Balancing Childbearing and Work under Different Labor Market Arrangements:
An Analysis of European Union Countries

Alicia Adsera

Population Research Center, University of Chicago & Department of Economics, University of
Illinois at Chicago

(Preliminary and Incomplete)

Abstract

The ability of markets to accommodate women's labor force transitions in connection to childbirth
and to ease the trade-offs between work and childcare varies significantly within Europe. I use the
1994-2000 waves of the European Community Household panel to estimate both a logit and a
multinomial logit model of the transitions in/out of the labor force, as well as into unemployment of
women after births of different order across 13 countries. Models are estimated at 12, 24 and 36
months after birth. At the individual level, I control for women's and spouse's personal (education)
and employment characteristics (type/length of contract, sector). At the country level, institutional
and economic differences across countries and regions (maternity benefits, size of government
sector, typology of contracts, unemployment) are used. Results shed light on what factors
contribute to balance childbearing with labor market activity.

1. Introduction

The ability of markets to accommodate women's labor force transitions in connection to childbirth and to ease the trade-offs between work and childcare varies significantly within Europe. This question has become particularly relevant in the last two decades when total fertility rates in Europe have plummeted and female labor force participation has increased. In Southern Europe, for example, the total fertility rate averaged around 2.5 by the mid 70s but only about 1.25 by the end of the 1990s . The wide range of labor market arrangements across European countries and the flexibility of a country's market to accommodate women's labor force transitions in connection to childbirth and to ease the trade-offs between work and childcare are crucial to explaining recent fertility trends within European nations (Adsera 2004, Esping-Andersen 1999, Pampel 2001). Interestingly, the fact that female labor force participation and fertility rates have become positively related across developed countries since the mid 1980s seems to indicate that those countries with longer traditions of working women's have institutional structures that unable to balance career and childbearing better.

Previous country-studies already show a wide variety in the degree labor market attachment of women across different countries as well as in the timing of entering the labor force after births of different order. Where maternity benefits are generous or public employment is common, such as in Scandinavia, women predominantly participate before childbirth and easily return to the labor market as benefits stop (Gustafsson et al. 1994). Where benefits are lower but the market accommodates different levels of participation, such as in Great Britain or the Netherlands, women return sooner to work, though in a slightly lower proportion, and, in most cases, progressively increase their weekly hours during the subsequent years (Gustafsson et al.1996). In Southern Europe, those few who, despite employment uncertainty and rigidity in working hours, decide to bear a child either do not withdraw or never re-enter after childbirth (Adam 1996).

In this paper I use the 1994-2000 waves of the European Community Household panel to estimate both a logit and a multinomial logit model of the transitions in/out of the labor force, as well as into unemployment of women after births of different order across 13 countries. I control for women's and spouse's personal and employment characteristics as well as institutional and

economic differences across countries and regions. Results shed light on what factors contribute to balance childbearing with labor market activity.

Section 2 motivates the paper and discusses the main hypothesis on cross-country differences in female labor attachment. Section 3 presents the data and the estimation method. Section 4 discusses the results both from the logit and multinomial logit models. Section 5 concludes.

2. Cross-country differences in female labor attachment.

Motivation

Across Europe, there is a substantial variation on the proportions of women who stay in the workplace immediately after giving birth as well as to those who, eventually, return when children reach school age. What institutional arrangements facilitate or triggered the different patterns of life-cycle transitions is the central issue of this paper.

Table 1 presents data collected from the ISSP Survey on Family and Gender Roles 1994 to show the three broad prototypes of behavior that we find among European women. The survey asks women about their labor force status at different points of their life: after marriage and before children; when a child was under school age; when the youngest child started school and when the household became and empty nest. Before becoming mothers, an overwhelming majority of women in Sweden, the UK and the US work full time and only around 44% of Spaniards do. The proportion of part-timers is relatively similar across all those countries around 11-14%. In households with a preschooler the proportion of full-time working mothers decreases greatly in all countries but only moderately in Spain. The US is the country with the largest share, around 43% but among the Europeans in the table Spain is the leader with 32%. Among those not working full-time, two types of behavior surface. First, in Sweden (and other Northern European countries) a massive proportion of women, around 60%, work part-time but only around a third in the UK. Second, in the UK, and Spain the largest proportion stay at home. Thus, the first impression is that women in Northern Europe are more committed to the market and find it easier to "have it all" when children are very young. However, when children enter compulsory education, women in the UK and in the US return massively to the labor force. Many of them initially work a moderate number of hours but many, eventually, go back to full-time job. The proportions among full-time,

3

part-time and inactivity in Spain hardly change over the life-cycle, if only there is a progressive dripping toward inactivity.[1]

In this paper I only focus on the first transition to motherhood (and subsequent birth). Labor market status of women is analyzed for households with children under school age. In a separate piece, I will analyze the labor market transitions around the time children go to school.

Hypothesis

Some individual characteristics should decisively affect women's labor market attachment around childbirth. Fewer women should still work after the second or third birth than after the first birth. However, among working-women, we may observe fewer exits from work after higher parity births since this be a more committed group of workers to begin with. Women's human capital should be an important determinant in the decision to return to work. Higher educated women should have faster transitions to work. Similarly, older mothers –that are more likely to have higher accumulated experience in the market- should find it easier to sustain employment after giving birth. Spouse's stable employment as well as higher income should slow down entry into the market. Spouse's flexibility in employment, for the same level of earnings, could prove an asset in balancing families with dual-career.

On the side of aggregate economic conditions and institutional arrangements maternity benefits and leave should ease transitions after childbirth. In countries with generous benefits I expect more women returning to work (though later) for countries for countries with more generous leaves. Low unemployment should reduce uncertainty of finding a job after birth and make it easier to combine work and family. In addition to low unemployment rates, certain types of contractual arrangements minimize women's uncertainty when faced with the decision of bearing a child and, potentially, dropping out from the market temporarily. Where part-time arrangements are easily available, women can accommodate different degrees of participation, make their dual roles compatible and increase their certainty of re-employment if they decide to temporarily withdraw from the market – resulting in lower skill depreciation and income losses. Important differences in part-time regulation across Europe are partly responsible for the large differences in the shares of part-time over total employment presented in Appendix A. Overall the share of part-time in total employment

---

[1] The larger inactivity among empty nesters is also partially due to a composition effect of older women who never worked – even though I am only using data of those under 46 years of age.

4

ranges from close to 40% in the Netherlands, to over 20% in the UK and Sweden until a low 7% in Southern Europe.

In countries with more flexible labor markets, smaller government sectors but more availability of part-time jobs such as Netherlands and UK, mothers would enter earlier the labour force than the Scandinavian but they may do it part-time for a while. As a result, in the model of transitions to full-time employment I may not see as many differences with the Northern Europeans. This would be on line of some results in Gustafsson et al. (1996) who found that more British mothers had returned to work after half a year than Swedish but more Swedish than British had returned by the time the child was 3 years old.

The extent to which jobs are protected, and, therefore, eliminate employment uncertainty after childbirth, shapes fertility rates as well. Here, two institutional structures play a key role. On the one hand, even if in Europe most mature workers hold permanent positions protected by high firing costs, young workers have more unstable jobs. Lately, this has been predominantly the case in Southern Europe where, in the presence of high unemployment, young workers were either consigned to precarious short-term contracts or resorted to self- employment. The lack of tenure, benefits and stable earnings that characterize those positions make long-run family financial planning difficult as well as greatly increase expected life-time income losses from women's temporary withdrawals of the labor market. In Southern Europe, particularly in Italy and Spain, the costs of childbearing in terms of loss of present or future income are intensified by high unemployment and rigid labor markets. Mature workers hold permanent and highly protected jobs while the young cohorts experience high turnover rates across precarious jobs in the lower end of a dual market. As a result, young women either become unemployed, and eventually may drop out of the labor force, or stick to their unstable job trading off childbearing for the hope of employment security. In an attempt to increase lifetime income though early skill-acquisition and minimize unemployment risk, young women postpone (or abandon) childbearing. Those few who, despite employment uncertainty and rigidity in working hours, decide to bear a child either do not withdraw or never re-enter after childbirth (Adam 1996). The lack of employment stability among young men reinforces the depressing effect on fertility of this institutional framework. In those countries, I expect to see the following groups of women among those giving birth: (1) those who are outside the labor market and never enter; (2) those who are in stable labor contracts both from

woman and her spouse and reenter after exhausting all their benefits and leave; (3) those who are in precarious jobs who either re-enter immediately or drop out.

On the other hand, government employment constitutes in Europe a unique source of stable jobs that come, hand in hand, with liberal and accommodating parental leave and work schedules. Even if the relevance of public employment is different across genders, since relative pay in the public sector is lower and men do not benefit so extensively from leave programs as women, a spouse with a public sector job is a guarantee of income stability for a household. In countries with a large government sector, such as those in Northern Europe (and, to some extent, France), women predominantly participate before childbirth and easily return to the labor market as benefits stop (Gustafsson et al. 1996). In countries with large government sectors (that provide good benefits and leaves) such as Scandinavia (see Appendix A & B), I expect to see many women working full time and returning to a full time job but only after exhausting all the available (generous) leave (around the time a child is 2 years old). As a result a public sector job should delay but increase the probability of an eventual re-entry. However, the employment information in the paper, as I discuss in detail later, only includes information of existing jobs and does not differentiate whether the woman is actively working or on leave. In that regard, public sector jobs are more likely to be tenured and guaranteed after employment even if women do not start work immediately after birth.

3. Data and Methodology

3.1 Dataset

I use the 1994-2000 waves of the European Community Household Panel Survey (ECHP), a unique dataset produced by the European Union Statistical Office (Eurostat) that presents comparable micro-level (person/households) data on income, living conditions, demography, migration, housing, health and work, for over 60,000 households across the 15 European Union member states. The dataset also includes observations from the household panel from Luxembourg (PSELL) and from the British household panel (BHPS). Since the interviews are conducted simultaneously across all countries and data from national household panels is homogenized to look as the rest of the ECHP, this is a particularly interesting dataset for conducting comparative studies and producing important policy recommendations. The survey does not include exact dates of birth for the children in Germany and Denmark. As a result these countries are not included here.

