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Sickness absence from work in Spain: Are there gender differences?

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Abstract

We use a sample of social security records containing work histories and sick leave episodes to investigate gender differences in the incidence and duration of absence from work due to sickness in Spain. For sick leave incidence we apply a competing risk model to a panel of newly employed workers who can be followed for two years until an episode of sick leave occurs or the job ends. For the duration of sick leave spells, we estimate a Weibull model. We distinguish between sick leave due to occupational illness or injury and sick leave due to common disease or accident. This distinction is important because only for the latter women have higher incidence and longer duration than men. In this respect, the presence of children under 3 years of age in the household becomes a significant explanatory factor.

Keywords: Sick leave, gender differences, cumulative incidence, competing risks, proportional hazard model.

JEL Codes: J14, J28, J81

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1. Introduction

Like most European countries, Spain's public sickness insurance scheme is a major component of its social security system. In 2006, direct public expenditure on sickness benefits amounted to around 8 billion Euros (0.8 percent of GDP). But the cost of absence from work due to sickness is larger than the amount paid to the sick worker; production losses and health care outlays should also be taken into account. Furthermore, we should bear in mind that some temporary sick or injured workers could become permanently disabled and hence leave the labour force. And yet, despite its relevance for public policy, there appears to be a dearth of empirical consensus regarding the determinants of incidence and duration of absence from work due to illness.

This paper aims to shed light on gender differences in the incidence and duration of sick leave in Spain. Previous studies have shown that, on average, women are more prone to be absent from work than men (Leigh, 1983; Paringer, 1983; Vistnes, 1997; Ichino and Moretti, 2009). One plausible explanation for this fact is that women to a greater extent than men are exposed to the "double burden" of combining paid work with family responsibilities (Mastekaasa, 2000). However, there is not agreement in the literature on how this double burden –in particular, the presence of children in the household– affects the incidence and duration of sickness absence among women. While some studies found that the presence of children increased female absenteeism (Leigh, 1983; Scott and McClellan, 1990; Vistnes, 1997), others found that women with dependants were less likely to be absent (Paringer, 1983; VandenHeuvel and Wooden, 1995).

In this paper we take another look at gender differences in absenteeism, but we also add to the literature in several respects. First, unlike many previous studies, we have distinguished between sickness absence due to common illness or non-work-related injury and occupational disease or work-related injury. Second, the empirical analysis in this study uses data on absence episodes from work that are strictly certified by a physician, based on evidence of injury or illness. Other important advantages of the dataset used are: 1) Its size makes it very representative of workers and employers in Spain; 2) It results from matched employer-employee information, so that the analysis can use variables related to both the worker's (labour supply) and the employer's (labour demand) characteristics; 3) the matched nature of the data allows us to consider a well identified, simple employment relationship, which reduces firms' heterogeneity; and 4) we take advantage of the longitudinal nature of the data

by following individuals for a long period of time, from the beginning of the employment relationship until the first sick leave spell starts and then until most of sick episodes end.

We use a sample of 294,316 individuals obtained from the 2005-2008 waves of the Continuous Sample of Work Histories (CSWH). These individuals were matched with the registry of all sick leave episodes covered by the Spanish sickness insurance scheme for the period 2005-2006. Thus, the data used allow us to take into account institutional settings and include labour supply and labour demand variables.

The empirical analysis in this paper is divided in two parts. First, we study the incidence of sick leave using a competing risk model that addresses the event of a first episode of sickness absence from the beginning of an employment relationship that . The competing event is end of contract before sick leave occurs. Second, we study duration of the first sick leave episode by estimating a single-event duration model. Given the large samples and the large set of characteristics available, our model specifications are rich and provide many results to shed light on the incidence and duration of absence from work due to illness or accident in Spain. We remark the finding that children under 3 years old in the household is one of the most important variables explaining the differences in sickness absence between men and women.

A quick look at the data hints this finding. For instance, consider the first 400 days of employment of 25-39 years old workers with an open-ended contract. When in the household there are children aged 3 years or less, the probability of sick leave due to common illness or injury during that period of time is roughly 10 percent for men and 15 percent for women. In addition, the probability of returning to work before the 5th day of absence is 8 percent among men and 6 percent among women.

In the following section we describe the statutory sickness insurance system in Spain. In section 3 we refer to the data and indicate how the sample was selected. Section 4 contains the results of estimating the model on the incidence of sick leave. Section 5 presents the results of estimating the model on sick leave duration. Final remarks are made in Section 6.

2. The sickness insurance scheme in Spain

Spain has a compulsory sickness insurance scheme, which replaces lost earnings when the insured worker cannot perform his or her regular job due to temporary health problems. In what follows we describe the Spanish sickness insurance system as of 2005-2006, the years

data used refer to. **¡Error! No se encuentra el origen de la referencia.** summarizes the main characteristics of the system. Recognition of claim, duration of entitlement, amount of benefits, the entity in charge of the payment, and other relevant procedures differ by common disease or non-work-related injury and work-related injury or occupational disease.

Diagram 1
Main features of Spanish sick leave regulation as of 2006

		<i>Common illness or non-work-related injury</i>														
Days of sick leave		1	2	3	4	5	6	7	...	15	16	...	20	21	...	365
Who pays?		Employer							INSS or MATEPSS							
Amount paid	Waiting period	60% of worker's daily contribution base										75%				
Medical confirmation report					↑	(Every 7 days from the 4th)										

		<i>Work-related injury or occupational disease</i>														
Days of sick leave		1	2	3	4	5	6	7	...	15	16	...	20	21	...	365
Who pays?	Employer	INSS or MATEPSS														
Amount paid		75% of worker's daily contribution base														
Medical confirmation report								↑	(Every 7 days from the 7th)							

Note: INSS is the National Institute of the Social Security and MATEPSS is the Social Security Mutual Society for Work-Related Injuries and Occupational Diseases.

In Spain, all workers are entitled to benefits during sickness. No prior contribution periods are required in the case of occupational sickness or accident, regardless of being work-related or not. In case of common disease or illness, the worker must have contributed for at least 180 days within the previous 5 years.

According to the Spanish system, absence from work due to sickness or injury requires certification by a physician. If an employee falls ill due to a common illness or non-work-related accident, the certificate needs to be reissued the 4th day of sick leave and every 7 days thereafter. On the other hand, in the case of occupational disease or injury, a medical confirmation report is required as of the 7th day of the episode and every 7 days thereafter.

Benefit is calculated as a percentage of the worker's daily contribution base in the month prior to the start date of sick leave. People who are sick due to a common illness or non-work-related accident are entitled to 60 percent of the daily contribution base from day 4 to day 20, inclusive, and to 75 percent from the 21st day on. During the first 3 days, the worker is not entitled to sickness insurance payments or salary, unless collective agreement

specifically establishes a workers' compensation or equivalent. In the case of work-related injury or occupational disease, the compensation level is 75 percent as of the second day the worker is absent from work and throughout the sickness spell¹, for the first day is paid by the employer as a normal work day.

In the case of common illness or non-work-related accident, the employer is required to pay from day 4 to day 15, both inclusive; beyond that period of time, the National Institute of the Social Security (i.e., the public health insurance system) compensates absences for up to a year. If the cause of sickness is a work-related accident or an occupational injury, sickness compensation is provided by National Institute of the Social Security² for a maximum period of one year. Thus, the maximum period of duration of sick leave is 365 days, regardless of cause. This period could be extended for 180 days if the physician believes that the worker could be discharged from medical care during this time. Nevertheless, when the sick leave ends at the absolute maximum period of 545 days, the condition of the disabled individual must be examined within a period of 3 months in order to assess the degree of permanent disability. If discharged, the worker must return to work the day after.

It is important to note that some employees are subject to more generous sick pay rules as per collective bargaining agreements. For example, some workers are covered by collective bargaining contracts that guarantee them sick pay of 100 percent of their wage during the first three days in the case of a non-work-related illness or injury. Moreover, there are special schemes for public-sector workers, domestic employees, self-employed workers, coal miners, and maritime workers.

In the context of this study, it is important to mention that there are other social security provisions and benefits related to sick leave, namely, maternity leave, risk pregnancy benefits, and risk during breastfeeding allowances. In Spain, women who have covered a minimum contribution period³ are entitled to maternity leave benefits. In general, maternity

¹ In the case of work-related injury or occupational disease, the replacement level is calculated as a percentage of the worker's daily contribution base for professional contingencies in the previous month and the daily contributions for overtime in the last 12 months.

² Payment is responsibility of the National Institute of the Social Security (INSS, according to its initials in Spanish) or the Social Security Mutual Society for Work-Related Injuries and Occupational Diseases (MATEPSS, according to its initials in Spanish), depending on which is the competent managing body.

³ The minimum contribution period for maternity leave depends on women's age. There is not required minimum contribution period for women younger than 21 years. Women aged 21 to 26 must

leave lasts 16 uninterrupted weeks, of which 6 weeks must be taken immediately after the child's birth. Maternity benefits are 100 percent of the worker's daily contribution base. Likewise, women who are unable to work due to either risk during pregnancy or when breastfeeding a child under 9 months old are entitled to 100 percent of the worker's daily contribution base from the first day claim is accepted without any required minimum contribution period.

Our data do not contain information on receipt of these other benefits. Since a woman who is unable to work may choose the best way to protect herself and the child, there may be a substitution among schemes in certain cases. This is important to bear in mind when interpreting this study's results since pregnant women and breastfeeding mothers may be less likely to claim sick leave. Although subject to more specific screening, once granted, benefits associated with risk during pregnancy or breastfeeding during 9 months after birth are more generous than sick leave benefits.

3. Data

The data used in this study are obtained from the 2006 wave of the Continuous Sample of Work Histories (CSWH, *Muestra Continua de Vidas Laborales*), extracted from social security administrative records. The sample is approximately 4 percent of all individuals who had some relation with the social security system during the reference year. For the 1.2 million individuals sampled in 2006, the data set receives inputs from other administrative files, as municipal registries of inhabitants and tax returns.

The CSWH provides information on personal characteristics of each individual in the sample (gender, age, nationality, place of birth, etc.) and information about the composition of each person's household (number of members, their sex and date of birth). Other important variables in these data are dates of the beginning and end of contracts, the type of contract, and earnings. For the employer, there is information on industry, type of organization (public versus private), the number of employees, etc. Thus, the CSWH provides information related to both, labour supply and labour demand.

To be able to observe the worker's sick leave behaviour, the dataset was expanded with sick

have contributed for at least 90 days within the previous 7 years or 180 days over the entire working life. Finally, women older than 26 must have contributed for at least 180 days within the previous 7 years or 360 days over the entire working life.

leave episodes for the period 2005-2006 from administrative records of the Spanish social security system. Thus, this unique dataset contains information about all sick leave episodes covered by the Spanish sickness insurance scheme. For each individual in the sample, we know the number of sick leave episodes together with their starting and ending dates, the type of sickness or injury (common or non-work-related versus occupational or work-related) and the entity responsible for payment (the National Institute of the Social Security or the Social Security Mutual Society for Work-Related Injuries and Occupational Diseases).

Our sample selection is critical for a correct analysis of the problem at hand. For each individual, we focus on the longest employment spell that started in 2005 within the general regime of social security.⁴ Focusing on a single spell of employment with a specific firm allows us to reduce heterogeneity associated with the employer's side. More importantly, we take into account the fact that duration of the employment relationship plays a crucial role in identifying the factors associated with the incidence and duration of sick leave. The final sample consists of 294,316 individuals/spells (161,218 male and 133,098 female), where 58,055 of them experienced at least one episode of sickness absence starting in 2005 or 2006.

We follow individuals from their entry into employment and pinpoint the event of a first sick leave episode. There are three possible outcomes: 1) the event of interest is observed (a sick leave episode occurs); 2) the employment relationship ends before any sick leave episode; and 3) the employment relationship continues without any sick leave episode during the time window of observation. It should be indicated that this longitudinal analysis benefits from two facts. First that the data on sick leave was extracted in 2009 but referred to sick leave episodes starting in 2005 or 2006. This means that most of the episodes have an ending date and therefore we know their complete duration. Second, we can take advantage of the panel structure of the CSWH to follow individuals along their employment spells.

The duration of the spells is measured in days. Background variables such as gender, age and place of birth, as well as information about the composition of the household are registered at the beginning of the spell. Spell characteristics are reported in Table 1. Out of 294,316 individuals in the sample, 43,017 experienced a sick leave episode due to common illness or non-work-related injury (14.6 percent), 15,038 took sick because of occupational illness or

⁴ We do not consider special regimes such as that for self-employed workers. The self-employed are excluded from our analysis because they face different regulations and incentives than wage and salary workers.

work-related injury (5.1 percent), 180,972 ended the employment relationship (61.5 percent) and the remaining 55,289 (18.8 percent) continued in employment without experiencing any sick leave episode. As **¡Error! No se encuentra el origen de la referencia.** shows, 17.3 percent of sick leave spells due to non-work-related illness or accident last less than 4 days, 55.2 percent terminate in the following 26 days, and 27.5 percent expand for longer than 30 days. In the case of sick leave episodes due to occupational disease or injury, 8.3 percent last less than 4 days, 73.3 percent end from day 4 to day 30, and 18.3 percent last more than a month.

The data set was also used to calculate the percentage of days lost due to sick leave in Spain in 2005. Compared with days worked in the year, the incidence of sick leave because of professional contingencies was 0.61 percent and 0.32 percent for men and women, respectively. The incidence of sick leave because of common contingencies was 2.35 percent for men and 3.62 percent for women.

Table 1

Characteristics of employment spells and sick leave episodes

	Total	Women	Men
Mean duration of employment spells in days	249.3	239.9	257
Proportion of spells ending in:			
Sick leave due to common illness or non-work-related inju	14.6	16.6	13.0
Sick leave due to occupational illness or work-related inju	5.1	2.7	7.1
End of contract	61.5	63.3	60.0
Censored	18.8	17.4	19.9
<i>Sick leave due to common illness or non-work-related injury</i>			
Mean duration in days	44	47.1	40.8
Proportion of spells lasting:			
Less than 4 days	17.3	16.9	17.7
From 4 to 30 days	55.2	53.4	57.2
More than 30 days	27.5	29.7	25.1
Censored	0.2	0.2	0.2
<i>Sick leave due to occupational illness or work-related injury</i>			
Mean duration in days	24.3	24.9	24.1
Proportion of spells lasting:			
Less than 4 days	8.4	5.3	9.3
From 4 to 30 days	73.3	74.5	73.0
More than 30 days	18.3	20.2	17.7
Censored	0.0	0.0	0.0

Source: CSWH, 2005-2011.

