**Appendices**

**Appendix 1**

**Luxembourg context**

In the 1990s, Luxembourg had prevailing pro-male-breadwinner, such as the absence of parental leave policies or equivalents prior to 1999, joint taxation, a cash-for-care arrangement (providing a flat-rate benefit to parents of a child under the age of two without guaranteeing return to a previous job), and a lack of subsidized statutory childcare. Childcare facilities were accessible from childbirth, and before 2009, daycare centers were subsidized as long as they satisfied a set of criteria established by law. There were public and private providers. The price of care in public providers depended on the parents’ income and the birth order of the child, whereas private providers set their own charges. In 2005, participation in formal care by children under three years of age was about 13 percent, representing the fourth lowest enrolment rate in the EU-15 countries (OECD, 2019). At that time, the cost of childcare in Luxembourg was one of the highest in all the OECD countries, and the highest in the EU. In Luxembourg, the cost of attending early years care or education services in 2004 amounted to 32 percent of the salary of an average worker, while the OECD average was 12.1 percent (OECD, 2007). The first cycle of basic education starts when a child reaches the age of 3. It is optional (most children do participate) and places for children are guaranteed. Compulsory school attendance starts at the age of 4.

The policy landscape in Luxembourg has undergone substantial changes over the past two decades. The introduction of the parental leave scheme in 1999 was followed by the introduction of formal childcare subsidies in 2009. These subsidies were based on the state providing financial support for parents, who were able to benefit from childcare provision for children aged 0–12. The aim was to equalize the price paid by parents between public and private providers. The enrolment rates of children under the age of three in early education and care was 16 percent in 2010 and 25 percent in 2017 (OECD, 2019). Reports from the Ministry of Family (MIFA, 2015; Valentova et al., 2021)) show that the parental leave take-up rates of mother and fathers did not change notably in the period between 2008 and 2010. In June 2015, the cash-for-care policy was abolished. Shortly after, in December 2016, the parental leave policy underwent a major reform, which enlarged the group of eligible parents and increased the flexibility of parental leave. This was achieved by offering a wide range of leave types in terms of duration, and the monthly leave benefit became income-related.

***Labor market and employment***

At the beginning of 2000, more than 30 percent of women of a productive age were inactive in Luxembourg’s labor market and almost every fourth employed woman worked part-time. More than half of the female part-time workers stated that they limited their labor market engagement due to the responsibilities of caring for significant others (OECD, 2004). The beginning of 2000 was also characterized by substantial growth in female employment in Luxembourg. The growth rate in 2000 was 6 percent, compared with an average of 2 percent in the other EU-15 countries (Eurostat, 2007). The female employment growth rate remained relatively high for the following decade, reaching four percent in 2012 (EIGE, 2014). According to the EIGE (2021), the employment rate of women aged between 20 and 49 with children increased from 63 to 74 percent between 2005 and 2015. Among childless women, the employment rate remained almost unchanged (81 percent in 2005 and 83 percent in 2015). With regard to part-time work, in 2012, about 4 percent of men and 36 percent of women were employed on a part-time basis. Women represented about 80 percent of all part-time workers. Out of those who worked part-time, about 16 percent of women and 17 percent of men reported this was involuntary (i.e., part-time employment due to being unable to find a full-time job) (EIGE, 2014).

The economic sectors employing the most people in Luxembourg are: retail, transport, accommodation, and catering (22.6% of the active population); public administration and education (21.3%); specialized activities and support services (15.8%); financial and insurance activities (11.5%); construction (10.8%); industry (8.4%); information and communications (4.5%); and other activities (4.9%). The companies based in the country can be classified by size as follows: one-person companies (including the self-employed) (39.0%), 1–4 employees (37.2%), 5–9 employees (10.5%), and more than 10 employees (13.2%) (STATEC, 2021a).

For the sectoral gender segregation in Luxembourg, women are overrepresented in the sector of health and social services (75 percent of the employees in this sector are women) and education (66 percent of employees are women). By contrast, women are notably underrepresented in the sectors of construction (8 percent), transport (16 percent), and manufacturing industry (17 percent). In the sectors of hotels and catering, financial services, retail, and support services, men and women are more or less equally represented (STATEC, 2021b). The sectoral gender segregation has remained constant over the past two decades (EGGE, 2009).

With regard to occupational segregation, in 2003 women were overrepresented in the following job categories: workers and employees without qualifications (66%); employees in shops, supermarkets, and personal services (60%); and administrative employees (51%). The rest of the job categories (e.g., drivers, agricultural workers, craftsmen, members of executive and legislative bodies, and high-status professional jobs) were dominated by men (Valentova, 2006). In terms of occupation gender segregation, Luxembourg has been positioned slightly above the EU-28 average, while it increased slightly between 2000 and 2008 (EGGE, 2009).

The descriptive statistics of eligible mothers and fathers entering the analyses of the present paper reveal that 84 percent of mothers and 94 percent of fathers worked full time shortly before childbirth. About 14 percent of mothers and 9 percent of fathers were employed in companies with fewer than 10 employees, 20 percent of mothers and 24 percent of fathers in companies with 10–49 employees, 9 percent of mothers and 10 percent of fathers in companies with 50–99 employees, 13 percent of mothers and 16 percent of fathers in companies with 100–249 employees, and 45 percent of mothers and 44 percent of fathers were employed in firms with more than 250 employees. The most common employment sectors for mothers were: public administration (17 percent), real estate and company services (16 percent), finance and insurance (15 percent), education and health and social services (15 percent), and trade (15 percent) and for fathers: construction (19 percent), public administration (16 percent), transport (13 percent), and finance and insurance (12 percent).

