Online Appendix: Workplace Presenteeism, Job Substitutability and Gender Inequality

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Table A1 Descriptive statistics on the uniqueness variable

Column:	**(1)**	**(2)**	**(3)**
Sample:	**All**	**Unique**	**Nonunique**
Unique job	0.202	1	0
Male	0.615	0.529	0.637
Age	41.8	44.1	41.2
Years of schooling	11.9	12.1	11.9
Number of children 0–17	0.704	0.716	0.701
Born in Sweden	0.864	0.905	0.854
Workplace size	554.9	81.9	674.4
Work in municipality of residence	0.63	0.65	0.63
Monthly wage (SEK)	26,695	27,649	26,454
Parental benefits (SEK)	3,379	3,004	3,474
Temporary parental benefits (SEK)	960	748	1,014
Sickness benefits (SEK)	3,234	2,934	3,310
Percent of full time	94.5	93.6	94.8
Occupations (first digit)			
Managers	5.91	15.81	3.41
Professionals	14.78	14.44	14.87
Technicians	20.89	24.16	20.07
Clerks	12.11	17.39	10.77
Service workers and shop salespersons	10.95	9.94	11.20
Skilled agricultural and fishery workers	0.57	1.17	0.41
Craft and related trades workers	9.39	7.97	9.75
Plant and machine operators	18.13	4.11	21.68
Elementary occupations	7.27	5.01	7.84
Industry			
Unspecified	0.01	0.01	0.01
Agriculture, forestry and fishery	0.66	1.42	0.47
Mineral extraction	0.58	0.51	0.59
Manufacturing	36.21	21.79	39.85
Power, gas and water	1.94	2.54	1.78
Construction	3.39	3.82	3.28
Commerce, restaurant and hotels	14.84	21.42	13.18

Communication and transportation	12.85	8.71	13.89
Bank, insurance and commissions	18.45	18.70	18.39
Administration, care and education	11.08	21.07	8.56
Observations	16,185,988	3,265,306	12,920,682

Notes: Private sector employees 1997–2013. 49% of our total sample (private + public) pertains to the private sector. The corresponding number for employees with few (many) substitutes is 44% (51%). Note that the data cover 100% of the public sector but only 50% of the private sector. The share of private sector employees in the full economy is approximately 66%.

Table A2 Occupations of men and women in unique jobs

Column:	**(1)**	**(2)**
Sample:	**Unique men**	**Unique women**
Occupations (first digit)		
Managers	21.73	9.17
Professionals	14.63	14.22
Technicians	24.26	24.06
Clerks	7.84	28.12
Service workers and shop salespersons	5.01	15.47
Skilled agricultural and fishery workers	1.62	0.67
Craft and related trades workers	13.54	1.71
Plant and machine operators	7.02	0.84
Elementary occupations	4.34	5.75
Observations	1,726,403	1,538,903

Table A3 Relation between wage and uniqueness without managers

Column:	**(1)**	**(2)**	**(3)**	**(4)**	**(5)**	**(6)**
Outcome:	**Log of wage**	**Log of wage**	**Log of wage**	**Log of wage**	**Log of wage**	**Log of wage**
Unique Job	-0.001	0.023***	0.015***	0.009***	0.016***	0.015***
	(0.006)	(0.001)	(0.001)	(0.001)	(0.001)	(0.001)
Year FE	No	Yes	Yes	Yes	N/A	N/A
Workplace FE	No	Yes	Yes	N/A	N/A	Yes
Occupation FE	No	Yes	Yes	N/A	Yes	N/A
Covariates	No	No	Yes	Yes	Yes	Yes
Wplace×Occupation FE	No	No	No	Yes	No	No
Wplace×Year FE	No	No	No	No	Yes	No
Occupation×Year FE	No	No	No	No	No	Yes
Observations	9,255,959	9,255,959	9,235,106	9,235,106	9,235,106	9,235,106

Notes: Standard errors clustered on workplace in parentheses. Covariates include years of education, age, age squared and number of children living at home. The period is 1997–2013. The outcome is the log of the full-time equivalent monthly wage. The independent variable is an indicator of having less than or equal to 5 coworkers in the same occupation. There are 17 year fixed effects, 84,537 workplace fixed effects and 113 occupation fixed effects. Estimations are performed on private sector male employees (managers are excluded). Asterisks indicate that the estimates are significantly different from zero at the ***1% level, **5% level, and *10% level.

Table A4 Main specification from Table 1 with different cutoffs

Column:	**(1)**	**(2)**	**(3)**
Outcome:	**Log of wage**	**Log of wage**	**Log of wage**
Unique Job (≤5) - baseline	0.023***		
	(0.001)		
Unique Job (≤3)		0.022***	
		(0.001)	
Unique Job (≤7)			0.024***
			(0.001)
Year FE	Yes	Yes	Yes
Workplace FE	Yes	Yes	Yes
Occupation FE	Yes	Yes	Yes
Covariates	Yes	Yes	Yes
Observations	9,940,002	9,940,002	9,940,002

Notes: Standard errors clustered on workplace in parentheses. Covariates include years of education, age, age squared and number of children living at home. The period is 1997–2013. The outcome is the log of the full-time equivalent monthly wage. The independent variable is an indicator of having less than or equal to 5 coworkers in the same occupation. There are 17 year fixed effects, 84,537 workplace fixed effects and 113 occupation fixed effects. Estimations are performed on private sector male employees. Asterisks indicate that the estimates are significantly different from zero at the ***1% level, **5% level, and *10% level.

