

Supplementary online materials for the article

**Transitions to parenthood, flexible working and time-based work-to-family conflicts: A
gendered life course and organisational change perspective**

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Table A1: Descriptive Female

Variable		%/Mean	Std. Dev.	Min	Max
Dependent Variable					
Work-to-family conflict	overall	7.674	3.383	3	15
	between		2.916	3	15
	within		1.759	.340	15.007
Parenthood					
0. No	overall	19.25			
	between	22.60			
	within	88.00			
1. Yes	overall	80.75			
	between	83.17			
	within	96.36			
Flexible Working					
Use of flexiplace					
0. No	overall	84.10			
	between	90.41			
	within	93.47			
1. Yes	overall	15.90			
	between	22.16			
	within	69.91			
Use of flexitime					
0. No	overall	36.59			
	between	47.75			
	within	76.15			
1. Yes	overall	63.41			
	between	75.30			
	within	84.51			
Organizational share Use of flexiplace	overall	0.158	0.207	0.000	1.000
	between		0.194	0.000	0.989
	within		0.063	-0.110	0.445
Organizational share Use of flexitime	overall	0.605	0.274	0.019	1.000
	between		0.267	0.074	1.000
	within		0.057	0.250	0.844
Controls					
Contractual working hours	overall	31.162	8.514	0.000	50.000
	between		7.904	8.000	44.125
	within		3.120	5.829	48.912
Overtime hours	overall	3.496	4.495	0.000	40.000
	between		3.748	0.000	35.000

	within		2.456	-14.004	23.496
Occupational Status (ISEI)	overall	54.110	16.527	11.740	88.700
	between		16.044	11.740	88.700
	within		4.058	18.857	98.697
Work experience in years	overall	18.727	7.745	0.499	41.863
	between		7.508	0.689	38.527
	within		2.042	15.267	23.115
Tenure in years	overall	10.269	7.755	0.499	38.227
	between		7.396	0.499	35.978
	within		2.378	-6.435	27.005
Age of youngest child	overall	13.084	10.073	0.000	47.000
	between		9.978	0.000	46.000
	within		1.888	2.584	23.751

Note. Source: LEEP-B3, wave 1- 3

Table A2: Descriptive Male

Variable		%/Mean	Std. Dev.	Min	Max
Dependent Variable					
Work-to-family conflict	overall	8.228	3.265	3	15
	between		2.846	3	15
	within		1.596	.561	14.894
Parenthood					
0. No	overall	18.50			
	between	21.19			
	within	89.47			
1. Yes	overall	81.50			
	between	83.43			
	within	97.14			
Flexible Working					
Use of flexiplace					
0. No	overall	75.70			
	between	85.35			
	within	89.15			
1. Yes	overall	24.30			
	between	34.01			
	within	70.29			
Use of flexitime					
0. No	overall	30.89			
	between	44.25			
	within	70.94			
1. Yes	overall	69.11			
	between	80.79			
	within	84.92			
<i>Organizational share</i>					
Use of flexiplace	overall	0.225	0.255	0.000	1.000
	between		0.239	0.000	0.989
	within		0.084	-0.042	0.512
<i>Organizational share</i>					
Use of flexitime	overall	0.697	0.228	0.019	1.000
	between		0.218	0.074	1.000
	within		0.065	0.342	0.935
Controls					
Contractual working hours					
	overall	38.317	3.766	4.000	70.000
	between		3.412	10.500	70.000
	within		1.760	14.317	53.317

Overtime hours	overall	4.417	5.118	0.000	36.000
	between		4.527	0.000	30.000
	within		2.488	-11.583	27.083
Occupational Status (ISEI)	overall	52.689	20.563	11.740	88.700
	between		20.066	13.280	88.700
	within		4.141	16.696	90.036
Work experience in years	overall	21.868	8.578	0.499	42.932
	between		8.398	2.456	40.567
	within		2.116	15.604	28.133
Tenure in years	overall	11.416	8.599	0.499	39.775
	between		8.248	0.499	37.604
	within		2.465	-4.344	28.361
Age of youngest child	overall	11.400	9.027	0.000	49.000
	between		8.859	0.000	47.000
	within		1.880	-1.934	20.900

Note. Source: LEEP-B3, wave 1- 3

Table B: Individual fixed effect regressions on the consequences of gendered transitions to parenthood for time-based work-to-family conflict – *including hourly pay instead of ISEI*

