-0.16	**
Transformative			-0.08	**			-0.09	**
Distributive			-0.11	**			-0.11	**
Producer			-0.05	*			-0.05	*
Social (Ref)								
Health			0.03				0.02	
Personal			-0.11	**			-0.12	**
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.05	**			0.05	*
20-49 employees			0.08	**			0.08	**
50+			0.11	**			0.12	**
No answer/10+ employees			0.02				-0.01	
Self-employed			-0.07	**			-0.05	**
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.04	*			-0.03	+
N	15801		9375		15801		9375	
Pseudo Rsq	0.12		0.10		0.11		0.09	

FRANCE	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	-0.02	**	-0.03	*	-0.04	**	-0.03	*
Age								
25-34 (Ref)								
35-54	-0.01		-0.02	+	-0.01		-0.02	
55-64	-0.11	**	-0.14	**	-0.11	**	-0.13	**
Country of birth								
Not born in the country	-0.07	**	-0.08	**	-0.10	**	-0.10	**
Born in the country (Ref)								
0-4 year-old child(ren) in the household	-0.01		0.00		-0.01		0.00	
Attained level of education								
ISECD 0-2	-0.26	**	-0.17	**	-0.28	**	-0.17	**
ISCED 3-4	-0.15	**	-0.06	**	-0.16	**	-0.06	**
ISCED 5-6 (Ref)								
Employment status								
Employed	0.41	**			0.39	**		
Unemployed	0.23	**			0.23	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.05	**			-0.04	*
ISCO 4-5			-0.12	**			-0.12	**
ISCO 6-8			-0.19	**			-0.15	**
ISCO 9			-0.21	**			-0.20	**
Industry								
Extractive			0.04				-0.01	
Transformative			-0.07	**			-0.07	**
Distributive			-0.04	*			-0.04	+
Producer			0.00				0.00	
Social (Ref)								
Health			0.03				0.02	
Personal			-0.04	+			-0.05	+
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.04	*			0.06	*
20-49 employees			0.12	**			0.12	**
50+			0.20	**			0.21	**
No answer/10+ employees			0.07	*			0.05	**
Self-employed			-0.06	**			-0.08	**
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.07	**			-0.08	**
N	12377		8413		12377		8413	
Pseudo Rsq	0.20		0.10		0.16		0.11	

ITALY	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	-0.02	**	-0.036	**	-0.03	**	-0.04	*
Age								
25-34 (Ref)								
35-54	0.05	**	0.053	**	0.04	**	0.05	**
55-64	-0.01		-0.034		-0.02		-0.03	
Country of birth								
Not born in the country	-0.06	**	-0.05	*	-0.05	**	-0.05	+
Born in the country (Ref)								
0-4 year-old child(ren) in the household	-0.01		-0.005		0.00		0.00	
Attained level of education								
ISECD 0-2	-0.30	**	-0.168	**	-0.29	**	-0.16	**
ISCED 3-4	-0.17	**	-0.078	**	-0.17	**	-0.07	**
ISCED 5-6 (Ref)								
Employment status								
Employed	0.32	**			0.29	**		
Unemployed	0.11	**			0.08	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.051	*			-0.05	*
ISCO 4-5			-0.164	**			-0.16	**
ISCO 6-8			-0.166	**			-0.16	**
ISCO 9			-0.249	**			-0.26	**
Industry								
Extractive			-0.013				-0.01	
Transformative			-0.065	**			-0.07	**
Distributive			-0.093	**			-0.10	**
Producer			0.070	**			0.06	*
Social (Ref)								
Health			0.097	**			0.08	**
Personal			-0.079	**			-0.08	**
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.099	**			0.09	**
20-49 employees			0.097	**			0.09	**
50+			0.120	**			0.12	**
No answer/10+ employees			-0.017				-0.03	
Self-employed			-0.057	**			-0.06	**
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.098	**			-0.11	**
N	8661		5541		8661		5541	
Pseudo Rsq	0.20		0.12		0.20		0.12	

CYPRUS	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	0.00		0.00		-0.01		0.01	
Age								
25-34 (Ref)								
35-54	0.00		0.00		0.02		0.02	
55-64	-0.02		-0.05		0.00		-0.03	
Country of birth								
Not born in the country	-0.14	**	-0.08	**	-0.14	**	-0.10	**
Born in the country (Ref)								
0-4 year-old child(ren) in the household	0.02		0.03		0.03		0.04	
Attained level of education								
ISECD 0-2	-0.32	**	-0.17	**	-0.32	**	-0.17	**
ISCED 3-4	-0.18	**	-0.10	**	-0.19	**	-0.11	**
ISCED 5-6 (Ref)								
Employment status								
Employed	0.37	**			0.36	**		
Unemployed	0.11	**			0.11	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.01				0.00	
ISCO 4-5			-0.12	**			-0.12	**
ISCO 6-8			-0.16	**			-0.15	**
ISCO 9			-0.36	**			-0.36	**
Industry								
Extractive			0.15				0.05	
Transformative			-0.02				0.00	
Distributive			-0.03				-0.02	
Producer			0.03				0.02	
Social (Ref)								
Health			0.12	*			0.11	+
Personal			-0.02				-0.01	
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.10	**			0.11	**
20-49 employees			0.15	**			0.16	**
50+			0.20	**			0.20	**
No answer/10+ employees			-0.08				-0.10	
Self-employed			-0.08	*			-0.06	
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.13	**			-0.15	**
N		2404		1768		2404		1768
Pseudo Rsq		0.20		0.18		0.20		0.18

LATVIA	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	0.05	**	0.04	*	0.05	**	0.03	+
Age								
25-34 (Ref)								
35-54	0.03	**	0.03	+	0.04	**	0.03	
55-64	0.03		0.03		0.02		0.02	
Country of birth								
Not born in the country	-0.07	**	-0.05	*	-0.06	**	-0.04	
Born in the country (Ref)								
0-4 year-old child(ren) in the household	0.02		0.03		0.02		0.03	
Attained level of education								
ISECD 0-2	-0.29	**	-0.17	**	-0.28	**	-0.15	**
ISCED 3-4	-0.19	**	-0.07	**	-0.18	**	-0.04	
ISCED 5-6 (Ref)								
Employment status								
Employed	0.27	**			0.27	**		
Unemployed	0.06	**			0.06	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.12	**			-0.15	**
ISCO 4-5			-0.19	**			-0.22	**
ISCO 6-8			-0.24	**			-0.27	**
ISCO 9			-0.35	**			-0.36	**
Industry								
Extractive			0.02				0.02	
Transformative			-0.15	**			-0.15	**
Distributive			-0.15	**			-0.15	**
Producer			-0.08	**			-0.09	**
Social (Ref)								
Health			0.05				0.03	
Personal			-0.10	**			-0.10	*
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.03				0.02	
20-49 employees			0.03				0.03	
50+			0.06	**			0.08	**
No answer/10+ employees			-0.04				-0.06	
Self-employed			0.06	+			0.04	
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.07	*			-0.09	**
N		5047		3368		5047		3368
Pseudo Rsq		0.19		0.15		0.17		0.14

LITHUANIA	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	0.02	*	-0.02		0.02	+	-0.02	
Age								
25-34 (Ref)								
35-54	0.05	**	0.04	+	0.04	**	0.04	+
55-64	0.04	*	0.01		0.04	+	0.01	
Country of birth								
Not born in the country	-0.04	*	-0.04		-0.04		-0.03	
Born in the country (Ref)								
0-4 year-old child(ren) in the household	-0.04	*	-0.05	*	-0.03	+	-0.04	
Attained level of education								
ISECD 0-2	-0.29	**	-0.10		-0.28	**	-0.10	
ISCED 3-4	-0.26	**	-0.11	**	-0.26	**	-0.11	**
ISCED 5-6 (Ref)								
Employment status								
Employed	0.26	**			0.26	**		
Unemployed	0.05	**			0.05	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.07	*			-0.07	**
ISCO 4-5			-0.27	**			-0.26	**
ISCO 6-8			-0.28	**			-0.27	**
ISCO 9			-0.39	**			-0.37	**
Industry								
Extractive			-0.09	+			-0.08	+
Transformative			-0.19	**			-0.18	**
Distributive			-0.21	**			-0.20	**
Producer			-0.12	**			-0.11	**
Social (Ref)								
Health			-0.08	*			-0.06	+
Personal			-0.15	**			-0.15	**
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.02				0.03	
20-49 employees			0.03				0.04	
50+			0.10	**			0.12	**
No answer/10+ employees			0.09	*			0.10	*
Self-employed			0.03				0.03	
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.03				-0.03	
N		4251		2763		4251		2763
Pseudo Rsq		0.25		0.22		0.24		0.21

LUXEMBOURG	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	-0.08	**	-0.05	+	-0.08	**	-0.04	+
Age								
25-34 (Ref)								
35-54	-0.02		-0.01		-0.01		-0.01	
55-64	-0.10	**	-0.04		-0.10	**	-0.03	
Country of birth								
Not born in the country	0.01		0.03		0.01		0.02	
Born in the country (Ref)								
0-4 year-old child(ren) in the household	0.01		0.04		0.01		0.03	
Attained level of education								
ISECD 0-2	-0.12	**	-0.04		-0.12	**	-0.05	
ISCED 3-4	-0.08	**	-0.02		-0.08	**	-0.02	
ISCED 5-6 (Ref)								
Employment status								
Employed	0.54	**			0.54	**		
Unemployed	0.20	**			0.21	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.02				-0.02	
ISCO 4-5			-0.13	**			-0.13	**
ISCO 6-8			-0.16	**			-0.17	**
ISCO 9			-0.34	*			-0.37	*
Industry								
Extractive			-0.03				-0.03	
Transformative			-0.03				-0.03	
Distributive			-0.04				-0.05	
Producer			-0.03				-0.03	
Social (Ref)								
Health			0.02				0.03	
Personal			-0.14	**			-0.14	**
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.06				0.05	
20-49 employees			0.13	**			0.13	**
50+			0.11	**			0.11	**
No answer/10+ employees			0.05				0.04	
Self-employed			-0.08				-0.06	
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.09	**			-0.11	**
N		3144		1819		3144		1819
Pseudo Rsq		0.20		0.06		0.20		0.07

HUNGARY	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	-0.01		-0.01		-0.01		-0.01	
Age								
25-34 (Ref)								
35-54	-0.02		0.00		-0.01		0.00	
55-64	-0.06	**	-0.04		-0.05	**	-0.04	
Country of birth								
Not born in the country	-0.01		-0.06		-0.01		-0.05	
Born in the country (Ref)								
0-4 year-old child(ren) in the household	0.00		-0.01		0.00		-0.01	
Attained level of education								
ISECD 0-2	-0.05	**	-0.05		-0.05	**	-0.05	
ISCED 3-4	-0.06	**	-0.09	**	-0.06	**	-0.08	**
ISCED 5-6 (Ref)								
Employment status								
Employed	0.49	**			0.46	**		
Unemployed	0.09	**			0.08	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.02				-0.04	
ISCO 4-5			0.00				-0.01	
ISCO 6-8			0.01				-0.01	
ISCO 9			-0.02				-0.05	
Industry								
Extractive			0.03				0.03	
Transformative			0.03				0.03	
Distributive			-0.05	+			-0.07	**
Producer			0.00				-0.01	
Social (Ref)								
Health			0.04				0.03	
Personal			-0.13	**			-0.13	**
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.05	+			0.06	*
20-49 employees			0.06	*			0.04	+
50+			0.11	**			0.11	**
No answer/10+ employees			0.02				0.02	
Self-employed								
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.02				0.01	
N		7367				7367		4178
Pseudo Rsq		0.23		0.02		0.21		0.02

MALTA	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	0.04	*	0.03		0.04	*	0.04	
Age								
25-34 (Ref)								
35-54	0.02		0.02		0.03		0.03	
55-64	-0.04		-0.04		-0.05	*	-0.06	
Country of birth								
Not born in the country	-0.02		0.00		-0.04		-0.02	
Born in the country (Ref)								
0-4 year-old child(ren) in the household	-0.04		-0.01		-0.04	+	-0.02	
Attained level of education								
ISECD 0-2	-0.36	**	-0.22	**	-0.37	**	-0.22	**
ISCED 3-4	-0.18	**	-0.14	**	-0.18	**	-0.14	**
ISCED 5-6 (Ref)								
Employment status								
Employed	0.22	**			0.23	**		
Unemployed	0.16	**			0.17	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			0.02				0.01	
ISCO 4-5			-0.05				-0.05	
ISCO 6-8			-0.13	**			-0.14	**
ISCO 9			-0.25	**			-0.25	**
Industry								
Extractive			-0.04				-0.06	
Transformative			-0.12	*			-0.14	*
Distributive			0.00				-0.02	
Producer			0.06				0.06	
Social (Ref)								
Health			0.05				0.04	
Personal			-0.02				-0.02	
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.08	+			0.06	
20-49 employees			0.13	**			0.13	**
50+			0.18	**			0.17	**
No answer/10+ employees			-0.03				-0.09	
Self-employed			-0.05				-0.06	
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.07	+			-0.07	+
N		2877		1792		2877		1792
Pseudo Rsq		0.15		0.15		0.16		0.15

