

Appendix: Regression estimates and P-values
 Estimates of Skill Requirements Regression Parameters

	Regression 1:				Regression 2				Regression 3			
	Increase		Decrease		Increase		Decrease		Increase		Decrease	
	Param	P value	Param	P value	Param	P value	Param	P value	Param	P value	Param	P value
Constant	-0.5653	0.00065	-2.9946	0.0000	-1.2443	0.0000	-4.0841	0.0000	-1.2626	0.0000	-4.1513	0.0000
FEMALE	0.0208	0.86009	0.7320	0.0012	0.0908	0.4859	0.8062	0.0011	0.0936	0.4754	0.7537	0.0034
TENURE2	0.0004	0.01666	0.0007	0.0296	0.0005	0.0085	0.0007	0.0581	0.0005	0.0090	0.0006	0.0934
WAGE	-0.0035	0.4693	0.0053	0.5136	-0.0103	0.0580	-0.0113	0.3168	-0.0109	0.0474	-0.0144	0.2866
PART	-1.5965	0	-2.7003	0.0003	-1.5508	0.0000	-2.4436	0.0016	-1.5283	0.0000	-2.2020	0.0049
PSE	0.3699	0.00245	0.1017	0.6836	0.2343	0.0717	-0.1052	0.6860	0.2315	0.0777	0.1229	0.6545
UNIV	0.0727	0.66378	0.9852	0.0016	-0.0538	0.7670	0.6333	0.0593	-0.0591	0.7469	0.7919	0.0237
MANAGE	1.0683	0	-0.0929	0.7577	1.0485	0.0000	-0.3949	0.2305	1.0198	0.0000	-0.6122	0.0821
CLER	0.6031	0.00014	0.4316	0.1389	0.5400	0.0018	-0.0021	0.9949	0.5322	0.0021	-0.0788	0.8196
PROF	-0.1408	0.4023	-0.5331	0.1114	-0.1577	0.3846	-0.5851	0.0961	-0.1704	0.3526	-0.5964	0.0967
Q1A					0.0004	0.0000	0.0001	0.2904	0.0004	0.0000	0.0001	0.4412
FOREST					0.2584	0.4754	1.4712	0.1531	0.2150	0.5600	0.4673	0.6631
SCALE					1.0111	0.0006	2.4667	0.0078	0.9593	0.0015	1.8146	0.0604
PRDIFF					-0.2784	0.3722	0.8935	0.3740	-0.3206	0.3168	0.0463	0.9651
SCIENCE					0.4097	0.1574	2.5410	0.0051	0.1694	0.5791	1.3812	0.1494
COMM					0.5996	0.0571	2.8107	0.0026	0.5041	0.1169	2.1142	0.0284
CONST					0.0928	0.7803	1.6759	0.0924	0.0987	0.7677	1.1642	0.2575
TRANS					-0.0249	0.9298	0.9574	0.3162	0.0428	0.8808	0.3702	0.7123
BISERV					-0.0466	0.8787	0.7775	0.4641	-0.1372	0.6557	0.6814	0.5281
RESTATE					-0.1249	0.7159	1.7076	0.0830	-0.2254	0.5167	1.0881	0.2837
FINANCE					0.7764	0.0089	2.6552	0.0042	0.7027	0.0203	2.4672	0.0096
HTHED					-0.1300	0.6801	1.5275	0.1062	-0.2554	0.4282	0.9074	0.3487
PRDEV1									0.4040	0.0039	-0.5827	0.0467
DOWN									0.2458	0.1230	1.3874	0.0000
REENG									-0.0123	0.9328	0.2233	0.5171
NOCHNG									0.1164	0.5488	-0.4675	0.4731
USCOMP									-0.0796	0.6157	-0.2273	0.5240
INCOMP									0.2852	0.1612	1.5524	0.0000
TECH2	-0.5120	0.12616	0.1014	0.25547	-0.0432	0.8064	-0.6575	0.0767	-0.0487	0.7822	-0.5975	0.1439
TECH3	0.3733	0.13136	0.7982	0.26136	0.6698	0.0006	0.4160	0.2515	0.5916	0.0027	0.6382	0.1113
Q1ATECH2					-0.0001	0.2567	0.0006	0.0009	-0.0001	0.2347	0.0006	0.0011
Q1ATECH3					-0.0002	0.0487	0.0004	0.0475	-0.0002	0.0780	0.0003	0.0939
INNOV	0.0211	0.84585	-0.2625	0.2067	0.4075	0.0036	0.0797	0.7790	0.3004	0.0382	0.0502	0.8699
Q1AINNOV					-0.0003	0.0001	-0.0007	0.0000	-0.0003	0.0003	-0.0007	0.0000

