

Workplace Entitlements and Fertility in Australia

JENNY LUU

UNIVERSITY OF WOLLONGONG

SUPERVISORS: DR SILVIA MENDOLIA & DR ALFREDO PALOYO

COMMONWEALTH TREASURY



Motivation

- The family is a changing institution—marriage and fertility rates have fallen, median age of childbearing has increased
- Main explanatory factors
 - Increased control of fertility
 - Improved access to education for women
 - Increased women labour force participation (60.5% in January 2018, 70.9% for men)
- Issue of ‘motherhood penalty’, women are seen to fall behind when work–family conflicts arise

Motivation

- Facilitation of female labour-force participation in the public sphere does not address equality issues in the private sphere
- Even when both partners work full time, women continue to perform a significantly higher portion of domestic labour than men (McDonald, 2002)
- Women tend to self-select into roles with more flexible time requirements to accommodate work-family demands

Figure 1. Female labour-force participation: Australia and OECD countries 2017

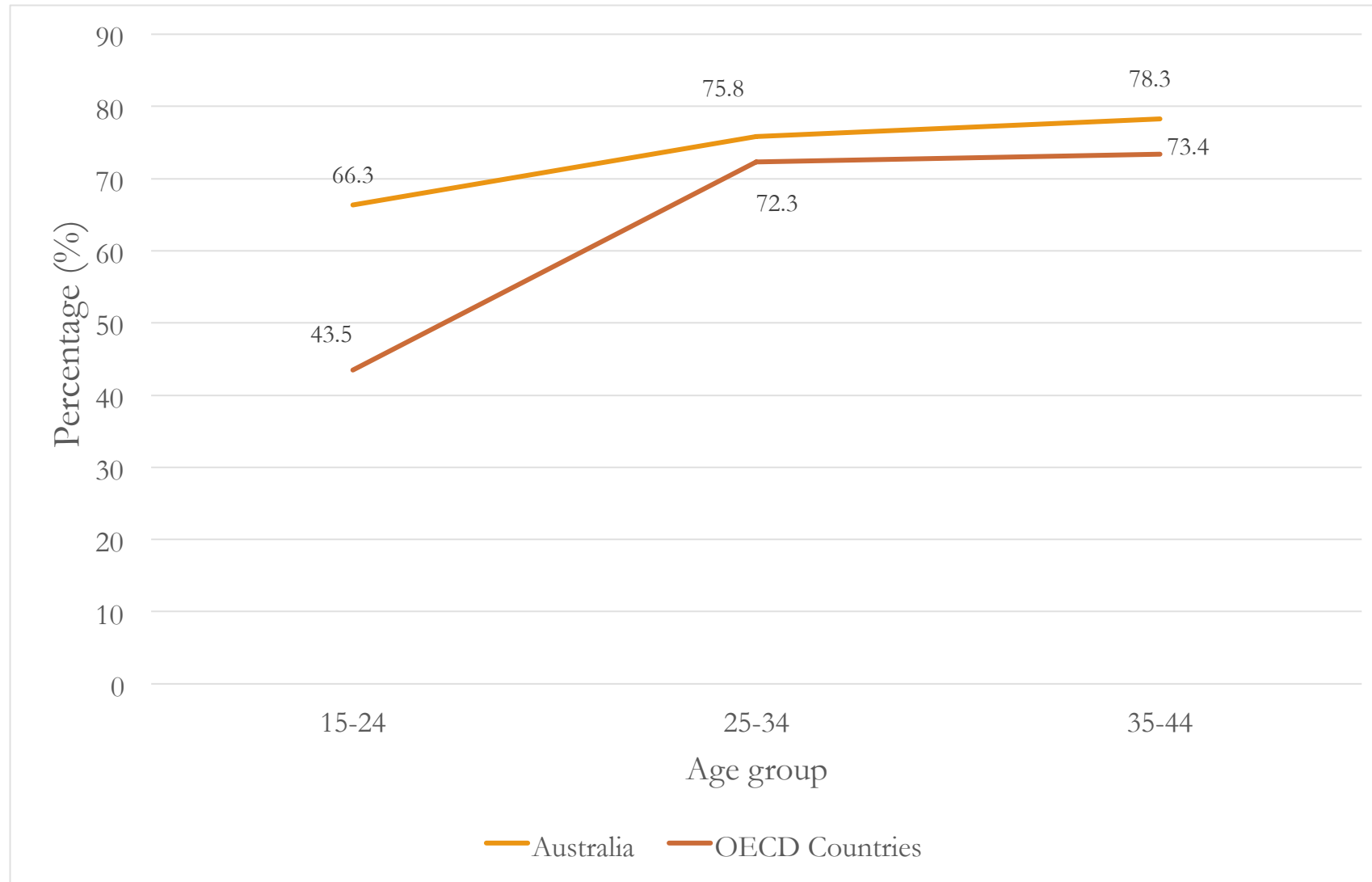
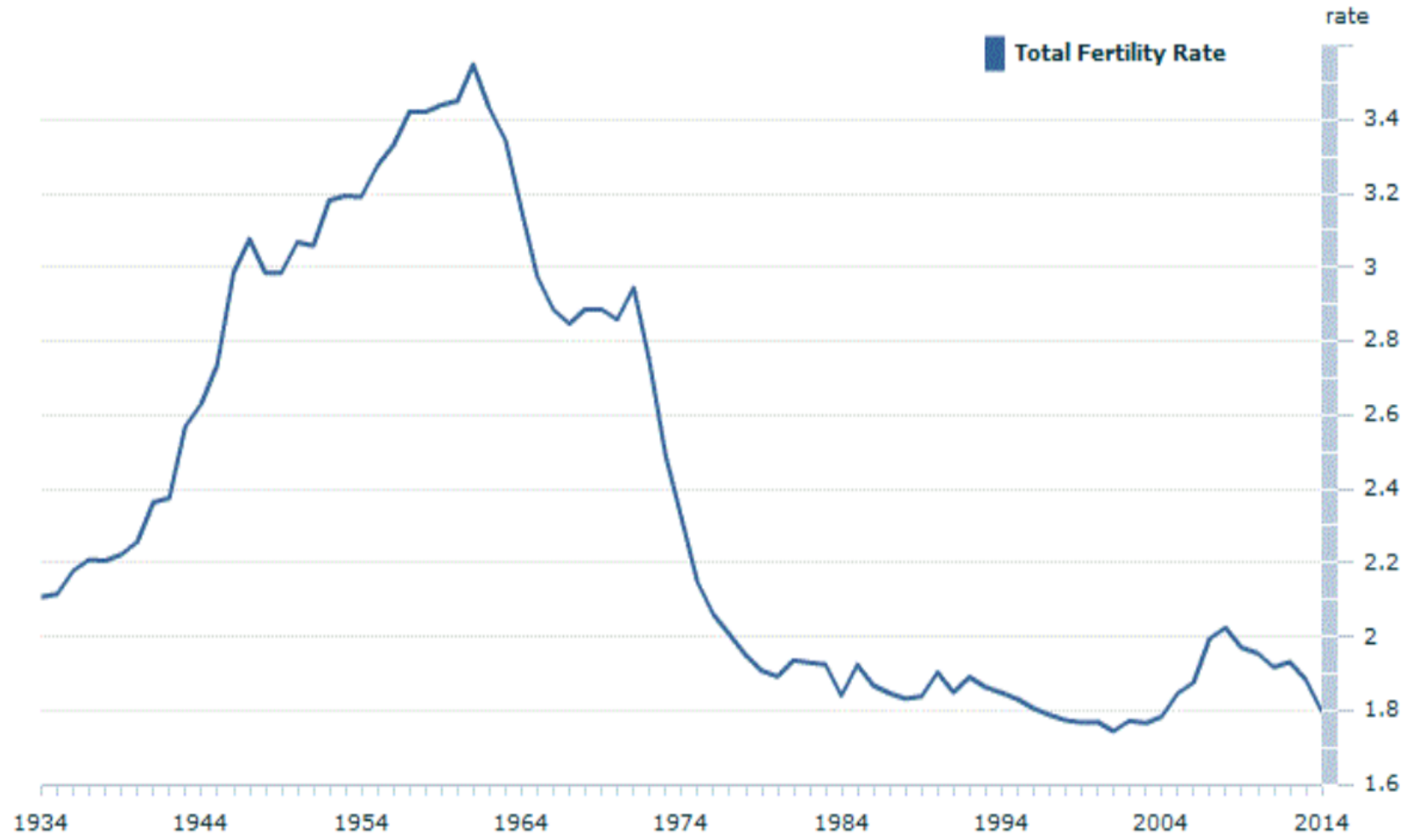


