1. **Table A1.** Descriptive statistics of model covariates measured in year of first registered childbirth, 2003–2013. Sample: Native Norwegians (10 per cent random sample) and Pakistani and Vietnamese descendants with university education and entitled to paid parental leave.

	Native Norwegians	Pakistani descendants	Vietnamese descendants
Age, mean (min/max)	31 (21/40)	29 (20/40)	30 (23/39)
Level of education, %			
Short university education	79	71	67
Long university education	21	29	33
Union state, %			
Married or cohabiting	94	96	94
Parity, mean (min/max)	1.5 (1/7)	1.2 (1/4)	1.1 (1/3)
Income (NOK 1000), mean (min/max)	369 (2/2,604)	350 (5/950)	421 (4/1,054)
Region, %			
Oslo	21	70	33
Large city	21	6	23
Elsewhere in country	59	24	44
Sector at last employment, %			
Private	38	44	51
Public	62	56	49
Weekly working hours at last employment, %			
Part-time (< 37 h)	46	41	29
Full-time (≥ 37 h)	54	59	71
Partner income, %			
Income quartile 1	17	46	16
Income quartile 2	22	18	24
Income quartile 3	25	14	24
Income quartile 4	30	12	24
No partner/ No information registered	6	10	11
Partner employment status, %			
Outside workforce/unemployed	4	19	7
Employed	85	68	78
Self-employed	4	4	3
No partner / No information registered	6	10	11
Endogamy, %	77	84	43

Years, observations/events			
2003–2005	8,388/3,027	87/20	35/11
2006–2008	8,146/3,443	173/62	80/27
2009–2011	6,701/3,000	238/82	102/51
2012–2013	3,747/1,812	185/77	101/52
Individuals, n	13,377	335	172
Observations, n	26,982	683	318
Events, n	11, 282	241	141

Notes: Income was measured in the year prior to childbirth. Events are work entries. Observations are person-rows.

Table A2. Work re-entry following childbirth among majority women and descendants of immigrants from Pakistan and Vietnam. Results of Cox regression. All work entries. Presented as hazard ratios (HR) and [95% CI].

	Model 1		Model 2		Model 3	
Variable	**HR**	**CI**	**HR**	**CI**	**HR**	**CI**
Country of origin (baseline: Native Norwegians)						
Pakistan	0.80**	[0.70 , 0.91]	0.81**	[0.71 , 0.93]	0.84*	[0.72 , 0.98]
Vietnam	1.27**	[1.07 , 1.50]	1.15	[0.97 , 1.36]	1.09	[0.89 , 1.34]
Age			0.97	[0.91 , 1.04]	0.97	[0.91 , 1.04]
Age, squared			1.00	[1.00 , 1.00]	1.00	[1.00 , 1.00]
Union status (baseline: Not married/cohabiting)						
Married/Cohabiting			0.99	[0.73 , 1.34]	0.99	[0.73 , 1.34]
Parity			1.04*	[1.01 , 1.07]	1.04*	[1.01 , 1.07]
Ln(Income)			1.38***	[1.32 , 1.45]	1.38***	[1.32 , 1.45]
Level of education (baseline: Short university education)						
Long university education			1.09*	[1.04 , 1.15]	1.09***	[1.04 , 1.15]
Sector (baseline: Private)						
Public			0.90***	[0.87 , 0.94]	0.90***	[0.87 , 0.94]
Partner employment status, % (baseline: Outside workforce / unemployed						
Employed			1.14**	[1.04 , 1.26]	1.14**	[1.04 , 1.25]

Self-employed	1.00	[0.88 , 1.13]	1.00	[0.88 , 1.13]
No partner / No information registered	1.00	[0.52 , 1.92]	1.01	[0.53 , 1.93]
Partner income, % *(baseline: Income quartile 1)*				
Income quartile 2	1.12***	[1.05 , 1.19]	1.12***	[1.05 , 1.19]
Income quartile 3	1.03	[0.97 , 1.09]	1.03	[0.97 , 1.09]
Income quartile 4	0.99	[0.94 , 1.05]	0.99	[0.94 , 1.05]
No partner / No information registered	0.91	[0.49 , 1.70]	0.91	[0.49 , 1.69]
Endogamy (baseline: Exogamy/ no partner)	1.02	[0.97 , 1.08]	1.02	[0.97 , 1.08]
Interaction terms				
Long university education# Pakistani origin			0.90	[0.67 , 1.20]
Long university education# Vietnamese origin			1.18	[0.83 , 1.68]
N (individuals)	13,884	13,884		13,884
N (person-days)	4,852,398	4,852,398		4,852,398
Number of events (work entries)	11,664	11,664		11,664

Notes: CI=confidence interval. ***p<0.001, **p<0.01, *p<0.05. Models 2 and 3 are stratified by year (2003–2005, 2006–2008, 2009–2011 and 2012–2013), region (Oslo, large city and elsewhere in country) and weekly working hours at last employment (part-time <37 h, full-time ≥37 h). The estimate for level of education violated the proportional-hazards assumption. However, an additional model was specified in which level of education could interact with time. This model showed no major changes in estimates for the other covariates.

