

Job (in)stability

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Abstract

Seems that the news of the death of jobs for life is premature. This study uses quantile regression methods to analyze the changes in the job duration distribution in Portugal using matched employer-employee data. The paper uses a decomposition method proposed by Machado and Mata (2005) to disentangle the contribution of the compositional changes and the structural changes. Our findings indicate that there is a decrease in job durations. Both compositional changes and structural changes play a role, albeit in opposite directions. We find that the decrease in job duration is an illusion brought about by the bigger share of external services industry and by the changing relationship between firm-size and job duration.

Keywords: quantile regression, job duration, counterfactual decomposition

JEL codes: C14, C21, C41, J23

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1 Introduction

There is a general perception of increased job insecurity in recent years. While this perception is foremost in public opinion, statistical confirmation of that job insecurity is less clear. Since the 1980s, there has been an increase in international competition, together with firm downsizing and an increase in the share of external services industry, which raised concern that jobs for life might be over. On the other hand, a look at the large aging population in Europe might induce us to think the other way around. While there is still less than total agreement about these trends, some statistical evidence supports the idea of job instability, and some explanations have already been advanced.

Schmidt (1999) analyzed workers beliefs using the 1977-96 General Social Survey, and concluded that workers in the 1990s became more pessimistic about losing their jobs especially the older and the white-collar workers and those with at least college-level qualifications. With regard to the statistical evidence of job instability, the conclusions are not unanimous. Farber (1998) and Diebold et al. (1996) found no evidence of systematic change in the overall distribution of job duration during the 1980s and 1990s. Other authors have found contrasting evidence. Neumark et al. (1999) not only found an average modest decline in job stability at the beginning of the 1990s but also noted that the aggregate changes mask a sharp decline in job security, especially for workers with a few years of tenure. Jaeger and Stevens (1999), using both CPS and Panel Study of Income Dynamics (PSID), find no trend in changes in the share of employees tenure of one year or less. However, they do find a significant increase in the share of workers with tenure of less than ten years between 1983 and 1996 concentrated on older male workers. For the period between 1976 and 1993, Valletta (1999) finds significant changes in the relationship between job duration and turnover decisions by workers and firms for male workers and skilled white-collar women. Bernhardt et al. (1999) advances several possible reasons for the decrease in the odds of a job change in the 1980s and early 1990s. Some of this effect is due to

lower marriage rates, longer school enrollment and a shift of the U.S. economy to the service sector.

In more recent work, Horny et al. (2009) find that firm characteristics explain 30% of the variation in job durations, and therefore conclude that it is worth considering, for example, how firm size has influenced job duration through both the covariates and the coefficients. Stevens (2005), comparing male workers in the U.S. at the end of their careers between 1969 and 2002, finds a preponderance of evidence in favor of stability in long-term employment relationships. However, as Farber (2008) says, Stevens (2005), analysis cannot reflect what happens in more recent birth cohorts. Farber (2007) observes a significant reduction in job duration for both short and long job durations. He finds differences between the public and private sectors and a more pronounced effect for women. Thus, divergences between the earlier literature and more recent studies keep us from having a clear answer in terms of understanding what happened to the job duration distribution and what phenomena might be behind this possible change.

In Portugal, the average job duration has decreased in the last 20 years (see Figure 1), giving rise to the general concern that the idea of a job for life tends to be over. Moreover, the change does not seem to be uniform along the duration distribution, which indicates that it may have affected differently long and short tenures. Some concern exists that firms have changed their preferences from long-term into short-term relationships and now embrace a broader use of external services. Additionally, we observe an aging population, which makes the analysis of this even more interesting. Finally, although bigger firms tend to invest more in job matching, a global trend towards firms shrinking their size seems to have emerged, which might also play a role in the duration of employer-employee relationships.

This paper adds to the existing literature in three ways. First, we rely on quantile regression methods to analyze the changes in the Portuguese job duration distribution, which provides a natural way of characterizing important concepts such as short-term or long-term tenure. Looking only at the median (or mean), one might think

that there was no change in job duration in the period, but a closer look into the distribution presents a completely different picture about the topic. Second, while it is important to study the changes that occurred in terms of the characteristics of the population (which we can observe in changes in the covariates), it is also interesting to analyze changes that occurred in the way in which the market reacts to those relevant individual and firm characteristics (which we can observe in changes in the coefficients). To that end, we use the Machado and Mata (M&M) decomposition method to disentangle the composition effect (the "covariates") and the structural effect (the "coefficients"), which enables us to identify the sources of the changes in the distribution of job duration between 1994 and 2005. Finally, we use matched worker-firm data, which allows us to study the effects of both worker characteristics and firm characteristics.

The M&M decomposition reveals that, overall, both compositional changes and structural changes played a role in the decrease in job durations, albeit in opposite directions. Short job durations in 2005 are shorter than those in 1994, but the effect is especially significant for long durations, which become between six and 14 months shorter. The more generalized use of the external services industry reduces the job duration while the ageing of the labor force is naturally associated with longer durations. Workers in larger firms tend to have higher job durations; yet, over time, small and large companies alike became more similar on this respect. The drop in the sensitivity of job duration to firm size has contributed to a decrease in job duration.

The paper is organized as follows. Section 2 describes the dataset and section 3 describes the econometric methodology. The basic regression results are presented in section 4. Section 5 presents the M&M decomposition, to sort out the forces behind the changes in job duration. This is followed in section 6 by a sensitivity analysis. Section 7 concludes.

2 Data

2.1 General Description

Our analysis uses a longitudinal data set matching firms and workers in the Portuguese economy, called Quadros de Pessoal (QP - Lists of Personnel). The data are gathered annually by the Ministry of Employment, based on a questionnaire that every establishment with wage-earners is legally obliged to fill in. Reported data cover all personnel working for the establishment in a reference week. A worker identification code, based on a transformation of the social security number, enables the worker to be tracked over time. Every year QP gathers information for 2 million workers, and 100 to 200 thousand firms are covered (see Cardoso (2006) for more details). Until 1993, data were collected in March; from 1994 onwards, data collection occurred in October.

QP includes detailed information on the personal characteristics of each worker and firm. Our analysis focuses on workers who are full-time wage earners. Further, due to the nature of certain kinds of employment that are not clearly defined for particular individuals and sectors, those employed in agriculture or in firms with public capital were also excluded, as were those under the age of 17 or older than 62 years. The analysis focuses on workers and firms in manufacturing and services in the private sector in Portugal. The dataset was reduced from 3.895.309 to 3.408.821 individual observations (we dropped 13% of the observations). The job duration is calculated as the difference between the current year and the date of admission¹. The dependent variable is in logs, but the results of the decompositions are all in months. We use the following covariates: (log of) the level of employment of the firm at the current year; industry dummies distinguishing manufacturing, construction, commerce, transports and financial services, education and health and external services; external services in-

¹Observations with duration less than zero or larger than 600 months were dropped. If the worker was employed one month or less ago, we assume that the log of that duration is equal to 0,5 or zero, respectively.

dustry includes namely, outsourcing, renting and temporary work agencies; a dummy for foreign ownership that assumes 1 if the rate of foreign capital is at least 10%; education dummies with the usual categories: no schooling, 4-9 years of schooling, 12 years and bachelor level; a gender indicator and, finally, the worker age split in five categories, 17-25, 25-35, 35-45, 45-55 and more than 55. The reference group, captured by the intercept of the log linear quantile regression, is composed by women, aged between 25 and 35, with four to nine completed years of schooling and working in the manufacturing industry.

2.2 Comparability of the two years

We use data from 1994 and 2005; the choice of these two years was guided by the need to use a comparable framework to the greatest extent. Out of the available period between 1986 and 2006, these two years have similar structure in several aspects. First, the cyclical conditions were the same. Figure 2 shows that the unemployment rates were increasing in both years and that the magnitude was similar: 6.0% in 1994 and 7.6% in 2005. Second, both years have similar structure of job creation, and the percentage of individuals working for not more than three months is virtually the same: 6.0% in 1994 and 7.5% in 2005 and the same applies to higher job durations: the pattern of individuals working not more than 6, 12 and 36 months is also similar (Figure 3). Thus, there is no clear pattern of worker flows that could explain the distribution of job duration in that period. Finally, it is possible that the choice of years could influence the coefficients. When we run the regression at the median, however, there is no clear difference in the results: over the entire period the coefficients do not change substantially for any of the variables we use to explain the job duration distribution (Table 1).

3 Methodology

It is often desirable to analyze the differences in the distribution of a r.v. (W) in two periods of time or in two subpopulations that is, to compare the random variables $W(0)$ and $W(1)$. Examples abound: Autor et al. (2005), Autor et al. (2008), Nguyen et al. (2007), Albrecht et al. (2003), Albrecht et al. (2009), Melly (2005), Firpo et al. (2007), Firpo et al. (2009), Dustmann et al. (2009) and Rica et al. (2008).

The traditional response to this problem is to restrict the comparisons to the means of the two distributions (the so called Oaxaca-Blinder decomposition). If we model the conditional expectation of the variable of interest in state j as $E[W(j)|X] = X\beta(j)$ ($j = 0, 1$), the decomposition reads

$$E[W(1)] - E[W(0)] = \underbrace{\{E[X(1)] - E[X(0)]\}\beta(0)}_{\text{covariates}} + \underbrace{E[X(1)][\beta(1) - \beta(0)]}_{\text{coefficients}}.$$

That is, the change in the mean of W is decomposed in the contribution of the changes in the conditioning variables and the changes in the conditional mean function itself. It is clear, however, that looking just at means is overly restrictive as a method for analyzing cases such as inequality, where the critical indicators relate to spread and tail weight.

