

Supplementary online materials for the article

Working longer with working-time flexibility: Only when job commitment is high and family commitment is low?

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Table A1: Properties of the study variables for all employees, full-time employees, and part-time employees

| | All employees | | | | Full-time employees | | | | Part-time employees | | | |
|---|---------------|-----------|------|------|---------------------|-----------|------|------|---------------------|-----------|------|------|
| | Mean/ Prop | <i>SD</i> | Min. | Max. | <i>M/Prop.</i> | <i>SD</i> | Min. | Max. | <i>M/Prop.</i> | <i>SD</i> | Min. | Max. |
| <i>Flexible working-time arrangements</i> | 2.29 | 1.27 | 1 | 4 | 2.39 | 1.31 | 1 | 4 | 2.11 | 1.19 | 1 | 4 |
| Fixed schedule | 0.42 | 0.49 | 0 | 1 | 0.40 | 0.49 | 0 | 1 | 0.44 | 0.50 | 0 | 1 |
| Employer-driven flexibility | 0.16 | 0.37 | 0 | 1 | 0.14 | 0.34 | 0 | 1 | 0.21 | 0.41 | 0 | 1 |
| Working time autonomy | 0.13 | 0.34 | 0 | 1 | 0.13 | 0.33 | 0 | 1 | 0.14 | 0.34 | 0 | 1 |
| Flextime | 0.29 | 0.45 | 0 | 1 | 0.33 | 0.47 | 0 | 1 | 0.21 | 0.41 | 0 | 1 |
| Work hours | 35.67 | 11.64 | 1 | 80 | 42.46 | 6.14 | 8 | 80 | 23.83 | 9.24 | 1 | 70 |
| Job/family commitment ¹ | 0.29 | 0.16 | 0 | 1 | 0.32 | 0.16 | 0 | 1 | 0.24 | 0.15 | 0 | 0.88 |
| <i>Occupational groups (ISCO-08)</i> | 3.72 | 1.83 | 1 | 8 | 3.73 | 1.90 | 1 | 8 | 3.69 | 1.69 | 1 | 8 |
| - Legislators, senior officials, managers | 0.06 | 0.23 | 0 | 1 | 0.07 | 0.26 | 0 | 1 | 0.03 | 0.18 | 0 | 1 |
| - Professionals | 0.21 | 0.41 | 0 | 1 | 0.23 | 0.42 | 0 | 1 | 0.17 | 0.38 | 0 | 1 |
| - Associate professionals, technicians | 0.34 | 0.47 | 0 | 1 | 0.29 | 0.46 | 0 | 1 | 0.41 | 0.49 | 0 | 1 |
| - Clerical support workers | 0.09 | 0.28 | 0 | 1 | 0.08 | 0.27 | 0 | 1 | 0.09 | 0.29 | 0 | 1 |
| - Service and sales workers | 0.12 | 0.32 | 0 | 1 | 0.07 | 0.26 | 0 | 1 | 0.19 | 0.39 | 0 | 1 |

| | | | | | | | | | | | | |
|--|----------|----------|---|-------|----------|----------|---|-------|----------|--------|---|-------|
| - Craft and related trades workers | 0.10 | 0.30 | 0 | 1 | 0.15 | 0.36 | 0 | 1 | 0.01 | 0.12 | 0 | 1 |
| - Plant and machine operators and assemblers | 0.04 | 0.20 | 0 | 1 | 0.06 | 0.24 | 0 | 1 | 0.00 | 0.06 | 0 | 1 |
| - Elementary occupations | 0.05 | 0.22 | 0 | 1 | 0.04 | 0.18 | 0 | 1 | 0.08 | 0.27 | 0 | 1 |
| Net monthly personal income (€) | 1,967.39 | 1,094.79 | 0 | 9,000 | 2,431.05 | 1,007.51 | 0 | 9,000 | 1,159.74 | 701.16 | 0 | 7,000 |
| Years of education | 13.90 | 2.88 | 0 | 20 | 13.96 | 2.92 | 0 | 20 | 13.80 | 2.82 | 8 | 20 |
| Public sector | 0.20 | 0.40 | 0 | 1 | 0.17 | 0.38 | 0 | 1 | 0.26 | 0.44 | 0 | 1 |
| <i>Labor force status – partner</i> | 8.70 | 2.40 | 1 | 13 | 8.48 | 2.69 | 1 | 13 | 9.09 | 1.70 | 1 | 13 |
| In education | 0.02 | 0.15 | 0 | 1 | 0.03 | 0.16 | 0 | 1 | 0.02 | 0.13 | 0 | 1 |
| Parental leave | 0.04 | 0.20 | 0 | 1 | 0.06 | 0.24 | 0 | 1 | 0.01 | 0.09 | 0 | 1 |
| Homemaker | 0.03 | 0.17 | 0 | 1 | 0.04 | 0.20 | 0 | 1 | 0.00 | 0.06 | 0 | 1 |
| Unemployed | 0.01 | 0.11 | 0 | 1 | 0.01 | 0.11 | 0 | 1 | 0.01 | 0.10 | 0 | 1 |
| Military service | 0.00 | 0.02 | 0 | 1 | 0.00 | 0.00 | 0 | 0 | 0.00 | 0.03 | 0 | 1 |
| Retired | 0.01 | 0.08 | 0 | 1 | 0.01 | 0.09 | 0 | 1 | 0.00 | 0.06 | 0 | 1 |
| Not working other | 0.01 | 0.08 | 0 | 1 | 0.01 | 0.08 | 0 | 1 | 0.00 | 0.07 | 0 | 1 |
| In vocational training | 0.01 | 0.10 | 0 | 1 | 0.01 | 0.11 | 0 | 1 | 0.01 | 0.09 | 0 | 1 |
| Full-time employment | 0.60 | 0.49 | 0 | 1 | 0.49 | 0.50 | 0 | 1 | 0.78 | 0.42 | 0 | 1 |
| Part-time employment | 0.19 | 0.39 | 0 | 1 | 0.26 | 0.44 | 0 | 1 | 0.06 | 0.24 | 0 | 1 |
| Marginal employment | 0.02 | 0.14 | 0 | 1 | 0.03 | 0.16 | 0 | 1 | 0.01 | 0.09 | 0 | 1 |
| Self-employed | 0.06 | 0.24 | 0 | 1 | 0.04 | 0.20 | 0 | 1 | 0.09 | 0.29 | 0 | 1 |
| Working other | 0.01 | 0.09 | 0 | 1 | 0.01 | 0.10 | 0 | 1 | 0.01 | 0.08 | 0 | 1 |

| | | | | | | | | | | | | |
|-----------------------------------|-------|-------|----|-----|-------|-------|----|-----|-------|-------|----|-----|
| Age | 38.80 | 6.88 | 17 | 49 | 38.38 | 7.11 | 17 | 49 | 39.54 | 6.41 | 18 | 49 |
| Married | 0.77 | 0.42 | 0 | 1 | 0.71 | 0.45 | 0 | 1 | 0.87 | 0.34 | 0 | 1 |
| Age of youngest child (in months) | 74.98 | 74.16 | 0 | 339 | 66.39 | 75.28 | 0 | 339 | 89.93 | 69.71 | 0 | 312 |
| Childless men | 0.12 | 0.32 | 0 | 1 | 0.17 | 0.37 | 0 | 1 | 0.03 | 0.18 | 0 | 1 |
| Childless women | 0.15 | 0.35 | 0 | 1 | 0.17 | 0.38 | 0 | 1 | 0.10 | 0.30 | 0 | 1 |
| Fathers | 0.34 | 0.47 | 0 | 1 | 0.51 | 0.50 | 0 | 1 | 0.04 | 0.21 | 0 | 1 |
| Mothers | 0.39 | 0.49 | 0 | 1 | 0.15 | 0.36 | 0 | 1 | 0.82 | 0.38 | 0 | 1 |
| <i>N</i> | 4,568 | | | | 2,902 | | | | 1,666 | | | |

Note: Sample: Pooled sample; pairfam Waves 10–12. Data source: pairfam Version v12. Prop. = proportion; ISCO-08 = International Standard Classification of Occupations 2008.

¹ Job and family commitment index variable: the higher the value of the index variable, the higher the job commitment and the lower the family commitment.