Table A3. Work re-entry following childbirth among native Norwegians and descendants of immigrants from Pakistan and Vietnam. Results from Cox regression. All work entries. Presented as hazard ratios (HR) and [95% CI].

	Model 4	
Variable	**HR**	**CI**
Country of origin *(baseline: Native Norwegians)*		
Pakistan	0.81**	[0.71 , 0.93]
Vietnam	1.39***	[1.16 , 1.66]
Age	0.98	[0.91 , 1.04]
Age, squared	1.00	[1.00 , 1.00]
Union status *(baseline: Not married/cohabiting)*		
Married/Cohabiting	0.99	[0.73 , 1.35]
Parity	1.04*	[1.01 , 1.07]
Ln(Income)	1.38***	[1.31, 1.45]

Level of education		
(baseline: Short university education)		
Long university education	1.09***	[1.04 , 1.15]
Sector		
(baseline: Private)		
Public	0.90***	[0.87 , 0.94]
Partner employment status, %		
(baseline: Outside workforce / Unemployed		
Employed	1.14**	[1.04 , 1.25]
Self-employed	1.00	[0.88 , 1.13]
No partner / No information registered	1.00	[0.52 , 1.92]
Partner income, %		
(baseline: Income quartile 1)		
Income quartile 2	1.12***	[1.05 , 1.19]
Income quartile 3	1.03	[0.97 , 1.10]
Income quartile 4	0.99	[0.94 , 1.05]
No partner/ No information registered	0.92	[0.49 , 1.70]
Endogamy (Baseline: Exogamy/ no partner)	1.02	[0.97 , 1.08]
Interaction terms		
Vietnam#Time		
(baseline: Time ≤350 days and Vietnamese origin=1)		
Time>350 days and Vietnamese origin=1	0.39***	[0.24 , 0.64]
N (individuals)	13,884	
N (person-days)	4,852,398	
Number of events (work entries)	11,664	

Notes: CI=confidence interval. ***p<0.001, **p<0.01, *p<0.05. Stratified by year (2003–2005, 2006–2008, 2009–2011 and 2012–2013), region (Oslo, large city and elsewhere in country) and weekly working hours at last employment (part-time <37 h/week, full-time ≥37 h/week). Multiple models with different cut-off times have been specified. When comparing the models using the Akaike information criterion, the model with cut-off after 350 days best fit these data.

Table A4. Work re-entry following childbirth among majority women and descendants of immigrants from Pakistan and Vietnam. Results from Cox regression. Return to full-time versus part-time work. Presented as hazard ratios (HR) and [95% CI].

	Model 5 Return to full-time work		Model 6 Return to part-time work	
Variable	**HR**	**CI**	**HR**	**CI**
Country of origin				
(baseline: Native Norwegians)				
Pakistan	0.87	[0.73 , 1.04]	0.78*	[0.64 , 0.95]
Vietnam	1.48***	[1.22 , 1.81]	0.74	[0.54 , 1.02]
Age	1.05	[0.94 , 1.17]	0.95	[0.87 , 1.04]

	SHR	[95% CI]	SHR	[95% CI]
Age, squared	1.00	[1.00 , 1.00]	1.00	[1.00 , 1.00]
Union status *(baseline: Not married/cohabiting)*				
Married/Cohabiting	1.06	[0.71 , 1.57]	0.88	[0.54 , 1.45]
Ln(Income)	1.60***	[1.48 , 1.73]	1.22***	[1.15 , 1.30]
Parity	0.99	[0.95 , 1.03]	1.07***	[1.03 , 1.11]
Educational level *(baseline: short university education*				
Long university education	1.20***	[1.13 , 1.27]	0.96	[0.88 , 1.03]
Sector (last employment) *(baseline: Private)*				
Public	0.70***	[0.67 , 0.74]	1.19***	[1.12 , 1.27]
Region (baseline: Oslo)				
Large city	0.91*	[0.84 , 0.98]	1.15**	[1.05 , 1.27]
Rest of the country	0.86***	[0.81 , 0.92]	1.27***	[1.18 , 1.38]
Partner employment status, % *(baseline: Outside workforce / Unemployed)*				
Employed	1.14*	[1.00 , 1.30]	1.17*	[1.03 , 1.33]
Self-employed	0.95	[0.79 , 1.13]	1.05	[0.89 , 1.24]
No partner / No information registered	1.24	[0.55 , 2.83]	1.03	[0.34 , 3.13]
Partner income, % *(baseline: Income quartile 1)*				
Income quartile 2	1.04	[0.95 , 1.14]	1.16***	[1.07 , 1.26]
Income quartile 3	0.99	[0.90 , 1.08]	1.05	[0.97 , 1.14]
Income quartile 4	0.94	[0.87 , 1.03]	1.01	[0.93 , 1.10]
No partner / No information registered	0.80	[0.38 , 1.71]	0.78	[0.25 , 2.43]
Endogamy (baseline: Exogamy/ no partner)	1.06	[0.99 , 1.13]	0.99	[0.92 , 1.06]
N (individuals)		13,884		13,884
N (person-days)		4,852,398		4,852,398
Number of events (work entries)		5,474		6,190