Table A5 Main specification from Tables 1 and 2 when accounting for partner demographics and uniqueness

Column:	**(1)**	**(2)**	**(3)**
Outcome:	**Log of wage**	**Log of wage**	**Log of wage**
Unique Job	0.032***	0.035***	0.032***
	(0.001)	(0.002)	(0.001)
Temporary Parental Benefits ('0000SEK)		-0.045***	
		(0.002)	
Temporary Parental Benefits × Unique Job		-0.025***	
		(0.003)	
Own sickness absence (dummy)			-0.028***
			(0.001)
Own sickness absence × Unique Job			-0.009***
			(0.001)
Observations	2,956,537	1,200,061	2,956,537
Year FE	Yes	Yes	Yes
Workplace FE	Yes	Yes	Yes
Occupation FE	Yes	Yes	Yes
Covariates	Yes	Yes	Yes
Partner covariates	Yes	Yes	Yes

Notes: In column 1, we re-estimate the model in column 3 of Table 1 on a subsample of men for whom we can observe partner characteristics. The partner characteristics are: age, age^2, years of schooling and a dummy for being unique at the workplace. To be in this subsample, the men need to have a partner *and* the partner must be observed in our analysis data. This explains why the number of observations is much lower than in column 3 of Table 1. In column 2, we re-estimate the model in column 4 of Table 2 (panel A) on a subsample of men for whom we can observe partner characteristics. In column 3, we re-estimate the model in column 4 of Table 2 (panel B) on a subsample of men for whom we can observe partner characteristics.

Table A6 Uniqueness – employment and age-wage profile

Column:	**(1)**	**(2)**	**(3)**	**(4)**
Outcome:	**1**[empl. t+1]	**1**[empl. t+1]	**Log of wage**	**Log of wage**
Unique Job	0.002***	0.003***	-0.299***	-0.114***
	(0.001)	(0.000)	(0.027)	(0.011)
Age			0.046***	0.019***
			(0.002)	(0.000)
Age^2			-0.000***	-0.000***
			(0.000)	(0.000)
Age × Unique Job			0.014***	0.005***
			(0.002)	(0.001)
Age^2 × Unique Job			-0.000***	-0.000***
			(0.000)	(0.000)
Year FE	No	Yes	No	Yes
Workplace FE	No	Yes	No	Yes
Occupation FE	No	Yes	No	Yes
Covariates	No	Yes	No	Yes
Observations	9,962,029	9,940,002	9,962,029	9,940,002

Notes: Standard errors clustered on workplace in parentheses. Covariates include years of education, age, age squared and number of children living at home. The period is 1997–2013. The outcome is the log of the full-time equivalent monthly wage. The independent variable "unique job" is an indicator of having less than or equal to 5 coworkers in the same occupation. There are 17 year fixed effects, 84,537 workplace fixed effects and 113 occupation fixed effects. Estimations are performed on private sector male employees. Asterisks indicate that the estimates are significantly different from zero at the ***1% level, **5% level, and *10% level.

Table A7 Panel A of Table 2 with absence due to child's sickness measured in days

Column:	**(1)**	**(2)**	**(3)**	**(4)**
Outcome:	**Log of wage**	**Log of wage**	**Log of wage**	**Log of wage**
Child's Sickness (days)	-0.010***	-0.003***	-0.009***	-0.003***
	(0.000)	(0.000)	(0.000)	(0.000)
Unique Job			0.060***	0.032***
			(0.011)	(0.002)
Child's Sickness (days)×			-0.005***	-0.002***
Unique Job			(0.001)	(0.000)
Year FE	No	Yes	No	Yes
Workplace FE	No	Yes	No	Yes
Occupation FE	No	Yes	No	Yes
Covariates	No	Yes	No	Yes
Observations	2,088,530	2,084,015	2,088,530	2,084,015

Notes: Standard errors clustered on workplace in parentheses. Covariates include years of education, age, age squared and number of children living at home. The period is 1997–2013. The outcome is the log of the full-time equivalent monthly wage. There are 17 year fixed effects, 62,394 workplace fixed effects and 113 occupation fixed effects. Estimations are performed on private sector male employees with children aged 0–10 for whom the wage in t-1 is observed. Asterisks indicate that the estimates are significantly different from zero at the ***1% level, **5% level, and *10% level.

Table A8 Absence due to sick children and low job substitutability

Column:	**(1)**	**(2)**	**(3)**
Outcome:	**Temporary parental benefits**	**Temporary parental benefits**	**Temporary parental benefits**
Unique Job	-750.3***	-132.6***	-147.8***
	(23.83)	(14.12)	(14.00)
Year FE	No	Yes	Yes
Workplace FE	No	Yes	Yes
Occupation FE	No	Yes	Yes
Covariates	No	No	Yes
Observations	2,623,040	2,623,040	2,617,129

Notes: Standard errors clustered on workplace in parentheses. Covariates include years of education, age, age squared and number of children living at home. The period is 1997–2013. The outcome is the amount of temporary parental benefits received from the SSIA. The temporary parental benefits replace foregone earnings due to absence caused by child sickness (caring for children who are too sick to be in daycare or in school). The SSIA pays out benefits from day 1. The independent variable is an indicator for having fewer than 6 coworkers in the same occupation. There are 17 year fixed effects, 62,394 workplace fixed effects and 113 occupation fixed effects. Estimations are performed on private sector male employees with children aged 0–10. Asterisks indicate that the estimates are significantly different from zero at the ***1% level, **5% level, and *10% level.

