

Supplementary online materials for the article

Good mental health despite work-family conflict? The within-domain and cross-domain buffering potentials of family and work resources

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Table A1: Comparison of analysis sample and missing sample

	Missing sample		Analysis sample		Ttest
	<i>Mean</i>	<i>SE</i>	<i>Mean</i>	<i>SE</i>	<i>Mean difference</i>
Mental health	49.9	(9.20)	50.2	(10.6)	-0.290*
Work-to-family conflict	0.39	(0.22)	0.39	(0.22)	-0.002
Family-to-work conflict	0.19	(0.15)	0.20	(0.15)	-0.007
Male	0.53	(0.50)	0.55	(0.50)	-0.016
Actual working hours	39.8	(9.38)	39.2	(9.12)	0.596*
Physical strain	0.21	(0.41)	0.19	(0.39)	0.015
Management position	0.31	(0.46)	0.36	(0.48)	-0.048
Hourly earnings (log.)	8.03	(0.56)	8.16	(0.55)	-0.121*
Having a partner	0.82	(0.39)	0.85	(0.36)	-0.022*
<i>Youngest child in the household</i>					
0–3 years	0.04	(0.26)	0.09	(0.29)	-0.043*
4–6 years	0.06	(0.22)	0.07	(0.25)	-0.009*
7–11 years	0.14	(0.33)	0.13	(0.33)	0.012*
12–18 years	0.23	(0.42)	0.22	(0.42)	0.011*
19–25 years	0.17	(0.38)	0.16	(0.37)	0.014*
No children or children >25 years	0.38	(0.50)	0.33	(0.47)	0.006*
Age	43.2	(9.29)	45.4	(8.52)	-2.225*
<i>N observation</i>	6,787 - 13,883		11,359		

Note: SD = Standard error; * $p < 0.05$ (two-tailed test). LEEP-B3 Survey, own calculations.

Table A2: Correlations between time-based and strain-based work-to-family conflict and family-to-work conflict

	Strain-based WFC	Time-based WFC	Strain-based FWC
Time-based WFC	0.575***		
Strain-based FWC	0.231***	0.137***	
Time-based FWC	0.182***	0.173***	0.370***

Note: *** $p < 0.001$. LEEP-B3 Survey, own calculations.

Table A3-1: Fixed-effects regressions on mental health, Interactions Having a partner

	WFC	WFC time-base d	WFC strain-based	FWC	FWC time-base d	FWC strain-base d
Having a partner (<i>ref. no</i>)	1.514*	1.660*	1.116	0.844	1.461**	0.706
	(0.741)	(0.686)	(0.701)	(0.671)	(0.542)	(0.685)
WFC	-11.834***					
	(1.374)					
Having a partner # WFC	0.951					
	(1.461)					
Time-based WFC		-5.055***				
		(1.099)				
Having a partner # Time-based WFC		0.194				
		(1.173)				
Strain-based WFC			-14.130***			
			(1.340)			
Having a partner # Strain-based WFC			2.378 ⁺			
			(1.426)			
FWC				-12.912***		
				(1.940)		
Having a partner # FWC				3.679 ⁺		
				(2.075)		
Time-based FWC					-7.515***	
					(1.947)	
Having a partner # Time-based FWC					2.567	
					(2.076)	
Strain-based FWC						-8.771***
						(1.359)
Having a partner # Strain-based FWC						2.601 ⁺
						(1.456)
Constant	53.250***	50.815***	53.757***	51.438***	49.577***	51.458***
	(0.671)	(0.616)	(0.633)	(0.598)	(0.473)	(0.612)

Note: ⁺ p<0.10 * p < 0.05, ** p < 0.01, *** p < 0.001 (two-tailed tests), Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Controlled for controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.

