

Supplementary Online Appendix

The Gendered Value of Education in the ‘College for All’ Era and the Role of Literacy and Numeracy Skills

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Appendix A. Descriptive Statistics for Study Measures

Measures	Mean	Std. dev.
<i>Individual-level measures</i>		
Earning quantile	3.22	1.33
Gender (women=1)		
Females	0.43	
Males	0.57	
First generation immigrant		
No	0.84	
Yes	0.12	
Missing	0.04	
Mother education		
No BA	0.77	
BA	0.21	
Missing	0.02	
Father education		
No BA	0.73	
BA	0.23	
Missing	0.03	
Work experience (in years)	13.13	5.11
Skilled occupation		
No	0.55	
Yes	0.45	
<i>Country-level measures</i>		
% 25-64-year-olds with college education in country	0.36	0.10
% with high literacy skills, by gender	0.12	0.06
% with high numeracy skills, by gender	0.11	0.07
% employed in government (GE)	14.75	5.16
Purchasing power parity (PPP)	14.11	184.19
Gross domestic product (GDP)	494.18	13727.66
Union density (UD)	-4.58	11.81
Educational tracking index (TR)	0.03	0.72

Source: PIACC data. Includes 30-39-year-old employed adults in 26 countries (N=24,075)

Appendix B. Percentage Distribution of Skills and Credential Combinations, by Country and

Gender

Skill & credential Alignment: Skill credential combination:	Gender: Men				Women			
	Aligned		Misaligned		Aligned		Misaligned	
	LCLS	HCHS	LCHS	HCLS	LCLS	HCHS	LCHS	HCLS
	%	%	%	%	%	%	%	%
Panel A: Literacy Skills								
Austria	67	7	7	19	70	6	5	19
Belgium	51	19	5	25	44	16	3	37
Canada	36	19	5	40	28	19	2	51
Chile	60	4	0	36	52	2	0	46
Czech Republic	75	7	6	12	66	9	4	21
Denmark	51	13	5	31	35	17	2	46
Finland	42	23	11	24	25	36	7	32
France	60	10	3	27	44	11	2	43
Germany	54	13	5	27	53	12	6	28
Greece	62	5	0	34	51	9	1	39
Ireland	45	11	6	38	40	12	2	47
Israel	41	10	2	47	28	11	2	60
Italy	79	3	4	14	70	4	3	24
Japan	36	25	13	27	36	22	6	36
Republic of Korea	37	10	2	50	39	10	2	49
Netherlands	46	23	10	21	48	19	7	27
New Zealand	41	16	4	38	33	22	5	40
Norway	48	19	7	26	39	18	4	40
Poland	61	10	3	27	43	11	3	43
Slovakia	70	4	7	19	68	7	3	23
Slovenia	71	5	2	23	47	7	3	44
Spain	54	8	3	36	47	7	0	46
Sweden	54	20	9	18	42	21	4	33
Turkey	79	1	0	20	64	2	0	35
GB & Northern Ireland	44	15	7	35	38	12	5	45
USA	58	15	1	26	45	13	2	40
Panel B: Numeracy Skills								
Austria	60	11	13	15	69	8	6	17
Belgium	45	25	10	19	41	15	5	39
Canada	37	21	4	38	29	13	1	56
Chile	60	6	0	34	52	1	0	47
Czech Republic	71	8	10	11	67	7	3	23
Denmark	46	22	10	22	36	18	1	45
Finland	41	26	12	20	28	24	4	45
France	60	15	2	23	44	12	2	42
Germany	54	19	6	21	55	13	4	28
Greece	61	9	0	30	51	9	2	39
Ireland	47	12	4	37	41	7	0	51
Israel	40	15	3	42	29	12	1	58
Italy	77	4	6	13	70	3	3	25
Japan	38	21	10	31	39	15	4	42
Republic of Korea	38	10	1	51	39	7	2	52
Netherlands	45	21	11	23	49	16	5	30
New Zealand	38	19	7	35	34	15	3	48
Norway	44	25	11	20	39	19	3	39
Poland	61	12	2	25	45	8	1	46
Slovakia	66	7	11	16	64	8	7	21

Slovenia	67	7	6	20	47	8	3	43
Spain	54	6	2	37	47	4	1	48
Sweden	49	20	13	18	43	18	3	36
Turkey	77	3	1	19	63	5	1	31
GB & Northern Ireland	43	16	7	34	39	10	4	47
USA	57	15	2	25	46	10	1	44

Source: PIACC data. Includes 30-39-year-old employed adults in 26 countries (N=24,975).

