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Technical appendix. Quantile regressions and decomposition

As shown in Koenker and Bassett (1978) and Koenker and Hallock (2001), quantile regressions lead to the estimation of the θ^{th} quantile of a dependent variable y conditional on covariates x. The θ^{th} quantile is the value of $q(\theta)$ such that $\Pr(y \leq q_\theta / x) = \theta$ for $\theta \in [0;1]$ and it is assumed that $q(\theta)$ is linear in x, i.e. $q_\theta = x\beta(\theta)$. Specifically, let w_i be the log hourly wage of individual i and x_i a vector of explanatory variables excluding the gender dummy FEMALE. We estimate the following model separately for the low-tech and the high-tech groups:

$$q_\theta(w_i | x_i) = x_i' \beta(\theta) + FEMALE_i \, \gamma(\theta) \qquad \text{(A1)}$$

where $q_\theta(w_i | x_i)$ is the θ^{th} conditional quantile of w_i. The set of coefficients $\beta(\theta)$ provides the estimated rate of return to the covariates at the θ^{th} quantile of the log hourly wage distribution.

Let us denote by β^f and β^m the returns to individual characteristics x^f and x^m for females and males. The gender wage gap can be decomposed as:

$$x^m \beta^m(\theta) - x^f \beta^f(\theta) = [x^m - x^f]\beta^f(\theta) + x^m[\beta^m(\theta) - \beta^f(\theta)] \qquad \text{(A2)}$$

where $[x^m - x^f]\beta^f(\theta)$ is the part of the gender pay gap explained by differences in the labor market characteristics between women and men. The term $x^m[\beta^m(\theta) - \beta^f(\theta)]$ captures the fraction of the gap which is attributable to differences in the returns to these characteristics. To implement the decomposition at the various quantiles, we follow the method described in Machado and Mata (2005).

We generate the counterfactual density that would arise if women were given men's labor market characteristics but continued to be "paid like women" in the following way. First, we draw n numbers at random from the interval $[0;1]$, say θ_1, θ_2, ..., θ_n. Then, using the female dataset, we estimate the quantile regression coefficient vectors $\beta^f(\theta_i)$ for $i = 1,...,n$. Finally, we make n draws at random with replacement from the male dataset, denoted by x_i^m, for $i = 1,...,n$. The counterfactual density is then generated as $y = x_i^m \beta^f(\theta_i)$ for $i = 1,...,n$.

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(not for publication)

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Table 1. Quantile regressions on the pooled sample (men and women): 2005 – MODERN = 1

MODERN=1	10th percentile		25th percentile		50th percentile		75th percentile		90th percentile		Mean (OLS)	
Constant	1.151***	1.343***	1.337***	1.475***	1.425***	1.463***	1.277***	1.308***	1.109***	1.131***	1.218***	1.293***
	(7.72)	(8.40)	(10.35)	(10.96)	(12.86)	(11.21)	(8.12)	(8.52)	(4.39)	(4.48)	(9.84)	(10.17)
Female	-0.116***	-0.107***	-0.122***	-0.112***	-0.149***	-0.153***	-0.156***	-0.175***	-0.160***	-0.186***	-0.153***	-0.154***
	(7.24)	(6.25)	(8.87)	(7.83)	(12.83)	(11.13)	(9.69)	(10.90)	(6.02)	(7.01)	(11.79)	(11.56)
Age	0.022***	0.015**	0.028***	0.025***	0.030***	0.034***	0.045***	0.046***	0.060***	0.058***	0.038***	0.037***
	(3.05)	(2.04)	(4.50)	(4.11)	(5.74)	(5.60)	(5.99)	(6.43)	(4.97)	(5.04)	(6.49)	(6.41)
Age² (/100)	-0.023***	-0.015*	-0.025***	-0.023***	-0.025***	-0.029***	-0.037***	-0.038***	-0.052***	-0.050***	-0.034***	-0.033***
	(2.73)	(1.78)	(3.44)	(3.14)	(4.01)	(4.07)	(4.12)	(4.50)	(3.64)	(3.64)	(4.78)	(4.69)
Seniority	0.012***	0.014***	0.010***	0.011***	0.008***	0.006***	0.004	0.002	0.005	0.002	0.009***	0.009***
	(4.24)	(4.69)	(4.13)	(4.22)	(3.91)	(2.64)	(1.44)	(0.71)	(0.90)	(0.48)	(3.64)	(3.67)
Senirity² (/100)	-0.010	-0.015*	-0.011	-0.013*	-0.006	-0.005	-0.001	0.003	-0.004	0.000	-0.008	-0.010
	(1.22)	(1.85)	(1.58)	(1.85)	(1.03)	(0.74)	(0.09)	(0.35)	(0.32)	(0.02)	(1.19)	(1.53)
Education : BEPC	0.077**	0.113***	0.109***	0.088***	0.107***	0.118***	0.075**	0.092***	-0.003	0.025	0.096***	0.088***
	(2.21)	(3.17)	(3.54)	(2.86)	(4.12)	(3.94)	(2.08)	(2.63)	(0.05)	(0.43)	(3.29)	(3.03)
Education : CAP – BEP	0.110***	0.127***	0.092***	0.083***	0.084***	0.085***	0.082***	0.089***	0.070	0.074*	0.097***	0.092***
	(4.26)	(4.82)	(3.98)	(3.58)	(4.28)	(3.78)	(3.01)	(3.38)	(1.56)	(1.70)	(4.44)	(4.20)
Education: Baccalaureate	0.160***	0.170***	0.188***	0.156***	0.164***	0.170***	0.179***	0.180***	0.151***	0.173***	0.179***	0.164***
	(5.81)	(6.09)	(7.76)	(6.43)	(7.96)	(7.15)	(6.21)	(6.40)	(3.24)	(3.71)	(7.80)	(7.12)
Education: Undergraduate	0.264***	0.263***	0.322***	0.275***	0.325***	0.311***	0.321***	0.312***	0.318***	0.302***	0.336***	0.311***
	(9.64)	(9.27)	(13.19)	(11.13)	(15.61)	(12.80)	(10.99)	(10.77)	(6.65)	(6.28)	(14.42)	(13.18)
Education: Graduate-Postgraduate	0.367***	0.348***	0.478***	0.415***	0.546***	0.520***	0.587***	0.572***	0.588***	0.602***	0.530***	0.498***
	(12.97)	(11.72)	(19.01)	(16.09)	(25.34)	(20.55)	(19.37)	(19.01)	(11.94)	(12.38)	(22.00)	(20.26)
French citizenship	0.168***	0.118**	-0.067	-0.059	-0.072*	-0.083*	-0.101*	-0.113**	-0.007	-0.043	-0.021	-0.030
	(3.06)	(2.08)	(1.44)	(1.25)	(1.79)	(1.79)	(1.83)	(2.18)	(0.08)	(0.53)	(0.47)	(0.67)
Firm's size : 50-499 employees	-0.002	-0.026	-0.010	-0.018	0.005	0.001	0.025	0.015	-0.027	-0.015	0.007	0.002
	(0.11)	(1.22)	(0.56)	(1.00)	(0.32)	(0.07)	(1.17)	(0.74)	(0.79)	(0.44)	(0.42)	(0.09)
Firm's size : 500-999 employees	0.069**	0.049	0.094***	0.054**	0.062***	0.067***	0.085***	0.064**	0.022	-0.021	0.081***	0.064***
	(2.32)	(1.62)	(3.69)	(2.10)	(2.89)	(2.67)	(2.87)	(2.19)	(0.45)	(0.43)	(3.36)	(2.64)
Firm's size : > 1000 employees	0.052**	0.058***	0.059***	0.042**	0.075***	0.065***	0.097***	0.076***	0.073**	0.055	0.079***	0.066***
	(2.53)	(2.63)	(3.30)	(2.24)	(4.97)	(3.67)	(4.66)	(3.63)	(2.12)	(1.58)	(4.68)	(3.79)
Part-time job	-0.021	-0.022	-0.031	-0.029	-0.007	0.004	-0.016	-0.001	-0.067	-0.030	-0.021	-0.017
	(0.89)	(0.89)	(1.48)	(1.37)	(0.42)	(0.17)	(0.64)	(0.06)	(1.62)	(0.79)	(1.05)	(0.84)
Economic Sectors (16)		YES		YES		YES		YES		YES		YES
Observations	2761	2761	2761	2761	2761	2761	2761	2761	2761	2761	2761	2761

Table 2. Quantile regressions on the pooled sample (men and women): 2005 – MODERN = 0

MODERN=0	10th percentile		25th percentile		50th percentile		75th percentile		90th percentile		Mean (OLS)	
Constant	0.679***	0.143	1.644***	1.280***	1.727***	1.691***	1.928***	2.035***	2.472***	2.534***	1.439***	1.298***
	(2.85)	(0.58)	(11.89)	(8.57)	(18.06)	(13.78)	(16.09)	(13.99)	(12.32)	(8.42)	(10.66)	(8.36)
Female	-0.126***	-0.096***	-0.130***	-0.121***	-0.158***	-0.149***	-0.191***	-0.174***	-0.211***	-0.183***	-0.162***	-0.142***
	(4.93)	(3.35)	(7.51)	(6.40)	(11.97)	(9.22)	(10.81)	(9.12)	(6.68)	(4.41)	(8.69)	(6.98)
Age	0.043***	0.046***	0.008	0.016**	0.009*	0.008	0.005	0.004	-0.007	-0.010	0.022***	0.022***
	(3.70)	(4.19)	(1.16)	(2.46)	(1.86)	(1.53)	(0.80)	(0.69)	(0.73)	(0.80)	(3.36)	(3.35)
Age² (/100)	-0.041***	-0.047***	-0.004	-0.013*	-0.005	-0.004	0.002	0.003	0.016	0.020	-0.018**	-0.018**
	(3.06)	(3.70)	(0.49)	(1.65)	(0.82)	(0.64)	(0.23)	(0.36)	(1.37)	(1.36)	(2.31)	(2.27)
Seniority	0.010**	0.005	0.008***	0.007***	0.011***	0.010***	0.013***	0.011***	0.009*	0.009	0.007**	0.006**
	(2.54)	(1.42)	(3.00)	(2.59)	(5.30)	(4.25)	(4.72)	(3.88)	(1.78)	(1.51)	(2.32)	(2.01)
Senirity² (/100)	-0.018*	-0.009	-0.015**	-0.014*	-0.021***	-0.019***	-0.024***	-0.018**	-0.008	-0.008	-0.007	-0.006
	(1.78)	(0.89)	(1.98)	(1.85)	(3.61)	(2.86)	(3.11)	(2.32)	(0.53)	(0.43)	(0.86)	(0.78)
Education : BEPC	0.029	0.013	0.079***	0.077***	0.056**	0.073***	0.083**	0.064*	0.153***	0.148**	0.094***	0.108***
	(0.65)	(0.29)	(2.58)	(2.62)	(2.33)	(2.68)	(2.49)	(1.92)	(2.62)	(2.07)	(2.77)	(3.16)
Education : CAP – BEP	0.154***	0.123***	0.085***	0.083***	0.067***	0.068***	0.083***	0.080***	0.074**	0.089**	0.121***	0.122***
	(6.08)	(5.04)	(5.02)	(4.97)	(5.06)	(4.61)	(4.54)	(4.39)	(2.23)	(2.18)	(6.50)	(6.56)
Education: Baccalaureate	0.244***	0.227***	0.128***	0.145***	0.127***	0.115***	0.161***	0.153***	0.197***	0.203***	0.215***	0.215***
	(5.82)	(5.52)	(4.62)	(5.27)	(5.82)	(4.72)	(5.21)	(4.95)	(3.57)	(2.92)	(7.01)	(7.01)
Education: Undergraduate	0.378***	0.362***	0.261***	0.248***	0.319***	0.292***	0.394***	0.363***	0.362***	0.418***	0.399***	0.403***
	(5.90)	(6.20)	(6.12)	(5.97)	(9.51)	(7.72)	(8.56)	(7.78)	(4.25)	(3.91)	(8.41)	(8.48)
Education: Graduate-Postgraduate	0.286***	0.207***	0.376***	0.386***	0.448***	0.436***	0.668***	0.697***	0.932***	0.910***	0.546***	0.560***
	(3.93)	(3.55)	(6.65)	(6.76)	(10.34)	(8.86)	(11.11)	(11.85)	(9.94)	(7.68)	(8.84)	(8.94)
French citizenship	0.064	0.069	0.043	0.027	0.038	0.041	0.009	-0.007	-0.126**	-0.086	0.008	0.000
	(1.32)	(1.44)	(1.27)	(0.81)	(1.46)	(1.39)	(0.24)	(0.20)	(2.06)	(1.07)	(0.20)	(0.01)
Firm's size : 50-499 employees	-0.045*	-0.007	0.030*	0.021	0.044***	0.042***	0.027	0.026	0.010	-0.014	0.025	0.022
	(1.77)	(0.30)	(1.70)	(1.23)	(3.24)	(2.68)	(1.42)	(1.37)	(0.29)	(0.35)	(1.31)	(1.16)
Firm's size : 500-999 employees	-0.211***	-0.174***	0.047*	0.049*	0.057**	0.047*	0.050	0.018	-0.000	-0.021	-0.055*	-0.052
	(5.28)	(4.58)	(1.66)	(1.73)	(2.54)	(1.84)	(1.63)	(0.58)	(0.01)	(0.31)	(1.74)	(1.62)
Firm's size : > 1000 employees	0.025	0.043	0.024	0.025	0.048***	0.046**	0.008	0.025	-0.044	-0.036	0.005	0.014
	(0.81)	(1.40)	(1.11)	(1.11)	(2.86)	(2.32)	(0.33)	(0.98)	(1.07)	(0.62)	(0.23)	(0.56)
Part-time job	-0.106***	-0.090***	-0.086***	-0.059**	0.005	0.015	0.087***	0.073***	0.203***	0.192***	0.051**	0.067***
	(3.16)	(2.76)	(3.72)	(2.53)	(0.27)	(0.74)	(3.68)	(3.01)	(4.77)	(3.63)	(2.06)	(2.66)
Economic Sectors (16)		YES		YES		YES		YES		YES		YES
Observations	1542	1542	1542	1542	1542	1542	1542	1542	1542	1542	1542	1542

Table 3. Quantile regressions on the pooled sample (men and women): 2005 – MODERN2 = 1

