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Disclosure Statement

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

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The author is a board member of the Royal Economic Society and European Economic Association but otherwise does not hold any positions as officer, director, or board member of relevant non-profit organizations or profit-making entities. None of her close relatives holds such positions.

The author declares that she 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 that reads "Abi Adams." The signature is written in a cursive, flowing style.

Abi Adams
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