

Supplement to:

The Gender Gap in Workplace Authority: Variation across Types of Authority Positions

Table S1. Regression coefficients authority gender gaps (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		
	Model1	Model2	Model3	Model1	Model2	Model3	Model1	Model2	Model3	Model1	Model2	Model3
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)		0.540** (0.122)	0.377*** (0.085)		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)		0.795* (0.075)	0.620*** (0.061)		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)		1.203 (0.130)	1.222 (0.133)		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)		1.073*** (0.011)	1.074*** (0.011)		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)		1.139*** (0.014)	1.132*** (0.014)		1.119*** (0.011)	1.129*** (0.012)
Part-time factor (ref=81-100%)												
0-40%			0.777*** (0.050)			0.704* (0.112)			0.794 (0.143)			0.456** (0.113)
41-60%			0.775*** (0.051)			0.588** (0.107)			0.741 (0.155)			0.440** (0.105)
61-80%			0.815*** (0.040)			0.716** (0.083)			0.553*** (0.088)			0.460*** (0.072)
Industry (ref=Health)												
Agriculture & Fishery			2.060*** (0.304)			5.225*** (1.560)			4.827** (2.264)			1.840 (1.621)
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			1.477*			2.011**			0.779

			(0.099)			(0.277)			(0.444)			(0.169)
Financial Services			0.674***			0.588*			0.886			1.033
			(0.057)			(0.129)			(0.216)			(0.191)
Business Services			1.498***			1.951***			2.131***			1.277
			(0.093)			(0.273)			(0.377)			(0.194)
Public Administration			0.499***			0.990			0.708			0.454***
			(0.048)			(0.174)			(0.172)			(0.102)
Education			0.771**			1.067			0.601			0.924
			(0.063)			(0.197)			(0.180)			(0.178)
Culture			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)
<i>N</i>	32,184	32,184	32,184	32,184	32,184	32,184	32,184	32,184	32,184	32,184	32,184	32,184

Exponentiated coefficients; Bootstrapped standard errors in parentheses.

Data source: Statistics Netherlands, own calculations.

Note: Model 1 shows the controls-unadjusted gender gap. Model 2 controls for education, work experience, and tenure with the current employer. Model 3 additionally adjusts for part-time factor, industry, workplace size, and occupation. Coefficients estimated using the linear predictor approach (Breen, Karlson, and Holm 2018).

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