

Descriptive statistics

Table 1: Proportions of focal fathers in the sample taking quota and leave durations (in total) by peer leave status and focal father’s education level. Leave durations are median number of leave days for all fathers, those taking any leave (minimum 1 day of leave), and those taking at least some of the quota (minimum 19 days of leave).

Focal father’s quota use	Peer’s quota use		Focal father’s education			
	Quota	No quota	Basic	Upper secondary	Lower tertiary	Upper tertiary
Any quota (%)						
2010-2012	48.5	29.3	20.5	29.1	47.9	57.8
2013-2017	57.8	42.7	34.3	45.3	58.5	65.5
Duration, all						
2010-2012	18	18	18	18	18	41
2013-2017	36	18	18	18	36	44
Duration, leave users						
2010-2012	36	18	18	18	34	45
2013-2017	42	18	18	24	41	48
Duration, quota users						
2010-2012	54	54	54	54	54	54
2013-2017	54	43	53	53	53	54

Table 2: Descriptive information about parental leave uptake for children born in Finland from April 2008 to December 2017 for all fathers, employed fathers, and focal fathers in the sample (distinguishing between all, first-time, and multiparous focal fathers). Durations are median number of days for all leave users and quota users. Note that before 2010, the maximum quota length was 42 days.

	All fathers	Employed fathers	All focal fathers	First-time focal fathers	Multiparous focal fathers
Any leave uptake (%)					
2009	73.9	80.3	-	-	-
2010-2012	75.4	81.9	86.8	87.4	86.4
2013-2017	76.1	83.8	88.0	88.9	87.3
Quota uptake (%)					

	All fathers	Employed fathers	All focal fathers	First-time focal fathers	Multiparous focal fathers
2009	22.1	25.5	-	-	-
2010-2012	30.6	33.8	35.3	39.2	32.2
2013-2017	42.9	48.7	49.1	53.3	45.9
Duration, leave users					
2009	18	18	-	-	-
2010-2012	18	18	18	18	18
2013-2017	33	35	32	37	27
Duration, quota users					
2009	42	42	-	-	-
2010-2012	54	54	54	54	54
2013-2017	54	54	53	53	53

Table 3: Proportions of workplaces and employed fathers by the total number of employees in the workplace.

	1-9	10-49	50-249	250+
Workplaces				
2009	0.394	0.409	0.157	0.039
2010-2012	0.501	0.377	0.101	0.020
2013-2017	0.521	0.372	0.090	0.017
Fathers				
2009	0.201	0.285	0.235	0.275
2010-2012	0.212	0.291	0.230	0.268
2013-2017	0.209	0.312	0.235	0.244

Table 4: Descriptive statistics about workplaces for all fathers and sampled fathers: Average proportion of eligible fathers taking any parental leave or father's quota, mean and median number of employees, and average share of male employees.

	Any leave (%)	Quota (%)	Mean N	Median N	Male (%)
All fathers					
2009	78.9	20.8	63.8	14	74.7
2010-2012	80.1	28.9	61.4	13	75.6
2013-2017	82.8	43.1	62.2	14	75.9
Sampled fathers					
2010-2012	82.6	28.8	31.2	18	77.8
2013-2017	82.9	42.7	25.2	13	77.5

Table 5: Descriptive statistics of variables used in the model: For categorical variables, number of observations and proportions; median and standard deviation for the others.

Variable	n (%) or median (SD)
2013 reform	
Not eligible	44,506 (36%)
Eligible	80,447 (64%)
Timing of previous own child	
No earlier child	53,393 (43%)
Birth before 2009	42,751 (34%)
No quota, not eligible to 2013 reform, before peer	10,912 (8.7%)
No quota, not eligible to 2013 reform, after peer	2,110 (1.7%)
Quota, not eligible to 2013 reform, before peer	5,396 (4.3%)
Quota, not eligible to 2013 reform, after peer	1,040 (0.8%)
No quota, eligible to 2013 reform, before peer	2,978 (2.4%)
No quota, eligible to 2013 reform, after peer	1,382 (1.1%)
Quota, eligible to 2013 reform, before peer	3,628 (2.9%)
Quota, eligible to 2013 reform, after peer	1,363 (1.1%)
Occupation	
Unknown	5,900 (4.7%)
Managers	2,801 (2.2%)
Professionals	23,381 (19%)
Technicians and associate professionals	18,361 (15%)
Clerical support workers	2,428 (1.9%)
Service and sales workers	11,459 (9.2%)
Skilled agricultural, forestry and fishery workers	459 (0.4%)
Craft and related trades workers	33,940 (27%)
Plant and machine operators, and assemblers	21,145 (17%)
Elementary occupations	5,079 (4.1%)
Education	
Basic	15,476 (12%)
Upper Secondary	69,003 (55%)
Lower tertiary	25,528 (20%)
Higher tertiary	14,946 (12%)
Partner's education	
Basic	12,786 (10%)
Upper Secondary	55,763 (45%)
Lower tertiary	36,235 (29%)
Higher tertiary	20,169 (16%)
Partner's education compared to focal father	
Lower	21,830 (17%)
Same	63,291 (51%)
Higher	39,832 (32%)
Peer's education compared to focal father	
Lower	25,484 (20%)
Same	75,228 (60%)
Higher	24,241 (19%)
Partner's income compared to focal father	
Lower or same	102,845 (82%)
Higher	22,108 (18%)
Peer used quota	48,915 (39%)
Age (years)	32 (5.8)
Partner's age (years)	30 (5.1)