Note: LCLS=low credentials and low skills, HCHS=high credentials and high skills, LCHS=high credentials and low skills, HCLS=high credentials and low skills

Appendix C. Replication of Table 4 with Alternative Definitions of Key Variables

Robustness check: Skill type: Credential & skill combination (base=LCLS)	College credentials include only BA-level or above				Supply of college-educated adults defined by % of non-immigrant children who exceeded their parents' education			
	Literacy		Numeracy		Literacy		Numeracy	
	HCLS	HCHS	HCLS	HCHS	HCLS	HCHS	HCLS	HCHS
Gender (women=1)	0.402*** (0.035)	0.160** (0.050)	0.494*** (0.035)	-0.225*** (0.050)	0.461*** (0.032)	0.221*** (0.045)	0.541*** (0.032)	-0.186*** (0.045)
% college-educated adults	-0.034 (0.909)	1.552 (0.943)	-0.019 (0.775)	0.848 (0.803)	3.108*** (0.822)	4.998*** (0.885)	3.299*** (0.690)	3.597*** (0.741)
Tracking index	-0.197 (0.106)	-0.073 (0.112)	-0.229* (0.092)	0.006 (0.095)	-0.153 (0.079)	0.042 (0.087)	-0.153* (0.068)	0.067 (0.073)
Gender*% college-educated adults	-0.561 (0.363)	-0.938 (0.510)	-0.243 (0.364)	-1.477** (0.514)	-0.644 (0.436)	-0.863 (0.639)	-0.498 (0.437)	-1.374* (0.638)
Gender* Tracking index	-0.143** (0.055)	-0.275*** (0.075)	-0.119* (0.056)	-0.246*** (0.074)	-0.155** (0.052)	-0.284*** (0.073)	-0.163** (0.052)	-0.229** (0.072)
var(country)	0.115** (0.035)		0.079** (0.025)		0.054** (0.019)		0.034** (0.013)	
Individual and country-level controls	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Constant	-1.386*** (0.077)	-2.182*** (0.084)	-1.437*** (0.068)	-2.003*** (0.074)	-0.681*** (0.061)	-1.715*** (0.069)	-0.719*** (0.053)	-1.550*** (0.061)

Source: PIACC data (N=24,075)

Notes: LCLS=low credentials and low skills, HCLS=high credentials and low skills, HCHS=high credentials and high skills.

Coefficients from equation predicting LCHS are not presented because of the small number of observations. Standard errors in parentheses. * p<0.05 ** p<0.01 ***p<0.001. Individual level predictors: parental status, age group, immigration status.

Country level predictors: GDP and purchasing power parity (PPP)

Appendix C (continued). Replications of Table 4 with Alternative Definitions of Key Variables