NETHERLANDS	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	-0.01		-0.04		-0.02		-0.06	+
Age								
25-34 (Ref)								
35-54	-0.01		-0.01		-0.02		-0.03	
55-64	-0.12	**	-0.10	**	-0.12	**	-0.13	**
Country of birth								
Not born in the country	-0.09	*	-0.11	*	-0.11	**	-0.14	**
Born in the country (Ref)								
0-4 year-old child(ren) in the household	-0.02		-0.02		0.01		0.00	
Attained level of education								
ISECD 0-2	-0.31	**	-0.18	**	-0.32	**	-0.18	**
ISCED 3-4	-0.14	**	-0.08	**	-0.14	**	-0.08	*
ISCED 5-6 (Ref)								
Employment status								
Employed	0.39	**			0.37	**		
Unemployed	0.26	**			0.15	*		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.01				-0.01	
ISCO 4-5			-0.05				-0.06	
ISCO 6-8			-0.06				-0.05	
ISCO 9			-0.30	**			-0.32	**
Industry								
Extractive			-0.25	**			-0.29	**
Transformative			-0.17	**			-0.19	**
Distributive			-0.15	**			-0.16	**
Producer			-0.02				-0.04	
Social (Ref)								
Health			0.06	+			0.02	
Personal			-0.07				-0.15	**
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			-0.01				-0.01	
20-49 employees			0.10	*			0.10	**
50+			0.07				0.08	
No answer/10+ employees			0.09	**			0.10	*
Self-employed			-0.08	+			-0.06	
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.05	*			-0.03	
N		3026		1912		3026		1912
Pseudo Rsq		0.18		0.11		0.20		0.12

AUSTRIA	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	-0.01		0.01		0.00		0.01	
Age								
25-34 (Ref)								
35-54	0.01		0.01		0.00		0.00	
55-64	-0.04	+	0.00		-0.04	+	0.00	
Country of birth								
Not born in the country	-0.06	**	-0.05	*	-0.07	**	-0.06	**
Born in the country (Ref)								
0-4 year-old child(ren) in the household	-0.08	**	-0.02		-0.08	**	-0.02	
Attained level of education								
ISECD 0-2	-0.32	**	-0.21	**	-0.32	**	-0.21	**
ISCED 3-4	-0.19	**	-0.11	**	-0.18	**	-0.11	**
ISCED 5-6 (Ref)								
Employment status								
Employed	0.36	**			0.35	**		
Unemployed	0.26	**			0.27	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.02				-0.02	
ISCO 4-5			-0.06	*			-0.06	*
ISCO 6-8			-0.18	**			-0.18	**
ISCO 9			-0.35	**			-0.36	**
Industry								
Extractive			0.05				0.05	
Transformative			-0.12	**			-0.13	**
Distributive			-0.12	**			-0.11	**
Producer			-0.07	*			-0.07	*
Social (Ref)								
Health			0.01				0.02	
Personal			-0.19	**			-0.18	**
1-10 employees (Ref)								
11-19 employees			0.05	+			0.05	+
20-49 employees			0.08	**			0.06	*
50+			0.13	**			0.13	**
No answer/10+ employees			0.08				0.09	
Self-employed			-0.01				0.00	
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.07	**			-0.07	**
N		5072		3361		5072		3361
Pseudo Rsq		0.14		0.09		0.14		0.10

POLAND	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	-0.01		-0.03	**	0.00		-0.03	**
Age								
25-34 (Ref)								
35-54	0.01	+	0.00		0.01	+	0.00	
55-64	-0.02	*	-0.05	**	-0.02		-0.04	**
Country of birth								
Not born in the country	0.01		0.01		-0.04		-0.05	
Born in the country (Ref)								
0-4 year-old child(ren) in the household	-0.01		-0.01		-0.01	+	-0.02	
Attained level of education								
ISECD 0-2	-0.25	**	-0.16	**	-0.27	**	-0.19	**
ISCED 3-4	-0.19	**	-0.08	**	-0.21	**	-0.10	**
ISCED 5-6 (Ref)								
Employment status								
Employed	0.20	**			0.22	**		
Unemployed	0.04	**			0.03	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.04	**			-0.05	**
ISCO 4-5			-0.14	**			-0.15	**
ISCO 6-8			-0.18	**			-0.17	**
ISCO 9			-0.23	**			-0.24	**
Industry								
Extractive			-0.05	**			-0.04	+
Transformative			-0.09	**			-0.07	**
Distributive			-0.07	**			-0.06	**
Producer			-0.03	*			-0.01	
Social (Ref)								
Health			-0.02				0.00	
Personal			-0.08	**			-0.07	**
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.07	**			0.08	**
20-49 employees			0.08	**			0.08	**
50+			0.13	**			0.14	**
No answer/10+ employees			0.04				0.03	
Self-employed			-0.02	+			-0.01	
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.06	**			-0.06	**
N	22507		13514		22507		13514	
Pseudo Rsq	0.20		0.14		0.20		0.14	

PORTUGAL	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	0.00		0.00		-0.015		-0.01	
Age								
25-34 (Ref)								
35-54	-0.03	**	-0.03	*	-0.018		-0.01	
55-64	-0.09	**	-0.10	**	-0.103	**	-0.11	**
Country of birth								
Not born in the country	0.00		0.02		-0.006		0.02	
Born in the country (Ref)								
0-4 year-old child(ren) in the household	0.03	**	0.05	**	0.051	**	0.06	**
Attained level of education								
ISECD 0-2	-0.29	**	-0.20	**	-0.279	**	-0.18	**
ISCED 3-4	-0.15	**	-0.13	**	-0.138	**	-0.11	**
ISCED 5-6 (Ref)								
Employment status								
Employed	0.37	**			0.384	**		
Unemployed	0.10	**			0.114	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.01				-0.02	
ISCO 4-5			-0.04	*			-0.05	*
ISCO 6-8			-0.12	**			-0.12	**
ISCO 9			-0.18	**			-0.21	**
Industry								
Extractive			-0.08	*			-0.06	
Transformative			-0.02				-0.04	+
Distributive			0.03				0.03	
Producer			0.02				0.04	+
Social (Ref)								
Health			0.03				0.04	
Personal			-0.04	+			-0.03	
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.13	**			0.13	**
20-49 employees			0.17	**			0.18	**
50+			0.19	**			0.20	**
No answer/10+ employees			0.01				0.09	+
Self-employed			-0.11	**			-0.11	**
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.10	**			-0.07	*
N	11307		7308		11307		7308	
Pseudo Rsq	0.22		0.13		0.20		0.13	

ROMANIA	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	0.00		-0.01		0.01		-0.01	
Age								
25-34 (Ref)								
35-54	0.00		-0.01		0.00		-0.01	
55-64	-0.01		-0.02		-0.01	+	-0.02	+
Country of birth								
Not born in the country	0.01		0.06		-0.03		-0.01	
Born in the country (Ref)								
0-4 year-old child(ren) in the household	-0.01		-0.02	+	-0.01		-0.02	+
Attained level of education								
ISECD 0-2	-0.11	**	-0.06	**	-0.11	**	-0.04	+
ISCED 3-4	-0.08	**	-0.04	**	-0.08	**	-0.03	+
ISCED 5-6 (Ref)								
Employment status								
Employed	0.07	**			0.07	**		
Unemployed	0.03	**			0.03	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			0.02				0.00	
ISCO 4-5			-0.03	**			-0.05	**
ISCO 6-8			-0.03	+			-0.04	*
ISCO 9			-0.04	*			-0.06	**
Industry								
Extractive			-0.12	**			-0.11	**
Transformative			-0.07	**			-0.05	**
Distributive			-0.07	**			-0.05	**
Producer			-0.01				0.01	
Social (Ref)								
Health			-0.02				0.00	
Personal			-0.09	**			-0.06	**
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			-0.01				-0.02	
20-49 employees			-0.01				-0.01	
50+			0.00				-0.01	
No answer/10+ employees			-0.03	**			-0.03	*
Self-employed			-0.06	**			-0.06	**
Type of employment/Working time								
Full-time (Ref)								
Part-time			0.00				0.00	
N	11034		6865		11034		6865	
Pseudo Rsq	0.16		0.12		0.14		0.12	

SLOVENIA	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	0.00		-0.04	*	0.00		-0.05	**
Age								
25-34 (Ref)								
35-54	0.05	**	0.06	**	0.05	**	0.04	*
55-64	0.03		0.05		0.02		0.02	
Country of birth								
Not born in the country	-0.04	*	0.01		-0.05	*	0.00	
Born in the country (Ref)								
0-4 year-old child(ren) in the household	-0.03	+	-0.03		-0.02		-0.03	
Attained level of education								
ISECD 0-2	-0.31	**	-0.20	**	-0.30	**	-0.17	**
ISCED 3-4	-0.20	**	-0.10	**	-0.19	**	-0.09	**
ISCED 5-6 (Ref)								
Employment status								
Employed	0.32	**			0.29	**		
Unemployed	0.13	**			0.12	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.03				-0.03	
ISCO 4-5			-0.07	*			-0.08	*
ISCO 6-8			-0.17	**			-0.17	**
ISCO 9			-0.29	**			-0.29	**
Industry								
Extractive			0.09				0.03	
Transformative			-0.18	**			-0.20	**
Distributive			-0.17	**			-0.18	**
Producer			-0.05				-0.07	+
Social (Ref)								
Health			0.04				0.05	
Personal			-0.09	*			-0.12	**
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.03				0.03	
20-49 employees			0.03				0.03	
50+			0.08	**			0.08	**
No answer/10+ employees			-0.04				-0.02	
Self-employed			-0.06				-0.04	
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.04				-0.03	
N		4013		2660		4013		2660
Pseudo Rsq		0.18		0.11		0.19		0.12

SLOVAKIA	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	0.00		-0.02		0.00		-0.02	
Age								
25-34 (Ref)								
35-54	0.02		0.03		0.03		0.03	
55-64	-0.04	+	-0.06	+	-0.04		-0.05	+
Country of birth								
Not born in the country	0.01		0.06		0.02		0.07	
Born in the country (Ref)								
0-4 year-old child(ren) in the household	-0.03		-0.05	+	-0.02		-0.04	+
Attained level of education								
ISECD 0-2	-0.30	**	-0.21	**	-0.31	**	-0.22	**
ISCED 3-4	-0.15	**	-0.08	**	-0.15	**	-0.08	**
ISCED 5-6 (Ref)								
Employment status								
Employed	0.41	**			0.41	**		
Unemployed	0.03	*			0.03	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.01				-0.02	
ISCO 4-5			-0.11	**			-0.11	**
ISCO 6-8			-0.12	**			-0.12	**
ISCO 9			-0.20	**			-0.21	**
Industry								
Extractive			-0.09	+			-0.09	+
Transformative			-0.04				-0.05	
Distributive			-0.05	+			-0.06	*
Producer			-0.01				-0.01	
Social (Ref)								
Health			0.00				-0.02	
Personal			-0.12	**			-0.12	**
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.05	*			0.05	+
20-49 employees			0.06	*			0.06	*
50+			0.18	**			0.18	**
No answer/10+ employees			-0.05				-0.05	
Self-employed			-0.05	+			-0.05	
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.11	**			-0.10	*
N		4255		3228		4255		3228
Pseudo Rsq		0.17		0.06		0.17		0.06

FINLAND	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	0.09	**	0.07	**	0.09	**	0.07	**
Age								
25-34 (Ref)								
35-54	-0.03		-0.01		-0.02		0.00	
55-64	-0.18	**	-0.12	**	-0.17	**	-0.12	**
Country of birth								
Not born in the country	-0.09	*	-0.16	**	-0.09	*	-0.16	**
Born in the country (Ref)								
0-4 year-old child(ren) in the household	0.00		0.02		-0.01		0.01	
Attained level of education								
ISECD 0-2	-0.21	**	-0.07	+	-0.22	**	-0.07	+
ISCED 3-4	-0.14	**	-0.05	+	-0.15	**	-0.05	*
ISCED 5-6 (Ref)								
Employment status								
Employed	0.39	**			0.38	**		
Unemployed	0.06	*			0.06	*		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.02				-0.01	
ISCO 4-5			-0.11	**			-0.11	**
ISCO 6-8			-0.11	**			-0.10	**
ISCO 9			-0.29	**			-0.27	**
Industry								
Extractive			-0.05				-0.03	
Transformative			-0.19	**			-0.18	**
Distributive			-0.12	**			-0.12	**
Producer			-0.14	**			-0.14	**
Social (Ref)								
Health			-0.02				-0.02	
Personal			-0.12	**			-0.12	**
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.14	**			0.14	**
20-49 employees			0.12	**			0.12	**
50+			0.16	**			0.16	**
No answer/10+ employees								
Self-employed			-0.16	**			-0.17	**
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.12	**			-0.13	**
N		3591		2593		3591		2593
Pseudo Rsq		0.17		0.12		0.16		0.12

