

Parent capability: A factorial survey experiment on the  
duration of parental leave

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**Supplementary file**

## Content

<b>1. Leave policies in Spain</b> .....	3
<b>2. Vignette and experimental design</b> .....	5
<b>3. Sample design</b> .....	9
<b>4. Sample characteristics</b> .....	10
<b>5. Eighteen variables used in the analysis</b> .....	12
<b>6. Analytical strategy</b> .....	13
<b>7. Descriptive statistics</b> .....	15
<b>8. Bivariate correlations</b> .....	16
<b>9. Multilevel regressions for the duration of leave</b> .....	18
<b>10. Capability curves</b> .....	27
<b>11. Questionnaire</b> .....	29
11.1. Questionnaire translated into English.....	29
11.2. Original questionnaire (Spanish).....	37

## 1. Leave policies in Spain

The structure of the parental leave system in Spain is basically twofold: paid parental leave of 16 weeks (birth and childcare leave) and unpaid parental leave of up to 3 years (unpaid childcare leave). In addition, there are a number of additional, less significant benefits (Meil et al. 2020).

Birth and childcare leave is an individual and non-transferable leave that each of the two parents is entitled to. It protects the situations of birth, adoption and foster care. The length of leave is 16 weeks (from January 1, 2021, it has the same duration for fathers and mothers): six weeks are obligatory and must be taken (full time) following the birth. The 10 remaining weeks can be taken (full or part time) over the first year on a weekly basis (the biological mother may anticipate the exercise of this part of the leave up to four weeks before the foreseeable date of delivery). Payment is 100 per cent of earnings up to a ceiling of €4,070.10 per month (according to the INE (2021), the average gross salary in Spain was €2,165.79 in 2021).

The eligibility conditions are not overly demanding. Beneficiaries will be employees or self-employed persons, who are registered with social security and with a minimum contribution period (Meil et al. 2020).

This leave has replaced the previously called "maternity leave" and "paternity leave". The old maternity leave was also 16 weeks, while the paternity leave was first introduced in 2007, with only two weeks (13 days). The equating process of both leaves began in 2007 and was completed in January 2021. Table S1 shows the chronology of this process.

**Table S1.** Equating paternity leave with maternity leave

	Weeks of <b>Maternity leave</b>	Weeks of <b>Paternity leave</b> <sup>1</sup>
March 24, 2007 <sup>2</sup>	16	2 (13 days)
January 1, 2017	16	4
July 5, 2018 <sup>3</sup>	16	5
April 1, 2019 <sup>4</sup>	16	8
January 1, 2020	16	12
January 1, 2021	16	16

<sup>1</sup> Since April 1, 2019, the unique name of the leave is "birth and childcare leave".

<sup>2</sup> Organic Law 3/2007, of 22 March.

<sup>3</sup> Law 6/2018, of 3 July.

<sup>4</sup> Royal Decree-Law 6/2019, of 1 March.

Regarding the unpaid parental leave (“Excedencia por cuidado de hijos”), each parent is entitled to take this leave until three years after childbirth. It is an individual right. During the first year, return to the same job position is protected. After the first year, job protection is restricted to a job of the same category. By its very nature, salaried employees are eligible for this, while the self-employed are not (Meil et al. 2020).

Regarding the rest of the existing statutory (individual) benefits, two of them can be highlighted. First, breastfeeding leave, consisting of an hour of absence during the working day without loss of earnings, for the first nine months of the child’s life. Only salaried employees are entitled to this leave. Some companies accumulate these hours into two weeks of additional company-funded leave. And second, the statutory workday reduction. A working parent can reduce their working day by between an eighth and a half of its normal duration, in order to care for a child under the age of twelve or to look after a disabled child.

According to Meil et al. (2020), in 2018 the gross uptake of the birth and childcare leave (the ratio number of parents who took a leave to total number of births) was 68.8% for fathers and 67.8% for mothers. Given that not all parents are eligible, the use of this leave is actually even higher among eligible parents. The vast majority of mothers who opt for this leave use it completely, as soon as the baby is born and full time. This period is sometimes extended with two weeks of breastfeeding leave and with vacation weeks. Based on the results of Meil et al. (2022), since January 2021, among the fathers who take the leave, one part does it simultaneously with the mother; another part (around 40%) does it in two or more separated periods over the year (usually using the 10 voluntary weeks when the mother has already returned to her work); a small part takes the 10 volunteer weeks part-time; while a smaller fraction uses only the compulsory 6 weeks.

As a consequence of being unpaid, the unpaid parental leave is used by only a small number of parents, the majority of whom are women (which in this way lengthens the period of leave for a few months). Indeed, in 2018, 45,249 people started some period of unpaid parental leave (Meil et al. 2020). This corresponds to 12.1% of the births in that year. Fathers only represented 8.7% of those cases.

It is possible to affirm that in Spain, mothers and fathers eligible for paid leave tend to have a high sense of entitlement for the use of this leave, while the unpaid leave is considered as something optional and of minority use, with a high opportunity cost as a consequence of not being paid (Meil et al. 2022).

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Meil G., Lapuerta I., Escobedo A. (2020), “Spain country note”, International Network on Leave Policies & Research. Available at: <https://www.leavenetwork.org/annual-review-reports/review-2020/>

Meil G., Wall K., Atalaia S., Escobedo A. (2022). Trends towards de-gendering leave use in Spain and Portugal, in Ivana Dobrotić, Sonja Blum, Alison Koslowski (eds), Research Handbook on Parental Leave, E. Edgar Publishing

## 2. Vignette and experimental design

In our design, after asking respondents to imagine that they have a satisfying (salaried) job, that they have a partner, and that they are going to have a first child, they are presented with eight hypothetical situations (vignettes), for each of which they will have to decide what total number of weeks of parental leave they would take. These vignettes are formed from the following dimensions:

### First: between-respondent split

The first dimension (Duration) was assigned in a between-respondent split: a third of the sample were given a questionnaire with a cover story indicating that individual, paid parental leave lasted for 17 weeks, for another third the duration was 22 weeks, and for the last third the duration was 26 weeks.

Dimension	Levels		
Duration	Paid parental leave lasts for <b>26</b> weeks	Paid parental leave lasts for <b>22</b> weeks	Paid parental leave lasts for <b>17</b> weeks

### Second: within respondents dimensions

The other seven dimensions vary within respondents (the same respondent is exposed to these seven conditions).

Dimension	Levels	
	Level A	Level B
<b>1</b> High replacement rate	The weeks of paid parental leave are paid the equivalent of 100% of your salary	The weeks of paid parental leave are paid the equivalent of 60% of your salary
<b>2</b> Job security	You have an indefinite contract and the feeling of having job security	You have a temporary contract and the feeling of having very low job security
<b>3</b> Lower income than my partner	Your income is less than your partner's	Your income is higher than your partner's
<b>4</b> Does not harm colleagues	Regarding your work environment, you have the feeling that you will not harm your co-workers by taking the leave (your company has a good replacement policy for those who are on leave and your colleagues will not have more workload while you are on parental leave)	Regarding your work environment, you have the feeling that you will harm your co-workers by taking leave (your colleagues will have more workload while you are on parental leave)
<b>5</b> Does not harm promotion	Based on the way things work in your company, you have the feeling that spending a certain time off the job does not represent any problems regarding your career advancement possibilities.	Based on the way things work in your company, you have the feeling that that being away from work for some time clearly negative affect your chances of career advancement
<b>6</b> Peers role model	In your company it is very frequent that men/women who have a baby are on leave for long periods of time	In your company it is very rare for men/women who have a baby to be on leave for long periods of time
<b>7</b> Easy application	From an organizational and legal point of view, the procedure to be able to use the leave is very simple: you only have to notify your company of the dates of use.	From an organizational and legal point of view, in order to use the leave, you have to negotiate and reach an agreement with your bosses on the dates and duration of it.

In this second stage the remaining seven dimensions were assigned through the vignettes (we repeated it for each third of the sample).

Since they are seven dimensions of two levels each (level A and level B), there are **128** ( $2 \times 2 \times 2 \times 2 \times 2 \times 2$ ) possible hypothetical situations (vignette population). Since this is not a large number, we decided to use the vignette universe in its totality. As it is impossible to expose each respondent to 128 hypothetical situations (without saturating them), it was necessary to reduce the number of vignettes presented to each person while still allowing the main effects of each dimension and their cross effects to be identified.

We used the **SAS macro “%MktBlock”** to allocate the 128 vignettes to 16 different questionnaire versions (decks), each consisting of eight vignettes, providing a 100% D-efficient design. Indeed, instead of directly assigning the 128 decks randomly (in groups of eight) among the participants, we make a Block design that is efficient from the point of view of the experimental design (which allows us to identify the causal effects of each of the factors and their interactions with the least number of observations and with the least error).

Once these 16 decks had been designed, each respondent was randomly presented with only one deck, so each respondent had to make the decision on how many weeks of parental leave to take in only eight hypothetical situations. Furthermore, the order of presentation of the eight vignettes was randomized within each deck.

Summarizing:

- We started with a population of 128 vignettes.
- We created 16 decks (using SAS macro “%MktBlock”).
- Each deck was made up of 8 vignettes.
- Each respondent was randomly presented with only one deck.

In this way, the independence between the dimensions and the heterogeneity of each individual (both observed and unobserved) was guaranteed; that is, in a linear model, the covariates were unrelated to the error term (there was no endogeneity problem).

Table S2 presents the 16 decks obtained with the SAS macro “%MktBlock”.