Table A2: Predictive margins for work hours of full-time and part-time employees with flexible working-time arrangements and job/family commitment¹ as a moderator variable

| Job/family commitment ¹ | Fixed schedule, full-time | Employer- driven flexibility, full-time | Working-time autonomy, full-time | Flextime, full-time | Fixed schedule, part-time | Employer- driven flexibility, part-time | Working-time autonomy, part-time | Flextime, part-time |
|------------------------------------|---------------------------------|--|--|---------------------------|---------------------------------|--|--|---------------------------|
| 0 | 39.32*** [38.55,40.10] | 38.72*** [36.80,40.64] | 39.34*** [37.08,41.60] | 38.82*** [37.73,39.91] | 23.14*** [21.51,24.77] | 24.96*** [22.89,27.02] | 20.09*** [17.19,22.99] | 26.67*** [24.43,28.91] |
| 0.25 | 40.29*** [39.90,40.68] | 41.71*** [40.66,42.75] | 41.81*** [40.65,42.98] | 39.66*** [39.11,40.21] | 26.07*** [25.17,26.96] | 27.35*** [26.21,28.49] | 24.51*** [22.98,26.04] | 28.38*** [27.35,29.41] |
| 0.5 | 41.26*** [40.53,41.99] | 44.69*** [43.45,45.93] | 44.29*** [43.09,45.48] | 40.51*** [39.66,41.35] | 28.99*** [27.24,30.75] | 29.74*** [28.04,31.44] | 28.93*** [25.74,32.11] | 30.09*** [28.13,32.05] |
| 0.75 | 42.23*** [40.91,43.56] | 47.68*** [45.44,49.92] | 46.76*** [44.44,49.08] | 41.35*** [39.80,42.90] | 31.92*** [28.84,35.00] | 32.13*** [29.12,35.14] | 33.35*** [27.71,38.98] | 31.80*** [28.14,35.46] |
| 1 | 43.20*** [41.26,45.15] | 50.66*** [47.26,54.06] | 49.23*** [45.61,52.86] | 42.19*** [39.87,44.51] | 34.85*** [30.37,39.32] | 34.52*** [30.08,38.97] | 37.76*** [29.56,45.97] | 33.51*** [28.06,38.96] |
| <i>N</i> | 1,171 | 397 | 366 | 968 | 740 | 349 | 229 | 348 |

Note: 95% confidence intervals in brackets. Sample: Pooled sample; pairfam Waves 10–12. Data source: pairfam Version v12. ¹ Job and family commitment index variable: the higher the value of the index variable, the higher the job commitment and the lower the family commitment.

* $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$.

Table A3: Predictive margins for work hours of full-time employees with flexible working-time arrangements and job/family commitment¹ as a moderator variable

| Job/family commitment ¹ | Fixed schedule | Employer-driven flexibility | Working-time autonomy | Flextime |
|------------------------------------|---------------------------|-----------------------------|---------------------------|---------------------------|
| 0 | 40.08*** [39.28,40.88] | 39.53*** [37.55,41.50] | 41.00*** [38.80,43.20] | 40.13*** [39.09,41.18] |
| 0.25 | 41.27*** [40.86,41.67] | 42.90*** [41.83,43.97] | 43.81*** [42.72,44.89] | 41.48*** [41.02,41.94] |
| 0.5 | 42.46*** [41.75,43.16] | 46.28*** [44.98,47.58] | 46.61*** [45.47,47.75] | 42.82*** [42.04,43.61] |
| 0.75 | 43.64*** [42.36,44.93] | 49.65*** [47.30,52.00] | 49.42*** [47.14,51.69] | 44.17*** [42.65,45.69] |
| 1 | 44.83*** [42.93,46.73] | 53.03*** [49.47,56.58] | 52.22*** [48.64,55.80] | 45.51*** [43.22,47.81] |
| <i>N</i> | 1,171 | 397 | 366 | 968 |

Note: 95% confidence intervals in brackets. Sample: Pooled sample; pairfam Waves 10–12. Data source: pairfam Version v12. ¹ Job and family commitment index variable: the higher the value of the index variable, the higher the job commitment and the lower the family commitment.

* $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$.

Table A4: Linear regression results for work hours of full-time employees

| | Model A | Model B |
|--|--------------------|--------------------|
| Fixed schedule | ref. | ref. |
| Employer-driven flexibility | 2.858*** (4.83) | -3.476* (-2.03) |
| Working-time autonomy | 4.690*** (8.47) | -3.460 (-1.59) |
| Flextime | 0.946** (3.21) | -0.235 (-0.23) |
| Job/family commitment ¹ | | 1.496*** (4.72) |
| Employer-driven flexibility*Job/family commitment ¹ | | 2.448*** (3.37) |
| Working-time autonomy*Job/family commitment ¹ | | 2.281** (2.60) |
| Flextime*Job/family commitment ¹ | | 0.0235 (0.05) |
| Controls | | |
| Public sector | | X |
| Individual/couple characteristics | | X |
| Children in the household | | X |
| Labor status | | X |

Note. Robust standard errors in parentheses. Dependent variable: work hours. Sample: Pooled sample; pairfam Waves 10–12. Data source: pairfam Version v12; ¹ Job and family commitment index variable: the higher the value of the index variable, the higher the job commitment and the lower the family commitment.

***p < 0.001; **p < 0.01; *p < 0.05.

Table A5: Properties of the study variables for full-time employed childless men, childless women, fathers, and mothers

| | Childless men | | | | Childless women | | | | Fathers | | | | Mothers | | | |
|---|----------------|-----------|------|------|-----------------|-----------|------|------|----------------|-----------|------|------|----------------|-----------|------|------|
| | <i>M/Prop.</i> | <i>SD</i> | Min. | Max. | <i>M/Prop.</i> | <i>SD</i> | Min. | Max. | <i>M/Prop.</i> | <i>SD</i> | Min. | Max. | <i>M/Prop.</i> | <i>SD</i> | Min. | Max. |
| <i>Flexible working time arrangements</i> | 2.56 | 1.33 | 1 | 4 | 2.33 | 1.30 | 1 | 4 | 2.40 | 1.30 | 1 | 4 | 2.24 | 1.31 | 1 | 4 |
| Fixed schedule | 0.36 | 0.48 | 0 | 1 | 0.42 | 0.49 | 0 | 1 | 0.40 | 0.49 | 0 | 1 | 0.46 | 0.50 | 0 | 1 |
| Employer-driven flexibility | 0.12 | 0.33 | 0 | 1 | 0.15 | 0.35 | 0 | 1 | 0.14 | 0.35 | 0 | 1 | 0.14 | 0.35 | 0 | 1 |
| Working-time autonomy | 0.11 | 0.32 | 0 | 1 | 0.12 | 0.32 | 0 | 1 | 0.14 | 0.35 | 0 | 1 | 0.10 | 0.30 | 0 | 1 |
| Flextime | 0.40 | 0.49 | 0 | 1 | 0.31 | 0.46 | 0 | 1 | 0.33 | 0.47 | 0 | 1 | 0.30 | 0.46 | 0 | 1 |
| Work hours | 43.29 | 6.38 | 28 | 70 | 41.63 | 5.70 | 8 | 70 | 43.04 | 6.23 | 10 | 80 | 40.48 | 5.48 | 15 | 70 |
| Job/family commitment ¹ | 0.40 | 0.16 | 0 | 1 | 0.36 | 0.17 | 0 | 0.88 | 0.29 | 0.13 | 0 | 0.71 | 0.31 | 0.17 | 0 | 0.79 |
| <i>Occupational groups</i> | 3.69 | 1.90 | 1 | 8 | 3.12 | 1.16 | 1 | 8 | 4.00 | 2.09 | 1 | 8 | 3.56 | 1.71 | 1 | 8 |
| Legislators, senior officials, managers | 0.08 | 0.27 | 0 | 1 | 0.05 | 0.21 | 0 | 1 | 0.07 | 0.26 | 0 | 1 | 0.08 | 0.28 | 0 | 1 |
| Professionals | 0.25 | 0.43 | 0 | 1 | 0.25 | 0.43 | 0 | 1 | 0.25 | 0.43 | 0 | 1 | 0.13 | 0.34 | 0 | 1 |
| Associate professionals, technicians | 0.28 | 0.45 | 0 | 1 | 0.42 | 0.49 | 0 | 1 | 0.22 | 0.41 | 0 | 1 | 0.43 | 0.50 | 0 | 1 |
| Clerical support workers | 0.05 | 0.22 | 0 | 1 | 0.15 | 0.36 | 0 | 1 | 0.06 | 0.23 | 0 | 1 | 0.12 | 0.33 | 0 | 1 |
| Service workers | 0.08 | 0.27 | 0 | 1 | 0.10 | 0.30 | 0 | 1 | 0.05 | 0.21 | 0 | 1 | 0.12 | 0.32 | 0 | 1 |