Machado and Mata (2005) proposes a method to decompose the changes in a given distribution(W) in two sub-populations (indexed by 0 and 1) in several factors contributing to those changes: that is, an Oaxaca-Blinder type decomposition for the **entire** distribution,

$$\text{distrib.}W(0) \rightarrow \text{distrib.}W(1) = \begin{cases} \text{distrib.}X(0) \rightarrow \text{distrib.}X(1) \\ \text{cond. distrib.}W(0)|X \rightarrow \text{cond. distrib.}W(1)|X \end{cases}$$

The method is based on the estimation of marginal distribution of W consistent with a conditional distribution estimated by quantile regression as well as with any hypothesized distribution for the covariates. Comparing the marginal distributions implied

by different distributions for the covariates one is then able to perform counterfactual exercises.

Let $Q_\theta(\omega | z)$ for $\theta \in (0, 1)$ denote the θ th quantile of the distribution of W given a vector, z , of covariates. We model these conditional quantiles by,

$$Q_\theta(\omega | z) = H(z'\beta(\theta)), \quad (1)$$

where H is a monotone function and $\beta(\theta)$ is a vector of coefficients, the quantile regression (QR) coefficients. For given $\theta \in (0, 1)$, $\beta(\theta)$ can be estimated by minimizing in β (Koenker and Bassett (1978)):

$$n^{-1} \sum_{i=1}^n \rho_\theta(\omega_i - z_i'\beta)$$

with $\omega = H^{-1}(W)$ and,

$$\rho_\theta(u) = \begin{cases} \theta u & \text{for } u \geq 0 \\ (\theta - 1) u & \text{for } u < 0. \end{cases}$$

For details on the asymptotic inference procedures related to the coefficients $\beta(\theta)$, see Koenker and Bassett (1978, 1982a,b) and Hendricks and Koenker (1992).

From the point of view of our study, the most important aspect to emphasize is that the conditional quantile process – i.e., $Q_\theta(W | z)$ as a function of $\theta \in (0, 1)$ – provides a full characterization of the conditional distribution of W in much the same way as ordinary sample quantiles characterize a marginal distribution (Bassett and Koenker (1982, 1986)).

The second step of our approach involves estimating the marginal density function of job durations. The difficulty lies in estimating a marginal density that is consistent with the conditional distribution defined by (1).

The basic idea underlying our estimation of the marginal density is the well known probability integral transformation theorem from elementary statistics: If U is a uniform random variable on $[0, 1]$, then $F^{-1}(U)$ has distribution F . Thus, if $\theta_1, \theta_2, \dots, \theta_m$ are drawn from a Uniform $(0, 1)$ distribution, the corresponding m estimates of the

conditional quantiles at z , $\{z'\hat{\beta}(\theta_i)\}_{i=1}^m$, constitute a random sample from the (estimated) conditional distribution, given z . To “integrate z out” and get a sample from the marginal, instead of keeping z fixed at a given value, we draw a random sample of the covariates from an appropriate distribution.

The algorithm is as follows:

1. As described before, generate θ_i , $i = 1, \dots, m$ and estimate the corresponding $\hat{\beta}(\theta_i)$;
2. Generate a random sample of size m from a given $g(x)$; let it be denoted by x_i^* , $i = 1, \dots, m$.
3. Obtain $T_i^* \equiv \hat{Q}_T(\theta_i | x_i^*) = g(x_i^{*'} \hat{\beta}(\theta_i))$, which is a random sample from the marginal distributions of durations times implied by the model postulated for the quantile process and by the assumed joint distribution of the covariates.

When $g(x)$ is an estimate of the actual distribution of the covariates in the population, the resulting sample of durations is drawn from the actual marginal distribution. In this case, x_i^* may be obtained by drawing with replacement from the rows of X , the regressors’ data matrix. But, in reality, $g(x)$ may be any distribution of interest. If it is an estimate of the distribution of the covariates in 2005 ($g(x(2005))$), then the resulting durations will constitute a simulated sample from the marginal distribution of durations that would have prevailed in 1994 if all covariates had been distributed as in 2005 (assuming, of course, that the β vector was estimated with 1994 data). Comparing this counterfactual sample with samples of durations from the actual marginals for 1994 and 2005, it is possible to derive Oaxaca type decompositions for the entire distribution, rather than for just its mean. Specifically, it is possible to decompose the observed changes in those due to changes in the conditional distribution of durations (the β ’s) and those stemming from changes in the joint distribution of the covariates. Other decompositions of interest often involve isolating the contribution of a single covariate. For further details on how to implement this decomposition, see Machado and Mata (2005).

4 Composition and Structure

4.1 Covariates

Descriptive information is provided in Table 2 and Figures 1 and 4. Firms on average decreased size, while sales increased significantly. Manufacturing decreased in importance, and it is interesting to observe a significant growth of the external services industry. The level of education of the working population improved, and the ageing phenomena is observable not so much through an increase in the old-age group but through a substitution of young by prime-age individuals. As expected, women are more present in the working population, through an increase in the share of individuals of 3 percentage points in the period 1994-2005.

Job duration decreased on average by around six months between 1991 and 2006 (see Figure 1 and Table 2), while on average between 1994 and 2005 there is a stabilization around seven years. According to the median of job duration there is an opposite effect, since there was an increase from four years in 1991 to almost five years in 2006. Figure 4 allows us to observe that there was a significant change along the distribution of job duration with the disappearance of the peak around 20 years of job duration. This change is more clear in Figure 6, where a change can be noted in the survival rates between 10 and 20 years of job duration.

4.2 Coefficients

Tables 3 and 4 provide the results of the quantile regressions for each year under analysis. In 1994 (Table 3), the size of the firm contributes to an increase in job duration: larger firms invest more in the quality of the matching and it is therefore normal to observe higher durations in bigger firms. Firms in the financial industry tend to allow for some increase of their employees' tenure, especially in the low quantiles. The use of external services tends to decrease the job duration along all quantiles. As expected, workers with 12 or more years of education have less job duration. As individuals become older, their job duration is higher, and being a man decreases the

job duration.

In 2005 (Table 4) the way the market reacts to those characteristics remains the same. Firms size influenced positively the job duration of all workers, but mainly it influenced the individuals with lower tenure in their job. Firms in the transportation and financial industries and external services industry decreased dramatically the job duration of the workers. The most remarkable change between 1994 and 2005 relates to a decrease in the effect of the firm size and an increase in absolute terms of the effect of the external services industry. In the following section, analysis of the difference of the coefficients is presented in detail.

5 Results

5.1 Overall analysis

This section uses the M&M decomposition method to disentangle the composition effect (the "covariates") and the structural effect (the "coefficients"). Thus, as explained, in order to perform this counterfactual exercise, we compare the marginal distributions implied by different distributions for the covariates, and in this way we are able to identify the sources of the changes in the distribution of duration over the ten-year period. In order to assess the aggregate contribution of the covariates, we use the distribution of the covariates in 1994 ($g(x(1994))$) to simulate the marginal distribution of durations that would have prevailed in 2005 if all covariates had been distributed as in 1994, (assuming, of course, that the β vector was estimated with 2005 data)². To assess the aggregate contribution of the coefficients, we run a similar exercise but this time using the coefficients in 1994 to simulate the coefficients that would have prevailed in 2005³.

Table 5 shows the contributions to the changes in the marginal distribution of job durations of the changes in covariates as well as the changes in the coefficients.

² $\hat{\beta}_{2005} \cdot X_{2005} - \hat{\beta}_{2005} \cdot X_{1994}$

³ $\hat{\beta}_{2005} \cdot X_{2005} - \hat{\beta}_{1994} \cdot X_{2005}$

Overall, we observe that the larger changes occur on the right tail (14 months on the 90th quantile). Longer job durations were negatively affected giving rise to shorter durations. "Coefficients changes" are more influential than "covariates changes" and have negative effects in all quantiles. Interestingly, the composition effects work on the opposite direction. As a consequence of these counteracting forces, the change at the median is not significantly different from zero (and so, any study focused exclusively on the "central" behavior of job durations would detect no effect worth analyzing).

5.2 Individual analysis

Using the same M&M decomposition techniques it is possible to isolate the contribution of the changes in the distribution of each individual covariate to the changes in the distribution of job durations (Table 6). Instead of substituting the distribution of all covariates in 1994 ($g(x(1994))$), we only substitute individually at each time the distribution for each individual covariate.

The most relevant covariate in terms of influencing the negative trend on the distribution of job duration is the one from the external services industry. We estimate that the median is four months shorter than it would have been if the external services had been distributed as in 1994 (given the 2005 conditional distribution and keeping all other covariates with their 2005 sample distributions). This effect becomes eight months for longer job durations.

The ageing of the labor force (the share of workers over 45 increased from 19% to 24%) is the main counteracting force of the decreasing trend of job durations, as one can confirm, in Table 6, by observing the significant positive effects. We estimate the durations would be five months larger for individuals aged 17-25. In quantile 90 of the job duration distribution, this effect becomes very large, between one and two years for individuals aged 17-25 and 45-55. Somewhat surprisingly the gender compositional changes (a 3pps decrease of the share on mean) did not play a role in changes in the job duration.

Using the same M&M decomposition techniques allows us to isolate the contribu-

tion of the changes in the distribution of each individual coefficient to the changes in the distribution of job durations (Table 7). Instead of substituting all coefficients in 1994, we only substitute individually at each time each individual coefficient.

Both firm size and external services represent a structural decrease of around eight months, which becomes even larger in the larger durations. The major positive contribution to job duration comes from the schooling coefficient. Thus, if the coefficient for individuals with 12 years of schooling was the one prevailing in 1994, we would observe an increase in job duration between two and four months in 2005, all else held constant; thus, the job durations for those individuals are now two to four months shorter.

For the reference group of women, aged between 25 and 35, with four to nine completed years of schooling and working in the manufacturing industry, the job duration actually increased quite drastically (14 months in the 70th quantile) but, even accounting for the reduced sensitivity of job duration to firm size, there is an increase of longer durations between five and ten months (70th and 90th quantiles, respectively).

