Online only supplementary data for *Human Relations* article:

Women's employment patterns after childbirth and the perceived access to and use of flexitime and teleworking

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Appendix 1: Description control variables

As we explained in the paper, next to these variables of interest, we also created a variety of control variables we think may affect the relationship we are interested in. In this web appendix we give some more detail on how these variables were constructed. The *age* of respondent was taken from a derived variable provided by Understanding Society. The age of the respondent in wave 4 is taken as a control variable.

Educational level was taken from a derived variable of highest qualification in wave 4. Individuals with a "degree" or "other higher degree" were considered to have a *degree*. Individuals with "A-level etc", "GCSE etc", "other qualification" or "no qualification" as not having a degree.

Regarding *working hours*, respondent were asked "Thinking about your (main) job, how many hours, excluding overtime and meal breaks, are you expected to work in a normal week?" "And how many hours overtime do you usually work in a normal week?". We added the responses to these two questions. Individuals who worked less than 16 hours/week on this combined variable were considered to work in a small part-time job, between 16 and 34 hours/week in a large part-time job, between 35 and 47 hours/week in a full-time job, and 48 hours or more per week as working long hours. We used the measurement of wave 2.

For *gender role attitudes*, we looked at three variables in the data. Individuals were asked to what degree they agreed or disagreed (on a five-point scale) with the statement "A pre-school child is likely to suffer if his or her mother works", "All in all, family life suffers when

the woman has a full-time job", and "A husband's job is to earn money, a wife's job is to look after the home and family". A higher score means more disagreement, thus a higher score on the factor score refers to more modern gender role attitudes and a lower score to more traditional gender role attitudes. The Cronbach's alpha for the combination of these variables was 0.79. We used the measurement of wave 2.

We looked at various job-related variables. We take the measurement of these variables at wave 4 when looking at reduction of working hours as more current circumstances may be more important in this case, but at wave 2 for the analyses on employment status because it is only applicable for those in employment. First, we looked at *occupational level*. For this we used a derived variable in the data of the registrar general's social class of the current job. We coded "professional occupation" and "managerial & technical occupation" as 'management / professional'; "skilled non-manual" and "skilled manual" as 'Skilled work'; and "Partly skilled occupation" and "unskilled occupational" and 'Partly skilled or unskilled work'.

We also controlled for whether there was a *union present* (yes/no). This was taken from the response to the question "Is there a trade union, or a similar body such as a staff association, recognised by your management for negotiating pay or conditions for the people doing your sort of job in your workplace?" with "yes" and "no" as answering categories.

Next, we included whether the respondent was working in the *private* sector (yes/no). This was taken from the question "Do you work for a private firm or business or other limited company or do you work for some other type of organisation?" with answering categories "Private firm or business, a limited company" and "Other type of organisation".

For *earnings*, we looked at the derived variable of usual gross pay per month. Because people work different number of hours we corrected this for number of working hours by dividing the gross pay by the respondent's working hours. Because this variable was not normally distributed we took the log of the corrected wages of respondent (continuous).

Next to the job-related variables, we also control for some family-related variables. Again, we take the measurement at wave 4 as the more proximal variables may be most important. For *age of the youngest child in household* we look at the derived variable from the household level dataset. As the youngest child had to be born between waves 2 and 4 it could only be 0, 1, or 2.

Total number of children in the household was created from combining the number of biological children in household with number of adoptive children in the household. Because few women had more than 3 children in the household we collapsed this to 3 or more children in the household.

Whether the respondent was *living with a partner* (yes/no) was taken from the marital status of the individual. When the respondent said she was married or in a legal civil partnership, she was coded as living with a partner (in final dataset, only heterosexual couples remained). If she was single, never married, separated though legally married, divorced, or married but not living together, she was coded as not living with a partner. This was changed to living with a partner if she answered on a follow-up question asking whether they were living with someone in the household as a couple. Also, if the respondent was married but in a follow-up question stated that she was not living with her partner this person was coded as not living with a partner.

