

Care more, earn less? The association between taking paid leave to care for sick children and wages among Swedish parents

Appendix

A. Transition matrix

Table A1. Number of persons and per cent of full sample experiencing change in each variable

Variable	1998-2004 (N full sample: 15789)		1998-2012 (N full sample: 16744)	
	N	per cent	N	per cent
Age of youngest child	15789	100.0	16744	100.0
No. of children	15789	100.0	16744	100.0
Accumulated CSC	13590	86.1	15920	95.1
Accumulated parental leave	15248	96.6	16588	99.1
Sick leave	2580	16.3	2790	16.7
Unemployment	1960	12.4	2098	12.5
Education	1204	7.6	2217	13.2
Public sector work	1381	8.7	2420	14.5

B. Regression analyses, full models

Table B1. Log wage in 2004 regressed on accumulated CSC. OLS and FE regression. Clustered standard errors in brackets

	Men				Women			
	OLS		FE		OLS		FE	
	Model 1	Model 2	Model 3	Model 4	Model 1	Model 2	Model 3	Model 4
CSC ^a	-0.0057*** (0.0004)	-0.0039*** (0.0003)	-0.0029*** (0.0003)	-0.0026*** (0.0003)	-0.0029*** (0.0003)	-0.0022*** (0.0002)	-0.0007*** (0.0002)	-0.0007*** (0.0002)
CSC ² /100	0.0029*** (0.0005)	0.0021*** (0.0004)	0.0013*** (0.0003)	0.0012*** (0.0002)	0.0017*** (0.0003)	0.0013*** (0.0002)	0.0002 (0.0002)	0.0002 (0.0002)
Parental leave ^a	-0.0002*** (0.0000)	-0.0002*** (0.0000)	-0.0000 (0.0000)	-0.0000 (0.0000)	-0.0003*** (0.0000)	-0.0002*** (0.0000)	-0.0001*** (0.0000)	-0.0001*** (0.0000)
Unemployment ^b	-0.0013*** (0.0001)	-0.0009*** (0.0001)	-0.0005*** (0.0001)	-0.0005*** (0.0001)	-0.0008*** (0.0001)	-0.0007*** (0.0001)	-0.0002*** (0.0001)	-0.0002*** (0.0001)
Sick leave ^b	-0.0005*** (0.0001)	-0.0004*** (0.0001)	-0.0002* (0.0001)	-0.0002* (0.0001)	-0.0003*** (0.0001)	-0.0002*** (0.0001)	-0.0001* (0.0000)	-0.0001* (0.0000)
Age youngest child	0.0095*** (0.0029)	0.0122*** (0.0026)	-0.0064** (0.0023)	-0.0062** (0.0022)	0.0064** (0.0023)	0.0059** (0.0021)	-0.0042* (0.0017)	-0.0041* (0.0017)
No. of children	0.0294*** (0.0072)	0.0244*** (0.0063)	0.0141** (0.0053)	0.0139** (0.0052)	0.0535*** (0.0077)	0.0428*** (0.0069)	0.0273*** (0.0054)	0.0269*** (0.0054)
Education:								
Compulsory	-0.0774*** (0.0101)	-0.0423*** (0.0091)	0.0416 (0.0238)	0.0441 (0.0235)	-0.0523*** (0.0120)	-0.0294** (0.0109)	0.0489** (0.0182)	0.0477** (0.0179)
Upper sec.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.
Short tertiary	0.2012*** (0.0116)	0.0732*** (0.0107)	-0.0682*** (0.0183)	-0.0606*** (0.0180)	0.1545*** (0.0115)	0.0773*** (0.0104)	-0.0084 (0.0136)	-0.0074 (0.0135)
Long tertiary	0.3404*** (0.0084)	0.1370*** (0.0097)	0.0336* (0.0161)	0.0330* (0.0158)	0.2138*** (0.0043)	0.0861*** (0.0071)	0.0361** (0.0132)	0.0378** (0.0131)
Public sector	-0.2198*** (0.0075)	-0.2332*** (0.0073)	-0.1081*** (0.0098)	-0.1102*** (0.0100)	-0.1839*** (0.0055)	-0.1753*** (0.0055)	-0.0500*** (0.0068)	-0.0489*** (0.0066)
Occupation:								

Professionals		Ref.		Ref.		Ref.		Ref.
Managers		3.3045***	3.4176***	3.5938***	3.8567***	4.1607***	3.3045***	3.4176***
		(0.0149)	(0.0145)	(0.0145)	(0.0258)	(0.0426)	(0.0149)	(0.0145)
Technicians		3.3045***	3.4176***	3.5938***	3.8567***	4.1607***	3.3045***	3.4176***
		(0.0149)	(0.0145)	(0.0145)	(0.0258)	(0.0426)	(0.0149)	(0.0145)
Clerks		3.3045***	3.4176***	3.5938***	3.8567***	4.1607***	3.3045***	3.4176***
		(0.0149)	(0.0145)	(0.0145)	(0.0258)	(0.0426)	(0.0149)	(0.0145)
Service, sales		3.3045***	3.4176***	3.5938***	3.8567***	4.1607***	3.3045***	3.4176***
		(0.0149)	(0.0145)	(0.0145)	(0.0258)	(0.0426)	(0.0149)	(0.0145)
Skilled agricult.		3.3045***	3.4176***	3.5938***	3.8567***	4.1607***	3.3045***	3.4176***
		(0.0149)	(0.0145)	(0.0145)	(0.0258)	(0.0426)	(0.0149)	(0.0145)
Craft, trades		3.3045***	3.4176***	3.5938***	3.8567***	4.1607***	3.3045***	3.4176***
		(0.0149)	(0.0145)	(0.0145)	(0.0258)	(0.0426)	(0.0149)	(0.0145)
Operators		3.3045***	3.4176***	3.5938***	3.8567***	4.1607***	3.3045***	3.4176***
		(0.0149)	(0.0145)	(0.0145)	(0.0258)	(0.0426)	(0.0149)	(0.0145)
Elementary		3.3045***	3.4176***	3.5938***	3.8567***	4.1607***	3.3045***	3.4176***
		(0.0149)	(0.0145)	(0.0145)	(0.0258)	(0.0426)	(0.0149)	(0.0145)
Year			0.0437***	0.0424***			0.0415***	0.0410***
			(0.0026)	(0.0025)			(0.0022)	(0.0022)
Constant	3.3262***	3.5498***	3.0699***	3.0835***	3.2846***	3.4410***	2.8926***	2.8989***
	(0.0206)	(0.0200)	(0.0112)	(0.0135)	(0.0185)	(0.0177)	(0.0108)	(0.0119)
N persons	6913	6913	6913	6913	8876	8876	8876	8876
N person years			13826	13826			17752	17752
R ² /R ² within	0.3074	0.4541	0.5860	0.6010	0.3393	0.4655	0.6576	0.6658

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

^a In days accumulated during 1998-2003.

^b In days.