6 Sensitivity analysis - complete durations

Thus far, we have used a stock analysis approach to identify the sources of the changes in the distribution of duration over the ten-year period, ignoring the influence that the inflows and outflows from employment have in the distribution of the stock of individuals at a certain point in time. The idea is that this type of stock analysis might be overweighing long durations.

In Tables 8 to 13 and Figures 5 and 6 we remake all of the previous analysis but this time using individuals with complete job durations. These individuals in our new sample are thus separated from their firms in that year. This approach is less sensitive to long durations that might be hiding the effect on the short durations, and therefore hiding the influence these individuals might have had if changes in the

distribution of job were taken into account. Therefore, changes in the job duration distribution in our analysis might have been driven by these workers.

Results confirm our analysis, and it therefore seems that our results are representative of the true population.

7 Concluding remarks

Since the 1980s, job instability has occupied an important position in public opinion and there are indicators that would have us believe that there is a more unstable relationship between individuals and firms that is producing lower job durations. On the one hand, we see an increase in international competition, firm downsizing and firm restructuring, along with an increase in the share of the external services industry in substitution to work previously done by its employees. On the other hand, in Europe there is a growing aging population. The question that remains after combining all of these factors is what can we expect in terms of changes along the job duration distribution? More specifically, our interest has been in checking what forces are behind these possible changes.

Average job duration in Portugal decreases slightly, while at the median there was almost no change. Along the distribution there is a decrease in job durations which is very significant in size for the longest durations. Our estimation indicates that, overall, both compositional changes and structural changes played a role, albeit in opposite directions.

The external services industry (whose employment share more than doubled over the ten years period) reduces the job duration at all quantiles. The ageing of the labor force is naturally associated with longer durations, especially those that are already relatively high. Workers in larger firms tend to have higher job durations (allover the distribution of duration); yet, over time, small and large companies alike become more similar on this respect. The drop in the sensitivity of job duration to firm size is roughly 8% across the board which translates into an hefty 19 months for larger

durations.

For the reference group of women, aged between 25 and 35, with four to nine completed years of schooling and working in the manufacturing industry, the job duration actually increases quite drastically but, even accounting for the reduced sensitivity of job duration to firm size, there is an increase of longer durations between five and ten months. In this sense the decrease in job duration is an illusion brought about by the bigger share of external services industry and by the changing relationship between firm-size and job duration.

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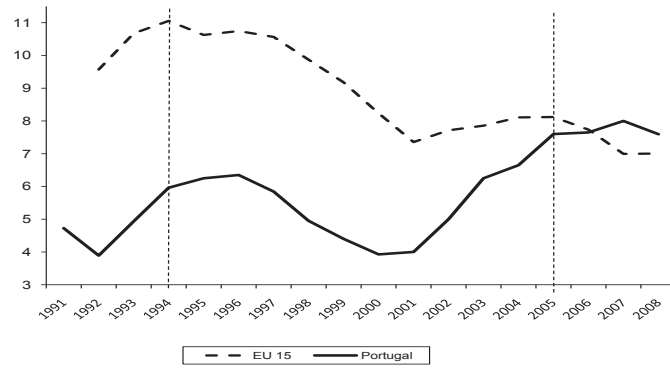
Appendix

Figure 1: AVERAGE JOB DURATION FROM 1986 UNTIL 2006



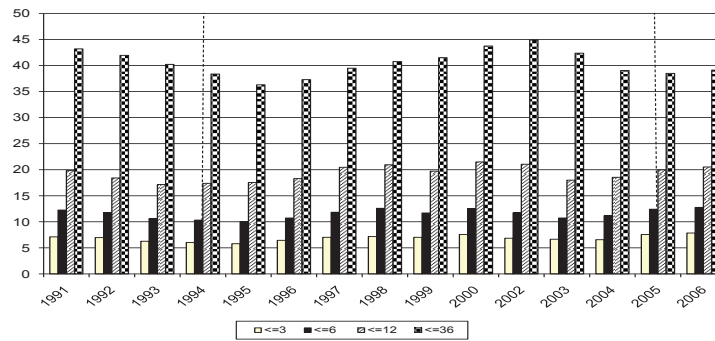
Source: QP.

Figure 2: UNEMPLOYMENT RATES IN PORTUGAL AND EURO AREA (1983-2008)



Source: Eurostat and Central Bank of Portugal.

Figure 3: INFLOWS BY DURATION (% INDIVIDUALS)



Source: QP.

Table 1: Quantile 50 (1991 - 2006)

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2002	2003	2004	2005	2006
Log firm employment	0.160 (0.001)*	0.150 (0.001)*	0.148 (0.001)*	0.128 (0.001)*	0.130 (0.001)*	0.117 (0.001)*	0.126 (0.001)*	0.131 (0.001)*	0.126 (0.001)*	0.122 (0.001)*	0.124 (0.001)*	0.105 (0.000)*	0.099 (0.001)*	0.094 (0.000)*	0.089 (0.000)*
Construction	-0.853 (0.004)*	-0.831 (0.004)*	-0.788 (0.003)*	-0.717 (0.004)*	-0.770 (0.004)*	-0.794 (0.004)*	-0.830 (0.004)*	-0.742 (0.004)*	-0.711 (0.004)*	-0.805 (0.004)*	-0.871 (0.004)*	-0.762 (0.003)*	-0.721 (0.003)*	-0.717 (0.003)*	-0.726 (0.003)*
Services commerce	-0.211 (0.003)*	-0.259 (0.003)*	-0.308 (0.003)*	-0.312 (0.003)*	-0.318 (0.002)*	-0.326 (0.003)*	-0.328 (0.003)*	-0.317 (0.003)*	-0.335 (0.003)*	-0.392 (0.003)*	-0.397 (0.003)*	-0.409 (0.002)*	-0.401 (0.003)*	-0.409 (0.002)*	-0.375 (0.002)*
Services transports	-0.330 (0.006)*	-0.285 (0.005)*	-0.218 (0.005)*	-0.294 (0.007)*	-0.320 (0.006)*	-0.363 (0.006)*	-0.256 (0.006)*	-0.289 (0.005)*	-0.299 (0.006)*	-0.423 (0.006)*	-0.447 (0.005)*	-0.457 (0.005)*	-0.443 (0.005)*	-0.448 (0.004)*	-0.445 (0.005)*
Services financial (except external services)	-0.068 (0.012)*	-0.205 (0.008)*	-0.115 (0.007)*	-0.075 (0.007)*	-0.190 (0.005)*	-0.102 (0.006)*	-0.098 (0.006)*	-0.106 (0.005)*	-0.128 (0.006)*	-0.267 (0.006)*	-0.247 (0.005)*	-0.420 (0.005)*	-0.361 (0.005)*	-0.349 (0.004)*	-0.271 (0.005)*
Services educ health	-0.174 (0.005)*	-0.223 (0.004)*	-0.295 (0.004)*	-0.281 (0.004)*	-0.197 (0.004)*	-0.202 (0.005)*	-0.263 (0.005)*	-0.290 (0.004)*	-0.298 (0.005)*	-0.347 (0.005)*	-0.388 (0.004)*	-0.377 (0.003)*	-0.367 (0.004)*	-0.429 (0.003)*	-0.394 (0.003)*
External services	-0.714 (0.008)*	-0.653 (0.006)*	-0.671 (0.006)*	-0.667 (0.006)*	-0.979 (0.005)*	-1.025 (0.005)*	-1.135 (0.005)*	-1.234 (0.005)*	-1.158 (0.005)*	-1.213 (0.005)*	-1.066 (0.004)*	-1.108 (0.004)*	-1.173 (0.004)*	-1.267 (0.003)*	-1.257 (0.003)*
Schooling no reading	0.102 (0.006)*	0.116 (0.006)*	0.114 (0.005)*	0.115 (0.007)*	0.104 (0.006)*	0.095 (0.007)*	0.124 (0.008)*	0.079 (0.008)*	0.084 (0.009)*	0.015 (0.009)	-0.155 (0.008)*	-0.155 (0.007)*	-0.153 (0.008)*	-0.170 (0.007)*	-0.172 (0.008)*
Schooling 12 years	-0.230 (0.005)*	-0.230 (0.004)*	-0.196 (0.003)*	-0.126 (0.004)*	-0.123 (0.003)*	-0.110 (0.003)*	-0.105 (0.003)*	-0.085 (0.003)*	-0.077 (0.003)*	-0.022 (0.003)*	0.050 (0.003)*	0.077 (0.003)*	0.079 (0.003)*	0.094 (0.002)*	0.006 (0.006)
Schooling bachelor	-0.441 (0.005)*	-0.435 (0.004)*	-0.385 (0.004)*	-0.350 (0.005)*	-0.375 (0.004)*	-0.404 (0.005)*	-0.406 (0.004)*	-0.433 (0.004)*	-0.426 (0.004)*	-0.361 (0.004)*	-0.256 (0.003)*	-0.165 (0.003)*	-0.146 (0.003)*	-0.140 (0.003)*	-0.202 (0.003)*
Foreign capital	-0.100 (0.004)*	-0.127 (0.004)*	-0.136 (0.004)*	-0.203 (0.004)*	-0.186 (0.003)*	-0.142 (0.004)*	-0.109 (0.004)*	-0.111 (0.004)*	-0.089 (0.004)*	-0.108 (0.004)*	-0.049 (0.004)*	-0.053 (0.003)*	-0.023 (0.003)*	-0.045 (0.003)*	0.029 (0.003)*
17-25	-0.732 (0.003)*	-0.679 (0.003)*	-0.627 (0.003)*	-0.571 (0.003)*	-0.646 (0.003)*	-0.753 (0.003)*	-0.805 (0.003)*	-0.852 (0.003)*	-0.831 (0.003)*	-0.810 (0.003)*	-0.702 (0.003)*	-0.671 (0.003)*	-0.727 (0.003)*	-0.869 (0.003)*	-0.923 (0.003)*
35-45	0.756 (0.003)*	0.741 (0.003)*	0.706 (0.003)*	0.584 (0.003)*	0.578 (0.003)*	0.540 (0.003)*	0.524 (0.003)*	0.540 (0.003)*	0.538 (0.003)*	0.552 (0.003)*	0.542 (0.003)*	0.482 (0.002)*	0.465 (0.003)*	0.475 (0.002)*	0.472 (0.002)*
45-55	1.041 (0.004)*	1.057 (0.004)*	1.038 (0.003)*	0.985 (0.004)*	0.961 (0.003)*	0.944 (0.003)*	0.932 (0.003)*	0.944 (0.003)*	0.951 (0.004)*	0.973 (0.003)*	0.991 (0.003)*	0.885 (0.003)*	0.854 (0.003)*	0.826 (0.002)*	0.814 (0.003)*
55+	1.265 (0.006)*	1.279 (0.005)*	1.242 (0.005)*	1.174 (0.006)*	1.146 (0.005)*	1.124 (0.005)*	1.110 (0.005)*	1.131 (0.005)*	1.126 (0.006)*	1.163 (0.006)*	1.216 (0.005)*	1.112 (0.004)*	1.073 (0.005)*	1.047 (0.004)*	1.038 (0.004)*
Male	-0.063 (0.003)*	-0.052 (0.002)*	-0.043 (0.002)*	-0.020 (0.002)*	-0.001 (0.002)	-0.017 (0.002)*	-0.008 (0.002)*	0.003 (0.002)	0.022 (0.003)*	0.032 (0.002)*	0.011 (0.002)*	0.008 (0.002)*	0.006 (0.002)*	0.011 (0.002)*	0.013 (0.002)*
Constant	3.435 (0.004)*	3.473 (0.004)*	3.524 (0.003)*	3.663 (0.004)*	3.712 (0.003)*	3.803 (0.004)*	3.738 (0.004)*	3.693 (0.004)*	3.688 (0.004)*	3.660 (0.004)*	3.581 (0.003)*	3.730 (0.003)*	3.803 (0.003)*	3.853 (0.003)*	3.888 (0.003)*
No Observations	1263798	1339996	1336130	1310942	1448076	1399696	1551176	1566821	1627820	1756982	1860844	1902777	1946005	2097879	2107477

