Table A1: Pooled regression results for wage penalty for mothers (*based on monthly earnings*)

|  |  |  |
| --- | --- | --- |
|  |  | Models |
|  | Categories | 1. Gross penalty (with no independent variables) | 2. *Inc.* Individual characteristics  | 3. *Inc.* Labor market experience | 4. *Inc.* Job setting  |
| All | All | –0.243\*\*\* | –0.035\*\*\* | –0.029\*\*\* | –0.024\*\*\* |
| (0.006) | (0.005) | (0.005) | (0.004) |
| *Age Level* |  |  |  |  |
| 25–34 | –0.257\*\*\* | –0.028\*\*\* | –0.044\*\*\* | –0.040\*\*\* |
| (0.008) | (0.007) | (0.006) | (0.005) |
|  |  |  |  |  |
| 35–44 | –0.180\*\*\* | –0.039\*\*\* | –0.014\* | –0.009 |
| (0.011) | (0.009) | (0.007) | (0.007) |
| *Education and age level* |  |  |  |  |
| L & 25–34 | –0.199\*\*\* | –0.112\*\*\* | –0.039\*\*\* | –0.035\*\*\* |
| (0.012) | (0.012) | (0.009) | (0.009) |
|  |  |  |  |  |
| L & 35–44 | –0.130\*\*\* | –0.079\*\*\* | –0.023\*\*\* | –0.020\*\* |
| (0.012) | (0.012) | (0.009) | (0.008) |
|  |  |  |  |  |
| H & 25–34 | –0.010 | 0.017\* | –0.043\*\*\* | –0.039\*\*\* |
| (0.007) | (0.009) | (0.007) | (0.006) |
|  |  |  |  |  |
| H & 35–44 | –0.033\*\*\* | 0.017 | –0.003 | 0.006 |
| (0.011) | (0.013) | (0.012) | (0.011) |
|  |  |  |  |  |
| Public | All | –0.064\*\*\* | –0.002 | –0.002 | –0.006 |
| (0.006) | (0.006) | (0.005) | (0.005) |
| *Age level* |  |  |  |  |
| 25–34 | –0.087\*\*\* | –0.007 | –0.014\*\*\* | –0.020\*\*\* |
| (0.007) | (0.008) | (0.007) | (0.006) |
|  |  |  |  |  |
| 35–44 | –0.044\*\*\* | 0.013 | 0.021\*\* | 0.019\*\* |
| (0.010) | (0.010) | (0.009) | (0.009) |
| *Education and age level* |  |  |  |  |
| L & 25–34 | –0.133\*\*\* | –0.015 | 0.014 | 0.001 |
| (0.036) | (0.034) | (0.030) | (0.028) |
|  |  |  |  |  |
| L & 35–44 | –0.152\*\*\* | –0.060\*\* | –0.008 | –0.011 |
| (0.029) | (0.028) | (0.022) | (0.021) |
|  |  |  |  |  |
| H & 25–34 | –0.036\*\*\* | –0.006 | –0.018\*\*\* | –0.025\*\*\* |
| (0.006) | (0.008) | (0.007) | (0.006) |
|  |  |  |  |  |
| H & 35–44 | –0.005 | 0.027\*\* | 0.022\*\* | 0.015 |
| (0.009) | (0.010) | (0.010) | (0.009) |
|  |  |  |  |  |
|  |  |  |  |  |
| Private | All | –0.307\*\*\* | –0.108\*\*\* | –0.054\*\*\* | –0.042\*\*\* |
| (0.008) | (0.007) | (0.006) | (0.006) |
| *Age level* |  |  |  |  |
| 25–34 | –0.338\*\*\* | –0.126\*\*\* | –0.071\*\*\* | –0.057\*\*\* |
| (0.010) | (0.009) | (0.008) | (0.007) |
|  |  |  |  |  |
| 35–44 | –0.191\*\*\* | –0.085\*\*\* | –0.034\*\*\* | –0.024\*\*\* |
| (0.014) | (0.012) | (0.010) | (0.009) |
| *Education and age level* |  |  |  |  |
| L & 25–34 | –0.219\*\*\* | –0.145\*\*\* | –0.046\*\*\* | –0.040\*\*\* |
| (0.012) | (0.012) | (0.009) | (0.009) |
|  |  |  |  |  |
| L & 35–44 | –0.125\*\*\* | –0.082\*\*\* | –0.023\*\* | –0.022\*\* |
| (0.012) | (0.012) | (0.009) | (0.009) |
|  |  |  |  |  |
| H & 25–34 | –0.089\*\*\* | –0.103\*\*\* | –0.089\*\*\* | –0.071\*\*\* |
| (0.012) | (0.014) | (0.013) | (0.012) |
|  |  |  |  |  |
| H & 35–44 | –0.137\*\*\* | –0.056\*\* | –0.027 | –0.004 |
| (0.026) | (0.027) | (0.025) | (0.022) |

L: High school or less educated

H: University educated

Note: Standard errors are presented in parentheses. Robust standard errors are used. Each penalty in cell is obtained from a different equation.

\*p<0.10, \*\*p<0.05, \*\*\*p<0.01 (two–tailed tests)

Table A2: The percentage of non–mothers in the Turkey Demographic and Health Survey (TDHS) 2013 and Household Labor Force Survey 2014 (HLFS)

|  |  |
| --- | --- |
|  | Age cohort |
|  | 25–34 | 35–44 | Total |
| 2013 TDHS | 10.35% | 4.83% | 7.48% |
| 2014 HLFS | 11.64% | 6.69% | 8.87% |