**Table S2.** Composition of each of the 16 decks

DECK	1. High replacement rate	2. Job security	3. Lower income than my partner	4. Does not harm colleagues	5. Does not harm promotion	6. Peers role model	7. Easy application
1	A	A	B	A	B	B	B
1	A	A	B	B	A	A	A
1	A	B	A	A	B	A	A
1	A	B	A	B	A	B	B
1	B	A	A	A	A	B	A
1	B	A	A	B	B	A	B
1	B	B	B	A	A	A	B
1	B	B	B	B	B	B	A
2	A	A	A	A	A	A	B
2	A	A	A	B	B	B	A
2	A	B	B	A	A	B	A
2	A	B	B	B	B	A	B
2	B	A	B	A	B	A	A
2	B	A	B	B	A	B	B
2	B	B	A	A	B	B	B
2	B	B	A	B	A	A	A
3	A	A	A	A	B	B	A
3	A	A	A	B	A	A	B
3	A	B	B	A	B	A	B
3	A	B	B	B	A	B	A
3	B	A	B	A	A	B	B
3	B	A	B	B	B	A	A
3	B	B	A	A	A	A	A
3	B	B	A	B	B	B	B
4	A	A	B	A	A	A	A
4	A	A	B	B	B	B	B
4	A	B	A	A	A	B	B
4	A	B	A	B	B	A	A
4	B	A	A	A	B	A	B
4	B	A	A	B	A	B	A
4	B	B	B	A	B	B	A
4	B	B	B	B	A	A	B
5	A	A	B	A	A	B	A
5	A	A	B	B	B	A	B
5	A	B	A	A	A	A	B
5	A	B	A	B	B	B	A
5	B	A	A	A	B	B	B
5	B	A	A	B	A	A	A
5	B	B	B	A	B	A	A
5	B	B	B	B	A	B	B
6	A	A	A	A	B	A	A
6	A	A	A	B	A	B	B
6	A	B	B	A	B	B	B
6	A	B	B	B	A	A	A
6	B	A	B	A	A	A	B
6	B	A	B	B	B	B	A
6	B	B	A	A	A	B	A
6	B	B	A	B	B	A	B
7	A	A	A	A	A	B	B
7	A	A	A	B	B	A	A
7	A	B	B	A	A	A	A
7	A	B	B	B	B	B	B
7	B	A	B	A	B	B	A
7	B	A	B	B	A	A	B
7	B	B	A	A	B	A	B
7	B	B	A	B	A	B	A
8	A	A	B	A	B	A	B
8	A	A	B	B	A	B	A
8	A	B	A	A	B	B	A
8	A	B	A	B	A	A	B
8	B	A	A	A	A	A	A
8	B	A	A	B	B	B	B
8	B	B	B	A	A	B	B
8	B	B	B	B	B	A	A

(Continuation of table S2)

DECK	1. High replacement rate	2. Job security	3. Lower income than my partner	4. Does not harm colleagues	5. Does not harm promotion	6. Peers role model	7. Easy application
9	A	A	B	A	B	A	A
9	A	A	B	B	A	B	B
9	A	B	A	A	B	B	B
9	A	B	A	B	A	A	A
9	B	A	A	A	A	A	B
9	B	A	A	B	B	B	A
9	B	B	B	A	A	B	A
9	B	B	B	B	B	A	B
10	A	A	A	A	A	B	A
10	A	A	A	B	B	A	B
10	A	B	B	A	A	A	B
10	A	B	B	B	B	B	A
10	B	A	B	A	B	B	B
10	B	A	B	B	A	A	A
10	B	B	A	A	B	A	A
10	B	B	A	B	A	B	B
11	A	A	A	A	B	A	B
11	A	A	A	B	A	B	A
11	A	B	B	A	B	B	A
11	A	B	B	B	A	A	B
11	B	A	B	A	A	A	A
11	B	A	B	B	B	B	B
11	B	B	A	A	A	B	B
11	B	B	A	B	B	A	A
12	A	A	B	A	A	B	B
12	A	A	B	B	B	A	A
12	A	B	A	A	A	A	A
12	A	B	A	B	B	B	B
12	B	A	A	A	B	B	A
12	B	A	A	B	A	A	B
12	B	B	B	A	B	A	B
12	B	B	B	B	A	B	A
13	A	A	B	A	A	A	B
13	A	A	B	B	B	B	A
13	A	B	A	A	A	B	A
13	A	B	A	B	B	A	B
13	B	A	A	A	B	A	A
13	B	A	A	B	A	B	B
13	B	B	B	A	B	B	B
13	B	B	B	B	A	A	A
14	A	A	A	A	B	B	B
14	A	A	A	B	A	A	A
14	A	B	B	A	B	A	A
14	A	B	B	B	A	B	B
14	B	A	B	A	A	B	A
14	B	A	B	B	B	A	B
14	B	B	A	A	A	A	B
14	B	B	A	B	B	B	A
15	A	A	A	A	A	A	A
15	A	A	A	B	B	B	B
15	A	B	B	A	A	B	B
15	A	B	B	B	B	A	A
15	B	A	B	A	B	A	B
15	B	A	B	B	A	B	A
15	B	B	A	A	B	B	A
15	B	B	A	B	A	A	B
16	A	A	B	A	B	B	A
16	A	A	B	B	A	A	B
16	A	B	A	A	B	A	B
16	A	B	A	B	A	B	A
16	B	A	A	A	A	B	B
16	B	A	A	B	B	A	A
16	B	B	B	A	A	A	A
16	B	B	B	B	B	B	B

### 3. Sample design

Data for this study were obtained from a non-probability online-panel survey of 962 respondents in May 2021 through the web platform tickStat ([www.tickstat.com](http://www.tickstat.com)), which in Spain sells the data of the Cint Platform ([www.cint.com](http://www.cint.com)). Cint hosts a large network of market research panels (aggregation of panels) operating in 150 countries. Thanks to this aggregation of panels, Cint's programmatic exchange hosts one of the world's largest consumer networks for digital, survey-based research with over 306 million engaged respondents across more than 130 countries. In Spain, the number of panelists in 2023 was 2.7 million (<https://www.cint.com/consumer-insights-exchange>)

These panels are also used to obtain samples for social research (Moss et al. 2023). According to these authors, market research panels provide more representative samples, and excel at demographic targeting.

From the group of panelists aged between 25 and 45 years residing in Spain, we drew a quota sample of 962 respondents. In order to ensure that our sample had some representativeness with this population group (aged between 25 and 45 years residing in Spain), 42 panelist respondent quotas were imposed based on the region of residence (seven NUTS1 regions), sex (two sexes) and educational level (three levels of education). These quotas were selected to obtain a sample distribution similar to that of the [Economically Active Population Survey](#) (EPA), which is a representative survey produced by the National Institute of Statistics (INE).

To obtain a sample with the appropriate quality in the responses, the completion and sending of the questionnaires (by the panelist) was subject to the following restrictions:

1. Belonging to any of the quotas mentioned above;
2. Answering all the questions (the system configuration required them to answer all the questions in order for the questionnaire to be accepted); and
3. Minimum response times were required: minimum of 15 seconds to read the first screen with the basic instructions.

Once our sample of 962 respondents had been obtained, we performed a data cleansing process. Sixteen questionnaires were detected exhibiting inconsistent responses. We excluded these three cases, so that the final sample was n=946 respondents.

Prior to our sampling, we conducted a pilot study with 267 respondents (university students) in order to test the practicability of our vignette experiment and to obtain empirical data for determining the required sample size in a power simulation. We did not use this pilot sample in our study.

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Moss, A.J.; Hauser, D.J.; Rosenzweig, C.; Jaffe, S.; Robinson, J.; and Litman, L. (2023). Using Market-Research Panels for Behavioral Science: An Overview and Tutorial. *Advances in Methods and Practices in Psychological Science*, 6(2), 1–25.

## 4. Sample characteristics

**Table S3.** Distribution of respondent characteristics

	<b>N</b>	<b>%</b>
<b>Gender</b>	946	
Women		52,0
Men		48,0
<b>Age</b>	946	
25		2,1
26		3,0
27		3,4
28		3,2
29		4,0
30		5,3
31		4,8
32		4,8
33		4,3
34		4,5
35		5,7
36		6,4
37		4,9
38		7,0
39		5,6
40		5,1
41		5,4
42		4,5
43		4,5
44		6,9
45		4,7
<b>Sexual orientation</b>	946	
Heterosexual		92,2
Homosexual		4,7
Bisexual		2,5
Other		0,6
<b>Country of origin</b>	946	
Spain		94,2
Abroad		5,8
<b>Have a stable partner</b>	946	
No		14,0
Yes		86,0
<b>Have minor children (Including partner's children)</b>	946	
No		44,0
Yes		56,0
<b>Highest level of studies reached</b>	946	
Less than primary education		0
Primary education		1,3
Secondary education		18,2
Vocational Training – Middle		11,1
Vocational Training – High		10,9
High school or equivalent		12,4
University studies – Less than Bachelor		14,6
University studies - Bachelor or more		31,6

(Continuation of table S3)

	N	%
<b>Professional situation</b>	946	
Public sector wage earner		20,4
Private sector wage earner		79,6
<b>Type of contract</b>	946	
Indefinite contract		74,4
Temporary contract		25,6
<b>Type of working day</b>	946	
Full time		82,5
Part time		17,5
<b>Number of company employees</b>	946	
Less than 10 workers		15,4
Between 10 and 50 workers		24,0
Between 50 and 250 workers		22,4
Between 250 and 500 workers		11,0
More than 500 workers		27,2
<b>Occupation</b>	946	
Laborers, janitors, cleaners, maintenance technicians, etc.		11,2
Plant and machinery operators and assemblers		5,8
Skilled craftsmen and workers in manufacturing and construction industries		3,8
Skilled workers in the agricultural, livestock, forestry and fishing sectors		2,0
Workers in catering, personal, leisure, protection services, vendors, etc.		19,7
Administrative and other office employees		35,2
Support professionals		4,7
Professionals, scientists, intellectuals		15,1
Small business executives		1,6
Executives of large or medium-sized companies		1,0
<b>Monthly net salary</b>	946	
Up to €600		5,6
From €600 to €1,000		20,0
From €1,001 to €1,500		37,4
From €1,501 to €2,000		22,0
From €2,001 to €2,500		8,4
From €2,501 to €3,000		4,0
From €3,001 to €4,000		1,5
More than €4,000		1,2

## 5. Eighteen variables used in the analysis

**Table S4.** Descriptive statistics of the 18 variables used in the models

	N	Min	Max	Mean	Std. Dev.
Duration Leave (length of leave)	7568	0	53	18.97	10.000
High replacement rate	7568	0,00	1,00	0,50	0,50
Job security	7568	0,00	1,00	0,50	0,50
Lower income than my partner	7568	0,00	1,00	0,50	0,50
Does not harm colleagues	7568	0,00	1,00	0,50	0,50
Does not harm promotion	7568	0,00	1,00	0,50	0,50
Peers role model	7568	0,00	1,00	0,50	0,50
Easy application	7568	0,00	1,00	0,50	0,50
17 weeks	7568	0,00	1,00	0,33	0,47
22 weeks	7568	0,00	1,00	0,34	0,47
26 weeks	7568	0,00	1,00	0,33	0,47
Woman	946	0,00	1,00	0,52	0,50
Age	946	25,00	45,00	36,00	5,64
Main supporter	946	0,00	1,00	0,57	0,50
Public sector employee	946	0,00	1,00	0,20	0,40
Primacy of work	946	1,00	6,00	2,92	1,09
Favorable to equating leaves	946	0,00	10,00	8,36	2,22
No heterosexual	946	0,00	1,00	0,08	0,27