Notes: This footnote applies along all results in the study unless specifically mentioned otherwise: (i) * means that results are significant at 5%; (ii) standard-deviations are in parentheses;

(iii) coefficients are in percentage; (iv) Source: QP.

Figure 4: KERNEL DENSITIES FOR THE JOB DURATION

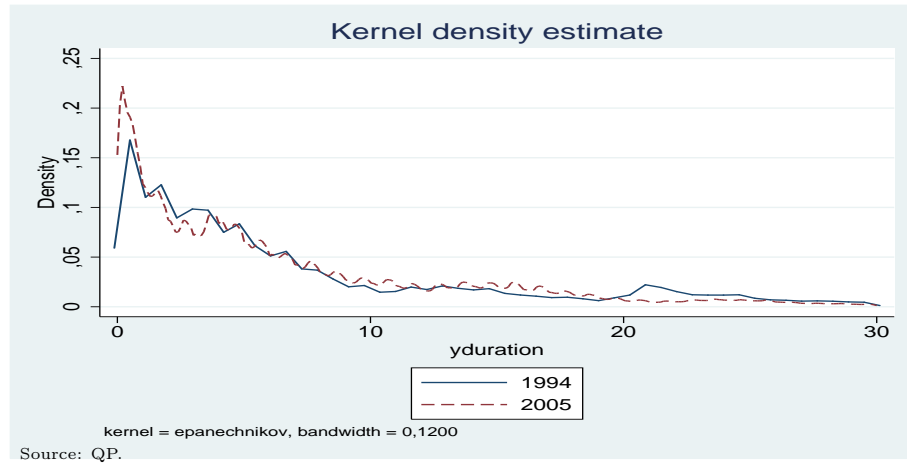


Table 2: **Descriptive statistics**

Variable	1994		2005		pooled	
	Mean	Std.	Mean	Std.	Mean	Std.
Duration (years)	7,42	7,96	7,17	7,81	7,26	7,87
Firm size (no. Workers) *	55		45		49	
Manufacturing	0,44	0,50	0,29	0,45	0,35	0,48
Construction	0,10	0,30	0,13	0,33	0,12	0,32
Services commerce	0,27	0,44	0,29	0,45	0,28	0,45
Services transports	0,03	0,17	0,04	0,21	0,04	0,19
Services financial (except external services)	0,03	0,17	0,05	0,21	0,04	0,20
External services	0,04	0,19	0,09	0,29	0,07	0,26
Services educ health	0,09	0,28	0,11	0,32	0,10	0,31
Foreign capital	0,11	0,31	0,11	0,31	0,11	0,31
Schooling 4 - 9 years	0,79	0,40	0,68	0,47	0,72	0,45
Schooling no reading	0,03	0,17	0,01	0,12	0,02	0,14
Schooling 12 years	0,12	0,32	0,19	0,39	0,16	0,37
Schooling bachelor	0,06	0,23	0,12	0,32	0,09	0,29
Age	34,69	11,06	37,29	10,38	36,29	10,72
17-25	0,24	0,43	0,13	0,34	0,17	0,38
25-35	0,33	0,47	0,35	0,48	0,34	0,47
35-45	0,23	0,42	0,28	0,45	0,27	0,44
45-55	0,14	0,35	0,18	0,39	0,17	0,37
55+	0,05	0,22	0,06	0,23	0,05	0,22
Male	0,60	0,49	0,57	0,50	0,58	0,49

Notes: * Geometric average; source: QP.

Table 3: Quantile Regression - Year 1994

	Quantile Regression									
	Q10		Q25		Q50		Q75		Q90	
Log firm employment	0,109	(0,002)*	0,129	(0,001)*	0,128	(0,001)*	0,089	(0,000)*	0,052	(0,000)*
Construction	-1,182	(0,010)*	-1,018	(0,006)*	-0,717	(0,004)*	-0,456	(0,003)*	-0,290	(0,002)*
Services commerce	-0,466	(0,007)*	-0,414	(0,004)*	-0,312	(0,003)*	-0,194	(0,002)*	-0,111	(0,002)*
Services transports	-0,410	(0,017)*	-0,363	(0,010)*	-0,294	(0,007)*	-0,215	(0,005)*	-0,176	(0,004)*
Services financial (except external services)	0,531	(0,017)*	0,175	(0,010)*	-0,075	(0,007)*	-0,187	(0,005)*	-0,133	(0,004)*
Services educ health	-0,469	(0,011)*	-0,389	(0,006)*	-0,281	(0,004)*	-0,201	(0,003)*	-0,126	(0,002)*
External services	-1,128	(0,016)*	-0,998	(0,009)*	-0,667	(0,006)*	-0,486	(0,004)*	-0,391	(0,004)*
Schooling no reading	0,080	(0,017)*	0,119	(0,010)*	0,115	(0,007)*	0,029	(0,005)*	-0,014	(0,004)*
Schooling 12 years	0,000	(0,009)	-0,080	(0,005)*	-0,126	(0,004)*	-0,174	(0,003)*	-0,186	(0,002)*
Schooling bachelor	-0,309	(0,012)*	-0,347	(0,007)*	-0,350	(0,005)*	-0,333	(0,003)*	-0,268	(0,003)*
Foreign capital	-0,223	(0,010)*	-0,258	(0,006)*	-0,203	(0,004)*	-0,138	(0,003)*	-0,103	(0,002)*
17-25	0,537	(0,008)*	0,640	(0,004)*	0,571	(0,003)*	0,595	(0,002)*	0,659	(0,002)*
35-45	1,040	(0,008)*	1,137	(0,005)*	1,156	(0,003)*	1,289	(0,002)*	1,238	(0,002)*
45-55	1,466	(0,010)*	1,524	(0,006)*	1,557	(0,004)*	1,545	(0,003)*	1,460	(0,002)*
55+	1,809	(0,014)*	1,810	(0,008)*	1,745	(0,006)*	1,721	(0,004)*	1,647	(0,003)*
Male	0,000	(0,006)	-0,016	(0,003)*	-0,020	(0,002)*	-0,035	(0,002)*	-0,007	(0,001)*
Constant	1,429	(0,010)*	2,287	(0,006)*	3,092	(0,004)*	3,751	(0,003)*	4,208	(0,002)*

Notes: 1.310.942 observations; source: QP.