The 13 countries considered are Netherlands, Belgium, Luxembourg, France, Greece, the UK, Ireland, Italy, Spain, Portugal, Austria, Finland, and Sweden.

The ECHP provides three types of information regarding employment: a) a calendar of activities with monthly labor market status on the year previous to the interview; b) most frequent labor market activity on the year of the interview; c) dates of start and end of current and past jobs. As a result I can reconstruct fairly well an individual's labor history during the years of the interview as well as the most recent months. Since the first wave of the panel was conducted in 1994, the sample is restricted to women who had a birth on or after January 1990 and for whom I have complete information on labor market status immediately before and after the birth.

Table 2 presents the number of observed first, second and third births from 1990 onwards in the sample as well as the percentage of total births from each of the 13 countries. It is interesting to note that the proportions of observations from each country vary with parity as Southern European countries – with low total fertility rates- constitute a much smaller proportion of third births than of either second or first born. Conversely, Northern European countries such as Sweden or Finland and, particularly, Ireland increase their overall weight in the sample of third births.

Employment information as reported in the survey has a shortcoming and the question under analysis is adapted to make the best use of it. Data provides a clear indication as to when a woman obtains a job and when she stops having the position. However, there is no clear difference between "having a job" and effectively working. Even as I analyze the monthly calendar of activities, women do not report temporary leave or time at home as long as they still hold their positions. As a result, a women with guaranteed employment, but on leave, will appear as someone "having a job". In the analysis below, I will distinguish between women who "have a job" –even if they are not currently working-, those who are unemployed and those who are inactive. I will argue that the certainty of reemployment by itself is a crucial element for balancing work and family.

3.2 Estimation Methods

I conduct three types of analysis.

1. Logit to estimate the determinants of who "has a job" before and after childbirth out of all new mothers.

2. Logit to estimate labor market transitions triggered by births of different order among women who "had a job" before the birth.

3. Multinomial Logit of labor market status of those who "had a job" before childbirth. In particular I analyze the transitions from "having a job" into either still having a job (=0), unemployment (=2) or inactivity (=1) a year after births of different order.

Estimates are conducted both with fixed effects (with country dummies) and in a pooled analysis with robust errors clustered by country.

3.3 Covariates

Among covariates considered some are specific to the individual and the rest are time-varying institutional and economic indicators across countries and regions with the purpose to account for different institutional regimes and economic performance during the last decades. For women I control for education, civil status, foreign birth, fertility history, type of employment, and income. For the spouse, education, type of employment and income are included in all estimations. Finally at a country level, female unemployment rate, maternity benefits, shares of part-time, government and self-employment as well as country dummies in fixed-effects models are included.

Education. I distinguish among those with less than upper secondary, upper secondary (the omitted category) and tertiary education. Unfortunately, a continuous variable of education such as years of schooling is not available.

Civil Status The survey distinguishes between marriages and consensual unions. Since information on changes in marital status is only provided yearly, I consider the date of change of civil status to be either the month the individual moves in the household or January of the year the individual indicates that change occurred. The estimates include one covariate for being married.

8

Foreign. A dummy variable is included to denote that an individual was born abroad. The ECHP includes several pieces of information in the migration trajectory of each person surveyed. Since some questions were censored in the data for some countries, we combined different sources to construct this variable. We used information on whether they were born abroad (not readily available for part of Luxembourg and Sweden); whether they were born in the European Union or not (not available for Greece, and the Netherlands); and on their citizenship.

Fertility history. Age at childbirth, twin births and months of previous children at the time of birth are included
.

Personal Employment. Estimates use information on the activity status of both the woman and her spouse, when present. Covariates for working status and unemployment are included and inactivity is the omitted category for men. Among those working I distinguish between those working full or part time, and those who are self-employed. Furthermore I can control for the prevailing type of contract (fixed or permanent as well as its length) and sector (public or private). For spouses I create a covariate for unstable contract if men are working with a contract shorter than 1 year. The employment status of a woman is included only in the analysis of transitions from "having a work" and is lagged 12 or 3 months depending on the analysis.

Income. I include total income information both for the woman and her spouse (if present) available in the survey. Income is transformed to PPP terms for comparability across countries. Income for women is only included when the sample of working women is used and it is lagged one year to avoid capturing changes closely related to childbirth. In alternative specifications (to be included), I use data on whether the individual/household is receiving unemployment benefits or family allowances.

Country Economic Conditions. Female unemployment rates in the country of residence are used to measure the underlying uncertainty in the labor market. Prevalence of self-employment, the share of public sector employment and part time availability (Appendix 5A includes cross-country descriptive data) as well as the weeks and replacement rate of maternity benefits in each country are also included. Most data on the structure of the labor market was obtained from the OECD *Labour Force*

9

Statistics and completed, whenever needed, using national official statistics. I gathered complete series for 1968-2001. The US Department of Health and Human Services regularly publishes *Social Security Programs Throughout the World*, a compendium of social legislation for most world countries. I combined that information with data from the OECD *Jobs Study* (1991), I.L.O (1985) and various issues of the OECD *Employment Outlook* to generate two annual series on maternity benefits since the late 1960s, one with the number of weeks of maternity leave and another with information on replacement rates, a percentage of previous earnings, during maternity leave.

A set of testable hypothesis regarding aggregate labor market opportunities and fertility can be derived from observations in Section 2. Regions with lower unemployment rates, larger public sectors, more availability of part-time, more stable contracts and better provisions for maternity benefits or family allowances should be better environments for balancing work and childbearing.

4. Discussion

4.1 Who are the "career women"?

Tables 3.1 and 3.2 present the labor force status of women before each one of the first three births. The tables distinguish among those who are full-time employed, part-time employed, unemployed or inactive. In addition, the shares of public sector employees and of those working part-time among those employed are provided. Table 3.1 presents data for the first-time mothers both a year before the birth and only 3 months before the birth. There is over 5% of women who had a job a year before the birth but do not have it 3 months prior to it. Thus, some adjustments are already occurring as birth nears. In the case of second and third birth, differences between status at 12 months or 3 months prior to childbirth are not noticeable and only information on the labor market status of women 3 months prior to becoming mothers again is provided in table 3.2. The proportion of those "having a full-time job" 3 months prior to each birth moves down from 42% before the first, to 35% before the second and 30% before the third birth. The proportion of part-timers, however, is pretty stable around 10% in all three cases. The proportion of new mothers that work part-time out of all employed increases from 19% before the first birth to 26% before the third birth. Around 15% of women are unemployed three months before delivery. There are, though, important cross-country differences on these percentages. Finally, the proportion of

employed women who work in the public sector steadily increases from 31%, to 39% and finally to 46% of each of the first births. Interestingly, in countries such as Spain or Italy, where the size of the public sector is relatively moderate, the proportion of new mothers who are public employees is among the highest.

Table 4 presents the transitions in labor market status of women from 3 months prior to birth to 1 year after birth for each one of the first births. It distinguishes among transitions from "had and has a job" (ww), "had a job" but does not have it now (wn), did not and does not have a job (nn) and those who now have a job but did not 3 months prior to birth (nw). As expected, the proportion of women outside of the labor force increases with parity (except for Northern European countries). Transitions out of the labor force are substantially higher after the first birth.

Tables 5.1 to 5.3 present results of a logit analysis of the determinants of "having a job" before and after a birth in the sample of all new mothers. Table 5.1 presents results for first time mothers who either held a position 12 months or 3 months prior to the birth of their first child. Estimates are present both for fixed effects and pooled regressions with robust errors. From an individual perspective, older and more educated women tend to be more attached to the market, whereas foreigners are more likely to be outside work. These effects persist even 3 years after childbirth. A higher spouse's income goes hand in hand with labor market attachment. Assortive mating as well as the ability to pay outside child-care are likely explanations of this phenomenon. A self-employed spouse has a positive effect in the fixed effects model but not in the pooled whereas a lower educated spouse works in the opposite way only in the pooled sample. Women's with an unemployed spouse or an spouse with a contract shorter than one year are less likely to be employed before and after childbirth. With regard to economic conditions, high female unemployment rate lowers the likelihood to have mothers continuously employed, whereas a large share of government employment increases it. Interestingly, maternity benefits appear to enter negatively in the pooled sample. Since we do not have the exact timing for re-entering the labor force, more generous leaves may delay women's effort in finding a new position after childbirth and may also enable women to time subsequent children right after the end of a leave. As I show in the next table this effect does not appear in either the second or the third birth estimates.

Table 5.2 presents similar results after 1 year of a second and a third birth, separately. Again education, age and native birth are determinants of "career women". In this table I include the average months of the other siblings in the household. The older the other children in the family,

the most likely the mother is to be continuously employed. A spouse employed in the public sector, in addition to the other characteristics found in Table 5.1, is positively associated with more active women. Finally, the effect of aggregate economic conditions is similar to that for first births with the exception of maternity benefits.

Table 5.3 presents the determinants of "having a job" before and after any of the first three births both one and three years after delivery. Estimates include a dummy for second and third birth that, as expected, are significantly negative. A multiple birth also decreases a women's attachment to the market. The rest of covariates follow closely results obtained separately for each birth but coefficients have higher levels of significance.

4.2 **Who does keep her job after a birth?**

Tables 6.1 to 6.3 present results of a logit analysis of the determinants of "having a job" 1 year (or 3 years) either the first, second or any of the first three births among those women who held a job before childbirth.

Table 6.1 presents results for first time mothers who either held a position 12 months or 3 months prior to the birth of their first child. Estimates are present both for fixed effects and pooled regressions with robust errors. Women who held a job a year before becoming mothers are more likely to still have a job a year after the birth if they are highly educates, they are older, and they are native born (in the fixed effects model). A twin birth decreases the attachment to the market. With regard to the job they held a year before the birth, they are more likely to continue in employment if that job was in the public sector or in self-employment. A higher spouse income enables women to continue employment more easily after becoming mothers. Again, having a spouse who is unemployed or in a very fragile contractual relation is negative determinant to continuous employment. As I will show in the next subsection, the fact that we are only considering a dual dependent variable or work or not work limits, to some extent, the interpretation of these results. Finally, women in countries with large self-employment and public employment sectors are more likely to continue in employment one year after delivery, whereas those in high unemployment settings are not.