Whether this *partner worked in paid employment or self-employment*, the *working hours of this partner*, the *earnings of the partner*, and *whether the partner was working flexibly* were all taken from the responses of the partner. As Understanding Society is household data we have in many cases both partners responding to the questionnaire. Although we excluded respondents who were self-employed we did allow for the partner to be self-employed, so we distinguish between not employed, employed, and self-employed. For working hours and earnings of the partner we then also allowed this to be from paid employment or self-

employment. Because income from self-employment could be negative and was negative in a few cases, we recoded these to 0 (no income coming in from self-employment). Like the individuals earnings, also the partner's earnings are logged because it is not a normally distributed variable. Unlike the individual's earnings, this is not corrected for the number of working hours for the partner because it may be their total earnings that is most important for the employment of women. We separately control for how much the partner works to distinguish time availability from financial necessity. Table A1–1 gives the descriptive statistics of all variables used in this paper.

Table A1–1: Descriptive

Variable	Observation	Mean	SD	Min.	Max.
Variables of interest					
Employed wave 4	523	0.79	–	0	1
Reduced working hours wave 4	410	0.48	–	0	1
Access to flexible work wave 2	519	0.45	–	0	1
Access to flexitime wave 2	519	0.35	–	0	1
Access to telework wave 2	519	0.13	–	0	1
Access to flexible work wave 4	410	0.50	–	0	1
Access to flexitime wave 4	410	0.38	–	0	1
Access to telework wave 4	410	0.18	–	0	1
Use flexible work wave 2	519	0.19	–	0	1
Use flexitime wave 2	519	0.12	–	0	1
Use telework wave 2	519	0.05	–	0	1
Use flexible work wave 4	410	0.19	–	0	1
Use flexitime wave 4	410	0.12	–	0	1
Use telework wave 4	410	0.07	–	0	1
Control variables					
Age wave 4	523	32.40	5.24	18	48
Total number of children wave 4	523		–	1	3
1 child in household	216	0.41	–		
2 children in household	202	0.39	–		
3 or more children in household	105	0.20	–		
Age youngest child in household	523		–	0	2
Age = 0	133	0.25	–		
Age = 1	368	0.70	–		
Age = 2	22	0.04	–		
Working hours wave 2	520		–	1	4
Small part-time (<16 hours/week)	36	0.07	–		
Large part-time (=>16 & <35 hours/week)	196	0.38	–		
Full-time (=>35 & <=48 hours/week)	253	0.49	–		
Long hours (> 48 hours/week)	35	0.07	–		
Occupational level wave 2	517		–	1	3
Management & technical or professional	249	0.48	–		
Skilled manual or non–manual	177	0.34	–		
Partly skilled or unskilled	91	0.18	–		
Working in private sector wave 2	522	0.61	–	0	1
Union present wave 2	509	0.53	–	0	1
Log corrected wage wave 2	520	3.81	0.53	0.51	5.07
Having a degree wave 4	521	0.59	–	0	1
Gender attitude wave 2	455	0.13	0.94	–2.72	1.60
Living with partner wave 4	523	0.89	–	0	1
Partner employed wave 4	486	0.72	–	0	1
Partner self-employed wave 4	486	0.12	–	0	1
Partner's working hours wave 4	447	42.43	9.41	1	70
Partner's log earnings wave 4	432	7.62	0.88	0	9.62
Partner's use of flexible work wave 4	446	0.19	–	0	1

Source: Understanding Society waves 2–4.

Note: SD = standard deviation.

Appendix 2: Extra tables

The tables on the next couple of pages show the analyses on the likelihood of being employed in wave 4. We also included here the full tables for reduction of working hours including all control variables. We also present the full tables showing the result using the sample of first–time models. We did not include these in the main paper due to space issues.

Table A2–1: logistic regression of the likelihood of being employed on (perceived) access to flexible work