Notes: CI=confidence interval. ***p<0.001, **p<0.01, *p<0.05. Stratified by year (2003–2005, 2006–2008, 2009–2011 and 2012–2013) and weekly working hours at last employment (part-time <37 h, full-time ≥37 h). Analyses in which the part-time outcome was further divided into short part-time (0.5–19.5 h) and long part-time (20–36.5 h) were run. However, since few of the descendants of immigrants returned to part-time work, dividing the event of returning to work too narrowly weakened the statistical power, which is more dependent on the number of events in each group than on the overall sample size (Allison, 2014).

Table A5. Work re-entry following childbirth among majority women and descendants of immigrants from Pakistan and Vietnam. Return to full-time versus part-time work. Presented as subhazard ratios (SHR) and [95% CI].

Variable	Return to full-time work		Return to part-time work	
	SHR	CI	SHR	CI
Country of origin *(baseline: Native Norwegians)*				
Pakistan	0.89	[0.73 , 1.07]	0.80*	[0.66 , 0.98]
Vietnam	1.56***	[1.24 , 1.96]	0.63**	[0.45 , 0.89]
Age	1.12*	[1.01 , 1.25]	0.97	[0.89 , 1.05]
Age, squared	1.00	[1.00 , 1.00]	1.00	[1.00 , 1.00]
Union status *(baseline: Not married/cohabiting)*				
Married/Cohabiting	1.07	[0.69 , 1.66]	0.95	[0.59 , 1.54]
Ln(Income)	1.40***	[1.29 , 1.52]	1.04	[0.98 , 1.10]
Parity	0.98	[0.94 , 1.03]	1.08***	[1.04 , 1.12]
Educational level *(baseline: Short university education*				
Long university education	1.21***	[1.14 , 1.29]	0.82***	[0.75 , 0.89]
Sector (last employment) *(Baseline: private)*				
Public	0.63***	[0.59 , 0.66]	1.36***	[1.28 , 1.45]
Weekly working hours at last employment *(baseline: Part-time, <37 h)*				
Full-time (≥37 h)	9.81***	[8.98 , 10.72]	0.16***	[0.15 , 0.17]
Year (baseline: 2003–2005)				
2006–2008	1.07	[0.99 , 1.15]	1.06	[1.00 , 1.13]
2009–2011	1.20***	[1.12 , 1.30]	1.14***	[1.06 , 1.23]
2012–2013	1.51***	[1.38 , 1.66]	1.25***	[1.14 , 1.37]
Region (baseline: Oslo)				
Large city	0.89**	[0.82 , 0.96]	1.21***	[1.11 , 1.33]
Elsewhere in country	0.82***	[0.76 , 0.87]	1.34***	[1.23 , 1.45]
Partner employment status, % *(baseline: Outside workforce / Unemployed)*				
Employed	1.04	[0.92 , 1.19]	1.10	[0.97 , 1.24]
Self-employed	0.85	[0.72 , 1.01]	1.04	[0.89 , 1.22]
No partner / No information registered	1.23	[0.47 , 3.22]	1.20	[0.47 , 3.02]
Partner income, % *(baseline: Income quartile 1)*				
Income quartile 2	0.97	[0.88 , 1.07]	1.13**	[1.04 , 1.22]

Income quartile 3	0.97	[0.88 , 1.06]	1.04	[0.96 , 1.12]
Income quartile 4	0.95	[0.87 , 1.04]	1.03	[0.95 , 1.11]
No partner/ No information registered	0.81	[0.33 , 2.02]	0.72	[0.29 , 1.79]
Endogamy (baseline: Exogamy/ no partner)	1.04	[0.97 , 1.12]	0.97	[0.90 , 1.04]
N (individuals)		13,884		13,884
Number of events (work entries)		5,474		6,190
Number of competing events		6,190		5,474

Notes: CI=confidence interval. ***p<0.001, **p<0.01, *p<0.05.