SWEDEN	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	0.03		0.01		0.02		0.02	
Age								
25-34 (Ref)								
35-54	0.02		0.03		0.01		0.03	
55-64	-0.04		-0.02		-0.05	+	-0.03	
Country of birth								
Not born in the country	-0.15	**	-0.12	**	-0.13	**	-0.12	**
Born in the country (Ref)								
0-4 year-old child(ren) in the household	-0.03		-0.01		-0.04		-0.03	
Attained level of education								
ISECD 0-2	-0.30	**	-0.12	**	-0.30	**	-0.11	**
ISCED 3-4	-0.16	**	-0.04	+	-0.15	**	-0.02	
ISCED 5-6 (Ref)								
Employment status								
Employed	0.49	**			0.51	**		
Unemployed	0.13	**			0.16	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.06	*			-0.08	**
ISCO 4-5			-0.12	**			-0.14	**
ISCO 6-8			-0.19	**			-0.21	**
ISCO 9			-0.35	**			-0.37	**
Industry								
Extractive			-0.05				-0.07	
Transformative			-0.11	**			-0.13	**
Distributive			-0.07	*			-0.08	*
Producer			-0.02				-0.03	
Social (Ref)								
Health			0.05	+			0.05	
Personal			-0.02				-0.02	
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.08	*			0.10	**
20-49 employees			0.12	**			0.14	**
50+			0.10	**			0.13	**
No answer/10+ employees			0.04				0.06	
Self-employed			-0.12	**			-0.10	**
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.10	**			-0.11	**
N		3074		2381		3074		2381
Pseudo Rsq		0.19		0.13		0.18		0.13

UNITED KINGDOM	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	0.03	*	0.03		0.03	*	0.04	
Age								
25-34 (Ref)								
35-54	0.00		-0.02		-0.01		-0.03	
55-64	-0.02		-0.01		-0.01		-0.02	
Country of birth								
Not born in the country								
Born in the country (Ref)								
0-4 year-old child(ren) in the household								
Attained level of education								
ISECD 0-2	-0.14	**	-0.07	+	-0.15	**	-0.06	
ISCED 3-4	-0.07	**	-0.01		-0.07	**	-0.01	
ISCED 5-6 (Ref)								
Employment status								
Employed	0.21	**			0.22	**		
Unemployed	0.07	*			0.06	*		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.01				-0.03	
ISCO 4-5			-0.04				-0.04	
ISCO 6-8			-0.19	**			-0.18	**
ISCO 9			-0.14	**			-0.11	*
Industry								
Extractive								
Transformative								
Distributive								
Producer								
Social (Ref)								
Health								
Personal								
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			0.01				0.01	
20-49 employees			0.04				0.03	
50+			0.13	**			0.12	**
No answer/10+ employees			-0.09				-0.12	+
Self-employed			-0.01				-0.03	
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.03				-0.03	
N		3165		1761		3165		1761
Pseudo Rsq		0.09		0.05		0.08		0.05

NORWAY	Unweighted				Weighted			
	A(uw)		B(uw)		A(w)		B(w)	
	ame	sig	ame	sig	ame	sig	ame	sig
Female (Ref = Male)	0.01		0.03		0.01		0.03	
Age								
25-34 (Ref)								
35-54	-0.05	*	-0.06	*	-0.04		-0.06	*
55-64	-0.15	**	-0.18	**	-0.15	**	-0.18	**
Country of birth								
Not born in the country	-0.04		-0.02		-0.04		-0.03	
Born in the country (Ref)								
0-4 year-old child(ren) in the household	-0.01		-0.04		-0.01		-0.04	
Attained level of education								
ISECD 0-2	-0.30	**	-0.21	**	-0.28	**	-0.20	**
ISCED 3-4	-0.13	**	-0.05	*	-0.13	**	-0.05	+
ISCED 5-6 (Ref)								
Employment status								
Employed	0.48	**			0.45	**		
Unemployed	0.23	**			0.25	**		
Inactive (Ref)								
Occupation								
ISCO 1-2 (Ref)								
ISCO 3			-0.02				-0.02	
ISCO 4-5			-0.10	**			-0.11	**
ISCO 6-8			-0.18	**			-0.18	**
ISCO 9			-0.31	**			-0.33	**
Industry								
Extractive			0.10	*			0.10	*
Transformative			0.00				-0.01	
Distributive			-0.05				-0.05	
Producer			-0.02				-0.03	
Social (Ref)								
Health			0.05				0.06	
Personal			-0.13	*			-0.11	*
Size of the establishment								
1-10 employees (Ref)								
11-19 employees			-0.07	*			-0.06	+
20-49 employees			0.02				0.02	
50+								
No answer/10+ employees			-0.02	*			-0.05	
Self-employed			-0.13				-0.16	**
Type of employment/Working time								
Full-time (Ref)								
Part-time			-0.09	**			-0.08	*
N	2668		2150		2668		2150	
Pseudo Rsq	0.16		0.08		0.15		0.08	

NB: Models specifications are provided in Chapter 4 of the report.

+p < 0.10 (significant), *p < 0.05 (highly significant), **p < 0.01 (extremely significant)

Source: Eurostat AES-2011 microdata, own calculation.

Table A12. **Adults (25-64) participating in job-related non-formal education and training: predicted probabilities (pp) and upper and lower bounds of the relevant 95% confidence intervals from multivariate logit regression models (Country-level results from model A, unweighted and weighted data)**

	Unweighted			Weighted			Unweighted			Weighted		
	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up
	BULGARIA						CZECH REPUBLIC					
Employed	0.35	0.33	0.36	0.35	0.33	0.37	0.37	0.36	0.39	0.37	0.36	0.39
Unemployed	0.02	0.01	0.03	0.02	0.01	0.03	0.17	0.13	0.21	0.17	0.13	0.21
Inactive	0.00	0.00	0.01	0.00	0.00	0.01	0.04	0.03	0.04	0.04	0.03	0.05
	DENMARK						GERMANY					
Employed	0.56	0.54	0.58	0.55	0.53	0.57	0.51	0.49	0.52	0.49	0.48	0.51
Unemployed	0.33	0.27	0.40	0.32	0.25	0.38	0.27	0.23	0.31	0.28	0.22	0.33
Inactive	0.17	0.13	0.20	0.14	0.11	0.17	0.14	0.12	0.16	0.14	0.12	0.17
	ESTONIA						GREECE					
Employed	0.49	0.47	0.51	0.49	0.47	0.51	0.07	0.06	0.07	0.09	0.08	0.11
Unemployed	0.13	0.09	0.17	0.11	0.07	0.16	0.03	0.02	0.04	0.04	0.02	0.06
Inactive	0.07	0.04	0.09	0.07	0.04	0.10	0.01	0.00	0.01	0.01	0.00	0.02
	SPAIN						FRANCE					
Employed	0.33	0.32	0.34	0.33	0.32	0.34	0.47	0.46	0.48	0.46	0.45	0.48
Unemployed	0.25	0.24	0.27	0.26	0.24	0.27	0.29	0.26	0.32	0.30	0.27	0.34
Inactive	0.09	0.07	0.10	0.09	0.08	0.11	0.06	0.05	0.07	0.07	0.06	0.09
	ITALY						CYPRUS					
Employed	0.36	0.35	0.38	0.34	0.32	0.35	0.39	0.37	0.41	0.39	0.37	0.42
Unemployed	0.15	0.13	0.18	0.13	0.11	0.15	0.14	0.10	0.18	0.14	0.09	0.19
Inactive	0.05	0.04	0.06	0.04	0.03	0.06	0.03	0.01	0.05	0.03	0.00	0.06
	LATVIA						LITHUANIA					
Employed	0.30	0.28	0.31	0.30	0.28	0.32	0.28	0.27	0.30	0.29	0.27	0.30
Unemployed	0.09	0.07	0.11	0.09	0.07	0.12	0.07	0.04	0.09	0.07	0.04	0.09
Inactive	0.03	0.01	0.04	0.03	0.01	0.05	0.02	0.01	0.03	0.02	0.01	0.03
	LUXEMBOURG						HUNGARY					
Employed	0.65	0.63	0.67	0.65	0.63	0.67	0.53	0.51	0.54	0.49	0.48	0.51
Unemployed	0.31	0.17	0.44	0.32	0.18	0.46	0.12	0.10	0.15	0.11	0.09	0.13
Inactive	0.11	0.08	0.14	0.11	0.08	0.14	0.04	0.03	0.05	0.03	0.03	0.04
	MALTA						NETHERLANDS					
Employed	0.40	0.38	0.43	0.40	0.38	0.43	0.61	0.59	0.63	0.58	0.56	0.60
Unemployed	0.34	0.27	0.40	0.35	0.28	0.42	0.47	0.34	0.60	0.35	0.22	0.49
Inactive	0.18	0.15	0.21	0.18	0.15	0.21	0.21	0.18	0.25	0.21	0.17	0.24
	AUSTRIA						POLAND					
Employed	0.44	0.42	0.46	0.43	0.41	0.44	0.21	0.21	0.22	0.24	0.23	0.24
Unemployed	0.34	0.28	0.40	0.35	0.28	0.41	0.05	0.04	0.06	0.05	0.04	0.06
Inactive	0.08	0.06	0.10	0.08	0.06	0.09	0.01	0.01	0.02	0.02	0.01	0.03

	Unweighted			Weighted			Unweighted			Weighted		
	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up
	PORTUGAL						ROMANIA					
Employed	0.40	0.39	0.41	0.43	0.41	0.44	0.07	0.06	0.07	0.07	0.06	0.08
Unemployed	0.14	0.12	0.16	0.16	0.14	0.18	0.03	0.02	0.05	0.03	0.02	0.05
Inactive	0.04	0.03	0.04	0.04	0.03	0.05	0.00	0.00	0.00	0.00	0.00	0.01
	SLOVENIA						SLOVAKIA					
Employed	0.35	0.33	0.37	0.32	0.30	0.34	0.43	0.41	0.45	0.43	0.41	0.45
Unemployed	0.16	0.13	0.20	0.15	0.12	0.19	0.06	0.03	0.08	0.06	0.03	0.08
Inactive	0.04	0.02	0.05	0.03	0.02	0.04	0.02	0.01	0.03	0.02	0.01	0.04
	FINLAND						SWEDEN					
Employed	0.54	0.52	0.56	0.53	0.51	0.55	0.67	0.66	0.69	0.68	0.66	0.70
Unemployed	0.21	0.16	0.27	0.22	0.16	0.27	0.32	0.25	0.39	0.33	0.24	0.41
Inactive	0.15	0.12	0.18	0.15	0.12	0.18	0.19	0.15	0.23	0.17	0.13	0.21
	UNITED KINGDOM						NORWAY					
Employed	0.27	0.25	0.29	0.27	0.25	0.29	0.62	0.60	0.64	0.60	0.58	0.62
Unemployed	0.12	0.07	0.17	0.12	0.06	0.17	0.37	0.26	0.49	0.39	0.27	0.52
Inactive	0.05	0.04	0.07	0.05	0.04	0.07	0.14	0.11	0.18	0.15	0.11	0.19

NB: Specifications of models A and B are provided in Chapter 4 of the report.

Source: Eurostat AES-2011 microdata, own calculation.

Table A13. Employed adults (25-64) participating in job-related non-formal education and training: predicted probabilities (pp) and upper and lower bounds of the relevant 95% confidence intervals from multivariate logit regression models (country-level results from model B, unweighted and weighted data)