	Women M1	Women M2	Men M1	Men M2
Transition to parenthood	-0.949** (0.309)	-0.362 (0.295)	1.071*** (0.322)	1.041*** (0.307)
Work investments				
Contractual working hours		0.092*** (0.013)		0.064*** (0.019)
Overtime hours		0.097*** (0.016)		0.095*** (0.014)
Work experience in years		-0.474*** (0.136)		-0.224+ (0.125)
Tenure in years		0.025 (0.022)		0.011 (0.015)
<i>Hourly pay</i>		-0.070 (0.233)		0.253 (0.237)
Controls				
Age of youngest child	0.022 (0.038)	0.002 (0.038)	-0.017 (0.036)	-0.018 (0.036)
Survey year (Ref. 2012/13)				
2014/15	-0.475*** (0.103)	0.456 (0.280)	-0.524*** (0.086)	-0.029 (0.265)
2018/19	-0.346+ (0.209)	2.381** (0.818)	-0.420* (0.186)	0.945 (0.765)
Constant	8.437*** (0.516)	12.720*** (2.406)	7.872*** (0.441)	8.388** (2.699)
Sample size	3793	3793	4795	4795
Observations	1575	1575	1973	1973
sigma_u	2.898	4.385	2.846	3.083
sigma_e	2.283	2.239	2.058	2.035
rho	0.617	0.793	0.657	0.696

Note. Source: LEEP-B3, wave 1- 3

Standard errors in parentheses

+ $p \leq 0.10$, * $p \leq 0.05$, ** $p \leq 0.01$, *** $p \leq 0.001$

Table C: Individual fixed effect regressions on the consequences of gendered transitions to parenthood for time-based work-to-family conflict – *including employment status and working hours partner*

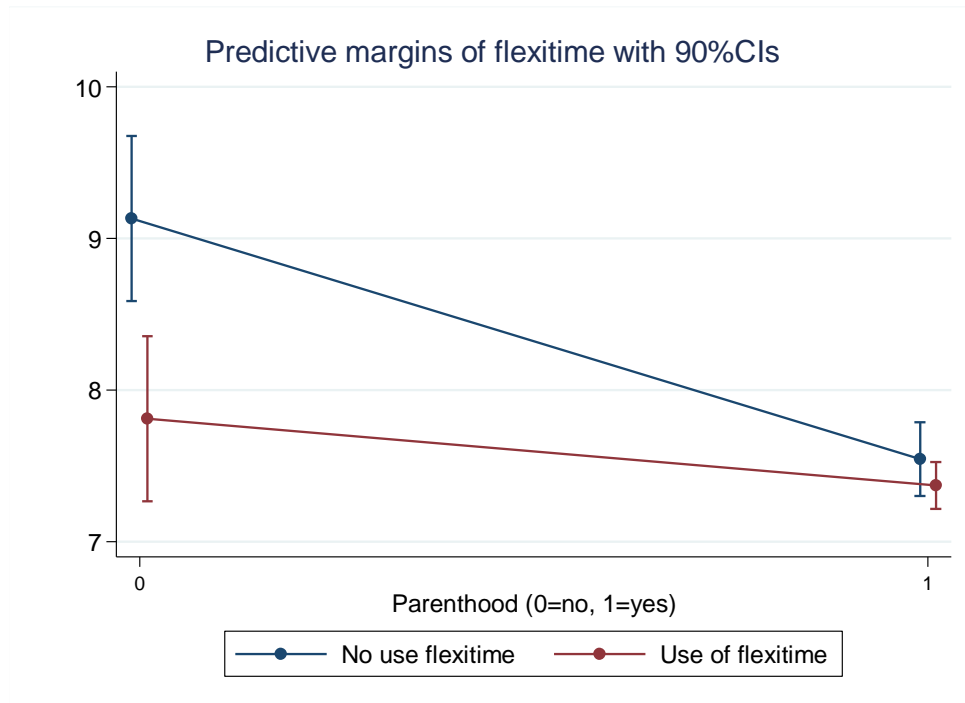
	Women M1	Women M2	Men M1	Men M2
Transition to parenthood	-1.006**	-0.464	1.167**	1.184***
	(0.353)	(0.344)	(0.359)	(0.335)
Work investments				
Contractual working hours		0.089***		0.081***
		(0.015)		(0.021)
Overtime hours		0.092***		0.099***
		(0.018)		(0.016)
Work experience in years		-0.413**		-0.284*
		(0.160)		(0.141)
Tenure in years		0.022		0.021
		(0.023)		(0.017)
Occupational Status (ISEI)		-0.008		0.008
		(0.011)		(0.009)
Controls				
Age of youngest child	0.003	-0.017	0.009	0.008
	(0.040)	(0.041)	(0.040)	(0.040)
Survey year (Ref. 2012/13)	-0.300*	0.525	-0.626***	-0.016
2014/15	(0.118)	(0.327)	(0.097)	(0.299)
	-0.245	2.161*	-0.576**	1.129
2018/19	(0.223)	(0.958)	(0.209)	(0.860)
Partner employed	1.087*	1.051+	-0.328	-0.345
	(0.551)	(0.550)	(0.308)	(0.308)
Working hours partner	-0.026*	-0.024+	0.020+	0.021*
	(0.013)	(0.013)	(0.011)	(0.011)
Constant	8.497***	12.176***	7.450***	8.718**
	(0.627)	(2.720)	(0.532)	(2.911)
Sample size	1207	1207	1638	1638
Observations	2905	2905	3987	3987
sigma_u	1207	1207	1638	1638
sigma_e	2.860	4.102	2.876	3.297
rho	2.297	2.256	2.074	2.049