Robustness check: Skill type: Credential & skill combination (base=LCLS)	Gender-specific share of educated adults				High skills defined relative to the country (1 standard deviation above country mean)			
	Literacy		Numeracy		Literacy		Numeracy	
	HCLS	HCHS	HCLS	HCHS	HCLS	HCHS	HCLS	HCHS
Gender (women=1)	0.470*** (0.032)	0.248*** (0.047)	0.549*** (0.032)	-0.156*** (0.046)	0.499*** (0.034)	0.261*** (0.040)	0.599*** (0.034)	-0.107** (0.041)
% college-educated adults	2.282** (0.712)	3.214*** (0.755)	2.438*** (0.609)	2.236*** (0.646)	2.714*** (0.564)	0.092 (0.589)	2.927*** (0.558)	0.136 (0.575)
Tracking index	-0.181* (0.084)	-0.035 (0.090)	-0.183* (0.073)	0.008 (0.078)	-0.174* (0.068)	-0.140* (0.071)	-0.128 (0.067)	-0.192** (0.070)
Gender* % college-educated adults	-0.500 (0.335)	-1.018* (0.489)	-0.439 (0.336)	-1.270** (0.491)	-0.712* (0.351)	-0.740 (0.427)	-0.901* (0.352)	-1.383** (0.433)
Gender* Tracking index	-0.151** (0.050)	-0.306*** (0.071)	-0.165** (0.051)	-0.237*** (0.070)	-0.178*** (0.053)	-0.203** (0.063)	-0.202*** (0.053)	-0.232*** (0.064)
var(country)	0.068**	(0.022)	0.046**	(0.016)	0.037** (0.014)		0.036** (0.013)	
Individual and country-level controls	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Constant	-0.735*** (0.063)	-1.791*** (0.070)	-0.772*** (0.056)	-1.606*** (0.063)	-0.879*** (0.053)	-1.380*** (0.057)	-0.907*** (0.052)	-1.282*** (0.056)

Source: PIACC data (N=24,075)

Note: LCLS=low credentials and low skills, HCLS=high credentials and low skills, HCHS=high credentials and high skills.

Coefficients from equation predicting LCHS are not presented because of the small number of observations. Standard errors in parentheses. * p<0.05 ** p<0.01 ***p<0.001. Individual level predictors: parental status, age group, immigration status. Country level predictors: GDP and purchasing power parity (PPP)

Appendix D. Coefficients from Multilevel Ordered Logit Model Predicting Income Quintile

(Figures 2 and 3) among Employed 30–39-year-olds in 26 Countries

	Skill type: Literacy skills		Numeracy skills	
	Gender: Women	Men	Women	Men
Model #:	1	2	3	4
Credentials and skills (LCLS=0)				
LCHS	0.347** (0.108)	0.163 (0.085)	0.282* (0.115)	0.348*** (0.075)
HCLS	0.727*** (0.046)	0.701*** (0.047)	0.873*** (0.045)	0.750*** (0.047)
HCHS	1.212*** (0.069)	1.123*** (0.070)	1.314*** (0.071)	1.245*** (0.065)
% college-educated adults	-1.667* (0.652)	0.069 (0.403)	-1.202* (0.591)	0.364 (0.423)
Credentials and skills* % college-educated adults				
LCHS * % college-educated adults	-0.413 (1.269)	0.735 (0.992)	-1.844 (1.282)	-1.345 (0.866)
HCLS * % college-educated adults	-0.954* (0.417)	-1.539*** (0.411)	-1.412*** (0.409)	-2.231*** (0.422)
HCHS * % college-educated adults	-0.870 (0.666)	-2.753*** (0.693)	-1.226 (0.711)	-2.332*** (0.630)
Tracking index	-0.164* (0.079)	0.127* (0.051)	-0.124 (0.072)	0.135* (0.053)
Credentials and skills* Tracking index				
LCHS * Tracking index	0.009 (0.159)	-0.109 (0.128)	-0.126 (0.168)	-0.149 (0.111)
HCLS * Tracking index	0.021 (0.062)	-0.009 (0.065)	0.006 (0.062)	-0.037 (0.068)
HCHS * Tracking index	-0.013 (0.088)	-0.114 (0.089)	-0.099 (0.090)	-0.124 (0.081)
Individual level controls:	Yes	Yes	Yes	Yes
Country level controls:	Yes	Yes	Yes	Yes
Cutoff points:				
cut1	0.030 (0.082)	-1.229*** (0.071)	-0.281*** (0.077)	-1.333*** (0.075)
cut2	1.501*** (0.083)	0.094 (0.067)	1.169*** (0.077)	-0.019 (0.071)
cut3	2.720*** (0.086)	1.340*** (0.068)	2.385*** (0.080)	1.217*** (0.072)
cut4	4.126*** (0.090)	2.802*** (0.072)	3.795*** (0.084)	2.681*** (0.076)
var(constant)	0.047** (0.016)	0.013* (0.006)	0.036** (0.013)	0.015* (0.007)
Chi2	3790.094	3097.555	3724.240	3075.904
Degrees of freedom	31.000	31.000	31.000	31.000
Log likelihood	-16447	-16962	-16509	-16967