Table 4: Quantile Regression - Year 2005

	Quantile Regression									
	Q10		Q25		Q50		Q75		Q90	
Log firm employment	0,090	(0,001)*	0,105	(0,001)*	0,094	(0,000)*	0,066	(0,000)*	0,039	(0,000)*
Construction	-1,038	(0,008)*	-0,968	(0,005)*	-0,717	(0,003)*	-0,559	(0,002)*	-0,366	(0,002)*
Services commerce	-0,617	(0,006)*	-0,544	(0,004)*	-0,409	(0,002)*	-0,293	(0,002)*	-0,203	(0,001)*
Services transports	-0,620	(0,012)*	-0,571	(0,007)*	-0,448	(0,004)*	-0,345	(0,003)*	-0,248	(0,003)*
Services financial (except external services)	-0,336	(0,012)*	-0,434	(0,007)*	-0,349	(0,004)*	-0,291	(0,003)*	-0,246	(0,003)*
Services educ health	-0,653	(0,008)*	-0,556	(0,005)*	-0,429	(0,003)*	-0,341	(0,002)*	-0,260	(0,002)*
External services	-1,740	(0,009)*	-1,708	(0,005)*	-1,267	(0,003)*	-0,810	(0,003)*	-0,519	(0,002)*
Schooling no reading	-0,116	(0,019)*	-0,199	(0,012)*	-0,170	(0,007)*	-0,063	(0,006)*	-0,014	(0,005)*
Schooling 12 years	0,210	(0,006)*	0,166	(0,004)*	0,094	(0,002)*	0,003	(0,002)	-0,065	(0,001)*
Schooling bachelor	-0,037	(0,008)*	-0,072	(0,005)*	-0,140	(0,003)*	-0,209	(0,002)*	-0,263	(0,002)*
Foreign capital	0,075	(0,008)*	0,022	(0,005)*	-0,045	(0,003)*	-0,082	(0,002)*	-0,080	(0,002)*
17-25	0,695	(0,007)*	0,843	(0,005)*	0,869	(0,003)*	0,755	(0,002)*	0,763	(0,002)*
35-45	1,082	(0,008)*	1,333	(0,005)*	1,343	(0,003)*	1,272	(0,002)*	1,241	(0,002)*
45-55	1,464	(0,008)*	1,681	(0,005)*	1,694	(0,003)*	1,659	(0,002)*	1,637	(0,002)*
55+	1,811	(0,012)*	1,991	(0,007)*	1,916	(0,004)*	1,837	(0,003)*	1,786	(0,003)*
Male	0,003	(0,005)	-0,008	(0,003)*	0,011	(0,002)*	-0,014	(0,001)*	-0,018	(0,001)*
Constant	1,294	(0,009)*	2,140	(0,006)*	2,984	(0,003)*	3,749	(0,003)*	4,200	(0,002)*

Notes: 2.097.879 observations; source: QP.

Table 5: **Decomposition of the changes in the job distribution**

	Marginals			Aggregate contributions		
	1994	2005	Change	Covariates	Coefficients	Residual
10 th quant.	7,501	6,028	-1,473	-0,129	-1,403	-0,059
	7,331;7,671*	5,814;6,241*	-1,713;-1,234*	-0,378;0,119	-1,494;-1,312*	
20 th quant.	16,520	14,131	-2,390	0,037	-2,500	-0,074
	16,162;16,879*	13,762;14,499*	-2,931;-1,848*	-0,465;0,539	-2,700;-2,300*	
30 th quant.	27,510	25,177	-2,333	0,728	-2,401	0,661
	27,117;27,903*	24,676;25,678*	-3,097;-1,570*	0,071;1,386*	-2,624;-2,178*	
40 th quant.	40,532	38,933	-1,600	1,314	-1,946	0,967
	39,949;41,115*	38,225;39,640*	-2,520;-0,679*	0,434;2,193*	-2,235;-1,657*	
50 th quant.	55,827	55,525	-0,303	2,158	-1,342	1,119
	55,209;56,445*	54,543;56,506*	-1,352;0,747	1,147;3,170*	-1,664;-1,020*	
60 th quant.	75,054	75,480	0,426	2,885	-2,262	0,197
	74,378;75,730*	74,425;76,535*	-0,494;1,346	1,578;4,192*	-2,879;-1,646*	
70 th quant.	102,903	102,625	-0,278	3,675	-4,578	-0,625
	101,393;104,414*	101,078;104,173*	-1,750;1,194	1,762;5,589*	-5,142;-4,015*	
80 th quant.	149,060	142,722	-6,338	3,651	-11,468	-1,479
	147,374;150,746*	140,482;144,963*	-8,561;-4,115*	1,630;5,672*	-12,530;-10,405*	
90 th quant.	225,897	211,877	-14,020	6,546	-16,631	3,935
	223,381;228,413*	208,511;215,242*	-19,338;-8,703*	2,962;10,130*	-17,530;-15,732*	

Notes: confidence intervals are under the coefficient results which are reported in months; source: QP.

Table 6: Decomposition of the changes in the job distribution - Individual covariates

	Log firm size	Construction	Services commerce	Services transports	Financial services (except external services)	Services educ health	External services	Schooling no reading	Schooling 12 years	Schooling bachelor	Foreign capital	17-25	35-45	45-55	55+	Male
10 th quant.	-0.21	-0.02	0.10	0.01	0.04	0.02	-0.67	0.02	0.11	-0.03	0.01	0.33	0.11	0.10	0.03	-0.01
	-0.279;-0.132*	-0.109;0.065	-0.027;-0.227	-0.027;-0.054	-0.006;0.079	-0.025;-0.066	-0.819;-0.520*	0.001;0.039*	0.072;0.143*	-0.058;-0.007*	-0.010;0.028	0.231;0.430*	0.030;0.197*	0.000;0.201*	-0.017;0.073	-0.025;-0.012
20 th quant.	-0.25	-0.31	-0.30	-0.05	-0.05	-0.08	-1.59	0.07	0.25	-0.07	0.00	0.97	0.26	0.40	0.12	0.01
	-0.407;-0.098*	-0.511;-0.111*	-0.487;-0.109*	-0.096;-0.005*	-0.124;0.027	-0.215;0.056	-1.831;-1.350*	0.030;0.120*	0.135;0.359*	-0.120;-0.016*	-0.033;0.037	0.778;1.169*	0.110;0.417*	0.229;0.564*	0.037;0.213*	-0.031;0.057
30 th quant.	-0.84	-0.53	-0.33	-0.10	-0.01	-0.14	-2.49	0.09	0.29	-0.15	0.00	2.00	0.49	0.69	0.20	-0.01
	-1.060;-0.614*	-0.769;-0.291*	-0.556;-0.101*	-0.147;-0.044*	-0.091;0.080	-0.228;-0.056*	-2.794;-2.182*	0.041;0.147*	0.186;0.403*	-0.227;-0.066*	-0.046;0.055	1.739;2.266*	0.272;0.707*	0.455;0.919*	0.079;0.329*	-0.058;0.047
40 th quant.	-0.68	-1.01	-0.59	-0.24	-0.24	-0.52	-3.14	0.12	0.22	-0.36	0.06	3.66	1.02	1.44	0.43	-0.02
	-0.960;-0.399*	-1.402;-0.616*	-0.892;-0.280*	-0.386;-0.100*	-0.367;-0.122*	-0.735;-0.295*	-3.458;-2.817*	0.049;0.185*	0.077;0.364*	-0.486;-0.237*	-0.027;0.141	3.247;4.067*	0.743;1.305*	1.125;1.747*	0.209;0.648*	-0.071;0.039
50 th quant.	-0.76	-1.56	-0.52	-0.48	-0.42	-0.94	-3.91	0.14	0.25	-0.65	0.14	5.07	1.91	2.23	0.73	-0.01
	-1.207;-0.311*	-1.884;-1.236*	-0.860;-0.170*	-0.729;-0.228*	-0.587;-0.245*	-1.184;-0.695*	-4.289;-3.534*	0.048;0.223*	0.056;0.444*	-0.812;-0.494*	0.042;0.235*	4.573;5.564*	1.593;2.219*	1.851;2.619*	0.411;1.047*	-0.072;0.048
60 th quant.	-1.03	-2.04	-0.79	-0.62	-0.76	-1.29	-4.43	0.11	0.16	-0.99	0.13	6.19	3.03	3.04	1.01	-0.02
	-1.452;-0.605*	-2.307;-1.766*	-1.072;-0.505*	-0.792;-0.442*	-0.947;-0.569*	-1.714;-0.873*	-5.106;-3.754*	0.007;0.204*	0.034;0.282*	-1.197;-0.774*	-0.017;0.284	5.663;6.718*	2.531;3.535*	2.427;3.651*	0.665;1.346*	-0.130;0.083
70 th quant.	-0.77	-2.86	-1.47	-1.25	-1.08	-2.37	-5.37	0.18	-0.08	-1.30	-0.09	9.65	4.87	4.82	1.36	-0.06
	-1.539;-0.011*	-3.390;-2.334*	-2.095;-0.845*	-1.532;-0.959*	-1.306;-0.844*	-2.887;-1.852*	-6.126;-4.621*	0.045;0.316*	-0.333;0.163	-1.738;-0.857*	-0.291;0.118	8.854;10.445*	4.097;5.648*	4.022;5.613*	0.896;1.821*	-0.158;0.047
80 th quant.	-0.96	-3.55	-2.59	-1.37	-1.32	-2.86	-6.13	0.08	-0.41	-1.64	-0.22	15.04	7.34	8.14	2.09	0.16
	-1.768;-0.144*	-4.443;-3.656*	-3.268;-1.903*	-1.826;-0.915*	-1.861;-0.780*	-3.509;-2.206*	-6.919;-5.345*	-0.130;0.283	-0.826;-0.002*	-2.075;-1.206*	-0.557;0.109	13.808;16.173*	6.133;8.542*	7.293;8.989*	1.262;2.922*	-0.076;0.399
90 th quant.	-2.32	-4.53	-2.88	-2.48	-2.34	-3.54	-8.19	0.00	-0.55	-0.98	-0.06	24.02	6.38	15.85	2.01	-0.16
	-3.138;-1.506*	-5.741;-3.313*	-4.283;-1.467*	-3.187;-1.770*	-3.054;-1.625*	-4.651;-2.432*	-9.564;-6.822*	-0.215;0.215	-1.014;-0.082*	-1.729;-0.234*	-0.616;0.487	22.228;25.815*	4.171;8.591*	14.104;17.599*	0.282;3.733*	-0.456;0.141

Notes: confidence intervals are under the coefficient results which are reported in months; source: QP.

