

Supplemental Appendix

THE CONTRIBUTION OF EMPLOYEE-LED AND EMPLOYER-LED WORK FLEXIBILITY TO THE GENDER WAGE GAP

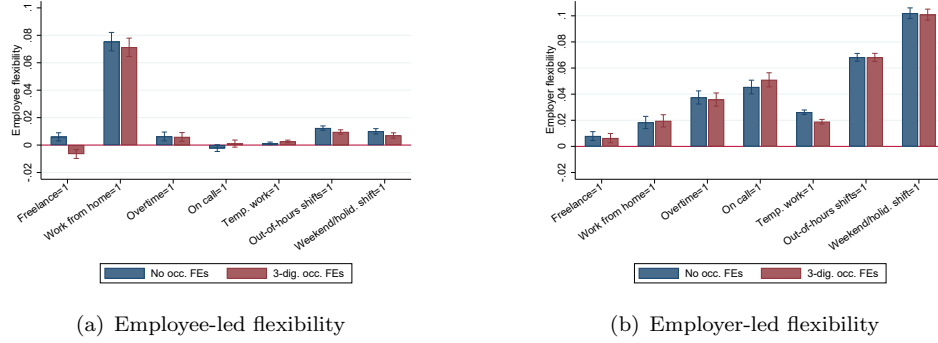
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TABLE A1—SUMMARY STATISTICS

	Women			Men		
	All	Prof. bach.	Masters	All	Prof. Bach.	Masters
Age	36.82	36.41	37.68	37.34	37.03	37.63
Age at 1st birth	29.37	28.78	30.60	30.72	30.32	31.10
Age of youngest child	4.06	4.19	3.79	3.50	3.63	3.37
No. of children	2.09	2.10	2.08	2.04	2.03	2.06
Cohabitation	0.89	0.88	0.91	0.94	0.92	0.95
Married	0.71	0.70	0.75	0.75	0.73	0.77
Hourly wage, DKK	252.66	232.27	295.88	330.79	287.90	372.00
ln(hourly wage)	5.45	5.36	5.65	5.71	5.60	5.83
Earnings, 1000 DKK	409.15	361.06	511.12	611.87	532.38	688.24
ln(earnings)	5.93	5.82	6.16	6.33	6.21	6.45
Employee-led flex. %	1.36	1.21	1.68	1.40	1.16	1.62
Employer-led flex. %	3.41	3.98	2.21	2.30	2.91	1.71
<i>N</i>	82195	55857	26338	44154	21636	22518

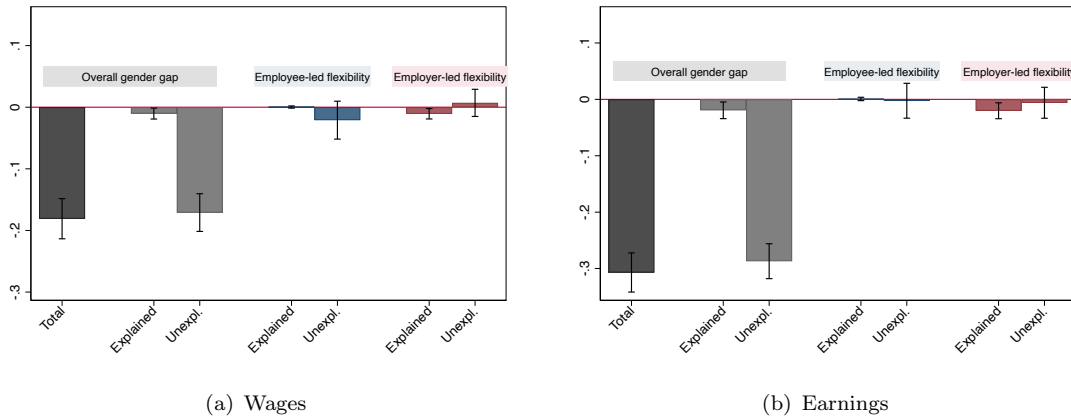
Notes: This table shows the summary statistics 10 years after graduation for from a professional bachelors degree or masters degrees. All statistics are derived from Danish population-level register data and Danish job vacancy data; the data are described in Section [I](#). Earnings and wages are adjusted for inflation to 2020-levels.

FIGURE A1. JOB POST-LEVEL CORRELATIONS BETWEEN EMPLOYEE- AND EMPLOYER-LED FLEXIBILITY AND OTHER JOB CHARACTERISTICS



Notes: The coefficients shown are from separate regressions of flexibility indicators at the advert level on indicators for each of the job characteristics (with or without controls for 3-digit occupations). For comparability with our analyses of labor market outcomes of professionals, we limit the sample to job posts in occupations with 1-digit ISCO08-codes “1” or “2”, or the 3-digit code “321”. We control for number of words in job posts using deciles FEs. Bars indicate 95%-confidence intervals. See Tables A2 and A3 for sample sizes.

