The Impact of Fertility Relaxation on the Gender Wage Gap

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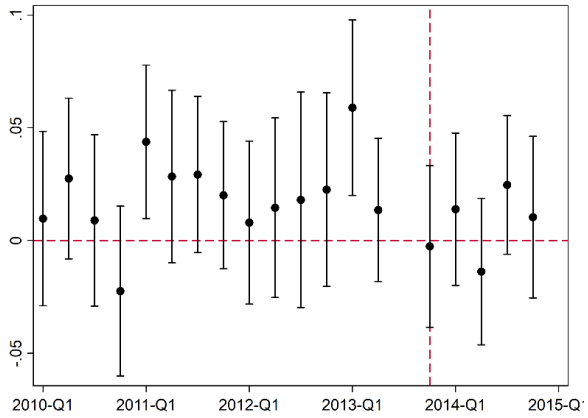
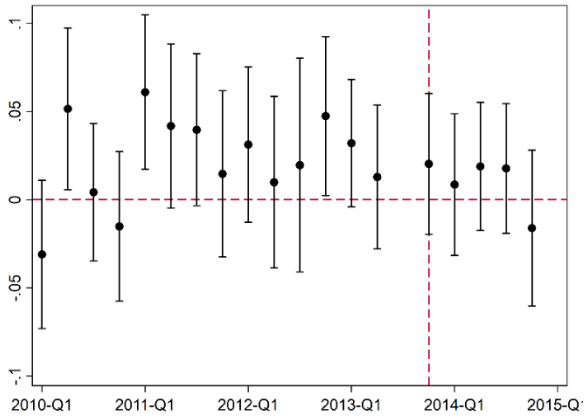
Online Appendix

Appendix A: Additional Figures and Tables

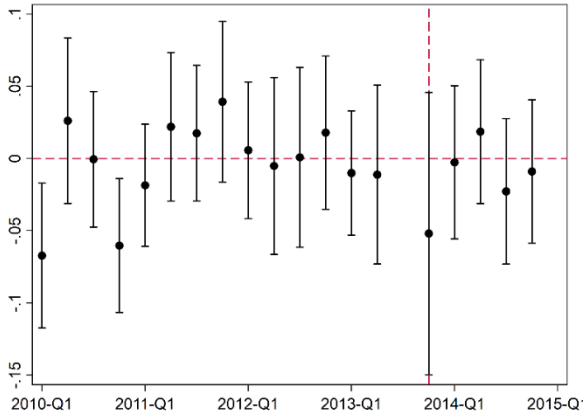
Figure A1. Event Study: Impact of fertility relaxation on the salary of female new hires by age cohort



Panel A. 36–40



Panel B. 41–45



Panel C. 46–50

Note: This figure explores the dynamic effect of the relaxation of OCP on the salary of female new hires by age cohort. The sample period is from 2010–2014, and the third quarter of 2013 is taken as the baseline period. The outcome is the salary (in the natural log) of the new hires. We control for employer-year-month fixed effects and demographic characteristics, including gender, age, and birthplace. Robust standard errors are clustered at the employer level. The bars refer to the 95% confidence intervals.

Table A1. Number of Children by Household Types

	Number of Children			Total
Household Type	0	1	2+	
Both parents were not an only child	310	1,070	680	2,060
One parent was an only child	148	564	223	935
Both parents were an only child	66	222	44	332
Total	524	1,856	947	3,327

Note: This table reports the number of households by household type and number of children. The data come from the CFPS in 2010. We keep the households where the females were younger than 35 years old.

Table A2. Effect of Sample Restrictions on Sample Size

Processing Procedure	Sample Size			# of
	Full Sample	New Hire	Job Leaver	Employers
Raw dataset	215,316,418	5,617,924	5,377,910	111,515
1. Drop employees with a salary beyond the reasonable range	168,994,134	4,673,863	4,264,990	105,478
2. Drop employees more than 50 years old	150,661,883	4,427,392	3,875,619	104,942

Note: This table reports the impact of each sample processing procedure on the monthly raw dataset. The data include all the deposit records in the local Housing Provident Fund system from 2010–2014.

Table A3. Robustness Check: Roth test on the potential effects of pre-trend

Outcome	Slope	Potential Bias in the Last Quarter	Actual Estimate in the Last Quarter
New Hire	0.0001	-0.0006	-0.0042
Job Leaver	0.0001	-0.0005	-0.0022
Salary	0.0004	-0.0033	-0.0148

Note: This table reports the results of the Roth test on the potential effects of the pre-trend. For each outcome variable, this table presents the slope against which pre-tests have 50% power and the potential bias in the last quarter if the pre-trend exists. This table also shows the actual estimate for the last quarter based on the event-study design.

