



# The Labor Supply of Men in Greece

# Nikolaos SAVVOPOULOS\* Athens University of Economics and Business, Greece

#### **Abstract**

The paper endeavors to analyze the usual hours of paid work declared by men in Greece, solicited in the 2013-14 time-use survey carried out by the Hellenic Statistical Authority. It inserts in to the Heckit two-stage model an additional preparatory step regarding the responsiveness of those surveyed (i.e. recovering in the process an extra mills ratio), and provides empirical estimates for male participation in paid work activities. This is a prerequisite for the empirical estimation of the labor supply function. Our intention is to duplicate the procedure in order to analyze (in addition to the usual hours declared) the actual hours of paid work performed, which were also solicited in the survey.

**Keywords:** work; time use; microdata; heckit; men; Greece; labor supply.

**JEL Nr.:** C24, J22

## 1. Introduction

The purpose of the paper is to study male participation and supply in the Greek labor market. This is carried out through an econometric analysis of the usual hours of weekly paid work declared by men, in the course of time-use survey carried out between March 2013 and February 2014 on a representative sample of households by the Hellenic Statistical Authority (ELSTAT, 2016). This was the first time a weekly time-budget and two-day diary survey was conducted in Greece, and it was modeled after the Harmonized European Time Use Surveys run in other EU member-states. As it was conducted during Greece's long (ongoing) economic recession, perhaps its findings may of use to those who try to deal with it.

### 2. The data

The sample considered hereinafter consists of 7,137 individuals -aged 10 to 85 years old- from 3,371 households, of which 3,258 households fully participated in the survey, while the rest provided incomplete time-use information. The descriptives of

The paper was supervised by P. Prodromidis, and has benefited from helpful comments provided by the participants to the 7<sup>th</sup> ASECU Youth International Conference and Summer School that took place in Possidi, Greece, in August 2017. The usual disclaimer applies.

<sup>\*</sup> Corresponding address: Nikolaos SAVVOPOULOS, 7 Theofilopoulou Str. Tripolis, 22100, Greece. Email: nicktripoli14@gmail.com.

The use of diary and time-budget data has advanced the study of paid work, as surveys based on diaries and time-budgets are more likely to log actual hours of paid work rather than contracted hours (as conventional surveys do). See Juster and Stafford (1991), Prodromídis (2014), and the sources cited therein.

the two sub-samples are provided in Table 1. According to them, the second sub-sample featured a much higher proportion of children aged 0-9 years old, adults aged 58-65, and people over the age of 81, and a smaller proportion of residents from northern Greece, compared to the first. However, to properly analyze the time allocation patterns of those who provided complete information, a measure of their heterogeneity from the rest, in the form of a sample selection correction index for each observation, is required.

# 3. Methodology

The issue is resolved via the employment of (a) a *first stage* (preparatory) equation regarding participation in the survey, and (b) a sample selection correction variable (inverse Mills ratio), calculated in the *first stage*, which captures the heterogeneity of the uncensored observations compared to censored observations, and is introduced in the *second stage* of the analysis, namely the participation in paid work, alongside other explanatory variables (Heckman, 1979). Then, the usual hours of paid work that men claimed to generally supply per week, are estimated via the Heckit procedure (Killingsworth, 1983; Killingsworth and Heckman, 1986). The regressors employed in each state are allowed to vary.

# 4. Household participation in the survey

To the extent the dependent variable takes the values of zero and one, the appropriate means to analyze participation is to employ a probit regression. In our case, it takes into account a small number of household composition and educational regressors, along with regional dummies. See Table 2. The analysis suggests that household participation in the survey increases in Northern Greece and decreases with the number of household members aged 0-9, born in Germany or holding bachelor degrees.

# 5. The males that usually engage in paid work and the males that usually abstain

From the 3,371 households that participated in the survey, a good number of male members over the age of ten (1,224 people to be exact) claimed to engage in paid work while the rest (2018 people) claimed to abstained from it. The descriptives of the two groups are provided in Table 3. According to them, the second sub-sample featured a much lower proportion of spouses aged 34-41. However, to properly isolate the various effects on usual paid work participation, a probit regression is performed. This takes into account personal characteristics, household composition regressors (by age, gender, place of birth, educational attainment), regional-and-community specific dummies, and the sample selection correction variable calculated in the household survey participation analysis; and finds that usual male participation increases (a) with age up to the age of 41,<sup>2</sup> (b) in the presence of a spouse aged 18-65, (c) with the number of children aged 0-6 or other males aged 10-15, (d) with formal primary,

<sup>&</sup>lt;sup>2</sup> This is the result of the twice differentiated function with respect to age.

higher secondary or tertiary level qualifications or hailing from the EU's new member-states, (e) among people living in semiurban intermediate density parts of Attica or rural intermediate density parts of Northern Greece; and decreases with (i) the number of other women aged 50 or older and (ii) if people are born in other parts of Europe. See Table 4. A new, potentially relevant, sample selection correction variable is estimated as well.

