

Supplementary online materials for the article

**For Better or Worse: How more Flexibility in Working Time Arrangements and Paternal  
Leave Experiences Affect Fathers' Working and Childcare Hours in Germany**

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# 1. Descriptive statistics

## 1.1. Between- and within-group variation

**Table A1: Between- and within-group variation for the different types of working time arrangements**

		Working time arrangement			
		Fixed daily working hours	Employer-oriented working hours	Flexitime	Self-determined working hours
Lagged working time arrangement	Fixed daily working hours	72.95	16.48	7.03	3.54
	Employer-oriented working hours	31.47	55.02	6.84	6.67
	Flexitime	7.58	4.96	78.09	9.37
	Self-determined working hours	9.15	8.66	17.71	64.48

Source: SOEP 2003-2019. Own calculations. Reading example: 72.95 per cent of persons with fixed daily working hours stayed in this working time arrangement, but for example, 31.47 per cent changed to employer-oriented working hours.

## 1.2. Characteristics: Mean and standard derivation (SD)

**Table A2: Characteristics of men and fathers**

<b>Variables</b>	<i>Mean men</i>	<i>SD</i>	<i>Mean fathers</i>	<i>SD</i>
Actual weekly working hours	42.13	9.28	42.84	8.54
Childcare hours (in work week)	4.13	8.19	8.53	10.12
<i>Working time arrangement</i>				
Fixed daily working hours	0.40		0.40	
Employer-oriented working hours	0.21		0.21	
Flexitime	0.25		0.25	
Self-determined working hours	0.14		0.14	
Parental leave experience	0.05		0.10	
Age at time of interview	42.92	11.04	41.36	7.95
<i>Qualification</i>				
No qualifications	0.15		0.15	
Vocational training	0.59		0.58	
University degree	0.26		0.28	
West Germany	0.78		0.82	
<i>Working hours</i>				
Full-time	0.92		0.94	
Part-time	0.05		0.05	
Marginal employment	0.03		0.02	
Trust-based working time	0.07		0.06	
Overtime	0.56		0.58	
No temporary work agency	0.97		0.97	
No temporary contract	0.86		0.88	
<i>Occupational autonomy</i>				
Low=1	0.16		0.15	
=2	0.27		0.25	
=3	0.24		0.24	
=4	0.28		0.30	
High=5	0.05		0.06	
<i>Gross wage</i>				
<= 1 <sup>st</sup> percentile	0.05		0.03	
<= Median	0.34		0.32	
<= 9 <sup>th</sup> percentile	0.46		0.47	
> 9 <sup>th</sup> percentile	0.15		0.18	
Seniority	11.44	10.48	10.28	8.64
Female-dominated sector	0.27		0.25	
Public sector	0.22		0.21	
<i>Job change</i>				
Without change	0.86		0.87	
With change	0.14		0.13	
Without information	0.00		0.00	
<i>Firm size</i>				
Up to 20 employees	0.18		0.18	
20 to 199 employees	0.28		0.27	
200 to 1999 employees	0.23		0.24	
2000 employee and more	0.31		0.32	
<i>Partner and employment</i>				
No partner	0.22		0.05	
Man main breadwinner	0.64		0.84	
Equivalent income	0.09		0.07	
Partner main breadwinner	0.05		0.04	
Children up to 16 years	0.54			
<i>Age youngest child</i>				
Up to 2 years	0.09		0.19	
3 to 6 years	0.10		0.22	
7 to 10 years	0.14		0.31	
11 to 16 years	0.13		0.28	
<i>Number of children</i>				
1 child	0.19		0.41	
2 children	0.19		0.41	
3 and more children	0.08		0.18	
Number of individuals	57,208		26,467	

Source: SOEP 2003-2019. Own calculations.