MODERN2=1	10th percentile		25th percentile		50th percentile		75th percentile		90th percentile		Mean (OLS)	
Constant	1.336***	1.332***	1.192***	1.304***	1.374***	1.388***	1.020***	1.098***	1.034***	1.048***	1.094***	1.141***
	(6.07)	(5.42)	(8.51)	(7.12)	(8.09)	(7.74)	(5.02)	(6.55)	(2.98)	(3.05)	(6.91)	(7.06)
Female	-0.117***	-0.116***	-0.138***	-0.128***	-0.153***	-0.159***	-0.160***	-0.174***	-0.184***	-0.179***	-0.154***	-0.156***
	(5.14)	(4.54)	(9.79)	(7.06)	(8.97)	(8.80)	(7.95)	(10.25)	(4.92)	(5.13)	(9.72)	(9.57)
Age	0.028***	0.027**	0.036***	0.037***	0.037***	0.040***	0.058***	0.056***	0.067***	0.067***	0.048***	0.048***
	(2.63)	(2.39)	(5.43)	(4.42)	(4.61)	(4.88)	(6.08)	(7.29)	(3.93)	(4.10)	(6.47)	(6.46)
Age² (/100)	-0.025**	-0.025*	-0.032***	-0.033***	-0.031***	-0.035***	-0.049***	-0.048***	-0.058***	-0.056***	-0.043***	-0.043***
	(2.02)	(1.83)	(4.03)	(3.26)	(3.21)	(3.49)	(4.31)	(5.18)	(2.79)	(2.83)	(4.76)	(4.76)
Seniority	0.007*	0.008*	0.008***	0.006*	0.005	0.003	0.002	0.002	0.003	0.001	0.006**	0.006**
	(1.72)	(1.67)	(2.90)	(1.71)	(1.64)	(0.91)	(0.55)	(0.61)	(0.42)	(0.12)	(2.02)	(2.16)
Senirity² (/100)	-0.000	-0.005	-0.008	-0.005	-0.001	0.003	-0.002	-0.003	-0.001	-0.004	-0.006	-0.009
	(0.01)	(0.42)	(1.13)	(0.53)	(0.12)	(0.29)	(0.17)	(0.31)	(0.08)	(0.21)	(0.77)	(1.11)
Education : BEPC	0.114*	0.140**	0.179***	0.120***	0.121***	0.101**	0.122**	0.108**	-0.015	-0.002	0.134***	0.126***
	(1.96)	(2.35)	(4.88)	(2.63)	(2.75)	(2.22)	(2.36)	(2.55)	(0.16)	(0.03)	(3.27)	(3.07)
Education : CAP – BEP	0.096**	0.101**	0.097***	0.081**	0.067**	0.060*	0.092**	0.080**	0.003	0.040	0.079**	0.073**
	(2.15)	(2.17)	(3.45)	(2.29)	(1.97)	(1.69)	(2.31)	(2.43)	(0.04)	(0.59)	(2.48)	(2.28)
Education: Baccalaureate	0.138***	0.125***	0.188***	0.158***	0.141***	0.127***	0.159***	0.152***	0.079	0.095	0.146***	0.133***
	(3.08)	(2.72)	(6.66)	(4.48)	(4.13)	(3.57)	(3.97)	(4.53)	(1.08)	(1.44)	(4.59)	(4.14)
Education: Undergraduate	0.288***	0.266***	0.347***	0.323***	0.314***	0.293***	0.309***	0.285***	0.262***	0.237***	0.320***	0.300***
	(6.51)	(5.69)	(12.40)	(9.12)	(9.17)	(8.20)	(7.65)	(8.40)	(3.50)	(3.45)	(10.03)	(9.31)
Education: Graduate-Postgraduate	0.364***	0.326***	0.476***	0.434***	0.517***	0.499***	0.546***	0.522***	0.529***	0.522***	0.494***	0.464***
	(8.13)	(6.79)	(16.86)	(12.02)	(14.96)	(13.68)	(13.37)	(15.05)	(7.01)	(7.61)	(15.35)	(14.14)
French citizenship	-0.142**	-0.116	-0.105**	-0.140**	-0.147**	-0.142**	-0.132**	-0.121**	-0.083	-0.105	-0.100*	-0.116**
	(1.97)	(1.44)	(2.23)	(2.28)	(2.54)	(2.38)	(2.00)	(2.19)	(0.83)	(0.97)	(1.83)	(2.11)
Firm's size : 50-499 employees	-0.018	-0.033	0.012	-0.004	0.013	-0.000	0.057**	0.051**	0.023	0.018	0.026	0.024
	(0.65)	(1.07)	(0.65)	(0.15)	(0.58)	(0.01)	(2.24)	(2.41)	(0.49)	(0.41)	(1.27)	(1.16)
Firm's size : 500-999 employees	0.082**	0.076	0.107***	0.070**	0.123***	0.094***	0.136***	0.123***	0.067	0.037	0.119***	0.109***
	(2.01)	(1.63)	(4.07)	(2.14)	(3.91)	(2.85)	(3.71)	(4.03)	(1.01)	(0.60)	(4.07)	(3.67)
Firm's size : > 1000 employees	0.062**	0.073**	0.082***	0.053**	0.088***	0.070***	0.115***	0.099***	0.123***	0.097**	0.102***	0.091***
	(2.10)	(2.17)	(4.54)	(2.24)	(4.03)	(2.99)	(4.47)	(4.56)	(2.62)	(2.22)	(5.00)	(4.33)
Part-time job	-0.023	-0.024	-0.023	-0.010	0.020	0.016	0.003	0.009	-0.033	-0.016	-0.011	-0.008
	(0.64)	(0.60)	(1.03)	(0.34)	(0.73)	(0.57)	(0.10)	(0.36)	(0.56)	(0.31)	(0.43)	(0.30)
Economic Sectors (16)		YES		YES		YES		YES		YES		YES
Observations	1874	1874	1874	1874	1874	1874	1874	1874	1874	1874	1874	1874

Table 4. Quantile regressions on the pooled sample (men and women): 2005 – MODERN2 = 0

MODERN2=0	10th percentile		25th percentile		50th percentile		75th percentile		90th percentile		Mean (OLS)	
Constant	0.890***	0.919***	1.485***	1.525***	1.674***	1.811***	1.705***	1.969***	2.242***	2.099***	1.461***	1.496***
	(4.30)	(4.68)	(13.19)	(13.06)	(18.99)	(16.64)	(13.87)	(15.20)	(13.24)	(7.31)	(13.16)	(12.25)
Female	-0.123***	-0.100***	-0.127***	-0.104***	-0.142***	-0.125***	-0.153***	-0.156***	-0.161***	-0.141***	-0.140***	-0.125***
	(5.66)	(4.44)	(9.31)	(7.24)	(12.45)	(9.09)	(9.33)	(9.39)	(6.79)	(3.88)	(9.72)	(8.09)
Age	0.030***	0.027***	0.015***	0.015***	0.012***	0.009*	0.015**	0.010*	-0.000	0.009	0.020***	0.019***
	(3.07)	(3.04)	(2.73)	(2.83)	(2.86)	(1.81)	(2.51)	(1.71)	(0.00)	(0.75)	(3.63)	(3.43)
Age² (/100)	-0.030***	-0.027***	-0.014**	-0.014**	-0.010*	-0.006	-0.011	-0.004	0.007	-0.002	-0.016**	-0.015**
	(2.63)	(2.61)	(2.23)	(2.20)	(1.91)	(1.01)	(1.48)	(0.60)	(0.72)	(0.13)	(2.54)	(2.31)
Seniority	0.011***	0.010***	0.011***	0.011***	0.015***	0.014***	0.012***	0.010***	0.010**	0.006	0.010***	0.010***
	(3.12)	(2.98)	(5.14)	(5.15)	(8.03)	(6.62)	(4.37)	(3.69)	(2.42)	(0.98)	(4.39)	(4.06)
Senirity² (/100)	-0.014	-0.016*	-0.016***	-0.018***	-0.024***	-0.022***	-0.014*	-0.010	-0.002	0.007	-0.010	-0.010
	(1.52)	(1.86)	(2.60)	(3.08)	(4.67)	(3.79)	(1.83)	(1.35)	(0.19)	(0.42)	(1.52)	(1.48)
Education : BEPC	0.052	0.030	0.069***	0.083***	0.093***	0.096***	0.099***	0.083***	0.108**	0.090	0.097***	0.104***
	(1.40)	(0.87)	(2.90)	(3.63)	(4.56)	(4.18)	(3.31)	(2.94)	(2.50)	(1.44)	(3.77)	(4.04)
Education : CAP – BEP	0.146***	0.128***	0.096***	0.090***	0.083***	0.088***	0.093***	0.084***	0.117***	0.100***	0.132***	0.131***
	(6.37)	(6.12)	(6.59)	(6.32)	(6.64)	(6.26)	(5.05)	(4.91)	(4.47)	(2.67)	(8.35)	(8.31)
Education: Baccalaureate	0.224***	0.212***	0.165***	0.166***	0.166***	0.159***	0.214***	0.194***	0.280***	0.242***	0.238***	0.234***
	(6.75)	(7.05)	(7.94)	(8.14)	(9.32)	(7.92)	(8.06)	(7.75)	(7.25)	(4.36)	(10.60)	(10.43)
Education: Undergraduate	0.317***	0.312***	0.250***	0.227***	0.311***	0.291***	0.401***	0.347***	0.376***	0.354***	0.376***	0.355***
	(7.69)	(8.57)	(9.61)	(8.94)	(14.00)	(11.34)	(12.60)	(11.02)	(8.14)	(5.03)	(13.42)	(12.40)
Education: Graduate-Postgraduate	0.299***	0.260***	0.350***	0.330***	0.502***	0.480***	0.673***	0.641***	0.676***	0.701***	0.558***	0.547***
	(5.92)	(5.56)	(10.28)	(9.99)	(17.27)	(14.44)	(15.82)	(15.92)	(11.00)	(8.14)	(15.12)	(14.73)
French citizenship	0.152***	0.127***	0.053*	0.024	0.001	0.037	0.035	0.025	-0.017	-0.025	0.036	0.029
	(3.13)	(2.97)	(1.69)	(0.79)	(0.05)	(1.25)	(0.90)	(0.70)	(0.33)	(0.33)	(1.07)	(0.85)
Firm's size : 50-499 employees	-0.005	-0.003	0.032**	0.028*	0.037***	0.036**	0.010	0.008	-0.024	-0.014	0.018	0.014
	(0.19)	(0.14)	(2.12)	(1.86)	(2.84)	(2.45)	(0.51)	(0.48)	(0.89)	(0.35)	(1.13)	(0.82)
Firm's size : 500-999 employees	-0.067*	-0.085***	0.072***	0.063***	0.065***	0.058**	0.036	0.024	-0.039	-0.035	-0.017	-0.024
	(1.88)	(2.62)	(3.08)	(2.77)	(3.22)	(2.55)	(1.25)	(0.86)	(0.94)	(0.58)	(0.68)	(0.94)
Firm's size : > 1000 employees	0.047*	0.048*	0.064***	0.056***	0.069***	0.067***	0.076***	0.063***	0.040	0.029	0.061***	0.052***
	(1.80)	(1.89)	(3.80)	(3.25)	(4.89)	(3.89)	(3.73)	(2.92)	(1.35)	(0.60)	(3.42)	(2.73)
Part-time job	-0.062**	-0.083***	-0.050***	-0.052***	-0.005	-0.003	0.039*	0.026	0.061*	0.070	0.014	0.024
	(2.16)	(3.13)	(2.73)	(2.91)	(0.33)	(0.16)	(1.75)	(1.23)	(1.87)	(1.52)	(0.72)	(1.24)
Economic Sectors (16)		YES		YES		YES		YES		YES		YES
Observations	2429	2429	2429	2429	2429	2429	2429	2429	2429	2429	2429	2429

Table 5. Quantile regressions on the pooled sample (men and women): 2005 – MODERN3 = 1

MODERN3=1	10th percentile		25th percentile		50th percentile		75th percentile		90th percentile		Mean (OLS)	
Constant	1.741***	1.539***	1.580***	1.513***	1.491***	1.417***	1.020***	1.084***	1.214*	1.351**	1.441***	1.368***
	(4.84)	(3.17)	(5.26)	(3.78)	(5.32)	(7.86)	(2.76)	(3.52)	(1.83)	(2.48)	(5.46)	(4.97)
Female	-0.069**	-0.110**	-0.172***	-0.176***	-0.155***	-0.149***	-0.172***	-0.163***	-0.184***	-0.219***	-0.167***	-0.168***
	(1.97)	(2.28)	(5.79)	(4.30)	(5.51)	(8.21)	(4.69)	(5.37)	(2.77)	(4.76)	(6.32)	(6.08)
Age	0.013	0.019	0.030**	0.028	0.041***	0.042***	0.062***	0.058***	0.080***	0.068***	0.042***	0.044***
	(0.77)	(0.88)	(2.13)	(1.57)	(3.14)	(5.17)	(3.63)	(4.14)	(2.63)	(2.89)	(3.44)	(3.55)
Age² (/100)	-0.000	-0.008	-0.019	-0.018	-0.030*	-0.028***	-0.050**	-0.045***	-0.070*	-0.058**	-0.031**	-0.032**
	(0.00)	(0.29)	(1.15)	(0.80)	(1.87)	(2.89)	(2.38)	(2.69)	(1.91)	(2.05)	(2.06)	(2.16)
Seniority	0.013**	0.010	0.000	0.001	-0.006	-0.005	-0.004	-0.001	-0.008	-0.002	0.001	0.001
	(2.07)	(1.35)	(0.06)	(0.12)	(1.25)	(1.48)	(0.65)	(0.27)	(0.71)	(0.29)	(0.13)	(0.17)
Senirity² (/100)	-0.037**	-0.029	0.002	-0.000	0.022	0.013	0.010	0.002	0.028	0.011	0.000	-0.002
	(2.07)	(1.42)	(0.14)	(0.01)	(1.48)	(1.47)	(0.52)	(0.12)	(0.80)	(0.45)	(0.00)	(0.13)
Education : BEPC	0.121	0.081	0.056	0.009	0.044	0.030	0.005	0.016	-0.301*	-0.271**	0.026	0.020
	(1.34)	(0.77)	(0.69)	(0.09)	(0.56)	(0.61)	(0.05)	(0.19)	(1.77)	(2.32)	(0.34)	(0.27)
Education : CAP – BEP	0.107	0.115	0.048	0.054	0.080	0.111***	0.150*	0.176***	-0.154	-0.176*	0.057	0.059
	(1.47)	(1.36)	(0.²76)	(0.64)	(1.35)	(2.98)	(1.94)	(2.75)	(1.14)	(1.78)	(1.00)	(1.03)
Education: Baccalaureate	0.127*	0.123	0.081	0.059	0.086	0.071*	0.177**	0.206***	-0.102	-0.076	0.089	0.086
	(1.70)	(1.56)	(1.29)	(0.72)	(1.47)	(1.94)	(2.31)	(3.30)	(0.76)	(0.78)	(1.60)	(1.53)
Education: Undergraduate	0.239***	0.239***	0.235***	0.214***	0.236***	0.220***	0.258***	0.235***	0.027	0.001	0.237***	0.232***
	(3.33)	(3.15)	(3.86)	(2.65)	(4.15)	(6.11)	(3.49)	(3.81)	(0.20)	(0.01)	(4.39)	(4.21)
Education: Graduate-Postgraduate	0.458***	0.466***	0.439***	0.408***	0.494***	0.476***	0.521***	0.519***	0.299**	0.294***	0.452***	0.440***
	(6.50)	(6.01)	(7.36)	(5.00)	(8.82)	(13.19)	(7.20)	(8.47)	(2.35)	(3.02)	(8.52)	(8.00)
French citizenship	-0.360***	-0.362**	-0.292***	-0.274*	-0.321***	-0.320***	-0.208	-0.224**	-0.249	-0.243	-0.288***	-0.310***
	(2.98)	(2.29)	(2.71)	(1.91)	(3.41)	(5.16)	(1.61)	(2.41)	(1.13)	(1.48)	(3.03)	(3.24)
Firm's size : 50-499 employees	-0.009	-0.044	0.024	0.030	0.027	0.003	0.088**	0.085**	0.033	0.043	0.042	0.035
	(0.22)	(0.83)	(0.66)	(0.65)	(0.80)	(0.14)	(2.01)	(2.35)	(0.43)	(0.75)	(1.33)	(1.08)
Firm's size : 500-999 employees	0.132**	0.119	0.100*	0.098	0.137***	0.125***	0.163***	0.152***	0.014	0.024	0.137***	0.141***
	(2.05)	(1.48)	(1.94)	(1.42)	(2.79)	(4.01)	(2.61)	(2.96)	(0.12)	(0.32)	(3.00)	(2.99)
Firm's size : > 1000 employees	0.083*	0.008	0.107***	0.064	0.111***	0.094***	0.147***	0.146***	0.096	0.106*	0.113***	0.106***
	(1.94)	(0.15)	(3.01)	(1.31)	(3.30)	(4.27)	(3.38)	(3.99)	(1.27)	(1.78)	(3.58)	(3.17)
Part-time job	-0.179***	-0.136*	0.018	0.004	0.053	0.058*	-0.003	-0.052	0.031	-0.035	-0.026	-0.035
	(2.91)	(1.68)	(0.34)	(0.06)	(1.05)	(1.84)	(0.04)	(0.98)	(0.26)	(0.40)	(0.55)	(0.74)
Economic Sectors (16)		YES		YES		YES		YES		YES		YES
Observations	777	777	777	777	777	777	777	777	777	777	777	777

