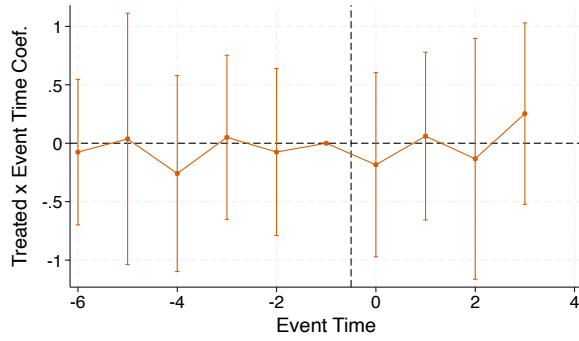


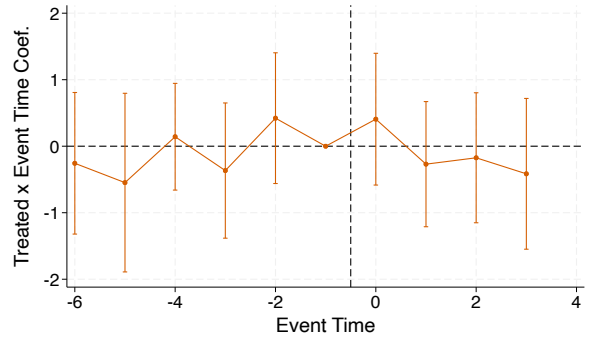
Online Appendices

“The Labor Market Effects of Pregnancy Accommodation Laws” Emily Battaglia and Jessica H. Brown

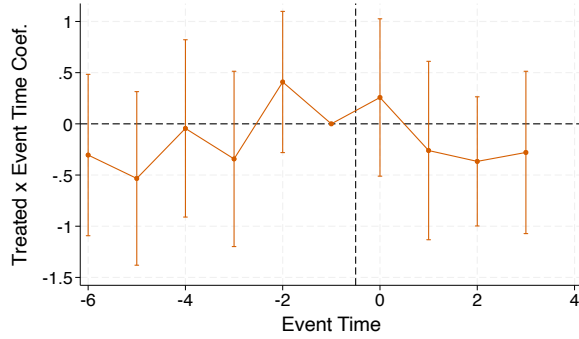
Appendix A Additional Results



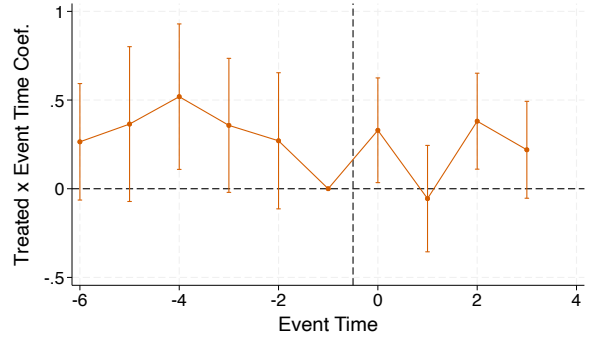
(a) Unemployment



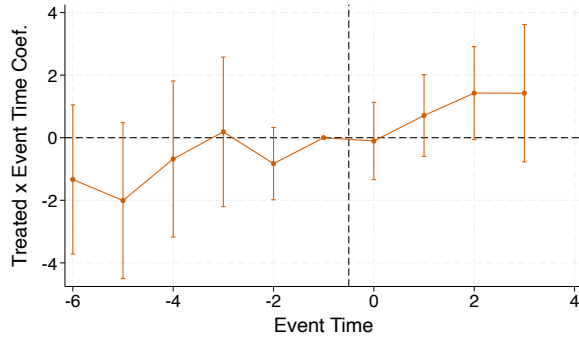
(b) Employment-to-Population Ratio



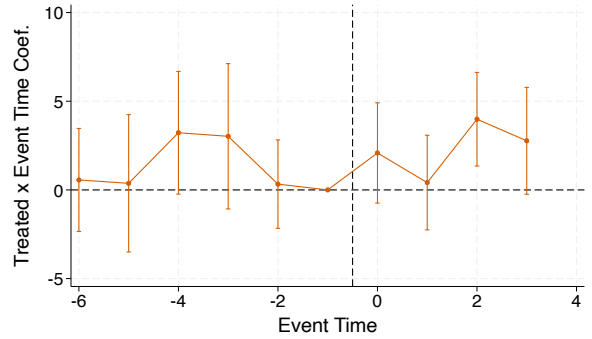
(c) Labor Force Participation



(d) Weeks Worked



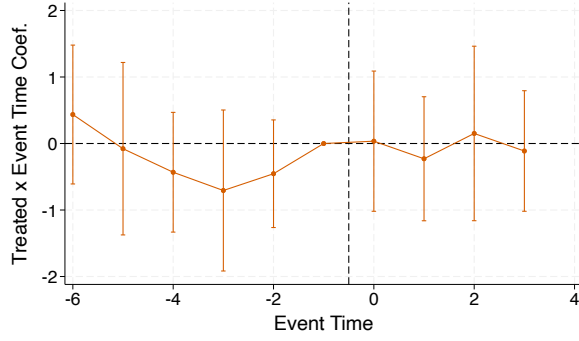
(e) Log of Hourly Wage



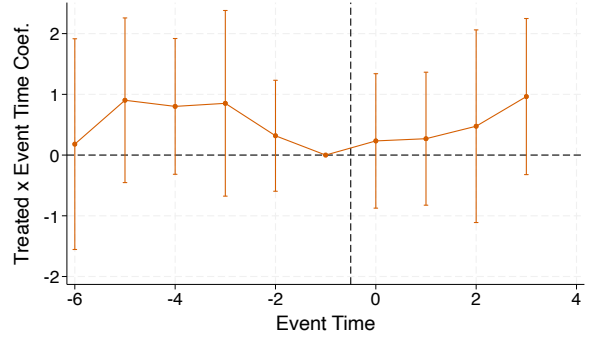
(f) Log of Income

Figure A1: Baseline Male Difference-in-Difference Outcomes

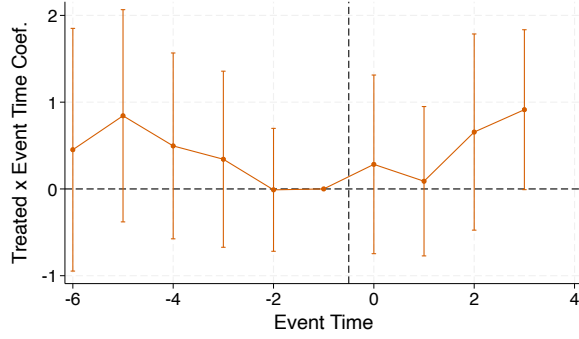
Notes: Figures display results from estimating Equation 2 using data at the state-year level from ACS respondents ages 18 to 44 in survey years 2005 to 2019. All models include the full set of economic, political, and geographic controls. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level, and error bars represent 95% confidence intervals.



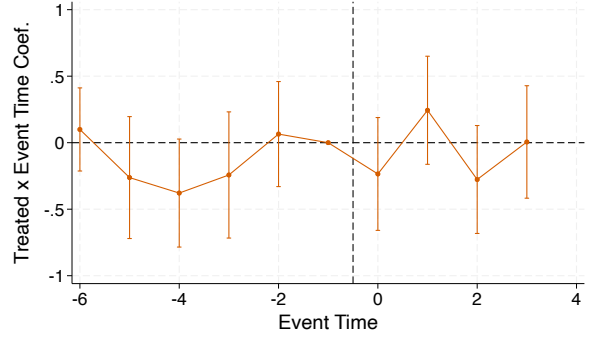
(a) Unemployment



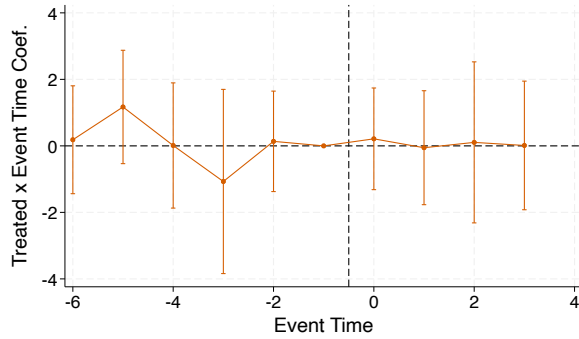
(b) Employment-to-Population Ratio



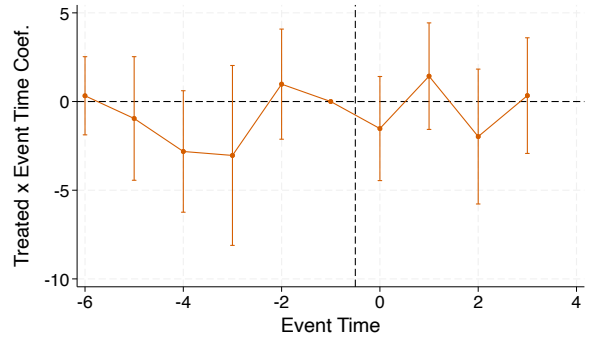
(c) Labor Force Participation



(d) Weeks Worked



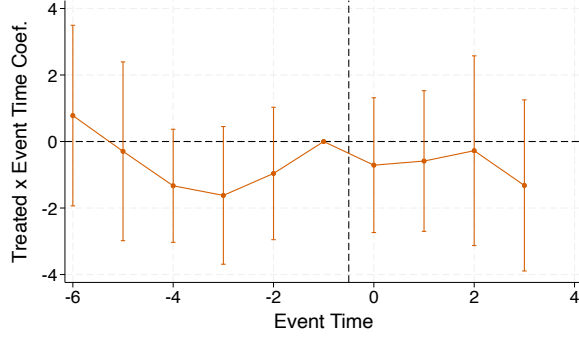
(e) Log of Hourly Wage



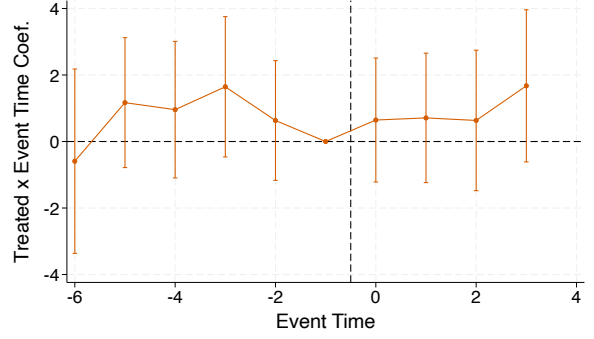
(f) Log of Income

Figure A2: Baseline DDD Outcomes

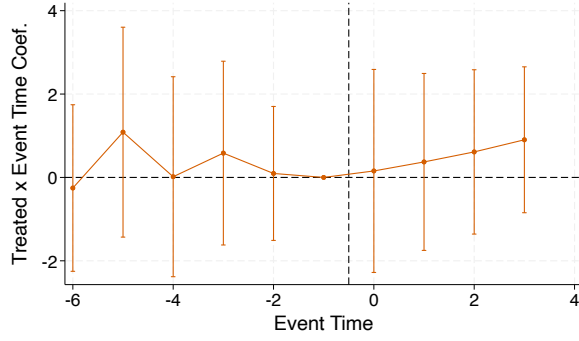
Notes: Figures display results from estimating Equation 2 using data at the state-year level from ACS respondents ages 18 to 44 in survey years 2005 to 2019. Figures represent a triple differences specification, where the dependent variable is the outcome for women minus the outcome for men, that is: $Y_{st} = Y_{st}^f - Y_{st}^m$, where Y_{st}^f is the person-weighted mean of the outcome variable for female respondents living in state s at time t , while Y_{st}^m is the mean for male respondents. All models include the full set of economic, political, and geographic controls. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level, and error bars represent 95% confidence intervals.