Table A9 Estimates from Figures 1 and 2

Column:	**(1)**	**(2)**	**(3)**	**(4)**	**(5)**
Outcome:	**Unique**	**Unique**	**Unique**	**Unique**	**Unique**
Panel A	*Baseline*	*Linear pretrend*	*Non-managers*	*Private*	*Public*
1[t=-4]	-0.0048	Omitted	-0.0028	-0.0068	-0.0026
	(0.0038)		(0.0038)	(0.0061)	(0.0076)
1[t=-3]	-0.0011	Omitted	0.0003	0.0018	-0.0062
	(0.0031)		(0.0031)	(0.0048)	(0.0062)
1[t=-2]	0.0011	Omitted	0.0022	0.0036	-0.0031
	(0.0023)		(0.0023)	(0.0035)	(0.0047)
1[t=-1]	Omitted	Omitted	Omitted	Omitted	Omitted
1[t=0]	0.0085**	0.0058	0.0083*	0.0096	0.0131
	(0.0043)	(0.0046)	(0.0043)	(0.0062)	(0.0089)
1[t=1]	0.0226***	0.0184***	0.0201***	0.0229***	0.0183**
	(0.0037)	(0.0047)	(0.0038)	(0.0062)	(0.0074)
1[t=2]	0.0259***	0.0202***	0.0217***	0.0387***	0.0242***
	(0.0039)	(0.0056)	(0.0039)	(0.0064)	(0.0077)
1[t=3]	0.0345***	0.0273***	0.0315***	0.0371***	0.0358***
	(0.0042)	(0.0067)	(0.0043)	(0.0070)	(0.0083)
1[t=4]	0.0305***	0.0219***	0.0243***	0.0240***	0.0323***
	(0.0043)	(0.0077)	(0.0043)	(0.0072)	(0.0085)
1[t=5]	0.0333***	0.0232***	0.0250***	0.0311***	0.0379***
	(0.0044)	(0.0087)	(0.0045)	(0.0076)	(0.0087)
1[t=6]	0.0341***	0.0226**	0.0253***	0.0345***	0.0395***
	(0.0046)	(0.0098)	(0.0047)	(0.0082)	(0.0091)
1[t=7]	0.0423***	0.0294***	0.0312***	0.0498***	0.0455***
	(0.0050)	(0.0110)	(0.0051)	(0.0089)	(0.0098)
1[t=8]	0.0435***	0.0291**	0.0317***	0.0431***	0.0492***
	(0.0053)	(0.0122)	(0.0055)	(0.0097)	(0.0104)
1[t=9]	0.0489***	0.0329**	0.0346***	0.0472***	0.0606***
	(0.0058)	(0.0134)	(0.0059)	(0.0105)	(0.0113)
1[t=10]	0.0504***	0.0329**	0.0405***	0.0447***	0.0599***
	(0.0064)	(0.0146)	(0.0066)	(0.0117)	(0.0125)

1[t=11]	0.0447***	0.0258	0.0327***	0.0604***	0.0577***
	(0.0071)	(0.0160)	(0.0074)	(0.0134)	(0.0139)
1[t=12]	0.0421***	0.0217	0.0257***	0.0713***	0.0435***
	(0.0084)	(0.0176)	(0.0088)	(0.0162)	(0.0165)
1[t=13]	0.0650***	0.0432**	0.0426***	0.0828***	0.0560***
	(0.0105)	(0.0196)	(0.0110)	(0.0206)	(0.0208)
1[t=14]	0.0643***	0.0409*	0.0402**	0.0156	0.0743**
	(0.0151)	(0.0232)	(0.0159)	(0.0293)	(0.0295)
N	360,510	360,510	319,830	105,033	91,386

Panel B	*Low-skilled*	*High-skilled*	*Same occup.*	*Different occup.*
1[t=-4]	-0.0014	-0.0056	-0.0068	-0.0050
	(0.0065)	(0.0056)	(0.0068)	(0.0044)
1[t=-3]	0.0036	-0.0021	-0.0050	-0.0004
	(0.0051)	(0.0044)	(0.0057)	(0.0035)
1[t=-2]	0.0044	-0.0009	-0.0064	0.0031
	(0.0037)	(0.0033)	(0.0043)	(0.0026)
1[t=-1]	Omitted	Omitted	Omitted	Omitted
1[t=0]	-0.0037	0.0172***	0.0028	0.0090*
	(0.0082)	(0.0057)	(0.0075)	(0.0051)
1[t=1]	0.0139**	0.0221***	0.0195***	0.0226***
	(0.0067)	(0.0053)	(0.0071)	(0.0043)
1[t=2]	0.0203***	0.0251***	0.0341***	0.0234***
	(0.0070)	(0.0055)	(0.0074)	(0.0044)
1[t=3]	0.0298***	0.0313***	0.0412***	0.0323***
	(0.0080)	(0.0060)	(0.0079)	(0.0048)
1[t=4]	0.0276***	0.0269***	0.0280***	0.0306***
	(0.0082)	(0.0060)	(0.0079)	(0.0049)
1[t=5]	0.0291***	0.0294***	0.0276***	0.0342***
	(0.0087)	(0.0062)	(0.0084)	(0.0050)
1[t=6]	0.0394***	0.0302***	0.0326***	0.0339***
	(0.0092)	(0.0066)	(0.0090)	(0.0053)

1[t=7]	0.0406***	0.0368***	0.0313***	0.0447***
	(0.0100)	(0.0070)	(0.0097)	(0.0057)
1[t=8]	0.0512***	0.0358***	0.0446***	0.0429***
	(0.0111)	(0.0075)	(0.0105)	(0.0061)
1[t=9]	0.0490***	0.0453***	0.0475***	0.0487***
	(0.0122)	(0.0082)	(0.0116)	(0.0066)
1[t=10]	0.0602***	0.0463***	0.0604***	0.0474***
	(0.0137)	(0.0091)	(0.0128)	(0.0072)
1[t=11]	0.0381**	0.0375***	0.0485***	0.0433***
	(0.0158)	(0.0101)	(0.0140)	(0.0081)
1[t=12]	0.0532***	0.0307***	0.0651***	0.0365***
	(0.0189)	(0.0119)	(0.0168)	(0.0095)
1[t=13]	0.0342	0.0587***	0.0640***	0.0646***
	(0.0233)	(0.0148)	(0.0217)	(0.0119)
1[t=14]	0.0990***	0.0393*	0.0870***	0.0582***
	(0.0343)	(0.0213)	(0.0284)	(0.0173)
N	67,398	171,944	65,764	294,746

Notes: Here, we present estimates plotted in Figures 1 and 2 (see more information in the notes of those figures). In parentheses, we present robust standard errors. Asterisks indicate that the estimates are significantly different from zero at the ***1% level, **5% level, and *10% level.