## 6. The usual number of weekly hours of paid work declared by males

Next, the two sample selection correction variables obtained in the previous stages are introduced, alongside other explanatory variables, in the regression concerning (i.e., set to explain) the number of usual hours of paid work declared by men. See Table 5.<sup>3</sup> The findings suggest that these said hours are: (a) Higher among senior men; among men working as services or sales or skilled agricultural and fishery workers, esp. as managers; men living in semiurban, thinly populated parts of the Aegean islands and Crete; and increase with the number of other household men aged 50-57, and the paid work contributions provided the spouse or by other household women. (The latter suggests that female involvement in paid work, far from being detrimental to male employment, may in fact have a positive effect on the labor supply of men.) (b) Lower among boys and young men (aged 10-25), men born in Sweden, Poland, Germany Austria, Romanian and Bulgaria, men with lower secondary and post-secondary or tertiary level education; and in the presence of a spouse aged 74 years or older; and decrease with the number of other household men aged 10-49 years old.

### 7. Conclusions and avenues for further research

The findings are of interest to policy-makers, especially since the only other suitable microeconomic dataset regarding workforce participation dates to 2011 (the Census). For instance, they suggest (a) that female engagement in paid work has a positive (and not a negative) effect on the usual hours of work provided by men; and (b) that investment in human capital (i.e., obtaining higher qualification compared to primary school) has no positive effect in male engagement in paid work. (The p-value associated with item (a) is close to zero, the p-values associated with item (b) are quite high.) However, in order to obtain a more complete picture of the labor supply, we aim to analyze in the same manner the actual hours of paid work performed in a week (which were also solicited in the survey), and compare the two sets of findings. To the best of our knowledge, Lodi (2017) has been able to study the issue from a slightly different angle using the survey's two-day diaries.

From a technical (empirical) point of view, we wish to report that our novelty, namely, the introduction of a *first stage* (preparatory) equation regarding participation in the survey, appears to be useful, especially since the sample selection correction variable obtained from it turns out to be important in both the labor market participation function and the final OLS regression of the labor supply.

<sup>&</sup>lt;sup>3</sup> Correlations among the various set of regressors employed are quite low (no more than 28%).

## References

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 $Table\ 1: Description\ of the\ time-use\ survey\ sample\ in\ terms\ of\ the\ households\ that\ fully\ participated\ in\ the\ survey\ and\ the\ households\ that\ did\ not\ (Greece,\ Mar. 2013-Feb. 2014)$ 