Table 6. Quantile regressions on the pooled sample (men and women): 2005 – MODERN3 = 0

MODERN3=1	10th percentile		25th percentile		50th percentile		75th percentile		90th percentile		Mean (OLS)	
Constant	0.872***	0.902***	1.334***	1.407***	1.449***	1.592***	1.545***	1.666***	1.522***	1.657***	1.257***	1.321***
	(5.40)	(5.84)	(13.49)	(15.61)	(18.36)	(18.88)	(15.24)	(14.04)	(9.26)	(8.60)	(12.94)	(12.88)
Female	-0.115***	-0.089***	-0.112***	-0.105***	-0.130***	-0.124***	-0.143***	-0.146***	-0.143***	-0.136***	-0.128***	-0.121***
	(6.85)	(5.27)	(9.87)	(10.01)	(13.53)	(12.15)	(11.47)	(10.19)	(7.06)	(5.83)	(10.83)	(9.74)
Age	0.031***	0.030***	0.021***	0.022***	0.023***	0.022***	0.024***	0.022***	0.034***	0.028***	0.029***	0.029***
	(3.93)	(4.14)	(4.41)	(5.37)	(5.96)	(5.56)	(4.80)	(4.02)	(4.40)	(3.37)	(6.21)	(6.09)
Age² (/100)	-0.032***	-0.031***	-0.021***	-0.021***	-0.020***	-0.020***	-0.018***	-0.016**	-0.029***	-0.021**	-0.027***	-0.026***
	(3.57)	(3.69)	(3.63)	(4.33)	(4.45)	(4.23)	(3.07)	(2.55)	(3.11)	(2.05)	(4.71)	(4.56)
Seniority	0.012***	0.010***	0.012***	0.010***	0.012***	0.011***	0.010***	0.011***	0.004	0.002	0.010***	0.010***
	(3.93)	(3.57)	(6.07)	(6.18)	(7.29)	(6.62)	(4.79)	(4.50)	(1.09)	(0.58)	(5.09)	(4.91)
Senirity² (/100)	-0.013	-0.011	-0.015***	-0.013***	-0.015***	-0.013***	-0.010	-0.011*	0.009	0.009	-0.010*	-0.011*
	(1.56)	(1.49)	(2.79)	(2.92)	(3.24)	(2.83)	(1.63)	(1.74)	(0.90)	(0.84)	(1.72)	(1.89)
Education : BEPC	0.108***	0.103***	0.107***	0.114***	0.126***	0.133***	0.133***	0.136***	0.185***	0.168***	0.150***	0.150***
	(3.49)	(3.57)	(5.02)	(6.08)	(6.84)	(7.17)	(5.56)	(5.08)	(4.83)	(4.02)	(6.68)	(6.66)
Education : CAP – BEP	0.144***	0.145***	0.116***	0.115***	0.107***	0.108***	0.108***	0.110***	0.113***	0.104***	0.143***	0.142***
	(7.18)	(7.72)	(8.41)	(9.51)	(9.04)	(9.03)	(6.93)	(6.43)	(4.55)	(3.85)	(9.85)	(9.78)
Education: Baccalaureate	0.217***	0.227***	0.206***	0.204***	0.207***	0.205***	0.247***	0.221***	0.273***	0.261***	0.258***	0.249***
	(8.62)	(9.49)	(12.10)	(13.66)	(14.10)	(13.78)	(12.66)	(10.20)	(8.62)	(7.48)	(14.34)	(13.76)
Education: Undergraduate	0.339***	0.341***	0.342***	0.325***	0.389***	0.362***	0.420***	0.397***	0.436***	0.415***	0.423***	0.404***
	(12.09)	(12.86)	(17.98)	(19.41)	(23.61)	(21.56)	(19.24)	(16.06)	(12.06)	(10.41)	(20.93)	(19.76)
Education: Graduate-Postgraduate	0.338***	0.340***	0.430***	0.404***	0.553***	0.530***	0.631***	0.627***	0.734***	0.668***	0.570***	0.550***
	(10.27)	(11.17)	(19.24)	(20.39)	(28.50)	(26.76)	(24.59)	(21.94)	(17.80)	(14.54)	(23.97)	(22.84)
French citizenship	0.184***	0.139***	0.036	0.019	-0.011	-0.011	-0.022	-0.005	-0.016	-0.015	0.025	0.022
	(4.51)	(3.61)	(1.24)	(0.77)	(0.44)	(0.44)	(0.70)	(0.13)	(0.32)	(0.28)	(0.82)	(0.71)
Firm's size : 50-499 employees	0.015	0.006	0.030**	0.012	0.021*	0.021*	0.031**	0.013	0.004	0.007	0.017	0.014
	(0.78)	(0.32)	(2.28)	(1.06)	(1.83)	(1.79)	(2.06)	(0.81)	(0.18)	(0.27)	(1.24)	(1.00)
Firm's size : 500-999 employees	0.006	0.008	0.083***	0.069***	0.060***	0.037**	0.065***	0.041	0.023	0.008	0.023	0.011
	(0.19)	(0.30)	(4.13)	(3.89)	(3.45)	(2.13)	(2.88)	(1.61)	(0.64)	(0.19)	(1.09)	(0.53)
Firm's size : > 1000 employees	0.060***	0.053***	0.070***	0.051***	0.075***	0.062***	0.098***	0.063***	0.060**	0.056*	0.073***	0.058***
	(2.84)	(2.62)	(4.89)	(3.93)	(6.20)	(4.79)	(6.21)	(3.38)	(2.32)	(1.89)	(4.91)	(3.69)
Part-time job	-0.054**	-0.058***	-0.050***	-0.035**	-0.010	-0.003	0.019	0.015	0.021	0.032	-0.000	0.008
	(2.33)	(2.67)	(3.14)	(2.56)	(0.72)	(0.18)	(1.09)	(0.77)	(0.74)	(1.04)	(0.01)	(0.47)
Economic Sectors (16)		YES		YES		YES		YES		YES		YES
Observations	3526	3526	3526	3526	3526	3526	3526	3526	3526	3526	3526	3526

Table 7. Quantile regressions on the pooled sample (men and women): 1998 – MODERN = 1

MODERN=1	10^{th} percentile		25^{th} percentile		50^{th} percentile		75^{th} percentile		90^{th} percentile		Mean (OLS)	
Constant	0.580***	0.786***	0.732***	0.970***	0.864***	1.096***	1.038***	1.181***	1.059***	1.040***	0.704***	0.851***
	(4.53)	(6.09)	(7.10)	(8.83)	(8.11)	(11.91)	(9.15)	(7.70)	(4.77)	(5.40)	(7.60)	(8.50)
Female	-0.098***	-0.089***	-0.132***	-0.125***	-0.154***	-0.159***	-0.174***	-0.192***	-0.223***	-0.232***	-0.165***	-0.170***
	(7.26)	(6.79)	(11.53)	(10.59)	(13.39)	(16.84)	(14.03)	(12.27)	(9.48)	(11.78)	(16.49)	(16.66)
Age	0.044***	0.038***	0.043***	0.038***	0.042***	0.034***	0.043***	0.043***	0.049***	0.053***	0.051***	0.048***
	(6.67)	(6.17)	(8.33)	(7.35)	(7.84)	(8.07)	(7.41)	(6.06)	(4.33)	(5.75)	(10.90)	(10.52)
Age² (/100)	-0.046***	-0.039***	-0.043***	-0.037***	-0.037***	-0.028***	-0.030***	-0.032***	-0.033**	-0.038***	-0.045***	-0.043***
	(5.69)	(5.19)	(6.68)	(5.69)	(5.53)	(5.25)	(4.24)	(3.65)	(2.34)	(3.34)	(7.76)	(7.47)
Seniority	0.017***	0.021***	0.018***	0.017***	0.017***	0.016***	0.012***	0.012***	0.011**	0.008**	0.014***	0.014***
	(6.63)	(8.41)	(8.28)	(7.83)	(7.30)	(9.11)	(4.96)	(4.08)	(2.39)	(2.18)	(6.94)	(7.29)
Senirity² (/100)	-0.025***	-0.035***	-0.027***	-0.028***	-0.027***	-0.029***	-0.024***	-0.023***	-0.029**	-0.020*	-0.022***	-0.024***
	(3.39)	(5.04)	(4.33)	(4.36)	(4.14)	(5.62)	(3.44)	(2.65)	(2.19)	(1.89)	(3.74)	(4.13)
Education : BEPC	0.117***	0.141***	0.097***	0.111***	0.118***	0.125***	0.169***	0.165***	0.181***	0.186***	0.136***	0.135***
	(4.10)	(5.29)	(3.93)	(4.57)	(4.69)	(6.25)	(6.32)	(5.01)	(3.61)	(4.58)	(6.22)	(6.24)
Education : CAP – BEP	0.107***	0.114***	0.071***	0.077***	0.087***	0.085***	0.089***	0.081***	0.081**	0.126***	0.096***	0.094***
	(5.31)	(6.06)	(4.10)	(4.53)	(4.98)	(6.07)	(4.76)	(3.55)	(2.32)	(4.42)	(6.30)	(6.22)
Education: Baccalaureate	0.194***	0.156***	0.165***	0.157***	0.201***	0.173***	0.206***	0.192***	0.210***	0.206***	0.207***	0.189***
	(8.59)	(7.43)	(8.62)	(8.22)	(10.19)	(10.93)	(9.69)	(7.25)	(5.25)	(6.29)	(12.04)	(11.02)
Education: Undergraduate	0.286***	0.260***	0.306***	0.280***	0.331***	0.300***	0.381***	0.348***	0.397***	0.396***	0.355***	0.331***
	(12.37)	(11.78)	(15.56)	(14.08)	(16.36)	(18.26)	(17.22)	(12.69)	(9.42)	(11.39)	(20.16)	(18.66)
Education: Graduate-Postgraduate	0.445***	0.400***	0.537***	0.515***	0.653***	0.602***	0.676***	0.656***	0.687***	0.695***	0.622***	0.592***
	(18.31)	(17.42)	(25.32)	(24.27)	(29.92)	(34.04)	(28.92)	(22.30)	(15.56)	(18.97)	(32.77)	(30.91)
French citizenship	0.026	0.054	0.007	0.004	-0.017	-0.020	-0.089**	-0.105**	-0.095	-0.077	-0.024	-0.029
	(0.66)	(1.42)	(0.21)	(0.11)	(0.48)	(0.70)	(2.32)	(2.23)	(1.37)	(1.36)	(0.78)	(0.93)
Firm's size : 50-499 employees	0.034**	0.032**	0.036**	0.046***	0.041***	0.036***	0.027*	0.011	0.012	0.047**	0.041***	0.041***
	(2.04)	(2.01)	(2.51)	(3.15)	(2.79)	(3.02)	(1.70)	(0.59)	(0.42)	(2.00)	(3.19)	(3.20)
Firm's size : 500-999 employees	0.071***	0.051**	0.077***	0.073***	0.072***	0.046***	0.056**	0.035	0.014	0.031	0.064***	0.051***
	(2.91)	(2.20)	(3.66)	(3.47)	(3.42)	(2.69)	(2.49)	(1.26)	(0.34)	(0.91)	(3.48)	(2.77)
Firm's size : > 1000 employees	0.092***	0.070***	0.086***	0.088***	0.096***	0.085***	0.086***	0.065***	0.060**	0.085***	0.081***	0.076***
	(5.19)	(4.05)	(5.79)	(5.71)	(6.42)	(6.89)	(5.44)	(3.23)	(1.98)	(3.44)	(6.25)	(5.70)
Part-time job	-0.111***	-0.101***	-0.068***	-0.069***	-0.033*	-0.033**	-0.036*	-0.023	-0.002	0.007	-0.048***	-0.041**
	(5.09)	(4.91)	(3.70)	(3.72)	(1.78)	(2.22)	(1.78)	(0.92)	(0.06)	(0.21)	(2.95)	(2.49)
Economic Sectors (16)		YES		YES		YES		YES		YES		YES
Observations	3830	3830	3830	3830	3830	3830	3830	3830	3830	3830	3830	3830

Table 8. Quantile regressions on the pooled sample (men and women): 1998 – MODERN = 0

