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The gendered impact of parenthood on job-related training participation in Germany and the United Kingdom

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Online Appendix

The Gendered Impact of Parenthood on Job-related Training Participation in Germany and the UK

Table A1. Descriptive statistics: Germany

	Constantly childless men	(sd)	Becoming fathers	(sd)	Men total	Constantly childless Women	(sd)	Becoming mothers	(sd)	Women total
Job-related training participation	.31	(.46)	.33	(.47)	.31	.4	(.49)	.31	(.46)	.38
Parenthood status	0	(0)	.56	(.5)	.13	0	(0)	.57	(.5)	.12
Age	40.88	(8.46)	36.38	(5.66)	39.87	41.65	(8.43)	33.93	(4.34)	40.03
Single	.6	(.49)	.18	(.38)	.51	.48	(.5)	.15	(.35)	.41
Cohabiting	.07	(.25)	.18	(.38)	.09	.06	(.23)	.15	(.36)	.07
Married	.33	(.47)	.65	(.48)	.4	.46	(.5)	.7	(.46)	.51
Low Education	.17	(.38)	.08	(.27)	.15	.08	(.28)	.01	(.12)	.07
Medium Education	.27	(.45)	.17	(.37)	.25	.33	(.47)	.22	(.41)	.31
High Education	.56	(.5)	.75	(.43)	.6	.59	(.49)	.77	(.42)	.62
Temporary employment	.08	(.27)	.06	(.24)	.	.08	(.27)	.1	(.31)	.08
Full-time work	.94	(.25)	.94	(.24)	.94	.81	(.39)	.47	(.5)	.74
Part-time work	.06	(.25)	.03	(.16)	.06	.19	(.39)	.24	(.43)	.2
Parental leave take up	0	(0)	.04	(.19)	.01	0	(.02)	.28	(.45)	.06
Armed forces occupations	0	(.05)	.01	(.09)	0	0	(0)	0	(.05)	0
Managers	.05	(.22)	.05	(.23)	.05	.04	(.2)	.05	(.23)	.04
Professionals	.31	(.46)	.46	(.5)	.34	.29	(.45)	.41	(.49)	.31
Technicians and associate professionals	.2	(.4)	.21	(.4)	.2	.3	(.46)	.3	(.46)	.3
Clerical support workers	.09	(.28)	.08	(.27)	.09	.21	(.41)	.15	(.36)	.2
Services and sales workers	.07	(.26)	.03	(.16)	.06	.1	(.31)	.06	(.25)	.1
Skilled agricultural, forestry and fish	.01	(.12)	0	(.06)	.01	0	(.05)	0	(0)	0
Craft and related trades workers	.16	(.37)	.1	(.31)	.15	.02	(.15)	0	(.07)	.02
Plant and machine operators and assemblers	.04	(.2)	.04	(.2)	.04	.01	(.09)	0	(0)	.01
Elementary occupations	.05	(.22)	.02	(.14)	.05	.03	(.17)	.01	(.07)	.03
West Germany	.85	(.35)	.81	(.39)	.84	.87	(.34)	.88	(.32)	.87
East Germany	.15	(.35)	.19	(.39)	.16	.13	(.34)	.12	(.32)	.13
Number of persons	1,205		197		1373	949		154		1094
% total	85.95		14.05		100	86.04		13.96		100
Number of	5,309		1,546		6489	4,115		1,087		4991

person-years										
% total	77.45		22.55		100	79.1		20.9	100	
Mean person-years per person	4.41	(3.49)	7.85	(3.22)	4.89	4.34	(3.49)	7.06	(3.11)	4.72

Source: NEPS SC6 SUF 13.0.0, Wave 2 – Wave 13 (2010 – 2021), authors' calculations.

Note: Statistics shown are mean values for unweighted data

Table A2. Descriptive statistics: United Kingdom

	Constantly childless men	(sd)	Becoming fathers	(sd)	Men total	Constantly childless Women	(sd)	Becoming mothers	(sd)	Women total
Job-related training participation	.28	(.45)	.35	(.48)	.3	.33	(.47)	.29	(.45)	.32
Parenthood status	0	(0)	.56	(.5)	.14	0	(0)	.56	(.5)	.14
Age	37.69	(9.18)	33.77	(5.05)	36.68	37.56	(9.26)	32.74	(4.6)	36.39
Single	.49	(.5)	.07	(.26)	.38	.46	(.5)	.09	(.28)	.37
Cohabiting	.23	(.42)	.21	(.41)	.22	.23	(.42)	.25	(.43)	.24
Married	.29	(.45)	.71	(.45)	.4	.31	(.46)	.66	(.47)	.4
Low Education	.23	(.42)	.14	(.34)	.21	.15	(.36)	.07	(.26)	.13
Medium Education	.32	(.47)	.31	(.46)	.32	.29	(.46)	.27	(.44)	.29
High Education	.45	(.5)	.56	(.5)	.47	.55	(.5)	.66	(.47)	.58
Temporary employment	.05	(.21)	.03	(.16)	.04	.07	(.25)	.04	(.19)	.06
Full-time work	.93	(.25)	.83	(.38)	.91	.88	(.32)	.6	(.49)	.81
Part-time work	.07	(.25)	.02	(.13)	.05	.12	(.32)	.18	(.39)	.13
Parental leave take up	0	(.01)	.16	(.36)	.04	0	(.04)	.21	(.41)	.05
Armed forces occupations	0	(.05)	0	(.03)	0	0	(.03)	0	(0)	0
Managers	.17	(.37)	.23	(.42)	.18	.17	(.38)	.15	(.36)	.17
Professionals	.2	(.4)	.27	(.45)	.22	.23	(.42)	.34	(.47)	.26
Technicians and associate professionals	.15	(.36)	.17	(.37)	.15	.2	(.4)	.21	(.4)	.2
Clerical support workers	.1	(.3)	.08	(.28)	.1	.18	(.39)	.15	(.36)	.17
Services and sales workers	.13	(.34)	.07	(.26)	.12	.16	(.36)	.12	(.33)	.15
Skilled agricultural, forestry and fish workers	.01	(.08)	0	(.06)	.01	0	(.03)	0	(.03)	0
Craft and related trades workers	.08	(.27)	.09	(.29)	.08	.01	(.07)	0	(.06)	0
Plant and machine operators and assemblers	.07	(.25)	.04	(.2)	.06	.01	(.11)	.01	(.1)	.01
Elementary occupations	.09	(.29)	.04	(.19)	.08	.04	(.19)	.01	(.1)	.03
Number of persons	2,284		560		2,844	2,298		525		2,823
% total	80.31		19.69		100	81.4		18.6		100
Number of person-years	9,685		3,347		13,032	9,841		3,151		12,992
% total	74.32		25.68		100	75.75		24.25		100
Mean person-years per person	4.24	(2.3)	5.98	(2.39)	4.58	4.28	(2.35)	6.00	(2.42)	4.60

Source: UKHLS, Wave 2 – Wave 10 (2010 – 2019), *authors' calculations*.

Note: Statistics shown are mean values for unweighted data

Robustness checks

To ensure that our results are not based on second or third births following first childbirth, we re-estimated our models with a sample in which we excluded person-years when a second child was born. Our step-impact models (see Figure A1) did not differ substantially from our main models (see Figure 1). However, re-estimating our event-study specification indicates that the long-term effects of family formation processes are influenced by second births (see Figure A2). While we find no substantive differences in the first two years after first childbirth, our re-estimation with the restricted sample indicates that second births influence later years after childbirth. In our main model, we find a motherhood penalty of 18 percentage points at $t=2$, while our re-estimation with the restricted sample shows a coefficient of 12 percentage points with weaker statistical significance (10%-level).

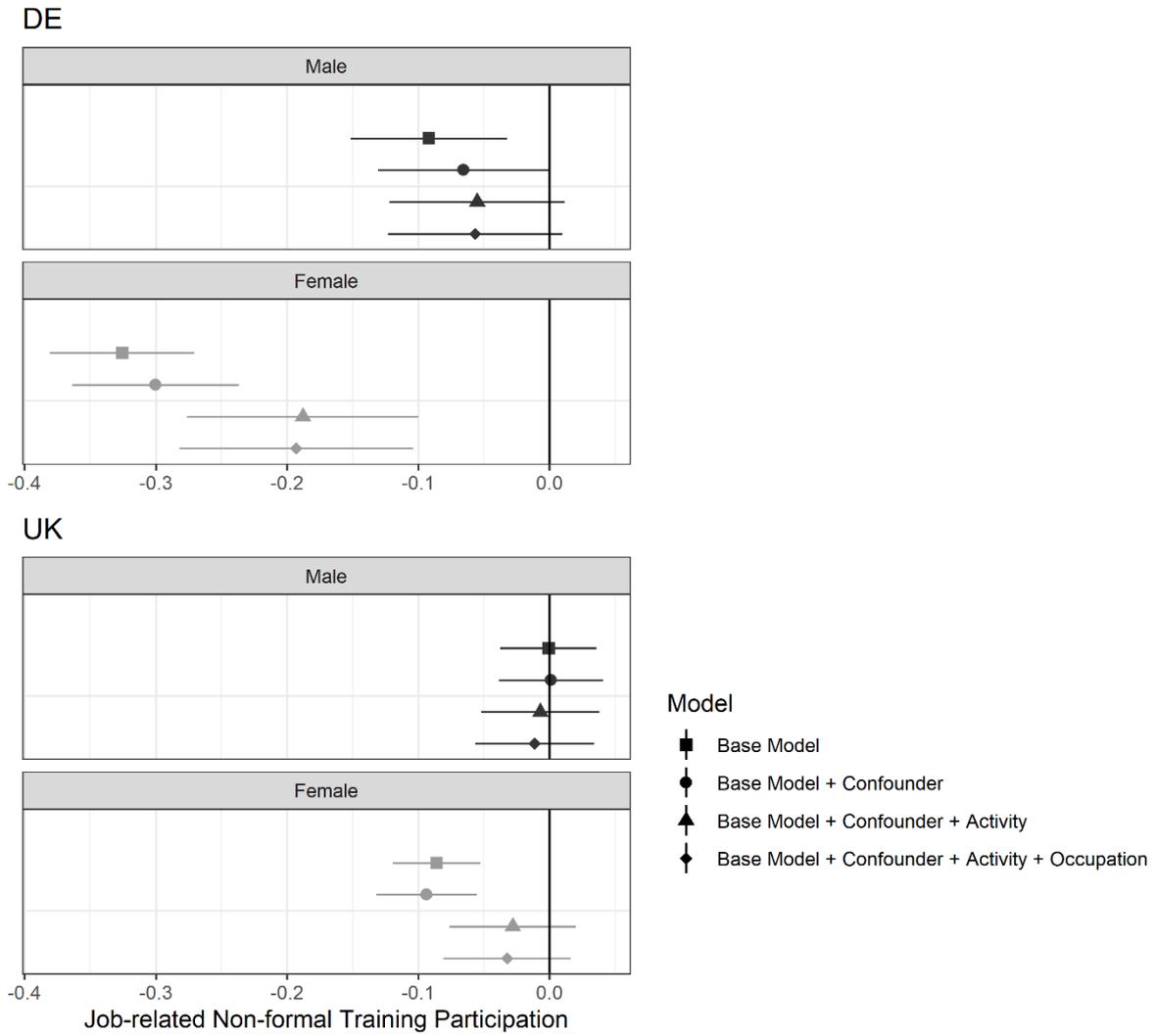
Further, we wanted to determine whether the results of our mediation analysis changes if we re-operationalize occupational changes. Therefore, we add dummy variables for occupational changes (ISCO 08-2 digit) to our occupational fixed effects (ISCO 08-2digit). Adding the change dummies to our models did not change the results (see Figures A3 and A4).

We additionally implemented an analysis with a model specification only including posttreatment dummies using the whole pretreatment time as reference time points. Thereby, we investigate whether using $(t-1)$ as the reference time point in our event-study specification influences our results. Being pregnant is likely to influence training participation as well. Since only women experience pregnancy, we might underestimate childbirth effects for women but not for men. Thus, using $t-1$ might result in an underestimation of gender differences since men are not or at least less likely to be influenced by pregnancy. Indeed, the results of our robustness check show that the coefficients at $t=0$ and $t=1$ get slightly more negative when all pretreatment periods are used as reference time points. This finding suggests that anticipation and / or pregnancy effects might lead to a small underestimation of our main models.

In the NEPS detailed information is collected for two randomly chosen courses. In the UKHLS detailed information is available for three randomly selected courses. To see whether this might influence our results, we re-estimated our analyses for Germany using a different coding of the training variable based on logical imputation, using the information of all training courses (Grüttgen et al. 2022). Results can be seen in Figures A6 and A7. Using the training variable based on logical imputation weakly affects the analyses for men. The effects of first childbirth get around two percentage points more negative. Thus, our results seem to

be robust even when we use a different coding of the training variable.

Figure A1. Effects of transition to first childbirth on job-related training participation by gender and country, based on fixed-effects models with step impact functions. *Excluding person-years after second births.*



Notes: Confounders include age, marital status (no partner, cohabiting, married), employment contract (permanent / temporary) and GDP (growth rate), disposable income (growth rate), unemployment rate, covid.

Activity includes full-time work (reference category), part-time work, and parental leave).

Occupation is based on ISCO08 2-digit codes.

95% Confidence Intervals

Source: NEPS SC6 SUF 13.0.0, Wave 2 – Wave 13 (2010 – 2021), and UKHLS, Wave 2 – Wave 10 (2010 – 2019), *authors' calculations*

Table A3. Effects of transition to first childbirth on job-related training participation by gender and country, based on fixed-effects models with step impact functions for Germany. *Excluding person-years after second births*

	Women				Men			
	M1	M2	M3	M4	M1	M2	M3	M4
Family formation								
First childbirth	-0.33*** (0.03)	-0.30*** (0.03)	-0.19*** (0.04)	-0.19*** (0.05)	-0.09** (0.03)	-0.07* (0.03)	-0.06 (0.03)	-0.06+ (0.03)
Age (ref.: 25)								
Age (fixed-effects)	NO	YES	YES	YES	NO	YES	YES	YES
Family status								
Cohabiting		0.05 (0.04)	0.05 (0.04)	0.06 (0.04)		0.03 (0.03)	0.03 (0.03)	0.03 (0.03)
Married		0.04 (0.03)	0.05 (0.03)	0.05+ (0.03)		0.03 (0.03)	0.03 (0.03)	0.03 (0.03)
Employment contract (ref.: Permanent)								
Temporary		0.00 (0.03)	0.00 (0.03)	-0.01 (0.03)		-0.03 (0.03)	-0.03 (0.03)	-0.02 (0.03)
Residence (ref.: West Germany)								
East Germany		0.01 (0.12)	0.01 (0.12)	0.03 (0.11)		0.04 (0.08)	0.04 (0.08)	0.04 (0.08)
Activity (ref.: Full-time work)								
Part-time work			-0.05+ (0.03)	-0.05+ (0.03)			-0.06 (0.04)	-0.06 (0.04)
Parental leave			-0.19*** (0.04)	-0.19*** (0.04)			-0.12 (0.08)	-0.13 (0.08)
Occupations (ISCO-08)								
ISCO 08 2digit (fixed effects)	NO	NO	NO	YES	NO	NO	NO	YES
Period Effects								
GDP (growth rate)		-0.01** (0.00)	-0.01** (0.00)	-0.01** (0.00)		-0.01* (0.00)	-0.01* (0.00)	-0.01* (0.00)
Disposable income (growth rate)		0.04** (0.01)	0.04** (0.01)	0.04** (0.01)		0.03* (0.01)	0.03* (0.01)	0.03* (0.01)
Unemployment rate		0.02 (0.02)	0.02 (0.02)	0.01 (0.02)		-0.01 (0.02)	-0.02 (0.02)	-0.01 (0.02)
Covid		0.06* (0.03)	0.06* (0.03)	0.06+ (0.03)		0.09*** (0.03)	0.09*** (0.03)	0.09*** (0.03)
Constant	0.41*** (0.00)	0.46+ (0.26)	0.48+ (0.26)	0.58* (0.26)	0.32*** (0.00)	0.67** (0.21)	0.69** (0.21)	0.77*** (0.22)
N	5,202	5,202	5,202	5,202	6,855	6,855	6,855	6,855
N_g	1,103	1,103	1,103	1,103	1,402	1,402	1,402	1,402
R2 (within)	0.03	0.04	0.05	0.05	0.00	0.02	0.02	0.02