## 2. Panel regressions

### 2.1. Dependent variable: Actual weekly working hours (all men)

**Table A3: Ordinary least squares (OLS), random effects (RE), between effects (BE) and fixed effects (FE) regressions of actual working hours on flexible working time arrangements, interaction with children up to 16 years and controls (ALL MEN)**

Dependent variable: Actual weekly working hours	Model 1: OLS	Model 2: RE	Model 3: BE	Model 4: FE
<i>Fixed daily working hours (reference group)</i>				
Employer-oriented working hours	1.527*** (0.131)	1.037*** (0.089)	1.570*** (0.182)	0.693*** (0.100)
Flexitime	0.073 (0.125)	0.269** (0.100)	-0.374* (0.189)	0.426*** (0.118)
Self-determined working hours	2.752*** (0.200)	1.867*** (0.118)	2.466*** (0.230)	1.175*** (0.136)
Children up to 16 years	0.008 (0.111)	-0.026 (0.095)	-0.147 (0.168)	-0.106 (0.116)
<i>Fixed daily working hours # children up to 16 years (reference group)</i>				
Employer-oriented working hours # children	-0.057 (0.184)	-0.241 (0.127)	0.024 (0.273)	-0.236 (0.140)
Flexitime # children	-0.312* (0.150)	-0.135 (0.133)	-0.171 (0.271)	-0.157 (0.152)
Self-determined working hours # children	0.554* (0.257)	0.547*** (0.159)	1.042*** (0.316)	0.400* (0.181)
Parental leave experience	-0.300 (0.201)	-0.357* (0.164)	-0.334 (0.256)	-0.158 (0.220)
Age	0.268*** (0.028)	0.356*** (0.023)	0.305*** (0.032)	0.415*** (0.036)
Age squared	-0.003*** (0.000)	-0.004*** (0.000)	-0.003*** (0.000)	-0.005*** (0.000)
<i>No qualifications (reference group)</i>				
Vocational training	0.617*** (0.134)	1.148*** (0.110)	0.491*** (0.137)	1.999*** (0.211)
University degree	0.575*** (0.171)	1.918*** (0.135)	0.451* (0.177)	3.333*** (0.239)
<i>Full-time (reference group)</i>				
Part-time	-15.282*** (0.244)	-14.272*** (0.125)	-16.876*** (0.211)	-12.470*** (0.154)
Marginal employment	-29.633*** (0.281)	-27.467*** (0.173)	-30.046*** (0.259)	-24.769*** (0.226)
Trust-based working time	2.965*** (0.219)	1.410*** (0.107)	3.621*** (0.206)	0.260* (0.123)
Overtime	4.331*** (0.070)	3.318*** (0.051)	5.332*** (0.112)	2.713*** (0.056)
No temporary work agency	0.833*** (0.187)	0.607*** (0.149)	0.616* (0.269)	0.532** (0.173)
No temporary contract	0.353** (0.121)	0.268*** (0.081)	0.499** (0.155)	0.114 (0.093)
<i>Occupational autonomy low=1 (reference group)</i>				
=2	0.683*** (0.115)	0.637*** (0.089)	0.679*** (0.156)	0.496*** (0.107)
=3	1.431*** (0.130)	1.342*** (0.102)	1.555*** (0.176)	0.943*** (0.129)
=4	3.445*** (0.156)	2.876*** (0.119)	3.701*** (0.206)	1.838*** (0.154)
High=5	6.150*** (0.272)	5.186*** (0.178)	6.584*** (0.306)	3.010*** (0.229)
<i>Gross wage &lt;= 1<sup>st</sup> percentile (reference group)</i>				
<=Median	-2.603*** (0.225)	-2.815*** (0.133)	-2.764*** (0.218)	-3.175*** (0.163)
<= 9 <sup>th</sup> percentile	-5.410*** (0.249)	-5.260*** (0.147)	-5.802*** (0.250)	-5.488*** (0.180)
> 9 <sup>th</sup> percentile	-6.666*** (0.300)	-7.192*** (0.171)	-7.010*** (0.304)	-8.078*** (0.207)
Female-dominated sector	-0.226* (0.113)	-0.340*** (0.082)	-0.247 (0.129)	-0.275* (0.110)
<i>Firm size up to 20 employees (reference group)</i>				

