Table A.1: Regression Discontinuity Estimates, Clustered versus Heteroskedasticity-Robust Standard Errors

Panel A: 1979 Expansion in Leave Coverage from 2 to 6 Months (Table 6, Panel A)

		low	medium	high	years of education	wages	full-time employment
(1)	Regression Discontinuity, February to June	-0.002	0.002	-0.003	0.011	-0.006	-0.004
	SE, robust (N= 227,294)	(0.003)	(0.003)	(0.003)	(0.019)	(0.004)	(0.004)
	p-value, robust	0.578	0.501	0.904	0.560	0.186	0.308
	SE, clustered (N=5)	(0.001)	(0.003)	(0.004)	(0.022)	(0.001)	(0.004)
	p-value, clustered	0.230	0.492	0.944	0.632	0.012	0.311
(2)	RD-DiffinDiff, February to June	-0.002	0.000	0.001	0.012	-0.003	-0.003
	SE, robust (N= 924,056)	(0.003)	(0.004)	(0.003)	(0.022)	(0.005)	(0.005)
	p-value, robust	0.542	0.939	0.761	0.579	0.608	0.506
	SE, clustered (N=10)	(0.002)	(0.003)	(0.005)	(0.025)	(0.003)	(0.004)
	p-value, clustered	0.302	0.920	0.837	0.644	0.395	0.396

Panel B: 1986 Expansion in Leave Coverage from 6 to 10 Months (Table 6, Panel B)

		High Track Graduation
(1)	Regression Discontinuity, October to March	0.001
	SE, robust (N= 90,677)	(0.006)
	p-value, robust	0.878
	SE, clustered (N=6)	(0.006)
	p-value, clustered	0.885
(2)	RD-DiffinDiff, October to March	-0.005
	SE, robust (N= 289,937)	(0.007)
	p-value, robust	0.466
	SE, clustered (N=12)	(0.004)
	p-value, clustered	0.281

Panel C: Expansion in Leave Coverage from 18 to 36 Months (Table 6, Panel C)

		low track	medium track	high track
(1)	Regression Discontinuity, October to March	0.003	0.005	-0.008
	SE, robust (N=101,251)	(0.006)	(0.006)	(0.006)
	p-value, robust	0.597	0.461	0.208
	SE, clustered (N=6)	(0.005)	(0.004)	(0.002)**
	p-value, clustered	0.548	0.302	0.015
(2)	RD-DiffinDiff, October to March	0.007	0.001	-0.007
	SE, robust (N= 396,534)	(0.007)	(0.007)	(0.007)
	p-value, robust	0.357	0.913	0.311
	SE, clustered (N=12)	(0.007)	(0.004)	(0.005)
	p-value, clustered	0.366	0.844	0.151

Note: The table compares heteroskedasticity-robust standard errors and clustered at the birth month level for the intention-to-treat regression discontinuity and regression discontinuity-difference-in-difference estimates of the 1979 expansion in leave coverage from 2 to 6 months (Panel A), of the 1986 expansion in leave coverage from 6 to 10 months (Panel B), and of the 1992 expansion in leave coverage from 18 to 36 months (Panel C). Since standard t-values do not apply due to the small number of clusters, we also report p-values. When reporting heteroskedasticity-robust standard errors, we condition on birth month dummies, but we do not do so when reporting clustered standard errors.
*Statistically significant at 0.10 level, ** at 0.05 level, *** at 0.01 level.
Data Source: Panel A: Social Security Records for men and women born between February 1977 and June 1980. Panel B: School Census for Bavaria, Hesse, and Schleswig-Holstein for students born between October 1985 and March 1989 combined with Natal Statistics. Panel C: School Census for Bavaria, Hesse, and Schleswig-Holstein for students born between October 1990 and March 1995.