Source: PIACC data (N=24,075). Based on information of employed adults ages 30-39 from 26

countries.

Note: Standard errors in parentheses. LCLS=low credentials and low skills, HCLS=high credentials and low skills, HCHS=high credentials and high skills. Individual-level controls: age group, parental education, immigration status, cohabitation, work experience, skilled occupation, and usage of relevant skill at work. Country-level factors: GDP, purchasing power parity, union density, share of government employed. * $p < 0.05$ ** $p < 0.01$ *** $p < 0.001$

Appendix E. Replication of Appendix C (Figures 2 and 3) with Alternative Definitions of Key Variables

A. Women - Literacy

	Education includes BA or above only (no professional degrees included)	Supply of college-educated adults defined by the % of non-immigrants who exceeded their parents' education	Gender-specific % of educated adults	High skills defined relative to each country	Random slope for skills	Adjustment for skill level in numeracy	Without the utilization of skills
Robustness:							
Credential & skills (LCLS=0):							
LCHS	0.374*** (0.090)	0.338*** (0.103)	0.334** (0.111)	0.348*** (0.083)	0.265* (0.131)	0.200 (0.111)	0.463*** (0.108)
HCLS	0.953*** (0.050)	0.707*** (0.046)	0.724*** (0.046)	0.695*** (0.049)	0.709*** (0.083)	0.718*** (0.046)	0.949*** (0.045)
HCHS	1.399*** (0.075)	1.202*** (0.065)	1.210*** (0.070)	1.210*** (0.059)	1.174*** (0.098)	1.024*** (0.075)	1.442*** (0.068)
% college-educated adults	-2.200** (0.739)	-2.785*** (0.817)	-2.083** (0.644)	-1.833** (0.630)	-1.856** (0.665)	-2.008** (0.679)	-1.419* (0.571)
Credential & skills* % college-educated adults							
LCHS*% college-educated adults	-0.583 (0.951)	-0.365 (1.618)	0.120 (1.373)	-0.595 (0.836)	0.254 (1.552)	-0.340 (1.270)	-0.103 (1.283)
HCLS*% college-educated adults	0.055 (0.433)	-1.071* (0.540)	-0.703 (0.421)	-0.952* (0.444)	-0.840 (0.896)	-0.988* (0.417)	-1.795*** (0.410)
HCHS* % college-educated adults	-0.256 (0.702)	-1.527 (0.854)	-0.674 (0.702)	-0.261 (0.550)	-0.185 (1.116)	-0.788 (0.667)	-1.798** (0.661)
Tracking index	-0.189* (0.088)	-0.208** (0.080)	-0.209* (0.084)	-0.173* (0.076)	-0.182* (0.083)	-0.184* (0.082)	-0.134 (0.070)
Credential & skills X Tracking							
LCHS X Tracking	-0.059	0.018	0.057	-0.020	0.076	0.011	0.007

