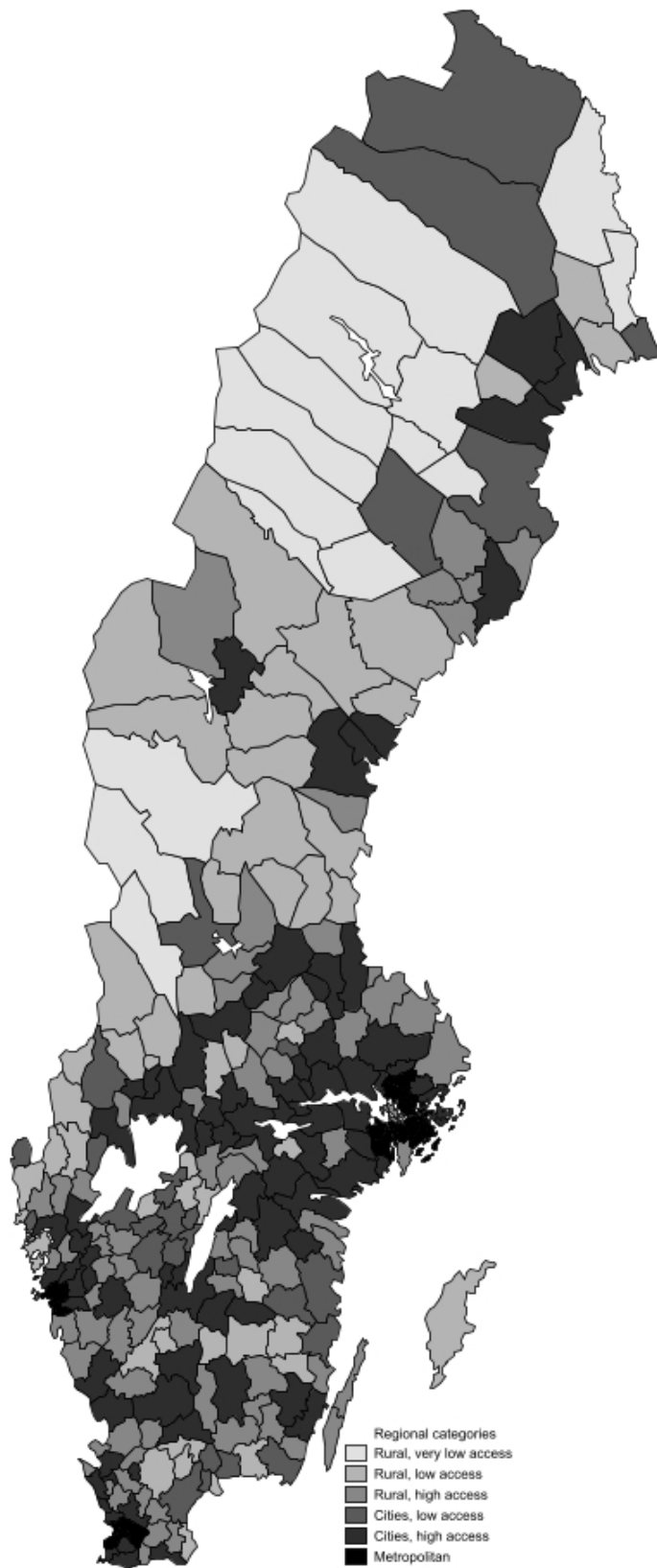


**ONLINE APPENDIX**

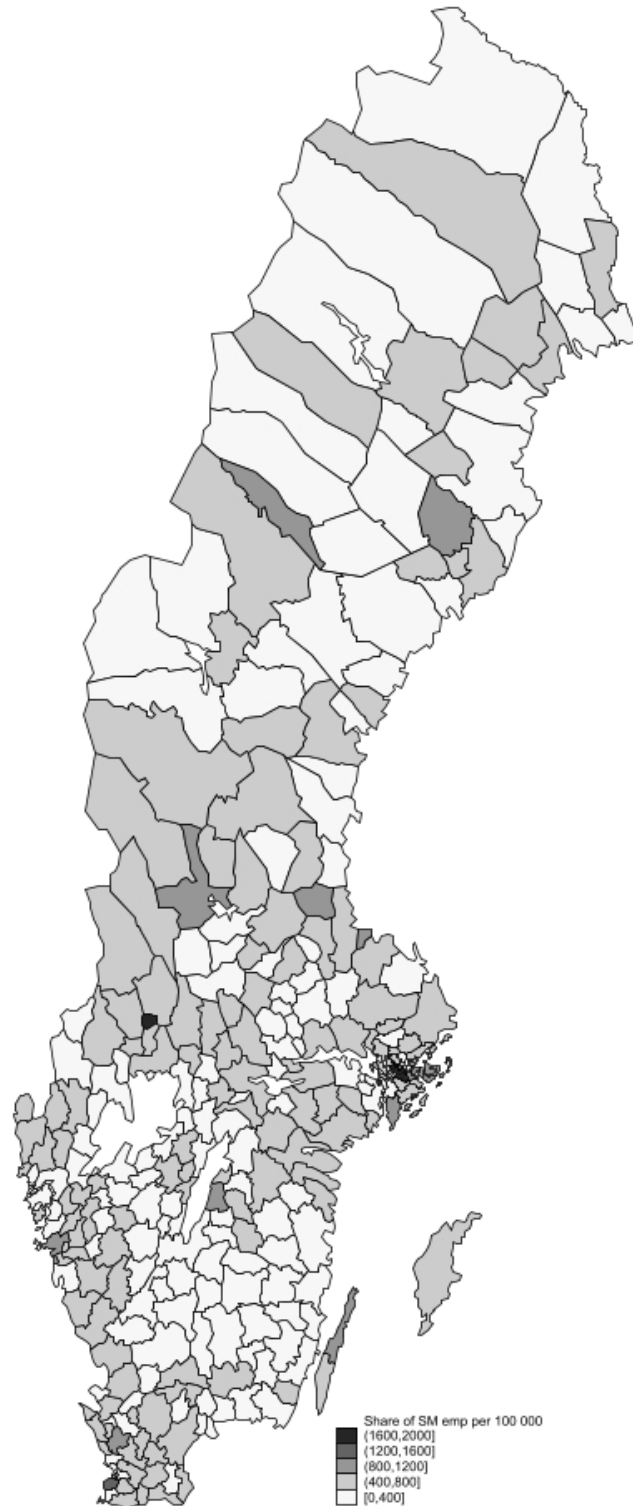
**Sexual Orientation and Multiple Job Holding:  
Evidence from Swedish Administrative Data**

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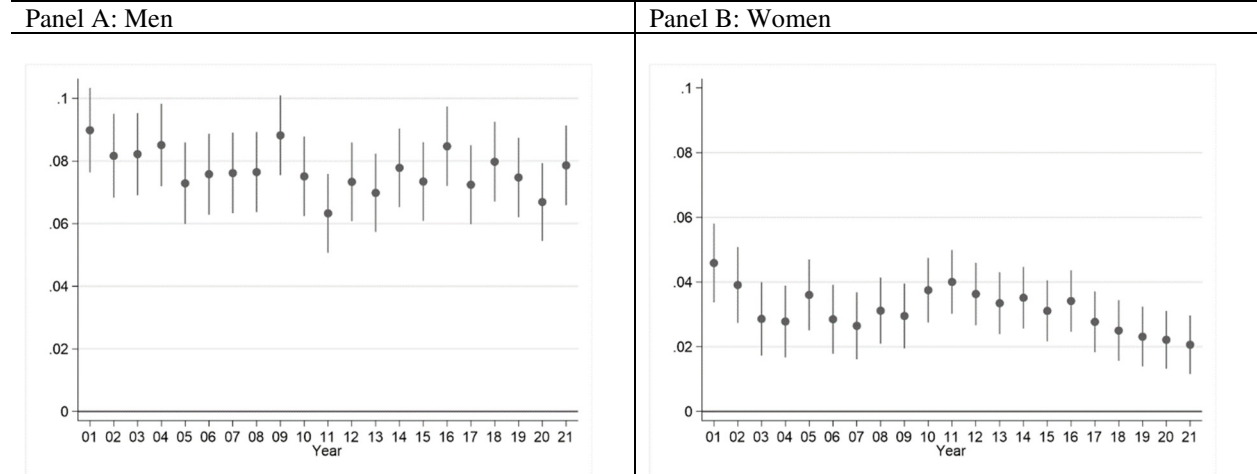
**Appendix Figure A1: Population Areas in Sweden**



**Appendix Figure A2: Share of Sexual Minority Employees (per 100,000) of the Total Employed Population, by Municipalities in 2021**

Notes: This figure shows the share of sexual minority employees relative to all 18-65 employees by municipality. The individuals whom we do not know sexual orientation are excluded from this sample.