Note. Source: LEEP-B3, wave 1- 3

Standard errors in parentheses

+ $p \leq 0.10$, * $p \leq 0.05$, ** $p \leq 0.01$, *** $p \leq 0.001$

Figure C: Time-based work-to-family-conflict among women after transition to parenthood: The importance of the use of flexitime – including employment status and working hours partner



Note. Source: LEEP-B3, wave 1- 3

CI: confidence interval.

Table D1: Jack Knife Sector Women: Individual fixed effect regressions on the consequences of gendered transitions to parenthood for time-based work-to-family conflict

	Without Sector 1 M1	Without Sector 2 M1	Without Sector 3 M1	Without Sector 4 M1
Transition to parenthood	-1.094** (0.336)	-0.927** (0.315)	-1.198** (0.383)	-0.285 (0.477)
Controls				
Age of youngest child	0.029 (0.042)	0.027 (0.040)	0.043 (0.047)	-0.027 (0.051)
Survey year (Ref. 2012/13)				
2014/15	-0.470*** (0.113)	-0.488*** (0.105)	-0.425*** (0.120)	-0.650*** (0.167)
2018/19	-0.365 (0.232)	-0.363+ (0.221)	-0.332 (0.252)	-0.407 (0.284)
Constant	8.472*** (0.570)	8.344*** (0.540)	8.413*** (0.640)	8.586*** (0.685)
Sample size	1364	1503	1318	943
Observations	3233	3583	2758	1805
sigma_u	2.909	2.886	3.024	3.049
sigma_e	2.290	2.259	2.287	2.325
rho	0.617	0.620	0.636	0.632

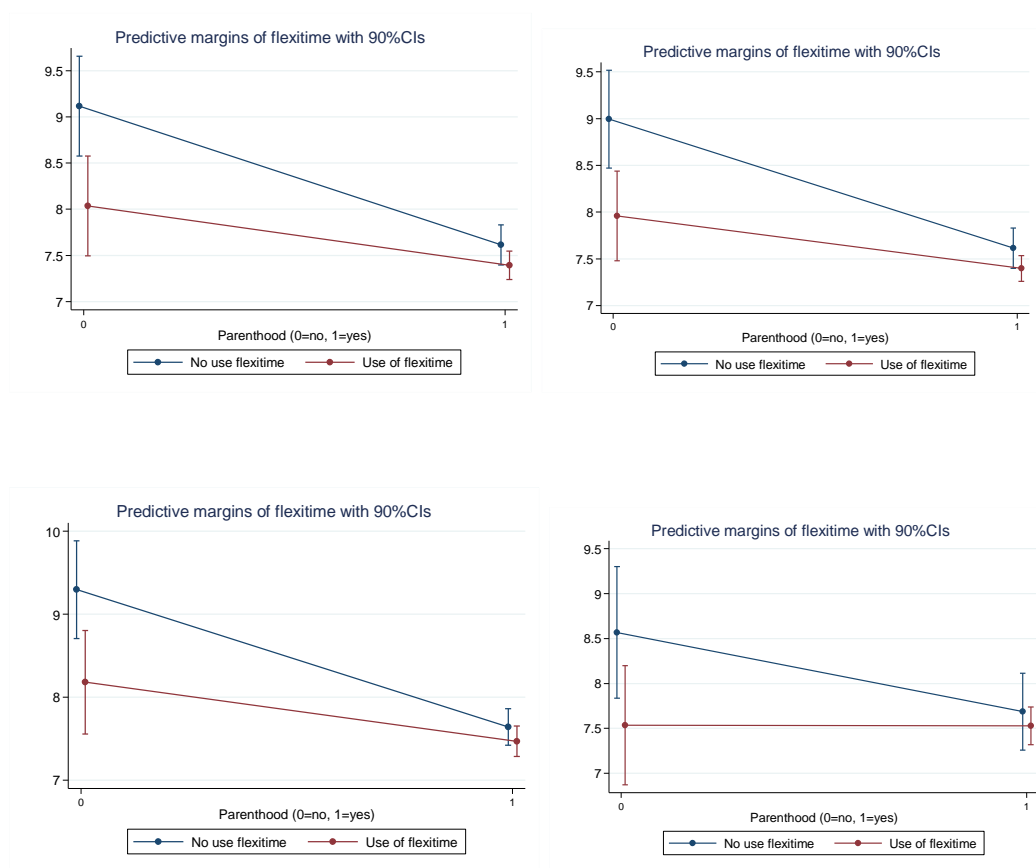
Note. Source: LEEP-B3, wave 1- 3, Standard errors in parentheses; + $p \leq 0.10$, * $p \leq 0.05$, ** $p \leq 0.01$, *** $p \leq 0.001$; Sector 1: Manufacturing, Electricity, Water supply; Sector 2: Wholesale, retail trade, transport, Sector 3: Financial and insurance activities, economic services, Sector 4: Social, private and public services