MODERN=0	10th percentile		25th percentile		50th percentile		75th percentile		90th percentile		Mean (OLS)	
Constant	0.130	0.361***	1.038***	1.063***	1.296***	1.300***	1.383***	1.446***	1.576***	1.766***	0.862***	0.957***
	(1.01)	(2.75)	(12.74)	(13.89)	(23.32)	(21.29)	(19.98)	(15.93)	(12.20)	(12.15)	(12.67)	(11.67)
Female	-0.103***	-0.086***	-0.110***	-0.104***	-0.144***	-0.136***	-0.187***	-0.183***	-0.203***	-0.227***	-0.149***	-0.144***
	(5.85)	(4.60)	(8.79)	(9.47)	(15.82)	(15.18)	(16.17)	(13.59)	(9.20)	(10.23)	(13.31)	(11.95)
Age	0.066***	0.057***	0.028***	0.029***	0.020***	0.022***	0.020***	0.019***	0.014*	0.013**	0.039***	0.038***
	(9.98)	(9.17)	(6.65)	(8.71)	(6.99)	(8.38)	(5.34)	(4.73)	(1.95)	(2.14)	(10.90)	(10.73)
Age² (/100)	-0.076***	-0.065***	-0.031***	-0.033***	-0.021***	-0.024***	-0.018***	-0.017***	-0.007	-0.006	-0.041***	-0.040***
	(9.52)	(8.79)	(5.97)	(8.02)	(5.88)	(7.31)	(3.89)	(3.36)	(0.74)	(0.83)	(9.23)	(9.08)
Seniority	0.016***	0.015***	0.013***	0.012***	0.015***	0.015***	0.017***	0.016***	0.019***	0.015***	0.017***	0.017***
	(5.95)	(5.97)	(6.98)	(7.77)	(10.16)	(10.81)	(9.06)	(7.64)	(5.46)	(4.74)	(9.63)	(9.40)
Senirity² (/100)	-0.030***	-0.030***	-0.023***	-0.018***	-0.024***	-0.023***	-0.029***	-0.027***	-0.033***	-0.026***	-0.030***	-0.031***
	(3.84)	(4.07)	(3.90)	(3.87)	(5.26)	(5.57)	(4.77)	(4.15)	(3.03)	(2.63)	(5.24)	(5.46)
Education : BEPC	0.088***	0.064**	0.071***	0.071***	0.056***	0.062***	0.089***	0.084***	0.091**	0.081**	0.082***	0.076***
	(3.01)	(2.24)	(3.17)	(3.96)	(3.33)	(4.01)	(4.01)	(3.53)	(2.13)	(2.14)	(3.95)	(3.72)
Education : CAP – BEP	0.114***	0.089***	0.075***	0.069***	0.076***	0.080***	0.092***	0.086***	0.130***	0.123***	0.113***	0.112***
	(6.85)	(5.48)	(6.27)	(7.05)	(8.40)	(9.74)	(7.73)	(6.77)	(5.66)	(6.08)	(10.21)	(10.13)
Education: Baccalaureate	0.173***	0.159***	0.101***	0.094***	0.111***	0.108***	0.163***	0.139***	0.243***	0.184***	0.199***	0.197***
	(5.40)	(5.10)	(4.41)	(5.09)	(6.42)	(6.95)	(7.19)	(5.78)	(5.44)	(4.64)	(9.43)	(9.38)
Education: Undergraduate	0.211***	0.183***	0.218***	0.197***	0.438***	0.403***	0.520***	0.465***	0.556***	0.510***	0.413***	0.393***
	(5.77)	(4.87)	(7.91)	(8.22)	(20.82)	(20.61)	(19.05)	(15.61)	(10.62)	(10.46)	(16.00)	(14.93)
Education: Graduate-Postgraduate	0.345***	0.265***	0.338***	0.313***	0.536***	0.538***	0.986***	0.880***	0.965***	0.968***	0.613***	0.585***
	(5.67)	(4.82)	(7.66)	(8.62)	(15.92)	(17.47)	(22.75)	(18.58)	(12.45)	(13.56)	(14.75)	(14.08)
French citizenship	0.012	-0.024	0.018	0.009	0.017	0.020	0.038**	0.033*	0.031	0.022	0.027	0.015
	(0.48)	(0.97)	(1.01)	(0.61)	(1.25)	(1.62)	(2.12)	(1.72)	(0.90)	(0.72)	(1.60)	(0.88)
Firm's size : 50-499 employees	0.032*	0.014	0.016	0.012	0.025***	0.018**	0.024**	0.022	0.009	0.012	0.036***	0.023**
	(1.93)	(0.85)	(1.27)	(1.22)	(2.67)	(2.08)	(1.99)	(1.62)	(0.37)	(0.58)	(3.16)	(1.97)
Firm's size : 500-999 employees	0.081***	0.072***	0.083***	0.084***	0.094***	0.077***	0.067***	0.051**	0.049	0.031	0.077***	0.059***
	(2.89)	(2.63)	(3.95)	(4.83)	(5.87)	(5.27)	(3.26)	(2.28)	(1.24)	(0.88)	(3.91)	(3.00)
Firm's size : > 1000 employees	0.057***	0.063***	0.083***	0.090***	0.091***	0.090***	0.085***	0.080***	0.091***	0.095***	0.082***	0.080***
	(2.81)	(3.12)	(5.52)	(7.27)	(8.02)	(8.63)	(5.84)	(4.88)	(3.28)	(3.72)	(5.94)	(5.69)
Part-time job	-0.146***	-0.100***	-0.082***	-0.082***	-0.073***	-0.060***	-0.033**	-0.028*	0.042	0.036	-0.060***	-0.045***
	(6.31)	(4.40)	(4.94)	(5.99)	(5.91)	(5.28)	(2.10)	(1.65)	(1.39)	(1.31)	(3.98)	(2.96)
Economic Sectors (16)		YES		YES		YES		YES		YES		YES
Observations	3588	3588	3588	3588	3588	3588	3588	3588	3588	3588	3588	3588

Table 9. Quantile regressions on the pooled sample (men and women): 1998 – MODERN2 = 1

MODERN2=1	10th percentile		25th percentile		50th percentile		75th percentile		90th percentile		Mean (OLS)	
Constant	0.606***	0.938***	0.732***	0.978***	0.835***	1.053***	0.939***	0.964***	0.760***	1.055**	0.687***	0.815***
	(3.11)	(4.54)	(5.25)	(6.52)	(6.85)	(7.29)	(4.60)	(4.72)	(2.92)	(2.24)	(4.97)	(5.46)
Female	-0.108***	-0.110***	-0.120***	-0.103***	-0.155***	-0.169***	-0.170***	-0.192***	-0.225***	-0.244***	-0.169***	-0.178***
	(5.03)	(5.06)	(7.83)	(6.56)	(11.98)	(11.61)	(7.88)	(9.29)	(8.66)	(5.22)	(11.49)	(11.86)
Age	0.042***	0.036***	0.044***	0.039***	0.045***	0.037***	0.051***	0.056***	0.076***	0.062***	0.055***	0.053***
	(4.25)	(3.66)	(6.18)	(5.40)	(7.25)	(5.46)	(4.85)	(5.77)	(5.55)	(2.62)	(7.80)	(7.61)
Age² (/100)	-0.042***	-0.034***	-0.041***	-0.037***	-0.036***	-0.026***	-0.035***	-0.042***	-0.057***	-0.043	-0.046***	-0.045***
	(3.46)	(2.79)	(4.64)	(4.11)	(4.63)	(3.15)	(2.67)	(3.54)	(3.41)	(1.47)	(5.28)	(5.16)
Seniority	0.028***	0.028***	0.020***	0.019***	0.016***	0.017***	0.008*	0.011***	0.000	0.005	0.014***	0.014***
	(6.60)	(6.85)	(6.63)	(6.20)	(6.13)	(5.90)	(1.94)	(2.69)	(0.05)	(0.52)	(4.61)	(4.63)
Senirity² (/100)	-0.056***	-0.057***	-0.033***	-0.030***	-0.030***	-0.034***	-0.023*	-0.026**	-0.011	-0.019	-0.026***	-0.026***
	(4.84)	(5.05)	(3.89)	(3.56)	(3.95)	(4.16)	(1.87)	(2.24)	(0.75)	(0.76)	(3.11)	(3.08)
Education : BEPC	0.146***	0.129***	0.086**	0.081**	0.113***	0.107***	0.145***	0.183***	0.072	0.111	0.132***	0.131***
	(3.21)	(2.86)	(2.56)	(2.47)	(3.93)	(3.44)	(3.05)	(4.21)	(1.33)	(1.13)	(4.06)	(4.05)
Education : CAP – BEP	0.102***	0.060*	0.062**	0.067***	0.096***	0.082***	0.037	0.060*	-0.002	0.045	0.073***	0.075***
	(2.90)	(1.79)	(2.47)	(2.64)	(4.48)	(3.47)	(1.03)	(1.82)	(0.04)	(0.60)	(2.98)	(3.11)
Education: Baccalaureate	0.190***	0.133***	0.162***	0.138***	0.188***	0.152***	0.154***	0.170***	0.095**	0.144*	0.183***	0.169***
	(5.03)	(3.60)	(5.88)	(5.05)	(7.91)	(5.86)	(3.91)	(4.64)	(2.07)	(1.70)	(6.79)	(6.30)
Education: Undergraduate	0.312***	0.263***	0.310***	0.285***	0.348***	0.321***	0.326***	0.327***	0.285***	0.318***	0.335***	0.319***
	(8.08)	(6.95)	(11.24)	(10.23)	(14.73)	(12.35)	(8.24)	(8.86)	(6.09)	(3.75)	(12.52)	(11.90)
Education: Graduate-Postgraduate	0.507***	0.463***	0.587***	0.574***	0.672***	0.634***	0.633***	0.630***	0.550***	0.591***	0.609***	0.585***
	(13.05)	(12.06)	(20.39)	(19.93)	(27.60)	(23.65)	(15.72)	(16.75)	(11.53)	(6.75)	(22.11)	(21.09)
French citizenship	-0.043	-0.069	-0.041	-0.042	-0.063	-0.078*	-0.127**	-0.154***	-0.167**	-0.145	-0.082*	-0.097**
	(0.66)	(1.17)	(0.89)	(0.92)	(1.63)	(1.82)	(2.01)	(2.60)	(2.18)	(1.05)	(1.85)	(2.21)
Firm's size : 50-499 employees	0.063**	0.047*	0.040**	0.035*	0.024	0.002	0.018	0.015	0.001	0.042	0.036*	0.040**
	(2.27)	(1.71)	(1.99)	(1.76)	(1.41)	(0.08)	(0.62)	(0.56)	(0.04)	(0.72)	(1.84)	(2.08)
Firm's size : 500-999 employees	0.086**	0.076*	0.069**	0.057**	0.023	-0.019	0.023	-0.007	-0.068	-0.042	0.046*	0.037
	(2.22)	(1.93)	(2.48)	(2.00)	(0.96)	(0.70)	(0.60)	(0.19)	(1.45)	(0.52)	(1.71)	(1.36)
Firm's size : > 1000 employees	0.112***	0.076***	0.094***	0.087***	0.065***	0.056***	0.066**	0.058**	0.030	0.060	0.073***	0.073***
	(3.96)	(2.58)	(4.67)	(4.21)	(3.81)	(2.91)	(2.36)	(2.18)	(0.93)	(1.01)	(3.80)	(3.69)
Part-time job	-0.062*	-0.054	-0.060**	-0.051*	-0.029	-0.034	0.022	-0.001	0.048	0.062	-0.015	-0.017
	(1.65)	(1.47)	(2.19)	(1.89)	(1.25)	(1.33)	(0.56)	(0.03)	(1.05)	(0.78)	(0.55)	(0.65)
Economic Sectors (16)		YES		YES		YES		YES		YES		YES
Observations	2042	2042	2042	2042	2042	2042	2042	2042	2042	2042	2042	2042

Table 10. Quantile regressions on the pooled sample (men and women): 1998 – MODERN2 = 0

MODERN2=0	10th percentile		25th percentile		50th percentile		75th percentile		90th percentile		Mean (OLS)	
Constant	0.273***	0.539***	0.882***	0.987***	1.045***	1.243***	1.128***	1.317***	1.296***	1.490***	0.719***	0.866***
	(2.90)	(4.63)	(13.48)	(12.90)	(19.37)	(17.10)	(16.46)	(15.17)	(12.03)	(11.08)	(12.30)	(12.67)
Female	-0.084***	-0.077***	-0.097***	-0.098***	-0.132***	-0.126***	-0.151***	-0.160***	-0.171***	-0.183***	-0.129***	-0.127***
	(7.21)	(5.68)	(10.64)	(10.03)	(16.56)	(12.97)	(14.72)	(13.66)	(10.27)	(10.25)	(14.94)	(14.02)
Age	0.057***	0.050***	0.034***	0.033***	0.030***	0.027***	0.030***	0.028***	0.028***	0.026***	0.044***	0.042***
	(11.86)	(9.42)	(9.88)	(9.43)	(10.54)	(8.32)	(8.49)	(7.19)	(4.95)	(4.54)	(14.50)	(13.88)
Age² (/100)	-0.066***	-0.057***	-0.037***	-0.036***	-0.031***	-0.028***	-0.029***	-0.026***	-0.021***	-0.019***	-0.046***	-0.044***
	(11.25)	(8.87)	(8.85)	(8.38)	(8.89)	(7.02)	(6.52)	(5.35)	(2.97)	(2.66)	(12.14)	(11.54)
Seniority	0.013***	0.015***	0.014***	0.013***	0.015***	0.015***	0.015***	0.016***	0.014***	0.015***	0.016***	0.016***
	(6.79)	(7.23)	(8.88)	(8.48)	(11.27)	(9.69)	(8.87)	(8.28)	(5.20)	(5.26)	(10.75)	(10.71)
Senirity² (/100)	-0.017***	-0.024***	-0.017***	-0.018***	-0.018***	-0.020***	-0.018***	-0.022***	-0.019**	-0.021**	-0.021***	-0.023***
	(3.03)	(3.92)	(3.59)	(3.78)	(4.35)	(4.07)	(3.30)	(3.78)	(2.25)	(2.46)	(4.61)	(5.06)
Education : BEPC	0.081***	0.060***	0.088***	0.088***	0.110***	0.105***	0.145***	0.119***	0.147***	0.167***	0.113***	0.108***
	(3.86)	(2.62)	(5.11)	(4.99)	(7.02)	(5.89)	(7.25)	(5.56)	(4.55)	(5.19)	(6.68)	(6.44)
Education : CAP – BEP	0.121***	0.101***	0.100***	0.094***	0.108***	0.109***	0.114***	0.110***	0.141***	0.145***	0.132***	0.130***
	(10.03)	(7.49)	(10.33)	(9.52)	(12.35)	(10.94)	(10.03)	(9.10)	(7.69)	(7.94)	(13.97)	(13.90)
Education: Baccalaureate	0.204***	0.174***	0.161***	0.158***	0.215***	0.208***	0.251***	0.246***	0.257***	0.276***	0.253***	0.245***
	(11.16)	(8.61)	(11.14)	(10.66)	(16.54)	(13.86)	(14.71)	(13.43)	(9.27)	(10.04)	(17.98)	(17.37)
Education: Undergraduate	0.315***	0.286***	0.286***	0.271***	0.389***	0.362***	0.455***	0.414***	0.540***	0.509***	0.417***	0.399***
	(15.22)	(11.92)	(17.40)	(15.46)	(26.08)	(20.71)	(23.35)	(19.70)	(17.13)	(15.84)	(25.80)	(24.27)
Education: Graduate-Postgraduate	0.388***	0.348***	0.429***	0.415***	0.582***	0.572***	0.770***	0.758***	0.882***	0.858***	0.629***	0.609***
	(13.82)	(11.08)	(18.78)	(17.81)	(28.33)	(23.97)	(28.95)	(26.43)	(20.96)	(20.06)	(28.15)	(27.17)
French citizenship	0.052***	0.010	0.041***	0.038**	0.049***	0.040**	0.063***	0.052***	0.028	0.042	0.050***	0.042***
	(2.69)	(0.45)	(2.60)	(2.35)	(3.46)	(2.44)	(3.43)	(2.61)	(0.94)	(1.41)	(3.25)	(2.74)
Firm's size : 50-499 employees	0.031***	0.006	0.022**	0.013	0.034***	0.029***	0.031***	0.027**	0.033*	0.024	0.039***	0.028***
	(2.60)	(0.48)	(2.29)	(1.26)	(3.87)	(2.88)	(2.80)	(2.20)	(1.82)	(1.32)	(4.10)	(2.91)
Firm's size : 500-999 employees	0.097***	0.062***	0.086***	0.072***	0.107***	0.092***	0.069***	0.060***	0.082***	0.063**	0.086***	0.067***
	(4.94)	(2.86)	(5.37)	(4.46)	(7.52)	(5.64)	(3.78)	(3.05)	(2.79)	(2.16)	(5.59)	(4.37)
Firm's size : > 1000 employees	0.070***	0.073***	0.096***	0.088***	0.111***	0.098***	0.099***	0.080***	0.106***	0.099***	0.091***	0.080***
	(4.99)	(4.57)	(8.52)	(7.54)	(11.15)	(8.36)	(7.81)	(5.75)	(5.16)	(4.68)	(8.49)	(7.25)
Part-time job	-0.141***	-0.105***	-0.098***	-0.088***	-0.073***	-0.064***	-0.039***	-0.034**	-0.011	-0.000	-0.074***	-0.060***
	(8.86)	(5.83)	(7.76)	(6.70)	(6.53)	(4.92)	(2.74)	(2.19)	(0.47)	(0.00)	(6.10)	(4.91)
Economic Sectors (16)		YES		YES		YES		YES		YES		YES
Observations	5376	5376	5376	5376	5376	5376	5376	5376	5376	5376	5376	5376

