Gender Differences in Amenities, Wages, and Firms*

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Abstract

This paper links rich survey data on temporal and spatial job flexibility measures with matched employer-employee administrative data to understand the relationship between job characteristics and gender pay gaps. Motherhood is associated with a move to set schedules, shorter hours and moves away from jobs requiring a worker to be on-call and jobs entailing evening work. We find that controlling for these amenities at the firm level explains a substantial portion of the overall movement of women to different types of firms around motherhood both in terms of pay-premiums and in terms of revealed-preference measures of firm quality such as pagerank or the poaching rate. To directly estimate the value of these amenities to workers, we conduct an incentivized hypothetical choice preference elicitation exercise in which workers make choices between jobs with different amenities and wages. This exercise suggests that compared to men, women have a strong aversion to jobs requiring oncall work, jobs with evening work, and jobs which do not allow flexibility in dealing with family concerns. Accounting for the value of these amenities gives a gender gap in compensation which is 20% smaller than the gender gap in pay.

Keywords: amenities; sorting; gender

JEL Codes: J31, J16, J22

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1 Introduction

Around the time women have children, their earnings permanently diverge from those of men (Kleven et al. (2019)). Other household disparities also increase: women spend substantially more time in household production than men after children are born, regardless of their relative earnings (Hancock et al., 2024). As noted by Goldin (2014), the time demands of children may be incompatible with some work arrangements. Compensating differentials may create a wedge between the pay of women and men if women trade off monetary compensation for valuable amenities which increase their non-market productivity, such as a short commute to work or a flexible work schedule (Bütikofer et al. (2023); Le Barbanchon et al. (2020); Borghorst et al. (2024)).

In this paper, we link rich survey data on temporal and spatial job flexibility measures with matched employer-employee administrative data to understand the relationship between job characteristics and gender pay gaps. Using event studies similar to Kleven et al. (2019), we first document the evolution of amenities for women and men around the birth of their first child. In contrast to other work quantifying the role of compensating differentials in the gender pay gap, including Morchio and Moser (2024) and Taber and Vejlin (2020), our data include direct measures of hours flexibility at the individual level. We see that women work in jobs closer to home and with less flexibility in work time after having children. Motherhood appears correlated with a move to set schedules and predictable, shorter hours. Motherhood is also strongly associated with a movement away from jobs requiring a worker to be on-call and jobs entailing evening work.

We find that the presence of amenities related to temporal and spatial flexibility explains a substantial portion of the overall movement of women to different types of firms around motherhood. Matched employer-employee data allows us to understand how parenthood affects the types of firms individuals choose. To do this, we use two popular metrics of firm type. First, we study how motherhood impacts the average pay premium of firms where women work, identified from an Abowd et al. (1999) decomposition (hereafter AKM). When controlling for amenities in our survey data, the fall in firm pay premia upon motherhood is reduced, suggesting that part of the decline in average pay at firms where women work after motherhood is explained by the value these firms provide to women on other dimensions. Second, we study the evolution of the Sorkin (2018) revealed preference metric of firm type, called pagerank. When using a pagerank ranking of firms according to the movements of men, we see that women sort away from highly preferred firms around motherhood. However, this relationship completely disappears when we control for firm-level amenities.

An incentivized preference elicitation survey allows us to disentangle the precise workplace amenities women value. One concern with making inference about the value of amenities based on the correlations described above is that many unobservable factors may induce these correlations. For example, firms may

discriminate against some mothers by not offering them high-hours, demanding roles, even though these women may strongly desire such jobs. Another concern is that many of these amenities are highly correlated with one another. Women may want to avoid jobs with on-call work, but due to the technology of production in these jobs, this may also mean avoiding jobs with variable start and end times or jobs which have irregular hours *even if* women do not particularly avoid these job features. In order to overcome this hurdle and directly estimate the value of temporal flexibility and other amenities to workers, we additionally conduct a hypothetical choice preference elicitation. Using a nationally representative pool of one thousand participants, we estimate how much individuals are willing to trade-off in earnings in order to access additional amenities. Participants are incentivized to truthfully reveal their preferences because they are told that they will receive links to jobs that fit their preferences based on their responses to 30 hypothetical job comparison vignettes.

Our preference elicitation survey reveals that compared to men, women have strong distaste for jobs requiring on-call or evening work, a strong preference for jobs which allow them to vary work time for family reasons, and a strong preference for working near home. We do not find any evidence that, relative to men, women prefer to choose their working hours, avoid irregular hours, or have variable start and end times. We also do not find significant differences by gender in preferences concerning jobs with long hours. These results suggest that some workplace amenities, which appear valuable to women, especially around the time of motherhood, largely reflect job differences in the requirement for on-call and evening work, but not necessarily an aversion to pre-scheduled work-time irregularity.

Our paper contributes to several literatures on workplace amenities. We contribute to the literature estimating worker preferences using hypothetical choices (or "vignettes").[1] In a large, US-based study, Maestas et al. (2023) document worker preferences for job amenities using a hypothetical choices study similar to our setting. Maestas et al. (2023) find a small overall role for amenities they measure in explaining the gender gap in compensation. However, the amenities they study do not include those which we find are especially valuable to women (avoiding on-call work and evening work in particular, as well as the ability to vary work time for family reasons).[2] Before this larger work in the US, Eriksson and Kristensen (2014) use this vignette method in Denmark and provide a summary of its history in the marketing literature. Eriksson and Kristensen (2014) include health insurance, a home pc with internet, job training, and flexible hours in their vignettes, but do not focus on gender differences in the preference for flexibility or on the

[1] Notable alternative approaches include structural methods, discussed below, and the approach by Anelli and Koenig (2021), which uses bunching around thresholds for workplace injury compensation.

[2] Their attributes do include "setting one's schedule" but we find that this attribute does not seem to be differentially important to men and women, despite its apparent correlation with the attributes that we find to be important. One reason for this may be that women do not especially value being able to set their own schedule, beyond being able to adjust work time as needed. Our research highlights the importance of stating amenities in ways that are interpreted similarly by workers/study participants and researchers.

link between trends in the administrative data in terms of worker-firm sorting and the amenities offered at the firm. While many hypothetical job choice studies are unincentivized, our setting incentivizes truthful reporting of preferences in a methodology similar to Kessler et al. (2019)—participants are giving information about job vacancies aligned with their preferences based on their choices in the study. Our results echo the results of Mas and Pallais (2017), who focus specifically on the preferences of workers for avoiding employer-induced hours irregularity/unpredictability in a field study with workers applying to telemarketing jobs. Using worker flows across jobs in Swedish administrative data linked at the characteristics of jobs measured at the occupation level, Hotz et al. (2017) also emphasize the importance of predictability to women around the time that they become mothers.[3] Finally, our results complement work using vignette studies focused on other important aspects of women's preferences for workplace attributes, including Schuh (2024), Nagler et al. (2023), and Folke and Rickne (2023), who emphasize workplace composition, performance pressure, and avoiding jobs with workplace environments hostile to women.

Our results also contribute to the literature on the role of firms in explaining gender differences in pay. Card et al. (2015) document the role of firms in explaining the gender pay gap through the lens of a Oaxaca-Blinder decomposition. They find that women sort into lower pay firms and women at a given firm are paid less than men, conditional on their own skill as measured by an AKM. Our results suggest that firm quality is multi-dimensional, and that high pay does not always signal high productivity, desirable firms. Indeed, we see that women and men's preference for firm types begin to differ, especially after childbirth, such that women begin sorting away from high paying firms that have measurably worse amenities on several dimensions. Thus, our results contribute to the pay premium literature by broadening the definition of firm quality.

Beyond the role of firms pay differentials in explaining wage inequality, a large literature uses a structural model of worker flows to identify the value of amenities to workers, including Taber and Vejlin (2020), Morchio and Moser (2024), Lavetti and Schmutte (2018), Berger et al. (2023), Bonhomme and Jolivet (2009), Lehmann (2023), Lamadon et al. (2022), Sorkin (2018), among others. Most related to our own work, Morchio and Moser (2024) focus on job attributes and the gender wage gap in the formal sector in Brazil using administrative data. The administrative data includes the amenities part-time work, whether a worker reports being fired for unjust reasons, parental leave length, and the risk of dying in work accidents. Morchio and Moser (2024) document some sorting around these specific attributes, but most of their focus

[3]Other notable work on the value of workplace flexibility to employees includes He et al. (2021) and Wiswall and Zafar (2017). Using a field experiment in Chinese job ads, He et al. (2021) find evidence that workers value workplace flexibility. In a hypothetical choice experiment using US college students, Wiswall and Zafar (2017) find that female students have a higher willingness to pay for job stability and flexibility compared to male students. Our setting narrows the jobs attributes most important to workers and we connect these attributes to firms in a matched administrative data setting to understand how these relate to other measures of firm preferences and sorting around motherhood.

is on inferring the role of compensating differentials using the structure of worker sorting and firms pay. Our focus differs both in the types of amenities studied—our data include measures of amenities that are hypothesized to be especially important for women with children—and in how we estimate the value of specific workplace attributes to derive a compensation measure that includes these amenities. In contrast, Morchio and Moser (2024) infer compensating differentials associated with amenities based on worker sorting, finding that these differentials explain about half of the gender pay gap. Our results suggest that the value of the specific amenities we measure related to temporal and spatial workplace flexibility explain 20% of the gender wage gap.

2 Setting and Data

2.1 Institutional setting

The setting is the Danish labor market, which is characterized by high female workforce participation, even among mothers of young children. Over the period of our study, 2008-2019, the average labor force participation rate for Danish mothers with children living at home is 79% while for Danish fathers with children living at home it is 84%.[4] Indeed, the labor force participation of parents of small children in Denmark exceeds the Danish average and puts it at the very top of the OECD countries, both in terms of participation rates and in terms of hours worked. Still, there is a gender gap in hours worked, with women working about 4 hours less per week than men. There is also a gender gap in the extent of part-time work. While 27% of women in Denmark work part time, the corresponding rate for men is 9%.[5] The high participation of both genders in this setting means that our results are not likely to be affected by selection into the labor force.

Danish and Scandinavian labor markets are also characterized by substantial sorting by gender into industries, occupations and firms. Gallen et al. (2019) find that while the gender pay gap has narrowed over the past 30 years, there remains a sizable gap of about 10% for recent cohorts. They point to differential effects of parenthood by gender for understanding the reason for remaining gender gaps in pay.

When it comes to parenthood responsibilities, women in Denmark take the major share of parental leave. In the time period of our study, this behavior remains stable as there are no reforms of maternity or paternity leave taking place. The last major reform prior to the start year of our period is enacted 27th March, 2002, extending parental leave to 52 weeks, of which 4 weeks before birth and 14 weeks after birth are earmarked for the mother, while 2 weeks (within the first 14 weeks of birth) are earmarked for the father. The remaining

[4]See Statistics Denmark, Statistikbanken, `https://www.dst.dk/da/Statistik/emner/arbejde-og-indkomst`.
[5]See Statistics Denmark, AKU, `https://www.dst.dk/da/Statistik/dokumentation/metode/aku-arbejdskraftsundersoegelsen`.

32 weeks (at a reduced benefit rate) can be shared in principle between parents, but in most cases are taken by the mother (see Lassen (2023), who finds that mothers increased their leave with 5 additional weeks following this reform). Over the next twenty years, the parental leave scheme remains unchanged until the reform of 1st July, 2022 is enacted, which equalizes earmarked leave to 2+9 weeks for each parent. Thus, no confounding effects arise from changes in the parental leave scheme over the course of our study period.

