

Additional Online Appendix to the Paper: “A Sequential Decomposition of the Drop in Collective Bargaining Coverage”

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Description of sequential decomposition in reversed order for robustness
analysis in section 5.3:

$$\begin{aligned} \Delta_{rev}^1 &= F(\beta_P^{06}, \beta_F^{06}, \beta_S^{06}, \beta_0^{06}, X_S^{06}, X_F^{06}, \mathbf{X}_P^{06}) - F(\beta_P^{06}, \beta_F^{06}, \beta_S^{06}, \beta_0^{06}, X_S^{06}, X_F^{06}, \mathbf{X}_P^{01}) \\ \Delta_{rev}^2 &= F(\beta_P^{06}, \beta_F^{06}, \beta_S^{06}, \beta_0^{06}, X_S^{06}, \mathbf{X}_F^{06}, X_P^{01}) - F(\beta_P^{06}, \beta_F^{06}, \beta_S^{06}, \beta_0^{06}, X_S^{06}, \mathbf{X}_F^{01}, X_P^{01}) \\ \Delta_{rev}^3 &= F(\beta_P^{06}, \beta_F^{06}, \beta_S^{06}, \beta_0^{06}, \mathbf{X}_S^{06}, X_F^{01}, X_P^{01}) - F(\beta_P^{06}, \beta_F^{06}, \beta_S^{06}, \beta_0^{06}, \mathbf{X}_S^{01}, X_F^{01}, X_P^{01}) \\ \Delta_{rev}^4 &= F(\beta_P^{06}, \beta_F^{06}, \beta_S^{06}, \beta_0^{06}, X_S^{01}, X_F^{01}, X_P^{01}) - F(\beta_P^{06}, \beta_F^{06}, \beta_S^{06}, \beta_0^{01}, X_S^{01}, X_F^{01}, X_P^{01}) \\ \Delta_{rev}^5 &= F(\beta_P^{06}, \beta_F^{06}, \beta_S^{06}, \beta_0^{01}, X_S^{01}, X_F^{01}, X_P^{01}) - F(\beta_P^{06}, \beta_F^{06}, \beta_S^{01}, \beta_0^{01}, X_S^{01}, X_F^{01}, X_P^{01}) \\ \Delta_{rev}^6 &= F(\beta_P^{06}, \beta_F^{06}, \beta_S^{01}, \beta_0^{01}, X_S^{01}, X_F^{01}, X_P^{01}) - F(\beta_P^{06}, \beta_F^{01}, \beta_S^{01}, \beta_0^{01}, X_S^{01}, X_F^{01}, X_P^{01}) \\ \Delta_{rev}^7 &= F(\beta_P^{06}, \beta_F^{01}, \beta_S^{01}, \beta_0^{01}, X_S^{01}, X_F^{01}, X_P^{01}) - F(\beta_P^{01}, \beta_F^{01}, \beta_S^{01}, \beta_0^{01}, X_S^{01}, X_F^{01}, X_P^{01}) \end{aligned} \tag{A.1}$$