Table B2. Log wage in 2012 regressed on accumulated CSC. OLS and FE regression. Clustered standard errors in brackets^a

	Men				Women			
	OLS		FE		OLS		FE	
	Model 1	Model 2	Model 3	Model 4	Model 1	Model 2	Model 3	Model 4
CSC ^a	-0.0048*** (0.0002)	-0.0034*** (0.0002)	-0.0031*** (0.0002)	-0.0028*** (0.0002)	-0.0018*** (0.0001)	-0.0013*** (0.0001)	-0.0008*** (0.0001)	-0.0006*** (0.0001)
CSC ² /100	0.0017*** (0.0001)	0.0013*** (0.0001)	0.0010*** (0.0001)	0.0009*** (0.0001)	0.0005*** (0.0001)	0.0003*** (0.0000)	0.0002*** (0.0000)	0.0001*** (0.0000)
Parental leave ^a	-0.0001* (0.0000)	-0.0001* (0.0000)	0.0000 (0.0000)	0.0000 (0.0000)	-0.0004*** (0.0000)	-0.0003*** (0.0000)	-0.0002*** (0.0000)	-0.0002*** (0.0000)
Unemployment ^b	-0.0015*** (0.0002)	-0.0013*** (0.0002)	-0.0003* (0.0001)	-0.0003* (0.0001)	-0.0009*** (0.0002)	-0.0007*** (0.0001)	-0.0002** (0.0001)	-0.0002*** (0.0001)
Sick leave ^b	-0.0007* (0.0003)	-0.0005 (0.0003)	-0.0005* (0.0003)	-0.0005* (0.0003)	-0.0006** (0.0002)	-0.0005** (0.0002)	-0.0003* (0.0002)	-0.0003* (0.0002)
Age youngest child	0.0071*** (0.0021)	0.0057** (0.0018)	0.0008 (0.0019)	0.0003 (0.0018)	-0.0024 (0.0013)	-0.0014 (0.0012)	-0.0056*** (0.0012)	-0.0055*** (0.0011)
No. of children	0.0543*** (0.0080)	0.0391*** (0.0070)	0.0537*** (0.0074)	0.0495*** (0.0072)	0.0974*** (0.0085)	0.0730*** (0.0078)	0.0633*** (0.0070)	0.0587*** (0.0068)
Education:	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.
Compulsory	-0.1157*** (0.0137)	-0.0572*** (0.0119)	0.0831*** (0.0244)	0.0822*** (0.0238)	-0.0636*** (0.0143)	-0.0320** (0.0117)	0.0412* (0.0160)	0.0337* (0.0157)
Upper sec.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.
Short tertiary	0.1978*** (0.0116)	0.0717*** (0.0106)	-0.0921*** (0.0166)	-0.0871*** (0.0164)	0.1517*** (0.0126)	0.0618*** (0.0104)	-0.0548*** (0.0132)	-0.0528*** (0.0128)
Long tertiary	0.3409*** (0.0090)	0.1483*** (0.0103)	0.0382** (0.0143)	0.0290* (0.0141)	0.2062*** (0.0051)	0.0419*** (0.0074)	-0.0124 (0.0077)	-0.0251** (0.0089)
Public sector	-0.2242*** (0.0082)	-0.2290*** (0.0077)	-0.1172*** (0.0093)	-0.1229*** (0.0092)	-0.2029*** (0.0064)	-0.1775*** (0.0060)	-0.0602*** (0.0060)	-0.0563*** (0.0059)
Occupation:								
Professionals		Ref.		Ref.		Ref.		Ref.
Managers		0.1550*** (0.0128)		0.1823*** (0.0124)		0.2397*** (0.0128)		0.2097*** (0.0104)
Technicians		-0.1198*** (0.0097)		-0.0195* (0.0089)		-0.1365*** (0.0062)		-0.0313*** (0.0053)
Clerks		-0.3323*** (0.0160)		-0.0739*** (0.0137)		-0.2674*** (0.0100)		-0.0838*** (0.0085)
Service, sales		-0.3331*** (0.0146)		-0.0611*** (0.0141)		-0.2484*** (0.0082)		-0.0401*** (0.0088)
Skilled agricult.		-0.4094*** (0.0282)		-0.1111* (0.0439)		-0.3463*** (0.0594)		-0.0238 (0.0604)
Craft, trades		-0.2832*** (0.0115)		0.0045 (0.0127)		-0.3054*** (0.0270)		0.0398* (0.0177)
Operators		-0.3336*** (0.0109)		-0.0273* (0.0125)		-0.2881*** (0.0152)		0.0194 (0.0165)
Elementary		-0.4297*** (0.0161)		-0.0644*** (0.0160)		-0.3806*** (0.0124)		-0.0969*** (0.0133)
Year			0.0270*** (0.0022)	0.0263*** (0.0022)			0.0353*** (0.0014)	0.0335*** (0.0013)
Constant	3.4615*** (0.0343)	3.6852*** (0.0315)	3.1176*** (0.0104)	3.1329*** (0.0127)	3.5568*** (0.0239)	3.7020*** (0.0224)	2.9385*** (0.0071)	2.9732*** (0.0097)
N persons	6830	6830	6830	6830	9914	9914	9914	9914
N person years			13660	13660			19828	19828
R ² /R ² within	0.3265	0.4717	0.7365	0.7546	0.2888	0.4412	0.7861	0.8061

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

^a In days accumulated during 1998-2011.

^b In days.

Table B3. Log wage in 2004 regressed on accumulated CSC by 2003. Quantile regression. Robust standard errors in brackets