Aside from leave schemes, jobs differ according to amenities, some of which are more amenable to combining parenthood and careers. In terms of amenities, Scandinavian workplaces are generally characterized by a high degree of trust and autonomy and flatter organizational structures. Earlier research has shown, however, that such "new" organizational work practices do not necessarily reduce gender wage gaps (Datta Gupta and Eriksson, 2012). Scandinavian workplaces are also known to give strong priority to amenities that help to bring about a better work-life balance. In part, such a focus has been a natural demand of a growing female work force. Women in Denmark entered the labor market in large numbers, especially in the 1970's, the decade in which the public sector in Denmark expanded rapidly. Not surprisingly, Denmark ranks high on work-life balance, with its shorter negotiated 37-hour work week, five weeks of paid holiday a year and greater leisure time enjoyed by working individuals.[6] As Danish employed females still do the majority of housework and childcare at home (Bonke and Christensen, 2018), they would place value on these types of amenities. In this paper we observe amenities at the level of the individual worker, enabling us to infer whether women and men in the Danish labor market place different values on family-friendly job amenities and how these valuations are tied to firm quality and longer-term labor market outcomes.

With regard to the macro backdrop to our study, in 2008 the financial crisis hits Denmark and male unemployment in particular, increases in the early years 2008-2010. From mid-2011 on unemployment rates stabilize and then steadily fall for the rest of the period. Except for the initial years in our sample period, the Danish economy is generally in recovery over the period studied, and unemployment returns to its 2007 level by 2017. To control for business cycle fluctuations, we include year fixed effects in the analyses.

2.2 Matched Employer-Employee Data

The administrative data come from the eIncome Register of Statistics Denmark combined with the Business Register and the Population Register of Statistics Denmark. The eIncome Register is based on information reported to the Ministry of Taxation. It includes monthly contractual hours worked, employment duration, firm id, and establishment id for each worker in Denmark 16-65 from 2008-2019, as well as exact start- and end-dates of employment. Using a unique person-id harmonized across all registers available in Statistics Denmark, we link these data to information about the distance between a worker's home and workplace,

[6] OECD Better Life Index, `https://www.oecdbetterlifeindex.org`.

their age, gender, the date of birth of their first child, their occupation (from union records), and their education. Similar data have been used in many recent papers studying trends in the gender pay gap in Denmark (Kleven et al. (2019); Gallen et al. (2019); Gallen (2023); Borghorst et al. (2024), among others). Our paper adds a link using the unique person identifier to that individual's response in the Labor Force Survey of Denmark.

The administrative data further allows us to compute measures of firm ranks based on worker compensation and worker mobility patterns. We outline the computation of these measures in Section 3.

2.3 Labor Force Survey

We compile a dataset of Danish Labor Force Surveys (LFS) conducted by Statistics Denmark from 2008-2019. Each yearly LFS surveys around 50,000 individual respondents sampled from the Danish working age (15-74 years old) population.[7] Respondents enter the sample throughout the year and are surveyed four times on a quarterly basis. They are asked about their labor market status and a range of detailed information during a specified reference week. Respondents answer additional questions about the number of working hours, usual hours, when working hours are placed (evening, weekends), full time or part time work, shift work, working from home, whether start- and end- times of work are fixed, and whether employers expect workers to be on call in irregular hours. In addition to the recurring basic questionnaire, in some years questions on various topics are surveyed. In these adhoc supplements to the the LFS, respondents have been asked questions about whether they are able to vary work time for family reasons, whether they or their employer decide their work hours, whether they decide the content of their work tasks, and whether they have to work under time pressure. These supplementary questions are unfortunately available only in 1 to 3 years (depending on the variable), and draw from a smaller number of respondents. However, given their importance to the explanations concerning mother's preferences in workplace amenities, we include them in our analysis to the extent possible.

Information connecting workers to firms is not included in the LFS, so we rely on a monthly wage register (BFL). In order to connect a worker to a firm, we find the workplace from which a worker receives their wage in the month that includes the reference week. If workers receive wages from multiple employers in the month of the reference week, we select the employer that paid the highest wage (the LFS specifies that questions relate to workers' main place of employment). When a reference week spans across two calendar months we select the earliest month (in the rare case that a respondent switches firms exactly during the reference week, we therefore assume that their answer relates to the firm they worked at the beginning of

[7] The minimum number of responses per survey year is 46,000 and the maximum is 53,000.

the week).

Table 1 presents summary statistics on the key variables in our analysis. Many of the workplace characteristics asked about in the LFS relate to the family friendliness of the workplace. An example of a variable measured in every wave of the LFS is a variable which asks if a worker's day starts and stops at fixed times of if these start/stop times are flexible. We see that 39.2% of women have variable start and end times, while almost 45% of men have variable start and end times. An alternative measure of irregularity is obtained by taking the difference between usual and actual hours, in absolute value. In this variable we also so substantially more regularity among women compared to men. Women are also ten percentage points less likely to report that they are expected to work in their free time. In this time period (notably, pre-Covid), 30% of workers report that they are able to work from home. One final variable of interest is whether a worker has hours which are greater than 45 hours/week. It is not possible to measure this in administrative data, since contractual hours are capped at 37 hours per week. Survey data allow us to observe important intensive margin differences in hours among fulltime workers. We find that seven percent of worker fall into this "long hours" category, and men at almost twice the rate as women.

2.4 Preference Elicitation Survey

In order to estimate the value of amenities to workers, we use random variation generated by a hypothetical choice experiment with a representative sample of Danes available via the European survey firm Bilendi. The exact text of the survey is available in Appendix B. Participants were first screened on currently working, since we condition some of the survey variation on their current wage, and employment rates of both Danish men and women, mothers and fathers are very high. We asked background characteristics about the respondent's current job, including measuring the job characteristics of their current job on the dimensions we study in the hypothetical choice portion of the survey. Summary statistics for the prevalence of these characteristics in the surveyed population are available in Table 5. We next informed subjects that, we will pass on recommendations for current job vacancies based on their survey responses.[8] Because of this, even though choices are hypothetical, the respondents are incentivized to make choices according to their true preferences.[9] Next, respondents are shown thirty pairs of job profiles and asked to choose which job, a or b, they would most prefer.

In each job, we randomly vary the following characteristics: whether the worker chooses working hours, whether the start and end times of work are variable, whether hours vary each week, whether the job has long hours (longer than full-time), full-time, or part-time hours, whether it is possible to vary work time

[8] Participants are shown thirty contrasts in the survey, so we are powered to make such recommendations at the individual level.

[9] More than 50% of respondents indicated wanting to receive these job recommendations, despite being currently employed.

for family reasons, whether the job includes evening work, whether one is expected to be available to work in their free time (on-call), whether it is possible to work from home, whether the pace of the job includes working under time pressure, whether work is near ($< 15km$) or far ($> 30km$) from home, whether the worker decides the content of their tasks, and how much the salary is as a percentage of their current wage. All characteristics were randomly chosen for a given profile with equal probability across potential choices, and counterfactual pay was always a random number between 100% and 120% of current pay. We focus on these characteristics because they are the ones measured in the LFS and try to frame our wording to be as close as possible to the measures in the LFS.

3 Methodology

In this section, we discuss the various data construction exercises undertaken and the regressions used in subsequent analyses. We begin by describing how we measure average characteristics of firms. We rank firms in three ways. First, we consider the wage premium offered to workers in a given firm j, controlling for the composition of its labor force. This gives us the commonly used Abowd et al. (1999)—hereafter, AKM—measure of firms' pay premia. Second, we consider which firms are popular according to workers using a method that infers firm ranking from the direction of mobility of workers, denoted *pagerank* in relation to its use in Google's internet page ranking and first applied to labor markets by Sorkin (2018). Finally, as a robustness check, we use a transparent measure of firm popularity among workers by simply measuring the rate at which firms hire workers from other firms, relative to hiring them from unemployment. This is called the poaching rate, following Bagger and Lentz (2018). We estimate each firm rank for both genders separately, as well as for the mixed-gender sample.

3.1 AKM Decomposition

We relate the amenities we observe to the pay premium of the firm. To do this we estimate an AKM decomposition of worker pay in the administrative matched employer-employee data according to

$$w_{it} = \alpha_i + \phi_{J(i,t)} + X'_{it}\beta + \varepsilon_{it}$$

where w_{it} is the log earnings of worker i in year t, which are modeled as a function of time-invariant worker characteristics captured in the fixed effects, α_i, time-invariant firm characteristics captured in the firm fixed effects for firm J employing worker i at time t, $\phi_{J(i,t)}$, and X_{it}, a matrix of worker age interacted with year and schooling. The fixed effects are estimated relative to an omitted baseline, and the model is identified

from wage differences of job movers. The person effect is often interpreted as a worker's ability, rewarded equally across all firms. The firm effect measures the wage premium all workers at the firm receive. A long literature documents the importance of firm pay premiums in explaining the dispersion of wages and worker sorting (Song et al., 2018; Abowd et al., 1999; Goux and Maurin, 1999; Abowd et al., 2002; Bonhomme et al., 2019, 2023), but less is known about the relationship between these pay premiums and other characteristics of the firm, notably inferred or measured amenities.[10] AKM firm fixed effects are identified for the connected set of firms, and we focus on the largest connected set.[11]

3.2 Pagerank

We construct the pagerank following Sorkin (2018). Define with M_0 the matrix of mobility choices of N workers across firms, where rows denote destination firms and columns denote origin firms, ie. $M0_{kj}$ denotes the number of workers that choose firm k and $M0_{jk}$ denotes the number of workers that choose firm j. Further denote with $S0$ a diagonal matrix with the kth entry denoting the sum of mobility choices $S0_{kk} = \sum_j M_j k$. Also denote the common value that workers associate with a firm k, composed of monetary as well as non-monetary work aspects, as $\tilde{V}_k^{EE}$. When choosing a firm, workers take into account both the common value that the firm provides $\tilde{V}_k^{EE}$ as well as an idiosyncratic evaluation ι, distributed according the type I extreme value distribution with scale parameter 1. As a result, the probability of choosing firm k over another firm j is $\frac{M0_{kj}}{N} = \frac{\exp \tilde{V}_k^{EE}}{\exp \tilde{V}_k^{EE} + \exp \tilde{V}_j^{EE}}$. Using cross-pair mobility, aggregation and vector notation, we can hence write the equilibrium equation linking worker mobility to firm valuations as

$$S0^{-1} M0 exp(V^{EE}) = exp(V^{EE})$$

We calculate the page rank, $exp(V^{EE})$, as the fixed point in the last equation. Pagerank measures are identified in the strongly connected set of firms, which requires both inflow as well as outflows of workers at each firm within the set.

3.3 Poaching Rate

We follow Bagger and Lentz (2018) to construct a poaching rate given by the fraction of total new hires who are hired from other firms.

$$\pi_j = \frac{N_j^{EE}}{N_j^{UE} + N_j^{EE}} \tag{1}$$

For each firm in our analysis data, we record the share of all hires across all years that come directly

[10] Notable exceptions are Sorkin (2018); Sockin (2022); Morchio and Moser (2024).
[11] In Denmark, the largest connected set covers nearly all workers and firms, see Gallen et al. (2019).

from other firms. To do this, we consider a hire as being from unemployment if the worker did not have a job within two weeks of the beginning of the new employment relationship. As in Bagger and Lentz (2018), we recode unemployment of less than 13 weeks followed by return of the worker back to the same employer as part of the original employment spell. Finally, we consider all non-employment spells to reflect unemployment, whether or not the worker actually applied for or obtained unemployment benefits.

3.4 Amenities at the Firm Level

In addition to directly using each worker's own response to survey questions, we also aggregate worker responses at the firm level over time to construct a measure of "average" amenities at the firm. We use these firm-level aggregates as regressors when firm rankings are the dependent variables of interest. For characteristics stemming from LFS questions, we average responses of employees in the LFS across years within the firm to construct a measure of aggregate amenities at the firm-level. For example, if twenty employees of a firm are surveyed in the LFS all survey years, and five of these workers indicate working from home, then that firm is given a work-from-home value of twenty-five percent for all employees, including the never surveyed employees. We view these aggregates as proxies for the actual firm benefits, which are not observed or measured.

3.5 Event Studies

We measure the evolution of women's and men's outcomes around the time that they become parents using the event-study approach popularized by Kleven et al. (2019). For an outcome y_{it} of individual i in calendar year t, we estimate the effect of year-since-first-birth using the following specification:

$$y_{it} = \sum_{s=-5}^{10} \delta_s \mathbf{1}\{s = t - M_i\} + \sum_a \alpha_a \mathbf{1}\{A_{it} = a\} + \gamma_t + \varepsilon_{it} \tag{2}$$

where M_i is the year in which individual i had their first child, A_{it} is their age, and γ_t represents calendar year fixed effects. The event study coefficients of interest are δ_s, which capture the average difference between individuals whose first child was born s years ago and others who do not yet have children, residual of age and year effects.

