

**Online Appendix for the article**

**Flexible working for all? How collective constructions by Austrian employers and employees  
perpetuate gendered inequalities**

**Eva-Maria Schmidt**

**Published in: Journal of Family Research, <https://doi.org/10.20377/jfr-668>**

**Table 1.**

Company	Sector	Employees	Womens quota, %	Part-time quota women/men, %	UF	Audit	Respondents
C1_I	Trade	36.800	75	46/7	y	y	ER1_I, EE3_I
C2_I	Trade	350	~80	57/13	y	y	ER2_I
C3_I	Social/Health	4.100	82	61/15	y	y	ER3_I
C4_I	Infomation/ Media	400	52	45/4	n	n	ER4_I, EE4_I, EE5_I
C5_I	Trade	420	~30	30/-	y	y	ER5_I
C6_I	Trade	14	80	each 100	y	y	ER6_I
C7_I	Construction	134	35	21/4	y	y	ER7_I
C8_I	Information/ Consulting	150	55	49/4	y	y	ER8_I
C9_I	Social/health	8.282	79	62/16	y	n	ER9_I
C10_I	Real estate	185	45	15/5	y	y	ER10_I, EE1_I, EE2_I, EE6_I
C1_FG	Public	6.260	66	43/12	y	y	EE1_1/2_FG, ER1_FG
C2_FG	Social/Health	63	70	20-80	y	y	ER2_FG
C3_FG	Education/ research	493	66	46/36	y	y	EE3_1/2_FG, ER3_FG
C4_FG	Industry	1.236	29	7/3	y	y	ER4_1/2_FG
C5_FG	Social/Health	~850	70	45/31	y	y	ER5_FG
C6_FG	Trade/service	82	46	45/7	y	n	EE6_FG, ER6_FG
C7_FG	Social/Health	> 1.000	>75	-	y	n	EE7_FG
C8_FG	Service	1.118	61	42/9	y	y	ER8_FG
C9_FG	Industry	414	25	43/14	y	n	ER9_FG
C10_FG	Traffic/ Transport	~40.000	13	-	y	n	ER10_FG, EE10_1/2/3/4_FG
C11_FG	Tourism	33	82	26/66	n	n	ER11_FG
C12_FG	Tourism	492	48	16/3	n	n	ER12_1/2_FG, EE12_1/2/3/4_FG
C13_FG	Service/Media	20	85	29/0	y	n	EE13_FG, ER13_FG
C14_FG	Finance	360	75	98/2	y	n	EE14_1/2/3_FG, ER14_FG
C15_FG	Information/ Consulting	627	36	23/7	y	n	ER15_FG
C16_FG	Finance/ Insurance	2.543	60	43/12	y	y	ER16_FG, EE16_FG
C17_FG	Catering	1.270	55	28/4	y	y	ER17_FG
C18_FG	Trade	7.516	68	86/14	y	y	ER18_FG
C19_FG	Buildingindustry	13.200	11	29/3	y	n	ER19_FG

**Table 2.**

ID	Age	Gender	Education	Position	Other characteristics
ER1_I	38	f	University	Personnel development manager	Child(ren), Part-time (20h)
ER2_I	29	f	Applied university	Personnel manager	no children, Full-time
ER3_I	37	f	University	Personnel manager	Part-time (Parental part-time)
ER4_I	46	f	High school	Human resources manager	1 child, Part-time (30h)
ER5_I	43	f	HAK	Personnel manager	Full-time
ER6_I	69	f	HBLA	Managing director	two children, Full-time
ER7_I	45	f	Technical Highschool	Managing director	two Children, Part-time (30h)
ER8_I	52	f	University	Personnel manager	
ER9_I	56	m	University Dr.	Personnel manager	Full-time
ER10_I	53	m	University	Personnel manager	
ER4_1_FG	48	f	University	Head of HR	
ER4_2_FG	53	f	Apprenticeship	Manager Payroll	
ER5_FG	54	m	University	Personnel manager	
ER9_FG	21	m	Technical Highschool	HR	
ER10_FG	53	f	University Dr.	Personnel manager/Gender and Diversity	
ER12_1_FG		f		HR Manager	
ER12_2_FG		f	University	Director Sales	
ER17_FG	41	f	University BA	Personnel manager	
ER1_FG	64	f	University	Personnel manager/Gender and Diversity	
ER3_FG	58	f	University	Personnel manager/Gender and Diversity	
ER6_FG	61	f	University	Managing director	Part-time
ER8_FG	53	f	University	HR Manager	
ER11_FG	30	f	High school	Managing director	Full-time, no children
ER14_FG	46	f	University	HR Manager	
ER2_FG	45	f	MAS	Manager Healthcare	
ER13_FG	47	f	University	Managing director	1 child
ER15_FG	49	f	High school	HR Manager	
ER16_FG	44	f	University	Head of HR	Full-time, no children
ER18_FG	29	f	University	Personnel manager/Family	Full-time; 2 Children (1,5; 4)
ER19_FG	34	f	University Dr.	Legal expert personnel	Full-time, 2 Children (3, 4)

**Table 3.**

ID	Age	Gender	Working hrs/week	Working time model	Profession	Net salary in €	Child(ren)
EE1_I	56	m	40	Full-time, Flextime	Information manager	> 3000	2
EE2_I	41	f	4	Home-Office, Part-time (10h)	Cultural manager	446	3 (7, 5, 1)
EE3_I	48	f	40-50h	flexible working, home office	Trainer	3.000	-
EE4_I	50	f	38,5	Full-time, Flextime	Manager	3.600	2 (16, 18)
EE5_I	42	f	30	Part-time, Flextime	Personnel accounting	2.600	2
EE6_I	49	f	25-30	Part-time, on weekends also	Culture educator	1.200	2 (26, 16)
EE1_1_FG	54	f	37,5-45		Personnel	3.500.-	1 (17)
EE3_1_FG	53	f	39-45	Flextime	Psychologist	2.250.-	2 (26, 28)
EE6_FG	37	f	30-33	Home-Office	Marketing Manager	4.500.-	2 (5, 0)
EE10_1_FG	40	f	20-25	Tele work	Personnel development	1.500.-	2 (6, 9)
EE10_2_FG	38	f	38,5-45	Shift work	Chief dispatcher	3.650.-	2 (11, 14)
EE12_1_FG	29	f	40-50		Manager assistant	-	-
EE14_1_FG	50	f	40		Trade employee	2.100.-	1 (19)
EE3_2_FG	45	m	39-50	Flextime	Applied university lecturer	3.300.-	-
EE10_3_FG	45	m	39-46		HR employee	3.600.-	2 (10, 12)
EE13_FG	45	f	18-20	Home office	PR employee	1.900.-	2 (11, 14)
EE14_2_FG	59	f	40-50		Office employee	2.500.-	2 (31, 42)
EE1_2_FG	51	f	32-32	Flextime	Employee	2.000.-	2 (13, 16)
EE7_FG	32	f	37-38	flexible working hours	Assistant to personnel manager	2.200,-	-
EE10_4_FG	33	m	38,5-42	Flextime	HR legal expert	3.500,-	-
EE12_2_FG	24	f	40-45		HR Executive	1.550,-	-
EE12_3_FG	25	f	40-50		Ass. to HR Director	1.800,-	-
EE12_4_FG	35	f	40-50		Director of Events	2.100,-	-
EE14_3_FG	51	f	35-40	Flextime	IT project manager	2.100,-	2 (19, 16)
EE16_FG	37	f	40-40	Home-Office, Flextime	Communication employee	3.600,-	1 (5)