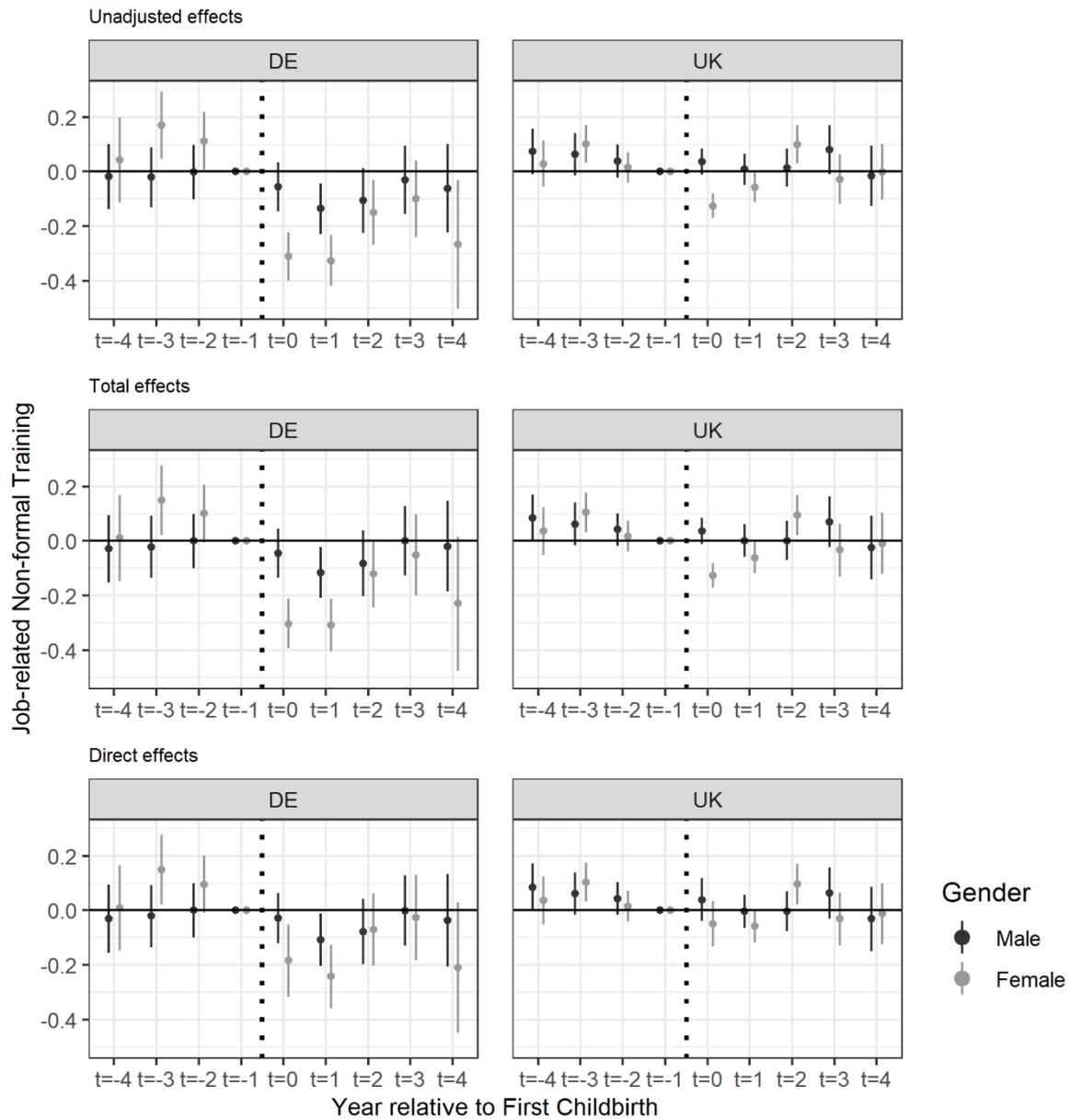
Table A4. Effects of transition to first childbirth on job-related training participation by gender and country, based on fixed-effects models with step impact functions for the United Kingdom. *Excluding person-years after second births.*

	Women				Men			
	M1	M2	M3	M4	M1	M2	M3	M4
Family formation								
First childbirth	-0.09*** (0.02)	-0.09*** (0.02)	-0.03 (0.02)	-0.03 (0.02)	0.00 (0.02)	0.00 (0.02)	-0.01 (0.02)	-0.01 (0.02)
Age (ref.: 25)								
Age (fixed-effects)	NO	YES	YES	YES	NO	YES	YES	YES
Family status								
Cohabiting		-0.04+ (0.02)	-0.04+ (0.02)	-0.04 (0.02)		-0.03 (0.02)	-0.03 (0.02)	-0.03 (0.02)
Married		-0.05+ (0.03)	-0.05+ (0.03)	-0.05 (0.03)		-0.01 (0.03)	-0.01 (0.03)	-0.01 (0.03)
Employment contract (ref.: Permanent)								
Temporary		0.02 (0.02)	0.02 (0.02)	0.02 (0.02)		-0.01 (0.03)	-0.01 (0.03)	-0.01 (0.03)
Activity (ref.: Full-time work)								
Part-time work			-0.02 (0.02)	-0.02 (0.02)			-0.01 (0.03)	0.00 (0.03)
Parental leave			-0.13*** (0.02)	-0.13*** (0.02)			0.02 (0.03)	0.03 (0.03)
Occupations (ISCO-08)								
ISCO 08 2digit (fixed effects)	NO	NO	NO	YES	NO	NO	NO	YES
Period Effects								
GDP (growth rate)		-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)		0.02* (0.01)	0.02* (0.01)	0.02* (0.01)
Disposable income (growth rate)		0.01** (0.00)	0.01** (0.00)	0.01** (0.00)		0.00* (0.00)	0.00* (0.00)	0.00* (0.00)
Unemployment rate		-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)		0.00 (0.01)	0.00 (0.01)	0.00 (0.01)
Covid		-0.03+ (0.02)	-0.03+ (0.02)	-0.03+ (0.02)		-0.01 (0.02)	-0.01 (0.02)	-0.01 (0.02)
Constant	0.33*** (0.00)	0.52*** (0.15)	0.53*** (0.15)	0.56*** (0.16)	0.30*** (0.00)	0.27+ (0.16)	0.27+ (0.16)	0.32+ (0.17)
N	12,992	12,992	12,992	12,992	13,032	13,032	13,032	13,032
N_g	2,826	2,826	2,826	2,826	2,845	2,845	2,845	2,845
R2 (within)	0.00	0.01	0.01	0.02	0.00	0.01	0.01	0.01

Notes: Standard errors in parentheses. + p < 0.10, * p < 0.05, ** p < 0.01, *** p < 0.001.

Source: UKHLS Wave 2 – Wave 10 (2010 – 2019), authors' calculations.

Figure A2. Predicted change in job-related training participation before and after first childbirth by gender and country, based on fixed-effects models with control groups with an event-study design. *Excluding person-years after second births*



Notes: Confounders include age, marital status (no partner, cohabiting, married), employment contract (permanent / temporary) and GDP (growth rate), disposable income (growth rate), unemployment rate, covid.
 Activity includes full-time work (reference category), part-time work, and parental leave).
 Occupation is based on ISCO08 2-digit codes.
 95% Confidence Intervals
 Source: NEPS SC6 SUF 13.0.0, Wave 2 – Wave 13 (2009/2010 – 2020/21), and UKHLS, Wave 2 – Wave 10 (2010 – 2019), *authors' calculations*

Table A5. Fixed-effects Event Study Estimation: Family Formation and Job-related Training Participation Germany. *Excluding person-years after second births*

	Women			Men		
	M1	M2	M3	M1	M2	M3
Time Relative to First Childbirth						
T-11				-0.79*** (0.04)	-0.85*** (0.07)	-0.86*** (0.07)
T-10	-0.28*** (0.05)	-0.43*** (0.08)	-0.38*** (0.09)	-0.37* (0.15)	-0.42** (0.16)	-0.38* (0.16)
T-9	0.37+ (0.22)	0.26 (0.23)	0.28 (0.24)	0.12 (0.14)	0.06 (0.15)	0.07 (0.14)
T-8	-0.13 (0.09)	-0.19+ (0.11)	-0.19+ (0.11)	0.05 (0.09)	0.02 (0.10)	0.02 (0.09)
T-7	-0.08 (0.10)	-0.14 (0.10)	-0.13 (0.10)	0.19+ (0.10)	0.16 (0.10)	0.16 (0.10)
T-6	0.07 (0.14)	0.04 (0.15)	0.05 (0.15)	0.16* (0.08)	0.13+ (0.08)	0.13+ (0.08)
T-5	-0.01 (0.09)	-0.05 (0.09)	-0.04 (0.09)	0.03 (0.06)	0.01 (0.07)	0.01 (0.07)
T-4	0.04 (0.08)	0.01 (0.08)	0.01 (0.08)	-0.02 (0.06)	-0.03 (0.06)	-0.03 (0.06)
T-3	0.17** (0.06)	0.15* (0.06)	0.15* (0.06)	-0.02 (0.06)	-0.02 (0.06)	-0.02 (0.06)
T-2	0.11* (0.05)	0.10+ (0.05)	0.10+ (0.05)	0.00 (0.05)	0.00 (0.05)	0.00 (0.05)
T+0	-0.31*** (0.05)	-0.30*** (0.05)	-0.18** (0.07)	-0.06 (0.05)	-0.04 (0.05)	-0.03 (0.05)
T+1	-0.33*** (0.05)	-0.31*** (0.05)	-0.24*** (0.06)	-0.14** (0.05)	-0.12* (0.05)	-0.11* (0.05)
T+2	-0.15* (0.06)	-0.12+ (0.06)	-0.07 (0.07)	-0.11+ (0.06)	-0.08 (0.06)	-0.08 (0.06)
T+3	-0.10 (0.07)	-0.05 (0.08)	-0.03 (0.08)	-0.03 (0.06)	0.00 (0.06)	0.00 (0.07)
T+4	-0.27* (0.12)	-0.23+ (0.12)	-0.21+ (0.12)	-0.06 (0.08)	-0.02 (0.08)	-0.04 (0.09)
T+5	0.03 (0.17)	0.09 (0.18)	0.11 (0.19)	-0.09 (0.10)	-0.06 (0.10)	-0.06 (0.09)
T+6	-0.26 (0.20)	-0.20 (0.18)	-0.17 (0.19)	-0.02 (0.10)	0.02 (0.11)	0.01 (0.11)
T+7	-0.29 (0.23)	-0.27 (0.25)	-0.23 (0.26)	-0.07 (0.10)	0.00 (0.11)	-0.02 (0.11)
T+8	-0.25 (0.27)	-0.15 (0.26)	-0.11 (0.28)	-0.13 (0.09)	-0.11 (0.09)	-0.10 (0.10)
T+9	-0.57*** (0.09)	-0.46*** (0.11)	-0.42** (0.14)	-0.10+ (0.06)	-0.04 (0.07)	-0.02 (0.09)
T+10				-0.12+ (0.06)	0.01 (0.07)	0.05 (0.09)
Age						
Age (fixed-effects)		-0.10 (0.11)	-0.10 (0.11)		0.00 (0.09)	0.01 (0.10)
Family Status						
Cohabiting		-0.08 (0.11)	-0.09 (0.11)		-0.03 (0.09)	-0.05 (0.10)
Married		-0.07 (0.10)	-0.08 (0.10)		-0.10 (0.10)	-0.11 (0.10)
Employment contract (ref.: Permanent)						
Temporary		-0.16 (0.12)	-0.18 (0.12)		-0.10 (0.10)	-0.11 (0.11)
Residence (ref.: West Germany)						
East Germany		-0.14 (0.12)	-0.15 (0.12)		-0.17 (0.11)	-0.18 (0.11)
Activity (ref.: Full-time work)						
Part-time work		-0.23+ (0.13)	-0.24+ (0.13)		-0.18 (0.11)	-0.20+ (0.12)
Parental leave		-0.20 (0.14)	-0.21 (0.14)		-0.18 (0.12)	-0.20+ (0.12)
		-0.18 (0.14)	-0.19 (0.14)		-0.25* (0.12)	-0.28* (0.13)

Occupation (ISCO-08)		-0.21	-0.22		-0.20	-0.24+
		(0.15)	(0.15)		(0.13)	(0.13)
ISCO 08 2digit	NO	NO	YES	NO	NO	YES
(fixed effects)						
Period Effects		-0.24	-0.26		-0.28*	-0.31*
		(0.16)	(0.16)		(0.14)	(0.15)
GDP		-0.34+	-0.36*		-0.29+	-0.32*
(growth rate)		(0.17)	(0.17)		(0.15)	(0.15)
Disposable income		-0.33+	-0.35+		-0.33*	-0.37*
(growth rate)		(0.18)	(0.18)		(0.15)	(0.16)
Unemployment rate		-0.31+	-0.34+		-0.34*	-0.37*
		(0.19)	(0.19)		(0.16)	(0.16)
Covid		-0.33+	-0.36+		-0.39*	-0.42*
		(0.19)	(0.19)		(0.17)	(0.17)
Constant		-0.30	-0.33		-0.39*	-0.42*
		(0.20)	(0.20)		(0.17)	(0.18)
N	5,202	5,502	5,502	6,855	6,855	6,855
N _g	1,103	1,103	1,103	1,402	1,402	1,402
R2 (within)	0.03	0.05	0.06	0.01	0.02	0.03

Notes: Standard errors in parentheses. + p < 0.10, * p < 0.05, ** p < 0.01, *** p < 0.001.

Source: NEPS SC6 SUF 13.0.0, Wave 2 – Wave 13 (2009/2010 – 2020/21), authors' calculations

Table A6. Fixed-effects Event Study Estimation: Family Formation and Job-related Training Participation United Kingdom. *Excluding person-years after second births*

	Women			Men		
	M1	M2	M3	M1	M2	M3
Time Relative to First Childbirth						
T-8	0.09 (0.22)	0.10 (0.22)	0.11 (0.21)	0.09 (0.18)	0.11 (0.18)	0.12 (0.17)
T-7	0.22+ (0.12)	0.24+ (0.12)	0.23+ (0.13)	0.04 (0.10)	0.07 (0.10)	0.07 (0.10)
T-6	0.08 (0.08)	0.09 (0.08)	0.09 (0.08)	0.07 (0.06)	0.09 (0.06)	0.09 (0.06)
T-5	-0.01 (0.05)	0.00 (0.05)	0.01 (0.05)	0.01 (0.05)	0.03 (0.05)	0.03 (0.05)
T-4	0.03 (0.04)	0.04 (0.04)	0.04 (0.04)	0.07+ (0.04)	0.08+ (0.04)	0.08+ (0.04)
T-3	0.10** (0.04)	0.10** (0.04)	0.10** (0.04)	0.06 (0.04)	0.06 (0.04)	0.06 (0.04)
T-2	0.02 (0.03)	0.02 (0.03)	0.01 (0.03)	0.04 (0.03)	0.04 (0.03)	0.04 (0.03)
T+0	-0.13*** (0.02)	-0.13*** (0.02)	-0.05 (0.04)	0.04 (0.02)	0.04 (0.02)	0.04 (0.04)
T+1	-0.06* (0.03)	-0.06* (0.03)	-0.06+ (0.03)	0.01 (0.03)	0.00 (0.03)	0.00 (0.03)
T+2	0.10** (0.04)	0.09* (0.04)	0.10* (0.04)	0.01 (0.04)	0.00 (0.04)	0.00 (0.04)
T+3	-0.03 (0.05)	-0.03 (0.05)	-0.03 (0.05)	0.08+ (0.05)	0.07 (0.05)	0.06 (0.05)
T+4	0.00 (0.05)	-0.01 (0.06)	-0.01 (0.06)	-0.02 (0.06)	-0.02 (0.06)	-0.03 (0.06)
T+5	0.02 (0.06)	0.02 (0.07)	0.02 (0.07)	-0.04 (0.06)	-0.04 (0.07)	-0.04 (0.07)
T+6	0.01 (0.08)	0.02 (0.08)	0.01 (0.08)	-0.03 (0.10)	-0.02 (0.10)	-0.03 (0.10)
T+7	-0.05 (0.07)	-0.04 (0.08)	-0.06 (0.08)	-0.08 (0.13)	-0.07 (0.13)	-0.06 (0.13)
Age						
Age (fixed-effects)	NO	YES	YES	NO	YES	YES
Family Status						
Cohabiting		-0.04 (0.02)	-0.04 (0.02)		-0.03 (0.02)	-0.03 (0.02)
Married		-0.04 (0.03)	-0.03 (0.03)		0.00 (0.03)	0.00 (0.03)
Employment contract (ref.: Permanent)						
Temporary		0.02 (0.02)	0.02 (0.02)		-0.01 (0.03)	-0.02 (0.03)
Activity (ref.: Full-time work)						
Part-time work			-0.02 (0.02)			0.00 (0.03)
Parental leave			-0.09* (0.04)			0.00 (0.04)
Occupation (ISCO-08)						
ISCO 08 2digit (fixed effects)	NO	NO	YES	NO	NO	YES
Period Effects						
GDP (growth rate)		-0.01 (0.01)	-0.01 (0.01)		0.02* (0.01)	0.02* (0.01)
Disposable income (growth rate)		0.01** (0.00)	0.01** (0.00)		0.00* (0.00)	0.00* (0.00)
Unemployment rate		-0.01 (0.01)	-0.01 (0.01)		0.00 (0.01)	0.00 (0.01)
Covid		-0.03+	-0.03+		-0.01	-0.01

		(0.02)	(0.02)		(0.02)	(0.02)
Constant	0.32***	0.50**	0.53***	0.29***	0.24	0.28+
	(0.00)	(0.16)	(0.16)	(0.00)	(0.16)	(0.17)
N	12,992	12,992	12,992	13,032	13,032	13,032
N_g	2,826	2,826	2,826	2,845	2,845	2,845
R2 (within)	0.01	0.01	0.02	0.00	0.01	0.01

Notes: Standard errors in parentheses. + p < 0.10, * p < 0.05, ** p < 0.01, *** p < 0.001.
Source: UKHLS Wave 2 – Wave 10 (2010 – 2019), authors' calculations.