4. Do women have a higher risk of sickness absence from work?

A. Empirical Strategy and descriptive statistics

We are interested in explaining the occurrence of a first episode of sickness absence since the beginning of an employment relationship. However, instead of a sick leave episode, we may observe the end of the employment relationship. Thus, the worker's separation from the employer acts as a competing event that impedes the occurrence of the event of interest, a sickness absence. This must not be confused with the typical right-censoring problem in survival data. Subjects lost to follow-up (censoring) are still at risk of sick leave to the extent that the employment relationship continues. However, a worker's separation because of quitting, dismissal or simply end of contract, precludes a sick leave episode to take place during the employment relationship under study.

Another important feature of our empirical strategy is the distinction between common disease or non-work-related injury and occupational illness or work-related injury. When analysing the probability of sick leave due to common illness or non-work-related accident, the end of contract and sick leave due to occupational disease or injury will act as competing events. On the other hand, when the probability of failure towards sick leave due to occupational disease or injury is the event of interest, end of contract and sick leave due to common illness or injury will be considered competing events.

We take a first glance at the data using cumulative incidence curves of sickness absence. In a competing risk setting, cumulative incidence for a particular cause of failure is the probability of experiencing this cause of failure until time t , in the presence of all the other possible causes. Thus, the cumulative incidence for the failure type k is estimated as follows:

$$F_k(t) = \sum_{i|t_i \leq t} \lambda_k(t_i) S(t_{i-1})$$

where $\lambda_k(t_i)$ is the cause-specific hazard function defined as:

$$\lambda_k(t_i) = \frac{d_{ki}}{n_i}$$

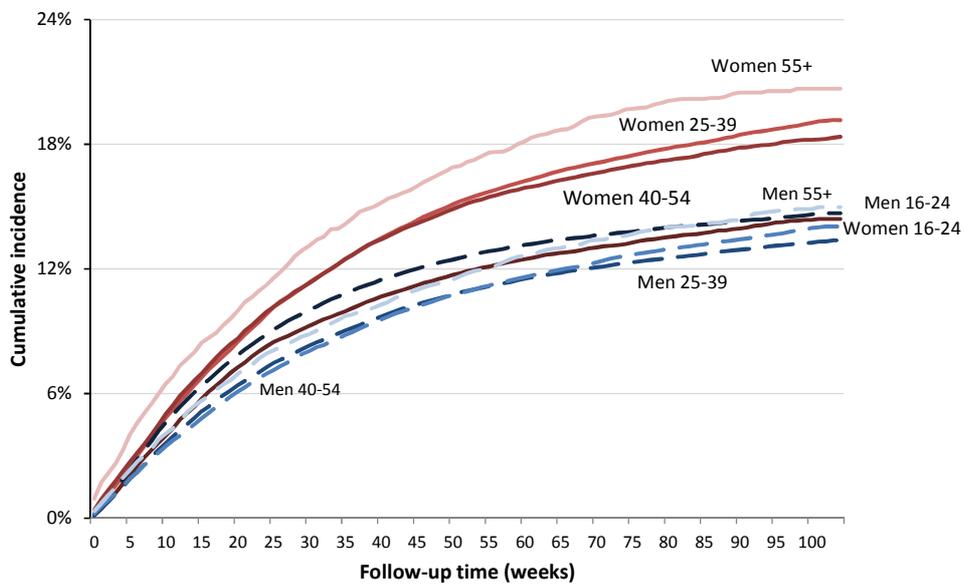
i.e., the proportion of subjects at risk that fail due to cause k ; and $S(t_{i-1})$ is the survival function defined as:

$$S(t) = \prod_{i|t_i \leq t} \left(1 - \sum_{k=1}^K \frac{d_{ki}}{n_i} \right) = \prod_{i|t_i \leq t} \left(1 - \sum_{k=1}^K \lambda_k(t_i) \right)$$

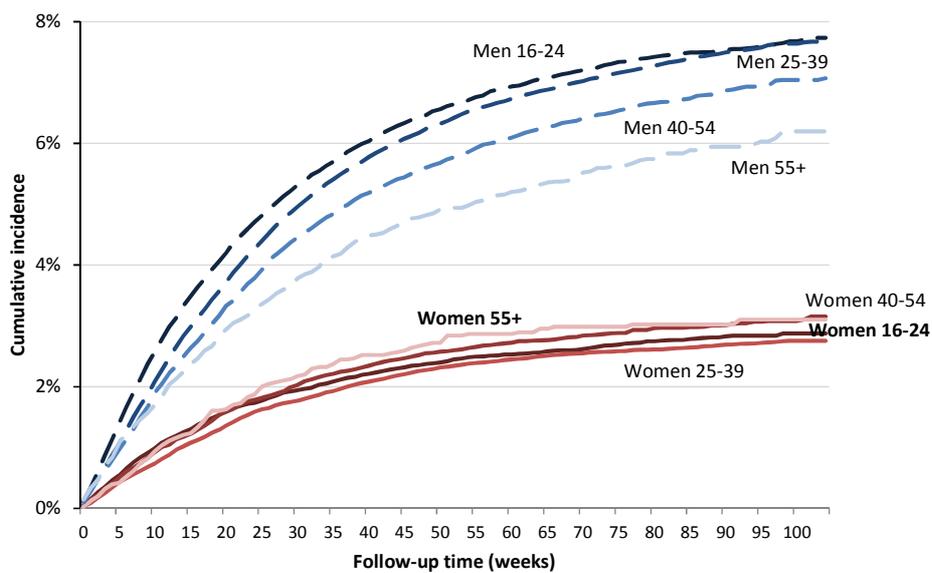
i.e., the probability of being event-free at t_i .

Figure 1
Cumulative incidence curves of sickness absence by cause, gender and age

Panel A. Sickness absence due to common illness or non-work-related injury



Panel B. Sickness absence due to occupational illness or work-related injury



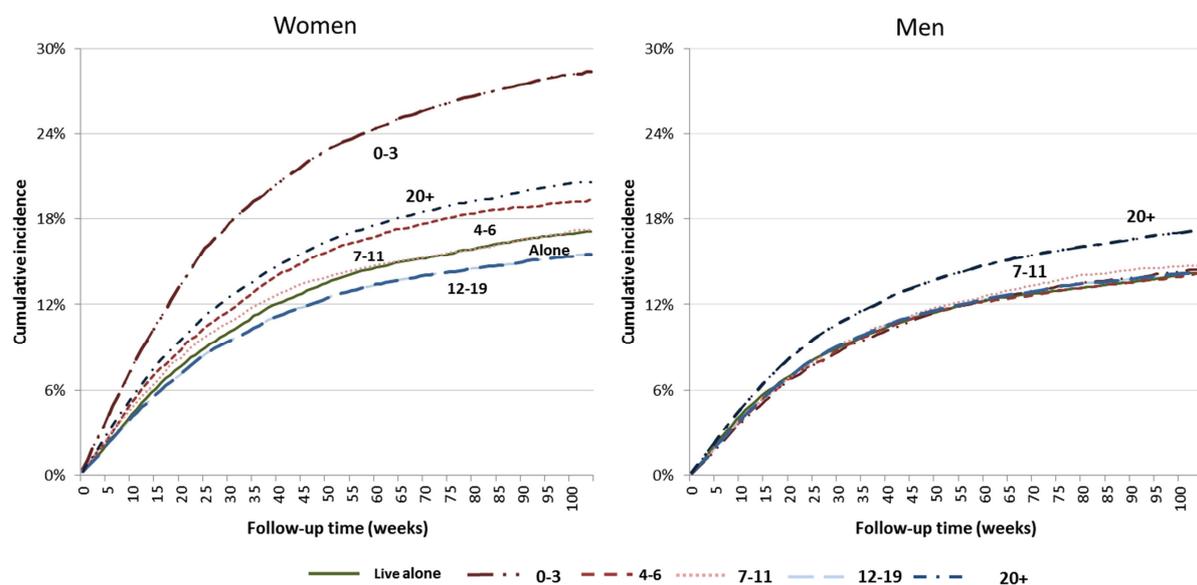
Source: CSWH.

The descriptive analysis shows clear patterns in the data. Figure 1 documents differences across gender and age in the cumulative incidences of each type of sickness absence. The probability of sick leave due to common illness or non-work-related injury is always higher than that of sick leave due to occupational disease or injury. The figure shows that women are more likely than men to experience sick leave due to common illness or non-work-related injury. On the other hand, men have a much higher incidence than women when it comes to sickness absence due to occupational disease or injury.

Although it is no surprise that age is correlated with sickness absence, this correlation is quite different by type of illness or injury. Panel A of Figure 1 tells us that women 55 years or older have the highest incidence of sickness absence due to common illness or injury, followed by women aged 25 to 39, who accounts for most of the women with young children. Panel B of Figure 1 indicates that the youngest men (16-39) have the highest incidence of sickness absence due to common illness or injury.

Figure 2

Cumulative incidence curves of sickness absence due to common illness or non-work-related injury by gender and age of the youngest person in the household



Source: CSWH

Figure 2 depicts the incidence of sick leave according to the age of the youngest person in the household. The presence of children under 3 years old is strongly correlated with female sick

leave due to common disease or non-work-related injury, which hints the importance of children for explaining the higher incidence of sick leave among women, but only if we distinguish between the two types of sickness absence in Spain.

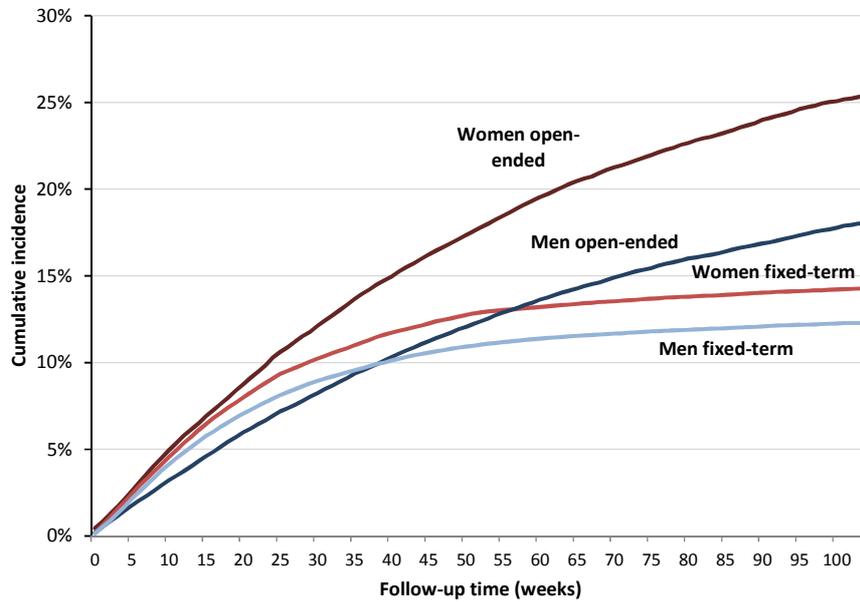
Another crucial aspect of our analysis is taking into account duration of the employment relationship, which requires to take into account the type of employment contract, fixed-term or open-ended. Figure 3 shows that, until a certain point in the employment relationship, the cumulative incidence of sickness absence is much higher for workers holding a fixed-term contract than for permanent employees. Incidence drops greatly for temporary workers who remain employed beyond one year.

Some gender differences are noteworthy. For the cumulative incidence of sickness absence due to common illness or injury the gap between open-ended and fixed-term contracts is higher for women than for men, and increases with duration of the employment relationship. We interpret this as indicating that distinguishing between the two types of contract is crucial for analysing the incidence of sick leave in Spain. For this reason, as we explain below, we estimate the cumulative incidence function according to the type of contract held by the worker. Indeed, the relationship between sickness absence and the type of contract is an issue that we do not address in this paper, but will do so in future research.

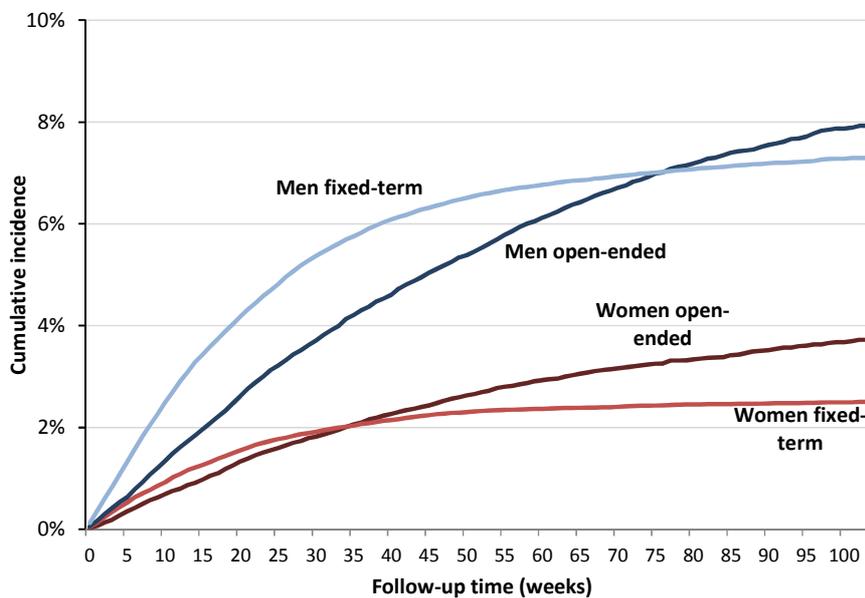
Figure 3

Cumulative incidence curves of sickness absence by cause, gender and type of contract

Panel A. Sickness absence due to common illness or non-work-related injury



Panel B. Sickness absence due to occupational illness or work-related injury



Source: CSWH.

B. A competing risks model

We estimate the cumulative incidence function for competing risks. As an alternative to the Cox regression (Cox, 1972) for survival data in the presence of competing risks, the proportional hazards model of Fine and Gray (1999) has been widely used. They use the hazard of the subdistribution for the failure event of interest, known as the subhazard. In this method the cumulative incidence function for a specific type of event is a function of the subhazard for such type of event. Covariates affect the subhazard proportionally.

Once estimated, the model permits to calculate the conditional probability that a subject with a certain set of covariates fails in a given time interval because of a specific cause, given that the subject was at risk just before that time; but also conditional to subjects who have failed from other causes before such time, who in reality are not at risk at that time, but remain in the risk set. The competing-risks regression and predicted incidence curves are estimated using Stata's commands *stcrreg* and *stcurve*, respectively.

In the light of descriptive statistics presented earlier, we estimate the model for each type of sick leave for men and for women, together and separately. In all cases, the sample is divided by the type of employment contract: fixed-term contract or open-ended contract. In what follows we indicate the explanatory variables, which refer to characteristics of workers, of jobs, and of employers.

Gender and age

Gender is a central variable in our analysis and we use it in combination with age group and also with family composition. This is a more compact way to identify the gender effect on the incidence of sick leave when the estimation is done for the sample of men and women together.

Family responsibilities

As a proxy for family responsibilities we consider the age of the youngest person in the household. More specifically, to capture differences between male and female sickness absences linked directly with the presence of children in the household, we create two dummy variables: males aged 25-39 whose youngest household member is under 3 years old and females aged 25-39 whose youngest household member is under 3 years old.