F	amilies v			missing tir				s with con				
Features Fe	eaturing	%	mean	Std.dev.	min	max	Featuring	%	mean	Std.dev.	min	max
Observations	113	100.00					3,258	100.00				
Household composition												
Members aged 0-9 y.o.	84	74.34	1.088	0.892	0	4	518	15.90	0.238	0.604	0	5
Members aged 10-17 y.c		18.58	0.230	0.518	0	2	366	11.23	0.152	0.464	0	3
Members aged 18-25 y.c		14.16	0.150	0.383	0	2	385	11.82	0.141	0.411	0	3
Members aged 26-33 y.c	). 19	16.81	0.186	0.434	0	2	492	15.10	0.179	0.455	0	3
Members aged 34-41 y.c		19.47	0.221	0.477	0	2	654	20.07	0.248	0.531	0	3
Members aged 42-49 y.c	. 45	39.82	0.531	0.721	0	2	696	21.36	0.264	0.542	0	2
Members aged 50-57 y.c	. 28	24.78	0.319	0.602	0	2	680	20.87	0.247	0.512	0	2
Members aged 58-65 y.c	. 90	79.65	0.239	0.505	0	2	715	21.95	0.258	0.518	0	3
Members aged 66-73 y.c	. 29	25.66	0.336	0.621	0	2	703	21.58	0.257	0.522	0	2
Members aged 74-81 y.c	. 19	16.81	0.204	0.485	0	2	660	20.26	0.236	0.497	0	2
Member aged≥ 82 y.o.	108	95.58	0.053	0.262	0	2	409	12.55	0.139	0.384	0	2
Residence												
Northern Greece	12	10.62	0.106	0.309	0	1	1,109	34.04	0.340	0.474	0	1
Central Greece	35	30.97	0.310	0.464	0	1	733	22.50	0.225	0.418	0	1
Attica	59	52.21	0.522	0.502	0	1	1,108	34.01	0.340	0.474	0	1
Aegeanislands	7	6.19	0.062	0.242	0	1	308	9.45	0.095	0.293	0	1
Formal Education												
None	11	9.73	0.115	0.372	0	2	563	17.28	0.223	0.533	0	6
Primary level (k-6)	34	30.09	0.398	0.675	0	3	1,185	36.37	0.506	0.752	0	5
Lower secondary (k-9)	29	25.66	0.389	0.725	0	3	628	19.28	0.241	0.544	0	4
Higher secondary (k-12)	56	49.56	0.761	0.909	0	4	1,368	41.99	0.579	0.783	0	5
Higher secondary extra	0	0.00	0.000	0.000	0	0	42	1.29	0.014	0.121	0	2
Higher secprofessional	13	11.50	0.133	0.390	0	2	310	9.52	0.108	0.351	0	3
Bachelor	44	38.94	0.531	0.745	0	3	806	24.74	0.325	0.626	0	4
Master	3	2.65	0.035	0.229	0	2	87	2.67	0.031	0.196	0	3
PhD	1	0.88	0.009	0.094	0	1	23	0.71	0.008	0.099	0	2
Other	10	8.85	0.097	0.326	0	2	236	7.24	0.086	0.328	0	3
Country of birth												
Greece	113	100	3.319	1.297	1	7	3,147	96.59	2.199	1.252	0	9
Germany	2	1.77	0.035	0.297	0	3	17	0.52	0.006	0.084	0	2
Other European	12	10.62	0.168	0.549	0	3	212	6.51	0.119	0.504	0	4
Other	3	2.65	0.035	0.229	0	2	75	2.30	0.034	0.246	0	4
Source: ELSTAT.												

	Explanatory variables	Coefficients	p-values
1	Constant	2.051	0.000
	Household origin and composition Number of children aged 0-9 y.o.	-0.537	0.000
3	Members bom in Germany	-0.589	0.040
4	Residence Northern Greece Rest of Greece (reference)	0.651	0.032
,	Formal Education	0.120	0.032
6	Number of bachelor degree holders  Observations (households)	-0.139 3.371	0.032
	Pseudo R <sup>2</sup>	16.20%	