Figure A3. Predicted change in job-related training participation before and after first childbirth by gender and country, based on fixed-effects models with control groups with an event-study design. *Model for direct effects additionally includes an occupational change dummy*

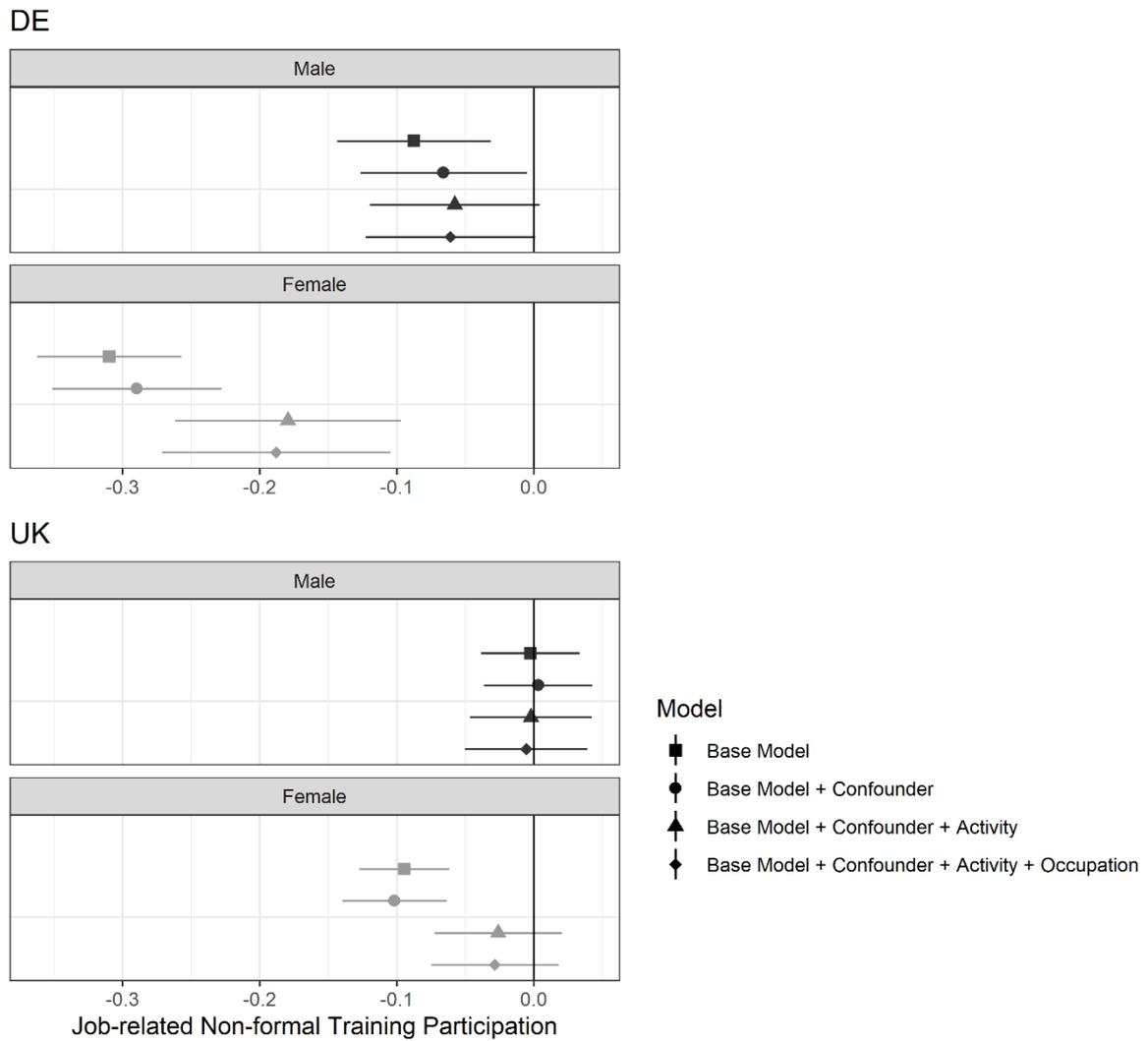


Table A7. Effects of transition to first childbirth on job-related training participation by gender and country, based on fixed-effects models with step impact functions for Germany. *Model for direct effects additionally includes an occupational change dummy*

	Women				Men			
	M1	M2	M3	M4	M1	M2	M3	M4
Family formation								
First childbirth	-0.31*** (0.03)	-0.29*** (0.03)	-0.18*** (0.04)	-0.19*** (0.04)	-0.09** (0.03)	-0.07* (0.03)	-0.06+ (0.03)	-0.06+ (0.03)
Age (ref.: 25)								
Age (fixed-effects)	NO	YES	YES	YES	NO	YES	YES	YES
Family status								
Cohabiting		0.07+ (0.04)	0.07+ (0.04)	0.08+ (0.04)		0.01 (0.03)	0.01 (0.03)	0.01 (0.03)
Married		0.05+ (0.03)	0.05+ (0.03)	0.05+ (0.03)		0.03 (0.03)	0.03 (0.03)	0.03 (0.03)
Employment contract (ref.: Permanent)								
Temporary		0.00 (0.03)	-0.01 (0.03)	-0.02 (0.03)		-0.04 (0.03)	-0.04 (0.03)	-0.04 (0.03)
Residence (ref.: West Germany)								
East Germany		0.01 (0.12)	0.02 (0.12)	0.02 (0.12)		0.05 (0.07)	0.05 (0.07)	0.05 (0.08)
Activity (ref.: Full-time work)								
Part-time work			-0.04 (0.03)	-0.04 (0.03)			-0.05 (0.04)	-0.05 (0.04)
Parental leave			-0.18*** (0.04)	-0.18*** (0.04)			-0.09 (0.06)	-0.09 (0.06)
Occupations (ISCO-08)								
ISCO 08 2digit (fixed effects)	NO	NO	NO	YES	NO	NO	NO	YES
Occupational change				0.06+ (0.03)				0.02 (0.03)
Period Effects								
GDP (growth rate)		-0.01** (0.00)	-0.01** (0.00)	-0.01** (0.00)		-0.01* (0.00)	-0.01* (0.00)	-0.01* (0.00)
Disposable income (growth rate)		0.04** (0.01)	0.04** (0.01)	0.04** (0.01)		0.03* (0.01)	0.02* (0.01)	0.03* (0.01)
Unemployment rate		0.02 (0.02)	0.02 (0.02)	0.02 (0.02)		-0.02 (0.02)	-0.02 (0.02)	-0.02 (0.02)
Covid		0.08** (0.03)	0.07* (0.03)	0.07* (0.03)		0.09*** (0.02)	0.09*** (0.02)	0.09*** (0.02)
Constant	0.42*** (0.00)	0.42 (0.26)	0.45+ (0.26)	0.50+ (0.26)	0.32*** (0.00)	0.73*** (0.21)	0.75*** (0.21)	0.81*** (0.22)
N	5,202	5,202	5,202	5,202	6,855	6,855	6,855	6,855
N_g	1,103	1,103	1,103	1,103	1,402	1,402	1,402	1,402
R2 (within)	0.03	0.04	0.05	0.05	0.00	0.02	0.02	0.02

Notes: Standard errors in parentheses. + p < 0.10, * p < 0.05, ** p < 0.01, *** p < 0.001.

Source: NEPS SC6 SUF 13.0.0, Wave 2 – Wave 13 (2009/2010 – 2020/21), authors' calculations

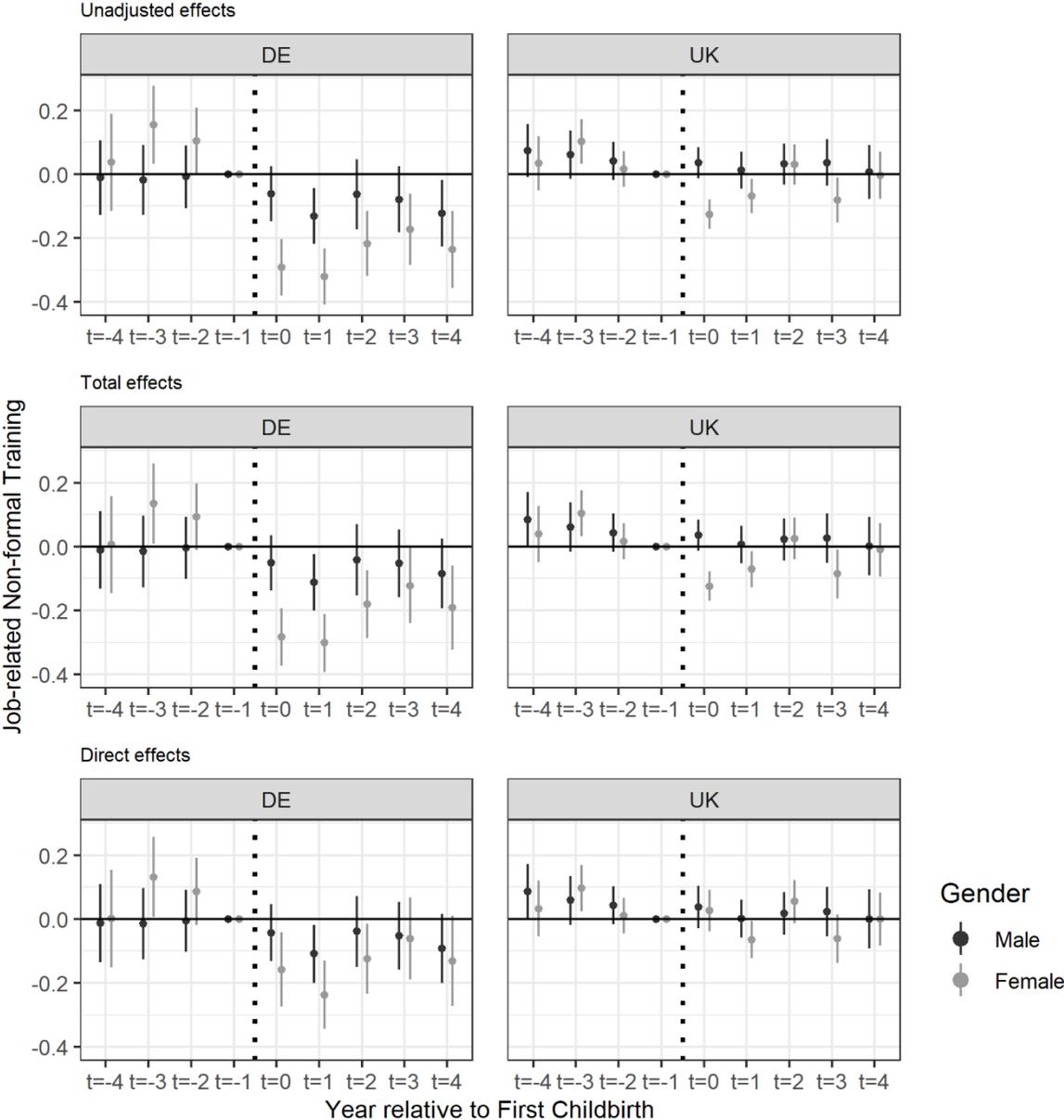
Table A8. Effects of transition to first childbirth on job-related training participation by gender and country, based on fixed-effects models with step impact functions for the United Kingdom. *Model for direct effects additionally includes an occupational change dummy*

	Women				Men			
	M1	M2	M3	M4	M1	M2	M3	M4
Family formation								
First childbirth	-0.09*** (0.02)	-0.10*** (0.02)	-0.03 (0.02)	-0.03 (0.02)	0.00 (0.02)	0.00 (0.02)	0.00 (0.02)	-0.01 (0.02)
Age (ref.: 25)								
Age (fixed-effects)	NO	YES	YES	YES	NO	YES	YES	YES
Family status								
Cohabiting		-0.05* (0.02)	-0.04+ (0.02)	-0.04+ (0.02)		-0.03 (0.02)	-0.03 (0.02)	-0.03 (0.02)
Married		-0.05+ (0.03)	-0.04 (0.03)	-0.04 (0.03)		-0.01 (0.03)	-0.01 (0.03)	0.00 (0.03)
Employment contract (ref.: Permanent)								
Temporary		0.02 (0.02)	0.02 (0.02)	0.01 (0.02)		-0.01 (0.03)	-0.01 (0.03)	-0.02 (0.03)
Activity (ref.: Full-time work)								
Part-time work			-0.02 (0.02)	-0.02 (0.02)			-0.01 (0.03)	0.00 (0.03)
Parental leave			-0.15*** (0.02)	-0.14*** (0.02)			0.01 (0.02)	0.02 (0.02)
Occupations (ISCO-08)								
ISCO 08 2digit (fixed effects)	NO	NO	NO	YES	NO	NO	NO	YES
Occupational change				0.05** (0.02)				0.05** (0.02)
Period Effects								
GDP (growth rate)		-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)		0.02* (0.01)	0.02* (0.01)	0.02+ (0.01)
Disposable income (growth rate)		0.01** (0.00)	0.01** (0.00)	0.01** (0.00)		0.00* (0.00)	0.00* (0.00)	0.00* (0.00)
Unemployment rate		-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)		0.00 (0.01)	0.00 (0.01)	0.00 (0.01)
Covid		-0.03+ (0.02)	-0.03* (0.02)	-0.03+ (0.02)		-0.01 (0.02)	-0.01 (0.02)	-0.01 (0.02)
Constant	0.33*** (0.00)	0.52*** (0.15)	0.52*** (0.15)	0.57*** (0.16)	0.30*** (0.00)	0.31+ (0.16)	0.31+ (0.16)	0.37* (0.16)
N	12,992	12,992	12,992	12,992	13,032	13,032	13,032	13,032
N_g	2,826	2,826	2,826	2,826	2,845	2,845	2,845	2,845
R2 (within)	0.00	0.01	0.01	0.02	0.00	0.01	0.01	0.01

Notes: Standard errors in parentheses. + p < 0.10, * p < 0.05, ** p < 0.01, *** p < 0.001.

Source: UKHLS Wave 2 – Wave 10 (2010 – 2019), authors' calculations.