Health

Health conditions determine sickness absence. As the data contains the person's officially recognised degree of disability, we use it as a proxy for the health status. The two levels are recognised degree of disability between 33 and 64 percent and of 65 percent or higher.

Group of Social Security contribution

Lacking a good measure of the level education, we use the social security contribution group, which is based on both the professional category and the level of education: engineers and other university graduates, engineering technicians and other skilled workers, administrative chiefs and managers, assistants and other semi-skilled workers, skilled clerks, assistant clerks, skilled labourers, semi-skilled labourers, and unskilled labourers.

Firm size

The number of employees is available for each employer as recorded at the time of data extraction, around the month of March of each year. This is an important control variable in a model of sickness absence (Vistnes, 1997).

Earnings

Monthly earning is measured as Social Security contribution base. We consider quintiles to take into account the employee's position in the earnings distribution as a possible determinant of sick leave.

Part-time work

Hours of work are not available but we know what employees work part-time. This variable is relevant because it may ease the possible conflict between family and work. For instance, Dionne and Dostie (2007) found that workers who work on a reduced work week have a lower incidence of absenteeism.

Labour-market experience

Retrospective information on start and end of jobs allows us to have measures of the worker's labour market experience. Two set of indicators were constructed. The first set is based on

the ratios of actual to potential experience; the second set is the number of contracts held by the worker up to the employment relationship relevant for this study.

In addition to the indicated covariates, other control variables are place of birth, region of residence, industry, the employer's legal form, and day of week and month of entry into employment.

C. Regression results

Results for selected covariates of competing risks regressions distinguishing by type of employment contract and cause of sick leave are presented in Table 2 for the entire sample and in Table 3 for men and women separately. The value reported is the change in the odds of being absent from work due to sickness for a one-unit change in the explanatory variable. A value below 1 means that the likelihood of sickness absence is lower than that of a worker in the comparison group with all other covariates held constant. A value above 1 means that the likelihood of sickness absence of workers who fall into that category is higher than those in the comparison group with all other covariates held constant. The further from 1 is the estimated value, the stronger is the effect of the covariate.

A first result of our analysis is that the effects of covariates, and particularly of worker's characteristics, on the incidence of sick leave are quite different depending on the type of sick leave, namely, common illness or injury and occupational disease or accident. This allows us to shed light on a general finding in the literature suggesting that women are more prone to sickness absence than men (Leigh, 1983; Paringer, 1983; Vistnes, 1997). According to results shown in Table 2, this conclusion holds only for sick leave due to common illness or injury. In fact, women have lower risk than men when the cause of sick leave is occupational illness or accident.

Another important finding is that the type of employment contract is relevant to gauge the gender effect on sick leave due to common illness or injury: the differential between men and women is much larger when they hold open-ended contracts than when they are in fixed-term contracts. The former type of contract also seems to be associated with higher risks among younger men. In general, age appears to be an important determinant of sickness absence for both genders. For women with an open-ended contract, the risk of common illness or injury presents a U-shape by age, as in Allen (1984) and Leigh (1991); whereas for men it mostly tends to decrease with age, regardless of the type of contract.

Regarding sick leave due to occupational disease or accident, we can discern a higher incidence among younger workers, particularly when they hold an open-ended contract and more so for men than for women. As regards this kind of sick leave, age is not significant for women with a fixed-term contract. On the other hand, women aged 20-24 with an open-ended contract present a relatively high risk, close to men aged 16-19, the group with the highest risk among men.⁵

Pursuing the question asked in this paper we have found already a qualified answer: yes, women have a higher risk of absence from work due to common illness or accident but the reverse is true when it comes to absence due to occupational sickness or injury. Therefore, we need to advance the study by drilling down into possible reasons for the higher incidence of that type of sickness absence among women. The presence of children under 3 years of age in the household has turned out to be a strong determinant of the risk of female sickness absence from work due to common illness or accident. As indicated in Table 2, odd ratios associated with child-related covariates are quite similar by the type of contract.

It is very revealing that children under 3 years of age in the household do not have a significant impact on female sickness absence due to occupational disease or accident. This finding does not lend support to the hypothesis of role conflict or women overload (Verbrugge, 1983; Arber et al., 1985) to the extent that family responsibilities do not seem to have a negative impact on mothers' health. Otherwise, women would be more likely than men to take either type of sick leave, as poor health manifests itself through both, common and occupational contingencies. Therefore, our results point to children contributing to mothers' absence from work but not necessarily by increasing health problems.

Whereas the presence of children –and particularly those younger than 3 years– has a great impact on the average probability of women being absent from work, the effect of the covariates are a lot less significant for men. One possible explanation for this is that there is little substitution across the genders in caring for children. To check this further, we created a dummy for women aged 25 to 39 whose youngest child is under 3 years of age; and did likewise for men. These two dummies reveal that these women are around 40 percent more likely to experience an absence from work due to common illness or accident than other

⁵ For an analysis of the links between illness or accident and the type of employment contract see Garcia-Serrano et al. (2010) and Guadalupe (2003).

workers. By contrast, men of the same age and in the same circumstances are about 20 percent less likely to experience the same kind of sickness absence than the rest of workers.

As expected, workers' degree of disability strongly increases the probability of sickness absence for both sexes, though more so for women than for men. In addition, a disability increases more the likelihood of sickness absence due to common illness or injury than due to occupational disease or accident.

For results associated with covariates other than those included in tables 2 and 3, we refer to Table A.1 of the annex. Most control variables are significant. Among them, categories of Social Security contribution stand out: low-skilled workers are more likely to be absent from work due to illness or accident, more so among men than women. The more dramatic difference between high- and low-skilled workers is in the probability of sickness absence due to occupational disease or injury. It is also worthy to note that the skill variable impact on sick leave is much higher for men in an open-ended employment than in a fixed-term employment.

Based on the results of the competing risk regression, predicted cumulative incidence curves can be obtained. As stated above, the presence of children younger than 3 years in the household is one of the most important variables explaining the differences in sickness absence between women and men. Figure 4 shows the predicted occurrence of sick leave due to common illness or non-work-related injury for workers aged 25 to 39 with an open-ended contract whose youngest child in the household is younger than 3 years. Under these circumstances, and within the first 400 days of employment, the probability of sick leave occurrence is 10 percent among men and 15 percent among women. The figure illustrates the fact that the differential in probability accumulates over time along a specific employment relationship.

Table 2
 Estimation results of a competing risk model on the incidence of sick leave
 (Selected covariates)

	Fixed-term contract		Open-ended contract	
	Common contingency	Occupational contingency	Common	Occupational
Gender and age (ref. Men aged 25-39)				
Women aged 16-24	1.18 (0.03)**	0.68 (0.03)**	1.72 (0.06)**	0.88 (0.06)
Women aged 25-39	1.21 (0.03)**	0.66 (0.03)**	1.43 (0.04)**	0.66 (0.04)**
Women aged 40-54	1.17 (0.03)**	0.62 (0.03)**	1.58 (0.05)**	0.61 (0.04)**
Women aged 55 or more	1.12 (0.07)	0.61 (0.09)**	1.93 (0.11)**	0.62 (0.08)**
Men aged 16-24	1.21 (0.03)**	1.08 (0.03)**	1.45 (0.05)**	1.29 (0.06)**
Men aged 40-54	0.90 (0.02)**	0.86 (0.03)**	1.00 (0.03)	0.76 (0.04)**
Men aged 55 or more	1.03 (0.05)	0.76 (0.05)**	1.11 (0.06)	0.80 (0.07)*
Age of the youngest cohabitant (ref. Aged 20 or more)				
Missing	1.01 (0.04)	1.02 (0.05)	0.90 (0.05)	1.05 (0.09)
Person lives alone	1.05 (0.02)*	1.02 (0.03)	1.03 (0.03)	1.06 (0.05)
Aged 0-3	1.37 (0.05)**	1.13 (0.06)*	1.35 (0.06)**	1.01 (0.09)
Aged 4-6	1.14 (0.03)**	1.08 (0.05)	1.15 (0.04)**	1.17 (0.07)*
Aged 7-11	1.09 (0.03)**	1.17 (0.04)**	1.10 (0.03)**	1.08 (0.06)
Aged 12-19	1.01 (0.02)	1.05 (0.03)	1.09 (0.03)**	1.21 (0.05)**
Person aged 25-39 with children under 3 years old				
Female	1.35 (0.06)**	0.73 (0.07)**	1.44 (0.08)**	0.83 (0.11)
Male	0.79 (0.04)**	1.01 (0.07)	0.83 (0.05)**	1.09 (0.12)
Degree of disability (ref. No disability)				
From 33% to 64%	1.95 (0.09)**	1.32 (0.11)**	1.87 (0.11)**	1.27 (0.15)*
65% or more	2.59 (0.29)**	0.91 (0.29)	1.80 (0.27)**	0.73 (0.33)
Number of observations	206,068		87,991	
Log-likelihood value	-315,082	-122,400	-183,624	-51,163

Notes: Standard errors are in parentheses. * Significant at the 5 percent level; ** significant at the 1 percent level. Full results are reported in Table A.1.

Table 3

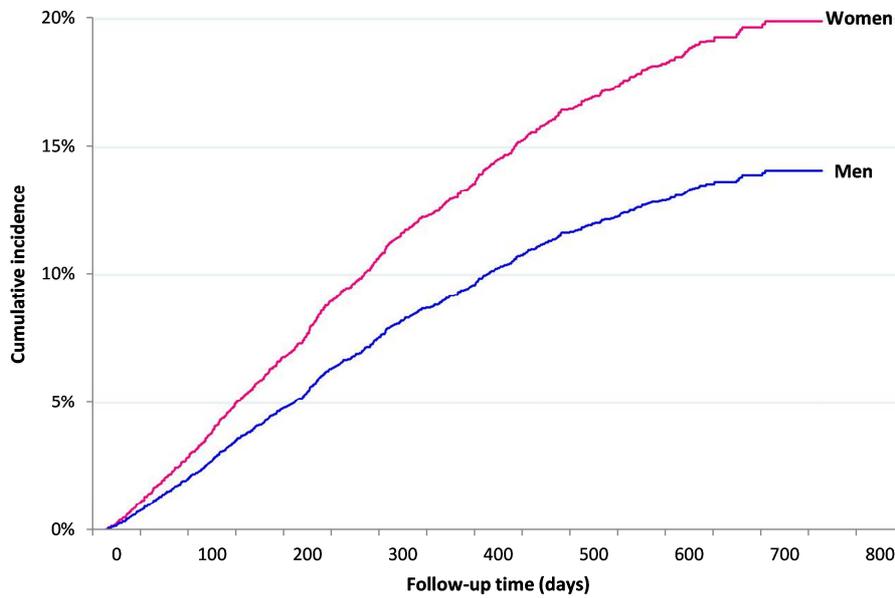
Estimation results of a competing risk model on the incidence of a sick leave by gender
(Selected covariates)

	Women				Men			
	Fixed-term contract		Open-ended contract		Fixed-term contract		Open-ended contract	
	Common	Occupational	Common	Occupational	Common	Occupational	Common	Occupational
Age (ref. Aged 35-39)								
16-19	0.97 (0.05)	0.99 (0.10)	1.50 (0.10)**	1.43 (0.24)*	1.38 (0.06)**	1.34 (0.07)**	1.91 (0.13)**	1.61 (0.15)**
20-24	0.96 (0.04)	1.00 (0.08)	1.12 (0.05)**	1.51 (0.17)**	1.23 (0.04)**	1.15 (0.05)**	1.36 (0.07)**	1.24 (0.08)**
25-29	1.01 (0.03)	0.88 (0.07)	1.00 (0.04)	1.17 (0.12)	1.08 (0.04)*	1.17 (0.05)**	1.01 (0.05)	1.10 (0.07)
30-34	1.04 (0.04)	0.92 (0.07)	1.05 (0.04)	1.12 (0.12)	1.03 (0.04)	1.11 (0.05)*	0.99 (0.04)	0.96 (0.06)
40-44	0.93 (0.04)	0.87 (0.08)	1.03 (0.05)	1.03 (0.12)	0.95 (0.04)	0.93 (0.05)	0.99 (0.05)	0.81 (0.06)**
45-49	1.05 (0.05)	0.88 (0.09)	1.16 (0.06)**	0.99 (0.13)	0.87 (0.04)**	0.97 (0.05)	1.08 (0.06)	0.69 (0.06)**
50-54	1.09 (0.06)	0.91 (0.12)	1.14 (0.07)*	1.24 (0.17)	1.01 (0.05)	0.90 (0.06)	1.02 (0.06)	0.81 (0.08)*
55-59	0.98 (0.08)	0.93 (0.16)	1.31 (0.08)**	1.38 (0.21)*	1.09 (0.06)	0.82 (0.07)*	1.09 (0.08)	0.80 (0.09)*
60-64	0.86 (0.12)	0.71 (0.24)	1.54 (0.15)**	0.43 (0.17)*	1.02 (0.09)	0.83 (0.10)	1.26 (0.13)*	0.81 (0.14)
Age of the youngest cohabitant (ref. Aged 20 or more)								
Missing	1.09 (0.07)	0.84 (0.12)	0.99 (0.08)	1.08 (0.20)	0.97 (0.05)	1.05 (0.06)	0.85 (0.07)	1.05 (0.11)
Person lives alone	1.05 (0.03)	1.09 (0.08)	1.03 (0.04)	1.05 (0.10)	1.05 (0.03)	1.00 (0.04)	1.02 (0.04)	1.08 (0.06)
Aged 0-3	1.85 (0.05)**	0.91 (0.07)	1.87 (0.06)**	0.90 (0.09)	1.08 (0.03)**	1.13 (0.04)**	1.09 (0.04)*	1.07 (0.06)
Aged 4-6	1.23 (0.05)**	1.03 (0.09)	1.27 (0.06)**	1.08 (0.13)	1.08 (0.04)	1.08 (0.05)	0.98 (0.06)	1.22 (0.09)*
Aged 7-11	1.09 (0.04)*	1.13 (0.09)	1.13 (0.05)**	1.17 (0.13)	1.12 (0.04)**	1.17 (0.05)**	1.04 (0.05)	1.06 (0.08)
Aged 12-19	0.99 (0.03)	1.02 (0.06)	1.13 (0.04)**	1.26 (0.10)**	1.04 (0.03)	1.03 (0.04)	1.01 (0.04)	1.20 (0.07)**
Degree of disability (ref. No disability)								
From 33% to 64%	2.14 (0.17)**	1.73 (0.32)**	2.10 (0.19)**	1.23 (0.29)	1.86 (0.10)**	1.28 (0.12)**	1.71 (0.13)**	1.31 (0.18)*
65% or more	2.59 (0.44)**	0.40 (0.40)	1.51 (0.37)	1.26 (0.91)	2.58 (0.37)**	1.12 (0.38)	2.05 (0.38)**	0.63 (0.37)
N. of observations	91,389		41,570		114,679		46,421	
Log-likelihood	-140,908	-24,954	-95,285	-14,196	-155,753	-91,869	-76,761	-33,999

Notes: Standard errors are in parentheses. * Significant at the 5 percent level; ** significant at the 1 percent level. Full results are reported in Table A.1.