## 6. Analytical strategy

As our experimental design is 100% D-efficient with random respondent assignment to each deck, there is no correlation between the dimensions and the heterogeneity of the respondents (observed and unobserved); i.e. the covariates are uncorrelated with the error terms (Auspurg and Hinz, 2015, pp. 91-92). Each respondent evaluates eight vignettes. This allows us to control for unobservable cross-sectional (respondent) heterogeneity between individuals by using multilevel random effects models. The first level of the model is the vignette level, where the total number of weeks of leave is affected by the combination of the seven dimensions that appear in each vignette. The second level of the model is the individual one. This second level captures the effect of respondent heterogeneity on the total number of weeks of leave through individual observed covariates and unobserved individual random effects. This respondent heterogeneity affects both the intercept term and also the slopes (factors coefficients) of the first level (Hox et al. 2017)

$$\begin{aligned}
 y_{ij} &= \beta_0 + \sum_{p=1}^9 \beta_p x_{ijp} + \sum_{p=1}^9 \sum_{k>p} \beta_{pk} x_{ijp} x_{ijk} + u_{ij} \left. \vphantom{y_{ij}} \right\} \text{First level (vignette)} \\
 \beta_0 &= \gamma_{00} + \sum_s \gamma_{0s} Z_{js} + u_{0s} \\
 \beta_p &= \gamma_{p0} + \sum_s \gamma_{ps} Z_{js} + u_{ps} \left. \vphantom{\beta_p} \right\} \text{Second level (individual)}
 \end{aligned}$$

where  $i$  is the vignette index ( $i = 1, \dots, 8$ );  $j$  is the individual index (with  $j = 1, \dots, 946$ );  $y_{ij}$  is the number of parental weeks corresponding to vignette  $i$  and individual  $j$ ;  $x_{ijp}$  ( $p = 1, \dots, 9$ ) are the nine dummy variables representing the experimental dimensions levels or categories (two dummies for the first dimension in Table 1 of the main text, and seven dummies for the other seven dimensions);  $Z_{js}$  are the observed socio-demographic individual variables (including interactions);  $\gamma_{..}$  and  $\beta_{pk}$  are the fixed effects;  $u_{0s}$ ,  $u_{ps}$  (with  $p = 1, \dots, 9$ ) are the random individual effects; and  $u_{ij}$  is the vignette error term. These random effects have zero mean and their constant variances and covariances must be estimated.

These model can be reduced to the following mixed effect model

$$\begin{aligned}
 y_{ij} &= \gamma_{00} + \sum_s \gamma_{0s} Z_{js} + \sum_{p=1}^9 \gamma_{p0} x_{ijp} + \sum_{p=1}^9 \left( \sum_s \gamma_{ps} Z_{js} \right) x_{ijp} \\
 &+ \sum_{p=1}^9 \sum_{k>p} \beta_{pk} x_{ijp} x_{ijk} + u_{ij} + u_{0s} + \sum_{p=1}^5 u_{ps} x_{ijp}
 \end{aligned}$$

One of the advantages of the FSEs is that they allow assessing how the experimental dimensions may interact with one another to shape the responses of the respondents. We tested for all possible interactions across all manipulations, and only included in our model those that turned out to be statistically significant.

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Hox J. J., Moerbeek M., Van de Schoot R. (2017). *Multilevel analysis: Techniques and applications*. Third Edition. New York: Routledge.

## 7. Descriptive statistics

**Table S5.** Average length of leave according to the levels of the vignette dimensions and the personal characteristics of the respondents

Variable	Level	N	Mean	Std Dev	Median	Ratio <sup>a,b</sup>	
<b>Dimensions</b>							
Duration	26	2528	21,7	11,6	26,0	133,8%	***
	22	2568	18,9	10,4	22,0	115,0%	
	17	2472	16,2	9,9	17,0		
High replacement rate	100%	3784	20,1	11,2	20,0	112,4%	***
	60%	3784	17,9	10,5	17,0		
Job security	High job security	3784	20,6	11,2	20,5	118,9%	***
	Low job security	3784	17,3	10,4	17,0		
Lower income than my partner	Lower than partner	3784	19,0	11,1	17,0	100,3%	
	Higher than partner	3784	18,9	10,7	17,0		
Does not harm colleagues	Does not harm colleagues	3784	19,6	11,1	18,0	106,4%	***
	Harm colleagues	3784	18,4	10,6	17,0		
Does not harm promotion	Does not harm promotion	3784	19,6	11,1	18,0	106,6%	***
	Harm promotion	3784	18,4	10,6	17,0		
Peers role model	Role models	3784	19,3	11,0	17,0	103,6%	*
	No role models	3784	18,6	10,8	17,0		
Easy application	Easy application	3784	19,2	11,0	17,0	102,9%	*
	Complicated application	3784	18,7	10,7	17,0		
<b>Personal characteristics/attitudes</b>							
Woman	1	3936	22,0	10,5	22,0	140,3%	***
	0	3632	15,7	10,4	16,0		
Main supporter	1	4288	17,8	10,8	17,0	87,0%	***
	0	3280	20,5	10,8	20,0		
Public sector employee	1	1544	19,3	10,0	18,0	102,5%	*
	0	6024	18,9	11,1	17,0		
Non-heterosexual	1	592	17,6	11,4	17,0	92,3%	***
	0	6976	19,1	10,8	17,0		
		N				Corr. <sup>c</sup>	
Age		7568				-0,001	
Primacy of work		7568				-0,114	***
Favorable to equating leaves		7568				0,084	***

Note. <sup>a</sup> Ratios are calculated as the mean value of the first level divided by the mean value of the second level for each variable. <sup>b</sup> For Duration, ratios calculated with respect to 17 weeks. Man-Whitney U test for differences between distributions (Kruskal Wallis test for Duration). <sup>c</sup> Spearman correlations with leave duration. \* $p < 0.05$ ; \*\* $p < 0.01$ ; \*\*\* $p < 0.001$ .

## 8. Bivariate correlations

**Table S6.** Correlations (Vignette level)

	1	2	3	4	5	6	7	8	9	10	11
1. Duration Leave	1,000										
2. High replacement rate	0,104***	1,000									
3. Job security	0,147***	0,000	1,000								
4. Lower income than my partner	-0,004	0,000	0,000	1,000							
5. Does not harm colleagues	0,051***	0,000	0,000	0,000	1,000						
6. Does not harm promotion	0,052***	0,000	0,000	0,000	0,000	1,000					
7. Peers role model	0,028*	0,000	0,000	0,000	0,000	0,000	1,000				
8. Easy application	0,023*	0,000	0,000	0,000	0,000	0,000	0,000	1,000			
9. 17 weeks	-0,219***	0,000	0,000	0,000	0,000	0,000	0,000	0,000	1,000		
10. 22 weeks	-0,007	0,000	0,000	0,000	0,000	0,000	0,000	0,000	-0,499***	1,000	
11. 26 weeks	0,225***	0,000	0,000	0,000	0,000	0,000	0,000	0,000	-0,493***	-0,508***	1,000
12. Woman	0,293***	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,006	-0,004	-0,002
13. Age	-0,001	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,014	-0,017	0,003
14. Main supporter	-0,128***	0,000	0,000	0,000	0,000	0,000	0,000	0,000	-0,005	0,001	0,004
15. Public sector employee	0,025*	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,022	-0,014	-0,008
16. Primacy of work	-0,114***	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,038**	-0,049***	0,011
17. Favorable to equating leaves	0,084***	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,042***	-0,042***
18. Non-heterosexual	-,045**	,000	,000	,000	,000	,000	,000	,000	-,001	-,018	,019

Note. N = 7568 vignettes. Spearman's correlations. \* $p < 0.05$ ; \*\* $p < 0.01$ ; \*\*\* $p < 0.001$

**Table S7.** Respondent characteristics/attitudes correlations (respondent level)

	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
12. Woman	1,000						
13. Age	-,088**	1,000					
14. Main supporter	-,255**	,096**	1,000				
15. Public sector employee	,066*	-,080*	-0,002	1,000			
16. Primacy of work	-0,002	-,070*	,064*	0,054	1,000		
17. Favorable to equating leaves	-0,010	0,027	-0,036	-0,006	-,065*	1,000	
18. Non-heterosexual	-0,027	-,101**	0,001	-0,001	-0,020	0,047	1,000

Note. N = 946 respondents. Spearman's correlations. \* $p < 0.05$ ; \*\* $p < 0.01$ ; \*\*\* $p < 0.001$

## 9. Multilevel regressions for the duration of leave

In this section we offer the complete tables corresponding to the multilevel regressions for the duration of leave, obtained according to two<sup>1</sup> sample criteria:

1. Full sample
2. Subsamples of men and women.

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<sup>1</sup> In fact, although we do not offer these results here, we also considered the **subsamples of parents with children aged 0 to 3 years and the rest of respondents**. Recall that we use a sample of wage earners in an age range of 25-45 years. However, the subset of respondents who are parents with young children (0-3 years) is even closer to the object of study. Therefore, we were also interested in knowing if having young children moderated the effect of the different dimensions of our experiment on the dependent variable. Therefore, our model was also estimated for the subsamples of respondents with and without children between 0-3 years. No relevant differences were obtained, a result that suggests that the fact of not having used a sample made up only of parents with young children does not seem to have affected the results obtained in our analysis.