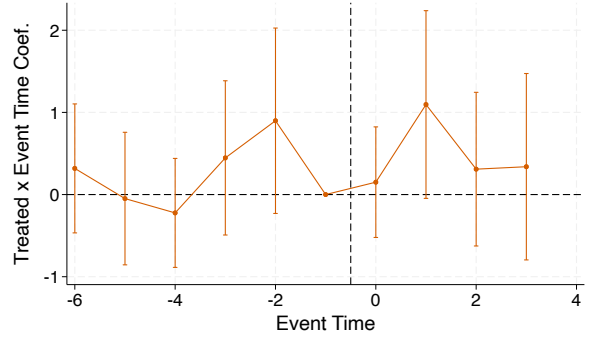
(a) Unemployment



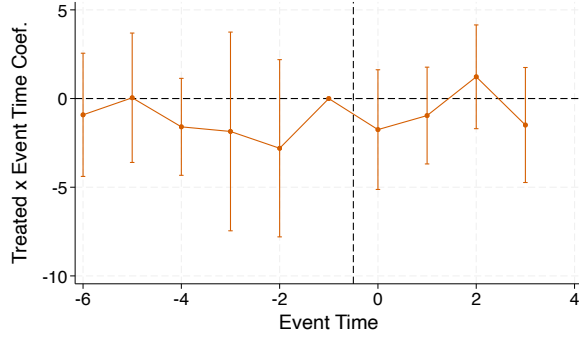
(b) Employment-to-Population Ratio



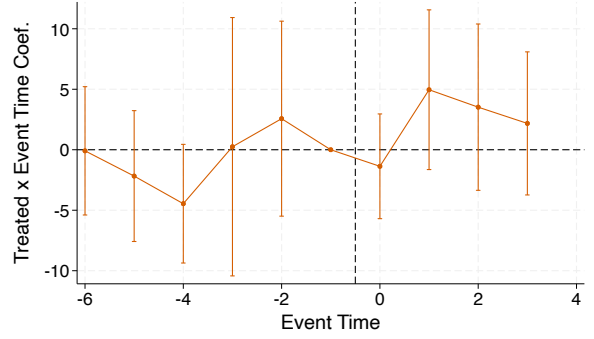
(c) Labor Force Participation



(d) Weeks Worked



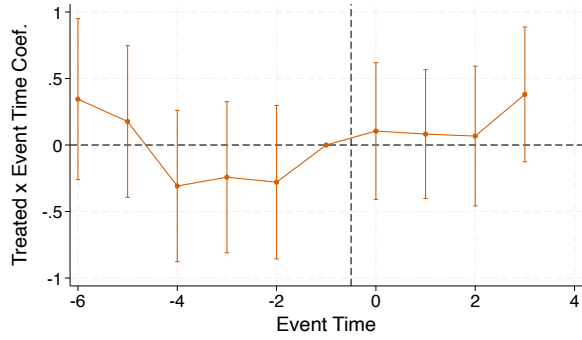
(e) Log of Hourly Wage



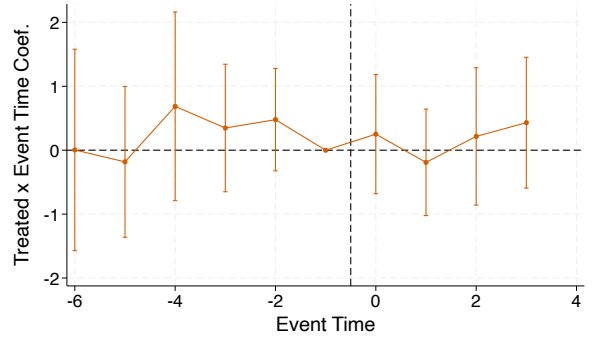
(f) Log of Income

Figure A3: Heterogeneity by Education: DDD Estimates for Low Education

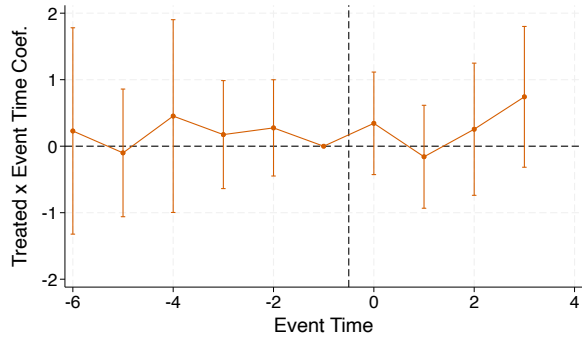
Notes: Figures display results from estimating Equation 2 using data at the state-year level from ACS respondents ages 18 to 44 whose highest level of education at most a high school diploma in survey years 2005 to 2019. Figures represent a triple differences specification, where the dependent variable is the outcome for women minus the outcome for men, that is: $Y_{st} = Y_{st}^f - Y_{st}^m$, where Y_{st}^f is the person-weighted mean of the outcome variable for female respondents living in state s at time t , while Y_{st}^m is the mean for male respondents. All models include the full set of economic, political, and geographic controls. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level, and error bars represent 95% confidence intervals.



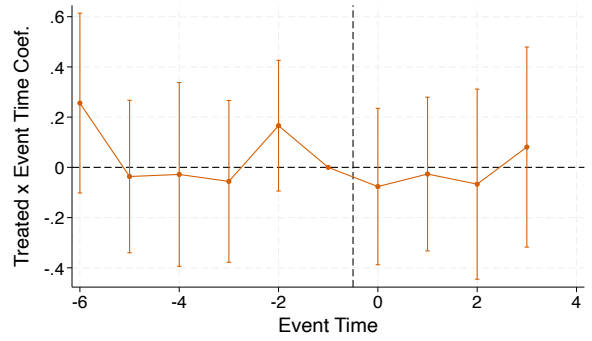
(a) Unemployment



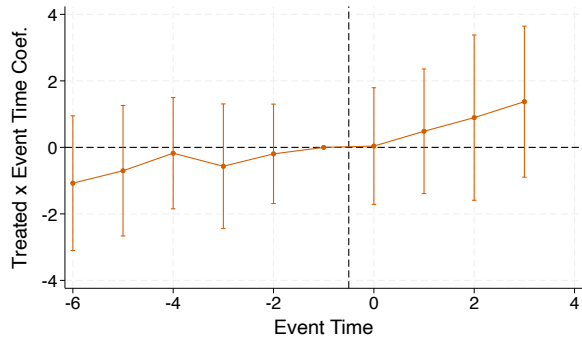
(b) Employment-to-Population Ratio



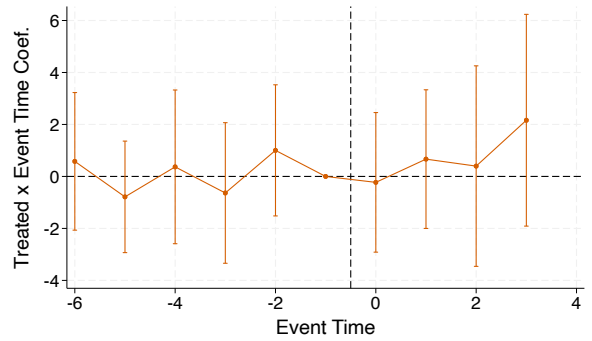
(c) Labor Force Participation



(d) Weeks Worked



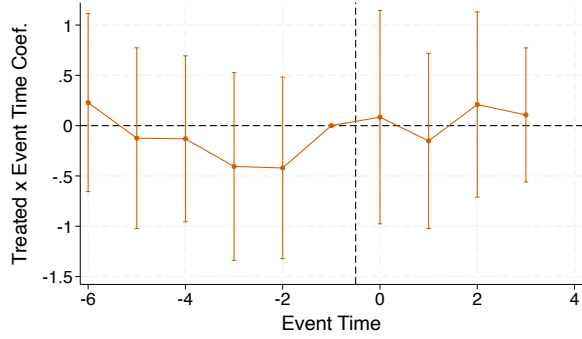
(e) Log of Hourly Wage



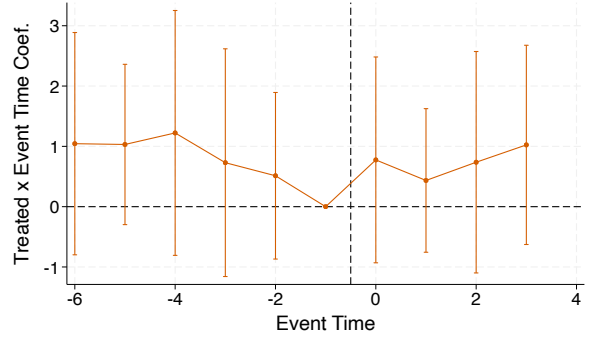
(f) Log of Income

Figure A4: Heterogeneity by Education: DD Estimates for High Education

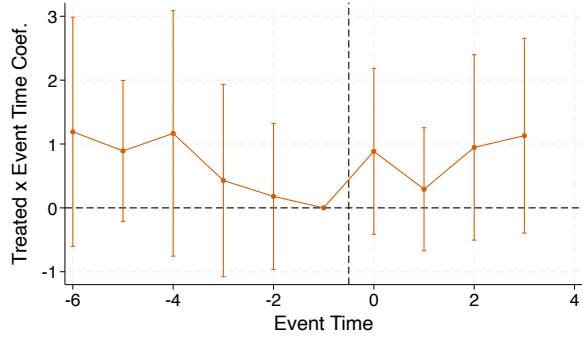
Notes: Figures display results from estimating Equation 2 using data at the state-year level from ACS respondents ages 18 to 44 whose highest level of education is more than a high school diploma in survey years 2005 to 2019. All models include the full set of economic, political, and geographic controls. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level, and error bars represent 95% confidence intervals.



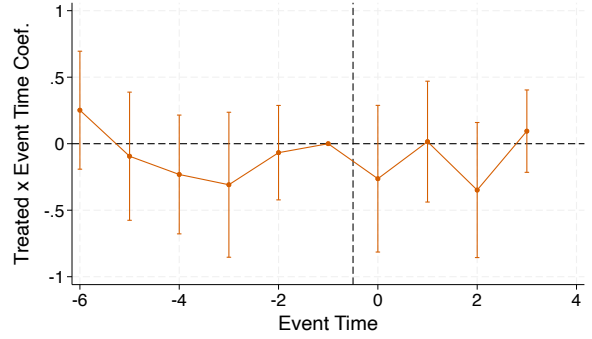
(a) Unemployment



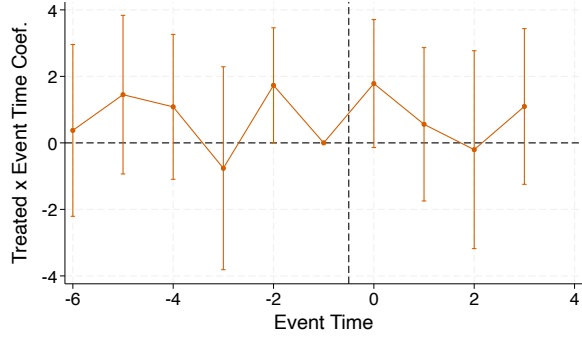
(b) Employment-to-Population Ratio



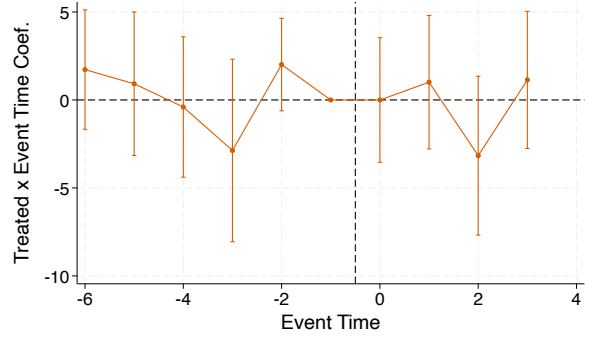
(c) Labor Force Participation



(d) Weeks Worked



(e) Log of Hourly Wage



(f) Log of Income

Figure A5: Heterogeneity by Education: DDD Estimates for High Education

Notes: Figures display results from estimating Equation 2 using data at the state-year level from ACS respondents ages 18 to 44 whose highest level of education more than high school diploma in survey years 2005 to 2019. Figures represent a triple differences specification, where the dependent variable is the outcome for women minus the outcome for men, that is: $Y_{st} = Y_{st}^f - Y_{st}^m$, where Y_{st}^f is the person-weighted mean of the outcome variable for female respondents living in state s at time t , while Y_{st}^m is the mean for male respondents. All models include the full set of economic, political, and geographic controls. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level, and error bars represent 95% confidence intervals.