	Flexible work		Flexitime		Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	1.14	.607	1.12	.617	1.44	.524
Main variables						
Access to flexible work/flexitime/telework wave 2	0.17	.580	0.20	.548	0.45	.383
Control variables						
Age wave 4	0.04	.235	0.04	.244	0.04	.225
Age youngest child						
0 wave 4 (ref)						
1 wave 4	1.05	.002	1.08	.001	1.10	.001
Total number of children in household						
1 wave 4 (ref)						
2 wave 4	0.25	.528	0.27	.508	0.26	.520
3 or more wave 4	–0.53	.252	–0.50	.267	–0.57	.221
Gender attitude wave 2	0.37	.020	0.37	.019	0.37	.019
Having a degree wave 4	–0.16	.670	–0.16	.671	–0.20	.601
Works small part-time (<16 hours/week) wave 2	–1.04	.062	–1.05	.060	–1.02	.069
Works large part-time (16–34 hours/week) wave 2	0.06	.875	0.06	.877	0.07	.864
Works full-time (35–47 hours/week) wave 2 (ref)						
Works long hours (48 hours/week or more) wave 2	0.06	.924	0.08	.909	0.04	.946
Working in private sector wave 2	–0.70	.101	–0.68	.109	–0.72	.094
Union present wave 2	0.66	.085	0.65	.090	0.67	.079
Occupational level wave 2						
Management / professional (ref)						
Skilled work	0.13	.768	0.11	.795	0.15	.736
Partly skilled or unskilled work	–0.71	.169	–0.73	.160	–0.70	.176
Log corrected wage wave 2	–0.13	.738	–0.12	.759	–0.19	.638
Living with partner wave 4	0.16	.816	0.16	.815	0.14	.840
Partner employed wave 4	0.37	.551	0.38	.538	0.39	.528
Partner self-employed wave 4	0.77	.372	0.79	.355	0.76	.372
Partner work hours wave 4	–0.02	.290	–0.02	.296	–0.02	.275
Partner log earnings wave 4	–0.10	.709	–0.10	.703	–0.11	.692
Partner uses flexible work wave 4	0.70	.117	0.69	.122	0.71	.112
Pseudo R^2	0.20		0.20		0.20	

Source: Understanding Society waves 2–4. *Note:* n=335. There were few respondents with a child aged 2 and these respondents did not differ in the dependent variable. As a result, these were excluded from this analysis.

Table A2–2: logistic regression of the likelihood of being employed on use flexible work

	Flexible work		Flexitime		Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	1.32	.556	1.15	.605	1.52	.501
Main variables						
Use flexible work/flexitime/telework wave 2	0.45	.301	0.39	.481	0.75	.296
Control variables						
Age wave 4	0.04	.208	0.04	.244	0.04	.208
Age youngest child						
0 wave 4 (ref)						
1 wave 4	1.08	.001	1.08	.001	1.10	.001
Total number of children in household						
1 wave 4 (ref)						
2 wave 4	0.26	.525	0.27	.496	0.26	.525
3 or more wave 4	–0.59	.203	–0.49	.280	–0.60	.202
Gender attitude wave 2	0.37	.021	0.37	.020	0.38	.018
Having a degree wave 4	–0.17	.648	–0.15	.683	–0.17	.645
Works small part-time (<16 hours/week) wave 2	–1.06	.059	–1.04	.065	–1.05	.063
Works large part-time (16–34 hours/week) wave 2	0.01	.975	0.04	.916	0.04	.910
Works full-time (35–47 hours/week) wave 2 (ref)						
Works long hours (48 hours/week or more) wave 2	0.00	.998	0.04	.949	–0.02	.977
Working in private sector wave 2	–0.70	.102	–0.67	.113	–0.73	.089
Union present wave 2	0.74	.057	0.67	.078	0.70	.067
Occupational level wave 2						
Management / professional (ref)						
Skilled work	0.17	.700	0.15	.733	0.14	.749
Partly skilled or unskilled work	–0.65	.213	–0.70	.181	–0.70	.179
Log corrected wage wave 2	–0.16	.681	–0.11	.778	–0.19	.625
Living with partner wave 4	0.17	.804	0.17	.806	0.11	.877
Partner employed wave 4	0.38	.542	0.39	.523	0.41	.508
Partner self-employed wave 4	0.75	.383	0.76	.375	0.80	.348
Partner work hours wave 4	–0.02	.279	–0.02	.300	–0.02	.260
Partner log earnings wave 4	–0.12	.652	–0.11	.664	–0.11	.671
Partner uses flexible work wave 4	0.70	.118	0.71	.112	0.72	.109
Pseudo R^2	0.20		0.20		0.20	

Source: Understanding Society waves 2–4. *Note:* n=335. There were few respondents with a child aged 2 and these respondents did not differ in the dependent variable. As a result, these were excluded from this analysis.