	(0.117)	(0.168)	(0.185)	(0.115)	(0.193)	(0.159)	(0.161)
HCLS X Tracking	0.055	0.027	0.031	-0.030	0.048	0.016	-0.007
	(0.069)	(0.064)	(0.066)	(0.066)	(0.118)	(0.062)	(0.062)
HCHS X Tracking	0.076	-0.045	-0.010	0.066	0.012	-0.021	-0.071
	(0.094)	(0.091)	(0.098)	(0.077)	(0.136)	(0.088)	(0.087)
High numeracy skills						0.368***	
						(0.059)	
<i>Cutoff points</i>							
cut1	0.869**	0.999***	1.063***	0.975***	1.084***	0.996***	0.535**
	(0.268)	(0.227)	(0.235)	(0.221)	(0.176)	(0.241)	(0.198)
cut2	2.343***	2.469***	2.534***	2.446***	2.556***	2.469***	1.939***
	(0.269)	(0.229)	(0.236)	(0.222)	(0.178)	(0.242)	(0.199)
cut3	3.582***	3.689***	3.754***	3.669***	3.778***	3.692***	3.117***
	(0.270)	(0.230)	(0.238)	(0.223)	(0.179)	(0.244)	(0.200)
cut4	5.019***	5.095***	5.159***	5.079***	5.187***	5.102***	4.493***
	(0.272)	(0.232)	(0.239)	(0.225)	(0.182)	(0.245)	(0.202)
Country-level variance	0.067**	0.045**	0.050**	0.041**	0.058***	0.052**	0.033**
	(0.021)	(0.015)	(0.016)	(0.014)	(0.014)	(0.017)	(0.012)

Source: PIACC data (N=24,075). Based on information of employed adults aged 30-39 from 26 countries.

Note: Standard errors in parentheses. LCLS=low credentials and low skills, HCLS=high credentials and low skills, HCHS=high credentials and high skills. Individual-level controls: age group, parental education, immigration status, cohabitation, work experience, skilled occupation. Country-level factors: GDP, purchasing power parity, union density, share of government employed. * p<0.05 ** p<0.01 ***p<0.001

B. Women - Numeracy

	Education includes BA or above only (no professional degrees included)	Supply of college- educated adults defined by the % of non- immigrants who exceeded their parents' education	Gender- specific % of educated adults	High skills defined relative to each country	Random slope for skills	Adjustment for skill level in numeracy	Without the utilization of skills
Robustness:							
Credential & skills (LCLS=0):							
LCHS	0.340*** (0.091)	0.245* (0.114)	0.299* (0.117)	0.290** (0.099)	0.206 (0.132)	0.139 (0.118)	0.411*** (0.115)
HCLS	1.092*** (0.049)	0.843*** (0.045)	0.875*** (0.045)	0.842*** (0.047)	0.843*** (0.075)	0.860*** (0.045)	0.945*** (0.045)
HCHS	1.485*** (0.076)	1.289*** (0.067)	1.302*** (0.072)	1.366*** (0.063)	1.277*** (0.093)	1.134*** (0.077)	1.510*** (0.070)
% college-educated adults	-1.710* (0.694)	-2.155** (0.742)	-1.568** (0.584)	-1.442* (0.580)	-1.333* (0.597)	-1.560* (0.628)	-1.307* (0.565)
Credential & skills* % college-educated adults							
LCHS*% college-educated adults	-1.514 (0.974)	-2.468 (1.617)	-2.176 (1.327)	-1.125 (0.963)	-1.338 (1.483)	-2.027 (1.288)	-1.637 (1.291)
HCLS* % college-educated adults	-0.475 (0.423)	-1.673** (0.531)	-1.344** (0.414)	-1.170** (0.430)	-1.586* (0.804)	-1.491*** (0.409)	-1.850*** (0.406)
HCHS*% college-educated adults	-0.477 (0.757)	-1.592 (0.908)	-0.808 (0.741)	-1.016 (0.580)	-0.792 (1.046)	-1.346 (0.712)	-1.558* (0.707)
Tracking index	-0.150 (0.083)	-0.163* (0.073)	-0.156* (0.077)	-0.130 (0.070)	-0.145 (0.075)	-0.137 (0.076)	-0.137* (0.069)
Credential & skills X tracking							
LCHS X Tracking	-0.153 (0.121)	-0.155 (0.176)	-0.194 (0.186)	-0.060 (0.137)	-0.080 (0.191)	-0.118 (0.168)	-0.074 (0.169)
HCLS X Tracking	0.042 (0.068)	0.008 (0.063)	-0.008 (0.066)	0.022 (0.063)	0.020 (0.106)	0.008 (0.062)	-0.011 (0.061)
HCHS X Tracking	-0.007 (0.098)	-0.107 (0.093)	-0.082 (0.101)	-0.059 (0.084)	-0.021 (0.127)	-0.096 (0.090)	-0.111 (0.090)