Table 11. Quantile regressions on the pooled sample (men and women): 1998 – MODERN3 = 1

MODERN3=1	10^{th} percentile		25^{th} percentile		50^{th} percentile		75^{th} percentile		90^{th} percentile		Mean (OLS)	
Constant	0.825***	0.979***	0.840***	0.997***	0.843***	1.164***	0.972***	1.148**	0.931*	1.488***	0.771***	0.971***
	(2.73)	(4.14)	(3.29)	(3.76)	(3.20)	(4.59)	(3.57)	(2.54)	(1.80)	(3.36)	(3.07)	(3.59)
Female	-0.102***	-0.067**	-0.101***	-0.100***	-0.138***	-0.122***	-0.132***	-0.166***	-0.189***	-0.179***	-0.142***	-0.153***
	(3.03)	(2.45)	(3.53)	(3.53)	(5.05)	(4.90)	(5.09)	(4.04)	(4.27)	(4.66)	(5.46)	(5.77)
Age	0.022	0.018	0.042***	0.038***	0.045***	0.038***	0.054***	0.047**	0.076***	0.052**	0.050***	0.047***
	(1.44)	(1.45)	(3.18)	(2.94)	(3.36)	(3.15)	(3.78)	(2.11)	(2.80)	(2.34)	(3.89)	(3.67)
Age² (/100)	-0.011	-0.008	-0.030*	-0.025	-0.026	-0.018	-0.024	-0.015	-0.048	-0.020	-0.029*	-0.027*
	(0.56)	(0.52)	(1.81)	(1.57)	(1.52)	(1.20)	(1.34)	(0.53)	(1.45)	(0.77)	(1.82)	(1.66)
Seniority	0.034***	0.034***	0.018***	0.015***	0.011**	0.009*	-0.005	0.001	-0.016*	-0.012	0.010*	0.009*
	(5.34)	(6.40)	(3.25)	(2.82)	(2.07)	(1.95)	(0.89)	(0.09)	(1.69)	(1.48)	(1.90)	(1.83)
Senirity² (/100)	-0.075***	-0.074***	-0.036**	-0.029*	-0.033**	-0.022	-0.003	-0.020	0.038	0.020	-0.029*	-0.027*
	(4.12)	(4.68)	(2.24)	(1.93)	(2.05)	(1.57)	(0.18)	(0.80)	(1.41)	(0.91)	(1.94)	(1.78)
Education : BEPC	0.251***	0.218***	0.180***	0.138**	0.193***	0.218***	0.217***	0.190**	0.058	0.138	0.187***	0.191***
	(3.29)	(4.04)	(2.63)	(2.12)	(2.92)	(3.68)	(3.50)	(1.97)	(0.55)	(1.51)	(2.96)	(3.03)
Education : CAP – BEP	0.145***	0.089**	0.028	0.045	0.071	0.032	0.027	0.086	0.027	0.100	0.074	0.080*
	(2.60)	(1.99)	(0.57)	(0.93)	(1.45)	(0.73)	(0.57)	(1.13)	(0.35)	(1.39)	(1.59)	(1.72)
Education: Baccalaureate	0.319***	0.245***	0.180***	0.190***	0.178***	0.131***	0.200***	0.210***	0.136	0.201***	0.203***	0.196***
	(5.43)	(5.15)	(3.43)	(3.82)	(3.46)	(2.81)	(3.99)	(2.62)	(1.63)	(2.67)	(4.12)	(3.98)
Education: Undergraduate	0.388***	0.349***	0.304***	0.305***	0.325***	0.308***	0.293***	0.307***	0.290***	0.383***	0.337***	0.337***
	(6.87)	(7.48)	(5.86)	(6.10)	(6.39)	(6.66)	(5.89)	(3.80)	(3.58)	(5.06)	(6.91)	(6.86)
Education: Graduate-Postgraduate	0.616***	0.568***	0.618***	0.584***	0.616***	0.586***	0.555***	0.558***	0.500***	0.533***	0.591***	0.573***
	(10.60)	(11.90)	(11.86)	(11.76)	(12.25)	(12.85)	(11.37)	(6.89)	(5.95)	(6.90)	(12.26)	(11.83)
French citizenship	-0.068	-0.063	-0.149**	-0.112	-0.127	-0.186***	-0.252***	-0.119	-0.396***	-0.337***	-0.139*	-0.136*
	(0.92)	(1.01)	(1.96)	(1.48)	(1.64)	(2.73)	(3.53)	(1.02)	(3.87)	(3.63)	(1.86)	(1.81)
Firm's size : 50-499 employees	0.091**	0.109***	-0.000	0.036	0.025	0.030	0.023	0.004	0.088	0.072	0.043	0.054
	(2.15)	(3.32)	(0.01)	(1.01)	(0.71)	(0.94)	(0.69)	(0.07)	(1.47)	(1.49)	(1.29)	(1.62)
Firm's size : 500-999 employees	0.170***	0.201***	0.063	0.064	0.025	0.018	-0.019	0.006	-0.046	-0.042	0.071	0.079*
	(2.92)	(4.59)	(1.26)	(1.34)	(0.52)	(0.42)	(0.43)	(0.09)	(0.60)	(0.68)	(1.56)	(1.71)
Firm's size : > 1000 employees	0.099**	0.110***	0.031	0.032	0.066*	0.070**	0.057*	0.054	0.028	-0.003	0.049	0.064*
	(2.42)	(3.31)	(0.89)	(0.93)	(1.91)	(2.20)	(1.71)	(1.02)	(0.47)	(0.06)	(1.51)	(1.89)
Part-time job	-0.001	-0.009	0.027	-0.003	-0.003	0.016	0.030	0.046	0.060	0.093	0.023	0.020
	(0.02)	(0.18)	(0.47)	(0.06)	(0.05)	(0.32)	(0.60)	(0.58)	(0.69)	(1.34)	(0.45)	(0.39)
Economic Sectors (16)		YES		YES		YES		YES		YES		YES
Observations	796	796	796	796	796	796	796	796	796	796	796	796

Table 12. Quantile regressions on the pooled sample (men and women): 1998 – MODERN3 = 0

MODERN3=1	10th percentile		25th percentile		50th percentile		75th percentile		90th percentile		Mean (OLS)	
Constant	0.218**	0.519***	0.760***	0.908***	0.996***	1.187***	1.049***	1.229***	1.201***	1.343***	0.665***	0.816***
	(2.23)	(4.77)	(12.61)	(12.35)	(20.87)	(19.44)	(14.10)	(15.02)	(11.31)	(10.56)	(11.97)	(12.76)
Female	-0.083***	-0.073***	-0.109***	-0.102***	-0.125***	-0.128***	-0.157***	-0.163***	-0.176***	-0.201***	-0.134***	-0.136***
	(7.06)	(5.96)	(13.52)	(11.22)	(18.62)	(16.34)	(14.93)	(15.42)	(11.26)	(12.29)	(17.08)	(16.56)
Age	0.058***	0.052***	0.038***	0.036***	0.031***	0.028***	0.033***	0.031***	0.032***	0.031***	0.046***	0.044***
	(11.50)	(10.42)	(12.17)	(10.80)	(12.34)	(10.26)	(8.47)	(8.29)	(5.80)	(5.53)	(15.90)	(15.31)
Age² (/100)	-0.065***	-0.059***	-0.042***	-0.040***	-0.032***	-0.029***	-0.030***	-0.028***	-0.024***	-0.023***	-0.047***	-0.045***
	(10.69)	(9.71)	(10.69)	(9.54)	(10.17)	(8.43)	(6.20)	(6.03)	(3.51)	(3.29)	(13.14)	(12.59)
Seniority	0.015***	0.016***	0.015***	0.016***	0.017***	0.017***	0.016***	0.017***	0.017***	0.017***	0.017***	0.017***
	(7.30)	(7.89)	(10.97)	(10.26)	(14.58)	(13.04)	(8.74)	(9.31)	(6.36)	(6.30)	(12.31)	(12.33)
Senirity² (/100)	-0.022***	-0.024***	-0.021***	-0.023***	-0.021***	-0.022***	-0.020***	-0.023***	-0.028***	-0.028***	-0.023***	-0.025***
	(3.63)	(4.14)	(5.05)	(5.12)	(5.86)	(5.67)	(3.55)	(4.25)	(3.38)	(3.51)	(5.52)	(6.03)
Education : BEPC	0.097***	0.085***	0.103***	0.103***	0.125***	0.122***	0.169***	0.155***	0.208***	0.202***	0.144***	0.138***
	(4.55)	(4.00)	(6.68)	(6.21)	(9.53)	(8.38)	(8.17)	(7.90)	(6.90)	(6.93)	(9.44)	(9.11)
Education : CAP – BEP	0.129***	0.113***	0.106***	0.102***	0.119***	0.117***	0.127***	0.119***	0.152***	0.143***	0.138***	0.136***
	(9.99)	(8.70)	(11.70)	(10.45)	(15.36)	(13.68)	(10.42)	(10.26)	(8.33)	(8.09)	(15.38)	(15.15)
Education: Baccalaureate	0.219***	0.182***	0.189***	0.179***	0.229***	0.213***	0.263***	0.250***	0.260***	0.266***	0.260***	0.249***
	(12.10)	(9.92)	(14.98)	(13.03)	(21.15)	(17.60)	(15.18)	(15.08)	(10.13)	(10.51)	(20.64)	(19.72)
Education: Undergraduate	0.338***	0.299***	0.347***	0.327***	0.397***	0.374***	0.461***	0.427***	0.521***	0.507***	0.427***	0.409***
	(17.23)	(14.89)	(25.33)	(21.50)	(33.66)	(28.22)	(24.53)	(23.74)	(18.60)	(18.37)	(31.14)	(29.53)
Education: Graduate-Postgraduate	0.439***	0.391***	0.503***	0.486***	0.676***	0.658***	0.809***	0.763***	0.843***	0.807***	0.671***	0.651***
	(17.81)	(15.64)	(28.61)	(25.31)	(44.91)	(39.20)	(34.15)	(33.71)	(24.08)	(23.48)	(38.29)	(37.02)
French citizenship	0.060***	0.015	0.044***	0.037**	0.055***	0.053***	0.071***	0.056***	0.028	0.029	0.057***	0.047***
	(2.78)	(0.69)	(2.90)	(2.24)	(4.24)	(3.70)	(3.53)	(2.91)	(0.93)	(0.99)	(3.78)	(3.09)
Firm's size : 50-499 employees	0.037***	0.007	0.032***	0.018*	0.033***	0.031***	0.028**	0.022*	0.023	0.017	0.040***	0.029***
	(2.93)	(0.52)	(3.52)	(1.86)	(4.35)	(3.70)	(2.34)	(1.94)	(1.30)	(1.01)	(4.48)	(3.24)
Firm's size : 500-999 employees	0.093***	0.056***	0.084***	0.060***	0.090***	0.078***	0.056***	0.050***	0.077***	0.045	0.076***	0.057***
	(4.62)	(2.77)	(5.84)	(3.88)	(7.45)	(5.75)	(2.94)	(2.77)	(2.78)	(1.63)	(5.40)	(4.01)
Firm's size : > 1000 employees	0.102***	0.076***	0.109***	0.095***	0.115***	0.107***	0.099***	0.080***	0.102***	0.080***	0.103***	0.087***
	(6.98)	(5.07)	(10.75)	(8.51)	(13.66)	(11.17)	(7.54)	(6.24)	(5.22)	(4.12)	(10.46)	(8.72)
Part-time job	-0.129***	-0.119***	-0.091***	-0.092***	-0.074***	-0.062***	-0.046***	-0.037**	-0.004	0.015	-0.072***	-0.062***
	(7.75)	(6.99)	(7.85)	(7.20)	(7.56)	(5.71)	(3.03)	(2.53)	(0.19)	(0.67)	(6.40)	(5.46)
Economic Sectors (16)		YES		YES		YES		YES		YES		YES
Observations	6622	6622	6622	6622	6622	6622	6622	6622	6622	6622	6622	6622

Table 13. Quantile regressions on the pooled sample (men and women), with interacted terms: 2005 – MODERN = 1