FIGURE A2. OAXACA-BLINDER DECOMPOSITIONS OF GENDER PAY GAPS FOR MASTERS GRADUATES



Notes: This figure plots estimates of Oaxaca-Blinder decompositions of gender gaps in $\ln(\text{hourly wage})$ 10 years after graduation. 90% confidence intervals indicated, based on standard errors clustered at the occupation-level. We also include age, year, and no. of children FEs as controls in the decomposition. We use pooled coefficients as reference parameters.

TABLE A2—REGRESSIONS: EMPLOYEE-LED FLEXIBILITY, SKILLS AND JOB CHARACTERISTICS

	Dependent variable: Indicator for employee-led flexibility					
	(1)	(2)	(3)	(4)	(5)	(6)
Employer-led flexibility=1	0.0701 [0.00172]	0.0700 [0.00173]				
Cognitive=1			0.000145 [0.000259]	-0.000592 [0.000271]		
Social=1			0.00174 [0.000318]	-0.000682 [0.000326]		
Character=1			0.00202 [0.000295]	0.00164 [0.000304]		
Financial=1			0.000162 [0.000254]	0.00108 [0.000269]		
Management=1			-0.00419 [0.000304]	-0.00288 [0.000313]		
Computer, spec.=1			0.00304 [0.000402]	0.00102 [0.000421]		
Computer, gen.=1			0.000141 [0.000273]	-0.000173 [0.000284]		
Freelance=1					0.00598 [0.00153]	-0.00652 [0.00164]
Work from home=1					0.0754 [0.00343]	0.0713 [0.00342]
Overtime=1					0.00628 [0.00163]	0.00592 [0.00163]
On call=1					-0.00223 [0.00126]	0.00108 [0.00132]
Temp. work=1					0.00125 [0.000487]	0.00264 [0.000494]
Out-of-hours shifts=1					0.0124 [0.000806]	0.00956 [0.000804]
Weekend/holid. shift=1					0.0100 [0.000994]	0.00696 [0.00101]
Constant	0.0127 [0.000107]	0.0127 [0.000106]	0.0134 [0.000385]	0.0154 [0.000417]	0.0129 [0.000114]	0.0131 [0.000115]
R-squared	0.0138	0.0191	0.00607	0.0114	0.00906	0.0139
N	1127639	1127639	1127639	1127639	1127639	1127639
3-digit occ. FEs	No	Yes	No	Yes	No	Yes

Notes: This table shows estimates of regression with a job post-level indicator of flexibility as the dependent variable and indicators for each of the job characteristics as independent variables. For comparability with our analyses of labour market outcomes of professionals, we limit the sample to job posts in occupations with 1-digit ISCO08-codes “1”, “2”, or the 3-digit code “321”. We control for number of words in job posts using deciles FEs. Robust standard errors in brackets.

TABLE A3—REGRESSIONS: EMPLOYER-LED FLEXIBILITY, SKILLS AND JOB CHARACTERISTICS

	Dependent variable: Indicator for employer-led flexibility					
	(1)	(2)	(3)	(4)	(5)	(6)
Employee-led flexibility=1	0.114 [0.00274]	0.113 [0.00274]				
Cognitive=1			-0.0149 [0.000380]	-0.00945 [0.000391]		
Social=1			0.00355 [0.000480]	-0.00129 [0.000492]		
Character=1			0.00996 [0.000427]	0.00828 [0.000439]		
Financial=1			-0.00894 [0.000322]	-0.00305 [0.000343]		
Management=1			-0.00603 [0.000418]	-0.00419 [0.000430]		
Computer, spec.=1			-0.00975 [0.000367]	-0.00621 [0.000385]		
Computer, gen.=1			-0.0140 [0.000337]	-0.00950 [0.000356]		
Freelance=1					0.00791 [0.00171]	0.00635 [0.00181]
Work from home=1					0.0183 [0.00239]	0.0195 [0.00239]
Overtime=1					0.0375 [0.00257]	0.0359 [0.00256]
On call=1					0.0455 [0.00268]	0.0510 [0.00275]
Temp. work=1					0.0261 [0.000886]	0.0189 [0.000896]
Out-of-hours shifts=1					0.0682 [0.00152]	0.0682 [0.00157]
Weekend/holid. shift=1					0.102 [0.00210]	0.101 [0.00214]
Constant	0.0218 [0.000138]	0.0218 [0.000138]	0.0353 [0.000543]	0.0316 [0.000576]	0.0159 [0.000130]	0.0162 [0.000136]
R-squared	0.0118	0.0249	0.0110	0.0192	0.0305	0.0394
N	1127639	1127639	1127639	1127639	1127639	1127639
3-digit occ. FEs	No	Yes	No	Yes	No	Yes