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**Appendix 2**

Table 1: Descriptive statistics of eligible mothers

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Total sample | | | | | No leave take-up | | | | | Full-time leave take-up | | | | | Part-time leave take-up | | | | |
| Variable | N | Mean | S.E. | Min | Max | N | Mean | S.E. | Min | Max | N | Mean | S.E. | Min | Max | N | Mean | S.E. | Min | Max |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Child sex female | 2 500 | 0.50 | 0.50 | 0 | 1 | 604 | 0.48 | 0.50 | 0 | 1 | 1 449 | 0.51 | 0.50 | 0 | 1 | 447 | 0.49 | 0.50 | 0 | 1 |
| Childbirth 2005 | 2 500 | 0.16 | 0.37 | 0 | 1 | 604 | 0.17 | 0.37 | 0 | 1 | 1 449 | 0.16 | 0.37 | 0 | 1 | 447 | 0.15 | 0.36 | 0 | 1 |
| Childbirth 2006 | 2 500 | 0.16 | 0.37 | 0 | 1 | 604 | 0.17 | 0.37 | 0 | 1 | 1 449 | 0.16 | 0.37 | 0 | 1 | 447 | 0.16 | 0.37 | 0 | 1 |
| Childbirth 2007 | 2 500 | 0.17 | 0.37 | 0 | 1 | 604 | 0.18 | 0.39 | 0 | 1 | 1 449 | 0.16 | 0.37 | 0 | 1 | 447 | 0.16 | 0.37 | 0 | 1 |
| Childbirth 2008 | 2 500 | 0.17 | 0.38 | 0 | 1 | 604 | 0.18 | 0.39 | 0 | 1 | 1 449 | 0.17 | 0.38 | 0 | 1 | 447 | 0.15 | 0.35 | 0 | 1 |
| Childbirth 2009 | 2 500 | 0.17 | 0.38 | 0 | 1 | 604 | 0.14 | 0.35 | 0 | 1 | 1 449 | 0.18 | 0.38 | 0 | 1 | 447 | 0.19 | 0.39 | 0 | 1 |
| Childbirth 2010 | 2 500 | 0.17 | 0.38 | 0 | 1 | 604 | 0.17 | 0.37 | 0 | 1 | 1 449 | 0.17 | 0.37 | 0 | 1 | 447 | 0.19 | 0.39 | 0 | 1 |
| Age at birth\_p1 | 2 500 | 29.70 | 4.88 | 18 | 50 | 604 | 28.25 | 5.23 | 18 | 50 | 1 449 | 29.98 | 4.78 | 18 | 45 | 447 | 30.76 | 4.29 | 21 | 44 |
| Luxembourg nationality\_p1 | 2 500 | 0.45 | 0.50 | 0 | 1 | 604 | 0.26 | 0.44 | 0 | 1 | 1 449 | 0.48 | 0.50 | 0 | 1 | 447 | 0.60 | 0.49 | 0 | 1 |
| French\_p1 | 2 500 | 0.09 | 0.29 | 0 | 1 | 604 | 0.08 | 0.28 | 0 | 1 | 1 449 | 0.10 | 0.29 | 0 | 1 | 447 | 0.08 | 0.27 | 0 | 1 |
| Portugues\_p1 | 2 500 | 0.29 | 0.45 | 0 | 1 | 604 | 0.50 | 0.50 | 0 | 1 | 1 449 | 0.24 | 0.43 | 0 | 1 | 447 | 0.16 | 0.37 | 0 | 1 |
| Other EU\_p1 | 2 500 | 0.13 | 0.34 | 0 | 1 | 604 | 0.11 | 0.31 | 0 | 1 | 1 449 | 0.14 | 0.34 | 0 | 1 | 447 | 0.14 | 0.35 | 0 | 1 |
| Non EU\_p1 | 2 500 | 0.05 | 0.21 | 0 | 1 | 604 | 0.05 | 0.21 | 0 | 1 | 1 449 | 0.05 | 0.22 | 0 | 1 | 447 | 0.03 | 0.16 | 0 | 1 |
| Work experience 0-5\_p1 | 2 500 | 0.33 | 0.47 | 0 | 1 | 604 | 0.51 | 0.50 | 0 | 1 | 1 449 | 0.30 | 0.46 | 0 | 1 | 447 | 0.20 | 0.40 | 0 | 1 |
| Work experience 6-10\_p1 | 2 500 | 0.37 | 0.48 | 0 | 1 | 604 | 0.29 | 0.45 | 0 | 1 | 1 449 | 0.38 | 0.49 | 0 | 1 | 447 | 0.45 | 0.50 | 0 | 1 |
| Work experience 11+ \_p1 | 2 500 | 0.30 | 0.46 | 0 | 1 | 604 | 0.20 | 0.40 | 0 | 1 | 1 449 | 0.32 | 0.47 | 0 | 1 | 447 | 0.36 | 0.48 | 0 | 1 |
| Full-time employed\_p1 | 2 498 | 0.84 | 0.36 | 0 | 1 | 603 | 0.71 | 0.45 | 0 | 1 | 1 448 | 0.87 | 0.34 | 0 | 1 | 447 | 0.94 | 0.23 | 0 | 1 |
| Hourly wage <1,25 MSS\_p1 | 2 499 | 0.31 | 0.46 | 0 | 1 | 604 | 0.44 | 0.50 | 0 | 1 | 1 448 | 0.32 | 0.47 | 0 | 1 | 447 | 0.09 | 0.29 | 0 | 1 |
| Hourly wage >=1,25 and 2 MSS\_p1 | 2 499 | 0.26 | 0.44 | 0 | 1 | 604 | 0.27 | 0.44 | 0 | 1 | 1 448 | 0.26 | 0.44 | 0 | 1 | 447 | 0.27 | 0.45 | 0 | 1 |
| Hourly wage >=2 and 3 MSS\_p1 | 2 499 | 0.24 | 0.43 | 0 | 1 | 604 | 0.13 | 0.33 | 0 | 1 | 1 448 | 0.26 | 0.44 | 0 | 1 | 447 | 0.33 | 0.47 | 0 | 1 |
| Hourly wage >=3 MSS\_p1 | 2 499 | 0.19 | 0.39 | 0 | 1 | 604 | 0.17 | 0.37 | 0 | 1 | 1 448 | 0.16 | 0.37 | 0 | 1 | 447 | 0.30 | 0.46 | 0 | 1 |
| Hourly wage <1,25 MSS\_p2 | 2500 | 0.16 | 0.37 | 0 | 1 | 604 | 0.26 | 0.44 | 0 | 1 | 1 449 | 0.15 | 0.35 | 0 | 1 | 447 | 0.08 | 0.28 | 0 | 1 |
| Hourly wage >=1,25 and 2 MSS\_p2 | 2500 | 0.35 | 0.48 | 0 | 1 | 604 | 0.44 | 0.50 | 0 | 1 | 1 449 | 0.33 | 0.47 | 0 | 1 | 447 | 0.29 | 0.45 | 0 | 1 |
| Hourly wage >=2 and 3 MSS\_p2 | 2500 | 0.24 | 0.43 | 0 | 1 | 604 | 0.16 | 0.36 | 0 | 1 | 1 449 | 0.26 | 0.44 | 0 | 1 | 447 | 0.32 | 0.47 | 0 | 1 |
| Hourly wage >=3 MSS\_p2 | 2500 | 0.24 | 0.43 | 0 | 1 | 604 | 0.14 | 0.35 | 0 | 1 | 1 449 | 0.26 | 0.44 | 0 | 1 | 447 | 0.31 | 0.46 | 0 | 1 |
| Age at birth\_p2 | 2500 | 31.73 | 5.31 | 19 | 58 | 604 | 30.27 | 5.38 | 19 | 50 | 1 449 | 32.01 | 5.83 | 20 | 58 | 447 | 32.6 | 4.77 | 20 | 55 |
| Luxembourg nationality\_p2 | 2 500 | 0.46 | 0.50 | 0 | 1 | 604 | 0.27 | 0.44 | 0 | 1 | 1 449 | 0.49 | 0.50 | 0 | 1 | 447 | 0.60 | 0.49 | 0 | 1 |
| French\_p2 | 2 500 | 0.08 | 0.27 | 0 | 1 | 604 | 0.08 | 0.27 | 0 | 1 | 1 449 | 0.08 | 0.27 | 0 | 1 | 447 | 0.08 | 0.27 | 0 | 1 |
| Portugues\_p2 | 2 500 | 0.29 | 0.46 | 0 | 1 | 604 | 0.51 | 0.50 | 0 | 1 | 1 449 | 0.25 | 0.43 | 0 | 1 | 447 | 0.16 | 0.36 | 0 | 1 |
| Other EU\_p2 | 2 500 | 0.13 | 0.33 | 0 | 1 | 604 | 0.09 | 0.28 | 0 | 1 | 1 449 | 0.14 | 0.35 | 0 | 1 | 447 | 0.14 | 0.34 | 0 | 1 |
| Non EU\_p2 | 2 500 | 0.05 | 0.21 | 0 | 1 | 604 | 0.06 | 0.24 | 0 | 1 | 1 449 | 0.05 | 0.21 | 0 | 1 | 447 | 0.02 | 0.15 | 0 | 1 |
| Work experience 0-5\_p2 | 2 500 | 0.26 | 0.44 | 0 | 1 | 604 | 0.41 | 0.49 | 0 | 1 | 1 449 | 0.24 | 0.43 | 0 | 1 | 447 | 0.15 | 0.36 | 0 | 1 |
| Work experience 6-10\_p2 | 2 500 | 0.33 | 0.47 | 0 | 1 | 604 | 0.31 | 0.46 | 0 | 1 | 1 449 | 0.33 | 0.47 | 0 | 1 | 447 | 0.37 | 0.48 | 0 | 1 |
| Work experience 11+ \_p2 | 2 500 | 0.41 | 0.49 | 0 | 1 | 604 | 0.29 | 0.45 | 0 | 1 | 1 449 | 0.44 | 0.50 | 0 | 1 | 447 | 0.48 | 0.50 | 0 | 1 |
| Full-time employed\_p2 | 2 474 | 0.93 | 0.25 | 0 | 1 | 596 | 0.88 | 0.32 | 0 | 1 | 1 433 | 0.95 | 0.23 | 0 | 1 | 445 | 0.96 | 0.21 | 0 | 1 |
| Private employee\_p1 | 2 499 | 0.89 | 0.31 | 0 | 1 | 604 | 0.93 | 0.26 | 0 | 1 | 1 448 | 0.90 | 0.30 | 0 | 1 | 447 | 0.82 | 0.39 | 0 | 1 |
| 1-9 employees\_p1 | 2 266 | 0.14 | 0.35 | 0 | 1 | 504 | 0.22 | 0.42 | 0 | 1 | 1 340 | 0.12 | 0.32 | 0 | 1 | 422 | 0.11 | 0.32 | 0 | 1 |
| 10-49 employees\_p1 | 2 266 | 0.20 | 0.40 | 0 | 1 | 504 | 0.17 | 0.38 | 0 | 1 | 1 340 | 0.20 | 0.40 | 0 | 1 | 422 | 0.22 | 0.41 | 0 | 1 |
| 50-99 employees\_p1 | 2 266 | 0.09 | 0.28 | 0 | 1 | 504 | 0.07 | 0.26 | 0 | 1 | 1 340 | 0.09 | 0.29 | 0 | 1 | 422 | 0.09 | 0.29 | 0 | 1 |
| 100 – 249 employees\_p1 | 2 266 | 0.13 | 0.34 | 0 | 1 | 504 | 0.11 | 0.32 | 0 | 1 | 1 340 | 0.14 | 0.34 | 0 | 1 | 422 | 0.13 | 0.34 | 0 | 1 |
| 250 and more employees\_p1 | 2 266 | 0.45 | 0.50 | 0 | 1 | 504 | 0.42 | 0.49 | 0 | 1 | 1 340 | 0.45 | 0.50 | 0 | 1 | 422 | 0.45 | 0.50 | 0 | 1 |
| Feminization level\_p1 | 2 266 | 0.54 | 0.50 | 0 | 1 | 504 | 0.44 | 0.50 | 0 | 1 | 1 340 | 0.54 | 0.50 | 0 | 1 | 422 | 0.66 | 0.48 | 0 | 1 |
| Proportion of white-collars\_p1 | 2 266 | 0.33 | 0.47 | 0 | 1 | 504 | 0.49 | 0.50 | 0 | 1 | 1 340 | 0.31 | 0.46 | 0 | 1 | 422 | 0.21 | 0.41 | 0 | 1 |
| Agriculture\_p11 | 2 168 | 0.04 | 0.20 | 0 | 1 | 485 | 0.04 | 0.20 | 0 | 1 | 1 286 | 0.05 | 0.21 | 0 | 1 | 397 | 0.02 | 0.14 | 0 | 1 |
| Construction\_p1 | 2 168 | 0.02 | 0.14 | 0 | 1 | 485 | 0.03 | 0.17 | 0 | 1 | 1 286 | 0.01 | 0.11 | 0 | 1 | 397 | 0.03 | 0.18 | 0 | 1 |
| Trade and retail\_p1 | 2 168 | 0.14 | 0.35 | 0 | 1 | 485 | 0.15 | 0.36 | 0 | 1 | 1 286 | 0.15 | 0.36 | 0 | 1 | 397 | 0.10 | 0.30 | 0 | 1 |
| Transport and ICT\_p1 | 2 168 | 0.06 | 0.23 | 0 | 1 | 485 | 0.04 | 0.19 | 0 | 1 | 1 286 | 0.06 | 0.24 | 0 | 1 | 397 | 0.06 | 0.24 | 0 | 1 |
| Restaurants and hotels\_p1 | 2 168 | 0.07 | 0.26 | 0 | 1 | 485 | 0.12 | 0.32 | 0 | 1 | 1 286 | 0.08 | 0.26 | 0 | 1 | 397 | 0.02 | 0.13 | 0 | 1 |
| Finance and inssurance\_p1 | 2 168 | 0.15 | 0.36 | 0 | 1 | 485 | 0.10 | 0.30 | 0 | 1 | 1 286 | 0.17 | 0.37 | 0 | 1 | 397 | 0.17 | 0.38 | 0 | 1 |
| Real estate, company services\_p1 | 2 168 | 0.16 | 0.37 | 0 | 1 | 485 | 0.23 | 0.42 | 0 | 1 | 1 286 | 0.15 | 0.36 | 0 | 1 | 397 | 0.13 | 0.33 | 0 | 1 |
| Public administration\_p1 | 2 168 | 0.17 | 0.37 | 0 | 1 | 485 | 0.13 | 0.33 | 0 | 1 | 1 286 | 0.15 | 0.36 | 0 | 1 | 397 | 0.25 | 0.44 | 0 | 1 |
| Education, health and social services\_p1 | 2 168 | 0.15 | 0.36 | 0 | 1 | 485 | 0.11 | 0.31 | 0 | 1 | 1 286 | 0.16 | 0.37 | 0 | 1 | 397 | 0.16 | 0.37 | 0 | 1 |
| Collective services\_p1 | 2 168 | 0.04 | 0.20 | 0 | 1 | 485 | 0.07 | 0.25 | 0 | 1 | 1 286 | 0.03 | 0.16 | 0 | 1 | 397 | 0.06 | 0.23 | 0 | 1 |
| Private employee\_p2 | 2 500 | 0.85 | 0.35 | 0 | 1 | 604 | 0.93 | 0.25 | 0 | 1 | 1 449 | 0.84 | 0.37 | 0 | 1 | 447 | 0.80 | 0.40 | 0 | 1 |
| 1-9 employees\_p2 | 2 436 | 0.09 | 0.29 | 0 | 1 | 593 | 0.10 | 0.30 | 0 | 1 | 1 408 | 0.08 | 0.28 | 0 | 1 | 435 | 0.09 | 0.29 | 0 | 1 |
| 10-49 employees\_p2 | 2 436 | 0.24 | 0.43 | 0 | 1 | 593 | 0.28 | 0.45 | 0 | 1 | 1 408 | 0.25 | 0.43 | 0 | 1 | 435 | 0.19 | 0.39 | 0 | 1 |
| 50-99 employees\_p2 | 2 436 | 0.10 | 0.30 | 0 | 1 | 593 | 0.14 | 0.35 | 0 | 1 | 1 408 | 0.09 | 0.28 | 0 | 1 | 435 | 0.07 | 0.26 | 0 | 1 |
| 100 – 249 employees\_p2 | 2 436 | 0.15 | 0.36 | 0 | 1 | 593 | 0.16 | 0.36 | 0 | 1 | 1 408 | 0.15 | 0.36 | 0 | 1 | 435 | 0.17 | 0.37 | 0 | 1 |
| 250 and more employees\_p2 | 2 436 | 0.42 | 0.49 | 0 | 1 | 593 | 0.32 | 0.47 | 0 | 1 | 1 408 | 0.43 | 0.50 | 0 | 1 | 435 | 0.48 | 0.50 | 0 | 1 |
| Feminization level\_p2 | 2 436 | 0.90 | 0.30 | 0 | 1 | 593 | 0.89 | 0.31 | 0 | 1 | 1 408 | 0.91 | 0.29 | 0 | 1 | 435 | 0.90 | 0.30 | 0 | 1 |
| Proportion of white-collars\_p2 | 2 436 | 0.46 | 0.50 | 0 | 1 | 593 | 0.59 | 0.49 | 0 | 1 | 1 408 | 0.44 | 0.50 | 0 | 1 | 435 | 0.34 | 0.47 | 0 | 1 |
| Agriculture\_p2 | 2 300 | 0.09 | 0.29 | 0 | 1 | 565 | 0.09 | 0.28 | 0 | 1 | 1 326 | 0.09 | 0.29 | 0 | 1 | 409 | 0.10 | 0.30 | 0 | 1 |
| Construction\_p2 | 2 300 | 0.18 | 0.39 | 0 | 1 | 565 | 0.31 | 0.46 | 0 | 1 | 1 326 | 0.16 | 0.37 | 0 | 1 | 409 | 0.09 | 0.29 | 0 | 1 |
| Trade and retail\_p2 | 2 300 | 0.11 | 0.32 | 0 | 1 | 565 | 0.12 | 0.33 | 0 | 1 | 1 326 | 0.11 | 0.31 | 0 | 1 | 409 | 0.12 | 0.33 | 0 | 1 |
| Transport and ICT\_p2 | 2 300 | 0.13 | 0.34 | 0 | 1 | 565 | 0.09 | 0.29 | 0 | 1 | 1 326 | 0.14 | 0.35 | 0 | 1 | 409 | 0.15 | 0.36 | 0 | 1 |
| Restaurants and hotels\_p2 | 2 300 | 0.05 | 0.21 | 0 | 1 | 565 | 0.05 | 0.21 | 0 | 1 | 1 326 | 0.05 | 0.22 | 0 | 1 | 409 | 0.02 | 0.14 | 0 | 1 |
| Finance and inssurance\_p2 | 2 300 | 0.12 | 0.32 | 0 | 1 | 565 | 0.07 | 0.26 | 0 | 1 | 1 326 | 0.13 | 0.34 | 0 | 1 | 409 | 0.13 | 0.33 | 0 | 1 |
| Real estate, company services\_p2 | 2 300 | 0.10 | 0.31 | 0 | 1 | 565 | 0.15 | 0.35 | 0 | 1 | 1 326 | 0.09 | 0.28 | 0 | 1 | 409 | 0.11 | 0.31 | 0 | 1 |
| Public administration\_p2 | 2 300 | 0.16 | 0.37 | 0 | 1 | 565 | 0.08 | 0.27 | 0 | 1 | 1 326 | 0.18 | 0.39 | 0 | 1 | 409 | 0.23 | 0.42 | 0 | 1 |
| Education, health and social services\_p2 | 2 300 | 0.05 | 0.21 | 0 | 1 | 565 | 0.04 | 0.20 | 0 | 1 | 1 326 | 0.04 | 0.21 | 0 | 1 | 409 | 0.05 | 0.22 | 0 | 1 |
| Collective services\_p2 | 2 300 | 0.01 | 0.09 | 0 | 1 | 565 | 0.01 | 0.08 | 0 | 1 | 1 326 | 0.01 | 0.09 | 0 | 1 | 409 | 0.01 | 0.09 | 0 | 1 |