3.6 Measuring Willingness to Pay

In order to estimate the value of particular amenities, we turn to a survey experiment in which participants were presented hypothetical job contrasts. We assume individual i of gender g has preferences over job j,

which can be approximated with a linear indirect utility function in job characteristics X in choice pair c:

$$V_{ijc} = \gamma^g + X'_{ijc}\beta^g + \varepsilon_{ijc}$$

The probability that a participant selects job a over job b in choice c is:

$$P^g\left(V_{iac} > V_{ibc}\right) = \alpha^g + \left(X_{iac} - X_{ibc}\right)'\beta^g + \varepsilon_{ic} \tag{3}$$

We estimate the following specification using a linear probability model (LPM):

$$C_{ic} = \alpha^g + \left(X_{iac} - X_{ibc}\right)'\beta^g + \varepsilon_{ic} \tag{4}$$

where the dependent variable C_{ic} is an indicator for whether the individual chose job a over job b in a given job contrast. The independent variables are the differences in the characteristics of job a, X_{iac}, and job b, X_{ibc}, in choice pair c. The characteristics we control for are those observable to the survey participants: whether the worker chooses working hours, whether the start and end times of work are variable, whether hours vary each week, whether the job has long hours (longer than full-time), full-time, or part-time hours, whether it's possible to vary work time for family reasons, whether the job includes evening work, whether one is expected to be available to work in their free time (on-call), whether it is possible to work from home, whether the pace of the job includes working under time pressure, whether work is near or far from home, whether the worker decides the content of their tasks, and how much the salary is as a percentage of their current wage. α^g captures the propensity to select the left job profile (job a) in a way that is unexplained by characteristics. We compute willingness-to-pay in terms of a percentage increase in current wages by taking the ratio of the coefficient on an attribute of interest to the coefficient on job salary, as a percentage of current salary.

4 Results

4.1 Amenities, Firms, and Parenthood

Figures 1 and 2 present event studies showing how amenities evolve around the birth of a woman's first child. We will begin by discussing schedule-related variables. While there are no trends in the years leading up to birth in whether start and end-times of work are variable (1b), in the irregularity of hours (1c), in working long hours (1d), and in working in the evening (1f), all of these become substantially less likely upon

motherhood. We see smaller effects in the dimension of worker autonomy. Figures 1a and 1e suggest that in the long term, mothers are somewhat less likely to work in jobs where they choose their own working hours, and more likely to work in jobs where they choose their own working hours. Unfortunately, some of our information on amenities comes from questions which are asked only in one supplement to the LFS in 2019, making it possible to observe women 2 years pre-birth but not more. These estimates are unfortunately too noisy to be informative (Figures 2a, 2c and 2e).

We corroborate in our data the trends well established in the literature concerning distance to work and earnings impacts of motherhood. We find that women tend to work closer to home after motherhood (Figure 2d): in the population overall, the mean distance between work and home is 23,101 meters (see Table 1), by 10 years after motherhood, women work 4,000 meters closer to home than in the year before motherhood. There is evidence of a pre-birth trend in this distance, but the trend is in the opposite direction (so women get increasingly farther from work as they get closer to having children in the pre-period, but this difference is small relative to post-birth). We also corroborate in our sample a large impact of children on women's labor market earnings. Our measure of earnings and time-horizon are somewhat different from the estimates in Kleven et al. (2019), but our estimates of the earnings impacts are similar: motherhood is associated with a long term reduction in yearly earnings of about 70,000DKK, about 20% of counterfactual earnings.

Figures 3 and 4 present the evolution of the same variables around the event of becoming a father for the first time in the sample of men. There do not seem to be any significant trends around fatherhood for variables concerning the timing of work, except that long hours become less common in the immediate years after first childbirth and there is a small decline in whether start and end times of work are variable. For variability in start and end times, point estimates suggest a three percentage point decline among men after the arrival of their first child, compared to a more than ten percentage point decline among women. We also find that men's commuting distance increases and earnings increase slightly around fatherhood. Again, this is the opposite of the general pattern for women.

We next present evidence that these amenities explain more than half of the sorting of mothers into lower-pay firms, and largely account for the sorting by mothers away from male-preferred firms. Figure 5 displays an event study in earnings accounting for amenities in the top row, and an event study in the average pay premium of the firms where women work in the bottom row. First, the earnings impact of children is attenuated when controlling for the amenities women have access to. Second, the portion of pay associated with the firm in which women work—the firm fixed effects in an AKM decomposition—is hugely attenuated when accounting for the amenities women have access to. The black line presents event study regressions including only event-year, age, and year fixed effects. The blue line presents event study regressions in the same sample of women, but adding the average firm-level responses to LFS questions on amenities, as well

as own commuting distance.[12] In the left-hand-side, we use all amenities, but only include those firms which are present in each year of the administrative data to avoid changes in the composition of firms around the event, since some survey questions are asked only in 2019 and thus skew the sample toward firms present in the year 2019.[13] In the right-hand-side of Figure 5, we present estimates of the same two event studies, but in the sample of firms for which we have data only on the amenities which are asked about in every survey year. The questions asked in every survey year concern hours, irregularity in hours, work from home, evening work and we also control for commuting distance at the individual level. Table 3 summarizes the differences in the samples across these specifications. The event studies depicted in blue and black lines do not have different samples—both include only firms with information on amenities. We note that the black lines are similar across regressions, meaning that the sample of firms for which we see responses to more amenities questions is not selected in a way related to motherhood.

We find that accounting for amenities attenuates the motherhood penalty as well as the declining relationship between firm pay premium and years since motherhood. Compared to the year before she had the child, a women whose oldest child is five years old works at a firm with a more than two percentage point lower pay premium (Figures 5d and 5c). Controlling for the amenities at her firm, this difference is reduced to less than one percentage point. This suggests that part of the movement to lower pay firms is explained by the fact that these firms have different types of amenities concerning temporal and spacial flexibility, which are particularly important for women around the time they have children.

When considering measures of revealed preference, it is empirically important in our setting to distinguish between firms popular among women and those popular among men. We see in the black lines of Figure 6 that, around motherhood, women shift to firms preferred by women and away from firms preferred by men. Using the preferences of all workers, as in the top row, masks substantial re-sorting around motherhood. We see a similar pattern—motherhood is associated with a shift away from firms preferred by men and towards firms preferred by women—using the poaching measure of preferences, which simply uses the ratio of hires from other jobs vs. unemployment as a measure of whether the firm is a high-type or low-type. The poaching rate effects are displayed in Figure 7. For women, the poaching rate may be a more reliable way to

[12]For each LFS question used in our study: choosing working hours, variability of start and end times, usual vs. actual hours, long hours, possibility of varying work time for family reasons, evening work, on-call, working at home, working under time pressure, and choosing the content of tasks, we compute a firm-level average across all years of employee responses. We use these firm-level averages, plus a worker's own commuting distance, as controls in the event study regressions depicted in blue in Figures 5a, 5c, 7a, 6c, and 6e. Some of these amenities are measured only in 2019, so without further adjustments firms would be disproportionately represented if they are in the data in 2019. To avoid composition problems, we restrict to those firms which are present in the administrative data in ever year of the sample. Small firms are less likely to be in this sample, but firm size does not drive the effects we see. In Figures 5b, 5d, 7b, 6d, and 6f we do not require a firm to be present in each year and we use the firm-level average of answers to LFS survey questions on usual vs. actual hours, long hours, working from home, evening work, as well as each individuals' commute distance as controls in the blue event study regressions.

[13]Composition does become a concern if we do not make this adjustment—Appendix Figure 10 presents the results without this restriction. In this sample, the black line which does not include amenity controls follows a different pattern around motherhood than the pattern we see among firms overall.

measure preferences as an outcome in an event study since firms popular among mothers will be measured as preferred by women overall in pagerank.

When we control for our proxies for amenities in these figures (the blue lines), we see that the negative relationship between years since event and the firms preferred by men completely disappears, suggesting that the reason women avoid these firms is that they do not have the types of amenities women value around motherhood. Controlling for amenities does not significantly impact how workplaces evolve around motherhood according to the ranking inferred by the movements of women across firms. Again, this relationship is somewhat mechanical, since those places that mothers move to are measured exactly as those places preferred by women in the pagerank metric.

4.2 The Monetary Value of Amenities

We next turn to estimating the value of amenities to those who receive them. We see in Table 1 that women are substantially more likely than men to work in jobs with set, predictable schedules, jobs which are near home, and to avoid evening work and long hours. Many of these differences are exacerbated around parenthood, as in Figure 1 and Figure 3. These patterns are consistent with sorting by women into jobs and firms which offer predictability and time with children. However, it may also be the case that women would like to work in higher paying, longer hours jobs, but they are not hired for these positions. In addition, amenities may come bundled in jobs due to the technology of production. If we see that women are less likely to work in jobs requiring them to be on-call, and also less likely to work in jobs with variable schedules, it may be that women do not object to variability in scheduling so long as it is done with advanced notice. In order to come to concrete conclusions about the value of amenities to women, we next implement the incentivized hypothetical choice preference elicitation survey described in section 2.4. By presenting subjects with paired job vignettes, we measure the tradeoff made in wages and job characteristics by respondents. Figure 8 gives an example of the job contrasts that subjects see in our survey.

Table 6 presents the results of the coefficients in regression equation (4) separately for the male and female sample. We see that men and women directionally value attributes of jobs similarly. The last column of the table gives the p-value of a test for whether the ratio of the coefficient of interest and the coefficient on wages is significantly different for men and women. We find statistically significant and economically meaningful differences in preferences concerning the ability to vary work time for family reasons, to avoid evening work, to being on-call ("Expected to be available for work in free time"), to being able to work from home, avoid time pressure, and to work near home. All other attributes are similarly traded off against wages by men and women.

Turning to average differences in the preferences of mothers compared to women without children, Table 7 finds significant differences only in mother's preferring to avoid evening work and on-call work, as well as a positive preference for being able to decide the content of their tasks among non-mothers. Among men, in Table 8, we see that non-fathers prefer variable start and end times at work, while fathers prefer jobs where it is possible to vary work time for family reasons.[14] Both of these estimates control for respondent age, but unlike event studies which are identified only from the behavior of individuals who will eventually have children (exploiting variation in the timing of that event), these contrasts include women who will never have children. In addition, since our vignette survey is only conducted on one cross-section of Danes in 2024, it is not possible to conduct an event study around the arrival of the first child (we do not know years until children for childless women and men and do not ask about the age of children for mothers and fathers). For these reasons, and due to the fact that parenthood does not seem to be associated with large differences in the value of attributes, we focus in the remainder of the section on gender differences.

The data reveal heterogeneity in the value of these amenities to workers which is correlated with their job choices. When we survey employed individuals, we also ask about the attributes they have access to in their own current job. For all attributes, we see in Figure 9 that workers with those attributes in their current job are more likely to select jobs with these attributes. These differences are highly significant for the ability to choose working hours, work long hours, vary work time for family reasons, work evenings, and work near home.

In order to compute the gender gap in total compensation, we assign to each attribute the worker's WTP for this attribute among workers with similar characteristics (gender) and with access to this characteristic in their own current job. We find that overall, accounting for the amenities in our survey reduces the gender gap in compensation by nearly 20 percent, compared to considering wages alone as a measure of compensation.

5 Conclusion

This paper explores the relationship between job amenities and gender differences in pay arising due to childbirth. It also explores how amenities affect firm preferences of women and men. Firm preference is measured either by the AKM firm pay premium or by worker-mobility based measures of firm quality based on revealed preference such as the pagerank or by the poaching rate. The motivation is to uncover whether a preference for amenities drives differing firm choices of men and women after birth, and how this preference relates to the motherhood penalty. Do mothers accept lower pay after childbirth in return for more family-friendly amenities which enable them to better balance family life and a career? To answer this question, we

[14] Fathers also prefer to be able to work from home, but this difference relative to nonfathers in monetary terms is only marginally significant at the ten percent level.

merge unique survey data on temporal and spatial job flexibility measures to the matched employer-employee administrative data and explore how amenities evolve around the birth of a woman's first child.

