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Men's place

The incomplete integration of women in workplace authority

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Appendix Chapter 4

Table A.7: Distributed Effects of Transition to Parenthood on Supervisory Authority

| | Women | | | | Men | | | |
|---|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | Model 1 | Model 2 | Model 3 | Model 4 | Model 1 | Model 2 | Model 3 | Model 4 |
| Years since transition to parenthood (ref=-7) | | | | | | | | |
| -6 | 0.020*** (0.005) | 0.021*** (0.005) | 0.020*** (0.005) | 0.020*** (0.005) | 0.009 (0.006) | 0.009 (0.006) | 0.008 (0.006) | 0.009 (0.006) |
| -5 | 0.032*** (0.007) | 0.034*** (0.007) | 0.033*** (0.007) | 0.034*** (0.007) | 0.026** (0.008) | 0.024** (0.008) | 0.024** (0.008) | 0.024** (0.008) |
| -4 | 0.038*** (0.008) | 0.042*** (0.009) | 0.041*** (0.009) | 0.042*** (0.009) | 0.042*** (0.010) | 0.039*** (0.010) | 0.039*** (0.010) | 0.040*** (0.010) |
| -3 | 0.039*** (0.009) | 0.044*** (0.010) | 0.043*** (0.010) | 0.045*** (0.010) | 0.061*** (0.011) | 0.057*** (0.012) | 0.057*** (0.012) | 0.058*** (0.012) |
| -2 | 0.043*** (0.010) | 0.050*** (0.011) | 0.048*** (0.011) | 0.052*** (0.011) | 0.075*** (0.012) | 0.069*** (0.013) | 0.069*** (0.013) | 0.070*** (0.013) |
| -1 | 0.040*** (0.010) | 0.049*** (0.012) | 0.048*** (0.012) | 0.054*** (0.012) | 0.099*** (0.013) | 0.090*** (0.015) | 0.090*** (0.015) | 0.092*** (0.015) |
| 0 | 0.037** (0.011) | 0.046*** (0.013) | 0.046*** (0.013) | 0.071*** (0.013) | 0.118*** (0.014) | 0.109*** (0.015) | 0.109*** (0.016) | 0.111*** (0.016) |
| 1 | 0.033** (0.012) | 0.042** (0.013) | 0.044** (0.014) | 0.073*** (0.014) | 0.132*** (0.014) | 0.123*** (0.016) | 0.123*** (0.016) | 0.125*** (0.016) |
| 2 | 0.022 (0.013) | 0.031* (0.014) | 0.033* (0.014) | 0.065*** (0.015) | 0.153*** (0.015) | 0.144*** (0.017) | 0.143*** (0.017) | 0.146*** (0.017) |
| 3 | 0.022 (0.014) | 0.032* (0.015) | 0.034* (0.015) | 0.068*** (0.016) | 0.167*** (0.016) | 0.158*** (0.017) | 0.158*** (0.017) | 0.161*** (0.017) |
| 4 | 0.022 (0.015) | 0.032* (0.016) | 0.035* (0.016) | 0.069*** (0.017) | 0.172*** (0.016) | 0.163*** (0.018) | 0.163*** (0.018) | 0.166*** (0.018) |
| 5 | 0.019 (0.016) | 0.029 (0.017) | 0.032 (0.017) | 0.069*** (0.018) | 0.186*** (0.016) | 0.176*** (0.018) | 0.176*** (0.018) | 0.179*** (0.018) |
| 6 | 0.013 (0.016) | 0.024 (0.017) | 0.027 (0.017) | 0.065*** (0.018) | 0.193*** (0.017) | 0.184*** (0.018) | 0.184*** (0.019) | 0.187*** (0.019) |
| 7 | 0.013 (0.017) | 0.024 (0.017) | 0.028 (0.018) | 0.066*** (0.019) | 0.205*** (0.017) | 0.196*** (0.019) | 0.196*** (0.019) | 0.199*** (0.019) |
| 8 | 0.015 (0.017) | 0.026 (0.018) | 0.029 (0.019) | 0.068*** (0.019) | 0.211*** (0.018) | 0.202*** (0.019) | 0.202*** (0.020) | 0.205*** (0.020) |
| 9 | 0.018 (0.018) | 0.029 (0.019) | 0.033 (0.020) | 0.072*** (0.021) | 0.222*** (0.018) | 0.212*** (0.020) | 0.212*** (0.020) | 0.216*** (0.020) |
| 10 | 0.016 (0.019) | 0.027 (0.020) | 0.032 (0.021) | 0.069** (0.022) | 0.227*** (0.019) | 0.217*** (0.020) | 0.217*** (0.020) | 0.221*** (0.020) |
| 11 | 0.021 (0.020) | 0.032 (0.021) | 0.036 (0.022) | 0.073** (0.023) | 0.239*** (0.019) | 0.230*** (0.020) | 0.230*** (0.021) | 0.234*** (0.021) |
| 12 | 0.024 (0.020) | 0.035 (0.021) | 0.039 (0.022) | 0.074** (0.023) | 0.237*** (0.019) | 0.228*** (0.021) | 0.229*** (0.021) | 0.232*** (0.021) |
| 13 | 0.032 (0.021) | 0.043* (0.022) | 0.047* (0.023) | 0.080*** (0.024) | 0.240*** (0.020) | 0.231*** (0.021) | 0.232*** (0.022) | 0.236*** (0.022) |
| 14 | 0.045* ----- | 0.056* ----- | 0.059* ----- | 0.091*** ----- | 0.247*** ----- | 0.238*** ----- | 0.239*** ----- | 0.243*** ----- |