	BULGARIA						CZECH REPUBLIC					
	Unweighted			Weighted			Unweighted			Weighted		
	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up
Gender (model B)												
Male	0.37	0.35	0.39	0.37	0.35	0.40	0.38	0.37	0.40	0.38	0.36	0.40
Female	0.34	0.32	0.37	0.35	0.32	0.37	0.39	0.37	0.41	0.39	0.37	0.41
Age (model B)												
25-34	0.37	0.33	0.40	0.36	0.32	0.40	0.39	0.36	0.42	0.39	0.36	0.41
35-54	0.37	0.35	0.39	0.37	0.35	0.39	0.40	0.38	0.42	0.40	0.38	0.41
55-64	0.32	0.29	0.36	0.33	0.29	0.36	0.35	0.32	0.38	0.34	0.31	0.37
Country of birth (model B)												
Born in country	0.36	0.34	0.37	0.36	0.34	0.38	0.39	0.38	0.40	0.39	0.37	0.40
Not born in country	0.27	0.05	0.49	0.29	0.07	0.50	0.38	0.31	0.44	0.37	0.30	0.44
Household composition (model B)												
No 0-4-year old child(ren)	0.36	0.34	0.38	0.36	0.35	0.38	0.39	0.37	0.40	0.38	0.37	0.40
0-4 year old child(ren)	0.35	0.30	0.39	0.35	0.30	0.39	0.40	0.36	0.43	0.40	0.36	0.43
Attained level of education (model B)												
ISCED 5-6	0.41	0.37	0.45	0.41	0.37	0.45	0.45	0.42	0.49	0.45	0.41	0.48
ISCED 0-2	0.35	0.30	0.41	0.35	0.30	0.40	0.28	0.22	0.35	0.28	0.21	0.34
ISCED 3-4	0.33	0.31	0.36	0.33	0.31	0.36	0.37	0.36	0.39	0.37	0.36	0.39
Occupation (model B)												
ISCO 1-2	0.34	0.30	0.38	0.34	0.30	0.38	0.49	0.45	0.53	0.49	0.45	0.53
ISCO 3	0.39	0.33	0.45	0.40	0.34	0.45	0.48	0.45	0.51	0.47	0.44	0.50
ISCO 4-5	0.36	0.33	0.40	0.37	0.33	0.40	0.36	0.33	0.38	0.36	0.33	0.39
ISCO 6-8	0.38	0.34	0.41	0.38	0.34	0.42	0.35	0.32	0.37	0.34	0.32	0.37
ISCO 9	0.32	0.27	0.38	0.33	0.27	0.38	0.12	0.08	0.16	0.12	0.08	0.16
Industry (model B)												
Social services	0.38	0.33	0.42	0.38	0.33	0.43	0.40	0.36	0.44	0.40	0.36	0.44
Extractive	0.32	0.25	0.38	0.32	0.25	0.38	0.30	0.24	0.35	0.30	0.24	0.35
Transformative	0.38	0.35	0.41	0.38	0.35	0.42	0.35	0.33	0.37	0.35	0.32	0.37
Distributive services	0.30	0.27	0.33	0.30	0.27	0.34	0.40	0.37	0.43	0.40	0.37	0.43
Producer services	0.39	0.34	0.45	0.39	0.34	0.45	0.47	0.42	0.51	0.46	0.42	0.51
Health	0.39	0.32	0.47	0.40	0.32	0.47	0.52	0.47	0.56	0.52	0.47	0.56
Personal services	0.37	0.30	0.44	0.38	0.31	0.45	0.36	0.31	0.41	0.35	0.30	0.40
Size of the establishment (model B)												
1-10 persons	0.29	0.25	0.32	0.29	0.26	0.32	0.32	0.30	0.35	0.32	0.29	0.35
11-19 persons	0.34	0.29	0.39	0.34	0.29	0.39	0.40	0.36	0.44	0.40	0.36	0.44
20-49 persons	0.41	0.37	0.45	0.41	0.36	0.45	0.43	0.40	0.46	0.43	0.40	0.47
50+ persons	0.46	0.42	0.49	0.45	0.41	0.49	0.43	0.41	0.45	0.43	0.41	0.45
No answer	0.40	0.36	0.44	0.41	0.36	0.45	0.35	0.29	0.41	0.34	0.28	0.40
Self-employed	0.12	0.07	0.16	0.12	0.08	0.16	0.30	0.27	0.33	0.30	0.27	0.33
Type of employment/Working time (model B)												
Full-time	0.36	0.34	0.38	0.36	0.35	0.38	0.39	0.38	0.40	0.39	0.37	0.40
Part-time	0.32	0.23	0.41	0.32	0.23	0.41	0.38	0.30	0.45	0.38	0.30	0.45

	DENMARK						GERMANY					
	Unweighted			Weighted			Unweighted			Weighted		
	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up
Gender (model B)												
Male	0.61	0.58	0.65	0.61	0.58	0.64	0.54	0.52	0.57	0.53	0.51	0.56
Female	0.62	0.59	0.65	0.62	0.58	0.65	0.53	0.50	0.55	0.51	0.48	0.54
Age (model B)												
25-34	0.59	0.56	0.63	0.58	0.54	0.62	0.57	0.54	0.61	0.56	0.52	0.60
35-54	0.64	0.61	0.67	0.63	0.60	0.66	0.54	0.53	0.56	0.53	0.51	0.55
55-64	0.61	0.56	0.66	0.60	0.55	0.65	0.48	0.45	0.51	0.47	0.43	0.51
Country of birth (model B)												
Born in country	0.62	0.60	0.64	0.62	0.59	0.64	0.55	0.53	0.56	0.54	0.53	0.56
Not born in country	0.54	0.45	0.62	0.55	0.45	0.64	0.44	0.39	0.49	0.41	0.36	0.46
Household composition (model B)												
No 0-4 year old child(ren)	0.63	0.60	0.65	0.62	0.60	0.64	0.54	0.52	0.55	0.52	0.50	0.54
0-4 year old child(ren)	0.58	0.54	0.63	0.57	0.52	0.63	0.55	0.51	0.60	0.54	0.49	0.59
Attained level of education (model B)												
ISCED 5-6	0.65	0.62	0.69	0.67	0.63	0.71	0.60	0.57	0.63	0.60	0.56	0.63
ISCED 0-2	0.50	0.43	0.56	0.49	0.42	0.56	0.42	0.36	0.49	0.41	0.33	0.48
ISCED 3-4	0.61	0.58	0.65	0.61	0.57	0.64	0.51	0.49	0.53	0.50	0.48	0.52
Occupation (model B)												
ISCO 1-2	0.70	0.65	0.74	0.69	0.64	0.74	0.65	0.61	0.69	0.64	0.59	0.68
ISCO 3	0.65	0.61	0.69	0.65	0.61	0.70	0.61	0.58	0.64	0.60	0.56	0.64
ISCO 4-5	0.58	0.53	0.63	0.57	0.51	0.62	0.51	0.48	0.54	0.50	0.46	0.54
ISCO 6-8	0.53	0.46	0.60	0.54	0.47	0.61	0.45	0.41	0.49	0.44	0.40	0.49
ISCO 9	0.53	0.45	0.61	0.55	0.47	0.64	0.32	0.26	0.37	0.33	0.26	0.40
Industry (model B)												
Social services	0.66	0.60	0.71	0.64	0.58	0.70	0.59	0.54	0.63	0.57	0.52	0.62
Extractive	0.69	0.49	0.89	0.71	0.50	0.92	0.64	0.51	0.77	0.61	0.44	0.77
Transformative	0.55	0.50	0.60	0.55	0.50	0.60	0.49	0.45	0.52	0.47	0.44	0.51
Distributive services	0.56	0.51	0.60	0.56	0.52	0.61	0.50	0.47	0.54	0.49	0.46	0.53
Producer services	0.64	0.58	0.69	0.64	0.58	0.69	0.55	0.51	0.59	0.55	0.50	0.60
Health	0.68	0.63	0.73	0.67	0.61	0.72	0.64	0.60	0.68	0.63	0.58	0.68
Personal services	0.74	0.65	0.82	0.74	0.65	0.83	0.50	0.44	0.55	0.50	0.43	0.56
Size of the establishment (model B)												
1-10 persons	0.56	0.50	0.62	0.57	0.51	0.62	0.49	0.46	0.52	0.47	0.43	0.50
11-19 persons	0.58	0.52	0.63	0.56	0.49	0.62	0.50	0.46	0.55	0.50	0.45	0.55
20-49 persons	0.57	0.52	0.62	0.56	0.51	0.61	0.56	0.52	0.60	0.56	0.51	0.60
50+ persons	0.66	0.63	0.68	0.66	0.63	0.69	0.60	0.58	0.63	0.59	0.56	0.62
No answer	na	na	na	na	na	na	0.42	0.28	0.56	0.38	0.24	0.52
Self-employed	na	na	na	na	na	na	0.40	0.35	0.44	0.38	0.33	0.43
Type of employment/Working time (model B)												
Full-time	0.63	0.61	0.65	0.63	0.60	0.65	0.54	0.53	0.56	0.53	0.51	0.55
Part-time	0.54	0.48	0.59	0.54	0.48	0.60	0.52	0.49	0.55	0.50	0.46	0.54

	ESTONIA						GREECE					
	Unweighted			Weighted			Unweighted			Weighted		
	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up
Gender (model B)												
Male	0.52	0.49	0.55	0.53	0.50	0.56	0.07	0.06	0.08	0.09	0.07	0.11
Female	0.50	0.48	0.53	0.51	0.48	0.54	0.08	0.06	0.09	0.12	0.09	0.14
Age (model B)												
25-34	0.56	0.53	0.60	0.58	0.53	0.62	0.09	0.07	0.11	0.11	0.09	0.14
35-54	0.51	0.48	0.53	0.52	0.49	0.55	0.07	0.06	0.08	0.11	0.09	0.13
55-64	0.45	0.41	0.50	0.45	0.40	0.50	0.05	0.03	0.07	0.07	0.04	0.10
Country of birth (model B)												
Born in country	0.52	0.50	0.54	0.53	0.51	0.56	0.07	0.07	0.08	0.11	0.09	0.12
Not born in country	0.46	0.40	0.51	0.43	0.37	0.49	0.06	0.02	0.10	0.10	0.02	0.18
Household composition (model B)												
No 0-4-year old child(ren)	0.51	0.49	0.53	0.52	0.50	0.55	0.08	0.07	0.09	0.11	0.09	0.12
0-4 year old child(ren)	0.52	0.47	0.56	0.51	0.46	0.56	0.06	0.03	0.08	0.09	0.05	0.13
Attained level of education (model B)												
ISCED 5-6	0.56	0.52	0.59	0.58	0.54	0.62	0.12	0.09	0.14	0.16	0.12	0.19
ISCED 0-2	0.44	0.36	0.52	0.41	0.31	0.52	0.03	0.02	0.05	0.05	0.01	0.09
ISCED 3-4	0.49	0.46	0.52	0.49	0.45	0.52	0.05	0.04	0.07	0.08	0.06	0.10
Occupation (model B)												
ISCO 1-2	0.60	0.56	0.64	0.60	0.55	0.64	0.09	0.07	0.11	0.14	0.10	0.18
ISCO 3	0.57	0.52	0.63	0.57	0.51	0.63	0.07	0.05	0.09	0.09	0.06	0.13
ISCO 4-5	0.50	0.45	0.55	0.52	0.46	0.57	0.07	0.06	0.09	0.10	0.07	0.13
ISCO 6-8	0.44	0.39	0.48	0.45	0.40	0.50	0.05	0.03	0.07	0.06	0.03	0.09
ISCO 9	0.28	0.20	0.36	0.31	0.21	0.42	0.08	0.03	0.12	0.08	0.03	0.14
Industry (model B)												
Social services	0.71	0.66	0.76	0.71	0.65	0.77	0.06	0.04	0.07	0.07	0.05	0.10
Extractive	0.50	0.41	0.59	0.50	0.39	0.60	0.02	0.00	0.05	0.03	.01	0.06
Transformative	0.41	0.37	0.45	0.43	0.38	0.48	0.08	0.05	0.11	0.13	0.08	0.18
Distributive services	0.49	0.45	0.53	0.49	0.44	0.53	0.07	0.05	0.09	0.12	0.08	0.15
Producer services	0.52	0.46	0.58	0.54	0.47	0.61	0.12	0.09	0.15	0.15	0.10	0.19
Health	0.69	0.61	0.77	0.68	0.57	0.78	0.10	0.07	0.13	0.11	0.06	0.15
Personal services	0.46	0.39	0.54	0.46	0.37	0.55	0.07	0.04	0.10	0.10	0.06	0.15
Size of the establishment (model B)												
1-10 persons	0.46	0.43	0.50	0.49	0.44	0.54	0.05	0.03	0.06	0.06	0.04	0.08
11-19 persons	0.44	0.39	0.50	0.47	0.40	0.53	0.09	0.06	0.11	0.11	0.07	0.15
20-49 persons	0.56	0.52	0.60	0.55	0.51	0.60	0.11	0.08	0.15	0.13	0.08	0.18
50+ persons	0.57	0.54	0.60	0.58	0.54	0.61	0.16	0.12	0.19	0.22	0.16	0.28
No answer	0.36	0.21	0.50	0.30	0.15	0.46	0.08	0.04	0.12	0.10	0.04	0.17
Self-employed	0.36	0.28	0.44	0.34	0.25	0.44	0.05	0.03	0.07	0.08	0.05	0.11
Type of employment/Working time (model B)												
Full-time	0.52	0.50	0.54	0.53	0.50	0.55	0.07	0.06	0.08	0.10	0.09	0.12
Part-time	0.43	0.36	0.50	0.45	0.37	0.53	0.09	0.04	0.13	0.13	0.06	0.20