Table A3: Descriptive statistics, combined sample

|  |  |  |  |
| --- | --- | --- | --- |
|   | **Full sample** | **High school or less**  | **University** |
| All | Age 25–34 | Age 35–44 | Age 25–34 | Age 35–44 | Age 25–34 | Age 35–44 |
| M | NM | M | NM | M | NM | M | NM | M | NM | M | NM | M | NM |
| ***Dependent variable*** |   |
| Hourly wage rate–TL  | 4.01 | 4.72 | 4.08 | 4.82 | 3.98 | 4.51 | 2.30 | 2.42 | 2.24 | 2.39 | 5.75 | 5.54 | 6.58 | 6.58 |
| (3.08) | (3.09) | (2.77) | (2.85) | (3.25) | (3.55) | (1.35) | (1.41) | (1.40) | (1.29) | (2.72) | (2.78) | (3.49) | (3.83) |
| Monthly earnings–TL | 697.99 | 845.04 | 694.47 | 853.19 | 700.08 | 826.90 | 445.29 | 506.51 | 439.14 | 489.91 | 928.67 | 957.56 | 1091.42 | 1155.37 |
| (454.8) | (503.6) | (386.0) | (439.2) | (491.4) | (622.0) | (200.9) | (242.5) | (206.3) | (232.1) | (371.3) | (432.5) | (533.3) | (702.2) |
|   |
| ***Family structure*** |  |
|  Number of children | 1.74 |  | 1.54 |  | 1.87 |  | 1.74 |  | 1.98 |  | 1.35 |  | 1.71 |  |
| (0.81) |  | (0.73) |  | (0.82) |  | (0.85) |  | (0.90) |  | (0.53) |  | (0.66) |  |
|  Never married | 0.00 | 0.28 | 0.00 | 0.28 | 0.00 | 0.27 | 0.00 | 0.13 | 0.00 | 0.12 | 0.00 | 0.33 | 0.00 | 0.41 |
|  Married | 0.94 | 0.66 | 0.97 | 0.69 | 0.92 | 0.59 | 0.95 | 0.80 | 0.91 | 0.70 | 0.98 | 0.66 | 0.94 | 0.47 |
|  Divorced | 0.05 | 0.06 | 0.03 | 0.02 | 0.06 | 0.13 | 0.04 | 0.07 | 0.07 | 0.15 | 0.01 | 0.01 | 0.05 | 0.11 |
|  Widowed | 0.01 | 0.06 | 0.00 | 0.00 | 0.01 | 0.01 | 0.01 | 0.00 | 0.02 | 0.02 | 0.00 | 0.00 | 0.00 | 0.00 |
|   |
| ***Work effort*** |  |
|  Usual weekly hours | 42.35 | 42.90 | 41.65 | 42.44 | 42.76 | 43.90 | 45.14 | 48.17 | 45.50 | 47.27 | 38.37 | 40.72 | 38.65 | 40.63 |
| (11.04) | (9.63) | (11.06) | (9.43) | (11.00) | (9.98) | (12.27) | (8.90) | (11.73) | (10.31) | (8.59) | (8.89) | (8.26) | (8.44) |
|   |
| ***Human capital*** |  |
|  No schooling | 0.02 | 0.01 | 0.02 | 0.01 | 0.03 | 0.01 | 0.05 | 0.02 | 0.04 | 0.03 |  |  |  |  |
|  Primary school | 0.26 | 0.10 | 0.15 | 0.04 | 0.34 | 0.23 | 0.30 | 0.15 | 0.56 | 0.46 |  |  |  |  |
|  Middle school | 0.08 | 0.05 | 0.10 | 0.04 | 0.07 | 0.06 | 0.21 | 0.20 | 0.11 | 0.12 |  |  |  |  |
|  High school | 0.09 | 0.09 | 0.10 | 0.08 | 0.09 | 0.11 | 0.21 | 0.35 | 0.14 | 0.22 |  |  |  |  |
|  Voc. high school | 0.10 | 0.07 | 0.11 | 0.06 | 0.09 | 0.08 | 0.23 | 0.28 | 0.14 | 0.16 |  |  |  |  |
|  University | 0.39 | 0.58 | 0.46 | 0.66 | 0.35 | 0.40 |  |  |  |  | 0.89 | 0.86 | 0.86 | 0.79 |
|  Graduate school | 0.05 | 0.11 | 0.05 | 0.11 | 0.05 | 0.11 |  |  |  |  | 0.11 | 0.14 | 0.14 | 0.21 |
|  Potential experience | 18.07 | 13.05 | 12.42 | 9.43 | 21.45 | 21.11 | 14.22 | 12.51 | 23.24 | 23.87 | 10.72 | 8.50 | 18.76 | 18.43 |