Results for women who held a job 3 months prior to the first birth are presented in columns (3) and (4). They are fairly similar to those in the first columns except for a few covariates. First, there

is no clear effect of foreign origin or of twin birth as the one found when the sample was composed of women working one year before the birth. This indicates, that these women have already dropped as the delivery nears. Second, if woman have a part-time position 3 months before the birth, they are more have a job a year after becoming mothers. The fact that these women have part-time positions at a time close to birth may not indicate low attachment to the market, but, on the contrary, sufficient bargaining power to adapt their contractual relationship to be able to better balance work and childbearing. A separate and closer look at this issue deserves further attention in a separate piece.

Table 6.2 presents logit estimates on the determinants of "having a job" either one or three years after a second birth conditional on "having a job" a year before the birth. Estimates are presented both for fixed effects and pooled regressions with robust errors. After a year of becoming a mother for the second time, a woman is more likely to still be employed is she is relatively old, and if she was previously employed by the public sector or self employed. There is no significant effect of a woman's education in the pooled sample and only the less educated within each country appear to drop at higher rates than the rest. The country of origin does not play a role in second births. Since we observed a negative effect in the first birth, it is likely that many foreign women are not already in the sample and that those who still remain employed before a second child are particularly committed to work. Large government and self-employment sectors are good environments to balance childbearing and family life (in the pooled analysis). A spouse's unemployment is again a negative indicator to women's stable employment.

In columns (3) and (4) in Table 6.2 I present similar estimates for three years after the second birth. Since most European mothers end up having two children, three years after the third birth is a time in many countries with education starting in preschool, where women may rethink their labor market choices. Interestingly, I find a few different results with respect to estimates one year after birth. First, more highly educated women are more likely to be back in the market. Women's education did not show up strongly in columns (1) and (2). Second, the occurrence of a twin seems to have a discouraging long run impact. Spouses of men with higher income tend to stay longer in the house, ceteris paribus, whereas those of lower educated men or men employed in the public sector return to work more frequently. Finally, there is no effect of female unemployment rate.

Table 6.3 presents similar results as those in the previous tables for any of the three births combined. Again, results are presented for one and three years after the births and match closely those in the previous tables.

4.3 Labor Market Status after childbirth: exit to unemployment or to inactivity?

Tables 7.1 and 7.2 present information on the labor market status of women 12 months after each birth if they were immediately previously employed. Tables distinguish among those who still had a job, those who were unemployed and those who dropped out of the labor force. Again, for first birth, data is presented for women who worked one year or 3 months before becoming mothers. Already a substantial adjustment is taking place the months previous to the delivery. For the second or third births this is not the case. Thus, of those who were employed one year before the birth around three-quarter of them are still employed one year after the first birth. Almost 10% are unemployed and around 14% are inactive.

Tables 8.1 to 8.3 present results from a multinomial logit of women 1 year after either the first birth or any of the first three births conditional on "having a job" 1 year (or 3 months in Table 8.2) before the birth. The benchmark category is "having a job". Table 8.1 presents results for those who were employed 12 months before first birth. The benchmark category is still being employed. I differentiate between becoming unemployed or dropping from the labor market completely. Unemployment is more likely if a woman is poorly educated, foreign, young, her spouse is also unemployed or has a very fragile contractual relationship and if she lives in a country with rampant unemployment. The odds for unemployment are lower if her previous work was either in the public sector or on self-employment, if she lives in a country with a large government sector and if her spouse's earnings are relatively high. Regarding transitions into unemployment one comment is necessary. When we observe transitions into unemployment we cannot distinguish whether they are voluntary and/or whether they are chosen over inactivity as a means to cash generous unemployment benefits. I plan to include data on family receipts of unemployment in each country to better distinguish these two types of behavior.

Inactivity is more likely if a woman has less than upper secondary education, is young, is a foreigner, or has had a twin birth. Further, she is less likely to stay home if she worked for the government or is self-employed, if her husband's earnings are high. However, spouse's tertiary education and self-employed seem to favor home-makers. Overall, in countries with smaller proportions of public employees and high unemployment rates there is a higher likelihood to be inactive.

Table 8.2 present results for first-time mothers who had a job 3 months before first birth Results are similar to those on Table 8.1 except: (a) a lower effect of both foreign origin and twin birth in exit. This may indicate that those that are ready to exit have done it before 3 months prior to the birth. (b) Women's part time lowers exit to inactivity. This may include a sample of women who already adapted to their new environment. Table 8.3 presents similar results for any birth occurrence.

5. Conclusions

In this paper I analyze the effect of institutional differences or family regimes on transitions after birth. Understanding what labor market institutions affect most decisively the ease labor market transitions triggered by births of different order should help to account for different fertility rates across European countries. Across OECD nations during the last three decades whenever unemployment is low and institutions easily accommodate the entry-exit of the labor market, fertility rates are closer to replacement rate (Adsera 2004). Results in this paper confirm previous findings.

In flexible labor markets that accommodate different degrees of participation, such as the UK or the Netherlands, women leave the market to rear children but uncertainty of employment when they reenter is low thank to both the relatively low unemployment rate and the easiness to find part-time employment. Alternatively, countries with a large government sector, such as Northern Europe (and, to some extent, France), whose liberal leave programs and job security reduce the opportunity costs of childbearing. Women keep their jobs throughout generous leaves and come back readily to the market. High unemployment and a large share of fixed-term (unstable) contracts, common features to Southern European labor markets, both discourage exit from the market and make re-entry a difficult enterprise.

In a separate piece I am studying which women are still attached to the labor market by the time children reach school age as well as which do re-enter the market at that time. In line of patterns found in Table 1, I expect to see an increase relevance of part-time on these transitions.

References

Adsera A., Labor Martek Performance and the Timing of Births. A Comparative Analysis across European Countries, mimeo, Population Research Center, University of Chicago, 2003.

Adsera, A., The Impact of Education and Economic Conditions on Marriage and Fertility. A Comparative Analysis of the 1985 and 1999 Spanish Surveys, mimeo, University of Illinois at Chicago, 2002.

Adsera, A.. Changing Fertility Rates in Developed Markets. The Impact of Labor Market Institutions, *Journal of Population Economics*, January 2004.

Adam, P., Mothers in an insider-outsider economy: The puzzle of Spain, *Journal of Population Economics* 9, p.301-323, 1996.

European Community Household Panel 1994-2000 Waves, Eurostat, Luxembourg.

Esping-Andersen, G. *Social Foundations of Postindustrial Economies*. Oxford: Oxford University Press 1999.

Gustafsson, S. and Jacobsson, R., Trends in Labor Force Participation in Sweden, *Journal of Labor Economics* 3, p.S256-274, 1985.

Gustafsson, S. and F. Stafford, *Three Regimes of Child Care: The United States, the Netherlands, and Sweden, in Rebecca M. Blank, Social Protection versus Economic flexibility. Is There a Trade-off?,* The University of Chicago Press, Chicago and London 1994.

Gustafsson, S., Wetzels, C., Vlasblom, J.D. and Dex, S., Women's labor force transitions in connection with childbirth: A panel data comparison between Germany, Sweden and Great Britain, *Journal of Population Economics* 9, p.223-246, 1996.

Hoem, B. and J. Hoem, The Impact of Women's Employment on Second and Third Births in Modern Sweden, *Population Studies* 43, p. 47-67, 1989.

Kalwij, A. S., The Effects of Female Employment Status on the Presence and Number of Children, *Journal of Population Economics* 13, p.221-239, 2000.

Leibowitz, A. J.A. Klerman and L. Waite,, Employment of New Mothers and Child Care Choices. Differences by Children's Age, *The Journal of Human Resources* Vol. 27, p. 112-133, .

Mincer, J. and S. Polachek, Family Investments in Human Capital: Earnings of Women, *Journal of Political Economy* 82, p. S76-S108, 1974.

Mincer, J. and H. Ofek, Interrupted Work Careers, *Journal of Human Resources* 17, p.3-24, 1982.

Nakamura, A. and M. Nakamura, Predicting Female Labor Supply: Effects of Children and Recent Work Experience, The Journal of Human Resources Vol. 29, N.2, p. 304-327, Spring 1994.
OECD, *Education at a Glance*, Paris 2001.

Pampel, F., *Institutional Context of Population Change. Patterns of Fertility and Mortality across High-Income Nations*, The University of Chicago Press, 2001.

Polachek, S., Occupational Self-Selection: A Human Capital Approach to Sex Differences in Occupational Structure, *Review of Economics and Statistics*, p.60-69, February 1981.

Ronsen, M. and Sundstrom, M., Maternal employment in Scandinavia: A comparison of the after-birth employment activity of Norwegian and Swedishwomen, *Journal of Population Economics* 9, p.267-285, 1996.

Table 1. Percentage of women under 46 years according to labor market status.

	Work Full Time	Work Part Time	Stay Home	N.Obs.
a) After marriage & before having children?				
Spain	44.4	12.9	42.7	628
Sweden	79.5	14.0	6.5	322
United Kingdom	73.9	12.3	13.8	276
United States	72.7	11.4	15.9	458
b) When a child was under school age?				
Spain	32.0	15.0	53.0	628
Sweden	24.0	60.7	15.3	333
United Kingdom	21.6	32.9	45.6	283
United States	43.0	24.5	32.5	465
c) After youngest child started school?				
Spain	36.2	17.9	45.9	547
Sweden	32.6	62.4	5.1	178
United Kingdom	24.8	52.9	22.3	206
United States	58.0	23.3	18.8	352
d) After children left home?				
Spain	31.2	5.9	62.9	170
Sweden	73.7	21.1	5.3	38
United Kingdom	45.6	36.8	17.5	57
United States	68.7	14.8	16.5	115

Note: Compiled from ISSP Survey on Family and Gender Roles 1994

Table 2. Number of births of different order from 1990 per country.