<b>Dependent variable: Actual weekly working hours</b>	<b>Model 1: OLS</b>	<b>Model 2: RE</b>	<b>Model 3: BE</b>	<b>Model 4: FE</b>
20 to 199 employees	0.349** (0.114)	0.215* (0.086)	0.250 (0.142)	0.167 (0.107)
200 to 1999 employees	-0.081 (0.122)	-0.188* (0.096)	-0.051 (0.156)	-0.156 (0.123)
2000 employee and more	-0.028 (0.128)	-0.087 (0.098)	-0.083 (0.152)	-0.025 (0.129)
<i>No partner (reference group)</i>				
Man main breadwinner	0.916*** (0.115)	0.753*** (0.091)	1.083*** (0.138)	0.356** (0.123)
Equivalent income	0.038 (0.150)	0.051 (0.118)	0.156 (0.213)	-0.183 (0.150)
Partner main breadwinner	-1.653*** (0.200)	-1.327*** (0.146)	-1.605*** (0.244)	-1.400*** (0.188)
Seniority	-0.034*** (0.005)	-0.002 (0.005)	-0.031*** (0.006)	0.060*** (0.008)
<i>No job change (reference group)</i>				
Job change	-0.141 (0.095)	-0.146* (0.071)	0.119 (0.159)	-0.059 (0.079)
No information	-0.182 (0.481)	-0.123 (0.388)	0.068 (0.988)	0.036 (0.413)
West Germany	-0.092 (0.112)	-0.063 (0.102)	-0.231* (0.111)	0.597 (0.392)
Public sector	-0.594*** (0.122)	-0.530*** (0.093)	-0.550*** (0.147)	-0.063 (0.127)
<i>2003 (reference group)</i>				
2005	0.430*** (0.113)	0.407*** (0.104)	0.124 (0.316)	0.438*** (0.101)
2007	0.945*** (0.122)	0.893*** (0.105)	1.212*** (0.301)	0.974*** (0.097)
2009	0.778*** (0.128)	0.647*** (0.109)	0.909*** (0.264)	0.770*** (0.098)
2011	0.617*** (0.123)	0.628*** (0.106)	0.472 (0.252)	0.930*** (0.090)
2014	-0.021 (0.121)	-0.061 (0.107)	-0.037 (0.266)	0.365*** (0.085)
2015	-0.075 (0.119)	-0.122 (0.108)	-0.128 (0.284)	0.365*** (0.084)
2016	-0.176 (0.124)	-0.210 (0.112)	-0.626 (0.383)	0.307*** (0.088)
2017	-0.280* (0.122)	-0.318** (0.111)	0.098 (0.302)	0.247** (0.085)
2018	-0.616*** (0.123)	-0.612*** (0.114)	-1.198*** (0.327)	0.018 (0.088)
2019	-0.762*** (0.126)	-0.713*** (0.117)	-1.116*** (0.263)	
Constant	35.100*** (0.563)	34.275*** (0.480)	34.658*** (0.692)	33.685*** (0.833)
Observations	57,208	57,208	57,208	57,208
Number of individuals		16,888	16,888	16,888

Notes: Robust standard errors in parentheses. \*\*\* p<0.001, \*\* p<0.01, \* p<0.05

Source: SOEP 2003-2019. Own calculations.

## 2.2. Dependent variable: Actual weekly working hours (fathers)

**Table A4: Ordinary least squares (OLS), random effects (RE), between effects (BE) and fixed effects (FE) regressions of actual working hours on flexible working time arrangements and controls (FATHERS)**