Appendix

Table A.7: Continued.

| | Women | | | | Men | | | |
|------------------------------|----------|-----------|----------|----------|----------|----------|----------|----------|
| | Model 1 | Model 2 | Model 3 | Model 4 | Model 1 | Model 2 | Model 3 | Model 4 |
| | (0.022) | (0.023) | (0.024) | (0.024) | (0.020) | (0.022) | (0.022) | (0.022) |
| 15 | 0.050* | 0.061** | 0.065** | 0.094*** | 0.249*** | 0.240*** | 0.242*** | 0.246*** |
| | (0.023) | (0.023) | (0.025) | (0.025) | (0.021) | (0.023) | (0.023) | (0.023) |
| Union status (ref=single) | | | | | | | | |
| Cohabiting | | 0.005 | 0.006 | 0.004 | | 0.004 | 0.005 | 0.005 |
| | | (0.019) | (0.019) | (0.019) | | (0.026) | (0.026) | (0.026) |
| Married | | -0.015 | -0.014 | -0.008 | | 0.013 | 0.012 | 0.013 |
| | | (0.009) | (0.009) | (0.009) | | (0.011) | (0.011) | (0.011) |
| Months unemployed cumulative | | -0.000 | 0.000 | | | -0.001 | -0.001 | -0.001 |
| | | (0.000) | (0.000) | | | (0.001) | (0.001) | (0.001) |
| Months unemployed year-1 | | -0.003*** | -0.002* | | | -0.005** | -0.004* | -0.004* |
| | | (0.001) | (0.001) | | | (0.002) | (0.002) | (0.002) |
| Work hours | | | 0.004*** | | | | | 0.003*** |
| | | | (0.001) | | | | | (0.001) |
| Constant | 0.143*** | 0.143*** | 0.142*** | -0.008 | 0.355*** | 0.347*** | 0.360*** | 0.220** |
| | (0.028) | (0.028) | (0.028) | (0.037) | (0.052) | (0.057) | (0.057) | (0.071) |
| N | 33,207 | 33,207 | 33,207 | 33,207 | 51,710 | 51,710 | 51,710 | 51,710 |

Data source: Family Survey of the Dutch Population 1998 to 2009.

Note: Standard errors in parentheses. Model 1 controls for age, period, the interaction between age and age at first child, and the interaction between age and education. Model 2 additionally controls for the transition to cohabitation or marriage. Model 3 adds work experience to Model 2. The final model, Model 4, also controls for hours worked.

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

Appendix

Table A.8: Distributed Effects of Transition to Parenthood on Supervisory Authority, by Educational Attainment