Notes: This table shows estimates of regression with a job post-level indicator of flexibility as the dependent variable and indicators for each of the job characteristics as independent variables. For comparability with our analyses of labour market outcomes of professionals, we limit the sample to job posts in occupations with 1-digit ISCO08-codes “1”, “2”, or the 3-digit code “321”. We control for number of words in job posts using deciles FEs. Robust standard errors in brackets.

TABLE A4—REGRESSIONS: PROFESSIONAL BACHELOR DEGREE GRADUATES, 10 YEARS AFTER GRADUATION

	Dependent variable: ln(hourly wage)				
	(1)	(2)	(3)	(4)	(5)
Female=1	-0.201 [0.0441]	-0.209 [0.0459]	-0.0880 [0.0173]	-0.0735 [0.0141]	-0.0695 [0.0136]
Employee-led flexibility	6.417 [2.827]	7.174 [2.847]			
Female=1 × Employee-led flexibility	-3.917 [2.481]	-4.771 [2.617]	-2.803 [1.014]	-2.837 [0.786]	-2.638 [0.932]
Employer-led flexibility	-4.407 [0.992]	-4.483 [0.976]			
Female=1 × Employer-led flexibility	1.742 [1.043]	1.826 [1.073]	1.117 [0.338]	1.038 [0.322]	1.052 [0.352]
Constant	5.644 [0.0478]	5.648 [0.0472]	5.484 [0.00668]	5.470 [0.00542]	5.451 [0.00546]
R^2	0.237	0.259	0.462	0.585	0.601
N	91154	78144	78098	72044	66591
Only parents	No	Yes	Yes	Yes	Yes
Age, year, no. of children FEs	Yes	Yes	Yes	Yes	Yes
Edu. field, exp., sector FEs	No	No	Yes	Yes	Yes
2-digit Industry FEs	No	No	Yes	Yes	Yes
3-digit occ. FEs	No	No	Yes	Yes	No
Firm FEs	No	No	No	Yes	No
Firm-by-occ. FEs	No	No	No	No	Yes

Notes: This table shows regressions of ln(hourly wage) 10 years after graduation on measures of flexibility for professional bachelors degrees. Education fields FEs include 11 categories; experience FEs are rounded to nearest full year of labour market experience; sector FE is a dummy for public sector employment. Data are described in Section I. Standard errors clustered at the occupation-level in brackets.

TABLE A5—REGRESSIONS: MASTERS DEGREE GRADUATES, 10 YEARS AFTER GRADUATION

	Dependent variable: ln(hourly wage)				
	(1)	(2)	(3)	(4)	(5)
Female=1	-0.146 [0.0339]	-0.155 [0.0362]	-0.0970 [0.0181]	-0.0911 [0.0177]	-0.0862 [0.0181]
Employee-led flexibility	1.071 [1.975]	1.319 [2.030]			
Female=1 × Employee-led flexibility	-1.003 [1.079]	-1.295 [1.142]	-1.187 [0.614]	-0.723 [0.608]	-0.481 [0.713]
Employer-led flexibility	-2.446 [0.805]	-2.245 [0.824]			
Female=1 × Employer-led flexibility	0.416 [0.633]	0.249 [0.685]	0.281 [0.380]	0.0876 [0.406]	0.132 [0.395]
Constant	5.835 [0.0610]	5.844 [0.0631]	5.789 [0.00553]	5.788 [0.00583]	5.784 [0.00593]
R^2	0.0876	0.0986	0.368	0.538	0.589
N	58395	49057	49036	43787	37418
Only parents	No	Yes	Yes	Yes	Yes
Age, year, no. of children FEs	Yes	Yes	Yes	Yes	Yes
Edu. field, exp., sector FEs	No	No	Yes	Yes	Yes
2-digit Industry FEs	No	No	Yes	Yes	Yes
3-digit occ. FEs	No	No	Yes	Yes	No
Firm FEs	No	No	No	Yes	No
Firm-by-occ. FEs	No	No	No	No	Yes

Notes: This table shows regressions of ln(hourly wage) 10 years after graduation on measures of flexibility for masters degrees. Education fields FEs include 11 categories; experience FEs are rounded to nearest full year of labour market experience; sector FE is a dummy for public sector employment. Data are described in Section [I](#). Standard errors clustered at the occupation-level in brackets.