Table A.1 Descriptive statistics, West

Label	Males				Females			
	2001		2006		2001		2006	
	Mean	Stdd.	Mean	Stdd.	Mean	Stdd.	Mean	Stdd.
Individual level								
Low education	0.144	(0.351)	0.122	(0.327)	0.188	(0.391)	0.152	(0.359)
Medium education (Reference)	0.677	(0.468)	0.650	(0.477)	0.664	(0.473)	0.636	(0.481)
High education	0.111	(0.315)	0.124	(0.330)	0.065	(0.246)	0.085	(0.278)
Education n/a	0.068	(0.252)	0.104	(0.306)	0.083	(0.276)	0.128	(0.334)
Age	39.61	(7.99)	40.59	(7.99)	38.95	(8.47)	39.58	(8.66)
Tenure	10.05	(9.15)	10.59	(9.16)	8.55	(8.35)	8.91	(8.22)
Firm level								
10 - 99 employees	0.348	(0.476)	0.339	(0.473)	0.352	(0.478)	0.347	(0.476)
100 - 199 employees	0.130	(0.336)	0.135	(0.341)	0.140	(0.347)	0.145	(0.352)
200 - 999 employees	0.265	(0.441)	0.266	(0.442)	0.281	(0.449)	0.296	(0.456)
1000 - 1999 employees	0.069	(0.254)	0.079	(0.270)	0.073	(0.260)	0.081	(0.272)
More than 2000 employees (Reference)	0.188	(0.391)	0.181	(0.385)	0.155	(0.362)	0.132	(0.339)
Share of male employees	0.759	(0.185)	0.756	(0.185)	0.525	(0.234)	0.518	(0.235)
Schleswig-Holstein, HH	0.055	(0.228)	0.058	(0.234)	0.069	(0.253)	0.071	(0.257)
Lower Saxony, Bremen	0.115	(0.319)	0.114	(0.317)	0.098	(0.297)	0.105	(0.306)
NRW (Reference)	0.295	(0.456)	0.276	(0.447)	0.279	(0.449)	0.263	(0.440)
Hesse	0.091	(0.288)	0.098	(0.297)	0.105	(0.306)	0.117	(0.322)
RLP, Saarland	0.069	(0.253)	0.064	(0.245)	0.062	(0.241)	0.056	(0.229)
Baden-Württemberg	0.188	(0.390)	0.189	(0.391)	0.195	(0.397)	0.186	(0.389)
Bavaria	0.187	(0.390)	0.201	(0.401)	0.192	(0.394)	0.202	(0.401)
Industry								
Mining, quarrying	0.012	(0.109)	0.009	(0.095)	0.002	(0.045)	0.001	(0.036)
Manufact: Food	0.033	(0.178)	0.029	(0.169)	0.059	(0.236)	0.056	(0.231)
Manufact: Textiles	0.009	(0.095)	0.007	(0.084)	0.027	(0.162)	0.019	(0.137)
Manufact: Wood	0.024	(0.152)	0.019	(0.135)	0.013	(0.112)	0.011	(0.106)
Publishing, printing	0.021	(0.142)	0.016	(0.124)	0.032	(0.177)	0.024	(0.153)
Manufact: Coke, chemicals	0.042	(0.200)	0.034	(0.181)	0.038	(0.191)	0.034	(0.181)