Table D2: Jack Knife Sector Men: Individual fixed effect regressions on the consequences of gendered transitions to parenthood for time-based work-to-family conflict

	Without Sector 1 M1	Without Sector 2 M1	Without Sector 3 M1	Without Sector 4 M1
Transition to parenthood	0.902*	1.046**	1.281**	1.091**
	(0.429)	(0.323)	(0.405)	(0.398)
Controls				
Age of youngest child	0.004	-0.036	-0.033	0.016
	(0.044)	(0.038)	(0.044)	(0.041)
Survey year (Ref. 2012/13)				
2014/15	-0.622***	-0.485***	-0.429***	-0.629***
	(0.116)	(0.091)	(0.102)	(0.099)
2018/19	-0.530*	-0.299	-0.296	-0.664**
	(0.225)	(0.197)	(0.232)	(0.215)
Constant	7.908***	8.008***	7.860***	7.599***
	(0.511)	(0.463)	(0.556)	(0.531)
Sample size	1032	1813	1578	1734
Observations	2371	4360	3624	4030
sigma_u	2.893	2.832	2.912	2.863
sigma_e	2.031	2.052	2.058	2.075
rho	0.670	0.656	0.667	0.656

Note. Source: LEEP-B3, wave 1- 3; Standard errors in parentheses; + $p \leq 0.10$, * $p \leq 0.05$, ** $p \leq 0.01$, *** $p \leq 0.001$; Sector 1: Manufacturing, Electricity, Water supply; Sector 2: Wholesale, retail trade, transport, Sector 3: Financial and insurance activities, economic services, Sector 4: Social, private and public services

Figure D: Jack Knife Sector Women: Time-based work-to-family-conflict among women after transition to parenthood: The importance of the use of flexitime



Note. Source: LEEP-B3, wave 1- 3

Left upper figure without sector 1: Manufacturing, Electricity, Water supply

Right upper figure without Sector 2: Wholesale, retail trade, transport

Left figure at the bottom without sector 3: Financial and insurance activities, economic services

Right figure at the bottom without sector 4: Social, private and public services

Table D3: Jack Knife Sector: Individual fixed effects on time-based work-to-family conflicts and the consequences of the normalisation of the use of flexible working among women

	M1	M2	M3	M4
	Basic Model	+ Individual use flexitime & flexiplace	+ Survey Year	+Family & Work Situation
Without Sector 1				
<i>Organizational share</i>				
Use of flexiplace	-0.833 (0.710)	-0.874 (0.745)	-1.209 (0.874)	-1.019 (0.855)
Use of flexitime	-1.235 (0.857)	-0.881 (0.858)	0.406 (1.005)	0.588 (0.979)
Without Sector 2				
<i>Organizational share</i>				
Use of flexiplace	-1.342* (0.636)	-1.249+ (0.675)	-1.885* (0.795)	-1.594* (0.777)
Use of flexitime	-0.968 (0.729)	-0.663 (0.733)	0.460 (0.835)	0.834 (0.817)
Without Sector 3				
<i>Organizational share</i>				
Use of flexiplace	-1.402 (1.018)	-1.307 (1.080)	-2.156+ (1.205)	-1.834 (1.176)
Use of flexitime	-1.410+ (0.817)	-1.145 (0.822)	-0.191 (0.942)	0.027 (0.906)
Without Sector 4				
<i>Organizational share</i>				
Use of flexiplace	-1.857** (0.695)	-1.919* (0.765)	-2.142* (1.082)	-2.159* (1.064)
Use of flexitime	0.168 (1.004)	0.519 (1.043)	1.276 (1.097)	1.335 (1.086)

Note. Source: LEEP-B3, wave 1- 3; Standard errors in parentheses; + $p \leq 0.10$, * $p \leq 0.05$, ** $p \leq 0.01$, *** $p \leq 0.001$; Sector 1: Manufacturing, Electricity, Water supply; Sector 2: Wholesale, retail trade, transport, Sector 3: Financial and insurance activities, economic services, Sector 4: Social, private and public services

Table D4: Jack Knife Sector: Individual fixed effects on time-based work-to-family conflicts and the consequences of the normalisation of the use of flexible working among men