We find that impact of children on mothers' earnings is attenuated when controlling for amenities. Second, we find that amenities attenuates the firm pay premium decline after childbirth. Amenities also explain why women avoid firms that do not have the types of amenities that women value after becoming mothers. While these movements are potentially indicative of compensating differentials, they do not necessarily imply that women value these amenities in particular—amenities tend to be bundled and various forces including discrimination may constrain the ability of women to sort into those jobs that they prefer. In order to estimate the value of amenities to workers, we measure the tradeoff workers are willing to make between job characteristics and wages using a hypothetical preference elicitation survey. Women are found to prefer jobs in which they do not have to be on call or work evening hours, but there does not seem to be a strong preference for avoiding hours variability per say. Accounting for the amenities we measure in the data, the gender gap in compensation falls by 20%.

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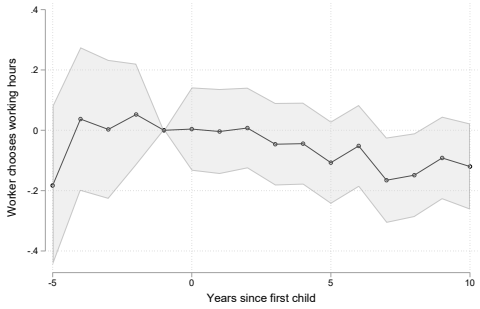
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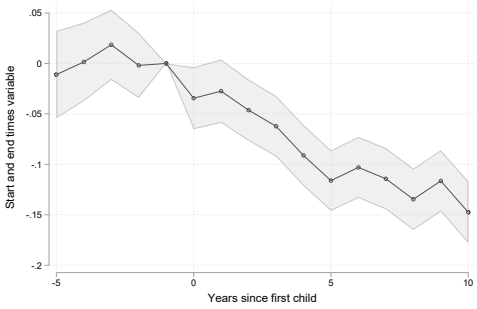
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Figures

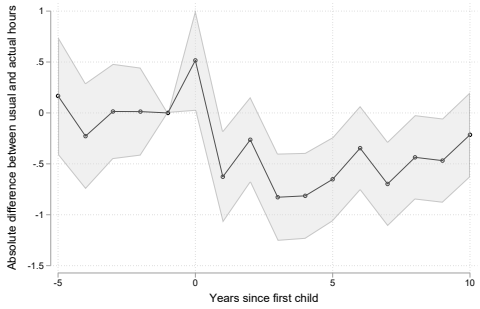
Figure 1: Motherhood and Amenities



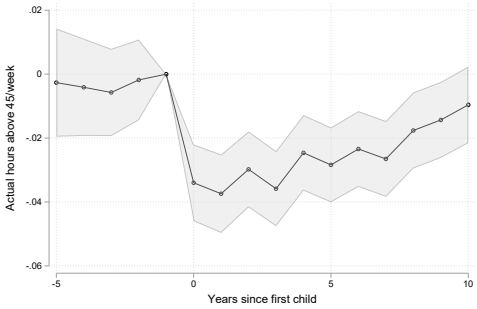
(a) Worker chooses working hours



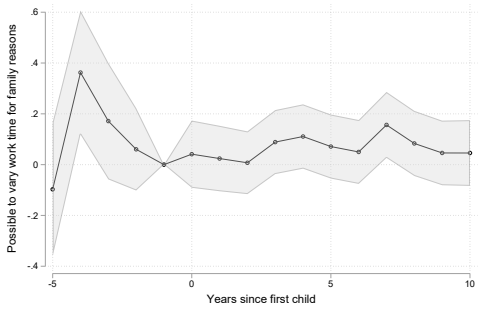
(b) Start and end times variable



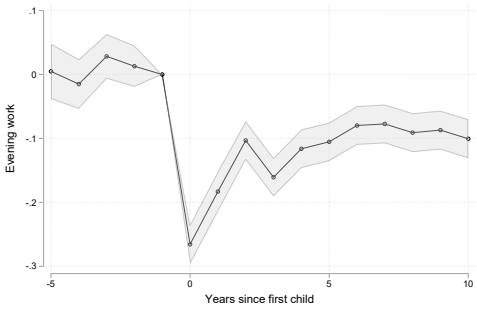
(c) Absolute difference between usual and actual hours



(d) Actual hours above 45/week



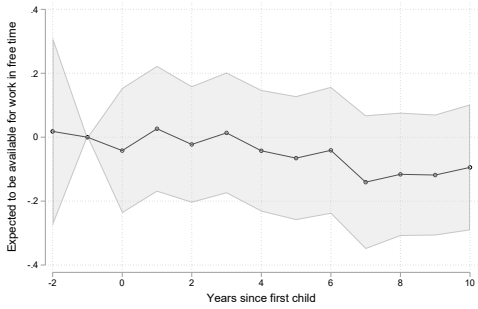
(e) Possible to vary work time for family reasons



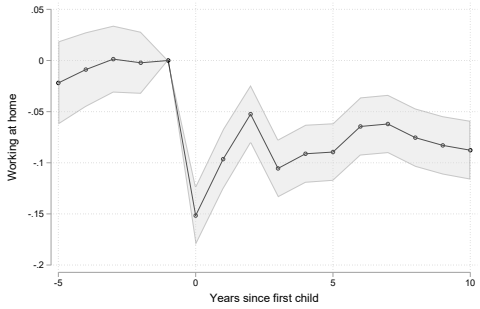
(f) Evening work

Note: This figure shows the relationship between years since first birth and various workplace amenities, as reported in survey data. The gray shaded region is the 95% confidence interval around the point estimate for year since birth. These regressions additionally include fixed effects for individual age and fixed effects for the calendar year.

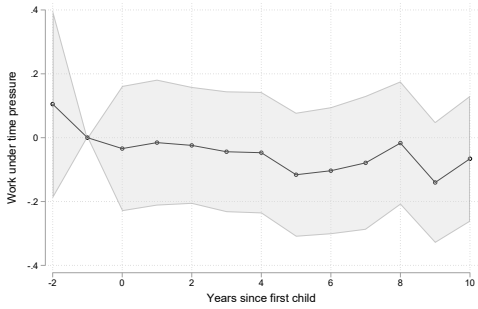
Figure 2: Motherhood and Amenities (cont)



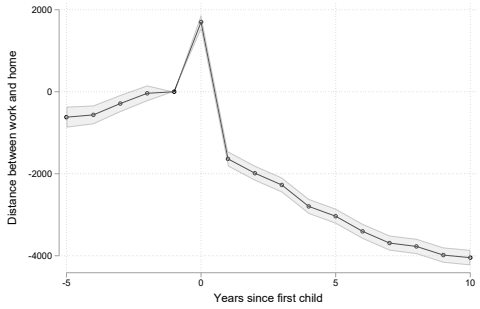
(a) Expected to be available for work in free time



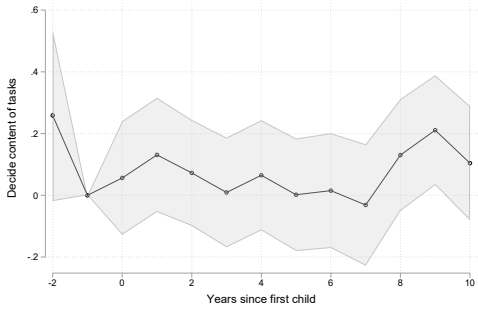
(b) Working at home



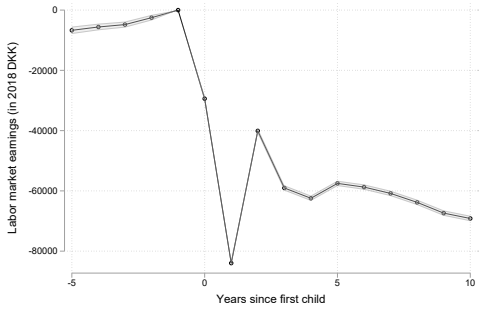
(c) Work under time pressure



(d) Distance between work and home



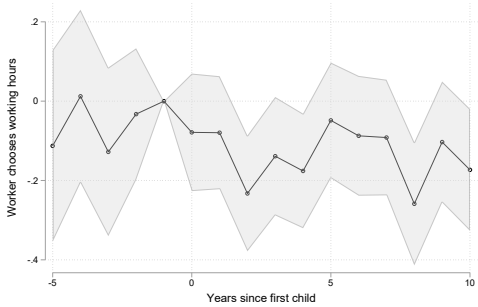
(e) Worker decides content of tasks



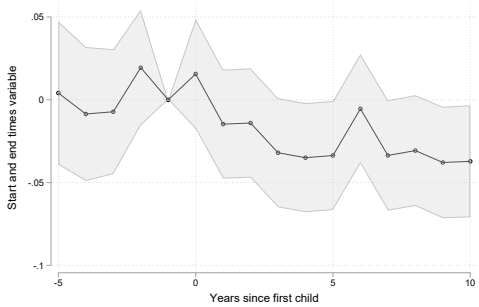
(f) Labor market earnings (in 2018 DKK)

Note: This figure shows the relationship between years since first birth and various workplace amenities, as reported in survey data. The gray shaded region is the 95% confidence interval around the point estimate for year since birth. These regressions additionally include fixed effects for individual age and fixed effects for the calendar year.

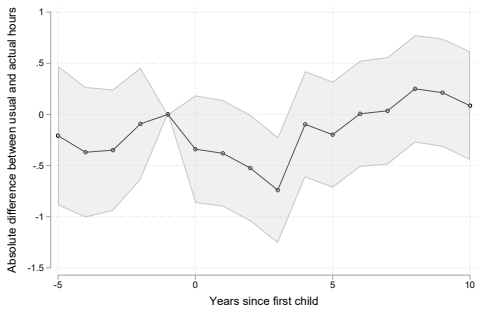
Figure 3: Fatherhood and Amenities



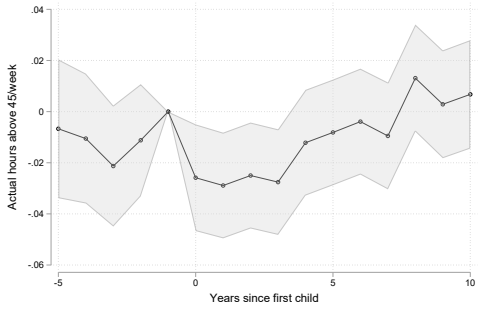
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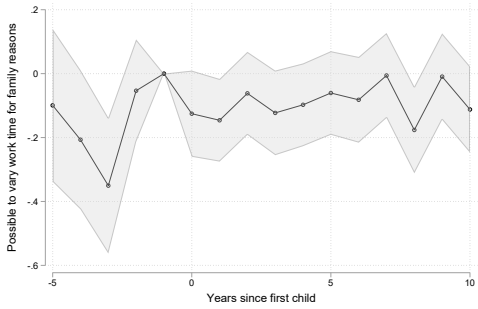
(b) Start and end times variable



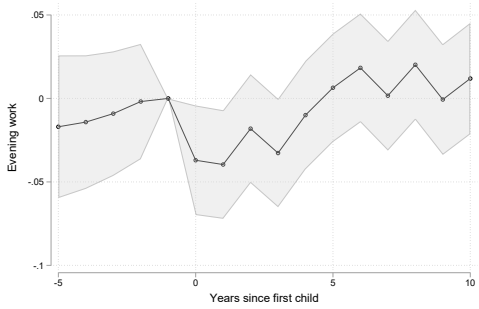
(c) Absolute difference between usual and actual hours



(d) Actual hours above 45/week



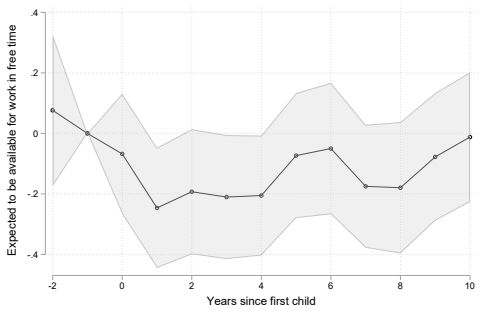
(e) Possible to vary work time for family reasons



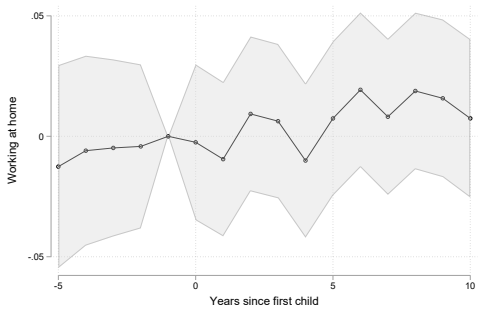
(f) Evening work

Note: This figure shows the relationship between years since first birth and various workplace amenities, as reported in survey data. The gray shaded region is the 95% confidence interval around the point estimate for year since birth. These regressions additionally include fixed effects for individual age and fixed effects for the calendar year.