Manufact: Rubber, plastic	0.032	(0.177)	0.028	(0.164)	0.027	(0.163)	0.023	(0.148)
Manufact: Non-metallic	0.021	(0.144)	0.016	(0.124)	0.010	(0.099)	0.010	(0.098)
Manufact: Metals (Reference)	0.087	(0.282)	0.076	(0.264)	0.042	(0.200)	0.034	(0.182)
Manufact: Machinery	0.096	(0.294)	0.103	(0.304)	0.047	(0.212)	0.050	(0.217)
Manufact: Electr. machinery	0.033	(0.178)	0.031	(0.174)	0.036	(0.186)	0.030	(0.171)
Manufact: Electr. equipment	0.019	(0.136)	0.013	(0.111)	0.022	(0.146)	0.014	(0.118)
Manufact: Instruments	0.019	(0.137)	0.019	(0.137)	0.025	(0.157)	0.023	(0.149)
Manufact: Transport	0.086	(0.280)	0.104	(0.305)	0.031	(0.173)	0.033	(0.179)
Manufact: n.e.c.	0.019	(0.138)	0.015	(0.122)	0.016	(0.126)	0.013	(0.113)
Electricity, gas, water	0.013	(0.114)	0.016	(0.124)	0.007	(0.081)	0.007	(0.085)
Construction	0.090	(0.287)	0.068	(0.251)	0.019	(0.140)	0.013	(0.114)
Auto sales, repair	0.030	(0.170)	0.032	(0.176)	0.015	(0.123)	0.017	(0.129)
Wholesale trade	0.077	(0.267)	0.079	(0.269)	0.085	(0.279)	0.093	(0.290)
Retail trade	0.039	(0.194)	0.036	(0.187)	0.119	(0.324)	0.123	(0.329)
Hotels, restaurants	0.011	(0.103)	0.011	(0.106)	0.031	(0.173)	0.033	(0.180)
Transport	0.016	(0.127)	0.027	(0.161)	0.008	(0.090)	0.013	(0.113)
Auxiliary transport	0.025	(0.155)	0.033	(0.178)	0.025	(0.157)	0.032	(0.177)
Post, telecommunications	0.009	(0.093)	0.008	(0.089)	0.009	(0.094)	0.008	(0.090)
Finance, insurance	0.053	(0.225)	0.043	(0.203)	0.121	(0.326)	0.097	(0.296)
Real estate	0.007	(0.083)	0.029	(0.169)	0.012	(0.108)	0.027	(0.162)
Data processing	0.018	(0.132)	0.005	(0.074)	0.017	(0.128)	0.010	(0.101)
Research, other services	0.059	(0.236)	0.095	(0.294)	0.103	(0.304)	0.151	(0.358)
No. of observations	311,054		517,969		101,992		184,247	

Note: All statistics are weighted by the inverse sampling probability.

Source: Research Data Centres of the Federal Statistical Office and the Statistical Offices of the Länder: Gehalts- und Lohnstrukturerhebung 2001 and Verdienststrukturerhebung 2006, own calculations.