**Appendix Figure A3: The Role of Macroeconomic Uncertainty in Explaining the Higher Likelihood of Multiple Job Holding Among Sexual Minority Individuals**



See Table 2. Each legend refers to a unique specification. Specifications are based on Column 4 of Table 2. The bars represent 95% confidence intervals.

**Appendix Table A1: Detailed Description of Data and Variables**

Variables	Description
Multiple job holding	Dummy variable that takes the value 1 if the individual has at least 2 employers, and 0 otherwise.
Primary and secondary jobs	Primary job is the position that generates the highest labor income and the secondary job is the one with the second highest labor income.
Ever-in same-sex legal union	Dummy variable that takes the value 1 if the individual has ever been in a same-sex legal union, and 0 otherwise.
Age	Continuous variable that is equal to the individual age.
Childbearing	Dummy variable that takes the value 1 if the individual has at least one child under 18 years old, and 0 otherwise.
Currently in legal union	Dummy variable that takes the value 1 if the individual is in legal union (married or in a registered partnership) at year t, and 0 otherwise.
Divorced already	Dummy variable that takes the value 1 if the individual has previously separated from a legal union (divorced or separated from registered partnership), and 0 otherwise.
Educational categories	Categorical variable that takes the value:
Less than primary education	Dummy variable that takes the value 1 if the individual's highest educational achievement is less than primary education, and 0 otherwise.
Primary education	Dummy variable that takes the value 1 if the individual's highest educational achievement is primary education, and 0 otherwise.
Uncompleted secondary school education	Dummy variable that takes the value 1 if the individual's highest educational achievement is secondary education (less than 2 years), and 0 otherwise.
Completed secondary education	Dummy variable that takes the value 1 if the individual's highest educational achievement is secondary education (3 years), and 0 otherwise.
More than secondary education, but less than a bachelor's degree	Dummy variable that takes the value 1 if the individual's highest educational achievement is more than secondary education (less than 2 years), and 0 otherwise.
Bachelor's degree	Dummy variable that takes the value 1 if the individual's highest educational achievement is bachelor level, and 0 otherwise.
Advanced degree	Dummy variable that takes the value 1 if the individual's highest educational achievement is doctoral or licentiate, and 0 otherwise.
Other/unknown education	Dummy variable that takes the value 1 if the individual's highest educational achievement is unknown, and 0 otherwise.
Firms	Variable indicating the identification number of all firms.
Firm size	Variable indicating the number of employees.
Immigration background	Dummy variable that takes the value 1 if the individual is not born in Sweden or the individual's two parents are immigrants, and 0 otherwise.
Industry two-digits	Categorical variable that classifies worker's firms into 87 distinct categories based on their respective industries (e.g., accommodation; food beverage service activities; retail; wholesale trade, except from motor vehicles and motorcycles; education; creative, arts and entertainment activities; sports activities and amusement and recreation activities).
Industry one-digit: Agriculture	Dummy variable that takes the value 1 if the individual is mainly working in the agricultural industry, and 0 otherwise.
Construction	Dummy variable that takes the value 1 if the individual is mainly working in the construction industry, and 0 otherwise.
Healthcare	Dummy variable that takes the value 1 if the individual is mainly working in the healthcare industry, and 0 otherwise.
Manufacturing	Dummy variable that takes the value 1 if the individual is mainly working in the manufacturing industry, and 0 otherwise.
Public sectors and administration	Dummy variable that takes the value 1 if the individual is mainly working in the public sector or administration sector, and 0 otherwise.