	Men					Women				
	10th	25th	50th	75th	90th	10th	25th	50th	75th	90th
CSC ^a	-0.0013*** (0.0003)	-0.0022*** (0.0002)	-0.0031*** (0.0004)	-0.0041*** (0.0003)	-0.0057*** (0.0007)	-0.0005** (0.0002)	-0.0007*** (0.0002)	-0.0017*** (0.0002)	-0.0028*** (0.0003)	-0.0046*** (0.0006)
CSC^2/100	0.0005 (0.0003)	0.0010*** (0.0001)	0.0016** (0.0005)	0.0023*** (0.0002)	0.0041*** (0.0008)	0.0002 (0.0002)	0.0002 (0.0003)	0.0009*** (0.0002)	0.0016*** (0.0004)	0.0034*** (0.0009)
Parental leave ^a	-0.0000 (0.0000)	-0.0001* (0.0000)	-0.0001*** (0.0000)	-0.0002*** (0.0000)	-0.0002** (0.0001)	-0.0001*** (0.0000)	-0.0001*** (0.0000)	-0.0002*** (0.0000)	-0.0002*** (0.0000)	-0.0003*** (0.0000)
Unemployment ^b	-0.0013*** (0.0003)	-0.0009*** (0.0003)	-0.0009*** (0.0002)	-0.0006*** (0.0001)	-0.0008*** (0.0001)	-0.0010*** (0.0001)	-0.0009*** (0.0001)	-0.0008*** (0.0001)	-0.0005*** (0.0001)	-0.0004 (0.0004)
Sick leave ^b	-0.0002 (0.0002)	-0.0003*** (0.0000)	-0.0004*** (0.0001)	-0.0004** (0.0001)	-0.0004 (0.0003)	-0.0001 (0.0001)	-0.0002*** (0.0000)	-0.0002** (0.0001)	-0.0002* (0.0001)	-0.0002* (0.0001)
Age of youngest child	0.0052* (0.0023)	0.0072** (0.0023)	0.0098*** (0.0028)	0.0116*** (0.0030)	0.0102* (0.0042)	0.0024 (0.0015)	0.0029 (0.0015)	0.0078*** (0.0020)	0.0080*** (0.0024)	0.0094** (0.0035)
No. of children	0.0108 (0.0058)	0.0142* (0.0056)	0.0166* (0.0069)	0.0304*** (0.0077)	0.0279* (0.0109)	0.0163*** (0.0045)	0.0152** (0.0048)	0.0364*** (0.0067)	0.0550*** (0.0088)	0.0602*** (0.0132)
Education:										
Compulsory	-0.0190*** (0.0040)	-0.0279*** (0.0085)	-0.0316** (0.0107)	-0.0456*** (0.0113)	-0.0509*** (0.0120)	-0.0330* (0.0133)	-0.0205* (0.0089)	-0.0305*** (0.0058)	-0.0315** (0.0121)	-0.0111 (0.0152)
Upper secondary	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.
Short tertiary	0.0660*** (0.0120)	0.0768*** (0.0116)	0.0717*** (0.0115)	0.0741*** (0.0112)	0.0498* (0.0214)	0.0530*** (0.0084)	0.0566*** (0.0107)	0.0679*** (0.0112)	0.0761*** (0.0146)	0.1023*** (0.0145)
Long tertiary	0.0747*** (0.0089)	0.0964*** (0.0091)	0.1182*** (0.0116)	0.1435*** (0.0109)	0.1440*** (0.0200)	0.0663*** (0.0061)	0.0550*** (0.0054)	0.0492*** (0.0065)	0.0682*** (0.0083)	0.1150*** (0.0132)
Works in public sector	-0.1507*** (0.0049)	-0.1811*** (0.0067)	-0.2151*** (0.0085)	-0.2353*** (0.0089)	-0.2233*** (0.0134)	-0.0578*** (0.0057)	-0.0940*** (0.0050)	-0.1464*** (0.0053)	-0.2094*** (0.0069)	-0.2629*** (0.0093)
Occupation:										
Professionals	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.
Managers	0.0897*** (0.0203)	0.1243*** (0.0163)	0.1598*** (0.0194)	0.1435*** (0.0210)	0.1736*** (0.0269)	0.0967*** (0.0204)	0.1823*** (0.0227)	0.2328*** (0.0209)	0.2754*** (0.0260)	0.2676*** (0.0310)
Technicians	-0.0995*** (0.0096)	-0.1059*** (0.0099)	-0.1294*** (0.0132)	-0.1824*** (0.0141)	-0.1538*** (0.0239)	-0.0882*** (0.0041)	-0.0941*** (0.0042)	-0.1041*** (0.0051)	-0.1481*** (0.0092)	-0.2042*** (0.0125)
Clerks	-0.2742*** (0.0096)	-0.3094*** (0.0155)	-0.3448*** (0.0165)	-0.4239*** (0.0183)	-0.4654*** (0.0340)	-0.1756*** (0.0091)	-0.1943*** (0.0064)	-0.2219*** (0.0078)	-0.2812*** (0.0132)	-0.3110*** (0.0154)
Service, sales	-0.2039*** (0.0106)	-0.2244*** (0.0114)	-0.2771*** (0.0155)	-0.3594*** (0.0136)	-0.4529*** (0.0223)	-0.1473*** (0.0067)	-0.1595*** (0.0064)	-0.1771*** (0.0075)	-0.2233*** (0.0116)	-0.2620*** (0.0157)
Skilled agricult.	-0.2136*** (0.0213)	-0.2913*** (0.0317)	-0.3742*** (0.0392)	-0.4446*** (0.0297)	-0.5857*** (0.0209)	-0.2933*** (0.0822)	-0.2855*** (0.0150)	-0.3324*** (0.0184)	-0.3243*** (0.0519)	-0.2208* (0.1091)
Craft, trades	-0.1721*** (0.0122)	-0.1890*** (0.0109)	-0.2711*** (0.0148)	-0.3585*** (0.0154)	-0.4259*** (0.0232)	-0.1164*** (0.0080)	-0.1482** (0.0538)	-0.1486*** (0.0124)	-0.2279*** (0.0183)	-0.2682*** (0.0699)
Operators	-0.2004*** (0.0106)	-0.2227*** (0.0113)	-0.2929*** (0.0142)	-0.4033*** (0.0144)	-0.4722*** (0.0214)	-0.1362*** (0.0105)	-0.1776*** (0.0148)	-0.2164*** (0.0146)	-0.3018*** (0.0152)	-0.3537*** (0.0276)
Elementary	-0.2783*** (0.0098)	-0.3073*** (0.0125)	-0.3734*** (0.0173)	-0.4745*** (0.0183)	-0.5402*** (0.0366)	-0.2363*** (0.0109)	-0.2545*** (0.0067)	-0.2902*** (0.0082)	-0.3575*** (0.0116)	-0.4198*** (0.0185)
Constant	3.2456*** (0.0190)	3.3458*** (0.0185)	3.5193*** (0.0232)	3.7093*** (0.0250)	3.9064*** (0.0365)	3.1181*** (0.0137)	3.2404*** (0.0136)	3.3710*** (0.0169)	3.5810*** (0.0220)	3.7756*** (0.0331)
N	6913	6913	6913	6913	6913	8876	8876	8876	8876	8876

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

^a In days accumulated during 1998-2003.^b In days.

Table B4. Log wage in 2012 regressed on accumulated CSC by 2011. Quantile regression. Robust standard errors in brackets