| | | | | | | | | | | | | | | | | |
|--|----------|--------|-----|-------|----------|--------|---|-------|----------|----------|---|-------|----------|--------|---|-------|
| Craft and related trades workers | 0.17 | 0.38 | 0 | 1 | 0.02 | 0.15 | 0 | 1 | 0.22 | 0.41 | 0 | 1 | 0.05 | 0.21 | 0 | 1 |
| Plant and machine operators and assemblers | 0.06 | 0.24 | 0 | 1 | 0.00 | 0.06 | 0 | 1 | 0.10 | 0.30 | 0 | 1 | 0.01 | 0.11 | 0 | 1 |
| Elementary workers | 0.02 | 0.15 | 0 | 1 | 0.00 | 0.06 | 0 | 1 | 0.04 | 0.20 | 0 | 1 | 0.06 | 0.24 | 0 | 1 |
| Net personal income | 2,302.23 | 857.76 | 200 | 9,000 | 2,033.66 | 763.32 | 0 | 6,800 | 2,732.51 | 1,062.62 | 0 | 8,000 | 2,000.48 | 861.81 | 0 | 5,500 |
| Years of education | 13.89 | 2.85 | 0 | 20 | 14.40 | 2.84 | 8 | 20 | 13.79 | 2.97 | 8 | 20 | 14.12 | 2.83 | 9 | 20 |
| Employed in public sector | 0.16 | 0.37 | 0 | 1 | 0.25 | 0.43 | 0 | 1 | 0.13 | 0.34 | 0 | 1 | 0.23 | 0.42 | 0 | 1 |
| <i>Labor force status, partner</i> | 8.61 | 2.42 | 1 | 13 | 8.70 | 2.13 | 1 | 13 | 8.19 | 3.16 | 1 | 13 | 9.03 | 1.37 | 1 | 13 |
| In education | 0.06 | 0.24 | 0 | 1 | 0.05 | 0.22 | 0 | 1 | 0.01 | 0.11 | 0 | 1 | 0.00 | 0.05 | 0 | 1 |
| On parental leave | 0.01 | 0.08 | 0 | 1 | 0.00 | 0.00 | 0 | 0 | 0.12 | 0.32 | 0 | 1 | 0.00 | 0.00 | 0 | 0 |
| Homemaker | 0.01 | 0.11 | 0 | 1 | 0.00 | 0.06 | 0 | 1 | 0.07 | 0.26 | 0 | 1 | 0.01 | 0.08 | 0 | 1 |
| Unemployed | 0.01 | 0.11 | 0 | 1 | 0.01 | 0.11 | 0 | 1 | 0.01 | 0.11 | 0 | 1 | 0.02 | 0.14 | 0 | 1 |
| Military service | 0.00 | 0.00 | 0 | 0 | 0.00 | 0.00 | 0 | 0 | 0.00 | 0.00 | 0 | 0 | 0.00 | 0.00 | 0 | 0 |
| Retired | 0.00 | 0.06 | 0 | 1 | 0.01 | 0.12 | 0 | 1 | 0.00 | 0.06 | 0 | 1 | 0.02 | 0.15 | 0 | 1 |
| Not working other | 0.00 | 0.05 | 0 | 1 | 0.01 | 0.08 | 0 | 1 | 0.01 | 0.09 | 0 | 1 | 0.00 | 0.07 | 0 | 1 |
| In vocational training | 0.02 | 0.15 | 0 | 1 | 0.02 | 0.15 | 0 | 1 | 0.01 | 0.09 | 0 | 1 | 0.00 | 0.05 | 0 | 1 |
| Full-time employment | 0.69 | 0.46 | 0 | 1 | 0.78 | 0.41 | 0 | 1 | 0.24 | 0.43 | 0 | 1 | 0.81 | 0.39 | 0 | 1 |

| | | | | | | | | | | | | | | | | |
|-----------------------------------|-------|------|----|----|-------|------|----|----|-------|-------|----|-----|--------|-------|----|-----|
| Part-time employment | 0.11 | 0.31 | 0 | 1 | 0.03 | 0.18 | 0 | 1 | 0.44 | 0.50 | 0 | 1 | 0.05 | 0.23 | 0 | 1 |
| Marginal employment | 0.01 | 0.12 | 0 | 1 | 0.01 | 0.10 | 0 | 1 | 0.04 | 0.20 | 0 | 1 | 0.00 | 0.05 | 0 | 1 |
| Self-employed | 0.04 | 0.21 | 0 | 1 | 0.05 | 0.22 | 0 | 1 | 0.04 | 0.19 | 0 | 1 | 0.06 | 0.24 | 0 | 1 |
| Working other | 0.02 | 0.13 | 0 | 1 | 0.02 | 0.13 | 0 | 1 | 0.01 | 0.08 | 0 | 1 | 0.01 | 0.08 | 0 | 1 |
| Age | 34.81 | 7.64 | 17 | 49 | 33.13 | 7.82 | 24 | 49 | 40.57 | 5.47 | 25 | 49 | 40.84 | 5.67 | 26 | 49 |
| Married | 0.41 | 0.49 | 0 | 1 | 0.41 | 0.49 | 0 | 1 | 0.87 | 0.33 | 0 | 1 | 0.86 | 0.35 | 0 | 1 |
| Age of youngest child (in months) | 0.00 | 0.00 | 0 | 0 | 0.00 | 0.00 | 0 | 0 | 90.18 | 67.89 | 0 | 316 | 134.87 | 74.12 | 10 | 339 |
| <i>N</i> | 489 | | | | 493 | | | | 1,483 | | | | 437 | | | |

Note: Sample: Pooled sample; pairfam Waves 10–12. Data source: pairfam Version v12. Prop. = proportion.

¹ Job and family commitment index variable: the higher the value of the index variable, the higher the job commitment and the lower the family commitment

Table A6: Predictive margins for work hours of full-time employees with flexible working-time arrangements and gendered parental status as a moderator variable

| Gendered parental status | Fixed schedules | Employer-driven flexibility | Working-time autonomy | Flexitime |
|--------------------------|---------------------------|-----------------------------|---------------------------|---------------------------|
| Childless men | 42.06*** [41.13,42.99] | 45.56*** [43.22,47.91] | 46.07*** [43.65,48.49] | 42.85*** [41.76,43.93] |
| Childless women | 41.53*** [40.58,42.48] | 42.85*** [41.13,44.57] | 45.65*** [43.30,47.99] | 41.61*** [40.73,42.49] |
| Fathers | 42.20*** [41.59,42.81] | 44.75*** [43.15,46.35] | 44.88*** [43.73,46.02] | 41.83*** [41.10,42.57] |
| Mothers | 39.95*** [39.04,40.85] | 40.87*** [39.23,42.51] | 42.59*** [40.42,44.75] | 40.90*** [39.83,41.98] |
| N | 1171 | 397 | 366 | 968 |

Note: 95% confidence intervals in brackets. Sample: Pooled sample; pairfam Waves 10–12. Data source: pairfam Version v12.

* $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$.

Table A7: Linear regression results for work hours of full-time employees

| | Model A | Model B | Model C |
|---|----------------------|----------------------|---------------------|
| Fixed schedule | Ref. | Ref. | Ref. |
| Employer-driven flexibility | 2.643*** (5.08) | 4.269*** (3.37) | 3.501** (2.97) |
| Working-time autonomy | 4.787*** (9.76) | 5.629*** (3.98) | 4.008** (3.16) |
| Flextime | 1.085*** (4.02) | 1.651** (2.61) | 0.784 (1.17) |
| Childless men | Ref. | Ref. | Ref. |
| Childless women | -1.649*** (-3.53) | -0.934 (-1.70) | -0.532 (-0.95) |
| Fathers | -0.331 (-0.81) | 0.325 (0.73) | 0.135 (0.23) |
| Mothers | -2.663*** (-5.63) | -2.276*** (-4.33) | -2.116** (-3.07) |
| Fixed schedule*Childless men | | Ref. | Ref. |
| Fixed schedule*Childless women | | Ref. | Ref. |
| Fixed schedule*Fathers | | Ref. | Ref. |
| Fixed schedule*Mothers | | Ref. | Ref. |
| Employer-driven flexibility*Childless men | | Ref. | Ref. |

| | | |
|---|-------------------|-------------------|
| Employer-driven flexibility*Childless women | −2.906 (−1.88) | −2.182 (−1.49) |
| Employer-driven flexibility*Fathers | −1.425 (−0.95) | −0.944 (−0.68) |
| Employer-driven flexibility*Mothers | −2.403 (−1.52) | −2.579 (−1.77) |
| Working-time autonomy*Childless men | Ref. | Ref. |
| Working-time autonomy*Childless women | −0.461 (−0.23) | 0.108 (0.06) |
| Working-time autonomy*Fathers | −1.156 (−0.76) | −1.326 (−0.97) |
| Working-time autonomy*Mothers | −1.051 (−0.55) | −1.366 (−0.81) |
| Flexitime*Childless men | Ref. | Ref. |
| Flexitime*Childless women | −0.732 (−0.87) | −0.701 (−0.85) |
| Flexitime*Fathers | −0.928 (−1.24) | −1.148 (−1.52) |
| Flexitime*Mothers | 0.300 (0.33) | 0.175 (0.20) |

Controls

| | |
|--------------------------------------|---|
| Public sector | X |
| Individual/couple characteristics | X |
| Children in the household | X |
| Labor status | X |

Note. Robust standard errors in parentheses. Dependent variable: work hours. Sample: Pooled sample; pairfam Waves 10–12. Data source: pairfam Version v12;
***p < 0.001; **p < 0.01; *p < 0.05.