<b>Dependent variable: Actual weekly working hours</b>	<b>Model 1: OLS</b>	<b>Model 2: RE</b>	<b>Model 3: BE</b>	<b>Model 4: FE</b>
<i>Fixed daily working hours (reference group)</i>				
Employer-oriented working hours	1.369*** (0.138)	0.788*** (0.097)	1.387*** (0.188)	0.413*** (0.111)
Flexitime	-0.164 (0.147)	0.222 (0.118)	-0.469* (0.206)	0.321* (0.146)
Self-determined working hours	3.252*** (0.228)	2.519*** (0.138)	3.192*** (0.250)	1.489*** (0.166)
Parental leave experience	-0.299 (0.214)	-0.566** (0.190)	-0.372 (0.253)	-0.435 (0.309)
Age	0.178** (0.059)	0.238*** (0.051)	0.176** (0.064)	0.297*** (0.087)
Age squared	-0.002* (0.001)	-0.003*** (0.001)	-0.002* (0.001)	-0.004*** (0.001)
<i>No qualifications (reference group)</i>				
Vocational training	0.187 (0.198)	0.482** (0.166)	0.091 (0.191)	1.286** (0.399)
University degree	0.160 (0.242)	1.218*** (0.206)	-0.091 (0.247)	2.081*** (0.495)
<i>Full-time (reference group)</i>				
Part-time	-14.111*** (0.347)	-12.928*** (0.199)	-15.777*** (0.311)	-10.710*** (0.255)
Marginal employment	-28.421*** (0.637)	-26.676*** (0.333)	-28.486*** (0.453)	-23.906*** (0.461)
Trust-based working time	3.347*** (0.322)	1.558*** (0.163)	4.430*** (0.295)	-0.138 (0.192)
Overtime	4.344*** (0.099)	3.387*** (0.075)	5.262*** (0.152)	2.708*** (0.084)
No temporary work agency	1.461*** (0.288)	1.176*** (0.229)	1.736*** (0.391)	0.771** (0.272)
No temporary contract	0.152 (0.183)	0.173 (0.125)	-0.009 (0.226)	0.105 (0.146)
<i>Occupational autonomy low=1 (reference group)</i>				
=2	0.656*** (0.168)	0.591*** (0.131)	0.636** (0.218)	0.402* (0.161)
=3	1.630*** (0.186)	1.495*** (0.151)	1.926*** (0.243)	0.814*** (0.197)
=4	3.675*** (0.222)	3.022*** (0.174)	3.988*** (0.281)	1.494*** (0.235)
High=5	6.425*** (0.355)	5.360*** (0.251)	6.872*** (0.412)	2.611*** (0.332)
<i>Gross wage &lt;= 1<sup>st</sup> percentile (reference group)</i>				
<=Median	-2.079*** (0.414)	-2.208*** (0.238)	-1.778*** (0.342)	-2.760*** (0.312)
<= 9 <sup>th</sup> percentile	-5.172*** (0.446)	-4.954*** (0.255)	-5.111*** (0.380)	-5.424*** (0.332)
> 9 <sup>th</sup> percentile	-6.548*** (0.505)	-6.797*** (0.282)	-6.202*** (0.443)	-8.032*** (0.363)
Female-dominated sector	-0.115 (0.163)	-0.280* (0.124)	0.004 (0.184)	-0.453** (0.174)
<i>Firm size up to 20 employees (reference group)</i>				
20 to 199 employees	0.339* (0.167)	0.090 (0.128)	0.233 (0.197)	-0.122 (0.168)
200 to 1999 employees	0.159 (0.177)	-0.141 (0.141)	0.155 (0.215)	-0.394* (0.191)
2000 employee and more	0.069 (0.184)	-0.138 (0.144)	-0.096 (0.211)	-0.344 (0.200)
<i>Children up to 2 years (reference group)</i>				
Children 3-5 years	-0.075 (0.122)	-0.120 (0.100)	-0.352 (0.251)	-0.108 (0.111)
Children 6-11 years	0.102 (0.145)	0.059 (0.116)	0.030 (0.229)	0.018 (0.148)
Children 12-16 years	0.191 (0.179)	0.163 (0.148)	-0.157 (0.236)	0.125 (0.218)

<b>Dependent variable: Actual weekly working hours</b>	<b>Model 1: OLS</b>	<b>Model 2: RE</b>	<b>Model 3: BE</b>	<b>Model 4: FE</b>
<i>One child (reference group)</i>				
Two children	-0.113 (0.113)	-0.159 (0.092)	-0.295 (0.160)	-0.190 (0.115)
Three and more children	0.144 (0.170)	-0.114 (0.134)	0.204 (0.203)	-0.365* (0.183)
<i>No partner (reference group)</i>				
Man main breadwinner	1.684*** (0.306)	1.716*** (0.260)	1.845*** (0.322)	0.952* (0.468)
Equivalent income	0.750* (0.346)	0.785** (0.292)	1.180** (0.421)	0.114 (0.493)
Partner main breadwinner	-1.605*** (0.426)	-1.056*** (0.320)	-1.618*** (0.448)	-1.318* (0.527)
Seniority	-0.041*** (0.008)	-0.016* (0.007)	-0.047*** (0.010)	0.033* (0.013)
<i>No job change (reference group)</i>				
Job change	1.684*** (0.171)	1.716*** (0.138)	1.845*** (0.208)	0.952* (0.195)
<i>Job change</i>				
No information	-0.457** (0.142)	-0.277* (0.108)	-0.584** (0.224)	-0.067 (0.120)
West Germany	-0.711 (0.614)	-1.098 (0.610)	0.196 (1.468)	-1.138 (0.653)
Public sector	-0.169 (0.175)	-0.147 (0.154)	-0.218 (0.163)	-0.473 (0.775)
<i>2003 (reference group)</i>				
2005	-0.712*** (0.171)	-0.503*** (0.138)	-0.612** (0.208)	-0.178 (0.195)
2007	0.393* (0.174)	0.359* (0.161)	0.812 (0.428)	0.378* (0.160)
2009	0.658*** (0.193)	0.674*** (0.167)	0.643 (0.417)	0.823*** (0.159)
2011	0.546** (0.212)	0.476** (0.176)	0.516 (0.384)	0.627*** (0.165)
2014	0.554** (0.179)	0.494** (0.162)	0.511 (0.309)	0.784*** (0.138)
2015	-0.080 (0.181)	-0.249 (0.167)	0.160 (0.347)	0.209 (0.128)
2016	-0.233 (0.181)	-0.345* (0.169)	-0.424 (0.385)	0.210 (0.126)
2017	-0.200 (0.185)	-0.301 (0.175)	-0.442 (0.490)	0.271* (0.129)
2018	-0.293 (0.184)	-0.346* (0.176)	0.060 (0.425)	0.319* (0.127)
2019	-0.684*** (0.189)	-0.706*** (0.182)	-1.737*** (0.458)	0.054 (0.132)
Constant	-0.821*** (0.196)	-0.849*** (0.188)	-1.290*** (0.385)	
Observations	36.192*** (1.068)	35.848*** (0.941)	35.811*** (1.201)	37.555*** (1.914)
Number of individuals	26,467	26,467	26,467	26,467
		8,814	8,814	8,814