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Service	Dummy variable that takes the value 1 if the individual is mainly working in the service industry, and 0 otherwise.
Other sectors	Dummy variable that takes the value 1 if the individual is mainly not working in the agricultural, construction, healthcare, manufacturing, public administration, service industry, and 0 otherwise.
Occupation	Categorical variable of the worker's occupation (e.g., legislators, chief executives, senior government officials, managers, high-skilled workers, clerks, technicians, armed forces).
Municipality population	Continuous variable representing the adult municipality population in which the individual is living.
Regional category Metropolitan	Categorical variable that takes the value: Dummy variable that takes the value 1 if located in municipalities with less than 20% of their population in rural areas and a total population of at least 500,000 in adjacent municipalities.
Cities with high access	Dummy variable that takes the value 1 if located in other municipalities outside metropolitan with less than 50% of their population in rural areas and at least 50% of their population having less than a 45-minute journey to an agglomeration with at least 50,000 inhabitants.
Rural areas with high access	Dummy variable that takes the value 1 if located in municipalities with at least 50% of their population in rural areas and at least 50% of their population having less than a 45-minute journey to an agglomeration with at least 50,000 inhabitants.
Rural areas with low access	Dummy variable that takes the value 1 if located in municipalities with at least 50% of their population in rural areas and less than 50% of their population having less than a 45-minute journey to an agglomeration with at least 50,000 inhabitants.
Rural areas with very low access	Dummy variable that takes the value 1 if located in a municipalities with their entire population in rural areas and with at least an average 90-minute journey to an agglomeration with at least 50,000 inhabitants.
Net wealth	Continuous variable: total market value net wealth of the individual is the sum of the total market value financial assets (bank account balance; interest, mixed and equity funds; shares, quoted options; bonds; domestic and foreign endowment insurance; and securities) and the sum of real estate assets (houses, agricultural, industrial, domestic, foreign, land properties) of the individual minus the total market value debt (mortgage, individual, and student debt) of the individual. The variable is denominated in SEK. The wealth variable exists from 1999 and was discontinued after the wealth tax repeal in 2007, as financial institutions were no longer obliged to report individuals' assets and liabilities to the tax authorities.

**Appendix Table A2: Gender Differences in Labor Market Outcomes in Sweden for Individuals Aged 18-65**

	(1) <b>Women</b>	(2) <b>Men</b>
<b>Full population</b>		
Employed	0.798	0.775
Number of unique individuals	4,430,224	4,657,432
<b>Employed population</b>		
Has multiple jobs in a year	0.274	0.274
Average annual labor income in SEK (1€~10SEK)	241,843	322,114
Firm size	9,989	5,128
Agricultural	0.005	0.013
Manufacturing	0.068	0.196
Construction	0.010	0.103
Service	0.325	0.430
Healthcare	0.286	0.080
Administration and public sectors	0.263	0.124
Other sectors	0.043	0.054
Number of unique individuals	3,867,030	4,110,976

Author calculations from Sweden population register from 2001 to 2021.

**Appendix Table A3: Sexual Minority Status and Likelihood of Multiple Job Holding, Expanded Set of Coefficient Estimates from Table 2**

	(1) <b>Women</b>	(2) <b>Men</b>
Ever in a legal same-sex union	0.030*** (0.001)	0.076*** (0.001)
Age	-0.014*** (0.000)	-0.015*** (0.000)
Age <sup>2</sup>	0.000*** (0.000)	0.000*** (0.000)
Immigration background	0.001*** (0.000)	0.016*** (0.000)
Currently in legal union	-0.037*** (0.000)	-0.003*** (0.000)
Childbearing	-0.040*** (0.000)	-0.014*** (0.000)
Less than primary education	-0.019*** (0.000)	-0.035*** (0.000)
Primary education	-0.012*** (0.000)	-0.016*** (0.000)
Completed secondary education	0.022*** (0.000)	0.004*** (0.000)
More than secondary education, but less than a bachelor's degree	0.032*** (0.000)	0.013*** (0.000)
Bachelor's degree	0.035*** (0.000)	0.036*** (0.000)
Advanced degree	0.183*** (0.001)	0.168*** (0.001)
Other/unknown education	-0.087*** (0.001)	-0.097*** (0.001)
Already divorced	0.044*** (0.000)	0.037*** (0.000)
Population, municipality (ln)	0.001*** (0.000)	0.004*** (0.000)
Cities, high access	-0.021*** (0.000)	-0.007*** (0.000)
Cities, low access	-0.029*** (0.000)	-0.004*** (0.000)
Rural, high access	-0.004*** (0.000)	0.001** (0.000)
Rural, low access	-0.011*** (0.000)	0.013*** (0.000)
Rural, very low access	0.040*** (0.001)	0.099*** (0.001)
Sample mean	0.244	0.261
R-squared	0.039	0.023
Number of individual-year observations	29,200,973	27,228,038
Year fixed effects?	X	X
Demographic characteristics?	X	X
Geographic characteristics?	X	X