Source: IGSS 2004-2015

*Note: # p1 indicates parent 1, i.e. mother; p2 indicates parent 2, i.e. father*

Table 2: Descriptive statistics of eligible fathers

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Total sample | | | | | No leave take-up | | | | | Full-time leave take-up | | | | | Part-time leave take-up | | | | |
| Variables | N | Mean | S.E. | Min | Max | N | Mean | S.E. | Min | Max | N | Mean | S.E. | Min | Max | N | Mean | S.E. | Min | Max |
| Child sex female | 2 500 | 0.50 | 0.50 | 0 | 1 | 2 016 | 0.49 | 0.50 | 0 | 1 | 291 | 0.54 | 0.50 | 0 | 1 | 193 | 0.51 | 0.50 | 0 | 1 |
| Childbirth 2005 | 2 500 | 0.16 | 0.36 | 0 | 1 | 2 016 | 0.16 | 0.37 | 0 | 1 | 291 | 0.15 | 0.36 | 0 | 1 | 193 | 0.09 | 0.29 | 0 | 1 |
| Childbirth 2006 | 2 500 | 0.16 | 0.37 | 0 | 1 | 2 016 | 0.16 | 0.37 | 0 | 1 | 291 | 0.17 | 0.38 | 0 | 1 | 193 | 0.15 | 0.36 | 0 | 1 |
| Childbirth 2007 | 2 500 | 0.17 | 0.37 | 0 | 1 | 2 016 | 0.17 | 0.37 | 0 | 1 | 291 | 0.17 | 0.37 | 0 | 1 | 193 | 0.16 | 0.37 | 0 | 1 |
| Childbirth 2008 | 2 500 | 0.17 | 0.38 | 0 | 1 | 2 016 | 0.17 | 0.37 | 0 | 1 | 291 | 0.21 | 0.41 | 0 | 1 | 193 | 0.21 | 0.41 | 0 | 1 |
| Childbirth 2009 | 2 500 | 0.17 | 0.38 | 0 | 1 | 2 016 | 0.16 | 0.37 | 0 | 1 | 291 | 0.18 | 0.39 | 0 | 1 | 193 | 0.20 | 0.40 | 0 | 1 |
| Childbirth 2010 | 2 500 | 0.17 | 0.38 | 0 | 1 | 2 016 | 0.18 | 0.38 | 0 | 1 | 291 | 0.12 | 0.33 | 0 | 1 | 193 | 0.19 | 0.39 | 0 | 1 |
| Age at birth\_p1 | 2 500 | 29.73 | 4.88 | 18 | 50 | 2 016 | 29.59 | 4.79 | 18 | 45 | 291 | 29.45 | 5.43 | 18 | 50 | 193 | 31.58 | 4.56 | 21 | 44 |
| Luxembourg nationality\_p1 | 2 500 | 0.44 | 0.50 | 0 | 1 | 2 016 | 0.41 | 0.49 | 0 | 1 | 291 | 0.48 | 0.50 | 0 | 1 | 193 | 0.68 | 0.47 | 0 | 1 |
| French\_p1 | 2 500 | 0.09 | 0.28 | 0 | 1 | 2 016 | 0.09 | 0.29 | 0 | 1 | 291 | 0.08 | 0.28 | 0 | 1 | 193 | 0.04 | 0.20 | 0 | 1 |
| Portugues\_p1 | 2 500 | 0.29 | 0.45 | 0 | 1 | 2 016 | 0.31 | 0.46 | 0 | 1 | 291 | 0.25 | 0.43 | 0 | 1 | 193 | 0.10 | 0.30 | 0 | 1 |
| Other EU\_p1 | 2 500 | 0.13 | 0.34 | 0 | 1 | 2 016 | 0.13 | 0.34 | 0 | 1 | 291 | 0.13 | 0.34 | 0 | 1 | 193 | 0.16 | 0.36 | 0 | 1 |
| Non EU\_p1 | 2 500 | 0.05 | 0.21 | 0 | 1 | 2 016 | 0.05 | 0.22 | 0 | 1 | 291 | 0.06 | 0.24 | 0 | 1 | 193 | 0.03 | 0.16 | 0 | 1 |
| Work experience 0-5\_p1 | 2 500 | 0.34 | 0.47 | 0 | 1 | 2 016 | 0.36 | 0.48 | 0 | 1 | 291 | 0.30 | 0.46 | 0 | 1 | 193 | 0.20 | 0.40 | 0 | 1 |
| Work experience 6-10\_p1 | 2 500 | 0.37 | 0.48 | 0 | 1 | 2 016 | 0.36 | 0.48 | 0 | 1 | 291 | 0.39 | 0.49 | 0 | 1 | 193 | 0.41 | 0.49 | 0 | 1 |
| Work experience 11+ \_p1 | 2 500 | 0.30 | 0.46 | 0 | 1 | 2 016 | 0.28 | 0.45 | 0 | 1 | 291 | 0.32 | 0.47 | 0 | 1 | 193 | 0.39 | 0.49 | 0 | 1 |
| Full-time employed\_p1 | 2 497 | 0.83 | 0.37 | 0 | 1 | 2 013 | 0.82 | 0.39 | 0 | 1 | 291 | 0.87 | 0.33 | 0 | 1 | 193 | 0.91 | 0.28 | 0 | 1 |
| Hourly wage <1,25 MSS\_p1 | 2 500 | 0.31 | 0.46 | 0 | 1 | 2 016 | 0.32 | 0.47 | 0 | 1 | 291 | 0.31 | 0.46 | 0 | 1 | 193 | 0.16 | 0.36 | 0 | 1 |
| Hourly wage >=1,25 and 2 MSS\_p1 | 2 500 | 0.27 | 0.45 | 0 | 1 | 2 016 | 0.28 | 0.45 | 0 | 1 | 291 | 0.27 | 0.44 | 0 | 1 | 193 | 0.18 | 0.38 | 0 | 1 |
| Hourly wage >=2 and 3 MSS\_p1 | 2 500 | 0.24 | 0.43 | 0 | 1 | 2 016 | 0.23 | 0.42 | 0 | 1 | 291 | 0.23 | 0.42 | 0 | 1 | 193 | 0.33 | 0.47 | 0 | 1 |
| Hourly wage >=3 MSS\_p1 | 2 500 | 0.18 | 0.39 | 0 | 1 | 2 016 | 0.17 | 0.37 | 0 | 1 | 291 | 0.20 | 0.40 | 0 | 1 | 193 | 0.34 | 0.48 | 0 | 1 |
| Hourly wage <1,25 MSS\_p2 | 2499 | 0.16 | 0.37 | 0 | 1 | 2 016 | 0.16 | 0.35 | 0 | 1 | 270 | 0.29 | 0.46 | 0 | 1 | 193 | 0.12 | 0.33 | 0 | 1 |
| Hourly wage >=1,25 and 2 MSS\_p2 | 2499 | 0.35 | 0.48 | 0 | 1 | 2 016 | 0.36 | 0.47 | 0 | 1 | 270 | 0.43 | 0.50 | 0 | 1 | 193 | 0.21 | 0.41 | 0 | 1 |
| Hourly wage >=2 and 3 MSS\_p2 | 2499 | 0.25 | 0.43 | 0 | 1 | 2 016 | 0.24 | 0.43 | 0 | 1 | 270 | 0.18 | 0.39 | 0 | 1 | 193 | 0.39 | 0.49 | 0 | 1 |
| Hourly wage >=3 MSS\_p2 | 2499 | 0.24 | 0.43 | 0 | 1 | 2 016 | 0.26 | 0.44 | 0 | 1 | 270 | 0.09 | 0.29 | 0 | 1 | 193 | 0.27 | 0.45 | 0 | 1 |
| Age at birth\_p2 | 2500 | 31.78 | 5.18 | 19 | 58 | 2016 | 31.66 | 5.21 | 19 | 58 | 270 | 31.58 | 5.59 | 19 | 50 | 193 | 33.32 | 5.30 | 22 | 55 |
| Luxembourg nationality\_p2 | 2 500 | 0.46 | 0.50 | 0 | 1 | 2 016 | 0.44 | 0.50 | 0 | 1 | 291 | 0.39 | 0.49 | 0 | 1 | 193 | 0.69 | 0.46 | 0 | 1 |
| French\_p2 | 2 500 | 0.08 | 0.27 | 0 | 1 | 2 016 | 0.08 | 0.26 | 0 | 1 | 291 | 0.10 | 0.30 | 0 | 1 | 193 | 0.06 | 0.23 | 0 | 1 |
| Portugues\_p2 | 2 500 | 0.30 | 0.46 | 0 | 1 | 2 016 | 0.32 | 0.47 | 0 | 1 | 291 | 0.27 | 0.44 | 0 | 1 | 193 | 0.10 | 0.31 | 0 | 1 |
| Other EU\_p2 | 2 500 | 0.13 | 0.34 | 0 | 1 | 2 016 | 0.13 | 0.33 | 0 | 1 | 291 | 0.14 | 0.35 | 0 | 1 | 193 | 0.12 | 0.33 | 0 | 1 |
| Non EU\_p2 | 2 500 | 0.04 | 0.20 | 0 | 1 | 2 016 | 0.04 | 0.19 | 0 | 1 | 291 | 0.11 | 0.31 | 0 | 1 | 193 | 0.03 | 0.16 | 0 | 1 |
| Work experience 0-5\_p2 | 2 500 | 0.26 | 0.44 | 0 | 1 | 2 016 | 0.26 | 0.44 | 0 | 1 | 291 | 0.30 | 0.46 | 0 | 1 | 193 | 0.16 | 0.36 | 0 | 1 |
| Work experience 6-10\_p2 | 2 500 | 0.33 | 0.47 | 0 | 1 | 2 016 | 0.33 | 0.47 | 0 | 1 | 291 | 0.30 | 0.46 | 0 | 1 | 193 | 0.34 | 0.48 | 0 | 1 |
| Work experience 11+ \_p2 | 2 500 | 0.41 | 0.49 | 0 | 1 | 2 016 | 0.40 | 0.49 | 0 | 1 | 291 | 0.40 | 0.49 | 0 | 1 | 193 | 0.50 | 0.50 | 0 | 1 |