**Table S8.** Multilevel regressions for the duration of leave (number of weeks). **Full sample**

FIXED EFFECTS	M1					M2					M3				
	b	SE	p-value	CI	β	b	SE	p-value	CI	β	b	SE	p-value	CI	β
<b>Vignette dimensions</b>															
High replacement rate	<b>2.214 ***</b>	0.158	<0.001	1.904 – 2.525	0.102	<b>2.214 ***</b>	0.158	<0.001	1.904 – 2.525	0.102	<b>1.760 ***</b>	0.194	<0.001	1.379 – 2.141	0.081
Job security	<b>3.280 ***</b>	0.185	<0.001	2.917 – 3.643	0.151	<b>3.280 ***</b>	0.185	<0.001	2.917 – 3.643	0.151	<b>1.589 ***</b>	0.339	<0.001	0.925 – 2.253	0.073
Lower income than my partner	0.059	0.127	0.643	-0.190 – 0.308	0.003	0.059	0.127	0.643	-0.190 – 0.308	0.003	0.058	0.126	0.646	-0.189 – 0.305	0.003
Does not harm colleagues	<b>1.172 ***</b>	0.124	<0.001	0.928 – 1.416	0.054	<b>1.172 ***</b>	0.124	<0.001	0.928 – 1.416	0.054	<b>0.739 ***</b>	0.165	<0.001	0.415 – 1.063	0.034
Does not harm promotion	<b>1.214 ***</b>	0.139	<0.001	0.941 – 1.487	0.056	<b>1.214 ***</b>	0.139	<0.001	0.941 – 1.487	0.056	<b>1.214 ***</b>	0.139	<0.001	0.941 – 1.487	0.056
Peers role model	<b>0.675 ***</b>	0.122	<0.001	0.435 – 0.915	0.031	<b>0.675 ***</b>	0.122	<0.001	0.435 – 0.915	0.031	<b>0.677 ***</b>	0.122	<0.001	0.438 – 0.915	0.031
Easy application	<b>0.549 ***</b>	0.117	<0.001	0.320 – 0.778	0.025	<b>0.549 ***</b>	0.117	<0.001	0.320 – 0.778	0.025	<b>0.549 ***</b>	0.117	<0.001	0.320 – 0.778	0.025
22-Weeks	<b>2.133 ***</b>	0.642	0.001	0.875 – 3.391	0.093	<b>2.106 ***</b>	0.583	<0.001	0.964 – 3.249	0.092	<b>1.670 **</b>	0.601	0.0055	0.491 – 2.849	0.073
26-Weeks	<b>5.201 ***</b>	0.708	<0.001	3.813 – 6.588	0.225	<b>5.226 ***</b>	0.648	<0.001	3.955 – 6.497	0.226	<b>4.845 ***</b>	0.683	<0.001	3.507 – 6.183	0.210
<b>Respondent characteristics</b>															
Woman						<b>5.962 ***</b>	0.518	<0.001	4.947 – 6.976	0.274	<b>5.966 ***</b>	0.518	<0.001	4.950 – 6.981	0.274
Age						0.054	0.044	0.2253	-0.033 – 0.141	0.028	0.053	0.044	0.2305	-0.034 – 0.141	0.028
Main supporter						<b>-1.016 *</b>	0.517	0.0493	-2.029 – -0.003	-0.046	-1.012†	0.517	0.0503	-2.026 – 0.002	-0.046
Public sector employee						0.676	0.628	0.2816	-0.555 – 1.906	0.025	0.673	0.627	0.2835	-0.557 – 1.902	0.025
Primacy of work						<b>-0.927 ***</b>	0.232	<0.001	-1.382 – -0.471	-0.093	<b>-0.932 ***</b>	0.232	0.0001	-1.387 – -0.476	-0.093
Favorable to equating leaves						<b>0.403 ***</b>	0.117	<0.001	0.174 – 0.633	0.082	<b>0.405 ***</b>	0.117	0.0005	0.175 – 0.634	0.082
Non-heterosexual						-1.555	0.951	0.1019	-3.418 – 0.309	-0.038	-1.559	0.953	0.102	-3.428 – 0.310	-0.038
<b>Interactions</b>															
Job security x 22-Weeks											<b>1.356 **</b>	0.445	0.0023	0.484 – 2.229	0.047
Job security x 26-Weeks											<b>1.030 *</b>	0.438	0.0187	0.171 – 1.889	0.035
Job security x High replacement rate											<b>0.909 ***</b>	0.250	0.0003	0.418 – 1.400	0.036
Job security x Does not harm colleagues											<b>0.866 ***</b>	0.243	0.0004	0.389 – 1.343	0.034
<b>Constant</b>	<b>11.941 ***</b>	0.492	<0.001	10.976 – 12.906	-	<b>6.783 ***</b>	2.041	<0.001	2.781 – 10.785	0.001	<b>7.507 ***</b>	2.045	0.0002	3.498 – 11.516	-0.001
<b>RANDOM EFFECTS</b>															
	σ <sup>2</sup> estimates	LRT	P (>Chisq)			σ <sup>2</sup> estimates	LRT	P (>Chisq)			σ <sup>2</sup> estimates	LRT	P (>Chisq)		
<b>Respondent Random intercept</b>															
σ <sup>2</sup> <sub>intercept</sub>	58.062***	1406.06	<0.001			48.781***	1138.84	<0.001			48.989***	1152.24	<0.001		
<b>Respondent Random slopes</b>															
σ <sup>2</sup> <sub>26-Weeks</sub>	33.493**	21.32	0.002			40.332**	20.26	0.003			69.509**	19.74	0.003		
σ <sup>2</sup> <sub>High replacement rate</sub>	9.802***	126.83	<0.001			9.803***	130.68	<0.001			9.861***	133.68	<0.001		
σ <sup>2</sup> <sub>Job security</sub>	18.503***	335.50	<0.001			18.503***	333.24	<0.001			18.229***	327.50	<0.001		
σ <sup>2</sup> <sub>Lower income than my partner</sub>	1.328**	19.23	0.004			1.329**	16.70	0.011			1.177**	14.99	0.020		
σ <sup>2</sup> <sub>Does not harm promotion</sub>	4.422***	48.81	<0.001			4.423***	44.65	<0.001			4.481***	44.61	<0.001		
<b>Residuals</b>															
σ <sup>2</sup> <sub>residuals</sub>	27.841					27.841					27.726				
	Conditional ICC		0.687					0.585					0.583		
	Conditional R <sup>2</sup>		0.765					0.765					0.766		

Deviance	51159.07	50993.48	50959.68
AIC	51209.23	51052.83	51025.24
Log-Likelihood	-25579.54	-25496.74	-25479.84
LR test for global significance (P-value)	6471.1 (<0.001)	6641.5 (<0.001)	6677.1 (<0.001)
LR test for global respondent random-effects (P-value)	5816.1 (<0.001)	5068 (<0.001)	5084.3 (<0.001)
LR test for global respondent characteristics significance	-	170.4 (<0.001)	170.51 (<0.001)
LR test for global cross-level factors significance	-	-	35.593 (<0.001)
N Vignettes (Observations)	7568	7568	7568
N Respondents (Groups)	946	946	946

Note. Models estimated using robust restricted maximum likelihood method. AIC = Akaike's Information Criteria. ICC = Intraclass Correlation. All random slopes are statistically significant at a 0.05 significant level. P-values: †p<0.10; \*p<0.05; \*\*p<0.01; \*\*\*p<0.001.

b= unstandardized regression coefficients; SE= Standard deviation in parentheses; β= Standardized coefficients.

Random effects are estimated using an unstructured covariance matrix among respondent random effects.

CI: 95% confidence intervals.

LR test (likelihood-ratio test): ANOVA-like test for random slopes effects (single term deletions) and respondent random intercept.

LR test for global significance is an ANOVA-like test for all coefficients and random effects equal zero except the fixed intercept.

LR test for global respondent random-effects is an ANOVA-like test for multilevel model vs linear model (H0 No random effects).

**Table S9.** Multilevel regressions for the duration of leave (number of weeks). **Subsamples of men and women. Model 1.**

FIXED EFFECTS	M1												
	Women					Men					DIFFERENCES		
	b	SE	p-value	CI	$\beta$	b	SE	p-value	CI	$\beta$	D=M-V	chitest	pvalue
<b>Vignette dimensions</b>													
High replacement rate	<b>1.973 ***</b>	0.203	<0.001	1.575 – 2.371	0.094	<b>2.476 ***</b>	0.246	<0.001	1.994 – 2.957	0.119	-0.503	2.489	0.115
Job security	<b>3.220 ***</b>	0.254	<0.001	2.721 – 3.719	0.154	<b>3.346 ***</b>	0.270	<0.001	2.816 – 3.876	0.161	-0.126	0.115	0.735
Lower income than my partner	0.148	0.180	0.4119	-0.205 – 0.501	0.007	-0.037	0.179	0.8339	-0.388 – 0.313	-0.002	0.185	0.530	0.467
Does not harm colleagues	<b>1.186 ***</b>	0.170	<0.001	0.854 – 1.519	0.057	<b>1.156 ***</b>	0.183	<0.001	0.798 – 1.515	0.056	0.03	0.015	0.901
Does not harm promotion	<b>1.488 ***</b>	0.200	<0.001	1.096 – 1.880	0.071	<b>0.916 ***</b>	0.192	<0.001	0.539 – 1.293	0.044	0.572*	4.253	0.039
Peers role model	<b>0.906 ***</b>	0.165	<0.001	0.583 – 1.229	0.043	<b>0.424 *</b>	0.182	0.0198	0.067 – 0.781	0.020	0.482*	3.947	0.047
Easy application	<b>0.425 **</b>	0.165	0.0099	0.102 – 0.748	0.020	<b>0.683 ***</b>	0.166	<0.001	0.357 – 1.008	0.033	-0.258	1.127	0.289
22-Weeks	<b>1.635 *</b>	0.833	0.0497	0.002 – 3.269	0.074	<b>3.081 ***</b>	0.831	0.0002	1.451 – 4.710	0.141	-1.445	1.501	0.221
26-Weeks	<b>5.381 ***</b>	0.879	<0.001	3.657 – 7.105	0.242	<b>5.257 ***</b>	0.955	<0.001	3.384 – 7.130	0.240	0.124	0.009	0.925
<b>Respondent characteristics</b>													
Age													
Main supporter													
Public sector employee													
Primacy of work													
Favorable to equating leaves													
Non-heterosexual													
<b>Interactions</b>													
Job security x 22-Weeks													
Job security x 26-Weeks													
Job security x High replacement rate													
Job security x Does not harm colleagues													
<b>Constant</b>	<b>14.945 ***</b>	0.628	<0.001	13.714 – 16.175	-	<b>8.345 ***</b>	0.669	<0.001	7.033 – 9.658	-	<b>6.599***</b>	53.348	<0.001
<b>RANDOM EFFECTS</b>	$\sigma^2$ estimates	LRT	P (>Chisq)			$\sigma^2$ estimates	LRT	P (>Chisq)					
<b>Respondent Random intercept</b>													
$\sigma^2_{intercept}$	45.715***	609.24	(<0.001)			58.056***	593.9	(<0.001)					
<b>Respondent Random slopes</b>													
$\sigma^2_{26-Weeks}$	15.754	7.12	0.310			215.568*	16.56	0.011					
$\sigma^2_{high replacement rate}$	6.646***	45.72	(<0.001)			13.236***	94.46	(<0.001)					
$\sigma^2_{job security}$	18.212***	190.34	(<0.001)			18.977***	159.96	(<0.001)					
$\sigma^2_{Lower income than my partner}$	2.363**	20.69	0.002			0.522	10.50	0.105					
$\sigma^2_{Does not harm promotion}$	6.044***	49.14	(<0.001)			2.628	8.91	0.179					
<b>Residuals</b>													
$\sigma^2_{residuals}$	27.216					28.334							

Conditional ICC	0.662	0.648
Conditional R <sup>2</sup>	0.752	0.737
Deviance	26446.80	24516.68
AIC	26502.83	24573.77
Log-Likelihood	-13223.40	-12258.34
LR test for global significance (P-value)	3222 (<0.001)	2780.3 (<0.001)
LR test for global respondent random-effects (P-value)	2833.6 (<0.001)	2434.8 (<0.001)
LR test for global respondent characteristics significance	-	-
LR test for global cross-level factors significance	-	-
N Vignettes (Observations)	3936	3632
N Respondents (Groups)	492	454

Note. Models estimated using robust restricted maximum likelihood method. AIC = Akaike's Information Criteria. ICC = Intraclass Correlation. All random slopes are statistically significant at a 0.05 significant level. P-values: †p<0.10; \*p<0.05; \*\*p<0.01; \*\*\*p<0.001.

b= unstandardized regression coefficients; SE= Standard deviation in parentheses; β= Standardized coefficients.