	SPAIN						FRANCE					
	Unweighted			Weighted			Unweighted			Weighted		
	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up
Gender (model B)												
Male	0.39	0.38	0.41	0.39	0.38	0.41	0.52	0.50	0.53	0.51	0.49	0.52
Female	0.35	0.34	0.36	0.34	0.33	0.36	0.49	0.48	0.51	0.48	0.46	0.50
Age (model B)												
25-34	0.39	0.37	0.41	0.38	0.36	0.41	0.54	0.52	0.56	0.52	0.50	0.55
35-54	0.38	0.37	0.40	0.38	0.37	0.39	0.52	0.50	0.53	0.50	0.49	0.52
55-64	0.30	0.27	0.32	0.30	0.27	0.32	0.40	0.38	0.43	0.40	0.36	0.43
Country of birth (model B)												
Born in country	0.38	0.37	0.39	0.38	0.36	0.39	0.51	0.50	0.52	0.50	0.49	0.52
Not born in country	0.33	0.30	0.36	0.34	0.30	0.37	0.43	0.40	0.46	0.40	0.37	0.44
Household composition (model B)												
No 0-4-year-old child(ren)	0.37	0.36	0.38	0.37	0.35	0.38	0.50	0.49	0.51	0.49	0.48	0.51
0-4 year-old child(ren)	0.40	0.37	0.42	0.40	0.37	0.43	0.50	0.47	0.53	0.49	0.46	0.52
Attained level of education (model B)												
ISCED 5-6	0.44	0.42	0.46	0.44	0.42	0.46	0.56	0.54	0.58	0.56	0.53	0.58
ISCED 0-2	0.29	0.27	0.31	0.28	0.26	0.30	0.39	0.36	0.42	0.39	0.35	0.42
ISCED 3-4	0.37	0.35	0.39	0.37	0.35	0.39	0.49	0.48	0.51	0.49	0.47	0.51
Occupation (model B)												
ISCO 1-2	0.45	0.43	0.47	0.43	0.41	0.46	0.60	0.58	0.63	0.58	0.55	0.61
ISCO 3	0.36	0.34	0.38	0.36	0.33	0.38	0.55	0.53	0.58	0.55	0.52	0.57
ISCO 4-5	0.35	0.33	0.37	0.35	0.33	0.38	0.48	0.46	0.50	0.46	0.44	0.49
ISCO 6-8	0.37	0.34	0.39	0.37	0.34	0.39	0.41	0.39	0.44	0.43	0.40	0.46
ISCO 9	0.24	0.21	0.27	0.26	0.23	0.30	0.39	0.36	0.43	0.39	0.34	0.43
Industry (model B)												
Social services	0.44	0.41	0.46	0.44	0.41	0.47	0.52	0.50	0.55	0.52	0.49	0.55
Extractive	0.28	0.23	0.33	0.28	0.22	0.33	0.57	0.51	0.63	0.51	0.44	0.58
Transformative	0.36	0.34	0.38	0.35	0.33	0.38	0.46	0.43	0.48	0.45	0.42	0.47
Distributive services	0.33	0.31	0.35	0.33	0.31	0.36	0.48	0.46	0.50	0.48	0.45	0.51
Producer services	0.39	0.36	0.42	0.39	0.36	0.42	0.53	0.50	0.56	0.51	0.48	0.55
Health	0.47	0.43	0.50	0.46	0.42	0.50	0.55	0.53	0.58	0.54	0.51	0.57
Personal services	0.33	0.30	0.36	0.32	0.29	0.36	0.48	0.44	0.52	0.47	0.43	0.51
Size of the establishment (model B)												
1-10 persons	0.33	0.31	0.35	0.32	0.30	0.34	0.39	0.37	0.42	0.38	0.35	0.41
11-19 persons	0.37	0.34	0.40	0.37	0.33	0.40	0.44	0.41	0.47	0.44	0.40	0.47
20-49 persons	0.41	0.39	0.44	0.40	0.38	0.43	0.52	0.49	0.55	0.50	0.47	0.54
50+ persons	0.44	0.42	0.46	0.44	0.42	0.46	0.59	0.58	0.61	0.59	0.57	0.61
No answer	0.34	0.27	0.42	0.32	0.24	0.39	0.46	0.40	0.52	0.43	0.36	0.50
Self-employed	0.26	0.23	0.28	0.27	0.24	0.30	0.33	0.30	0.37	0.30	0.26	0.34
Type of employment/Working time (model B)												
Full-time	0.38	0.37	0.39	0.37	0.36	0.38	0.51	0.50	0.53	0.50	0.49	0.52
Part-time	0.34	0.31	0.37	0.34	0.31	0.38	0.44	0.41	0.47	0.42	0.39	0.46

	ITALY						CYPRUS					
	Unweighted			Weighted			Unweighted			Weighted		
	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up
Gender (model B)												
Male	0.41	0.40	0.43	0.39	0.37	0.41	0.41	0.38	0.44	0.41	0.38	0.44
Female	0.38	0.36	0.40	0.35	0.33	0.37	0.42	0.38	0.45	0.42	0.39	0.46
Age (model B)												
25-34	0.37	0.34	0.40	0.34	0.32	0.37	0.42	0.38	0.46	0.41	0.37	0.46
35-54	0.42	0.41	0.44	0.39	0.38	0.41	0.42	0.39	0.45	0.43	0.40	0.46
55-64	0.33	0.30	0.36	0.31	0.28	0.34	0.38	0.32	0.43	0.38	0.32	0.45
Country of birth (model B)												
Born in country	0.40	0.39	0.41	0.38	0.36	0.39	0.43	0.41	0.46	0.44	0.41	0.46
Not born in country	0.35	0.31	0.40	0.33	0.28	0.38	0.36	0.31	0.40	0.34	0.30	0.39
Household composition (model B)												
No 0-4-year-old child(ren)	0.40	0.39	0.41	0.37	0.36	0.39	0.41	0.39	0.43	0.41	0.39	0.43
0-4 year-old child(ren)	0.39	0.36	0.43	0.38	0.34	0.41	0.44	0.39	0.49	0.45	0.39	0.50
Attained level of education (model B)												
ISCED 5-6	0.48	0.45	0.51	0.46	0.43	0.49	0.48	0.44	0.51	0.48	0.44	0.52
ISCED 0-2	0.31	0.29	0.34	0.30	0.27	0.33	0.30	0.24	0.37	0.31	0.24	0.38
ISCED 3-4	0.40	0.38	0.42	0.39	0.37	0.41	0.38	0.34	0.42	0.38	0.34	0.41
Occupation (model B)												
ISCO 1-2	0.51	0.47	0.54	0.49	0.45	0.52	0.52	0.47	0.57	0.52	0.47	0.57
ISCO 3	0.45	0.42	0.48	0.43	0.40	0.47	0.51	0.45	0.58	0.52	0.45	0.59
ISCO 4-5	0.34	0.32	0.37	0.33	0.30	0.35	0.40	0.36	0.45	0.40	0.35	0.45
ISCO 6-8	0.34	0.31	0.37	0.33	0.29	0.36	0.36	0.30	0.42	0.37	0.30	0.44
ISCO 9	0.26	0.21	0.30	0.23	0.18	0.28	0.16	0.10	0.21	0.16	0.09	0.23
Industry (model B)												
Social services	0.42	0.39	0.46	0.41	0.37	0.45	0.42	0.37	0.46	0.42	0.36	0.47
Extractive	0.41	0.33	0.49	0.39	0.31	0.48	0.57	0.39	0.74	0.46	0.27	0.66
Transformative	0.36	0.33	0.38	0.34	0.31	0.36	0.40	0.34	0.45	0.41	0.35	0.47
Distributive services	0.33	0.30	0.35	0.31	0.28	0.33	0.39	0.35	0.43	0.40	0.35	0.44
Producer services	0.49	0.46	0.52	0.47	0.44	0.51	0.44	0.39	0.50	0.44	0.38	0.50
Health	0.52	0.47	0.56	0.49	0.44	0.53	0.54	0.43	0.64	0.53	0.42	0.63
Personal services	0.34	0.30	0.39	0.33	0.28	0.37	0.40	0.34	0.46	0.40	0.34	0.47
Size of the establishment (model B)												
1-10 persons	0.35	0.32	0.37	0.33	0.30	0.35	0.34	0.31	0.38	0.34	0.30	0.38
11-19 persons	0.44	0.41	0.48	0.42	0.38	0.46	0.44	0.38	0.50	0.45	0.38	0.51
20-49 persons	0.44	0.41	0.48	0.42	0.38	0.45	0.49	0.43	0.54	0.50	0.44	0.56
50+ persons	0.47	0.44	0.49	0.45	0.42	0.47	0.54	0.49	0.58	0.54	0.49	0.59
No answer	0.33	0.23	0.43	0.29	0.19	0.40	0.26	0.03	0.49	0.24	0.00	0.47
Self-employed	0.29	0.26	0.32	0.27	0.24	0.30	0.26	0.19	0.33	0.28	0.21	0.35
Type of employment/Working time (model B)												
Full-time	0.41	0.40	0.43	0.39	0.38	0.40	0.42	0.40	0.45	0.43	0.41	0.45
Part-time	0.32	0.28	0.35	0.28	0.25	0.31	0.29	0.21	0.37	0.28	0.20	0.37

	LATVIA						LITHUANIA					
	Unweighted			Weighted			Unweighted			Weighted		
	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up
Gender (model B)												
Male	0.30	0.28	0.32	0.31	0.28	0.33	0.33	0.31	0.36	0.33	0.30	0.36
Female	0.34	0.32	0.36	0.34	0.32	0.36	0.32	0.30	0.34	0.31	0.29	0.34
Age (model B)												
25-34	0.30	0.27	0.33	0.30	0.27	0.33	0.29	0.26	0.33	0.30	0.26	0.33
35-54	0.33	0.31	0.35	0.33	0.31	0.36	0.34	0.32	0.35	0.34	0.32	0.36
55-64	0.33	0.29	0.36	0.33	0.29	0.36	0.31	0.27	0.34	0.31	0.27	0.35
Country of birth (model B)												
Born in country	0.33	0.31	0.34	0.33	0.31	0.35	0.32	0.31	0.34	0.32	0.31	0.34
Not born in country	0.27	0.23	0.32	0.29	0.24	0.33	0.28	0.22	0.34	0.29	0.23	0.36
Household composition (model B)												
No 0-4-year-old child(ren)	0.32	0.30	0.33	0.32	0.30	0.34	0.33	0.31	0.35	0.33	0.31	0.35
0-4 year-old child(ren)	0.35	0.31	0.38	0.35	0.31	0.39	0.28	0.23	0.32	0.29	0.24	0.33
Attained level of education (model B)												
ISCED 5-6	0.37	0.34	0.39	0.35	0.32	0.38	0.37	0.34	0.40	0.37	0.34	0.40
ISCED 0-2	0.20	0.14	0.26	0.20	0.14	0.26	0.27	0.15	0.39	0.27	0.15	0.39
ISCED 3-4	0.30	0.27	0.32	0.31	0.29	0.34	0.27	0.24	0.29	0.26	0.23	0.29
Occupation (model B)												
ISCO 1-2	0.47	0.43	0.51	0.49	0.45	0.53	0.47	0.43	0.51	0.46	0.42	0.50
ISCO 3	0.35	0.31	0.39	0.34	0.29	0.38	0.40	0.35	0.46	0.39	0.34	0.45
ISCO 4-5	0.28	0.24	0.31	0.27	0.23	0.31	0.20	0.16	0.24	0.20	0.16	0.25
ISCO 6-8	0.23	0.20	0.27	0.22	0.18	0.26	0.19	0.15	0.23	0.19	0.15	0.23
ISCO 9	0.12	0.08	0.15	0.13	0.07	0.18	0.08	0.04	0.12	0.09	0.04	0.13
Industry (model B)												
Social services	0.41	0.37	0.44	0.41	0.37	0.45	0.45	0.41	0.49	0.44	0.40	0.48
Extractive	0.43	0.36	0.49	0.43	0.36	0.50	0.36	0.29	0.44	0.36	0.28	0.44
Transformative	0.26	0.23	0.29	0.26	0.22	0.30	0.26	0.23	0.30	0.27	0.23	0.30
Distributive services	0.26	0.23	0.28	0.26	0.23	0.29	0.24	0.20	0.27	0.25	0.21	0.28
Producer services	0.33	0.28	0.37	0.33	0.27	0.38	0.33	0.28	0.38	0.33	0.28	0.39
Health	0.45	0.38	0.52	0.44	0.36	0.52	0.37	0.32	0.43	0.38	0.32	0.44
Personal services	0.30	0.25	0.36	0.31	0.24	0.38	0.29	0.23	0.36	0.30	0.23	0.37
Size of the establishment (model B)												
1-10 persons	0.29	0.27	0.32	0.29	0.26	0.32	0.26	0.22	0.30	0.25	0.21	0.29
11-19 persons	0.32	0.28	0.36	0.31	0.28	0.35	0.28	0.23	0.33	0.28	0.23	0.32
20-49 persons	0.33	0.29	0.36	0.33	0.29	0.36	0.29	0.26	0.33	0.29	0.25	0.32
50+ persons	0.36	0.32	0.39	0.38	0.34	0.41	0.36	0.34	0.38	0.37	0.34	0.39
No answer	0.25	0.18	0.32	0.24	0.17	0.31	0.35	0.28	0.43	0.35	0.28	0.43
Self-employed	0.35	0.29	0.41	0.33	0.26	0.40	0.29	0.22	0.35	0.28	0.21	0.35
Type of employment/Working time (model B)												
Full-time	0.33	0.31	0.34	0.33	0.31	0.35	0.32	0.31	0.34	0.32	0.31	0.34
Part-time	0.26	0.20	0.31	0.24	0.19	0.30	0.29	0.23	0.35	0.30	0.24	0.35