Figure A4. Predicted change in job-related training participation before and after first childbirth by gender and country, based on fixed-effects models with control groups with an event-study design. *Model for direct effects additionally includes an occupational change dummy*



Notes: Confounders include age, marital status (no partner, cohabiting, married), employment contract (permanent / temporary) and GDP (growth rate), disposable income (growth rate), unemployment rate, covid.
 Activity includes full-time work (reference category), part-time work, and parental leave).
 Occupation is based on ISCO08 2-digit codes and a occupational change dummy.
 95% Confidence Intervals
 Source: NEPS SC6 SUF 13.0.0, Wave 2 – Wave 13 (2009/2010 – 2020/21), and UKHLS, Wave 2 – Wave 10 (2010 – 2019), *authors' calculations*

Table A9. Fixed-effects Event Study Estimation: Family Formation and Job-related Training Participation Germany. *Model for direct effects additionally includes an occupational change dummy*

	Women			Men		
	M1	M2	M3	M1	M2	M3
Time Relative to First Childbirth						
T-11				-0.71*** (0.04)	-0.78*** (0.06)	-0.79*** (0.06)
T-10	-0.28*** (0.05)	-0.43*** (0.08)	-0.40*** (0.09)	-0.34* (0.13)	-0.38** (0.14)	-0.36* (0.15)
T-9	0.36+ (0.22)	0.25 (0.23)	0.26 (0.24)	0.13 (0.14)	0.08 (0.15)	0.08 (0.14)
T-8	-0.14 (0.09)	-0.20+ (0.11)	-0.20+ (0.11)	0.06 (0.10)	0.04 (0.10)	0.04 (0.09)
T-7	-0.11 (0.10)	-0.16+ (0.10)	-0.16 (0.10)	0.20* (0.10)	0.18+ (0.10)	0.18+ (0.10)
T-6	0.06 (0.14)	0.03 (0.15)	0.03 (0.15)	0.16* (0.07)	0.15+ (0.08)	0.15+ (0.08)
T-5	-0.01 (0.09)	-0.04 (0.09)	-0.04 (0.09)	0.04 (0.06)	0.03 (0.07)	0.03 (0.07)
T-4	0.04 (0.08)	0.01 (0.08)	0.00 (0.08)	-0.01 (0.06)	-0.01 (0.06)	-0.01 (0.06)
T-3	0.15* (0.06)	0.13* (0.06)	0.13* (0.06)	-0.02 (0.06)	-0.02 (0.06)	-0.01 (0.06)
T-2	0.10+ (0.05)	0.09+ (0.05)	0.09 (0.05)	-0.01 (0.05)	0.00 (0.05)	-0.01 (0.05)
T+0	-0.29*** (0.05)	-0.28*** (0.05)	-0.16** (0.06)	-0.06 (0.04)	-0.05 (0.04)	-0.04 (0.05)
T+1	-0.32*** (0.04)	-0.30*** (0.05)	-0.24*** (0.05)	-0.13** (0.04)	-0.11* (0.04)	-0.11* (0.05)
T+2	-0.22*** (0.05)	-0.18*** (0.05)	-0.12* (0.06)	-0.06 (0.06)	-0.04 (0.06)	-0.04 (0.06)
T+3	-0.17** (0.06)	-0.12* (0.06)	-0.06 (0.07)	-0.08 (0.05)	-0.05 (0.05)	-0.05 (0.05)
T+4	-0.24*** (0.06)	-0.19** (0.07)	-0.13+ (0.07)	-0.12* (0.05)	-0.08 (0.06)	-0.09+ (0.06)
T+5	-0.19* (0.08)	-0.14 (0.08)	-0.10 (0.09)	0.02 (0.07)	0.05 (0.07)	0.04 (0.07)
T+6	-0.19+ (0.10)	-0.14 (0.10)	-0.10 (0.10)	-0.07 (0.08)	-0.03 (0.09)	-0.03 (0.09)
T+7	-0.16 (0.12)	-0.10 (0.13)	-0.03 (0.14)	-0.04 (0.08)	0.02 (0.08)	0.02 (0.08)
T+8	-0.01 (0.13)	0.05 (0.13)	0.11 (0.13)	-0.08 (0.10)	-0.04 (0.11)	-0.03 (0.11)
T+9	-0.05 (0.16)	0.05 (0.17)	0.10 (0.18)	-0.16 (0.14)	-0.09 (0.13)	-0.08 (0.14)
T+10	-0.13 (0.15)	-0.03 (0.15)	0.02 (0.16)	-0.11 (0.16)	0.00 (0.17)	0.01 (0.18)
Age						
Age (fixed-effects)	NO	YES	YES	NO	YES	YES
Family Status						
Cohabiting		0.08+ (0.04)	0.08+ (0.04)		0.02 (0.03)	0.02 (0.03)
Married		0.06* (0.03)	0.06* (0.03)		0.04 (0.03)	0.04+ (0.03)
Employment contract (ref.: Permanent)						
Temporary		-0.01 (0.03)	-0.02 (0.03)		-0.04 (0.03)	-0.04 (0.03)
Residence (ref.: West Germany)						
East Germany		0.02 (0.12)	0.03 (0.11)		0.04 (0.07)	0.05 (0.08)
Activity (ref.: Full-time work)						
Part-time work			-0.04 (0.03)			-0.06 (0.04)
Parental leave			-0.15** (0.05)			-0.08 (0.06)

Occupation (ISCO-08)		-0.21	-0.22		-0.20	-0.24+
		(0.15)	(0.15)		(0.13)	(0.13)
ISCO 08 2digit	NO	NO	YES	NO	NO	YES
(fixed effects)						
Occupational change			0.06+			0.02
			(0.03)			(0.03)
Period Effects						
GDP		-0.01**	-0.01**		-0.01*	-0.01*
(growth rate)		(0.00)	(0.00)		(0.00)	(0.00)
Disposable income		0.04**	0.04**		0.03*	0.03*
(growth rate)		(0.01)	(0.01)		(0.01)	(0.01)
Unemployment rate		0.01	0.01		-0.02	-0.02
		(0.02)	(0.02)		(0.02)	(0.02)
Covid		0.07*	0.07*		0.08***	0.09***
		(0.03)	(0.03)		(0.02)	(0.02)
Constant	0.40***	0.52*	0.58*	0.32***	0.71***	0.78***
	(0.01)	(0.26)	(0.26)	(0.01)	(0.21)	(0.22)
N	5,202	5,502	5,502	6,855	6,855	6,855
N_g	1,103	1,103	1,103	1,402	1,402	1,402
R2 (within)	0.03	0.05	0.06	0.01	0.02	0.03

Notes: Standard errors in parentheses. + p < 0.10, * p < 0.05, ** p < 0.01, *** p < 0.001.

Source: NEPS SC6 SUF 13.0.0, Wave 2 – Wave 13 (2009/2010 – 2020/21), authors' calculations

Table A10. Fixed-effects Event Study Estimation: Family Formation and Job-related Training Participation Germany. *Model for direct effects additionally includes an occupational change dummy*

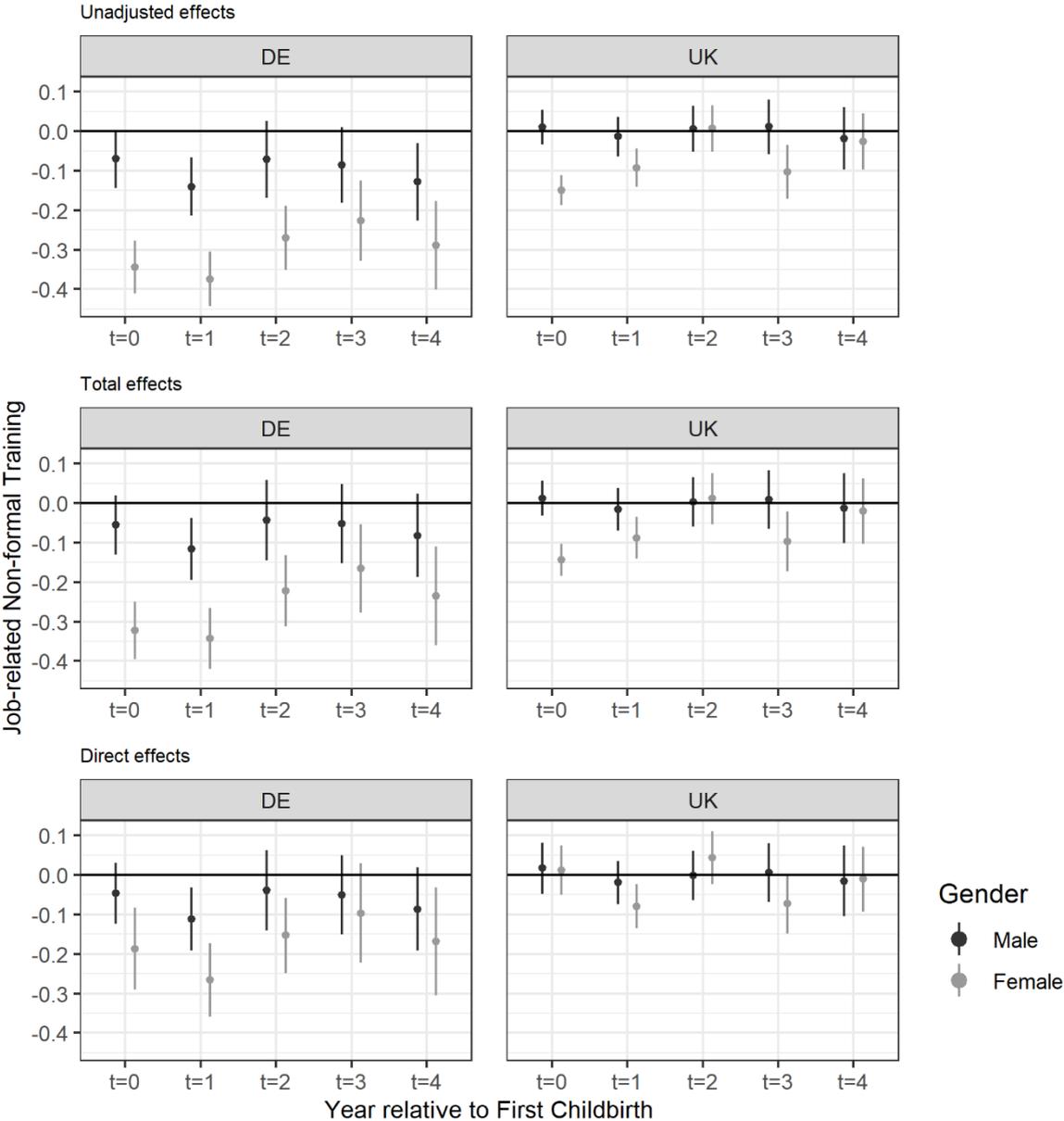
	Women			Men		
	M1	M2	M3	M1	M2	M3
Time Relative to First Childbirth						
T-8	0.09 (0.22)	0.10 (0.22)	0.10 (0.22)	0.09 (0.18)	0.11 (0.18)	0.11 (0.17)
T-7	0.22+ (0.12)	0.24+ (0.12)	0.23+ (0.13)	0.03 (0.10)	0.07 (0.10)	0.07 (0.10)
T-6	0.09 (0.08)	0.09 (0.08)	0.09 (0.08)	0.07 (0.06)	0.09 (0.06)	0.09 (0.06)
T-5	0.00 (0.05)	0.01 (0.06)	0.00 (0.05)	0.01 (0.05)	0.03 (0.05)	0.03 (0.05)
T-4	0.03 (0.04)	0.04 (0.04)	0.03 (0.04)	0.07+ (0.04)	0.08+ (0.04)	0.09+ (0.04)
T-3	0.10** (0.04)	0.10** (0.04)	0.10** (0.04)	0.06 (0.04)	0.06 (0.04)	0.06 (0.04)
T-2	0.02 (0.03)	0.02 (0.03)	0.01 (0.03)	0.04 (0.03)	0.04 (0.03)	0.04 (0.03)
T+0	-0.13*** (0.02)	-0.12*** (0.02)	0.03 (0.03)	0.04 (0.02)	0.04 (0.02)	0.04 (0.03)
T+1	-0.07* (0.03)	-0.07* (0.03)	-0.06* (0.03)	0.01 (0.03)	0.01 (0.03)	0.00 (0.03)
T+2	0.03 (0.03)	0.03 (0.03)	0.05 (0.03)	0.03 (0.03)	0.02 (0.03)	0.02 (0.03)
T+3	-0.08* (0.04)	-0.09* (0.04)	-0.06 (0.04)	0.04 (0.04)	0.03 (0.04)	0.02 (0.04)
T+4	0.00 (0.04)	-0.01 (0.04)	0.00 (0.04)	0.01 (0.04)	0.00 (0.05)	0.00 (0.05)
T+5	-0.04 (0.04)	-0.03 (0.05)	-0.03 (0.05)	-0.03 (0.05)	-0.03 (0.05)	-0.03 (0.05)
T+6	-0.04 (0.06)	-0.03 (0.06)	-0.03 (0.06)	-0.10 (0.07)	-0.10 (0.07)	-0.10 (0.07)
T+7	0.05 (0.07)	0.07 (0.08)	0.07 (0.08)	-0.05 (0.10)	-0.04 (0.10)	-0.03 (0.10)
Age						
Age (fixed-effects)	NO	YES	YES	NO	YES	YES
Family Status						
Cohabiting		-0.04+ (0.02)	-0.04 (0.02)		-0.03 (0.02)	-0.03 (0.02)
Married		-0.04 (0.03)	-0.03 (0.03)		0.00 (0.03)	0.00 (0.03)
Employment contract (ref.: Permanent)						
Temporary		0.02 (0.02)	0.01 (0.02)		-0.01 (0.03)	-0.02 (0.03)
Activity (ref.: Full-time work)						
Part-time work			-0.01 (0.02)			0.00 (0.03)
Parental leave			-0.17*** (0.03)			0.00 (0.03)
Occupation (ISCO-08)						
ISCO 08 2digit (fixed effects)	NO	NO	YES	NO	NO	YES
Occupational change			0.05** (0.02)			0.05** (0.02)
Period Effects						
GDP (growth rate)		-0.01 (0.01)	-0.01 (0.01)		0.02* (0.01)	0.02+ (0.01)
Disposable income (growth rate)		0.01** (0.00)	0.01** (0.00)		0.00* (0.00)	0.00* (0.00)

Unemployment rate		-0.01	-0.01		0.00	0.00
		(0.01)	(0.01)		(0.01)	(0.01)
Covid		-0.04*	-0.03*		-0.01	-0.01
		(0.02)	(0.02)		(0.02)	(0.02)
Constant	0.32***	0.49**	0.54***	0.29***	0.28+	0.34*
	(0.00)	(0.15)	(0.16)	(0.00)	(0.16)	(0.16)
N	12,992	12,992	12,992	13,032	13,032	13,032
N_g	2,826	2,826	2,826	2,845	2,845	2,845
R2 (within)	0.01	0.01	0.02	0.00	0.01	0.01

Notes: Standard errors in parentheses. + p < 0.10, * p < 0.05, ** p < 0.01, *** p < 0.001.

Source: UKHLS Wave 2 – Wave 10 (2010 – 2019), authors' calculations.

Figure A5. Predicted change in job-related training participation after first childbirth by gender and country, based on fixed-effects models with control groups with a dummy impact design. *Models exclude leads*



Notes: Confounders include age, marital status (no partner, cohabiting, married), employment contract (permanent / temporary) and GDP (growth rate), disposable income (growth rate), unemployment rate, covid.
 Activity includes full-time work (reference category), part-time work, and parental leave).
 Occupation is based on ISCO08 2-digit codes.
 95% Confidence Intervals
 Source: NEPS SC6 SUF 13.0.0, Wave 2 – Wave 13 (2009/2010 – 2020/21), and UKHLS, Wave 2 – Wave 10 (2010 – 2019), *authors' calculations*

Table A11. Fixed-effects Event Study Estimation: Family Formation and Job-related Training Participation Germany. *Models exclude leads*

	Women			Men		
	M1	M2	M3	M1	M2	M3
Time Relative to First Childbirth						
T+0	-0.34*** (0.03)	-0.32*** (0.04)	-0.19*** (0.05)	-0.07+ (0.04)	-0.06 (0.04)	-0.05 (0.04)
T+1	-0.37*** (0.04)	-0.34*** (0.04)	-0.27*** (0.05)	-0.14*** (0.04)	-0.12** (0.04)	-0.11** (0.04)
T+2	-0.27*** (0.04)	-0.22*** (0.05)	-0.15** (0.05)	-0.07 (0.05)	-0.04 (0.05)	-0.04 (0.05)
T+3	-0.23*** (0.05)	-0.17** (0.06)	-0.10 (0.06)	-0.09+ (0.05)	-0.05 (0.05)	-0.05 (0.05)
T+4	-0.29*** (0.06)	-0.24*** (0.06)	-0.17* (0.07)	-0.13* (0.05)	-0.08 (0.05)	-0.09 (0.05)
T+5	-0.24** (0.08)	-0.18* (0.08)	-0.13 (0.09)	0.01 (0.06)	0.05 (0.07)	0.05 (0.07)
T+6	-0.24* (0.10)	-0.18+ (0.10)	-0.13 (0.10)	-0.07 (0.08)	-0.02 (0.08)	-0.02 (0.08)
T+7	-0.21+ (0.12)	-0.14 (0.13)	-0.08 (0.13)	-0.05 (0.07)	0.03 (0.08)	0.03 (0.08)
T+8	-0.06 (0.12)	0.01 (0.12)	0.07 (0.13)	-0.08 (0.10)	-0.03 (0.10)	-0.03 (0.11)
T+9	-0.10 (0.17)	0.00 (0.17)	0.06 (0.18)	-0.16 (0.13)	-0.08 (0.13)	-0.07 (0.13)
T+10	-0.18 (0.15)	-0.07 (0.15)	-0.02 (0.16)	-0.11 (0.16)	0.01 (0.17)	0.02 (0.17)
Age						
Age (fixed-effects)	NO	YES	YES	NO	YES	YES
Family Status						
Cohabiting		0.08* (0.04)	0.08* (0.04)		0.02 (0.03)	0.02 (0.03)
Married		0.06* (0.03)	0.06* (0.03)		0.04 (0.03)	0.04 (0.03)
Employment contract (ref.: Permanent)						
Temporary		-0.01 (0.03)	-0.01 (0.03)		-0.04 (0.03)	-0.04 (0.03)
Residence (ref.: West Germany)						
East Germany		0.02 (0.12)	0.03 (0.11)		0.05 (0.07)	0.05 (0.08)
Activity (ref.: Full-time work)						
Part-time work			-0.04 (0.03)			-0.05 (0.04)
Parental leave			-0.16*** (0.05)			-0.08 (0.06)
Occupation (ISCO-08)						
ISCO 08 2digit (fixed effects)	NO	NO	YES	NO	NO	YES
Period Effects						
GDP (growth rate)		-0.01** (0.00)	-0.01** (0.00)		-0.01* (0.00)	-0.01* (0.00)
Disposable income (growth rate)		0.04** (0.01)	0.04** (0.01)		0.02* (0.01)	0.02* (0.01)
Unemployment rate		0.01 (0.02)	0.01 (0.02)		-0.02 (0.02)	-0.02 (0.02)
Covid		0.07* (0.03)	0.06* (0.03)		0.09*** (0.02)	0.09*** (0.02)
Constant	0.41*** (0.00)	0.47+ (0.26)	0.56* (0.26)	0.32*** (0.00)	0.74*** (0.21)	0.83*** (0.22)
N	5,202	5,502	5,502	6,855	6,855	6,855
N_g	1,103	1,103	1,103	1,402	1,402	1,402
R2 (within)	0.03	0.05	0.06	0.01	0.02	0.03