Table A.2 Probit results males, 2001 and 2006, West

Variable	2001				2006			
	Coeff.	(s.e.)	Marg. Eff.	(s.e.)	Coeff.	(s.e.)	Marg. Eff.	(s.e.)
Individual level								
Low education	-0.029	(0.010)	-0.007	(0.002)	0.025	(0.008)	0.008	(0.003)
High education	0.007	(0.011)	0.002	(0.003)	-0.041	(0.008)	-0.013	(0.003)
Education n/a	-0.337	(0.013)	-0.084	(0.003)	-0.520	(0.010)	-0.162	(0.003)
Age	-0.002	(0.000)	-0.000	(0.000)	-0.003	(0.000)	-0.001	(0.000)
Tenure	0.027	(0.001)	0.007	(0.000)	0.021	(0.000)	0.006	(0.000)
Firm level								
10 - 99 employees	-1.810	(0.014)	-0.447	(0.003)	-1.112	(0.010)	-0.347	(0.003)
100 - 199 employees	-1.191	(0.015)	-0.295	(0.004)	-0.627	(0.010)	-0.196	(0.003)
200 - 999 employees	-0.708	(0.014)	-0.175	(0.003)	-0.326	(0.010)	-0.102	(0.003)
1000 - 1999 employees	-0.309	(0.018)	-0.076	(0.004)	0.125	(0.012)	0.039	(0.004)
Share of male employees	0.562	(0.023)	0.139	(0.006)	0.707	(0.020)	0.221	(0.006)
Schleswig-Holstein, HH	-0.407	(0.014)	-0.101	(0.003)	0.010	(0.011)	0.031	(0.003)
Lower Saxony, Bremen	0.081	(0.012)	0.020	(0.003)	0.258	(0.010)	0.081	(0.003)
Hesse	-0.316	(0.013)	-0.078	(0.003)	-0.111	(0.010)	-0.035	(0.003)
RLP, Saarland	-0.171	(0.013)	-0.042	(0.003)	0.196	(0.011)	0.061	(0.004)
Baden-Württemberg	-0.299	(0.011)	-0.074	(0.003)	-0.087	(0.009)	-0.027	(0.003)
Bavaria	-0.162	(0.011)	-0.040	(0.003)	0.069	(0.009)	0.022	(0.003)
Industry								
Mining, quarrying	0.797	(0.030)	0.197	(0.008)	0.233	(0.035)	0.073	(0.011)
Manufact: Food	0.053	(0.022)	0.013	(0.005)	-0.120	(0.016)	-0.038	(0.005)
Manufact: Textiles	0.406	(0.035)	0.101	(0.009)	0.241	(0.024)	0.075	(0.007)
Manufact: Wood	0.036	(0.018)	0.009	(0.004)	0.061	(0.019)	0.019	(0.006)
Publishing, printing	0.359	(0.021)	0.089	(0.005)	0.323	(0.017)	0.101	(0.005)
Manufact: Coke, chemicals	0.446	(0.022)	0.110	(0.005)	0.836	(0.017)	0.261	(0.005)
Manufact: Rubber, plastic	-0.109	(0.018)	-0.027	(0.005)	-0.162	(0.019)	-0.051	(0.006)
Manufact: Non-metallic	0.623	(0.020)	0.154	(0.005)	0.095	(0.020)	0.030	(0.006)
Manufact: Machinery	-0.000	(0.016)	-0.000	(0.004)	0.304	(0.015)	0.095	(0.005)
Manufact: Electr. machinery	0.053	(0.021)	0.013	(0.005)	0.171	(0.017)	0.053	(0.005)
Manufact: Electr. equipment	-0.038	(0.021)	-0.009	(0.005)	-0.205	(0.019)	-0.064	(0.006)
Manufact: Instruments	-0.219	(0.022)	-0.054	(0.006)	0.083	(0.017)	0.026	(0.005)
Manufact: Transport	0.302	(0.019)	0.075	(0.005)	0.421	(0.015)	0.131	(0.005)
Manufact: n.e.c.	0.029	(0.023)	0.007	(0.006)	-0.034	(0.021)	-0.010	(0.006)
Electricity, gas, water	0.740	(0.038)	0.183	(0.009)	0.935	(0.025)	0.292	(0.008)
Construction	0.515	(0.016)	0.128	(0.004)	0.447	(0.016)	0.140	(0.005)
Auto sales, repair	0.352	(0.022)	0.087	(0.005)	0.177	(0.021)	0.055	(0.007)
Wholesale trade	-0.182	(0.017)	-0.045	(0.004)	-0.128	(0.017)	-0.040	(0.005)
Retail trade	0.286	(0.023)	0.071	(0.006)	0.085	(0.024)	0.027	(0.007)
Hotels, restaurants	0.454	(0.034)	0.113	(0.009)	0.625	(0.030)	0.195	(0.009)
Transport	-0.183	(0.024)	-0.045	(0.006)	-0.026	(0.016)	-0.008	(0.005)
Auxiliary transport	-0.002	(0.019)	-0.001	(0.005)	-0.249	(0.017)	-0.078	(0.005)
Post, telecommunications	1.170	(0.093)	0.290	(0.023)	-0.049	(0.018)	-0.015	(0.006)
Finance, insurance	0.863	(0.047)	0.214	(0.011)	0.937	(0.019)	0.293	(0.006)
Real estate	-0.974	(0.021)	-0.241	(0.005)	-0.442	(0.016)	-0.138	(0.005)
Data processing	0.341	(0.041)	0.084	(0.010)	0.352	(0.030)	0.110	(0.009)
Research, other services	-0.758	(0.018)	-0.188	(0.004)	0.169	(0.015)	0.053	(0.005)
Constant	0.731	(0.004)			0.143	(0.003)		
No. of observations	311,054				517,969			

The table displays average marginal effects. The regression model does not contain any interaction terms.