	LUXEMBOURG						HUNGARY					
	Unweighted			Weighted			Unweighted			Weighted		
	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up
Gender (model B)												
Male	0.71	0.68	0.74	0.70	0.67	0.73	0.56	0.53	0.58	0.52	0.50	0.55
Female	0.66	0.62	0.70	0.66	0.62	0.69	0.54	0.52	0.57	0.51	0.49	0.54
Age (model B)												
25-34	0.70	0.65	0.74	0.69	0.64	0.74	0.56	0.53	0.59	0.52	0.49	0.56
35-54	0.69	0.66	0.71	0.68	0.66	0.71	0.55	0.53	0.57	0.52	0.50	0.55
55-64	0.66	0.60	0.73	0.66	0.59	0.72	0.52	0.48	0.56	0.48	0.44	0.52
Country of birth (model B)												
Born in country	0.68	0.66	0.70	0.68	0.65	0.70	0.55	0.54	0.57	0.52	0.50	0.54
Not born in country	0.71	0.66	0.76	0.70	0.66	0.75	0.49	0.39	0.59	0.47	0.36	0.58
Household composition (model B)												
No 0-4-year-old child(ren)	0.68	0.66	0.70	0.68	0.66	0.70	0.55	0.54	0.57	0.52	0.50	0.54
0-4 year-old child(ren)	0.72	0.66	0.77	0.71	0.65	0.77	0.54	0.49	0.59	0.51	0.46	0.56
Attained level of education (model B)												
ISCED 5-6	0.70	0.66	0.74	0.70	0.66	0.74	0.61	0.57	0.64	0.57	0.53	0.61
ISCED 0-2	0.66	0.60	0.72	0.65	0.60	0.71	0.56	0.51	0.61	0.52	0.47	0.58
ISCED 3-4	0.68	0.65	0.72	0.68	0.65	0.71	0.52	0.50	0.54	0.49	0.47	0.52
Occupation (model B)												
ISCO 1-2	0.76	0.72	0.80	0.76	0.72	0.80	0.55	0.51	0.59	0.53	0.49	0.58
ISCO 3	0.74	0.69	0.79	0.74	0.68	0.79	0.53	0.49	0.58	0.50	0.44	0.55
ISCO 4-5	0.63	0.59	0.67	0.63	0.59	0.66	0.55	0.52	0.59	0.52	0.49	0.56
ISCO 6-8	0.60	0.51	0.68	0.59	0.50	0.67	0.56	0.52	0.59	0.52	0.49	0.56
ISCO 9	0.42	0.13	0.71	0.39	0.11	0.67	0.53	0.47	0.58	0.48	0.42	0.54
Industry (model B)												
Social services	0.71	0.68	0.75	0.71	0.67	0.75	0.56	0.51	0.60	0.53	0.49	0.58
Extractive	0.68	0.52	0.84	0.68	0.52	0.84	0.58	0.51	0.66	0.56	0.48	0.64
Transformative	0.68	0.62	0.75	0.68	0.61	0.75	0.59	0.56	0.62	0.56	0.53	0.60
Distributive services	0.67	0.61	0.73	0.66	0.60	0.72	0.51	0.48	0.54	0.46	0.43	0.50
Producer services	0.68	0.64	0.73	0.68	0.63	0.73	0.56	0.51	0.61	0.53	0.47	0.58
Health	0.73	0.68	0.79	0.74	0.68	0.79	0.59	0.54	0.65	0.56	0.50	0.62
Personal services	0.57	0.49	0.65	0.57	0.49	0.64	0.43	0.37	0.48	0.41	0.35	0.47
Size of the establishment (model B)												
1-10 persons	0.60	0.54	0.67	0.60	0.53	0.66	0.50	0.47	0.52	0.47	0.44	0.50
11-19 persons	0.66	0.59	0.73	0.65	0.58	0.72	0.54	0.51	0.58	0.52	0.48	0.57
20-49 persons	0.73	0.68	0.79	0.73	0.67	0.79	0.56	0.52	0.59	0.51	0.47	0.55
50+ persons	0.71	0.68	0.74	0.71	0.68	0.73	0.60	0.58	0.63	0.58	0.55	0.60
No answer	0.65	0.45	0.86	0.63	0.42	0.85	0.52	0.45	0.58	0.49	0.41	0.56
Self-employed	0.53	0.40	0.65	0.54	0.40	0.68	na	na	na	na	na	na
Type of employment/Working time (model B)												
Full-time	0.71	0.68	0.73	0.71	0.68	0.73	0.55	0.54	0.57	0.52	0.50	0.54
Part-time	0.61	0.56	0.67	0.60	0.54	0.66	0.53	0.47	0.59	0.53	0.46	0.59

	MALTA						NETHERLAND					
	Unweighted			Weighted			Unweighted			Weighted		
	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up
Gender (model B)												
Male	0.43	0.40	0.45	0.43	0.40	0.46	0.66	0.63	0.69	0.65	0.61	0.69
Female	0.46	0.42	0.50	0.46	0.43	0.50	0.62	0.59	0.66	0.59	0.54	0.63
Age (model B)												
25-34	0.43	0.39	0.47	0.44	0.40	0.48	0.67	0.62	0.72	0.66	0.61	0.71
35-54	0.46	0.43	0.48	0.46	0.43	0.49	0.66	0.64	0.69	0.63	0.60	0.66
55-64	0.39	0.33	0.45	0.38	0.32	0.44	0.57	0.53	0.62	0.53	0.47	0.58
Country of birth (model B)												
Born in country	0.44	0.42	0.46	0.44	0.42	0.47	0.65	0.63	0.67	0.64	0.61	0.66
Not born in country	0.44	0.36	0.52	0.43	0.34	0.51	0.54	0.45	0.63	0.49	0.40	0.59
Household composition (model B)												
No 0-4-year-old child(ren)	0.44	0.42	0.46	0.45	0.42	0.47	0.65	0.63	0.67	0.62	0.60	0.65
0-4 year-old child(ren)	0.43	0.37	0.48	0.42	0.37	0.48	0.63	0.57	0.68	0.62	0.57	0.68
Attained level of education (model B)												
ISCED 5-6	0.59	0.53	0.65	0.59	0.53	0.65	0.71	0.67	0.75	0.69	0.65	0.74
ISCED 0-2	0.37	0.33	0.40	0.37	0.34	0.41	0.53	0.47	0.59	0.52	0.45	0.59
ISCED 3-4	0.45	0.40	0.50	0.45	0.41	0.50	0.63	0.59	0.66	0.61	0.57	0.65
Occupation (model B)												
ISCO 1-2	0.50	0.45	0.55	0.50	0.45	0.56	0.68	0.64	0.72	0.67	0.62	0.72
ISCO 3	0.52	0.46	0.57	0.51	0.46	0.57	0.67	0.62	0.72	0.65	0.60	0.71
ISCO 4-5	0.45	0.40	0.49	0.45	0.41	0.50	0.63	0.59	0.68	0.60	0.55	0.66
ISCO 6-8	0.37	0.31	0.43	0.37	0.30	0.43	0.62	0.56	0.69	0.61	0.54	0.68
ISCO 9	0.25	0.19	0.31	0.26	0.19	0.33	0.39	0.27	0.50	0.35	0.22	0.47
Industry (model B)												
Social services	0.44	0.39	0.49	0.45	0.40	0.51	0.70	0.65	0.75	0.71	0.65	0.77
Extractive	0.40	0.34	0.45	0.40	0.34	0.45	0.45	0.30	0.60	0.42	0.26	0.57
Transformative	0.32	0.23	0.41	0.32	0.22	0.42	0.53	0.48	0.59	0.52	0.45	0.58
Distributive services	0.44	0.40	0.49	0.44	0.39	0.48	0.55	0.50	0.61	0.55	0.50	0.61
Producer services	0.50	0.44	0.56	0.51	0.45	0.57	0.68	0.63	0.73	0.68	0.61	0.74
Health	0.50	0.42	0.57	0.50	0.42	0.57	0.76	0.72	0.80	0.73	0.68	0.79
Personal services	0.42	0.36	0.49	0.43	0.36	0.50	0.63	0.55	0.72	0.57	0.46	0.67
Size of the establishment (model B)												
1-10 persons	0.33	0.28	0.38	0.34	0.29	0.40	0.59	0.53	0.65	0.57	0.50	0.64
11-19 persons	0.41	0.33	0.50	0.41	0.32	0.49	0.58	0.51	0.65	0.56	0.48	0.64
20-49 persons	0.46	0.40	0.53	0.47	0.41	0.53	0.69	0.64	0.74	0.67	0.61	0.73
50+ persons	0.51	0.48	0.54	0.52	0.48	0.55	0.67	0.60	0.73	0.64	0.57	0.71
No answer	0.30	0.13	0.47	0.25	0.10	0.40	0.69	0.65	0.72	0.67	0.63	0.71
Self-employed	0.29	0.22	0.35	0.28	0.22	0.35	0.51	0.44	0.58	0.50	0.43	0.58
Type of employment/Working time (model B)												
Full-time	0.45	0.42	0.47	0.45	0.43	0.47	0.67	0.64	0.70	0.64	0.60	0.67
Part-time	0.38	0.31	0.45	0.38	0.31	0.46	0.61	0.58	0.65	0.60	0.56	0.65

	AUSTRIA						POLAND					
	Unweighted			Weighted			Unweighted			Weighted		
	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up
Gender (model B)												
Male	0.47	0.44	0.49	0.45	0.43	0.48	0.26	0.25	0.27	0.28	0.26	0.29
Female	0.48	0.45	0.50	0.46	0.44	0.49	0.23	0.22	0.23	0.25	0.24	0.26
Age (model B)												
25-34	0.47	0.43	0.50	0.46	0.42	0.49	0.25	0.24	0.26	0.27	0.25	0.28
35-54	0.47	0.45	0.49	0.46	0.44	0.48	0.25	0.24	0.25	0.27	0.26	0.28
55-64	0.47	0.43	0.52	0.46	0.41	0.50	0.20	0.19	0.22	0.23	0.20	0.25
Country of birth (model B)												
Born in country	0.48	0.46	0.50	0.47	0.45	0.49	0.24	0.23	0.25	0.26	0.26	0.27
Not born in country	0.43	0.39	0.47	0.41	0.37	0.45	0.25	0.13	0.37	0.21	0.10	0.32
Household composition (model B)												
No 0-4-year-old child(ren)	0.47	0.46	0.49	0.46	0.44	0.48	0.24	0.24	0.25	0.27	0.26	0.28
0-4 year-old child(ren)	0.45	0.40	0.50	0.44	0.39	0.49	0.23	0.22	0.25	0.25	0.23	0.27
Attained level of education (model B)												
ISCED 5-6	0.57	0.53	0.60	0.55	0.51	0.59	0.30	0.28	0.32	0.33	0.31	0.35
ISCED 0-2	0.35	0.29	0.41	0.34	0.28	0.40	0.14	0.11	0.17	0.15	0.11	0.18
ISCED 3-4	0.46	0.44	0.48	0.44	0.42	0.46	0.21	0.20	0.22	0.23	0.21	0.24
Occupation (model B)												
ISCO 1-2	0.55	0.51	0.59	0.54	0.50	0.58	0.35	0.33	0.37	0.37	0.34	0.39
ISCO 3	0.53	0.50	0.57	0.53	0.49	0.56	0.30	0.28	0.33	0.32	0.29	0.35
ISCO 4-5	0.49	0.45	0.52	0.48	0.44	0.52	0.21	0.19	0.22	0.22	0.20	0.24
ISCO 6-8	0.37	0.33	0.41	0.36	0.32	0.40	0.17	0.16	0.19	0.19	0.17	0.21
ISCO 9	0.19	0.13	0.26	0.18	0.12	0.25	0.11	0.09	0.14	0.13	0.10	0.16
Industry (model B)												
Social services	0.55	0.51	0.60	0.54	0.49	0.59	0.29	0.27	0.31	0.31	0.28	0.33
Extractive	0.60	0.52	0.67	0.59	0.51	0.67	0.24	0.22	0.27	0.27	0.23	0.30
Transformative	0.43	0.40	0.47	0.41	0.38	0.45	0.21	0.19	0.22	0.23	0.21	0.25
Distributive services	0.43	0.40	0.47	0.43	0.39	0.46	0.23	0.21	0.24	0.25	0.23	0.27
Producer services	0.48	0.44	0.52	0.47	0.42	0.51	0.26	0.24	0.29	0.29	0.26	0.32
Health	0.56	0.51	0.61	0.56	0.51	0.62	0.28	0.25	0.30	0.30	0.27	0.33
Personal services	0.36	0.31	0.41	0.36	0.30	0.41	0.21	0.18	0.24	0.24	0.20	0.28
Size of the establishment (model B)												
1-10 persons	0.41	0.38	0.44	0.40	0.37	0.43	0.17	0.16	0.19	0.19	0.17	0.20
11-19 persons	0.46	0.42	0.51	0.45	0.40	0.49	0.25	0.22	0.27	0.26	0.23	0.29
20-49 persons	0.49	0.45	0.53	0.46	0.42	0.50	0.25	0.23	0.27	0.27	0.25	0.29
50+ persons	0.54	0.51	0.57	0.53	0.50	0.56	0.30	0.29	0.32	0.33	0.31	0.34
No answer	0.49	0.38	0.60	0.49	0.37	0.60	0.21	0.16	0.26	0.22	0.16	0.27
Self-employed	0.40	0.34	0.46	0.40	0.34	0.46	0.15	0.13	0.17	0.17	0.15	0.20
Type of employment/Working time (model B)												
Full-time	0.49	0.47	0.51	0.47	0.46	0.49	0.24	0.24	0.25	0.27	0.26	0.28
Part-time	0.42	0.38	0.45	0.40	0.36	0.44	0.19	0.16	0.21	0.21	0.18	0.25