Figure 2. Total fertility rate in Australia from 1934–2014



Need for family-friendly workplace entitlements

- Women who are unable to balance their work and non-work commitments may change jobs or leave the workforce entirely
- Public and private costs (Productivity Commission, 2008)
 - **Short term**
 - Women are constrained in their ability to balance raising children and their career ambitions
 - Economy is denied valuable skills in labour
 - **Long term**
 - Unsupportive work practices will likely affect productivity, gender equality, financial stability, and fertility

Institutional background

Early 21st century, Australia adopted pronatalist policies

- Baby Bonus 2004 – 2014

Income support benefits and childcare assistance

- 2002 – 2008 → family allowances increased in approximately 70% of the OECD countries

Parental leave

- 12 months unpaid leave for nearly all employees, conditional upon at least 12 months tenure (Australian Government)
- Paid parental leave scheme (January, 2011) conditional upon income
- Employers can provide paid parental leave in their workplace policies

Flexible work arrangements

- Fair Work Act 2009 (Cth) passed to provide employees with a legal right to request flexible work arrangements if the employee; if a parent or carer, has a disability, is 55 years or older, experiencing violence at home, or providing care or support to a member of their immediate family

Workplace policy

Literature gap

- International literature in gender and labour-force dynamics has highlighted the **importance of family-friendly workplace entitlements** in encouraging the compatibility of home and labour markets (Bertrand, Goldin & Katz, 2010; Goldin, 2014)
- A review of Australian literature has shown that only the effect of public policies (Baby Bonus and the Childcare Rebates) and maternity leave has been studied (Risse, 2006; Guest & Parr, 2011)
- However, a wide array of entitlements that are available on the HILDA survey may also have an impact on fertility decisions
 - Entitlements that grant temporal flexibility—flexible start/finish times and working from home arrangements
 - Entitlements that provide financial compensation for parents—subsidised childcare
- Little attempt to correct the endogeneity that exists when examining fertility decisions

Research aims

1. Explicitly consider the existence of unobserved characteristics which may affect both fertility decisions and labour-market choices
2. Build upon previous Australian studies (Risse, 2006; Guest & Parr, 2011) by drawing upon the in-depth information on the availability of workplace entitlements from the HILDA survey and testing each of their effects of fertility outcomes
3. Pay specific attention to the analysis of the impact of these entitlements for women of different age groups

Data

- Looked at employed women of prime, child-bearing age—15–45 (Risse, 2006; Guest & Parr, 2001; Kingsley 2018)
- Household Income and Labour Dynamics Australia (HILDA) Survey
 - 2001-2016
 - Wave 16 had a sample size of 18,379 individuals and 7,635 households
 - Long, unbalanced panel

Variables

- **Dependent variables**

- Whether the respondent was pregnant in the last 12 months
- Whether the respondent gave birth/adopted in the last 12 months

- **Independent variables of interest**

- Whether the respondent, or employees at a similar level, had the following workplace entitlement
 - Access to flexible start/finish times
 - Working from home entitlements
 - Permanent part-time work arrangements
 - **Special leave for caring for family members**
 - Paid maternity leave
 - Unpaid maternity leave
 - Childcare facilities or subsidised childcare expenses
- Interactions with age—15–24, 25–34, 35–45

Controls

- Remoteness
- Household income
- Tenure with current employer
- Years in paid work
- Self-assessed health
- Marital status
- Number of dependent children
- Education level
- Employment status (part time or full time)
- Country of birth
- Occupation
- State and wave interactions