High literacy skills						0.315***	
						(0.055)	
<i>Cutoff points</i>							
cut1	0.393	0.544**	0.611**	0.558**	0.600***	0.600**	0.477*
	(0.252)	(0.207)	(0.213)	(0.204)	(0.163)	(0.223)	(0.196)
cut2	1.844***	1.993***	2.061***	2.007***	2.050***	2.052***	1.880***
	(0.253)	(0.207)	(0.213)	(0.205)	(0.164)	(0.224)	(0.197)
cut3	3.081***	3.209***	3.277***	3.226***	3.267***	3.270***	3.061***
	(0.254)	(0.209)	(0.215)	(0.206)	(0.166)	(0.225)	(0.198)
cut4	4.528***	4.619***	4.687***	4.643***	4.681***	4.683***	4.441***
	(0.256)	(0.211)	(0.217)	(0.208)	(0.168)	(0.227)	(0.200)
Country-level variance	0.058**	0.035**	0.038**	0.033**	0.043***	0.043**	0.032**
	(0.019)	(0.013)	(0.013)	(0.012)	(0.012)	(0.015)	(0.011)

Source: PIACC data (N=24,075). Based on information of employed adults aged 30-39 from 26 countries.

Note: Standard errors in parentheses. LCLS=low credentials and low skills, HCLS=high credentials and low skills, HCHS=high credentials and high skills. Individual-level controls: age group, parental education, immigration status, cohabitation, work experience, skilled occupation. Country-level factors: GDP, purchasing power parity, union density, share of government employed. * p<0.05 ** p<0.01 ***p<0.001

C. Men - Literacy

	Education includes BA or above only (no professional degrees included)	Supply of college- educated adults defined by the % of non- immigrants who exceeded their parents' education	Gender- specific % of educated adults	High skills defined relative to each country	Random slope for skills	Adjustment for skill level in numeracy	Without utilization of skills
Robustness:							
Credential & skills (LCLS=0):							
LCHS	0.221** (0.077)	0.184* (0.082)	0.186* (0.082)	0.242*** (0.069)	0.174 (0.091)	-0.077 (0.090)	0.301*** (0.085)
HCLS	0.828*** (0.053)	0.670*** (0.047)	0.676*** (0.046)	0.698*** (0.050)	0.698*** (0.057)	0.672*** (0.047)	0.872*** (0.046)
HCHS	1.179*** (0.077)	1.061*** (0.066)	1.057*** (0.066)	1.054*** (0.059)	1.121*** (0.077)	0.857*** (0.076)	1.294*** (0.069)
% college-educated adults	-0.289 (0.326)	-0.576 (0.440)	-0.406 (0.367)	0.021 (0.381)	-0.315 (0.380)	-0.265 (0.371)	0.009 (0.414)
Credential & skills* % college-educated adults							
LCHS*% college-educated adults	-0.001 (0.816)	0.506 (1.256)	0.957 (0.872)	-1.362* (0.688)	0.653 (1.074)	0.761 (0.990)	0.310 (0.992)
HCLS*% college-educated adults	-1.193* (0.468)	-2.025*** (0.537)	-1.441*** (0.389)	-1.640*** (0.451)	-1.329* (0.561)	-1.578*** (0.411)	-2.007*** (0.409)
HCHS*% college-educated adults	-2.098** (0.747)	-3.232*** (0.882)	-2.238*** (0.612)	-1.902*** (0.536)	-2.719*** (0.822)	-2.904*** (0.692)	-3.223*** (0.691)
Tracking index	0.087* (0.042)	0.097* (0.046)	0.106* (0.044)	0.123* (0.048)	0.105* (0.049)	0.100* (0.047)	0.120* (0.052)
Credential & skills X Tracking							
LCHS X Tracking	-0.081 (0.105)	-0.137 (0.134)	-0.116 (0.113)	-0.152 (0.101)	-0.122 (0.137)	-0.112 (0.128)	-0.131 (0.128)
HCLS X Tracking	0.086 (0.075)	-0.022 (0.066)	0.029 (0.060)	-0.000 (0.070)	-0.001 (0.079)	-0.015 (0.065)	-0.009 (0.065)

