

Cross-sectional estimation

| | Life-long working schemes | | | Over/short-time | | | Dismissals | | | Enrolments | | |
|------------------------------|---------------------------|--------|-----------|-----------------|--------|-----------|------------|--------|-----------|------------|--------|-----------|
| | Coeff. | p-val. | Std. err. | Coeff. | p-val. | Std. err. | Coeff. | p-val. | Std. err. | Coeff. | p-val. | Std. err. |
| <i>COLLWAGE</i> | 0.3167 | 0.0330 | 0.1482 | -0.1868 | 0.1610 | 0.1334 | -0.0828 | 0.5680 | 0.1449 | -0.2427 | 0.1110 | 0.1524 |
| <i>East Germany</i> | 0.2896 | 0.0400 | 0.1409 | -0.1206 | 0.3410 | 0.1267 | 0.4606 | 0.0010 | 0.1347 | -0.2520 | 0.0730 | 0.1405 |
| <i>SIZE<5</i> | -0.5804 | 0.0280 | 0.2643 | -0.6362 | 0.0030 | 0.2166 | 0.2081 | 0.3730 | 0.2338 | -0.4428 | 0.0590 | 0.2348 |
| <i>SIZE6-20</i> | -0.0776 | 0.6110 | 0.1525 | -0.3119 | 0.0240 | 0.1377 | -0.2567 | 0.0840 | 0.1487 | -0.4912 | 0.0010 | 0.1537 |
| <i>SIZE50-100</i> | -0.2616 | 0.2080 | 0.2077 | -0.1383 | 0.4430 | 0.1801 | 0.0634 | 0.7500 | 0.1989 | 0.2729 | 0.2030 | 0.2145 |
| <i>SIZE100-200</i> | -0.2242 | 0.3570 | 0.2433 | 0.0828 | 0.7040 | 0.2177 | 0.4669 | 0.0380 | 0.2246 | 0.2646 | 0.2440 | 0.2272 |
| <i>SIZE>200</i> | 0.2714 | 0.2340 | 0.2279 | 0.2508 | 0.2430 | 0.2150 | 0.3448 | 0.1300 | 0.2275 | 0.4159 | 0.0830 | 0.2399 |
| <i>SHARE^{high}</i> | -0.0991 | 0.7070 | 0.2635 | 0.0825 | 0.7300 | 0.2389 | -0.0710 | 0.7830 | 0.2583 | -0.0797 | 0.7740 | 0.2774 |
| <i>SHARE^{low}</i> | -0.3216 | 0.3350 | 0.3335 | -0.1142 | 0.6840 | 0.2804 | 0.1936 | 0.5270 | 0.3063 | 0.1015 | 0.7420 | 0.3082 |
| <i>BEWILDER⁺</i> | 0.2589 | 0.0700 | 0.1431 | 0.2702 | 0.0410 | 0.1321 | 0.2277 | 0.1050 | 0.1405 | 0.0566 | 0.6950 | 0.1443 |
| <i>BEWILDER⁺⁺</i> | 0.3351 | 0.0800 | 0.1914 | 0.1820 | 0.2870 | 0.1709 | 0.4713 | 0.0090 | 0.1812 | -0.1207 | 0.5240 | 0.1897 |

LR-tests for joint significance

| | | | | | | | | | | | | |
|---------------------------|-------|------|--|-------|------|--|-------|------|--|-------|------|--|
| <i>Sectoral dummies</i> | 13.60 | | | 19.33 | 0.02 | | 15.65 | 0.07 | | 31.60 | 0.00 | |
| <i>Size class dummies</i> | 9.37 | 0.10 | | 16.14 | 0.01 | | 14.20 | 0.01 | | 25.43 | 0.00 | |
| <i>Skill shares</i> | 0.94 | 0.62 | | 4.52 | 0.10 | | 0.62 | 0.73 | | 0.75 | 0.69 | |
| <i>Bewildernment dum.</i> | 5.02 | 0.08 | | 0.40 | 0.82 | | 7.72 | 0.02 | | 0.25 | 0.88 | |

Pseudo R² and # of obs.