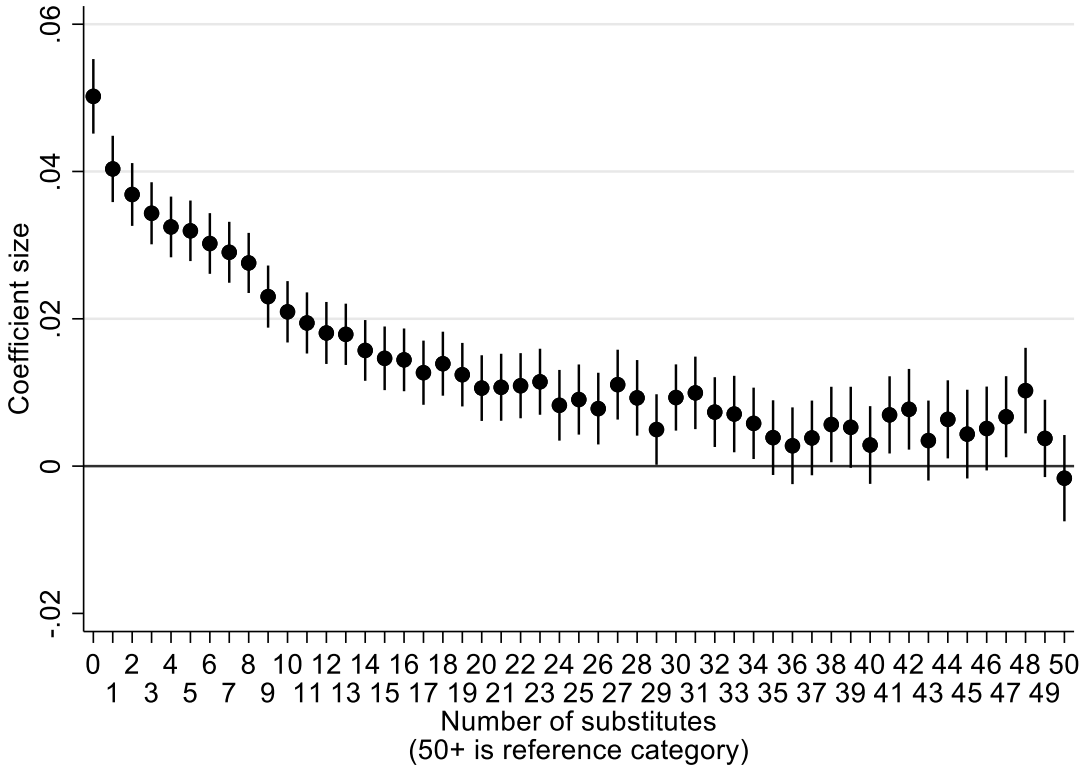
Table A10 Estimates from Figures 3 and 4

Column:	**(1)**	**(2)**	**(3)**	**(4)**
Outcome:	**Unique**	**Unique**	**Log of wage**	**Log of wage**
Sample:	**Attractive**	**Unattractive**	**Attractive**	**Unattractive**
1[t=-4]	-0.0008	-0.0064	-0.0110***	-0.0014
	(0.0050)	(0.0060)	(0.0020)	(0.0025)
1[t=-3]	0.0036	-0.0066	-0.0081***	-0.0054***
	(0.0041)	(0.0048)	(0.0016)	(0.0020)
1[t=-2]	0.0034	-0.0008	-0.0052***	-0.0056***
	(0.0031)	(0.0036)	(0.0011)	(0.0013)
1[t=-1]	Omitted	Omitted	Omitted	Omitted
1[t=0]	0.0158***	0.0020	0.0068***	0.0148***
	(0.0060)	(0.0064)	(0.0026)	(0.0029)
1[t=1]	0.0189***	0.0274***	0.0209***	0.0249***
	(0.0051)	(0.0057)	(0.0021)	(0.0026)
1[t=2]	0.0186***	0.0353***	0.0276***	0.0311***
	(0.0053)	(0.0059)	(0.0022)	(0.0026)
1[t=3]	0.0253***	0.0462***	0.0357***	0.0421***
	(0.0058)	(0.0063)	(0.0025)	(0.0029)
1[t=4]	0.0221***	0.0400***	0.0432***	0.0511***
	(0.0059)	(0.0064)	(0.0025)	(0.0029)
1[t=5]	0.0207***	0.0473***	0.0454***	0.0581***
	(0.0061)	(0.0066)	(0.0027)	(0.0031)
1[t=6]	0.0205***	0.0499***	0.0503***	0.0617***
	(0.0064)	(0.0069)	(0.0028)	(0.0033)
1[t=7]	0.0292***	0.0564***	0.0519***	0.0669***
	(0.0069)	(0.0075)	(0.0031)	(0.0037)
1[t=8]	0.0312***	0.0566***	0.0541***	0.0734***
	(0.0074)	(0.0080)	(0.0033)	(0.0040)
1[t=9]	0.0336***	0.0664***	0.0602***	0.0785***
	(0.0081)	(0.0086)	(0.0037)	(0.0043)
1[t=10]	0.0366***	0.0676***	0.0599***	0.0839***
	(0.0090)	(0.0093)	(0.0043)	(0.0046)