Table 3: Description of the male members of the households that fully responded to the time-use survey in terms of those who fully participated in paid work activities and those who did not (Greece, Mar. 2013-Feb. 2014) Males abstaining from paid work activities | Males participating in paid work activities Featuring mean Std.dev. min max Featuring Features % 96 mean Std.dev. min max Observations 2,018 100.00 1,224 100.00 Personal information Age (in years) 54.487 24.068 10 85 44.012 11.077 15 82 255 0.00 0,002 0,040 Aged 10-17 y.o. 0,13 0,126 0,332 0 1 0 1 175 47 Aged 18-25 y.o. 0,09 0,087 0,04 0,038 0,192 0,281 0 1 102 Aged 26-33 y.o. 0,05 182 0.051 0,219 0 1 0,15 0,149 0.356 0 1 Aged 34-41 y.o. 22 0.04 295 0,044 0,204 0,24 0,241 0,428 1 0 1 0 Aged 42-49 y.o. 90 0,04 305 0.045 0.206 0,25 0,249 0,433 0 0 1 1 132 0,07 243 Aged 50-57 y.o. 0,065 0,247 0,20 0,199 0,399 0 1 Aged 58-65 y.o. 258 0,13 0,128 0,334 126 0,10 0,103 0,304 0 0 1 1 Aged 66-73 y.o. 376 0,19 20 0,186 0,389 0 1 0,02 0,016 0,127 0 1 Aged 74-81 y.o. 348 0,17 0,172 0,378 3 0,00 0,002 0,049 0 0 1 1 194 Aged≥82 y.o. 0,10 1 0,001 0,029 0,096 0,295 0 1 0,00 0 1 Spousalinformation 796 0,39 346 No spouse 0.394 0,28 0.489 0,283 0.450 0 1 0 1 Aged 18-25 y.o. 8 0.40 0.004 0.063 0 1 14 1.14 0.011 0.106 0 1 Aged 26-33 y.o. 31 1.54 0.015 0.123 125 10.21 0.102 0.303 0 1 0 1 2.78 254 20.75 Aged 34-41 y.o. 56 0.028 0.164 1 0.208 0.406 0 1 Aged 42-49 y.o. 97 267 0.048 0.413 4.81 0.214 0 21.81 0.218 0 1 1 Aged 50-57 y.o. 186 9.22 0.092 0.289 0 1 148 12.09 0.121 0.326 0 1 Aged 58-65 y.o. 287 14.22 0.142 0.349 4.74 0.047 0.213 1 0 1 Aged 66-73 y.o. 300 7 0.57 0.006 14.87 0.149 0.356 0 0.075 0 1 1 Aged 74-81 y.o. 0.25 0.002 0.049 203 10.06 0.101 0.301 0 1 3 0 1 Aged  $\geq$  82 y.o. 41 2.03 0.020 0.141 1 0.08 0.001 0.029 0 1 Other membership None 164 0,08 0,081 0,273 112 0,09 0,092 0,288 Children aged 0-9 v.o. 363 0.248 558 0,802 0,18 0.593 0 5 0,46 1.011 0 5 Males aged 10-17 y.o. 0.306 152 3 160 7.93 0.086 0 3 12.42 0.151 0.431 0 Males aged 18-25 y.o. 114 5.65 0.063 0.273 3 132 10.78 0.114 0.341 3 0 Males aged 26-33 y.o. 3 75 133 6.59 0.075 0.301 6.13 0.067 0.275 0 3 Males aged 34-41 y.o. 107 5.30 0.056 0.240 0 2 24 1.96 0.020 0.139 0 1 9.96 0.300 1 0.90 Males aged 42-49 y.o. 201 0.100 0 11 0.009 0.094 0 1 Males aged 50-57 y.o. 167 8.28 0.084 0.281 52 4.25 0.042 0.202 0 1 Males aged 58-65 y.o. 0.218 1 71 5.80 101 5.00 0.050 0.058 0.234 0 1 Males aged 66-73 y.o. 40 0.178 36 1.78 0.018 0.132 3.27 0 1 0.033 0 1 Males aged 74-81 y.o. 38 1.88 0.019 0.136 0 1 35 2.86 0.029 0.167 0 1 Males aged ≥82 y.o. 21 1.04 0.010 16 0.102 1 1.31 0.013 0.114 0 1 Females aged 10-17 v.c 135 6.69 0.076 0.302 0 3 149 12.17 0.139 0.392 0 2 Females aged 18-25 y. 127 6.29 8.99 2 110 0.066 0.260 0.096 2 0 0.313 0 2 Females aged 26-33 y. 94 4.66 0.066 0.260 0 49 4.00 0.096 0.313 0 Females aged 34-41y. 166 0.084 2 15 0.012 1 8.23 0.282 1.23 0.110 0 Females aged 42-49 y. 239 11.84 0.118 0.323 42 3.43 0.035 0.189 2 0 1 0 70 Females aged 50-57y. 123 6.10 0.061 0.239 0 1 5.72 0.057 0.232 0 1 4.82 Females aged 58-65 y. 69 3.42 0.035 0.190 2 59 0.048 0.214 0 1 2.28 1 Females aged 66-73 y. 46 0.023 0.149 0 37 3.02 0.030 0.171 0 1 Females aged 74-81y. 45 0.023 2.23 37 0.171 0.153 0 2 3.02 0.030 0 1 1 Females aged ≥82 y.o. 10 0.50 0.019 0.138 0 21 1.72 0.017 0.130 0 1