	Men					Women				
	10th	25th	50th	75th	90th	10th	25th	50th	75th	90th
CSC ^a	-0.0010*** (0.0001)	-0.0016*** (0.0002)	-0.0025*** (0.0002)	-0.0040*** (0.0003)	-0.0059*** (0.0002)	0.0001 (0.0001)	-0.0003*** (0.0001)	-0.0008*** (0.0001)	-0.0015*** (0.0002)	-0.0025*** (0.0004)
CSC^2/100	0.0003*** (0.0001)	0.0005*** (0.0001)	0.0009*** (0.0001)	0.0016*** (0.0002)	0.0028*** (0.0001)	-0.0001 (0.0000)	0.0000 (0.0000)	0.0002*** (0.0000)	0.0004*** (0.0001)	0.0008*** (0.0002)
Parental leave ^a	-0.0000 (0.0000)	-0.0000 (0.0000)	-0.0001* (0.0000)	-0.0001* (0.0000)	-0.0001** (0.0000)	-0.0001*** (0.0000)	-0.0001*** (0.0000)	-0.0001*** (0.0000)	-0.0003*** (0.0000)	-0.0004*** (0.0000)
Unemployment ^b	-0.0012*** (0.0000)	-0.0011*** (0.0002)	-0.0013*** (0.0001)	-0.0011* (0.0006)	-0.0012** (0.0004)	-0.0010*** (0.0001)	-0.0008*** (0.0001)	-0.0006* (0.0002)	-0.0005** (0.0002)	-0.0003 (0.0003)
Sick leave ^b	-0.0001 (0.0001)	-0.0003*** (0.0000)	-0.0002* (0.0001)	-0.0002 (0.0001)	-0.0002 (0.0009)	-0.0002 (0.0001)	-0.0002*** (0.0000)	-0.0002*** (0.0000)	-0.0002*** (0.0001)	-0.0003*** (0.0001)
Age of youngest child	0.0061*** (0.0014)	0.0040** (0.0015)	0.0033 (0.0018)	0.0022 (0.0013)	0.0032 (0.0030)	-0.0016* (0.0008)	0.0001 (0.0008)	-0.0003 (0.0007)	-0.0008 (0.0014)	-0.0029 (0.0023)
No. of children	0.0205*** (0.0047)	0.0189*** (0.0055)	0.0264*** (0.0063)	0.0330*** (0.0059)	0.0428*** (0.0100)	0.0161*** (0.0038)	0.0179*** (0.0042)	0.0351*** (0.0034)	0.0713*** (0.0070)	0.1076*** (0.0107)
Education:										
Compulsory	-0.0336** (0.0106)	-0.0561*** (0.0119)	-0.0613*** (0.0071)	-0.0456*** (0.0109)	-0.0564** (0.0187)	-0.0248 (0.0157)	-0.0228* (0.0093)	-0.0342*** (0.0088)	-0.0157 (0.0176)	-0.0249 (0.0137)
Upper secondary	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.
Short tertiary	0.0537*** (0.0120)	0.0645*** (0.0103)	0.0730*** (0.0106)	0.0669*** (0.0098)	0.0366** (0.0142)	0.0322* (0.0125)	0.0386*** (0.0114)	0.0620*** (0.0100)	0.0649*** (0.0138)	0.0326*** (0.0082)
Long tertiary	0.0594*** (0.0090)	0.0857*** (0.0092)	0.1345*** (0.0101)	0.1530*** (0.0121)	0.1960*** (0.0191)	0.0320*** (0.0054)	0.0179*** (0.0052)	0.0150** (0.0055)	0.0316*** (0.0082)	0.0477*** (0.0118)
Works in public sector	-0.1502*** (0.0065)	-0.1966*** (0.0066)	-0.2204*** (0.0074)	-0.2138*** (0.0077)	-0.1942*** (0.0134)	-0.0507*** (0.0048)	-0.0954*** (0.0050)	-0.1485*** (0.0051)	-0.2212*** (0.0070)	-0.2577*** (0.0090)
Occupation:										
Professionals	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.
Managers	0.1158*** (0.0137)	0.1519*** (0.0134)	0.1455*** (0.0152)	0.1791*** (0.0222)	0.2020*** (0.0238)	0.1935*** (0.0118)	0.2476*** (0.0102)	0.2794*** (0.0123)	0.2471*** (0.0197)	0.2413*** (0.0301)
Technicians	-0.0816*** (0.0099)	-0.0819*** (0.0099)	-0.1366*** (0.0111)	-0.1685*** (0.0146)	-0.1518*** (0.0200)	-0.0812*** (0.0038)	-0.0854*** (0.0045)	-0.1038*** (0.0048)	-0.1649*** (0.0090)	-0.2741*** (0.0171)
Clerks	-0.2770*** (0.0115)	-0.2935*** (0.0204)	-0.3469*** (0.0161)	-0.3735*** (0.0207)	-0.3670*** (0.0277)	-0.1626*** (0.0090)	-0.1926*** (0.0072)	-0.2367*** (0.0072)	-0.3046*** (0.0135)	-0.3934*** (0.0220)
Service, sales	-0.2053*** (0.0135)	-0.2309*** (0.0108)	-0.2999*** (0.0139)	-0.3955*** (0.0139)	-0.4958*** (0.0185)	-0.1502*** (0.0064)	-0.1671*** (0.0062)	-0.2036*** (0.0066)	-0.2751*** (0.0112)	-0.4004*** (0.0187)
Skilled agricult.	-0.2434*** (0.0302)	-0.3257*** (0.0151)	-0.4248*** (0.0528)	-0.4344*** (0.0870)	-0.5324*** (0.0194)	-0.2238*** (0.0200)	-0.2138 (0.2896)	-0.3378 (0.0000)	-0.3291*** (0.0749)	-0.2971 (0.6293)
Craft, trades	-0.1679*** (0.0140)	-0.2015*** (0.0108)	-0.2887*** (0.0120)	-0.3591*** (0.0169)	-0.3976*** (0.0306)	-0.1544*** (0.0174)	-0.1935*** (0.0182)	-0.2526*** (0.0161)	-0.3328*** (0.0325)	-0.4147*** (0.0228)
Operators	-0.2168*** (0.0114)	-0.2577*** (0.0124)	-0.3147*** (0.0127)	-0.3836*** (0.0147)	-0.4285*** (0.0192)	-0.1626*** (0.0072)	-0.1945*** (0.0139)	-0.2421*** (0.0077)	-0.3210*** (0.0166)	-0.4805*** (0.0388)
Elementary	-0.3241*** (0.0114)	-0.3600*** (0.0148)	-0.4364*** (0.0139)	-0.4712*** (0.0166)	-0.5234*** (0.0327)	-0.2605*** (0.0097)	-0.3058*** (0.0066)	-0.3222*** (0.0125)	-0.4025*** (0.0189)	-0.5190*** (0.0212)
Constant	3.3310*** (0.0243)	3.4948*** (0.0265)	3.6888*** (0.0304)	3.8961*** (0.0282)	4.0878*** (0.0500)	3.3045*** (0.0149)	3.4176*** (0.0145)	3.5938*** (0.0145)	3.8567*** (0.0258)	4.1607*** (0.0426)
N	6830	6830	6830	6830	6830	9914	9914	9914	9914	9914

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

^a In days accumulated during 1998-2011.^b In days.

C. Significance tests of gender differences in the association between CSC and wage

Table C1. Log wage in 2004 regressed on accumulated CSC for the pooled sample of women and men. OLS and FE regression. Clustered standard errors in brackets

	OLS			FE		
	Model 1	Model 2	Model 3	Model 1	Model 2	Model 3
CSC ^a	-0.0029*** (0.0002)	-0.0038*** (0.0002)	-0.0041*** (0.0003)	-0.0014*** (0.0002)	-0.0023*** (0.0002)	-0.0025*** (0.0002)
CSC ² /100	0.0017*** (0.0003)	0.0018*** (0.0002)	0.0022*** (0.0004)	0.0006*** (0.0002)	0.0008*** (0.0001)	0.0011*** (0.0002)
Parental leave ^a	-0.0002*** (0.0000)	-0.0001*** (0.0000)	-0.0001*** (0.0000)	-0.0001*** (0.0000)	-0.0001*** (0.0000)	-0.0001*** (0.0000)
Unemployment ^b	-0.0008*** (0.0001)	-0.0008*** (0.0001)	-0.0008*** (0.0001)	-0.0003*** (0.0000)	-0.0003*** (0.0000)	-0.0003*** (0.0000)
Sick leave ^b	-0.0003*** (0.0001)	-0.0003*** (0.0001)	-0.0003*** (0.0001)	-0.0001** (0.0000)	-0.0001** (0.0000)	-0.0001** (0.0000)
Age of youngest child	0.0081*** (0.0017)	0.0085*** (0.0017)	0.0086*** (0.0017)	-0.0058*** (0.0014)	-0.0056*** (0.0014)	-0.0056*** (0.0014)
No. of children	0.0248*** (0.0049)	0.0259*** (0.0049)	0.0259*** (0.0049)	0.0132*** (0.0036)	0.0181*** (0.0037)	0.0189*** (0.0037)
Education:						
Compulsory	-0.0440*** (0.0071)	-0.0435*** (0.0071)	-0.0434*** (0.0071)	0.0472** (0.0147)	0.0456** (0.0148)	0.0453** (0.0148)
Upper secondary	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.
Short tertiary	0.0737*** (0.0077)	0.0742*** (0.0077)	0.0742*** (0.0077)	-0.0318** (0.0109)	-0.0316** (0.0109)	-0.0316** (0.0109)
Long tertiary	0.1020*** (0.0059)	0.1025*** (0.0059)	0.1025*** (0.0059)	0.0354*** (0.0102)	0.0354*** (0.0103)	0.0355*** (0.0103)
Works in public sector	-0.2026*** (0.0046)	-0.2023*** (0.0046)	-0.2023*** (0.0046)	-0.0749*** (0.0057)	-0.0748*** (0.0057)	-0.0748*** (0.0057)
Occupation:						
Professionals	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.
Managers	0.1711*** (0.0113)	0.1677*** (0.0114)	0.1671*** (0.0114)	0.1048*** (0.0087)	0.1036*** (0.0086)	0.1035*** (0.0086)
Technicians	-0.1341*** (0.0051)	-0.1346*** (0.0050)	-0.1348*** (0.0050)	-0.0221*** (0.0047)	-0.0218*** (0.0047)	-0.0217*** (0.0047)
Clerks	-0.2982*** (0.0079)	-0.2978*** (0.0078)	-0.2979*** (0.0078)	-0.0617*** (0.0073)	-0.0615*** (0.0073)	-0.0614*** (0.0073)
Service, sales	-0.2214*** (0.0068)	-0.2215*** (0.0068)	-0.2216*** (0.0068)	-0.0191* (0.0078)	-0.0189* (0.0078)	-0.0185* (0.0078)
Skilled agricult.	-0.3829*** (0.0210)	-0.3806*** (0.0214)	-0.3800*** (0.0215)	-0.0206 (0.0324)	-0.0197 (0.0323)	-0.0192 (0.0323)
Craft, trades	-0.2746*** (0.0087)	-0.2720*** (0.0087)	-0.2716*** (0.0087)	0.0177 (0.0099)	0.0175 (0.0099)	0.0175 (0.0099)
Operators	-0.3065*** (0.0075)	-0.3040*** (0.0075)	-0.3039*** (0.0075)	0.0155 (0.0097)	0.0155 (0.0097)	0.0155 (0.0097)
Elementary	-0.3583*** (0.0095)	-0.3591*** (0.0094)	-0.3590*** (0.0094)	-0.0485*** (0.0110)	-0.0493*** (0.0110)	-0.0494*** (0.0110)
Woman	-0.0562*** (0.0072)	-0.0786*** (0.0081)	-0.0842*** (0.0088)			
Woman*CSC		0.0014*** (0.0002)	0.0020*** (0.0004)		0.0012*** (0.0001)	0.0018*** (0.0003)
Woman*CSC ² /100			-0.0009 (0.0005)			-0.0008** (0.0003)
Year				0.0421*** (0.0017)	0.0421*** (0.0017)	0.0421*** (0.0017)
Constant	3.5341*** (0.0143)	3.5401*** (0.0143)	3.5421*** (0.0144)	2.9836*** (0.0091)	2.9837*** (0.0092)	2.9834*** (0.0092)
N persons	15789	15789	15789	15789	15789	15789
N person years				31578	31578	31578
R ² / R ² within	0.5110	0.5124	0.5126	0.6252	0.6266	0.6268