Table A12. Fixed-effects Event Study Estimation: Family Formation and Job-related Training Participation United Kingdom. *Models exclude leads*

	Women			Men		
	M1	M2	M3	M1	M2	M3
Time Relative to First Childbirth						
T+0	-0.15*** (0.02)	-0.14*** (0.02)	0.01 (0.03)	0.01 (0.02)	0.01 (0.02)	0.02 (0.03)
T+1	-0.09*** (0.03)	-0.09** (0.03)	-0.08** (0.03)	-0.01 (0.03)	-0.02 (0.03)	-0.02 (0.03)
T+2	0.01 (0.03)	0.01 (0.03)	0.04 (0.03)	0.01 (0.03)	0.00 (0.03)	0.00 (0.03)
T+3	-0.10** (0.03)	-0.10* (0.04)	-0.07+ (0.04)	0.01 (0.04)	0.01 (0.04)	0.01 (0.04)
T+4	-0.03 (0.04)	-0.02 (0.04)	-0.01 (0.04)	-0.02 (0.04)	-0.01 (0.05)	-0.02 (0.05)
T+5	-0.06 (0.04)	-0.04 (0.05)	-0.03 (0.05)	-0.06 (0.05)	-0.05 (0.05)	-0.05 (0.05)
T+6	-0.06 (0.06)	-0.04 (0.06)	-0.03 (0.06)	-0.13+ (0.07)	-0.11 (0.07)	-0.11 (0.07)
T+7	0.03 (0.07)	0.07 (0.08)	0.06 (0.08)	-0.07 (0.10)	-0.05 (0.10)	-0.05 (0.10)
Age						
Age (fixed-effects)	NO	YES	YES	NO	YES	YES
Family Status						
Cohabiting		-0.04+ (0.02)	-0.04 (0.02)		-0.04 (0.02)	-0.03 (0.02)
Married		-0.04 (0.03)	-0.04 (0.03)		-0.01 (0.03)	-0.01 (0.03)
Employment contract (ref.: Permanent)						
Temporary		0.02 (0.02)	0.02 (0.02)		-0.01 (0.03)	-0.02 (0.03)
Activity (ref.: Full-time work)						
Part-time work			-0.01 (0.02)			0.00 (0.03)
Parental leave			-0.18*** (0.03)			-0.01 (0.03)
Occupation (ISCO-08)						
ISCO 08 2digit (fixed effects)	NO	NO	YES	NO	NO	YES
Occupational change			0.05** (0.02)			0.05** (0.02)
Period Effects						
GDP (growth rate)		-0.01 (0.01)	-0.01 (0.01)		0.02* (0.01)	0.02+ (0.01)
Disposable income (growth rate)		0.01** (0.00)	0.01** (0.00)		0.00* (0.00)	0.00* (0.00)
Unemployment rate		-0.01 (0.01)	-0.01 (0.01)		0.00 (0.01)	0.00 (0.01)
Covid		-0.03* (0.02)	-0.03* (0.02)		-0.01 (0.02)	-0.01 (0.02)
Constant	0.33*** (0.00)	0.52*** (0.15)	0.55*** (0.16)	0.30*** (0.00)	0.30+ (0.16)	0.36* (0.16)
N	12,992	12,992	12,992	13,032	13,032	13,032
N_g	2,826	2,826	2,826	2,845	2,845	2,845
R2 (within)	0.01	0.01	0.02	0.00	0.01	0.01

Notes: Standard errors in parentheses. + p < 0.10, * p < 0.05, ** p < 0.01, *** p < 0.001.

Source: UKHLS Wave 2 – Wave 10 (2010 – 2019), authors' calculations.

Figure A6. Effects of transition to first childbirth on job-related training participation by gender and country, based on fixed-effects models with step impact functions. *All NEPS courses (based on logical imputation)*

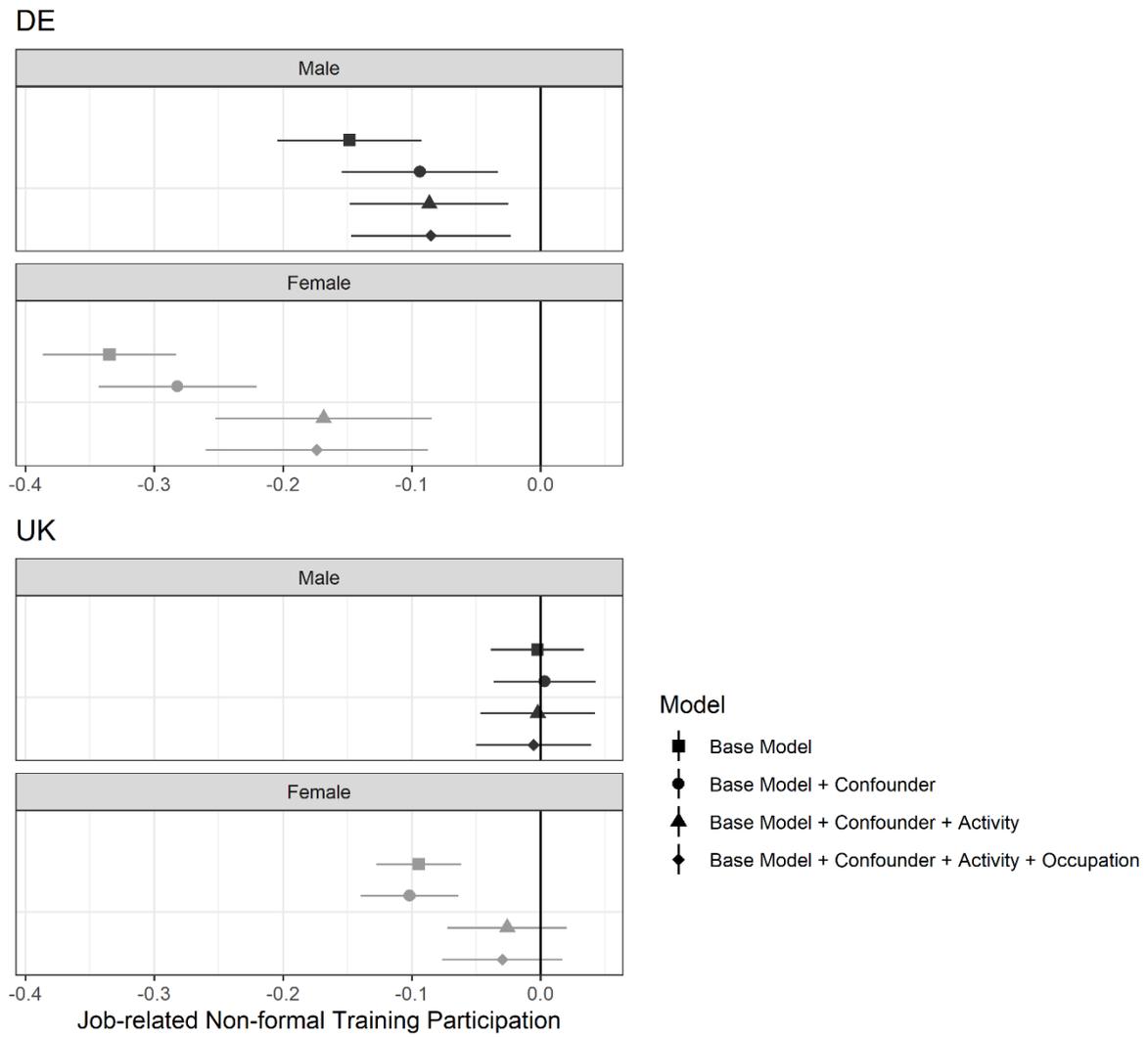
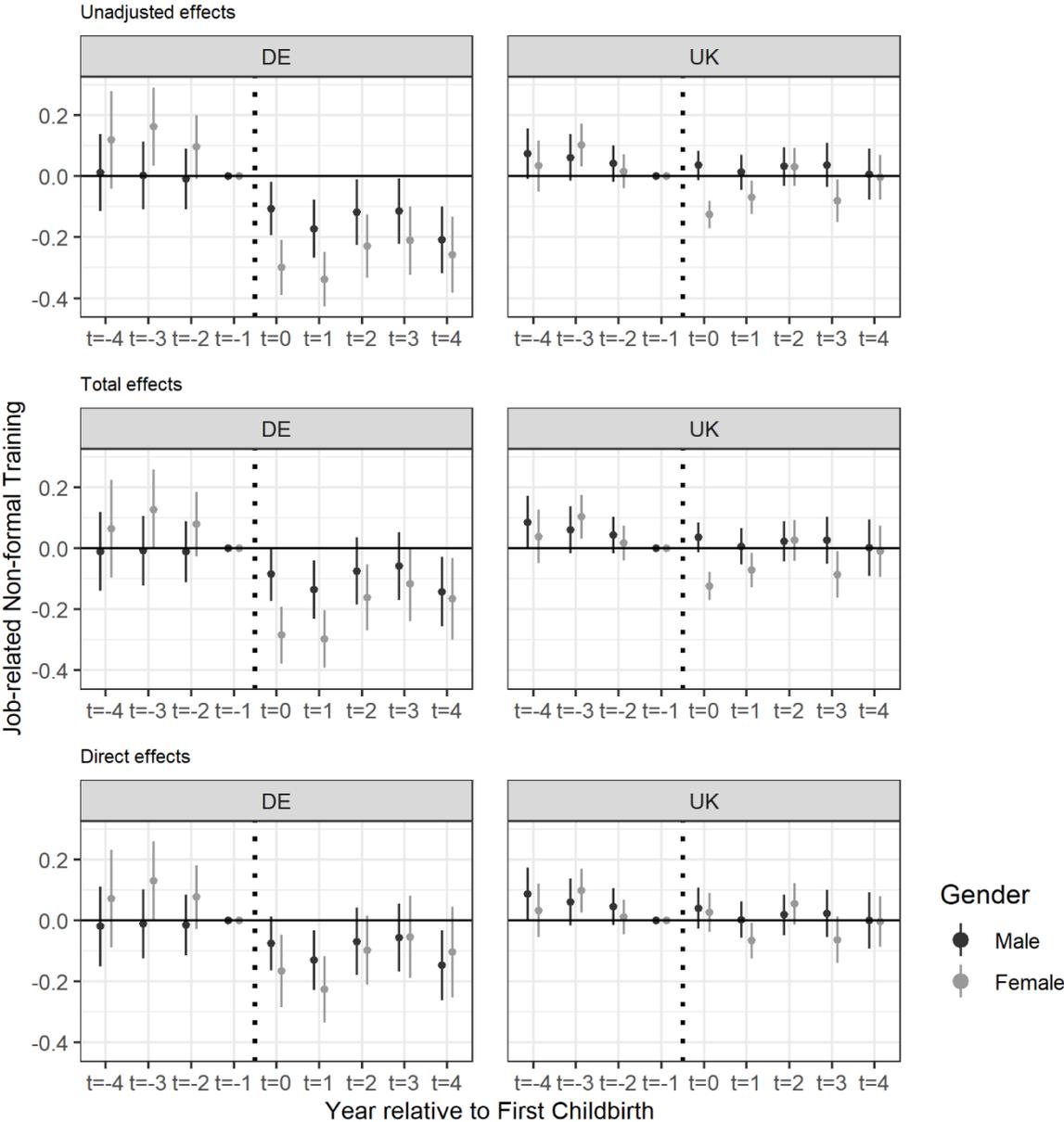


Table A13. Effects of transition to first childbirth on job-related training participation by gender and country, based on fixed-effects models with step impact functions for Germany. *All NEPS courses (based on logical imputation)*

	Women				Men			
	M1	M2	M3	M4	M1	M2	M3	M4
Family formation								
First childbirth	-0.33*** (0.03)	-0.28*** (0.03)	-0.17*** (0.04)	-0.17*** (0.04)	-0.15*** (0.03)	-0.09** (0.03)	-0.09** (0.03)	-0.09** (0.03)
Age (ref.: 25)								
Age (fixed-effects)	NO	YES	YES	YES	NO	YES	YES	YES
Family status								
Cohabiting		0.07 (0.04)	0.07 (0.04)	0.07+ (0.04)		0.02 (0.03)	0.02 (0.03)	0.01 (0.03)
Married		0.04 (0.03)	0.05 (0.03)	0.05+ (0.03)		0.04+ (0.03)	0.04+ (0.03)	0.04+ (0.03)
Employment contract (ref.: Permanent)								
Temporary		-0.01 (0.03)	-0.02 (0.03)	-0.03 (0.04)		-0.02 (0.04)	-0.02 (0.03)	-0.02 (0.04)
Residence (ref.: West Germany)								
East Germany		0.00 (0.12)	0.00 (0.12)	0.01 (0.12)		-0.03 (0.08)	-0.02 (0.08)	-0.02 (0.08)
Activity (ref.: Full-time work)								
Part-time work			-0.05+ (0.03)	-0.05 (0.03)			-0.05 (0.04)	-0.05 (0.04)
Parental leave			-0.18*** (0.04)	-0.19*** (0.04)			-0.08 (0.07)	-0.08 (0.07)
Occupations (ISCO-08)								
ISCO 08 2digit (fixed effects)	NO	NO	NO	YES	NO	NO	NO	YES
Period Effects								
GDP (growth rate)		-0.01** (0.00)	-0.01** (0.00)	-0.01** (0.00)		-0.01*** (0.00)	-0.01*** (0.00)	-0.01*** (0.00)
Disposable income (growth rate)		0.06*** (0.01)	0.06*** (0.01)	0.06*** (0.01)		0.05*** (0.01)	0.05*** (0.01)	0.05*** (0.01)
Unemployment rate		0.04 (0.02)	0.04 (0.02)	0.04+ (0.02)		0.00 (0.02)	0.00 (0.02)	0.00 (0.02)
Covid		0.08** (0.03)	0.08** (0.03)	0.08** (0.03)		0.06* (0.03)	0.06** (0.02)	0.06* (0.03)
Constant	0.46*** (0.00)	0.46+ (0.26)	0.48+ (0.26)	0.55* (0.26)	0.39*** (0.00)	0.64** (0.22)	0.66** (0.22)	0.69** (0.23)
N	5,202	5,202	5,202	5,202	6,855	6,855	6,855	6,855
N_g	1,103	1,103	1,103	1,103	1,402	1,402	1,402	1,402
R2 (within)	0.03	0.04	0.05	0.05	0.00	0.02	0.02	0.02

Figure A7. Predicted change in job-related training participation before and after first childbirth by gender and country, based on fixed-effects models with control groups with an event-study design. All NEPS courses (based on logical imputation)



Notes: Confounders include age, marital status (no partner, cohabiting, married), employment contract (permanent / temporary) and GDP (growth rate), disposable income (growth rate), unemployment rate, covid.
 Activity includes full-time work (reference category), part-time work, and parental leave).
 Occupation is based on ISCO08 2-digit codes.
 95% Confidence Intervals
 Source: NEPS SC6 SUF 13.0.0, Wave 2 – Wave 13 (2009/2010 – 2020/21), and UKHLS, Wave 2 – Wave 10 (2010 – 2019), authors' calculations

Table A14. Fixed-effects Event Study Estimation: Family Formation and Job-related Training Participation Germany. *All NEPS courses (based on logical imputation)*