Notes: Robust standard errors in parentheses. \*\*\* p<0.001, \*\* p<0.01, \* p<0.05

Source: SOEP 2003-2019. Own calculations.



## 2.3. Dependent variable: Time spent on childcare activities (fathers)

**Table A5: Ordinary least squares (OLS), random effects (RE), between effects (BE) and fixed effects (FE) regressions of time spent on childcare activities on flexible working arrangements and controls (FATHERS)**

<b>Dependent variable: Time spent on childcare activities</b>	<b>Model 1: OLS</b>	<b>Model 2: RE</b>	<b>Model 3: BE</b>	<b>Model 4: FE</b>
<i>Fixed daily working hours (reference group)</i>				
Employer-oriented working hours	-0.089 (0.221)	0.072 (0.157)	-0.253 (0.276)	0.263 (0.190)
Flexitime	-1.255*** (0.226)	-0.924*** (0.187)	-1.078*** (0.301)	-0.700** (0.250)
Self-determined working hours	-1.331*** (0.233)	-1.003*** (0.220)	-1.182** (0.367)	-0.631* (0.285)
Parental leave experience	1.587*** (0.421)	1.677*** (0.284)	1.585*** (0.371)	1.347* (0.530)
Age	0.489*** (0.090)	0.509*** (0.077)	0.561*** (0.093)	0.168 (0.150)
Age squared	-0.007*** (0.001)	-0.007*** (0.001)	-0.007*** (0.001)	-0.005** (0.002)
<i>No qualifications (reference group)</i>				
Vocational training	1.127*** (0.266)	1.082*** (0.245)	1.035*** (0.280)	0.678 (0.686)
University degree	0.421 (0.313)	0.285 (0.305)	0.173 (0.362)	1.169 (0.849)
<i>Full-time (reference group)</i>				
Part-time	4.285*** (0.494)	4.172*** (0.314)	3.969*** (0.456)	4.288*** (0.438)
Marginal employment	6.872*** (0.955)	7.129*** (0.523)	5.992*** (0.664)	8.776*** (0.792)
Trust-based working time	-0.621* (0.279)	-0.299 (0.262)	-1.186** (0.432)	0.287 (0.329)
Overtime	-0.537*** (0.154)	-0.436*** (0.122)	-0.475* (0.223)	-0.387** (0.145)
No temporary work agency	-0.904 (0.570)	-0.536 (0.368)	-1.031 (0.573)	-0.172 (0.467)
No temporary contract	0.235 (0.270)	0.105 (0.202)	0.418 (0.331)	-0.052 (0.251)
<i>Occupational autonomy low=1 (reference group)</i>				
=2	0.370 (0.281)	0.540** (0.208)	-0.184 (0.319)	1.112*** (0.277)
=3	-0.391 (0.292)	-0.083 (0.237)	-0.808* (0.356)	0.624 (0.338)
=4	-0.757* (0.341)	-0.330 (0.273)	-1.226** (0.412)	0.714 (0.404)
High=5	-1.103** (0.418)	-0.583 (0.394)	-1.427* (0.604)	0.551 (0.569)
<i>Gross wage &lt;= 1<sup>st</sup> percentile (reference group)</i>				
<=Median	0.317 (0.546)	-0.048 (0.378)	-0.775 (0.500)	-0.177 (0.535)
<= 9 <sup>th</sup> percentile	0.792 (0.571)	0.360 (0.406)	-0.413 (0.557)	0.247 (0.570)
> 9 <sup>th</sup> percentile	0.850 (0.615)	0.423 (0.449)	-0.242 (0.649)	0.552 (0.622)
Female-dominated sector	0.773** (0.238)	0.201 (0.192)	0.617* (0.269)	-0.747* (0.299)
<i>Firm size up to 20 employees (reference group)</i>				
20 to 199 employees	0.398 (0.264)	0.408* (0.201)	0.456 (0.289)	0.130 (0.288)
200 to 1999 employees	0.899** (0.281)	0.549* (0.220)	1.175*** (0.315)	-0.205 (0.327)
2000 employee and more	0.647* (0.285)	0.459* (0.223)	0.423 (0.309)	0.053 (0.344)
<i>Children up to 2 years (reference group)</i>				
Children 3-5 years	-0.238 (0.199)	-0.104 (0.165)	-0.188 (0.368)	0.586** (0.190)
Children 6-11 years	-2.209*** (0.221)	-1.640*** (0.185)	-2.934*** (0.336)	0.403 (0.253)
Children 12-16 years	-6.484*** (0.264)	-5.319*** (0.231)	-7.369*** (0.346)	-1.489*** (0.374)