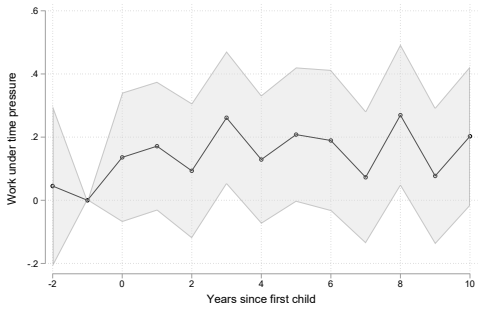
Figure 4: Fatherhood and Amenities (cont)



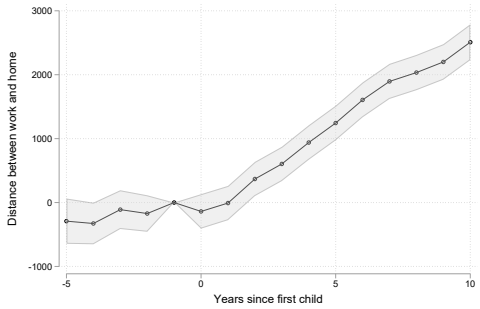
(a) Expected to be available for work in free time



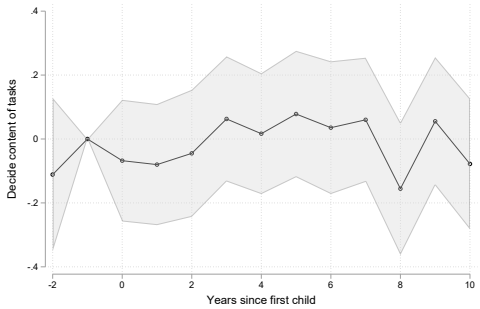
(b) Working at home



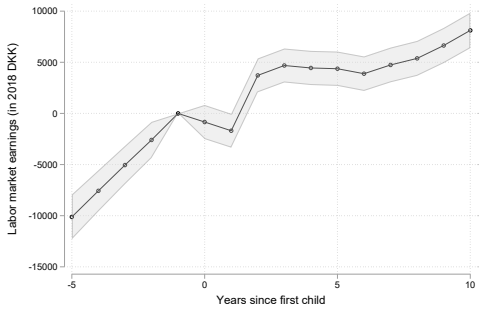
(c) Work under time pressure



(d) Distance between work and home



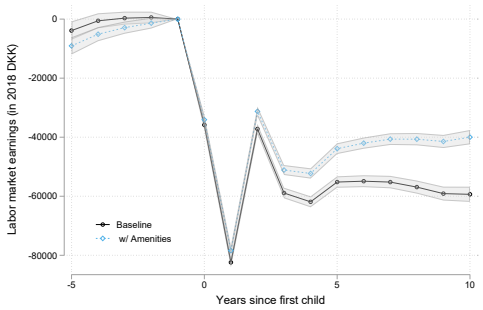
(e) Worker decides content of tasks



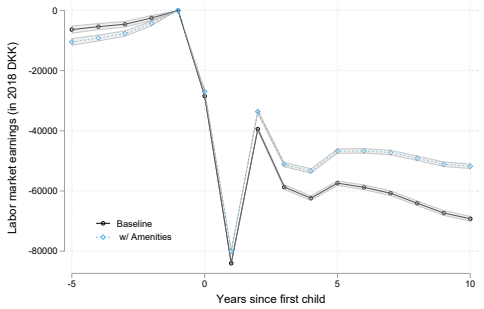
(f) Labor market earnings (in 2018 DKK)

Note: This figure shows the relationship between years since first birth and various workplace amenities, as reported in survey data. The gray shaded region is the 95% confidence interval around the point estimate for year since birth. These regressions additionally include fixed effects for individual age and fixed effects for the calendar year.

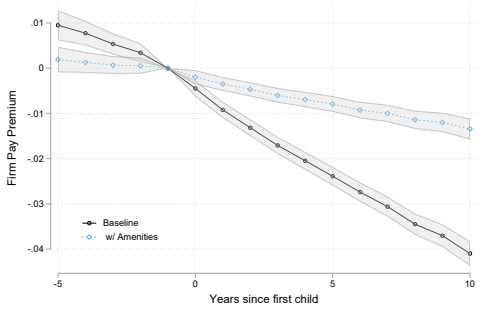
Figure 5: Accounting for Firm-Level Amenities—Pay Premia



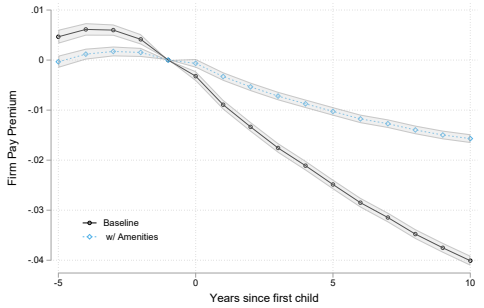
(a) All amenity data, total labor market earnings



(b) Including only amenities available in all years, total labor market earnings



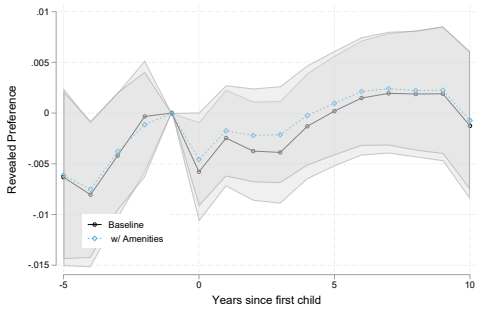
(c) All amenity data, firm pay premium



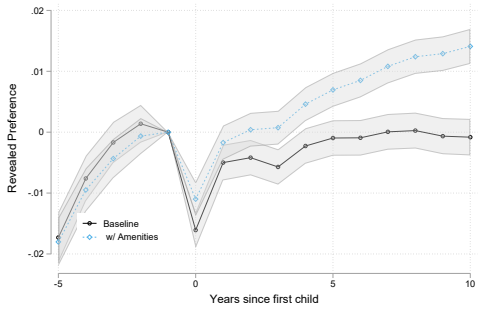
(d) Including only amenities available in all years, firm pay premium

Note: This figure shows the relationship between years since first birth and measures of pay (first row) and the firm-level pay premium (second row). The solid black line is the result of a regression including only event-year, age, and year fixed effects. The dashed blue line adds to the regression firm averages of the amenities available in the LFS and administrative data. The left-hand-side includes all amenities in these regressions, including those only asked about in one ad-hoc survey. Since some of these questions are asked only in one year, firms present in that year would be differentially selected into the sample and trends may reflect changes in the composition of firms. To alleviate this concern, we restrict to a balanced set of firms which appear in the BFL data in every year in the sample period. The right-hand-side includes a much larger set of firms and a smaller subset of amenities—those measured in every year—in the regressions. The gray shaded region is the 95% confidence interval around the point estimate for year since birth. These standard errors are computed taking the measured firm premia as constants.

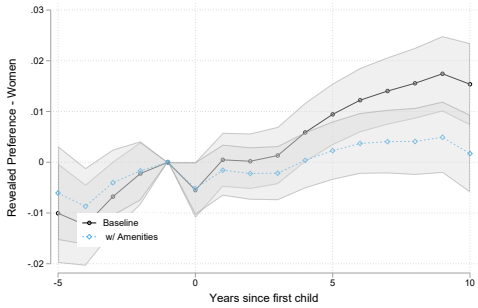
Figure 6: Accounting for Firm-Level Amenities–Revealed Preference Ranking (Pagerank)



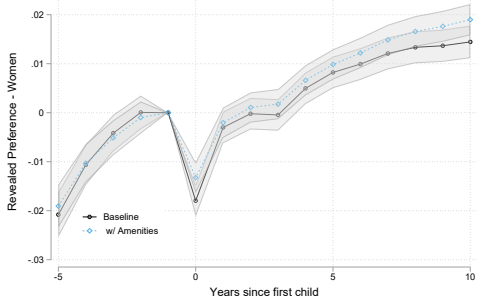
(a) All amenity data, preferences of all workers



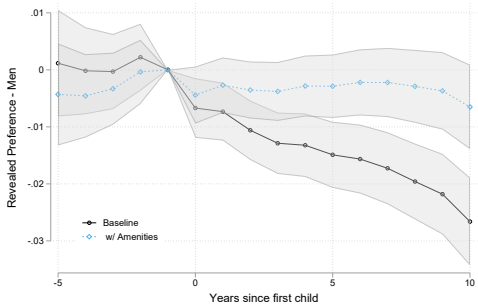
(b) Including only amenities available in all years, preferences of all workers



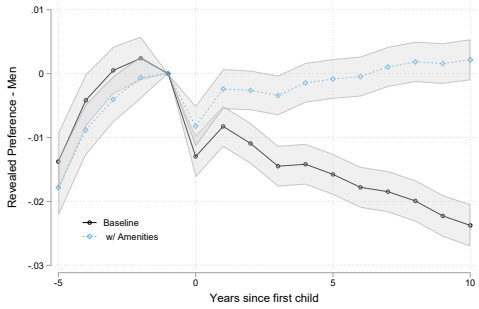
(c) All amenity data, preferences of female workers



(d) Including only amenities available in all years, preferences of female workers



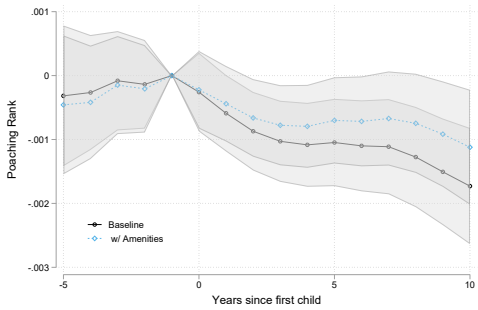
(e) All amenity data, preferences of male workers



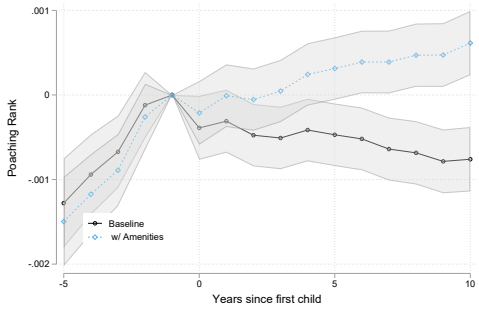
(f) Including only amenities available in all years, preferences of male workers

Note: This figure shows the relationship between years since first birth and measures of which firms are preferred by workers. The first row has pagerank computed overall, among all workers. The second row has pagerank when measured on the subset of female workers, and the last row has pagerank when measured on the subset of male workers. The solid black line is the result of a regression including only event-year, age, and year fixed effects. The dashed blue line adds to the regression firm averages of the amenities available in the LFS and administrative data. The left-hand-side includes all amenities in these regressions, including those only asked about in one ad-hoc survey. Since some of these questions are asked only in one year, firms present in that year would be differentially selected into the sample and trends may reflect changes in the composition of firms. To alleviate this concern, we restrict to a balanced set of firms which appear in the BFL data in every year in the sample period. The right-hand-side includes a much larger set of firms and a smaller subset of amenities—those measured in every year—in the regressions. The gray shaded region is the 95% confidence interval around the point estimate for year since birth. These standard errors are computed taking the measured firm rankings as constants.