Notes: Robust standard errors in parentheses. \*\*\* p<0.01, \*\* p<0.05, \* p<0.1. Author calculations from Sweden population register linked to Sweden business register. Education base: uncompleted secondary school education. Regional category base: metropolitan.

**Appendix Table A4: Sensitivity of Our Main Results on Multiple Job Holding to Controlling for Children and Age**

	(1) <b>All Demographics (Table 2, Column 4, Baseline Specification)</b>	(2) <b>Without Childbearing Control</b>	(3) <b>Without Age Controls</b>
<b>Women</b>			
Ever in a same-sex legal union	0.030*** (0.001)	0.040*** (0.001)	0.062*** (0.001)
Sample mean	0.244	0.244	0.244
Adj-R-squared	0.039	0.038	0.023
Number of individual-year observations	29,200,973	29,200,973	29,200,973
<b>Men</b>			
Ever in a same-sex legal union	0.076*** (0.001)	0.081*** (0.001)	0.078*** (0.001)
Sample mean	0.261	0.261	0.261
Adj-R-squared	0.023	0.022	0.013
Number of individual-year observations	27,228,038	27,228,038	27,228,038
Year fixed effects?	X	X	X
Age controls?	X	X	
Childbearing control?	X		X
Education, immigration background and marital status controls?	X	X	X
Geographic characteristics?	X	X	X

Notes: Model includes all controls as in Column 4 of Table 2. See notes to Table 2 in the main text. Robust standard errors in parentheses. \*\*\* p<0.01, \*\* p<0.05, \* p<0.1. Author calculations from Sweden population register linked to Sweden business register. Education base: uncompleted secondary school education. Regional category base: metropolitan.

**Appendix Table A5: Estimates from a Pooled Model**

	(1) <b>Multiple Job Holder</b>
Excluded category: Men exclusively in different-sex legal unions	---
Men ever in a same-sex legal union	0.065*** (0.001)
Women exclusively in different-sex legal unions	-0.022*** (0.000)
Women ever in a same-sex legal union	0.022*** (0.001)
Sample mean	0.252
Adj-R-squared	0.030
Number of individual-year observations	56,429,011
Year fixed effects?	X
Demographic characteristics?	X
Geographic characteristics?	X

Notes: Model includes all controls as in Column 4 of Table 2. See notes to Table 2 in the main text. Robust standard errors in parentheses. \*\*\* p<0.01, \*\* p<0.05, \* p<0.1. Author calculations from Sweden population register linked to Sweden business register. Education base: uncompleted secondary school education. Regional category base: metropolitan.

**Appendix Table A6: Results are Robust to Dropping Individuals Ever Observed in Both Same-Sex and Different-Sex Legal Unions**

	(1) Main Sample, Women	(2) Dropping 1,165 Women Ever in Both Same-Sex and Different-Sex Legal Unions	(3) Main Sample, Men	(4) Dropping 427 Men Ever in Both Same-Sex and Different-Sex Legal Unions
Ever in a same-sex legal union	0.030*** (0.001)	0.030*** (0.001)	0.076*** (0.001)	0.074*** (0.001)
Sample mean	0.244	0.244	0.261	0.261
Adj-R-squared	0.039	0.039	0.023	0.023
Number of individual-year observations	29,200,973	29,181,311	27,228,038	27,221,574
Year fixed effects?	X	X	X	X
Demographic characteristics?	X	X	X	X
Geographic characteristics?	X	X	X	X

Notes: Model includes all controls as in Column 4 of Table 2. See notes to Table 2 in the main text. Robust standard errors in parentheses. \*\*\* p<0.01, \*\* p<0.05, \* p<0.1. Author calculations from Sweden population register linked to Sweden business register. Education base: uncompleted secondary school education. Regional category base: metropolitan.