Table A3-2: Fixed-effects regressions on mental health, Interactions Appreciation partner

	WFC	WFC time-based	WFC strain-based	FWC	FWC time-based	FWC strain-based
High appreciation by partner (<i>ref. low</i>)	1.249 [*] (0.498)	1.139 [*] (0.447)	0.894 ⁺ (0.470)	0.296 (0.424)	0.513 (0.328)	0.186 (0.428)
No partner	-0.818 (0.810)	-1.003 (0.744)	-0.647 (0.770)	-0.695 (0.734)	-1.193 [*] (0.587)	-0.587 (0.750)
WFC	-9.762 ^{***} (0.978)					
High appreciation # WFC	-1.757 (1.073)					
No partner # WFC	-1.937 (1.613)					
Time-based WFC		-3.986 ^{***} (0.776)				
High appreciation # Time-based WFC		-1.414 (0.865)				
No partner # Time-based WFC		-1.040 (1.294)				
Strain-based WFC			-11.012 ^{***} (0.934)			
High appreciation # Time-based WFC			-1.088 (1.046)			
No partner # Time-based WFC			-2.899 ⁺ (1.578)			
FWC				-9.470 ^{***} (1.360)		
High appreciation # FWC				0.550 (1.563)		
No partner # FWC				-3.282 (2.302)		
Time-based FWC					-4.646 ^{***} (1.241)	
High appreciation # Time-based FWC					-0.390 (1.481)	
No partner # Time-based FWC					-2.572 (2.284)	
Strain-based FWC						-6.608 ^{***} (0.986)
High appreciation # Strain-based WFC						0.797 (1.137)
No partner # Strain-based WFC						-2.176 (1.627)
Constant	53.976 ^{***} (0.433)	51.771 ^{***} (0.376)	54.293 ^{***} (0.403)	52.082 ^{***} (0.353)	50.711 ^{***} (0.257)	52.038 ^{***} (0.356)

Note: + p<0.10 * p<0.05, ** p<0.01, *** p<0.001 (two-tailed tests), Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.

Table A3-3: Fixed-effects regressions on mental health, Interactions Relative negotiation power

	WFC	WFC time-base d	WFC strain-based	FWC	FWC time-based	FWC strain-based
WFC	-17.020*** (2.252)					
Inferior # WFC	7.252** (2.790)					
Superior # WFC	7.781** (2.519)					
No partner # WFC	8.082** (2.853)					
Time-based WFC		-9.271*** (1.797)				
Inferior # Time-based WFC		5.439* (2.193)				
Superior # Time-based WFC		5.901** (2.001)				
No partner # Time-based WFC		6.345** (2.246)				
Strain-based WFC			-17.704*** (2.147)			
Inferior # Strain-based WFC			6.744* (2.625)			
Superior # Strain-based WFC			6.763** (2.383)			
No partner # Strain-based WFC			5.292+ (2.744)			
FWC				-13.263** *		
Inferior # FWC				(3.155) 5.841		
Superior # FWC				(3.803) 3.942		
No partner # FWC				(3.488) 3.871		
Time-based FWC				(3.941)	-5.707* (2.864)	
Inferior # Time-based FWC					3.525 (3.399)	
Superior # Time-based FWC					1.099 (3.184)	
No partner # Time-based FWC					-0.996 (3.662)	
Strain-based FWC						-9.959*** (2.254)
Inferior # Strain-based FWC						3.833 (2.721)
Superior # Strain-based FWC						3.223 (2.490)
No partner # Strain-based FWC						4.486 (2.780)
Constant	54.358*** (0.319)	52.033*** (0.268)	54.780*** (0.281)	52.192*** (0.222)	50.861*** (0.140)	52.220*** (0.223)

Note: + p<0.10 * p<0.05, ** p<0.01, *** p<0.001 (two-tailed tests), Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is

“balanced”. Controlled for controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.

Table A3-4: Fixed-effects regressions on mental health, Interactions Telework

	WFC	WFC time-based	WFC strain-based	FWC	FWC time-based	FWC strain-based
Use of telework (<i>ref. no</i>)	0.166 (0.663)	-0.306 (0.605)	0.696 (0.612)	-0.217 (0.532)	-0.173 (0.430)	-0.260 (0.532)
WFC	-10.600*** (0.707)					
Telework # WFC	-0.846 (1.333)					
Time-based WFC		-4.700*** (0.556)				
Telework # Time-based WFC		0.116 (1.078)				
Strain-based WFC			-11.595*** (0.658)			
Telework # Strain-based WFC			-2.000 (1.286)			
FWC				-9.720*** (0.942)		
Telework # FWC				0.315 (1.868)		
Time-based FWC					-5.013*** (0.873)	
Telework # Time-based FWC					-0.014 (1.721)	
Strain-based FWC						-6.641*** (0.664)
Telework # Strain-based FWC						0.221 (1.377)
Constant	54.420*** (0.297)	52.207*** (0.253)	54.540*** (0.264)	52.178*** (0.212)	50.825*** (0.141)	52.121*** (0.212)

Note: + $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$ (two-tailed tests), Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.