Table A8: Predictive margins for work hours of full-time employees with flexible working-time arrangements and job/family commitment¹ and gendered parental status as moderator variables

| | Fixed schedules | Employer- driven | Working time autonomy | Flexitime |
|----------------------|---------------------------|---------------------------|-----------------------------|---------------------------|
| Childless men*0 | 41.38*** [39.75,43.02] | 39.46*** [33.51,45.41] | 37.58*** [31.07,44.09] | 39.61*** [36.92,42.31] |
| Childless men*0.25 | 42.05*** [41.10,43.01] | 43.42*** [40.15,46.69] | 42.47*** [39.01,45.93] | 42.01*** [40.81,43.21] |
| Childless men*0.5 | 42.72*** [41.59,43.86] | 47.39*** [44.95,49.82] | 47.36*** [45.00,49.71] | 44.41*** [42.81,46.02] |
| Childless men*0.75 | 43.39*** [41.44,45.34] | 51.35*** [46.76,55.94] | 52.25*** [47.43,57.06] | 46.81*** [43.55,50.08] |
| Childless men*1 | 44.06*** [41.15,46.97] | 55.31*** [47.82,62.81] | 57.13*** [49.08,65.18] | 49.21*** [44.14,54.28] |
| Childless men*0 | 40.25*** [38.51,41.99] | 40.42*** [36.66,44.18] | 41.01*** [37.06,44.97] | 40.59*** [38.56,42.62] |
| Childless women*0.25 | 41.28*** [40.28,42.27] | 42.31*** [40.58,44.04] | 44.29*** [42.12,46.46] | 41.53*** [40.53,42.54] |
| Childless women*0.5 | 42.30*** [41.06,43.53] | 44.20*** [41.43,46.97] | 47.56*** [44.57,50.55] | 42.48*** [41.31,43.65] |
| Childless women*0.75 | 43.32*** [41.17,45.47] | 46.09*** [40.78,51.40] | 50.84*** [45.51,56.17] | 43.43*** [41.14,45.71] |
| Childless women*1 | 44.35*** [41.14,47.55] | 47.98*** [39.94,56.02] | 54.11*** [46.18,62.05] | 44.37*** [40.83,47.92] |
| Fathers*0 | 40.09*** [38.79,41.39] | 39.53*** [36.38,42.68] | 42.73*** [39.50,45.96] | 40.24*** [38.42,42.06] |

| | 39] | 69] | 97] | 07] |
|--------------|---------------------------|---------------------------|---------------------------|---------------------------|
| Fathers*0.25 | 41.63*** [41.05,42.21] | 43.85*** [42.24,45.46] | 44.40*** [42.88,45.91] | 41.45*** [40.70,42.20] |
| Fathers*0.5 | 43.18*** [41.78,44.57] | 48.16*** [45.46,50.86] | 46.06*** [44.56,47.56] | 42.66*** [41.23,44.08] |
| Fathers*0.75 | 44.72*** [42.17,47.27] | 52.47*** [47.57,57.38] | 47.73*** [44.52,50.93] | 43.86*** [41.09,46.63] |
| Fathers*1 | 46.26*** [42.51,50.01] | 56.79*** [49.51,64.06] | 49.39*** [44.25,54.53] | 45.07*** [40.87,49.26] |
| Mothers*0 | 38.18*** [36.74,39.61] | 35.04*** [32.84,37.25] | 37.67*** [31.92,43.43] | 40.41*** [38.51,42.31] |
| Mothers*0.25 | 39.44*** [38.55,40.33] | 39.25*** [37.72,40.77] | 41.16*** [38.05,44.28] | 40.85*** [39.86,41.84] |
| Mothers*0.5 | 40.70*** [39.05,42.36] | 43.45*** [41.61,45.30] | 44.65*** [42.47,46.83] | 41.29*** [39.58,43.01] |
| Mothers*0.75 | 41.97*** [39.17,44.77] | 47.66*** [44.81,50.51] | 48.14*** [43.86,52.41] | 41.74*** [38.66,44.82] |
| Mothers*1 | 43.23*** [39.21,47.25] | 51.87*** [47.81,55.92] | 51.63*** [44.54,58.72] | 42.18*** [37.65,46.72] |
| N | 1171 | 397 | 366 | 968 |

Note: 95% confidence intervals in brackets. Sample: Pooled sample; pairfam Waves 10–12. Data source: pairfam Version v12. ¹ Job and family commitment index variable: the higher the value of the index variable, the higher the job commitment and the lower the family commitment

* $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$.

Table A9: Linear regression results for work hours of full-time employees

| | Model A | Model B |
|---|---------------------|---------------------|
| Fixed schedule | Ref. | Ref. |
| Employer-driven flexibility | −2.266 (−0.75) | −1.925 (−0.63) |
| Working-time autonomy | −3.592 (−1.04) | −3.800 (−1.11) |
| Flextime | −1.799 (−1.15) | −1.769 (−1.14) |
| Childless men | Ref. | Ref. |
| Childless women | −1.738 (−1.49) | −1.131 (−0.99) |
| Fathers | −0.487 (−0.49) | −1.294 (−1.22) |
| Mothers | −2.865** (−2.73) | −3.207** (−2.91) |
| Fixed schedule*Childless men | Ref. | Ref. |
| Fixed schedule*Childless women | Ref. | Ref. |
| Fixed schedule*Fathers | Ref. | Ref. |
| Fixed schedule*Mothers | Ref. | Ref. |
| Employer-driven flexibility*Childless men | Ref. | Ref. |
| Employer-driven flexibility*Childless women | 2.595 (0.71) | 2.095 (0.57) |
| Employer-driven flexibility*Fathers | 1.750 (0.51) | 1.370 (0.40) |

| | | |
|--|-------------------|-------------------|
| Employer-driven flexibility*Mothers | -0.449 (-0.14) | -1.210 (-0.37) |
| Working-time autonomy*Childless men | Ref. | Ref. |
| Working-time autonomy*Childless women | 5.459 (1.33) | 4.562 (1.13) |
| Working-time autonomy*Fathers | 7.201 (1.85) | 6.445 (1.68) |
| Working-time autonomy*Mothers | 4.020 (0.81) | 3.298 (0.73) |
| Flexitime*Childless men | Ref. | Ref. |
| Flexitime*Childless women | 2.775 (1.36) | 2.104 (1.05) |
| Flexitime*Fathers | 2.132 (1.11) | 1.924 (1.01) |
| Flexitime*Mothers | 4.111* (2.09) | 3.998* (2.06) |
| Job/family commitment ¹ | 3.007 (1.43) | 2.675 (1.27) |
| Fixed schedule*Job/family commitment ¹ | Ref. | Ref. |
| Employer-driven flexibility*Job/family commitment ¹ | 14.63* (2.15) | 13.18* (1.98) |
| Working-time autonomy*Job/family commitment ¹ | 17.60* (2.28) | 16.87* (2.28) |

| | | |
|---|-------------------|-------------------|
| Flextime*Job/family commitment ¹ | 8.823* (2.04) | 6.923 (1.60) |
| Childless men*Job/family commitment ¹ | Ref. | Ref. |
| Childless women*Job/family commitment ¹ | 2.765 (0.85) | 1.418 (0.46) |
| Fathers*Job/family commitment ¹ | 4.273 (1.32) | 3.499 (1.08) |
| Mothers*Job/family commitment ¹ | 3.664 (1.10) | 2.381 (0.71) |
| Fixed schedule*Childless men*Job/family commitment ¹ | Ref. | Ref. |
| Fixed schedule*Childless women*Job/family commitment ¹ | Ref. | Ref. |
| Fixed schedule*Fathers*Job/family commitment ¹ | Ref. | Ref. |
| Fixed schedule*Mothers*Job/family commitment ¹ | Ref. | Ref. |
| Employer-driven flexibility*Childless men*Job/family commitment ¹ | Ref. | Ref. |
| Employer-driven flexibility*Childless women*Job/family commitment ¹ | -12.04 (-1.30) | -9.719 (-1.09) |

| | | |
|--|-------------------|-------------------|
| Employer-driven flexibility*Fathers*Job/family commitment ¹ | −3.270 (−0.37) | −2.104 (−0.25) |
| Employer-driven flexibility*Mothers*Job/family commitment ¹ | −4.142 (−0.55) | −1.412 (−0.19) |
| Working-time autonomy*Childless men*Job/family commitment ¹ | Ref. | Ref. |
| Working-time autonomy*Childless women*Job/family commitment ¹ | −10.22 (−1.03) | −7.867 (−0.82) |
| Working-time autonomy*Fathers*Job/family commitment ¹ | −16.87 (−1.86) | −16.39 (−1.86) |
| Working-time autonomy*Mothers*Job/family commitment ¹ | −9.068 (−0.83) | −7.978 (−0.81) |
| Flextime*Childless men*Job/family commitment ¹ | Ref. | Ref. |
| Flextime*Childless women*Job/family commitment ¹ | −9.586 (−1.69) | −7.230 (−1.31) |
| Flextime*Fathers*Job/family commitment ¹ | −8.689 (−1.48) | −8.274 (−1.45) |
| Flextime*Mothers*Job/family commitment ¹ | −11.40 (−1.91) | −10.20 (−1.74) |
| Controls | | |

| | |
|-----------------------------------|---|
| Sector | X |
| Individual/couple characteristics | X |
| Children in the household | X |
| Occupational status | X |

Note. Robust standard errors in parentheses. Dependent variable: work hours. Sample: Pooled sample; pairfam Waves 10–12. Data source: pairfam Version v12. ¹ Job and family commitment index variable: the higher the value of the index variable, the higher the job commitment and the lower the family commitment.
***p < 0.001; **p < 0.01; *p < 0.05.