MODERN=1	10th percentile		25th percentile		50th percentile		75th percentile		90th percentile		Mean (OLS)	
Female	0.695**		0.451*		0.015		0.222		0.004		0.469*	
	(2.34)		(1.90)		(0.06)		(0.48)		(0.01)		(1.78)	
Age	0.025***	-0.010	0.032***	-0.009	0.034***	0.003	0.056***	-0.015	0.065***	-0.008	0.046***	-0.016
	(2.59)	(0.74)	(4.29)	(0.88)	(4.21)	(0.23)	(3.82)	(0.76)	(4.24)	(0.39)	(5.52)	(1.33)
Age² (/100)	-0.022*	0.004	-0.025***	0.002	-0.024**	-0.011	-0.045***	0.008	-0.054***	0.002	-0.039***	0.010
	(1.94)	(0.28)	(2.82)	(0.16)	(2.53)	(0.83)	(2.58)	(0.35)	(2.97)	(0.08)	(3.87)	(0.68)
Seniority	0.019***	-0.010*	0.013***	-0.004	0.006*	-0.001	0.000	0.002	0.002	-0.004	0.008**	-0.000
	(5.22)	(1.89)	(4.23)	(0.94)	(1.91)	(0.16)	(0.07)	(0.28)	(0.36)	(0.48)	(2.39)	(0.02)
Senirity² (/100)	-0.037***	0.040***	-0.025***	0.024**	-0.013	0.017	-0.002	0.010	-0.009	0.030	-0.017*	0.016
	(3.60)	(2.70)	(3.07)	(2.07)	(1.44)	(1.38)	(0.09)	(0.46)	(0.56)	(1.26)	(1.78)	(1.23)
Education : BEPC	0.128***	-0.041	0.161***	-0.101*	0.101***	0.020	0.055	0.055	-0.041	0.049	0.068*	0.042
	(2.88)	(0.64)	(4.55)	(1.90)	(2.71)	(0.36)	(0.81)	(0.55)	(0.64)	(0.49)	(1.76)	(0.71)
Education : CAP – BEP	0.112***	-0.005	0.110***	-0.058	0.085***	0.006	0.060	0.039	0.004	0.026	0.085***	0.002
	(3.47)	(0.09)	(4.19)	(1.46)	(3.08)	(0.13)	(1.20)	(0.51)	(0.08)	(0.34)	(2.94)	(0.05)
Education: Baccalaureate	0.176***	-0.035	0.191***	-0.061	0.123***	0.064	0.158***	0.062	0.087	0.126	0.131***	0.054
	(4.94)	(0.67)	(6.58)	(1.46)	(4.04)	(1.44)	(2.82)	(0.76)	(1.55)	(1.56)	(4.12)	(1.17)
Education: Undergraduate	0.266***	-0.041	0.330***	-0.091**	0.290***	0.027	0.299***	0.050	0.282***	0.009	0.303***	0.008
	(7.48)	(0.78)	(11.05)	(2.13)	(9.30)	(0.59)	(5.29)	(0.59)	(4.91)	(0.10)	(9.33)	(0.17)
Education: Graduate-Postgraduate	0.373***	-0.041	0.461***	-0.104**	0.485***	0.056	0.491***	0.160*	0.483***	0.105	0.466***	0.054
	(10.42)	(0.74)	(15.46)	(2.32)	(15.39)	(1.18)	(8.54)	(1.83)	(8.24)	(1.18)	(14.21)	(1.09)
French citizenship	0.269***	-0.433***	-0.033	-0.085	-0.054	-0.021	-0.129	0.036	-0.144*	0.253	0.004	-0.123
	(4.91)	(3.63)	(0.71)	(0.86)	(1.09)	(0.21)	(1.48)	(0.22)	(1.70)	(1.42)	(0.08)	(1.15)
Firm's size : 50-499 employees	0.003	-0.006	0.015	0.044	0.029	-0.005	0.033	-0.097	0.013	-0.367***	0.017	-0.080
	(0.13)	(0.10)	(0.68)	(0.77)	(1.25)	(0.09)	(0.80)	(0.93)	(0.33)	(3.73)	(0.71)	(1.27)
Firm's size : 500-999 employees	0.059	-0.015	0.090***	-0.034	0.058*	-0.035	0.082	-0.008	0.043	-0.047	0.074**	-0.024
	(1.57)	(0.39)	(2.93)	(1.09)	(1.80)	(1.07)	(1.43)	(0.13)	(0.74)	(0.80)	(2.21)	(0.69)
Firm's size : > 1000 employees	0.057**	0.019	0.082***	-0.012	0.103***	0.021	0.098**	0.037	0.058	-0.068	0.087***	-0.011
	(2.00)	(0.37)	(3.68)	(0.27)	(4.37)	(0.45)	(2.32)	(0.44)	(1.37)	(0.78)	(3.55)	(0.22)
Part-time job	-0.016	0.002	-0.059	-0.065**	0.007	-0.055*	0.066	-0.026	0.305***	-0.008	0.056	-0.036
	(0.27)	(0.06)	(1.08)	(2.05)	(0.12)	(1.66)	(0.67)	(0.43)	(3.33)	(0.12)	(0.94)	(1.04)
Economic Sectors (16)	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Constant	0.919***		1.131***		1.282***		1.022***		0.975***		0.981***	
	(4.48)		(7.19)		(7.48)		(3.21)		(3.06)		(5.50)	
F-test	2.91 (0.000)		2.47 (0.000)		1.67 (0.0143)		0.96 (0.5296)		3.63 (0.0000)		1.81 (0.005)	
Observations	2761		2761		2761		2761		2761		2761	

Table 14. Quantile regressions on the pooled sample (men and women), with interacted terms: 2005 – MODERN = 0

MODERN=0	10th percentile		25th percentile		50th percentile		75th percentile		90th percentile		Mean (OLS)	
Female	0.084		0.489		-0.429		0.489*		-0.766		0.061	
	(0.14)		(1.07)		(1.41)		(1.70)		(1.41)		(0.18)	
Age	0.068***	-0.042	0.029**	-0.023	0.012	-0.002	0.005	-0.007	-0.014	0.049**	0.025***	-0.009
	(3.50)	(1.49)	(2.19)	(1.13)	(1.61)	(0.14)	(0.73)	(0.64)	(0.96)	(2.08)	(3.04)	(0.65)
Age² (/100)	-0.075***	0.051	-0.027*	0.025	-0.009	0.002	0.003	0.003	0.026	-0.061**	-0.020**	0.008
	(3.31)	(1.55)	(1.74)	(1.03)	(0.98)	(0.14)	(0.41)	(0.24)	(1.45)	(2.15)	(2.04)	(0.46)
Seniority	0.004	0.012	0.002	0.007	0.005	0.006	0.010***	0.001	0.014*	-0.024**	0.006	0.002
	(0.61)	(1.23)	(0.45)	(0.89)	(1.39)	(1.13)	(3.16)	(0.19)	(1.91)	(2.15)	(1.44)	(0.36)
Senirity² (/100)	-0.006	-0.024	-0.003	-0.013	-0.004	-0.017	-0.019**	0.005	-0.027	0.078**	-0.008	0.002
	(0.37)	(0.93)	(0.20)	(0.58)	(0.44)	(1.10)	(2.10)	(0.37)	(1.25)	(2.41)	(0.77)	(0.10)
Education : BEPC	0.071	-0.080	0.080	-0.026	0.077*	0.019	0.054	-0.004	0.074	0.039	0.079*	0.037
	(0.91)	(0.69)	(1.30)	(0.28)	(1.86)	(0.31)	(1.42)	(0.07)	(0.81)	(0.31)	(1.71)	(0.53)
Education : CAP – BEP	0.109***	-0.032	0.085***	0.003	0.069***	-0.001	0.103***	-0.080**	0.054	0.037	0.119***	-0.016
	(2.79)	(0.46)	(2.69)	(0.05)	(3.34)	(0.03)	(5.40)	(2.35)	(1.21)	(0.49)	(5.24)	(0.40)
Education: Baccalaureate	0.184***	-0.003	0.156***	-0.040	0.123***	0.009	0.130***	0.041	0.110	0.133	0.198***	0.016
	(2.65)	(0.03)	(2.92)	(0.47)	(3.48)	(0.16)	(3.90)	(0.76)	(1.47)	(1.06)	(5.08)	(0.26)
Education: Undergraduate	0.248**	0.129	0.201**	0.119	0.213***	0.186**	0.353***	-0.015	0.451***	-0.128	0.365***	0.034
	(2.55)	(0.93)	(2.11)	(0.93)	(3.24)	(2.14)	(5.84)	(0.19)	(3.88)	(0.77)	(4.98)	(0.35)
Education: Graduate-Postgraduate	0.326*	-0.151	0.360***	-0.066	0.363***	0.095	0.589***	0.131	0.437**	0.565**	0.550***	-0.010
	(1.87)	(0.70)	(2.73)	(0.37)	(4.10)	(0.82)	(7.04)	(1.20)	(2.11)	(2.28)	(5.37)	(0.08)
French citizenship	-0.066	0.193	0.008	0.019	0.007	0.069	-0.034	0.043	-0.186**	0.213	-0.031	0.120
	(0.81)	(1.38)	(0.13)	(0.17)	(0.18)	(0.95)	(0.90)	(0.64)	(2.33)	(1.51)	(0.70)	(1.49)
Firm's size : 50-499 employees	0.018	0.081	0.017	0.081	0.036*	0.139***	0.021	0.058	-0.016	0.073	0.031	0.085
	(0.46)	(0.85)	(0.53)	(1.03)	(1.69)	(2.68)	(1.07)	(1.22)	(0.37)	(0.67)	(1.31)	(1.49)
Firm's size : 500-999 employees	-0.095	-0.052	0.072	-0.008	0.043	0.013	-0.027	-0.015	-0.039	0.034	-0.027	-0.029
	(1.47)	(0.73)	(1.27)	(0.14)	(1.10)	(0.35)	(0.74)	(0.43)	(0.46)	(0.44)	(0.62)	(0.70)
Firm's size : > 1000 employees	0.078	-0.384***	0.053	-0.007	0.042	0.033	0.026	0.068	-0.027	0.032	0.046	-0.050
	(1.42)	(3.76)	(1.17)	(0.08)	(1.42)	(0.56)	(0.90)	(1.24)	(0.41)	(0.25)	(1.42)	(0.76)
Part-time job	-0.154*	-0.123	-0.139**	-0.048	-0.131***	0.006	0.018	-0.034	0.119	0.005	-0.004	-0.063
	(1.90)	(1.45)	(2.11)	(0.67)	(2.96)	(0.12)	(0.44)	(0.76)	(1.26)	(0.06)	(0.09)	(1.20)
Economic Sectors (16)	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Constant	0.285		1.013***		1.881***		1.692***		2.364***		1.188***	
	(0.66)		(3.38)		(9.12)		(8.79)		(7.06)		(4.95)	
F-test	8.36 (0.000)		3.69 (0.000)		3.76 (0.000)		3.50 (0.000)		3.13 (0.0000)		1.94 (0.002)	
Observations	1542		1542		1542		1542		1542		1542	

Table 15. Quantile regressions on the pooled sample (men and women), with interacted terms: 2005 – MODERN2 = 1

MODERN2=1	10^{th} percentile		25^{th} percentile		50^{th} percentile		75^{th} percentile		90^{th} percentile		Mean (OLS)	
Female	0.549		0.576		0.006		0.219		-0.026		0.393	
	(0.94)		(1.43)		(0.02)		(0.41)		(0.05)		(1.18)	
Age	0.039**	-0.018	0.049***	-0.023	0.052***	-0.008	0.061***	-0.021	0.079***	-0.017	0.059***	-0.020
	(2.14)	(0.69)	(3.88)	(1.26)	(4.74)	(0.52)	(3.59)	(0.90)	(5.32)	(0.81)	(5.57)	(1.34)
Age² (/100)	-0.035	0.013	-0.043***	0.019	-0.042***	-0.000	-0.049**	0.018	-0.068***	0.012	-0.050***	0.014
	(1.64)	(0.42)	(2.79)	(0.86)	(3.22)	(0.01)	(2.43)	(0.63)	(3.84)	(0.47)	(3.97)	(0.75)
Seniority	0.011*	-0.007	0.004	0.003	-0.004	0.007	0.003	0.001	0.005	-0.001	0.004	0.003
	(1.65)	(0.69)	(0.83)	(0.37)	(0.84)	(1.12)	(0.42)	(0.05)	(0.75)	(0.06)	(1.00)	(0.47)
Senirity² (/100)	-0.022	0.031	-0.010	0.009	0.008	0.004	-0.011	0.016	-0.017	0.021	-0.015	0.014
	(1.15)	(1.12)	(0.71)	(0.48)	(0.61)	(0.21)	(0.57)	(0.60)	(0.92)	(0.84)	(1.22)	(0.85)
Education : BEPC	0.197**	-0.051	0.192***	-0.103	0.081	0.003	0.023	0.111	-0.122*	0.346***	0.070	0.110
	(1.96)	(0.37)	(2.91)	(1.04)	(1.42)	(0.03)	(0.26)	(0.82)	(1.74)	(3.11)	(1.28)	(1.33)
Education : CAP – BEP	0.132*	-0.054	0.144***	-0.100	0.055	-0.000	0.024	0.097	-0.026	0.056	0.045	0.027
	(1.75)	(0.51)	(2.83)	(1.32)	(1.23)	(0.00)	(0.34)	(0.94)	(0.43)	(0.62)	(1.06)	(0.43)
Education: Baccalaureate	0.167**	-0.062	0.224***	-0.103	0.078*	0.071	0.088	0.122	0.020	0.170*	0.083*	0.084
	(2.11)	(0.59)	(4.27)	(1.36)	(1.71)	(1.07)	(1.22)	(1.16)	(0.33)	(1.86)	(1.89)	(1.30)
Education: Undergraduate	0.300***	-0.069	0.370***	-0.080	0.230***	0.074	0.227***	0.143	0.246***	0.070	0.262***	0.061
	(3.72)	(0.64)	(6.99)	(1.06)	(5.03)	(1.11)	(3.16)	(1.36)	(3.88)	(0.75)	(5.96)	(0.94)
Education: Graduate-Postgraduate	0.395***	-0.110	0.485***	-0.094	0.420***	0.105	0.396***	0.276**	0.435***	0.218**	0.403***	0.104
	(5.09)	(0.99)	(9.21)	(1.22)	(9.18)	(1.53)	(5.51)	(2.53)	(6.95)	(2.32)	(9.11)	(1.56)
French citizenship	-0.154	0.034	-0.136*	0.043	-0.153**	0.139	-0.124	0.022	-0.161*	0.283	-0.123*	-0.004
	(1.44)	(0.15)	(1.79)	(0.30)	(2.29)	(1.11)	(1.21)	(0.11)	(1.90)	(1.57)	(1.90)	(0.03)
Firm's size : 50-499 employees	0.023	-0.027	0.055	0.039	0.031	-0.124	0.062	-0.102	0.021	-0.381***	0.046	-0.086
	(0.47)	(0.22)	(1.61)	(0.41)	(1.03)	(1.49)	(1.33)	(0.83)	(0.51)	(3.95)	(1.58)	(1.06)
Firm's size : 500-999 employees	0.107	-0.055	0.095**	-0.085*	0.083**	-0.041	0.100	-0.037	0.066	-0.035	0.106***	-0.044
	(1.56)	(0.78)	(1.98)	(1.71)	(1.98)	(0.95)	(1.56)	(0.56)	(1.21)	(0.61)	(2.64)	(1.06)
Firm's size : > 1000 employees	0.090*	-0.035	0.109***	0.012	0.106***	0.048	0.064	0.057	0.036	-0.030	0.095***	0.015
	(1.72)	(0.34)	(3.07)	(0.18)	(3.42)	(0.78)	(1.35)	(0.60)	(0.86)	(0.38)	(3.21)	(0.26)
Part-time job	-0.025	-0.025	-0.047	-0.083	0.128	-0.041	0.078	0.052	0.332***	0.127**	0.069	-0.010
	(0.22)	(0.33)	(0.54)	(1.63)	(1.63)	(0.93)	(0.67)	(0.77)	(3.74)	(2.15)	(0.91)	(0.23)
Economic Sectors (16)	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Constant	0.985**		0.847***		1.080***		0.998***		0.709**		0.863***	
	(2.46)		(3.14)		(4.59)		(2.70)		(2.21)		(3.82)	
F-test	0.81 (0.751)		0.86 (0.687)		1.39 (0.082)		0.83 (0.722)		5.26 (0.0000)		1.43 (0.066)	
Observations	1874		1874		1874		1874		1874		1874	

