

Github Supplement B: Variables used in *Heterogeneous workplace peer effects in fathers' parental leave uptake in Finland*

1 Variables used in the analysis

1.1 Dependent variable

Took father's quota, a binary variable with a value of 1 if the father took at least 19 days of parental leave in total (i.e., beyond the 18 days fathers can take with the mother around birth) and 0 if not. These were obtained from the parental allowance registers of KELA. For multiple births (e.g. twins), leave was linked to only one child and was therefore not calculated differently to a single birth.

1.2 Father-specific independent variables

- *Reform* indicated father eligibility for the 2013 reform.
- *Birth month* was the calendar month of birth of the child for whom father leave was assessed.
- *Earlier births and quota use* indicated whether and when the father had previous child(ren) and whether they used father's quota with the most recent child. Ten categories:
 1. No earlier births,
 2. Earlier births but quota eligibility before 2009,
 3. No quota use and ineligible for 2013 reform, previous child before peer,
 4. No quota use and ineligible for 2013 reform, previous child after peer,
 5. Quota use and ineligible for 2013 reform, previous child before peer,
 6. Quota use and ineligible for 2013 reform, previous child after peer,
 7. No quota use and eligible for 2013 reform, previous child before peer,
 8. No quota use and eligible for 2013 reform, previous child after peer,
 9. Quota use and eligible for 2013 reform, previous child before peer,

10. Quota use and eligible for 2013 reform, previous child after peer.

- *Region* was the region of Finland in which the father resided.
- *Occupation* was the broad classification of the father's occupation (10 levels).
- *Father age* and *partner age* were ages in years.
- *Father education* and *partner education* were categorical variables with the highest educational qualification of the father or father's partner. There were four categories: basic education (at most compulsory schooling only), upper secondary (including general and vocational), lower tertiary (bachelor's degree or equivalent), and upper tertiary (master's degree or equivalent, doctorate etc.).
- *Difference in partner education* indicated whether the partner's education level was higher, lower, or the same as the father.
- *Income decile* and *partner's income decile* were the yearly deciles in which the father's/partner's income fell. Partner deciles were defined based on partners with nonzero income (84% of partners) and partners with no income were included in the lowest decile. Partner higher income was an indicator of whether the partner had a higher income than the father or not.

1.3 Workplace- and peer-specific independent variables

- *Peer leave* indicated whether the peer took father's quota.
- *Time since the peer's child* was the time between the birth of the peer's child and the focal father's child, categorised into three-month intervals between 0 and 48 months, with an additional category of over 48 months.
- *Peer education difference* indicated whether the peer had the same, higher, or lower education.
- *Peer reform eligibility 2010* and *peer reform eligibility 2013* indicated whether the peer was eligible for the 2010 or 2013 reform.
- *Sex ratio* and *number of employees* were calculated as rolling three-year means (not including the current year) of the proportion of men in the workplace and number of employees in the workplace, respectively. Employees were considered as part of a specific workforce if their employment in that workplace was the main activity in a calendar year. When the 3-year rolling mean could not be calculated due to too few years, these variables were calculated off whichever years were available.
- *Industry* of the workplace was classified as a modification of the TOL 2008 scheme (see below).
- *Number of earlier quota users* indicated how many fathers had used quota since 2009 and before the peer, categorised as 0, 1, 2-4, 5 or more fathers.

1.4 Industry classification

Whilst the TOL 2008 classification scheme is useful for cross-country comparisons, some of the classifications are inappropriate groupings for our study question. As such, we used the following reclassification, where characters and numbers in square brackets correspond to the original TOL 2008 values:

1. Agriculture, forestry and fishing [A]
2. Mining and quarrying [B]
3. Manufacturing [C]
4. Electricity, gas, steam and air con supply [D]
5. Water supply; sewerage, waste management and remediation activities [E]
6. Construction [F; excluding 432, 433, 4391 (see 7 for details)]
7. “Home labourers”, containing electrical, plumbing and other construction installation activities [432], building completion and finishing [433], and roofing activities [4391]. These were separated from construction as they are the fields that homeowners can make use of.
8. Wholesale and retail trade [G]
9. Transportation (freight) and storage [H, excluding 491, 493, 501, 503, and 511 (see 10)]
10. Transportation (passenger), containing train [491], other land [493], sea/coast [501], inland water [503], and air [511]. Freight and passenger transportation were separated as the nature of the work differs substantially. Whilst some occupations will be similar across the same type of transport (e.g., train), there are also occupations that are found in passenger but not freight and vice versa.
11. Accommodation [55]. Separated from I - Accommodation and food service activities.
12. Food service activities [56]. Separated from I - Accommodation and food service activities.
13. Information and publishing [J]
14. Financial and insurance activities [K]
15. Real estate activities [L]
16. Legal and accounting [69]. Separated from M - Professional, scientific and technical activities.
17. Activities of head offices; management consultancy [70]. Separated from M - Professional, scientific and technical activities.
18. Architecture and engineering [71]. Separated from M - Professional, scientific and technical activities.
19. Scientific research and development [72]. Separated from M - Professional, scientific and technical activities.
20. Advertising and market research [73]. Separated from M - Professional, scientific and technical activities.
21. Other professional activities [74]. Separated from M - Professional, scientific and technical activities. This category is still broad and encompasses professional activities that don’t group together particularly well but also are too specific to be standalone industries, such

- as specialised design, photography (ranging from taking photographs to processing in a red room), translation and interpretation, and weather forecasting, among many others.
22. Veterinary activities [75]. Separated from M - Professional, scientific and technical activities.
 23. Administrative and support service activities [N]
 24. Administration of state, including administration of the State and the economic and social policy of the community [841], foreign affairs [8421], and compulsory social security activities [843]. Separated from O - Public administration and defence.
 25. Provision of services to the community as a whole [842], excluding 8421 (see 24) and 8422 (see 26). Separated from O - Public administration and defence. This category includes frontline services such as police and border guard, fire services, and judicial services.
 26. Defence activities [8422]. Separated from O - Public administration and defence.
 27. Education [P]
 28. Human health activities [86]. Separated from Q – Human health and social work activities.
 29. Social work activities, including residential care activities [87] and social work activities without accommodation [88]. Separated from Q - Human health and social work activities.
 30. Creative, arts and entertainment [90]. Separated from R – Arts, entertainment and recreation.
 31. Libraries, archives, museums and other cultural attractions [91]. Separated from R – Arts, entertainment and recreation.
 32. Sports activities [931]. Separated from R - Arts, entertainment and recreation.
 33. Other, including other service activities [S], amusement and recreation [932, separated from R - Arts, entertainment and recreation], gambling and betting [92, separated from R - Arts, entertainment and recreation], activities of households as employers and undifferentiated goods and services providers [T], and activities of extraterritorial organisations [U]. This ‘industry’ is very broad, encompassing all subclassifications that are not large enough to be considered as separate industries for the purposes of this study, but are also not suited to being included within other industries.