Table 7: Decomposition of the changes in the job distribution - Individual coefficients

	Constant	Log firm size	Construction	Services commerce	Services transports	Services financial	Services educ health	External services	Schooling no reading	Schooling 12 years	Schooling bachelor	Foreign capital	17-25	35-45	45-55	55+	Male
10 th quant.	0.28	-0.51	0.10	-0.29	-0.04	-0.12	-0.12	-0.62	-0.01	0.28	0.23	0.16	-0.28	-0.14	-0.08	-0.03	0.00
	0.245;0.311*	-0.558;-0.472*	0.055;0.150*	-0.341;-0.232*	-0.057;-0.021*	-0.144;-0.086*	-0.152;-0.078*	-0.719;-0.520*	-0.021;-0.001*	0.237;0.320*	0.189;0.264*	0.120;0.203*	-0.339;-0.230*	-0.189;-0.097*	-0.109;-0.050*	-0.050;-0.011*	-0.018;0.010
20 th quant.	1.10	-1.29	0.08	-0.55	-0.10	-0.40	-0.30	-1.19	-0.05	0.67	0.46	0.38	-0.92	-0.22	-0.21	-0.06	0.05
	1.006;1.191*	-1.373;-1.211*	0.027;0.141*	-0.643;-0.457*	-0.140;-0.066*	-0.507;-0.298*	-0.374;-0.226*	-1.350;-1.040*	-0.098;-0.010*	0.600;0.743*	0.393;0.521*	0.296;0.456*	-1.041;-0.800*	-0.278;-0.160*	-0.282;-0.136*	-0.086;-0.039*	0.004;0.089*
30 th quant.	2.77	-2.40	0.04	-0.90	-0.18	-0.56	-0.42	-1.70	-0.08	1.88	1.20	0.89	-1.37	-0.22	-0.19	-0.07	0.20
	2.667;2.865*	-2.518;-2.283*	-0.002;0.086	-1.005;-0.800*	-0.255;-0.106*	-0.710;-0.407*	-0.506;-0.331*	-1.862;-1.542*	-0.122;-0.046*	1.086;1.320*	0.745;1.042*	0.481;0.683*	-1.578;-1.163*	-0.274;-0.172*	-0.258;-0.129*	-0.096;-0.046*	0.131;0.261*
40 th quant.	5.05	-4.00	-0.08	-1.28	-0.30	-0.83	-0.64	-1.94	-0.16	3.88	1.02	0.86	-1.41	-0.50	-0.31	-0.07	0.44
	4.877;5.228*	-4.170;-3.825*	-0.141;-0.029*	-1.437;-1.126*	-0.371;-0.223*	-0.938;-0.724*	-0.777;-0.508*	-2.180;-1.693*	-0.225;-0.091*	1.634;2.116*	0.855;1.187*	0.713;1.004*	-1.589;-1.239*	-0.592;-0.404*	-0.414;-0.215*	-0.123;-0.017*	0.361;0.511*
50 th quant.	7.70	-5.82	-0.34	-1.58	-0.45	-0.97	-0.89	-2.04	-0.17	2.30	1.30	1.12	-1.16	-0.69	-0.08	0.61	
	7.409;7.991*	-6.029;-5.603*	-0.483;-0.189*	-1.799;-1.353*	-0.543;-0.367*	-1.159;-0.788*	-1.076;-0.707*	-2.277;-1.795*	-0.237;-0.095*	2.086;2.517*	1.144;1.453*	0.944;1.291*	-1.337;-0.980*	-1.199;-0.825*	-0.842;-0.545*	-0.154;-0.013*	0.493;0.723*
60 th quant.	10.85	-8.28	-0.48	-1.88	-0.56	-1.18	-1.23	-1.92	-0.22	2.84	1.04	1.11	-0.75	-0.21	-1.07	-0.18	0.81
	10.659;11.048*	-8.523;-8.039*	-0.636;-0.315*	-2.070;-1.686*	-0.738;-0.381*	-1.404;-0.958*	-1.523;-0.947*	-2.117;-1.732*	-0.358;-0.091*	2.610;3.068*	0.821;1.259*	0.875;1.336*	-0.911;-0.598*	-2.585;-1.838*	-1.330;-0.816*	-0.307;-0.051*	0.615;1.008*
70 th quant.	14.61	-11.36	-0.85	-2.73	-0.74	-1.43	-1.89	-2.09	-0.31	3.73	0.91	1.32	-0.66	-0.87	-2.39	-0.56	1.14
	14.305;14.921*	-11.975;-10.743*	-1.114;-0.588*	-3.131;-2.333*	-0.943;-0.527*	-1.733;-1.127*	-2.150;-1.626*	-2.427;-1.753*	-0.411;-0.204*	3.307;4.159*	0.649;1.179*	1.099;1.548*	-0.160;0.037	-5.445;-4.296*	-2.641;-2.132*	-0.731;-0.393*	0.911;1.363*
80 th quant.	18.64	-13.76	-1.10	-3.69	-0.88	-1.41	-2.22	-1.94	-0.28	3.94	0.35	1.40	(omitted)	-0.09	0.00	-0.91	1.18
	17.967;19.315*	-14.254;-13.272*	-1.437;-0.762*	-4.185;-3.190*	-1.161;-0.604*	-1.682;-1.137*	-2.677;-1.759*	-2.422;-1.459*	-0.415;-0.141*	3.456;4.425*	0.165;0.537*	1.105;1.694*	0.000;0.000*	-9.928;-8.257*	-4.000;-2.840*	-1.198;-0.616*	0.866;1.501*
90 th quant.	23.79	-19.05	-1.50	-4.71	-1.17	-1.72	-2.80	-1.66	-0.43	4.04	0.09	1.31	(omitted)	-13.83	-4.45	-1.99	1.41
	23.064;24.517*	-20.048;-18.050*	-1.918;-1.090*	-5.676;-3.752*	-1.571;-0.773*	-2.297;-1.133*	-3.282;-2.311*	-2.037;-1.285*	-0.656;-0.196*	3.234;4.855*	-0.316;0.492	0.738;1.887*	0.000;0.000*	-15.009;-12.653*	-5.299;-3.597*	-2.538;-1.433*	0.903;1.924*

Notes: confidence intervals are under the coefficient results which are reported in months; source: QP.

Table 8: **Descriptive statistics (Complete durations)**

Variable	1994		2005		pooled	
	Mean	Std.	Mean	Std.	Mean	Std.
Duration (years)	5,50	7,13	4,54	6,70	4,96	6,90
Firm size (no. Workers) *	40		39		40	
Manufacturing	0,39	0,49	0,22	0,42	0,29	0,46
Construction	0,13	0,34	0,16	0,37	0,15	0,35
Services commerce	0,30	0,46	0,29	0,45	0,29	0,45
Services transports	0,03	0,17	0,04	0,20	0,04	0,19
Services financial (except external services)	0,02	0,14	0,04	0,19	0,03	0,17
External services	0,05	0,22	0,16	0,37	0,11	0,32
Services educ health	0,09	0,28	0,09	0,28	0,09	0,28
Foreign capital	0,09	0,28	0,10	0,30	0,09	0,29
Schooling 4 - 9 years	0,79	0,41	0,67	0,47	0,72	0,45
Schooling no reading	0,03	0,17	0,02	0,13	0,02	0,15
Schooling 12 years	0,12	0,32	0,19	0,39	0,16	0,36
Schooling bachelor	0,06	0,24	0,12	0,33	0,10	0,30
Age	33,34	11,13	35,87	10,66	34,78	10,94
17-25	0,30	0,46	0,18	0,38	0,23	0,42
25-35	0,33	0,47	0,37	0,48	0,35	0,48
35-45	0,20	0,40	0,25	0,43	0,23	0,42
45-55	0,12	0,32	0,15	0,36	0,14	0,34
55+	0,05	0,21	0,05	0,23	0,05	0,22
Male	0,60	0,49	0,59	0,49	0,59	0,49

Notes: * Geometric average; source: QP.

Figure 5: KERNEL DENSITIES FOR THE JOB DURATION - COMPLETE DURATIONS

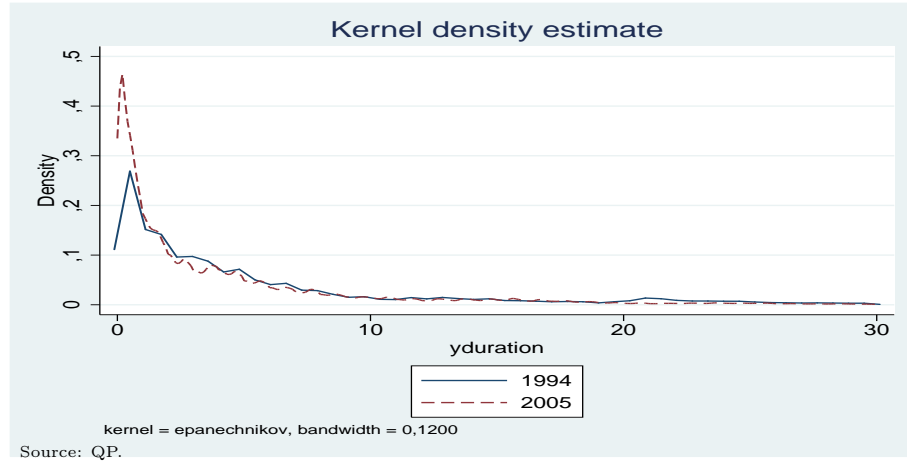


Table 9: Quantile Regression - Year 1994 (Complete durations)