	M1	M2	M3	M4
	Basic Model	+ Individual use flexitime & flexiplace	+ Survey Year	+Family & Work Situation
Without Sector 1				
<i>Organizational share</i>				
Use of flexiplace	-0.913 (0.582)	-1.052+ (0.618)	-1.225 (0.845)	-1.455+ (0.827)
Use of flexitime	-1.397 (0.893)	-1.282 (0.891)	-0.320 (1.016)	-0.446 (1.015)
Without Sector 2				
<i>Organizational share</i>				
Use of flexiplace	-0.301 (0.420)	-0.437 (0.454)	-0.103 (0.605)	-0.092 (0.597)
Use of flexitime	-1.025+ (0.539)	-0.822 (0.551)	0.379 (0.602)	0.346 (0.595)
Without Sector 3				
<i>Organizational share</i>				
Use of flexiplace	0.288 (0.524)	0.170 (0.576)	0.659 (0.719)	0.548 (0.720)
Use of flexitime	-1.080* (0.540)	-0.778 (0.550)	0.399 (0.599)	0.293 (0.598)
Without Sector 4				
<i>Organizational share</i>				
Use of flexiplace	-0.507 (0.424)	-0.496 (0.462)	0.491 (0.629)	0.367 (0.623)
Use of flexitime	-1.022+ (0.538)	-0.806 (0.552)	0.490 (0.591)	0.441 (0.584)

Note. Source: LEEP-B3, wave 1- 3; Standard errors in parentheses; + $p \leq 0.10$, * $p \leq 0.05$, ** $p \leq 0.01$, *** $p \leq 0.001$; Sector 1: Manufacturing, Electricity, Water supply; Sector 2: Wholesale, retail trade, transport, Sector 3: Financial and insurance activities, economic services, Sector 4: Social, private and public services

Table E1: Jack Knife Occupation Women: Individual fixed effect regressions on the consequences of gendered transitions to parenthood for time-based work-to-family conflict

	Without Occupation 1	Without Occupation 2	Without Occupation 3	Without Occupation 4	Without Occupation 5	Without Occupation 6	Without Occupation 7	Without Occupation 8	Without Occupation 9
	M1	M1	M1	M1	M1	M1	M1	M1	M1
Transition to parenthood	-0.948** (0.313)	-0.771* (0.365)	-0.481 (0.486)	-1.195*** (0.351)	-0.912** (0.313)	-0.989** (0.310)	-0.930** (0.313)	-1.009** (0.309)	-0.951** (0.311)
Controls									
Age of youngest child	0.021 (0.039)	0.010 (0.043)	-0.043 (0.048)	0.053 (0.039)	0.039 (0.041)	0.022 (0.038)	0.020 (0.039)	0.028 (0.039)	0.020 (0.041)
Survey year (Ref. 2012/13)									
2014/15	-0.466*** (0.104)	-0.401** (0.122)	-0.638*** (0.137)	-0.480*** (0.110)	-0.475*** (0.108)	-0.479*** (0.103)	-0.469*** (0.103)	-0.461*** (0.104)	-0.475*** (0.106)
2018/19	-0.342 (0.212)	-0.116 (0.239)	-0.408 (0.260)	-0.459* (0.221)	-0.476* (0.221)	-0.346+ (0.209)	-0.332 (0.210)	-0.352+ (0.211)	-0.314 (0.224)
Constant	8.410*** (0.521)	8.297*** (0.624)	8.945*** (0.658)	8.408*** (0.544)	8.237*** (0.542)	8.484*** (0.515)	8.432*** (0.516)	8.399*** (0.516)	8.449*** (0.545)
Sample size	1553	1243	969	1328	1475	1571	1559	1555	1530
Observations	3724	2905	2180	3104	3526	3781	3746	3734	3644
sigma_u	2.895	2.932	3.027	2.953	2.914	2.896	2.897	2.899	2.896
sigma_e	2.296	2.333	2.289	2.266	2.257	2.283	2.275	2.283	2.263
rho	0.614	0.612	0.636	0.629	0.625	0.617	0.618	0.617	0.621