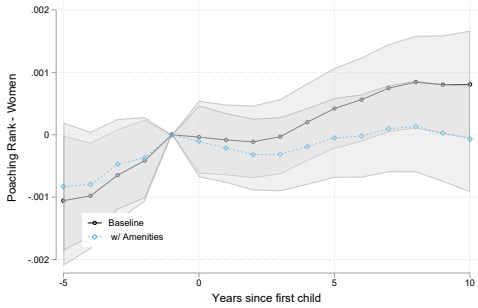
Figure 7: Accounting for Firm-Level Amenities–Revealed Preference Ranking (Poaching Rate)



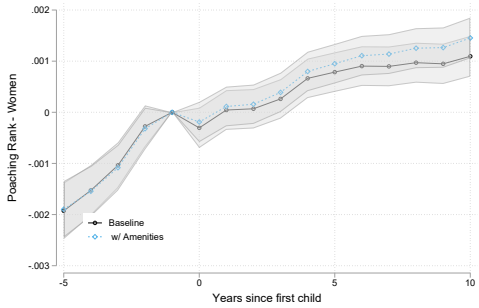
(a) All amenity data, preferences of all workers



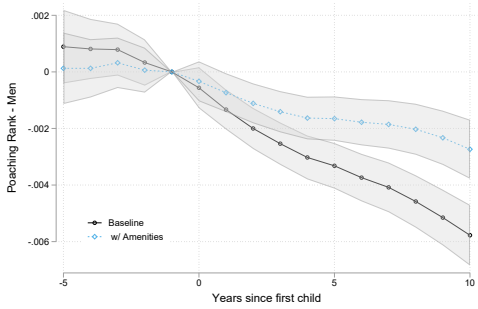
(b) Including only amenities available in all years, preferences of all workers



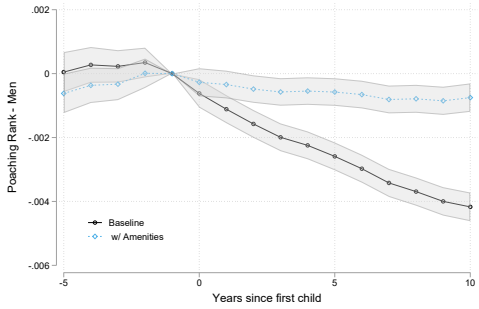
(c) All amenity data, preferences of female workers



(d) Including only amenities available in all years, preferences of female workers



(e) All amenity data, preferences of male workers



(f) Including only amenities available in all years, preferences of male workers

Note: This figure shows the relationship between years since first birth and measures of which firms are preferred by workers. The first row has poaching rate computed overall, among all workers. The second row has poaching rate when measured on the subset of female workers, and the last row has poaching rate when measured on the subset of male workers. The solid black line is the result of a regression including only event-year, age, and year fixed effects. The dashed blue line adds to the regression firm averages of the amenities available in the LFS and administrative data. The left-hand-side includes all amenities in these regressions, including those only asked about in one ad-hoc survey. Since some of these questions are asked only in one year, firms present in that year would be differentially selected into the sample and trends may reflect changes in the composition of firms. To alleviate this concern, we restrict to a balanced set of firms which appear in the BFL data in every year in the sample period. The right-hand-side includes a much larger set of firms and a smaller subset of amenities—those measured in every year—in the regressions. The gray shaded region is the 95% confidence interval around the point estimate for year since birth. These standard errors are computed taking the measured firm rankings as constants.

Figure 8: Sample Survey Contrasts

	Job A	Job B
Timetal	Deltid - 20 timer om ugen	Fuldtid - 37 timer om ugen
Kontrol over timer	Fastsætter din egen tidsplan	Din arbejdsgiver fastsætter din tidsplan
Arbejde hjemmefra	Ja, medarbejdere kan arbejde hjemme fra nogle dage	Ingen
Mødetid på arbejde	Dine start- / sluttider for arbejdet er variable	Du skal arbejde på bestemte, fastsatte tidspunkter
Brug for at arbejde om aftenen	Aldrig	Ja, ofte
Timetal er regelmæssige	Timerne varierer fra uge til uge	Timerne varierer fra uge til uge
Tempo	Tidspres	Afslappet
Uafhængighed	Dine arbejdsopgaver og arbejdsgange er defineret af din arbejdsgiver	Du vælger selv, hvordan du udfører dit arbejde
Familietid	Det er vanskeligt at tilpasse arbejdstiden af personlige/familiemæssige årsager	Det er vanskeligt at tilpasse arbejdstiden af personlige/familiemæssige årsager
Tilkaldevagt	Du kan blive kontaktet når du har fri for at blive kaldt på arbejde næste dag	Du er ikke på vagt
Afstand	Arbejdspladsen ligger mere end 30 km væk fra din bopæl	Arbejdspladsen ligger inden for 15 km fra din bopæl
Løn	16 % mere end din nuværende månedsløn	14 % mere end din nuværende månedsløn

Hvilket job foretrækker du?

(•) A
( ) B

(a) Example of job contrast from survey

	Job A	Job B
Hourly figures	Part-time - 20 hours per week	Full time - 37 hours per week
Control over hours	Set your own schedule	Your employer sets your schedule
Work from home	Yes, employees can work from home from some days	No
Meeting time at work	Your start/end times for work are variable	You must work at specific, fixed times
Need to work on the evening	Never	Yes, often
Hours are regular	Hours vary from week to week	Hours vary from week to week
Pace	Time pressure	Relaxed
Independence	Your work tasks and workflows are defined by your employer	You choose how you do your work
Family time	It is difficult to adjust working hours personal/family reasons You can be	It is difficult to adjust working hours for personal/family reasons
On-call duty	contacted when you are free to be called at work the next day	You are not on duty
Distance	The workplace is more than 30 km away from yours residence	The workplace is within 15 km of your place of residence
Pay	16% more than your current monthly salary	14% more than your current monthly salary

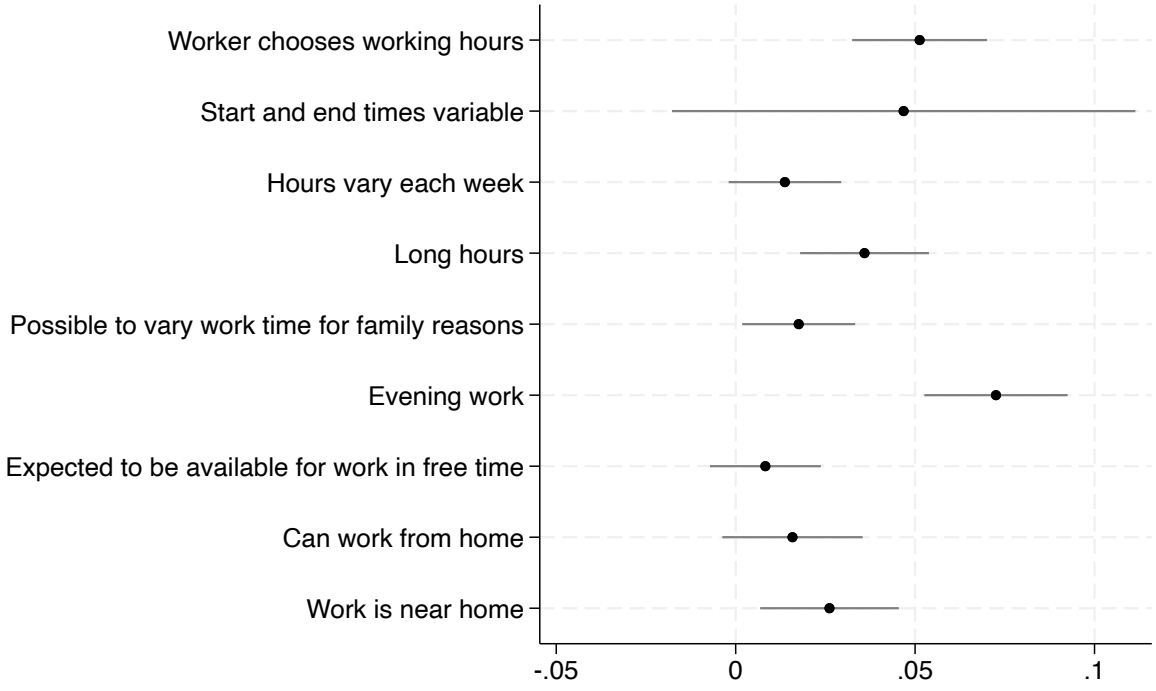
Which job do you prefer?

(•) A
( ) B

(b) Example of job contrast from survey: English translation

Note: This figure shows an example job contrast in the original Danish (top panel) and translation from google translate to English (bottom panel).

Figure 9: Coefficient on Interaction between Own Job Characteristic and Valuation of the Characteristic in Survey



Note: This figure displays coefficient on the interaction between whether an individual has the characteristic listed in the figure in their current job (all surveyed individuals are employed) and the willingness to choose a job profile with this characteristic in the hypothetical choice scenarios, as equation 4. All are jointly estimated, and standard errors clustered at the individual respondent level are displayed in the gray bars.

Tables

Table 1: Summary Statistics

	All	Women	Men
Age	43.989	44.128	43.837
Worker chooses working hours	0.496	0.448	0.552
Expected to be available for work in free time	0.527	0.483	0.580
Work under time pressure	0.411	0.422	0.398
Possible to vary work time for family reasons	0.624	0.575	0.682
Decide order of tasks	0.808	0.811	0.806
Decide content of tasks	0.652	0.637	0.670
Distance between work and home	23,101	18,920	27,684
Actual hours above 45/week	0.070	0.049	0.094
Absolute difference between usual and actual hours	3.920	3.807	4.048
Working at home	0.302	0.288	0.318
Start and end times variable	0.418	0.392	0.449
Evening work	0.421	0.400	0.445
Labor market earnings (in 2018 DKK)	427,674	375,909	484,152
N	1,793,846	935,977	857,869

Note: This table displays summary statistics for variables used in later analysis. All observations are at the person level. Observation counts differ primarily because not all questions were asked in all years (see Table 2 below), but also because respondents may choose not to respond to particular questions, or may not be eligible to be asked particular questions based on past responses. The sample is individuals represented in the LFS in at least one year between 2008 and 2019.

Table 2: Observations Per Variable

	Person-Year Observations	Years in Data
Worker chooses working hours	14698	2
Expected to be available for work in free time	7203	1
Work under time pressure	7220	1
Possible to vary work time for family reasons	17264	3
Decide order of tasks	7200	1
Decide content of tasks	7200	1
Distance between work and home	20910950	12
Actual hours above 45/week	233140	12
Absolute difference between usual and actual hours	217951	12
Working at home	233170	12
Start and end times variable	231198	12
Evening work	233170	12
Labor market earnings (in 2018 DKK)	21020839	12

Note: This table displays the person-year observations (unique responses) to the questions we use to measure amenities, as well as the number of unique surveys these questions appear in. There are 12 potential years of survey data (2008-2019), but some questions are asked only in an ad hoc supplement. There are up to 3 ad hoc supplements we draw from, with some questions only asked in one of these supplements.

Table 3: Observations Included in Firm Event-Study Regressions

	Person-Year Obs.	Unique Workers	Unique Firms
Including only amenities available in all years	2394796	474424	5870
Including all amenities	2063334	424309	1859
Including all amenities, firms present all years	535763	49754	1158

Note: This table displays the person-year observations, unique workers, and unique firms included in three specifications used to understand the evolution of firm types around motherhood. First, the broadest sample which includes all firms (workers) which had workers (coworkers) surveyed in the LFS in any year. Next, in order to include a wider range of amenities, we restrict to firms who have workers responding to the ad hoc supplements of the LFS and for which we have some measure of all the available amenities discussed in this paper. Finally, because some questions were asked only in one year, we further restrict to firms present in the data in every year to avoid effects being driven by changes in the composition of firms in the sample over the sample period.