<b>Dependent variable: Time spent on childcare activities</b>	<b>Model 1: OLS</b>	<b>Model 2: RE</b>	<b>Model 3: BE</b>	<b>Model 4: FE</b>
<i>One child (reference group)</i>				
Two children	0.428* (0.175)	0.558*** (0.146)	0.321 (0.234)	1.023*** (0.197)
Three and more children	-0.143 (0.242)	0.258 (0.208)	-0.659* (0.297)	1.434*** (0.314)
<i>No partner (reference group)</i>				
Man main breadwinner	0.856 (0.717)	1.805*** (0.397)	1.662*** (0.472)	-0.852 (0.803)
Equivalent income	2.792*** (0.789)	3.192*** (0.451)	3.156*** (0.616)	0.241 (0.846)
Partner main breadwinner	3.784*** (0.835)	4.099*** (0.494)	3.768*** (0.656)	1.051 (0.904)
Seniority	0.044*** (0.013)	0.029** (0.011)	0.040** (0.014)	0.003 (0.022)
<i>No job change (reference group)</i>				
Job change	-0.325 (0.200)	-0.223 (0.176)	-0.223 (0.329)	-0.216 (0.206)
No information	1.852 (2.272)	0.938 (1.006)	0.750 (2.150)	0.790 (1.121)
West Germany	-0.242 (0.249)	-0.242 (0.221)	-0.373 (0.239)	4.984*** (1.330)
Public sector	1.078*** (0.273)	1.294*** (0.213)	1.339*** (0.305)	0.956** (0.334)
<i>2003 (reference group)</i>				
2005	0.215 (0.255)	0.243 (0.268)	0.919 (0.628)	0.045 (0.275)
2007	0.492 (0.292)	0.365 (0.276)	0.601 (0.611)	-0.062 (0.274)
2009	0.671* (0.290)	0.638* (0.289)	-0.025 (0.563)	0.154 (0.284)
2011	1.457*** (0.287)	1.334*** (0.261)	2.152*** (0.452)	0.235 (0.237)
2014	1.002*** (0.272)	0.929*** (0.266)	0.801 (0.508)	-0.239 (0.219)
2015	0.695* (0.277)	0.718** (0.268)	-1.384* (0.564)	-0.430* (0.216)
2016	1.569*** (0.278)	1.400*** (0.278)	3.089*** (0.717)	-0.052 (0.222)
2017	1.174*** (0.275)	1.046*** (0.277)	0.944 (0.623)	-0.432* (0.217)
2018	1.521*** (0.286)	1.330*** (0.286)	2.647*** (0.671)	-0.324 (0.226)
2019	1.880*** (0.301)	1.761*** (0.295)	2.033*** (0.564)	
Constant	-0.774 (1.540)	-2.168 (1.436)	-1.381 (1.760)	4.468 (3.285)
Observations	26,467	26,467	26,467	26,467
Number of individuals		8,814	8,814	8,814

Notes: Robust standard errors in parentheses. \*\*\* p<0.001, \*\* p<0.01, \* p<0.05

Source: SOEP 2003-2019. Own calculations.