Estimates of Technical Complexity Regression Parameters

	Regression 1:				Regression 2				Regression 3			
	Increase		Decrease		Increase		Decrease		Increase		Decrease	
	Param	P value	Param	P value	Param	P value	Param	P value	Param	P value	Param	P value
Constant	-0.8437	0.0000	-5.4191	0.0000	-2.3162	0.0000	-7.1823	0.0001	-2.2997	0.0000	-7.0682	0.0003
FEMALE	-0.5154	0.0000	1.1875	0.0927	-0.3906	0.0032	1.6163	0.0316	-0.3966	0.0030	1.5314	0.0561
TENURE2	0.0019	0.0000	0.0000	0.9783	0.0022	0.0000	0.0000	0.9752	0.0022	0.0000	-0.0004	0.8186
WAGE	0.0055	0.2573	0.0267	0.2864	0.0047	0.3859	0.0376	0.0900	0.0034	0.5341	0.0362	0.1314
PART	-1.2823	0.0000	-2.0967	0.1913	-1.0295	0.0000	-1.4435	0.3935	-0.9711	0.0000	-1.4217	0.4139
PSE	0.5487	0.0000	0.8880	0.2198	0.4571	0.0007	0.9399	0.2142	0.4287	0.0016	0.9609	0.2173
UNIV	0.1022	0.5468	-1.2581	0.3285	0.0513	0.7808	-0.5733	0.6772	0.0061	0.9740	-0.5058	0.7200
MANAGE	1.0789	0.0000	0.5401	0.4874	1.1587	0.0000	0.5319	0.5150	1.0978	0.0000	0.5676	0.5104
CLER	1.3815	0.0000	-0.0149	0.9875	1.3704	0.0000	-0.0765	0.9376	1.3384	0.0000	-0.2023	0.8471
PROF	1.3597	0.0000	1.2624	0.1697	1.5021	0.0000	1.8556	0.0550	1.4699	0.0000	2.0233	0.0425
Q1A					0.0003	0.0000	-0.0006	0.5601	0.0003	0.0001	-0.0006	0.5639
FOREST					0.7771	0.0408	-0.9060	0.7900	0.5273	0.1746	-1.3551	0.6959
SCALE					1.3841	0.0000	1.8284	0.3414	1.2181	0.0001	1.5931	0.4091
PRDIFF					0.7674	0.0190	2.6216	0.1480	0.6099	0.0725	2.5126	0.1800
SCIENCE					0.8746	0.0037	2.2896	0.2017	0.6332	0.0485	2.1398	0.2509
COMM					0.7061	0.0313	-9.3052	0.9630	0.5443	0.1073	-8.8956	0.9634
CONST					0.3518	0.3070	-10.3730	0.9777	0.2321	0.5055	-10.9180	0.9759
TRANS					1.6963	0.0000	2.4668	0.1890	1.6929	0.0000	2.2481	0.2332
BISERV					1.1538	0.0003	1.0390	0.6199	1.0866	0.0007	0.7342	0.7293
RESTATE					1.1850	0.0007	0.2818	0.9163	1.0748	0.0025	0.2070	0.9382
FINANCE					0.9100	0.0030	1.6811	0.3866	0.7616	0.0149	1.5046	0.4516
HTHED					0.6308	0.0523	-1.7528	0.7464	0.5614	0.0939	-1.9667	0.7208
PRDEV1									0.1094	0.4442	-1.6593	0.1509
DOWN									0.3316	0.0416	0.0618	0.9538
REENG									0.4127	0.0073	0.9285	0.2935
NOCHNG									-0.2815	0.1554	0.5052	0.6106
USCOMP									0.1637	0.3336	-0.3426	0.7170
INCOMP									0.1964	0.3378	0.5035	0.6171
TECH2	-0.3140	0.0140	-0.4720	0.5413	-0.0372	0.8341	-0.7883	0.3932	-0.0359	0.8408	-0.9612	0.3080
TECH3	0.3986	0.0039	0.7265	0.3022	0.6652	0.0010	0.3067	0.7518	0.6070	0.0029	0.5617	0.5640
Q1ATECH2					-0.0002	0.0727	0.0005	0.7769	-0.0001	0.1392	0.0006	0.7097
Q1ATECH3					-0.0003	0.0016	0.0007	0.5521	-0.0003	0.0050	0.0006	0.6427
INNOV	-0.1398	0.2144	-0.9288	0.1368	0.2153	0.1362	-0.6619	0.3960	0.1510	0.3156	-0.7197	0.3870
Q1AINNOV					-0.0002	0.0502	-0.0004	0.6113	-0.0002	0.0866	-0.0004	0.6982