

Table A1. Variable descriptions and sample statistics.

Variables	Description / Question / Example	Women	Men
Daily wages	Reported on a monthly basis by respondents employers	63.76 (35.27)	82.39 (41.58)
Hourly wages	Daily wages further processed using self-reported working time	14.56 (22.15)	18.26 (27.99)
<i>Educational path</i>			
Direct academic pathway		0.599	0.529
Three-year vocational pathway	Processed information on attended school types and graduation.	0.218	0.236
Two-year vocational pathway		0.184	0.236
<i>Selectivity characteristics</i>			
<i>General cognitive skills</i>			
Perceptual speed [#]	Sum score, based on 93 items	39.32 (7.177)	40.09 (7.331)
Reasoning [#]	Sum score, based on 12 items	9.589 (1.990)	10.11 (1.696)
<i>Demographics</i>			
Migration background (1=yes)	Respondent and/or parents were not born in Germany		
Highest ISEI of parents	Highest ISEI-08 of mother's and father's occupation	55.51 (21.34)	56.36 (21.00)
<i>Further educational attainment</i>			
Vocational training		0.527	0.376
Degree from university of applied science	Based on the CASMIN classification	0.149	0.241
University degree		0.324	0.383

Table A1 (continued).

Indicators of school-related skills				
Final grade in highest general educational qualif. #	Grade point averages (lower values indicate better grades)	2.456 (0.619)	2.416 (0.631)	
Final grade in highest vocational educational qualif. #		2.023 (0.621)	2.027 (0.644)	
Mathematical competence#	Weighted likelihood estimate, based on 22 items	0.307 (1.271)	1.339 (1.272)	
Scientific competence#	Weighted likelihood estimate, based on 22 items	0.430 (1.022)	1.085 (1.130)	
Reading competence#	Weighted likelihood estimate, based on 32 items	0.764 (1.267)	0.780 (1.300)	
Reading speed#	Sum score, based on 51 items	41.26 (7.098)	39.49 (7.646)	
Receptive vocabulary#	Sum score, based on 89 items	76.48 (7.778)	77.60 (8.105)	
ICT literacy#	Weighted likelihood estimate, based on 29 items	0.688 (1.066)	1.185 (1.102)	
Variables indicating signaling-mechanisms				
<i>Job matching</i>				
Overqualified	Comparison of information from formal qualifications with the self-assessment of the qualification required to perform the job. Additionally validated by including an objective indicator based on a job-analysis with information on the requirement level of the job performed.	0.206	0.182	
Adequately employed		0.552	0.553	
Underqualified		0.003	0.002	
Arbitrary matched		0.238	0.263	
Access to closed occupations	Calculated using BIBB/BauA Employment Surveys. Proportion of employees in a certain occupational group who have the qualification required for this occupation.	0.595 (0.230)	0.554 (0.246)	

Table A1 (continued).

Other labour market-related variables			
Labour market experience	Total labour market experience in years	2.647 (1.417)	2.684 (1.422)
Number of jobs	Total number of employment episodes	1.731 (0.885)	1.737 (0.823)
Prestige of the professional qualification	Magnitude Prestige Score of the obtained professional title	113.60 (33.70)	118.03 (30.36)
Occupational sector			
Production professions		0.078	0.332
Personal service professions		0.398	0.191
Commercial and business service prof.	Aggregates of the KldB2010	0.443	0.295
IT and scientific service professions		0.050	0.136
Other business service professions		0.032	0.047
Company size			
Under 10 employees			0.108
10 to under 50 employees			0.194
50 to under 250 employees			0.252
250 employees and more			0.447
Part-time employment (1=yes)		0.260	0.158
Working time per week		33.08 (10.58)	34.94 (9.66)
Other controls			
Age	Respondent's age in years	26.74 (4.292)	27.82 (3.937)
West Germany (1=yes)	Federal state of the workplace in East or West Germany	0.844	0.859
Year of observation	Time period of employment episode	2001.66 (6.40)	2001.96 (6.68)
N _{individual-months}		39,448	42,742

Note: Abbreviations: SLQ = school-leaving qualification.

Calculations based on mean estimations from multiple imputed datasets (M=50), standard deviations derived from within-imputation variance.

Table A2. Descriptive statistics according to pathway to ETS.