1[t=11]	0.0261**	0.0684***	0.0638***	0.0954***
	(0.0105)	(0.0101)	(0.0052)	(0.0051)
1[t=12]	0.0266**	0.0656***	0.0747***	0.0963***
	(0.0120)	(0.0121)	(0.0060)	(0.0062)
1[t=13]	0.0518***	0.0888***	0.0905***	0.0905***
	(0.0152)	(0.0150)	(0.0077)	(0.0079)
1[t=14]	0.0393*	0.0923***	0.0923***	0.1165***
	(0.0207)	(0.0229)	(0.0108)	(0.0117)
N	199,871	154,739	199,871	154,739

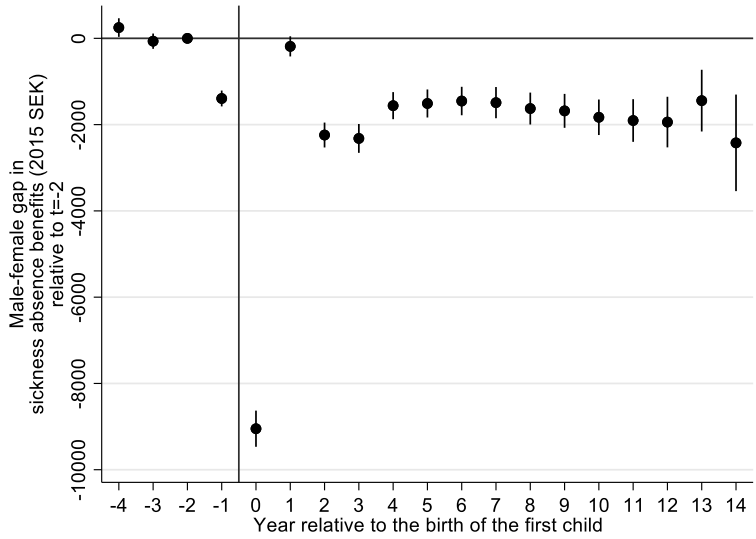
Notes: Here, we present estimates plotted in Figures 4 and 5 (see more information in the notes of those figures). In parentheses, we present robust standard errors. Asterisks indicate that the estimates are significantly different from zero at the ***1% level, **5% level, and *10% level.

Figure A1 Association between job substitutability and wage

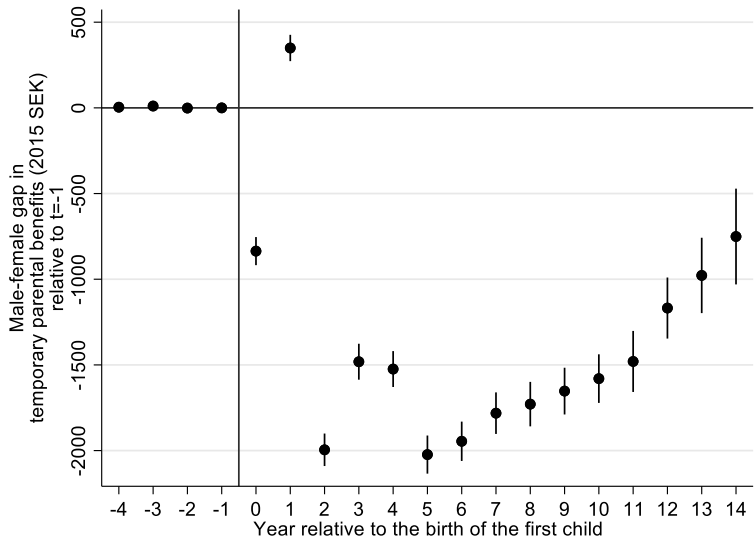


Notes: Estimates from an alternative version of column 3 in Table 1. In column 3 of Table 1, the independent variable is an indicator for having fewer than 6 coworkers in the same occupation as yourself. Here, we instead show estimates from a model where we include indicators for having 0 substitutes, 1 substitute, …, 50 substitutes. The reference category is having more than 50 substitutes. See more information in the note of Table 1.