Figure 4

Predicted cumulative incidence curves of sick leave due to common disease or non-work-related injury for a worker in open-ended contract aged 25-39 with children younger than 3 years



Source: Results presented in Table 2A.

5. Gender differences in sick leave duration

The analysis of gender differences in sick leave is focused now on its duration. Given that a first episode of sick leave is observed, we are interested in knowing what are the characteristics associated with a longer spell duration. As a first step, we calculate the hazard rate as the percentage of workers returning to work each day conditioned on being sick until that day. Figures 5 and 6 show the hazard rates for men and women by type of sickness absence.

Figure 5 indicates that duration of sickness absence reflects the institutional setting. The hazard rate increases until the day the medical certificate needs to be reissued (the 5th day for sick leave due to common illness or injury and the 8th day for sick leave due to occupational disease or accident) and declines thereafter. Most sick leave spells end within the first 10 days, and sick leave spells due to occupational disease or injury are typically longer.

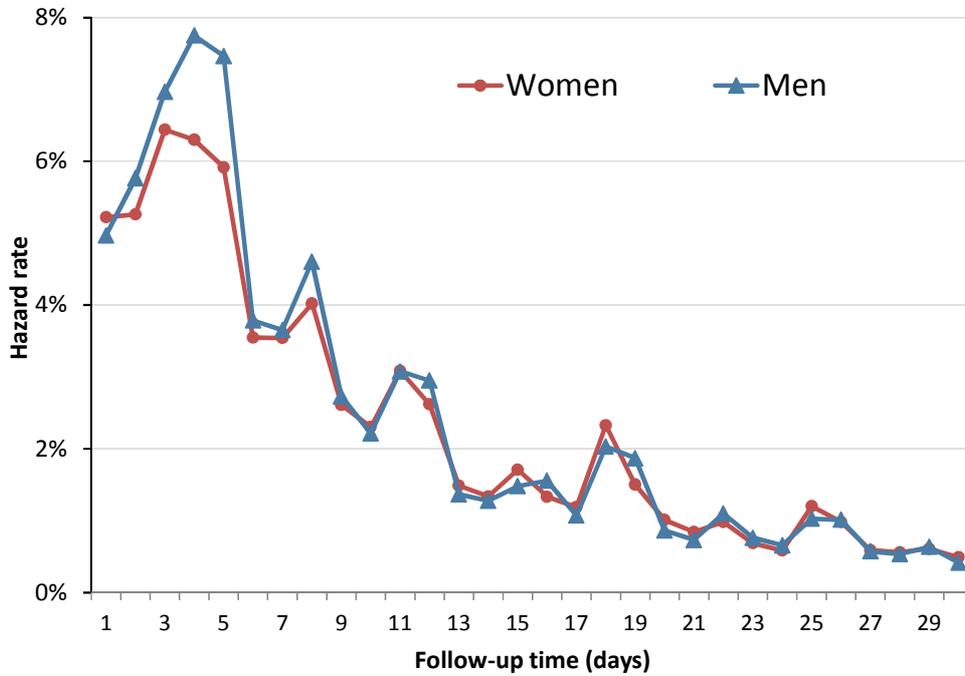
In Figure 5 we can see differences in the hazard rate by gender and type of sickness absence. As regards sickness absence due to common illness or injury the hazard rate is higher for men from the second to the fifth month. This implies that women are more likely than men to have the physician's certificate reissued at the 4th day of their sickness absence. With respect to sickness absence due to professional illness or work-related injury similar pattern is observed, keeping in mind that in this case the certificate needs to be first reissued the 7th day. These results point to longer duration of sick leave among women than men.

To explore how family responsibilities may affect the duration of sickness absence, in Figure 6 we depict the hazard rates for three alternative situations of the sick person: The youngest child in the household is 0-3 or 4-6 years of age, or the live alone. Among men, the presence of children reduces the duration of sickness absences due to common illness or injury in comparison with men who live alone. For women, presence of children between ages 0 to 3 increases the duration of sickness absence because the hazard rate is much lower during the first days of sickness absence.

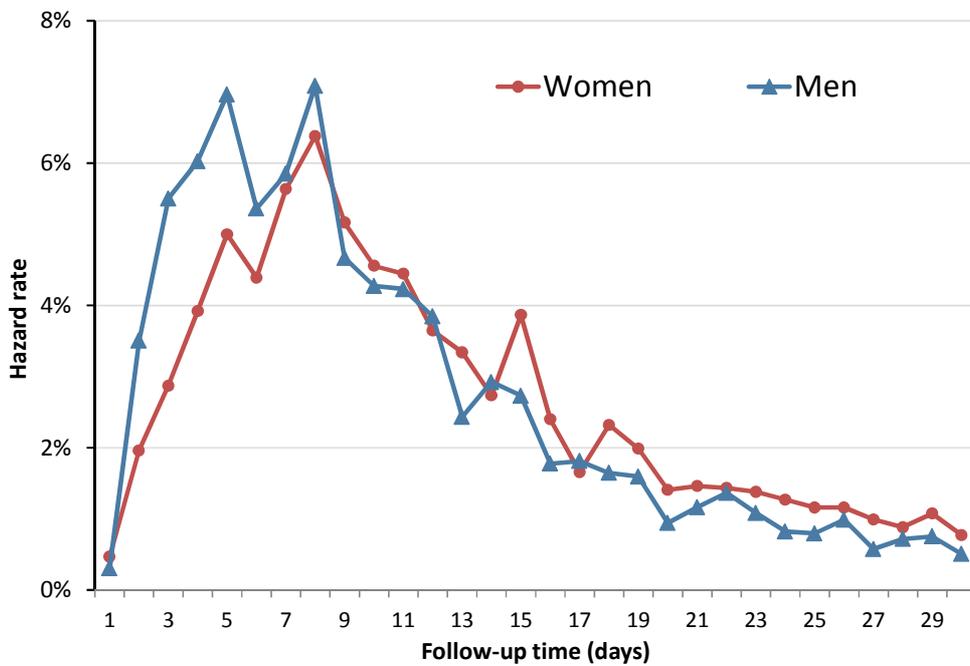
Figure 5

Hazard rates of returning to work by cause of sick leave and gender

Panel A. Sickness absence due to common illness or non-work-related injury



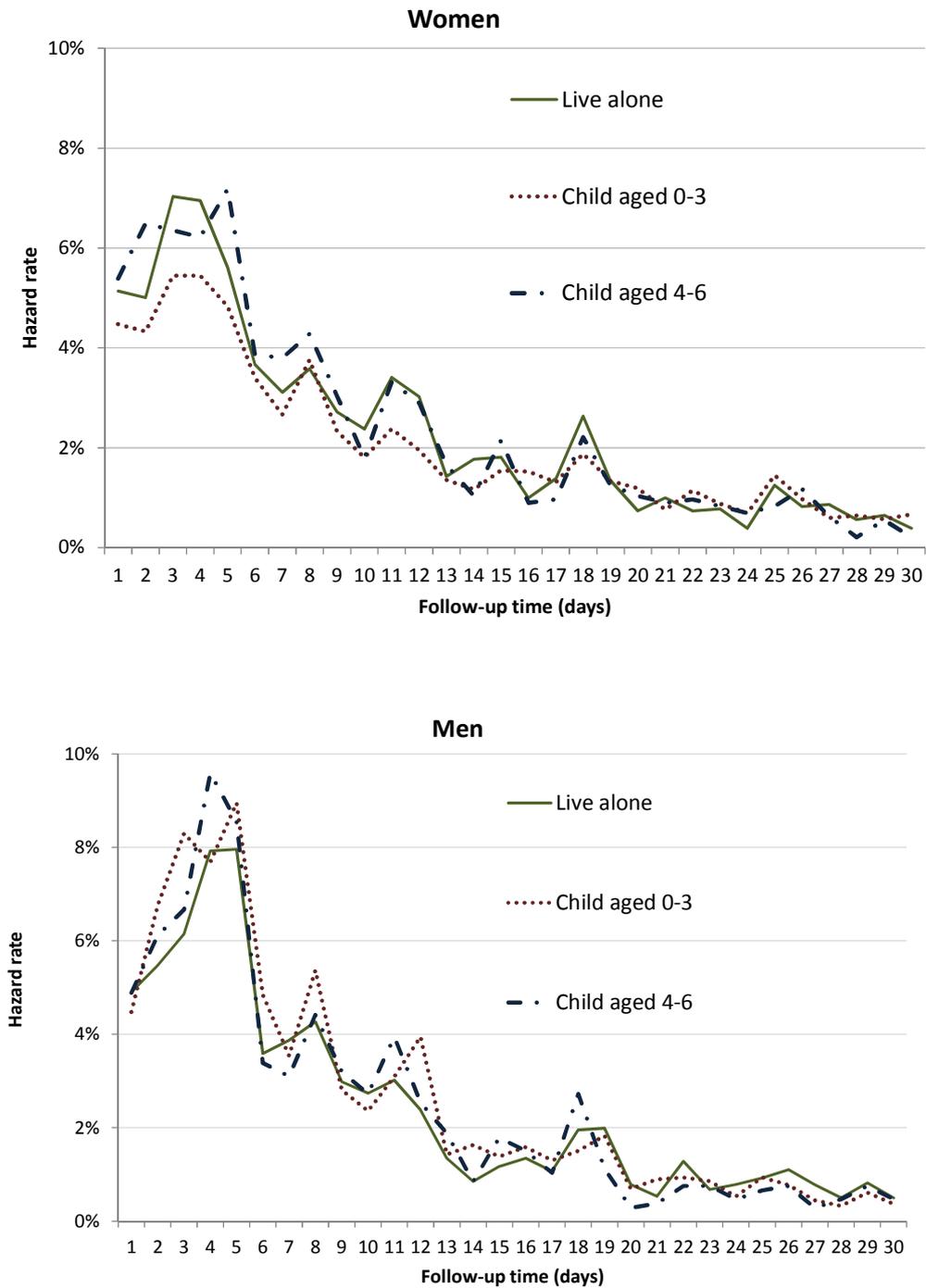
Panel B. Sickness absence due to occupational illness or work-related injury



Source: CSWH

Figure 6

Hazard rates of returning to work after sick leave due to common illness or non-work related injury by gender and age group of the youngest person in the household



Source: CSWH

5.1. *A parametric duration model of sick leave*

We estimate a Weibull proportional hazard model with unobserved heterogeneity (frailty) using Stata's `streg`. Frailty is assumed to be a Gamma distribution. Specification of our parametric duration model is similar to that of the cumulative incidence model estimated in the previous section. Instead of day of week and month of employment entry, we control for day of week and month of sick leave spell start. Other new explanatory variables are tenure in employment before the sick leave event and the entity in charge of the payment (i.e. National Institute of the Social Security or the Social Security Mutual Society for Work-Related Injuries and Occupational Diseases).

Table A.2 of the Annex contains estimated hazard ratios for the total sample and for men and women separately. A hazard ratio below (above) 1 means that the duration of sick leave is higher (lower) than that of a worker in the comparison group with all others covariates held constant. Table 4 shows results for selected covariates. It should be remarked that for the 25-39 age group, women have longer duration of sick leave than men regardless of cause. For this same age group, the presence of children aged 0-3 years in the household affects duration of sick leave only for spells due to common illness or injury, increasing it by 35 percent among women and decreasing it by 34 percent among men. Other than this, it is clear that duration of sick leave increases significantly with age. Older workers remain absent from work longer for every type of cause, common or occupational.

Health status has a large and significant effect on sick leave duration. A higher degree of disability is associated with longer duration of sick leave spells for both women and men, especially when the cause is common illness or accident. Social Security contribution group is significant for explaining the duration of sick leave for women but not for men. High-skilled females have shorter sickness absences than low-skilled females.

Finally, we find that wage levels are relatively unimportant in determining the length of time spent in sick leave for both women and men, and regardless of the cause of sick leave. Wages are only important in encouraging those workers situated in the first wage quintile to remain in sick leave due to common illness or injury for longer periods of time. We can think that an income effect implies that those workers with higher salaries return to work earlier (see Table A.2 can be seen the effects of other covariates on duration of sick leave episodes).

Table 4
 Estimation results of the Weibull model on duration of sick leave
 (Selected covariates)

	Common Illness	Occupational Illness
Gender and age (ref. Men aged 25-39)		
Women aged 16-24	1.08 (0.05)	0.82 (0.07)*
Women aged 25-39	0.70 (0.03)**	0.66 (0.05)**
Women aged 40-54	0.38 (0.02)**	0.52 (0.06)**
Women aged 55 or more	0.19 (0.02)**	0.33 (0.09)**
Men aged 16-24	1.30 (0.05)**	1.31 (0.08)**
Men aged 40-54	0.55 (0.03)**	0.70 (0.05)**
Men aged 55 or more	0.23 (0.02)**	0.46 (0.06)**
Age of the youngest cohabitant (ref. Aged 20+)		
Missing	0.87 (0.06)*	1.12 (0.12)
Live alone	0.94 (0.04)	0.90 (0.06)
Aged 0-3	0.83 (0.05)**	1.21 (0.12)
Aged 4-6	1.05 (0.05)	1.07 (0.09)
Aged 7-11	0.90 (0.04)*	0.94 (0.07)
Aged 12-19	0.98 (0.04)	1.11 (0.07)
People aged 25-39 with children younger than 3		
Female	0.65 (0.05)**	0.88 (0.15)
Male	1.34 (0.11)**	0.86 (0.11)
Degree of disability (ref. No disability)		
From 33% to 64%	0.48 (0.05)**	0.62 (0.10)**
65% or more	0.43 (0.10)**	0.78 (0.53)
Number of observations	43,017	15,038
Log-likelihood	-74,943	-20,833

Notes: Standard errors are in parentheses. * Significant at the 5 percent level;
 ** significant at the 1 percent level. Full results are reported in Table A2.