| (5.57) | (6.44) | (3.12) | (3.20) | (3.64) | (4.11) | (2.75) | (2.97) | (2.90) | (2.99) | (2.41) | (2.64) | (2.91) | (3.17) |
|   |
| ***Demographic variable*** |  |
|  Age cohort: 25–29 | 0.11 | 0.42 | 0.30 | 0.61 |  |  | 0.33 | 0.55 |  |  | 0.28 | 0.62 |  |  |
|  Age cohort: 30–34 | 0.26 | 0.27 | 0.70 | 0.39 |  |  | 0.67 | 0.45 |  |  | 0.72 | 0.38 |  |  |
|  Age cohort: 35–39 | 0.33 | 0.15 |  |  | 0.53 | 0.49 |  |  | 0.50 | 0.38 |  |  | 0.57 | 0.60 |
|  Age cohort: 40–44 | 0.30 | 0.16 |  |  | 0.47 | 0.51 |  |  | 0.50 | 0.62 |  |  | 0.43 | 0.40 |
|   |
| ***Job settings*** |  |
|  Public sector | 0.36 | 0.41 | 0.39 | 0.43 | 0.34 | 0.35 | 0.11 | 0.09 | 0.10 | 0.10 | 0.66 | 0.54 | 0.71 | 0.59 |
|  Formal | 0.89 | 0.96 | 0.91 | 0.97 | 0.88 | 0.92 | 0.82 | 0.90 | 0.80 | 0.86 | 0.99 | 0.99 | 0.99 | 0.99 |
|  Part–time | 0.09 | 0.05 | 0.09 | 0.05 | 0.08 | 0.04 | 0.10 | 0.02 | 0.08 | 0.04 | 0.09 | 0.05 | 0.08 | 0.04 |
|  Permanent | 0.92 | 0.96 | 0.93 | 0.97 | 0.91 | 0.95 | 0.88 | 0.95 | 0.86 | 0.92 | 0.98 | 0.97 | 0.98 | 0.98 |
|  |
| ***Firm size*** |  |
|  <10 | 0.27 | 0.20 | 0.26 | 0.18 | 0.28 | 0.23 | 0.39 | 0.37 | 0.40 | 0.34 | 0.14 | 0.13 | 0.12 | 0.12 |
|  11–19 | 0.08 | 0.08 | 0.08 | 0.09 | 0.07 | 0.06 | 0.07 | 0.09 | 0.07 | 0.06 | 0.09 | 0.09 | 0.07 | 0.06 |
|  20–49 | 0.22 | 0.24 | 0.24 | 0.24 | 0.22 | 0.23 | 0.16 | 0.19 | 0.18 | 0.19 | 0.30 | 0.26 | 0.27 | 0.26 |
|  50+ | 0.43 | 0.48 | 0.42 | 0.49 | 0.43 | 0.48 | 0.38 | 0.35 | 0.35 | 0.41 | 0.47 | 0.52 | 0.55 | 0.56 |
|  |
| ***Occupations*** |  |
|  Managers | 0.03 | 0.05 | 0.02 | 0.04 | 0.04 | 0.07 | 0.10 | 0.02 | 0.01 | 0.01 | 0.03 | 0.04 | 0.07 | 0.12 |
|  Professionals | 0.30 | 0.42 | 0.33 | 0.47 | 0.27 | 0.31 | 0.03 | 0.03 | 0.02 | 0.03 | 0.62 | 0.60 | 0.65 | 0.58 |
|  Technicians | 0.07 | 0.09 | 0.09 | 0.10 | 0.06 | 0.07 | 0.08 | 0.10 | 0.04 | 0.04 | 0.11 | 0.11 | 0.09 | 0.10 |
|  Clerical workers | 0.13 | 0.17 | 0.15 | 0.19 | 0.12 | 0.15 | 0.12 | 0.21 | 0.10 | 0.15 | 0.17 | 0.18 | 0.14 | 0.15 |
|  Services and sales w. | 0.17 | 0.13 | 0.17 | 0.12 | 0.18 | 0.15 | 0.29 | 0.34 | 0.27 | 0.26 | 0.05 | 0.06 | 0.04 | 0.05 |
|  Agricultural w. | 0.01 | 0.00 | 0.00 | 0.00 | 0.01 | 0.00 | 0.01 | 0.00 | 0.01 | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 |
|  Craft workers | 0.01 | 0.03 | 0.05 | 0.02 | 0.06 | 0.05 | 0.09 | 0.06 | 0.10 | 0.09 | 0.00 | 0.01 | 0.00 | 0.01 |
|  Plant and mach. oprs. | 0.01 | 0.03 | 0.05 | 0.02 | 0.05 | 0.05 | 0.10 | 0.09 | 0.09 | 0.10 | 0.00 | 0.00 | 0.00 | 0.00 |
|  Elementary occ. | 0.19 | 0.07 | 0.13 | 0.04 | 0.22 | 0.15 | 0.27 | 0.15 | 0.37 | 0.29 | 0.01 | 0.00 | 0.01 | 0.05 |
|   |   |
| ***Number of observations*** | 50073 | 12076 | 18737 | 8332 | 31336 | 3744 | 9078 | 1928 | 18800 | 1848 | 9659 | 6404 | 12536 | 1896 |