| Full-time employed\_p2 | 2 482 | 0.94 | 0.24 | 0 | 1 | 2 001 | 0.94 | 0.24 | 0 | 1 | 288 | 0.92 | 0.27 | 0 | 1 | 193 | 0.96 | 0.20 | 0 | 1 |
| Private employee\_p1 | 2 500 | 0.89 | 0.31 | 0 | 1 | 2 016 | 0.91 | 0.28 | 0 | 1 | 291 | 0.86 | 0.35 | 0 | 1 | 193 | 0.72 | 0.45 | 0 | 1 |
| 1-9 employees\_p1 | 2 249 | 0.14 | 0.35 | 0 | 1 | 1 794 | 0.14 | 0.35 | 0 | 1 | 267 | 0.12 | 0.33 | 0 | 1 | 188 | 0.11 | 0.32 | 0 | 1 |
| 10-49 employees\_p1 | 2 249 | 0.20 | 0.40 | 0 | 1 | 1 794 | 0.20 | 0.40 | 0 | 1 | 267 | 0.20 | 0.40 | 0 | 1 | 188 | 0.16 | 0.37 | 0 | 1 |
| 50-99 employees\_p1 | 2 249 | 0.09 | 0.28 | 0 | 1 | 1 794 | 0.08 | 0.28 | 0 | 1 | 267 | 0.11 | 0.31 | 0 | 1 | 188 | 0.07 | 0.25 | 0 | 1 |
| 100 – 249 employees\_p1 | 2 249 | 0.13 | 0.34 | 0 | 1 | 1 794 | 0.13 | 0.34 | 0 | 1 | 267 | 0.13 | 0.34 | 0 | 1 | 188 | 0.14 | 0.35 | 0 | 1 |
| 250 and more employees\_p1 | 2 249 | 0.45 | 0.50 | 0 | 1 | 1 794 | 0.44 | 0.50 | 0 | 1 | 267 | 0.44 | 0.50 | 0 | 1 | 188 | 0.52 | 0.50 | 0 | 1 |
| Feminization level\_p1 | 2 249 | 0.55 | 0.50 | 0 | 1 | 1 794 | 0.54 | 0.50 | 0 | 1 | 267 | 0.51 | 0.50 | 0 | 1 | 188 | 0.67 | 0.47 | 0 | 1 |
| Proportion of white-collars\_p1 | 2 249 | 0.33 | 0.47 | 0 | 1 | 1 794 | 0.35 | 0.48 | 0 | 1 | 267 | 0.32 | 0.47 | 0 | 1 | 188 | 0.17 | 0.38 | 0 | 1 |
| Agriculture\_p1 | 2 157 | 0.04 | 0.20 | 0 | 1 | 1 727 | 0.05 | 0.21 | 0 | 1 | 254 | 0.03 | 0.16 | 0 | 1 | 176 | 0.01 | 0.08 | 0 | 1 |
| Construction\_p1 | 2 157 | 0.02 | 0.15 | 0 | 1 | 1 727 | 0.02 | 0.15 | 0 | 1 | 254 | 0.02 | 0.13 | 0 | 1 | 176 | 0.02 | 0.15 | 0 | 1 |
| Trade and retail\_p1 | 2 157 | 0.14 | 0.35 | 0 | 1 | 1 727 | 0.14 | 0.35 | 0 | 1 | 254 | 0.19 | 0.40 | 0 | 1 | 176 | 0.05 | 0.21 | 0 | 1 |
| Transport and ICT\_p1 | 2 157 | 0.06 | 0.23 | 0 | 1 | 1 727 | 0.06 | 0.23 | 0 | 1 | 254 | 0.04 | 0.20 | 0 | 1 | 176 | 0.06 | 0.23 | 0 | 1 |
| Restaurants and hotels\_p1 | 2 157 | 0.07 | 0.26 | 0 | 1 | 1 727 | 0.08 | 0.27 | 0 | 1 | 254 | 0.08 | 0.27 | 0 | 1 | 176 | 0.05 | 0.22 | 0 | 1 |
| Finance and insurance\_p1 | 2 157 | 0.15 | 0.36 | 0 | 1 | 1 727 | 0.16 | 0.36 | 0 | 1 | 254 | 0.13 | 0.33 | 0 | 1 | 176 | 0.13 | 0.33 | 0 | 1 |
| Real estate, company services\_p1 | 2 157 | 0.16 | 0.37 | 0 | 1 | 1 727 | 0.18 | 0.38 | 0 | 1 | 254 | 0.12 | 0.32 | 0 | 1 | 176 | 0.07 | 0.26 | 0 | 1 |
| Public administration\_p1 | 2 157 | 0.17 | 0.37 | 0 | 1 | 1 727 | 0.14 | 0.35 | 0 | 1 | 254 | 0.19 | 0.39 | 0 | 1 | 176 | 0.36 | 0.48 | 0 | 1 |
| Education, health and social services\_p1 | 2 157 | 0.15 | 0.36 | 0 | 1 | 1 727 | 0.14 | 0.35 | 0 | 1 | 254 | 0.17 | 0.37 | 0 | 1 | 176 | 0.23 | 0.42 | 0 | 1 |
| Collective services\_p1 | 2 157 | 0.04 | 0.20 | 0 | 1 | 1 727 | 0.04 | 0.20 | 0 | 1 | 254 | 0.04 | 0.20 | 0 | 1 | 176 | 0.03 | 0.17 | 0 | 1 |
| Private employee\_p2 | 2 499 | 0.85 | 0.36 | 0 | 1 | 2 016 | 0.85 | 0.35 | 0 | 1 | 290 | 0.95 | 0.23 | 0 | 1 | 193 | 0.70 | 0.46 | 0 | 1 |
| 1-9 employees\_p2 | 2 432 | 0.09 | 0.28 | 0 | 1 | 1 966 | 0.08 | 0.28 | 0 | 1 | 279 | 0.07 | 0.26 | 0 | 1 | 187 | 0.14 | 0.35 | 0 | 1 |
| 10-49 employees\_p2 | 2 432 | 0.24 | 0.43 | 0 | 1 | 1 966 | 0.25 | 0.43 | 0 | 1 | 279 | 0.24 | 0.43 | 0 | 1 | 187 | 0.18 | 0.38 | 0 | 1 |
| 50-99 employees\_p2 | 2 432 | 0.10 | 0.30 | 0 | 1 | 1 966 | 0.10 | 0.30 | 0 | 1 | 279 | 0.12 | 0.32 | 0 | 1 | 187 | 0.08 | 0.26 | 0 | 1 |
| 100 – 249 employees\_p2 | 2 432 | 0.16 | 0.36 | 0 | 1 | 1 966 | 0.15 | 0.36 | 0 | 1 | 279 | 0.21 | 0.41 | 0 | 1 | 187 | 0.13 | 0.34 | 0 | 1 |
| 250 and more employees\_p2 | 2 432 | 0.42 | 0.49 | 0 | 1 | 1 966 | 0.42 | 0.49 | 0 | 1 | 279 | 0.37 | 0.48 | 0 | 1 | 187 | 0.48 | 0.50 | 0 | 1 |
| Feminization level\_p2 | 2 432 | 0.91 | 0.29 | 0 | 1 | 1 966 | 0.92 | 0.27 | 0 | 1 | 279 | 0.87 | 0.34 | 0 | 1 | 187 | 0.85 | 0.36 | 0 | 1 |
| Proportion of white-collars\_p2 | 2 432 | 0.47 | 0.50 | 0 | 1 | 1 966 | 0.47 | 0.50 | 0 | 1 | 279 | 0.56 | 0.50 | 0 | 1 | 187 | 0.27 | 0.44 | 0 | 1 |
| Agriculture\_p2 | 2 300 | 0.10 | 0.29 | 0 | 1 | 1 858 | 0.10 | 0.30 | 0 | 1 | 270 | 0.12 | 0.32 | 0 | 1 | 172 | 0.05 | 0.21 | 0 | 1 |
| Construction\_p2 | 2 300 | 0.19 | 0.39 | 0 | 1 | 1 858 | 0.20 | 0.40 | 0 | 1 | 270 | 0.17 | 0.37 | 0 | 1 | 172 | 0.04 | 0.18 | 0 | 1 |
| Trade and retail\_p2 | 2 300 | 0.11 | 0.31 | 0 | 1 | 1 858 | 0.11 | 0.31 | 0 | 1 | 270 | 0.14 | 0.35 | 0 | 1 | 172 | 0.06 | 0.24 | 0 | 1 |
| Transport and ICT\_p2 | 2 300 | 0.13 | 0.34 | 0 | 1 | 1 858 | 0.13 | 0.33 | 0 | 1 | 270 | 0.15 | 0.36 | 0 | 1 | 172 | 0.17 | 0.38 | 0 | 1 |
| Restaurants and hotels\_p2 | 2 300 | 0.05 | 0.21 | 0 | 1 | 1 858 | 0.04 | 0.19 | 0 | 1 | 270 | 0.08 | 0.27 | 0 | 1 | 172 | 0.07 | 0.26 | 0 | 1 |
| Finance and inssurance\_p2 | 2 300 | 0.12 | 0.32 | 0 | 1 | 1 858 | 0.13 | 0.33 | 0 | 1 | 270 | 0.07 | 0.26 | 0 | 1 | 172 | 0.08 | 0.27 | 0 | 1 |
| Real estate, company services\_p2 | 2 300 | 0.10 | 0.30 | 0 | 1 | 1 858 | 0.09 | 0.29 | 0 | 1 | 270 | 0.11 | 0.32 | 0 | 1 | 172 | 0.12 | 0.32 | 0 | 1 |
| Public administration\_p2 | 2 300 | 0.16 | 0.37 | 0 | 1 | 1 858 | 0.16 | 0.37 | 0 | 1 | 270 | 0.09 | 0.28 | 0 | 1 | 172 | 0.34 | 0.47 | 0 | 1 |
| Education, health and social services\_p2 | 2 300 | 0.04 | 0.20 | 0 | 1 | 1 858 | 0.04 | 0.19 | 0 | 1 | 270 | 0.07 | 0.26 | 0 | 1 | 172 | 0.07 | 0.26 | 0 | 1 |
| Collective services\_p2 | 2 300 | 0.01 | 0.09 | 0 | 1 | 1 858 | 0.01 | 0.08 | 0 | 1 | 270 | 0.00 | 0.06 | 0 | 1 | 172 | 0.02 | 0.13 | 0 | 1 |