Table A10: Properties of the Study Variables; Wave 10, 11 and 12

| | Wave 10 | | | | Wave 11 | | | | Wave 12 | | | |
|---|---------------|-------|-----|------|---------------|-------|-----|-----|---------------|-------|-----|-----|
| | Mean/ Prop | SD | Min | Max | Mean/ Prop | SD | Min | Max | Mean/ Prop | SD | Min | Max |
| <i>Flexible working time arrangements</i> | 2.19 | 1.25 | 1 | 4 | 2.29 | 1.28 | 1 | 4 | 2.35 | 1.28 | 1 | 4 |
| Fixed schedule | 0.45 | 0.50 | 0 | 1 | 0.42 | 0.49 | 0 | 1 | 0.40 | 0.49 | 0 | 1 |
| Employer-driven flexibility | 0.17 | 0.37 | 0 | 1 | 0.16 | 0.37 | 0 | 1 | 0.17 | 0.37 | 0 | 1 |
| Working time autonomy | 0.13 | 0.34 | 0 | 1 | 0.13 | 0.33 | 0 | 1 | 0.13 | 0.34 | 0 | 1 |
| Flextime | 0.25 | 0.44 | 0 | 1 | 0.29 | 0.46 | 0 | 1 | 0.30 | 0.46 | 0 | 1 |
| Work hours | 35.32 | 11.91 | 1 | 70 | 36.00 | 11.67 | 1 | 80 | 35.57 | 11.45 | 1 | 80 |
| Job/family commitment index ¹ | 0.30 | 0.15 | 0 | 0.75 | 0.29 | 0.16 | 0 | 1 | 0.29 | 0.16 | 0 | 1 |
| <i>Occupational groups (ISCO-08)</i> | 3.84 | 1.85 | 1 | 8 | 3.68 | 1.81 | 1 | 8 | 3.68 | 1.83 | 1 | 8 |
| Legislators, senior officials, managers | 0.05 | 0.22 | 0 | 1 | 0.06 | 0.24 | 0 | 1 | 0.06 | 0.23 | 0 | 1 |
| Professionals | 0.19 | 0.40 | 0 | 1 | 0.21 | 0.40 | 0 | 1 | 0.22 | 0.41 | 0 | 1 |
| Associate professionals, technicians | 0.32 | 0.47 | 0 | 1 | 0.35 | 0.48 | 0 | 1 | 0.34 | 0.47 | 0 | 1 |
| Clerks | 0.09 | 0.29 | 0 | 1 | 0.09 | 0.28 | 0 | 1 | 0.08 | 0.28 | 0 | 1 |
| Service Workers | 0.13 | 0.33 | 0 | 1 | 0.11 | 0.32 | 0 | 1 | 0.11 | 0.31 | 0 | 1 |
| Craft, etc. | 0.11 | 0.31 | 0 | 1 | 0.10 | 0.31 | 0 | 1 | 0.09 | 0.29 | 0 | 1 |

| | | | | | | | | | | | | |
|--|---------|---------|----|------|---------|---------|----|------|---------|---------|----|------|
| Plant and machine operators and assemblers | 0.04 | 0.21 | 0 | 1 | 0.04 | 0.19 | 0 | 1 | 0.04 | 0.20 | 0 | 1 |
| Elementary workers | 0.06 | 0.23 | 0 | 1 | 0.05 | 0.21 | 0 | 1 | 0.05 | 0.22 | 0 | 1 |
| Net personal income | 1862.37 | 1069.27 | 0 | 6500 | 1947.52 | 1071.91 | 0 | 7500 | 2051.75 | 1125.49 | 0 | 9000 |
| Years of education | 13.73 | 2.85 | 8 | 20 | 13.92 | 2.87 | 0 | 20 | 14.00 | 2.91 | 8 | 20 |
| Public sector | 0.19 | 0.39 | 0 | 1 | 0.21 | 0.41 | 0 | 1 | 0.21 | 0.41 | 0 | 1 |
| <i>Labor force status partner</i> | 8.63 | 2.44 | 1 | 13 | 8.72 | 2.47 | 1 | 13 | 8.73 | 2.30 | 1 | 13 |
| Education | 0.02 | 0.14 | 0 | 1 | 0.03 | 0.16 | 0 | 1 | 0.02 | 0.14 | 0 | 1 |
| Parental leave | 0.04 | 0.21 | 0 | 1 | 0.05 | 0.21 | 0 | 1 | 0.04 | 0.19 | 0 | 1. |
| Homemaker | 0.04 | 0.19 | 0 | 1 | 0.02 | 0.14 | 0 | 1 | 0.03 | 0.17 | 0 | 1 |
| Unemployed | 0.01 | 0.11 | 0 | 1 | 0.01 | 0.10 | 0 | 1 | 0.01 | 0.11 | 0 | 1 |
| Military service | 0.00 | 0.03 | 0 | 1 | 0.00 | 0.02 | 0 | 1 | 0.00 | 0.00 | 0 | 0 |
| Retired | 0.01 | 0.08 | 0 | 1 | 0.01 | 0.08 | 0 | 1 | 0.01 | 0.08 | 0 | 1 |
| Other | 0.01 | 0.07 | 0 | 1 | 0.01 | 0.10 | 0 | 1 | 0.00 | 0.05 | 0 | 1 |
| Vocational training | 0.01 | 0.10 | 0 | 1 | 0.01 | 0.12 | 0 | 1 | 0.01 | 0.09 | 0 | 1 |
| Full-time employment | 0.58 | 0.49 | 0 | 1 | 0.58 | 0.49 | 0 | 1 | 0.62 | 0.49 | 0 | 1 |
| Part-time employment | 0.19 | 0.39 | 0 | 1 | 0.19 | 0.39 | 0 | 1 | 0.18 | 0.39 | 0 | 1 |
| Marginal employment | 0.03 | 0.16 | 0 | 1 | 0.01 | 0.12 | 0 | 1 | 0.02 | 0.15 | 0 | 1 |
| Self-employed | 0.06 | 0.24 | 0 | 1 | 0.06 | 0.24 | 0 | 1 | 0.06 | 0.23 | 0 | 1 |
| Other | 0.00 | 0.03 | 0 | 1 | 0.02 | 0.13 | 0 | 1 | 0.00 | 0.06 | 0 | 1 |
| Age | 39.96 | 6.06 | 24 | 47 | 38.08 | 7.01 | 17 | 48 | 38.76 | 7.15 | 18 | 49 |
| Married | 0.82 | 0.38 | 0 | 1 | 0.74 | 0.44 | 0 | 1 | 0.76 | 0.43 | 0 | 1 |
| Age of | 85.03 | 73.83 | 0 | 324 | 70.60 | 73.13 | 0 | 339 | 72.81 | 74.79 | 0 | 331 |

| | | | | | | | | | | | | |
|-------------------------------|------|------|---|---|------|------|---|---|------|------|---|---|
| youngest child (in months) | | | | | | | | | | | | |
| Childless men | 0.09 | 0.28 | 0 | 1 | 0.13 | 0.34 | 0 | 1 | 0.13 | 0.33 | 0 | 1 |
| Childless women | 0.12 | 0.32 | 0 | 1 | 0.15 | 0.36 | 0 | 1 | 0.16 | 0.36 | 0 | 1 |
| Fathers | 0.38 | 0.48 | 0 | 1 | 0.34 | 0.47 | 0 | 1 | 0.32 | 0.47 | 0 | 1 |
| Mothers | 0.42 | 0.49 | 0 | 1 | 0.38 | 0.49 | 0 | 1 | 0.39 | 0.49 | 0 | 1 |
| <i>N</i> | 1113 | | | | 1675 | | | | 1780 | | | |

Note: Pooled sample; pairfam Waves 10–12. Data source: pairfam Version v12. Prop. = proportion; ISCO-08 = International Standard Classification of Occupations 2008. ¹ Job and family commitment index variable: the higher the value of the index variable, the higher the job commitment and the lower the family commitment.