Table A2–3: logistic regression of the likelihood of reducing working hours on (perceived) access to flexible work

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	5.53	.010	5.54	.011	4.86	.024	4.64	.036
Main variables								
No access to flexible work/flexitime in either wave (ref)								
Access to flexible work/flexitime in wave 4 only	–0.39	.462	0.09	.860			0.15	.776
Access to flexible work/flexitime in wave 2 only	–0.36	.458	0.00	.994			0.15	.755
Access to flexible work/flexitime in both waves	–0.70	.065	–0.43	.257			0.19	.675
No access to telework in either wave (ref)								
Access to telework in wave 4 only					–1.36	.022	–1.47	.025
Access to telework in wave 2 only					–0.39	.650	–0.45	.608
Access to telework in both waves					–1.07	.029	–1.15	.035
Control variables								
Works small part-time (<16 hours/week) wave 2	–2.26	.012	–2.15	.017	–2.27	.013	–2.28	.013
Works large part-time (16–34 hours/week) wave 2	–1.42	<.001	–1.40	<.001	–1.48	<.001	–1.48	<.001
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	1.75	.025	1.74	.028	1.87	.017	1.93	.017
Age wave 4	–0.03	.461	–0.02	.509	–0.03	.455	–0.03	.469
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.92	.019	0.89	.022	0.86	.026	0.86	.027
2 wave 4	1.60	.025	1.62	.022	1.61	.026	1.60	.028
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	–1.45	<.001	–1.46	<.001	–1.55	<.001	–1.56	<.001
3 or more wave 4	–1.15	.022	–1.17	.020	–1.09	.033	–1.08	.036
Gender attitude wave 2	–0.29	.113	–0.31	.091	–0.30	.105	–0.30	.109
Having a degree wave 4	–0.69	.082	–0.73	.068	–0.66	.107	–0.66	.111
Working in private sector wave 4	0.58	.143	0.47	.240	0.61	.130	0.62	.130
Union present wave 4	0.20	.606	0.22	.572	0.15	.702	0.13	.739
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–1.09	.012	–1.09	.011	–1.18	.008	–1.19	.008
Partly skilled or unskilled work	–0.52	.362	–0.44	.434	–0.50	.375	–0.46	.423
Log corrected wage wave 4	–0.20	.615	–0.25	.532	–0.14	.737	–0.13	.753
Living with partner wave 4	–3.98	<.001	–3.88	<.001	–4.08	<.001	–4.07	<.001
Partner employed wave 4	3.09	.001	2.95	.001	3.22	<.001	3.22	.001
Partner self-employed wave 4	3.49	.001	3.36	.001	3.64	<.001	3.65	.001
Partner work hours wave 4	–0.00	.767	–0.01	.671	–0.01	.707	–0.01	.704
Partner log earnings wave 4	–0.16	.347	–0.15	.357	–0.09	.589	–0.08	.641
Partner uses flexible work wave 4	–0.68	.081	–0.67	.085	–0.66	.096	–0.66	.095
Pseudo R^2	0.28		0.27		0.29		0.29	

Source: Understanding Society waves 2–4. *Note:* n=272.

Table A2–4: logistic regression of the likelihood of reducing working hours on use of flexible work