	Women			Men		
	M1	M2	M3	M1	M2	M3
Time Relative to First Childbirth						
T-11				-0.69*** (0.04)	-0.86*** (0.07)	-0.88*** (0.07)
T-10	-0.34*** (0.04)	-0.56*** (0.08)	-0.52*** (0.08)	-0.12 (0.23)	-0.28 (0.22)	-0.26 (0.25)
T-9	0.60*** (0.12)	0.39*** (0.10)	0.40*** (0.10)	0.10 (0.15)	-0.03 (0.16)	-0.03 (0.16)
T-8	-0.15 (0.10)	-0.30* (0.12)	-0.30* (0.13)	0.09 (0.10)	0.01 (0.10)	0.01 (0.10)
T-7	-0.03 (0.13)	-0.16 (0.12)	-0.17 (0.12)	0.18+ (0.10)	0.11 (0.10)	0.10 (0.10)
T-6	0.07 (0.15)	-0.02 (0.15)	-0.01 (0.15)	0.16* (0.08)	0.11 (0.08)	0.11 (0.08)
T-5	-0.01 (0.09)	-0.08 (0.09)	-0.07 (0.09)	0.08 (0.07)	0.04 (0.07)	0.03 (0.07)
T-4	0.12 (0.08)	0.06 (0.08)	0.07 (0.08)	0.01 (0.06)	-0.01 (0.07)	-0.02 (0.07)
T-3	0.16* (0.07)	0.13+ (0.07)	0.13* (0.07)	0.00 (0.06)	-0.01 (0.06)	-0.01 (0.06)
T-2	0.10+ (0.05)	0.08 (0.05)	0.08 (0.05)	-0.01 (0.05)	-0.01 (0.05)	-0.01 (0.05)
T+0	-0.30*** (0.05)	-0.29*** (0.05)	-0.17** (0.06)	-0.11* (0.04)	-0.09+ (0.04)	-0.08+ (0.05)
T+1	-0.34*** (0.05)	-0.30*** (0.05)	-0.23*** (0.06)	-0.17*** (0.05)	-0.14** (0.05)	-0.13** (0.05)
T+2	-0.23*** (0.05)	-0.16** (0.05)	-0.10+ (0.06)	-0.12* (0.05)	-0.07 (0.06)	-0.07 (0.06)
T+3	-0.21*** (0.06)	-0.12+ (0.06)	-0.05 (0.07)	-0.11* (0.05)	-0.06 (0.06)	-0.06 (0.06)
T+4	-0.26*** (0.06)	-0.17* (0.07)	-0.10 (0.08)	-0.21*** (0.06)	-0.14* (0.06)	-0.15* (0.06)
T+5	-0.22** (0.09)	-0.11 (0.09)	-0.06 (0.09)	-0.05 (0.07)	0.02 (0.07)	0.01 (0.07)
T+6	-0.22* (0.10)	-0.10 (0.10)	-0.05 (0.10)	-0.15+ (0.08)	-0.06 (0.09)	-0.06 (0.09)
T+7	-0.19 (0.13)	-0.05 (0.13)	0.02 (0.14)	-0.14+ (0.08)	-0.02 (0.09)	-0.02 (0.09)
T+8	-0.04 (0.13)	0.11 (0.13)	0.18 (0.13)	-0.17+ (0.10)	-0.07 (0.10)	-0.07 (0.10)
T+9	-0.09 (0.16)	0.11 (0.17)	0.17 (0.18)	-0.27+ (0.14)	-0.12 (0.14)	-0.11 (0.15)
T+10	-0.17 (0.16)	0.02 (0.16)	0.08 (0.17)	-0.21 (0.18)	-0.06 (0.19)	-0.05 (0.20)
Age						
Age (fixed-effects)	NO	YES	YES	NO	YES	YES
Family Status						
Cohabiting		0.07+ (0.04)	0.07+ (0.04)		0.02 (0.03)	0.02 (0.03)
Married		0.05+ (0.03)	0.06+ (0.03)		0.05+ (0.03)	0.05+ (0.03)
Employment contract (ref.: Permanent)						
Temporary		-0.02 (0.04)	-0.03 (0.04)		-0.02 (0.03)	-0.02 (0.04)
Residence (ref.: West Germany)						
East Germany		0.01	0.02		-0.03	-0.02

		(0.12)	(0.11)		(0.08)	(0.09)
Activity (ref.: Full-time work)						
Part-time work			-0.05+			-0.05
			(0.03)			(0.04)
Parental leave			-0.15**			-0.08
			(0.05)			(0.07)
Occupation (ISCO-08)						
ISCO 08 2digit	NO	NO	YES	NO	NO	YES
(fixed effects)						
Period Effects						
GDP		-0.01**	-0.01**		-0.01***	-0.01***
(growth rate)		(0.00)	(0.00)		(0.00)	(0.00)
Disposable income		0.06***	0.06***		0.05***	0.05***
(growth rate)		(0.01)	(0.01)		(0.01)	(0.01)
Unemployment rate		0.03	0.03		0.00	0.00
rate		(0.02)	(0.02)		(0.02)	(0.02)
Covid		0.08**	0.08*		0.06*	0.06*
		(0.03)	(0.03)		(0.02)	(0.03)
Constant	0.45***	0.57*	0.66*	0.39***	0.62**	0.67**
	(0.01)	(0.27)	(0.27)	(0.01)	(0.22)	(0.23)
N	5,202	5,502	5,502	6,855	6,855	6,855
N_g	1,103	1,103	1,103	1,402	1,402	1,402
R2 (within)	0.03	0.05	0.06	0.01	0.02	0.03

Notes: Standard errors in parentheses. + p < 0.10, * p < 0.05, ** p < 0.01, *** p < 0.001.

Source: NEPS SC6 SUF 13.0.0, Wave 2 – Wave 13 (2009/2010 – 2020/21), authors' calculations

Figure A8. Effects of transition to first childbirth on job-related training participation by gender and country, based on fixed-effects models with step impact functions. *Excluding family status*

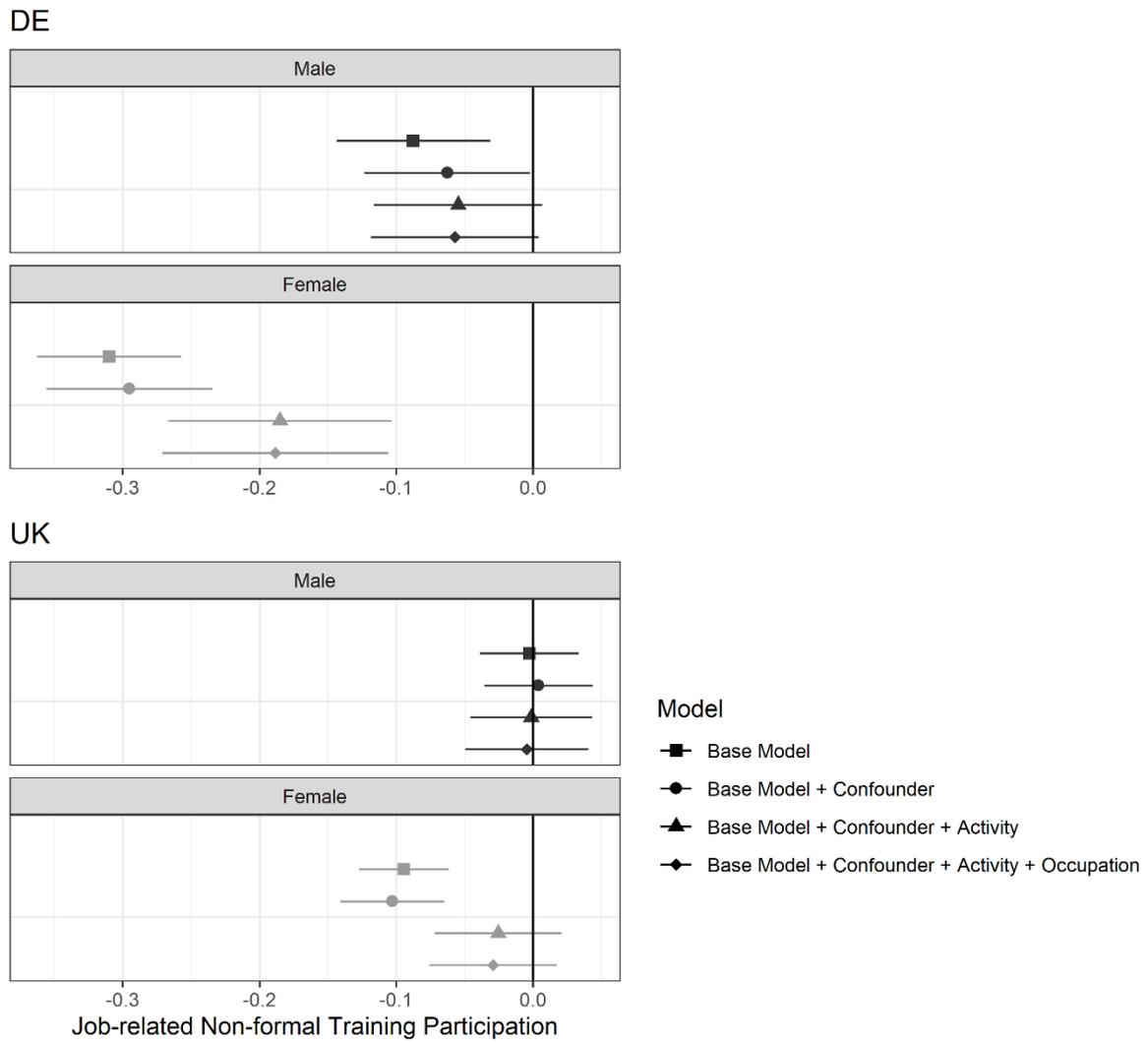


Table A 15 Effects of transition to first childbirth on job-related training participation by gender and country, based on fixed-effects models with step impact functions for Germany. *Excluding family status*

	Women				Men			
	M1	M2	M3	M4	M1	M2	M3	M4
Family formation								
First childbirth	-0.31 *** (0.03)	-0.29 *** (0.03)	-0.18 *** (0.04)	-0.19 *** (0.04)	-0.09 ** (0.03)	-0.06 * (0.03)	-0.05 + (0.03)	-0.06 + (0.03)
Age (ref.: 25)								
Age (fixed-effects)	NO	YES	YES	YES	NO	YES	YES	YES
Employment contract (ref.: Permanent)								
Temporary		0.00 (0.03)	-0.01 (0.03)	-0.01 (0.03)		-0.04 (0.03)	-0.05 (0.03)	-0.04 (0.03)
Residence (ref.: West Germany)								
East Germany		0.00 (0.12)	0.00 (0.12)	0.01 (0.12)		0.04 (0.07)	0.04 (0.07)	0.05 (0.08)
Activity (ref.: Full-time work)								
Part-time work			-0.04 (0.03)	-0.04 (0.03)			-0.05 (0.04)	-0.05 (0.04)
Parental leave			-0.18 *** (0.04)	-0.18 *** (0.04)			-0.09 (0.06)	-0.09 (0.06)
Occupations (ISCO-08)								
ISCO 08 2digit (fixed effects)	NO	NO	NO	YES	NO	NO	NO	YES
Period Effects								
GDP (growth rate)		-0.01 ** (0.00)	-0.01 ** (0.00)	-0.01 ** (0.00)		-0.01 * (0.00)	-0.01 * (0.00)	-0.01 * (0.00)
Disposable income (growth rate)		0.04 ** (0.01)	0.04 ** (0.01)	0.04 ** (0.01)		0.02 * (0.01)	0.02 * (0.01)	0.02 * (0.01)
Unemployment rate		0.01 (0.02)	0.01 (0.02)	0.00 (0.02)		-0.03 (0.02)	-0.03 + (0.02)	-0.03 (0.02)
Covid		0.08 * (0.03)	0.07 * (0.03)	0.07 * (0.03)		0.09 *** (0.02)	0.09 *** (0.02)	0.09 *** (0.02)
Constant	0.41 *** (0.00)	0.57 * (0.25)	0.60 * (0.24)	0.68 ** (0.25)	0.32 *** (0.00)	0.81 *** (0.20)	0.84 *** (0.21)	0.90 *** (0.21)
N	5,202	5,202	5,202	5,202	6,855	6,855	6,855	6,855
N_g	1,103	1,103	1,103	1,103	1,402	1,402	1,402	1,402
R2 (within)	0.0	0.04	0.05	0.05	0.00	0.02	0.02	0.02

Notes: Standard errors in parentheses. + p < 0.10, * p < 0.05, ** p < 0.01, *** p < 0.001.

Source: NEPS SC6 SUF 13.0.0, Wave 2 – Wave 13 (2009/2010 – 2020/21), authors' calculations

Table A 16. Effects of transition to first childbirth on job-related training participation by gender and country, based on fixed-effects models with step impact functions for United Kingdom. *Excluding family status*

	Women				Men			
	M1	M2	M3	M4	M1	M2	M3	M4
Family formation								
First childbirth	-0.09*** (0.02)	-0.10*** (0.02)	-0.03 (0.02)	-0.03 (0.02)	0.00 (0.02)	0.00 (0.02)	0.00 (0.02)	0.00 (0.02)
Age (ref.: 25)								
Age (fixed-effects)	NO	YES	YES	YES	NO	YES	YES	YES
Employment contract (ref.: Permanent)								
Temporary		0.02 (0.02)	0.02 (0.02)	0.02 (0.02)		-0.01 (0.03)	-0.01 (0.03)	-0.02 (0.03)
Activity (ref.: Full-time work)								
Part-time work			-0.02 (0.02)	-0.02 (0.02)			0.00 (0.03)	0.00 (0.03)
Parental leave			-0.15*** (0.02)	-0.15*** (0.02)			0.01 (0.02)	0.02 (0.02)
Occupations (ISCO-08)								
ISCO 08 2digit (fixed effects)	NO	NO	NO	YES	NO	NO	NO	YES
Period Effects								
GDP (growth rate)		-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)		0.02* (0.01)	0.02* (0.01)	0.02+ (0.01)
Disposable income (growth rate)		0.01** (0.00)	0.01** (0.00)	0.01** (0.00)		0.00* (0.00)	0.00* (0.00)	0.00* (0.00)
Unemployment rate		-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)		0.00 (0.01)	0.00 (0.01)	0.00 (0.01)
Covid		-0.03+ (0.02)	-0.03* (0.02)	-0.03+ (0.02)		-0.01 (0.02)	-0.01 (0.02)	-0.01 (0.02)
Constant	0.33*** (0.00)	0.50*** (0.15)	0.51*** (0.15)	0.53*** (0.15)	0.30*** (0.00)	0.30+ (0.16)	0.30+ (0.16)	0.35* (0.16)
N	5,202	5,202	5,202	5,202	6,855	6,855	6,855	6,855
N_g	1,103	1,103	1,103	1,103	1,402	1,402	1,402	1,402
R2 (within)	0.03	0.04	0.05	0.05	0.00	0.02	0.02	0.02

Figure A9. Fixed-effects Event Study Estimation: Family Formation and Job-related Training Participation. *Excluding family status*

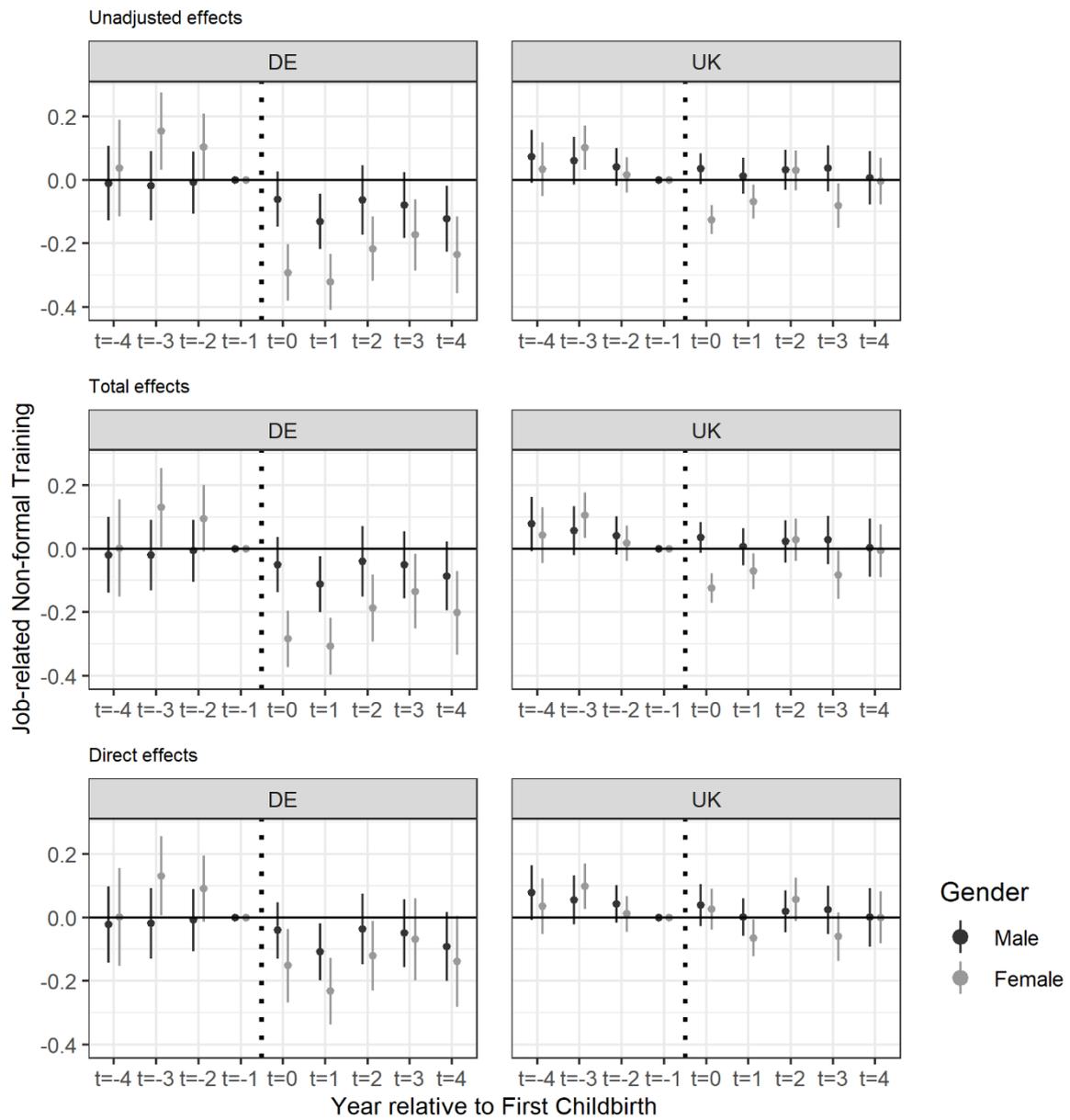


Table A 17. Fixed-effects Event Study Estimation: Family Formation and Job-related Training Participation Germany. *Excluding family status*