Table A3-5: Fixed-effects regressions on mental health, Interactions Flexible working

	WFC	WFC time-based	WFC strain-based	FWC	FWC time-based	FWC strain-based
Use of flexible working (<i>ref. no</i>)	-0.321 (0.516)	0.096 (0.468)	-0.295 (0.484)	0.262 (0.425)	0.421 (0.345)	0.125 (0.430)
WFC	-11.788*** (0.944)					
Flexible working # WFC	1.435 (1.054)					
Time-based WFC		-5.233*** (0.738)				
Flexible working # Time-based WFC		0.588 (0.837)				
Strain-based WFC			-12.897*** (0.900)			
Flexible working # Strain-based WFC			1.620 (1.030)			
FWC				-11.038*** (1.315)		
Flexible working # FWC				1.600 (1.538)		
Time-based FWC					-5.674*** (1.242)	
Flexible working # Time-based FWC					0.481 (1.481)	
Strain-based FWC						-7.905*** (0.955)
Flexible working # Strain-based FWC						1.758 (1.113)
Constant	54.701*** (0.443)	52.164*** (0.391)	54.810*** (0.403)	52.017*** (0.329)	50.551*** (0.255)	52.019*** (0.334)

Note: + p<0.10 * p < 0.05, ** p < 0.01, *** p < 0.001 (two-tailed tests), Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.

Table A3-6: Fixed-effects regressions on mental health, Interactions Management position

	WFC	WFC time-based	WFC strain-based	FWC	FWC time-based	FWC strain-based
Management position (<i>ref. no</i>)	0.667 (0.544)	0.893 ⁺ (0.493)	0.289 (0.507)	1.024* (0.439)	0.867* (0.355)	0.837 ⁺ (0.442)
WFC	-11.149*** (0.753)					
Management position # WFC	0.299 (1.087)					
Time-based WFC		-4.740*** (0.590)				
1. ja # Time-based WFC		-0.469 (0.881)				
Strain-based WFC			-12.592*** (0.708)			
Management pos. # Strain-based WFC			1.332 (1.036)			
FWC				-9.169*** (0.998)		
Management position # FWC				-2.040 (1.555)		
Time-based FWC					-4.629*** (0.915)	
Management pos. # Time-based FWC					-2.011 (1.489)	
Strain-based FWC						-6.337*** (0.714)
Management pos. # Strain-based FWC						-0.875 (1.115)
Constant	54.297*** (0.318)	51.920*** (0.271)	54.590*** (0.291)	51.801*** (0.240)	50.511*** (0.169)	51.769*** (0.244)

Note: + p<0.10 * p < 0.05, ** p < 0.01, *** p < 0.001 (two-tailed tests), Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.

Table A3-7: Fixed-effects regressions on mental health, Interactions Job autonomy

	WFC	WFC time-based	WFC strain-based	FWC	FWC time-based	FWC strain-based
High autonomy (<i>ref. low</i>)	-0.299 (0.482)	0.718 ⁺ (0.431)	-0.783 ⁺ (0.455)	0.728 ⁺ (0.396)	1.105*** (0.312)	0.539 (0.402)
WFC	-12.543*** (0.866)					
High autonomy # WFC	2.909** (0.991)					
Time-based WFC		-5.236*** (0.688)				
High autonomy # Time-based WFC		0.819 (0.797)				
Strain-based WFC			-14.316*** (0.813)			
High autonomy # Strain-based WFC			4.105*** (0.961)			
FWC				-10.909*** (1.180)		
High autonomy # FWC				1.978 (1.412)		
Time-based FWC					-5.508*** (1.093)	
High autonomy # Time-based FWC					0.464 (1.359)	
Strain-based FWC						-7.804*** (0.859)
High autonomy # Strain-based FWC						2.054* (1.024)
Constant	54.661*** (0.400)	51.745*** (0.347)	55.124*** (0.366)	51.712*** (0.300)	50.147*** (0.217)	51.744*** (0.307)

Note: + p<0.10 * p < 0.05, ** p < 0.01, *** p < 0.001 (two-tailed tests), Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.