### 3. Interaction terms with parental leave experiences (fathers)

#### 3.1. Fixed regression estimates with interaction

**Table A6: Fixed effects regressions of actual working hours and time spent on childcare activities on flexible working time arrangements and interaction with parental leave experiences (stepwise) (FATHERS)**

Dependent variable:	Actual weekly working hours	Actual weekly working hours	Time spent on childcare activities	Time spent on childcare activities
<i>Fixed daily working hours (Reference group)</i>				
Employer-oriented working hours	0.413*** (0.111)	0.522*** (0.116)	0.263 (0.190)	0.166 (0.198)
Flexitime	0.321* (0.146)	0.277 (0.151)	-0.700** (0.250)	-0.729** (0.259)
Self-determined working hours	1.489*** (0.166)	1.582*** (0.173)	-0.631* (0.285)	-0.622* (0.296)
<i>Parental leave experience (PLE)</i>				
	-0.435 (0.309)	-0.114 (0.411)	1.347* (0.530)	0.953 (0.705)
<i>Fixed daily working hours # PLE (reference group)</i>				
Employer-oriented working hours # PLE		-1.296*** (0.392)		1.163 (0.674)
Flexitime # PLE		0.132 (0.439)		0.406 (0.754)
Self-determined working hours # PLE		-0.959 (0.521)		0.081 (0.895)
Constant	37.555*** (1.914)	37.588*** (1.913)	4.468 (3.285)	4.410 (3.286)
Observations	26,467	26,467	26,467	26,467
Number of individuals	8,814	8,814	8,814	8,814

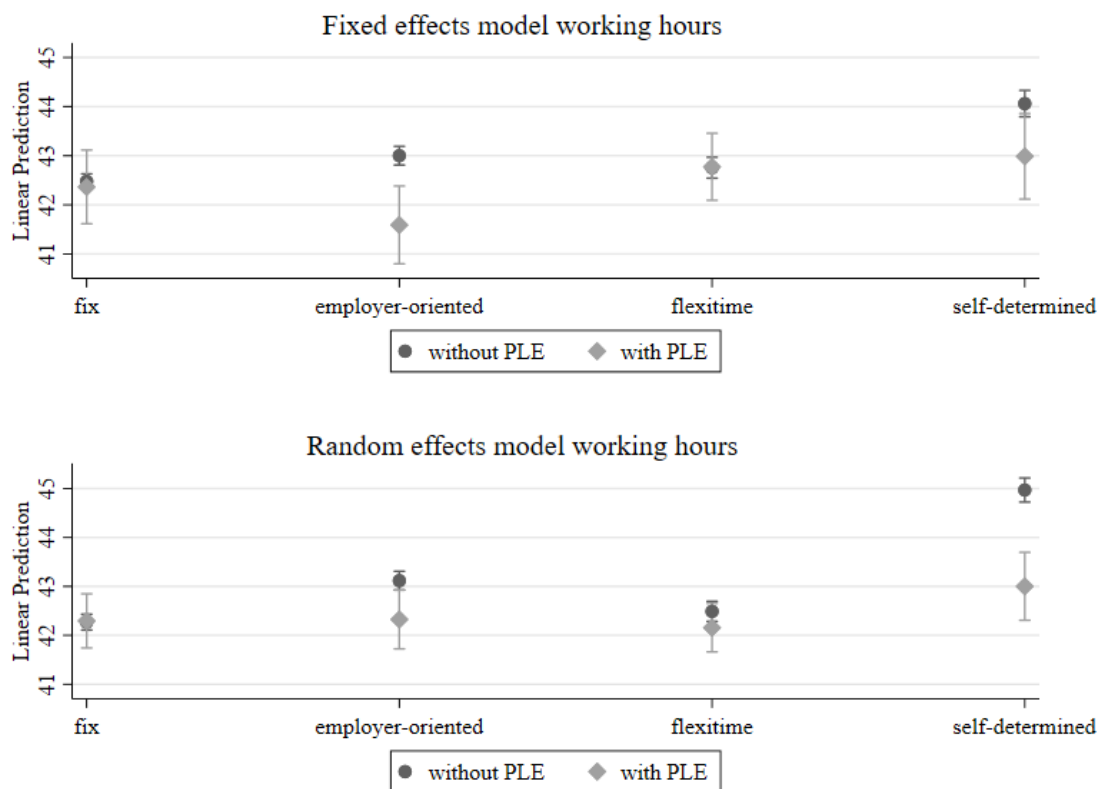
**Notes:** Robust standard errors in parentheses. The model includes age, age squared, qualification, working hours, trust-based working hours, overtime, work agency, temporary contract, occupational autonomy, gross wage, female-dominated sector, firm size, age and number of children, partner and partners contribution to income, seniority, job change, regional area, public sector and survey year.