Table 5: Summary Statistics: Vignette Survey

	All	Women	Men
Demographics			
Age	40.461	39.794	41.433
No schooling	0.006	0.005	0.007
Elementary schooling	0.032	0.027	0.039
High school	0.066	0.062	0.071
Vocational training	0.256	0.243	0.273
Short-term higher education degree	0.102	0.100	0.106
Bachelor's degree	0.332	0.333	0.330
Master's degree	0.196	0.220	0.163
PhD	0.010	0.010	0.010
Occupation			
Managers	0.075	0.057	0.101
Professionals	0.370	0.399	0.328
Technicians and Associate Professionals	0.126	0.106	0.155
Clerical Support Workers	0.154	0.184	0.111
Services and Sales Workers	0.137	0.162	0.101
Skilled Agricultural, Forestry and Fishery Workers	0.009	0.010	0.007
Craft and Related Trades Workers	0.039	0.014	0.076
Plant and Machine Operators, and Assemblers	0.023	0.012	0.039
Elementary Occupations	0.061	0.052	0.074
Armed Forces Occupations	0.005	0.003	0.007
Work Characteristics			
Worker chooses working hours	0.409	0.378	0.453
Start and end times variable	0.557	0.554	0.562
Hours vary each week	0.358	0.321	0.411
Full-time	0.786	0.726	0.872
Part-time	0.175	0.240	0.081
Long hours	0.039	0.034	0.047
Possible to vary work time for family reasons	0.717	0.679	0.773
Evening work	0.323	0.304	0.350
Expected to be available for work in free time	0.230	0.186	0.296
Can work from home	0.467	0.446	0.498
Work is near home	0.612	0.655	0.549
Work is far from home	0.243	0.203	0.303
Monthly labor market earnings (in 2018 DKK)	42648.294	35422.751	52186.966
N	998	592	406

Note: Sample sizes for the income question are 703, 400, and 303, respectively. Income is winsorized at the bottom and top 1%.

Table 6: Vignette Survey: Women vs. Men

	(1) Female	(2) Male	(3) P-value $WTP_{(1)} = WTP_{(2)}$
Worker chooses working hours	0.016	0.013	0.344
	(0.005)	(0.006)	
Start and end times variable	0.004	0.013	0.400
	(0.005)	(0.006)	
Hours vary each week	-0.006	-0.005	0.739
	(0.005)	(0.006)	
Long hours	0.064	0.034	0.335
	(0.030)	(0.037)	
Possible to vary work time for family reasons	0.062	0.028	0.000
	(0.006)	(0.007)	
Evening work	-0.099	-0.081	0.000
	(0.007)	(0.008)	
Expected to be available for work in free time	-0.068	-0.040	0.000
	(0.005)	(0.007)	
Can work from home	0.054	0.043	0.007
	(0.006)	(0.008)	
Work under time pressure	-0.074	-0.069	0.011
	(0.006)	(0.008)	
Work is near home	0.104	0.063	0.000
	(0.007)	(0.007)	
Worker decides content of tasks	0.010	0.017	0.777
	(0.005)	(0.006)	
Percentage increase in wage	0.012	0.017	
	(0.001)	(0.001)	
Observations	17760	12180	29940
Number of participants	592	406	998

Note: This table displays the coefficients from a regression of the propensity to pick the left hand side job vignette on the difference (left hand side minus right hand side) in the job characteristics described in the vignette, fully interacted with female (coefficients in column 1) and male (coefficients in column 2) indicators. The third column reports the p-value from a test of whether the ratio of the amenity coefficient to the coefficient on the percentage increase in wages for women equals the ratio of the amenity coefficient to the coefficient on the percentage increase in wages for men. Each individual in the study evaluates thirty job contrasts, and standard errors in parentheses are clustered at the participant level.

Table 7: Vignette Survey: Mothers vs. Nonmothers

	(1) Mother	(2) Nonmother	(3) P-value $WTP_{(1)} = WTP_{(2)}$
Worker chooses working hours	0.023	0.008	0.069
	(0.007)	(0.007)	
Start and end times variable	-0.001	0.009	0.394
	(0.007)	(0.008)	
Hours vary each week	-0.006	-0.005	0.824
	(0.006)	(0.007)	
Long hours	0.049	0.079	0.800
	(0.039)	(0.047)	
Possible to vary work time for family reasons	0.065	0.059	0.150
	(0.008)	(0.009)	
Evening work	-0.109	-0.085	0.009
	(0.009)	(0.010)	
Expected to be available for work in free time	-0.073	-0.062	0.049
	(0.007)	(0.008)	
Can work from home	0.055	0.052	0.234
	(0.008)	(0.009)	
Work under time pressure	-0.071	-0.078	0.490
	(0.008)	(0.009)	
Work is near home	0.101	0.108	0.353
	(0.009)	(0.011)	
Worker decides content of tasks	-0.001	0.025	0.018
	(0.007)	(0.007)	
Percentage increase in wage	0.011	0.014	
	(0.001)	(0.001)	
Observations	10140	7620	17760
Number of participants	338	254	592

Note: This table displays the coefficients from a regression of the propensity to pick the left hand side job vignette on the difference (left hand side minus right hand side) in the job characteristics described in the vignette, for the sample of women, fully interacted with mother (coefficients in column 1) and non-mother (coefficients in column 2) indicators. The third column reports the p-value from a test of whether the ratio of the amenity coefficient to the coefficient on the percentage increase in wages for mothers equals the ratio of the amenity coefficient to the coefficient on the percentage increase in wages for non-mothers. Each individual in the study evaluates thirty job contrasts, and standard errors in parentheses are clustered at the participant level.

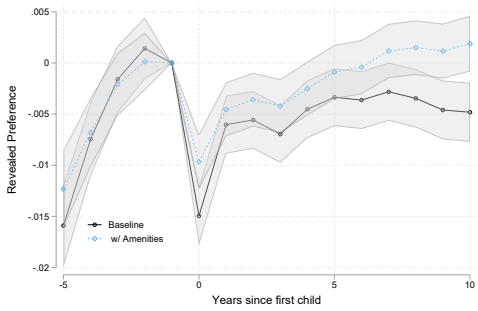
Table 8: Vignette Survey: Fathers vs. Nonfathers

	(1) Father	(2) Nonfather	(3) P-value $WTP_{(1)} = WTP_{(2)}$
Worker chooses working hours	0.019	0.005	0.214
	(0.008)	(0.011)	
Start and end times variable	0.005	0.029	0.089
	(0.008)	(0.010)	
Hours vary each week	-0.011	0.006	0.179
	(0.007)	(0.011)	
Long hours	0.060	-0.013	0.303
	(0.049)	(0.059)	
Possible to vary work time for family reasons	0.040	0.008	0.007
	(0.009)	(0.010)	
Evening work	-0.085	-0.074	0.200
	(0.010)	(0.013)	
Expected to be available for work in free time	-0.041	-0.038	0.502
	(0.009)	(0.010)	
Can work from home	0.051	0.030	0.080
	(0.010)	(0.011)	
Work under time pressure	-0.058	-0.087	0.356
	(0.009)	(0.014)	
Work is near home	0.057	0.073	0.774
	(0.009)	(0.012)	
Worker decides content of tasks	0.019	0.013	0.458
	(0.007)	(0.010)	
Percentage increase in wage	0.016	0.019	
	(0.001)	(0.001)	
Observations	7740	4440	12180
Number of participants	258	148	406

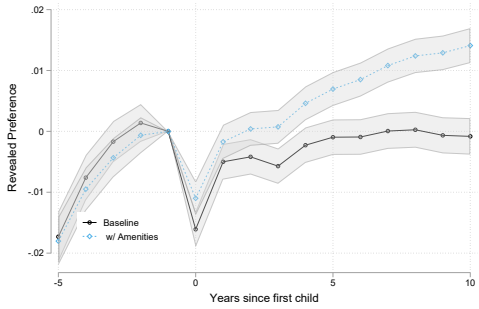
Note: This table displays the coefficients from a regression of the propensity to pick the left hand side job vignette on the difference (left hand side minus right hand side) in the job characteristics described in the vignette, for the sample of men, fully interacted with father (coefficients in column 1) and non-father (coefficients in column 2) indicators. The third column reports the p-value from a test of whether the ratio of the amenity coefficient to the coefficient on the percentage increase in wages for fathers equals the ratio of the amenity coefficient to the coefficient on the percentage increase in wages for non-fathers. Each individual in the study evaluates thirty job contrasts, and standard errors in parentheses are clustered at the participant level.

6 Appendix Figures

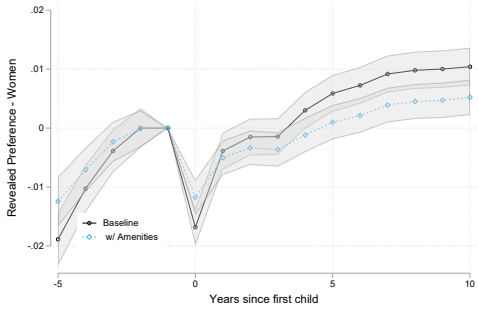
Figure 10: Accounting for Firm-Level Amenities–Revealed Preference Ranking (Pagerank)



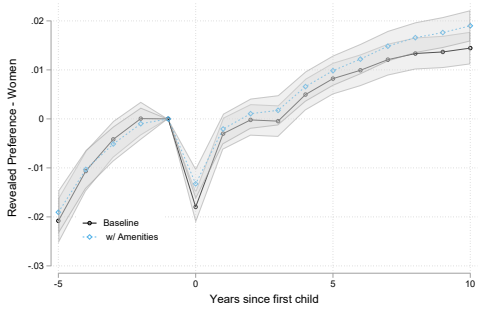
(a) All amenity data, preferences of all workers



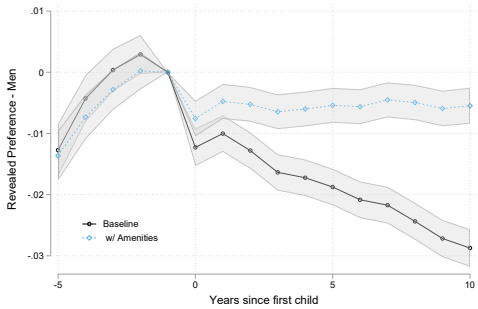
(b) Including only amenities available in all years, preferences of all workers



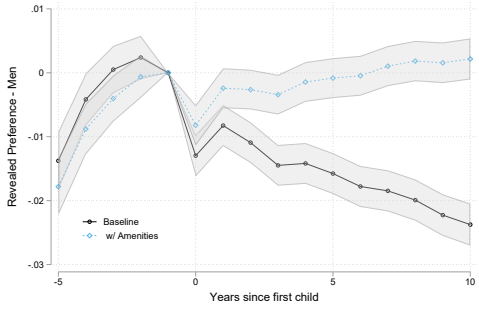
(c) All amenity data, preferences of female workers



(d) Including only amenities available in all years, preferences of female workers



(e) All amenity data, preferences of male workers



(f) Including only amenities available in all years, preferences of male workers

Note: This figure shows the relationship between years since first birth and measures of which firms are preferred by workers. The first row has pagerank computed overall, among all workers. The second row has pagerank when measured on the subset of female workers, and the last row has pagerank when measured on the subset of male workers. The solid black line is the result of a regression including only event-year, age, and year fixed effects. The dashed blue line adds to the regression firm averages of the amenities available in the LFS and administrative data. The left-hand-side includes all amenities in these regressions, including those only asked about in one ad-hoc survey. We do not restrict to a balanced set of firms, as in the main Figures. The right-hand-side includes a much larger set of firms and a smaller subset of amenities—those measured in every year—in the regressions. The gray shaded region is the 95% confidence interval around the point estimate for year since birth. These standard errors are computed taking the measured firm rankings as constants.