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

^a In days accumulated during 1998-2003.

^b In days.

Table C2. Log wage in 2012 regressed on accumulated CSC for the pooled sample of women and men. OLS and FE regression. Clustered standard errors in brackets

	OLS			FE		
	Model 1	Model 2	Model 3	Model 1	Model 2	Model 3
CSC ^a	-0.0020*** (0.0001)	-0.0024*** (0.0001)	-0.0035*** (0.0002)	-0.0013*** (0.0001)	-0.0018*** (0.0001)	-0.0025*** (0.0002)
CSC ² /100	0.0006*** (0.0001)	0.0006*** (0.0001)	0.0013*** (0.0001)	0.0004*** (0.0000)	0.0003*** (0.0000)	0.0008*** (0.0001)
Parental leave ^a	-0.0002*** (0.0000)	-0.0002*** (0.0000)	-0.0002*** (0.0000)	-0.0001*** (0.0000)	-0.0001*** (0.0000)	-0.0001*** (0.0000)
Unemployment ^b	-0.0009*** (0.0001)	-0.0009*** (0.0001)	-0.0009*** (0.0001)	-0.0002*** (0.0001)	-0.0002*** (0.0001)	-0.0002*** (0.0001)
Sick leave ^b	-0.0005** (0.0002)	-0.0005** (0.0002)	-0.0005** (0.0002)	-0.0004** (0.0001)	-0.0004** (0.0001)	-0.0004** (0.0001)
Age of youngest child	0.0021 (0.0011)	0.0021* (0.0011)	0.0021* (0.0011)	-0.0026** (0.0010)	-0.0030** (0.0010)	-0.0033** (0.0010)
No. of children	0.0435*** (0.0050)	0.0445*** (0.0050)	0.0448*** (0.0050)	0.0381*** (0.0041)	0.0470*** (0.0043)	0.0505*** (0.0044)
Education:						
Compulsory	-0.0553*** (0.0087)	-0.0558*** (0.0088)	-0.0546*** (0.0088)	0.0581*** (0.0135)	0.0570*** (0.0134)	0.0556*** (0.0134)
Upper secondary	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.
Short tertiary	0.0658*** (0.0076)	0.0657*** (0.0076)	0.0659*** (0.0076)	-0.0716*** (0.0099)	-0.0717*** (0.0099)	-0.0721*** (0.0099)
Long tertiary	0.0856*** (0.0062)	0.0858*** (0.0062)	0.0856*** (0.0062)	-0.0056 (0.0074)	-0.0050 (0.0074)	-0.0056 (0.0075)
Works in public sector	-0.2011*** (0.0049)	-0.2011*** (0.0049)	-0.2010*** (0.0049)	-0.0837*** (0.0051)	-0.0837*** (0.0051)	-0.0837*** (0.0051)
Occupation:						
Professionals	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.
Managers	0.1983*** (0.0093)	0.1948*** (0.0093)	0.1925*** (0.0093)	0.1966*** (0.0082)	0.1946*** (0.0082)	0.1940*** (0.0082)
Technicians	-0.1365*** (0.0053)	-0.1387*** (0.0054)	-0.1387*** (0.0053)	-0.0270*** (0.0048)	-0.0274*** (0.0048)	-0.0273*** (0.0048)
Clerks	-0.2853*** (0.0086)	-0.2861*** (0.0086)	-0.2862*** (0.0085)	-0.0801*** (0.0074)	-0.0812*** (0.0074)	-0.0809*** (0.0073)
Service, sales	-0.2529*** (0.0074)	-0.2545*** (0.0073)	-0.2547*** (0.0073)	-0.0407*** (0.0074)	-0.0415*** (0.0074)	-0.0414*** (0.0074)
Skilled agricult.	-0.4216*** (0.0233)	-0.4212*** (0.0238)	-0.4170*** (0.0242)	-0.0837* (0.0364)	-0.0859* (0.0361)	-0.0852* (0.0359)
Craft, trades	-0.3045*** (0.0089)	-0.3007*** (0.0090)	-0.2974*** (0.0090)	0.0139 (0.0098)	0.0133 (0.0097)	0.0129 (0.0097)
Operators	-0.3379*** (0.0081)	-0.3347*** (0.0081)	-0.3330*** (0.0081)	-0.0109 (0.0094)	-0.0126 (0.0094)	-0.0134 (0.0094)
Elementary	-0.4079*** (0.0102)	-0.4054*** (0.0103)	-0.4057*** (0.0103)	-0.0798*** (0.0104)	-0.0792*** (0.0104)	-0.0798*** (0.0104)
Woman	-0.0280*** (0.0082)	-0.0596*** (0.0095)	-0.0861*** (0.0107)			
Woman*CSC		0.0008*** (0.0001)	0.0022*** (0.0002)		0.0009*** (0.0001)	0.0018*** (0.0002)
Woman*CSC ² /100			-0.0009*** (0.0002)			-0.0007*** (0.0001)
Year				0.0296*** (0.0012)	0.0300*** (0.0012)	0.0305*** (0.0012)
Constant	3.7062*** (0.0187)	3.7191*** (0.0188)	3.7353*** (0.0192)	3.0443*** (0.0077)	3.0433*** (0.0077)	3.0423*** (0.0077)
N persons	16744	16744	16744	16744	16744	16744
N person years				33488	33488	33488
R ² / R ² within	0.4968	0.4987	0.5003	0.7763	0.7777	0.7783

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

^a In days accumulated during 1998-2011.

^b In days.