Table A4: Descriptive Statistics, Public Sector

|  |  |  |  |
| --- | --- | --- | --- |
|   | Full Sample | High School or Less Educated | Tertiary Educated |
| All | Age 25–34 | Age 35–44 | Age 25–34 | Age 35–44 | Age 25–34 | Age 35–44 |
| Mother | Non–mother | Mother | Non–mother | Mother | Non–mother | Mother | Non–mother | Mother | Non–mother | Mother | Non–mother | Mother | Non–mother |
|   |   |
| Dependent Variable |   |
| Hourly Wage Rate–TL | 6.32 | 6.44 | 6.25 | 6.47 | 6.36 | 6.34 | 3.72 | 4.20 | 3.37 | 3.81 | 6.66 | 6.58 | 6.98 | 6.77 |
|   | (2.69) | (2.34) | (2.45) | (2.29) | (2.85) | (2.44) | (1.59) | (2.33) | (1.40) | (1.33) | (2.31) | (2.23) | (2.67) | (2.33) |
| Monthly Earnings–TL | 1005.4 | 1058.0 | 972.4 | 1059.3 | 1028.1 | 1054.4 | 660.6 | 774.4 | 613.1 | 704.9 | 1023.2 | 1073.4 | 1114.9 | 1113.9 |
|  | (371.4) | (350.5) | (308.2) | (347.6) | (407.8) | (358.4) | (257.4) | (385.5) | (249.1) | (249.9) | (285.1) | (339.5) | (380.2) | (339.6) |
|   |  |
| Family Structure |  |
|  Number of Children | 1.68 |  | 1.46 |  | 1.84 |  | 1.85 |  | 2.09 |  | 1.40 |  | 1.78 |  |
| (0.72) |  | (0.64) |  | (0.73) |  | (0.93) |  | (0.97) |  | (0.56) |  | (0.66) |  |
|  Never Married | 0.00 | 0.38 | 0.00 | 0.38 | 0.00 | 0.41 | 0.00 | 0.20 | 0.00 | 0.21 | 0.00 | 0.38 | 0.00 | 0.44 |
| (0.02) | (0.49) | (0.02) | (0.48) | (0.02) | (0.49) | (0.03) | (0.40) | (0.03) | (0.41) | (0.02) | (0.49) | (0.02) | (0.50) |
|  Married | 0.96 | 0.57 | 0.98 | 0.61 | 0.94 | 0.47 | 0.96 | 0.72 | 0.92 | 0.61 | 0.99 | 0.60 | 0.95 | 0.44 |
| (0.20) | (0.49) | (0.13) | (0.49) | (0.23) | (0.50) | (0.20) | (0.45) | (0.27) | (0.49) | (0.12) | (0.49) | (0.22) | (0.50) |
|  Divorced | 0.03 | 0.04 | 0.02 | 0.01 | 0.05 | 0.11 | 0.04 | 0.06 | 0.06 | 0.11 | 0.01 | 0.01 | 0.05 | 0.11 |
| (0.18) | (0.19) | (0.12) | (0.11) | (0.21) | (0.31) | (0.19) | (0.25) | (0.23) | (0.31) | (0.11) | (0.10) | (0.21) | (0.31) |
|  Widowed | 0.01 | 0.01 | 0.00 | 0.00 | 0.01 | 0.01 | 0.00 | 0.01 | 0.02 | 0.07 | 0.00 | 0.00 | 0.01 | 0.01 |
| (0.08) | (0.08) | (0.05) | (0.04) | (0.09) | (0.12) | (0.06) | (0.11) | (0.13) | (0.26) | (0.05) | (0.04) | (0.08) | (0.08) |
|   |  |
| Work Effort |  |
|  Usual Weekly Hours | 37.06 | 37.87 | 36.33 | 37.70 | 37.57 | 38.34 | 40.31 | 41.80 | 40.76 | 41.26 | 35.68 | 37.50 | 36.90 | 37.84 |
| (7.66) | (8.11) | (7.83) | (8.40) | (7.49) | (7.23) | (7.58) | (5.80) | (5.20) | (5.58) | (7.68) | (8.46) | (7.72) | (7.37) |
|   |  |
| Human Capital |  |
|  No Schooling | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.00 | 0.03 | 0.01 | 0.03 | 0.02 |  |  |  |  |
| (0.07) | (0.03) | (0.06) | (0.02) | (0.08) | (0.05) | (0.16) | (0.08) | (0.18) | (0.18) |  |  |  |  |
|  Primary School | 0.04 | 0.01 | 0.02 | 0.00 | 0.06 | 0.04 | 0.15 | 0.02 | 0.34 | 0.34 |  |  |  |  |
| (0.20) | (0.10) | (0.14) | (0.03) | (0.24) | (0.19) | (0.36) | (0.13) | (0.47) | (0.47) |  |  |  |  |
|  Middle School | 0.02 | 0.01 | 0.02 | 0.01 | 0.02 | 0.01 | 0.15 | 0.10 | 0.11 | 0.11 |  |  |  |  |
| (0.14) | (0.08) | (0.14) | (0.07) | (0.14) | (0.09) | (0.36) | (0.30) | (0.32) | (0.32) |  |  |  |  |
|  High School | 0.03 | 0.02 | 0.03 | 0.02 | 0.04 | 0.04 | 0.19 | 0.36 | 0.21 | 0.21 |  |  |  |  |
| (0.18) | (0.15) | (0.16) | (0.13) | (0.19) | (0.20) | (0.39) | (0.48) | (0.41) | (0.41) |  |  |  |  |
|  Voc. High School | 0.06 | 0.03 | 0.07 | 0.02 | 0.05 | 0.06 | 0.48 | 0.52 | 0.30 | 0.30 |  |  |  |  |
| (0.23) | (0.18) | (0.25) | (0.18) | (0.22) | (0.23) | (0.50) | (0.50) | (0.46) | (0.46) |  |  |  |  |
|  University/College | 0.73 | 0.75 | 0.75 | 0.78 | 0.71 | 0.65 |  |  |  |  | 0.88 | 0.82 | 0.86 | 0.76 |
| (0.44) | (0.43) | (0.43) | (0.41) | (0.45) | (0.48) |  |  |  |  | (0.33) | (0.38) | (0.35) | (0.43) |
|  Graduate School | 0.11 | 0.18 | 0.11 | 0.17 | 0.12 | 0.21 |  |  |  |  | 0.12 | 0.18 | 0.14 | 0.24 |
| (0.31) | (0.38) | (0.31) | (0.38) | (0.32) | (0.40) |  |  |  |  | (0.33) | (0.38) | (0.35) | (0.43) |
|  Experience | 16.18 | 11.43 | 11.17 | 8.55 | 19.64 | 19.30 | 13.85 | 11.65 | 23.02 | 23.84 | 10.74 | 8.40 | 18.93 | 18.53 |
| (5.18) | (5.65) | (2.70) | (2.73) | (3.33) | (3.76) | (2.82) | (3.00) | (2.95) | (3.00) | (2.41) | (2.62) | (2.95) | (3.30) |
|   |  |
| Demographic Variable |  |
|  Age Cohort: 25–29 | 0.12 | 0.46 | 0.28 | 0.63 |  |  | 0.36 | 0.60 |  |  | 0.27 | 0.63 |  |  |
| (0.32) | (0.50) | (0.45) | (0.48) |  |  | (0.48) | (0.49) |  |  | (0.44) | (0.48) |  |  |