Table 5

Estimation results of the Weibull model on duration of sick leave by gender
(Selected covariates)

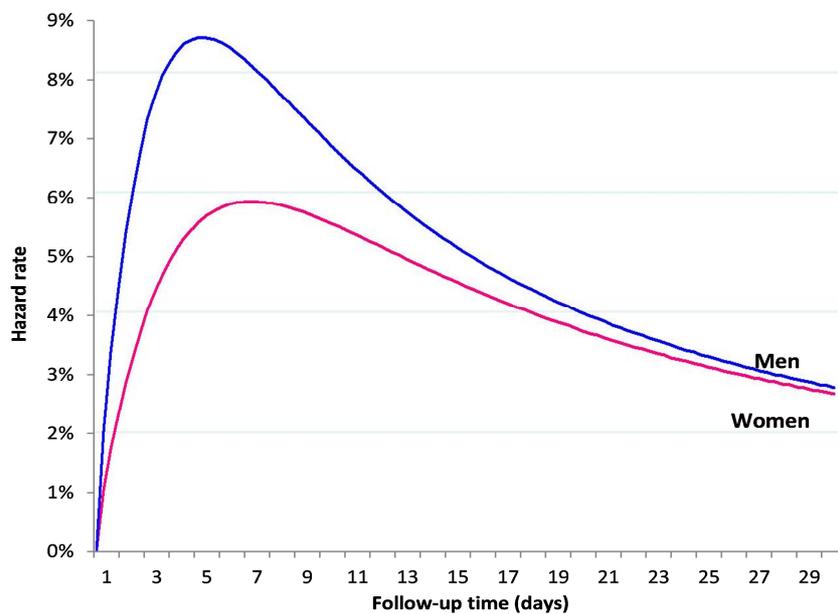
	Women		Men	
	Common	Occupational	Common	Occupational
Age (ref. Aged 35-39)				
16-19	2.02 (0.17)**	1.20 (0.21)	1.64 (0.14)**	1.83 (0.21)**
20-24	1.66 (0.10)**	1.28 (0.18)	1.55 (0.10)**	1.62 (0.15)**
25-29	1.25 (0.07)**	1.05 (0.15)	1.35 (0.08)**	1.36 (0.12)**
30-34	1.06 (0.06)	1.12 (0.16)	1.24 (0.08)**	1.16 (0.10)
40-44	0.74 (0.05)**	0.87 (0.14)	0.70 (0.05)**	1.04 (0.11)
45-49	0.62 (0.05)**	1.01 (0.19)	0.57 (0.05)**	0.69 (0.09)**
50-54	0.46 (0.04)**	0.61 (0.13)*	0.53 (0.05)**	0.69 (0.09)**
55-59	0.36 (0.05)**	0.56 (0.16)*	0.27 (0.04)**	0.55 (0.09)**
60-64	0.27 (0.05)**	0.31 (0.30)	0.19 (0.04)**	0.51 (0.13)*
Age of the youngest cohabitant (ref. Aged 20+)				
Missing	0.87 (0.09)	1.06 (0.22)	0.86 (0.08)	1.17 (0.15)
Live alone	0.92 (0.05)	0.93 (0.12)	0.98 (0.05)	0.89 (0.07)
Aged 0-3	0.55 (0.03)**	1.05 (0.13)	1.17 (0.06)**	1.08 (0.08)
Aged 4-6	0.97 (0.07)	1.10 (0.17)	1.18 (0.09)*	1.07 (0.11)
Aged 7-11	0.79 (0.05)**	0.94 (0.13)	1.04 (0.07)	0.93 (0.09)
Aged 12-19	0.94 (0.05)	1.11 (0.13)	0.99 (0.05)	1.07 (0.08)
Degree of disability (ref. No disability)				
From 33% to 64%	0.56 (0.09)**	1.19 (0.28)	0.45 (0.07)**	0.54 (0.12)**
65% or more	0.47 (0.16)*	0.12 (0.25)	0.46 (0.15)*	1.25 (0.91)
Number of observations	21,988	3,621	21,029	11,417
Log-likelihood	-38,749	-4,853	-35,976	-15,882

Notes: Standard errors are in parentheses. * Significant at the 5 percent level;

** significant at the 1 percent level. Full results are reported in Table A.2.

Based on estimation results, Figure 7 presents the predicted hazards of exiting a common sickness episode for men and women in open-ended employment, aged 25-39 years and with at least a child under 3 years of age in the household. The predicted hazard rate around the 5th day of sick leave is about 8% for men and 6% for women. Thus, as already shown in the descriptive analysis, the presence of young children in the household makes it more likely for women to experience a common sickness period that lasts more than 5 days.

Figure 7
 Estimated hazard rates for exit of a sickness episode due to common disease or non-work-related injury for open-ended workers aged 25 to 39 with children under 3 years old



Source: Table 4.

6. Concluding remarks

The distinction between sick leave due to common disease or accident and sick leave due to occupational illness or injury has revealed significant gender differences in the incidence and duration of sickness episodes in Spain. We find that women have a higher incidence of sick leave due to common disease or accident than men. But the reverse is true when the reason for absence from work is occupational illness or injury.

As for duration of the sick leave spell, we find that it is longer for women as compared with that of men, regardless of the cause of sickness, although the differential appears to be larger for absences due to common illness or accident.

Household composition has emerged as one main predictor of gender differences in sick leave incidence and duration in Spain. Our results indicate that the presence of children under 3 years of age increases the probability of sickness absence due to common illness or accident for women, and reduces it for men. This finding lends support to the hypothesis that the presence of small children in the household increases work commitment among men, but reduce work attendance among women. Several explanations are compatible with this result. One is that mothers of young children suffer poor health more often than their counterparts without young children. Another is that the conflict between family needs and work obligations leads women to make use of sick leave as a means of balancing the two responsibilities. Either of these explanations is plausible in the context of a rigid distribution of gender roles.

However, we conjecture that our empirical evidence lends little support to the view that the presence of children has a negative impact on women's health (Verbrugge, 1983; Arber et al., 1985). Although the presence of children under age 3 strongly increases female incidence of sick leave due to common illness or accident, it does not significantly affect the probability of absence due to occupational illness or injury. If the presence of children had a negative impact on female health (because of stress, lack of rest, etc.), we would expect that women also have a higher probability of sick leave due to occupational illness or injury.

Moreover, our findings also indicate that the presence of children under age 3 increases the duration of sick leave due to common illness or accident among women and reduces it among men. We do not find that the presence of children is significant in the duration of sick leave due to an occupational disease or work-related accident.

We acknowledge some caveats in this paper's results. For instance, information on the clinical aspect of the disease or injury will be very useful to deepen our analysis and disentangle the health impact from the role conflict explanations. Moreover, knowing the impairing characteristics of the disease or injury will help to qualify the effects of small children on sick leave.

There are some issues that deserve further research. First of all, multiple spells of sick leave need to be addressed once the study of a single spell has provided enough elements to design the empirical strategy. Secondly, the nature of the employment relationship, open-ended or fixed-term, has been identified as key to analyse the incidence of sick leave, but very little has been done to investigate the impact of the type of contract. Finally, equally or more useful for public policy is to research the consequences of sick leave absences for the individual's labour market outcomes, but more particularly for women with children.

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Table A.1 Results from the competing risks regression. All covariates

	Total				Women				Men			
	Fixed-term contract		Open-ended contract		Fixed-term contract		Open-ended contract		Fixed-term contract		Open-ended contract	
	Common	Occupat.	Common	Occupat.	Common	Occupat.	Common	Occupat.	Common	Occupat.	Common	Occupat.
Gender and age (ref. Men aged 25-39)												
Women aged 16-24	1.18 (0.03)**	0.68 (0.03)**	1.72 (0.06)**	0.88 (0.06)								
Women aged 25-39	1.21 (0.03)**	0.66 (0.03)**	1.43 (0.04)**	0.66 (0.04)**								
Women aged 40-54	1.17 (0.03)**	0.62 (0.03)**	1.58 (0.05)**	0.61 (0.04)**								
Women aged 55 or more	1.12 (0.07)	0.61 (0.09)**	1.93 (0.11)**	0.62 (0.08)**								
Men aged 16-24	1.21 (0.03)**	1.08 (0.03)**	1.45 (0.05)**	1.29 (0.06)**								
Men aged 40-54	0.90 (0.02)**	0.86 (0.03)**	1.00 (0.03)	0.76 (0.04)**								
Men aged 55 or more	1.03 (0.05)	0.76 (0.05)**	1.11 (0.06)	0.80 (0.07)*								
Age (ref. Aged 35-39)												
16-19					0.97 (0.05)	0.99 (0.10)	1.50 (0.10)**	1.43 (0.24)*	1.38 (0.06)**	1.34 (0.07)**	1.91 (0.13)**	1.61 (0.15)**
20-24					0.96 (0.04)	1.00 (0.08)	1.12 (0.05)**	1.51 (0.17)**	1.23 (0.04)**	1.15 (0.05)**	1.36 (0.07)**	1.24 (0.08)**
25-29					1.01 (0.03)	0.88 (0.07)	1.00 (0.04)	1.17 (0.12)	1.08 (0.04)*	1.17 (0.05)**	1.01 (0.05)	1.10 (0.07)
30-34					1.04 (0.04)	0.92 (0.07)	1.05 (0.04)	1.12 (0.12)	1.03 (0.04)	1.11 (0.05)*	0.99 (0.04)	0.96 (0.06)
40-44					0.93 (0.04)	0.87 (0.08)	1.03 (0.05)	1.03 (0.12)	0.95 (0.04)	0.93 (0.05)	0.99 (0.05)	0.81 (0.06)**
45-49					1.05 (0.05)	0.88 (0.09)	1.16 (0.06)**	0.99 (0.13)	0.87 (0.04)**	0.97 (0.05)	1.08 (0.06)	0.69 (0.06)**
50-54					1.09 (0.06)	0.91 (0.12)	1.14 (0.07)*	1.24 (0.17)	1.01 (0.05)	0.90 (0.06)	1.02 (0.06)	0.81 (0.08)*
55-59					0.98 (0.08)	0.93 (0.16)	1.31 (0.08)**	1.38 (0.21)*	1.09 (0.06)	0.82 (0.07)*	1.09 (0.08)	0.80 (0.09)*
60-64					0.86 (0.12)	0.71 (0.24)	1.54 (0.15)**	0.43 (0.17)*	1.02 (0.09)	0.83 (0.10)	1.26 (0.13)*	0.81 (0.14)

	Total				Women				Men			
	Fixed-term contract		Open-ended contract		Fixed-term contract		Open-ended contract		Fixed-term contract		Open-ended contract	
	Common	Occupat.										
Age of the youngest cohabitant (ref. Aged 20+)												
Missing	1.01 (0.04)	1.02 (0.05)	0.90 (0.05)	1.05 (0.09)	1.09 (0.07)	0.84 (0.12)	0.99 (0.08)	1.08 (0.20)	0.97 (0.05)	1.05 (0.06)	0.85 (0.07)	1.05 (0.11)
Live alone	1.05 (0.02)*	1.02 (0.03)	1.03 (0.03)	1.06 (0.05)	1.05 (0.03)	1.09 (0.08)	1.03 (0.04)	1.05 (0.10)	1.05 (0.03)	1.00 (0.04)	1.02 (0.04)	1.08 (0.06)
Aged 0-3	1.37 (0.05)**	1.13 (0.06)*	1.35 (0.06)**	1.01 (0.09)	1.85 (0.05)**	0.91 (0.07)	1.87 (0.06)**	0.90 (0.09)	1.08 (0.03)**	1.13 (0.04)**	1.09 (0.04)*	1.07 (0.06)
Aged 4-6	1.14 (0.03)**	1.08 (0.05)	1.15 (0.04)**	1.17 (0.07)*	1.23 (0.05)**	1.03 (0.09)	1.27 (0.06)**	1.08 (0.13)	1.08 (0.04)	1.08 (0.05)	0.98 (0.06)	1.22 (0.09)*
Aged 7-11	1.09 (0.03)**	1.17 (0.04)**	1.10 (0.03)**	1.08 (0.06)	1.09 (0.04)*	1.13 (0.09)	1.13 (0.05)**	1.17 (0.13)	1.12 (0.04)**	1.17 (0.05)**	1.04 (0.05)	1.06 (0.08)
Aged 12-19	1.01 (0.02)	1.05 (0.03)	1.09 (0.03)**	1.21 (0.05)**	0.99 (0.03)	1.02 (0.06)	1.13 (0.04)**	1.26 (0.10)**	1.04 (0.03)	1.03 (0.04)	1.01 (0.04)	1.20 (0.07)**
People aged 25-39 with children aged under 3												
Female	1.35 (0.06)**	0.73 (0.07)**	1.44 (0.08)**	0.83 (0.11)								
Male	0.79 (0.04)**	1.01 (0.07)	0.83 (0.05)**	1.09 (0.12)								
Place of birth (ref. Spain)												
EU-15	0.89 (0.04)*	0.98 (0.07)	0.84 (0.05)**	0.90 (0.10)	0.89 (0.06)	0.97 (0.16)	0.90 (0.07)	0.72 (0.16)	0.89 (0.06)	0.99 (0.08)	0.79 (0.07)*	1.00 (0.13)
Rest of Europe	0.78 (0.04)**	0.79 (0.05)**	0.83 (0.05)**	1.07 (0.10)	0.78 (0.06)**	0.85 (0.14)	0.91 (0.08)	1.38 (0.25)	0.77 (0.05)**	0.79 (0.06)**	0.80 (0.07)*	1.02 (0.11)
Latin America	0.98 (0.03)	1.07 (0.04)	1.03 (0.04)	1.23 (0.07)**	1.06 (0.04)	1.32 (0.11)**	1.08 (0.05)	1.35 (0.14)**	0.90 (0.04)**	1.01 (0.05)	1.03 (0.05)	1.22 (0.09)**
Africa	0.76 (0.03)**	0.90 (0.04)*	1.01 (0.06)	1.29 (0.11)**	0.90 (0.07)	1.37 (0.20)*	1.22 (0.12)*	1.31 (0.31)	0.73 (0.03)**	0.86 (0.05)**	0.93 (0.07)	1.28 (0.12)**
Rest of the world	0.45 (0.05)**	0.51 (0.08)**	0.45 (0.05)**	0.47 (0.09)**	0.44 (0.09)**	0.52 (0.24)	0.32 (0.07)**	0.10 (0.10)*	0.47 (0.06)**	0.52 (0.09)**	0.57 (0.08)**	0.57 (0.11)**
Degree of disability (ref. No disability)												
From 33% to 64%	1.95 (0.09)**	1.32 (0.11)**	1.87 (0.11)**	1.27 (0.15)*	2.14 (0.17)**	1.73 (0.32)**	2.10 (0.19)**	1.23 (0.29)	1.86 (0.10)**	1.28 (0.12)**	1.71 (0.13)**	1.31 (0.18)*
65% or more	2.59 (0.29)**	0.91 (0.29)	1.80 (0.27)**	0.73 (0.33)	2.59 (0.44)**	0.40 (0.40)	1.51 (0.37)	1.26 (0.91)	2.58 (0.37)**	1.12 (0.38)	2.05 (0.38)**	0.63 (0.37)