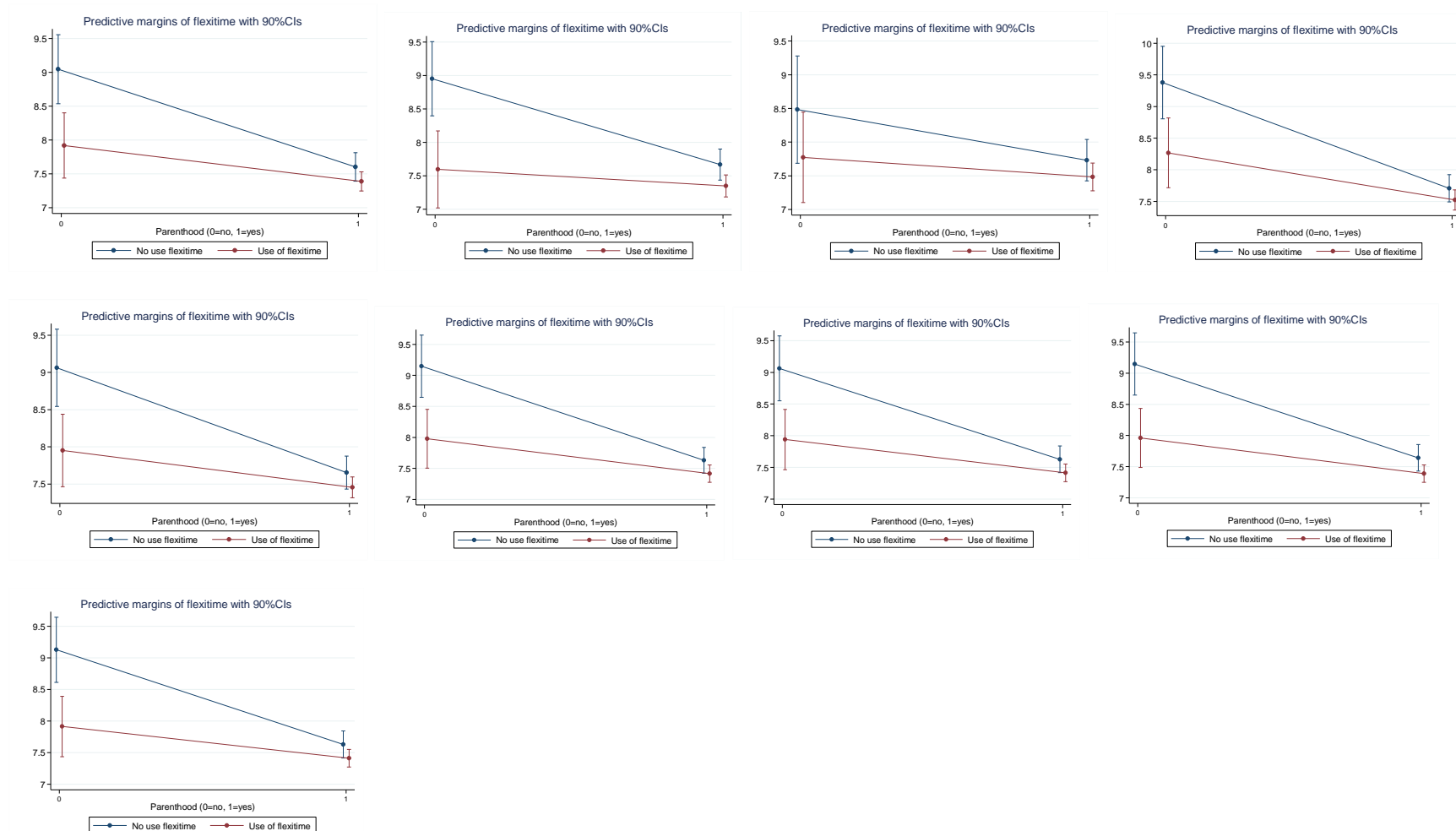
Note. Source: LEEP-B3, wave 1- 3; Standard errors in parentheses+ $p \leq 0.10$, * $p \leq 0.05$, ** $p \leq 0.01$, *** $p \leq 0.001$; Occupation 1: Managers, Occupation 2: Professionals, Occupation 3: Technicians and associate professionals; Occupation 4: Clerical support workers, Occupation 5: Service and sales workers, Occupation 6: Skilled agricultural, forestry and fishery workers; Occupation 7: Craft and related trades workers, Occupation 8: Plant and machine operators, and assemblers, Occupation 9: Elementary occupations

Table E2: Jack Knife Occupation Men: Individual fixed effect regressions on the consequences of gendered transitions to parenthood for time-based work-to-family conflict

	Without Occupation 1	Without Occupation 2	Without Occupation 3	Without Occupation 4	Without Occupation 5	Without Occupation 6	Without Occupation 7	Without Occupation 8	Without Occupation 9
	M1	M1	M1	M1	M1	M1	M1	M1	M1
Transition to parenthood	0.987**	1.288***	1.141**	0.998**	1.050**	1.049**	1.203***	0.908**	0.973**
	(0.326)	(0.355)	(0.404)	(0.336)	(0.324)	(0.326)	(0.354)	(0.338)	(0.335)
Controls									
Age of youngest child	-0.014	0.004	0.005	-0.019	-0.016	-0.017	-0.039	-0.024	-0.023
	(0.037)	(0.044)	(0.043)	(0.038)	(0.037)	(0.036)	(0.034)	(0.039)	(0.037)
Survey year (Ref. 2012/13)									
2014/15	-0.544***	-0.575***	-0.530***	-0.496***	-0.499***	-0.526***	-0.550***	-0.515***	-0.487***
	(0.089)	(0.106)	(0.102)	(0.091)	(0.089)	(0.087)	(0.087)	(0.091)	(0.089)
2018/19	-0.401*	-0.496*	-0.548*	-0.388*	-0.429*	-0.424*	-0.369*	-0.423*	-0.350+
	(0.192)	(0.229)	(0.225)	(0.196)	(0.190)	(0.187)	(0.179)	(0.199)	(0.189)
Constant	7.881***	7.405***	7.651***	8.005***	7.877***	7.900***	8.067***	8.008***	8.006***
	(0.448)	(0.536)	(0.536)	(0.464)	(0.447)	(0.444)	(0.448)	(0.464)	(0.452)
Sample size	1882	1462	1527	1828	1916	1968	1718	1834	1917
Observations	4524	3402	3560	4381	4618	4781	4102	4401	4591
sigma_u	2.863	2.953	2.924	2.862	2.841	2.844	2.849	2.800	2.841
sigma_e	2.067	2.069	2.084	2.052	2.049	2.060	2.014	2.057	2.056
rho	0.657	0.671	0.663	0.660	0.658	0.656	0.667	0.650	0.656