Figure 3. Birth rate according to age group

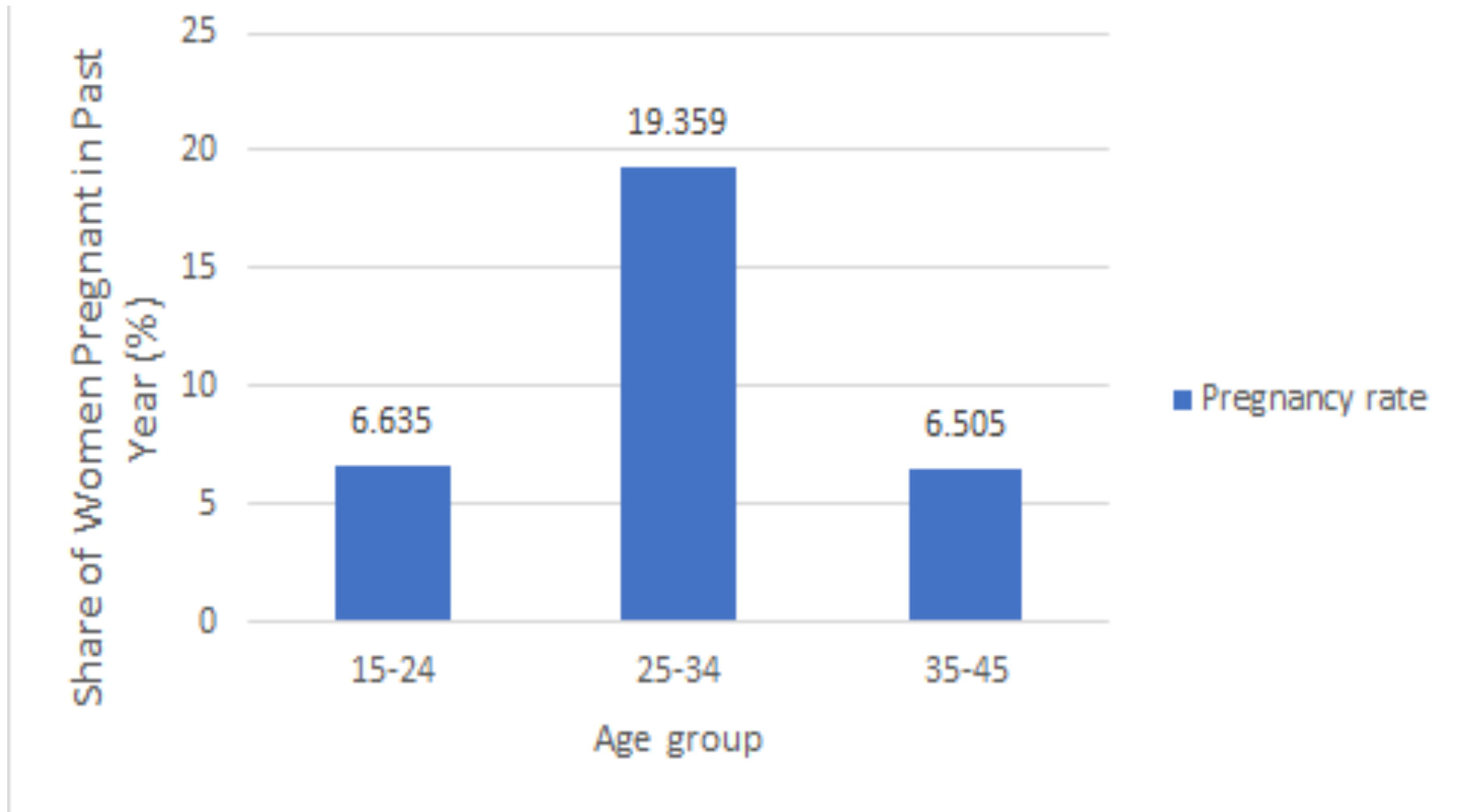


Figure 4. Birth rate according to labour force status

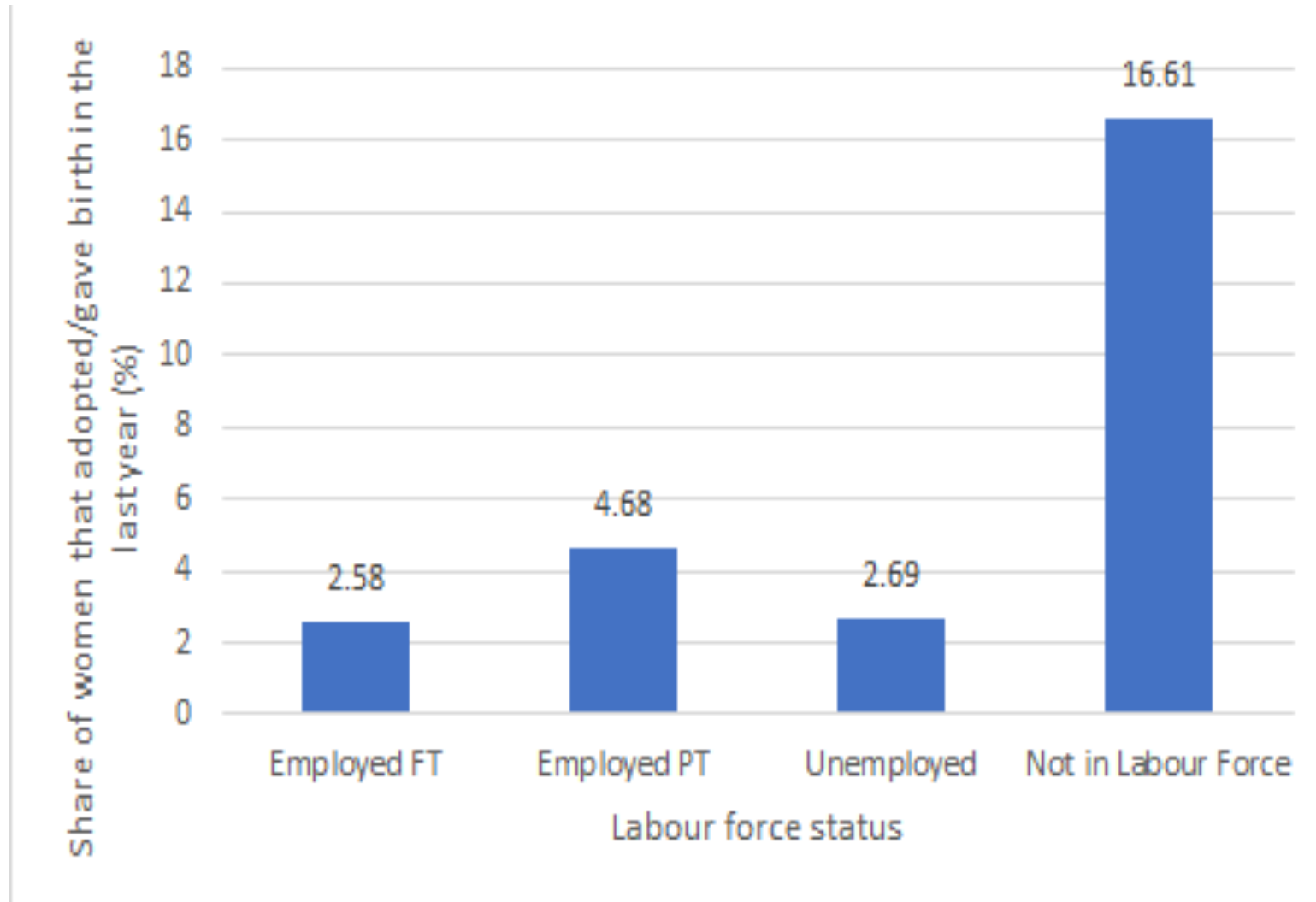
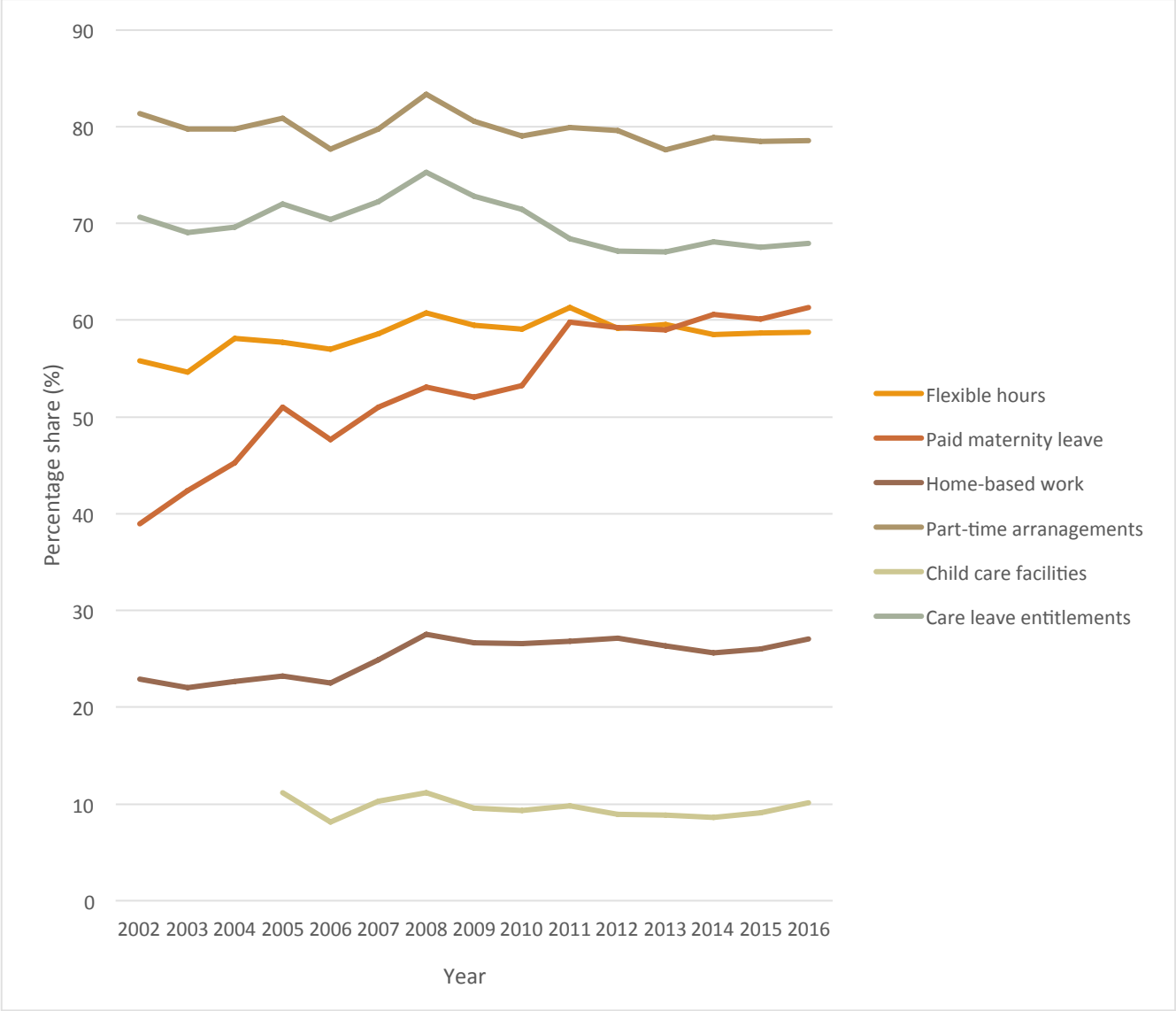