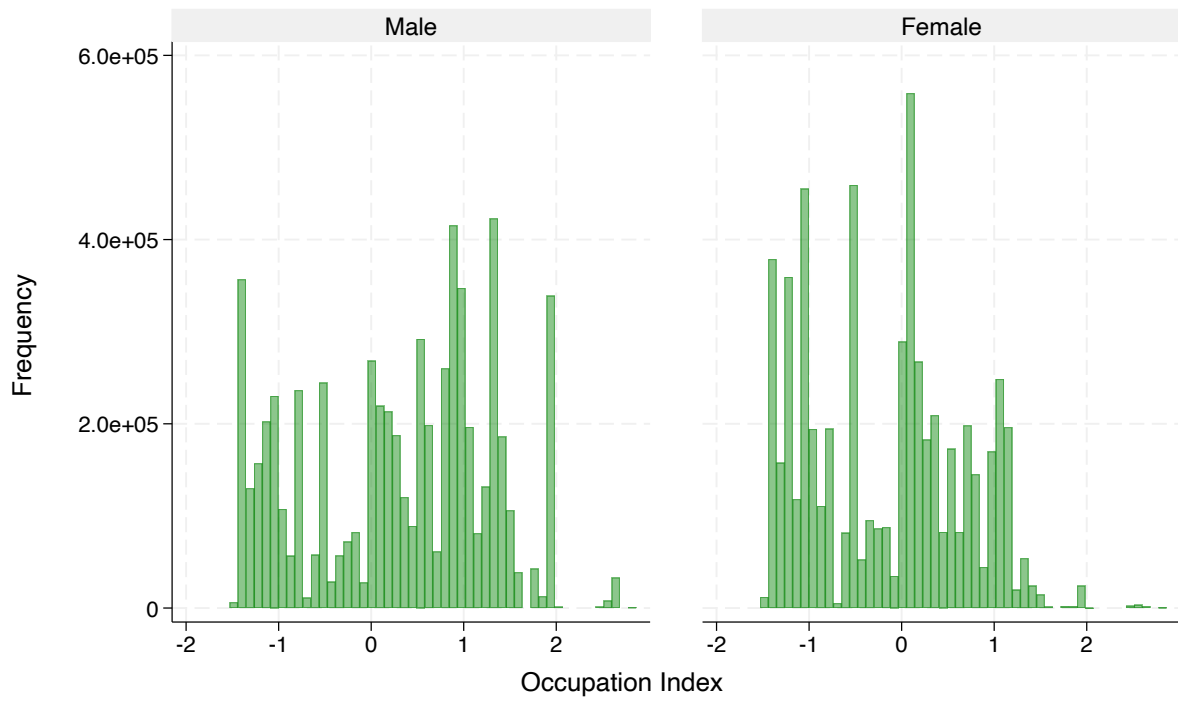
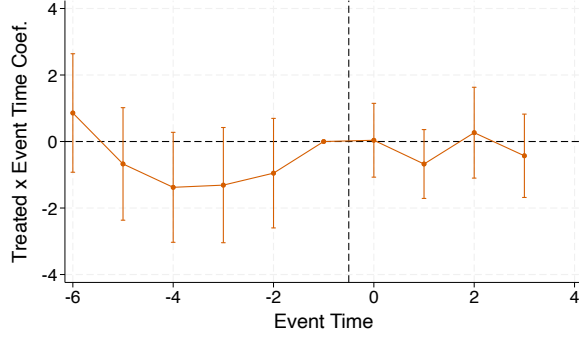
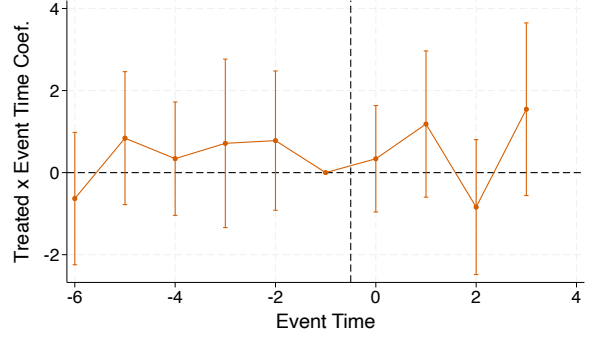


Figure A6: Occupation Physical Abilities Importance Index Distribution

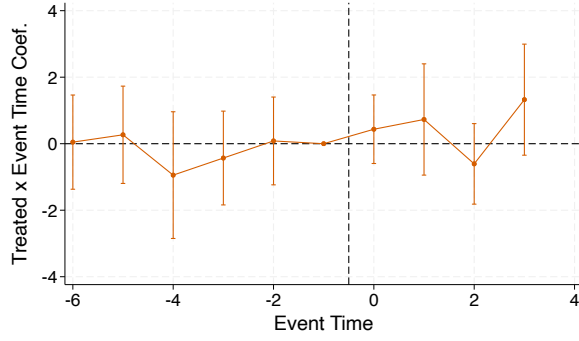
Notes: Figures display the frequency distribution of the importance index for male and female respondents. The index represents the importance of physical abilities to the occupation (either current or most recent) and is standardized to have a mean of zero and a standard deviation of one.



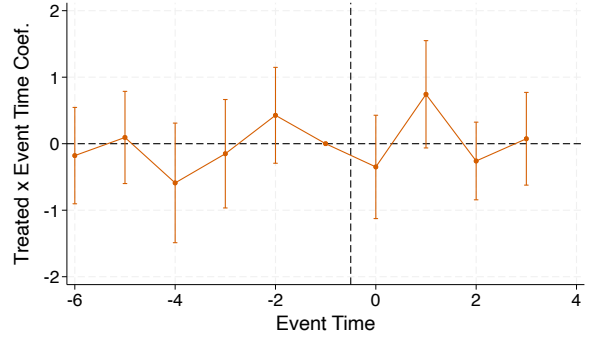
(a) Unemployment



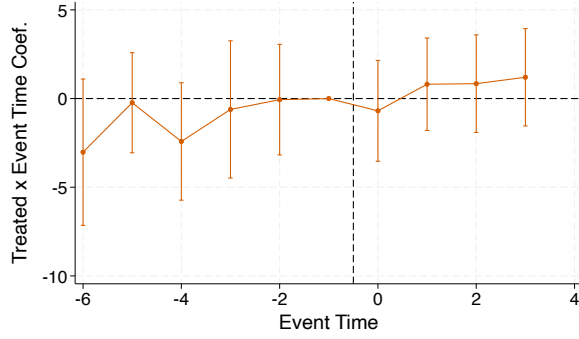
(b) Employment-to-Population Ratio



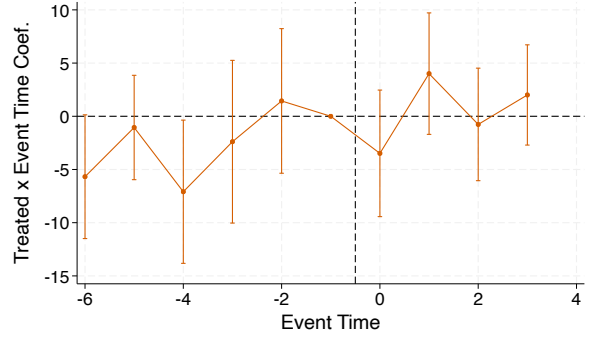
(c) Labor Force Participation



(d) Weeks Worked



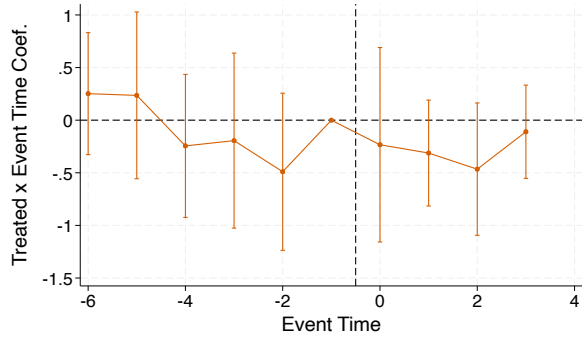
(e) Log of Hourly Wage



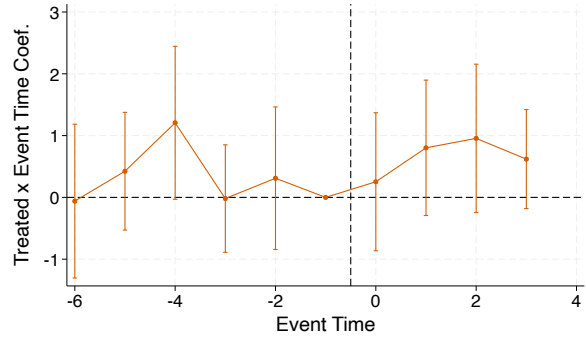
(f) Log of Income

Figure A7: Heterogeneity by Occupation Physical Intensity: DDD Estimates for Above Mean

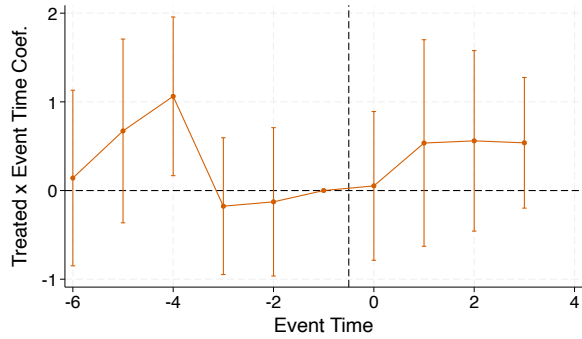
Notes: Figures display results from estimating Equation 2 using data at the state-year level from ACS respondents ages 18 to 44 whose occupation is above the mean physical intensity measure in survey years 2005 to 2019. Figures represent a triple differences specification, where the dependent variable is the outcome for women minus the outcome for men, that is: $Y_{st} = Y_{st}^f - Y_{st}^m$, where Y_{st}^f is the person-weighted mean of the outcome variable for female respondents living in state s at time t , while Y_{st}^m is the mean for male respondents. All models include the full set of economic, political, and geographic controls. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level, and error bars represent 95% confidence intervals.



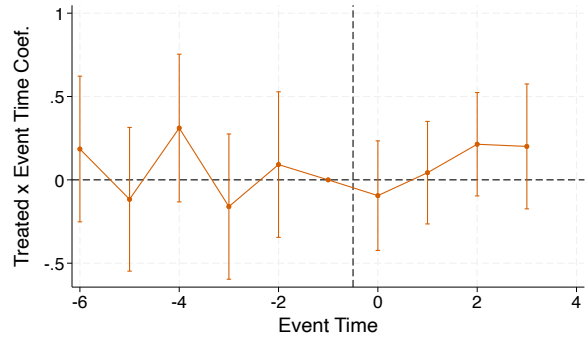
(a) Unemployment



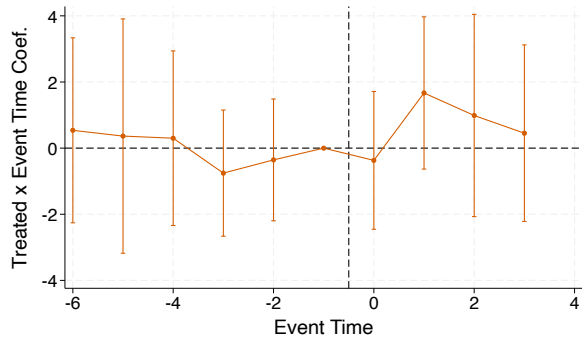
(b) Employment-to-Population Ratio



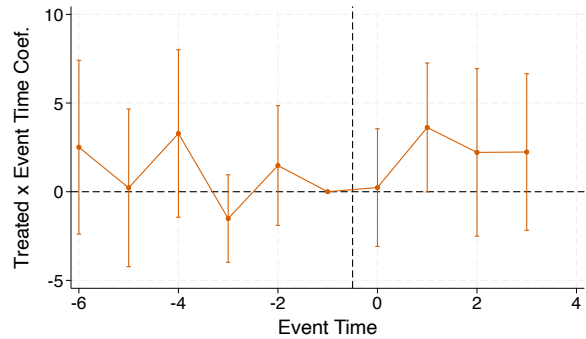
(c) Labor Force Participation



(d) Weeks Worked



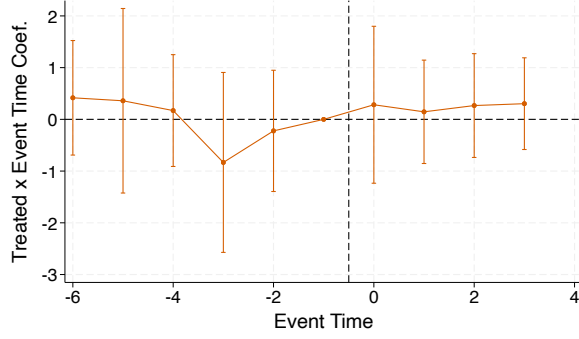
(e) Log of Hourly Wage



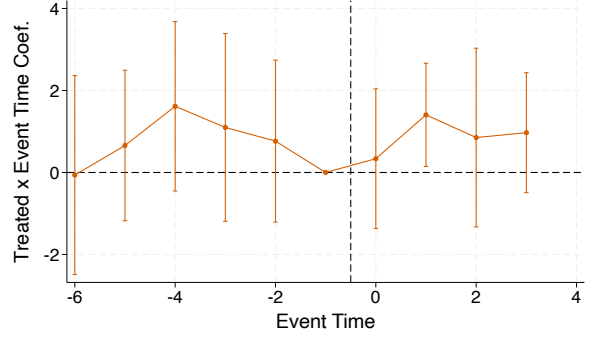
(f) Log of Income

Figure A8: Heterogeneity by Below Mean Occupation: DD Estimates

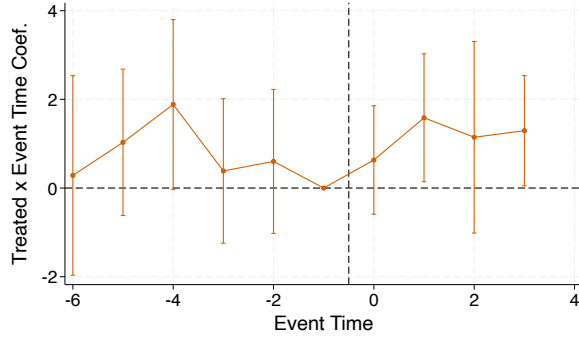
Notes: Figures display results from estimating Equation 2 using data at the state-year level from ACS respondents ages 18 to 44 whose occupation is below mean in physical intensity measure in survey years 2005 to 2019. All models include the full set of economic, political, and geographic controls. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level, and error bars represent 95% confidence intervals.