	PORTUGAL						ROMANIA					
	Unweighted			Weighted			Unweighted			Weighted		
	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up
Gender (model B)												
Male	0.43	0.42	0.45	0.46	0.45	0.48	0.08	0.07	0.09	0.08	0.07	0.09
Female	0.43	0.41	0.44	0.45	0.43	0.47	0.07	0.06	0.08	0.08	0.07	0.09
Age (model B)												
25-34	0.47	0.44	0.49	0.48	0.45	0.51	0.09	0.07	0.10	0.09	0.07	0.10
35-54	0.44	0.42	0.45	0.46	0.45	0.48	0.08	0.07	0.08	0.08	0.07	0.09
55-64	0.37	0.34	0.39	0.37	0.34	0.40	0.07	0.05	0.08	0.06	0.05	0.08
Country of birth (model B)												
Born in country	0.43	0.42	0.44	0.46	0.44	0.47	0.08	0.07	0.08	0.08	0.07	0.09
Not born in country	0.45	0.42	0.49	0.47	0.43	0.51	0.14	0.10	0.38	0.07	0.05	0.19
Household composition (model B)												
No 0-4-year-old child(ren)	0.43	0.41	0.44	0.45	0.43	0.46	0.08	0.07	0.09	0.08	0.07	0.09
0-4 year-old child(ren)	0.47	0.44	0.50	0.51	0.47	0.54	0.06	0.04	0.08	0.06	0.04	0.08
Attained level of education (model B)												
ISCED 5-6	0.58	0.55	0.62	0.58	0.54	0.63	0.10	0.08	0.12	0.10	0.08	0.12
ISCED 0-2	0.38	0.36	0.40	0.40	0.38	0.42	0.04	0.02	0.06	0.06	0.03	0.09
ISCED 3-4	0.45	0.43	0.48	0.48	0.45	0.51	0.07	0.06	0.08	0.07	0.06	0.08
Occupation (model B)												
ISCO 1-2	0.50	0.47	0.54	0.53	0.50	0.57	0.09	0.07	0.11	0.11	0.08	0.13
ISCO 3	0.50	0.46	0.53	0.51	0.47	0.55	0.11	0.09	0.14	0.10	0.07	0.13
ISCO 4-5	0.46	0.44	0.48	0.48	0.45	0.51	0.06	0.05	0.07	0.06	0.05	0.08
ISCO 6-8	0.38	0.35	0.41	0.41	0.38	0.44	0.07	0.05	0.08	0.06	0.05	0.08
ISCO 9	0.32	0.29	0.35	0.32	0.28	0.36	0.05	0.03	0.08	0.05	0.02	0.08
Industry (model B)												
Social services	0.44	0.41	0.46	0.46	0.43	0.49	0.14	0.11	0.17	0.12	0.10	0.15
Extractive	0.36	0.30	0.41	0.40	0.34	0.47	0.02	0.01	0.03	0.02	0.01	0.03
Transformative	0.41	0.39	0.44	0.42	0.39	0.44	0.07	0.06	0.08	0.07	0.06	0.09
Distributive services	0.46	0.44	0.48	0.49	0.46	0.52	0.07	0.05	0.08	0.07	0.05	0.09
Producer services	0.46	0.42	0.49	0.50	0.46	0.54	0.12	0.09	0.15	0.14	0.10	0.17
Health	0.46	0.42	0.50	0.50	0.45	0.54	0.11	0.08	0.15	0.13	0.09	0.17
Personal services	0.40	0.37	0.43	0.43	0.39	0.47	0.05	0.03	0.08	0.06	0.03	0.10
Size of the establishment (model B)												
1-10 persons	0.35	0.33	0.36	0.36	0.34	0.38	0.09	0.07	0.10	0.09	0.07	0.11
11-19 persons	0.47	0.44	0.51	0.49	0.45	0.53	0.07	0.06	0.09	0.07	0.05	0.09
20-49 persons	0.52	0.49	0.55	0.54	0.50	0.57	0.08	0.07	0.09	0.09	0.07	0.10
50+ persons	0.54	0.52	0.56	0.56	0.54	0.59	0.09	0.07	0.10	0.09	0.07	0.10
No answer	0.35	0.29	0.42	0.45	0.36	0.54	0.05	0.03	0.07	0.06	0.03	0.09
Self-employed	0.24	0.21	0.27	0.25	0.21	0.29	0.03	0.01	0.05	0.04	0.01	0.06
Type of employment/Working time (model B)												
Full-time	0.44	0.43	0.45	0.46	0.45	0.47	0.08	0.07	0.08	0.08	0.07	0.09
Part-time	0.34	0.29	0.39	0.39	0.34	0.45	0.08	0.05	0.10	0.08	0.05	0.11

	SLOVENIA						SLOVAKIA					
	Unweighted			Weighted			Unweighted			Weighted		
	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up
Gender (model B)												
Male	0.40	0.38	0.43	0.38	0.35	0.40	0.46	0.43	0.48	0.46	0.43	0.48
Female	0.36	0.33	0.38	0.33	0.30	0.35	0.43	0.41	0.46	0.44	0.41	0.46
Age (model B)												
25-34	0.34	0.31	0.37	0.33	0.29	0.36	0.44	0.41	0.47	0.44	0.41	0.47
35-54	0.40	0.38	0.42	0.37	0.35	0.39	0.46	0.44	0.49	0.47	0.44	0.49
55-64	0.39	0.33	0.44	0.35	0.29	0.40	0.38	0.34	0.43	0.38	0.34	0.43
Country of birth (model B)												
Born in country	0.38	0.36	0.40	0.35	0.33	0.37	0.45	0.43	0.46	0.45	0.43	0.46
Not born in country	0.39	0.33	0.44	0.35	0.30	0.41	0.50	0.35	0.66	0.52	0.35	0.68
Household composition (model B)												
No 0-4-year old child(ren)	0.39	0.37	0.41	0.36	0.34	0.38	0.45	0.43	0.47	0.45	0.43	0.47
0-4 year old child(ren)	0.35	0.31	0.39	0.33	0.29	0.37	0.41	0.36	0.45	0.41	0.36	0.46
Attained level of education (model B)												
ISCED 5-6	0.45	0.41	0.49	0.42	0.38	0.46	0.51	0.47	0.54	0.51	0.47	0.54
ISCED 0-2	0.25	0.18	0.31	0.25	0.18	0.32	0.30	0.17	0.42	0.29	0.16	0.42
ISCED 3-4	0.35	0.32	0.38	0.34	0.31	0.36	0.42	0.40	0.45	0.42	0.40	0.45
Occupation (model B)												
ISCO 1-2	0.46	0.42	0.50	0.45	0.40	0.50	0.52	0.47	0.56	0.52	0.47	0.56
ISCO 3	0.43	0.38	0.47	0.42	0.37	0.47	0.50	0.47	0.54	0.50	0.46	0.54
ISCO 4-5	0.39	0.35	0.43	0.37	0.32	0.41	0.40	0.37	0.44	0.41	0.37	0.44
ISCO 6-8	0.29	0.25	0.34	0.28	0.23	0.32	0.40	0.36	0.44	0.40	0.36	0.44
ISCO 9	0.18	0.12	0.23	0.16	0.10	0.21	0.32	0.22	0.41	0.31	0.21	0.40
Industry (model B)												
Social services	0.48	0.43	0.53	0.47	0.42	0.53	0.48	0.44	0.52	0.49	0.45	0.53
Extractive	0.57	0.44	0.70	0.50	0.37	0.63	0.39	0.31	0.48	0.39	0.30	0.48
Transformative	0.30	0.27	0.34	0.28	0.24	0.31	0.44	0.41	0.47	0.44	0.41	0.48
Distributive services	0.31	0.27	0.35	0.30	0.26	0.34	0.43	0.40	0.47	0.43	0.39	0.47
Producer services	0.43	0.38	0.48	0.40	0.35	0.46	0.48	0.42	0.53	0.48	0.42	0.53
Health	0.52	0.45	0.59	0.52	0.44	0.60	0.48	0.41	0.55	0.47	0.40	0.54
Personal services	0.39	0.32	0.46	0.36	0.28	0.43	0.36	0.30	0.43	0.36	0.30	0.43
Size of the establishment (model B)												
1-10 persons	0.35	0.32	0.38	0.33	0.30	0.36	0.40	0.37	0.43	0.40	0.37	0.43
11-19 persons	0.38	0.32	0.44	0.36	0.30	0.42	0.45	0.41	0.49	0.45	0.41	0.49
20-49 persons	0.38	0.34	0.42	0.36	0.31	0.41	0.46	0.42	0.50	0.46	0.42	0.50
50+ persons	0.44	0.40	0.47	0.41	0.37	0.44	0.58	0.54	0.62	0.58	0.54	0.62
No answer	0.31	0.24	0.39	0.31	0.23	0.39	0.35	0.23	0.48	0.35	0.22	0.47
Self-employed	0.29	0.22	0.36	0.28	0.21	0.35	0.35	0.30	0.40	0.35	0.30	0.40
Type of employment/Working time (model B)												
Full-time	0.38	0.36	0.40	0.35	0.34	0.37	0.45	0.43	0.47	0.45	0.43	0.47
Part-time	0.34	0.25	0.43	0.33	0.24	0.41	0.34	0.26	0.42	0.35	0.27	0.43

	FINLAND						SWEDEN					
	Unweighted			Weighted			Unweighted			Weighted		
	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up
Gender (model B)												
Male	0.53	0.50	0.55	0.52	0.49	0.55	0.68	0.66	0.71	0.69	0.66	0.71
Female	0.60	0.57	0.63	0.59	0.56	0.62	0.70	0.67	0.73	0.70	0.67	0.73
Age (model B)												
25-34	0.59	0.55	0.63	0.58	0.54	0.62	0.68	0.65	0.72	0.68	0.64	0.72
35-54	0.59	0.56	0.61	0.58	0.55	0.60	0.71	0.69	0.73	0.71	0.68	0.74
55-64	0.47	0.44	0.51	0.46	0.42	0.50	0.66	0.62	0.70	0.65	0.61	0.70
Country of birth (model B)												
Born in country	0.57	0.55	0.58	0.56	0.54	0.58	0.71	0.69	0.73	0.71	0.69	0.73
Not born in country	0.41	0.31	0.51	0.40	0.29	0.51	0.59	0.55	0.64	0.59	0.54	0.64
Household composition (model B)												
No 0-4-year-old child(ren)	0.56	0.54	0.58	0.55	0.53	0.57	0.69	0.67	0.71	0.70	0.68	0.72
0-4 year-old child(ren)	0.58	0.53	0.63	0.56	0.51	0.62	0.68	0.64	0.72	0.67	0.62	0.72
Attained level of education (model B)												
ISCED 5-6	0.59	0.56	0.62	0.59	0.55	0.62	0.73	0.70	0.76	0.71	0.68	0.75
ISCED 0-2	0.52	0.46	0.58	0.52	0.45	0.58	0.61	0.55	0.66	0.61	0.55	0.66
ISCED 3-4	0.54	0.51	0.57	0.53	0.50	0.56	0.69	0.66	0.71	0.70	0.67	0.72
Occupation (model B)												
ISCO 1-2	0.63	0.59	0.67	0.62	0.58	0.66	0.79	0.76	0.82	0.81	0.77	0.84
ISCO 3	0.61	0.57	0.65	0.61	0.57	0.66	0.73	0.68	0.77	0.73	0.68	0.77
ISCO 4-5	0.52	0.48	0.56	0.51	0.47	0.56	0.67	0.62	0.71	0.67	0.62	0.72
ISCO 6-8	0.52	0.47	0.57	0.51	0.46	0.56	0.60	0.55	0.66	0.60	0.54	0.66
ISCO 9	0.34	0.26	0.42	0.35	0.27	0.44	0.44	0.35	0.54	0.44	0.33	0.54
Industry (model B)												
Social services	0.66	0.61	0.71	0.65	0.60	0.71	0.73	0.68	0.77	0.74	0.69	0.79
Extractive	0.61	0.52	0.70	0.62	0.53	0.71	0.68	0.56	0.80	0.67	0.55	0.80
Transformative	0.47	0.43	0.52	0.47	0.43	0.52	0.62	0.57	0.66	0.61	0.56	0.66
Distributive services	0.54	0.50	0.58	0.54	0.50	0.58	0.65	0.61	0.69	0.66	0.62	0.70
Producer services	0.53	0.48	0.57	0.52	0.47	0.57	0.71	0.66	0.75	0.71	0.66	0.76
Health	0.65	0.60	0.69	0.63	0.58	0.68	0.78	0.74	0.82	0.79	0.74	0.84
Personal services	0.54	0.47	0.61	0.53	0.46	0.60	0.70	0.64	0.77	0.72	0.66	0.78
Size of the establishment (model B)												
1-10 persons	0.48	0.45	0.52	0.48	0.44	0.51	0.63	0.58	0.67	0.61	0.56	0.66
11-19 persons	0.62	0.57	0.68	0.62	0.57	0.68	0.70	0.65	0.75	0.71	0.66	0.77
20-49 persons	0.60	0.56	0.65	0.59	0.55	0.64	0.75	0.71	0.79	0.75	0.70	0.79
50+ persons	0.64	0.61	0.67	0.63	0.60	0.66	0.73	0.70	0.75	0.74	0.71	0.76
No answer							0.66	0.56	0.76	0.67	0.55	0.79
Self-employed	0.32	0.26	0.39	0.31	0.24	0.37	0.51	0.43	0.59	0.51	0.43	0.60
Type of employment/Working time (model B)												
Full-time	0.57	0.55	0.59	0.56	0.54	0.58	0.71	0.69	0.73	0.71	0.69	0.73
Part-time	0.45	0.38	0.53	0.43	0.36	0.51	0.62	0.57	0.66	0.60	0.55	0.65