	First	% First	Second	% Second	Third	% Third
Netherlands	829	7.08	755	8.03	288	7.68
Belgium	509	4.35	449	4.77	195	5.2
Luxembourg	613	5.23	480	5.1	196	5.23
France	1,075	9.18	853	9.07	350	9.34
United Kingdom	1,334	11.39	1,108	11.78	464	12.38
Ireland	565	4.82	462	4.91	342	9.12
Italy	1,264	10.79	806	8.57	230	6.14
Greece	741	6.33	589	6.26	147	3.92
Spain	1,029	8.79	766	8.14	188	5.02
Portugal	848	7.24	497	5.28	154	4.11
Austria	498	4.25	413	4.39	162	4.32
Finland	620	5.29	568	6.04	306	8.16
Sweden	1,787	15.26	1,659	17.64	726	19.37
Total	11,712	100	9,405	100	3,748	100

Table 3.1 Labor force status of women before first birth.

	% Of all				% Of employed		N. Obs
	Full-time	Part-time	Unemployed	Inactive	Public Sector	Part-time	
a) 12 months prior to first birth							
Netherlands	23.3	34.4	12.7	29.6	30.9	59.6	622
Belgium	55.9	18.5	14.1	11.5	36.5	24.9	383
Luxembourg	46.7	5.0	2.6	45.7	20.3	9.6	381
France	53.7	13.2	16.0	17.0	31.0	19.8	823
United Kingdom	48.9	8.1	7.5	35.4	26.5	14.3	945
Ireland	47.8	14.8	12.8	24.6	26.0	23.6	406
Italy	42.0	7.3	23.9	26.7	27.5	14.9	980
Greece	44.0	4.0	20.2	31.8	23.5	8.3	550
Spain	40.5	7.1	28.4	24.0	25.6	14.9	804
Portugal	58.2	2.9	14.2	24.7	22.0	4.8	684
Austria	58.4	11.7	5.5	24.4	27.4	16.7	401
Finland	45.7	4.3	13.6	36.4	41.3	8.7	484
Sweden	46.5	9.3	0.3	44.0	46.3	16.6	1177
Total	46.5	10.4	13.4	29.7	30.6	18.3	8640
b) 3 months prior to first birth.							
Netherlands	19.9	33.4	18.3	28.5	30.7	62.7	710
Belgium	52.6	17.5	18.0	11.8	36.6	25.0	416
Luxembourg	46.2	4.0	2.9	46.9	20.4	8.0	448
France	52.0	12.4	19.0	16.6	29.9	19.2	873
United Kingdom	38.1	6.9	10.0	45.0	30.1	15.3	1087
Ireland	42.3	13.3	14.6	29.8	26.3	23.9	459
Italy	40.7	6.8	25.6	27.0	27.1	14.3	1050
Greece	38.3	3.7	21.5	36.5	25.1	8.9	587
Spain	34.6	5.6	35.3	24.5	29.8	13.9	861
Portugal	56.2	3.8	17.6	22.4	22.8	6.4	729
Austria	47.1	10.0	11.3	31.6	28.7	17.4	452
Finland	42.3	3.9	19.8	34.0	37.8	8.4	515
Sweden	42.7	8.5	0.5	48.3	46.0	16.5	1299
Total	41.9	9.7	16.3	32.1	31.1	18.7	9486

Table 3.2 Labor force status of women 3 months prior to second or third birth.

	% Of all				% Of employed		N. Obs
	Full-time	Part-time	Unemployed	Inactive	Public Sector	Part-time	
Second Birth							
Netherlands	6.5	23.4	34.8	35.3	36.5	78.3	632
Belgium	46.1	21.5	19.7	12.7	39.9	31.8	330
Luxembourg	24.3	3.2	3.6	68.9	22.1	11.7	280
France	48.3	17.3	14.8	19.7	35.3	26.4	636
United Kingdom	20.3	9.4	8.0	62.3	36.2	31.7	827
Ireland	32.9	14.7	8.4	43.9	36.4	30.9	346
Italy	36.6	6.2	21.6	35.7	37.5	14.4	617
Greece	38.1	5.3	17.7	39.0	34.9	12.2	436
Spain	26.4	5.6	29.9	38.0	29.9	17.5	605
Portugal	56.9	3.3	15.8	24.0	30.8	5.4	367
Austria	35.6	14.8	9.2	40.3	30.0	29.4	357
Finland	43.6	2.7	17.6	36.2	48.1	5.8	450
Sweden	47.2	11.1	0.4	41.3	52.1	19.0	1080
Total	35.1	10.9	15.1	38.9	38.8	23.7	6963
Third Birth							
Netherlands	4.2	18.2	36.9	40.7	47.2	81.1	236
Belgium	34.7	21.3	27.3	16.7	40.5	38.1	150
Luxembourg	13.5	4.5	1.5	80.5	16.7	25.0	133
France	34.6	16.0	17.8	31.6	40.4	31.6	269
United Kingdom	12.1	9.4	7.5	71.0	36.3	43.8	372
Ireland	23.0	10.8	8.3	57.9	39.4	31.9	278
Italy	33.6	6.2	17.1	43.2	48.3	15.5	146
Greece	32.4	7.2	21.6	38.7	27.3	18.2	111
Spain	19.6	2.9	37.0	40.6	41.9	12.9	138
Portugal	45.5	7.1	18.2	29.3	25.0	13.5	99
Austria	33.8	9.8	7.5	48.9	37.9	22.4	133
Finland	53.6	3.2	11.3	31.9	52.5	5.7	248
Sweden	49.4	13.2	0.6	36.8	61.4	21.1	476
Total	30.5	10.8	13.9	44.7	45.9	26.1	2789

Table 4 Transitions in labor market status from 3 months prior to birth to 12 months after birth.

	% Work		Transitions				
	3 bef	12 aft	ww	wn	nn	nw	N.
Austria							
First	57.1	51	48.5	8.6	38.7	4.2	452
Second	50.4	43.1	40.9	9.5	44.3	5.3	357
Third	43.6	37.2	35.3	8.3	50.4	6	133
Belgium							
First	70.2	67.3	64.8	5.3	26	3.9	415
Second	67.6	66.6	63.9	3.6	30	2.4	330
Third	56	53	53.3	2.7	43.3	0.7	150
Finland							
First	46.2	36	32.9	13.2	49.4	4.5	514
Second	46.2	38.3	37.4	8.7	50.3	3.6	449
Third	56.9	47.2	47	9.7	39.7	3.6	247
France							
First	64.4	64.4	59.2	5.2	29.3	6.3	873
Second	65.6	59.5	58.6	6.9	32.2	2.2	636
Third	50.6	45.7	46.1	4.5	48.3	1.1	269
Greece							
First	42.1	37.9	34.4	7.7	53.8	4.1	587
Second	43.3	36.8	36.1	7.1	54.5	2.3	435
Third	39.6	37.5	34.2	5.4	55.9	4.5	111
Ireland							
First	55.6	47.7	43.2	12.2	41.5	3.1	458
Second	47.7	40.9	39.6	8.1	51.7	0.6	346
Third	33.8	30.7	27.8	5.8	65.3	1.1	277
Italy							
First	47.4	44.1	40.8	6.7	48.8	3.8	1,050
Second	42.8	40.6	38.7	4.1	54.8	2.4	617
Third	39.7	35.8	33.6	6.2	59.6	0.7	146
Luxembourg							
First	50.2	40.8	36.2	14.1	40.6	9.2	448
Second	27.5	27.6	20.8	6.5	62.7	10	279
Third	18	19.1	14.3	3.8	76.7	5.3	133
Netherlands							
First	53.2	40.5	37	16.2	41.8	4.9	710
Second	29.9	28.5	25.8	4.1	66.3	3.8	632
Third	22.5	21.8	19.9	2.5	76.3	1.3	236
Portugal							
First	60.1	59.7	51.5	8.5	31.6	8.4	728
Second	60.2	55.6	53.7	6.3	36.2	3.8	365
Third	52.5	50	45.5	7.1	42.4	5.1	99
Spain							
First	40.2	34.5	30.7	9.4	55.7	4.2	860
Second	32.1	26.6	24.7	7.3	66.1	2	604

Third	22.5	19.2	17.4	5.1	75.4	2.2	138
Sweden							
First	51.2	49.4	50.5	0.7	44	4.8	1,299
Second	58.3	51.2	58.1	0.2	40.4	1.3	1,080
Third	62.6	56	62.4	0.2	36.1	1.3	476
United Kingdom							
First	45	34.2	27.3	17.6	50	5.1	1,086
Second	29.7	19.8	18.4	11.4	68.8	1.5	827
Third	21.5	14.4	11.8	9.7	77.2	1.3	372
Total							
First	51.6	46.1	42.4	9.1	43.4	5.1	9,480
Second	46	40.4	39.9	6	51.3	2.7	6,957
Third	41.3	36.8	36.1	5.2	56.6	2.1	2,787

Table 5.1 Logit on the determinants of "having a job" 12 before and either 12 or 36 months after the first birth in the sample of all new mothers.

	1 year after birth		3 years after birth	
	Fixed Effects	Pooled	Fixed Effects	Pooled
Woman				
Wom. Tertiary Ed.	0.470996	0.448592	0.450901	0.443093
	7.5	3.55	7.22	3.46
Wom. Less Up Second. Ed.	-0.53642	-0.42146	-0.54391	-0.41259
	-8.52	-2.8	-8.63	-2.79
Age at Birth	0.070719	0.07409	0.063998	0.067359
	12.73	6.38	11.58	5.61
Foreigner	-0.5586	-0.55134	-0.45731	-0.47732
	-6.25	-5.06	-5.15	-4.33
Married	0.282326	0.303444	0.231704	0.277218
	4.22	2.35	3.48	2.13
Twin	-0.00494	-0.02398	0.060496	0.039227
	-0.02	-0.13	0.31	0.2
Spouse				
Sp. Tertiary Ed.	-0.0863	-0.08813	-0.00769	-0.01001
	-1.34	-1.16	-0.12	-0.15
Sp. Less Up. Second.Ed.	-0.00992	0.120075	0.037585	0.17371
	-0.16	1.49	0.6	1.87
Log Sp. Income	0.047822	0.033526	0.03447	0.020275
	7.23	2.41	5.24	1.63
Sp. Unemp.	-0.72084	-0.79202	-0.73387	-0.80403
	-6.8	-9.3	-6.88	-9.77
Sp. Public Sect.	0.084055	0.113363	0.10573	0.12967
	1.09	0.83	1.39	0.9
Sp. Self Emp.	0.23249	0.219478	0.171558	0.161101
	2.86	1.37	2.12	0.99
Sp. Unstable contract	-0.7087	-0.72774	-0.69188	-0.70851
	-11.28	-1.66	-11.03	-1.61
Country				
Maternity Wks x rep rate	-0.01359	-0.04208	-0.01151	-0.04109
	-1.39	-3.33	-1.18	-3.35
% Part-time	-0.01306	-0.01393	-0.02157	-0.0176
	-0.56	-0.69	-0.94	-0.85
% Self-emp.	0.090545	0.000805	0.083977	0.001851
	4.57	0.11	4.26	0.23
% Gov emp	0.079606	0.109466	0.090339	0.109199
	3.83	5.61	4.37	5.5
Fem.Unemp. rate	-0.20963	-0.05434	-0.20979	-0.05258
	-13.9	-3.6	-14	-3.39
Netherlands	-2.26261		-1.94123	
	-2.68		-2.31	