Figure 5. Availability of workplace entitlements



Method

- Logit Fixed Effects
 - Allows for the estimation of a probability model which controls for time-invariant but unobserved heterogeneity
 - e.g. personality traits, socialisation, upbringing, morals, and aspirations
- Instrumental variable approach?

Male sample

- Model is also applied to the male sample
 - Workplace entitlements did not have a significant effect on the fertility outcomes of their partners, with magnitudes being small and insignificant
 - Household income had a significant and negative effect on fertility outcomes
 - Trade off between labour-force participation and household production

Results

	Pregnant in the last 12 months		Birth in the last 12 months	
	Logit coefficients	Odds ratio	Logit coefficients	Odds ratio
Age 15–24	-1.674** (0.806)	0.187** (0.151)	-0.245 (1.049)	0.783 (0.822)
Age 25–34	0.613 (0.456)	1.847 (0.841)	0.147 (0.623)	1.158 (0.721)
Age 35–45 (baseline)	–	–	–	–
Flexible hours	0.407 (0.279)	1.503 (0.420)	0.285 (0.368)	1.329 (0.489)
Flexible hours 15–24	-0.588 (0.590)	0.555 (0.328)	-0.253 (0.791)	0.776 (0.614)
Flexible hours 25–34	-0.469 (0.327)	0.626 (0.205)	-0.485 (0.429)	0.615 (0.264)
Flexible hours 35–45 (baseline)	–	–	–	–
Maternity leave	0.0762 (0.325)	1.079 (0.350)	0.770* (0.432)	2.159* (0.932)
Maternity leave 15–24	-0.447 (0.739)	0.640 (0.473)	-0.786 (0.940)	0.456 (0.428)
Maternity leave 25–34	-0.433 (0.415)	0.648 (0.269)	-1.460*** (0.557)	0.232*** (0.129)
Maternity leave 35–45 (baseline)	–	–	–	–

	Pregnant in the last 12 months		Birth in the last 12 months	
Home-based work	0.00302 (0.280)	1.003 (0.281)	0.803** (0.374)	2.232** (0.836)
Home-based work 15–24	-0.0804 (0.707)	0.923 (0.653)	-0.503 (0.983)	0.605 (0.594)
Home-based work 25–34	-0.0480 (0.320)	0.953 (0.305)	-0.735* (0.428)	0.480* (0.205)
Home-based work 35–45 (baseline)	–	–	–	–
Part-time arrangements	-0.214 (0.306)	0.807 (0.247)	-0.502 (0.408)	0.606 (0.247)
Part-time arrangements 15–24	0.464 (0.642)	1.591 (1.021)	0.707 (0.896)	2.027 (1.816)
Part-time arrangements 25–34	0.188 (0.387)	1.207 (0.467)	0.932* (0.516)	2.539* (1.309)
Part-time arrangements 35–45 (baseline)	–	–	–	–
Child-care facilities	-0.327 (0.391)	0.721 (0.282)	0.251 (0.447)	1.285 (0.574)
Child-care facilities 15–24	0.964 (1.164)	2.623 (3.054)	-27.54 (2,687)	0 (2.96e-09)
Child-care facilities 25–34	0.291 (0.442)	1.338 (0.592)	-0.372 (0.503)	0.689 (0.347)
Child-care facilities 35–45 (baseline)	–	–	–	–