	uk						NORWAY					
	Unweighted			Weighted			Unweighted			Weighted		
	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up	pp	95% low	95% up
Gender (model B)												
Male	0.26	0.23	0.30	0.26	0.23	0.29	0.62	0.59	0.65	0.61	0.58	0.64
Female	0.29	0.26	0.32	0.30	0.27	0.33	0.65	0.62	0.68	0.63	0.60	0.66
Age (model B)												
25-34	0.29	0.25	0.34	0.30	0.26	0.35	0.71	0.67	0.75	0.69	0.64	0.73
35-54	0.27	0.25	0.30	0.27	0.24	0.30	0.65	0.62	0.67	0.63	0.60	0.65
55-64	0.28	0.23	0.33	0.28	0.22	0.34	0.53	0.48	0.58	0.50	0.46	0.55
Country of birth (model B)												
Born in country	na	na	na	na	na	na	0.64	0.62	0.66	0.62	0.60	0.64
Not born in country	na	na	na	na	na	na	0.62	0.56	0.68	0.59	0.53	0.66
Household composition (model B)												
No 0-4-year-old child(ren)	na	na	na	na	na	na	0.64	0.62	0.66	0.63	0.60	0.65
0-4 year-old child(ren)	na	na	na	na	na	na	0.61	0.55	0.66	0.59	0.53	0.64
Attained level of education (model B)												
ISCED 5-6	0.29	0.26	0.32	0.29	0.25	0.32	0.67	0.64	0.70	0.66	0.62	0.69
ISCED 0-2	0.22	0.15	0.29	0.23	0.15	0.30	0.46	0.37	0.55	0.46	0.37	0.55
ISCED 3-4	0.28	0.25	0.31	0.28	0.24	0.31	0.62	0.58	0.65	0.61	0.57	0.64
Occupation (model B)												
ISCO 1-2	0.33	0.29	0.37	0.33	0.29	0.38	0.71	0.67	0.74	0.70	0.65	0.74
ISCO 3	0.32	0.26	0.38	0.30	0.24	0.36	0.68	0.64	0.72	0.68	0.64	0.72
ISCO 4-5	0.29	0.25	0.33	0.29	0.25	0.34	0.60	0.55	0.65	0.59	0.54	0.64
ISCO 6-8	0.14	0.10	0.19	0.15	0.10	0.21	0.52	0.46	0.59	0.51	0.44	0.58
ISCO 9	0.19	0.13	0.26	0.22	0.14	0.30	0.40	0.26	0.54	0.37	0.24	0.50
Industry (model B)												
Social services	na	na	na	na	na	na	0.64	0.59	0.69	0.62	0.57	0.68
Extractive	na	na	na	na	na	na	0.74	0.66	0.82	0.73	0.64	0.81
Transformative	na	na	na	na	na	na	0.64	0.58	0.69	0.61	0.56	0.67
Distributive services	na	na	na	na	na	na	0.59	0.55	0.64	0.58	0.53	0.62
Producer services	na	na	na	na	na	na	0.62	0.56	0.68	0.60	0.54	0.66
Health	na	na	na	na	na	na	0.69	0.65	0.74	0.68	0.63	0.73
Personal services	na	na	na	na	na	Na	0.51	0.42	0.60	0.51	0.42	0.61
Size of the establishment (model B)												
1-10 persons	0.22	0.17	0.26	0.22	0.17	0.27	0.65	0.62	0.67	0.63	0.61	0.66
11-19 persons	0.23	0.16	0.30	0.23	0.15	0.31	0.58	0.52	0.64	0.57	0.50	0.63
20-49 persons	0.26	0.21	0.31	0.26	0.20	0.31	0.67	0.62	0.71	0.65	0.60	0.70
50+ persons	0.34	0.31	0.38	0.34	0.31	0.38	na	na	na	na	na	na
No answer	0.13	0.01	0.25	0.10	0.02	0.22	0.63	0.49	0.78	0.59	0.45	0.72
Self-employed	0.20	0.14	0.27	0.19	0.13	0.25	0.51	0.41	0.61	0.48	0.38	0.57
Type of employment/Working time (model B)												
Full-time	0.29	0.26	0.31	0.29	0.26	0.31	0.65	0.63	0.67	0.63	0.61	0.65
Part-time	0.26	0.21	0.30	0.25	0.20	0.30	0.57	0.51	0.62	0.55	0.49	0.61

NB: Specifications of models A and B are presented in Chapter 4 of the report.

Source: Eurostat AES-2011 microdata, own calculation.

Table A14. Country-level background information

		AES Job-related NFE		LLL, LFS 2011	AET, AES2 - any	CVTS2010-participation in courses all enterprises	ELLI 2010	Integrated typology Saar and Roosmaa, 2012	Types of Capitalism – Amable, 2003	Types of Welfare states Espen-Anderson, 1999; Castel et al., 2010	Types of skill formation [4] Hall and Soskice; 2001; Nölke and Vliгентhart, 2009
		%	Rank 2011								
Footnotes		(a)	(b)	(c)	(d)	(e)	(f)	[1]	[2]	[3]	[4]
Group 1	DK	46.4	5	1	5	14	1	2	Social Democratic capitalism	Social democratic welfare state	CME
	FI	43.9	6	3	6	10	3	2	Social Democratic capitalism	Social democratic welfare state	CME
	SE	58.7	1	2	1	5	2	2	Social Democratic capitalism	Social democratic welfare state	CME
	NO	52.4	3	4	3	6	5	2	Continental -European Capitalism	Social democratic welfare state	CME
Group 2_1	UK	21.6	23	7	15	2	7	1	Liberal Capitalism	Liberal welfare state	LME
	IE	(b)		17	20	20	na	1	Continental -European Capitalism	Liberal welfare state	LME
Group 2_2	BE	(b)		16	25		6	3	Continental -European Capitalism	Conservative welfare state	CME
	DE	41.8	7	14	8	13	10	3	Continental -European Capitalism	Conservative welfare state	CME
	LU	53.1	2	8	2	3	5	3		Conservative welfare state	CME
	NL	49	4	5	4	12	3	3	Continental -European Capitalism	Conservative welfare state	CME
	AT	34.9	10	9	10	18	8	3	Continental -European Capitalism	Conservative welfare state	CME
	SI	25.1	19	6	18	9	11	3	na	Conservative welfare state	CME
Group 3	FR	40.1	8	21	7	7	9	3	Continental -European Capitalism	Conservative welfare state	CME
	ES	28.6	17	12	16	4	12	3	Mediterranean Capitalism	Familiaristic welfare state	CME
	PT	33.3	14	13	11	11	16	3	Mediterranean Capitalism	Familiaristic welfare state	CME
	IT	25.2	18	19	21	17	15	3	Mediterranean Capitalism	Familiaristic welfare state	CME
Group 4	EL	6.9	25	26	27	28	21	3	Mediterranean Capitalism	Familiaristic welfare state	CME
	CY	32.7	15	15	12	15	na	3	na	Familiaristic welfare state	CME
	MT	33.9	12	18	19	16	na	3	na	Familiaristic welfare state	CME
Group 5	CZ	29.7	16	11	17	1	13	5	na	Emerging welfare state	DME
	SK	34.7	11	24	13	8	17	5	na	Emerging welfare state	DME
	HU	33.6	13	25	14	25	20	5	na	Emerging welfare state	DME

		AES Job-related NFE		LLL, LFS 2011	AET, AES2 - any	CVTS2010- participation in courses all enterprises	ELLI 2010	Integrated typology Saar and Roosmaa, 2012	Types of Capitalism – Amable, 2003	Types of Welfare states Espen-Anderson, 1999; Castel et al., 2010	Types of skill formation [4] Hall and Soskice; 2001; Nölke and Vliгентhart, 2009
		%	Rank 2011								
Group 6_1	PL	17.9	24	23	26	21	19	5	na	Emerging welfare state	DME
	EE	39.6	9	10	9	19	14	4	na	Emerging welfare state	DME
	LV	23.6	20	22	22	22	18	4	na	Emerging welfare state	DME
Group 6_2	LT	22.5	22	20	23	26	na	4	na	Emerging welfare state	DME
	BG	23.1	21	29	24	24	22	5	na	Emerging welfare state	DME
	RO	5.6	26	28	28	27	23	5	na	Emerging welfare state	DME
	HR	na		27		23	na	5	na	Emerging welfare state	DME

(a) Participation rate in job-related NFE of employed adults– Adult Education Survey 2011 – Eurostat dissemination data base.

(b) Rank in the league table of participation rates in job-related NFE of employed – AES 2011.

(c) The column considers the participation of adults in Lifelong Learning (Source: LFS, 2011 data) and based on that it expresses the country rank in the relevant league table.

(d) The column takes into consideration the participation rate in any type of formal or non-formal education and training of the adult population (Source: AES 2011) and based on that it expresses the rank of the country in the relevant league table.

(e) The column considers the proportion of employed individuals participating in CVT courses in all enterprises (Source: CVTS 2010) and based on that it expresses the rank of the country in the relevant league table.

(f) The column takes into consideration the value of the ELLI indicator 2010 and based on that it expresses the rank of the country in the relevant league table.

[1] 1 = Liberal Economy with Liberal Welfare State 2 = Coordinated Market Economies with Social-democratic Welfare States 3 = Coordinated Market Economies with Conservative Welfare States 4 = Dependent Market Economies with Neoliberal Welfare States; 5 = Dependent Market Economies with Embedded Neoliberal Welfare States.

[4] LME: Liberal Market Economy; CME: Coordinated Market Economy; DME: Dependent Market Economy.

Table A15. Ratios of model-based predicted probabilities of participation in job-related NFE – Model Aw and Model Bw (next page)

	Model A – all 25-64		Model B – Employed 25-64										
	Employed to inactive	Employed to unemployed	Gender (male versus female)	Age 25-34 to 55-64	Native-born versus foreign-born	Without VS. with children below 4 in the household	ISCED 3-4 to ISCED 0-2	ISCED 5-6 versus ISCED 3-4	ISCED 5-6 versus ISCED 0-2	ISCO 1-2 versus ISCO 9	Social service VS transformative sector	Establishments 50+ vS Establishment 1-10	Full-time vS Part-time
BG	94.7	18.4			1.3			1.2				1.6	
CZ	10.0	2.2	1.0	1.1	1.0		1.4	1.2	1.6	4.0	1.1	1.3	
DK	3.8	1.7	1.0		1.1		1.2	1.1	1.4	1.2	1.2		1.2
DE	3.5	1.8		1.2	1.3		1.2	1.2	1.5	1.9	1.2	1.3	
EE	7.2	4.3		1.3	1.2		1.2	1.2	1.4	1.9	1.6	1.2	
EL	11.8	2.3		1.6	1.0		1.6	2.0	3.2		0.6	3.7	
ES	3.6	1.3	1.1	1.3	1.1	0.9	1.3	1.2	1.5	1.6	1.3	1.4	
FR	6.2	1.5	1.1	1.3	1.3		1.3	1.1	1.4	1.5	1.2	1.5	1.2
IT	7.6	2.6	1.1				1.3	1.2	1.5	2.1	1.2	1.4	1.4
CY	12.7	2.7					1.2	1.3	1.6	3.2		1.6	1.5
LV	9.8	3.2						.	1.7	3.9	1.6	1.3	1.4
LT	13.4	4.2						1.4		5.3	1.7	1.5	
LU	5.9	2.0						1.0		1.9		1.2	1.2
HU	14.4	4.5						1.2				1.2	
MT	2.3	1.2					1.2	1.3	1.6	2.0	1.4	1.5	
NL	2.8	1.6		1.3	1.3		1.2	1.1	1.3	1.9	1.4		
AT	5.6	1.2					1.3	1.2	1.6	2.9	1.3	1.3	1.2
PL	12.1	4.5	1.1	1.2	1.3		1.6	1.5	2.3	2.9	1.3	1.8	1.3
PT	10.1	2.7		1.3	1.0	0.9	1.2	1.2	1.4	1.7		1.6	1.2
RO	26.0	2.1								2.2	1.7		
SI	10.7	2.1	1.2				1.4	1.3	1.7	2.9	1.7	1.2	
SK	18.6	7.6					1.5	1.2	1.7	1.7		1.5	1.3
FI	3.5	2.5	0.9	1.3	1.4			1.1		1.8	1.4	1.3	1.3
SE	4.0	2.1							1.2	1.9	1.2	1.2	1.2

Annexes to the report:
 Unequal access to job-related learning: evidence from the adult education survey

	Model A – all 25-64		Model B – Employed 25-64										
	Employed to inactive	Employed to unemployed	Gender (male versus female)	Age 25-34 to 55-64	Native-born versus foreign-born	Without VS. with children below 4 in the household	ISCED 3-4 to ISCED 0-2	ISCED 5-6 versus ISCED 3-4	ISCED 5-6 versus ISCED 0-2	ISCO 1-2 versus ISCO 9	Social service VS transformative sector	Establishments 50+ vS Establishment 1-10	Full-time vS Part-time
UK	5.0	2.3			na	na	1.2	1.0	1.3	1.5	na	1.5	
NO	4.1	1.5		1.4					1.4	1.9	1.0	na	1.1

NB: Only results extremely ($p < 0.01$) or highly significant ($p < 0.05$) are presented; all results based on the weighted data.

Source: AES-2011 microdata – own calculation.