Belgium	-2.01356		-1.84234	
	-2.69		-2.47	
Lux.	-3.133		-3.04053	
	-6.1		-5.92	
France	-1.24604		-1.17966	
	-1.71		-1.62	
UK	-3.62422		-3.37143	
	-4.83		-4.5	
Ireland	-2.37728		-2.15679	
	-3.43		-3.12	
Italy	-3.47965		-3.15969	
	-3.85		-3.51	
Greece	-4.71714		-4.26946	
	-4.68		-4.25	
Spain	-0.4528		-0.16135	
	-0.69		-0.25	
Portugal	-3.97406		-3.67391	
	-4.84		-4.48	
Austria	-3.349		-3.26038	
	-5.08		-4.96	
Finland	-2.83133		-2.74229	
	-3.74		-3.63	
Sweden	-2.60283		-2.70463	
	-2.73		-2.85	
Constant		-2.88456		-2.72355
		-5.62		-5.44
LogLikelihood	**-5090.19**	**-5270.16**	**-5115.27**	-5289.27
N.Obs	8630	8630	8639	8639

Table 5.2 Logit on the determinants of "having a job" 12 before and 12 months after either the second or third births in the sample of all new mothers.

	Second Birth		Third Birth	
	Fixed Effects	Pooled	Fixed Effects	Pooled
Woman				
Wom. Tertiary Ed.	0.559825	0.562033	0.830891	0.756712
	7.23	4.39	6.38	5.02
Wom. Less Up Second Ed.	-0.64646	-0.49049	-0.71608	-0.61529
	-8.24	-2.88	-5.45	-2.9
Age at Birth	0.054693	0.062183	0.038167	0.050873
	7.02	3.57	2.78	2.59
Foreigner	-0.33856	-0.33506	-0.33445	-0.37754
	-3.21	-2	-1.91	-1.67
Married	0.208125	0.164958	0.172678	0.129455
	2.17	1.92	1	0.9
Avg months of sibilings	0.002221	0.00137	0.00438	0.003092
	2.19	1.22	2.84	1.64
Twin	-0.20763	-0.18841		
	-0.7	-0.53		
Spouse				
Sp. Tertiary Ed.	0.004692	0.025456	0.00607	0.063162
	0.06	0.25	0.05	0.49
Sp. Less Up. Second Ed.	-0.09422	0.144802	0.211006	0.362762
	-1.21	1.28	1.65	3.04
Log Sp. Income	0.059755	0.038494	0.033834	0.038171
	6.25	1.78	2.14	1.83
Sp. Unemp.	-0.66856	-0.75429	-0.47833	-0.52267
	-4.3	-3.71	-2.02	-1.95
Sp. Public Sect.	0.264123	0.305876	0.350645	0.410054
	2.8	2.19	2.24	2.5
Sp. Self Emp.	0.347666	0.30665	0.363414	0.433177
	3.64	2.09	2.38	2.05
Sp. Unstable contract	-0.82928	-0.9049	-0.99425	-1.0529
	-9.67	-1.39	-6.67	-1.38
Country				
Maternity Wks x rep rate	0.015906	-0.01672	0.020045	0.000143
	1.12	-0.93	0.93	0.01
% Part-time	-0.00731	-0.02774	0.023977	-0.03716
	-0.23	-0.9	0.48	-1.14
% Self-emp.	0.069824	0.017521	-0.04441	0.025459
	2.5	1.78	-0.84	2.59
% Gov emp	0.054093	0.116033	0.066224	0.120795
	1.93	4.5	1.31	4.71
Fem.Unemp. rate	-0.26336	-0.0623	-0.21988	-0.07865
	-14.45	-2.65	-8.01	-2.54

Netherlands	-2.21204		-2.66169	
	-1.92		-1.34	
Belgium	-0.99796		-0.43172	
	-0.94		-0.22	
Lux.	-3.64602		-3.6414	
	-5.14		-2.87	
France	-0.3998		-0.67161	
	-0.39		-0.36	
UK	-3.82104		-3.90381	
	-3.6		-2.06	
Ireland	-1.36923		-0.51201	
	-1.37		-0.28	
Italy	-2.03901		0.485571	
	-1.52		0.19	
Greece	-3.11604		1.437984	
	-2.07		0.51	
Spain	1.311208		2.210892	
	1.34		1.25	
Portugal	-2.79195		-0.65368	
	-2.33		-0.29	
Austria	-3.25145		-2.49188	
	-3.43		-1.44	
Finland	-2.25155		-1.63233	
	-2.03		-0.83	
Sweden	-2.19499		-2.36941	
	-1.61		-0.98	
Constant		-3.72005		-4.24684
		-3.89		-3.59
LogLikelihood	**-3411.54**	**-3648.39**	**-1272.77**	**-1350.55**
N.Obs	6296	6296	2549	2549

Note: Logit estimates. Robust errors clustered by country.

Table 5.3 Logit on the determinants of "having a job" before and after a birth in the sample of all new mothers.

	1 year after birth		3 years after birth	
	Fixed Effects	Pooled	Fixed Effects	Pooled
Woman				
Wom. Tertiary Ed.	0.54633	0.536468	0.561378	0.56843
	12.08	4.51	12.46	5.2
Wom. Less Up Second Ed.	-0.61126	-0.47764	-0.62442	-0.47285
	-13.43	-3.12	-13.67	-3.2
Age at Birth	0.062323	0.067615	0.05298	0.058525
	14.65	5.06	12.5	4.72
Foreigner	-0.44985	-0.45817	-0.38882	-0.41553
	-7.19	-3.82	-6.21	-3.43
Married	0.211413	0.209116	0.195599	0.213181
	4.12	2.29	3.82	2.6
Second	-0.45962	-0.45111	-0.45227	-0.45263
	-8.99	-3.54	-8.84	-3.77
Third	-0.84398	-0.81201	-0.86077	-0.84895
	-11.16	-3.72	-11.35	-3.83
Avg months of sibilings	0.001907	0.001046	0.002249	0.001495
	2.52	1.02	2.97	1.38
Twin	0.200135	0.197326	0.1936	0.196406
	1.51	1.95	1.46	1.76
Spouse				
Sp. Tertiary Ed.	-0.04318	-0.0306	-0.00683	0.014604
	-0.94	-0.41	-0.15	0.21
Sp. Less Up. Second Ed.	0.001112	0.174667	0.047079	0.228546
	0.02	2.15	1.05	2.66
Log Sp. Income	0.048789	0.034734	0.032994	0.01873
	9.67	2.15	6.56	1.22
Sp. Unemp.	-0.68702	-0.75326	-0.66651	-0.74035
	-8.38	-8.12	-8.1	-7.8
Sp. Public Sect.	0.181005	0.216327	0.190327	0.219049
	3.28	1.67	3.45	1.65
Sp. Self Emp.	0.285836	0.277565	0.230946	0.22013
	5.04	1.9	4.07	1.43
Sp. Unstable contract	-0.79015	-0.81865	-0.7724	-0.80516
	-16.72	-1.55	-16.29	-1.51
Country				
Maternity Wks x rep rate	0.000658	-0.02494	0.001773	-0.02365
	0.09	-1.75	0.24	-1.69
% Part-time	0.006825	-0.02279	-0.0069	-0.02553
	0.41	-0.9	-0.41	-1.01
% Self-emp.	0.073989	0.010751	0.070096	0.010758

	4.92	1.24	4.67	1.18
% Gov emp	0.064682	0.110179	0.067248	0.109161
	4.22	4.98	4.41	4.96
Fem.Unemp. rate	-0.23706	-0.06158	-0.23313	-0.0596
	-22.77	-2.96	-22.5	-2.77
Netherlands	-2.3995		-1.79713	
	-3.83		-2.88	
Belgium	-1.39238		-1.01653	
	-2.45		-1.79	
Lux.	-3.20767		-2.86113	
	-8.31		-7.42	
France	-0.68912		-0.33776	
	-1.25		-0.61	
UK	-3.73421		-3.14946	
	-6.56		-5.54	
Ireland	-1.81707		-1.5328	
	-3.43		-2.89	
Italy	-2.40033		-1.96639	
	-3.42		-2.81	
Greece	-3.38605		-2.93407	
	-4.3		-3.73	
Spain	0.753869		1.120011	
	1.48		2.21	
Portugal	-3.05989		-2.60203	
	-4.84		-4.12	
Austria	-3.0637		-2.75089	
	-6.08		-5.48	
Finland	-2.14054		-1.82677	
	-3.67		-3.14	
Sweden	-2.21446		-1.9009	
	-3.05		-2.63	
Constant		-3.06496		-2.82932
		-4.39		-4.3
LogLikelihood	**-9934.5**	-10436.1	-9948.48	-10414.7
N.Obs	**17586**	**17586**	17604	17604

Note: Logit estimates. Robust errors clustered by country.

Table 6.1 Logit on the determinants of "having a job" 12 months after the first birth conditional on "having a job" either 12or 3 months prior to the birth.

