**Online Supplement**

**Table S.1.** Zero-order correlation matrix, selected variables

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Variable | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) |
| (1) Women | 1.00 |  |  |  |  |  |  |  |  |  |
| (2) % Women in job | 0.66 | 1.00 |  |  |  |  |  |  |  |  |
| (3) % Women in establishment | 0.52 | 0.81 | 1.00 |  |  |  |  |  |  |  |
| (4) Part-time employed | 0.44 | 0.46 | 0.45 | 1.00 |  |  |  |  |  |  |
| (5) Fixed-term contract | 0.10 | 0.16 | 0.20 | 0.16 | 1.00 |  |  |  |  |  |
| (6) Average years of schooling in job | 0.18 | 0.24 | 0.19 | 0.08 | 0.08 | 1.00 |  |  |  |  |
| (7) Employed in job with most employees (0/1) | 0.05 | 0.11 | 0.15 | 0.08 | 0.09 | -0.11 | 1.00 |  |  |  |
| (8) % of Employees in focal job | 0.13 | 0.22 | 0.27 | 0.15 | 0.12 | -0.10 | 0.82 | 1.00 |  |  |
| (9) Dissimilarity index | -0.21 | -0.33 | -0.40 | -0.16 | -0.06 | -0.27 | -0.15 | -0.29 | 1.00 |  |
| (10) % of Women in management | 0.36 | 0.57 | 0.71 | 0.35 | 0.15 | 0.16 | 0.10 | 0.20 | -0.28 | 1.00 |
| (11) Managerial intensity | -0.13 | -0.22 | -0.28 | -0.15 | -0.14 | 0.09 | -0.14 | -0.23 | 0.03 | -0.18 |

**Table S.2.** Combined effect of % women in management and % women in the establishment on promotions.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | b | robust  std. err. | p-value |  |
| Woman | 0.620 | 0.265 | 0.019 | \* |
| % Women in job | 0.005 | 0.004 | 0.148 |  |
| % Women in establishment | -0.002 | 0.006 | 0.753 |  |
|  |  |  |  |  |
| % Women in establishment \* % women in job | 0.0002 | 0.000 | 0.039 | \* |
| Woman \* % women in job | -0.030 | 0.006 | 0.000 | \*\*\* |
| Woman \* % women in establishment | -0.011 | 0.007 | 0.107 |  |
| Woman \* % women in establishment \* % women in job | 0.0002 | 0.000 | 0.139 |  |
|  |  |  |  |  |
| % Women in mgmt | 0.004 | 0.004 | 0.335 |  |
| % Women in mgmt. \* woman | -0.001 | 0.008 | 0.905 |  |
| % Women in mgmt \* % women in job | -0.0001 | 0.000 | 0.174 |  |
| % Women in mgmt \* % women in job \* woman | 0.0002 | 0.000 | 0.108 |  |
|  |  |  |  |  |
| **Controls** |  |  |  |  |
| Employee characteristics | yes | | | |
| Job characteristics | yes | | | |
| Establishment characteristics | yes | | | |
| N (person-years) | 2,063,760 | | | |
| Log-Likelihood | -61,058 | | | |
| BIC | 123,352 | | | |

Note: \* p<0.05, \*\* p<0.01, \*\*\* p< 0.00

**Table S.3.** Combined effect of gender and motherhood on promotion

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | b | robust  std. err. | p-value |  |
| Woman (no children) | 0.729 | 0.277 | 0.009 | \*\* |
| % Women in job | 0.005 | 0.004 | 0.178 |  |
| % Women in establishment | -0.002 | 0.006 | 0.782 |  |
|  |  |  |  |  |
| % Women in estab. \* % women in job | 0.0002 | 0.000 | 0.039 | \* |
| Woman \* % women in job | -0.026 | 0.006 | 0.000 | \*\*\* |
| Woman \* % women in estab. | -0.019 | 0.009 | 0.029 | \* |
| Woman \* % women in estab. \* % women in job | 0.0004 | 0.000 | 0.018 | \* |
|  |  |  |  |  |
| Mother | -0.124 | 0.179 | 0.489 |  |
| Mother \* % women in job | -0.017 | 0.005 | 0.002 | \*\* |
| Mother \* % women in estab | 0.007 | 0.008 | 0.384 |  |
| Mother \* % women in estab. \* % women in job | 0.0002 | 0.000 | 0.136 |  |
|  |  |  |  |  |
| **Controls** |  |  |  |  |
| Employee characteristics | yes | | | |
| Job characteristics | yes | | | |
| Establishment characteristics | yes | | | |
| N (person-years) | 1,539,024 | | | |
| Log-Likelihood | -46,097 | | | |
| BIC | 93,390 | | | |

Note: \* p<0.05, \*\* p<0.01, \*\*\* p< 0.00