Variables	Women			Men		
	Three-year direct pathway	Three-year vocational pathway	Two-year vocational pathway	Three-year direct pathway	Three-year vocational pathway	Two-year vocational pathway
Daily wages	68.89 (38.06)	58.10 (32.35)	53.75 (24.16)	88.06 (43.17)	79.25 (43.83)	72.82 (32.56)
Hourly wages	15.97 (26.07)	12.10 (7.58)	12.88 (19.22)	20.19 (34.64)	17.78 (23.08)	14.41 (8.83)
Selectivity indicators						
<i>General cognitive skills</i>						
Perceptual speed	39.87 (7.04)	38.58 (7.23)	38.41 (7.36)	40.82 (7.01)	39.54 (8.30)	39.01 (6.79)
Reasoning	9.76 (1.88)	9.53 (1.94)	9.09 (2.27)	10.27 (1.66)	10.12 (1.72)	9.75 (1.69)
<i>Demographics</i>						
Migration background (1=yes)	0.169	0.174	0.161	0.145	0.179	0.167
Highest ISEI of parents	59.34 (20.35)	51.75 (21.15)	47.48 (21.70)	61.59 (19.88)	52.70 (21.69)	48.27 (19.35)
Further educational attainment						
Vocational training	0.432	0.597	0.755	0.250	0.452	0.582
Degree from university of applied sciences	0.152	0.122	0.171	0.195	0.248	0.338
University degree	0.416	0.281	0.074	0.555	0.299	0.080
Indicators of school-related skills						
Final grade in highest general educational quali.#	2.459 (0.613)	2.423 (0.641)	2.486 (0.606)	2.407 (0.637)	2.366 (0.664)	2.485 (0.572)
Final grade in highest vocational educational quali. #	1.994 (0.614)	2.053 (0.642)	2.084 (0.604)	1.977 (0.633)	1.977 (0.654)	2.192 (0.629)
Mathematical competence#	0.443 (1.255)	0.025 (1.272)	0.195 (1.241)	1.639 (1.248)	1.154 (1.233)	0.852 (1.168)
Scientific competence#	0.641 (0.978)	0.271 (0.995)	-0.067 (0.980)	1.254 (1.087)	0.974 (1.193)	0.817 (1.085)
Reading competence#	1.088 (1.213)	0.434 (1.192)	0.101 (1.153)	1.153 (1.295)	0.536 (1.188)	0.189 (1.126)
Reading speed#	42.63 (6.542)	39.21 (7.422)	39.19 (7.333)	41.05 (7.167)	38.09 (7.925)	37.39 (7.604)
Receptive vocabulary#	78.14 (6.344)	75.16 (7.230)	72.63 (10.447)	79.22 (7.678)	76.49 (8.239)	75.08 (7.975)
ICT literacy#	0.873 (1.061)	0.478 (0.989)	0.332 (1.030)	1.421 (1.078)	0.938 (1.019)	0.904 (1.110)
Variables indicating signaling-mechanisms						
<i>Job matching</i>						
Overqualified	0.197	0.247	0.189	0.155	0.220	0.205
Adequately employed	0.551	0.535	0.576	0.581	0.531	0.512
Underqualified	0.003	0.003	0.004	0.003	0.002	0.002
Arbitrary matched	0.249	0.215	0.230	0.262	0.247	0.281
Access to closed occupations	0.613 (0.229)	0.572 (0.226)	0.568 (0.232)	0.559 (0.244)	0.518 (0.246)	0.580 (0.245)

Table A2 continued.

<i>Other controls</i>						
Prestige of the professional qualification	120.24 (33.44)	109.57 (33.25)	96.73 (27.95)	126.03 (26.72)	116.50 (28.91)	101.60 (32.52)
Company size						
Under 10 employees	0.154	0.199	0.178	0.097	0.103	0.137
10 to under 50 employees	0.211	0.212	0.260	0.166	0.203	0.245
50 to under 250 employees	0.227	0.244	0.274	0.249	0.242	0.267
250 employees and more	0.408	0.345	0.289	0.488	0.452	0.352
Working time per week	32.64 (10.92)	34.09 (9.93)	33.31 (10.12)	34.26 (10.26)	34.93 (9.71)	36.49 (7.87)
Age in years	27.31 (4.27)	26.31 (4.04)	25.37 (4.30)	28.49 (3.66)	27.75 (4.17)	26.36 (3.39)
N _{individual-months}	23,624	8,581	7,243	22,592	10,079	10,071

Note: # Calculations based on mean estimations from multiple imputed datasets (M=50), standard deviations derived from within-imputation variance.