The standard errors for the marginal effects are obtained from the delta method.

Note: All statistics are weighted by the inverse sampling probability.

Source: Research Data Centres of the Federal Statistical Office and the Statistical Offices of the Länder: Gehalts- und Lohnstrukturerhebung 2001 and Verdienststrukturerhebung 2006, own calculations.

Table A.3 Probit results females, 2001 and 2006, West

Variable	2001				2006			
	Coeff.	(s.e.)	Marg. Eff.	(s.e.)	Coeff.	(s.e.)	Marg. Eff.	(s.e.)
Individual level								
Low education	0.036	(0.016)	0.010	(0.004)	0.089	(0.014)	0.028	(0.005)
High education	-0.096	(0.022)	-0.026	(0.006)	-0.019	(0.017)	-0.006	(0.005)
Education n/a	-0.291	(0.022)	-0.078	(0.006)	-0.374	(0.016)	-0.120	(0.005)
Age	-0.001	(0.001)	-0.000	(0.000)	-0.004	(0.001)	-0.001	(0.000)
Tenure	0.026	(0.001)	0.007	(0.000)	0.022	(0.001)	0.007	(0.000)
Firm level								
10 - 99 employees	-1.639	(0.025)	-0.441	(0.007)	-0.901	(0.021)	-0.289	(0.006)
100 - 199 employees	-1.128	(0.026)	-0.304	(0.007)	-0.430	(0.020)	-0.138	(0.006)
200 - 999 employees	-0.678	(0.024)	-0.182	(0.006)	-0.211	(0.019)	-0.068	(0.006)
1000 - 1999 employees	-0.172	(0.032)	-0.046	(0.008)	0.201	(0.022)	0.064	(0.007)
Share of male employees	0.378	(0.033)	0.102	(0.009)	0.758	(0.027)	0.243	(0.009)
Schleswig-Holstein, HH	-0.319	(0.025)	-0.086	(0.007)	0.131	(0.018)	0.042	(0.006)
Lower Saxony, Bremen	0.127	(0.022)	0.034	(0.006)	0.190	(0.018)	0.061	(0.006)
Hesse	-0.396	(0.024)	-0.107	(0.006)	-0.104	(0.020)	-0.033	(0.006)
RLP, Saarland	-0.015	(0.024)	-0.004	(0.006)	0.341	(0.020)	0.109	(0.006)
Baden-Württemberg	-0.301	(0.019)	-0.081	(0.005)	0.020	(0.015)	0.006	(0.005)
Bavaria	-0.137	(0.020)	-0.037	(0.005)	0.059	(0.015)	0.019	(0.005)
Industry								
Mining, quarrying	0.851	(0.095)	0.229	(0.026)	0.027	(0.093)	0.009	(0.030)
Manufact: Food	-0.055	(0.037)	-0.015	(0.010)	-0.210	(0.035)	-0.067	(0.011)
Manufact: Textiles	0.360	(0.040)	0.097	(0.011)	-0.048	(0.037)	-0.015	(0.012)
Manufact: Wood	0.076	(0.040)	0.021	(0.011)	-0.079	(0.048)	-0.025	(0.015)
Publishing, printing	0.235	(0.036)	0.063	(0.010)	0.299	(0.035)	0.096	(0.011)
Manufact: Coke, chemicals	0.113	(0.039)	0.030	(0.010)	0.523	(0.036)	0.168	(0.012)
Manufact: Rubber, plastic	-0.193	(0.038)	-0.052	(0.010)	-0.274	(0.042)	-0.088	(0.013)
Manufact: Non-metallic	0.387	(0.046)	0.104	(0.012)	-0.145	(0.048)	-0.046	(0.016)
Manufact: Machinery	0.062	(0.040)	0.017	(0.011)	0.002	(0.039)	0.001	(0.012)
Manufact: Electr. machinery	-0.044	(0.040)	-0.012	(0.011)	-0.028	(0.038)	-0.009	(0.012)
Manufact: Electr. equipment	-0.145	(0.038)	-0.039	(0.010)	-0.460	(0.039)	-0.147	(0.013)
Manufact: Instruments	-0.231	(0.039)	-0.062	(0.011)	-0.130	(0.036)	-0.042	(0.012)
Manufact: Transport	0.461	(0.050)	0.124	(0.013)	0.217	(0.041)	0.070	(0.013)
Manufact: n.e.c.	-0.126	(0.043)	-0.034	(0.012)	-0.321	(0.046)	-0.103	(0.015)
Electricity, gas, water	0.399	(0.082)	0.107	(0.022)	0.979	(0.059)	0.314	(0.019)
Construction	0.339	(0.046)	0.091	(0.012)	0.241	(0.052)	0.077	(0.017)
Auto sales, repair	0.336	(0.050)	0.090	(0.014)	-0.051	(0.051)	-0.016	(0.016)
Wholesale trade	-0.175	(0.034)	-0.047	(0.009)	-0.389	(0.036)	-0.125	(0.012)
Retail trade	0.626	(0.037)	0.168	(0.010)	0.044	(0.038)	0.014	(0.012)
Hotels, restaurants	0.437	(0.043)	0.118	(0.011)	0.561	(0.042)	0.180	(0.013)
Transport	-0.104	(0.052)	-0.028	(0.014)	0.010	(0.038)	0.003	(0.012)
Auxiliary transport	0.064	(0.037)	0.017	(0.011)	-0.223	(0.037)	-0.072	(0.012)
Post, telecommunications	0.922	(0.171)	0.248	(0.046)	-0.274	(0.039)	-0.088	(0.012)
Finance, insurance	0.975	(0.058)	0.262	(0.015)	0.824	(0.035)	0.264	(0.011)
Real estate	-0.832	(0.039)	-0.224	(0.010)	-0.616	(0.037)	-0.197	(0.012)
Data processing	0.028	(0.054)	0.007	(0.015)	0.043	(0.046)	0.014	(0.015)
Research, other services	-0.580	(0.033)	-0.156	(0.009)	-0.130	(0.034)	-0.042	(0.011)
Constant	0.536	(0.007)			-0.052	(0.005)		
No. of observations	101,992				184,247			