Table A3-8: Fixed-effects regressions on mental health, Interactions Wages

	WFC	WFC time-based	WFC strain-based	FWC	FWC time-based	FWC strain-based
Wages	0.216 (0.559)	0.020 (0.518)	0.562 (0.536)	-0.132 (0.512)	0.186 (0.447)	0.067 (0.504)
WFC	-19.534* (8.474)					
Wages # WFC	1.052 (1.042)					
Time-based WFC		-16.090* (6.753)				
Wages # Time-based WFC		1.380+ (0.829)				
Strain-based WFC			-12.289 (8.085)			
Wages # Strain-based WFC			0.027 (0.994)			
FWC				-30.789** (11.920)		
Wages # FWC				2.583+ (1.465)		
Time-based FWC					-18.868+ (11.132)	
Wages # Time-based FWC					1.685 (1.372)	
Strain-based FWC						-17.996* (8.238)
Wages # Strain-based FWC						1.399 (1.012)
Constant	52.728*** (4.540)	52.005*** (4.205)	50.101*** (4.363)	53.223*** (4.178)	49.278*** (3.644)	51.519*** (4.113)

Note: + p<0.10 * p < 0.05, ** p < 0.01, *** p < 0.001 (two-tailed tests), Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.

Table A3-9: Fixed-effects regressions on mental health, Interactions Supervisor support

	WFC	WFC	WFC	FWC	FWC	FWC
		time-based	strain-based		time-based	strain-based
High supervisor support (<i>ref. no/low</i>)	-0.304 (0.554)	0.729 (0.495)	-0.601 (0.509)	1.492*** (0.416)	1.393*** (0.325)	1.454*** (0.419)
WFC	-12.538*** (1.022)					
High support # WFC	2.450* (1.079)					
Time-based WFC		-5.208*** (0.814)				
High support # Time-based WFC		0.703 (0.866)				
Strain-based WFC			-14.230*** (0.959)			
High support # Strain-based WFC			3.285** (1.035)			
FWC				-9.015*** (1.404)		
High support # FWC				-1.155 (1.525)		
Time-based FWC					-4.543*** (1.312)	
High support # Time-based FWC					-1.029 (1.463)	
Strain-based FWC						-6.178*** (1.014)
High support # Strain-based FWC						-0.605 (1.109)
Constant	54.691*** (0.517)	51.611*** (0.454)	55.087*** (0.464)	51.050*** (0.364)	49.771*** (0.272)	50.980*** (0.365)

Note: + p<0.10 * p < 0.05, ** p < 0.01, *** p < 0.001 (two-tailed tests), Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.

Table A3-10: Fixed-effects regressions on mental health, Interactions Co-worker support

	WFC	WFC time-based	WFC strain-based	FWC	FWC time-based	FWC strain-based
High co-worker support (<i>ref. no/low support</i>)	-1.296*	-0.930 ⁺	-0.795	1.010*	0.732*	1.015*
	(0.552)	(0.492)	(0.521)	(0.439)	(0.341)	(0.438)
WFC	-13.695***					
	(1.061)					
High support # WFC	3.564**					
	(1.096)					
Time-based WFC		-7.057***				
		(0.844)				
High support # Time-based WFC		2.905***				
		(0.882)				
Strain-based WFC			-14.049***			
			(1.026)			
High support # Strain-based WFC			2.621*			
			(1.079)			
FWC				-8.097***		
				(1.520)		
High support # FWC				-2.407		
				(1.629)		
Time-based FWC					-3.966**	
					(1.440)	
High support # Time-based FWC					-1.592	
					(1.587)	
Strain-based FWC						-5.526***
						(1.086)
High support # Strain-based FWC						-1.634
						(1.167)
Constant	55.537***	52.934***	55.305***	51.387***	50.217***	51.314***
	(0.518)	(0.453)	(0.481)	(0.391)	(0.291)	(0.389)

Note: ⁺ p<0.10 * p<0.05, ** p<0.01, *** p<0.001 (two-tailed tests), Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.