	Job 12 months before		Job 3 months before	
	Fixed effects	Pooled	Fixed Effects	Pooled
Woman				
Wom. Tertiary Ed.	0.344966	0.304663	0.467903	0.402256
	3.29	2.04	4.21	2.53
Wom. Less Up Second. Ed.	-0.50794	-0.28926	-0.27611	-0.19419
	-5.02	-2.15	-2.57	-1.63
Age at Birth	0.064381	0.077122	0.036926	0.043425
	6.86	6.38	3.71	3.73
Foreigner	-0.41745	-0.14276	-0.12816	0.040904
	-2.75	-0.51	-0.79	0.17
Married	0.000126	-0.08762	0.062113	-0.1035
	0	-0.56	0.59	-0.62
Twin	-0.44095	-0.46344	-0.23088	-0.13092
	-1.47	-1.99	-0.65	-0.48
Log. W. Income -1yr	0.003023	0.003691	0.008038	0.020571
	0.24	0.14	0.65	0.8
W. Public Sect. –1yr	0.920997	0.964417	0.955559	0.971667
	8.79	4.61	8.42	5.06
W. Self Emp. –1yr	0.466429	0.351537	0.426461	0.335776
	2.9	1.41	2.56	1.6
W. Part-time –1yr	0.104241	0.248867	0.280857	0.397874
	0.98	1.02	2.42	1.73
Spouse				
Sp. Tertiary Ed.	-0.08794	-0.10779	-0.04179	-0.09815
	-0.83	-1.31	-0.37	-1.36
Sp. Less Up. Second.Ed.	-0.16921	0.070757	-0.02465	0.056126
	-1.68	0.72	-0.24	0.64
Log Sp. Income	0.0616	0.057242	0.038174	0.034702
	5.77	2.99	3.45	1.97
Sp. Unemp.	-0.51797	-0.61524	-0.33758	-0.43789
	-3.32	-7.99	-1.94	-2.9
Sp. Public Sect.	-0.08364	-0.05365	0.042902	0.04165
	-0.69	-0.39	0.32	0.33
Sp. Self Emp.	-0.10218	-0.1257	-0.14523	-0.14772
	-0.82	-1.58	-1.09	-1.66
Sp. Unstable contract	-0.02629	-0.16432	0.012225	-0.07249
	-0.25	-1.38	0.11	-0.4
Country				
Maternity Wks x rep rate	0.027391	-0.02037	0.024003	-0.02166
	1.16	-0.68	0.98	-0.91
% Part-time	-0.02767	0.002918	0.019107	-0.01539
	-0.71	0.1	0.46	-0.71

% Self-emp.	0.100006	0.030628	0.064131	0.030036
	3.37	2.28	1.94	3.16
% Gov emp	0.013698	0.156643	-0.0215	0.145066
	0.44	5.05	-0.65	5.78
Fem.Unemp. rate	-0.10867	-0.03814	-0.0902	-0.03365
	-4.41	-2.83	-3.44	-4.12
Netherlands	-1.26851		-1.61049	-2.41869
	-0.97		-1.15	
Belgium	-1.088		0.285122	
	-0.96		0.24	
Lux.	-1.90568		-1.12428	
	-2.24		-1.27	
France	0.119962		1.17095	
	0.1		0.97	
UK	-2.71569		-2.05085	
	-2.35		-1.66	
Ireland	-2.06962		-0.84711	
	-1.99		-0.76	
Italy	-2.85673		-0.82115	
	-2.04		-0.55	
Greece	-4.55801		-1.92482	
	-3		-1.16	
Spain	-1.45344		0.187771	
	-1.41		0.17	
Portugal	-2.52082		-0.81376	
	-1.96		-0.6	
Austria	-2.33164		-0.32812	
	-2.23		-0.3	
Finland	-3.01321		-1.24689	
	-2.17		-0.86	
Sweden	2.091936		2.246734	
	1.19		1.27	
Constant		-4.00925		-3.83
		-4.19		0
LogLikelihood	-2088.04	-2257.19	-1905.95	-2013.43
N.Obs	4904	4904	4885	4885

Note: Logit estimates. Robust errors clustered by country.

Table 6.2 Logit on the determinants of "having a job" either 12 or 36 months after the second birth conditional on "having a job" 12 months prior to the birth.

	1 year after birth		3 years after birth
	Fixed Effects	Pooled	Pooled
Woman			
Wom. Tertiary Ed.	0.229346	0.101746	0.3427
	1.52	0.47	2.59
Wom. Less Up Second. Ed.	-0.36181	-0.21625	-0.30333
	-2.4	-1.22	-2.02
Age at Birth	0.081451	0.100686	0.054164
	5.3	3.9	2.36
Foreigner	-0.11233	0.215661	0.111715
	-0.54	0.78	0.48
Married	0.159404	-0.15007	-0.01672
	1.01	-0.63	-0.07
Months 1st child	0.002732	0.000407	0.002413
	1.46	0.19	1.32
Twin	-0.74027	-0.66179	-0.89348
	-1.49	-1.33	-1.71
Log. W. Income -1yr	-0.00845	0.003557	-0.02539
	-0.44	0.16	-1.14
W. Public Sect. –1yr	1.012875	0.979999	0.831276
	7.21	5.56	5.58
W. Self Emp. –1yr	0.822388	0.739248	0.55518
	3.59	2.42	2.26
W. Part-time –1yr	-0.04343	0.095171	-0.06485
	-0.31	0.34	-0.34
Spouse			
Sp. Tertiary Ed.	0.01617	0.011295	0.075897
	0.11	0.08	0.57
Sp. Less Up. Second.Ed.	-0.02481	0.154386	0.401119
	-0.17	1.13	2.63
Log Sp. Income	0.020249	-0.00761	-0.03718
	1.07	-0.84	-2.8
Sp. Unemp.	-0.73611	-0.94584	-0.85888
	-3.15	-2.88	-2.54
Sp. Public Sect.	0.195992	0.247651	0.284785
	1.13	1.12	2.11
Sp. Self Emp.	0.028458	-0.04432	-0.09973
	0.16	-0.2	-0.61
Sp. Unstable contract	0.004188	-0.11928	-0.11447
	0.03	-0.63	-0.79
Country			
Maternity Wks x rep rate	0.015163	-0.00474	0.004518
	0.46	-0.16	0.13
% Part-time	-0.01695	0.00842	0.012747

	-0.28	0.24	0.4
% Self-emp.	0.061809	0.040946	0.031082
	1.35	2.54	1.93
% Gov emp	0.026585	0.143523	0.122663
	0.58	3.97	3.47
Fem.Unemp. rate	-0.1203	-0.01762	-0.00923
	-3.48	-1.28	-0.55
Netherlands	-1.62933	-4.92076	
	-0.79		
Belgium	-0.87621		
	-0.48		
Lux.	-2.40374		
	-1.87		
France	-0.56678		
	-0.32		
UK	-3.36532		
	-1.82		
Ireland	-1.54495		
	-0.91		
Italy	-1.88152		
	-0.83		
Greece	-3.13012		
	-1.25		
Spain	-0.47802		
	-0.28		
Portugal	-2.53361		
	-1.25		
Austria	-2.49785		
	-1.53		
Finland	-2.65696		
	-1.27		
Sweden	2.562645		
	0.95		
Constant		-4.92076	-3.43181
		-3.67	-2.69
LogLikelihood	-1049.63	**-1155.72**	-1267.46
N.Obs	3076	3076	3084

Note: Logit estimates. Robust errors clustered by country.

Table 6.3 Logit on the determinants of "having a job" either 12 or 36 months after any birth conditional on "having a job" 12 months prior to the birth.

	1 year after birth		3 years after birth	
	Fixed Effects	Pooled	Fixed Effects	Pooled
Woman				
Wom. Tertiary Ed.	0.328034	0.251179	0.382	0.350891
	4	1.54	4.99	2.74
Wom. Less Up Second Ed.	-0.49329	-0.29113	-0.51185	-0.27757
	-6.19	-1.98	-6.76	-2.36
Age at Birth	0.064868	0.080165	0.039948	0.054238
	8.48	5.48	5.6	3.7
Foreigner	-0.31869	-0.04843	-0.15727	0.055736
	-2.77	-0.2	-1.42	0.25
Married	0.075945	-0.08402	0.067819	-0.06583
	0.94	-0.55	0.89	-0.46
Second	-0.06558	0.006158	-0.05116	-0.02129
	-0.7	0.05	-0.59	-0.23
Third	-0.10336	-0.03323	-0.24957	-0.242
	-0.68	-0.24	-1.8	-1.67
Avg months of sibilings	0.002332	0.000122	0.002578	0.000868
	1.62	0.08	1.96	0.5
Twin	-0.35857	-0.37122	-0.34336	-0.31229
	-1.71	-2	-1.73	-1.55
Log. W. Income -1yr	-0.00609	-0.0062	-0.03402	-0.02982
	-0.62	-0.27	-3.62	-1.52
W. Public Sect. –1yr	0.921065	0.951726	0.727908	0.764944
	11.67	7.53	10.19	6.94
W. Self Emp. –1yr	0.632601	0.5232	0.556457	0.481513
	5.16	2.25	4.9	2.26
W. Part-time –1yr	0.007217	0.146123	-0.14134	-0.03346
	0.09	0.61	-1.94	-0.18
Spouse				
Sp. Tertiary Ed.	-0.05071	-0.05154	0.057961	0.069584
	-0.62	-0.69	0.75	1.09
Sp. Less Up. Second Ed.	-0.07537	0.145867	0.048875	0.2784
	-0.97	1.8	0.66	3.45
Log Sp. Income	0.044941	0.034444	0.01095	0.004736
	5.12	2.66	1.3	0.49
Sp. Unemp.	-0.54656	-0.68513	-0.51691	-0.63919
	-4.45	-5.85	-4.36	-4.64
Sp. Public Sect.	0.024633	0.051406	0.081341	0.087565
	0.26	0.42	0.94	0.81
Sp. Self Emp.	-0.00928	-0.05379	-0.13501	-0.18483
	-0.1	-0.57	-1.56	-1.73
Sp. Unstable contract	-0.03235	-0.16734	-0.01211	-0.11892
	-0.39	-1.26	-0.16	-1.1

Country				
Maternity Wks x rep rate	0.033094	-0.01157	0.013428	-0.00729
	1.87	-0.41	0.79	-0.25
% Part-time	-0.02732	0.005411	-0.00803	0.005589
	-0.9	0.18	-0.28	0.2
% Self-emp.	0.091675	0.03435	0.067044	0.0305
	3.91	2.63	3.01	2.31
% Gov emp	0.024893	0.149489	0.003387	0.137845
	1.02	4.83	0.14	4.72
Fem.Unemp. rate	-0.11771	-0.0343	-0.09864	-0.0276
	-6.37	-2.57	-5.56	-1.85
Netherlands	-1.27153		-0.23005	
	-1.23		-0.23	
Belgium	-1.09086		0.138376	
	-1.2		0.16	
Lux.	-2.11405		-0.76876	
	-3.15		-1.19	
France	-0.2007		1.228793	
	-0.22		1.4	
UK	-2.93364		-1.51934	
	-3.18		-1.72	
Ireland	-1.89447		-0.82053	
	-2.26		-1.02	
Italy	-2.68585		-0.82816	
	-2.37		-0.77	
Greece	-4.14081		-2.12791	
	-3.36		-1.81	
Spain	-1.19287		0.439327	
	-1.42		0.55	
Portugal	-2.66812		-0.63445	
	-2.6		-0.64	
Austria	-2.42602		-0.8916	
	-2.91		-1.12	
Finland	-3.0789		-0.96147	
	-2.82		-0.92	
Sweden	1.982621		4.309403	
	1.42		3.12	
Constant		-4.12912		-3.19755
		-4.01		-3.37
LogLikelihood	**-3482.64**	**-3777.14**	**-3847.13**	**-4121.35**
N.Obs	9040	9040	**9058**	**9058**

Note: Logit estimates. Robust errors clustered by country.