	Pregnant in the last 12 months		Birth in the last 12 months	
Care leave entitlements	0.226 (0.307)	1.253 (0.385)	0.00213 (0.411)	1.002 (0.411)
Care leave entitlements 15–24	-0.429 (0.717)	0.651 (0.467)	0.0429 (1.000)	1.044 (1.043)
Care leave entitlements 25–34	0.0565 (0.390)	1.058 (0.413)	0.613 (0.507)	1.845 (0.935)
Care leave entitlements 35–45 (baseline)	–	–	–	–
Observations	3,151	3,151	2,394	2,394
Number of xwaveid	625	625	444	444

Discussion



- Limited relationship exists between the availability of workplace entitlements and fertility outcomes for women
- Logit fixed effects estimates show that maternity leave (paid and unpaid) and working from home arrangements have a positive relationship with fertility outcomes
- Influences of individual specific effects—marital status, health, number of children, had a comparably larger impact on fertility outcomes

- **Comparison with literature**

- Guest & Parr (2011) found the effect of all work-related variables to be small and insignificant compared to the effects of education, income, occupation, marital status, age, and parity when estimating fertility outcomes.
- Risse (2006) also found that pregnancy rates can be elevated by the provision of maternity leave. However, while Risse (2006) found that this was dependent on a woman's age group and whether maternity leave is paid or unpaid, this study found that there were no significant results when maternity leave was interacted with different age groups

Limitations and areas for further research

- Potential selection bias exists because data on women's workplace entitlements are only observed for employed women
 - If systematic differences exist between employed and non-employed women, regressions based on a restricted, non-random sample of employed women only will be subject to specification error and generate biased results
- While a logit fixed-effects model arguably has the most suitable properties for addressing endogeneity and estimating the relationship between workplace entitlements and fertility, there is a significant drop in observations due to the 0, 1 (binary) nature of the dependent variable
 - Individuals are dropped if there is no variability

- A major concern for this study is the nature of the relationship examined, which is subject to strong endogeneity
 1. Labour market and fertility decisions are endogenous as the number of children and timing of births are controlled, at least in part, by women (Trske & Voicu, 2009)
 2. Heterogenous preferences for paid work and for children will influence pre-market and early career investments in human capital—affecting the opportunity costs of children
 3. Women who plan on having a baby may self-select into roles that offer family-friendly work entitlements before planning a pregnancy- endogenous job-switching



Theoretical Framework

- Becker (1981) analysed the way in which families interact with labour, income, and goods and services markets
 - Trade off between market and household sectors
 - ‘Production complementarities’ → relevance over time (Issen & Stevenson, 2010)
- Demand for children
 - Demand for children depends on the price of children relative to the consumption of other goods and the combined household income
$$p \downarrow n \quad n + \pi \downarrow Z \quad Z = I$$
 - Z is a single aggregate commodity (no substitute for children)
 - $\pi \downarrow Z$ is the cost of Z
 - $p \downarrow n$ is the cost of childrearing
 - n is the expenditure on each child
 - I is the full income
 - Although higher wages for either parent encourages parents to have more children, higher wages also raises the opportunity cost of an additional child (Ermisch, 2003)

Pooled observations: Females	Removed	Remaining
Total female observations aged 15-45	-	67,327
Unemployed or not in labour force	20,370	46,957
Missing pregnancy response	7,682	39,275
Missing workplace entitlement responses	10,405	28,870
Missing control observations	4,267	24,603
Wave and state interactions dropped	12,466	12,137
Final sample size	-	12,137



Method

Ordinary Least Squares

- Most basic model to quantify the relationship between the availability of workplace entitlements and fertility outcomes
- Subject to a lot of omitted variable bias

Linear Random Effects

- Accounting for person-specific unobserved heterogeneity
- Keep time-invariant variables
- Individual heterogeneity is assumed to be uncorrelated to the explanatory variables- strong assumption

Method

Linear fixed effects

- A Hausman test was run, with results indicating that fixed effects is the preferred model

Male Sample Results

	Pregnant in the last 12 months		Birth in the last 12 months	
	Model 1	Model 2	Model 3	Model 4
Age groups				
Age 15–24	-0.0452*	-0.0301	-0.00910	0.0103
	(0.0254)	(0.0387)	(0.0206)	(0.0308)
Age 25–34	0.0495*	0.0730*	0.0394*	0.0474
	(0.0292)	(0.0433)	(0.0233)	(0.0353)
Age 35–45 (baseline)	0	0	0	0
Household income	-0.00273*	-0.00237	0.00303***	-0.00262
	(0.00146)	(0.00186)	(0.00113)	(0.00171)
Years in paid work	-0.00422***	-0.00313**	-0.00206***	-0.00132
	(0.000922)	(0.00135)	(0.000742)	(0.00110)
Known workplace entitlements				
Flexible hours	-0.00229	0.00430	0.00857	0.00962
	(0.00889)	(0.0130)	(0.00781)	(0.0102)
Maternity leave	0.00616	-	0.00327	-
	(0.0106)		(0.00975)	
Paid maternity leave	-	-0.0189	-	-0.0270**
		(0.0140)		(0.0127)

	Pregnant in the last 12 months		Birth in the last 12 months	
	Model 1	Model 2	Model 3	Model 4
Unpaid maternity leave	-	0.0231	-	0.00692
		(0.0141)		(0.0134)
Home-based work	0.00476	-0.0197	-0.00198	-0.0153
	(0.00959)	(0.0136)	(0.00854)	(0.0116)
Part-time arrangements	-0.00451	-0.00506	-0.00128	0.00109
	(0.00939)	(0.0130)	(0.00861)	(0.0113)
Child-care facilities	0.00745	0.0210	0.00132	0.0183
	(0.0133)	(0.0186)	(0.0117)	(0.0160)
Care leave entitlements	-0.00813	-0.0103	-0.00892	-0.000695
	(0.0113)	(0.0155)	(0.0107)	(0.0146)
Constant	0.133***	0.0729	0.0444	0.0544
	(0.0653)	(0.0732)	(0.0414)	(0.0592)
Observations	11,542	5,356	11,534	5,356
R-squared	0.110	0.113	0.089	0.096

OLS Results

	Pregnant in the last 12 months		Birth in the last 12 months	
	Model 1	Model 2	Model 3	Model 4
Age 15–24	0.0225 (0.0180)	0.0538** (0.0269)	0.0137 (0.0119)	0.0311* (0.0187)
Age 25–34	0.0858*** (0.0203)	0.0956*** (0.0297)	0.0301** (0.0124)	0.0388* (0.0204)
Age 35–45 (baseline)	-	-	-	-
Flexible hours	0.0207*** (0.00737)	0.0156 (0.0101)	0.0115** (0.00487)	0.0103 (0.00700)
Flexible hours 15–24	-0.0299*** (0.0112)	-0.0275 (0.0170)	-0.0122* (0.00740)	-0.00853 (0.0115)
Flexible hours 25–34	-0.0161 (0.0164)	-0.00260 (0.0245)	-0.00403 (0.0117)	0.0174 (0.0180)
Flexible hours 35–45 (baseline)	-	-	-	-
Maternity leave	0.00807 (0.00984)	-	0.0121 (0.00738)	-
Maternity leave 15–24	0.00287 (0.0203)	-	-0.0159 (0.0139)	-
Maternity leave 25–34	-0.0147 (0.0235)	-	-0.0207 (0.0161)	-
Maternity leave 35–45 (baseline)	-	-	-	-
Paid maternity leave	-	0.0123 (0.0114)	-	0.0164* (0.00840)
Paid maternity leave 15–24	-	-0.0314 (0.0261)	-	-0.0243 (0.0191)
Paid maternity leave 25–34	-	0.0644** (0.0268)	-	-0.00551 (0.0199)
Paid maternity leave 35–45 (baseline)	-	-	-	-