| | Women | | | Men | | |
|---|---------------------|--------------------|---------------------|---------------------|---------------------|---------------------|
| | lower secondary | upper secondary | higher education | lower secondary | upper secondary | higher education |
| Years since transition to parenthood (ref=-7) | | | | | | |
| -6 | 0.019** (0.007) | 0.017 (0.009) | 0.030** (0.011) | 0.009 (0.008) | -0.001 (0.011) | 0.016 (0.013) |
| -5 | 0.031*** (0.009) | 0.033** (0.012) | 0.043* (0.017) | 0.010 (0.012) | 0.017 (0.014) | 0.049** (0.019) |
| -4 | 0.042*** (0.012) | 0.034* (0.015) | 0.058** (0.021) | 0.028 (0.014) | 0.021 (0.018) | 0.076*** (0.022) |
| -3 | 0.042** (0.013) | 0.038* (0.017) | 0.064** (0.023) | 0.046** (0.017) | 0.029 (0.021) | 0.104*** (0.025) |
| -2 | 0.043** (0.015) | 0.044* (0.019) | 0.082** (0.025) | 0.049** (0.019) | 0.044 (0.023) | 0.127*** (0.028) |
| -1 | 0.042* (0.017) | 0.048* (0.020) | 0.080** (0.028) | 0.069** (0.022) | 0.073** (0.027) | 0.146*** (0.030) |
| 0 | 0.071*** (0.021) | 0.053* (0.022) | 0.099*** (0.029) | 0.093*** (0.023) | 0.086** (0.028) | 0.167*** (0.032) |
| 1 | 0.070** (0.022) | 0.049* (0.023) | 0.110*** (0.031) | 0.104*** (0.024) | 0.105*** (0.029) | 0.182*** (0.032) |
| 2 | 0.069** (0.022) | 0.051* (0.025) | 0.081* (0.033) | 0.119*** (0.025) | 0.137*** (0.030) | 0.202*** (0.034) |
| 3 | 0.075** (0.024) | 0.046 (0.026) | 0.090** (0.034) | 0.129*** (0.025) | 0.149*** (0.031) | 0.226*** (0.035) |
| 4 | 0.079** (0.027) | 0.047 (0.026) | 0.094* (0.037) | 0.139*** (0.026) | 0.159*** (0.032) | 0.224*** (0.037) |
| 5 | 0.091** (0.029) | 0.039 (0.028) | 0.090* (0.039) | 0.151*** (0.026) | 0.182*** (0.033) | 0.232*** (0.038) |
| 6 | 0.099*** (0.030) | 0.025 (0.029) | 0.089* (0.039) | 0.163*** (0.028) | 0.187*** (0.033) | 0.237*** (0.038) |
| 7 | 0.102** (0.031) | 0.025 (0.030) | 0.093* (0.040) | 0.170*** (0.028) | 0.203*** (0.034) | 0.252*** (0.039) |
| 8 | 0.111*** (0.032) | 0.027 (0.031) | 0.089* (0.041) | 0.181*** (0.029) | 0.210*** (0.035) | 0.248*** (0.040) |
| 9 | 0.122*** (0.033) | 0.036 (0.035) | 0.083 (0.043) | 0.196*** (0.029) | 0.224*** (0.035) | 0.250*** (0.041) |
| 10 | 0.114*** (0.034) | 0.046 (0.038) | 0.078 (0.045) | 0.199*** (0.030) | 0.223*** (0.036) | 0.261*** (0.042) |
| 11 | 0.122*** (0.035) | 0.046 (0.039) | 0.081 (0.048) | 0.209*** (0.030) | 0.237*** (0.037) | 0.277*** (0.043) |
| 12 | 0.125*** (0.035) | 0.049 (0.040) | 0.082 (0.048) | 0.201*** (0.031) | 0.233*** (0.038) | 0.286*** (0.044) |
| 13 | 0.124*** (0.036) | 0.059 (0.040) | 0.091 (0.051) | 0.206*** (0.032) | 0.232*** (0.038) | 0.291*** (0.045) |
| 14 | 0.128*** (0.037) | 0.081 (0.042) | 0.100 (0.053) | 0.214*** (0.032) | 0.225*** (0.039) | 0.309*** (0.047) |

Appendix

Table A.8: Continued.

| | Women | | | Men | | |
|------------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | lower secondary | upper secondary | higher education | lower secondary | upper secondary | higher education |
| 15 | 0.128*** (0.038) | 0.083 (0.044) | 0.101 (0.055) | 0.219*** (0.033) | 0.219*** (0.040) | 0.315*** (0.048) |
| Union status (ref=single) | | | | | | |
| Cohabiting | 0.000 (0.033) | 0.024 (0.020) | -0.021 (0.039) | 0.031 (0.038) | -0.012 (0.052) | -0.005 (0.048) |
| Married | 0.006 (0.013) | -0.008 (0.014) | -0.029 (0.019) | 0.016 (0.016) | 0.004 (0.019) | 0.013 (0.022) |
| Months unemployed cumulative | 0.000 (0.000) | 0.000 (0.000) | 0.000 (0.000) | -0.001 (0.001) | -0.001 (0.002) | -0.001 (0.002) |
| Months unemployed year-1 | -0.001 (0.001) | -0.002 (0.001) | -0.002 (0.002) | 0.000 (0.003) | -0.004 (0.003) | -0.009** (0.003) |
| Work hours | 0.003** (0.001) | 0.003*** (0.001) | 0.006*** (0.001) | 0.002 (0.001) | 0.004* (0.002) | 0.004* (0.002) |
| Constant | 0.059 (0.064) | 0.013 (0.063) | -0.285* (0.141) | 0.274** (0.091) | -0.192 (0.378) | -0.501* (0.242) |
| N | 12,221 | 12,062 | 8,924 | 20,136 | 15,930 | 15,644 |

Data source: Family Survey of the Dutch Population 1998 to 2009.

Note: Standard errors in parentheses. All models control for age, period, the interaction between age and age at first child, cohabitation/marriage, work experience, and hours worked.

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