Table 7.1 Labor market status of women 12 months after first birth.

	work	Unemp.	inactive	N
Had a job 12 months before birth				
Netherlands	69.8	15.6	14.5	358
Belgium	87.7	4.6	7.7	284
Luxembourg	69.5	5.6	24.9	197
France	90.4	5.3	4.4	551
United Kingdom	53.2	8.2	38.7	538
Ireland	70.5	7.5	22.0	254
Italy	81.6	10.7	7.6	484
Greece	71.0	10.7	18.3	262
Spain	65.2	23.0	11.8	382
Portugal	84.1	9.6	6.3	416
Austria	71.5	10.0	18.5	281
Finland	61.4	15.4	23.2	241
Sweden	99.5	0.0	0.5	656
Total	77.1	9.1	13.8	4,904
Had a job 3 months before birth				
Netherlands	69.6	15.9	14.6	378
Belgium	92.4	2.1	5.5	291
Luxembourg	72.0	5.3	22.7	225
France	92.0	4.3	3.7	562
United Kingdom	60.9	5.1	34.0	488
Ireland	78.0	5.9	16.1	254
Italy	85.9	7.0	7.0	498
Greece	81.8	7.7	10.5	247
Spain	76.5	15.9	7.5	345
Portugal	85.8	7.6	6.6	437
Austria	84.9	3.1	12.0	258
Finland	71.3	9.3	19.4	237
Sweden	98.6	0.0	1.4	665
Total	82.3	6.4	11.3	4,885

Table 7.2 Labor market status of women 12 months after second and third birth if they had a job 3 months before birth.

	work	Unemp.	inactive	N
Second Birth				
Netherlands	86.2	8.5	5.3	189
Belgium	94.6	3.6	1.8	223
Luxembourg	76.3	7.9	15.8	76
France	89.4	4.6	6.0	417
United Kingdom	61.8	2.4	35.8	246
Ireland	83.0	7.9	9.1	165
Italy	90.5	4.5	4.9	264
Greece	83.5	9.6	6.9	188
Spain	77.2	14.0	8.8	193
Portugal	89.5	7.8	2.7	219
Austria	81.1	5.0	13.9	180
Finland	81.2	4.3	14.5	207
Sweden	99.7	0.0	0.3	630
Total	86.9	5.0	8.1	3,197
Third Birth				
Netherlands	88.7	3.8	7.5	53
Belgium	95.2	4.8	0.0	84
Luxembourg	79.2	4.2	16.7	24
France	91.2	2.9	5.9	136
United Kingdom	55.0	6.3	38.8	80
Ireland	82.8	3.2	14.0	93
Italy	84.5	6.9	8.6	58
Greece	86.4	6.8	6.8	44
Spain	77.4	22.6	0.0	31
Portugal	86.5	11.5	1.9	52
Austria	81.0	1.7	17.2	58
Finland	82.9	8.6	8.6	140
Sweden	99.7	0.0	0.3	298
Total	87.5	4.5	8.0	1,151

Table 8.1 Labor market status of women 12 months after the first birth conditional on holding a job 12 months prior to the birth. Multinomial logit with "holding a job" as benchmark category.

	Fixed Effects		Pooled	
	Unemployed	Inactive	Unemployed	Inactive
Woman				
Wom. Tertiary Ed.	-0.33675	-0.3536	-0.32979	-0.29618
	-2.2	-2.82	-1.76	-2.13
Wom. Less Up Second. Ed.	0.535334	0.49335	0.465896	0.171989
	3.72	4.1	4.33	0.94
Age at Birth	-0.08357	-0.05282	-0.08652	-0.07094
	-6.07	-4.77	-5.64	-4.57
Foreigner	0.629977	0.307028	0.229454	0.096884
	2.97	1.71	0.83	0.27
Married	0.057265	-0.05855	0.241504	-0.01099
	0.39	-0.5	1.52	-0.06
Twin	-0.23482	0.780445	-0.25845	0.771186
	-0.46	2.34	-0.68	3.09
Log. W. Income -1yr	-0.01343	0.003392	0.006989	-0.0101
	-0.79	0.22	0.28	-0.33
W. Public Sect. –1yr	-0.77406	-1.01364	-0.78653	-1.06497
	-5.1	-7.73	-2.55	-6.61
W. Self Emp. –1yr	-0.74772	-0.3111	-0.63692	-0.20408
	-3.02	-1.62	-1.99	-0.94
W. Part-time –1yr	-0.00907	-0.17622	-0.02949	-0.39884
	-0.06	-1.34	-0.15	-1.42
Spouse				
Sp. Tertiary Ed.	-0.09586	0.205852	-0.15791	0.265855
	-0.61	1.64	-1.26	2.58
Sp. Less Up. Second.Ed.	0.148124	0.174742	0.061643	-0.16567
	1.04	1.45	0.58	-1.47
Log Sp. Income	-0.03496	-0.07879	-0.02525	-0.07719
	-2.28	-6.22	-1.37	-3.08
Sp. Unemp.	1.141767	-0.30562	1.26458	-0.16923
	6.39	-1.34	6.66	-1.13
Sp. Public Sect.	0.132509	0.060417	0.113703	0.037549
	0.76	0.4	0.53	0.26
Sp. Self Emp.	-0.12072	0.258207	-0.14345	0.30598
	-0.66	1.74	-1.38	2.76
Sp. Unstable contract	0.149389	-0.05827	0.395674	0.012726
	1.07	-0.45	3.13	0.08
Country				
Maternity Wks x rep rate	-0.0037	-0.04666	0.035652	0.010697
	-0.11	-1.69	1.19	0.34
% Part-time	0.123069	-0.02843	-0.00618	0.001093
	2.15	-0.62	-0.22	0.03

% Self-emp.	-0.12893	-0.0687	-0.01746	-0.03746
	-3.08	-1.86	-1.16	-2.4
% Gov emp	-0.04968	-0.00681	-0.14164	-0.16424
	-0.94	-0.2	-3.97	-5.08
Fem.Unemp. rate	0.125175	0.098973	0.065835	0.016266
	3.49	3.35	4.36	0.84
Netherlands	-1.68317	1.99017		
	-0.85	1.31		
Belgium	-0.50362	1.016667		
	-0.28	0.77		
Lux.	-0.51667	2.250837		
	-0.39	2.3		
France	-1.35314	-0.24327		
	-0.74	-0.18		
UK	-0.49866	3.481225		
	-0.28	2.6		
Ireland	0.122596	2.009479		
	0.08	1.63		
Italy	2.518244	1.72693		
	1.19	1.03		
Greece	4.441873	3.134992		
	2	1.69		
Spain	1.088322	0.317798		
	0.73	0.25		
Portugal	2.530213	1.220834		
	1.27	0.8		
Austria	1.200127	2.11834		
	0.72	1.77		
Finland	1.642147	3.129886		
	0.77	1.95		
Sweden	-34.4643	-1.1256		
	0	-0.57		
Constant			1.663835	4.267747
			1.27	4.81
LogLikelihood	-2718.59		-2922.42	
N.Obs	4904		4904	

Note: Multinomial logit estimates. Robust errors clustered by country.

Table 8.2 Labor market status of women 12 months after the first birth conditional on holding a job 3 months prior to the birth. Multinomial logit with "holding a job" as benchmark category.