Note. Source: LEEP-B3, wave 1- 3; Standard errors in parentheses+ $p \leq 0.10$, * $p \leq 0.05$, ** $p \leq 0.01$, *** $p \leq 0.001$; Occupation 1: Managers, Occupation 2: Professionals, Occupation 3: Technicians and associate professionals; Occupation 4: Clerical support workers, Occupation 5: Service and sales workers, Occupation 6: Skilled agricultural, forestry and fishery workers; Occupation 7: Craft and related trades workers, Occupation 8: Plant and machine operators, and assemblers, Occupation 9: Elementary occupations

Figure E: Jack Knife Occupation Women: The importance of the use of flexitime



Note. Source: LEEP-B3, wave 1- 3; Figure starts with the graphical illustration of results without occupation 1 and continuous with leaving out occupations 2 until 9 respectively; Occupation 1: Managers, Occupation 2: Professionals, Occupation 3: Technicians and associate professionals; Occupation 4: Clerical support workers, Occupation 5: Service and sales workers, Occupation 6: Skilled agricultural, forestry and fishery workers; Occupation 7: Craft and related trades workers, Occupation 8: Plant and machine operators, and assemblers, Occupation 9: Elementary occupations

Table E3: Jack Knife Occupation: Individual fixed effects on time-based work-to-family conflicts and the consequences of the normalisation of the use of flexible working among women

	M1 Basic Model	M2 + Individual use flexitime & flexiplace	M3 + Survey Year	M4 +Family & Work Situation
Without Occupation 1				
<i>Organizational share</i>				
Use of flexiplace	-1.230+ (0.640)	-1.138+ (0.677)	-1.611* (0.797)	-1.349+ (0.779)
Use of flexitime	-0.868 (0.721)	-0.536 (0.726)	0.557 (0.831)	0.823 (0.810)
Without Occupation 2				
<i>Organizational share</i>				
Use of flexiplace	-0.537 (0.803)	-0.511 (0.852)	-1.589 (0.981)	-1.314 (0.975)
Use of flexitime	-0.564 (0.835)	-0.117 (0.841)	0.647 (0.950)	0.721 (0.929)
Without Occupation 3				
<i>Organizational share</i>				
Use of flexiplace	-1.150+ (0.689)	-1.014 (0.748)	-0.703 (0.915)	-0.580 (0.893)
Use of flexitime	-1.616+ (0.887)	-1.314 (0.913)	0.463 (1.045)	0.608 (1.015)
Without Occupation 4				
<i>Organizational share</i>				
Use of flexiplace	-0.911 (0.740)	-0.719 (0.780)	-1.033 (0.909)	-0.906 (0.890)
Use of flexitime	-0.752 (0.794)	-0.436 (0.799)	0.788 (0.904)	1.111 (0.886)
Without Occupation 5				

Organizational share				
Use of flexiplace	-1.406*	-1.358*	-1.765*	-1.525+
	(0.633)	(0.674)	(0.799)	(0.781)
Use of flexitime	-1.432*	-1.129	-0.128	0.286
	(0.729)	(0.733)	(0.849)	(0.824)
Without Occupation 6				
Organizational share				
Use of flexiplace	-1.143+	-1.064	-1.563*	-1.345+
	(0.620)	(0.660)	(0.781)	(0.763)
Use of flexitime	-1.006	-0.669	0.420	0.687
	(0.708)	(0.714)	(0.811)	(0.788)
Without Occupation 7				
Organizational share				
Use of flexiplace	-1.150+	-1.068	-1.583*	-1.402+
	(0.625)	(0.665)	(0.787)	(0.766)
Use of flexitime	-0.951	-0.622	0.435	0.659
	(0.712)	(0.716)	(0.812)	(0.790)
Without Occupation 8				
Organizational share				
Use of flexiplace	-1.083+	-1.004	-1.554+	-1.317+
	(0.635)	(0.679)	(0.803)	(0.783)
Use of flexitime	-1.135	-0.781	0.187	0.488
	(0.714)	(0.719)	(0.818)	(0.795)
Without Occupation 9				
Organizational share				
Use of flexiplace	-1.245*	-1.181+	-1.813*	-1.687*
	(0.634)	(0.677)	(0.795)	(0.778)
Use of flexitime	-0.895	-0.525	0.483	0.759
	(0.718)	(0.722)	(0.824)	(0.799)