	Males	abstainin	g from pa	id work a	ctivitie	S	Males	participati	ng in pa	id work a	activiti	es
Features	Featuring						Featuring			Std.dev.		
Observations	2,018	100.00					1,224	100.00				
<i>Region</i> Northern Greece	741	26.72	0.267	0.400			391	21.04	0.210	0.466		
	466	36.72	0.367	0.482	0	1	293	31.94	0.319	0.466	0	1
Central Greece Attica	614	23.09	0.231	0.422		_	410	23.94	0.239	0.427		1
Auca Aegean islands	197	30.43 9.76	0.304	0.460 0.297	0	1	130	33.50 10.62	0.335	0.472 0.308	0	1
District	25.	2	0.050			-		10.02	0.200	0.500		-
Urban	1,208	59.86	0.599	0.490	0	1	752	61.44	0.614	0.487	0	1
Semi-urban	297	14.72	0.147	0.354	ŏ	1	179	14.62	0.146	0.353	ō	i
Rural	513	25.42	0.254	0.436	ő	1	293	23.94	0.239	0.427	ő	1
Area						-						
Densely populated	761	37.71	0.377	0.485	0	1	474	38.73	0.387	0.487	0	1
Intermediate density	544	26.96	0.270	0.444	ŏ	ī	334	27.29	0.273	0.446	ō	i
Thinly populated	713	35.33	0.353	0.478	ŏ	ī	416	33.99	0.340	0.474	ŏ	
Formal Education												
None	228	11.30	0.113	0.317	0	1	23	1.88	0.019	0.136	0	
Primary level (k-6)	553	27.40	0.274	0.446	0	1	169	13.81	0.138	0.345	0	
Lower secondary (k-9)		14.12	0.141	0.348	0	1	115	9.40	0.094	0.292	0	
Higher secondary (k-12	2) 507	25.12	0.251	0.434	0	1	445	36.36	0.364	0.481	0	
Higher secondary extra		0.64	0.006	0.080	0	1	20	1.63	0.016	0.127	0	
Higher secprofession:		2.87	0.029	0.167	0	1	104	8.50	0.085	0.279	0	
Bachelor	213	10.56	0.106	0.307	0	1	298	24.35	0.243	0.429	0	
Master	15	0.74	0.007	0.086	0	1	38	3.10	0.031	0.174	0	
PhD	142	0.20	0.002	0.044	0	1	12	0.98	0.010	0.099	0	
Other	142	7.04	0.070	0.256	0	1	0	0.00	0.000	0.000	0	
Country of birth Greece	1.897	94.00	0.940	0.227	0	1	1,115	01.00	0.011	0.205	0	
North-Central EU (Au		0.05	0.000	0.237	ő	1	8	91.09 0.65	0.911	0.285	ő	
tria, Germany, Swed		0.03	0.000	0.022		•	۰	0.05	0.007	0.001		
New EU states (Bulgar		0.59	0.006	0.077	0	1	10	0.82	0.008	0.090	0	
Cyprus, Czech R., Po												
and, Romania, Slova												
Other European	83	4.11	0.041	0.199	0	1	66	5.39	0.054	0.226	0	
Other	25	1.24	0.012	0.111	0	1	25	2.04	0.020	0.142	0	
Type of work performe	d											
As manager							68	5.56	0.056	0.229	0	
n elementary occupation												
professionals, clerks,												
plant/machine operat	tors						580	47.39	0.474	0.5	0	
and assemblers As service/sales worke	ero.						380	47.39	0.474	0.5	U	
killed agricultural/fish												
vorkers	шy						385	31.45	0.315	0.465	0	
Other							191	15.60			ŏ	
Paidwork contribution	(ave-											
rage hrs) of other mem												
Provided by the men							530	43.30	5.417	7.493	0	44
Provided by spouse, otl	her											
women							155	12.66	1.735	4.984	0	30
Source: ELSTAT.												
Ource, ELSIAI.												

Γ								
	Tabl	Table 4: Probability of male participation in paid work activities as per the weekly time-budgets of the Greek time-use						
		survey of Mar.2013–Feb.2014	survey of Mar. 2013–Feb. 2014					
		Explanatory variables	Coefficients	p-values				
	1	Constant	-5.184	0.000				
l		Personal characteristics.						
l	2	Age (in years)	0.258	0.000				
	3	Age square	-0.003	0.000				
		Household composition						
l	4	No one else (reference)						
l	5	Spouse aged 18-65 y.o.	0.225	0.021				
l	6	Spouse aged 66 or older	-0.144	0.532				
l	7	Children aged 0-6 y.o.	0.248	0.000				
l	8	Children aged7-9 y.o.	0.010	0.886				
l	9	Othermales aged 10-25 y.o.	0.158	0.009				
l	10	Other males aged 26 or older	-0.060	0.308				
١	12 13	Other females aged 10-49 y.o. Other females aged 50 or older	-0.041	0.404				
١	13	Other remaies aged 50 or older	-0.293	0.001				
l		Characteristics of other household members						
l	14	Bom in Greece (reference)						
l	15	Bom in North-Central EU member-states	-0.465	0.123				
l	16	Bom in the new EU member-states	1.143	0.006				
l	17	Bom elsewhere in Europe	-0.397	0.003				
l	18	Not born in Europe	0.413	0.266				
l	19	Highest qualifications: primary level (k-6)	0.520	0.003				
l	20	Highest qualifications: lower secondary (k-9)	0.212	0.220				
l	21	Highest qualifications: higher secondary (k-12)	0.421	0.010				
l	22	Highest qualifications: Over k-12 (secondary or tertiary level)	0.838	0.000				
	23	No formal or other formal qualifications (reference)						
l		Residence <sup>a</sup>						
l	24	Attica UD areas (reference)						
l	25	Attica, SI areas	0.693	0.019				
	26	Northern Greece, RI areas	0.436	0.000				
	27	Northern Greece, UI areas	-0.346	0.001				
	28	Sample  selection  correction  (estimated  from   Table  2)	-0,000	0.000				
		Observations (males)	3,242					
		Pseudo R <sup>2</sup>	43.45%.					