Figure A2 Effect of parenthood on the within-couple gap in absence



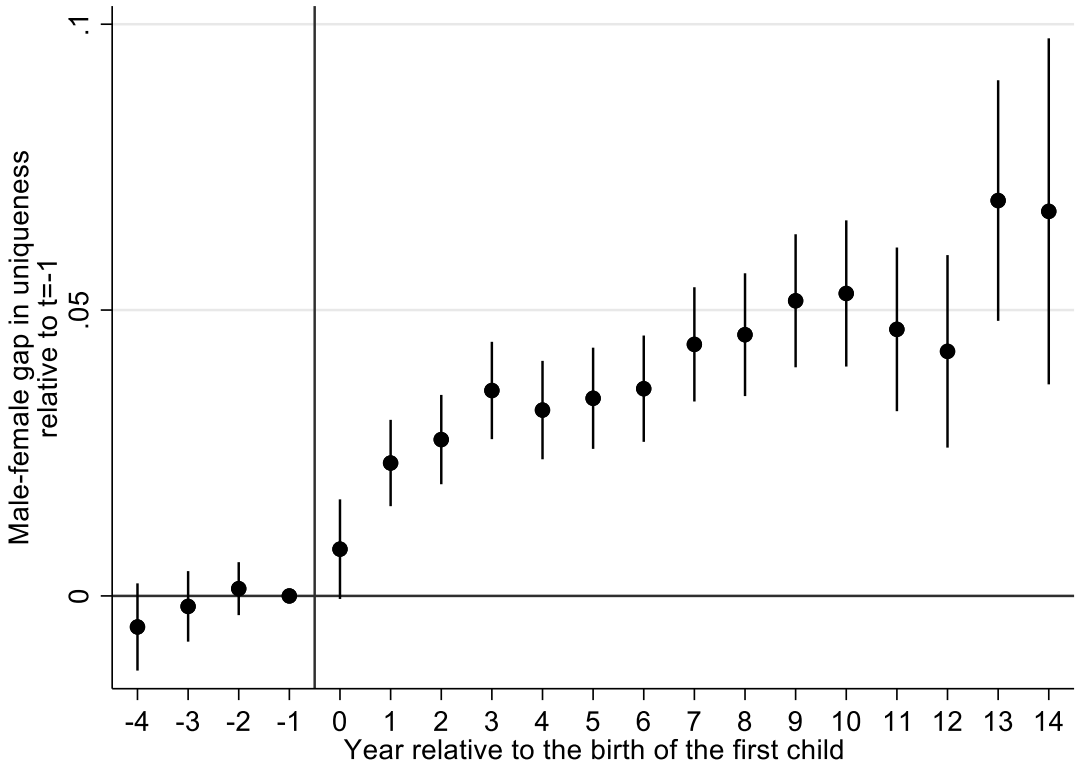
A: Own sickness absence



B: Temporary parental leave

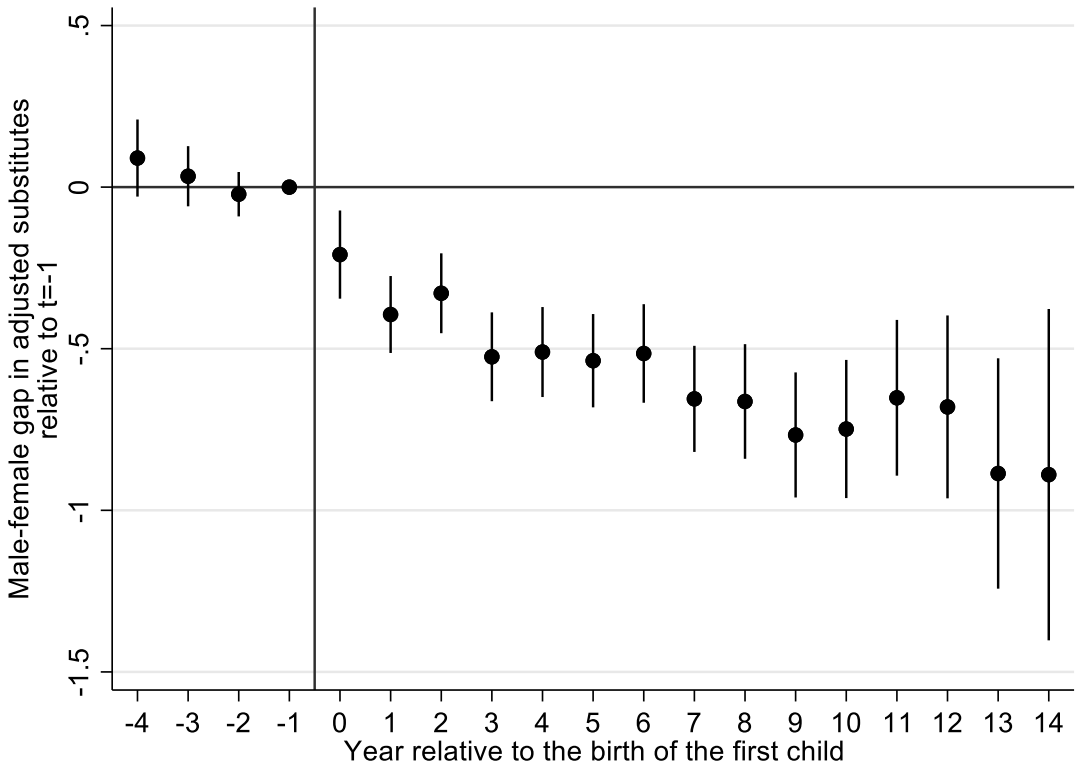
Notes: The figure shows estimates of α_j in Equation (2), together with 95% confidence intervals, for the baseline estimation sample. Panel A: The outcome is the within-couple gap in sickness absence benefits from the SSIA (in 2015 SEK) at a particular event time, which ranges from four years before birth to fourteen years after birth (t=-2 is the reference year since pregnancy-related sickness absence can occur in t=-1). Panel B: The outcome is the within-couple gap in temporary parental benefits from the SSIA (in 2015 SEK) at a particular event time, which is zero by construction before birth.