| | | | | | | | | | | | | |
|-----------------------------|-------|--|--|-------|--|--|-------|--|--|-------|--|--|
| <i>Pseudo R²</i> | 0.042 | | | 0.035 | | | 0.053 | | | 0.071 | | |
| <i># of obs.</i> | 399 | | | 399 | | | 393 | | | 339 | | |

| | Temporary employment contract | | | Free-lance workers | | | Price adjustments | | | Subcontracting | | |
|------------------------------|-------------------------------|--------|-----------|--------------------|--------|-----------|-------------------|--------|-----------|----------------|--------|-----------|
| | Coeff. | p-val. | Std. err. | Coeff. | p-val. | Std. err. | Coeff. | p-val. | Std. err. | Coeff. | p-val. | Std. err. |
| <i>COLLWAGE</i> | 0.1715 | 0.2520 | 0.1497 | -0.2389 | 0.1130 | 0.1506 | 0.1687 | 0.2310 | 0.1410 | 0.1535 | 0.2660 | 0.1379 |
| <i>East Germany</i> | 0.2155 | 0.1280 | 0.1417 | -0.5642 | 0.0000 | 0.1439 | 0.4184 | 0.0020 | 0.1329 | -0.0155 | 0.9050 | 0.1306 |
| <i>SIZE<5</i> | -0.2806 | 0.2380 | 0.2380 | 0.4353 | 0.0480 | 0.2206 | -0.1118 | 0.6140 | 0.2217 | -0.2440 | 0.2750 | 0.2235 |
| <i>SIZE6-20</i> | -0.2043 | 0.1930 | 0.1568 | -0.1961 | 0.1810 | 0.1467 | 0.1716 | 0.2210 | 0.1403 | 0.1735 | 0.2150 | 0.1399 |
| <i>SIZE50-100</i> | 0.1655 | 0.4260 | 0.2077 | -0.3506 | 0.0940 | 0.2095 | 0.1805 | 0.3570 | 0.1961 | 0.1006 | 0.5980 | 0.1907 |
| <i>SIZE100-200</i> | 0.4132 | 0.0650 | 0.2238 | -0.3710 | 0.1410 | 0.2520 | 0.3034 | 0.1790 | 0.2257 | 0.1789 | 0.4140 | 0.2190 |
| <i>SIZE>200</i> | 0.6947 | 0.0030 | 0.2324 | 0.2100 | 0.3520 | 0.2258 | 0.3861 | 0.1010 | 0.2352 | 0.1443 | 0.5120 | 0.2203 |
| <i>SHARE^{high}</i> | -0.1390 | 0.6100 | 0.2724 | 0.9340 | 0.0000 | 0.2550 | -0.3189 | 0.2050 | 0.2516 | 0.4920 | 0.0430 | 0.2430 |
| <i>SHARE^{low}</i> | 0.4552 | 0.1390 | 0.3079 | 0.2228 | 0.4940 | 0.3255 | -0.0787 | 0.7870 | 0.2919 | 0.1706 | 0.5570 | 0.2907 |
| <i>BEWILDER⁺</i> | -0.2425 | 0.0970 | 0.1463 | -0.0641 | 0.6520 | 0.1422 | 0.3927 | 0.0040 | 0.1359 | 0.0618 | 0.6460 | 0.1343 |
| <i>BEWILDER⁺⁺</i> | -0.1088 | 0.5680 | 0.1904 | 0.1527 | 0.4180 | 0.1884 | 0.6116 | 0.0010 | 0.1796 | 0.1207 | 0.4860 | 0.1734 |

LR-tests for joint significance

| | | | | | | | | | | | | |
|---------------------------|-------|------|--|-------|------|--|-------|------|--|-------|------|--|
| <i>Sectoral dummies</i> | 29.32 | 0.00 | | 33.61 | 0.00 | | 22.95 | 0.01 | | 24.60 | 0.00 | |
| <i>Size class dummies</i> | 18.64 | 0.00 | | 14.56 | 0.01 | | 5.31 | 0.38 | | 4.36 | 0.50 | |
| <i>Skill shares</i> | 2.99 | 0.22 | | 1.11 | 0.57 | | 1.61 | 0.45 | | 0.57 | 0.75 | |
| <i>Bewildernment dum.</i> | 2.77 | 0.25 | | 13.62 | 0.00 | | 15.93 | 0.00 | | 4.10 | 0.13 | |

Pseudo R² and # of obs.

| | | | | | | | | | | | | |
|-----------------------------|-------|--|--|-------|--|--|-------|--|--|-------|--|--|
| <i>Pseudo R²</i> | 0.064 | | | 0.116 | | | 0.067 | | | 0.036 | | |
| <i># of obs.</i> | 340 | | | 393 | | | 390 | | | 390 | | |