	Quantile Regression									
	Q10		Q25		Q50		Q75		Q90	
Log firm employment	0,022	(0,003)*	0,033	(0,002)*	0,063	(0,002)*	0,067	(0,001)*	0,045	(0,001)*
Construction	-1,041	(0,015)*	-1,184	(0,012)*	-1,024	(0,010)*	-0,692	(0,007)*	-0,436	(0,006)*
Services commerce	-0,402	(0,011)*	-0,568	(0,009)*	-0,508	(0,008)*	-0,344	(0,005)*	-0,200	(0,004)*
Services transports	-0,385	(0,028)*	-0,526	(0,023)*	-0,438	(0,019)*	-0,340	(0,012)*	-0,254	(0,010)*
Services financial (except external services)	0,969	(0,033)*	0,674	(0,027)*	0,299	(0,023)*	-0,025	(0,015)	-0,057	(0,013)*
Services educ health	-0,416	(0,017)*	-0,492	(0,014)*	-0,473	(0,012)*	-0,316	(0,008)*	-0,199	(0,006)*
External services	-1,018	(0,022)*	-1,139	(0,018)*	-1,011	(0,015)*	-0,712	(0,010)*	-0,509	(0,008)*
Schooling no reading	0,068	(0,027)*	0,030	(0,022)	0,090	(0,019)*	0,006	(0,012)	-0,022	(0,010)*
Schooling 12 years	0,079	(0,015)*	0,061	(0,012)*	-0,027	(0,010)*	-0,113	(0,006)*	-0,169	(0,005)*
Schooling bachelor	-0,204	(0,019)*	-0,165	(0,015)*	-0,255	(0,013)*	-0,294	(0,008)*	-0,305	(0,007)*
Foreign capital	-0,117	(0,017)*	-0,241	(0,014)*	-0,240	(0,012)*	-0,121	(0,008)*	-0,089	(0,006)*
17-25	-0,369	(0,011)*	-0,494	(0,009)*	-0,587	(0,008)*	-0,580	(0,005)*	-0,646	(0,004)*
35-45	0,333	(0,013)*	0,466	(0,010)*	0,483	(0,009)*	0,655	(0,006)*	0,638	(0,005)*
45-55	0,702	(0,015)*	0,904	(0,013)*	0,957	(0,010)*	1,015	(0,007)*	0,903	(0,006)*
55+	1,218	(0,022)*	1,408	(0,018)*	1,379	(0,015)*	1,277	(0,010)*	1,108	(0,008)*
Male	0,003	(0,010)	-0,019	(0,008)*	-0,025	(0,007)*	-0,032	(0,004)*	-0,010	(0,004)*
Constant	1,707	(0,016)*	2,792	(0,013)*	3,708	(0,010)*	4,310	(0,007)*	4,806	(0,005)*

Notes: 365.711 observations; source: QP.

Figure 6: KAPLAN-MEIER SURVIVAL FUNCTIONS OF THE JOB DURATION - COMPLETE DURATIONS

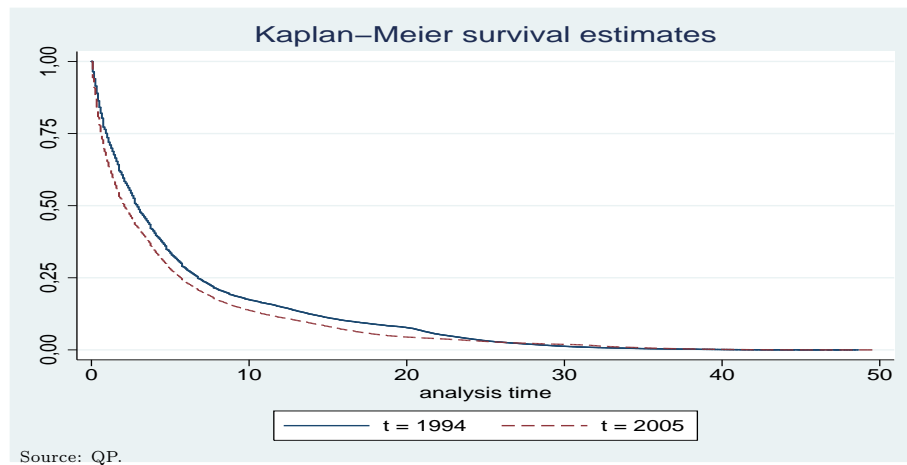


Table 10: **Quantile Regression - Year 2005 (Complete durations)**

	Quantile Regression							
	Q25		Q50		Q75		Q90	
Log firm employment	0,000	(0,001)	0,019	(0,002)*	0,028	(0,001)*	0,023	(0,001)*
Construction	-1,067	(0,008)*	-1,087	(0,010)*	-0,887	(0,008)*	-0,628	(0,006)*
Services commerce	-0,770	(0,007)*	-0,748	(0,008)*	-0,588	(0,007)*	-0,372	(0,005)*
Services transports	-0,721	(0,012)*	-0,737	(0,016)*	-0,596	(0,013)*	-0,354	(0,010)*
Services financial (except external services)	-0,396	(0,013)*	-0,557	(0,017)*	-0,486	(0,013)*	-0,328	(0,011)*
Services educ health	-0,865	(0,009)*	-0,848	(0,012)*	-0,716	(0,009)*	-0,487	(0,008)*
External services	-1,456	(0,008)*	-1,550	(0,010)*	-1,286	(0,008)*	-0,916	(0,007)*
Schooling no reading	-0,080	(0,018)*	-0,144	(0,023)*	-0,103	(0,018)*	-0,055	(0,015)*
Schooling 12 years	0,223	(0,006)*	0,205	(0,008)*	0,121	(0,006)*	0,008	(0,005)
Schooling bachelor	0,191	(0,007)*	0,147	(0,009)*	0,020	(0,007)*	-0,120	(0,006)*
Foreign capital	0,144	(0,008)*	0,130	(0,011)*	0,010	(0,009)	-0,033	(0,007)*
17-25	-0,502	(0,007)*	-0,649	(0,009)*	-0,714	(0,007)*	-0,699	(0,005)*
35-45	0,255	(0,006)*	0,378	(0,008)*	0,454	(0,006)*	0,500	(0,005)*
45-55	0,645	(0,007)*	0,829	(0,009)*	0,896	(0,007)*	1,000	(0,006)*
55+	1,258	(0,011)*	1,358	(0,014)*	1,320	(0,011)*	1,227	(0,009)*
Male	-0,022	(0,005)*	-0,029	(0,006)*	-0,016	(0,005)*	-0,035	(0,004)*
Constant	2,690	(0,008)*	3,721	(0,010)*	4,460	(0,008)*	4,889	(0,007)*

Notes: 484.561 observations; source: QP.

Table 11: **Decomposition of the changes in the job distribution (Complete durations)**

	Marginals			Aggregate contributions		
	1994	2005	Change	Covariates	Coefficients	Residual
10 th quant.	4,008	2,857	-1,151	-0,143	-0,978	0,030
	3,961;4,055*	2,752;2,962*	-1,271;-1,031*	-0,234;-0,052*	-1,055;-0,900*	
20 th quant.	8,458	5,600	-2,858	-0,400	-2,470	-0,012
	8,256;8,661*	5,455;5,745*	-3,100;-2,617*	-0,538;-0,262*	-2,528;-2,413*	
30 th quant.	14,798	9,840	-4,957	-0,454	-4,559	-0,055
	14,527;15,068*	9,657;10,023*	-5,344;-4,571*	-0,856;-0,051*	-4,751;-4,367*	
40 th quant.	23,367	15,881	-7,486	-0,944	-7,153	-0,611
	22,923;23,810*	15,577;16,185*	-7,974;-6,998*	-1,433;-0,455*	-7,387;-6,918*	
50 th quant.	34,776	24,419	-10,356	-1,179	-9,795	-0,618
	34,145;35,407*	23,879;24,960*	-11,213;-9,500*	-1,847;-0,512*	-10,036;-9,554*	
60 th quant.	49,369	36,992	-12,377	-1,332	-12,420	-1,375
	48,461;50,277*	36,238;37,746*	-13,290;-11,464*	-2,604;-0,060*	-12,743;-12,098*	
70 th quant.	69,824	55,272	-14,552	-0,991	-15,195	-1,634
	68,842;70,806*	54,529;56,015*	-15,508;-13,596*	-2,476;0,494	-15,683;-14,708*	
80 th quant.	102,531	83,910	-18,621	-0,484	-21,743	-3,605
	100,977;104,084*	82,293;85,527*	-20,225;-17,016*	-2,659;1,692	-23,035;-20,451*	
90 th quant.	176,885	143,281	-33,604	-1,117	-33,348	-0,861
	174,428;179,343*	140,732;145,830*	-37,207;-30,002*	-5,249;3,015	-34,172;-32,525*	

Notes: confidence intervals are under the coefficient results which are reported in months; source: QP.

Table 12: Decomposition of the changes in the job distribution - Individual covariates (Complete)