Table C3. Log wage in 2004 and 2012 regressed on accumulated CSC for the pooled sample of women and men. Quantile regression. Robust standard errors in brackets

	2004 10th	25th	50th	75th	90th	2012 10th	25th	50th	75th	90th
CSC ^a	-0.0012*** (0.0002)	-0.0023*** (0.0002)	-0.0036*** (0.0005)	-0.0047*** (0.0004)	-0.0072*** (0.0009)	-0.0008*** (0.0002)	-0.0015*** (0.0001)	-0.0028*** (0.0002)	-0.0043*** (0.0002)	-0.0063*** (0.0007)
CSC^2/100	0.0005* (0.0002)	0.0011*** (0.0001)	0.0021** (0.0007)	0.0027*** (0.0002)	0.0058*** (0.0014)	0.0002* (0.0001)	0.0005*** (0.0001)	0.0010*** (0.0001)	0.0017*** (0.0001)	0.0028*** (0.0006)
Parental leave ^a	-0.0000*** (0.0000)	-0.0001*** (0.0000)	-0.0001*** (0.0000)	-0.0001*** (0.0000)	-0.0002*** (0.0000)	-0.0001*** (0.0000)	-0.0001*** (0.0000)	-0.0001*** (0.0000)	-0.0002*** (0.0000)	-0.0002*** (0.0000)
Unemployment ^b	-0.0011*** (0.0000)	-0.0009*** (0.0001)	-0.0008*** (0.0000)	-0.0007*** (0.0001)	-0.0006 (0.0004)	-0.0010*** (0.0002)	-0.0008*** (0.0001)	-0.0008*** (0.0002)	-0.0008*** (0.0001)	-0.0004 (0.0003)
Sick leave ^b	-0.0002*** (0.0001)	-0.0002*** (0.0000)	-0.0002*** (0.0000)	-0.0003*** (0.0001)	-0.0003*** (0.0001)	-0.0002*** (0.0000)	-0.0002*** (0.0000)	-0.0003*** (0.0001)	-0.0002* (0.0001)	-0.0003** (0.0001)
Age of youngest child	0.0035** (0.0013)	0.0051*** (0.0013)	0.0075*** (0.0017)	0.0093*** (0.0021)	0.0099** (0.0032)	0.0007 (0.0007)	0.0015* (0.0006)	0.0012 (0.0008)	0.0011 (0.0011)	0.0003 (0.0016)
No. of children	0.0128*** (0.0034)	0.0163*** (0.0034)	0.0192*** (0.0048)	0.0285*** (0.0061)	0.0316** (0.0097)	0.0111*** (0.0030)	0.0157*** (0.0031)	0.0253*** (0.0032)	0.0422*** (0.0039)	0.0650*** (0.0075)
Education:										
Compulsory	-0.0194*** (0.0039)	-0.0336*** (0.0039)	-0.0373*** (0.0053)	-0.0398*** (0.0100)	-0.0459*** (0.0103)	-0.0325*** (0.0062)	-0.0516*** (0.0040)	-0.0531*** (0.0084)	-0.0407*** (0.0105)	-0.0458* (0.0199)
Upper secondary	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.
Short tertiary	0.0596*** (0.0053)	0.0700*** (0.0075)	0.0650*** (0.0073)	0.0721*** (0.0090)	0.0765*** (0.0173)	0.0450*** (0.0060)	0.0608*** (0.0084)	0.0620*** (0.0065)	0.0576*** (0.0082)	0.0380*** (0.0090)
Long tertiary	0.0657*** (0.0042)	0.0625*** (0.0046)	0.0678*** (0.0055)	0.0878*** (0.0070)	0.1102*** (0.0117)	0.0343*** (0.0045)	0.0305*** (0.0045)	0.0473*** (0.0052)	0.0689*** (0.0065)	0.0807*** (0.0112)
Works in public sector	-0.0913*** (0.0034)	-0.1262*** (0.0037)	-0.1778*** (0.0041)	-0.2205*** (0.0053)	-0.2554*** (0.0085)	-0.0824*** (0.0038)	-0.1273*** (0.0037)	-0.1851*** (0.0042)	-0.2267*** (0.0052)	-0.2348*** (0.0083)
Occupation:										
Professionals	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.
Managers	0.0896*** (0.0131)	0.1539*** (0.0138)	0.2013*** (0.0147)	0.2024*** (0.0161)	0.2045*** (0.0181)	0.1566*** (0.0103)	0.1965*** (0.0090)	0.2188*** (0.0108)	0.2143*** (0.0134)	0.2039*** (0.0243)
Technicians	-0.0892*** (0.0035)	-0.0981*** (0.0039)	-0.1176*** (0.0051)	-0.1772*** (0.0080)	-0.2079*** (0.0109)	-0.0809*** (0.0036)	-0.0882*** (0.0044)	-0.1189*** (0.0053)	-0.1879*** (0.0069)	-0.2726*** (0.0129)
Clerks	-0.2141*** (0.0069)	-0.2344*** (0.0067)	-0.2587*** (0.0078)	-0.3335*** (0.0111)	-0.3627*** (0.0167)	-0.1965*** (0.0071)	-0.2202*** (0.0065)	-0.2637*** (0.0076)	-0.3279*** (0.0114)	-0.4162*** (0.0187)
Service, sales	-0.1602*** (0.0053)	-0.1735*** (0.0056)	-0.1935*** (0.0069)	-0.2642*** (0.0096)	-0.3136*** (0.0134)	-0.1677*** (0.0056)	-0.1828*** (0.0055)	-0.2136*** (0.0067)	-0.2955*** (0.0085)	-0.4197*** (0.0145)
Skilled agricult.	-0.2130*** (0.0078)	-0.2688*** (0.0266)	-0.3724*** (0.0132)	-0.4283*** (0.0549)	-0.5144*** (0.0411)	-0.2214*** (0.0118)	-0.3089*** (0.0083)	-0.4085*** (0.0553)	-0.4634*** (0.0596)	-0.5465*** (0.0238)
Craft, trades	-0.1448*** (0.0102)	-0.1701*** (0.0079)	-0.2437*** (0.0085)	-0.3357*** (0.0117)	-0.4085*** (0.0178)	-0.1537*** (0.0084)	-0.1890*** (0.0059)	-0.2753*** (0.0073)	-0.3871*** (0.0127)	-0.4598*** (0.0262)
Operators	-0.1621*** (0.0059)	-0.1956*** (0.0075)	-0.2586*** (0.0075)	-0.3739*** (0.0104)	-0.4572*** (0.0153)	-0.1843*** (0.0075)	-0.2308*** (0.0081)	-0.2943*** (0.0086)	-0.3952*** (0.0115)	-0.5057*** (0.0160)
Elementary	-0.2553*** (0.0078)	-0.2769*** (0.0069)	-0.3227*** (0.0072)	-0.4088*** (0.0123)	-0.4737*** (0.0160)	-0.2829*** (0.0053)	-0.3258*** (0.0062)	-0.3771*** (0.0131)	-0.4418*** (0.0128)	-0.5450*** (0.0228)
Woman	-0.0560***	-0.0686***	-0.0903***	-0.0980***	-0.1102***	-0.0692***	-0.0799***	-0.1151***	-0.1255***	-0.1151***

	(0.0070)	(0.0069)	(0.0090)	(0.0115)	(0.0176)	(0.0080)	(0.0080)	(0.0094)	(0.0112)	(0.0233)
Woman*CSC	0.0006*	0.0016***	0.0018***	0.0020***	0.0032**	0.0008***	0.0011***	0.0020***	0.0029***	0.0036***
	(0.0003)	(0.0003)	(0.0005)	(0.0004)	(0.0011)	(0.0002)	(0.0002)	(0.0002)	(0.0003)	(0.0007)
Woman*CSC ^2/100	-0.0002	-0.0009*	-0.0011	-0.0013***	-0.0031	-0.0003**	-0.0004***	-0.0008***	-0.0013***	-0.0019**
	(0.0002)	(0.0003)	(0.0007)	(0.0004)	(0.0016)	(0.0001)	(0.0001)	(0.0001)	(0.0002)	(0.0006)
Constant	3.2047***	3.3235***	3.4950***	3.7037***	3.9171***	3.3716***	3.5028***	3.7094***	3.9505***	4.2076***
	(0.0104)	(0.0108)	(0.0147)	(0.0182)	(0.0284)	(0.0128)	(0.0130)	(0.0148)	(0.0207)	(0.0328)
N	15789	15789	15789	15789	15789	16744	16744	16744	16744	16744

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

^a In days accumulated during 1998-2003/2011.