|  Age Cohort: 30–34 | 0.29 | 0.27 | 0.72 | 0.37 |  |  | 0.64 | 0.40 |  |  | 0.73 | 0.37 |  |  |
| (0.45) | (0.44) | (0.45) | (0.48) |  |  | (0.48) | (0.49) |  |  | (0.44) | (0.48) |  |  |
|  Age Cohort: 35–39 | 0.32 | 0.14 |  |  | 0.54 | 0.53 |  |  | 0.50 | 0.35 |  |  | 0.54 | 0.56 |
| (0.46) | (0.35) |  |  | (0.50) | (0.50) |  |  | (0.50) | (0.48) |  |  | (0.50) | (0.50) |
|  Age Cohort: 40–44 | 0.27 | 0.12 |  |  | 0.46 | 0.47 |  |  | 0.50 | 0.65 |  |  | 0.46 | 0.44 |
| (0.45) | (0.33) |  |  | (0.50) | (0.50) |  |  | (0.50) | (0.48) |  |  | (0.50) | (0.50) |
|   |  |
| Job Characteristics |  |
|  Part–Time | 0.10 | 0.08 | 0.11 | 0.09 | 0.09 | 0.06 | 0.06 | 0.02 | 0.02 | 0.02 | 0.12 | 0.10 | 0.10 | 0.06 |
| (0.30) | (0.27) | (0.32) | (0.29) | (0.29) | (0.23) | (0.25) | (0.13) | (0.16) | (0.12) | (0.33) | (0.29) | (0.31) | (0.24) |
|  Permanent | 0.93 | 0.96 | 0.94 | 0.96 | 0.92 | 0.96 | 0.71 | 0.85 | 0.61 | 0.83 | 0.98 | 0.97 | 0.98 | 0.98 |
| (0.26) | (0.19) | (0.24) | (0.18) | (0.27) | (0.19) | (0.45) | (0.36) | (0.49) | (0.38) | (0.15) | (0.17) | (0.13) | (0.12) |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Firm Size |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <10 | 0.09 | 0.06 | 0.10 | 0.07 | 0.08 | 0.06 | 0.20 | 0.10 | 0.18 | 0.11 | 0.09 | 0.06 | 0.06 | 0.05 |
| (0.29) | (0.25) | (0.30) | (0.25) | (0.28) | (0.24) | (0.40) | (0.30) | (0.39) | (0.32) | (0.28) | (0.25) | (0.24) | (0.22) |
| 11–19 | 0.08 | 0.08 | 0.09 | 0.10 | 0.06 | 0.05 | 0.09 | 0.08 | 0.08 | 0.04 | 0.10 | 0.10 | 0.06 | 0.05 |
| (0.26) | (0.28) | (0.29) | (0.29) | (0.24) | (0.22) | (0.28) | (0.27) | (0.27) | (0.19) | (0.29) | (0.30) | (0.23) | (0.22) |
| 20–49 | 0.31 | 0.30 | 0.33 | 0.30 | 0.29 | 0.30 | 0.24 | 0.24 | 0.28 | 0.24 | 0.34 | 0.30 | 0.29 | 0.31 |
| (0.46) | (0.46) | (0.47) | (0.46) | (0.45) | (0.46) | (0.42) | (0.42) | (0.45) | (0.43) | (0.47) | (0.46) | (0.46) | (0.46) |
| 50+ | 0.52 | 0.55 | 0.47 | 0.54 | 0.56 | 0.59 | 0.48 | 0.48 | 0.45 | 0.60 | 0.47 | 0.53 | 0.58 | 0.58 |
| (0.50) | (0.50) | (0.50) | (0.50) | (0.50) | (0.49) | (0.50) | (0.50) | (0.50) | (0.49) | (0.50) | (0.50) | (0.49) | (0.49) |
|  |  |
| Occupations |  |
| Managers | 0.02 | 0.02 | 0.01 | 0.02 | 0.03 | 0.04 | 0.00 | 0.02 | 0.00 | 0.02 | 0.02 | 0.02 | 0.04 | 0.04 |
| (0.16) | (0.16) | (0.12) | (0.14) | (0.18) | (0.20) | (0.07) | (0.15) | (0.06) | (0.14) | (0.12) | (0.14) | (0.19) | (0.20) |
| Professionals | 0.68 | 0.73 | 0.70 | 0.75 | 0.67 | 0.67 | 0.17 | 0.16 | 0.12 | 0.18 | 0.79 | 0.78 | 0.78 | 0.75 |
| (0.47) | (0.44) | (0.46) | (0.43) | (0.47) | (0.47) | (0.38) | (0.37) | (0.32) | (0.39) | (0.41) | (0.42) | (0.41) | (0.43) |
| Technicians | 0.08 | 0.08 | 0.10 | 0.09 | 0.07 | 0.07 | 0.20 | 0.31 | 0.09 | 0.09 | 0.09 | 0.08 | 0.07 | 0.06 |
| (0.28) | (0.28) | (0.30) | (0.29) | (0.26) | (0.25) | (0.40) | (0.46) | (0.29) | (0.29) | (0.28) | (0.27) | (0.25) | (0.24) |
| Clerical Workers | 0.10 | 0.12 | 0.09 | 0.11 | 0.11 | 0.16 | 0.17 | 0.21 | 0.21 | 0.35 | 0.08 | 0.10 | 0.09 | 0.12 |
| (0.30) | (0.33) | (0.29) | (0.31) | (0.31) | (0.36) | (0.37) | (0.40) | (0.41) | (0.48) | (0.28) | (0.31) | (0.28) | (0.33) |
| Services and Sales W. | 0.04 | 0.02 | 0.04 | 0.02 | 0.04 | 0.02 | 0.15 | 0.14 | 0.15 | 0.09 | 0.02 | 0.02 | 0.02 | 0.01 |
| (0.30) | (0.15) | (0.20) | (0.15) | (0.20) | (0.15) | (0.36) | (0.34) | (0.36) | (0.28) | (0.16) | (0.13) | (0.14) | (0.11) |
| Agricultural W. | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| (0.03) | (0.01) | (0.02) | (0.00) | (0.04) | (0.03) | (0.04) | (0.00) | (0.09) | (0.07) | (0.00) | (0.00) | (0.00) | (0.00) |
| Craft Workers | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.01 | 0.01 | 0.00 | 0.00 | 0.02 | 0.00 | 0.00 | 0.00 | 0.00 |
| (0.03) | (0.04) | (0.03) | (0.00) | (0.03) | (0.08) | (0.09) | (0.00) | (0.07) | (0.14) | (0.00) | (0.00) | (0.02) | (0.06) |
| Plant and Mach. Operators | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| (0.01) | (0.01) | (0.02) | (0.02) | (0.01) | (0.00) | (0.03) | (0.08) | (0.02) | (0.00) | (0.01) | (0.00) | (0.00) | (0.00) |
| Elementary Occ. | 0.06 | 0.02 | 0.04 | 0.01 | 0.07 | 0.04 | 0.29 | 0.16 | 0.41 | 0.23 | 0.00 | 0.00 | 0.00 | 0.00 |
| (0.24) | (0.13) | (0.20) | (0.09) | (0.26) | (0.19) | (0.45) | (0.37) | (0.49) | (0.42) | (0.04) | (0.03) | (0.03) | (0.05) |
|   |   |
| Number of Observations | 18182 | 4932 | 4719 | 3613 | 10763 | 1319 | 1039 | 170 | 1863 | 192 | 6380 | 3443 | 8900 | 1127 |