Variable	n (%) or median (SD)
Age gap (months) of the peer's and focal's child	
0-3	28,256 (23%)
3-6	18,514 (15%)
6-9	13,477 (11%)
9-12	10,347 (8.3%)
12-15	8,328 (6.7%)
15-18	6,859 (5.5%)
18-21	5,602 (4.5%)
21-24	4,805 (3.8%)
24-27	3,859 (3.1%)
27-30	3,313 (2.7%)
30-33	2,753 (2.2%)
33-36	2,495 (2.0%)
36-39	2,064 (1.7%)
39-42	1,793 (1.4%)
42-45	1,624 (1.3%)
45-48	1,449 (1.2%)
48+	9,415 (7.5%)
Peer not eligible to 2010 reform	17,683 (14%)
Peer eligible to 2010 reform	52,154 (42%)
Peer eligible to 2013 reform	55,116 (44%)
Share of male employees in the workplace	0.87 (0.21)
Number of employees in the workplace	34 (51.37)
Logarithm of the number of employees	3.53 (1.11)
Past leave takers before the peer	
0	72,424 (58%)
1	21,835 (18%)
2-4	20,343 (16%)
5+	10,351 (8%)

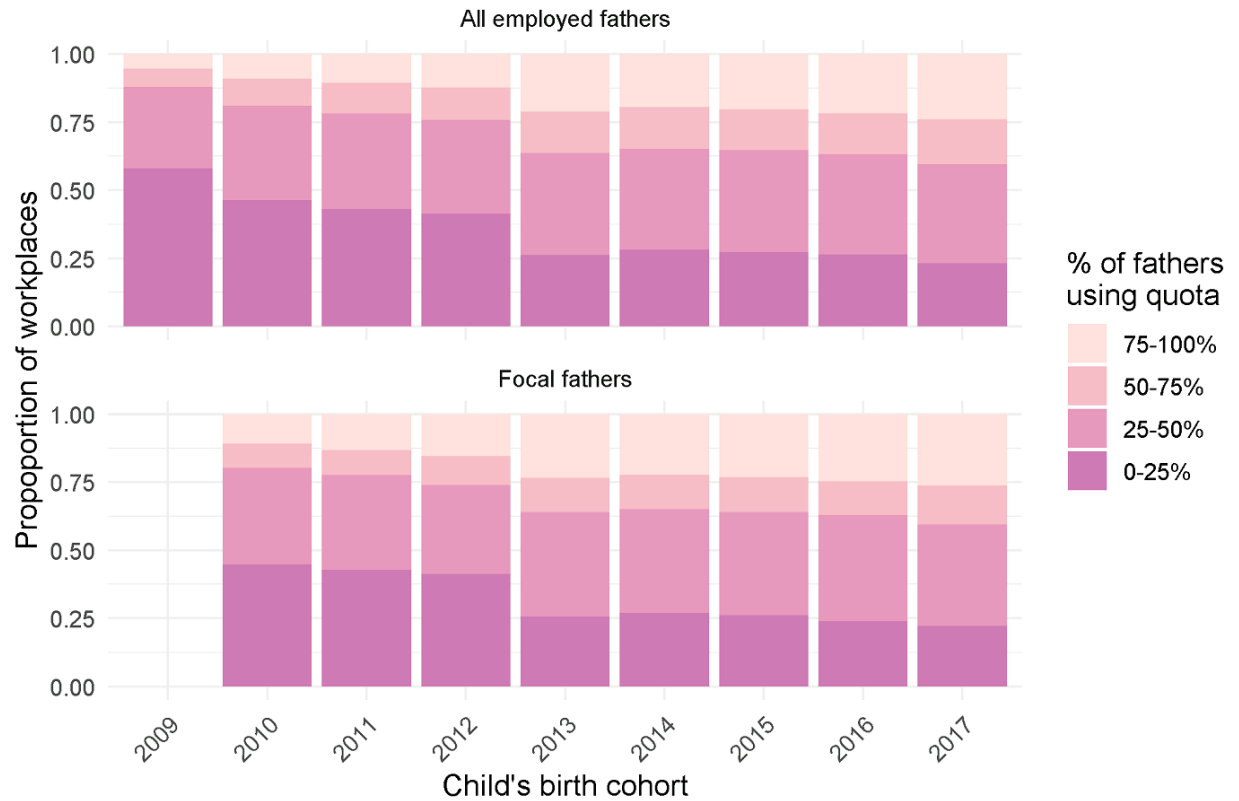


Figure 1: Annual proportion of workplaces in the data of all employed fathers and sampled fathers, categorized by the percentage of fathers using the quota. Each category includes the right value but excludes the left, except for the 0-0.25 category, which also includes 0. Lighter colors signify a higher proportion of fathers in the workplace who used the quota. Inclusion in this figure required a minimum of 2 fathers per workplace per year.