The table displays average marginal effects. The regression model does not contain any interaction terms.

The standard errors for the marginal effects are obtained from the delta method.

Note: All statistics are weighted by the inverse sampling probability.

Source: Research Data Centres of the Federal Statistical Office and the Statistical Offices of the Länder:

Gehalts- und Lohnstrukturerhebung 2001 and Verdienststrukturerhebung 2006, own calculations.

Table A.4 Descriptive statistics, East

Label	Males				Females			
	2001		2006		2001		2006	
	Mean	Stdd.	Mean	Stdd.	Mean	Stdd.	Mean	Stdd.
Individual level								
Low education	0.050	(0.217)	0.046	(0.211)	0.065	(0.247)	0.054	(0.226)
Medium education (Reference)	0.733	(0.443)	0.717	(0.450)	0.721	(0.449)	0.695	(0.460)
High education	0.107	(0.309)	0.107	(0.309)	0.090	(0.286)	0.104	(0.305)
Education n/a	0.110	(0.313)	0.130	(0.336)	0.124	(0.330)	0.147	(0.354)
Age	40.041	(7.923)	41.068	(8.337)	40.569	(7.888)	41.657	(8.246)
Tenure	7.464	(8.166)	8.121	(8.346)	7.539	(7.556)	8.750	(8.015)
Firm level								
10 - 99 employees	0.554	(0.497)	0.485	(0.500)	0.480	(0.500)	0.428	(0.495)
100 - 199 employees	0.141	(0.348)	0.161	(0.367)	0.149	(0.356)	0.154	(0.361)
200 - 999 employees	0.195	(0.397)	0.205	(0.404)	0.237	(0.425)	0.244	(0.429)
1000 - 1999 employees	0.039	(0.194)	0.039	(0.192)	0.047	(0.211)	0.051	(0.220)
More than 2000 employees (Reference)	0.071	(0.257)	0.110	(0.313)	0.088	(0.284)	0.124	(0.329)
Share of male employees	0.771	(0.201)	0.756	(0.203)	0.463	(0.260)	0.470	(0.251)
Berlin	0.184	(0.387)	0.177	(0.382)	0.212	(0.409)	0.210	(0.407)
Brandenburg, Meck-Pom (Reference)	0.226	(0.418)	0.226	(0.418)	0.211	(0.408)	0.222	(0.416)
Saxony	0.288	(0.453)	0.302	(0.459)	0.276	(0.447)	0.294	(0.456)
Saxony-Anhalt	0.147	(0.354)	0.143	(0.350)	0.135	(0.341)	0.120	(0.324)
Thuringia	0.155	(0.362)	0.152	(0.359)	0.166	(0.372)	0.154	(0.361)
Industry								
Mining, quarrying	0.009	(0.096)	0.007	(0.086)	0.004	(0.065)	0.004	(0.067)
Manufact: Food	0.033	(0.180)	0.032	(0.177)	0.109	(0.311)	0.083	(0.276)
Manufact: Textiles	0.007	(0.084)	0.005	(0.070)	0.028	(0.165)	0.017	(0.131)
Manufact: Wood	0.019	(0.136)	0.022	(0.145)	0.015	(0.121)	0.012	(0.107)
Publishing, printing	0.013	(0.115)	0.013	(0.114)	0.026	(0.160)	0.022	(0.146)
Manufact: Coke, chemicals	0.022	(0.146)	0.023	(0.148)	0.028	(0.165)	0.028	(0.166)
Manufact: Rubber, plastic	0.023	(0.151)	0.024	(0.152)	0.020	(0.139)	0.023	(0.148)
Manufact: Non-metallic	0.028	(0.166)	0.022	(0.148)	0.016	(0.127)	0.012	(0.108)
Manufact: Metals (Reference)	0.084	(0.277)	0.081	(0.273)	0.035	(0.184)	0.032	(0.177)
Manufact: Machinery	0.063	(0.242)	0.058	(0.234)	0.024	(0.152)	0.021	(0.143)
Manufact: Electr. machinery	0.022	(0.146)	0.024	(0.153)	0.028	(0.166)	0.024	(0.152)
Manufact: Electr. equipment	0.018	(0.135)	0.020	(0.140)	0.017	(0.129)	0.019	(0.135)
Manufact: Instruments	0.014	(0.116)	0.015	(0.120)	0.023	(0.151)	0.027	(0.162)
Manufact: Transport	0.045	(0.206)	0.052	(0.221)	0.018	(0.132)	0.021	(0.144)
Manufact: n.e.c.	0.016	(0.126)	0.014	(0.117)	0.015	(0.123)	0.013	(0.112)
Electricity, gas, water	0.016	(0.125)	0.021	(0.143)	0.012	(0.109)	0.017	(0.128)
Construction	0.233	(0.423)	0.142	(0.349)	0.044	(0.205)	0.024	(0.154)
Auto sales, repair	0.044	(0.205)	0.038	(0.191)	0.023	(0.149)	0.018	(0.134)
Wholesale trade	0.056	(0.231)	0.060	(0.238)	0.066	(0.248)	0.056	(0.229)
Retail trade	0.035	(0.185)	0.035	(0.184)	0.127	(0.333)	0.106	(0.308)
Hotels, restaurants	0.014	(0.116)	0.015	(0.123)	0.040	(0.196)	0.056	(0.230)
Transport	0.028	(0.165)	0.057	(0.232)	0.011	(0.105)	0.029	(0.168)
Auxiliary transport	0.025	(0.155)	0.035	(0.184)	0.016	(0.125)	0.022	(0.146)
Post, telecommunications	0.009	(0.096)	0.011	(0.106)	0.014	(0.120)	0.015	(0.123)
Finance, insurance	0.018	(0.134)	0.020	(0.139)	0.077	(0.266)	0.078	(0.268)
Real estate	0.020	(0.139)	0.035	(0.183)	0.033	(0.179)	0.040	(0.195)
Data processing	0.007	(0.085)	0.006	(0.079)	0.014	(0.118)	0.015	(0.123)
Research, other services	0.078	(0.268)	0.113	(0.317)	0.116	(0.320)	0.168	(0.374)
No. of observations	84,186		140,374		51,762		72,658	