Table 16. Quantile regressions on the pooled sample (men and women), with interacted terms: 2005 – MODERN2 = 0

MODERN2=0	10th percentile		25th percentile		50th percentile		75th percentile		90th percentile		Mean (OLS)	
Female	0.987**		0.182		0.142		0.166		-0.512		0.218	
	(2.55)		(0.58)		(0.63)		(0.53)		(0.91)		(0.83)	
Age	0.038***	-0.042**	0.025***	-0.019	0.012*	-0.005	0.004	0.004	0.002	0.024	0.023***	-0.012
	(2.81)	(2.22)	(2.81)	(1.39)	(1.91)	(0.56)	(0.54)	(0.30)	(0.13)	(0.97)	(3.22)	(1.10)
Age² (/100)	-0.040**	0.046**	-0.023**	0.018	-0.008	0.003	0.005	-0.011	0.008	-0.029	-0.018**	0.009
	(2.49)	(2.08)	(2.18)	(1.10)	(1.04)	(0.29)	(0.51)	(0.70)	(0.41)	(1.01)	(2.07)	(0.72)
Seniority	0.010**	0.008	0.008**	0.006	0.010***	0.004	0.013***	-0.006	0.009	-0.020	0.009***	0.001
	(2.15)	(1.16)	(2.14)	(1.15)	(3.61)	(1.06)	(3.12)	(0.98)	(1.08)	(1.60)	(2.85)	(0.25)
Senirity² (/100)	-0.019	-0.016	-0.015	-0.005	-0.014*	-0.007	-0.022*	0.022	-0.007	0.058*	-0.013	0.006
	(1.45)	(0.85)	(1.53)	(0.31)	(1.90)	(0.58)	(1.94)	(1.33)	(0.28)	(1.68)	(1.46)	(0.46)
Education : BEPC	0.045	-0.000	0.090**	-0.025	0.090***	0.005	0.051	0.027	0.056	0.075	0.094***	0.007
	(0.89)	(0.00)	(2.34)	(0.43)	(3.04)	(0.10)	(1.17)	(0.41)	(0.64)	(0.58)	(2.74)	(0.13)
Education : CAP – BEP	0.113***	-0.015	0.087***	0.011	0.087***	0.003	0.084***	-0.037	0.102**	-0.039	0.126***	-0.010
	(3.82)	(0.30)	(3.87)	(0.28)	(5.12)	(0.12)	(3.44)	(0.88)	(2.07)	(0.47)	(6.46)	(0.29)
Education: Baccalaureate	0.192***	-0.000	0.149***	0.023	0.130***	0.062	0.149***	0.059	0.185**	0.063	0.207***	0.038
	(4.14)	(0.01)	(4.28)	(0.45)	(4.89)	(1.58)	(3.87)	(1.02)	(2.41)	(0.55)	(6.77)	(0.83)
Education: Undergraduate	0.221***	0.057	0.190***	0.085	0.198***	0.125**	0.326***	-0.009	0.344***	-0.014	0.307***	0.046
	(3.50)	(0.70)	(3.60)	(1.24)	(4.88)	(2.41)	(5.75)	(0.12)	(3.04)	(0.10)	(6.61)	(0.77)
Education: Graduate-Postgraduate	0.182***	0.124	0.268***	0.121	0.455***	0.124*	0.603***	0.075	0.600***	0.189	0.505***	0.065
	(2.82)	(1.31)	(4.44)	(1.44)	(9.77)	(1.93)	(8.98)	(0.80)	(5.32)	(1.15)	(9.35)	(0.87)
French citizenship	0.080	-0.037	0.044	0.000	0.032	0.024	0.038	-0.020	-0.169*	0.365**	0.019	0.083
	(1.32)	(0.35)	(0.97)	(0.00)	(0.91)	(0.38)	(0.78)	(0.23)	(1.72)	(2.13)	(0.48)	(1.11)
Firm’s size : 50-499 employees	0.022	0.094	0.025	0.088*	0.021	0.054	0.004	0.033	0.024	-0.068	0.020	0.032
	(0.73)	(1.44)	(1.08)	(1.66)	(1.15)	(1.27)	(0.17)	(0.58)	(0.47)	(0.58)	(0.98)	(0.67)
Firm’s size : 500-999 employees	0.052	-0.018	0.080**	-0.009	0.040	0.015	0.027	-0.009	0.007	-0.135	-0.008	-0.022
	(1.05)	(0.36)	(2.01)	(0.23)	(1.32)	(0.51)	(0.61)	(0.20)	(0.08)	(1.64)	(0.23)	(0.64)
Firm’s size : > 1000 employees	0.094**	-0.159**	0.093***	-0.015	0.096***	0.028	0.106***	-0.006	0.095	-0.114	0.095***	-0.035
	(2.51)	(2.21)	(3.18)	(0.26)	(4.31)	(0.62)	(3.27)	(0.10)	(1.45)	(0.89)	(3.74)	(0.67)
Part-time job	-0.147***	-0.081	-0.116**	-0.051	-0.047	-0.046	-0.011	-0.079	0.153	-0.141	-0.008	-0.084**
	(2.59)	(1.42)	(2.48)	(1.14)	(1.26)	(1.36)	(0.22)	(1.58)	(1.45)	(1.43)	(0.18)	(2.16)
Economic Sectors (16)	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Constant	0.660**		1.340***		1.622***		1.807***		2.101***		1.312***	
	(2.42)		(6.14)		(10.50)		(8.47)		(6.15)		(7.24)	
F-test	8.63 (0.000)		2.31 (0.000)		2.27 (0.000)		1.78 (0.007)		1.08 (0.353)		2.36 (0.000)	
Observations	2429		2429		2429		2429		2429		2429	

Table 17. Quantile regressions on the pooled sample (men and women), with interacted terms: 1998 – MODERN = 1

MODERN=1	10th percentile		25th percentile		50th percentile		75th percentile		90th percentile		Mean (OLS)	
Female	-0.070		0.043		0.163		0.363		0.147		0.100	
	(0.25)		(0.22)		(0.65)		(1.24)		(0.37)		(0.49)	
Age	0.042***	-0.010	0.037***	-0.005	0.036***	-0.008	0.060***	-0.031**	0.062***	-0.027	0.053***	-0.013
	(4.63)	(0.75)	(6.05)	(0.51)	(4.62)	(0.75)	(6.42)	(2.33)	(4.48)	(1.42)	(8.25)	(1.38)
Age² (/100)	-0.043***	0.008	-0.031***	-0.003	-0.024**	-0.001	-0.048***	0.026	-0.047***	0.027	-0.044***	0.006
	(3.73)	(0.48)	(4.07)	(0.24)	(2.44)	(0.04)	(4.16)	(1.60)	(2.75)	(1.17)	(5.49)	(0.53)
Seniority	0.021***	0.002	0.015***	0.004	0.015***	0.002	0.007*	0.009	0.008	0.001	0.013***	0.004
	(5.80)	(0.42)	(5.91)	(1.06)	(4.59)	(0.50)	(1.80)	(1.54)	(1.49)	(0.10)	(4.72)	(0.97)
Senirity² (/100)	-0.037***	-0.006	-0.028***	-0.002	-0.033***	0.004	-0.017	-0.005	-0.020	0.001	-0.025***	-0.000
	(3.58)	(0.39)	(3.85)	(0.15)	(3.45)	(0.27)	(1.50)	(0.32)	(1.33)	(0.04)	(3.23)	(0.00)
Education : BEPC	0.069*	0.075	0.118***	-0.008	0.133***	-0.031	0.173***	0.014	0.183***	-0.012	0.132***	0.003
	(1.73)	(1.34)	(4.03)	(0.19)	(3.54)	(0.57)	(4.03)	(0.23)	(3.21)	(0.14)	(4.30)	(0.07)
Education : CAP – BEP	0.112***	-0.018	0.091***	-0.027	0.076***	-0.009	0.071**	0.026	0.126***	-0.024	0.105***	-0.028
	(4.32)	(0.46)	(4.72)	(0.90)	(3.13)	(0.24)	(2.56)	(0.60)	(3.32)	(0.39)	(5.27)	(0.90)
Education: Baccalaureate	0.186***	-0.061	0.173***	-0.064*	0.182***	-0.042	0.218***	-0.060	0.230***	-0.042	0.211***	-0.061*
	(6.29)	(1.35)	(7.87)	(1.90)	(6.44)	(0.98)	(6.74)	(1.21)	(5.21)	(0.60)	(9.17)	(1.76)
Education: Undergraduate	0.273***	-0.042	0.304***	-0.072**	0.325***	-0.053	0.321***	0.047	0.425***	-0.076	0.341***	-0.042
	(8.92)	(0.87)	(13.49)	(2.06)	(11.36)	(1.20)	(9.70)	(0.90)	(9.42)	(1.00)	(14.58)	(1.14)
Education: Graduate-Postgraduate	0.473***	-0.145***	0.562***	-0.179***	0.632***	-0.088*	0.630***	0.014	0.654***	0.051	0.616***	-0.085**
	(15.55)	(2.88)	(23.89)	(4.72)	(21.02)	(1.83)	(18.09)	(0.25)	(13.57)	(0.63)	(25.05)	(2.15)
French citizenship	-0.035	0.146*	0.008	0.011	-0.002	-0.009	-0.130**	0.034	-0.095	0.008	-0.037	0.018
	(0.67)	(1.94)	(0.21)	(0.18)	(0.04)	(0.12)	(2.36)	(0.39)	(1.23)	(0.06)	(0.94)	(0.28)
Firm's size : 50-499 employees	0.039*	0.144**	0.054***	0.111**	0.040*	0.085	0.032	-0.101	0.061*	-0.204**	0.045**	0.013
	(1.66)	(2.38)	(3.11)	(2.54)	(1.82)	(1.50)	(1.29)	(1.56)	(1.79)	(2.51)	(2.52)	(0.28)
Firm's size : 500-999 employees	0.064**	-0.014	0.099***	-0.032	0.076**	-0.036	0.046	-0.022	0.064	-0.007	0.081***	-0.017
	(1.98)	(0.41)	(4.13)	(1.30)	(2.49)	(1.13)	(1.34)	(0.63)	(1.36)	(0.14)	(3.29)	(0.66)
Firm's size : > 1000 employees	0.097***	-0.032	0.104***	-0.083**	0.102***	-0.051	0.067***	-0.043	0.082**	-0.060	0.087***	-0.071*
	(3.93)	(0.64)	(5.85)	(2.27)	(4.54)	(1.12)	(2.64)	(0.84)	(2.33)	(0.85)	(4.78)	(1.90)
Part-time job	-0.222***	-0.042	-0.151***	-0.038	-0.110**	-0.049	0.072	0.017	0.170**	0.015	-0.051	-0.025
	(4.00)	(1.15)	(3.77)	(1.45)	(2.10)	(1.47)	(1.21)	(0.46)	(2.32)	(0.28)	(1.19)	(0.93)
Economic Sectors (16)	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Constant	0.808***		0.936***		0.979***		0.896***		1.031***		0.787***	
	(4.06)		(6.78)		(5.43)		(4.30)		(3.64)		(5.33)	
F-test	1.46 (0.054)		3.46 (0.000)		1.87 (0.003)		2.10 (0.001)		2.03 (0.001)		1.88 (0.003)	
Observations	3830		3830		3830		3830		3830		3830	

Table 18. Quantile regressions on the pooled sample (men and women), with interacted terms: 1998 – MODERN = 0