	Women			Men		
	M1	M2	M3	M1	M2	M3
Time Relative to First Childbirth						
T-11				-0.71*** (0.04)	-0.78*** (0.06)	-0.79*** (0.06)
T-10	-0.28*** (0.05)	-0.45*** (0.08)	-0.41*** (0.09)	-0.34* (0.13)	-0.39** (0.14)	-0.37* (0.15)
T-9	0.36+ (0.22)	0.24 (0.22)	0.26 (0.23)	0.13 (0.14)	0.06 (0.15)	0.07 (0.14)
T-8	-0.14 (0.09)	-0.22* (0.11)	-0.21+ (0.11)	0.06 (0.10)	0.03 (0.10)	0.04 (0.09)
T-7	-0.11 (0.10)	-0.18+ (0.10)	-0.17+ (0.10)	0.20* (0.10)	0.17 (0.10)	0.17 (0.10)
T-6	0.06 (0.14)	0.02 (0.15)	0.03 (0.15)	0.16* (0.07)	0.14+ (0.08)	0.14+ (0.08)
T-5	-0.01 (0.09)	-0.05 (0.09)	-0.04 (0.09)	0.04 (0.06)	0.02 (0.07)	0.02 (0.07)
T-4	0.04 (0.08)	0.00 (0.08)	0.00 (0.08)	-0.01 (0.06)	-0.02 (0.06)	-0.02 (0.06)
T-3	0.15* (0.06)	0.13* (0.06)	0.13* (0.06)	-0.02 (0.06)	-0.02 (0.06)	-0.02 (0.06)
T-2	0.10+ (0.05)	0.09+ (0.05)	0.09+ (0.05)	-0.01 (0.05)	-0.01 (0.05)	-0.01 (0.05)
T+0	-0.29*** (0.05)	-0.28*** (0.05)	-0.15* (0.06)	-0.06 (0.04)	-0.05 (0.04)	-0.04 (0.05)
T+1	-0.32*** (0.04)	-0.31*** (0.05)	-0.23*** (0.05)	-0.13** (0.04)	-0.11* (0.04)	-0.11* (0.05)
T+2	-0.22*** (0.05)	-0.19*** (0.05)	-0.12* (0.06)	-0.06 (0.06)	-0.04 (0.06)	-0.04 (0.06)
T+3	-0.17** (0.06)	-0.13* (0.06)	-0.07 (0.07)	-0.08 (0.05)	-0.05 (0.05)	-0.05 (0.05)
T+4	-0.24*** (0.06)	-0.20** (0.07)	-0.14+ (0.07)	-0.12* (0.05)	-0.09 (0.06)	-0.09+ (0.06)
T+5	-0.19* (0.08)	-0.15+ (0.09)	-0.10 (0.09)	0.02 (0.07)	0.04 (0.07)	0.04 (0.07)
T+6	-0.19+ (0.10)	-0.15 (0.10)	-0.10 (0.11)	-0.07 (0.08)	-0.03 (0.09)	-0.03 (0.09)
T+7	-0.16 (0.12)	-0.10 (0.13)	-0.04 (0.14)	-0.04 (0.08)	0.01 (0.08)	0.01 (0.08)
T+8	-0.01 (0.13)	0.04 (0.13)	0.10 (0.13)	-0.08 (0.10)	-0.05 (0.11)	-0.05 (0.11)
T+9	-0.05 (0.16)	0.02 (0.18)	0.07 (0.18)	-0.16 (0.14)	-0.09 (0.14)	-0.08 (0.14)
T+10	-0.13 (0.15)	-0.08 (0.15)	-0.04 (0.17)	-0.11 (0.16)	-0.03 (0.17)	-0.02 (0.17)
Age						
Age (fixed-effects)	NO	YES	YES	NO	YES	YES
Employment contract (ref.: Permanent)						
Temporary		-0.01 (0.03)	-0.02 (0.03)		-0.04 (0.03)	-0.04 (0.03)
Residence (ref.: West Germany)						
East Germany		0.00 (0.12)	0.02 (0.11)		0.04 (0.08)	0.04 (0.08)
Activity (ref.: Full-time work)						
Part-time work			-0.04 (0.03)			-0.06 (0.04)

Parental leave			-0.16*** (0.05)			-0.08 (0.06)
Occupation (ISCO-08)						
ISCO 08 2digit (fixed effects)	NO	NO	YES	NO	NO	YES
Period Effects						
GDP (growth rate)		-0.01** (0.00)	-0.01** (0.00)		-0.01* (0.00)	-0.01* (0.00)
Disposable income (growth rate)		0.04** (0.01)	0.04** (0.01)		0.02* (0.01)	0.02* (0.01)
Unemployment rate		0.00 (0.02)	0.00 (0.02)		-0.03 (0.02)	-0.03 (0.02)
Covid		0.07* (0.03)	0.07* (0.03)		0.09*** (0.02)	0.09*** (0.02)
Constant	0.40*** (0.01)	0.68** (0.25)	0.77** (0.25)	0.32*** (0.01)	0.81*** (0.21)	0.89*** (0.22)
N	5,202	5,502	5,502	6,855	6,855	6,855
N _g	1,103	1,103	1,103	1,402	1,402	1,402
R2 (within)						

Notes: Standard errors in parentheses. + p < 0.10, * p < 0.05, ** p < 0.01, *** p < 0.001.
Source: NEPS SC6 SUF 13.0.0, Wave 2 – Wave 13 (2009/2010 – 2020/21), authors' calculations

Table A 18. Fixed-effects Event Study Estimation: Family Formation and Job-related Training Participation United Kingdom. *Excluding family status*

	Women			Men		
	M1	M2	M3	M1	M2	M3
Time Relative to First Childbirth						
T-8	0.09 (0.22)	0.11 (0.21)	0.10 (0.21)	0.09 (0.18)	0.10 (0.18)	0.10 (0.18)
T-7	0.22+ (0.12)	0.25* (0.12)	0.23+ (0.13)	0.03 (0.10)	0.06 (0.10)	0.07 (0.10)
T-6	0.09 (0.08)	0.10 (0.08)	0.10 (0.08)	0.07 (0.06)	0.08 (0.07)	0.08 (0.07)
T-5	0.00 (0.05)	0.01 (0.05)	0.01 (0.05)	0.01 (0.05)	0.02 (0.05)	0.02 (0.05)
T-4	0.03 (0.04)	0.04 (0.04)	0.04 (0.04)	0.07+ (0.04)	0.08+ (0.04)	0.08+ (0.04)
T-3	0.10** (0.04)	0.10** (0.04)	0.10** (0.04)	0.06 (0.04)	0.06 (0.04)	0.05 (0.04)
T-2	0.02 (0.03)	0.02 (0.03)	0.01 (0.03)	0.04 (0.03)	0.04 (0.03)	0.04 (0.03)
T+0	-0.13*** (0.02)	-0.12*** (0.02)	0.03 (0.03)	0.04 (0.02)	0.04 (0.02)	0.04 (0.03)
T+1	-0.07* (0.03)	-0.07* (0.03)	-0.06* (0.03)	0.01 (0.03)	0.01 (0.03)	0.00 (0.03)
T+2	0.03 (0.03)	0.03 (0.03)	0.06 (0.03)	0.03 (0.03)	0.02 (0.03)	0.02 (0.03)
T+3	-0.08* (0.04)	-0.08* (0.04)	-0.06 (0.04)	0.04 (0.04)	0.03 (0.04)	0.02 (0.04)
T+4	0.00 (0.04)	-0.01 (0.04)	0.00 (0.04)	0.01 (0.04)	0.00 (0.05)	0.00 (0.05)
T+5	-0.04 (0.04)	-0.03 (0.05)	-0.02 (0.05)	-0.03 (0.05)	-0.03 (0.05)	-0.03 (0.05)
T+6	-0.04 (0.06)	-0.02 (0.06)	-0.02 (0.06)	-0.10 (0.07)	-0.10 (0.07)	-0.10 (0.07)
T+7	0.05 (0.07)	0.08 (0.08)	0.07 (0.08)	-0.05 (0.10)	-0.03 (0.10)	-0.03 (0.10)
Age						
Age (fixed-effects)	NO	YES	YES	NO	YES	YES
Employment contract (ref.: Permanent)						
Temporary		0.02 (0.02)	0.02 (0.02)		-0.01 (0.03)	-0.02 (0.03)
Activity (ref.: Full-time work)						
Part-time work			-0.01 (0.02)			0.00 (0.03)
Parental leave			-0.18*** (0.03)			0.00 (0.03)
Occupation (ISCO-08)						
ISCO 08 2digit (fixed effects)	NO	NO	YES	NO	NO	YES
Period Effects						
GDP (growth rate)		-0.01 (0.01)	-0.01 (0.01)		0.02* (0.01)	0.02+ (0.01)
Disposable income (growth rate)		0.01** (0.00)	0.01** (0.00)		0.00* (0.00)	0.00* (0.00)
Unemployment rate		-0.01 (0.01)	-0.01 (0.01)		0.00 (0.01)	0.00 (0.01)
Covid		-0.04* (0.02)	-0.04* (0.02)		-0.01 (0.02)	-0.01 (0.02)

Constant	0.32*** (0.00)	0.47** (0.15)	0.50** (0.16)	0.29*** (0.00)	0.27+ (0.16)	0.33* (0.16)
N	5,202	5,502	5,502	6,855	6,855	6,855
N_g	1,103	1,103	1,103	1,402	1,402	1,402
R2 (within)						

Figure A10. Effects of transition to first childbirth on job-related training participation by gender and country, based on fixed-effects models with step impact functions. *Excluding contract type*

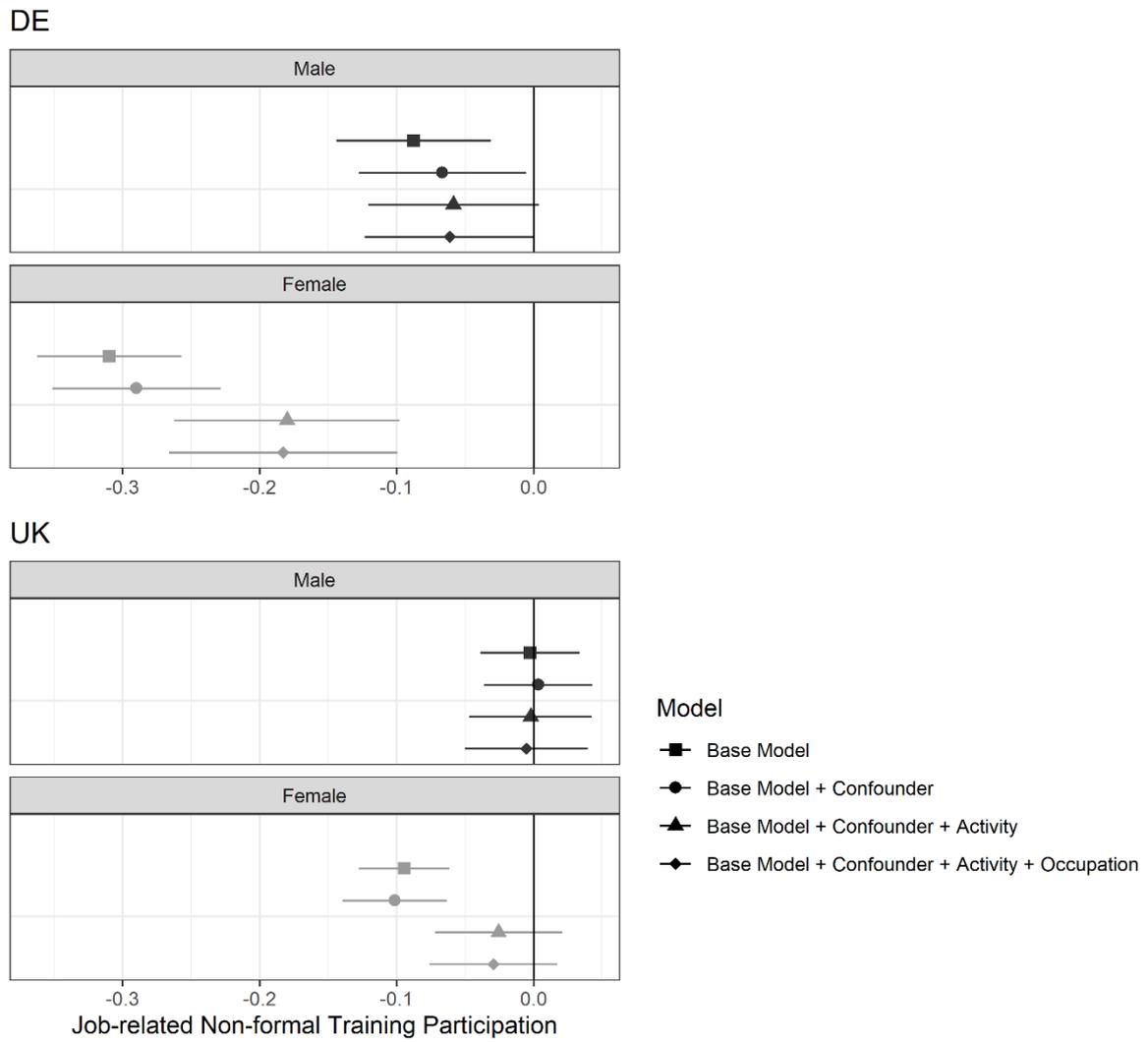


Table A19. Effects of transition to first childbirth on job-related training participation by gender and country, based on fixed-effects models with step impact functions for Germany. *Excluding contract type*

	Women				Men			
	M1	M2	M3	M4	M1	M2	M3	M4
Family formation								
First childbirth	-0.31 *** (0.03)	-0.29 *** (0.03)	-0.18 *** (0.04)	-0.18 *** (0.04)	-0.09 ** (0.03)	-0.07 * (0.03)	-0.06 + (0.03)	-0.06 + (0.03)
Age (ref.: 25)								
Age (fixed-effects)	NO	YES	YES	YES	NO	YES	YES	YES
Family status								
Cohabiting		0.07 + (0.04)	0.07 + (0.04)	0.08 + (0.04)		0.01 (0.03)	0.01 (0.03)	0.01 (0.03)
Married		0.05 (0.03)	0.05 + (0.03)	0.06 + (0.03)		0.03 (0.03)	0.03 (0.03)	0.03 (0.03)
Residence (ref.: West Germany)								
East Germany		0.01 (0.12)	0.01 (0.12)	0.02 (0.12)		0.04 (0.07)	0.05 (0.07)	0.05 (0.08)
Activity (ref.: Full-time work)								
Part-time work			-0.04 (0.03)	-0.04 (0.03)			-0.05 (0.04)	-0.05 (0.04)
Parental leave			-0.18 *** (0.04)	-0.18 *** (0.04)			-0.09 (0.06)	-0.09 (0.06)
Occupations (ISCO-08)								
ISCO 08 2digit (fixed effects)	NO	NO	NO	YES	NO	NO	NO	YES
Period Effects								
GDP (growth rate)		-0.01 ** (0.00)	-0.01 ** (0.00)	-0.01 ** (0.00)		-0.01 * (0.00)	-0.01 * (0.00)	-0.01 * (0.00)
Disposable income (growth rate)		0.04 ** (0.01)	0.04 ** (0.01)	0.04 ** (0.01)		0.03 * (0.01)	0.03 * (0.01)	0.03 * (0.01)
Unemployment rate		0.02 (0.02)	0.02 (0.02)	0.02 (0.02)		-0.02 (0.02)	-0.02 (0.02)	-0.02 (0.02)
Covid		0.08 ** (0.03)	0.07 * (0.03)	0.07 * (0.03)		0.09 *** (0.02)	0.09 *** (0.02)	0.09 *** (0.02)
Constant	0.41 *** (0.00)	0.43 + (0.26)	0.45 + (0.26)	0.52 * (0.26)	0.32 *** (0.00)	0.72 *** (0.21)	0.74 *** (0.21)	0.80 *** (0.22)
N	5,202	5,202	5,202	5,202	6,855	6,855	6,855	6,855
N_g	1,103	1,103	1,103	1,103	1,402	1,402	1,402	1,402
R2 (within)	0.03	0.04	0.05	0.05	0.00	0.02	0.02	0.02

Notes: Standard errors in parentheses. + p < 0.10, * p < 0.05, ** p < 0.01, *** p < 0.001.