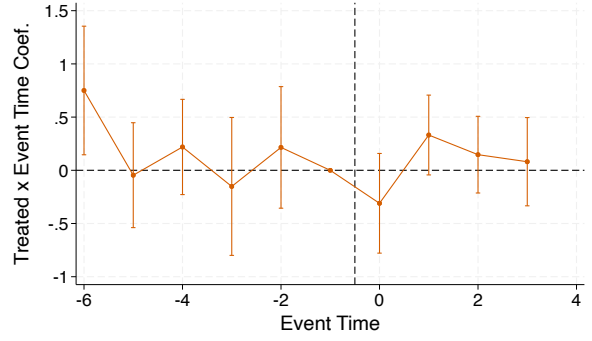
(a) Unemployment



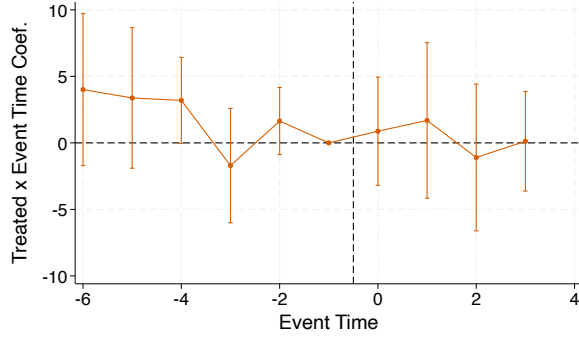
(b) Employment-to-Population Ratio



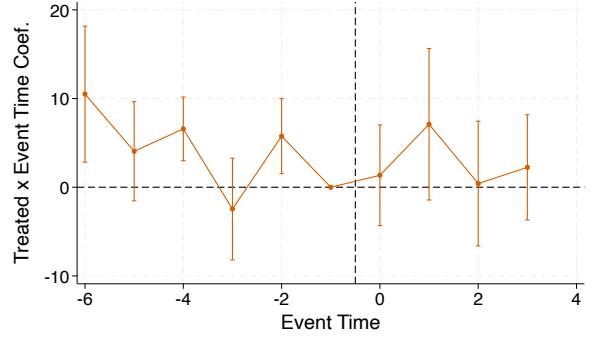
(c) Labor Force Participation



(d) Weeks Worked



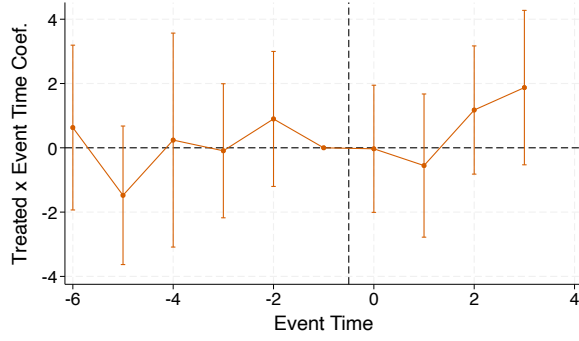
(e) Log of Hourly Wage



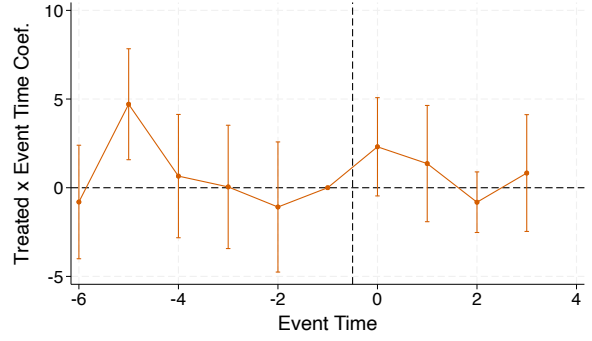
(f) Log of Income

Figure A9: Heterogeneity by Occupation Physical Intensity: DDD Estimates for Below Mean

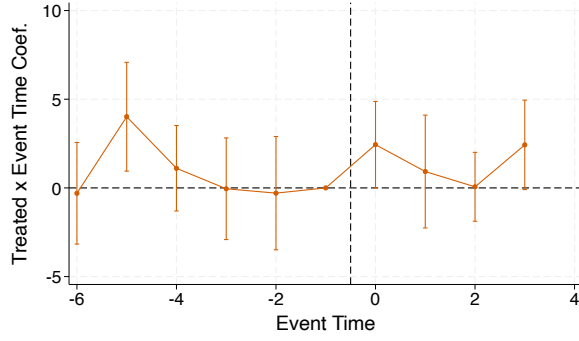
Notes: Figures display results from estimating Equation 2 using data at the state-year level from ACS respondents ages 18 to 44 whose occupation is below the mean physical intensity measure in survey years 2005 to 2019. Figures represent a triple differences specification, where the dependent variable is the outcome for women minus the outcome for men, that is: $Y_{st} = Y_{st}^f - Y_{st}^m$, where Y_{st}^f is the person-weighted mean of the outcome variable for female respondents living in state s at time t , while Y_{st}^m is the mean for male respondents. All models include the full set of economic, political, and geographic controls. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level, and error bars represent 95% confidence intervals.



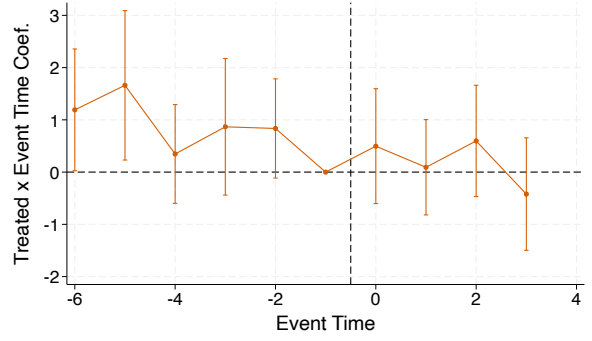
(a) Unemployment



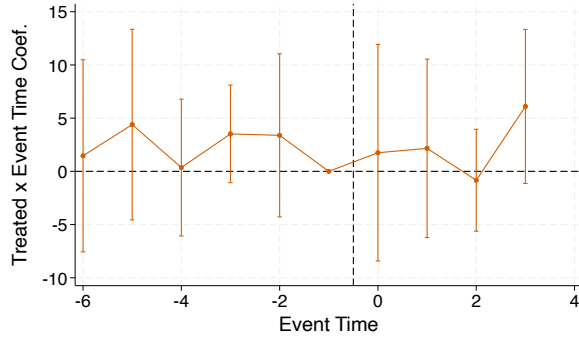
(b) Employment-to-Population Ratio



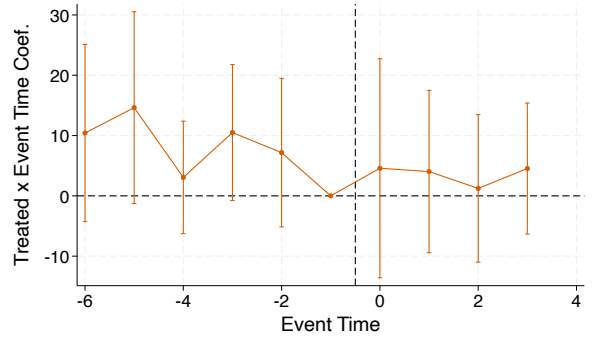
(c) Labor Force Participation



(d) Weeks Worked



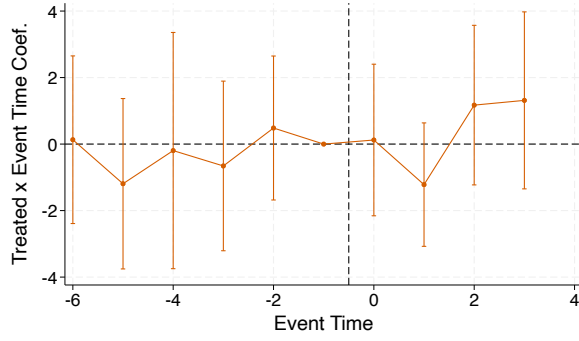
(e) Log of Hourly Wage



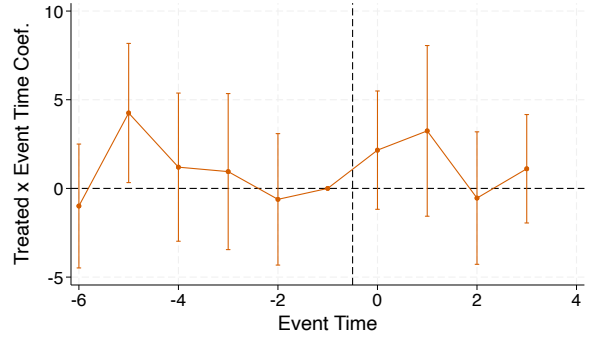
(f) Log of Income

Figure A10: Heterogeneity by 1SD Above Mean Occupation: DD Estimates

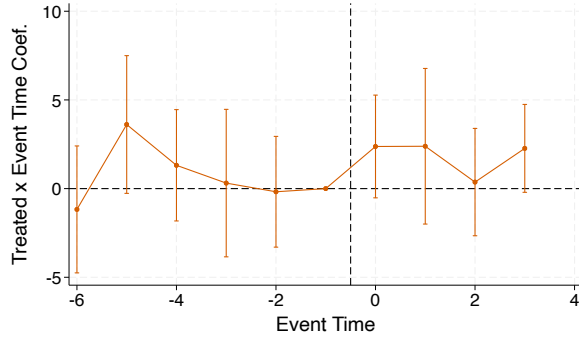
Notes: Figures display results from estimating Equation 2 using data at the state-year level from ACS respondents ages 18 to 44 whose occupation is one standard deviation above mean in physical intensity measure in survey years 2005 to 2019. All models include the full set of economic, political, and geographic controls. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level, and error bars represent 95% confidence intervals.