^b In days.

D. Unconditional quantile regression

Table D1. Log wage in 2004 regressed on accumulated CSC. Unconditional quantile regression. Robust standard errors in brackets

	Men					Women				
	10th	25th	50th	75th	90th	10th	25th	50th	75th	90th
CSC ^a	-0.0012*	-0.0020***	-0.0029***	-0.0059***	-0.0081***	-0.0006*	-0.0014***	-0.0020***	-0.0021***	-0.0046***
	(0.0005)	(0.0003)	(0.0003)	(0.0007)	(0.0010)	(0.0003)	(0.0002)	(0.0002)	(0.0004)	(0.0008)
CSC^2/100	0.0001	0.0004	0.0013***	0.0036***	0.0052***	-0.0001	0.0005*	0.0012***	0.0014**	0.0032***
	(0.0006)	(0.0003)	(0.0003)	(0.0008)	(0.0011)	(0.0004)	(0.0003)	(0.0002)	(0.0004)	(0.0009)
Parental leave ^a	-0.0001*	-0.0000	-0.0000	-0.0002**	-0.0003**	-0.0000	-0.0000	-0.0001***	-0.0003***	-0.0007***
	(0.0000)	(0.0000)	(0.0000)	(0.0001)	(0.0001)	(0.0000)	(0.0000)	(0.0000)	(0.0000)	(0.0001)
Unemployment ^b	-0.0013***	-0.0008***	-0.0006***	-0.0010***	-0.0005*	-0.0013***	-0.0008***	-0.0005***	-0.0003**	-0.0005
	(0.0003)	(0.0002)	(0.0002)	(0.0002)	(0.0002)	(0.0002)	(0.0001)	(0.0001)	(0.0001)	(0.0003)
Sick leave ^b	-0.0005*	-0.0005***	-0.0005***	-0.0005*	-0.0000	-0.0001	-0.0002***	-0.0002*	-0.0002*	-0.0005*
	(0.0002)	(0.0002)	(0.0001)	(0.0002)	(0.0003)	(0.0001)	(0.0001)	(0.0001)	(0.0001)	(0.0002)
Age of youngest child	0.0058*	0.0075**	0.0076**	0.0168**	0.0281***	0.0046*	0.0034	0.0062**	0.0089*	0.0037
	(0.0028)	(0.0026)	(0.0029)	(0.0056)	(0.0073)	(0.0022)	(0.0020)	(0.0022)	(0.0036)	(0.0082)
No. of children	0.0269***	0.0262***	0.0097	0.0241	0.0481**	0.0087	0.0027	0.0241***	0.0645***	0.1625***
	(0.0072)	(0.0065)	(0.0069)	(0.0134)	(0.0178)	(0.0070)	(0.0062)	(0.0068)	(0.0115)	(0.0272)
Education:										
Compulsory	-0.0242	-0.0373*	-0.0515***	-0.0443*	-0.0375*	-0.0528*	0.0017	-0.0068	-0.0428**	-0.0551
	(0.0199)	(0.0158)	(0.0132)	(0.0179)	(0.0170)	(0.0212)	(0.0148)	(0.0130)	(0.0145)	(0.0303)
Upper secondary	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.
Short tertiary	0.0449***	0.0511***	0.0739***	0.1158***	0.0477	0.0288**	0.0582***	0.0692***	0.1001***	0.2170***
	(0.0095)	(0.0094)	(0.0119)	(0.0260)	(0.0302)	(0.0100)	(0.0090)	(0.0104)	(0.0178)	(0.0448)
Long tertiary	0.0403***	0.0500***	0.0992***	0.2375***	0.2523***	0.0481***	0.0717***	0.0507***	0.0724***	0.2165***
	(0.0095)	(0.0084)	(0.0097)	(0.0213)	(0.0275)	(0.0072)	(0.0066)	(0.0074)	(0.0119)	(0.0268)
Works in public sector	-0.0849***	-0.1056***	-0.1756***	-0.4392***	-0.3922***	-0.0367***	-0.0603***	-0.1127***	-0.2462***	-0.5067***
	(0.0085)	(0.0068)	(0.0073)	(0.0166)	(0.0228)	(0.0051)	(0.0043)	(0.0046)	(0.0082)	(0.0232)
Occupation:										
Professionals	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.
Managers	0.0120**	-0.0110	-0.0771***	-0.1792***	-0.3598***	0.0061	0.0165**	-0.0126	-0.2083***	-0.7215***
	(0.0045)	(0.0060)	(0.0101)	(0.0309)	(0.0498)	(0.0052)	(0.0060)	(0.0083)	(0.0208)	(0.0788)
Technicians	-0.0317***	-0.0731***	-0.1682***	-0.5326***	-0.6206***	-0.0002	-0.0274***	-0.1417***	-0.3856***	-1.0556***
	(0.0063)	(0.0072)	(0.0112)	(0.0309)	(0.0480)	(0.0056)	(0.0064)	(0.0087)	(0.0208)	(0.0775)
Clerks	-0.2898***	-0.3035***	-0.4159***	-0.8451***	-0.7678***	-0.0993***	-0.1702***	-0.2836***	-0.5406***	-1.1655***

	(0.0266)	(0.0189)	(0.0180)	(0.0337)	(0.0486)	(0.0122)	(0.0110)	(0.0114)	(0.0231)	(0.0802)
Service, sales	-0.2435***	-0.3324***	-0.4079***	-0.6739***	-0.6165***	-0.1025***	-0.1432***	-0.2600***	-0.4651***	-0.9604***
	(0.0204)	(0.0150)	(0.0135)	(0.0327)	(0.0474)	(0.0098)	(0.0093)	(0.0104)	(0.0226)	(0.0803)
Skilled agricult.	-0.4218***	-0.3941***	-0.4585***	-0.7901***	-0.7110***	-0.3641**	-0.2631***	-0.3053***	-0.5439***	-1.0937***
	(0.0811)	(0.0490)	(0.0305)	(0.0487)	(0.0597)	(0.1293)	(0.0799)	(0.0721)	(0.0484)	(0.1189)
Craft, trades	-0.1098***	-0.1715***	-0.3441***	-0.8054***	-0.7437***	-0.0079	-0.0833**	-0.1880***	-0.5319***	-1.2010***
	(0.0146)	(0.0132)	(0.0152)	(0.0324)	(0.0479)	(0.0283)	(0.0320)	(0.0314)	(0.0435)	(0.1064)
Operators	-0.0908***	-0.1960***	-0.3947***	-0.8844***	-0.8039***	-0.0180	-0.0816***	-0.2382***	-0.5921***	-1.3461***
	(0.0119)	(0.0118)	(0.0138)	(0.0313)	(0.0480)	(0.0139)	(0.0156)	(0.0176)	(0.0275)	(0.0807)
Elementary	-0.3533***	-0.3839***	-0.4549***	-0.8063***	-0.7401***	-0.3599***	-0.2858***	-0.3354***	-0.5373***	-1.1036***
	(0.0331)	(0.0209)	(0.0170)	(0.0361)	(0.0503)	(0.0233)	(0.0139)	(0.0122)	(0.0246)	(0.0815)
Constant	3.1094***	3.2679***	3.5566***	4.1031***	4.3721***	2.9991***	3.1289***	3.3802***	3.8467***	4.8164***
	(0.0208)	(0.0194)	(0.0221)	(0.0483)	(0.0690)	(0.0183)	(0.0168)	(0.0188)	(0.0341)	(0.1000)
N	6913	6913	6913	6913	6913	8876	8876	8876	8876	8876

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

^a In days accumulated during 1998-2003.