Table A11: Linear Regression Results for Work Hours with Working Time Arrangements

| | Model A | Model B | Model C |
|---|-----------------------|-----------------------|-----------------------|
| <i>Flexible working time arrangements</i> | | | |
| Fixed schedule, full-time | ref | ref | ref |
| Employer-driven flexibility, full-time | 2.253*** (4.36) | -0.136 (-0.13) | -0.599 (-0.60) |
| Working time autonomy, full-time | 3.963*** (8.23) | 2.299 (1.92) | 0.0178 (0.01) |
| Flextime, full-time | 0.698* (2.55) | 0.507 (0.77) | -0.506 (-0.76) |
| Fixed schedule, part-time | -17.58*** (-36.82) | -20.12*** (-22.04) | -16.18*** (-17.69) |
| Employer-driven flexibility, part-time | -15.53*** (-24.64) | -17.78*** (-14.74) | -14.36*** (-12.71) |
| Working time autonomy, part-time | -19.13*** (-22.83) | -23.15*** (-14.43) | -19.23*** (-12.50) |
| Flextime, part-time | -14.49*** (-25.26) | -15.59*** (-12.42) | -12.65*** (-10.43) |
| Job/family commitment ¹ | 10.53*** | 5.773*** | 3.883** |

| | | | |
|---|---------|---------|---------|
| | (10.26) | (4.49) | (2.95) |
| Fixed schedule, full- time*Job/fami ly commitment | | ref | ref |
| Employer- driven flexibility, full- time*Job/fami ly commitment | | 7.795** | 8.058** |
| | | (2.60) | (2.98) |
| Working time autonomy, full- time*Job/fami ly commitment | | 5.489 | 6.011 |
| | | (1.75) | (1.95) |
| Flextime, full- time*Job/fami ly commitment | | 1.239 | -0.505 |
| | | (0.58) | (-0.25) |
| Fixed schedule, part- time*Job/fami ly commitment | | 10.00** | 7.825* |
| | | (2.91) | (2.49) |
| Employer- driven flexibility, part- time*Job/fami ly commitment | | 7.929* | 5.681 |
| | | (2.12) | (1.72) |
| Working time | | 15.44** | 13.79* |

| | | |
|---|-----------------|----------------------|
| autonomy, part- time*Job/fami ly commitment | (2.61) | (2.50) |
| Flextime, part- time*Job/fami ly commitment | 3.631 (0.84) | 2.958 (0.75) |
| Childless men | | ref |
| Childless women | | -0.647 (-1.32) |
| Fathers | | -1.209* (-2.29) |
| Mothers | | -2.163*** (-3.53) |
| <i>Occupational groups (ISCO- 08)</i> | | |
| Legislators, senior officials, managers | | ref |
| Professionals | | 0.635 (1.06) |
| Associate professionals, technicians | | 0.631 (1.07) |
| Clerks | | -0.302 (-0.44) |
| Service Workers | | 0.948 (1.27) |

| | |
|---|---------------------------|
| Craft, etc. | 0.859 (1.25) |
| Plant and machine operators and assemblers | 1.234 (1.34) |
| Elementary workers | 0.108 (0.12) |
| Net personal income | 0.00281*** (13.31) |
| Years of education | -0.0765 (-1.26) |
| Public sector | -0.135 (-0.41) |
| Age | -0.0251 (-0.98) |
| Married | -0.636 (-1.81) |
| <i>Labor force status partner</i> Education | ref |
| Parental leave | 0.729 (0.88) |
| Homemaker | 1.291 (1.26) |
| Unemployed | 0.715 (0.60) |
| Military service | 8.036 (1.56) |
| Retired | 2.083 |

| | | | |
|--------------------------|----------------------|----------------------|---------------------|
| | | | (0.92) |
| Not working other | | | 0.0160 (0.01) |
| Vocational training | | | -0.121 (-0.11) |
| Full-time employment | | | 0.828 (1.30) |
| Part-time employment | | | 0.426 (0.61) |
| Marginal employment | | | -0.301 (-0.29) |
| Self-employed | | | 1.796* (2.26) |
| Working other | | | 0.184 (0.15) |
| Age of youngest child | | | 0.0104*** (3.47) |
| Constant | 38.01*** (114.36) | 39.39*** (105.78) | 35.58*** (24.18) |
| <i>N</i> | 4568 | 4568 | 4568 |

Note. Robust standard errors in parentheses. Dependent variable: work hours.

Sample: Pooled sample; pairfam Waves 10–12. Data source: pairfam Version v12.

¹ Job and family commitment index variable: the higher the value of the index variable, the higher the job commitment and the lower the family commitment.

****p* < 0.001; ***p* < 0.01; **p* < 0.05.

Table A12: Characteristics of All Working Women and Full-Time Working Women

| | Total | | | | Full-Time | | | |
|--|------------|--------|------|---------|------------|--------|------|---------|
| | Mean/ Prop | SD | Min | Max | Mean/ Prop | SD | Min | Max |
| <i>Flexible working time arrangements</i> | 2.16 | 1.24 | 1.00 | 4.00 | 2.29 | 1.31 | 1.00 | 4.00 |
| Fixed schedule | 0.45 | 0.50 | 0.00 | 1.00 | 0.44 | 0.50 | 0.00 | 1.00 |
| Employer-driven flexibility | 0.18 | 0.38 | 0.00 | 1.00 | 0.14 | 0.35 | 0.00 | 1.00 |
| Working time autonomy | 0.12 | 0.33 | 0.00 | 1.00 | 0.11 | 0.31 | 0.00 | 1.00 |
| Flexitime | 0.25 | 0.43 | 0.00 | 1.00 | 0.31 | 0.46 | 0.00 | 1.00 |
| Work hours | 30.22 | 11.63 | 1.00 | 70.00 | 41.09 | 5.62 | 8.00 | 70.00 |
| Job commitment index | 0.27 | 0.17 | 0.00 | 0.88 | 0.33 | 0.17 | 0.00 | 0.88 |
| Occupational groups (ISCO-08) | 3.58 | 1.62 | 1.00 | 8.00 | 3.33 | 1.46 | 1.00 | 8.00 |
| Legislators, senior officials, managers | 0.04 | 0.20 | 0.00 | 1.00 | 0.06 | 0.24 | 0.00 | 1.00 |
| Professionals | 0.17 | 0.38 | 0.00 | 1.00 | 0.19 | 0.39 | 0.00 | 1.00 |
| Associate professionals, technicians | 0.42 | 0.49 | 0.00 | 1.00 | 0.42 | 0.49 | 0.00 | 1.00 |
| Clerks | 0.11 | 0.32 | 0.00 | 1.00 | 0.14 | 0.35 | 0.00 | 1.00 |
| Service Workers | 0.16 | 0.37 | 0.00 | 1.00 | 0.11 | 0.31 | 0.00 | 1.00 |
| Craft, etc. | 0.02 | 0.14 | 0.00 | 1.00 | 0.03 | 0.18 | 0.00 | 1.00 |
| Plant and machine operators and assemblers | 0.00 | 0.07 | 0.00 | 1.00 | 0.01 | 0.09 | 0.00 | 1.00 |
| Elementary workers | 0.06 | 0.25 | 0.00 | 1.00 | 0.03 | 0.17 | 0.00 | 1.00 |
| Net personal income | 1466.34 | 852.24 | 0.00 | 7000.00 | 2018.07 | 810.82 | 0.00 | 6800.00 |
| Years of education | 13.92 | 2.81 | 8.00 | 20.00 | 14.27 | 2.84 | 8.00 | 20.00 |
| Public sector | 0.25 | 0.43 | 0.00 | 1.00 | 0.24 | 0.43 | 0.00 | 1.00 |
| <i>Labour force status partner</i> | 9.02 | 1.67 | 1.00 | 13.00 | 8.85 | 1.82 | 1.00 | 13.00 |
| Education | 0.02 | 0.14 | 0.00 | 1.00 | 0.03 | 0.16 | 0.00 | 1.00 |
| Parental leave | 0.00 | 0.05 | 0.00 | 1.00 | 0.00 | 0.00 | 0.00 | 0.00 |

| | | | | | | | | |
|-----------------------|-------|-------|-------|--------|-------|-------|-------|--------|
| Homemaker | 0.00 | 0.05 | 0.00 | 1.00 | 0.01 | 0.07 | 0.00 | 1.00 |
| Unemployed | 0.01 | 0.11 | 0.00 | 1.00 | 0.02 | 0.13 | 0.00 | 1.00 |
| Military service | 0.00 | 0.03 | 0.00 | 1.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Retired | 0.01 | 0.10 | 0.00 | 1.00 | 0.02 | 0.13 | 0.00 | 1.00 |
| Other | 0.01 | 0.07 | 0.00 | 1.00 | 0.01 | 0.07 | 0.00 | 1.00 |
| Vocational training | 0.01 | 0.09 | 0.00 | 1.00 | 0.01 | 0.11 | 0.00 | 1.00 |
| Full-time employment | 0.81 | 0.40 | 0.00 | 1.00 | 0.80 | 0.40 | 0.00 | 1.00 |
| Part-time employment | 0.04 | 0.20 | 0.00 | 1.00 | 0.04 | 0.20 | 0.00 | 1.00 |
| Marginal employment | 0.00 | 0.07 | 0.00 | 1.00 | 0.01 | 0.08 | 0.00 | 1.00 |
| Self-employed | 0.08 | 0.27 | 0.00 | 1.00 | 0.05 | 0.23 | 0.00 | 1.00 |
| Other | 0.01 | 0.09 | 0.00 | 1.00 | 0.01 | 0.11 | 0.00 | 1.00 |
| Age | 38.62 | 7.06 | 24.00 | 49.00 | 36.76 | 7.89 | 24.00 | 49.00 |
| Married | 0.78 | 0.41 | 0.00 | 1.00 | 0.62 | 0.49 | 0.00 | 1.00 |
| Age of youngest child | 82.38 | 76.95 | 0.00 | 339.00 | 63.37 | 84.35 | 0.00 | 339.00 |
| <i>N</i> | 2468 | | | | 930 | | | |

Note: Pooled sample; pairfam Waves 10–12. Data source: pairfam Version v12. Prop. = proportion; ISCO-08 = International Standard Classification of Occupations 2008.