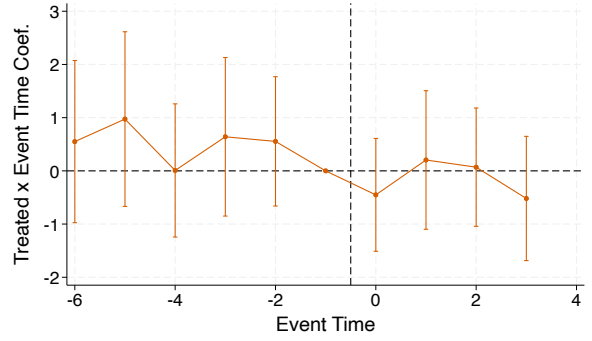
(a) Unemployment



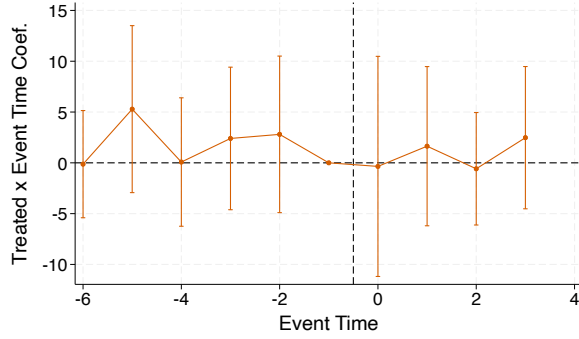
(b) Employment-to-Population Ratio



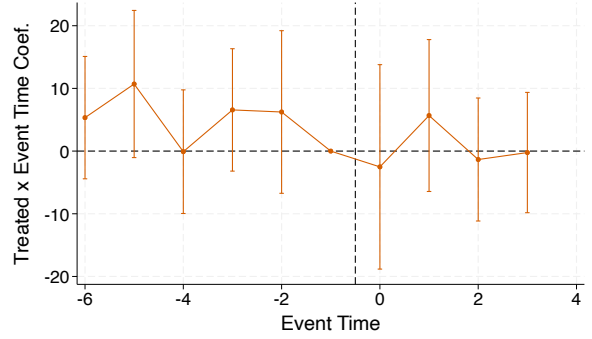
(c) Labor Force Participation



(d) Weeks Worked



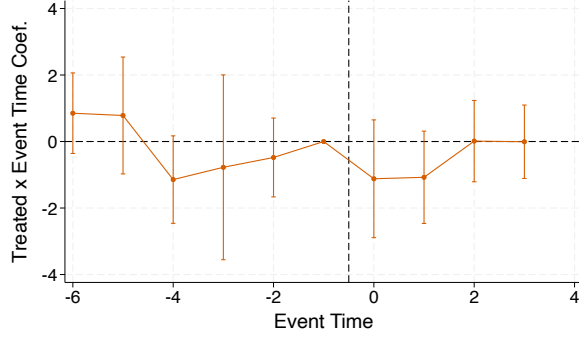
(e) Log of Hourly Wage



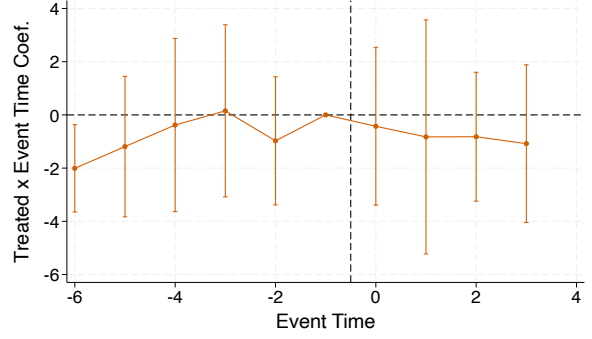
(f) Log of Income

Figure A11: Heterogeneity by Occupation Physical Intensity: DDD Estimates for 1 Standard Deviation Above Mean

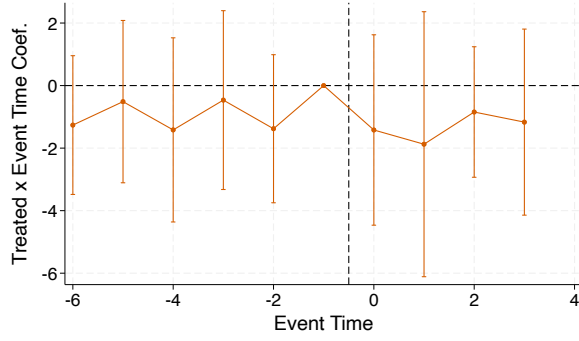
Notes: Figures display results from estimating Equation 2 using data at the state-year level from ACS respondents ages 18 to 44 whose occupation is one standard deviation above the mean physical intensity measure in survey years 2005 to 2019. Figures represent a triple differences specification, where the dependent variable is the outcome for women minus the outcome for men, that is: $Y_{st} = Y_{st}^f - Y_{st}^m$, where Y_{st}^f is the person-weighted mean of the outcome variable for female respondents living in state s at time t , while Y_{st}^m is the mean for male respondents. All models include the full set of economic, political, and geographic controls. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level, and error bars represent 95% confidence intervals.



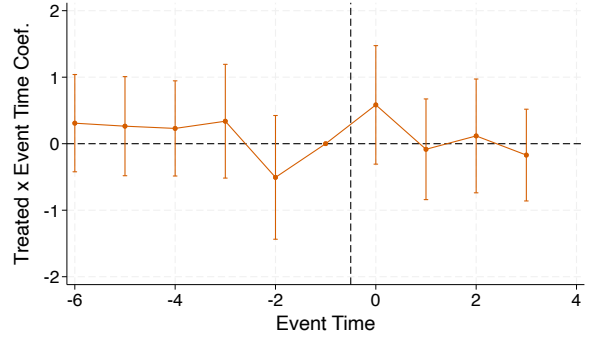
(a) Unemployment



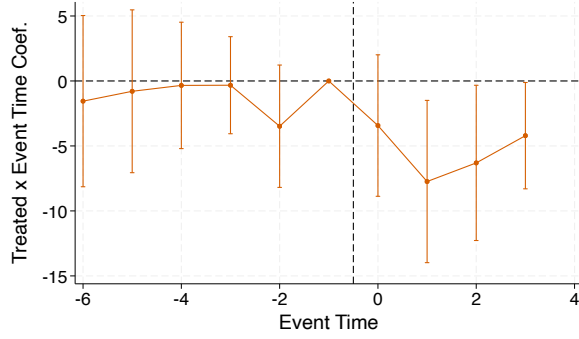
(b) Employment-to-Population Ratio



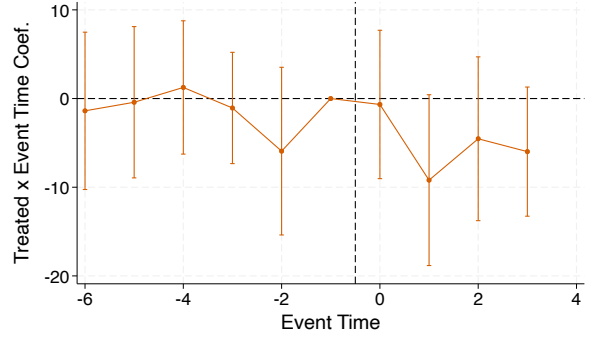
(c) Labor Force Participation



(d) Weeks Worked



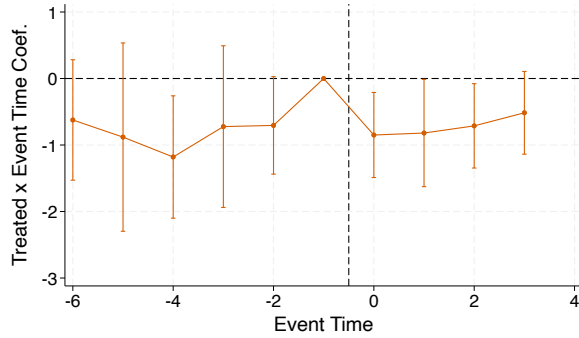
(e) Log of Hourly Wage



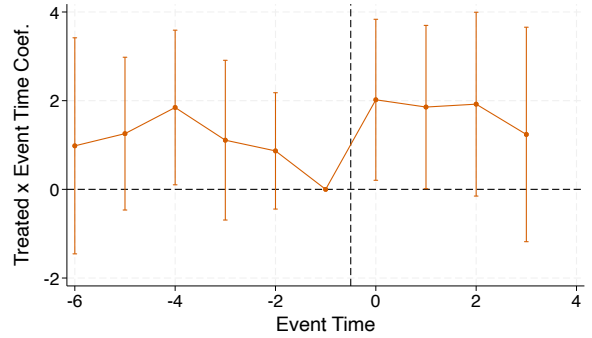
(f) Log of Income

Figure A12: Heterogeneity by Family Structure: DDD Estimates for Married Without Children

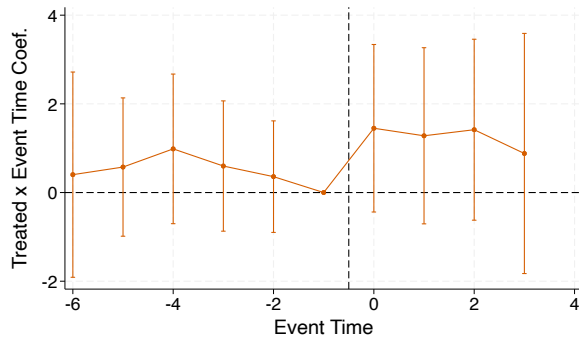
Notes: Figures display results from estimating Equation 2 using data at the state-year level from ACS respondents ages 18 to 44 whose are married without children in survey years 2005 to 2019. Figures represent a triple differences specification, where the dependent variable is the outcome for women minus the outcome for men, that is: $Y_{st} = Y_{st}^f - Y_{st}^m$, where Y_{st}^f is the person-weighted mean of the outcome variable for female respondents living in state s at time t , while Y_{st}^m is the mean for male respondents. All models include the full set of economic, political, and geographic controls. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level, and error bars represent 95% confidence intervals.



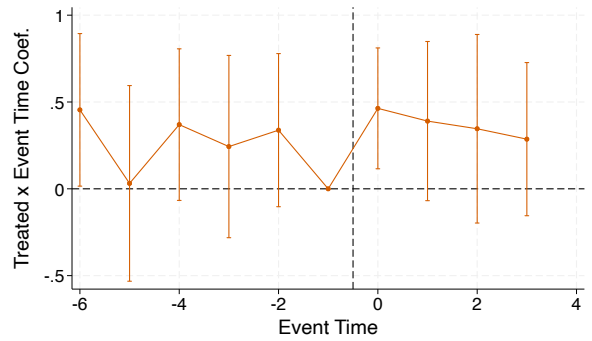
(a) Unemployment



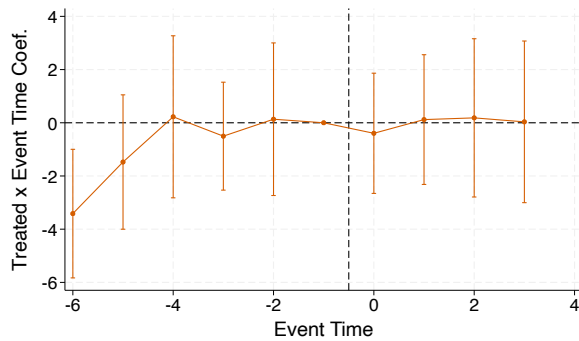
(b) Employment-to-Population Ratio



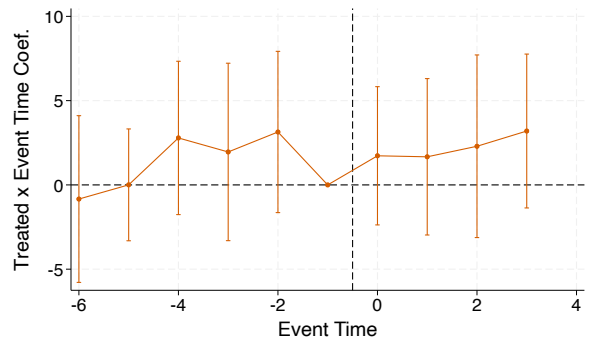
(c) Labor Force Participation



(d) Weeks Worked



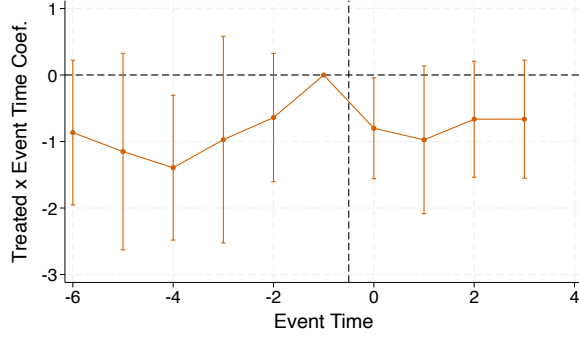
(e) Log of Hourly Wage



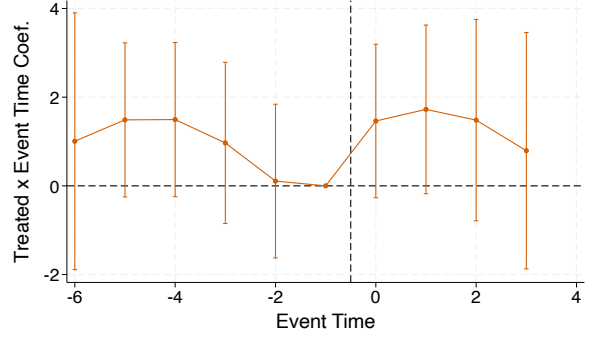
(f) Log of Income

Figure A13: Heterogeneity by Family Structure: DD Estimates for Married With Kids

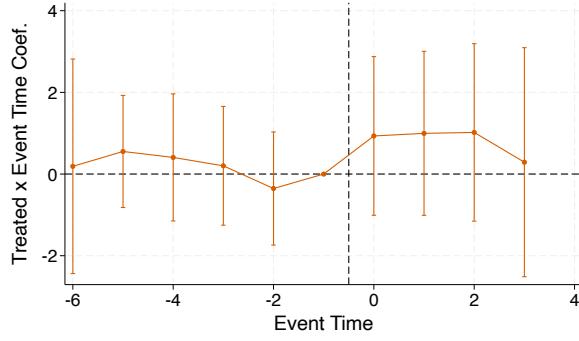
Notes: Figures display results from estimating Equation 2 using data at the state-year level from ACS respondents who are married with children in survey years 2005 to 2019. All models include the full set of economic, political, and geographic controls. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level, and error bars represent 95% confidence intervals.