Source: IGSS 2004-2015

*Note: # p1 indicates parent 1, i.e. mother; p2 indicates parent 2, i.e. father*

Table 3: Marginal Effects (ME): Regression Estimates of Effect of Independent Variables on the Leave Take-up (Extensive Margin) of Mothers and Fathers.

|  |  |  |
| --- | --- | --- |
|  | ME (logit) – General take-up | |
|  |  |  |
|  | Mothers | Fathers |
|  |  |  |
| Child’s sex female | 0.012 | 0.027 |
|  | (0.018) | (0.017) |
| Childbirth year 2006 | 0.010 | 0.005 |
|  | (0.035) | (0.030) |
| Childbirth year 2007 | -0.014 | 0.024 |
|  | (0.035) | (0.031) |
| Childbirth year 2008 | -0.023 | 0.053\* |
|  | (0.035) | (0.031) |
| Childbirth year 2009 | 0.056\* | 0.042 |
|  | (0.032) | (0.031) |
| Childbirth year 2010 | 0.040 | -0.005 |
|  | (0.032) | (0.028) |
| French\_p1# | -0.095\*\* | -0.046 |
|  | (0.045) | (0.036) |
| Portugues\_p1 | -0.110\*\*\* | -0.052 |
|  | (0.040) | (0.032) |
| Other EU\_p1 | -0.109\*\*\* | 0.038 |
|  | (0.040) | (0.037) |
| Non EU\_p1 | 0.010 | 0.061 |
|  | (0.041) | (0.061) |
| Age at birth\_p1 | 0.003 | -0.001 |
|  | (0.003) | (0.003) |
| Work experience 6 -10 years\_p1 | 0.095\*\*\* | 0.048\*\* |
|  | (0.027) | (0.022) |
| Work experience 11 and more years \_p1 | 0.063\* | 0.086\*\*\* |
|  | (0.036) | (0.032) |
| Full-time work\_p1 | 0.076\*\* | 0.040 |
|  | (0.031) | (0.025) |
| Hourly wage > 1,25 and <= 2 multiple of SSM\_p1 | -0.018 | -0.002 |
|  | (0.022) | (0.024) |
| Hourly wage > 2 and <= 3 multiple of SSM\_p1 | -0.039 | 0.041 |
|  | (0.032) | (0.032) |
| Hourly wage > 3 multiple of SSM\_p1 | -0.233\*\*\* | 0.068\* |
|  | (0.051) | (0.040) |
| French\_p2 | -0.065 | 0.005 |
|  | (0.047) | (0.042) |
| Portugues\_p2 | -0.061 | -0.000 |
|  | (0.039) | (0.036) |
| Other EU\_p2 | 0.007 | -0.011 |
|  | (0.034) | (0.032) |
| Non EU\_p2 | -0.117\* | 0.030 |
|  | (0.064) | (0.053) |
| Age at birth\_p2 | 0.002 | 0.006\*\* |
|  | (0.003) | (0.002) |
| Work experience 6 -10 years\_p2 | -0.003 | -0.029 |
|  | (0.025) | (0.029) |
| Work experience 11 and more years \_p2 | -0.016 | -0.052\* |
|  | (0.030) | (0.031) |
| Full-time work\_p2 | 0.073\* | -0.003 |
|  | (0.042) | (0.038) |
| Hourly wage > 1,25 and <= 2 multiple of SSM\_p2 | 0.051 | -0.131\*\*\* |
|  | (0.033) | (0.043) |
| Hourly wage > 2 and <= 3 multiple of SSM\_p2 | 0.075\* | -0.216\*\*\* |
|  | (0.041) | (0.047) |
| Hourly wage > 3 multiple of SSM\_p2 | 0.121\*\*\* | -0.296\*\*\* |
|  | (0.042) | (0.045) |
| Civil servant\_p1 | 0.052 | 0.098\* |
|  | (0.041) | (0.052) |
| Construction\_p1 | -0.163\* | -0.057 |
|  | (0.086) | (0.076) |
| Agriculture\_p1 | -0.049 | -0.070\* |
|  | (0.037) | (0.041) |
| Transport and ICT\_p1 | -0.059 | -0.105\*\* |
|  | (0.052) | (0.048) |
| Restaurants and hotels\_p1 | -0.046 | -0.072 |
|  | (0.046) | (0.056) |
| Finance\_p1 | 0.001 | -0.085\*\* |
|  | (0.036) | (0.043) |
| Real estate and company services\_p1 | -0.050 | -0.109\*\*\* |
|  | (0.033) | (0.038) |
| Public administration and defence\_p1 | -0.120\*\* | -0.018 |
|  | (0.058) | (0.055) |
| Education, health and social services\_p1 | -0.054 | -0.138\*\*\* |
|  | (0.053) | (0.050) |
| Collective services\_p1 | -0.116\* | -0.057 |
|  | (0.061) | (0.057) |
| 10-49 employees\_p1 | 0.090\*\*\* | 0.008 |
|  | (0.034) | (0.032) |
| 50-99 employeesl\_p1 | 0.109\*\*\* | 0.027 |
|  | (0.039) | (0.041) |
| 100-249 emplyees\_p1 | 0.052 | -0.005 |
|  | (0.041) | (0.035) |
| 250 and more employees l\_p1 | 0.043 | 0.010 |
|  | (0.037) | (0.032) |
| Feminization level\_p1 | -0.026 | 0.002 |
|  | (0.027) | (0.026) |
| Proportion of white-collar workers\_p1 | 0.059\*\* | 0.037 |
|  | (0.028) | (0.024) |
| Civil servant\_p2 | 0.021 | -0.032 |
|  | (0.041) | (0.029) |
| Construction\_p2 | -0.018 | -0.031 |
|  | (0.063) | (0.052) |
| Agriculture\_p2 | 0.007 | -0.043 |
|  | (0.059) | (0.047) |
| Transport and ICT\_p2 | 0.036 | 0.022 |
|  | (0.060) | (0.051) |
| Restaurants and hotels\_p2 | 0.028 | 0.089 |
|  | (0.069) | (0.073) |
| Finance\_p2 | 0.050 | -0.050 |
|  | (0.061) | (0.050) |
| Real estate and company services\_p2 | -0.032 | 0.015 |
|  | (0.061) | (0.051) |
| Public administration and defence\_p2 | 0.037 | 0.005 |
|  | (0.064) | (0.053) |
| Education, health and social services\_p2 | 0.025 | -0.040 |
|  | (0.061) | (0.051) |
| Collective services\_p2 | 0.034 | -0.012 |
|  | (0.111) | (0.097) |
| 10-49 employees\_p2 | -0.028 | -0.023 |
|  | (0.030) | (0.035) |
| 50-99 employeesl\_p2 | -0.140\*\*\* | 0.008 |
|  | (0.044) | (0.043) |
| 100-249 emplyees\_p2 | -0.023 | 0.051 |
|  | (0.033) | (0.041) |
| 250 and more employees l\_p2 | -0.064\*\* | -0.012 |
|  | (0.032) | (0.036) |
| Feminization level\_p2 | 0.020 | 0.063 |
|  | (0.033) | (0.038) |
| Proportion of white-collar workers\_p2 | -0.029 | 0.021 |
|  | (0.028) | (0.026) |
| Observations | 1,993 | 1,987 |