MODERN=0	10th percentile		25th percentile		50th percentile		75th percentile		90th percentile		Mean (OLS)	
Female	1.152***		0.536***		0.323***		0.338*		0.215		0.660***	
	(5.69)		(3.36)		(2.70)		(1.84)		(0.58)		(3.86)	
Age	0.074***	-0.059***	0.042***	-0.032***	0.027***	-0.019***	0.026***	-0.023***	0.020**	-0.024	0.047***	-0.033***
	(12.76)	(6.41)	(9.73)	(4.54)	(8.80)	(3.71)	(5.49)	(2.91)	(2.19)	(1.49)	(10.93)	(4.53)
Age² (/100)	-0.086***	0.069***	-0.046***	0.033***	-0.027***	0.017***	-0.022***	0.021**	-0.011	0.021	-0.048***	0.031***
	(12.36)	(6.15)	(8.64)	(3.82)	(7.13)	(2.72)	(3.68)	(2.14)	(0.96)	(1.06)	(8.85)	(3.46)
Seniority	0.011***	0.009**	0.010***	0.004	0.014***	-0.000	0.016***	-0.000	0.016***	0.002	0.014***	0.004
	(4.55)	(2.11)	(5.10)	(1.27)	(8.83)	(0.04)	(6.62)	(0.06)	(3.35)	(0.27)	(6.54)	(1.14)
Senirity² (/100)	-0.016**	-0.025*	-0.016***	-0.010	-0.024***	0.009	-0.036***	0.016	-0.037**	0.019	-0.030***	0.006
	(2.48)	(1.95)	(2.80)	(0.89)	(5.20)	(0.98)	(4.78)	(1.17)	(2.55)	(0.72)	(4.46)	(0.43)
Education : BEPC	-0.004	0.122***	0.064***	-0.009	0.039**	0.018	0.101***	-0.042	0.107*	0.033	0.061**	0.022
	(0.15)	(2.92)	(2.75)	(0.25)	(2.08)	(0.62)	(3.52)	(0.93)	(1.82)	(0.36)	(2.33)	(0.53)
Education : CAP – BEP	0.093***	-0.026	0.093***	-0.062***	0.088***	-0.053***	0.091***	-0.033	0.111***	0.012	0.116***	-0.050**
	(6.56)	(1.00)	(7.86)	(2.88)	(9.55)	(3.11)	(6.29)	(1.25)	(3.72)	(0.22)	(8.95)	(2.10)
Education: Baccalaureate	0.123***	-0.009	0.117***	-0.047	0.093***	-0.007	0.148***	-0.007	0.193***	0.025	0.177***	-0.013
	(4.26)	(0.19)	(4.78)	(1.22)	(4.85)	(0.24)	(4.98)	(0.16)	(3.17)	(0.26)	(6.53)	(0.30)
Education: Undergraduate	0.195***	0.040	0.184***	0.123**	0.169***	0.330***	0.330***	0.150**	0.418***	0.269**	0.278***	0.154***
	(4.45)	(0.69)	(4.93)	(2.53)	(5.69)	(8.65)	(7.30)	(2.56)	(4.70)	(2.26)	(6.64)	(2.85)
Education: Graduate-Postgraduate	0.022	0.251***	0.268***	0.100	0.460***	0.060	0.792***	0.183**	0.933***	0.043	0.501***	0.132
	(0.42)	(3.03)	(5.43)	(1.40)	(11.92)	(1.04)	(13.35)	(2.10)	(8.66)	(0.29)	(8.98)	(1.61)
French citizenship	-0.009	0.002	0.002	0.039	0.016	0.026	0.053**	-0.028	0.029	-0.030	0.026	-0.014
	(0.46)	(0.05)	(0.10)	(1.17)	(1.15)	(1.01)	(2.47)	(0.71)	(0.67)	(0.36)	(1.31)	(0.39)
Firm's size : 50-499 employees	0.020	0.165***	0.034***	0.135***	0.027***	0.073***	0.025	0.061*	0.003	0.086	0.026*	0.103***
	(1.43)	(4.50)	(2.76)	(4.31)	(2.71)	(3.02)	(1.64)	(1.65)	(0.08)	(1.13)	(1.87)	(3.02)
Firm's size : 500-999 employees	0.122***	-0.019	0.111***	-0.020	0.090***	-0.006	0.053**	0.001	0.016	0.069	0.088***	0.000
	(4.56)	(0.72)	(4.95)	(0.94)	(5.18)	(0.36)	(1.98)	(0.04)	(0.30)	(1.29)	(3.58)	(0.01)
Firm's size : > 1000 employees	0.086***	-0.122***	0.113***	-0.073**	0.096***	-0.024	0.077***	0.026	0.072*	0.087	0.102***	-0.063
	(4.52)	(2.84)	(7.21)	(1.99)	(7.79)	(0.84)	(3.98)	(0.60)	(1.86)	(1.01)	(5.84)	(1.57)
Part-time job	-0.211***	-0.063**	-0.181***	-0.036	-0.116***	-0.013	-0.084***	0.035	-0.029	0.073	-0.113***	-0.045
	(6.75)	(2.05)	(6.82)	(1.40)	(5.69)	(0.64)	(2.66)	(1.10)	(0.45)	(1.17)	(3.91)	(1.56)
Economic Sectors (16)	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Constant	0.068		0.846***		1.133***		1.261***		1.602***		0.699***	
	(0.49)		(7.82)		(14.47)		(10.55)		(6.74)		(6.26)	
F-test	25.43 (0.000)		6.28 (0.000)		10.05 (0.000)		5.68 (0.000)		4.78 (0.000)		6.18 (0.000)	
Observations	3588		3588		3588		3588		3588		3588	

Table 19. Quantile regressions on the pooled sample (men and women), with interacted terms: 1998 – MODERN2 = 1

MODERN2=1	10^{th} percentile		25^{th} percentile		50^{th} percentile		75^{th} percentile		90^{th} percentile		Mean (OLS)	
Female	0.275		0.399		0.203		0.298		0.332		0.243	
	(0.62)		(1.42)		(0.81)		(1.14)		(0.33)		(0.79)	
Age	0.040***	-0.017	0.041***	-0.021	0.045***	-0.010	0.069***	-0.029**	0.090**	-0.032	0.059***	-0.019
	(2.80)	(0.81)	(4.95)	(1.56)	(5.77)	(0.82)	(8.10)	(2.34)	(2.55)	(0.64)	(6.30)	(1.31)
Age² (/100)	-0.036**	0.014	-0.031***	0.013	-0.029***	-0.002	-0.052***	0.023	-0.073*	0.028	-0.046***	0.010
	(2.04)	(0.54)	(2.96)	(0.77)	(3.01)	(0.17)	(4.91)	(1.48)	(1.67)	(0.46)	(3.96)	(0.57)
Seniority	0.027***	-0.006	0.018***	0.005	0.015***	0.002	0.005	0.010*	-0.005	-0.000	0.012***	0.002
	(4.65)	(0.71)	(5.11)	(0.98)	(4.83)	(0.45)	(1.51)	(1.93)	(0.34)	(0.03)	(3.26)	(0.41)
Senirity² (/100)	-0.058***	0.024	-0.044***	0.002	-0.040***	0.011	-0.022**	-0.007	-0.002	0.026	-0.031***	0.013
	(3.50)	(1.03)	(4.52)	(0.11)	(4.39)	(0.79)	(2.19)	(0.44)	(0.05)	(0.49)	(2.87)	(0.73)
Education : BEPC	0.171***	-0.056	0.106***	-0.023	0.154***	-0.059	0.159***	0.050	0.141	-0.024	0.154***	-0.058
	(2.81)	(0.60)	(2.63)	(0.38)	(4.32)	(1.09)	(4.26)	(0.88)	(1.08)	(0.13)	(3.55)	(0.89)
Education : CAP – BEP	0.081*	-0.022	0.071**	-0.010	0.102***	-0.038	0.071***	-0.003	0.126	-0.090	0.098***	-0.049
	(1.77)	(0.30)	(2.40)	(0.21)	(3.99)	(0.93)	(2.63)	(0.07)	(1.31)	(0.62)	(3.17)	(0.97)
Education: Baccalaureate	0.158***	-0.055	0.177***	-0.076	0.169***	-0.043	0.181***	-0.042	0.151	-0.022	0.186***	-0.050
	(3.13)	(0.69)	(5.53)	(1.48)	(6.00)	(0.94)	(6.05)	(0.86)	(1.42)	(0.13)	(5.48)	(0.90)
Education: Undergraduate	0.264***	-0.020	0.274***	0.006	0.329***	-0.013	0.310***	0.057	0.338***	-0.038	0.310***	0.017
	(5.30)	(0.24)	(8.53)	(0.12)	(11.73)	(0.27)	(10.45)	(1.15)	(3.24)	(0.22)	(9.20)	(0.30)
Education: Graduate-Postgraduate	0.495***	-0.181**	0.597***	-0.133**	0.642***	-0.052	0.593***	0.065	0.582***	0.048	0.598***	-0.061
	(9.99)	(2.19)	(18.31)	(2.40)	(22.66)	(1.06)	(19.84)	(1.28)	(5.36)	(0.27)	(17.48)	(1.03)
French citizenship	-0.075	0.025	-0.041	0.052	-0.078*	0.010	-0.111**	-0.034	-0.198	-0.017	-0.101*	0.024
	(0.87)	(0.20)	(0.81)	(0.61)	(1.73)	(0.14)	(2.42)	(0.46)	(1.15)	(0.07)	(1.83)	(0.26)
Firm’s size : 50-499 employees	0.053	0.126	0.074***	0.133**	-0.005	0.099*	0.015	-0.032	0.161**	-0.231	0.050**	0.052
	(1.41)	(1.39)	(3.11)	(2.33)	(0.22)	(1.82)	(0.68)	(0.56)	(2.11)	(1.22)	(1.99)	(0.79)
Firm’s size : 500-999 employees	0.161***	-0.055	0.147***	-0.072*	0.005	-0.009	-0.011	-0.027	0.010	-0.192*	0.078**	-0.033
	(2.98)	(0.95)	(4.40)	(1.91)	(0.17)	(0.27)	(0.36)	(0.80)	(0.09)	(1.66)	(2.21)	(0.82)
Firm’s size : > 1000 employees	0.115***	-0.218**	0.122***	-0.193***	0.054**	-0.062	0.030	-0.020	0.086	-0.065	0.075***	-0.115**
	(3.06)	(2.54)	(5.16)	(3.60)	(2.55)	(1.33)	(1.38)	(0.41)	(1.11)	(0.41)	(2.96)	(2.03)
Part-time job	-0.129*	-0.073	-0.168***	-0.044	-0.104**	-0.006	0.050	0.033	0.255	0.014	-0.057	-0.002
	(1.65)	(1.18)	(3.40)	(1.12)	(2.15)	(0.18)	(0.99)	(0.93)	(1.54)	(0.12)	(0.97)	(0.05)
Economic Sectors (16)	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Constant	0.872***		0.796***		0.820***		0.811***		0.650		0.704***	
	(2.88)		(4.38)		(4.82)		(4.52)		(0.94)		(3.43)	
F-test	1.79 (0.006)		2.98 (0.000)		3.14 (0.000)		3.84 (0.000)		0.79 (0.785)		1.86 (0.004)	
Observations	2042		2042		2042		2042		2042		2042	

Table 20. Quantile regressions on the pooled sample (men and women), with interacted terms: 1998 – MODERN2 = 0

MODERN2=0	10th percentile		25th percentile		50th percentile		75th percentile		90th percentile		Mean (OLS)	
Female	1.017***		0.265*		0.135		0.234		0.349		0.356**	
	(4.40)		(1.75)		(0.90)		(1.19)		(1.42)		(2.49)	
Age	0.066***	-0.040***	0.041***	-0.024***	0.029***	-0.006	0.031***	-0.014*	0.035***	-0.025**	0.048***	-0.020***
	(9.42)	(3.75)	(9.32)	(3.62)	(6.95)	(0.87)	(5.81)	(1.67)	(5.30)	(2.36)	(12.42)	(3.25)
Age² (/100)	-0.076***	0.046***	-0.044***	0.025***	-0.028***	0.002	-0.027***	0.012	-0.028***	0.026**	-0.049***	0.018**
	(9.02)	(3.57)	(8.19)	(3.07)	(5.51)	(0.30)	(4.02)	(1.10)	(3.33)	(2.05)	(9.98)	(2.40)
Seniority	0.009***	0.010**	0.010***	0.004	0.014***	0.000	0.014***	0.001	0.012***	0.004	0.013***	0.004
	(3.23)	(2.19)	(5.12)	(1.25)	(7.26)	(0.15)	(5.37)	(0.27)	(3.69)	(0.83)	(7.12)	(1.47)
Senirity² (/100)	-0.006	-0.024*	-0.013**	-0.002	-0.023***	0.012	-0.025***	0.016	-0.023**	0.007	-0.022***	0.003
	(0.84)	(1.84)	(2.27)	(0.18)	(3.81)	(1.20)	(3.15)	(1.27)	(2.25)	(0.40)	(3.94)	(0.32)
Education : BEPC	-0.067**	0.189***	0.050**	0.053	0.047**	0.089**	0.110***	0.026	0.145***	0.044	0.066***	0.083**
	(2.11)	(3.97)	(2.18)	(1.57)	(1.98)	(2.52)	(3.55)	(0.57)	(3.67)	(0.75)	(2.91)	(2.48)
Education : CAP – BEP	0.103***	-0.018	0.100***	-0.029	0.096***	-0.001	0.104***	0.014	0.117***	0.045	0.125***	-0.004
	(5.94)	(0.60)	(8.49)	(1.44)	(7.87)	(0.07)	(6.46)	(0.50)	(5.57)	(1.26)	(10.84)	(0.21)
Education: Baccalaureate	0.160***	-0.001	0.138***	0.013	0.177***	0.024	0.247***	-0.016	0.274***	-0.021	0.233***	0.002
	(5.43)	(0.02)	(6.84)	(0.46)	(8.57)	(0.80)	(9.01)	(0.39)	(7.83)	(0.40)	(11.89)	(0.07)
Education: Undergraduate	0.273***	-0.014	0.234***	0.018	0.344***	0.008	0.378***	0.040	0.517***	0.051	0.379***	0.015
	(7.48)	(0.27)	(9.34)	(0.52)	(13.19)	(0.23)	(11.02)	(0.87)	(11.75)	(0.84)	(15.29)	(0.45)
Education: Graduate-Postgraduate	0.344***	-0.036	0.384***	-0.009	0.539***	0.064	0.736***	0.112*	0.773***	0.109	0.583***	0.036
	(7.48)	(0.56)	(11.95)	(0.19)	(16.09)	(1.36)	(16.82)	(1.81)	(14.45)	(1.42)	(18.27)	(0.79)
French citizenship	0.017	0.046	0.026	0.048	0.048**	-0.004	0.067***	0.001	0.035	-0.054	0.048***	-0.002
	(0.64)	(0.92)	(1.43)	(1.42)	(2.46)	(0.10)	(2.64)	(0.03)	(1.08)	(0.95)	(2.63)	(0.06)
Firm's size : 50-499 employees	0.017	0.198***	0.037***	0.141***	0.038***	0.085***	0.033**	0.066	0.036	0.042	0.035***	0.089***
	(0.96)	(4.47)	(2.97)	(4.60)	(2.97)	(2.73)	(1.97)	(1.62)	(1.62)	(0.81)	(2.91)	(2.98)
Firm's size : 500-999 employees	0.092***	-0.013	0.100***	-0.033*	0.113***	-0.032	0.081***	-0.012	0.093**	-0.004	0.100***	-0.018
	(3.15)	(0.47)	(4.96)	(1.65)	(5.40)	(1.57)	(2.96)	(0.44)	(2.58)	(0.10)	(5.03)	(0.94)
Firm's size : > 1000 employees	0.108***	-0.058	0.125***	-0.060*	0.121***	-0.053	0.100***	-0.035	0.122***	-0.068	0.112***	-0.074**
	(4.86)	(1.25)	(8.46)	(1.91)	(8.00)	(1.63)	(5.03)	(0.82)	(4.70)	(1.23)	(7.82)	(2.39)
Part-time job	-0.276***	-0.067**	-0.212***	-0.055**	-0.135***	-0.057**	-0.098***	-0.033	-0.013	-0.052	-0.127***	-0.069***
	(7.06)	(1.99)	(7.79)	(2.39)	(4.91)	(2.46)	(2.72)	(1.08)	(0.28)	(1.32)	(4.80)	(3.09)
Economic Sectors (16)	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
Constant	-0.130		0.889***		1.079***		1.191***		1.307***		0.687***	
	(0.79)		(8.24)		(10.45)		(9.09)		(8.00)		(6.95)	
F-test	6.97 (0.000)		4.86 (0.000)		3.03 (0.000)		2.43 (0.000)		1.78 (0.006)		4.25 (0.000)	
Observations	5376		5376		5376		5376		5376		5376	