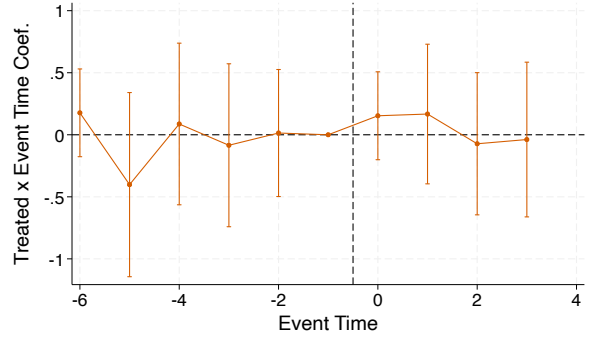
(a) Unemployment



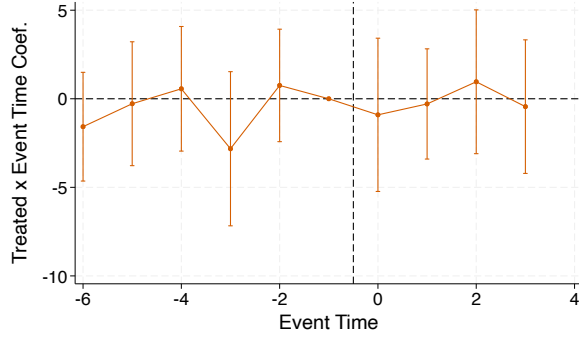
(b) Employment-to-Population Ratio



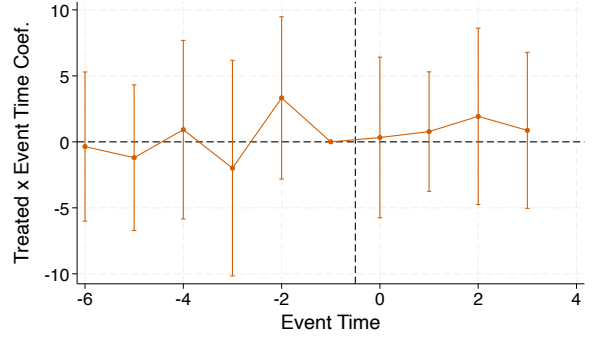
(c) Labor Force Participation



(d) Weeks Worked



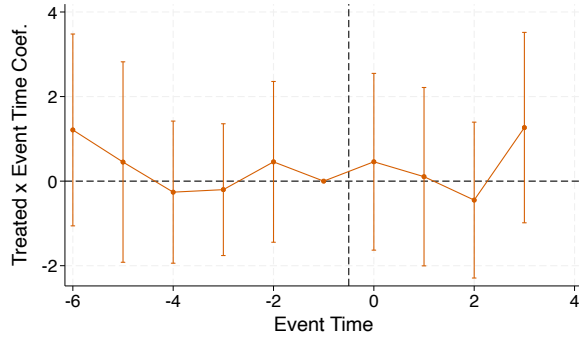
(e) Log of Hourly Wage



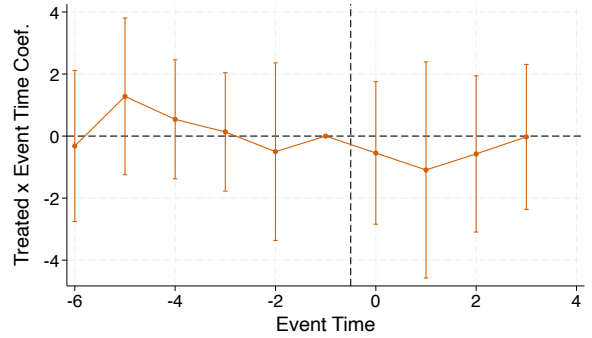
(f) Log of Income

Figure A14: Heterogeneity by Family Structure: DDD Estimates for Married With Children

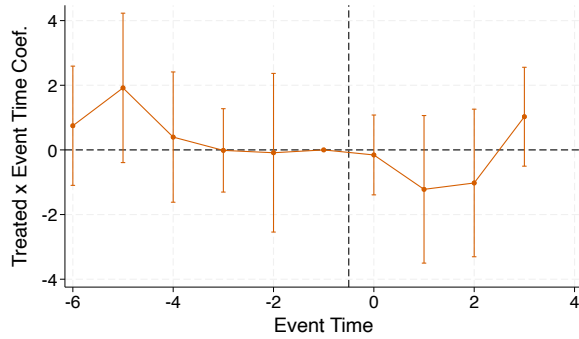
Notes: Figures display results from estimating Equation 2 using data at the state-year level from ACS respondents ages 18 to 44 whose are married with children in survey years 2005 to 2019. Figures represent a triple differences specification, where the dependent variable is the outcome for women minus the outcome for men, that is: $Y_{st}^f = Y_{st}^f - Y_{st}^m$, where Y_{st}^f is the person-weighted mean of the outcome variable for female respondents living in state s at time t , while Y_{st}^m is the mean for male respondents. All models include the full set of economic, political, and geographic controls. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level, and error bars represent 95% confidence intervals.



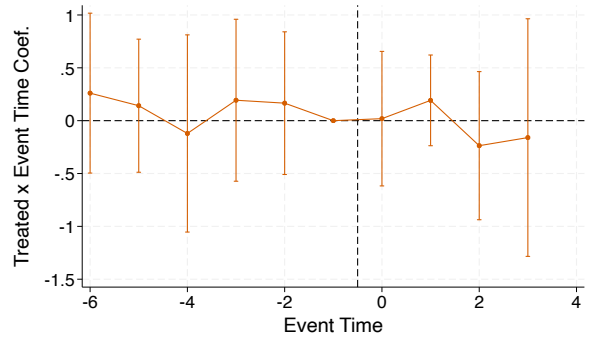
(a) Unemployment



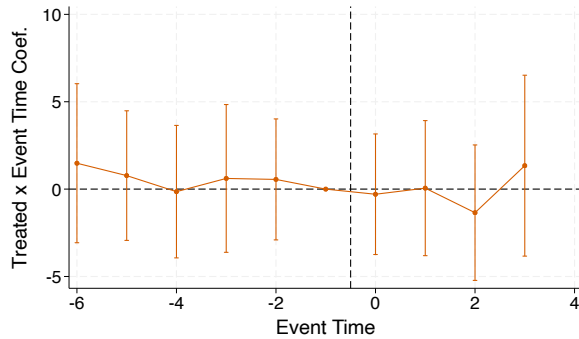
(b) Employment-to-Population Ratio



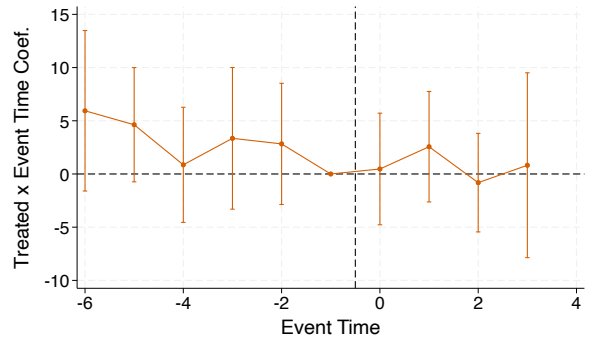
(c) Labor Force Participation



(d) Weeks Worked



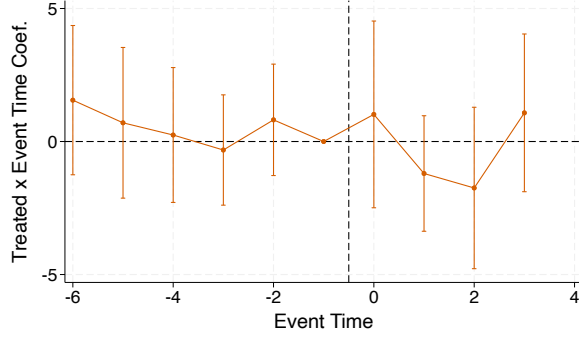
(e) Log of Hourly Wage



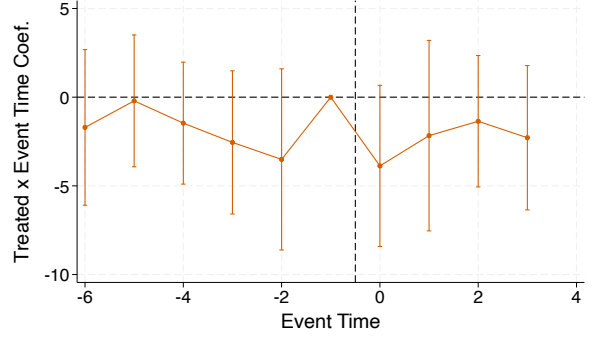
(f) Log of Income

Figure A15: Heterogeneity by Family Structure: DD Estimates for Single With Kids

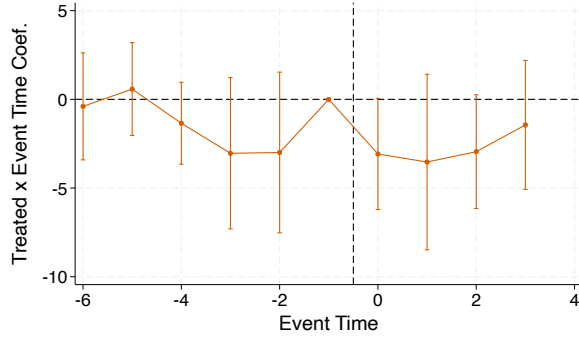
Notes: Figures display results from estimating Equation 2 using data at the state-year level from ACS respondents who are single with children in survey years 2005 to 2019. All models include the full set of economic, political, and geographic controls. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level, and error bars represent 95% confidence intervals.