Random effects are estimated using an unstructured covariance matrix among respondent random effects.

CI: 95% confidence intervals.

LR test (likelihood-ratio test): ANOVA-like test for random slopes effects (single term deletions) and respondent random intercept.

LR test for global significance is an ANOVA-like test for all coefficients and random effects equal zero except the fixed intercept.

LR test for global respondent random-effects is an ANOVA-like test for multilevel model vs linear model (H0 No random effects).

**Table S10.** Multilevel regressions for the duration of leave (number of weeks). **Subsamples of men and women. Model 2.**

FIXED EFFECTS	M2												
	Women					Men					DIFFERENCES		
	b	SE	p-value	CI	$\beta$	b	SE	p-value	CI	$\beta$	D=M-V	chitest	Pvalue
<b>Vignette dimensions</b>													
High replacement rate	<b>1.973 ***</b>	0.203	<0.001	1.575 – 2.371	0.094	<b>2.476 ***</b>	0.246	<0.001	1.994 – 2.957	0.119	-0.503	2.489	0.115
Job security	<b>3.220 ***</b>	0.254	<0.001	2.721 – 3.719	0.154	<b>3.346 ***</b>	0.270	<0.001	2.816 – 3.876	0.161	-0.126	0.115	0.735
Lower income than my partner	0.148	0.180	0.4119	-0.205 – 0.501	0.007	-0.037	0.179	0.834	-0.388 – 0.313	-0.002	0.185	0.530	0.467
Does not harm colleagues	<b>1.186 ***</b>	0.170	<0.001	0.854 – 1.519	0.057	<b>1.156 ***</b>	0.183	<0.001	0.798 – 1.515	0.056	0.030	0.015	0.901
Does not harm promotion	<b>1.488 ***</b>	0.200	<0.001	1.096 – 1.880	0.071	<b>0.916 ***</b>	0.192	<0.001	0.539 – 1.293	0.044	<b>0.572*</b>	4.253	0.039
Peers role model	<b>0.906 ***</b>	0.165	<0.001	0.583 – 1.229	0.043	<b>0.424 *</b>	0.182	0.020	0.067 – 0.781	0.020	<b>0.482*</b>	3.946	0.047
Easy application	<b>0.425 **</b>	0.165	0.0099	0.102 – 0.748	0.020	<b>0.683 ***</b>	0.166	<0.001	0.357 – 1.008	0.033	-0.258	1.126	0.289
22-Weeks	1.573	0.825	0.0567	-0.045 – 3.191	0.071	<b>2.806 ***</b>	0.782	0.000	1.273 – 4.340	0.128	-1.233	1.152	0.283
26-Weeks	5.522 ***	0.856	<0.001	3.843 – 7.200	0.249	<b>5.063 ***</b>	0.927	<0.001	3.245 – 6.881	0.231	0.459	0.130	0.719
<b>Respondent characteristics</b>													
Age	<b>0.182 **</b>	0.060	0.0023	0.065 – 0.298	0.098	-0.094	0.062	0.1308	-0.215 – 0.028	-0.050	<b>0.275***</b>	9.541	0.002
Main supporter	<b>-1.960 **</b>	0.704	0.0054	-3.341 – -0.580	-0.093	0.720	0.721	0.318	-0.693 – 2.132	0.032	<b>-2.680*</b>	6.667	0.010
Public sector employee	0.069	0.777	0.9293	-1.455 – 1.593	0.003	<b>2.218 *</b>	1.030	0.031	0.198 – 4.237	0.082	-2.149	2.980	0.084
Primacy of work	<b>-1.095 ***</b>	0.324	0.0007	-1.731 – -0.459	-0.115	-0.606	0.328	0.064	-1.249 – 0.036	-0.063	-0.488	1.110	0.292
Favorable to equating leaves	0.173	0.141	0.2195	-0.103 – 0.448	0.038	<b>0.850 ***</b>	0.161	<0.001	0.534 – 1.165	0.171	<b>-0.677***</b>	9.194	0.002
Non-heterosexual	-0.566	1.706	0.7401	-3.911 – 2.779	-0.014	<b>-2.671 **</b>	0.890	0.003	-4.416 – -0.925	-0.072	2.105	1.273	0.259
<b>Interactions</b>													
Job security x 22-Weeks													
Job security x 26-Weeks													
Job security x High replacement rate													
Job security x Does not harm colleagues													
<b>Constant</b>	<b>11.126 ***</b>	2.596	<0.001	6.038 – 16.215	-0.003	<b>5.884 *</b>	2.821	0.0371	0.352 – 11.415	-0.002	5.243	1.564	0.211
<b>RANDOM EFFECTS</b>	$\sigma^2$ estimates	LRT	P (>Chisq)			$\sigma^2$ estimates	LRT	P (>Chisq)					
<b>Respondent Random intercept</b>													
$\sigma^2_{intercept}$	45.054***	582.52	(<0.001)			54.854***	536.32	(<0.001)					
<b>Respondent Random slopes</b>													
$\sigma^2_{26-Weeks}$	24.977	4.39	0.625			222.886**	21.43	0.002					
$\sigma^2_{High replacement rate}$	6.646***	46.51	(<0.001)			13.232***	94.19	(<0.001)					
$\sigma^2_{Job security}$	18.211***	188.32	(<0.001)			18.971***	160.46	(<0.001)					
$\sigma^2_{Lower income than my partner}$	2.363**	20.53	0.002			0.5	10.47	0.106					
$\sigma^2_{Does not harm promotion}$	6.044***	47.40	(<0.001)			2.624	10.98	0.089					
<b>Residuals</b>													
$\sigma^2_{Residuals}$	27.216					28.345							

Conditional ICC	0.628	0.605	
Conditional R <sup>2</sup>	0.752	0.740	
Deviance	26417.76	24478.46	
AIC	26484.40	24546.74	
Log-Likelihood	-13208.88	-12239.23	
LR test for global significance (P-value)	3252.4 (<0.001)	2819.4 (<0.001)	
LR test for global respondent random-effects (P-value)	2689.2 (<0.001)	2315.6 (<0.001)	
LR test for global respondent characteristics significance	30.42 (<0.001)	39.037 (<0.001)	
LR test for global cross-level factors significance	-	-	
N Vignettes (Observations)	3936	3632	
N Respondents (Groups)	492	454	

Note. Models estimated using robust restricted maximum likelihood method. AIC = Akaike's Information Criteria. ICC = Intraclass Correlation. All random slopes are statistically significant at a 0.05 significant level. P-values: †p<0.10; \*p<0.05; \*\*p<0.01; \*\*\*p<0.001.

b= unstandardized regression coefficients; SE= Standard deviation in parentheses; β= Standardized coefficients.

Random effects are estimated using an unstructured covariance matrix among respondent random effects.

CI: 95% confidence intervals.

LR test (likelihood-ratio test): ANOVA-like test for random slopes effects (single term deletions) and respondent random intercept.

LR test for global significance is an ANOVA-like test for all coefficients and random effects equal zero except the fixed intercept.

LR test for global respondent random-effects is an ANOVA-like test for multilevel model vs linear model (H0 No random effects).

**Table S11.** Multilevel regressions for the duration of leave (number of weeks). **Subsamples of men and women. Model 3.**

FIXED EFFECTS	M3												
	Women					Men					DIFFERENCES		
	b	SE	p-value	CI	$\beta$	b	SE	p-value	CI	$\beta$	D=M-V	chitest	Pvalue
<b>Vignette dimensions</b>													
High replacement rate	<b>1.633 ***</b>	0.267	<0.001	1.109 – 2.156	0.078	<b>1.903 ***</b>	0.281	<0.001	1.352 – 2.455	0.092	-0.271	0.446	0.504
Job security	<b>2.029 ***</b>	0.508	0.0001	1.032 – 3.026	0.097	<b>1.126 *</b>	0.439	0.0104	0.265 – 1.987	0.054	0.903	1.531	0.216
Lower income than my partner	0.148	0.179	0.4101	-0.204 – 0.500	0.007	-0.040	0.176	0.8208	-0.386 – 0.306	-0.002	0.188	0.549	0.459
Does not harm colleagues	<b>0.713 ***</b>	0.216	0.0009	0.291 – 1.136	0.034	<b>0.787 **</b>	0.256	0.0021	0.285 – 1.289	0.038	-0.074	0.046	0.830
Does not harm promotion	<b>1.488 ***</b>	0.200	<0.001	1.096 – 1.880	0.071	<b>0.916 ***</b>	0.192	<0.001	0.539 – 1.293	0.044	<b>0.572*</b>	<b>4.253</b>	<b>0.039</b>
Peers role model	<b>0.889 ***</b>	0.163	<0.001	0.569 – 1.208	0.042	<b>0.442 *</b>	0.183	0.0156	0.084 – 0.800	0.021	0.447+	3.404	0.065
Easy application	<b>0.425 **</b>	0.165	0.0099	0.102 – 0.748	0.020	<b>0.683 ***</b>	0.166	<0.001	0.357 – 1.008	0.033	-0.258	1.133	0.287
22-Weeks	1.341	0.837	0.1092	-0.300 – 2.982	0.061	<b>1.991 *</b>	0.847	0.0188	0.331 – 3.652	0.091	-0.650	0.291	0.590
26-Weeks	<b>5.611 ***</b>	0.877	<0.001	3.891 – 7.330	0.253	<b>3.907 ***</b>	1.010	0.0001	1.927 – 5.888	0.178	1.704	1.620	0.203
<b>Respondent characteristics</b>													
Age	<b>0.180 **</b>	0.060	0.0026	0.063 – 0.296	0.097	-0.093	0.062	0.134	-0.215 – 0.029	-0.050	<b>0.273***</b>	9.347	0.002
Main supporter	<b>-1.959 **</b>	0.704	0.0054	-3.341 – -0.578	-0.093	0.723	0.722	0.3168	-0.692 – 2.138	0.032	<b>-2.682*</b>	6.669	0.010
Public sector employee	0.063	0.778	0.9357	-1.462 – 1.588	0.003	<b>2.231 *</b>	1.030	0.0304	0.211 – 4.251	0.082	-2.169+	3.031	0.082
Primacy of work	<b>-1.103 ***</b>	0.325	0.0007	-1.740 – -0.467	-0.116	-0.619+	0.328	0.0595	-1.262 – 0.025	-0.064	-0.485	1.091	0.296
Favorable to equating leaves	0.176	0.141	0.2117	-0.100 – 0.451	0.039	<b>0.852 ***</b>	0.161	<0.001	0.536 – 1.167	0.172	<b>-0.676***</b>	9.161	0.002
Non-heterosexual	-0.555	1.711	0.7455	-3.910 – 2.799	-0.014	<b>-2.702 **</b>	0.893	0.0025	-4.454 – -0.951	-0.073	2.147	1.323	0.250
<b>Interactions</b>													
Job security x 22-Weeks	1.121+	0.635	0.0775	-0.124 – 2.366	0.040	<b>1.611 **</b>	0.614	0.0088	0.406 – 2.816	0.059	-0.490	0.300	0.584
Job security x 26-Weeks	-0.002	0.606	0.9976	-1.190 – 1.186	0.000	<b>2.173 ***</b>	0.627	0.0005	0.944 – 3.402	0.078	<b>-2.175*</b>	5.881	0.015
Job security x High replacement rate	0.681+	0.353	0.0538	-0.011 – 1.373	0.028	<b>1.145 **</b>	0.349	0.001	0.461 – 1.829	0.048	-0.464	0.861	0.354
Job security x Does not harm colleagues	<b>0.946 **</b>	0.326	0.0037	0.307 – 1.585	0.039	<b>0.739 *</b>	0.365	0.0431	0.023 – 1.455	0.031	0.207	0.183	0.669
Constant	<b>11.694 ***</b>	2.609	<0.001	6.578 – 16.810	0.000	6.994 *	2.816	0.0131	1.473 – 12.515	-0.004	4.701	1.250	0.264
<b>RANDOM EFFECTS</b>													
<b>Respondent Random intercept</b>													
$\sigma^2_{intercept}$	45.277***	586.54	(<0.001)						54.925***	546.06	(<0.001)		
<b>Respondent Random slopes</b>													
$\sigma^2_{26-Weeks}$	10.99	4.45	0.617						238.586**	20.53	0.002		
$\sigma^2_{High replacement rate}$	6.713***	46.91	(<0.001)						13.326***	95.19	(<0.001)		
$\sigma^2_{Job security}$	18.069***	186.33	(<0.001)						18.329***	152.93	(<0.001)		
$\sigma^2_{Lower income than my partner}$	2.339**	20.35	0.002						0.426	9.08	0.169		
$\sigma^2_{Does not harm promotion}$	6.11***	47.77	(<0.001)						2.717+	11.06	0.087		
<b>Residuals</b>													
$\sigma^2_{Residuals}$	27.084						28.159						