Table A4. Robustness Check: Excluding the fourth quarter

	(1)	(2)	(3)	(4)	(5)
			ln(Salary)		
Female	-0.0858***	-0.0724***	-0.0720***	-0.0701***	-0.0570***
	(0.0057)	(0.0028)	(0.0028)	(0.0029)	(0.0026)
Post	0.2953***	0.2496***			
	(0.0098)	(0.0077)			
Female × Post	-0.0538***	-0.0268***	-0.0267***	-0.0265***	-0.0284***
	(0.0065)	(0.0033)	(0.0033)	(0.0033)	(0.0032)
Observations	3,469,089	3,469,089	3,469,089	3,469,089	3,469,089
R-squared	0.0370	0.5374	0.5549	0.7160	0.7477
Employer FE	NO	YES	YES	NO	NO
Year-month FE	NO	NO	YES	NO	NO
Employer-year-month FE	NO	NO	NO	YES	YES
Demographic attributes	NO	NO	NO	NO	YES

Note: This table explores the effect of the relaxation of OCP on the salary of female new hires based on the dataset, excluding the observations in the fourth quarter of each year. The sample period is from 2010–2014. The outcome is the salary (in the natural log) of the new hires. We control for employer fixed effects in Column 2, employer fixed effects and year-month fixed effects in Column 3, employer-year-month fixed effects in Column 4, and employer-year-month fixed effects and demographic characteristics, including age and birthplace, in Column 5. Robust standard errors are clustered at the employer level. * indicates significance at the 0.1 level; ** indicates significance at the 0.05 level; *** indicates significance at the 0.01 level.

Table A5. Summary Statistics: Survey data

	Obs	Mean	Std. Dev.	Min	Max
Income	2,847	27826.2000	25175.3400	300	150000
Employed	4,191	0.7712	0.4201	0	1
Working Hours	3,857	5.3907	2.8644	1	12.1429
Female	4,191	0.5347	0.4989	0	1
Married	4,191	0.7616	0.4261	0	1
Children	4,191	0.6717	0.4697	0	1
Age	4,191	28.8879	3.9350	20	36

Note: This table reports the summary statistics of the CFPS survey dataset. The individual-year-level balanced panel data involve three waves: 2010, 2012, and 2014. We require that the individuals work in urban areas and are ages 23–35 in 2013. The daily working hours are winsorized at the 1% and 99% levels.

Appendix B: Literature Review

Table B1. Literature Summary

Policy	Literature	Targeted Group	Finding
Parental Leave	Asai (2015)	Mothers with children aged 0-1	Cash benefit has little effect on mothers' job continuity.
	Baker and Milligan (2008)	Mothers surrounding the childbirth / Mothers with a child aged 0-1	Job-protected leaves have a positive effect on mothers' job continuity.
	Baum (2003)	Mothers with children aged 0-1 / Women of childbearing age	The state maternity leave legislation has little impact on employment and wages.
	Baum and Ruhm (2016)	Mothers surrounding the childbirth	Maternal leave has a positive effect on mothers' employment, job continuity, and hours and weeks of work.
	Bana, Bedard, and Rossin-Slater (2020)	Mothers after childbirth	Higher benefit during leave has little impact on maternal labor market outcomes. It would increase job continuity.
	Bergemann and Riphahn (2022)	Mothers for up to 42 months after birth	The parental leave reform has no impact on long-run labor force participation but speeds up mothers' labor market return.
	Berger and Waldfogel (2004)	Mothers after childbirth	The mothers with maternity leave return to work more quickly after the maternity leave.
	Bičáková and Kalíšková (2019)	Mothers after childbirth	The job protection period has a positive effect on post-leave unemployment.
	Burgess et al. (2008)	Mothers after childbirth	The parental leave leads to a shorter return time for the mothers after childbirth.
	Dahl et al. (2016)	Mothers after childbirth	The increase in maternal leave has little impact on parental earnings and labor force participation.
	Das and Polachek (2015)	Young California women	The California paid family leave would increase the labor force participation rate, the unemployment rate, and the duration of unemployment for young women.
	Del Rey, Kyriacou, and Silva (2020)	Women aged 15-64	The duration of maternity leave has an inverted U-shaped

		relationship with female labor force participation.
Del Rey, Racionero, and Silva (2021)	Women aged 25-54	The decrease in parental leave entitlements leads to lower gender wage gaps but higher gender employment rate gaps.
Ekberg, Eriksson, and Friebel (2013)	Mothers after childbirth	The increased parental leave incentives for fathers have a positive long-term effect on female earnings and a negative effect on employment rates.
Geyer, Haan, and Wrohlich (2015)	Mothers with young children	Parental leave has a negative effect on female employment in the first year after childbirth and a modest positive impact on labor supply in the second year after childbirth.
Han, Ruhn, and Waldfogel (2009)	Mothers surrounding the childbirth	Parental leave has little impact on maternal employment.
Hanel (2013)	Mothers after childbirth	Maternity leave would delay mothers' return to work and does not affect wages in the long run.
Hanratty and Trzcinski (2009)	Mothers with children aged 0-1	The expansion in paid family leave and transfers would not reduce employment.
Kleven et al. (2020)	Mothers surrounding the childbirth	Parental leave has a negative and small effect on female labor outcomes after childbirth in the short run, while it has little impact in the long run. Parental leave does not affect female labor outcomes before childbirth.
Lalive et al. (2014)	Mothers of newborn children	Longer cash benefits would delay the return to work, while prolonged parental leave has little impact on mothers' labor market outcomes.
Lalive and Zweimüller (2009)	Mothers of newborn children	The increase in the duration of parental leave leads to a decrease in employment and earnings in the short run but has little impact in the long run.
Mullerova (2017)	Mothers with children up to 3 years old	The increase in payment of universal parental benefits has a negative effect on mothers' labor force participation.
Puhani and Sonderhof (2009)	Young women	The parental leave extension would reduce job-related