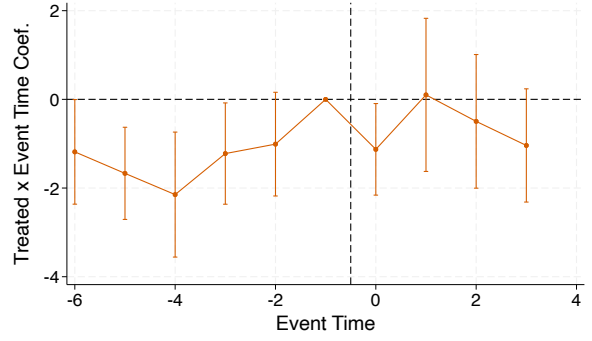
(a) Unemployment



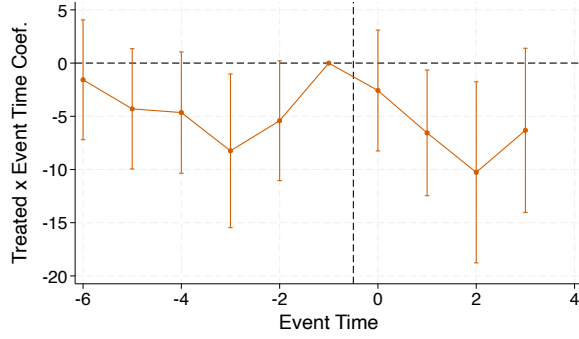
(b) Employment-to-Population Ratio



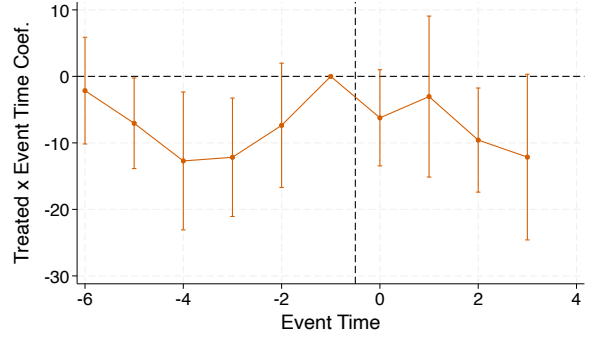
(c) Labor Force Participation



(d) Weeks Worked



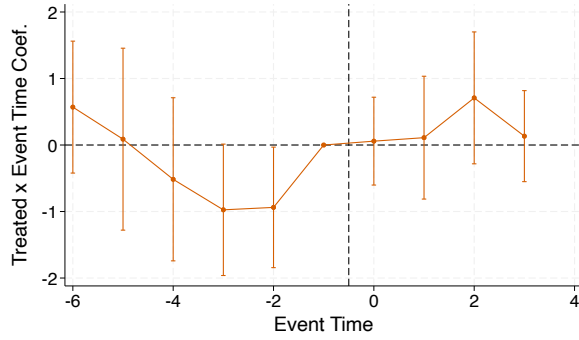
(e) Log of Hourly Wage



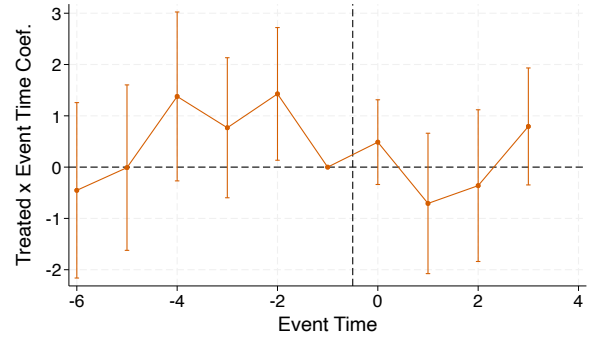
(f) Log of Income

Figure A16: Heterogeneity by Family Structure: DDD Estimates for Single With Children

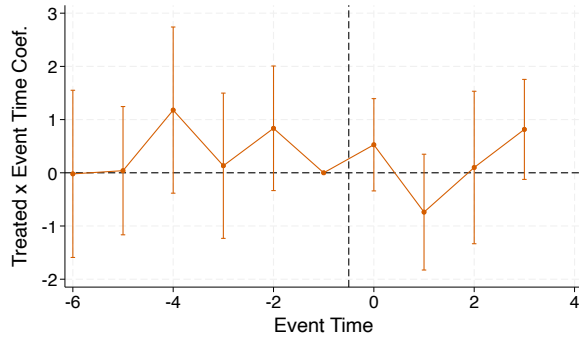
Notes: Figures display results from estimating Equation 2 using data at the state-year level from ACS respondents ages 18 to 44 whose are single with children in survey years 2005 to 2019. Figures represent a triple differences specification, where the dependent variable is the outcome for women minus the outcome for men, that is: $Y_{st} = Y_{st}^f - Y_{st}^m$, where Y_{st}^f is the person-weighted mean of the outcome variable for female respondents living in state s at time t , while Y_{st}^m is the mean for male respondents. All models include the full set of economic, political, and geographic controls. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level, and error bars represent 95% confidence intervals.



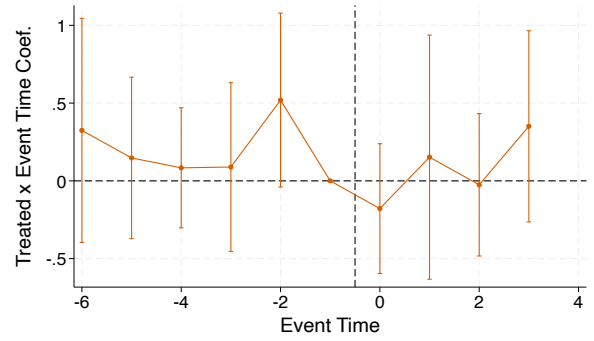
(a) Unemployment



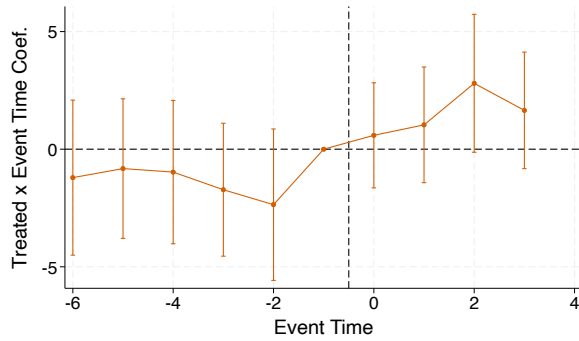
(b) Employment-to-Population Ratio



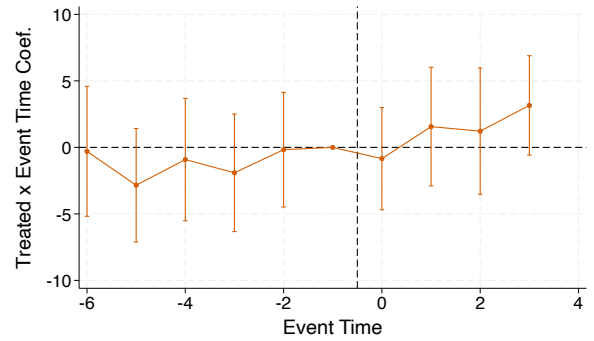
(c) Labor Force Participation



(d) Weeks Worked



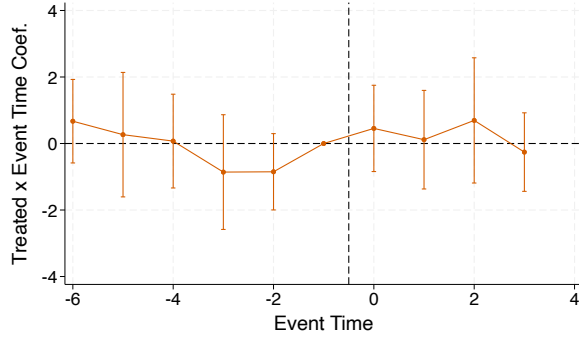
(e) Log of Hourly Wage



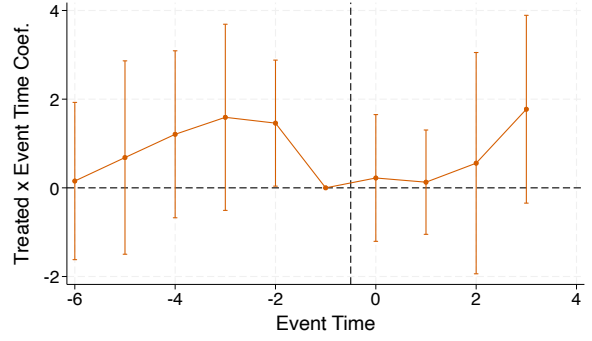
(f) Log of Income

Figure A17: Heterogeneity by Family Structure: DD Estimates for Single Without Kids

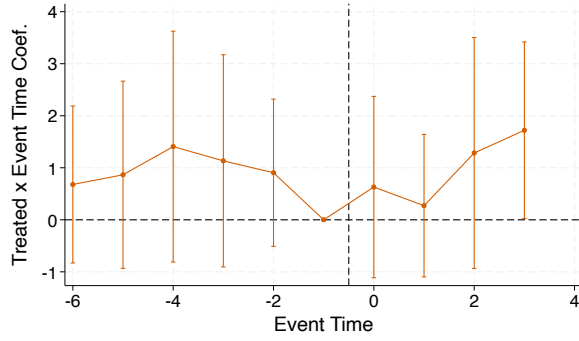
Notes: Figures display results from estimating Equation 2 using data at the state-year level from ACS respondents who are single without children in survey years 2005 to 2019. All models include the full set of economic, political, and geographic controls. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level, and error bars represent 95% confidence intervals.



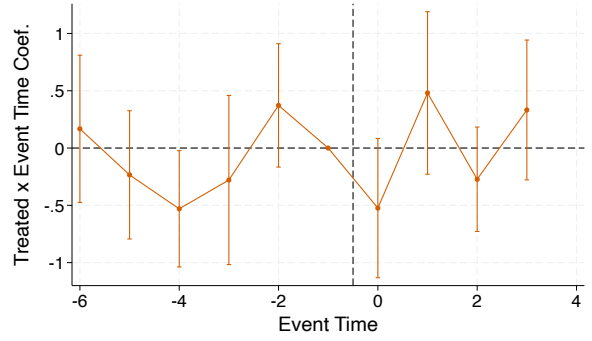
(a) Unemployment



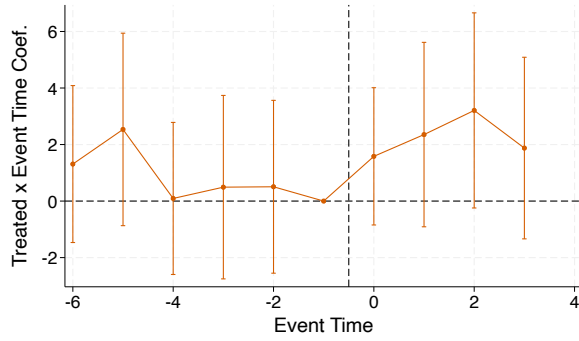
(b) Employment-to-Population Ratio



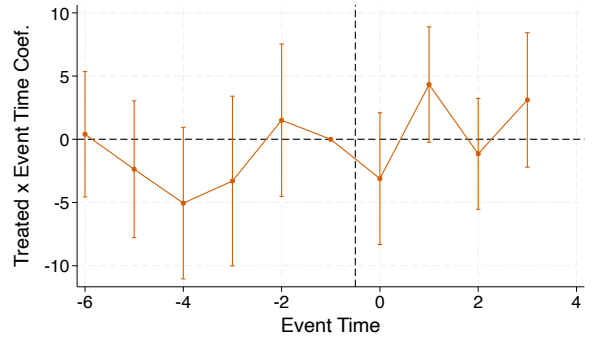
(c) Labor Force Participation



(d) Weeks Worked



(e) Log of Hourly Wage



(f) Log of Income

Figure A18: Heterogeneity by Family Structure: DDD Estimates for Single Without Children

Notes: Figures display results from estimating Equation 2 using data at the state-year level from ACS respondents ages 18 to 44 whose are single without children in survey years 2005 to 2019. Figures represent a triple differences specification, where the dependent variable is the outcome for women minus the outcome for men, that is: $Y_{st} = Y_{st}^f - Y_{st}^m$, where Y_{st}^f is the person-weighted mean of the outcome variable for female respondents living in state s at time t , while Y_{st}^m is the mean for male respondents. All models include the full set of economic, political, and geographic controls. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level, and error bars represent 95% confidence intervals.

Table A1: Importance Index: Example Occupations

Importance Index	Occupation SOC	Occupation Name
4.20 (most physical)	27-2021	Athletes
3.95	33-2011	Firefighters
3.62	39-9031	Personal trainers
2.26	31-9011	Massage therapists
1.16	29-1123	Physical therapists
0.52	39-9011	Childcare workers
0.25	29-1141	Registered nurses
0.00	11-9051	Food service managers
-0.18	41-2010	Cashiers
-0.50	21-1021	Child, Family, and School Social Workers
-1.11	19-3011	Economists
-1.12 (least physical)	13-2011	Accountants and Auditors

Notes: Table displays example occupations and values of the standardized importance index, including the highest and lowest values the index takes on. The importance index measures the importance of physical abilities to the job and is constructed as the standardized sum of the importance of stamina and the four physical strength categories from the O*NET database: $Importance_j = \frac{\sum_i Importance_{ij} - \sum_i Importance_{ik}}{\sigma_{\sum_i Importance_{ik}}}$, where $Importance_{ij}$ is the importance of skill i to occupation j . The measure is standardized to have a mean of zero and standard deviation of one.