7 Online Appendix: Survey Materials

7.1 Original Survey

Informed Consent

INFORMATIONSARK OM AARHUS UNIVERSITET

Professor Nabanita Datta Gupta, Institut for Økonomi, Aarhus Universitet, er i gang med et forskningsstudie finansieret af ROCKWOOL fonden omkring vurderinger af jobkarakteristika.

Rekruttering af deltagere udføres af Bilendi.co, en survey virksomhed med over 20 års erfaring i at hjælpe forskere med markedsundersøgelser i over 13 europæiske lande, herunder Danmark.

Din deltagelse i denne forskningsundersøgelse er frivillig.

Hvorfor udføres denne undersøgelse?

Formålet med denne undersøgelse er at kortlægge, hvordan enkeltpersoner beslutter, hvilken type job de foretrækker. Ved hjælp af en række hypotetiske jobkontraster bliver du bedt om at vælge, hvilket job du

foretrækker at have. Ud fra disse kontraster vil forskerne være i stand til at forstå individers præferencer for jobkarakteristika.

Hvad sker der, hvis jeg deltager i denne forskningsundersøgelse?
Det er frivilligt at deltage i denne undersøgelse. Ved deltagelse vil forskeren bede dig om følgende:
At deltage i undersøgelsen vedrørende dine jobpræferencer. Undersøgelsen vil også omfatte grundlæggende demografiske oplysninger.

Hvor længe vil jeg være i forskningsundersøgelsen?
Deltagelse tager i alt ca. 20 minutter.

Er der nogen potentielle risici eller ubehag, som jeg kan forvente af denne undersøgelse?
Der er ingen forventede risici eller ubehag.

Er der nogen potentielle fordele ved at deltage?
Du kan drage fordel af undersøgelsen ved at modtage vejledning om potentielle jobmuligheder, når studiet er slut.

Vil jeg blive betalt for at deltage?

Du vil modtage 200 Bilendi point for at deltage.

Vil oplysninger om mig og min deltagelse blive behandlet fortroligt?

Alle oplysninger, der indhentes i forbindelse med denne undersøgelse, og som kan identificere dig, forbliver fortrolige. De vil kun blive videregivet med din tilladelse eller som krævet ved lov. Den forskningsansvarlige vil ikke have adgang til identificerbare data. Identificerbare oplysninger vil kun blive brugt til betaling og til at sende personlige forslag om jobmuligheder. Data vil blive afidentificeret og anonymiseret inden analysen.

Hvordan vil resultater videregives?

Resultater vil kun blive videregivet i aggregeret form, hvilket betyder, at ingen individuelle deltageres svar kan identificeres. De aggregerede resultater vil blive publiceret i videnskabelige tidsskrifter efter at have gennemgået peer review. Deltagerne er velkomne til at anmode om at se de publikationer, der kommer ud af undersøgelsen.

Hvilke rettigheder har jeg, hvis jeg deltager i denne undersøgelse?

• Du kan vælge, om du vil være med i denne undersøgelse eller ej, og du kan til enhver tid trække dit samtykke tilbage ved at afbryde deltagelsen.
• Uanset hvilken beslutning du træffer, vil der ikke være nogen straf for dig og intet tab af ydelser, som du ellers var berettiget til.
• Du kan nægte at besvare spørgsmål, som du ikke ønsker at besvare, og stadig deltage i undersøgelsen.
• Efter at have deltaget, kan du ikke længere trække dit tilsagn om samtykke om deltagelse tilbage.

Hvem kan jeg kontakte, hvis jeg har spørgsmål til denne undersøgelse?

• Forskerholdet:

Hvis du har spørgsmål, kommentarer eller bekymringer om forskningen, kontakt venligst forskeren ansvarlig for undersøgelsen: Professor Nabanita Datta Gupta, ndg@econ.au.dk

• Databeskyttelse ved Aarhus Universitet

Hvis du har spørgsmål til dine rettigheder som deltager i

undersøgelsen, eller hvis du har bekymringer eller forslag, og du ønsker at tale med andre end forskerne, kan du kontakte Databeskyttelsesrådgiveren tilknyttet Aarhus Universitet på mail: dpo@au.dk

Samtykke

Jeg har læst denne formular, og forskningsundersøgelsen er blevet forklaret for mig. Jeg har fået mulighed for at stille spørgsmål, og mine spørgsmål er blevet besvaret. Hvis jeg har yderligere spørgsmål, har jeg fået at vide, hvem jeg skal kontakte. Jeg accepterer at deltage i den ovenfor beskrevne forskningsundersøgelse.

Du modtager betaling og rådgivning inden for to uger.

Hvis du accepterer at deltage, skal du klikke på "ja". ${e://Field/p} ${e://Field/m}

- ○ Ja
- ○ Nej

Elegibility

Tak fordi du deltog i denne undersøgelse. Det tager ca. 20 minutter at gennemføre denne undersøgelse. Denne undersøgelse spørger om dine jobpræferencer. Først vil vi spørge om dit nuværende job.

Er du ansat i øjeblikket?

- ○ Ja
- ○ Nej

Sociodemographic Questions

Hvad er din alder?

Hvilket køn er du?

- ○ Kvinde
- ○ Mand
- ○ Andet

Hvad er din højeste fuldførte uddannelse?

- ○ Ingen uddannelse
- ○ Grundskole
- ○ Gymnasiale uddannelser
- ○ Erhvervsfaglige uddannelser
- ○ Kortere videregående uddannelser
- ○ Mellemlange videregående uddannelser
- ○ Lange videregående uddannelser
- ○ Phd og forskeruddannelser

Har du hjemmeboende børn?

- ○ Ja
- ○ Nej

Hvad er din nuværende branche?

- ○ **Ledelsesarbejde**, fx øverste ledelse i myndigheder, virksomheder og organisationer, inden for administration, produktions- og servicevirksomhed, hotel og restauration og andre serviceområder

- ○ **Arbejde, der forudsætter viden på højeste niveau indenfor pågældende område**, fx ingeniør, læge, sygeplejerske, underviser, pædagog, økonomi-, administration- og salgsmedarbejder, revisor, finans- og forsikringsarbejde, IT, journalist, præst, bibliotekar, forfatter, kunstner m.fl.
- ○ **Arbejde, der forudsætter viden på mellemniveau**, fx tekniker, arbejde indenfor forretningsservice, agent- og mæglerarbejde, salg og køb, speditør, told og grænsearbejde, forvaltning og udøvelse af lovgivning, sportsudøver og træner, fotograf, køkkenchef, driftsteknikarbejde m.fl.
- ○ **Almindeligt kontor- og kundeservice arbejde**, fx sekretærarbejde, kasserer og kundeinformationsarbejde, beregnings- og registreringsarbejde, lagerekspeditionsarbejde m.fl.
- ○ **Service- og salgsarbejde**, fx service under transport, kokkearbejde, tjener, frisør, inspektørarbejde indenfor rengøring, salgsarbejde, omsorgsarbejde for børn og indenfor pleje og sundhed, redning og overvågningsarbejde
- ○ **Arbejde indenfor landbrug, skovbrug og fiskeri ekskl. medhjælp**, fx arbejde indenfor landbrug og gartneri, plantevækst, dyreopdræt, skovbrug, fiskeri og jagt
- ○ **Håndværkspræget arbejde**, fx indenfor byggeri, metal- og maskinarbejde, præcisionshåndværk og grafik, elektriske og elektroniske område, fødevarefremstilling, snedkeriarbejde m.fl.
- ○ **Operatør- samt monteringsarbejde og transportarbejde**, fx operatørarbejder ved stationære anlæg og maskiner, monteringsarbejde af mekanisk, elektrisk og elektronisk arbejde, chaufførarbejde og førere af køretøj m.fl.

- ○ **Andet manuelt arbejde**, fx rengøringsarbejde, manuelt arbejde indenfor landbrug, skovbrug og fiskeri, råstofudvinding, bygge og anlæg, produktions-, transport- og lagerarbejde, tilberedning af mad m.fl.
- ○ **Militært arbejde**, fx på officersniveau, befalingsmandsniveau og øvrige rangordener

Hvad er din nuværende månedsløn før skat (i DKK. Hvis du ikke ønsker at svare, kan du lade feltet stå blankt)?

I din nuværende stilling, har du:

- ○ Deltid
- ○ Fuldtid
- ○ Mange timer (over 37 timer)

I din nuværende stilling:

- ○ Bestemmer du selv din tidsplan
- ○ Er din tidsplan besluttet af din arbejdsgiver

I din nuværende stilling, har du mulighed for at arbejde hjemme?

- ○ Ja
- ○ Nej

I din nuværende stilling:

- ○ varierer dit start-/sluttidspunkt på arbejdet
- ○ start-/sluttidspunkt på arbejdet er faste

Har du aftenarbejde i din nuværende stilling?

- ○ Ja
- ○ Nej

I din nuværende stilling:

- ○ dit timetal om ugen varierer hver uge
- ○ dit timetal er omtrent det samme hver uge

Er det nemt at justere din tid på arbejdet af

familiemæssige / personlige årsager i din nuværende stilling?

- ○ Ja
- ○ Nej

Er du nogensinde tilkaldevagt i din nuværende stilling?

- ○ Ja
- ○ Nej

Ligger din arbejdsplads inden for 15km fra din bopæl?

- ○ Ja
- ○ Nej

Ligger din arbejdsplads mere end 30km fra din bopæl?

- ○ Ja
- ○ Nej

Job Selection Instructions

I den næste del af undersøgelsen får du vist 30 profiler af hypotetiske job. Disse job kan variere på følgende måder: timetal, kontrol over timer, mulighed for at arbejde hjemme, start-/-sluttidspunkter, omfanget af aftenarbejde, om arbejdstiden kan justeres, om man er tilkaldevagt, transporttid og lønvilkår.

Vi bruger dine svar i dette afsnit til at give dig personlige forslag til typer af jobs, der i øjeblikket er tilgængelige, og som kan passe til dine præferencer. Hvis du beslutter dig for at modtage disse forslag, vil du modtage dem via Bilendi. Vi kontakter ikke arbejdspladser eller virksomheder på dine vegne. Vi giver dig kun anbefalinger, der er i overensstemmelse med de valg, du foretager i den næste del af dette spørgeskema, hvis du siger, at du er interesseret i disse forslag.

Job Selection Exercise

	Job A	Job B
Timetal	${e://Field/jobA_hours_01}	${e://Field/jobB_hours_01}
Kontrol over timer	${e://Field/jobA_control_hours_01}	${e://Field/jobB_control_hours_01}
Arbejde hjemmefra	${e://Field/jobA_remote_work_01}	${e://Field/jobB_remote_work_01}
Mødetid på arbejde	${e://Field/jobA_time_flexibility_01}	${e://Field/jobB_time_flexibility_01}
Brug for at arbejde om aftenen	${e://Field/jobA_evenings_01}	${e://Field/jobB_evenings_01}
Timetal er regelmæssige	${e://Field/jobA_regular_hours_01}	${e://Field/jobB_regular_hours_01}
Tempo	${e://Field/jobA_pace_01}	${e://Field/jobB_pace_01}
Uafhængighed	${e://Field/jobA_independence_01}	${e://Field/jobB_independence_01}
Familietid	${e://Field/jobA_family_time_01}	${e://Field/jobB_family_time_01}
Tilkaldevagt	${e://Field/jobA_oncall_01}	${e://Field/jobB_oncall_01}
Afstand	${e://Field/jobA_distance_01}	${e://Field/jobB_distance_01}
Løn	${e://Field/jobA_salary_increase_01} % mere end din nuværende månedsløn	${e://Field/jobB_salary_increase_01} % mere end din nuværende månedsløn

Hvilket job foretrækker du?

○ A

○ B

Author note: This is repeated 29 additional times, but we do not print these additional contrasts to save pages.

	Job A	Job B
Timetal	${e://Field/jobA_hours_02}	${e://Field/jobB_hours_02}
Kontrol over timer	${e://Field/jobA_control_hours_02}	${e://Field/jobB_control_hours_02}