Conditional ICC	0.627	0.602
Conditional R <sup>2</sup>	0.753	0.741
Deviance	26400.68	24451.12
AIC	26476.11	24528.53
Log-Likelihood	-13200.34	-12225.56
LR test for global significance (P-value)	3268.7 (<0.001)	2845.6 (<0.001)
LR test for global respondent random-effects (P-value)	2695.2 (<0.001)	2325.1 (<0.001)
LR test for global respondent characteristics significance	30.433 (<0.001)	39.365 (<0.001)
LR test for global cross-level factors significance	16.299 (0.003)	26.207 (<0.001)
N Vignettes (Observations)	3936	3632
N Respondents (Groups)	492	454

Note. Models estimated using robust restricted maximum likelihood method. AIC = Akaike's Information Criteria. ICC = Intraclass Correlation. All random slopes are statistically significant at a 0.05 significant level. P-values: †p<0.10; \*p<0.05; \*\*p<0.01; \*\*\*p<0.001.

b= unstandardized regression coefficients; SE= Standard deviation in parentheses; β= Standardized coefficients.

Random effects are estimated using an unstructured covariance matrix among respondent random effects.

CI: 95% confidence intervals.

LR test (likelihood-ratio test): ANOVA-like test for random slopes effects (single term deletions) and respondent random intercept.

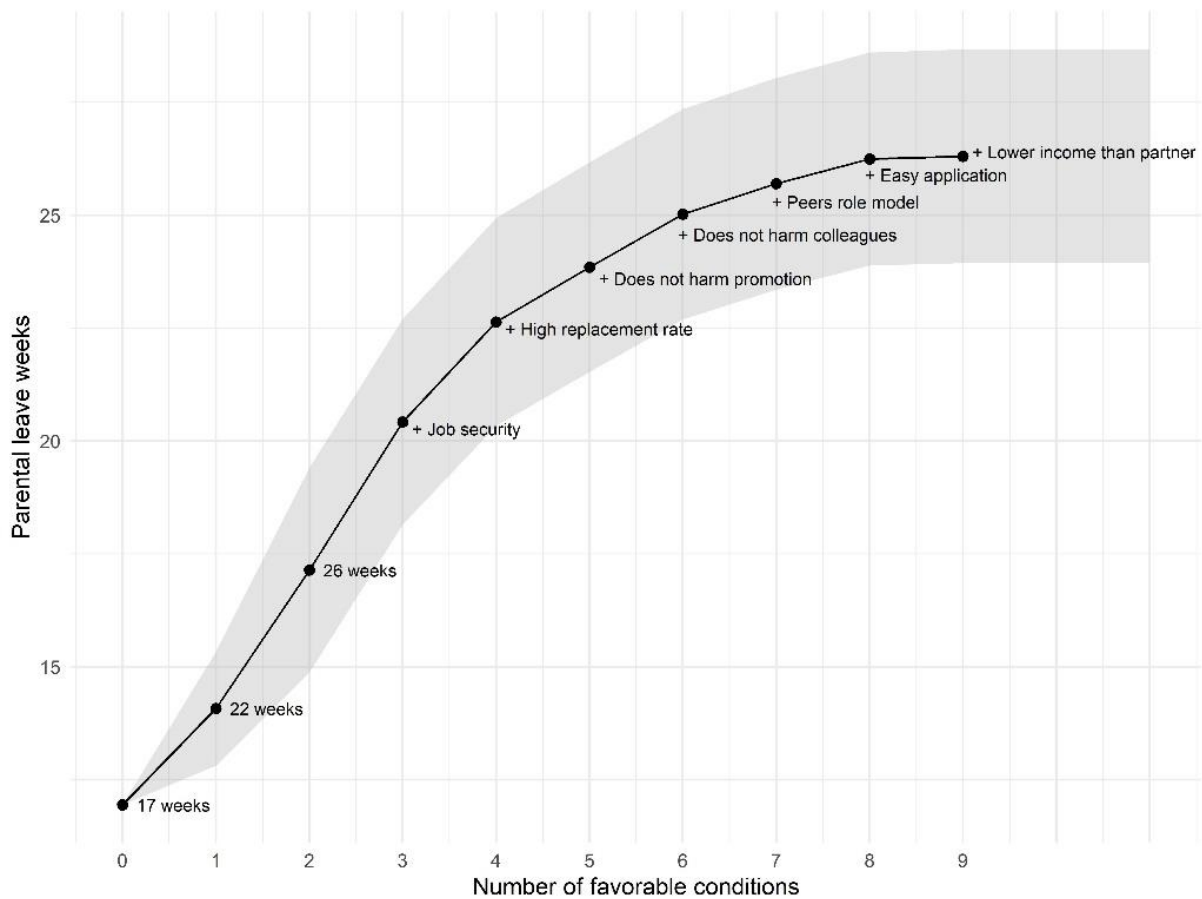
LR test for global significance is an ANOVA-like test for all coefficients and random effects equal zero except the fixed intercept.

LR test for global respondent random-effects is an ANOVA-like test for multilevel model vs linear model (H0 No random effects).

## 10. Capability curves

We use the predictions of the M1 model to build Figure S1, which shows how the number of weeks of leave the respondent would take varies as the context (the vignette dimensions) becomes more favorable. We are going to call that graph "capability-curve". The more favorable vignette dimensions are added, the greater the respondent's capability (agency or effective freedom) to achieve the valued functionings, which translates into the choice of more weeks of leave (the observed functioning).

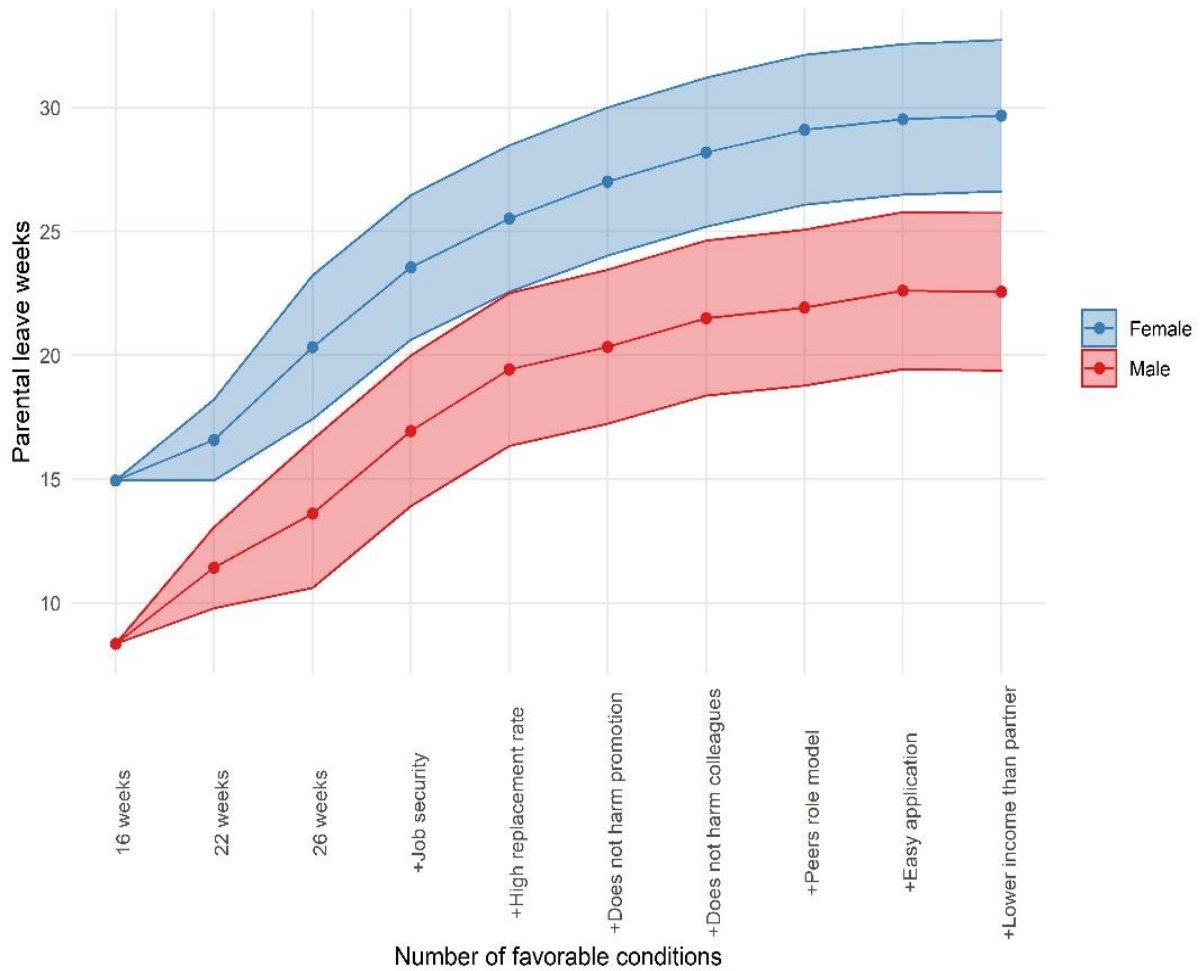
**Figure S1.** Capability curve for the entire sample.