	Pregnant in the last 12 months		Birth in the last 12 months	
	Model 1	Model 2	Model 3	Model 4
Unpaid maternity leave	-	0.0118 (0.0130)	-	0.0203* (0.0104)
Unpaid maternity leave 15–24	-	-0.00690 (0.0270)	-	-0.0274 (0.0178)
Unpaid maternity leave 25–34	-	0.0172 (0.0325)	-	-0.0178 (0.0245)
Unpaid maternity leave 35–45 (baseline)	-	-	-	-
Home-based work	0.00788 (0.00880)	0.0217* (0.0124)	0.0148** (0.00625)	0.0214** (0.00902)
Home-based work 15–24	-0.0197 (0.0196)	-0.00180 (0.0335)	-0.00936 (0.0139)	0.0124 (0.0255)
Home-based work 25–34	0.0147 (0.0194)	-0.0104 (0.0280)	-0.00359 (0.0140)	-0.0166 (0.0215)
Home-based work 35–45 (baseline)	-	-	-	-
Part-time arrangements	-0.00694 (0.00905)	-0.00695 (0.0134)	-0.00198 (0.00667)	-0.00387 (0.0101)
Part-time arrangements 15–24	0.00895 (0.0146)	0.00103 (0.0210)	0.00895 (0.00984)	0.0141 (0.0155)
Part-time arrangements 25–34	0.0238 (0.0204)	0.0273 (0.0299)	0.0318** (0.0138)	0.0378* (0.0201)
Part-time arrangements 35–45 (baseline)	-	-	-	-

	Pregnant in the last 12 months		Birth in the last 12 months	
	Model 1	Model 2	Model 3	Model 4
Child-care facilities	-0.00570 (0.0116)	-0.0182 (0.0165)	0.00972 (0.00891)	0.00610 (0.0131)
Child-care facilities 15–24	0.0380 (0.0282)	0.0156 (0.0326)	-0.00710 (0.0173)	-0.0425** (0.0187)
Child-care facilities 25–34	0.000897 (0.0226)	0.0347 (0.0357)	-0.0221 (0.0168)	-0.00103 (0.0267)
Child-care facilities 35–45 (baseline)	-	-	-	-
Care leave entitlements	-0.0119 (0.0102)	-0.0107 (0.0137)	-0.0128 (0.00784)	-0.0205* (0.0115)
Care leave entitlements 15–24	-0.00832 (0.0200)	0.00777 (0.0300)	0.0152 (0.0139)	0.0154 (0.0220)
Care leave entitlements 25–34	0.0262 (0.0236)	-0.0530 (0.0360)	0.0356** (0.0164)	0.0227 (0.0250)
Care leave entitlements 35–45 (baseline)	-	-	-	-
Constant	-0.0905** (0.0391)	0.0204 (0.0738)	0.0241 (0.0368)	0.0536 (0.0590)
Observations	12,137	5,380	12,128	5,376
R- squared	0.120	0.126	0.073	0.075

Linear Random Effects Results

	Pregnant in the last 12 months		Birth in the last 12 months	
	Model 1	Model 2	Model 3	Model 4
Age 15–24	0.0186 (0.0181)	0.0454* (0.0268)	0.0137 (0.0119)	0.0311* (0.0187)
Age 25–34	0.0903*** (0.0204)	0.0966*** (0.0294)	0.0301** (0.0124)	0.0388* (0.0204)
Age 35–45 (baseline)	-	-	-	-
Flexible hours	0.0227*** (0.00751)	0.0201* (0.0104)	0.0115** (0.00487)	0.0103 (0.00700)
Flexible hours 15–24	-0.0310*** (0.0113)	-0.0283 (0.0175)	-0.0122* (0.00740)	-0.00853 (0.0115)
Flexible hours 25–34	-0.0158 (0.0163)	-0.00287 (0.0243)	-0.00403 (0.0117)	0.0174 (0.0180)
Flexible hours 35–45 (baseline)	-	-	-	-
Maternity leave	0.0101 (0.00980)	-	0.0121 (0.00738)	-
Maternity leave 15–24	0.00176 (0.0201)	-	-0.0159 (0.0139)	-
Maternity leave 25–34	-0.0194 (0.0227)	-	-0.0207 (0.0161)	-
Maternity leave 35–45 (baseline)	-	-	-	-
Paid maternity leave	-	0.0112 (0.0119)	-	0.0164* (0.00840)
Paid maternity leave 15–24	-	-0.0253 (0.0270)	-	-0.0243 (0.0191)
Paid maternity leave 25–34	-	0.0553** (0.0263)	-	-0.00551 (0.0199)
Paid maternity leave 35–45 (baseline)	-	-	-	-

	Pregnant in the last 12 months		Birth in the last 12 months	
	Model 1	Model 2	Model 3	Model 4
Unpaid maternity leave	-	0.0135 (0.0128)	-	0.0203* (0.0104)
Unpaid maternity leave 15–24	-	-0.00907 (0.0265)	-	-0.0274 (0.0178)
Unpaid maternity leave 25–34	-	0.0106 (0.0314)	-	-0.0178 (0.0245)
Unpaid maternity leave 35–45 (baseline)	-	-	-	-
Home-based work	0.00872 (0.00889)	0.0163 (0.0126)	0.0148** (0.00625)	0.0214** (0.00902)
Home-based work 15–24	-0.0223 (0.0198)	0.00414 (0.0343)	-0.00936 (0.0139)	0.0124 (0.0255)
Home-based work 25–34	0.0106 (0.0194)	-0.00338 (0.0280)	-s0.00359 (0.0140)	-0.0166 (0.0215)
Home-based work 35–45 (baseline)	-	-	-	-
Part-time arrangements	-0.00535 (0.00912)	-0.00757 (0.0134)	-0.00198 (0.00667)	-0.00387 (0.0101)
Part-time arrangements 15–24	0.00791 (0.0144)	0.000368 (0.0205)	0.00895 (0.00984)	0.0141 (0.0155)
Part-time arrangements 25–34	0.0203 (0.0201)	0.0306 (0.0292)	0.0318** (0.0138)	0.0378* (0.0201)
Part-time arrangements 35–45 (baseline)	-	-	-	-