HCHS X Tracking	-0.054 (0.098)	-0.125 (0.092)	-0.037 (0.081)	-0.085 (0.077)	-0.123 (0.101)	-0.127 (0.089)	-0.111 (0.089)
High numeracy skills						0.462*** (0.052)	
<i>Cutoff points</i>							
cut1	-0.550*** (0.134)	-0.519*** (0.136)	-0.521*** (0.144)	-0.516*** (0.146)	-0.522*** (0.129)	-0.501*** (0.145)	-0.717*** (0.155)
cut2	0.771*** (0.133)	0.804*** (0.134)	0.802*** (0.143)	0.808*** (0.144)	0.801*** (0.128)	0.824*** (0.144)	0.578*** (0.154)
cut3	2.014*** (0.134)	2.050*** (0.136)	2.048*** (0.144)	2.056*** (0.146)	2.048*** (0.129)	2.074*** (0.145)	1.786*** (0.154)
cut4	3.479*** (0.137)	3.512*** (0.138)	3.510*** (0.146)	3.519*** (0.148)	3.511*** (0.131)	3.544*** (0.147)	3.215*** (0.156)
Country-level variance	0.006 (0.004)	0.007 (0.005)	0.009 (0.005)	0.010 (0.005)	0.012* (0.006)	0.009 (0.005)	0.014* (0.007)

Source: PIACC data (N=24,075). Based on information of employed adults aged 30-39 from 26 countries.

Note: Standard errors in parentheses. LCLS=low credentials and low skills, HCLS=high credentials and low skills, HCHS=high credentials and high skills. Individual-level controls: age group, parental education, immigration status, cohabitation, work experience, skilled occupation. Country-level factors: GDP, purchasing power parity, union density, share of government employed. * p<0.05 ** p<0.01 ***p<0.001

D. Men - Numeracy

	Education includes BA or above only (no professional degrees included)	Supply of college-educated adults defined by the % of non-immigrants who exceeded their parents' education	Gender-specific % of educated adults	High skills defined relative to each country	Random slope for skills	Adjustment for skill level in numeracy	Without the utilization of skills
Robustness:							
Credential & skills (LCLS=0):							
LCHS	0.374*** (0.090)	0.321*** (0.074)	0.334** (0.111)	0.348*** (0.083)	0.265* (0.131)	0.200 (0.111)	0.463*** (0.108)
HCLS	0.953*** (0.050)	0.705*** (0.047)	0.724*** (0.046)	0.695*** (0.049)	0.709*** (0.083)	0.718*** (0.046)	0.949*** (0.045)
HCHS	1.399*** (0.075)	1.196*** (0.062)	1.210*** (0.070)	1.210*** (0.059)	1.174*** (0.098)	1.024*** (0.075)	1.442*** (0.068)
% college-educated adults	-2.200** (0.739)	-0.239 (0.473)	-2.083** (0.644)	-1.833** (0.630)	-1.856** (0.665)	-2.008** (0.679)	-1.419* (0.571)
Credential & skills* % college-educated adults							
LCHS*% college-educated adults	-0.583 (0.951)	-1.674 (1.086)	0.120 (1.373)	-0.595 (0.836)	0.254 (1.552)	-0.340 (1.270)	-0.103 (1.283)
HCLS*% college-educated adults	0.055 (0.433)	-2.867*** (0.553)	-0.703 (0.421)	-0.952* (0.444)	-0.840 (0.896)	-0.988* (0.417)	-1.795*** (0.410)
HCHS*% college-educated adults	-0.256 (0.702)	-2.756*** (0.804)	-0.674 (0.702)	-0.261 (0.550)	-0.185 (1.116)	-0.788 (0.667)	-1.798** (0.661)
Tracking index	-0.189* (0.088)	0.105* (0.049)	-0.209* (0.084)	-0.173* (0.076)	-0.182* (0.083)	-0.184* (0.082)	-0.134 (0.070)
Credential & skills X Tracking							

