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Men's place

The incomplete integration of women in workplace authority

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Appendix Chapter 5

Table A.9: Within-Organization Change in Employee Composition over Time

	Mean	SD
Share men (percentage points)	0.74	0.88
Share permanent contracts (percentage points)	2.85	5.79
Share migrants (percentage points)	0.75	1.41
Average age (years)	0.44	0.55
Average earnings (euro)	0.80	1.45

Data source: Statistics Netherlands, own calculations.
Note: Calculations based on organizations that feature in the sample in more than one year. The change is calculated over adjacent years, for example between 2014 and 2015, or between 2015 and 2017 if the organization does not feature in the years between.

Table A.10: Comparison Characteristics Organizations in Sample and Population

	Population	Sample
Share men	46	58
Share permanent contracts	77	78
Share migrants	89	89
Average age	43	43
Average earnings (euro)	23	26
Industry (%)		
Manufacturing & Energy	12	18
Construction	4	10
Trade	8	9
Transport & Storage	4	4
Catering	2	2
Information & Communication	3	5
Financial services	3	4
Business services	11	12
Public administration	10	7
Education	9	10
Health	33	18
Culture	1	1

Data source: Statistics Netherlands, own calculations.
Note: The population is defined as all large organizations (1,000+ employees) in the Netherlands in 2014 that employed both women and men, excluding employment agencies and the armed forces.

Table A.11: Average Marginal Effects from Mixed Effects Logistic Regression Models Including Cross-Level Interactions

Share men		Permanent contract			Overwork			Migration status		
	Model 1		Model 1	Model 2		Model 1	Model 2		Model 1	Model 2
5	0.030**	-15	0.040*	0.049*	-30	-0.035	-0.033	-25	0.055*	0.058*
15	0.039***	-10	0.048***	0.055***	-20	-0.005	-0.004	-20	0.057**	0.060**
25	0.048***	-5	0.056***	0.061***	-10	0.024**	0.024**	-15	0.060***	0.061***
35	0.056***	0	0.064***	0.066***	0	0.051***	0.051***	-10	0.062***	0.063***
45	0.064***	5	0.072***	0.072***	10	0.077***	0.076***	-5	0.065***	0.065***
55	0.070***	10	0.080***	0.078***	20	0.101***	0.100***	0	0.067***	0.066***
65	0.076***	15	0.088***	0.083***	30	0.124***	0.123***	5	0.069***	0.068***
75	0.080***	20	0.095***	0.088***	40	0.146***	0.144***	10	0.072***	0.070***
85	0.085***				50	0.166***	0.164***	15	0.074***	0.071***
95	0.088***				60	0.185***	0.182***	20	0.076***	0.073***
								25	0.078***	0.074***
								30	0.080***	0.076**
Organizations	389		389			389			389	
N	108,542		108,542			108,542			108,542	

Data source: Statistics Netherlands, own calculations.

Note: The table shows differences in predicted probabilities (AMEs) between women and men for different values on the organization-level relational attributes variables. The AMEs shown in the first set of rows (Model 1) are based on a model that includes a random coefficient for gender, a cross-level interaction between gender and the organizational-level relational attributes variable, and individual-level (education, work experience, tenure, and part-time work) and organization level controls (industry, sector, and organization size). The predictions in the second set of rows (Model 2) are based on models that in addition to the controls in Model 1, additionally control for individual-level type of contract, overwork, and migration status.

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$