Source: IGSS 2005-2015

Notes: # *p1 indicates parent 1, i.e. mother; p2 indicates parent 2, i.e. father*

Standard errors in parentheses \*\*\* p<0.01, \*\* p<0.05, \* p<0.1

Table 4: Marginal Effects (ME): Regression Estimates of the Effect of Independent Variables on the Intensity of Leave Take-up (Intensive Margin) of Mothers and Fathers.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Mothers | | Fathers | |
|  | ME Full-time take-up | ME Part-time take-up | ME Full-time take-up | ME Part-time take-up |
|  | (baseline: non-take up) | | (baseline: non-take up) | |
| Child’s sex female | 0.022 | -0.008 | 0.026\*\* | -0.000 |
|  | (0.022) | (0.016) | (0.012) | (0.007) |
| Childbirth year 2006 | 0.015 | -0.002 | -0.008 | 0.010 |
|  | (0.041) | (0.027) | (0.024) | (0.011) |
| Childbirth year 2007 | -0.004 | -0.009 | -0.005 | 0.020\* |
|  | (0.041) | (0.026) | (0.024) | (0.012) |
| Childbirth year 2008 | 0.003 | -0.024 | 0.016 | 0.025\*\* |
|  | (0.040) | (0.025) | (0.024) | (0.012) |
| Childbirth year 2009 | -0.019 | 0.076\*\* | -0.007 | 0.035\*\* |
|  | (0.041) | (0.031) | (0.023) | (0.014) |
| Childbirth year 2010 | -0.003 | 0.045 | -0.039\* | 0.029\*\* |
|  | (0.039) | (0.028) | (0.021) | (0.013) |
| French\_p1# | -0.052 | -0.044 | -0.019 | -0.021 |
|  | (0.051) | (0.030) | (0.024) | (0.017) |
| Portugues\_p1 | -0.119\*\* | 0.001 | -0.018 | -0.027\* |
|  | (0.049) | (0.036) | (0.022) | (0.015) |
| Other EU\_p1 | -0.105\*\* | -0.014 | 0.008 | 0.023 |
|  | (0.045) | (0.028) | (0.025) | (0.021) |
| Non EU\_p1 | 0.027 | -0.020 | 0.063 | -0.014 |
|  | (0.062) | (0.051) | (0.048) | (0.026) |
| Age at birth\_p1 | 0.005 | -0.002 | -0.002 | 0.001 |
|  | (0.004) | (0.003) | (0.002) | (0.001) |
| Work experience 6 -10 years\_p1 | 0.057\* | 0.040\* | 0.029\*\* | 0.009 |
|  | (0.032) | (0.022) | (0.014) | (0.011) |
| Work experience 11 and more years \_p1 | 0.041 | 0.025 | 0.065\*\*\* | 0.011 |
|  | (0.043) | (0.028) | (0.024) | (0.014) |
| Full-time work\_p1 | 0.011 | 0.071\*\*\* | 0.015 | 0.018\* |
|  | (0.036) | (0.023) | (0.018) | (0.010) |
| Hourly wage > 1,25 and <= 2 multiple of SSM\_p1 | -0.146\*\*\* | 0.118\*\*\* | 0.000 | 0.003 |
|  | (0.029) | (0.020) | (0.015) | (0.014) |
| Hourly wage > 2 and <= 3 multiple of SSM\_p1 | -0.266\*\*\* | 0.214\*\*\* | 0.037\* | 0.006 |
|  | (0.039) | (0.028) | (0.022) | (0.015) |
| Hourly wage > 3 multiple of SSM\_p1 | -0.468\*\*\* | 0.229\*\*\* | 0.073\*\* | 0.003 |
|  | (0.046) | (0.038) | (0.032) | (0.016) |
| French\_p2 | -0.059 | -0.007 | 0.046 | -0.027\*\* |
|  | (0.056) | (0.039) | (0.036) | (0.014) |
| Portugues\_p2 | -0.028 | -0.033 | -0.004 | 0.007 |
|  | (0.048) | (0.033) | (0.022) | (0.022) |
| Other EU\_p2 | 0.011 | -0.004 | 0.017 | -0.022\* |
|  | (0.043) | (0.031) | (0.025) | (0.012) |
| Non EU\_p2 | -0.063 | -0.057 | 0.047 | -0.025 |
|  | (0.072) | (0.045) | (0.040) | (0.019) |
| Age at birth\_p2 | 0.004 | -0.002 | 0.004\*\* | 0.002 |
|  | (0.003) | (0.002) | (0.002) | (0.001) |
| Work experience 6 -10 years\_p2 | -0.039 | 0.037 | -0.031 | 0.004 |
|  | (0.033) | (0.024) | (0.020) | (0.014) |
| Work experience 11 and more years \_p2 | -0.049 | 0.032 | -0.031 | -0.013 |
|  | (0.038) | (0.027) | (0.023) | (0.014) |
| Full-time work\_p2 | 0.101\*\* | -0.028 | -0.026 | 0.020 |
|  | (0.052) | (0.042) | (0.030) | (0.013) |
| Hourly wage > 1,25 and <= 2 multiple of SSM\_p2 | 0.015 | 0.037 | -0.118\*\*\* | -0.007 |
|  | (0.039) | (0.029) | (0.040) | (0.018) |
| Hourly wage > 2 and <= 3 multiple of SSM\_p2 | 0.050 | 0.031 | -0.209\*\*\* | -0.004 |
|  | (0.048) | (0.031) | (0.043) | (0.019) |
| Hourly wage > 3 multiple of SSM\_p2 | 0.116\*\* | 0.018 | -0.258\*\*\* | -0.025 |
|  | (0.050) | (0.033) | (0.041) | (0.018) |
| Civil servant\_p1 | 0.065 | -0.009 | 0.066 | 0.024 |
|  | (0.053) | (0.034) | (0.046) | (0.021) |
| Construction\_p1 | -0.228\*\* | 0.035 | -0.043 | 0.001 |
|  | (0.098) | (0.070) | (0.044) | (0.057) |
| Agriculture\_p1 | -0.056 | -0.002 | -0.009 | -0.060\*\* |
|  | (0.049) | (0.038) | (0.028) | (0.026) |
| Transport and ICT\_p1 | -0.059 | -0.007 | -0.036 | -0.059\*\* |
|  | (0.063) | (0.044) | (0.034) | (0.027) |
| Restaurants and hotels\_p1 | 0.002 | -0.061 | -0.016 | -0.047 |
|  | (0.063) | (0.048) | (0.037) | (0.036) |
| Finance\_p1 | 0.028 | -0.025 | -0.014 | -0.060\*\* |
|  | (0.047) | (0.035) | (0.031) | (0.025) |
| Real estate and company services\_p1 | -0.071 | 0.008 | -0.041 | -0.058\*\* |
|  | (0.045) | (0.036) | (0.025) | (0.025) |
| Public administration and defence\_p1 | -0.141\*\* | 0.011 | -0.003 | -0.028 |
|  | (0.065) | (0.044) | (0.039) | (0.031) |
| Education, health and social services\_p1 | 0.011 | -0.070\* | -0.037 | -0.082\*\*\* |
|  | (0.065) | (0.042) | (0.037) | (0.026) |
| Collective services\_p1 | -0.240\*\*\* | 0.108\* | -0.010 | -0.043 |
|  | (0.074) | (0.065) | (0.039) | (0.033) |
| 10-49 employees\_p1 | 0.126\*\*\* | -0.038 | 0.018 | -0.011 |
|  | (0.044) | (0.040) | (0.021) | (0.018) |
| 50-99 employeesl\_p1 | 0.178\*\*\* | -0.070 | 0.032 | -0.009 |
|  | (0.052) | (0.045) | (0.029) | (0.021) |
| 100-249 emplyees\_p1 | 0.140\*\*\* | -0.092\*\* | 0.011 | -0.013 |
|  | (0.050) | (0.042) | (0.023) | (0.019) |
| 250 and more employees l\_p1 | 0.145\*\*\* | -0.108\*\*\* | 0.013 | -0.007 |
|  | (0.045) | (0.040) | (0.021) | (0.019) |
| Feminization level\_p1 | 0.010 | -0.039 | 0.020 | -0.017 |
|  | (0.034) | (0.025) | (0.019) | (0.012) |
| Proportion of white-collar workers\_p1 | 0.084\*\* | -0.021 | 0.014 | 0.019\* |
|  | (0.034) | (0.025) | (0.017) | (0.011) |
| Civil servant\_p2 | 0.017 | 0.008 | -0.057\*\*\* | 0.008 |
|  | (0.048) | (0.030) | (0.018) | (0.014) |
| Construction\_p2 | -0.032 | 0.012 | -0.014 | -0.027 |
|  | (0.075) | (0.051) | (0.043) | (0.021) |
| Agriculture\_p2 | -0.042 | 0.052 | -0.025 | -0.021 |
|  | (0.070) | (0.048) | (0.039) | (0.020) |
| Transport and ICT\_p2 | 0.024 | 0.017 | -0.019 | 0.030 |
|  | (0.070) | (0.045) | (0.041) | (0.024) |
| Restaurants and hotels\_p2 | 0.027 | 0.003 | 0.010 | 0.068 |
|  | (0.087) | (0.064) | (0.053) | (0.049) |
| Finance\_p2 | 0.068 | -0.011 | -0.049 | -0.002 |
|  | (0.071) | (0.044) | (0.040) | (0.023) |
| Real estate and company services\_p2 | -0.054 | 0.021 | -0.027 | 0.025 |
|  | (0.070) | (0.045) | (0.040) | (0.026) |
| Public administration and defence\_p2 | 0.034 | 0.006 | -0.051 | 0.034 |
|  | (0.074) | (0.045) | (0.041) | (0.026) |
| Education, health and social services\_p2 | 0.006 | 0.022 | -0.026 | -0.021 |
|  | (0.073) | (0.048) | (0.041) | (0.022) |
| Collective services\_p2 | 0.038 | 0.004 | -0.061 | 0.011 |
|  | (0.133) | (0.087) | (0.067) | (0.041) |
| 10-49 employees\_p2 | 0.011 | -0.042 | 0.012 | -0.050\* |
|  | (0.045) | (0.037) | (0.017) | (0.029) |
| 50-99 employeesl\_p2 | -0.088 | -0.063 | 0.033 | -0.046 |
|  | (0.056) | (0.041) | (0.024) | (0.033) |
| 100-249 emplyees\_p2 | -0.014 | -0.012 | 0.075\*\*\* | -0.054\* |
|  | (0.050) | (0.041) | (0.024) | (0.031) |
| 250 and more employees l\_p2 | -0.035 | -0.033 | 0.049\*\* | -0.069\*\* |
|  | (0.047) | (0.038) | (0.020) | (0.030) |
| Feminization level\_p2 | -0.010 | 0.033 | -0.005 | 0.050\*\* |
|  | (0.045) | (0.036) | (0.022) | (0.025) |
| Proportion of white-collar workers\_p2 | -0.047 | 0.014 | 0.026 | -0.003 |
|  | (0.035) | (0.024) | (0.018) | (0.012) |
| Observations | 1,993 | 1,993 | 1,987 | 1,987 |