Figure A3 Couples that still cohabitate three years after birth



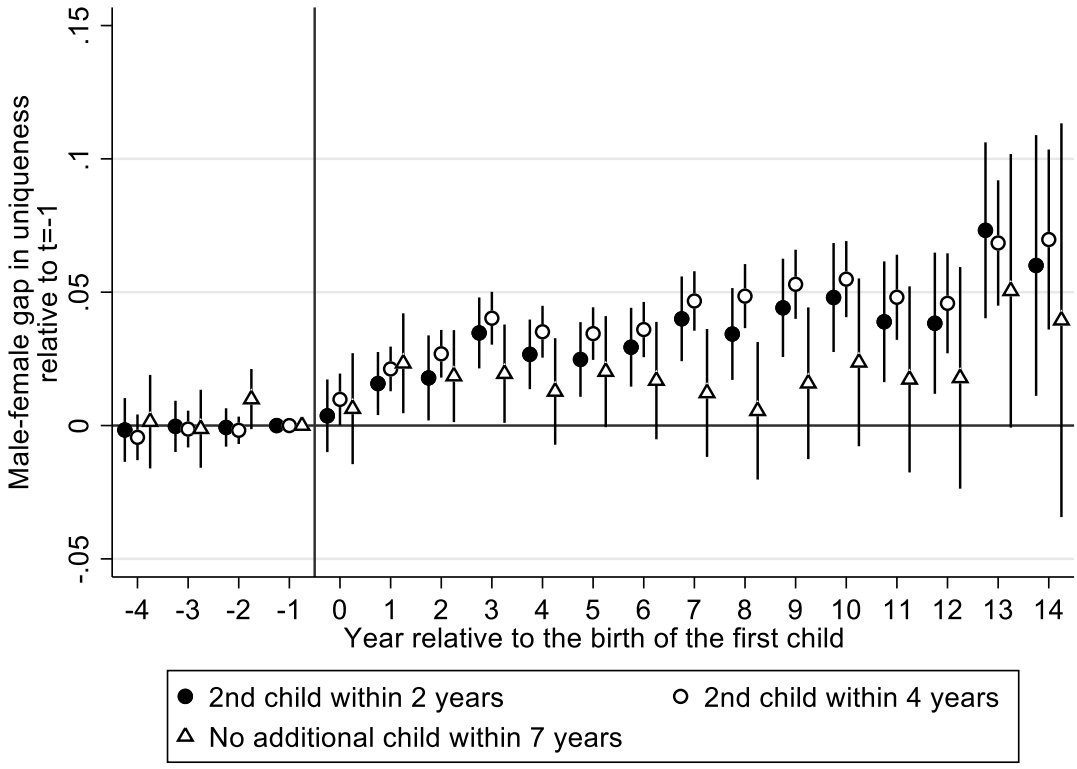
Notes: The figure shows estimates of α_j in Equation (2), together with 95% confidence intervals, when we restrict the baseline sample to couples that cohabitate three years after birth. In Equation (2), the outcome is the within-couple gap in uniqueness (father-mother) at a particular event time, which ranges from four years before birth to fourteen years after birth. Uniqueness is defined as having less than or equal to 5 coworkers in the same occupation. Uniqueness can be observed between 1997–2013. The outcome is explained by event time dummies (where t=-1 is the omitted category), calendar year dummies (where c=1997 is the omitted category), the within-couple gap in uniqueness at t=-2, the within-couple differences in age and prebirth years of education and an error term. The coefficients on the event time dummies (α_j) identify the effect of parenthood on the change in the within-couple gap in uniqueness relative to the prebirth difference. In the baseline estimation sample, we include all couples with nonmissing values on the within-couple gap in uniqueness two years before the birth who had their first child over the period 1999 to 2007 (51,729 unique couples). The number of observations in the baseline estimation is 360,510.

Figure A4 Effect of parenthood on the within-couple gap in adjusted number of substitutes



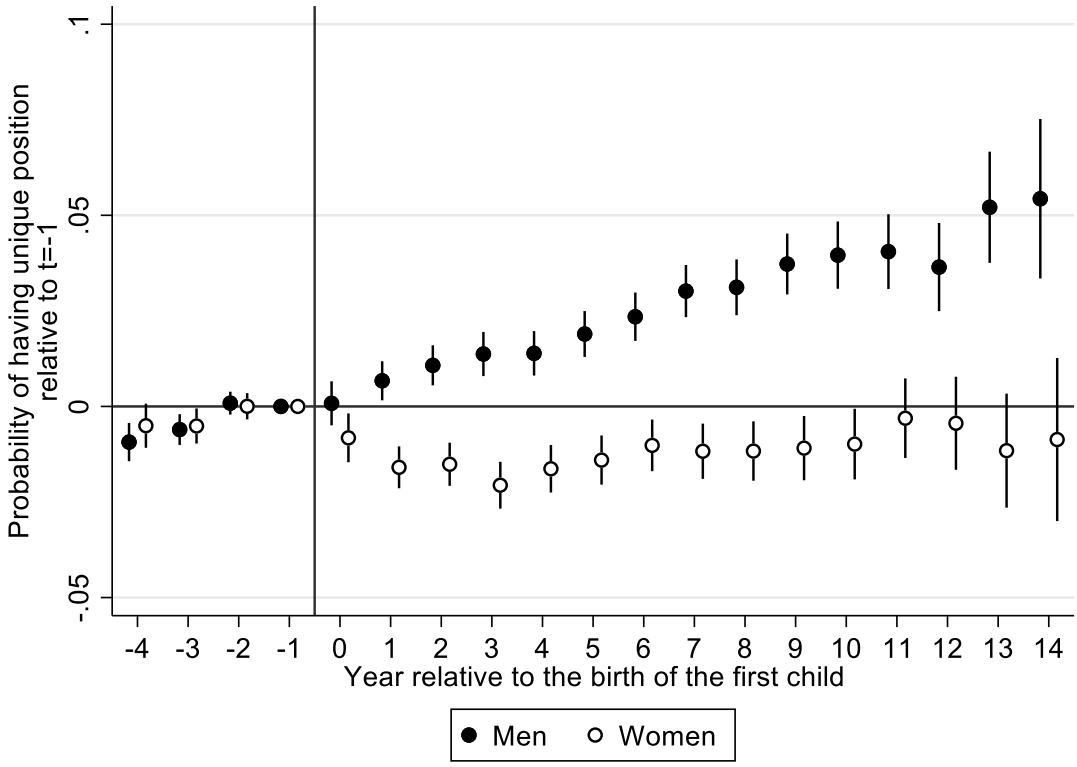
Notes: The figure shows estimates of α_j in Equation (2), together with 95% confidence intervals, for the baseline estimation sample. The outcome is the within-couple gap in the adjusted number of substitutes (father-mother) at a particular event time, which ranges from four years before birth to fourteen years after birth. The adjusted number of substitutes is generated by transforming the substitutes variable in the following way: employees with 10–19 substitutes are assigned a value of 15 substitutes and employees with more than 19 substitutes are assigned a value of 20 substitutes. Number of substitutes can be observed between 1997–2013. The outcome is explained by event time dummies (where t=-1 is the omitted category), calendar year dummies (where c=1997 is the omitted category), the within-couple gap in the adjusted number of substitutes at t=-2, the within-couple differences in age and prebirth years of education and an error term. The coefficients on the event time dummies (α_j) identify the effect of parenthood on the change in the within-couple gap in the adjusted number of substitutes relative to the prebirth difference. In the baseline estimation sample, we include all couples with nonmissing values on the within-couple gap in the adjusted number of substitutes two years before the birth who had their first child over the period 1999 to 2007 (51,729 unique couples). The number of observations in the baseline estimation is 360,510.