Table A5: Descriptive Statistics, Private Sector

|  |  |  |  |
| --- | --- | --- | --- |
|   | Full Sample | High School or Less Educated | Tertiary Educated |
| All | Age 25–34 | Age 35–44 | Age 25–34 | Age 35–44 | Age 25–34 | Age 35–44 |
| Mother | Non–mother | Mother | Non–mother | Mother | Non–mother | Mother | Non–mother | Mother | Non–mother | Mother | Non–mother | Mother | Non–mother |
|   |   |
| Dependent Variable |   |
| Hourly Wage Rate–TL | 2.70 | 3.54 | 2.65 | 3.55 | 2.73 | 3.52 | 2.11 | 2.25 | 2.11 | 2.22 | 3.96 | 4.32 | 5.59 | 6.30 |
|   | (2.45) | (2.98) | (1.90) | (2.56) | (2.71) | (3.67) | (1.20) | (1.15) | (1.35) | (1.18) | (2.56) | (2.85) | (4.80) | (5.30) |
| Monthly Earnings–TL | 522.7 | 698.0 | 512.3 | 695.3 | 528.5 | 703.2 | 417.5 | 480.6 | 420.0 | 465.0 | 744.8 | 822.8 | 1033.8 | 1216.07 |
|  | (401.9) | (539.4) | (317.0) | (437.9) | (441.6) | (695.8) | (173.9) | (206.4) | (191.7) | (216.6) | (443.6) | (486.6) | (788.9) | (1020) |
|   |  |
| Family Structure |  |
|  Number of Children | 1.78 |  | 1.59 |  | 1.88 |  | 1.73 |  | 1.96 |  | 1.24 |  | 1.52 |  |
| (0.85) |  | (0.78) |  | (0.87) |  | (0.84) |  | (0.90) |  | (0.47) |  | (0.62) |  |
|  Never Married | 0.00 | 0.20 | 0.00 | 0.21 | 0.00 | 0.19 | 0.00 | 0.12 | 0.00 | 0.12 | 0.00 | 0.27 | 0.00 | 0.36 |
| (0.04) | (0.40) | (0.04) | (0.41) | (0.04) | (0.40) | (0.04) | (0.33) | (0.04) | (0.32) | (0.04) | (0.44) | (0.04) | (0.48) |
|  Married | 0.93 | 0.72 | 0.96 | 0.75 | 0.91 | 0.65 | 0.95 | 0.81 | 0.91 | 0.71 | 0.98 | 0.72 | 0.93 | 0.51 |
| (0.26) | (0.45) | (0.20) | (0.43) | (0.28) | (0.48) | (0.22) | (0.40) | (0.29) | (0.45) | (0.14) | (0.45) | (0.24) | (0.50) |
|  Divorced | 0.06 | 0.07 | 0.03 | 0.04 | 0.07 | 0.14 | 0.04 | 0.07 | 0.07 | 0.15 | 0.02 | 0.02 | 0.06 | 0.12 |
| (0.23) | (0.26) | (0.18) | (0.18) | (0.26) | (0.35) | (0.20) | (0.25) | (0.26) | (0.36) | (0.13) | (0.13) | (0.24) | (0.32) |
|  Widowed | 0.01 | 0.01 | 0.01 | 0.00 | 0.01 | 0.01 | 0.01 | 0.00 | 0.02 | 0.02 | 0.00 | 0.00 | 0.00 | 0.00 |
| (0.11) | (0.08) | (0.08) | (0.04) | (0.12) | (0.12) | (0.09) | (0.06) | (0.13) | (0.14) | (0.03) | (0.03) | (0.05) | (0.06) |
|   |  |
| Work Effort |  |
|  Usual Weekly Hours | 45.36 | 46.37 | 45.14 | 46.08 | 45.48 | 46.93 | 45.77 | 48.79 | 46.03 | 47.96 | 43.59 | 44.47 | 42.94 | 44.71 |
| (11.53) | (9.04) | (11.48) | (8.52) | (11.56) | (9.96) | (12.62) | (8.90) | (12.12) | (10.51) | (7.84) | (7.86) | (7.96) | (8.24) |
|   |  |
| Human Capital |  |
|  No Schooling | 0.04 | 0.01 | 0.04 | 0.01 | 0.04 | 0.02 | 0.05 | 0.03 | 0.04 | 0.03 |  |  |  |  |
| (0.19) | (0.12) | (0.18) | (0.10) | (0.18) | (0.15) | (0.22) | (0.16) | (0.20) | (0.18) |  |  |  |  |
|  Primary School | 0.39 | 0.15 | 0.23 | 0.06 | 0.48 | 0.33 | 0.32 | 0.16 | 0.58 | 0.49 |  |  |  |  |
| (0.49) | (0.36) | (0.42) | (0.24) | (0.50) | (0.47) | (0.47) | (0.37) | (0.49) | (0.50) |  |  |  |  |
|  Middle School | 0.11 | 0.08 | 0.15 | 0.08 | 0.09 | 0.09 | 0.21 | 0.20 | 0.11 | 0.13 |  |  |  |  |
| (0.32) | (0.27) | (0.36) | (0.26) | (0.29) | (0.28) | (0.41) | (0.40) | (0.31) | (0.33) |  |  |  |  |
|  High School | 0.12 | 0.14 | 0.15 | 0.13 | 0.11 | 0.14 | 0.21 | 0.35 | 0.14 | 0.21 |  |  |  |  |
| (0.33) | (0.34) | (0.36) | (0.34) | (0.32) | (0.35) | (0.41) | (0.48) | (0.34) | (0.41) |  |  |  |  |
|  Voc. High School | 0.12 | 0.08 | 0.14 | 0.09 | 0.10 | 0.09 | 0.20 | 0.25 | 0.12 | 0.14 |  |  |  |  |
| (0.32) | (0.29) | (0.35) | (0.29) | (0.30) | (0.29) | (0.40) | (0.43) | (0.33) | (0.35) |  |  |  |  |
|  University/College | 0.20 | 0.46 | 0.27 | 0.56 | 0.15 | 0.27 |  |  |  |  | 0.93 | 0.90 | 0.88 | 0.84 |
| (0.40) | (0.50) | (0.44) | (0.50) | (0.36) | (0.44) |  |  |  |  | (0.26) | (0.30) | (0.33) | (0.37) |
|  Graduate School | 0.02 | 0.06 | 0.02 | 0.06 | 0.02 | 0.05 |  |  |  |  | 0.07 | 0.10 | 0.12 | 0.16 |
| (0.40) | (0.24) | (0.14) | (0.24) | (0.15) | (0.22) |  |  |  |  | (0.26) | (0.30) | (0.33) | (0.37) |
|  Experience | 19.14 | 14.17 | 13.23 | 10.10 | 22.40 | 22.10 | 14.27 | 12.60 | 23.26 | 23.87 | 10.68 | 8.62 | 18.37 | 18.28 |
| (5.50) | (6.71) | (3.10) | (3.37) | (3.42) | (3.96) | (2.74) | (2.95) | (2.89) | (2.99) | (2.40) | (2.64) | (2.77) | (2.95) |
|   |  |
| Demographic Variable |  |
|  Age Cohort: 25–29 |  0.11 | 0.39 | 0.31 | 0.59 |  |  | 0.32 | 0.54 |  |  | 0.28 | 0.62 |  |  |
| (0.31) | (0.49) | (0.46) | (0.49) |  |  | (0.47) | (0.50) |  |  | (0.45) | (0.49) |  |  |
|  Age Cohort: 30–34 | 0.24 | 0.27 | 0.69 | 0.41 |  |  | 0.68 | 0.46 |  |  | 0.72 | 0.38 |  |  |
| (0.43) | (0.44) | (0.46) | (0.49) |  |  | (0.47) | (0.50) |  |  | (0.45) | (0.49) |  |  |