\*\*\* p<0.001, \*\* p<0.01, \* p<0.05

**Source:** SOEP 2003-2019. Own calculations.

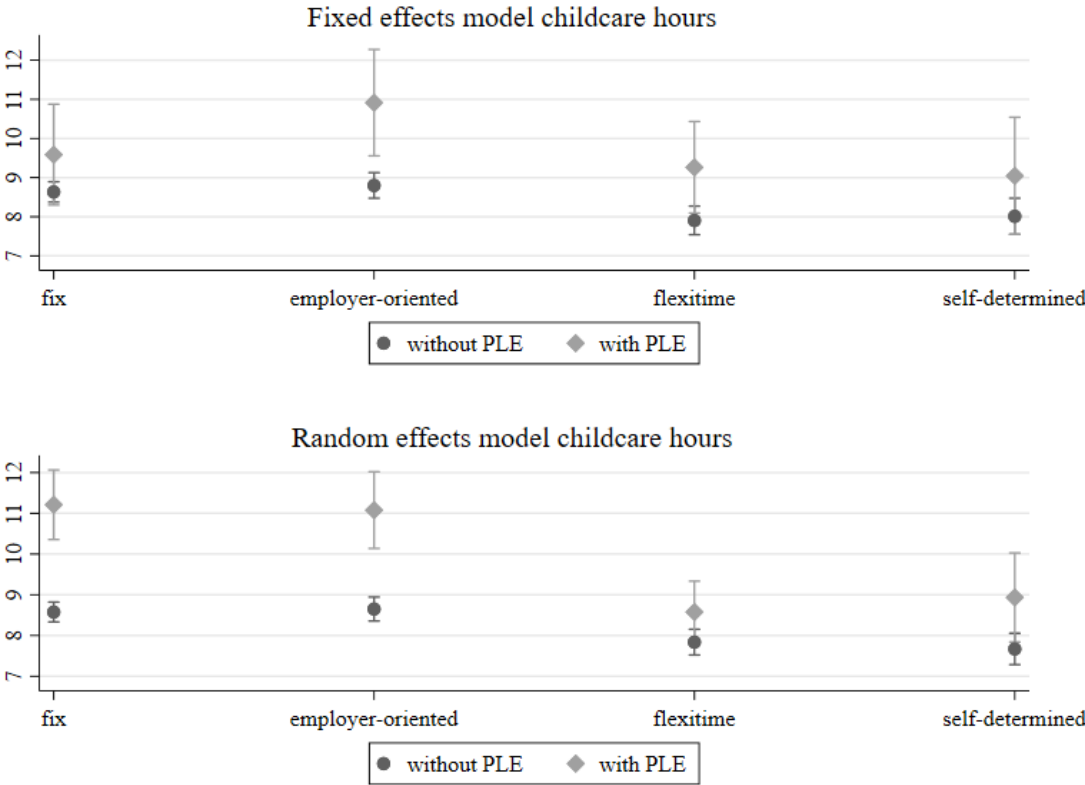
### 3.2. Linear predictions

Figure A1: Linear prediction of actual working hours: Interaction between working time arrangement and parental leave experiences



Source: SOEP 2003-2019. Own calculations.

**Figure A2: Linear prediction of hours spent on childcare activities: Interaction between working time arrangement and parental leave experiences**



Source: SOEP 2003-2019. Own calculations.