^b In days.

Table D2. Log wage in 2012 regressed on accumulated CSC. Unconditional quantile regression. Robust standard errors in brackets

	Men					Women				
	10th	25th	50th	75th	90th	10th	25th	50th	75th	90th
CSC ^a	-0.0011*** (0.0002)	-0.0010*** (0.0002)	-0.0027*** (0.0003)	-0.0057*** (0.0004)	-0.0080*** (0.0007)	-0.0001 (0.0001)	-0.0005*** (0.0001)	-0.0007*** (0.0001)	-0.0012*** (0.0002)	-0.0038*** (0.0006)
CSC^2/100	0.0003* (0.0001)	0.0001 (0.0001)	0.0009*** (0.0002)	0.0022*** (0.0003)	0.0033*** (0.0004)	-0.0001 (0.0001)	0.0000 (0.0001)	0.0001* (0.0000)	0.0003*** (0.0001)	0.0013*** (0.0003)
Parental leave ^a	0.0000 (0.0000)	0.0000 (0.0000)	-0.0000 (0.0000)	-0.0001* (0.0001)	-0.0002** (0.0001)	-0.0000 (0.0000)	-0.0000* (0.0000)	-0.0001*** (0.0000)	-0.0004*** (0.0000)	-0.0009*** (0.0001)
Unemployment ^b	-0.0015*** (0.0004)	-0.0009** (0.0003)	-0.0012*** (0.0003)	-0.0016*** (0.0004)	-0.0012* (0.0006)	-0.0009*** (0.0002)	-0.0005*** (0.0001)	-0.0004*** (0.0001)	-0.0009*** (0.0002)	-0.0013** (0.0004)
Sick leave ^b	-0.0004 (0.0003)	-0.0005** (0.0002)	-0.0004* (0.0002)	0.0001 (0.0003)	0.0005 (0.0004)	-0.0002** (0.0001)	-0.0002** (0.0001)	-0.0002* (0.0001)	-0.0004** (0.0001)	-0.0005 (0.0003)
Age of youngest child	0.0042* (0.0020)	0.0025 (0.0019)	0.0004 (0.0024)	0.0069 (0.0036)	0.0131* (0.0056)	-0.0027* (0.0011)	-0.0010 (0.0009)	0.0020 (0.0011)	-0.0035 (0.0021)	-0.0075 (0.0047)
No. of children	0.0187* (0.0074)	0.0077 (0.0069)	0.0143 (0.0086)	0.0572*** (0.0133)	0.1078*** (0.0214)	-0.0114* (0.0055)	-0.0052 (0.0045)	0.0284*** (0.0057)	0.0971*** (0.0113)	0.2672*** (0.0267)
Education:										
Compulsory	-0.0864*** (0.0248)	-0.0945*** (0.0197)	-0.0783*** (0.0165)	-0.0291 (0.0200)	-0.0201 (0.0228)	-0.0295 (0.0209)	-0.0090 (0.0147)	0.0109 (0.0134)	-0.0464* (0.0199)	-0.0670 (0.0379)
Upper secondary	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.
Short tertiary	0.0081 (0.0101)	0.0309** (0.0102)	0.0906*** (0.0147)	0.1556*** (0.0247)	0.0782* (0.0340)	-0.0010 (0.0108)	0.0137 (0.0084)	0.0577*** (0.0092)	0.1386*** (0.0205)	0.1730*** (0.0451)
Long tertiary	0.0168 (0.0087)	0.0362*** (0.0086)	0.1004*** (0.0120)	0.2815*** (0.0198)	0.3825*** (0.0309)	0.0275*** (0.0071)	0.0258*** (0.0059)	0.0232*** (0.0066)	0.0332* (0.0136)	0.1412*** (0.0286)
Works in public sector	-0.0981*** (0.0083)	-0.1307*** (0.0073)	-0.2219*** (0.0091)	-0.3780*** (0.0162)	-0.3260*** (0.0268)	-0.0314*** (0.0048)	-0.0556*** (0.0039)	-0.1130*** (0.0045)	-0.2824*** (0.0101)	-0.5204*** (0.0262)
Occupation:										
Professionals	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.	Ref.
Managers	0.0142*** (0.0041)	-0.0291*** (0.0062)	-0.1228*** (0.0120)	-0.1832*** (0.0271)	-0.4464*** (0.0504)	-0.0005 (0.0022)	0.0008 (0.0025)	-0.0749*** (0.0055)	-0.4293*** (0.0179)	-0.7371*** (0.0638)
Technicians	-0.0359*** (0.0064)	-0.0891*** (0.0077)	-0.2319*** (0.0135)	-0.4506*** (0.0272)	-0.5906*** (0.0489)	-0.0163*** (0.0033)	-0.0688*** (0.0038)	-0.1888*** (0.0063)	-0.6614*** (0.0180)	-1.0884*** (0.0619)
Clerks	-0.2752*** (0.0291)	-0.3619*** (0.0233)	-0.5384*** (0.0228)	-0.6104*** (0.0334)	-0.6756*** (0.0485)	-0.1248*** (0.0119)	-0.1854*** (0.0094)	-0.3263*** (0.0102)	-0.8180*** (0.0236)	-1.2103*** (0.0666)
Service, sales	-0.3373***	-0.4265***	-0.5505***	-0.5308***	-0.5813***	-0.1345***	-0.2044***	-0.3433***	-0.7964***	-1.0783***

	(0.0237)	(0.0170)	(0.0160)	(0.0292)	(0.0467)	(0.0086)	(0.0069)	(0.0080)	(0.0210)	(0.0644)
Skilled agricult.	-0.5352***	-0.6131***	-0.6135***	-0.5650***	-0.5831***	-0.2133*	-0.2937***	-0.4191***	-0.8325***	-1.3721***
	(0.0915)	(0.0347)	(0.0270)	(0.0483)	(0.0600)	(0.1030)	(0.0710)	(0.0599)	(0.1414)	(0.1118)
Craft, trades	-0.1465***	-0.2446***	-0.5026***	-0.6159***	-0.6624***	-0.0932*	-0.2140***	-0.3301***	-0.8619***	-1.3994***
	(0.0160)	(0.0156)	(0.0187)	(0.0290)	(0.0465)	(0.0422)	(0.0371)	(0.0366)	(0.0588)	(0.0762)
Operators	-0.1567***	-0.3099***	-0.5405***	-0.7067***	-0.7144***	-0.0830***	-0.1464***	-0.3004***	-0.8974***	-1.4523***
	(0.0143)	(0.0143)	(0.0170)	(0.0268)	(0.0466)	(0.0183)	(0.0159)	(0.0185)	(0.0335)	(0.0699)
Elementary	-0.4809***	-0.5103***	-0.6111***	-0.6508***	-0.6603***	-0.4238***	-0.3453***	-0.4064***	-0.8666***	-1.2138***
	(0.0375)	(0.0230)	(0.0194)	(0.0299)	(0.0489)	(0.0236)	(0.0123)	(0.0113)	(0.0253)	(0.0673)
Constant	3.2720***	3.4981***	3.8612***	4.1341***	4.4057***	3.2520***	3.3742***	3.5853***	4.4026***	5.3003***
	(0.0330)	(0.0314)	(0.0408)	(0.0645)	(0.1025)	(0.0202)	(0.0165)	(0.0196)	(0.0397)	(0.1001)
N	6830	6830	6830	6830	6830	9914	9914	9914	9914	9914

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

^a In days accumulated during 1998-2011.

^b In days.