|  Age Cohort: 35–39 | 0.34 | 0.16 |  |  | 0.52 | 0.47 |  |  | 0.50 | 0.38 |  |  | 0.64 | 0.65 |
| (0.47) | (0.37) |  |  | (0.50) | (0.50) |  |  | (0.50) | (0.49) |  |  | (0.48) | (0.48) |
|  Age Cohort: 40–44 | 0.31 | 0.18 |  |  | 0.48 | 0.53 |  |  | 0.50 | 0.62 |  |  | 0.36 | 0.35 |
| (0.46) | (0.38) |  |  | (0.50) | (0.50) |  |  | (0.50) | (0.49) |  |  | (0.48) | (0.48) |
|   |  |
| Job Characteristics |  |
|  Formal | 0.83 | 0.93 | 0.85 | 0.95 | 0.82 | 0.88 | 0.80 | 0.90 | 0.78 | 0.84 | 0.98 | 0.98 | 0.98 | 0.98 |
| (0.38) | (0.26) | (0.36) | (0.22) | (0.38) | (0.32) | (0.40) | (0.30) | (0.41) | (0.37) | (0.15) | (0.14) | (0.14) | (0.14) |
|  Part–Time | 0.08 | 0.03 | 0.08 | 0.02 | 0.08 | 0.03 | 0.10 | 0.02 | 0.08 | 0.04 | 0.03 | 0.02 | 0.04 | 0.02 |
| (0.27) | (0.16) | (0.27) | (0.15) | (0.26) | (0.18) | (0.30) | (0.15) | (0.28) | (0.20) | (0.18) | (0.15) | (0.20) | (0.14) |
|  Permanent | 0.91 | 0.96 | 0.92 | 0.97 | 0.91 | 0.95 | 0.90 | 0.96 | 0.89 | 0.93 | 0.98 | 0.98 | 0.98 | 0.99 |
| (0.28) | (0.19) | (0.26) | (0.17) | (0.29) | (0.22) | (0.30) | (0.21) | (0.31) | (0.26) | (0.14) | (0.15) | (0.14) | (0.11) |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Firm Size |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <10 | 0.38 | 0.29 | 0.36 | 0.28 | 0.38 | 0.32 | 0.42 | 0.39 | 0.42 | 0.37 | 0.24 | 0.20 | 0.24 | 0.21 |
| (0.48) | (0.45) | (0.48) | (0.45) | (0.49) | (0.47) | (0.49) | (0.49) | (0.49) | (0.48) | (0.42) | (0.40) | (0.43) | (0.41) |
| 11–19 | 0.08 | 0.08 | 0.08 | 0.09 | 0.08 | 0.07 | 0.07 | 0.08 | 0.07 | 0.07 | 0.09 | 0.09 | 0.09 | 0.07 |
| (0.27) | (0.27) | (0.27) | (0.28) | (0.27) | (0.25) | (0.26) | (0.28) | (0.26) | (0.25) | (0.29) | (0.28) | (0.29) | (0.26) |
| 20–49 | 0.18 | 0.19 | 0.18 | 0.20 | 0.18 | 0.18 | 0.15 | 0.19 | 0.17 | 0.18 | 0.22 | 0.21 | 0.21 | 0.19 |
| (0.38) | (0.40) | (0.38) | (0.40) | (0.38) | (0.39) | (0.36) | (0.39) | (0.37) | (0.38) | (0.42) | (0.41) | (0.40) | (0.39) |
| 50+ | 0.37 | 0.43 | 0.38 | 0.43 | 0.36 | 0.43 | 0.36 | 0.34 | 0.34 | 0.38 | 0.45 | 0.50 | 0.46 | 0.52 |
| (0.48) | (0.50) | (0.49) | (0.50) | (0.48) | (0.49) | (0.48) | (0.47) | (0.47) | (0.48) | (0.50) | (0.50) | (0.50) | (0.50) |
|  |  |
| Occupations |  |
| Managers | 0.03 | 0.06 | 0.03 | 0.05 | 0.04 | 0.08 | 0.01 | 0.02 | 0.01 | 0.01 | 0.07 | 0.07 | 0.16 | 0.23 |
| (0.18) | (0.24) | (0.17) | (0.22) | (0.18) | (0.27) | (0.10) | (0.13) | (0.10) | (0.11) | (0.26) | (0.26) | (0.36) | (0.42) |
| Professionals | 0.08 | 0.20 | 0.10 | 0.25 | 0.07 | 0.11 | 0.01 | 0.02 | 0.01 | 0.01 | 0.30 | 0.39 | 0.34 | 0.32 |
| (0.27) | (0.40) | (0.29) | (0.44) | (0.25) | (0.31) | (0.11) | (0.14) | (0.08) | (0.11) | (0.46) | (0.49) | (0.48) | (0.47) |
| Technicians | 0.06 | 0.10 | 0.09 | 0.12 | 0.05 | 0.07 | 0.06 | 0.08 | 0.03 | 0.04 | 0.16 | 0.14 | 0.13 | 0.15 |
| (0.24) | (0.30) | (0.28) | (0.32) | (0.22) | (0.26) | (0.24) | (0.27) | (0.17) | (0.19) | (0.36) | (0.34) | (0.34) | (0.35) |
| Clerical Workers | 0.14 | 0.21 | 0.18 | 0.25 | 0.12 | 0.15 | 0.12 | 0.21 | 0.09 | 0.13 | 0.33 | 0.27 | 0.25 | 0.19 |
| (0.35) | (0.41) | (0.38) | (0.43) | (0.33) | (0.36) | (0.32) | (0.41) | (0.29) | (0.34) | (0.47) | (0.44) | (0.43) | (0.39) |
| Services and Sales W. | 0.25 | 0.21 | 0.25 | 0.20 | 0.25 | 0.22 | 0.31 | 0.36 | 0.28 | 0.28 | 0.10 | 0.11 | 0.08 | 0.10 |
| (0.43) | (0.40) | (0.43) | (0.40) | (0.43) | (0.42) | (0.46) | (0.48) | (0.45) | (0.45) | (0.30) | (0.31) | (0.28) | (0.30) |
| Agricultural W. | 0.01 | 0.00 | 0.00 | 0.00 | 0.01 | 0.00 | 0.01 | 0.00 | 0.01 | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 |
| (0.08) | (0.04) | (0.07) | (0.02) | (0.09) | (0.07) | (0.08) | (0.03) | (0.10) | (0.08) | (0.00) | (0.00) | (0.02) | (0.00) |
| Craft Workers | 0.09 | 0.04 | 0.08 | 0.03 | 0.09 | 0.07 | 0.11 | 0.17 | 0.11 | 0.10 | 0.02 | 0.01 | 0.01 | 0.01 |
| (0.28) | (0.21) | (0.27) | (0.18) | (0.28) | (0.26) | (0.31) | (0.25) | (0.31) | (0.30) | (0.12) | (0.10) | (0.11) | (0.10) |
| Plant and Mach. Operators | 0.08 | 0.05 | 0.08 | 0.04 | 0.08 | 0.08 | 0.11 | 0.10 | 0.10 | 0.12 | 0.01 | 0.01 | 0.01 | 0.00 |
| (0.27) | (0.22) | (0.27) | (0.20) | (0.27) | (0.27) | (0.31) | (0.29) | (0.30) | (0.32) | (0.10) | (0.08) | (0.08) | (0.06) |
| Elementary Occ. | 0.26 | 0.11 | 0.19 | 0.06 | 0.30 | 0.20 | 0.27 | 0.15 | 0.36 | 0.30 | 0.01 | 0.01 | 0.01 | 0.01 |
| (0.44) | (0.31) | (0.40) | (0.24) | (0.46) | (0.40) | (0.44) | (0.36) | (0.48) | (0.46) | (0.12) | (0.10) | (0.12) | (0.09) |
|   |   |
| Number of Observations | 31891 | 7144 | 11318 | 4719 | 20573 | 2425 | 8039 | 1758 | 16937 | 1656 | 3279 | 2961 | 3636 | 769 |