**Appendix Table A7: The Role of Individual Factors Related to Self-Insurance in Explaining the Higher Likelihood of Multiple Job Holding Among Sexual Minority Individuals**

	(1) Below Median Income (all jobs)	(2) Above or Equal Median Income (all jobs)	(3) Below Median Wealth	(4) Above or Equal Median Wealth
Women				
Ever in a legal same-sex union	0.034*** (0.002)	0.026*** (0.002)	0.021*** (0.003)	0.057*** (0.004)
Sample mean	0.247	0.241	0.292	0.212
Adj-R-squared	0.064	0.022	0.057	0.033
Number of individual-year observations	14,595,606	14,605,367	5,173,447	5,173,470
Men				
Ever in a legal same-sex union	0.057*** (0.002)	0.097*** (0.002)	0.070*** (0.003)	0.092*** (0.004)
Sample mean	0.271	0.252	0.313	0.243
Adj-R-squared	0.033	0.014	0.023	0.022
Number of individual-year observations	13,610,086	13,617,952	4,983,392	4,983,398
Year fixed effects?	X	X	X	X
Demographic characteristics?	X	X	X	X
Geographic characteristics?	X	X	X	X

Notes: Robust standard errors in parentheses. \*\*\* p<0.01, \*\* p<0.05, \* p<0.1. Author calculations from Sweden population register linked to Sweden business register. Education base: uncompleted secondary school education. Regional category base: metropolitan.

**Appendix Table A8: Heterogeneity in Main Results on Multiple Job Holding by Income on the Primary Job**

	(1) Full Sample	(2) Lowest 25% Labor Income, Primary Job	(3) 25-50% Labor Income Range, Primary Job	(4) 50-75% Labor Income Range, Primary Job	(5) >75% Top 25% Labor Income, Primary Job
Women Ever in a same-sex legal union	0.030*** (0.001)	0.032*** (0.002)	0.034*** (0.002)	0.016*** (0.002)	0.032*** (0.002)
Sample mean	0.244	0.340	0.275	0.181	0.180
Adj-R-squared	0.039	0.056	0.052	0.022	0.017
Number of individual-year observations	29,200,973	7,302,793	7,302,827	7,298,866	7,296,487
Men Ever in a same-sex legal union	0.076*** (0.001)	0.039*** (0.003)	0.040*** (0.003)	0.068*** (0.003)	0.086*** (0.003)
Sample mean	0.261	0.408	0.267	0.187	0.183
Adj-R-squared	0.023	0.041	0.023	0.016	0.029
Number of individual-year observations	27,228,038	6,810,324	6,807,846	6,805,856	6,804,012
Year fixed effects?	X	X	X	X	X
Demographic characteristics?	X	X	X	X	X
Geographic characteristics?	X	X	X	X	X

Notes: Model includes all controls as in Column 4 of Table 2. See notes to Table 2 in the main text. Robust standard errors in parentheses. \*\*\* p<0.01, \*\* p<0.05, \* p<0.1. Author calculations from Sweden population register linked to Sweden business register. Education base: uncompleted secondary school education. Regional category base: metropolitan.

**Appendix Table A9: Exploring Heterogeneity by Whether a Service Sector Job is the Primary Job Among Multiple Job Holders**

	(1) <b>Primary Working Position in the Service Sector, Women</b>	(2) <b>Secondary Working Position is in the Service Sector, Women</b>	(3) <b>Primary Working Position in the Service Sector, Men</b>	(4) <b>Secondary Working Position is in the Service Sector, Men</b>
Ever in a same-sex legal union	-0.064*** (0.002)	-0.062*** (0.002)	-0.067*** (0.002)	-0.066*** (0.002)
Sample mean	0.337	0.351	0.435	0.410
Adj-R-squared	0.071	0.051	0.054	0.050
Number of individual-year observations	7,129,982	7,129,982	7,112,843	7,112,843
Year fixed effects?	X	X	X	X
Demographic characteristics?	X	X	X	X
Geographic characteristics?	X	X	X	X

Notes: Model includes all controls as in Column 4 of Table 2. See notes to Table 2 in the main text. Robust standard errors in parentheses. \*\*\* p<0.01, \*\* p<0.05, \* p<0.1. Author calculations from Sweden population register linked to Sweden business register. Education base: uncompleted secondary school education. Regional category base: metropolitan.