

Oxford, January 2025

Disclosure Statement

“The Contribution of Employer-Led and Employee-Led Flexibility to the Motherhood Wage Gap”

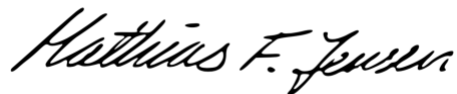
This work was supported by the Independent Research Fund Denmark for financial support through grant number 1058-00011B.

The author declares that he does not hold any positions as officer, director, or board member of relevant non-profit organizations or profit-making entities. None of his close relatives holds such positions.

The author declares that he has no relevant or material financial interests that relate to the research described in the paper.

This research is not human subject research and therefore does not require IRB approval.

Yours sincerely,

A handwritten signature in black ink, reading "Mathias F. Jensen". The script is cursive and fluid, with the first name "Mathias" and last name "Jensen" clearly legible.

Mathias Fjællegaard Jensen
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