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Men's place

The incomplete integration of women in workplace authority

Stojmenovska, D.

Publication date

2022

[Link to publication](#)

Citation for published version (APA):

Stojmenovska, D. (2022). *Men's place: The incomplete integration of women in workplace authority*.

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Appendix

Appendix Chapter 2

Table A.1: Coefficients from Multinomial Logistic Regression Models Predicting the Gender Authority Gap (Reference Category = No Supervisory Tasks); Full Table

	Some supervisory tasks			Largely supervisory, no control over resources			Largely supervisory, control over human resources			Largely supervisory, control over organizational resources		
	Model 1	Model 2	Model 3	Model 1	Model 2	Model 3	Model 1	Model 2	Model 3	Model 1	Model 2	Model 3
Man	2.154*** (0.073)	2.070*** (0.069)	1.852*** (0.067)	3.103*** (0.223)	2.878*** (0.208)	2.048*** (0.144)	2.252*** (0.192)	2.084*** (0.177)	1.520*** (0.135)	3.432*** (0.270)	3.178*** (0.249)	2.423*** (0.207)
Education (ref=Bachelor)												
Lower secondary	0.913 (0.062)	0.648*** (0.045)	0.801 (0.120)	0.580*** (0.087)	0.801 (0.120)	0.580*** (0.087)	0.540* (0.122)	0.540* (0.122)	0.377*** (0.085)	0.273*** (0.063)	0.273*** (0.063)	0.191*** (0.044)
Higher secondary	1.097* (0.043)	0.872** (0.035)	1.082 (0.087)	0.894 (0.072)	1.082 (0.087)	0.894 (0.072)	0.795* (0.075)	0.795* (0.075)	0.620*** (0.061)	0.457*** (0.045)	0.457*** (0.045)	0.362*** (0.036)
Master	1.376*** (0.058)	1.569*** (0.066)	1.312** (0.105)	1.385*** (0.113)	1.312** (0.105)	1.385*** (0.113)	1.203 (0.130)	1.203 (0.130)	1.222 (0.133)	1.546*** (0.121)	1.546*** (0.121)	1.735*** (0.141)
Work experience	1.013** (0.004)	1.019*** (0.004)	1.036*** (0.009)	1.033*** (0.009)	1.036*** (0.009)	1.033*** (0.009)	1.073*** (0.011)	1.073*** (0.011)	1.074*** (0.011)	1.141*** (0.010)	1.141*** (0.010)	1.137*** (0.010)
Tenure	1.100*** (0.007)	1.119*** (0.007)	1.156*** (0.012)	1.156*** (0.012)	1.156*** (0.012)	1.156*** (0.012)	1.139*** (0.014)	1.139*** (0.014)	1.132*** (0.014)	1.119*** (0.011)	1.119*** (0.011)	1.129*** (0.012)
Part-time factor (ref=81-100%)												
0-40%	0.777*** (0.050)	0.777*** (0.050)	0.777*** (0.050)	0.704* (0.112)	0.704* (0.112)	0.704* (0.112)	0.794 (0.143)	0.794 (0.143)	0.794 (0.143)	0.456** (0.113)	0.456** (0.113)	0.456** (0.113)
41-60%	0.775*** (0.051)	0.775*** (0.051)	0.775*** (0.051)	0.588** (0.107)	0.588** (0.107)	0.588** (0.107)	0.741 (0.155)	0.741 (0.155)	0.741 (0.155)	0.440** (0.105)	0.440** (0.105)	0.440** (0.105)
61-80%	0.815*** (0.040)	0.815*** (0.040)	0.815*** (0.040)	0.716*** (0.083)	0.716*** (0.083)	0.716*** (0.083)	0.553*** (0.088)	0.553*** (0.088)	0.553*** (0.088)	0.460*** (0.072)	0.460*** (0.072)	0.460*** (0.072)

Table A.1: Continued.

	Some supervisory tasks			Largely supervisory, no control over resources			Largely supervisory, control over human resources			Largely supervisory, control over organizational resources		
	Model 1	Model 2	Model 3	Model 1	Model 2	Model 3	Model 1	Model 2	Model 3	Model 1	Model 2	Model 3
Industry (ref=Health)												
Agriculture & Fishery		2.060*** (0.304)			5.225*** (1.560)			4.827** (2.264)			1.840 (1.021)	
Manufacturing & Energy		1.142 (0.078)			2.092*** (0.280)			1.528* (0.287)			1.461* (0.231)	
Construction		2.003*** (0.165)			6.013*** (0.892)			1.898* (0.542)			3.267*** (0.606)	
Trade		2.025*** (0.119)			3.295*** (0.442)			6.646*** (1.085)			2.735*** (0.411)	
Transport & Storage		1.187 (0.113)			2.654*** (0.478)			2.143** (0.531)			1.863** (0.415)	
Catering		4.638*** (0.358)			6.536*** (1.127)			12.89*** (2.728)			11.56*** (2.231)	
Information & Communication		1.159 (0.099)			1.477* (0.277)			2.011** (0.444)			0.779 (0.169)	
Financial Services		0.674*** (0.057)			0.588* (0.129)			0.886 (0.216)			1.033 (0.191)	
Business Services		1.498*** (0.093)			1.951*** (0.273)			2.131*** (0.377)			1.277 (0.194)	
Public Administration		0.499*** (0.048)			0.990 (0.174)			0.708 (0.172)			0.454*** (0.102)	
Education		0.771**			1.067			0.601			0.924	

Table A.1: Continued.

	Some supervisory tasks			Largely supervisory, no control over resources			Largely supervisory, control over human resources			Largely supervisory, control over organizational resources		
	Model 1	Model 2	Model 3	Model 1	Model 2	Model 3	Model 1	Model 2	Model 3	Model 1	Model 2	Model 3
Culture			(0.063)			(0.197)			(0.180)			(0.178)
			1.967***			2.297**			3.589***			2.530***
			(0.183)			(0.578)			(0.953)			(0.581)
Workplace size (ref=1,000 or more)												
Less than 10			1.834**			0.604**			0.481***			1.568**
			(0.108)			(0.091)			(0.091)			(0.244)
10-19			1.625***			0.933			0.528***			1.265
			(0.094)			(0.122)			(0.096)			(0.199)
20-49			1.485***			0.996			0.617**			1.576***
			(0.083)			(0.104)			(0.089)			(0.193)
50-99			1.162*			1.014			0.831			1.330*
			(0.071)			(0.116)			(0.115)			(0.172)
100-249			1.028			0.888			1.080			1.323*
			(0.061)			(0.101)			(0.137)			(0.161)
250-999			0.934			0.907			0.771			1.124
			(0.056)			(0.095)			(0.103)			(0.135)
N	32,184	32,184	32,184	32,184	32,184	32,184	32,184	32,184	32,184	32,184	32,184	32,184

Data source: Statistics Netherlands, own calculations.

Note: Exponentiated coefficients. Bootstrapped standard errors in parentheses. Coefficients and standard errors estimated using the linear predictor approach (Breen, Karlson, and Holm 2021). Model 1 shows the controls-unadjusted gender gap. Model 2 controls for education, work experience, and tenure. Model 3 additionally adjusts for part-time factor, industry, and workplace size.

* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$