Figure A5 Couples split by the existence and timing of additional children



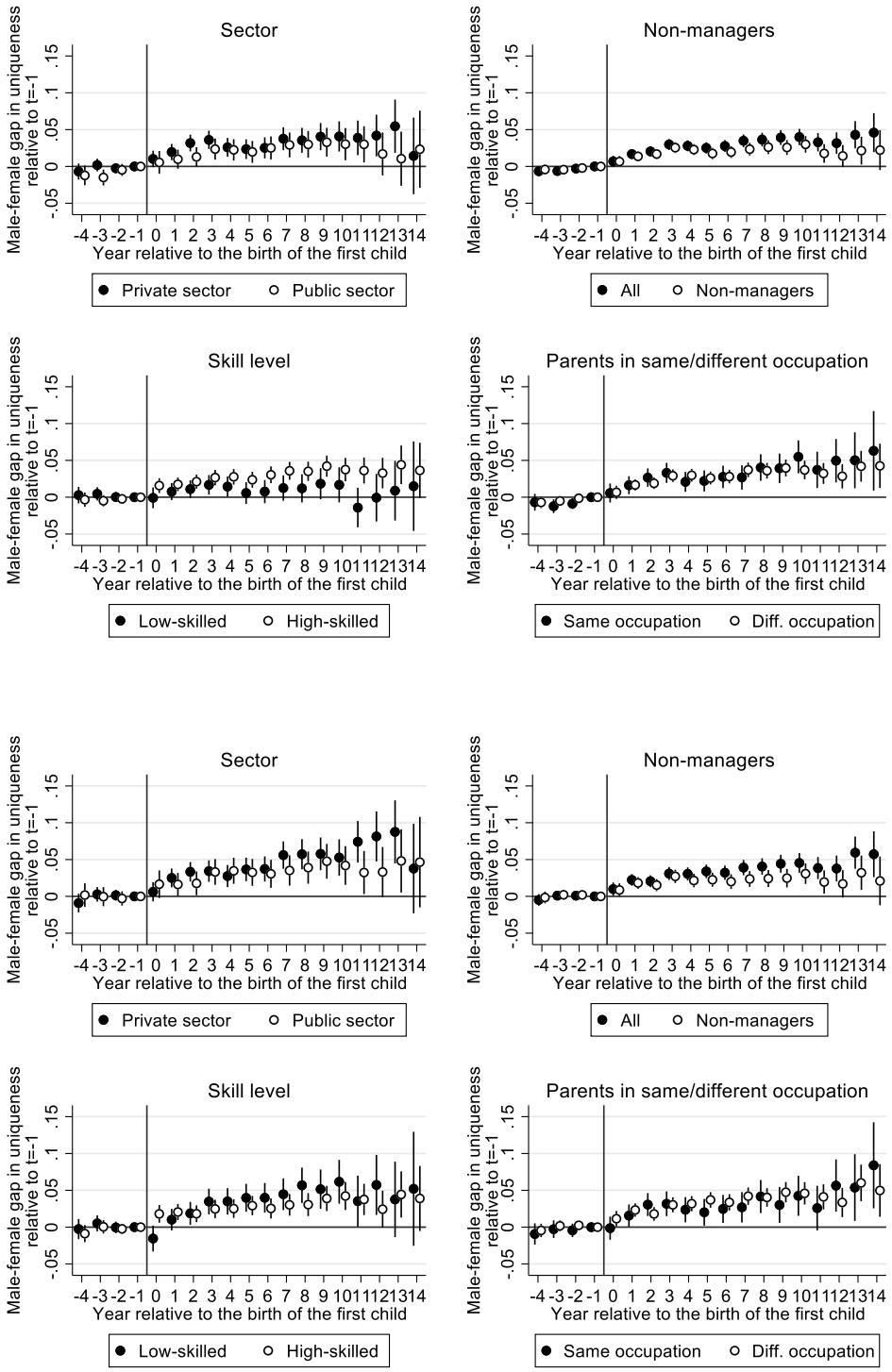
Notes: The figure shows estimates of α_j in Equation (2), together with 95% confidence intervals, when we divide the baseline sample by the existence and timing of additional children. In Equation (2), the outcome is the within-couple gap in uniqueness (father-mother) at a particular event time, which ranges from four years before birth to fourteen years after birth. Uniqueness is defined as having less than or equal to 5 coworkers in the same occupation. Uniqueness can be observed between 1997–2013. The outcome is explained by event time dummies (where t=-1 is the omitted category), calendar year dummies (where c=1997 is the omitted category), the within-couple gap in uniqueness at t=-2, the within-couple differences in age and prebirth years of education and an error term. The coefficients on the event time dummies (α_j) identify the effect of parenthood on the change in the within-couple gap in uniqueness relative to the prebirth difference.

Figure A6 Gender-specific effects of parenthood on job uniqueness



Notes: The figure shows estimates attained from versions of Equation (2) where models are estimated separately for women and men. The outcome is a dummy for job uniqueness (less than 6 substitutes) and the model includes, apart from event time dummies (with t=-1 as the omitted category), calendar year dummies, a dummy for job uniqueness in t=-2, age and pre-birth years of education. The figure plots the estimates of the event time dummies, together with 95% confidence intervals.

Figure A7 Figure 2 with alternative cutoffs (≤3 in upper panel, ≤7 in lower panel)



Note: See Figure 2.