	Total				Women				Men			
	Fixed-term contract		Open-ended contract		Fixed-term contract		Open-ended contract		Fixed-term contract		Open-ended contract	
	Common	Occupat.										
Social Security contribution group (ref. Skilled clerks)												
Engineers and other university graduates	0.80 (0.04)**	0.49 (0.08)**	0.61 (0.03)**	0.41 (0.06)**	0.87 (0.05)*	0.41 (0.10)**	0.67 (0.04)**	0.80 (0.16)	0.69 (0.06)**	0.69 (0.14)	0.57 (0.04)**	0.29 (0.06)**
Engineering technicians and other skilled workers	1.00 (0.05)	0.70 (0.09)**	0.81 (0.04)**	0.54 (0.08)**	1.03 (0.05)	0.69 (0.11)*	0.83 (0.05)**	0.73 (0.15)	0.89 (0.08)	0.77 (0.15)	0.83 (0.07)*	0.41 (0.10)**
Administrative chiefs and managers	0.60 (0.05)**	0.93 (0.14)	0.72 (0.04)**	0.64 (0.09)**	0.62 (0.07)**	0.63 (0.19)	0.65 (0.05)**	0.44 (0.13)**	0.60 (0.07)**	1.33 (0.24)	0.79 (0.06)**	0.83 (0.13)
Assistants and other semi-skilled workers	0.80 (0.05)**	1.24 (0.15)	0.86 (0.05)**	1.19 (0.15)	0.83 (0.06)*	0.90 (0.18)	0.91 (0.07)	0.73 (0.17)	0.77 (0.08)**	1.70 (0.27)**	0.85 (0.06)*	1.61 (0.24)**
Semi-skilled clerks	1.03 (0.05)	1.70 (0.16)**	1.16 (0.07)**	1.88 (0.18)**	1.01 (0.05)	1.44 (0.18)**	1.18 (0.08)*	1.37 (0.20)*	1.07 (0.09)	2.04 (0.28)**	1.18 (0.09)*	2.42 (0.32)**
Assistant clerks	1.05 (0.04)	0.91 (0.08)	0.97 (0.03)	1.06 (0.09)	1.00 (0.04)	0.79 (0.08)*	0.95 (0.04)	0.87 (0.09)	1.11 (0.08)	0.95 (0.13)	1.00 (0.07)	1.14 (0.16)
Skilled labourers	1.10 (0.04)**	2.28 (0.16)**	1.18 (0.04)**	2.73 (0.19)**	1.01 (0.05)	1.47 (0.16)**	1.13 (0.06)*	1.66 (0.19)**	1.17 (0.07)*	3.01 (0.32)**	1.21 (0.06)**	3.47 (0.34)**
Semi-skilled labourers	1.16 (0.04)**	2.19 (0.16)**	1.30 (0.05)**	2.49 (0.19)**	1.05 (0.04)	1.51 (0.15)**	1.16 (0.06)**	1.67 (0.19)**	1.26 (0.08)**	2.95 (0.32)**	1.46 (0.08)**	3.23 (0.34)**
Unskilled labourers	1.16 (0.04)**	2.28 (0.16)**	1.28 (0.05)**	2.87 (0.21)**	1.03 (0.04)	1.72 (0.16)**	1.14 (0.05)**	1.85 (0.20)**	1.27 (0.08)**	2.96 (0.32)**	1.38 (0.08)**	3.73 (0.39)**
Economic activity (ref. Manufacturing)												
Primary sector	0.66 (0.06)**	0.88 (0.09)	0.82 (0.10)	1.04 (0.13)	0.79 (0.14)	1.11 (0.32)	0.91 (0.18)	1.84 (0.55)*	0.60 (0.06)**	0.83 (0.09)	0.84 (0.11)	0.95 (0.13)
Construction	0.86 (0.02)**	1.14 (0.04)**	1.00 (0.04)	1.21 (0.06)**	0.69 (0.05)**	0.76 (0.12)	1.05 (0.09)	0.67 (0.17)	0.82 (0.02)**	1.06 (0.04)	0.92 (0.04)	1.16 (0.07)**
Wholesale and retail trade	0.93 (0.03)*	0.85 (0.04)**	1.06 (0.04)	0.91 (0.05)	1.01 (0.04)	1.06 (0.09)	1.13 (0.05)**	1.00 (0.10)	0.90 (0.03)**	0.79 (0.04)**	1.00 (0.04)	0.87 (0.05)*
Hotels, restaurants and transport	0.79 (0.02)**	0.67 (0.03)**	0.98 (0.03)	0.84 (0.04)**	0.90 (0.04)*	1.04 (0.09)	1.04 (0.05)	0.96 (0.10)	0.73 (0.03)**	0.57 (0.03)**	0.95 (0.05)	0.83 (0.05)**
Finance and other business activities	0.62 (0.02)**	0.60 (0.03)**	0.97 (0.04)	0.67 (0.04)**	0.72 (0.03)**	0.73 (0.06)**	1.10 (0.05)*	0.75 (0.08)**	0.55 (0.03)**	0.59 (0.03)**	0.85 (0.05)**	0.65 (0.05)**
Other services	0.79 (0.03)**	0.68 (0.04)**	1.24 (0.06)**	0.85 (0.06)*	0.89 (0.04)*	0.90 (0.09)	1.33 (0.07)**	1.02 (0.11)	0.69 (0.03)**	0.57 (0.04)**	1.19 (0.08)**	0.79 (0.07)*

	Total				Women				Men			
	Fixed-term contract		Open-ended contract		Fixed-term contract		Open-ended contract		Fixed-term contract		Open-ended contract	
	Common	Occupat.										
Type of employer (ref. Limited corporation (S.L))												
Corporation (S.A.)	1.01 (0.02)	1.03 (0.03)	1.09 (0.03)**	1.00 (0.04)	1.01 (0.03)	1.01 (0.06)	1.19 (0.04)**	1.00 (0.07)	1.03 (0.03)	1.05 (0.04)	1.01 (0.04)	1.00 (0.05)
NGO or association	1.06 (0.04)	0.95 (0.06)	1.01 (0.05)	0.64 (0.08)**	1.01 (0.05)	1.04 (0.11)	1.03 (0.06)	0.75 (0.12)	1.15 (0.07)*	0.90 (0.07)	1.01 (0.07)	0.58 (0.09)**
Local government	0.99 (0.04)	0.62 (0.04)**	1.07 (0.14)	1.05 (0.18)	0.97 (0.06)	0.70 (0.08)**	0.93 (0.13)	0.69 (0.23)	1.15 (0.07)*	0.70 (0.06)**	1.33 (0.23)	1.36 (0.25)
Public organization	1.25 (0.06)**	0.65 (0.07)**	1.27 (0.11)**	0.66 (0.11)*	1.19 (0.07)**	0.55 (0.09)**	1.33 (0.12)**	0.84 (0.18)	1.50 (0.12)**	0.81 (0.13)	1.17 (0.13)	0.55 (0.12)**
Central or regional government	1.52 (0.09)**	0.72 (0.11)*	1.06 (0.11)	0.45 (0.10)**	1.40 (0.09)**	0.74 (0.14)	0.91 (0.11)	0.49 (0.14)*	1.98 (0.19)**	0.68 (0.16)	1.40 (0.17)**	0.41 (0.14)*
Other kind of organization	0.90 (0.04)*	0.86 (0.05)*	0.92 (0.05)	0.75 (0.08)**	0.95 (0.06)	0.90 (0.11)	0.99 (0.06)	0.79 (0.12)	0.87 (0.05)*	0.85 (0.06)*	0.84 (0.07)*	0.72 (0.10)*
Physical person	0.77 (0.02)**	0.71 (0.03)**	0.77 (0.03)**	0.65 (0.04)**	0.86 (0.03)**	0.77 (0.07)**	0.77 (0.03)**	0.61 (0.07)**	0.72 (0.02)**	0.70 (0.03)**	0.78 (0.04)**	0.67 (0.05)**
Number employees of the firm (ref. 1,001 – 5,000)												
0-50	0.62 (0.03)**	0.89 (0.07)	0.56 (0.03)**	0.74 (0.07)**	0.59 (0.03)**	0.63 (0.07)**	0.59 (0.04)**	0.49 (0.06)**	0.67 (0.05)**	1.09 (0.11)	0.55 (0.04)**	1.03 (0.14)
51-100	0.74 (0.04)**	1.16 (0.09)	0.68 (0.04)**	0.96 (0.10)	0.73 (0.05)**	0.97 (0.11)	0.72 (0.05)**	0.81 (0.10)	0.78 (0.06)**	1.35 (0.14)**	0.65 (0.05)**	1.20 (0.17)
101-300	0.77 (0.04)**	1.11 (0.09)	0.72 (0.05)**	0.92 (0.09)	0.75 (0.04)**	0.95 (0.10)	0.78 (0.05)**	0.72 (0.09)**	0.80 (0.06)**	1.28 (0.13)*	0.69 (0.06)**	1.20 (0.17)
301-600	0.85 (0.05)**	1.09 (0.09)	0.83 (0.06)**	1.00 (0.11)	0.89 (0.06)*	1.12 (0.13)	0.91 (0.07)	0.85 (0.12)	0.80 (0.06)**	1.10 (0.12)	0.77 (0.07)**	1.26 (0.19)
601-1,000	0.95 (0.07)	1.02 (0.10)	0.97 (0.07)	0.99 (0.13)	0.99 (0.07)	0.94 (0.13)	1.02 (0.08)	0.92 (0.14)	0.89 (0.08)	1.10 (0.15)	0.90 (0.09)	1.11 (0.20)
More than 5,000	0.83 (0.13)	0.66 (0.14)*	0.90 (0.16)	1.02 (0.25)	0.84 (0.11)	0.55 (0.14)*	0.83 (0.15)	0.56 (0.19)	0.78 (0.19)	0.78 (0.18)	1.06 (0.21)	1.62 (0.47)

	Total				Women				Men			
	Fixed-term contract		Open-ended contract		Fixed-term contract		Open-ended contract		Fixed-term contract		Open-ended contract	
	Common	Occupat.										
Wage quintile (ref. Quintile 3)												
Quintile 1	1.09 (0.03)**	0.99 (0.04)	0.92 (0.03)**	0.73 (0.04)**	1.11 (0.04)**	1.08 (0.08)	0.95 (0.04)	0.76 (0.07)**	1.08 (0.04)*	0.99 (0.05)	0.83 (0.05)**	0.66 (0.06)**
Quintile 2	1.09 (0.02)**	0.96 (0.03)	1.06 (0.03)*	0.92 (0.04)	1.17 (0.04)**	1.24 (0.08)**	1.08 (0.04)*	0.93 (0.07)	1.03 (0.03)	0.88 (0.03)**	1.04 (0.04)	0.89 (0.05)*
Quintile 4	0.95 (0.02)**	1.02 (0.03)	1.07 (0.03)*	1.01 (0.04)	0.94 (0.03)	1.03 (0.08)	1.02 (0.04)	0.85 (0.08)	0.96 (0.02)	1.02 (0.03)	1.10 (0.04)*	1.07 (0.05)
Quintile 5	0.88 (0.02)**	0.93 (0.03)*	1.03 (0.03)	0.89 (0.05)*	0.85 (0.03)**	0.79 (0.08)*	0.99 (0.04)	0.53 (0.06)**	0.90 (0.03)**	0.96 (0.04)	1.06 (0.04)	1.02 (0.06)
Working day (ref. Full-time)												
Part-time	0.79 (0.02)**	0.56 (0.02)**	0.80 (0.02)**	0.61 (0.03)**	0.83 (0.02)**	0.61 (0.04)**	0.87 (0.03)**	0.65 (0.05)**	0.70 (0.03)**	0.50 (0.03)**	0.66 (0.03)**	0.58 (0.04)**
Missing			0.75 (0.06)**	0.60 (0.08)**			0.92 (0.08)	0.52 (0.11)**			0.57 (0.06)**	0.63 (0.10)**
Actual to potential experience ratio (ref. 0.76-1)												
Current job is the first one	0.63 (0.02)**	0.66 (0.03)**	0.74 (0.03)**	0.77 (0.05)**	0.58 (0.03)**	0.65 (0.07)**	0.69 (0.04)**	0.74 (0.11)*	0.68 (0.03)**	0.66 (0.04)**	0.75 (0.04)**	0.78 (0.06)**
One job before and close to the current one	0.92 (0.03)**	0.97 (0.05)	0.91 (0.04)*	0.96 (0.07)	0.95 (0.04)	0.89 (0.09)	0.85 (0.05)**	0.93 (0.13)	0.87 (0.04)**	0.97 (0.05)	0.90 (0.06)	0.92 (0.09)
One short job and ended more than 3 years before the current one	0.92 (0.03)*	0.93 (0.05)	0.82 (0.04)**	0.88 (0.08)	0.93 (0.04)	0.84 (0.09)	0.80 (0.05)**	0.83 (0.14)	0.92 (0.05)	0.99 (0.07)	0.90 (0.07)	0.93 (0.11)
Less than 0.25	0.60 (0.02)**	0.60 (0.03)**	0.73 (0.04)**	1.08 (0.11)	0.59 (0.02)**	0.65 (0.06)**	0.75 (0.05)**	1.12 (0.15)	0.59 (0.03)**	0.57 (0.04)**	0.67 (0.08)**	1.07 (0.17)
From 0.26 to 0.5	0.93 (0.02)**	0.95 (0.03)	0.94 (0.03)*	1.04 (0.06)	0.88 (0.02)**	0.93 (0.06)	0.92 (0.03)*	1.03 (0.09)	1.00 (0.03)	0.97 (0.04)	1.04 (0.06)	1.08 (0.09)
From 0.51 to 0.75	1.02 (0.02)	1.00 (0.03)	0.99 (0.02)	1.08 (0.04)*	0.95 (0.02)	1.03 (0.06)	0.98 (0.03)	1.05 (0.08)	1.08 (0.02)**	0.99 (0.03)	1.03 (0.03)	1.12 (0.05)*
From 1.1 to 2 or more	0.62 (0.02)**	0.62 (0.03)**	0.95 (0.03)	0.86 (0.06)*	0.65 (0.03)**	0.59 (0.06)**	0.95 (0.04)	0.78 (0.10)	0.61 (0.03)**	0.65 (0.04)**	0.96 (0.05)	0.90 (0.07)