	Fixed Effects		Pooled	
	Unemployed	Inactive	Unemployed	Inactive
Woman				
Wom. Tertiary Ed.	-0.38848	-0.51895	-0.3588	-0.43461
	-2.27	-3.87	-1.37	-3.01
Wom. Less Up Second. Ed.	0.20111	0.328242	0.364602	0.106509
	1.2	2.58	2.13	0.74
Age at Birth	-0.05374	-0.02915	-0.05095	-0.03945
	-3.45	-2.48	-3.61	-2.76
Foreigner	0.596057	-0.14678	0.329504	-0.27704
	2.58	-0.73	1.16	-0.76
Married	-0.19901	0.007391	0.062135	0.136003
	-1.23	0.06	0.31	0.67
Twin	-0.69212	0.619002	-0.82282	0.482658
	-0.92	1.59	-1.47	1.63
Log. W. Income -1yr	-0.04583	0.017059	-0.04709	-0.00415
	-2.6	1.11	-1.99	-0.11
W. Public Sect. –1yr	-0.91428	-0.97167	-0.89625	-1.00052
	-5.17	-6.98	-3.39	-5.63
W. Self Emp. –1yr	-0.97505	-0.14615	-0.88745	-0.06792
	-3.37	-0.75	-3.26	-0.34
W. Part-time –1yr	-0.0326	-0.46219	0.021837	-0.68107
	-0.2	-3.17	0.11	-2.58
Spouse				
Sp. Tertiary Ed.	0.056944	0.044687	0.030181	0.149555
	0.34	0.33	0.21	1.33
Sp. Less Up. Second.Ed.	-0.08478	0.095451	0.021915	-0.0991
	-0.53	0.76	0.16	-1.04
Log Sp. Income	0.000727	-0.05848	0.007739	-0.05834
	0.04	-4.47	0.38	-2.29
Sp. Unemp.	1.038128	-0.44294	1.090551	-0.25585
	4.98	-1.68	4.95	-0.77
Sp. Public Sect.	-0.10875	-0.02752	-0.07007	-0.02295
	-0.52	-0.17	-0.44	-0.15
Sp. Self Emp.	0.105677	0.173769	0.047748	0.216335
	0.52	1.08	0.45	1.3
Sp. Unstable contract	0.02446	-0.03041	0.192122	-0.00218
	0.15	-0.22	0.83	-0.01
Country				
Maternity Wks x rep rate	-0.034	-0.01617	0.02806	0.017026
	-0.89	-0.57	1.09	0.63
% Part-time	0.027196	-0.05161	0.022272	0.015199
	0.42	-1.04	0.84	0.53

% Self-emp.	-0.06399	-0.06261	-0.01093	-0.03936
	-1.31	-1.5	-1.09	-3.08
% Gov emp	-0.00944	0.036722	-0.13788	-0.14406
	-0.15	0.99	-5.23	-4.73
Fem.Unemp. rate	0.108391	0.077937	0.073151	0.005995
	2.62	2.49	3.78	0.35
Netherlands	0.52189	1.295203	0.072076	2.528806
	0.24	0.78	0.08	3.69
Belgium	-1.47162	-0.56145		
	-0.73	-0.39		
Lux.	-0.33666	0.827141		
	-0.23	0.8		
France	-1.372	-2.08215		
	-0.66	-1.47		
UK	-0.14795	2.110011		
	-0.07	1.45		
Ireland	-0.51071	0.628946		
	-0.29	0.47		
Italy	0.588148	-0.08261		
	0.25	-0.05		
Greece	1.404866	1.154683		
	0.55	0.56		
Spain	-0.2495	-1.45348		
	-0.14	-1.05		
Portugal	0.939452	-0.35959		
	0.43	-0.22		
Austria	-0.6342	-0.20008		
	-0.33	-0.16		
Finland	1.003162	0.370477		
	0.41	0.22		
Sweden	-36.0458	-2.684		
	0	-1.32		
Constant			0.072076	2.528806
			0.08	3.69
LogLikelihood	-2368.18		-2514.93	
N.Obs	4885		4885	

Note: Multinomial logit estimates. Robust errors clustered by country.

Table 8.3 Labor market status of women 12 months after any of the first three births conditional on holding a job 12 months prior to the birth. Multinomial logit with "holding a job" as benchmark category.

	Fixed Effects		Pooled	
	Unemployed	Inactive	Unemployed	Inactive
Woman				
Wom. Tertiary Ed.	-0.3537	-0.32229	-0.29667	-0.23602
	-2.89	-3.29	-1.49	-1.68
Wom. Less Up Second Ed.	0.461386	0.507766	0.458242	0.180148
	3.99	5.34	4.33	0.92
Age at Birth	-0.07985	-0.05651	-0.0834	-0.07864
	-7.04	-6.23	-5.86	-4.13
Foreigner	0.6071	0.12242	0.283735	-0.10137
	3.86	0.87	1.35	-0.32
Married	-0.19068	-0.01821	0.03225	0.111016
	-1.63	-0.19	0.18	0.6
Second	-0.15368	0.23265	-0.24411	0.161468
	-1.11	2.05	-1.5	1.53
Third	-0.01992	0.218455	-0.14893	0.168913
	-0.09	1.16	-0.77	0.94
Avg months of sibilings	0.002099	-0.00608	0.003556	-0.00312
	1.08	-3.17	1.87	-1.41
Twin	-0.20941	0.625915	-0.17739	0.573192
	-0.59	2.66	-0.62	2.61
Log. W. Income -1yr	-0.00226	0.009625	0.015957	0.00071
	-0.17	0.79	0.71	0.02
W. Public Sect. –1yr	-0.93201	-0.91486	-0.9368	-0.95037
	-7.63	-9.53	-4.56	-7.76
W. Self Emp. –1yr	-0.88297	-0.49134	-0.78232	-0.39035
	-4.57	-3.33	-2.42	-1.93
W. Part-time –1yr	0.111719	-0.08331	0.096005	-0.3013
	1	-0.87	0.43	-1.16
Spouse				
Sp. Tertiary Ed.	-0.2393	0.228412	-0.27266	0.22565
	-1.91	2.35	-2.21	2.72
Sp. Less Up. Second Ed.	0.001621	0.124988	-0.03875	-0.21982
	0.01	1.33	-0.34	-2.23
Log Sp. Income	-0.01399	-0.06463	0.001745	-0.05618
	-1.1	-6.14	0.13	-3.12
Sp. Unemp.	1.074294	-0.10387	1.225215	0.093081
	7.5	-0.6	7.64	0.53
Sp. Public Sect.	0.051207	-0.06937	0.054121	-0.09509
	0.37	-0.59	0.26	-0.76
Sp. Self Emp.	-0.30203	0.22221	-0.31529	0.294625
	-2.08	1.96	-2.36	2.64

Sp. Unstable contract	0.182501	-0.08594	0.425905	-0.01085
	1.62	-0.83	3.46	-0.06
Country				
Maternity Wks x rep rate	-0.00729	-0.05497	0.024183	0.004039
	-0.27	-2.69	0.85	0.13
% Part-time	0.100262	-0.01427	-0.00597	-0.00342
	2.21	-0.4	-0.23	-0.1
% Self-emp.	-0.12663	-0.06408	-0.01358	-0.0468
	-3.79	-2.19	-1.04	-2.93
% Gov emp	-0.06292	-0.02056	-0.13508	-0.15738
	-1.49	-0.75	-4.02	-4.75
Fem.Unemp. rate	0.144313	0.105972	0.064999	0.011975
	5.1	4.83	4.47	0.54
Netherlands	-0.88833	1.625446		4.510959
	-0.56	1.33		
Belgium	0.237024	0.718685		
	0.17	0.67		
Lux.	0.039795	2.41803		
	0.04	3.1		
France	-0.81798	0.13039		
	-0.56	0.12		
UK	0.173804	3.494206		
	0.12	3.23		
Ireland	0.487085	1.706099		
	0.38	1.7		
Italy	2.67616	1.686612		
	1.58	1.23		
Greece	4.633524	2.685549		
	2.59	1.76		
Spain	1.011968	0.072796		
	0.83	0.07		
Portugal	3.183845	1.2434		
	2.02	1.01		
Austria	1.364835	2.321605		
	1.02	2.4		
Finland	1.756838	3.348657		
	1.02	2.65		
Sweden	-33.4635	-0.98259		
	0	-0.62		
Constant			1.619006	4.510959
			1.37	4.3
LogLikelihood	-4804.81		-4449.65	
N.Obs	9040	9040	9040	9040

Note: Multinomial logit estimates. Robust errors clustered by country.

Appendix

Table 1A Shares of (1) Public Employment and (2) Part Time Employment over Total Employment in 1994 and (3) Part Time over Total Female Employment 1998 (%)

	Public Sector	Part Time/Total	Part Time/Fem.
Austria	22.5	11.1	22.8
Belgium	19.0	13.6	32.2
Denmark	30.2	21.6	25.4
Finland	23.3	8.7	13.0
France	24.6	15.6	25.0
Germany	15.5	16.3	32.4
Greece	12.2	4.8	15.4
Ireland	13.3	12.1	31.2
Italy	17.9	6.4	22.4
Luxembourg	10.8	8.0	29.6
Netherlands	12.0	37.4	54.8
Norway	31.2	21.1	35.9
Portugal	18.4	7.5	15.8
Spain	15.5	7.5	16.6
Sweden	32.1	24.3	22.0
United Kingdom	14.2	24.1	41.2

Source: *OECD Labour Force statistics*, OECD (Paris), various issues.

Table 2A Labor force status of women 12 months after first birth.

	% Of all				N. Obs
	Full-time	Part-time	Unemp.	Inactive	
Netherlands	10.2	30.2	27.0	32.6	771
Belgium	50.2	17.1	20.0	12.7	450
Luxembourg	37.3	3.5	5.7	53.5	512
France	50.2	14.3	19.4	16.2	945
United Kingdom	25.7	8.4	12.1	53.7	1197
Ireland	35.2	12.5	15.7	36.6	511
Italy	37.1	7.0	28.1	27.8	1140
Greece	34.1	3.9	22.9	39.2	643
Spain	29.4	5.1	39.4	26.1	935
Portugal	56.4	3.3	17.6	22.7	777
Austria	40.8	10.2	13.6	35.5	471
Finland	33.5	2.5	24.1	39.9	556
Sweden	41.0	8.4	1.1	49.5	1471
Total	36.6	9.6	18.5	35.4	10379

Table 3A Transitions in labor market status from 12 months prior to first birth to 12 months after birth.

	% Work		Transitions				
	3 bef	12 aft	ww	wn	nn	nw	N.
Netherlands	57.7	40.5	40.3	17.4	37.2	5.2	621
Belgium	74.4	67.3	65.2	9.2	20.7	5.0	382
Luxembourg	51.7	40.8	36.0	15.7	31.8	16.5	381
France	67.0	64.4	60.5	6.4	26.6	6.4	823
United Kingdom	57.0	34.2	30.3	26.7	38.6	4.4	944
Ireland	62.6	47.7	44.1	18.5	33.5	3.9	406
Italy	49.4	44.1	40.3	9.1	44.5	6.1	980
Greece	48.0	37.9	33.9	13.9	46.0	6.2	548
Spain	47.6	34.5	31.0	16.6	47.4	5.0	803
Portugal	61.1	59.7	51.3	9.7	28.6	10.4	682
Austria	70.1	51.0	50.1	20.0	21.2	8.7	401
Finland	50.0	36.0	30.6	19.3	41.0	9.1	483
Sweden	55.7	49.4	55.5	0.3	38.8	5.4	1,177
Total	56.9	46.1	43.8	13.0	36.5	6.6	8,631