Table A3. Proportion of missing values and multiple imputation models.

Variables	Proportion of missing values		Imputation models
	Women	Men	
<i>Selectivity chartacteristics</i>			
<i>General cognitive skills</i>			
Perceptual speed	0.371	0.366	Predictive mean matching
Reasoning	0.371	0.366	Predictive mean matching
<i>Demographics</i>			
Highest ISEI of parents	0.058	0.068	Predictive mean matching
<i>Indicators of school-related skills</i>			
Final grade in highest general educational qualification	0.571	0.581	Predictive mean matching
Final grade in highest vocational educational qualification	0.671	0.691	Predictive mean matching
Mathematical competence	0.649	0.667	Linear regression
Scientific competence	0.533	0.523	Linear regression
Reading competence	0.438	0.466	Linear regression
Reading speed	0.315	0.351	Predictive mean matching
Receptive vocabulary	0.371	0.366	Predictive mean matching
ICT Literacy	0.539	0.523	Linear regression

Note: Burn-in phase of 500 iterations. Predictive mean matching with 10 nearest neighbours as donors.

Table A4. Kitagawa-Oaxaca-Blinder decomposition of wage differentials at the beginning of occupational careers.

Dependent variable: Log-transformed hourly wages	Women				Men			
	Direct academic vs. Three-year vocational pathway M1		Direct academic vs. Two-year vocational pathway M2		Direct academic vs. Three-year vocational pathway M3		Direct academic vs. Two-year vocational pathway M4	
	Explained	Un- explained	Explained	Un- explained	Explained	Un- explained	Explained	Un- explained
Difference	0.146 *** (0.023)	0.065 (0.043)	0.151 *** (0.035)	0.007 (0.053)	0.075 ** (0.027)	0.026 (0.042)	0.124 ** (0.036)	0.092 (0.048)
Selectivity characteristics								
General cognitive skills	-0.001 (0.006)		-0.001 (0.011)		-0.009 (0.007)		-0.001 (0.014)	
Migration background	-0.000 (0.000)		0.001 (0.001)		0.003 (0.002)		0.002 (0.001)	
Highest ISEI of parents	0.007 (0.009)		0.012 (0.014)		0.011 (0.012)		0.010 (0.016)	
Attainment and indicators of school-related skills								
Further educational attainment	0.040 *** (0.009)		0.078 *** (0.019)		0.049 *** (0.014)		0.083 ** (0.025)	
Final grades	0.002 (0.005)		0.003 (0.005)		-0.001 (0.004)		0.005 (0.012)	
Cognitive skills	0.039 (0.022)		0.031 (0.032)		0.027 (0.023)		0.050 (0.032)	
Variables indicating signaling-mechanisms								
Overqualification	0.010 *** (0.002)		-0.002 (0.001)		-0.020 *** (0.003)		-0.015 *** (0.002)	
Access to closed occupations	0.015 *** (0.001)		0.017 *** (0.002)		-0.004 *** (0.001)		0.002 *** (0.001)	

Table A4 continued.

<i>Other controls</i>				
Prestige of the professional qualification	-0.009 (0.008)	-0.019 (0.019)	-0.006 (0.008)	-0.016 (0.021)
Labour market experience	-0.002 (0.001)	0.005 *** (0.001)	-0.000 (0.001)	0.004 *** (0.001)
Number of jobs	0.009 *** (0.001)	-0.001 (0.001)	-0.012 *** (0.001)	-0.008 *** (0.001)
Part-time employed	-0.003 (0.002)	0.012 *** (0.003)	-0.017 *** (0.003)	-0.042 *** (0.002)
Occupational sector	0.004 ** (0.001)	-0.001 (0.002)	0.003 * (0.002)	0.000 (0.003)
Company size	0.012 *** (0.001)	0.016 *** (0.002)	0.008 *** (0.001)	0.025 *** (0.002)
West Germany	0.010 *** (0.002)	-0.003 *** (0.001)	0.012 *** (0.002)	-0.001 ** (0.001)
Period	0.011 *** (0.003)	0.005 *** (0.001)	0.007 *** (0.001)	0.011 *** (0.002)
N_{individual-months}	32,205	30,867	32,671	32,663

* p<0.05; * p<0.01; *** p<0.001.

Note: Calculations based on multiple imputed datasets (M=50). Additionally controlled for the other matching categories.