Note: All statistics are weighted by the inverse sampling probability.

Source: Research Data Centres of the Federal Statistical Office and the Statistical Offices of the Länder: Gehalts- und Lohnstrukturerhebung 2001 and Verdienststrukturerhebung 2006, own calculations.

Table A.5 Probit results males, 2001 and 2006, East

Variable	2001				2006			
	Coeff.	(s.e.)	Marg. Eff.	(s.e.)	Coeff.	(s.e.)	Marg. Eff.	(s.e.)
Individual level								
Low education	0.278	(0.31)	0.079	(0.009)	0.183	(0.024)	0.052	(0.007)
High education	0.103	(0.021)	0.029	(0.006)	-0.114	(0.017)	-0.032	(0.005)
Education n/a	-0.122	(0.023)	-0.034	(0.000)	-0.190	(0.021)	-0.054	(0.006)
Age	-0.001	(0.001)	-0.000	(0.000)	-0.003	(0.001)	-0.001	(0.000)
Tenure	0.035	(0.001)	0.010	(0.000)	0.040	(0.001)	0.011	(0.000)
Firm level								
10 - 99 employees	-1.905	(0.039)	-0.539	(0.011)	-1.201	(0.021)	-0.339	(0.006)
100 - 199 employees	-1.283	(0.041)	-0.363	(0.011)	-0.710	(0.021)	-0.200	(0.006)
200 - 999 employees	-0.754	(0.040)	-0.213	(0.011)	-0.260	(0.020)	-0.073	(0.006)
1000 - 1999 employees	-0.257	(0.048)	-0.073	(0.014)	0.182	(0.029)	0.051	(0.008)
Share of male employees	-0.368	(0.043)	-0.104	(0.012)	0.497	(0.036)	0.140	(0.010)
Berlin	0.439	(0.019)	0.124	(0.005)	-0.272	(0.017)	-0.077	(0.005)
Saxony	-0.033	(0.020)	-0.009	(0.006)	0.064	(0.016)	0.018	(0.005)
Saxony-Anhalt	-0.018	(0.021)	-0.005	(0.006)	0.033	(0.018)	0.009	(0.005)
Thuringia	-0.084	(0.021)	-0.024	(0.006)	-0.047	(0.016)	-0.013	(0.005)
Industry								
Mining, quarrying	1.134	(0.048)	0.321	(0.013)	1.045	(0.059)	0.295	(0.016)
Manufact: Food	0.159	(0.040)	0.045	(0.011)	0.403	(0.030)	0.114	(0.008)
Manufact: Textiles	0.215	(0.057)	0.061	(0.016)	0.046	(0.068)	0.013	(0.019)
Manufact: Wood	0.111	(0.035)	0.031	(0.010)	0.279	(0.032)	0.079	(0.009)
Publishing, printing	0.274	(0.041)	0.078	(0.012)	0.272	(0.034)	0.077	(0.010)
Manufact: Coke, chemicals	0.870	(0.042)	0.246	(0.012)	0.997	(0.033)	0.281	(0.009)
Manufact: Rubber, plastic	0.101	(0.036)	0.029	(0.010)	-0.090	(0.034)	-0.025	(0.010)
Manufact: Non-metallic	0.893	(0.034)	0.253	(0.009)	0.675	(0.033)	0.190	(0.009)
Manufact: Machinery	0.241	(0.031)	0.068	(0.009)	-0.075	(0.029)	-0.021	(0.008)
Manufact: Electr. machinery	0.375	(0.038)	0.106	(0.011)	0.471	(0.031)	0.133	(0.009)
Manufact: Electr. equipment	0.067	(0.039)	0.019	(0.011)	-0.395	(0.037)	-0.111	(0.010)
Manufact: Instruments	0.080	(0.041)	0.023	(0.012)	0.434	(0.036)	0.122	(0.010)
Manufact: Transport	0.815	(0.032)	0.231	(0.009)	0.684	(0.026)	0.193	(0.007)
Manufact: n.e.c.	0.241	(0.040)	0.068	(0.011)	-0.230	(0.045)	-0.065	(0.013)
Electricity, gas, water	0.342	(0.052)	0.097	(0.015)	1.762	(0.041)	0.497	(0.011)
Construction	0.398	(0.027)	0.113	(0.008)	0.603	(0.027)	0.170	(0.007)
Auto sales, repair	0.290	(0.035)	0.082	(0.010)	-0.499	(0.041)	-0.141	(0.012)
Wholesale trade	0.461	(0.034)	0.131	(0.009)	0.445	(0.042)	0.125	(0.012)
Retail trade	0.403	(0.045)	0.114	(0.013)	0.545	(0.044)	0.154	(0.012)
Hotels, restaurants	0.399	(0.048)	0.113	(0.014)	0.777	(0.047)	0.219	(0.013)
Transport	0.080	(0.038)	0.023	(0.011)	0.266	(0.027)	0.075	(0.008)
Auxiliary transport	0.253	(0.036)	0.072	(0.010)	-0.214	(0.030)	-0.060	(0.008)
Post, telecommunications	1.279	(0.068)	0.362	(0.019)	0.697	(0.035)	0.197	(0.010)
Finance, insurance	1.238	(0.067)	0.350	(0.0019)	1.310	(0.040)	0.370	(0.011)
Real estate	-0.508	(0.045)	-0.144	(0.013)	0.753	(0.034)	0.213	(0.009)
Data processing	0.330	(0.082)	0.093	(0.023)	1.060	(0.067)	0.299	(0.019)
Research, other services	-0.466	(0.036)	-0.132	(0.010)	0.829	(0.028)	0.234	(0.008)
Constant	0.046	(0.006)			-0.503	(0.006)		
No. of observations			84,186		140,374			

The table displays average marginal effects. The regression model does not contain any interaction terms.

The standard errors for the marginal effects are obtained from the delta method.

Note: All statistics are weighted by the inverse sampling probability.

Source: Research Data Centres of the Federal Statistical Office and the Statistical Offices of the Länder: Gehalts- und Lohnstrukturerhebung 2001 and Verdienststrukturerhebung 2006, own calculations.