	Total				Women				Men			
	Fixed-term contract		Open-ended contract		Fixed-term contract		Open-ended contract		Fixed-term contract		Open-ended contract	
	Common	Occupat.										
Number of contract signed before current one (ref. from 0 to 10)												
From 11 to 20	1.14 (0.02)**	1.15 (0.03)**	1.16 (0.02)**	1.28 (0.05)**	1.15 (0.03)**	1.10 (0.06)	1.18 (0.03)**	1.34 (0.09)**	1.14 (0.03)**	1.18 (0.04)**	1.16 (0.03)**	1.27 (0.06)**
More than 20 contracts	1.17 (0.02)**	1.17 (0.03)**	1.15 (0.03)**	1.41 (0.06)**	1.16 (0.03)**	1.20 (0.08)**	1.15 (0.04)**	1.31 (0.12)**	1.16 (0.03)**	1.19 (0.04)**	1.20 (0.05)**	1.47 (0.08)**
Day of entry into employment (ref. Wednesday)												
Saturday, Sunday and Monday	1.00 (0.02)	1.09 (0.03)**	1.03 (0.03)	1.05 (0.05)	0.98 (0.03)	1.00 (0.07)	1.05 (0.04)	1.07 (0.10)	1.00 (0.03)	1.11 (0.04)**	1.01 (0.04)	1.05 (0.06)
Tuesday	1.00 (0.02)	1.11 (0.04)**	1.02 (0.03)	0.99 (0.05)	1.00 (0.03)	1.17 (0.09)*	1.00 (0.04)	0.98 (0.10)	0.98 (0.03)	1.09 (0.04)*	1.04 (0.05)	1.00 (0.06)
Thursday	0.99 (0.02)	1.02 (0.04)	1.02 (0.03)	1.07 (0.06)	1.00 (0.03)	0.91 (0.07)	1.04 (0.05)	1.07 (0.12)	0.99 (0.03)	1.06 (0.04)	0.99 (0.05)	1.06 (0.07)
Friday	0.93 (0.02)**	0.99 (0.04)	1.06 (0.04)	1.01 (0.06)	0.93 (0.03)*	0.98 (0.08)	1.07 (0.05)	1.08 (0.12)	0.94 (0.03)	0.99 (0.05)	1.05 (0.05)	0.99 (0.07)
Month of entry into employment (ref. March)												
January	0.95 (0.03)*	1.00 (0.05)	0.92 (0.04)	1.14 (0.08)	0.90 (0.04)**	0.94 (0.09)	0.93 (0.05)	1.09 (0.14)	0.99 (0.04)	1.01 (0.05)	0.92 (0.06)	1.16 (0.09)
February	0.87 (0.03)**	0.97 (0.04)	0.84 (0.04)**	1.10 (0.07)	0.85 (0.03)**	0.92 (0.09)	0.88 (0.05)*	1.02 (0.12)	0.90 (0.04)*	0.99 (0.05)	0.82 (0.05)**	1.13 (0.09)
April	0.84 (0.02)**	0.97 (0.04)	0.82 (0.03)**	0.93 (0.06)	0.77 (0.03)**	0.91 (0.09)	0.81 (0.04)**	0.92 (0.12)	0.90 (0.04)**	0.99 (0.05)	0.85 (0.05)**	0.94 (0.08)
May	0.80 (0.02)**	0.91 (0.04)*	0.86 (0.03)**	0.93 (0.06)	0.74 (0.03)**	0.76 (0.07)**	0.85 (0.04)**	0.95 (0.12)	0.86 (0.03)**	0.96 (0.05)	0.87 (0.05)*	0.91 (0.07)
June	0.69 (0.02)**	0.81 (0.04)**	0.86 (0.04)**	1.00 (0.07)	0.62 (0.02)**	0.69 (0.06)**	0.90 (0.05)*	0.91 (0.12)	0.75 (0.03)**	0.85 (0.04)**	0.82 (0.05)**	1.03 (0.08)
July	0.60 (0.02)**	0.79 (0.04)**	0.83 (0.04)**	0.88 (0.07)	0.53 (0.02)**	0.71 (0.07)**	0.81 (0.05)**	0.76 (0.11)*	0.67 (0.03)**	0.81 (0.04)**	0.84 (0.05)**	0.92 (0.08)
August	0.64 (0.02)**	0.76 (0.04)**	0.81 (0.04)**	0.86 (0.07)	0.59 (0.03)**	0.57 (0.06)**	0.82 (0.05)**	0.75 (0.12)	0.69 (0.03)**	0.81 (0.04)**	0.80 (0.05)**	0.89 (0.08)
September	0.77 (0.02)**	0.77 (0.03)**	0.76 (0.03)**	0.89 (0.06)	0.74 (0.03)**	0.60 (0.06)**	0.73 (0.04)**	0.69 (0.08)**	0.79 (0.03)**	0.81 (0.04)**	0.79 (0.05)**	0.96 (0.08)
October	0.70 (0.02)**	0.70 (0.03)**	0.81 (0.03)**	0.89 (0.06)	0.64 (0.03)**	0.60 (0.06)**	0.76 (0.04)**	0.85 (0.10)	0.77 (0.03)**	0.73 (0.04)**	0.89 (0.05)*	0.90 (0.07)

	Total				Women				Men			
	Fixed-term contract		Open-ended contract		Fixed-term contract		Open-ended contract		Fixed-term contract		Open-ended contract	
	Common	Occupat.	Common	Occupat.	Common	Occupat.	Common	Occupat.	Common	Occupat.	Common	Occupat.
November	0.66 (0.02)**	0.68 (0.03)**	0.70 (0.03)**	0.84 (0.06)*	0.60 (0.03)**	0.58 (0.06)**	0.72 (0.04)**	0.76 (0.10)*	0.72 (0.03)**	0.70 (0.04)**	0.69 (0.04)**	0.86 (0.08)
December	0.62 (0.02)**	0.65 (0.04)**	0.76 (0.04)**	0.73 (0.06)**	0.54 (0.03)**	0.58 (0.06)**	0.73 (0.05)**	0.78 (0.12)	0.70 (0.03)**	0.67 (0.04)**	0.79 (0.06)**	0.70 (0.07)**
Region of residence (ref. Andalucía)												
Aragón	0.95 (0.05)	1.07 (0.07)	0.76 (0.05)**	0.83 (0.09)	0.84 (0.06)*	0.99 (0.14)	0.69 (0.05)**	0.76 (0.15)	1.05 (0.07)	1.08 (0.08)	0.86 (0.08)	0.83 (0.10)
Asturias	1.22 (0.06)**	1.00 (0.08)	0.88 (0.07)	1.06 (0.15)	1.01 (0.08)	0.89 (0.14)	0.79 (0.08)*	1.05 (0.27)	1.41 (0.09)**	0.99 (0.09)	0.99 (0.10)	1.01 (0.15)
Baleares	1.23 (0.05)**	1.20 (0.07)**	0.90 (0.06)	1.05 (0.10)	1.27 (0.08)**	1.11 (0.14)	0.78 (0.07)**	0.96 (0.15)	1.18 (0.07)**	1.23 (0.09)**	1.11 (0.09)	1.10 (0.12)
Canarias	1.69 (0.05)**	0.87 (0.05)**	1.35 (0.06)**	0.80 (0.07)*	1.60 (0.07)**	0.92 (0.10)	1.23 (0.07)**	0.85 (0.14)	1.77 (0.07)**	0.87 (0.05)*	1.53 (0.10)**	0.78 (0.08)*
Cantabria	1.36 (0.09)**	0.90 (0.09)	1.16 (0.10)	0.87 (0.14)	1.24 (0.13)*	0.90 (0.18)	1.16 (0.11)	0.90 (0.27)	1.43 (0.11)**	0.88 (0.10)	1.17 (0.15)	0.85 (0.16)
Castilla y León	0.93 (0.04)	1.08 (0.06)	0.78 (0.04)**	0.97 (0.08)	0.81 (0.05)**	1.02 (0.12)	0.68 (0.05)**	1.05 (0.17)	1.03 (0.05)	1.08 (0.06)	0.89 (0.07)	0.95 (0.10)
Castilla- La Mancha	1.03 (0.04)	1.31 (0.06)**	0.98 (0.05)	1.03 (0.09)	1.04 (0.07)	1.25 (0.14)*	1.01 (0.07)	0.92 (0.16)	1.02 (0.05)	1.32 (0.07)**	0.94 (0.07)	1.06 (0.11)
Cataluña	1.30 (0.04)**	1.02 (0.04)	1.00 (0.04)	1.01 (0.06)	1.23 (0.05)**	0.94 (0.07)	0.95 (0.04)	0.89 (0.09)	1.34 (0.05)**	1.05 (0.04)	1.04 (0.05)	1.04 (0.07)
Valencia	0.93 (0.03)*	1.07 (0.04)	0.81 (0.03)**	0.98 (0.06)	0.89 (0.04)**	0.96 (0.08)	0.80 (0.04)**	0.95 (0.11)	0.96 (0.04)	1.10 (0.05)*	0.83 (0.05)**	0.98 (0.07)
Extremadura	0.71 (0.05)**	0.84 (0.07)*	0.75 (0.07)**	1.03 (0.14)	0.76 (0.06)**	0.59 (0.11)**	0.77 (0.09)*	0.81 (0.24)	0.69 (0.05)**	0.93 (0.08)	0.73 (0.09)*	1.12 (0.18)
Galicia	1.08 (0.04)*	1.10 (0.05)*	0.98 (0.07)	0.93 (0.08)	0.93 (0.05)	0.81 (0.09)*	0.93 (0.08)	0.86 (0.14)	1.24 (0.05)**	1.20 (0.06)**	1.01 (0.08)	0.94 (0.10)
Madrid	1.13 (0.04)**	1.20 (0.05)**	0.86 (0.04)**	1.10 (0.06)	1.08 (0.05)	0.96 (0.08)	0.82 (0.04)**	1.14 (0.12)	1.16 (0.05)**	1.28 (0.05)**	0.91 (0.05)	1.07 (0.07)
Murcia	1.13 (0.05)**	0.99 (0.06)	0.88 (0.06)	0.89 (0.08)	1.01 (0.06)	1.10 (0.14)	0.75 (0.06)**	0.91 (0.15)	1.24 (0.06)**	0.95 (0.06)	1.08 (0.11)	0.89 (0.10)
Navarra	1.43 (0.08)**	0.86 (0.08)	1.19 (0.09)*	0.88 (0.14)	1.29 (0.11)**	0.63 (0.14)*	1.12 (0.11)	0.74 (0.21)	1.57 (0.12)**	0.93 (0.10)	1.29 (0.13)*	0.94 (0.16)
País Vasco	1.26 (0.05)**	1.22 (0.06)**	1.21 (0.06)**	1.22 (0.10)*	1.12 (0.06)*	0.99 (0.11)	1.17 (0.07)*	1.22 (0.19)	1.40 (0.07)**	1.26 (0.08)**	1.24 (0.09)**	1.19 (0.12)
La Rioja	1.05 (0.10)	0.86 (0.13)	0.89 (0.10)	1.12 (0.18)	1.03 (0.13)	0.53 (0.21)	0.74 (0.10)*	1.24 (0.36)	1.08 (0.13)	0.96 (0.15)	1.12 (0.18)	1.02 (0.21)
Number of observations	206,068		87,991		91,389		41,570		114,679		46,421	
Log-likelihood	-315081	-122399	-183624	-51163	-140908	-24953	-95285	-14,196	-155753	-91869	-76761	-33999

Notes: Standard Errors in parentheses. Significance levels: *significant at 5 per cent; **significant at 1 per cent.

Table A.2 Estimation results of the Weibull model on duration of sick leave

	Total		Women		Men	
	Common	Occupat.	Common	Occupat.	Common	Occupat.
Gender and age (ref. Men aged 25-39)						
Women aged 16-24	1.08 (0.05)	0.82 (0.07)*				
Women aged 25-39	0.70 (0.03)**	0.66 (0.05)**				
Women aged 40-54	0.38 (0.02)**	0.52 (0.06)**				
Women aged 55 or more	0.19 (0.02)**	0.33 (0.09)**				
Men aged 16-24	1.30 (0.05)**	1.31 (0.08)**				
Men aged 40-54	0.55 (0.03)**	0.70 (0.05)**				
Men aged 55 or more	0.23 (0.02)**	0.46 (0.06)**				
Age (ref. Aged 35-39)						
Aged 16-19			2.02 (0.17)**	1.20 (0.21)	1.64 (0.14)**	1.83 (0.21)**
Aged 20-24			1.66 (0.10)**	1.28 (0.18)	1.55 (0.10)**	1.62 (0.15)**
Aged 25-29			1.25 (0.07)**	1.05 (0.15)	1.35 (0.08)**	1.36 (0.12)**
Aged 30-34			1.06 (0.06)	1.12 (0.16)	1.24 (0.08)**	1.16 (0.10)
Aged 40-44			0.74 (0.05)**	0.87 (0.14)	0.70 (0.05)**	1.04 (0.11)
Aged 45-49			0.62 (0.05)**	1.01 (0.19)	0.57 (0.05)**	0.69 (0.09)**
Aged 50-54			0.46 (0.04)**	0.61 (0.13)*	0.53 (0.05)**	0.69 (0.09)**
Aged 55-59			0.36 (0.05)**	0.56 (0.16)*	0.27 (0.04)**	0.55 (0.09)**
Aged 60-64			0.27 (0.05)**	0.31 (0.30)	0.19 (0.04)**	0.51 (0.13)*
Age of the youngest cohabitant (ref. Aged 20 or more)						
Missing	0.87 (0.06)*	1.12 (0.12)	0.87 (0.09)	1.06 (0.22)	0.86 (0.08)	1.17 (0.15)
Live alone	0.94 (0.04)	0.90 (0.06)	0.92 (0.05)	0.93 (0.12)	0.98 (0.05)	0.89 (0.07)
Aged 0-3	0.83 (0.05)**	1.21 (0.12)	0.55 (0.03)**	1.05 (0.13)	1.17 (0.06)**	1.08 (0.08)
Aged 4-6	1.05 (0.05)	1.07 (0.09)	0.97 (0.07)	1.10 (0.17)	1.18 (0.09)*	1.07 (0.11)
Aged 7-11	0.90 (0.04)*	0.94 (0.07)	0.79 (0.05)**	0.94 (0.13)	1.04 (0.07)	0.93 (0.09)
Aged 12-19	0.98 (0.04)	1.11 (0.07)	0.94 (0.05)	1.11 (0.13)	0.99 (0.05)	1.07 (0.08)
People aged 25-39 with children aged under 3						
Female	0.65 (0.05)**	0.88 (0.15)				
Male	1.34 (0.11)**	0.86 (0.11)				