			training, even if they have no child.
	Rossin-Slater, Ruhm, and Waldfogel (2013)	Mothers with children aged 1-3	The parental leave extension would increase the working hours and wage incomes for employed mothers.
	Schönberg and Ludsteck (2014)	Mothers of newborn children	The expansions in maternity leave coverage lead to lower employment for mothers after childbirth in the short run. It also has a small effect on employment, job continuity, and income in the long run.
Childcare	Andresen and Havnes (2019)	Mothers and fathers with two-year-olds residing	Childcare has a positive effect on mothers' labor supply and has no impact for fathers.
	Baker, Gruber, and Milligan (2008)	Mothers with only children aged 0-4	The employment of women increases because of the universal childcare subsidies.
	Bauernschuster and Schlotter (2015)	Mothers with the youngest child born between 1992 and 2000 / mothers with the youngest child aged 3-4	Public childcare increases maternal employment.
	Berlinski and Galiani (2007)	Mothers with at least one child aged 3-5	The childcare subsidy increases maternal employment.
	Bettendorf, Jongen, and Muller (2015)	Mothers with the youngest child up to 12 years old	The childcare subsidy has a modest and positive effect on maternal employment.
	Blau and Tekin (2007)	Single mothers with at least one child under the age of 13	Childcare subsidy has a positive impact on single mothers' employment.
	Cascio (2009)	Mothers with five-year-old children	Childcare subsidy has a positive impact on single mothers' employment but has no impact on married mothers.
	Connelly (1992)	Married mothers with children under the age of 13	Childcare costs lead to lower women's labor force participation.
	Dang, Hiraga, and Viet Nguyen (2022)	Mothers with at least one child under the age of six	Childcare has no impact on women's labor force participation. However, childcare can increase the total annual wage and the probability of having a wage-earning job.

Fitzpatrick (2010)	Mothers who live with their own children who were born around the cutoff date for kindergarten eligibility	Universal prekindergarten availability has little impact on maternal labor supply.
Fitzpatrick (2012)	Mothers with singleton children aged 5	Public school enrollment increases single mothers' labor supply while other mothers' labor supply remains unchanged.
Gelbach (2002)	Mothers with the youngest child up to five years old	Childcare subsidies increase maternal labor supply.
Givord and Marbot (2015)	Mothers with the youngest child up to three years old	Childcare subsidies have a modest impact on mothers' labor force participation.
Goux and Maurin (2010)	Mothers with children under age 3	Early school availability increases mothers' employment.
Haeck, Lefebvre, and Merrigan (2015)	Mothers with children aged 1-4	Universal preschool policies have positive effects on mothers' labor supply.
Havnes and Mogstad (2011)	Mothers with the youngest child aged 3-10	Childcare has little effect on maternal employment.
Herbst (2017)	Mothers with the youngest child aged 0-12	The subsidized and universal childcare program has a positive effect on maternal employment.
Hojman and Lopez Boo (2022)	Mothers with children aged 0-4	Public childcare can increase mothers' work.
Kimmel (1998)	Mothers or guardians of children under the age of 13	High childcare prices would lower mothers' employment.
Kleven et al. (2020)	Mothers surrounding the childbirth	Childcare has no effect on the employment and earnings of females before or after childbirth.
Lefebvre and Merrigan (2008)	Mothers with at least one child aged 1-5	Childcare subsidies can increase mothers' labor force participation.
Lefebvre, Merrigan, and Verstraete (2009)	Mothers with at least one child aged 6-11 and no children less than 6	Childcare subsidies have a positive effect on mothers' labor supply.
Lundin, Mörk, and Öckert (2008)	Married mothers with at least one child aged 1-9	Reduced childcare prices have little effect on the female labor supply.

	Müller and Wrohlich (2020)	Mothers with at least one child aged 1-3	Subsidized childcare can increase mothers' labor market participation.
	Nollenberger and Rodríguez-Planas (2015)	Mothers of 3-year-olds	Full-time public children can increase mothers' employment.
	Österbacka and Räsänen (2021)	Mothers with one or two children	The home care allowance would delay the return to employment.
	Ribar (1995)	Married mothers with at least one child under the age of 15	Childcare prices have a small and negative impact on the labor supply of married mothers.
	Tekin (2006)	Single mothers with at least one child under the age of 13	Childcare subsidies can increase the probability of working at a standard job for single mothers.
	Tekin (2007)	Single mothers with at least one child under the age of 13	Lower childcare prices can increase single mothers' employment.
	Yamaguchi, Asai, and Kambayashi (2018)	Mothers with children under the age of 3.5	Childcare has a positive effect on market participation, working hours, and earnings for most mothers.

Note: This table summarizes the previous studies that examine the impact of fertility policies (parental leave or childcare) on female labor market outcomes.

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