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Men's place

The incomplete integration of women in workplace authority

Stojmenovska, D.

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

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
			(0.000)	(0.000)			(0.001)	(0.001)
Months unemployed year-1			-0.003***	-0.002*			-0.005**	-0.004*
			(0.001)	(0.001)			(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.
* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

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

Table A.8: Continued.

	Women			Men		
	lower secondary	upper secondary	higher education	lower secondary	upper secondary	higher education
15	0.128***	0.083	0.101	0.219***	0.219***	0.315***
	(0.038)	(0.044)	(0.055)	(0.033)	(0.040)	(0.048)
Union status (ref=single)						
Cohabiting	0.000	0.024	-0.021	0.031	-0.012	-0.005
	(0.033)	(0.020)	(0.039)	(0.038)	(0.052)	(0.048)
Married	0.006	-0.008	-0.029	0.016	0.004	0.013
	(0.013)	(0.014)	(0.019)	(0.016)	(0.019)	(0.022)
Months unemployed cumulative	0.000	0.000	0.000	-0.001	-0.001	-0.001
	(0.000)	(0.000)	(0.000)	(0.001)	(0.002)	(0.002)
Months unemployed year-1	-0.001	-0.002	-0.002	0.000	-0.004	-0.009**
	(0.001)	(0.001)	(0.002)	(0.003)	(0.003)	(0.003)
Work hours	0.003**	0.003***	0.006***	0.002	0.004*	0.004*
	(0.001)	(0.001)	(0.001)	(0.001)	(0.002)	(0.002)
Constant	0.059	0.013	-0.285*	0.274**	-0.192	-0.501*
	(0.064)	(0.063)	(0.141)	(0.091)	(0.378)	(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.
* $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$