Table A6: Fourth Model Regression Results for Combined Sample

|  |  |  |
| --- | --- | --- |
|  | Coefficient | Robust Std. Error |
| Motherhood | –0.009\*\* | 0.004 |
| Potential Experience | 0.020\*\*\* | 0.001 |
| Potential Experience Squared | –0.0004\*\*\* | 0.00004 |
| Married | –0.055\*\*\* | 0.005 |
| Secondary School | 0.051\*\*\* | 0.007 |
| High School | 0.136\*\*\* | 0.006 |
| Tertiary School | 0.412\*\*\* | 0.008 |
| Formal | 0.407\*\*\* | 0.009 |
| Private Sector | –0.336\*\*\* | 0.005 |
| Permanent Worker | 0.304\*\*\* | 0.009 |
| Full–Time Worker | –0.349\*\*\* | 0.009 |
| Number of Workers: 0–10 | –0.179\*\*\* | 0.004 |
| Number of Workers: 11–19 | –0.059\*\*\* | 0.006 |
| Number of Workers: 20–49 | –0.050\*\*\* | 0.003 |
| Managers | 0.663\*\*\* | 0.014 |
| Professionals | 0.443\*\*\* | 0.008 |
| Technicians | 0.181\*\*\* | 0.008 |
| Clerical Workers | 0.130\*\*\* | 0.007 |
| Services and Sales W. | 0.008 | 0.006 |
| Agricultural W. | –0.050\*\* | 0.025 |
| Craft Workers | –0.183\*\*\* | 0.011 |
| Plant and Mach. Operators | –0.040\*\*\* | 0.006 |
| Year 2015 | 0.005 | 0.005 |
| Year 2016 | 0.119\*\*\* | 0.005 |
| Year 2017 | 0.090\*\*\* | 0.005 |
| Year 2018 | 0.058\*\*\* | 0.005 |
| Constant | 0.504\*\*\* | 0.019 |
| # of Observation | 62149 |
| R–Squared | 0.7156 |

L (Low): High School or Less Educated

H (High): University Educated

Note: Standard errors are presented in parentheses. Robust standard errors are used. Each penalty in cell is obtained from a different equation.

\*p<0.10, \*\*p<0.05, \*\*\*p<0.01 (two–tailed tests)

Reference Categories: *Primary School, Number of Workers: 50+, Elementary Occupations, Year 2014.*