Source: NEPS SC6 SUF 13.0.0, Wave 2 – Wave 13 (2009/2010 – 2020/21), authors' calculations

Table A20. Effects of transition to first childbirth on job-related training participation by gender and country, based on fixed-effects models with step impact functions for United Kingdom. *Excluding contract type*

	Women				Men			
	M1	M2	M3	M4	M1	M2	M3	M4
Family formation								
First childbirth	-0.09*** (0.02)	-0.10*** (0.02)	-0.03 (0.02)	-0.03 (0.02)	0.00 (0.02)	0.00 (0.02)	0.00 (0.02)	-0.01 (0.02)
Age (ref.: 25)								
Age (fixed-effects)	NO	YES	YES	YES	NO	YES	YES	YES
Family status								
Cohabiting		-0.05* (0.02)	-0.04+ (0.02)	-0.04+ (0.02)		-0.03 (0.02)	-0.03 (0.02)	-0.03 (0.02)
Married		-0.05+ (0.03)	-0.04 (0.03)	-0.04 (0.03)		-0.01 (0.03)	-0.01 (0.03)	0.00 (0.03)
Residence (ref.: West Germany)								
East Germany		0.01 (0.12)	0.01 (0.12)	0.02 (0.12)		0.04 (0.07)	0.05 (0.07)	0.05 (0.08)
Activity (ref.: Full-time work)								
Part-time work			-0.02 (0.02)	-0.02 (0.02)			-0.01 (0.03)	0.00 (0.03)
Parental leave			-0.15*** (0.02)	-0.15*** (0.02)			0.01 (0.02)	0.02 (0.02)
Occupations (ISCO-08)								
ISCO 08 2digit (fixed effects)	NO	NO	NO	YES	NO	NO	NO	YES
Period Effects								
GDP (growth rate)		-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)		0.02* (0.01)	0.02* (0.01)	0.02+ (0.01)
Disposable income (growth rate)		0.01** (0.00)	0.01** (0.00)	0.01** (0.00)		0.00* (0.00)	0.00* (0.00)	0.00* (0.00)
Unemployment rate		-0.01 (0.01)	-0.01 (0.01)	-0.01 (0.01)		0.00 (0.01)	0.00 (0.01)	0.00 (0.01)
Covid		-0.03+ (0.02)	-0.03* (0.02)	-0.03+ (0.02)		-0.01 (0.02)	-0.01 (0.02)	-0.01 (0.02)
Constant	0.33*** (0.00)	0.52*** (0.15)	0.53*** (0.15)	0.55*** (0.16)	0.30*** (0.00)	0.30+ (0.16)	0.30+ (0.16)	0.36* (0.16)
N	5,202	5,202	5,202	5,202	6,855	6,855	6,855	6,855
N_g	1,103	1,103	1,103	1,103	1,402	1,402	1,402	1,402
R2 (within)	0.03	0.04	0.05	0.05	0.00	0.02	0.02	0.02

Figure A11. Fixed-effects Event Study Estimation: Family Formation and Job-related Training Participation. *Excluding contract type*

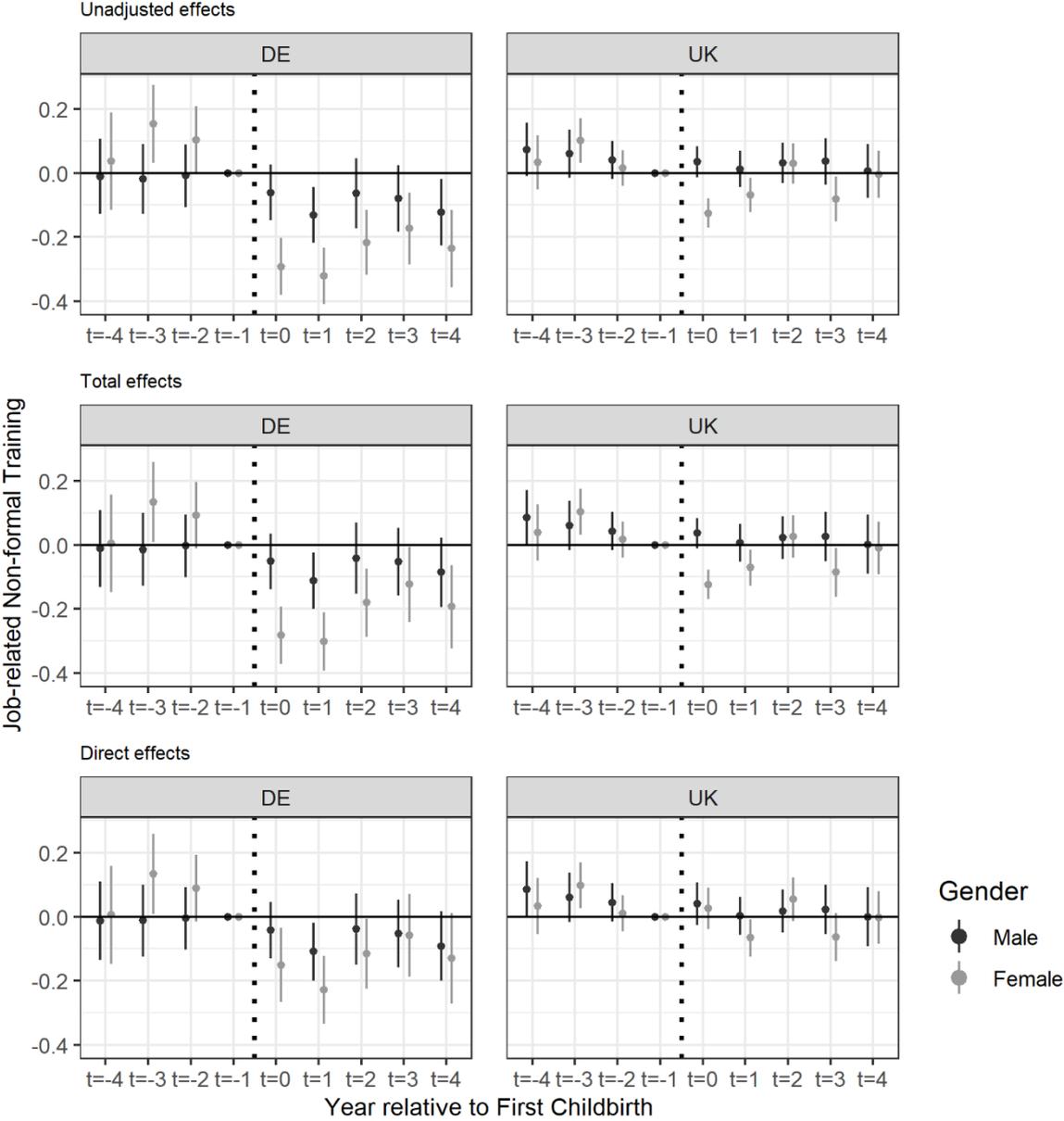


Table A21. Fixed-effects Event Study Estimation: Family Formation and Job-related Training Participation Germany. *Excluding contract type*

	Women			Men		
	M1	M2	M3	M1	M2	M3
Time Relative to First Childbirth						
T-11				-0.71*** (0.04)	-0.78*** (0.06)	-0.79*** (0.06)
T-10	-0.28*** (0.05)	-0.43*** (0.08)	-0.39*** (0.09)	-0.34* (0.13)	-0.39** (0.14)	-0.36* (0.14)
T-9	0.36+ (0.22)	0.25 (0.23)	0.27 (0.24)	0.13 (0.14)	0.08 (0.15)	0.09 (0.14)
T-8	-0.14 (0.09)	-0.20+ (0.11)	-0.19+ (0.11)	0.06 (0.10)	0.04 (0.10)	0.04 (0.09)
T-7	-0.11 (0.10)	-0.16+ (0.10)	-0.16 (0.10)	0.20* (0.10)	0.18+ (0.10)	0.18+ (0.10)
T-6	0.06 (0.14)	0.03 (0.15)	0.04 (0.15)	0.16* (0.07)	0.15* (0.08)	0.15* (0.08)
T-5	-0.01 (0.09)	-0.04 (0.09)	-0.03 (0.09)	0.04 (0.06)	0.03 (0.07)	0.03 (0.07)
T-4	0.04 (0.08)	0.01 (0.08)	0.01 (0.08)	-0.01 (0.06)	-0.01 (0.06)	-0.01 (0.06)
T-3	0.15* (0.06)	0.13* (0.06)	0.13* (0.06)	-0.02 (0.06)	-0.01 (0.06)	-0.01 (0.06)
T-2	0.10+ (0.05)	0.09+ (0.05)	0.09+ (0.05)	-0.01 (0.05)	0.00 (0.05)	0.00 (0.05)
T+0	-0.29*** (0.05)	-0.28*** (0.05)	-0.15* (0.06)	-0.06 (0.04)	-0.05 (0.04)	-0.04 (0.05)
T+1	-0.32*** (0.04)	-0.30*** (0.05)	-0.23*** (0.05)	-0.13** (0.04)	-0.11* (0.04)	-0.11* (0.05)
T+2	-0.22*** (0.05)	-0.18*** (0.05)	-0.11* (0.06)	-0.06 (0.06)	-0.04 (0.06)	-0.04 (0.06)
T+3	-0.17** (0.06)	-0.12* (0.06)	-0.06 (0.07)	-0.08 (0.05)	-0.05 (0.05)	-0.05 (0.05)
T+4	-0.24*** (0.06)	-0.19** (0.07)	-0.13+ (0.07)	-0.12* (0.05)	-0.09 (0.06)	-0.09+ (0.06)
T+5	-0.19* (0.08)	-0.14+ (0.08)	-0.09 (0.09)	0.02 (0.07)	0.05 (0.07)	0.04 (0.07)
T+6	-0.19+ (0.10)	-0.14 (0.10)	-0.09 (0.10)	-0.07 (0.08)	-0.03 (0.09)	-0.03 (0.09)
T+7	-0.16 (0.12)	-0.10 (0.13)	-0.04 (0.14)	-0.04 (0.08)	0.02 (0.08)	0.02 (0.08)
T+8	-0.01 (0.13)	0.05 (0.13)	0.11 (0.13)	-0.08 (0.10)	-0.04 (0.11)	-0.03 (0.11)
T+9	-0.05 (0.16)	0.04 (0.17)	0.10 (0.18)	-0.16 (0.14)	-0.09 (0.14)	-0.08 (0.14)
T+10	-0.13 (0.15)	-0.03 (0.15)	0.02 (0.16)	-0.11 (0.16)	0.00 (0.17)	0.01 (0.18)
Age						
Age (fixed-effects)	NO	YES	YES	NO	YES	YES
Family Status						
Cohabiting		0.08+ (0.04)	0.08+ (0.04)		0.02 (0.03)	0.02 (0.03)
Married		0.06* (0.03)	0.06* (0.03)		0.04+ (0.03)	0.04+ (0.03)
Residence (ref.: West Germany)						
East Germany		0.02 (0.12)	0.03 (0.11)		0.04 (0.07)	0.05 (0.08)
Activity (ref.: Full-time work)						
Part-time work			-0.04 (0.03)			-0.06 (0.04)

Parental leave			-0.16*** (0.05)			-0.08 (0.06)
Occupation (ISCO-08)						
ISCO 08 2digit (fixed effects)	NO	NO	YES	NO	NO	YES
Period Effects						
GDP (growth rate)		-0.01** (0.00)	-0.01** (0.00)		-0.01* (0.00)	-0.01* (0.00)
Disposable income (growth rate)		0.04** (0.01)	0.04** (0.01)		0.03* (0.01)	0.03* (0.01)
Unemployment rate		0.01 (0.02)	0.01 (0.02)		-0.02 (0.02)	-0.02 (0.02)
Covid		0.07* (0.03)	0.07* (0.03)		0.08*** (0.02)	0.09*** (0.02)
Constant	0.40*** (0.01)	0.52* (0.26)	0.60* (0.26)	0.32*** (0.01)	0.69** (0.21)	0.78*** (0.22)
N	5,202	5,502	5,502	6,855	6,855	6,855
N_g	1,103	1,103	1,103	1,402	1,402	1,402
R2 (within)	0.03	0.05	0.06	0.01	0.02	0.03

Notes: Standard errors in parentheses. + p < 0.10, * p < 0.05, ** p < 0.01, *** p < 0.001.
Source: NEPS SC6 SUF 13.0.0, Wave 2 – Wave 13 (2009/2010 – 2020/21), authors' calculations

Table A22. Fixed-effects Event Study Estimation: Family Formation and Job-related Training Participation United Kingdom. *Excluding contract type*

	Women			Men		
	M1	M2	M3	M1	M2	M3
Time Relative to First Childbirth						
T-8	0.09 (0.22)	0.10 (0.22)	0.10 (0.22)	0.09 (0.18)	0.11 (0.18)	0.11 (0.17)
T-7	0.22+ (0.12)	0.24* (0.12)	0.23+ (0.13)	0.03 (0.10)	0.07 (0.10)	0.08 (0.10)
T-6	0.09 (0.08)	0.10 (0.08)	0.09 (0.08)	0.07 (0.06)	0.09 (0.06)	0.09 (0.06)
T-5	0.00 (0.05)	0.01 (0.06)	0.00 (0.05)	0.01 (0.05)	0.03 (0.05)	0.03 (0.05)
T-4	0.03 (0.04)	0.04 (0.04)	0.03 (0.04)	0.07+ (0.04)	0.08+ (0.04)	0.09+ (0.04)
T-3	0.10** (0.04)	0.10** (0.04)	0.10** (0.04)	0.06 (0.04)	0.06 (0.04)	0.06 (0.04)
T-2	0.02 (0.03)	0.02 (0.03)	0.01 (0.03)	0.04 (0.03)	0.04 (0.03)	0.04 (0.03)
T+0	-0.13*** (0.02)	-0.12*** (0.02)	0.03 (0.03)	0.04 (0.02)	0.04 (0.02)	0.04 (0.03)
T+1	-0.07* (0.03)	-0.07* (0.03)	-0.07* (0.03)	0.01 (0.03)	0.01 (0.03)	0.00 (0.03)
T+2	0.03 (0.03)	0.03 (0.03)	0.06 (0.03)	0.03 (0.03)	0.02 (0.03)	0.02 (0.03)
T+3	-0.08* (0.04)	-0.09* (0.04)	-0.06 (0.04)	0.04 (0.04)	0.03 (0.04)	0.02 (0.04)
T+4	0.00 (0.04)	-0.01 (0.04)	0.00 (0.04)	0.01 (0.04)	0.00 (0.05)	0.00 (0.05)
T+5	-0.04 (0.04)	-0.03 (0.05)	-0.03 (0.05)	-0.03 (0.05)	-0.03 (0.05)	-0.03 (0.05)
T+6	-0.04 (0.06)	-0.03 (0.06)	-0.03 (0.06)	-0.10 (0.07)	-0.10 (0.07)	-0.10 (0.07)
T+7	0.05 (0.07)	0.07 (0.08)	0.07 (0.08)	-0.05 (0.10)	-0.04 (0.10)	-0.04 (0.10)
Age						
Age (fixed-effects)	NO	YES	YES	NO	YES	YES
Family Status						
Cohabiting		-0.04+ (0.02)	-0.04 (0.02)		-0.03 (0.02)	-0.03 (0.02)
Married		-0.04 (0.03)	-0.03 (0.03)		0.00 (0.03)	0.00 (0.03)
Activity (ref.: Full-time work)						
Part-time work			-0.01 (0.02)			0.00 (0.03)
Parental leave			-0.18*** (0.03)			0.00 (0.03)
Occupation (ISCO-08)						
ISCO 08 2digit (fixed effects)	NO	NO	YES	NO	NO	YES
Period Effects						
GDP (growth rate)		-0.01 (0.01)	-0.01 (0.01)		0.02* (0.01)	0.02+ (0.01)
Disposable income (growth rate)		0.01** (0.00)	0.01** (0.00)		0.00* (0.00)	0.00* (0.00)
Unemployment rate		-0.01 (0.01)	-0.01 (0.01)		0.00 (0.01)	0.00 (0.01)
Covid		-0.04* (0.02)	-0.04* (0.02)		-0.01 (0.02)	-0.01 (0.02)

Constant	0.32*** (0.00)	0.49** (0.15)	0.52*** (0.16)	0.29*** (0.00)	0.28+ (0.16)	0.33* (0.16)
N	5,202	5,502	5,502	6,855	6,855	6,855
N_g	1,103	1,103	1,103	1,402	1,402	1,402
R2 (within)	0.03	0.05	0.06	0.01	0.02	0.03

Notes: Standard errors in parentheses. + $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$.
Source: NEPS SC6 SUF 13.0.0, Wave 2 – Wave 13 (2009/2010 – 2020/21), authors' calculations