	Pregnant in the last 12 months		Birth in the last 12 months	
	Model 1	Model 2	Model 3	Model 4
Child-care facilities	-0.00663 (0.0117)	-0.0168 (0.0163)	0.00972 (0.00891)	0.00610 (0.0131)
Child-care facilities 15–24	0.0379 (0.0276)	0.0111 (0.0339)	-0.00710 (0.0173)	-0.0425** (0.0187)
Child-care facilities 25–34	-0.00115 (0.0228)	0.0295 (0.0363)	-0.0221 (0.0168)	-0.00103 (0.0267)
Child-care facilities 35–45 (baseline)	-	-	-	-
Care leave entitlements	-0.0119 (0.0103)	-0.0111 (0.0141)	-0.0128 (0.00784)	-0.0205* (0.0115)
Care leave entitlements 15–24	-0.00709 (0.0199)	0.00343 (0.0299)	0.0152 (0.0139)	0.0154 (0.0220)
Care leave entitlements 25–34	0.0278 (0.0231)	-0.0475 (0.0352)	0.0356** (0.0164)	0.0227 (0.0250)
Care leave entitlements 35–45 (baseline)	-	-	-	-
Constant	-0.0689* (0.0395)	0.0456 (0.0752)	0.0241 (0.0368)	0.0536 (0.0590)
Observations	12,137	5,380	12,128	5,376
Number of xwaveid	3,924	2,286	3,925	2,287

Linear Fixed Effects Results

	Pregnant in the last 12 months		Birth in the last 12 months	
	Model 1	Model 2	Model 3	Model 4
Age 15–24	-0.109*** (0.0344)	-0.0468 (0.0556)	-0.0629** (0.0264)	-0.0421 (0.0418)
Age 25–34	0.0263 (0.0326)	0.00603 (0.0480)	-0.00815 (0.0223)	0.0204 (0.0386)
Age 35–45 (baseline)	0	0	0	0
Flexible hours	0.0191* (0.0109)	0.0184 (0.0153)	0.0127 (0.00827)	0.0207 (0.0129)
Flexible hours 15–24	-0.00932 (0.0167)	0.0168 (0.0276)	-0.00764 (0.0128)	0.0235 (0.0219)
Flexible hours 25–34	-0.0137 (0.0202)	-0.0227 (0.0343)	-0.00471 (0.0150)	-0.0164 (0.0276)
Flexible hours 35–45 (baseline)	0	0	0	0
Maternity leave	0.0162 (0.0129)	-	0.0217** (0.0103)	-
Maternity leave 15–24	-0.0252 (0.0260)	-	-0.0187 (0.0186)	-
Maternity leave 25–34	-0.0263 (0.0269)	-	-0.0437** (0.0193)	-
Maternity leave 35–45 (baseline)	0	-	0	-
Paid maternity leave	-	0.00568 (0.0193)	-	0.0314** (0.0143)
Paid maternity leave 15–24	-	0.0380 (0.0415)	-	0.0139 (0.0307)
Paid maternity leave 25–34	-	0.0503 (0.0363)	-	-0.0225 (0.0270)
Paid maternity leave 35–45 (baseline)	-	0	-	0

	Pregnant in the last 12 months		Birth in the last 12 months	
	Model 1	Model 2	Model 3	Model 4
Unpaid maternity leave	-	0.00236 (0.0161)	-	0.0174 (0.0129)
Unpaid maternity leave 15–24	-	-0.0462 (0.0356)	-	-0.0279 (0.0199)
Unpaid maternity leave 25–34	-	-0.000307 (0.0403)	-	-0.0768** (0.0341)
Unpaid maternity leave 35–45 (baseline)	-	-	-	-
Home-based work	0.0127 (0.0125)	-0.0268 (0.0187)	0.0281*** (0.0101)	-0.0232 (0.0159)
Home-based work 15–24	-0.0284 (0.0296)	0.0726 (0.0515)	-0.0301 (0.0219)	0.0764** (0.0362)
Home-based work 25–34	-0.0133 (0.0252)	0.0662* (0.0399)	-0.0267 (0.0198)	0.000565 (0.0318)
Home-based work 35–45 (baseline)	-	-	-	-
Part-time arrangements	-0.00774 (0.0118)	-0.0115 (0.0166)	-0.00138 (0.00958)	0.00656 (0.0135)
Part-time arrangements 15–24	0.0144 (0.0193)	-0.00252 (0.0269)	0.00617 (0.0143)	-0.00366 (0.0218)
Part-time arrangements 25–34	0.0215 (0.0240)	0.0367 (0.0390)	0.0308 (0.0195)	0.0104 (0.0326)
Part-time arrangements 35–45 (baseline)	-	-	-	-

	Pregnant in the last 12 months		Birth in the last 12 months	
	Model 1	Model 2	Model 3	Model 4
Child-care facilities	-0.0193 (0.0150)	-0.0135 (0.0196)	0.00417 (0.0133)	0.00439 (0.0180)
Child-care facilities 15–24	0.0346 (0.0327)	-0.00494 (0.0570)	-0.0201 (0.0196)	-0.0489 (0.0330)
Child-care facilities 25–34	0.0127 (0.0307)	0.0333 (0.0505)	-0.0323 (0.0267)	0.0254 (0.0377)
Child-care facilities 35–45 (baseline)	-	-	-	-
Care leave entitlements	-0.00966 (0.0133)	-0.00731 (0.0187)	-0.0129 (0.0108)	-0.0277* (0.0155)
Care leave entitlements 15–24	0.00231 (0.0252)	-0.0105 (0.0373)	0.0156 (0.0187)	-0.0160 (0.0249)
Care leave entitlements 25–34	0.0213 (0.0267)	-0.0390 (0.0424)	0.0356* (0.0205)	0.0780** (0.0326)
Care leave entitlements 35–45 (baseline)	-	-	-	-
Constant	0.187 (0.212)	0.111 (0.468)	0.602*** (0.163)	0.930** (0.399)
Observations	12,137	5,380	12,128	5,376
Number of xwaveid	3,924	2,286	3,925	2,287
R-squared	0.145	0.142	0.109	0.158