Note. Source: LEEP-B3, wave 1- 3; Standard errors in parentheses+ $p \leq 0.10$, * $p \leq 0.05$, ** $p \leq 0.01$, *** $p \leq 0.001$; Occupation 1: Managers, Occupation 2: Professionals, Occupation 3: Technicians and associate professionals; Occupation 4: Clerical support workers, Occupation 5: Service and sales workers, Occupation 6: Skilled agricultural, forestry and fishery workers; Occupation 7: Craft and related trades workers, Occupation 8: Plant and machine operators, and assemblers, Occupation 9: Elementary occupations

Table E4: Jack Knife Occupation: Individual fixed effects on time-based work-to-family conflicts and the consequences of the normalisation of the use of flexible working among men

	M1 Basic Model	M2 + Individual use flexitime & flexiplace	M3 + Survey Year	M4 +Family & Work Situation
Without Occupation 1				
<i>Organizational share</i>				
Use of flexiplace	-0.211 (0.423)	-0.379 (0.458)	0.022 (0.603)	-0.097 (0.597)
Use of flexitime	-0.895+ (0.529)	-0.700 (0.537)	0.603 (0.588)	0.565 (0.581)
Without Occupation 2				
<i>Organizational share</i>				
Use of flexiplace	-0.255 (0.484)	-0.463 (0.542)	-0.227 (0.716)	-0.231 (0.712)
Use of flexitime	-0.967+ (0.581)	-0.628 (0.595)	0.518 (0.649)	0.450 (0.642)
Without Occupation 3				
<i>Organizational share</i>				
Use of flexiplace	-0.688 (0.479)	-0.616 (0.515)	-0.200 (0.683)	-0.184 (0.678)
Use of flexitime	-1.107+ (0.614)	-0.899 (0.617)	0.147 (0.678)	0.094 (0.677)
Without Occupation 4				
<i>Organizational share</i>				
Use of flexiplace	-0.215 (0.435)	-0.274 (0.466)	0.203 (0.613)	0.091 (0.605)
Use of flexitime	-1.126* (0.521)	-0.855 (0.530)	0.374 (0.585)	0.297 (0.582)
Without Occupation 5				
<i>Organizational share</i>				

Use of flexiplace	-0.518 (0.407)	-0.622 (0.444)	-0.187 (0.587)	-0.226 (0.582)
Use of flexitime	-1.002+ (0.514)	-0.761 (0.523)	0.352 (0.571)	0.278 (0.566)
Without Occupation 6				
<i>Organizational share</i>				
Use of flexiplace	-0.348 (0.404)	-0.463 (0.438)	-0.018 (0.579)	-0.079 (0.572)
Use of flexitime	-1.109* (0.507)	-0.879+ (0.516)	0.321 (0.563)	0.257 (0.558)
Without Occupation 7				
<i>Organizational share</i>				
Use of flexiplace	-0.654 (0.433)	-0.853+ (0.470)	-0.461 (0.615)	-0.484 (0.603)
Use of flexitime	-0.916+ (0.556)	-0.763 (0.568)	0.491 (0.611)	0.433 (0.608)
Without Occupation 8				
<i>Organizational share</i>				
Use of flexiplace	-0.329 (0.416)	-0.439 (0.453)	0.140 (0.607)	0.057 (0.599)
Use of flexitime	-1.307* (0.542)	-1.079+ (0.553)	0.200 (0.602)	0.174 (0.595)
Without Occupation 9				
<i>Organizational share</i>				
Use of flexiplace	-0.273 (0.409)	-0.370 (0.445)	-0.103 (0.587)	-0.164 (0.581)
Use of flexitime	-1.177* (0.519)	-0.989+ (0.529)	0.065 (0.581)	0.007 (0.576)

Note. Source: LEEP-B3, wave 1- 3; Standard errors in parentheses+ $p \leq 0.10$, * $p \leq 0.05$, ** $p \leq 0.01$, *** $p \leq 0.001$; Occupation 1: Managers, Occupation 2: Professionals, Occupation 3: Technicians and associate professionals; Occupation 4: Clerical support workers, Occupation 5: Service and sales workers, Occupation 6: Skilled agricultural, forestry and fishery workers; Occupation 7: Craft and related trades workers, Occupation 8: Plant and machine operators, and assemblers, Occupation 9: Elementary occupations