	Total		Women		Men	
	Common	Occupat.	Common	Occupat.	Common	Occupat.
Place of birth (ref. Spain)						
EU-15	1.05 (0.08)	0.77 (0.11)	1.04 (0.11)	1.13 (0.32)	1.07 (0.12)	0.74 (0.12)
Rest of Europe	1.01 (0.08)	0.99 (0.12)	1.22 (0.14)	1.12 (0.30)	0.89 (0.09)	1.03 (0.15)
Latin America	1.31 (0.06)**	1.26 (0.09)**	1.44 (0.09)**	1.21 (0.15)	1.26 (0.09)**	1.35 (0.13)**
Africa	1.20 (0.09)*	1.49 (0.14)**	1.14 (0.16)	1.81 (0.41)**	1.23 (0.11)*	1.49 (0.16)**
Rest of the world	1.32 (0.22)	1.55 (0.43)	1.12 (0.41)	2.12 (1.71)	1.37 (0.27)	1.59 (0.50)
Degree of disability (ref. No disability)						
From 33% to 64%	0.48 (0.05)**	0.62 (0.10)**	0.56 (0.09)**	1.19 (0.28)	0.45 (0.07)**	0.54 (0.12)**
65% or more	0.43 (0.10)**	0.78 (0.53)	0.47 (0.16)*	0.12 (0.25)	0.46 (0.15)*	1.25 (0.91)
Social Security contribution group (ref. Skilled clerks)						
Engineers and other university graduates	0.72 (0.06)**	0.76 (0.23)	0.68 (0.06)**	1.40 (0.60)	0.85 (0.12)	0.37 (0.14)**
Engineering technicians and other skilled workers	0.90 (0.06)	1.01 (0.25)	0.84 (0.07)*	1.06 (0.32)	1.00 (0.14)	0.79 (0.32)
Administrative chiefs and managers	0.64 (0.07)**	1.19 (0.28)	0.58 (0.08)**	1.51 (0.55)	0.84 (0.15)	0.90 (0.28)
Assistants and other semi-skilled workers	0.73 (0.07)**	1.34 (0.29)	0.71 (0.08)**	2.04 (0.77)	0.82 (0.14)	0.92 (0.27)
Semi-skilled clerks	0.78 (0.06)**	1.17 (0.18)	0.78 (0.07)**	1.65 (0.32)*	0.84 (0.11)	0.81 (0.19)
Assistant clerks	1.13 (0.07)*	1.12 (0.16)	1.04 (0.06)	1.21 (0.20)	1.22 (0.15)	0.84 (0.21)
Skilled labourers	0.79 (0.05)**	1.43 (0.17)**	0.67 (0.05)**	1.56 (0.27)*	1.01 (0.10)	1.16 (0.22)
Semi-skilled labourers	0.83 (0.05)**	1.46 (0.18)**	0.73 (0.05)**	1.67 (0.26)**	1.08 (0.12)	1.15 (0.23)
Unskilled labourers	0.83 (0.05)**	1.47 (0.18)**	0.67 (0.04)**	1.56 (0.24)**	1.13 (0.12)	1.20 (0.24)
Economic activity (ref. Manufacturing)						
Primary sector	0.67 (0.11)*	0.98 (0.21)	0.70 (0.19)	0.90 (0.43)	0.69 (0.13)	1.04 (0.25)
Construction	0.71 (0.03)**	0.94 (0.06)	0.45 (0.06)**	0.78 (0.22)	0.73 (0.04)**	0.93 (0.07)
Wholesale and retail trade	0.81 (0.04)**	0.92 (0.07)	0.72 (0.05)**	0.85 (0.12)	0.89 (0.06)	0.96 (0.09)
Hotels, restaurants and transport	0.72 (0.04)**	0.92 (0.07)	0.65 (0.05)**	0.94 (0.13)	0.81 (0.06)**	0.85 (0.08)
Finance and other business activities	0.72 (0.04)**	0.90 (0.07)	0.71 (0.05)**	0.90 (0.13)	0.71 (0.05)**	0.93 (0.10)
Other services	0.87 (0.05)*	0.80 (0.08)*	0.80 (0.06)**	0.78 (0.13)	0.90 (0.09)	0.80 (0.12)
Entity responsible for payment (ref. MATEPSS)						
National Social Security Institute	0.60 (0.02)**		0.61 (0.02)**		0.58 (0.02)**	

	Total		Women		Men	
	Common	Occupat.	Common	Occupat.	Common	Occupat.
Type of employer (ref. Limited corporation (S.L))						
Corporation (S.A.)	1.11 (0.04)**	1.03 (0.05)	1.12 (0.05)*	0.96 (0.09)	1.13 (0.05)*	1.09 (0.07)
NGO or association	1.01 (0.07)	0.78 (0.10)*	1.02 (0.08)	0.83 (0.17)	1.00 (0.11)	0.74 (0.12)
Local government	0.76 (0.06)**	1.19 (0.19)	0.76 (0.07)**	1.41 (0.32)	0.90 (0.12)	1.11 (0.25)
Public organization	1.18 (0.10)	0.75 (0.17)	1.22 (0.11)*	0.87 (0.26)	1.13 (0.20)	0.62 (0.20)
Central or regional government	0.61 (0.06)**	0.85 (0.27)	0.66 (0.07)**	1.05 (0.36)	0.58 (0.09)**	0.44 (0.23)
Other kind of organization	0.75 (0.05)**	0.87 (0.10)	0.74 (0.06)**	0.92 (0.17)	0.82 (0.10)	0.88 (0.13)
Physical person	0.68 (0.03)**	0.76 (0.06)**	0.73 (0.05)**	0.93 (0.14)	0.65 (0.04)**	0.72 (0.06)**
Number employees of the firm (ref. 1,001 – 5,000)						
0-50	0.63 (0.05)**	0.85 (0.10)	0.66 (0.05)**	0.70 (0.11)*	0.60 (0.07)**	1.00 (0.17)
51-100	0.73 (0.06)**	0.94 (0.12)	0.77 (0.07)**	0.74 (0.14)	0.70 (0.09)**	1.13 (0.20)
101-300	0.69 (0.05)**	0.94 (0.11)	0.74 (0.06)**	0.75 (0.12)	0.64 (0.08)**	1.17 (0.20)
301-600	0.80 (0.07)**	0.88 (0.12)	0.85 (0.07)	0.79 (0.15)	0.75 (0.10)*	1.00 (0.19)
601-1,000	0.97 (0.09)	0.98 (0.15)	1.01 (0.10)	0.99 (0.20)	0.89 (0.14)	0.99 (0.22)
More than 5,000	1.03 (0.14)	0.84 (0.21)	1.01 (0.15)	0.72 (0.23)	1.07 (0.21)	1.14 (0.35)
Type of contract and work time (ref. fixed-term and full-time)						
Open-ended and full-time	0.95 (0.03)	1.00 (0.05)	0.94 (0.04)	1.10 (0.11)	1.01 (0.04)	1.01 (0.06)
Open-ended and part-time	0.82 (0.04)**	0.97 (0.09)	0.85 (0.05)**	1.02 (0.12)	0.90 (0.09)	1.11 (0.17)
Fixed-term and part-time	1.18 (0.05)**	0.86 (0.08)	1.19 (0.06)**	0.90 (0.11)	1.14 (0.10)	0.88 (0.12)
Other kind of contract	0.98 (0.08)	1.05 (0.38)	0.97 (0.10)	0.98 (0.60)	1.13 (0.15)	1.29 (0.56)
Wage quintile (ref. Quintile 3)						
Quintile 1	0.89 (0.04)**	1.04 (0.08)	0.96 (0.05)	0.93 (0.12)	0.84 (0.06)*	1.13 (0.12)
Quintile 2	0.94 (0.04)	1.08 (0.06)	0.96 (0.05)	1.15 (0.13)	0.95 (0.05)	1.07 (0.08)
Quintile 4	1.07 (0.04)	1.01 (0.06)	1.06 (0.07)	0.94 (0.13)	1.10 (0.06)	1.02 (0.07)
Quintile 5	1.01 (0.05)	1.00 (0.07)	1.08 (0.07)	1.02 (0.18)	0.99 (0.06)	1.00 (0.08)

	Total		Women		Men	
	Common	Occupat.	Common	Occupat.	Common	Occupat.
Actual to potential experience ratio (ref. 0.76-1)						
Current job is the first one	1.31 (0.07)**	0.86 (0.07)	1.39 (0.11)**	1.08 (0.18)	1.22 (0.10)*	0.79 (0.08)*
One job before and close to the current one	1.38 (0.07)**	0.92 (0.08)	1.38 (0.09)**	1.23 (0.20)	1.30 (0.11)**	0.80 (0.09)
One short job and ended more than 3 years before the current one	1.20 (0.07)**	0.95 (0.10)	1.25 (0.10)**	1.11 (0.21)	1.15 (0.11)	0.90 (0.12)
Less than 0.25	1.12 (0.07)	0.89 (0.09)	1.23 (0.09)**	0.84 (0.13)	0.99 (0.11)	1.02 (0.13)
From 0.26 to 0.5	1.01 (0.04)	0.98 (0.07)	1.07 (0.05)	1.09 (0.14)	1.00 (0.06)	0.94 (0.08)
From 0.51 to 0.75	0.98 (0.03)	0.96 (0.05)	0.97 (0.04)	1.06 (0.11)	1.01 (0.05)	0.92 (0.06)
From 1.1 to 2 or more	0.93 (0.05)	0.77 (0.07)**	0.92 (0.06)	0.94 (0.17)	0.97 (0.07)	0.72 (0.08)**
Number of contract signed before current one (ref. from 0 to 10)						
From 11 to 20	1.02 (0.03)	1.10 (0.06)	1.02 (0.04)	0.92 (0.09)	1.02 (0.05)	1.21 (0.08)**
More than 20 contracts	1.05 (0.04)	1.09 (0.07)	1.06 (0.05)	0.81 (0.09)	1.06 (0.05)	1.26 (0.09)**
Day of entry into sick leave (ref. Wednesday)						
Saturday, Sunday and Monday	0.81 (0.03)**	0.82 (0.05)**	0.97 (0.04)	0.99 (0.11)	0.67 (0.03)**	0.78 (0.05)**
Tuesday	0.97 (0.04)	1.02 (0.06)	1.00 (0.05)	0.94 (0.12)	0.94 (0.05)	1.05 (0.08)
Thursday	0.87 (0.04)**	0.93 (0.06)	0.92 (0.05)	1.11 (0.14)	0.82 (0.05)**	0.89 (0.07)
Friday	0.69 (0.03)**	0.56 (0.04)**	0.75 (0.04)**	0.91 (0.11)	0.65 (0.04)**	0.46 (0.04)**
Month of entry into sick leave (ref. March)						
January	0.90 (0.04)*	0.97 (0.10)	0.93 (0.06)	0.98 (0.18)	0.88 (0.07)	0.94 (0.11)
February	0.94 (0.05)	0.95 (0.09)	0.98 (0.07)	1.03 (0.19)	0.90 (0.07)	0.90 (0.10)
April	0.78 (0.04)**	1.19 (0.12)	0.84 (0.06)*	1.19 (0.23)	0.72 (0.06)**	1.17 (0.14)
May	0.69 (0.04)**	1.19 (0.11)	0.72 (0.05)**	1.20 (0.21)	0.67 (0.05)**	1.17 (0.13)
June	0.66 (0.04)**	1.20 (0.11)	0.72 (0.05)**	1.44 (0.25)*	0.61 (0.05)**	1.12 (0.12)
July	0.68 (0.04)**	1.15 (0.11)	0.72 (0.05)**	1.27 (0.22)	0.64 (0.05)**	1.08 (0.12)
August	0.66 (0.04)**	1.02 (0.10)	0.68 (0.05)**	1.30 (0.23)	0.66 (0.06)**	0.90 (0.10)
September	0.68 (0.04)**	0.99 (0.09)	0.64 (0.05)**	1.20 (0.21)	0.73 (0.06)**	0.93 (0.11)
October	0.74 (0.04)**	0.98 (0.09)	0.72 (0.05)**	0.87 (0.16)	0.78 (0.06)**	0.99 (0.11)
November	0.81 (0.04)**	1.00 (0.09)	0.82 (0.05)**	1.04 (0.18)	0.79 (0.06)**	0.96 (0.11)
December	0.80 (0.04)**	0.87 (0.09)	0.83 (0.06)**	0.81 (0.15)	0.76 (0.06)**	0.88 (0.11)

	Total		Women		Men	
	Common	Occupat.	Common	Occupat.	Common	Occupat.
Job tenure until sick leave (ref. Quantile 1)						
Quantile 2	1.01 (0.04)	0.90 (0.05)	0.93 (0.04)	0.94 (0.10)	1.11 (0.06)*	0.88 (0.06)
Quantile 3	0.88 (0.03)**	0.90 (0.05)	0.86 (0.04)**	0.89 (0.09)	0.92 (0.04)	0.92 (0.06)
Quantile 4	0.73 (0.02)**	0.85 (0.05)**	0.68 (0.03)**	0.97 (0.10)	0.78 (0.04)**	0.82 (0.05)**
Region of residence (ref. Andalucía)						
Aragón	1.35 (0.13)**	0.57 (0.08)**	1.42 (0.17)**	0.77 (0.18)	1.33 (0.18)*	0.54 (0.09)**
Asturias	1.18 (0.11)	0.56 (0.09)**	1.20 (0.16)	0.53 (0.18)	1.14 (0.15)	0.54 (0.10)**
Baleares	1.56 (0.11)**	1.32 (0.16)*	1.60 (0.16)**	1.32 (0.28)	1.50 (0.15)**	1.37 (0.21)*
Canarias	1.31 (0.08)**	1.31 (0.15)*	1.33 (0.10)**	1.66 (0.35)*	1.29 (0.10)**	1.24 (0.17)
Cantabria	1.80 (0.18)**	0.49 (0.13)**	1.75 (0.26)**	0.74 (0.39)	1.86 (0.27)**	0.42 (0.12)**
Castilla y León	1.34 (0.10)**	0.98 (0.10)	1.50 (0.15)**	1.50 (0.27)*	1.23 (0.12)*	0.86 (0.11)
Castilla- La Mancha	1.11 (0.08)	1.11 (0.10)	1.10 (0.11)	1.38 (0.26)	1.17 (0.12)	1.11 (0.12)
Cataluña	1.18 (0.06)**	0.93 (0.06)	1.23 (0.08)**	1.14 (0.15)	1.12 (0.07)	0.89 (0.07)
Valencia	0.65 (0.03)**	0.62 (0.04)**	0.71 (0.05)**	0.86 (0.11)	0.60 (0.04)**	0.57 (0.05)**
Extremadura	0.96 (0.12)	0.96 (0.14)	1.00 (0.14)	1.24 (0.49)	0.98 (0.18)	0.88 (0.14)
Galicia	0.72 (0.04)**	0.51 (0.05)**	0.69 (0.06)**	0.63 (0.13)*	0.75 (0.06)**	0.48 (0.06)**
Madrid	1.76 (0.09)**	1.21 (0.09)**	1.89 (0.13)**	1.43 (0.20)*	1.63 (0.12)**	1.18 (0.10)
Murcia	0.88 (0.07)	0.54 (0.06)**	0.77 (0.09)*	0.53 (0.13)*	0.99 (0.11)	0.54 (0.07)**
Navarra	3.26 (0.32)**	1.01 (0.18)	3.25 (0.43)**	0.95 (0.40)	3.09 (0.42)**	1.01 (0.21)
País Vasco	1.11 (0.07)	0.81 (0.09)	1.21 (0.11)*	0.89 (0.21)	1.03 (0.09)	0.77 (0.10)*
La Rioja	1.80 (0.32)**	1.18 (0.28)	1.40 (0.32)	1.01 (0.41)	2.48 (0.62)**	1.23 (0.35)
Number of observations	43,017	15,038	21,988	3,621	21,029	11,417
Log-likelihood	-74943	-20833	-38749	-4853	-35976	-15882

Notes: Standard Errors in parentheses. Significance levels: *significant at 5 per cent; **significant at 1 per cent.