Note. Based on the predictions of the M1 model (from its unstandardized regression coefficients), the capability-curve shows how the number of weeks of desired parental leave increases as more favorable factors (vignette dimensions) accumulate.

This same result, broken down by gender, is shown in Figure S2. We use the predictions of the M1 models for the subsamples of men and women, collected in Table S9.

**Figure S2.** Capability curve for the subsamples of men and women.



## 11. Questionnaire

### 11.1. Questionnaire translated into English

#### **PRESENTATION**

In this research we want to analyze what would be the **intentions** of workers to reconcile work and family life in the future, through the **use of parental leave**.

To do this, we formulate two sets of very brief questions:

- 1 In the first block we ask you to please imagine a **hypothetical situation** in which you have had a first child, after which, in several different work contexts, you have to decide how many weeks you would be off to take care of the baby (parental leave).
- 2 In the second block, we ask you a series of questions about your personal characteristics (age, sex, attitudes towards motherhood/fatherhood) that are necessary to carry out our research.

This research is developed within the framework of the National R&D Plan Project, reference RTI2018-094901-B-I00, with public funding and duration 2018-2021.

#### **NEEDED INFORMATION**

Salaried workers have the right to use parental leave when they have or adopt a child. These leaves can be:

- **Maternity and paternity leave.** They are leaves **paid** by social security; that is, the worker receives financial compensation during each week off.
- **Unpaid parental leave.** It is an **unpaid** leave, so the worker/worker stops receiving their income from work during this period of leave. This leave can be requested once the weeks of maternity or paternity leave are over, and can be used until the child is 3 years old.

#### **REMEMBER THAT:**

- It is a short and **anonymous questionnaire** and your **participation in this research is voluntary**.
- There are no right or wrong answers; We are only interested in your opinion (do not try to be politically correct).
- Please read the questions carefully and answer honestly.

**Thank you very much for your help!**

## PART 1

Imagine that you were in the following **HYPOTHETICAL** situation:

- **You have a paid job** that satisfies you and that meets your expectations.
- You have a **partner** and your **first child** is about to be born.
- **Your partner also has a salaried job** and has the same rights that you have to use his/her own parental leave (these are independent rights).
- We **assume** that you have the right to use two types of parental leave:
  - You have a **PAID PARENTAL LEAVE** from social security (“paternity/maternity leave”) of up to **17 weeks**; this leave is non-transferable, in the sense that the weeks of this leave that you decide not to use cannot be transferred to your partner. Your leave and that of your partner are independent.
  - You also have the option of extending the previous 17 weeks of leave using an **UNPAID PARENTAL LEAVE**, although these additional weeks are not paid.
- **1st clarification**: these leaves are weeks of leave that have a **VOLUNTARY** nature (you decide what total number of weeks of leave you take).
- **2nd clarification**: we assume that the total number of weeks of leave that you decide to take are weeks during which you are totally absent from work; that is, they are weeks where you are on **FULL TIME LEAVE**.
- **3rd clarification**. You and your partner can organize the use of your weeks of leave as you wish. You and your partner can take your corresponding weeks of leave simultaneously or consecutively (first one member of the couple and then the other).

Next, we will show you **eight different situations**. Please try to imagine that you are truly in each of these situations, examine them carefully and decide in each one of them **what total number of weeks of leave you would take after having your first child** (remember that they are weeks of leave full time; that the leave is paid until week **17**; and that from week **17** no economic benefit is received).

When deciding what total number of weeks you would take, please **try to consider how you think you would organize with your partner** to take care of your baby in the most effective way.

There is no better or worse figure. Please, answer honestly.

## 1st SITUATION

- The weeks of paid parental leave are paid the equivalent of 60% of your salary.
- You have an indefinite contract and the feeling of having job security.
- Your income is higher than your partner's.
- Regarding your work environment, you have the feeling that you will not harm your co-workers by taking the leave (your company has a good replacement policy for those who are on leave and your colleagues will not have more workload while you are on parental leave).
- Based on the way things work in your company, you have the feeling that that being away from work for some time clearly negative affect your chances of career advancement.
- In your company it is very rare for men/women who have a baby to be on leave for long periods of time.
- From an organizational and legal point of view, in order to use the leave, you have to negotiate and reach an agreement with your bosses on the dates and duration of it



**What total number of weeks off would you take after having your first child?** (Remember that they are weeks of full-time leave; that the leave is paid until week **17**; and that from week **17** no economic benefit is received)

0 weeks + of a year

Please select the weeks you want through the scroll bar

The form features a horizontal slider bar. On the left, there is a yellow square representing '0 weeks'. A blue bar extends from this square to the right, indicating the selected duration. The right end of the slider is labeled '+ of a year'. Below the slider, a yellow box contains the instruction: 'Please select the weeks you want through the scroll bar'.

## 2st SITUATION

- The weeks of paid parental leave are paid the equivalent of 100% of your salary.
- You have a temporary contract and the feeling of having very low job security.
- Your income is higher than your partner's.
- Regarding your work environment, you have the feeling that you will harm your co-workers by taking leave (your colleagues will have more workload while you are on parental leave).
- Based on the way things work in your company, you have the feeling that that being away from work for some time clearly negative affect your chances of career advancement.
- In your company it is very rare for men/women who have a baby to be on leave for long periods of time.
- From an organizational and legal point of view, the procedure to be able to use the leave is very simple: you only have to notify your company of the dates of use.



**What total number of weeks off would you take after having your first child?** (Remember that they are weeks of full-time leave; that the leave is paid until week **17**; and that from week **17** no economic benefit is received)

0 weeks + of a year

Please select the weeks you want through the scroll bar

## 3st SITUATION

⋮

## 8st SITUATION

# PART 2

1. How old are you? \_\_\_\_\_ years

2. Gender: 

Woman	1
-------	---

Man	2
-----	---

3. Municipality of residence:

4. Do you have a stable partner?

No	1
Yes, marriage with community property	2
Yes, marriage with separation of property	3
Yes, another couple relationship	4

 → 

Does your partner have a job?	Yes	1
	No	2

5. Do you have minor children? (Including your partner's children)

No	1
Yes	2

 → 

Do you plan or want to have children in the future?	Yes	1	No	2
Anyone 3 years old or younger?	Yes	1	No	2

6. To what extent do you agree with the equalization of paternity leave with maternity leave that came into effect in January 2021?

Totally against equating paternity leave with maternity leave	→	0	1	2	3	4	5	6	7	8	9	10	←	Totally in favour of equating paternity leave with maternity leave
---------------------------------------------------------------	---	---	---	---	---	---	---	---	---	---	---	----	---	--------------------------------------------------------------------

7. Birthplace

Spain	1
Foreign country	2

 → 

What country? _____
---------------------

8. Do you consider that your **sexual orientation** is:

Heterosexual	1
Homosexual	2
Bisexual	3
Other	4

**9. What is the highest level of studies you have reached?**

Less than primary education	1
Primary education	2
Secondary education	3
Vocational Training – Middle	4
Vocational Training – High	5
High school or equivalent	6
University studies – Less than Bachelor	7
University studies – Bachelor/Master/Doctorate	8

**10. What is your professional situation?**

Public sector wage earner	1
Private sector wage earner	2

**11. Approximately how many employees does the company or organization where you work have?**

Less than 10 workers	1	Between 250 and 500 workers	4
Between 10 and 50 workers	2	More than 500 workers	5
Between 50 and 250 workers	3		

**12. What type of contract or employment relationship do you have?**

Indefinite contract	1	Temporary contract	2
---------------------	---	--------------------	---

**13. What kind of dedication do you have in your job?**

Full time	1	Part time	2
-----------	---	-----------	---

**14. Approximately, what is your WEEKLY (usual) working day?: \_\_\_\_\_ hours.**

**15. In which of these categories would you classify your occupation? (Please try to fit your occupation, even roughly, into one of these categories)**

Laborers, janitors, cleaners, maintenance technicians, etc.	1
Plant and machinery operators and assemblers	2
Skilled craftsperson and workers in manufacturing and construction industries	3
Skilled workers in the agricultural, livestock, forestry and fishing sectors	4
Workers in catering, personal, leisure, protection services, vendors, etc.	5
Administrative and other office employees	6
Support professionals	7
Professionals, scientists, intellectuals	8
Small business executives	9
Executives of large or medium-sized companies	10

**16. What is your NET monthly salary today?**

Euros (€)	
Up to 600	1
600 to 1,000	2

Euros (€)	
From 1,001 to 1,500	3
From 1,501 to 2,000	4

Euros (€)	
From 2,001 to 2,500	5
From 2,501 to 3,000	6

Euros (€)	
From 3,001 to 4,000	7
More than 4,000	8

**17. To what extent would you agree or disagree with each of these statements?**

From 1 = "Strongly disagree" to 6 = " Strongly agree"

	Strongly disagree	Disagree	Slightly disagree	Slightly agree	Agree	Strongly agree
a. My work is the most important part of my life	1	2	3	4	5	6
b. I don't like giving all my attention to work	1	2	3	4	5	6

\*\*\*

### **PRESENTACIÓN**

En esta investigación queremos analizar cuáles serían las **intenciones** de los trabajadores y las trabajadoras de conciliar la vida laboral y familiar en el futuro, mediante **el uso de los permisos parentales**.

Para ello le formulamos dos bloques de preguntas muy breves:

- 1 En el primer bloque le pedimos que, por favor, se imagine una **situación hipotética** en la que ha tenido usted un primer hijo, tras lo cual, en varios contextos laborales diferentes, tiene que decidir cuántas semanas estaría de baja para cuidar del bebé (permiso por nacimiento).
- 2 En el segundo bloque le planteamos una serie de **preguntas** sobre sus características personales (edad, sexo, actitudes hacia la maternidad/paternidad) que son necesarias para la realización de nuestra investigación.

La presente investigación se desarrolla en el marco del Proyecto del Plan Nacional de I+D, referencia RTI2018-094901-B-I00, con financiación pública y duración 2018-2021.