LCHS X Tracking	-0.059 (0.117)	-0.161 (0.114)	0.057 (0.185)	-0.020 (0.115)	0.076 (0.193)	0.011 (0.159)	0.007 (0.161)
HCLS X Tracking	0.055 (0.069)	-0.051 (0.070)	0.031 (0.066)	-0.030 (0.066)	0.048 (0.118)	0.016 (0.062)	-0.007 (0.062)
HCHS X Tracking	0.076 (0.094)	-0.128 (0.084)	-0.010 (0.098)	0.066 (0.077)	0.012 (0.136)	-0.021 (0.088)	-0.071 (0.087)
High literacy skills						0.368*** (0.059)	
<i>Cutoff points</i>							
cut1	0.869** (0.268)	-0.631*** (0.146)	1.063*** (0.235)	0.975*** (0.221)	1.084*** (0.176)	0.996*** (0.241)	0.535** (0.198)
cut2	2.343*** (0.269)	0.683*** (0.144)	2.534*** (0.236)	2.446*** (0.222)	2.556*** (0.178)	2.469*** (0.242)	1.939*** (0.199)
cut3	3.582*** (0.270)	1.918*** (0.145)	3.754*** (0.238)	3.669*** (0.223)	3.778*** (0.179)	3.692*** (0.244)	3.117*** (0.200)
cut4	5.019*** (0.272)	3.382*** (0.148)	5.159*** (0.239)	5.079*** (0.225)	5.187*** (0.182)	5.102*** (0.245)	4.493*** (0.202)
Country-level variance	0.067** (0.021)	0.009 (0.005)	0.050** (0.016)	0.041** (0.014)	0.058*** (0.014)	0.052** (0.017)	0.033** (0.012)

Source: PIACC data (N=24,075). Based on information of employed adults aged 30-39 from 26 countries.

Note: Standard errors in parentheses. LCLS=low credentials and low skills, HCLS=high credentials and low skills, HCHS= high credentials and high skills. Individual-level controls: age group, parental education, immigration status, cohabitation, work experience, skilled occupation. Country-level factors: GDP, purchasing power parity, union density, share of government employed. * p<0.05 ** p<0.01 ***p<0.001

Appendix F: Proportion of Educated Men and Women with High Literacy or Numeracy Skills, by Field of Study

Skill domain: Gender:	Prop. educated adults with high literacy skills			Prop. educated adults with high numeracy skills		
	Women	Men	Δ women-men	Women	Men	Δ women-men
Field of study in highest qualification:						
General programs	0.24	0.20	0.05	0.12	0.13	-0.01
Teacher training and education science	0.24	0.16	0.08	0.16	0.19	-0.03
Humanities, languages and arts	0.31	0.31	0.00	0.24	0.18	0.06
Social sciences, business and law	0.24	0.38	-0.14	0.20	0.39	-0.20
Science, mathematics and computing	0.30	0.36	-0.06	0.28	0.42	-0.13
Engineering, manufacturing and construction	0.33	0.30	0.03	0.29	0.39	-0.10
Agriculture and veterinary	0.31	0.35	-0.04	0.24	0.42	-0.19
Health and welfare	0.19	0.29	-0.10	0.16	0.24	-0.08
Services	0.12	0.15	-0.03	0.16	0.13	0.03

Source: PIACC data (N=24,075). Based on information of employed

adults aged 30-39 from 26 countries.

Note: The difference is calculated as women-men, so positive values indicate women's advantage, while negative values indicate men's advantage. Differences greater than ten percentage points are highlighted in bold.