Online Appendix

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Additional tables

Table 2. Covariate balance across treatment arms

	Women			Parent			Black		
	Mean Control	Mean Treat.	Diff	Mean Control	Mean Treat.	Diff	Mean Control	Mean Treat.	Diff
Administrative Assistant (ref.)									
Cook	0.145	0.147	0.002	0.148	0.135	-0.013	0.146	0.147	0.001
	(0.352)	(0.355)	(0.006)	(0.356)	(0.342)	(0.009)	(0.353)	(0.354)	(0.006)
Customer Service	0.170	0.172	0.002	0.172	0.166	-0.005	0.170	0.171	0.001
	(0.375)	(0.377)	(0.007)	(0.377)	(0.373)	(0.009)	(0.376)	(0.377)	(0.007)
High Skilled Sales	0.174	0.170	-0.005	0.170	0.183	0.013	0.170	0.174	0.004
	(0.380)	(0.375)	(0.007)	(0.376)	(0.386)	(0.009)	(0.376)	(0.379)	(0.007)
Low Skilled Sales	0.167	0.169	0.002	0.167	0.175	0.008	0.169	0.167	-0.002
	(0.373)	(0.375)	(0.007)	(0.373)	(0.380)	(0.009)	(0.375)	(0.373)	(0.007)
Software Developer	0.178	0.177	-0.000	0.176	0.184	0.007	0.181	0.174	-0.008
	(0.382)	(0.382)	(0.007)	(0.381)	(0.387)	(0.009)	(0.385)	(0.379)	(0.007)
Atlanta (ref.)									
Baltimore	0.047	0.050	0.002	0.046	0.059	0.013**	0.048	0.049	0.000
	(0.212)	(0.217)	(0.004)	(0.210)	(0.236)	(0.005)	(0.214)	(0.215)	(0.004)
Boston	0.067	0.064	-0.003	0.063	0.075	0.012**	0.065	0.066	0.001
	(0.250)	(0.244)	(0.004)	(0.244)	(0.264)	(0.006)	(0.246)	(0.248)	(0.004)
Charlotte	0.038	0.040	0.001	0.039	0.036	-0.003	0.040	0.038	-0.003
	(0.192)	(0.195)	(0.003)	(0.195)	(0.187)	(0.005)	(0.197)	(0.190)	(0.003)
Chicago	0.062	0.064	0.002	0.062	0.069	0.007	0.065	0.062	-0.003
	(0.242)	(0.245)	(0.004)	(0.241)	(0.254)	(0.006)	(0.246)	(0.241)	(0.004)
Cincinnati	0.034	0.035	0.001	0.035	0.031	-0.004	0.034	0.036	0.002
	(0.181)	(0.185)	(0.003)	(0.185)	(0.174)	(0.004)	(0.180)	(0.186)	(0.003)
Dallas	0.053	0.058	0.005	0.057	0.047	-0.010*	0.055	0.055	0.000
	(0.223)	(0.233)	(0.004)	(0.231)	(0.212)	(0.006)	(0.228)	(0.229)	(0.004)
Denver	0.045	0.046	0.001	0.046	0.044	-0.002	0.045	0.047	0.002
	(0.208)	(0.210)	(0.004)	(0.210)	(0.205)	(0.005)	(0.207)	(0.211)	(0.004)
Detroit	0.052	0.051	-0.002	0.051	0.053	0.002	0.050	0.052	0.002
	(0.222)	(0.219)	(0.004)	(0.220)	(0.224)	(0.005)	(0.219)	(0.222)	(0.004)
Las Vegas	0.034	0.033	-0.002	0.033	0.038	0.006	0.033	0.034	0.001
	(0.182)	(0.177)	(0.003)	(0.177)	(0.192)	(0.004)	(0.178)	(0.181)	(0.003)
Los Angeles	0.059	0.062	0.003	0.061	0.055	-0.006	0.060	0.061	0.000
	(0.235)	(0.241)	(0.004)	(0.240)	(0.228)	(0.006)	(0.238)	(0.238)	(0.004)
Miami	0.043	0.046	0.002	0.046	0.038	-0.008	0.045	0.044	-0.000
	(0.203)	(0.209)	(0.004)	(0.209)	(0.192)	(0.005)	(0.206)	(0.206)	(0.004)
Minneapolis	0.046	0.045	-0.001	0.047	0.039	-0.008	0.046	0.046	0.000
	(0.211)	(0.207)	(0.004)	(0.212)	(0.194)	(0.005)	(0.209)	(0.209)	(0.004)
New York	0.063	0.063	0.000	0.064	0.058	-0.006	0.064	0.062	-0.002