Table A2: Robustness of Alternative Estimators in QWI Data

	(1) Log(Employment)	(2) Log(New Hires)	(3) Log(Separations)
Panel A: Stacked Difference-in-Differences			
Treated x Post	0.763 (0.697) [13.662]	0.080 (0.573) [11.823]	0.649 (0.979) [11.915]
Observations	17,146	17,143	17,111
Panel B: Two-Way Fixed Effects			
Treated x Post	0.591 (0.495) [13.662]	0.989 (0.668) [11.823]	0.844 (0.710) [11.915]
Observations	2,252	2,249	2,250
Panel C: Callaway and Sant'Anna			
Treated x Post	0.359 (0.334) [13.662]	0.056 (0.670) [11.823]	1.664* (0.898) [11.915]
Observations	2,132	2,129	2,130
Panel D: Borusyak Et al.			
Treated x Post	0.671** (0.316) [13.662]	0.654 (0.500) [11.823]	0.576 (0.596) [11.915]
Observations	2,132	2,129	2,130
State FE	Yes	Yes	Yes
Year FE	Yes	Yes	Yes

Notes: This table presents results from estimating Equation 1 using alternative difference-in-difference specifications. Data are from the Quarterly Workforce Indicators, and includes all quarters in years 2005 to 2019. Each entry represents a separate regression with the dependent variable specified in the column. The dependent variable is the difference between the male and female outcome, akin to a triple difference specification. All models use data on individuals aged 18-44 with no controls. Panel A presents results using a stacked difference-in-difference design. Panel B presents results using a standard two-way fixed effects regression. Panel C presents results using the method from Callaway and Sant'Anna (2021). Panel D presents results using the method from Borusyak et al. (2024). The treatment group's average of the dependent variable in event time $\tau = -1$ is displayed in brackets. Standard errors are clustered at the state level and reported in parentheses. Stars report statistical significance: *** = p-value < 0.01, ** = p-value < 0.05, * = p-value < 0.1.

Table A3: Effect of Pregnancy Accommodation Laws for High Education (ACS)

	(1) Unemp.	(2) EPOP	(3) LFP	(4) Wks. Worked	(5) Log(Inc.)	(6) Log(H. Wage)
Panel A: DD Model						
Preg. Accom. Law	0.159 (0.216)	0.177 (0.409)	0.296 (0.364)	-0.022 (0.148)	0.750 (1.507)	0.698 (0.925)
Dep. Var. Mean	5.768	75.622	80.250	44.494	9.960	2.751
Observations	2,295	2,295	2,295	2,295	2,295	2,295
Clusters	153	153	153	153	153	153
Panel B: DDD Model						
Preg. Accom. Law	0.062 (0.406)	0.743 (0.723)	0.814 (0.560)	-0.125 (0.188)	-0.255 (1.612)	0.809 (0.938)
Dep. Var. Mean	5.768	75.622	80.250	44.494	9.960	2.751
Observations	2,295	2,295	2,295	2,295	2,295	2,295
Clusters	153	153	153	153	153	153

Notes: This table presents results from estimating Equation 1 using data at the state-year level from ACS respondents ages 18 to 44 whose highest level of education more than a high school degree in survey years 2005 to 2019. Each entry represents a separate regression with the dependent variable specified in the column. Each model includes yearly controls for the state unemployment rate, whether the state has a Republican governor, and the log of population. Each model also includes controls for trends of the 2012 values of the unemployment rate, whether the state has a Republican governor, the log of the 2012 population, and the Census division. Panel A presents the fully controlled difference-in-differences model while Panel B presents the fully controlled triple difference specification. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level and reported in parentheses. Stars report statistical significance: *** = p-value < 0.01, ** = p-value < 0.05, * = p-value < 0.1.

Table A4: Effect of Pregnancy Accommodation Laws for Below Mean Intensity (ACS)

	(1) Unemp.	(2) EPOP	(3) LFP	(4) Wks. Worked	(5) Log(Inc.)	(6) Log(H. Wage)
Panel A: DD Model						
Preg. Accom. Law	-0.280 (0.240)	0.657 (0.429)	0.422 (0.379)	0.091 (0.130)	2.078 (1.538)	0.684 (0.977)
Dep. Var. Mean	4.464	86.053	90.073	45.393	10.159	2.860
Observations	2,295	2,295	2,295	2,295	2,295	2,295
Clusters	153	153	153	153	153	153
Panel B: DDD Model						
Preg. Accom. Law	0.250 (0.496)	0.891 (0.695)	1.164* (0.666)	0.062 (0.132)	2.777 (2.764)	0.399 (2.116)
Dep. Var. Mean	4.464	86.053	90.073	45.393	10.159	2.860
Observations	2,295	2,295	2,295	2,295	2,295	2,295
Clusters	153	153	153	153	153	153

Notes: This table presents results from estimating Equation 1 using data at the state-year level from ACS respondents ages 18 to 44 whose occupation is below the mean physical intensity measure in survey years 2005 to 2019. Each entry represents a separate regression with the dependent variable specified in the column. Each model includes yearly controls for the state unemployment rate, whether the state has a Republican governor, and the log of population. Each model also includes controls for trends of the 2012 values of the unemployment rate, whether the state has a Republican governor, the log of the 2012 population, and the Census division. Panel A presents the fully controlled difference-in-differences model while Panel B presents the fully controlled triple difference specification. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level and reported in parentheses. Stars report statistical significance: *** = p-value < 0.01, ** = p-value < 0.05, * = p-value < 0.1.

Table A5: Effect of Pregnancy Accommodation Laws for One Standard Deviation Above Mean Intensity (ACS)

	(1) Unemp.	(2) EPOP	(3) LFP	(4) Wks. Worked	(5) Log(Inc.)	(6) Log(H. Wage)
Panel A: DD Model						
Preg. Accom. Law	0.616 (0.828)	0.920 (0.931)	1.463* (0.879)	0.191 (0.381)	3.596 (5.926)	2.295 (2.962)
Dep. Var. Mean	8.587	77.995	85.350	41.479	9.283	2.347
Observations	2,295	2,295	2,295	2,295	2,295	2,295
Clusters	153	153	153	153	153	153
Panel B: DDD Model						
Preg. Accom. Law	0.347 (0.879)	1.491 (1.393)	1.850 (1.214)	-0.174 (0.459)	0.393 (4.501)	0.795 (2.615)
Dep. Var. Mean	8.587	77.995	85.350	41.479	9.283	2.347
Observations	2,295	2,295	2,295	2,295	2,295	2,295
Clusters	153	153	153	153	153	153

Notes: This table presents results from estimating Equation 1 using data at the state-year level from ACS respondents ages 18 to 44 whose occupation is one standard deviation above the mean physical intensity measure in survey years 2005 to 2019. Each entry represents a separate regression with the dependent variable specified in the column. Each model includes yearly controls for the state unemployment rate, whether the state has a Republican governor, and the log of population. Each model also includes controls for trends of the 2012 values of the unemployment rate, whether the state has a Republican governor, the log of the 2012 population, and the Census division. Panel A presents the fully controlled difference-in-differences model while Panel B presents the fully controlled triple difference specification. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level and reported in parentheses. Stars report statistical significance: *** = p-value < 0.01, ** = p-value < 0.05, * = p-value < 0.1.

Table A6: Effect of Pregnancy Accommodation Laws for Married with Kids (ACS)

	(1) Unemp.	(2) EPOP	(3) LFP	(4) Wks. Worked	(5) Log(Inc.)	(6) Log(H. Wage)
Panel A: DD Model						
Preg. Accom. Law	-0.724*** (0.226)	1.759** (0.851)	1.257 (0.877)	0.371** (0.179)	2.222 (1.868)	-0.014 (1.069)
Dep. Var. Mean	5.391	66.784	70.615	45.463	10.163	2.903
Observations	2,295	2,295	2,295	2,295	2,295	2,295
Clusters	153	153	153	153	153	153
Panel B: DDD Model						
Preg. Accom. Law	-0.776** (0.347)	1.366 (0.915)	0.810 (0.917)	0.052 (0.214)	0.977 (2.405)	-0.171 (1.347)
Dep. Var. Mean	5.391	66.784	70.615	45.463	10.163	2.903
Observations	2,295	2,295	2,295	2,295	2,295	2,295
Clusters	153	153	153	153	153	153

Notes: This table presents results from estimating Equation 1 using data at the state-year level from ACS respondents ages 18 to 44 who are married with children in survey years 2005 to 2019. Each entry represents a separate regression with the dependent variable specified in the column. Each model includes yearly controls for the state unemployment rate, whether the state has a Republican governor, and the log of population. Each model also includes controls for trends of the 2012 values of the unemployment rate, whether the state has a Republican governor, the log of the 2012 population, and the Census division. Panel A presents the fully controlled difference-in-differences model while Panel B presents the fully controlled triple difference specification. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level and reported in parentheses. Stars report statistical significance: *** = p-value < 0.01, ** = p-value < 0.05, * = p-value < 0.1.

Table A7: Effect of Pregnancy Accommodation Laws for Single with Kids (ACS)

	(1) Unemp.	(2) EPOP	(3) LFP	(4) Wks. Worked	(5) Log(Inc.)	(6) Log(H. Wage)
Panel A: DD Model						
Preg. Accom. Law	0.345 (0.796)	-0.560 (1.118)	-0.343 (0.667)	-0.046 (0.301)	0.760 (2.474)	-0.061 (1.729)
Dep. Var. Mean	11.270	70.890	79.893	44.542	9.778	2.541
Observations	2,295	2,295	2,295	2,295	2,295	2,295
Clusters	153	153	153	153	153	153
Panel B: DDD Model						
Preg. Accom. Law	-0.213 (0.990)	-2.422 (1.867)	-2.751 (1.704)	-0.640 (0.581)	-7.746** (3.298)	-6.431** (2.541)
Dep. Var. Mean	11.270	70.890	79.893	44.542	9.778	2.541
Observations	2,295	2,295	2,295	2,295	2,295	2,295
Clusters	153	153	153	153	153	153

Notes: This table presents results from estimating Equation 1 using data at the state-year level from ACS respondents ages 18 to 44 who are single with children in survey years 2005 to 2019. Each entry represents a separate regression with the dependent variable specified in the column. Each model includes yearly controls for the state unemployment rate, whether the state has a Republican governor, and the log of population. Each model also includes controls for trends of the 2012 values of the unemployment rate, whether the state has a Republican governor, the log of the 2012 population, and the Census division. Panel A presents the fully controlled difference-in-differences model while Panel B presents the fully controlled triple difference specification. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level and reported in parentheses. Stars report statistical significance: *** = p-value < 0.01, ** = p-value < 0.05, * = p-value < 0.1.

Table A8: Effect of Pregnancy Accommodation Laws for Single without Kids (ACS)

	(1) Unemp.	(2) EPOP	(3) LFP	(4) Wks. Worked	(5) Log(Inc.)	(6) Log(H. Wage)
Panel A: DD Model						
Preg. Accom. Law	0.253 (0.279)	0.053 (0.384)	0.176 (0.355)	0.075 (0.233)	1.273 (1.762)	1.519 (1.025)
Dep. Var. Mean	8.774	69.605	76.275	41.788	9.468	2.462
Observations	2,295	2,295	2,295	2,295	2,295	2,295
Clusters	153	153	153	153	153	153
Panel B: DDD Model						
Preg. Accom. Law	0.251 (0.608)	0.670 (0.690)	0.976 (0.740)	0.004 (0.209)	0.796 (1.847)	2.254* (1.329)
Dep. Var. Mean	8.774	69.605	76.275	41.788	9.468	2.462
Observations	2,295	2,295	2,295	2,295	2,295	2,295
Clusters	153	153	153	153	153	153

Notes: This table presents results from estimating Equation 1 using data at the state-year level from ACS respondents ages 18 to 44 who are single without children in survey years 2005 to 2019. Each entry represents a separate regression with the dependent variable specified in the column. Each model includes yearly controls for the state unemployment rate, whether the state has a Republican governor, and the log of population. Each model also includes controls for trends of the 2012 values of the unemployment rate, whether the state has a Republican governor, the log of the 2012 population, and the Census division. Panel A presents the fully controlled difference-in-differences model while Panel B presents the fully controlled triple difference specification. All coefficients, with the exception of those from the weeks worked regression, have been multiplied by 100 to improve readability. Standard errors are clustered at the state level and reported in parentheses. Stars report statistical significance: *** = p-value < 0.01, ** = p-value < 0.05, * = p-value < 0.1.