<sup>&</sup>quot;U: Urban (containing one or more concentrations of 10,000 people or more). S: Semi urban (consisting of one or more concentrations of 2,000-9,999 people and smaller or no other concentrations). R: Rural (consisting of concentrations of 1,999 people or less). D: Densely populated (city or large urban area). I: Intermediate density area (town or suburb). T: Thinly populated area. Greek regions are heterogeneous, with (i) U, S and/or R parts, and (ii) D, I and/or T areas. All combinations of (i) and (ii) were considered.

	errors)						
	Explanatory variables	Coefficients	p-values				
	Constant	45.821	0.000				
	Personal characteristics.						
	Age 10-17	-12.18	0.000				
	Age 18-25	-3.941	0.042				
	Age 26-81 (Reference)						
	Age 82-85	40.494	0.000				
	Born in Greece (reference)						
	Born in Central and East EU member-states <sup>a</sup>	-7.137	0.005				
	Born in Cyprus and other countries	-1.461	0.287				
	No formal qualifications or primary level (k-6) (Reference)						
	Lower secondary, post secondary or tertiary level qualifications						
	(k-9 or over k-12)	-2.663	0,380				
	Higher secondary qualifications (k-12)	-0.721	0,580				
	Household composition						
	No one else (reference)						
	Spouse aged 18-65 y.o.	1.407	0.272				
	Spouse aged 66-73 y.o.	9.694	0.064				
	Spouse aged 74-85 y.o.	-14.443	0.006				
,	Children aged 0-9 y.o.	0.094	0.869				
	Other males aged 10-49 y.o.	-1.311	0.022				
3	Other males aged 50-57 y.o.	5.362	0.017				
)	Other females aged 10-57 y.o.	0.375	0.506				
)	Other household members aged 58-85 y.o.	0.741	0.325				
	Residence b						
l	Central Greece, SI areas	6.679	0.101				
2	Aegean islands and Crete, ST areas	7.067	0.012				
3	Other areas (reference)						
	Paidwork contribution of other members						
1	Average provided by the men	0.025	0.787				
5	Average provided by spouse and other women	0.25	0.000				
5	Type of work	12.124	0.000				
7	As manager In elementary communicates professionals clocks, plant and	12.124	0.000				
	In elementary occupations; professionals, clerks, plant and	-2.765	0.008				
3	machine operators and assemblers As service and sales workers, skilled agricultural and fishery	-2.703	0.008				
	workers	3.295	0.005				
)	Other (reference)	3.473	0.000				
		0.004	0.000				
)	Sample selection correction (estimated from Table 2)	-0,001	0.000				
l	Sample selection correction (estimated from Table 4)	-2.051	0.082				
	Observations (males)	1,224					
	Pseudo R <sup>2</sup>	14.87%					

<sup>&</sup>lt;sup>a</sup> From north to south, these are: Sweden, Poland, Germany, Austria, Romania, Bulgaria.
<sup>b</sup> U: Urban (containing one or more concentrations of 10,000 people or more). S: Semi urban (consisting of one or more concentrations of 2,000-9,999 people and smaller or no other concentrations). R: Rural (consisting of concentrations) of 1,999 people or less). D: Densely populated (city or large urban area). I: Intermediate density area (town or suburb). T: Thinly populated area. Greek regions are heterogeneous, with (i) U, S and/or R parts, and (ii) D, I and/or T areas. All combinations of (i) and (ii) were considered.

Used here in the absence of a wage proxy (an all important explanatory variable of the labor supply). The relevant variable information was eventually supplied by ELSTAT to the author's supervisor after lengthy correspondence shortly prior to the conference.