Source: IGSS 2005-2015

Notes: # *p1 indicates parent 1, i.e. mother; p2 indicates parent 2, i.e. father*

Standard errors in parentheses \*\*\* p<0.01, \*\* p<0.05, \* p<0.1

Table 5: Logistic regression analyses: effect of selected variables on general parental leave take-up (extensive margin). Dependent variable: Take-up, non-take-up (reference categories). Mothers and Fathers separately.

|  |  |  |
| --- | --- | --- |
|  |  |  |
| Variables | Mothers | Fathers |
|  | Logistic coefficient B | Logistic coefficient B |
| Child’s sex female | 0.082 | 0.195 |
|  | (0.119) | (0.123) |
| Childbirth year 2006 | 0.066 | 0.042 |
|  | (0.220) | (0.238) |
| Childbirth year 2007 | -0.084 | 0.184 |
|  | (0.213) | (0.232) |
| Childbirth year 2008 | -0.136 | 0.376\* |
|  | (0.209) | (0.223) |
| Childbirth year 2009 | 0.391\* | 0.305 |
|  | (0.220) | (0.225) |
| Childbirth year 2010 | 0.273 | -0.038 |
|  | (0.211) | (0.229) |
| French\_p1# | -0.635\*\* | -0.350 |
|  | (0.271) | (0.295) |
| Portugues\_p1 | -0.719\*\*\* | -0.402 |
|  | (0.246) | (0.261) |
| Other EU\_p1 | -0.716\*\*\* | 0.243 |
|  | (0.238) | (0.226) |
| Non EU\_p1 | 0.086 | 0.373 |
|  | (0.362) | (0.345) |
| Age at birth\_p1 | 0.022 | -0.005 |
|  | (0.021) | (0.022) |
| Work experience 6 -10 years\_p1 | 0.613\*\*\* | 0.383\*\* |
|  | (0.164) | (0.180) |
| Work experience 11 and more years \_p1 | 0.381\* | 0.628\*\*\* |
|  | (0.220) | (0.231) |
| Full-time work\_p1 | 0.457\*\*\* | 0.312 |
|  | (0.170) | (0.209) |
| Hourly wage > 1,25 and <= 2 multiple of SSM\_p1 | -0.144 | -0.019 |
|  | (0.184) | (0.200) |
| Hourly wage > 2 and <= 3 multiple of SSM\_p1 | -0.303 | 0.297 |
|  | (0.247) | (0.233) |
| Hourly wage > 3 multiple of SSM\_p1 | -1.325\*\*\* | 0.468\* |
|  | (0.285) | (0.270) |
| French\_p2 | -0.421 | 0.039 |
|  | (0.282) | (0.296) |
| Portugues\_p2 | -0.399 | -0.001 |
|  | (0.247) | (0.260) |
| Other EU\_p2 | 0.049 | -0.084 |
|  | (0.256) | (0.238) |
| Non EU\_p2 | -0.693\*\* | 0.203 |
|  | (0.336) | (0.340) |
| Age at birth\_p2 | 0.011 | 0.044\*\* |
|  | (0.017) | (0.018) |
| Work experience 6 -10 years\_p2 | -0.019 | -0.194 |
|  | (0.170) | (0.189) |
| Work experience 11 and more years \_p2 | -0.103 | -0.363\* |
|  | (0.202) | (0.210) |
| Full-time work\_p2 | 0.433\* | -0.024 |
|  | (0.223) | (0.271) |
| Hourly wage > 1,25 and <= 2 multiple of SSM\_p2 | 0.289 | -0.632\*\*\* |
|  | (0.179) | (0.197) |
| Hourly wage > 2 and <= 3 multiple of SSM\_p2 | 0.442\* | -1.188\*\*\* |
|  | (0.233) | (0.239) |
| Hourly wage > 3 multiple of SSM\_p2 | 0.792\*\*\* | -2.056\*\*\* |
|  | (0.268) | (0.274) |
| Civil servant\_p1 | 0.381 | 0.610\*\* |
|  | (0.333) | (0.284) |
| Construction\_p1 | -0.628 | 0.096 |
|  | (0.420) | (0.487) |
| Agriculture\_p1 | -0.035 | -0.617 |
|  | (0.343) | (0.446) |
| Transport and ICT\_p1 | -0.065 | -0.284 |
|  | (0.344) | (0.359) |
| Restaurants and hotels\_p1 | 0.019 | -0.012 |
|  | (0.281) | (0.337) |
| Finance\_p1 | 0.370 | -0.116 |
|  | (0.307) | (0.304) |
| Real estate and company services\_p1 | -0.009 | -0.321 |
|  | (0.224) | (0.257) |
| Public administration and defence\_p1 | -0.413 | 0.341 |
|  | (0.359) | (0.340) |
| Education, health and social services\_p1 | 0.365 | 0.445\* |
|  | (0.274) | (0.259) |
| Collective services\_p1 | -0.395 | 0.094 |
|  | (0.319) | (0.360) |
| 10-49 employees\_p1 | 0.583\*\*\* | 0.057 |
|  | (0.208) | (0.235) |
| 50-99 employeesl\_p1 | 0.742\*\*\* | 0.190 |
|  | (0.272) | (0.288) |
| 100-249 emplyees\_p1 | 0.309 | -0.042 |
|  | (0.244) | (0.266) |
| 250 and more employees l\_p1 | 0.254 | 0.075 |
|  | (0.209) | (0.240) |
| Feminization level\_p1 | -0.171 | 0.014 |
|  | (0.180) | (0.191) |
| Proportion of white-collar workers\_p1 | 0.376\*\* | 0.278 |
|  | (0.174) | (0.183) |
| Civil servant\_p2 | 0.146 | -0.248 |
|  | (0.291) | (0.238) |
| Construction\_p2 | -0.154 | 0.097 |
|  | (0.235) | (0.276) |
| Agriculture\_p2 | 0.119 | 0.021 |
|  | (0.278) | (0.306) |
| Transport and ICT\_p2 | 0.194 | 0.464\* |
|  | (0.268) | (0.270) |
| Restaurants and hotels\_p2 | 0.137 | 0.842\*\* |
|  | (0.351) | (0.347) |
| Finance\_p2 | 0.298 | -0.067 |
|  | (0.310) | (0.320) |
| Real estate and company services\_p2 | -0.236 | 0.420 |
|  | (0.254) | (0.277) |
| Public administration and defence\_p2 | 0.204 | 0.356 |
|  | (0.337) | (0.305) |
| Education, health and social services\_p2 | -0.047 | 0.323 |
|  | (0.372) | (0.342) |
| Collective services\_p2 | 0.179 | 0.237 |
|  | (0.732) | (0.673) |
| 10-49 employees\_p2 | -0.219 | -0.170 |
|  | (0.243) | (0.253) |
| 50-99 employeesl\_p2 | -0.882\*\*\* | 0.059 |
|  | (0.282) | (0.304) |
| 100-249 emplyees\_p2 | -0.182 | 0.328 |
|  | (0.267) | (0.270) |
| 250 and more employees l\_p2 | -0.462\* | -0.085 |
|  | (0.255) | (0.262) |
| Feminization level\_p2 | 0.141 | 0.407\* |
|  | (0.234) | (0.225) |
| Proportion of white-collar workers\_p2 | -0.196 | 0.153 |
|  | (0.191) | (0.187) |
| Constant | -0.473 | -3.131\*\*\* |
|  | (0.680) | (0.746) |
|  |  |  |
| Observations | 1,993 | 1,987 |
| ll | -912.1 | -876.3 |
| chi2 | 292.6 | 229.3 |
| p | 0 | 0 |
| r2\_p | 0.138 | 0.116 |

Source: IGSS 2005-2015

Notes: # *p1 indicates parent 1, i.e. mother; p2 indicates parent 2, i.e. father*