Unpaid maternity leave	-	73.33	73.19	74.16	76.85	74.68	75.8	79.06	76.81	74.96	-	-	-	-	-	-	75.43
Unpaid maternity leave 15–24	-	12.54	12.66	4.02	15.68	15.69	15.57	16.18	17	15.73	-	-	-	-	-	-	15.01
Unpaid maternity leave 25–34	-	27.19	24.9	26.53	25.69	24.71	26.36	28.35	27.65	27.72	-	-	-	-	-	-	26.56
Unpaid maternity leave 35–45	-	33.6	35.64	33.6	35.48	34.29	33.88	34.53	32.16	31.51	-	-	-	-	-	-	33.86
Home-based work	-	22.91	22.01	22.64	23.18	22.51	24.9	27.51	26.66	26.57	26.83	27.16	26.3	25.62	26.04	27.09	25.33
Home-based work 15–24	-	1.93	2.22	2.32	3.36	3.02	3.71	4.37	3.85	3.55	3.87	4.35	3.75	3.06	3.59	3.26	3.38
Home-based work 25–34	-	9.22	7.63	7.62	8.26	7.59	9.15	10.39	9.83	10.23	8.78	9.59	9.82	10.3	0.82	11.34	9.45
Home-based work 35–45	-	11.76	12.16	12.7	11.57	11.91	12.03	12.74	12.98	12.79	14.17	13.22	12.73	12.27	11.62	12.48	12.5
Part-time arrangements	-	81.36	79.73	79.75	80.84	77.7	79.74	83.32	80.53	79	79.95	79.57	77.61	78.89	78.44	78.54	79.57
Part-time arrangements 15–24	-	17.71	18.02	18.16	20.82	20.55	20.97	21.55	21.55	20.75	20.55	19.6	20.93	19.98	19.26	18.17	19.88
Part-time arrangements 25–34	-	25.58	24.01	23.8	23.17	22.25	23.15	26.36	24.66	24.61	25.32	26.32	25.55	27.53	29.47	29.51	25.62
Part-time arrangements 35–45	-	38.07	37.69	37.79	36.84	34.9	35.61	35.41	34.32	33.64	34.08	33.64	31.13	31.39	29.71	30.86	34.07
Childcare facilities	-	-	-	-	11.16	8.13	10.3	11.12	9.55	9.3	9.82	8.93	8.85	8.62	9.09	10.09	9.54
Childcare 15–24	-	-	-	-	2.65	1.5	2.34	2.39	1.82	1.93	1.8	1.7	1.34	1.81	1.82	1.56	1.86
Childcare 25–34	-	-	-	-	3.01	2.8	2.9	3.67	3.41	3.36	3.43	3.48	3.2	3.45	3.46	4.26	3.39
Childcare 35–45	-	-	-	-	5.5	3.83	5.07	5.06	4.32	4.02	4.59	3.75	4.32	3.36	3.81	4.26	4.29
Care leave entitlements	-	70.69	69.05	69.61	72.01	70.43	72.25	75.32	72.83	71.49	68.39	67.13	67.03	68.06	67.52	67.9	69.72
Care leave entitlements 15–24	-	11.52	11.99	11.19	13.42	13.07	14.2	14.36	14.46	13.43	12.13	12.53	12.54	12.53	12.04	11.71	12.69
Care leave entitlements 25–34	-	24.11	20.86	22.51	22.9	21.69	23.61	25.62	23.82	24.69	23.81	23.3	24.43	25.98	27.07	26.52	24.21
Care leave entitlements 35–45	-	35.05	26.21	35.9	35.69	35.67	34.44	35.35	34.55	33.37	32.46	31.3	30.06	29.55	28.41	29.67	32.82
Marital status																	
Married	46	44.48	42.65	42.15	40.77	39.6	38.67	37.87	36.58	35.56	36.47	36.32	35.26	35.45	35.28	35.04	38.4
De facto	13.68	14.91	16.31	16.85	17.12	18.2	20.23	19.68	20.11	21.81	21.48	21.39	22.47	22.43	23.07	23.29	19.79

Single	32.25	32.32	33.13	33.53	35.23	35.92	35.47	36.32	37.4	36.92	36.59	36.77	36.87	37.18	36.89	37.17	35.72
Highest level of education																	
Post-graduate- Masters or Doctorate	1.94	2.15	2.57	2.61	2.61	2.83	2.96	3.06	3.05	3.19	3.97	4.58	4.86	5.25	5.65	6.14	3.72
Bachelor or honours	18.93	20.16	20.19	21.24	21.57	21.72	21.6	21.86	21.91	21.88	23.4	23.71	24.31	24.21	24.99	25.33	22.48
Diploma or certificate	19.14	20.14	21.14	21.41	22.51	22.57	22.95	22.8	23.21	23.5	24.81	26.07	26.88	28.22	28.16	29	24.19
Year 12	21.91	29.34	21.19	20.88	20.48	20.58	21.41	21.89	22.55	23.01	22.41	22.43	21.49	20.93	20.63	20.45	21.36
Year 11 and below	38.98	37.2	43.91	33.86	32.83	32.29	31.08	30.39	29.28	28.42	25.41	23.2	22.47	21.38	20.57	19.09	28.24
Country of birth																	
English-speaking	-	6.9	4.97	7.3	4.55	7.4	4.71	5.9	5.16	4.57	7.68	5.64	6.48	6.3	4.24	4.89	5.88
Europe	-	2.22	0.88	1.27	1.14	1.28	0.34	0.69	1.43	1.88	2.04	2.45	1.75	2.02	1.33	2.3	2
Asia	-	7.39	4.09	6.35	3.69	4.34	4.04	5.9	4.01	2.69	11.21	5.64	5.74	5.04	6.9	8.33	6.06
Other overseas	-	2.22	0.58	2.54	4.55	2.55	2.02	2.43	2.29	1.61	4.76	2.45	2.99	1.51	1.86	0.57	3.1
Australia	-	82.02	89.47	83.17	86.36	84.95	89.23	85.76	87.68	89.52	75.27	84.07	83.79	85.64	86.47	83.91	83.41
Occupation																	
Manager	7.71	8.14	8.22	8.47	7.59	7.75	7.96	9.98	8.48	8.35	8.85	8.38	9.69	9.66	9.87	9.67	8.73
Professional	24.87	25.63	25.64	25.62	25.67	25.41	25.77	25.42	25.82	25.86	26.64	26.52	27.37	27.73	27.7	29.28	26.42
Technical and trade	5.44	4.71	4.15	3.86	4.22	3.91	4.11	4.5	5.04	4.55	4.77	4.44	4.35	4.62	4.7	4.98	4.54
Community and personal service	14.46	14.7	15.87	15.35	16	15.92	16.25	15.21	14.46	15.76	15.87	17.05	17.68	18.16	18.5	18.4	16.35
Clerical and administrative	23.55	23.33	22.23	22.67	22.96	22.6	21.21	21.19	21.89	21.39	21.89	21.37	19.52	19.08	18.15	18.31	21.19
Sales	14.53	14.62	15.01	15.95	15.56	15.95	17.1	16.39	17.04	16.8	15.81	15.8	14.63	14.43	13.95	13.36	15.36
Machinery operators and drivers	1.28	1.17	1.09	0.88	1.07	0.96	1.48	0.91	1.33	1.01	1.11	1.04	0.92	0.63	0.98	0.83	1.03
Labourers	8.17	7.69	7.8	7.2	6.93	7.5	6.11	6.4	5.94	6.3	5.07	5.42	5.84	5.69	6.15	5.16	6.38