Table A.2: Difference-in-Difference Estimates, Clustered versus Heteroskedasticity-Robust Standard Errors

Panel A: 1979 Expansion in Leave Coverage from 2 to 6 Months	low	medium	high	years of education	wages	full-time employment
November-October, excluding April and May, birth month dummies	0.0003	-0.0013	0.0008	0.0041	-0.0000	0.0031
SE robust, N=1,809,175	(0.0011)	(0.0014)	(0.0011)	(0.0077)	(0.0018)	(0.0018)
p-value, robust	0.765	0.358	0.441	0.596	0.98	0.121
November-October, excluding April and May, no birth month dummies	0.0004	-0.0013	0.0008	0.0037	0.000	0.003
SE clustered (10 clusters)	(0.0007)	(0.0017)	(0.0012)	(0.0065)	(0.002)	(0.002)
p-value, clustered	0.603	0.472	0.525	0.577	0.918	0.217
Panel B: 1986 Expansion in Leave Coverage from 6 to 10 Months						
			high track graduation			
September-June, excluding December and January, birth month dummies			-0.0006			
SE robust, N=396,993			(0.003)			
p-value, robust			0.841			
September-June, excluding December and January, no birth month dummies			-0.0007			
SE clustered (6 clusters)			(0.003)			
p-value, clustered			0.841			
Panel C: 1992 Expansion in Leave Coverage from 18 to 36 Months						
	low		medium	track choice	high	
July-June, excluding December and January, birth month dummies	0.0043		0.0011		-0.0054	
SE robust, N=684,520	(0.0026)*		(0.0026)		(0.0026)**	
p-value, robust	0.098		0.71		0.046	
July-June, excluding December and January, no birth month dummies	0.0043		0.0010		-0.0052	
SE clustered (6 clusters)	(0.0027)		(0.0032)		(0.0028)*	
p-value, clustered	0.144		0.765		0.097	

Note: The table compares, for our baseline (difference-in-difference) specification, heteroskedasticity-robust standard errors and standard errors clustered at the birth month level for the intention-to-treat estimates of the 1979 expansion in leave coverage from 2 to 6 months (Panel A), of the 1986 expansion in leave coverage from 6 to 10 months (Panel B), and of the 1992 expansion in leave coverage from 18 to 36 months (Panel C). Since standard t-values do not apply due to the small number of clusters, we also report p-values. When reporting heteroskedasticity-robust standard errors, we condition on birth month dummies, but we do not do so when reporting clustered standard errors.

*Statistically significant at 0.10 level, ** at 0.05 level, *** at 0.01 level.

Data Source: Panel A: Social Security Records for men and women born between November 1976 and October 1980. Panel B: School Census for Bavaria, Hesse, and Schleswig-Holstein for students born between September 1985 and June 1989 combined with Natal Statistics. Panel C: School Census for Bavaria, Hesse, and Schleswig-Holstein for students born between July 1990 and June 1995.

Table A.3: Comparison of heteroskedasticity-robust, clustered, and bootstrapped p-values, Intention-to-Treat Estimates, 1992 Expansion in Leave Coverage from 18 to 36 Months (Difference-in-Difference Estimates)

	high track
July-June, excluding December and January, birth month dummies	-0.0054
SE robust, N=684,520	(0.0026)**
p-value, robust	0.046
July-June, excluding December and January, no birth month dummies	-0.0052
SE clustered (6 clusters)	(0.0028)*
p-value, clustered	0.097
p-value, bootstrap	0.054

Note: The table compares, for the 1992 expansion in leave coverage from 18 to 36 months and the outcome high track attendance at age 14, p-values based on heteroskedasticity-robust standard errors and standard errors clustered at the birth month level, as well as p-values based on a wild bootstrap of the test statistics, of the intention-to-treat estimates for our baseline (difference-in-difference) specifications. When reporting heteroskedasticity-robust standard errors, we condition on birth month dummies, but we do not do so when reporting clustered and bootstrapped standard errors. See also Table R.3, Panel C.

Data Source: School Census for Bavaria, Hesse, and Schleswig-Holstein for pupils born between July 1990 and June 1995.