continued

Table 2. Covariate balance across treatment arms

	Women			Parent			Black		
	Mean Control	Mean Treat.	Diff	Mean Control	Mean Treat.	Diff	Mean Control	Mean Treat.	Diff
	(0.243)	(0.244)	(0.004)	(0.245)	(0.234)	(0.006)	(0.245)	(0.242)	(0.004)
Philadelphia	0.058	0.060	0.002	0.058	0.060	0.002	0.061	0.057	-0.004
	(0.234)	(0.237)	(0.004)	(0.235)	(0.238)	(0.006)	(0.239)	(0.232)	(0.004)
Phoenix	0.044	0.040	-0.003	0.041	0.048	0.007	0.038	0.046	0.008**
	(0.204)	(0.197)	(0.004)	(0.198)	(0.214)	(0.005)	(0.191)	(0.209)	(0.004)
Portland	0.042	0.038	-0.004	0.040	0.037	-0.003	0.041	0.039	-0.002
	(0.200)	(0.191)	(0.004)	(0.197)	(0.189)	(0.005)	(0.198)	(0.193)	(0.004)
Seattle	0.061	0.060	-0.002	0.060	0.061	0.001	0.060	0.061	0.000
	(0.240)	(0.237)	(0.004)	(0.238)	(0.240)	(0.006)	(0.238)	(0.238)	(0.004)
St. Louis	0.032	0.034	0.003	0.034	0.027	-0.007	0.033	0.033	-0.000
	(0.175)	(0.182)	(0.003)	(0.182)	(0.162)	(0.004)	(0.179)	(0.179)	(0.003)
Washington DC	0.062	0.061	-0.001	0.060	0.069	0.009	0.063	0.060	-0.004
	(0.242)	(0.240)	(0.004)	(0.238)	(0.254)	(0.006)	(0.244)	(0.237)	(0.004)
Observations	6,110	6,214	12,324	10,330	1,994	12,324	6,144	6,180	12,324

Table 1. Descriptive statistics

	Frequency	Percentage
White	6144	49.85
Black	6180	50.15
Total	12324	100.00
Man	6110	49.58
Woman	6214	50.42
Total	12324	100.00
Non-Parent	10330	83.82
Parent	1994	16.18
Total	12324	100.00
Administrative Assistant	2036	16.52
Cook	1804	14.64
Customer Service	2104	17.07
High Skilled Sales	2120	17.20
Low Skilled Sales	2072	16.81
Software Developer	2188	17.75
Total	12324	100.00
Atlanta	668	5.42
Baltimore	596	4.84
Boston	804	6.52
Charlotte	480	3.89
Chicago	780	6.33
Cincinnati	428	3.47
Dallas	680	5.52
Denver	564	4.58
Detroit	632	5.13
Las Vegas	412	3.34
Los Angeles	744	6.04
Miami	548	4.45
Minneapolis	564	4.58
New York	780	6.33
Philadelphia	724	5.87
Phoenix	516	4.19
Portland	492	3.99
Seattle	744	6.04
St. Louis	408	3.31
Washington DC	760	6.17
Total	12324	100.00

Table 3. Proportions of Applicants Receiving Callbacks by Gender and Parental Status

	Callbacks/ Total Job postings	Proportion Called Back
Mothers	158/1,023	15.44
Childless women	836/5,191	16.10
Fathers	166/971	17.10**
Childless men	749/5,139	14.57

Table 4. Results: Discrimination against working mothers

	Callback from employers		
	(1)	(2)	(3)
Woman	0.009*	0.014***	0.014***
	(0.044)	(0.041)	(0.041)
Parent	0.010	0.028**	0.028**
	(0.080)	(0.096)	(0.096)
Black	−0.015***	−0.015***	−0.015***
	(0.043)	(0.043)	(0.042)
Working mum		−0.030**	−0.028**
		(0.111)	(0.128)
Black working mum			−0.003
			(0.156)
Observations	12324	12324	12324
Pseudo R^2	0.072	0.073	0.073
Baseline predicted prob.	0.155	0.155	0.155

Notes: Conditional Average marginal effects presented, with covariates as balance. Clustered standard errors in parentheses. The models control for the occupation, and the labor market in which the application was submitted, as well as all interactions between these two variables. Results are robust to the exclusion of the control variables.
Source: Field-experimental data.

Table 5. Results: heterogeneity across occupations

	Callback from employers					
	Administrative Assistant	Cook	Customer Service	H-Skilled Sales	L-Skilled Sales	Software Developer
	(1)	(2)	(3)	(4)	(5)	(6)
Woman	0.022**	−0.004	0.007	0.030**	0.017	0.013
	(0.135)	(0.088)	(0.093)	(0.094)	(0.094)	(0.126)
Parent	0.013	−0.011	0.025	−0.015	0.083***	0.056***
	(0.307)	(0.239)	(0.238)	(0.242)	(0.188)	(0.242)
Black	−0.004	−0.018	−0.009	−0.021*	−0.011	−0.027**
	(0.114)	(0.093)	(0.104)	(0.092)	(0.102)	(0.140)
Working mother	−0.015	−0.094**	−0.018	0.013	−0.056*	−0.042
	(0.368)	(0.301)	(0.244)	(0.265)	(0.211)	(0.309)
Observations	2036	1804	2104	2120	2072	2188
Pseudo R^2	0.063	0.062	0.079	0.026	0.054	0.046
Baseline predicted probability	0.093	0.229	0.162	0.167	0.199	0.104

Notes: Conditional Average marginal effects presented, with covariates as balance. Clustered standard errors in parentheses. The models control for the occupation, and the labor market in which the application was submitted, as well as all interactions between these two variables. Results are robust to the exclusion of the control variables.
Source: Field-experimental data.