¹ Job and family commitment index variable: the higher the value of the index variable, the higher the job commitment and the lower the family commitment.

Table A13: Linear Regression Results for Work Hours, Gendered Parental Status, Full-Time and Part-Time Employees

| | Model A | Model B | Model C |
|---|-----------------------|----------------------|----------------------|
| <i>Flexible working time arrangements</i> | | | |
| Fixed schedule | ref | ref | ref |
| Employer-driven flexibility | 2.522*** (5.88) | 4.269*** (3.37) | 3.334** (2.62) |
| Working time autonomy | 2.354*** (4.73) | 5.629*** (3.97) | 3.466** (2.77) |
| Flexitime | 1.649*** (5.68) | 1.651** (2.60) | -0.248 (-0.35) |
| Childless men | ref | ref | ref |
| Childless women | -1.305* (-2.52) | -0.934 (-1.70) | -0.549 (-0.93) |
| Fathers | 0.0104 (0.02) | 0.325 (0.73) | -1.505* (-2.48) |
| Mothers | -2.416*** (-4.47) | -2.276*** (-4.32) | -2.778*** (-3.91) |
| Full-time | ref | ref | ref |
| Part-time | -17.10*** (-39.26) | -14.84*** (-6.34) | -13.56*** (-6.51) |
| Fixed schedule*Childless men | | ref | ref |
| Fixed schedule*Childless women | | ref | ref |
| Fixed schedule*Fathers | | ref | ref |

| | | |
|--|-------------------|-------------------|
| Fixed schedule*Mothers | ref | ref |
| Employer- driven flexibility*Childless men | ref | ref |
| Employer- driven flexibility*Childless women | -2.906 (-1.88) | -1.881 (-1.22) |
| Employer- driven flexibility*Fathers | -1.425 (-0.95) | -1.015 (-0.69) |
| Employer- driven flexibility*Mothers | -2.403 (-1.51) | -1.790 (-1.14) |
| Working time autonomy*Childless men | ref | ref |
| Working time autonomy*Childless women | -0.461 (-0.23) | 0.149 (0.08) |
| Working time autonomy*Fathers | -1.156 (-0.76) | -1.869 (-1.35) |
| Working time autonomy*Mothers | -1.051 (-0.55) | -1.104 (-0.64) |
| Flextime*Childless men | ref | ref |
| Flextime*Childless women | -0.732 | -0.298 |

| | | |
|---------------------------------------|----------|---------|
| | (-0.87) | (-0.35) |
| Flexitime*Fathers | -0.928 | -1.111 |
| | (-1.24) | (-1.39) |
| Flexitime*Mothers | 0.300 | 0.309 |
| | (0.33) | (0.34) |
| Fixed schedule*Full-time | ref | ref |
| Fixed schedule*Part-time | ref | ref |
| Employer-driven flexibility*Full-time | ref | ref |
| Employer-driven flexibility*Part-time | -0.694 | 0.705 |
| | (-0.26) | (0.31) |
| Working time autonomy*Full-time | ref | ref |
| Working time autonomy*Part-time | -14.36** | -10.33* |
| | (-3.00) | (-2.28) |
| Flexitime*Full-time | ref | ref |
| Flexitime*Part-time | -1.026 | 0.936 |
| | (-0.23) | (0.22) |
| Childless men*Full-time | ref | ref |
| Childless men*Part-time | ref | ref |

| | | |
|--|-------------------|-------------------|
| Childless women*Full- time | ref | ref |
| Childless women*Part- time | -1.501 (-0.56) | 0.299 (0.12) |
| Fathers*Full- time | ref | ref |
| Fathers*Part- time | 1.103 (0.36) | 2.295 (0.87) |
| Mothers*Full- time | ref | ref |
| Mothers*Part- time | -1.978 (-0.82) | -0.887 (-0.41) |
| Fixed schedule*Chil dless men*Full-time | ref | ref |
| Fixed schedule*Chil dless men*Part-time | ref | ref |
| Fixed schedule*Chil dless women*Full- time | ref | ref |
| Fixed schedule*Chil dless women*Part- time | ref | ref |
| Fixed schedule*Fath ers*Full-time | ref | ref |
| Fixed schedule*Fath | ref | ref |

| | | |
|---|-------------------|-------------------|
| ers*Part-time | | |
| Fixed schedule*Mothers*Full-time | ref | ref |
| Fixed schedule*Mothers*Part-time | ref | ref |
| Employer- driven flexibility*Childless men*Full-time | ref | ref |
| Employer- driven flexibility*Childless men*Part-time | ref | ref |
| Employer- driven flexibility*Childless women*Full-time | ref | ref |
| Employer- driven flexibility*Childless women*Part-time | 1.855 (0.55) | -1.352 (-0.46) |
| Employer- driven flexibility*Fathers*Full-time | ref | ref |
| Employer- driven flexibility*Fathers*Part-time | -2.679 (-0.65) | -3.675 (-1.02) |
| Employer- driven flexibility*Mo | ref | ref |

| | | |
|---|-----------------|-------------------|
| thers*Full-time | | |
| Employer-driven flexibility*Mothers*Part-time | 0.962 (0.33) | -0.591 (-0.23) |
| Working time autonomy*Childless men*Full-time | ref | ref |
| Working time autonomy*Childless men*Part-time | ref | ref |
| Working time autonomy*Childless women*Full-time | ref | ref |
| Working time autonomy*Childless women*Part-time | 8.435 (1.45) | 5.087 (0.94) |
| Working time autonomy*Fathers*Full-time | ref | ref |
| Working time autonomy*Fathers*Part-time | 4.449 (0.83) | 4.022 (0.79) |
| Working time autonomy*Mothers*Full-time | ref | ref |
| Working time autonomy*Mothers*Part-time | 8.940 | 7.129 |

| | | |
|---|--------|---------------------|
| | (1.77) | (1.49) |
| Flexitime*Childless men*Full-time | ref | ref |
| Flexitime*Childless men*Part-time | ref | ref |
| Flexitime*Childless women*Full-time | ref | ref |
| Flexitime*Childless women*Part-time | 0.960 | -0.764 |
| | (0.19) | (-0.16) |
| Flexitime*Fathers*Full-time | ref | ref |
| Flexitime*Fathers*Part-time | 0.346 | -0.0575 |
| | (0.07) | (-0.01) |
| Flexitime*Mothers*Full-time | ref | ref |
| Flexitime*Mothers*Part-time | 2.781 | 1.847 |
| | (0.62) | (0.43) |
| <i>Occupational groups (ISCO-08)</i> | | |
| Legislators, senior officials, managers | | ref |
| Professionals | | 0.607 (0.96) |
| Associate professionals, technicians | | 0.200 (0.33) |

| | |
|---|-----------------------|
| Clerks | -0.970 (-1.38) |
| Service Workers | 0.585 (0.75) |
| Craft, etc. | 0.472 (0.67) |
| Plant and machine operators and assemblers | 0.584 (0.61) |
| Elementary workers | -0.735 (-0.79) |
| Net personal income | 0.00295*** (13.57) |
| Years of education | -0.0388 (-0.62) |
| Public sector | -0.0178 (-0.05) |
| Age | -0.0219 (-0.83) |
| Married | -1.011** (-2.89) |
| <i>Labor force status partner</i> | |
| Education | ref |
| Parental leave | 0.694 (0.81) |
| Homemaker | 1.415 (1.31) |
| Unemployed | 0.646 (0.56) |

| | | | |
|-----------------------|----------|----------|-----------|
| Military service | | | 9.774* |
| | | | (2.10) |
| Retired | | | 2.152 |
| | | | (0.92) |
| Other | | | 0.620 |
| | | | (0.47) |
| Vocational training | | | -0.119 |
| | | | (-0.10) |
| Full-time employment | | | 0.604 |
| | | | (0.91) |
| Part-time employment | | | 0.373 |
| | | | (0.51) |
| Marginal employment | | | -0.0620 |
| | | | (-0.06) |
| Self-employed | | | 1.607 |
| | | | (1.95) |
| Other | | | 0.716 |
| | | | (0.58) |
| Age of youngest child | | | 0.0132*** |
| | | | (4.25) |
| Constant | 41.85*** | 41.46*** | 36.64*** |
| | (106.00) | (116.42) | (23.48) |
| <i>N</i> | 4568 | 4568 | 4568 |

Note. Robust standard errors in parentheses. Dependent variable: work hours.