Table A.6 Probit results females, 2001 and 2006, East

Variable	2001				2006			
	Coeff.	(s.e.)	Marg. Eff.	(s.e.)	Coeff.	(s.e.)	Marg. Eff.	(s.e.)
Individual level								
Low education	0.238	(0.041)	0.067	(0.011)	0.191	(0.029)	0.053	(0.008)
High education	0.108	(0.032)	0.030	(0.009)	0.032	(0.024)	0.009	(0.007)
Education n/a	-0.054	(0.031)	-0.015	(0.009)	-0.020	(0.027)	-0.006	(0.008)
Age	0.001	(0.001)	0.000	(0.000)	0.001	(0.001)	0.000	(0.000)
Tenure	0.034	(0.001)	0.010	(0.000)	0.037	(0.001)	0.010	(0.000)
Firm level								
10 - 99 employees	-1.523	(0.049)	-0.429	(0.013)	-1.142	(0.029)	-0.319	(0.007)
100 - 199 employees	-0.834	(0.051)	-0.235	(0.014)	-0.623	(0.028)	-0.174	(0.008)
200 - 999 employees	-0.332	(0.050)	-0.094	(0.014)	-0.194	(0.026)	-0.054	(0.007)
1000 - 1999 employees	0.091	(0.063)	0.026	(0.018)	0.172	(0.036)	0.048	(0.010)
Share of male employees	-0.167	(0.047)	-0.047	(0.013)	0.407	(0.042)	0.114	(0.012)
Berlin	0.208	(0.028)	0.059	(0.008)	-0.349	(0.024)	-0.098	(0.007)
Saxony	-0.201	(0.028)	-0.057	(0.008)	-0.048	(0.023)	-0.013	(0.006)
Saxony-Anhalt	-0.010	(0.032)	-0.003	(0.008)	0.069	(0.025)	0.019	(0.007)
Thuringia	-0.313	(0.029)	-0.088	(0.008)	-0.125	(0.023)	-0.035	(0.007)
Industry								
Mining, quarrying	1.043	(0.096)	0.294	(0.027)	1.344	(0.115)	0.376	(0.032)
Manufact: Food	0.192	(0.054)	0.054	(0.015)	0.356	(0.053)	0.099	(0.015)
Manufact: Textiles	0.090	(0.063)	0.025	(0.018)	-0.220	(0.077)	-0.062	(0.021)
Manufact: Wood	0.153	(0.062)	0.043	(0.017)	0.475	(0.067)	0.133	(0.019)
Publishing, printing	0.358	(0.058)	0.101	(0.016)	0.397	(0.056)	0.111	(0.016)
Manufact: Coke, chemicals	0.779	(0.064)	0.219	(0.018)	1.004	(0.057)	0.281	(0.016)
Manufact: Rubber, plastic	0.007	(0.066)	0.002	(0.018)	0.043	(0.065)	0.012	(0.018)
Manufact: Non-metallic	0.915	(0.067)	0.258	(0.019)	0.631	(0.070)	0.176	(0.019)
Manufact: Machinery	0.239	(0.074)	0.067	(0.021)	0.146	(0.067)	0.041	(0.019)
Manufact: Electr. machinery	0.305	(0.061)	0.086	(0.017)	0.548	(0.059)	0.153	(0.017)
Manufact: Electr. equipment	0.207	(0.065)	0.058	(0.018)	-0.201	(0.064)	-0.056	(0.018)
Manufact: Instruments	-0.134	(0.063)	-0.038	(0.018)	0.261	(0.058)	0.073	(0.016)
Manufact: Transport	0.795	(0.070)	0.224	(0.020)	0.731	(0.059)	0.205	(0.017)
Manufact: n.e.c.	0.113	(0.068)	0.032	(0.019)	-0.409	(0.089)	-0.114	(0.025)
Electricity, gas, water	0.458	(0.090)	0.129	(0.025)	2.061	(0.073)	0.577	(0.020)
Construction	0.405	(0.067)	0.114	(0.019)	0.747	(0.073)	0.209	(0.020)
Auto sales, repair	0.237	(0.070)	0.067	(0.020)	-0.434	(0.082)	-0.121	(0.023)
Wholesale trade	0.605	(0.059)	0.170	(0.017)	0.466	(0.069)	0.130	(0.019)
Retail trade	0.768	(0.057)	0.216	(0.016)	0.617	(0.059)	0.173	(0.016)
Hotels, restaurants	0.675	(0.060)	0.190	(0.017)	0.975	(0.059)	0.273	(0.016)
Transport	0.249	(0.083)	0.070	(0.023)	0.598	(0.060)	0.167	(0.017)
Auxiliary transport	0.571	(0.063)	0.161	(0.018)	0.233	(0.057)	0.065	(0.016)
Post, telecommunications	1.345	(0.079)	0.379	(0.022)	0.751	(0.059)	0.210	(0.017)
Finance, insurance	1.677	(0.071)	0.472	(0.020)	1.442	(0.056)	0.404	(0.016)
Real estate	-0.022	(0.067)	-0.006	(0.019)	0.407	(0.059)	0.114	(0.017)
Data processing	0.369	(0.094)	0.104	(0.027)	1.180	(0.077)	0.330	(0.021)
Research, other services	0.029	(0.059)	0.008	(0.017)	0.581	(0.054)	0.163	(0.015)
Constant	0.177	(0.009)			-0.533	(0.008)		
No. of observations	41,762				72,658			

The table displays average marginal effects. The regression model does not contain any interaction terms.

The standard errors for the marginal effects are obtained from the delta method.

Note: All statistics are weighted by the inverse sampling probability.

Source: Research Data Centres of the Federal Statistical Office and the Statistical Offices of the Länder: Gehalts- und Lohnstrukturerhebung 2001 and Verdienststrukturerhebung 2006, own calculations.