### **INFORMACIÓN NECESARIA**

Los trabajadores asalariados tienen derecho a utilizar los permisos parentales cuando tienen o adoptan un hijo. Estos permisos pueden ser:

- **Permiso de maternidad y de paternidad.** Se trata de unos permisos (o bajas) **retribuidos** por la seguridad social, ya que la trabajadora / el trabajador recibe una compensación económica durante cada semana de baja.
- **Excedencia por cuidado de hijos.** Se trata de un permiso (o baja) **no retribuido**, por lo que la trabajadora / el trabajador deja de percibir sus ingresos del trabajo durante este período de baja. Esta excedencia se puede solicitar una vez que finalizan las semanas del permiso de maternidad o paternidad, y se puede utilizar hasta que el niño/niña tiene 3 años.

### **RECUERDE QUE:**

- Se trata de un cuestionario breve y **anónimo** y su **participación en esta investigación es voluntaria**.
- No hay preguntas “correctas” ni “incorrectas”; sólo nos interesa su opinión (no intente ser políticamente correcto/a).
- Por favor, lea con atención las preguntas y conteste con sinceridad.

**¡Muchas gracias por su colaboración!**

# 1º PARTE

Imagínese que usted estuviera en la siguiente situación HIPOTÉTICA:

- **Tiene un trabajo asalariado** que le satisface y que está de acuerdo con sus expectativas.
- **Tiene pareja** y va a nacer su **primer hijo/a**.
- **Su pareja tiene también un trabajo asalariado** y tiene los mismos derechos que tiene usted a usar su propia baja por nacimiento (son derechos independientes).
- Suponemos que tiene usted derecho a utilizar dos tipos de permisos parentales:
  - Dispone de un **PERMISO REMUNERADO** por la seguridad social (“permiso de paternidad/maternidad”) de hasta **17 semanas**; estos permisos son intransferibles, en el sentido de que las semanas de este permiso que usted decidiera no utilizar no pueden ser transferidas a su pareja. Su permiso y el de su pareja son independientes.
  - También tiene la opción de alargar las **17 semanas** de baja anteriores usando un **PERMISO NO REMUNERADO** (“excedencia por cuidado de hijos”), si bien estas semanas adicionales no están remuneradas.
- **1º aclaración:** estos permisos son **semanas de baja que tienen un carácter VOLUNTARIO** (usted decide qué número total de semanas de baja se toma).
- **2º aclaración:** suponemos que el número total de semanas de baja que usted decide tomarse son semanas durante las cuales **usted está totalmente ausente de su trabajo**; es decir, son semanas de **PERMISO A TIEMPO COMPLETO**.
- **3º aclaración.** Usted y su pareja pueden organizar el uso de sus semanas de permiso como ustedes deseen. Se pueden tomar usted y su pareja sus correspondientes semanas de permiso de manera simultánea o de manera consecutiva (primero un miembro de la pareja y luego el otro).

A continuación, le iremos mostrando **ocho situaciones diferentes**. por favor, intente imaginarse que está verdaderamente en cada una de estas situaciones, examínelas detenidamente y decida en cada una de ellas **qué número total de semanas de baja se tomaría tras tener su primer hijo/a** (recuerde que son semanas de baja a tiempo completo; que la baja está retribuida hasta la semana **17**; y que a partir de la semana **17** no se recibe ninguna prestación económica).

A la hora de decidir qué número total de semanas se tomaría usted, por favor, **trate de tener en cuenta cómo cree usted que se organizaría con su pareja** para cuidar de la manera más eficaz de su bebé.

No hay ninguna cifra mejor o peor. Por favor, responda con sinceridad.

## 1º SITUACIÓN

Example of vignette

- Las semanas retribuidas del permiso de maternidad/paternidad se pagan el equivalente al 60% de su salario
- Tiene un contrato indefinido y la sensación de tener seguridad en el empleo.
- Sus ingresos son mayores que los de su pareja.
- Respecto de su entorno de trabajo, usted tiene la sensación de que no va a perjudicar a sus compañeros de trabajo al tomarse la baja (su empresa tiene una buena política de sustituciones para quienes están de baja y sus compañeros no van a tener más carga de trabajo al faltar usted).
- A partir de cómo funcionan las cosas en su empresa, tiene la sensación de que estar cierto tiempo de baja puede afectar de manera claramente negativa a sus posibilidades de promoción profesional.
- En su empresa es bastante raro que los hombres/mujeres que tienen un bebé estén de baja por nacimiento durante períodos largos
- Desde un punto de vista organizativo y legal, para poder utilizar el permiso tiene usted que negociar y llegar a un acuerdo con sus jefes sobre las fechas y la duración del permiso



**¿Qué número total de semanas de baja se tomaría tras tener su primer hijo/a?** (Recuerde que son semanas de baja a tiempo completo; que el permiso está retribuido hasta la semana **17**; y que a partir de la semana **17** no se recibe ninguna prestación económica)

0 Sem + de 1 año

Por favor, seleccione las semanas que desea a través de la barra de desplazamiento.

## 2º SITUACIÓN

Example of vignette

- Las semanas retribuidas del permiso de maternidad/paternidad se pagan el equivalente al 100% de su salario
- Tiene un contrato temporal y la sensación de tener muy poca seguridad en el empleo.
- Sus ingresos son mayores que los de su pareja.
- Respecto de su entorno de trabajo, usted tiene la sensación de que va a perjudicar a sus compañeros de trabajo al tomarse la baja (sus compañeros van a tener más carga de trabajo al faltar usted).
- A partir de cómo funcionan las cosas en su empresa, tiene la sensación de que estar cierto tiempo de baja puede afectar de manera claramente negativa a sus posibilidades de promoción profesional.
- En su empresa es bastante raro que los hombres/mujeres que tienen un bebé estén de baja por nacimiento durante períodos largos
- Desde un punto de vista organizativo y legal, el procedimiento para poder usar el permiso es muy sencillo: tan solo tiene que avisar a su empresa de las fechas de disfrute del mismo



**¿Qué número total de semanas de baja se tomaría tras tener su primer hijo/a?** (Recuerde que son semanas de baja a tiempo completo; que el permiso está retribuido hasta la semana **17**; y que a partir de la semana **17** no se recibe ninguna prestación económica)

0 Sem + de 1 año

Por favor, seleccione las semanas que desea a través de la barra de desplazamiento.

## 3º SITUACIÓN

⋮

## 8º SITUACIÓN

## 2º PARTE

1. ¿Qué edad tiene? \_\_\_\_\_ años

2. Sexo: 

Mujer	1
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Varón	2
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3. Municipio de residencia:

4. ¿Tiene pareja estable?

No	1
Sí, matrimonio con bienes gananciales	2
Sí, matrimonio con separación de bienes	3
Sí, otra relación de pareja	4

 → 

¿Tiene empleo su pareja?	Sí	1
	No	2

5. ¿Tiene usted hijos menores de edad? (Incluidos los hijos de su pareja)

No	1
Sí	2

 → 

¿Planea o desea tener hijos en el futuro?	Sí	1	No	2
¿Alguno de 3 años o menos?	Sí	1	No	2

6. ¿En qué medida está usted de acuerdo con la equiparación de los permisos de paternidad con los de maternidad que ha entrado en vigor en enero del 2021?

Totalmente en contra (DESACUERDO) con la equiparación	→	0	1	2	3	4	5	6	7	8	9	10	←	Totalmente a favor (de ACUERDO) con la equiparación
-------------------------------------------------------	---	---	---	---	---	---	---	---	---	---	---	----	---	-----------------------------------------------------

7. Lugar de origen

España	1
Extranjero	2

 → 

¿De qué país? _____
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8. Considera que su orientación sexual es:

Heterosexual	1
Homosexual	2
Bisexual	3
Otras	4

**9. ¿Cuál es el nivel de estudios más alto que ha alcanzado?**

Menos que estudios primarios	1
Enseñanza primaria (educación primaria, certificado de escolaridad o equivalentes)	2
Enseñanza secundaria (ESO, Graduado escolar, EGB o equivalentes)	3
Ciclos formativos de grado medio (Formación profesional FPI)	4
Ciclos formativos de grado superior (Formación profesional FPII)	5
Bachiller superior, BUP, COU o equivalentes	6
Estudios universitarios de grado medio (Diplomatura, Ingeniería Técnica, Arquitectura Técnica)	7
Estudios universitarios de grado superior de segundo o tercer ciclo (Licenciatura, Grado, Ingeniería, Máster, Doctorado)	8

**10. ¿Cuál es su situación profesional?**

Asalariado del sector Público	1
Asalariado del sector Privado	2

**11. Aproximadamente, ¿qué número de empleados tiene la empresa u organización en la que trabaja usted?**

Menos de 10 trabajadores	1	Entre 250 y 500 trabajadores	4
Entre 10 y 50 trabajadores	2	Más de 500 trabajadores	5
Entre 50 y 250 trabajadores	3		

**12. ¿Qué tipo de contrato o relación laboral tiene?**

Contrato indefinido	1	Contrato temporal	2
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**13. ¿Qué tipo de dedicación tiene en su puesto de trabajo?**

Tiempo completo	1	Tiempo parcial	2
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**14. Aproximadamente, ¿cuál es su jornada laboral SEMANAL (habitual)?:** \_\_\_\_\_ horas.

**15. ¿En cuál de estas categorías clasificaría su ocupación?** (Por favor, intente encajar su ocupación, aunque sea aproximadamente, en alguna de estas categorías)

Peones, conserjes, limpieza, técnicos de mantenimiento, etc.	1
Operadores de instalaciones y maquinaria, y montadores	2
Artesanos y trabajadores cualificados de las industrias manufactureras y la construcción	3
Trabajadores cualificados en el sector agrícola, ganadero, forestal y pesquero	4
Trabajadores de los servicios de restauración, personales, ocio, protección, vendedores, etc.	5
Administrativos y otros empleados de oficina	6
Profesionales de apoyo	7
Profesionales, científicos, intelectuales	8
Directivos de empresas pequeñas	9
Directivos de empresas grandes o medianas	10

**16. ¿Cuál es su salario NETO mensual en la actualidad?**

Euros (€)	
Hasta 600	1
De 600 a 1.000	2

Euros (€)	
De 1.001 a 1.500	3
De 1.501 a 2.000	4

Euros (€)	
De 2.001 a 2.500	5
De 2.501 a 3.000	6

Euros (€)	
De 3.001 a 4.000	7
Más de 4.000	8

**17. ¿En qué medida estaría usted de acuerdo o en desacuerdo con cada una de estas afirmaciones? (Por favor, conteste con sinceridad)**

De 1="Completamente en desacuerdo" a 6="Completamente de acuerdo"

	Completa mente en desacuerdo	Bastante en desacuerdo	Algo en desacuerdo	Algo de acuerdo	Bastante de acuerdo	Completa mente de acuerdo
a. Mi trabajo es la parte más importante de mi vida	1	2	3	4	5	6
b. No me gusta dedicar toda mi atención al trabajo	1	2	3	4	5	6

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