	Log firm size	Construction	Services commerce	Services transports	Financial services (except external services)	Services educ health	External services	Schooling no reading	Schooling 12 years	Schooling bachelor	Foreign capital	17-25	35-45	45-55	55+	Male
10 th quant.	0.00	0.33	0.44	0.06	0.03	0.19	-0.14	0.00	0.06	0.06	0.00	0.19	0.03	0.00	0.06	0.00
	-0.011:0.011	0.268:-0.386*	0.355:-0.527*	0.007:0.107*	-0.011:0.069	0.111:0.270*	-0.247:-0.039*	-0.017:0.017	0.015:0.099*	0.007:0.107*	-0.015:0.015	0.137:0.244*	-0.021:0.079	-0.059:0.061	0.002:0.112*	-0.008:0.008
20 th quant.	0.00	0.09	0.42	0.09	0.02	0.20	-0.80	0.00	0.12	0.11	0.00	0.27	0.03	0.12	0.00	0.00
	-0.023:0.023	-0.011:0.192	0.315:-0.524*	0.018:0.156*	-0.030:0.074	0.134:0.273*	-0.915:-0.682*	-0.030:0.030	0.075:0.171*	0.044:0.181*	-0.008:0.008	0.186:0.347*	-0.027:0.094	0.046:0.200*	-0.045:0.045	-0.008:0.008
30 th quant.	0.08	-0.15	0.24	0.05	0.05	0.18	-1.42	0.02	0.26	0.15	0.01	0.62	0.13	0.26	0.04	0.01
	0.037:-0.114*	-0.299:-0.007*	0.093:0.388*	-0.004:0.096	0.010:0.083*	0.078:0.287*	-1.562:-1.270*	-0.004:0.040	0.182:0.329*	0.084:0.216*	-0.023:0.042	0.506:0.728*	0.049:0.212*	0.145:0.367*	-0.026:0.106	-0.009:0.021
40 th quant.	-0.01	-0.55	-0.03	-0.10	-0.03	0.04	-2.91	0.03	0.28	0.22	0.01	0.99	0.32	0.34	0.14	-0.01
	-0.101:0.077	-0.738:-0.371*	-0.183:0.131	-0.177:-0.024*	-0.074:0.006	-0.066:0.148	-3.109:-2.707*	-0.003:0.060	0.189:0.373*	0.137:0.300*	-0.035:0.063	0.854:1.129*	0.194:0.438*	0.212:0.474*	0.031:0.253*	-0.043:0.019
50 th quant.	-0.02	-1.33	-0.46	-0.32	-0.17	-0.26	-4.83	0.05	0.27	0.17	0.04	1.60	0.46	0.54	0.42	0.03
	-0.135:0.095	-1.536:-1.120*	-0.713:-0.206*	-0.415:-0.229*	-0.265:-0.081*	-0.468:-0.044*	-5.217:-4.451*	0.001:0.107*	0.171:0.376*	0.099:0.234*	-0.018:0.097	1.367:1.824*	0.317:0.607*	0.357:0.714*	0.291:0.547*	-0.035:0.086
60 th quant.	-0.07	-2.59	-0.88	-0.60	-0.35	-0.60	-7.27	0.02	0.33	0.16	0.02	2.48	0.69	1.08	0.65	0.05
	-0.276:0.144	-3.048:-2.138*	-1.273:-0.496*	-0.764:-0.435*	-0.487:-0.218*	-0.852:-0.346*	-7.737:-6.801*	-0.036:0.067	0.176:0.483*	0.024:0.293*	-0.064:0.098	2.022:2.934*	0.472:0.912*	0.788:1.374*	0.410:0.900*	-0.022:0.128
70 th quant.	-0.07	-3.08	-2.07	-0.83	-0.59	-1.09	-9.77	0.11	0.27	0.12	0.09	4.31	1.41	2.05	0.85	0.13
	-0.251:0.117	-4.259:-3.091*	-2.512:-1.620*	-1.086:-0.571*	-0.726:-0.460*	-1.368:-0.812*	-10.586:-8.960*	0.024:0.201*	0.130:0.415*	-0.024:0.255	-0.023:0.208	3.865:4.755*	1.045:1.767*	1.594:2.506*	0.444:1.262*	0.009:0.257*
80 th quant.	-0.70	-7.26	-4.30	-1.76	-1.43	-2.65	-13.74	0.07	0.10	-0.44	0.08	7.25	1.89	3.40	1.28	0.04
	-1.036:-0.371*	-8.113:-6.399*	-5.014:-3.588*	-2.329:-1.195*	-1.892:-0.961*	-3.263:-2.030*	-14.714:-12.758*	-0.060:0.204	-0.413:0.209	-0.699:-0.187*	-0.082:0.237	6.395:8.098*	1.293:2.478*	2.725:4.078*	0.692:1.869*	-0.151:0.233
90 th quant.	0.02	-1.09	-5.60	-2.94	-2.10	-4.00	-17.69	0.02	-0.18	-0.66	-0.02	16.11	6.02	8.58	4.48	-0.05
	-0.522:0.560	-11.438:-8.741*	-6.865:-4.341*	-3.763:-2.108*	-2.796:-1.398*	-4.807:-3.202*	-19.235:-16.144*	-0.121:0.170	-0.735:0.378	-1.130:-0.192*	-0.468:0.429	14.270:17.951*	4.582:7.458*	6.863:10.290*	3.212:5.739*	-0.392:0.298

Notes: confidence intervals are under the coefficient results which are reported in months; source: QP.

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Table 13: Decomposition of the changes in the job distribution - Individual coefficients (Complete)

	Constant	Log firm size	Construction	Services commerce	Services transports	Services financial	Services educ health	External services	Schooling no reading	Schooling 12 years	Schooling bachelor	Foreign capital	17-25	35-45	45-55	55+	Male
10 th quant.	-0.41	-0.20	0.19	-0.08	0.00	-0.05	-0.13	-0.14	0.00	0.12	0.19	0.11	0.03	-0.14	-0.07	-0.01	0.00
	-0.469:-0.351*	-0.247:-0.145*	0.138:0.243*	-0.128:-0.028*	-0.023:0.023	-0.076:-0.021*	-0.208:-0.052*	-0.248:-0.038*	-0.009:0.009	0.068:0.169*	0.116:0.265*	0.070:0.150*	-0.008:0.065	-0.243:-0.043*	-0.090:-0.045*	-0.033:0.018	-0.012:0.012
20 th quant.	-0.71	-0.62	0.10	-0.34	0.00	-0.11	-0.18	-0.40	0.00	0.24	0.34	0.19	0.00	-0.23	-0.21	-0.05	0.00
	-0.769:-0.661*	-0.668:-0.576*	0.038:0.162*	-0.439:-0.239*	-0.038:0.038	-0.174:-0.054*	-0.247:-0.111*	-0.519:-0.281*	-0.022:0.022	0.195:0.285*	0.266:0.419*	0.141:0.241*	-0.034:0.034	-0.283:-0.169*	-0.257:-0.162*	-0.117:0.009	-0.041:0.041
30 th quant.	-0.59	-1.19	0.01	-0.49	-0.07	-0.16	-0.58	-0.01	0.64	0.52	0.64	0.41	-0.12	-0.16	-0.16	-0.06	0.01
	-0.655:-0.532*	-1.288:-1.098*	-0.028:0.045	-0.653:-0.322*	-0.111:-0.022*	-0.293:-0.027*	-0.316:-0.003*	-0.704:-0.454*	-0.024:0.012	0.480:0.550*	0.572:0.699*	0.341:0.482*	-0.229:-0.003*	-0.331:0.003	-0.308:-0.011*	-0.099:-0.021*	-0.037:0.053
40 th quant.	-0.32	-2.33	-0.12	-1.12	-0.12	-0.49	-0.54	-1.37	-0.07	0.73	0.88	0.45	-0.37	-0.49	-0.38	-0.10	0.02
	-0.422:-0.223*	-2.459:-2.192*	-0.195:-0.043*	-1.246:-0.992*	-0.198:-0.040*	-0.579:-0.402*	-0.635:-0.450*	-1.500:-1.231*	-0.122:-0.018*	0.645:0.823*	0.806:0.962*	0.354:0.537*	-0.446:-0.292*	-0.567:-0.405*	-0.466:-0.295*	-0.162:-0.045*	-0.010:0.044
50 th quant.	0.54	-3.90	-0.44	-1.81	-0.36	-0.85	-0.90	-2.25	-0.06	1.09	1.19	0.63	-0.67	-0.69	-0.51	-0.11	-0.02
	0.416:0.657*	-4.010:-3.789*	-0.552:-0.326*	-1.940:-1.670*	-0.467:-0.244*	-0.973:-0.735*	-1.024:-0.773*	-2.447:-2.059*	-0.100:-0.017*	0.949:1.225*	1.050:1.335*	0.553:0.706*	-0.771:-0.563*	-0.809:-0.569*	-0.643:-0.371*	-0.158:-0.069*	-0.054:0.024
60 th quant.	2.08	-5.77	-0.85	-2.67	-0.43	-1.41	-1.50	-3.41	-0.12	1.64	1.74	0.86	-0.88	-1.13	-0.73	-0.18	-0.01
	1.891:2.267*	-6.014:-5.531*	-0.998:-0.702*	-2.813:-2.537*	-0.539:-0.318*	-1.572:-1.256*	-1.688:-1.306*	-3.742:-3.080*	-0.185:-0.060*	1.428:1.855*	1.558:1.931*	0.731:0.982*	-1.024:-0.735*	-1.311:-0.917*	-0.878:-0.587*	-0.250:-0.102*	-0.073:0.056
70 th quant.	4.41	-7.75	-1.29	-3.60	-0.53	-1.79	-1.87	-3.87	-0.07	2.24	2.20	1.21	-0.61	-1.93	-0.93	-0.14	0.01
	4.223:4.592*	-8.046:-7.452*	-1.558:-1.020*	-3.898:-3.305*	-0.698:-0.361*	-2.133:-1.451*	-2.206:-1.525*	-4.277:-3.458*	-0.146:0.011	2.013:2.458*	1.910:2.500*	0.915:1.495*	-0.740:-0.471*	-2.257:-1.599*	-1.120:-0.750*	-0.236:-0.039*	-0.087:0.098
80 th quant.	6.99	-11.49	-2.04	-5.45	-1.04	-3.05	-3.09	-4.74	-0.23	2.63	2.39	1.33	-0.28	-4.69	0.00	-0.16	-0.15
	6.577:7.408*	-11.846:-11.134*	-2.519:-1.566*	-6.021:-4.886*	-1.301:-0.788*	-3.485:-2.613*	-3.509:2.665*	-5.352:-4.131*	-0.376:-0.084*	2.253:2.740*	2.033:2.740*	1.015:1.649*	-0.458:-0.095*	-5.109:-4.274*	-2.555:-1.802*	-0.280:-0.042*	-0.285:-0.009*
90 th quant.	12.71	-17.15	-3.55	-6.57	-1.25	-3.30	-3.90	-5.07	-0.26	3.97	2.18	1.89	(dropped)	-8.20	-2.71	0.33	-0.97
	12.152:13.276*	-18.124:-16.178*	-4.329:-2.774*	-7.360:-5.775*	-1.652:-0.839*	-4.228:-2.378*	-4.666:-3.137*	-5.856:-4.276*	-0.535:0.010	3.078:4.855*	1.545:2.819*	1.422:2.352*	0.000:0.000*	-9.255:-7.145*	-3.303:-2.110*	0.038:0.631*	-1.573:-0.369*

Notes: confidence intervals are under the coefficient results which are reported in months; source: QP.