Table A3-11: Fixed-effects regressions on mental health, Interactions Family-friendly policies

	WFC	WFC time-based	WFC strain-based	FWC	FWC time-based	FWC strain-based
WFC	-10.636*** (0.859)					
Family-friendly policies # WFC	0.182 (1.667)					
Strain-based WFC		-12.060*** (0.801)				
Family-friendly pol. # Strain-based WFC		-0.327 (1.538)				
Time-based WFC			-4.495*** (0.667)			
Family-friendly pol. # Time-based WFC			0.670 (1.293)			
FWC				-9.894*** (1.139)		
Family-friendly policies # FWC				-0.054 (2.132)		
Time-based FWC					-4.460*** (1.041)	
Family-friendly pol. # Time-based FWC					-1.414 (1.932)	
Strain-based FWC						-7.139*** (0.803)
Family-friendly pol. # Strain-based FWC						0.728 (1.517)
Constant	54.577*** (0.302)	54.893*** (0.265)	52.197*** (0.254)	52.395*** (0.211)	50.970*** (0.132)	52.368*** (0.211)

Note: + p<0.10 * p < 0.05, ** p < 0.01, *** p < 0.001 (two-tailed tests), Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.

Table A3-12: Fixed-effects regressions on mental health, Interactions Health-promotion policies

	WFC	WFC time-based	WFC strain-based	FWC	FWC time-based	FWC strain-based
WFC	-10.817*** (0.977)					
Health-promotion # WFC	0.429 (1.485)					
Time-based WFC		-4.348*** (0.757)				
Health-promotion # Time-based WFC		0.010 (1.154)				
Strain-based WFC			-12.707*** (0.915)			
Health-promotion # Strain-based WFC			1.201 (1.374)			
FWC				-11.478*** (1.309)		
Health-promotion # FWC				3.465+ (1.932)		
Time-based FWC					-5.405*** (1.165)	
Health-promotion # Time-based FWC					1.297 (1.771)	
Strain-based FWC						-8.130*** (0.932)
Health-promotion # Strain-based WFC						2.590+ (1.364)
Constant	54.573*** (0.302)	52.191*** (0.253)	54.888*** (0.265)	52.383*** (0.211)	50.943*** (0.132)	52.361*** (0.210)

Note: + $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$ (two-tailed tests), Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.

Table A3-13: Fixed-effects regressions on mental health, Interactions Low-demand culture

	WFC	WFC	WFC	FWC	FWC	FWC
		time-based	strain-based		time-based	strain-based
Low-demand culture (<i>ref. high</i>)	-0.882 (0.642)	-0.340 (0.569)	-0.841 (0.609)	0.623 (0.541)	0.872* (0.416)	0.344 (0.550)
WFC	-12.662*** (1.018)					
Low-demand culture # WFC	2.937* (1.487)					
Time-based WFC		-6.258*** (0.815)				
Low-demand culture # Time-based WFC		2.031+ (1.195)				
Strain-based WFC			-13.746*** (0.967)			
Low-demand culture # Strain-based WFC			3.078* (1.431)			
FWC				-12.431*** (1.395)		
Low-demand culture # FWC				0.731 (2.144)		
Time-based FWC					-6.586*** (1.317)	
Low-demand culture # Time-based FWC					-1.297 (2.130)	
Strain-based FWC						-8.627*** (0.997)
Low-demand culture # Strain-based FWC						1.527 (1.521)
Constant	55.126*** (0.451)	52.598*** (0.389)	55.266*** (0.410)	52.250*** (0.308)	50.599*** (0.209)	52.197*** (0.311)

Note: + $p < 0.10$ * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$ (two-tailed tests), Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.

Table A3-14: Fixed-effects regressions on mental health, Interactions Family-supportive culture

	WFC	WFC time-based	WFC strain-based	FWC	FWC time-based	FWC strain-based
WFC	-12.600*** (1.156)					
Family-supportive # WFC	3.462* (1.471)					
Time-based WFC		-5.676*** (0.890)				
Family-supportive # Time-based WFC		2.332* (1.139)				
Strain-based WFC			-13.654*** (1.080)			
Family-supportive # Strain-based WFC			2.780* (1.365)			
FWC				-7.777*** (1.500)		
Family-supportive # FWC				-2.449 (1.915)		
Time-based FWC					-2.391+ (1.322)	
Family-supportive # Time-based FWC					-3.548* (1.724)	
Strain-based FWC						-6.667*** (1.099)
Family-supportive # Strain-based FWC						0.138 (1.376)
Constant	54.487*** (0.294)	52.106*** (0.246)	54.789*** (0.259)	52.183*** (0.203)	50.835*** (0.127)	52.192*** (0.204)

Note: + $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$ (two-tailed tests), Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.