Sample: Pooled sample; pairfam Waves 10–12. Data source: pairfam Version v12.

¹ Job and family commitment index variable: the higher the value of the index variable, the higher the job commitment and the lower the family commitment.

****p* < 0.001; ***p* < 0.01; **p* < 0.05.

Table A14: Linear Regression Results for Work Hours, Full-Time Employees

| | Model A | Model B | Model C |
|--|---------|---------|---------|
|--|---------|---------|---------|

*Flexible
working time
arrangements*

| | | | |
|---|--------------------|--------------------|--------------------|
| Fixed schedule | ref | ref | ref |
| Employer- driven flexibility | 2.349*** (4.54) | -0.136 (-0.13) | -0.552 (-0.55) |
| Working time autonomy | 4.184*** (8.71) | 2.299 (1.92) | 0.918 (0.76) |
| Flexitime | 0.812** (2.99) | 0.507 (0.77) | 0.0514 (0.08) |
| Job/family commitment ¹ | 8.153*** (7.90) | 5.773*** (4.49) | 4.749*** (3.65) |
| Fixed schedule*Job/f amily commitment | | ref | ref |
| Employer- driven flexibility*Job /family commitment | | 7.795** (2.60) | 8.747** (3.15) |
| Working time autonomy*Job /family commitment | | 5.489 (1.75) | 6.476* (2.11) |
| Flexitime*Job/ family commitment | | 1.239 (0.58) | 0.633 (0.32) |
| Childless men | | | ref |
| Childless women | | | -0.996* (-2.18) |

| | |
|---|--------------------------|
| Fathers | -0.585 (-1.14) |
| Mothers | -2.713*** (-4.60) |
| <i>Occupational groups (ISCO- 08)</i> | |
| Legislators, senior officials, managers | ref |
| Professionals | -0.708 (-1.21) |
| Associate professionals, technicians | -0.425 (-0.78) |
| Clerks | -1.379* (-2.11) |
| Service Workers | 0.219 (0.28) |
| Craft, etc. | -0.770 (-1.21) |
| Plant and machine operators and assemblers | -0.317 (-0.36) |
| Elementary workers | -0.982 (-1.10) |
| Net personal income | 0.00111*** (5.44) |
| Years of education | -0.00460 (-0.07) |

| | |
|---------------------------------------|--------------------|
| Public sector | -0.912* (-2.51) |
| Age | -0.0257 (-1.01) |
| Married | -0.177 (-0.52) |
| <i>Labor force status partner</i> | |
| Education | ref |
| Parental leave | 0.675 (0.81) |
| Homemaker | 1.902 (1.81) |
| Unemployed | 0.972 (0.91) |
| Retired | 3.368 (1.37) |
| Not working other | 0.500 (0.37) |
| Vocational training | -0.432 (-0.34) |
| Full-time employment | 0.689 (1.02) |
| Part-time employment | 0.659 (0.89) |
| Marginal employment | 0.484 (0.46) |
| Self-employed | 1.516 (1.66) |
| Working other | 1.977 |

| | | | |
|-----------------------|----------------------|----------------------|---------------------|
| | | | (1.76) |
| Age of youngest child | | | 0.00790** |
| | | | (2.61) |
| Constant | 38.70*** (118.91) | 39.39*** (105.81) | 38.86*** (25.33) |
| <i>N</i> | 2902 | 2902 | 2902 |

Note. Robust standard errors in parentheses. Dependent variable: work hours.

Sample: Pooled sample; pairfam Waves 10–12. Data source: pairfam Version v12.

¹ Job and family commitment index variable: the higher the value of the index variable, the higher the job commitment and the lower the family commitment.

***p < 0.001; **p < 0.01; *p < 0.05.

Table A15: Linear Regression Results for Work Hours, Gendered Parental Status, Full-Time Employees

| | Model A | Model B | Model C |
|---|----------------------|----------------------|---------------------|
| <i>Flexible working time arrangements</i> | | | |
| Fixed schedule | ref | ref | ref |
| Employer-driven flexibility | 2.643*** (5.08) | 4.269*** (3.37) | 3.501** (2.97) |
| Working time autonomy | 4.787*** (9.76) | 5.629*** (3.98) | 4.008** (3.16) |
| Flexitime | 1.085*** (4.02) | 1.651** (2.61) | 0.784 (1.17) |
| Childless men | ref | ref | ref |
| Childless women | -1.649*** (-3.53) | -0.934 (-1.70) | -0.532 (-0.95) |
| Fathers | -0.331 (-0.81) | 0.325 (0.73) | 0.135 (0.23) |
| Mothers | -2.663*** (-5.63) | -2.276*** (-4.33) | -2.116** (-3.07) |

| | | |
|--|---------|---------|
| Fixed schedule*Childless men | ref | ref |
| Fixed schedule*Childless women | ref | ref |
| Fixed schedule*Fathers | ref | ref |
| Fixed schedule*Mothers | ref | ref |
| Employer- driven flexibility*Childless men | ref | ref |
| Employer- driven flexibility*Childless women | -2.906 | -2.182 |
| | (-1.88) | (-1.49) |
| Employer- driven flexibility*Fathers | -1.425 | -0.944 |
| | (-0.95) | (-0.68) |
| Employer- driven flexibility*Mothers | -2.403 | -2.579 |
| | (-1.52) | (-1.77) |
| Working time autonomy*Childless men | ref | ref |
| Working time autonomy*Childless women | -0.461 | 0.108 |
| | (-0.23) | (0.06) |
| Working time autonomy*Fathers | -1.156 | -1.326 |

| | | |
|--|---------|----------|
| hers | (-0.76) | (-0.97) |
| Working time autonomy*Mo thers | -1.051 | -1.366 |
| | (-0.55) | (-0.81) |
| Flexitime*Chil dless men | ref | ref |
| Flexitime*Chil dless women | -0.732 | -0.701 |
| | (-0.87) | (-0.85) |
| Flexitime*Fath ers | -0.928 | -1.148 |
| | (-1.24) | (-1.52) |
| Flexitime*Mot hers | 0.300 | 0.175 |
| | (0.33) | (0.20) |
| Job/family commitment | | 7.328*** |
| | | (7.15) |
| <i>Occupational groups (ISCO- 08)</i> | | |
| Legislators, senior officials, managers | | ref |
| Professionals | | -0.699 |
| | | (-1.20) |
| Associate professionals, technicians | | -0.458 |
| | | (-0.84) |
| Clerks | | -1.462* |
| | | (-2.23) |
| Service Workers | | 0.122 |
| | | (0.16) |

| | |
|---|--------------------------|
| Craft, etc. | -0.946 (-1.47) |
| Plant and machine operators and assemblers | -0.604 (-0.68) |
| Elementary workers | -0.962 (-1.10) |
| Net personal income | 0.00111*** (5.42) |
| Years of education | -0.0145 (-0.23) |
| Public sector | -0.865* (-2.37) |
| Age | -0.0239 (-0.93) |
| Married | -0.149 (-0.44) |
| <i>Labor force status partner</i> | |
| Education | ref |
| Parental leave | 0.660 (0.75) |
| Homemaker | 1.921 (1.77) |
| Unemployed | 0.853 (0.77) |
| Retired | 3.451 (1.41) |
| Not working other | 0.627 (0.47) |

| | | | |
|-----------------------|----------------------|----------------------|---------------------|
| Vocational training | | | -0.463 (-0.36) |
| Full-time employment | | | 0.714 (1.00) |
| Part-time employment | | | 0.684 (0.88) |
| Marginal employment | | | 0.419 (0.40) |
| Self-employed | | | 1.482 (1.58) |
| Working other | | | 2.134 (1.80) |
| Age of youngest child | | | 0.00722* (2.34) |
| Constant | 41.98*** (119.33) | 41.46*** (116.50) | 37.73*** (23.55) |
| <i>N</i> | 2902 | 2902 | 2902 |

Note. Robust standard errors in parentheses. Dependent variable: work hours.

Sample: Pooled sample; pairfam Waves 10–12. Data source: pairfam Version v12.

¹ Job and family commitment index variable: the higher the value of the index variable, the higher the job commitment and the lower the family commitment.

****p* < 0.001; ***p* < 0.01; **p* < 0.05.