

Oxford, January 2025

### **Disclosure Statement**

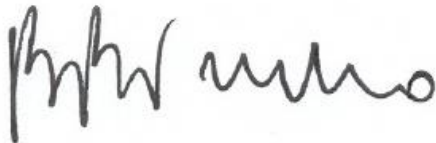
#### **“The Contribution of Employer-Led and Employee-Led Flexibility to the Motherhood Wage Gap”**

The author declares that she 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 dark ink, appearing to read 'Barbara Petrongolo', written in a cursive style.

Barbara Petrongolo  
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