Standard errors in parentheses \*\*\* p<0.01, \*\* p<0.05, \* p<0.1

Table 6: Multinomial regression analyses: effect of independent variables on intensity of parental leave. Dependent variable: fulltime leave, part-time leave, non-take-up (reference categories). Mothers and Fathers separately.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  | Mothers |  |  | Fathers |  |
| Independent Variables |  | Full-time take-up | Part-time take-up |  | Full-time take-up | Part-time take-up |
|  |  | (baseline: non-take up) | |  | (baseline: non-take up) | |
|  |  | Logistic coefficient B | |  | Logistic coefficient B | |
| Child’s sex female |  | 0.102 | 0.016 |  | 0.320\*\* | 0.026 |
|  |  | (0.122) | (0.157) |  | (0.153) | (0.181) |
| Childbirth year 2006 |  | 0.084 | 0.044 |  | -0.086 | 0.357 |
|  |  | (0.226) | (0.292) |  | (0.283) | (0.402) |
| Childbirth year 2007 |  | -0.068 | -0.133 |  | -0.038 | 0.636 |
|  |  | (0.219) | (0.287) |  | (0.277) | (0.387) |
| Childbirth year 2008 |  | -0.092 | -0.302 |  | 0.202 | 0.757\*\* |
|  |  | (0.214) | (0.288) |  | (0.261) | (0.379) |
| Childbirth year 2009 |  | 0.283 | 0.768\*\*\* |  | -0.037 | 0.942\*\* |
|  |  | (0.226) | (0.287) |  | (0.268) | (0.379) |
| Childbirth year 2010 |  | 0.214 | 0.512\* |  | -0.519\* | 0.785\*\* |
|  |  | (0.217) | (0.278) |  | (0.283) | (0.374) |
| French\_p1# |  | -0.578\*\* | -0.849\*\* |  | -0.275 | -0.561 |
|  |  | (0.278) | (0.364) |  | (0.345) | (0.515) |
| Portugues\_p1 |  | -0.768\*\*\* | -0.573\* |  | -0.271 | -0.758 |
|  |  | (0.254) | (0.331) |  | (0.304) | (0.467) |
| Other EU\_p1 |  | -0.751\*\*\* | -0.684\*\* |  | 0.118 | 0.394 |
|  |  | (0.245) | (0.299) |  | (0.285) | (0.328) |
| Non EU\_p1 |  | 0.081 | -0.101 |  | 0.579 | -0.261 |
|  |  | (0.367) | (0.530) |  | (0.393) | (0.686) |
| Age at birth\_p1 |  | 0.025 | 0.004 |  | -0.029 | 0.029 |
|  |  | (0.021) | (0.029) |  | (0.027) | (0.032) |
| Work experience 6 -10 years\_p1 |  | 0.563\*\*\* | 0.755\*\*\* |  | 0.436\*\* | 0.255 |
|  |  | (0.169) | (0.227) |  | (0.219) | (0.280) |
| Work experience 11 and more years \_p1 |  | 0.361 | 0.484 |  | 0.814\*\*\* | 0.350 |
|  |  | (0.227) | (0.297) |  | (0.288) | (0.347) |
| Full-time work\_p1 |  | 0.381\*\* | 0.957\*\*\* |  | 0.226 | 0.518 |
|  |  | (0.173) | (0.292) |  | (0.251) | (0.346) |
| Hourly wage > 1,25 and <= 2 multiple of SSM\_p1 |  | -0.395\*\* | 1.144\*\*\* |  | 0.005 | 0.067 |
|  |  | (0.190) | (0.287) |  | (0.237) | (0.339) |
| Hourly wage > 2 and <= 3 multiple of SSM\_p1 |  | -0.733\*\*\* | 1.471\*\*\* |  | 0.489\* | 0.179 |
|  |  | (0.256) | (0.347) |  | (0.290) | (0.360) |
| Hourly wage > 3 multiple of SSM\_p1 |  | -1.886\*\*\* | 0.813\*\* |  | 0.829\*\* | 0.165 |
|  |  | (0.297) | (0.392) |  | (0.341) | (0.401) |
| French\_p2 |  | -0.417 | -0.367 |  | 0.461 | -0.792 |
|  |  | (0.292) | (0.370) |  | (0.343) | (0.515) |
| Portugues\_p2 |  | -0.345 | -0.537 |  | -0.046 | 0.130 |
|  |  | (0.255) | (0.336) |  | (0.306) | (0.439) |
| Other EU\_p2 |  | 0.062 | 0.022 |  | 0.181 | -0.607 |
|  |  | (0.263) | (0.316) |  | (0.286) | (0.377) |
| Non EU\_p2 |  | -0.624\* | -0.971\* |  | 0.474 | -0.683 |
|  |  | (0.344) | (0.525) |  | (0.373) | (0.718) |
| Age at birth\_p2 |  | 0.015 | -0.006 |  | 0.049\*\* | 0.042 |
|  |  | (0.018) | (0.024) |  | (0.022) | (0.027) |
| Work experience 6 -10 years\_p2 |  | -0.071 | 0.256 |  | -0.361 | 0.045 |
|  |  | (0.174) | (0.247) |  | (0.226) | (0.306) |
| Work experience 11 and more years \_p2 |  | -0.163 | 0.144 |  | -0.372 | -0.370 |
|  |  | (0.207) | (0.281) |  | (0.252) | (0.335) |
| Full-time work\_p2 |  | 0.490\*\* | 0.147 |  | -0.274 | 0.576 |
|  |  | (0.233) | (0.334) |  | (0.301) | (0.521) |
| Hourly wage > 1,25 and <= 2 multiple of SSM\_p2 |  | 0.239 | 0.485\* |  | -0.720\*\*\* | -0.310 |
|  |  | (0.183) | (0.287) |  | (0.218) | (0.374) |
| Hourly wage > 2 and <= 3 multiple of SSM\_p2 |  | 0.431\* | 0.579\* |  | -1.638\*\*\* | -0.364 |
|  |  | (0.242) | (0.330) |  | (0.287) | (0.396) |
| Hourly wage > 3 multiple of SSM\_p2 |  | 0.845\*\*\* | 0.807\*\* |  | -2.879\*\*\* | -1.000\*\* |
|  |  | (0.277) | (0.364) |  | (0.351) | (0.435) |
| Civil servant\_p1 |  | 0.410 | 0.248 |  | 0.704\* | 0.565 |
|  |  | (0.344) | (0.389) |  | (0.390) | (0.368) |
| Construction\_p1 |  | -0.824\* | -0.292 |  | -0.413 | 1.120 |
|  |  | (0.451) | (0.532) |  | (0.679) | (0.705) |
| Agriculture\_p1 |  | 0.094 | -0.606 |  | -0.402 | -1.223 |
|  |  | (0.350) | (0.528) |  | (0.484) | (1.111) |
| Transport and ICT\_p1 |  | -0.045 | -0.071 |  | -0.366 | 0.008 |
|  |  | (0.354) | (0.447) |  | (0.451) | (0.584) |
| Restaurants and hotels\_p1 |  | 0.080 | -0.505 |  | -0.074 | 0.356 |
|  |  | (0.287) | (0.521) |  | (0.383) | (0.656) |
| Finance\_p1 |  | 0.485 | 0.200 |  | -0.060 | 0.014 |
|  |  | (0.317) | (0.394) |  | (0.365) | (0.533) |
| Real estate and company services\_p1 |  | -0.049 | 0.043 |  | -0.444 | 0.028 |
|  |  | (0.229) | (0.323) |  | (0.298) | (0.502) |
| Public administration and defence\_p1 |  | -0.451 | -0.224 |  | 0.098 | 0.753 |
|  |  | (0.370) | (0.452) |  | (0.435) | (0.547) |
| Education, health and social services\_p1 |  | 0.428 | 0.363 |  | 0.167 | 1.155\*\* |
|  |  | (0.281) | (0.373) |  | (0.308) | (0.474) |
| Collective services\_p1 |  | -0.646\* | 0.243 |  | 0.005 | 0.469 |
|  |  | (0.340) | (0.416) |  | (0.424) | (0.638) |
| 10-49 employees\_p1 |  | 0.655\*\*\* | 0.256 |  | 0.230 | -0.224 |
|  |  | (0.215) | (0.287) |  | (0.280) | (0.394) |
| 50-99 employeesl\_p1 |  | 0.867\*\*\* | 0.200 |  | 0.378 | -0.175 |
|  |  | (0.280) | (0.367) |  | (0.343) | (0.479) |
| 100-249 emplyees\_p1 |  | 0.446\* | -0.322 |  | 0.140 | -0.290 |
|  |  | (0.251) | (0.339) |  | (0.321) | (0.434) |
| 250 and more employees\_p1 |  | 0.404\* | -0.496 |  | 0.163 | -0.145 |
|  |  | (0.215) | (0.306) |  | (0.289) | (0.401) |
| Feminization level\_p1 |  | -0.134 | -0.422\* |  | 0.226 | -0.402 |
|  |  | (0.185) | (0.246) |  | (0.232) | (0.307) |
| Proportion of white-collar workers\_p1 |  | 0.436\*\* | 0.163 |  | 0.196 | 0.509\* |
|  |  | (0.179) | (0.236) |  | (0.221) | (0.307) |
| Civil servant\_p2 |  | 0.161 | 0.187 |  | -0.887\*\* | 0.109 |
|  |  | (0.300) | (0.338) |  | (0.363) | (0.300) |
| Construction\_p2 |  | -0.114 | -0.371 |  | 0.124 | -0.261 |
|  |  | (0.242) | (0.343) |  | (0.306) | (0.614) |
| Agriculture\_p2 |  | 0.166 | -0.089 |  | -0.012 | -0.007 |
|  |  | (0.286) | (0.367) |  | (0.342) | (0.613) |
| Transport and ICT\_p2 |  | 0.262 | -0.052 |  | 0.140 | 1.231\*\*\* |
|  |  | (0.276) | (0.349) |  | (0.318) | (0.462) |
| Restaurants and hotels\_p2 |  | 0.208 | -0.205 |  | 0.479 | 1.734\*\*\* |
|  |  | (0.359) | (0.543) |  | (0.409) | (0.577) |
| Finance\_p2 |  | 0.428 | -0.153 |  | -0.307 | 0.599 |
|  |  | (0.319) | (0.391) |  | (0.389) | (0.525) |
| Real estate and company services\_p2 |  | -0.206 | -0.366 |  | 0.041 | 1.153\*\* |
|  |  | (0.264) | (0.336) |  | (0.328) | (0.466) |
| Public administration and defence\_p2 |  | 0.273 | -0.129 |  | -0.293 | 1.254\*\*\* |
|  |  | (0.347) | (0.410) |  | (0.399) | (0.480) |
| Education, health and social services\_p2 |  | 0.020 | -0.376 |  | 0.301 | 0.708 |
|  |  | (0.382) | (0.482) |  | (0.399) | (0.564) |
| Collective services\_p2 |  | 0.294 | -0.126 |  | -0.506 | 0.870 |
|  |  | (0.753) | (0.924) |  | (1.125) | (0.822) |
| 10-49 employees\_p2 |  | -0.176 | -0.463 |  | 0.169 | -0.727\*\* |
|  |  | (0.251) | (0.326) |  | (0.331) | (0.368) |
| 50-99 employeesl\_p2 |  | -0.853\*\*\* | -1.148\*\*\* |  | 0.475 | -0.634 |
|  |  | (0.292) | (0.386) |  | (0.385) | (0.464) |
| 100-249 emplyees\_p2 |  | -0.186 | -0.236 |  | 0.929\*\*\* | -0.747\* |
|  |  | (0.276) | (0.352) |  | (0.346) | (0.410) |
| 250 and more employees\_p2 |  | -0.442\* | -0.597\* |  | 0.647\* | -1.180\*\*\* |
|  |  | (0.264) | (0.333) |  | (0.341) | (0.385) |
| Feminization level\_p2 |  | 0.104 | 0.325 |  | -0.006 | 0.866\*\*\* |
|  |  | (0.242) | (0.311) |  | (0.285) | (0.325) |
| Proportion of white-collar workers\_p2 |  | -0.239 | -0.071 |  | 0.331 | -0.049 |
|  |  | (0.197) | (0.245) |  | (0.229) | (0.286) |
| Constant |  | -0.838 | -1.833\* |  | -2.916\*\*\* | -6.412\*\*\* |
|  |  | (0.698) | (0.995) |  | (0.893) | (1.287) |
| Observations |  | 1,993 | 1,993 |  | 1,987 | 1,987 |
| chi2 |  | 498.1 | 498.1 |  | 395.4 | 395.4 |
| ll\_0 |  | -1906 | -1906 |  | -1257 | -1257 |
| ll |  | -1657 | -1657 |  | -1059 | -1059 |
| r2\_p |  | 0.131 | 0.131 |  | 0.157 | 0.157 |

Source: IGSS 2005-2015

Notes: # *p1 indicates parent 1, i.e. mother; p2 indicates parent 2, i.e. father*

Standard errors in parentheses \*\*\* p<0.01, \*\* p<0.05, \* p<0.1