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	5.82	.011	5.63	.011	4.86	.023	5.57	.013
Main variables								
No use flexible work/flexitime in either wave (ref)								
Use flexible work/flexitime in wave 4 only	–1.86	.012	–1.26	.157			–1.04	.268
Use flexible work/flexitime in wave 2 only	–0.77	.157	–0.38	.498			–0.34	.547
Use flexible work/flexitime in both waves	–1.82	.001	–2.12	.001			–2.06	.003
No use telework in either wave (ref)								
Use telework in wave 4 only					–1.61	.080	–1.19	.264
Use telework in wave 2 only					–0.13	.915	0.32	.804
Use telework in both waves					–0.78	.326	–0.27	.740
Control variables								
Works small part-time (<16 hours/week) wave 2	–2.25	.015	–2.01	.026	–2.06	.023	–1.98	.028
Works large part-time (16–34 hours/week) wave 2	–1.49	<.001	–1.36	<.001	–1.30	.001	–1.33	.001
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	1.85	.019	1.50	.059	2.06	.009	1.61	.046
Age wave 4	–0.03	.421	–0.01	.686	–0.03	.442	–0.02	.643
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.89	.026	0.91	.022	0.75	.052	0.84	.035
2 wave 4	1.59	.032	1.50	.034	1.45	.039	1.47	.040
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	–1.53	<.001	–1.67	<.001	–1.47	<.001	–1.70	<.001
3 or more wave 4	–1.11	.032	–1.39	.008	–1.07	.034	–1.37	.009
Gender attitude wave 2	–0.23	.238	–0.22	.251	–0.29	.115	–0.21	.265
Having a degree wave 4	–0.62	.138	–0.66	.105	–0.63	.110	–0.63	.125
Working in private sector wave 4	0.60	.140	0.34	.408	0.64	.111	0.41	.332
Union present wave 4	0.12	.762	0.16	.684	0.12	.754	0.14	.718
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–1.32	.004	–1.11	.014	–1.14	.009	–1.15	.013
Partly skilled or unskilled work	–0.63	.278	–0.50	.383	–0.41	.463	–0.52	.361
Log corrected wage wave 4	–0.24	.559	–0.26	.520	–0.20	.627	–0.24	.554
Living with partner wave 4	–3.95	<.001	–3.97	<.001	–3.79	<.001	–3.95	<.001
Partner employed wave 4	3.20	<.001	3.00	.001	3.03	.001	3.06	.001
Partner self-employed wave 4	3.71	<.001	3.45	.001	3.48	.001	3.50	.001
Partner work hours wave 4	–0.01	.588	–0.01	.496	–0.01	.676	–0.01	.489
Partner log earnings wave 4	–0.13	.467	–0.13	.449	–0.10	.525	–0.12	.468
Partner uses flexible work wave 4	–0.63	.123	–0.65	.109	–0.67	.092	–0.64	.114
Pseudo R^2	0.32		0.30		0.28		0.31	

Source: Understanding Society waves 2–4. *Note:* n=272.

Table A2–5: logistic regression of the likelihood of being employed on (perceived) access to flexible work – only first child

	Flexible work		Flexitime		Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	2.56	.628	2.71	.618	3.04	.574
Main variables						
Access to flexible work/flexitime/telework wave 2	0.94	.095	1.06	.086	1.64	.150
Control variables						
Age wave 4	–0.09	.126	–0.09	.131	–0.11	.081
Age youngest child						
0 wave 4 (ref)						
1 wave 4	0.06	.928	0.21	.738	0.14	.826
Gender attitude wave 2	–0.12	.703	–0.08	.807	–0.04	.902
Having a degree wave 4	0.13	.837	0.20	.755	0.27	.674
Works small part-time (<16 hours/week) wave 2	–1.57	.332	–1.60	.333	–1.93	.237
Works large part-time (16–34 hours/week) wave 2	0.63	.482	0.56	.544	0.64	.466
Works full-time (35–47 hours/week) wave 2 (ref)						
Works long hours (48 hours/week or more) wave 2	0.63	.483	0.57	.520	0.67	.457
Working in private sector wave 2	–0.56	.526	–0.49	.583	–0.48	.593
Union present wave 2	1.19	.086	1.24	.078	1.31	.060
Occupational level wave 2						
Management / professional (ref)						
Skilled work	–0.45	.535	–0.46	.530	–0.14	.842
Partly skilled or unskilled work	–0.77	.430	–0.86	.391	–0.59	.553
Log corrected wage wave 2	–0.12	.838	–0.16	.796	–0.10	.869
Living with partner wave 4	1.13	.376	1.14	.372	1.11	.390
Partner employed wave 4	0.28	.799	0.34	.754	0.46	.675
Partner work hours wave 4	–0.01	.744	–0.01	.885	–0.01	.812
Partner log earnings wave 4	0.13	.860	0.06	.933	0.07	.922
Partner uses flexible work wave 4	0.64	.386	0.67	.365	0.68	.349
Pseudo R^2	0.23		0.24		0.23	

Source: Understanding Society waves 2–4. *Note:* n=131. There were few respondents with a child aged 2 and these respondents did not differ in the dependent variable. Similarly, whether the partner was self-employed perfectly predicted the outcome variable. As a result, respondents with a child aged 2 or with a partner who was self-employed were excluded from this analysis.

Table A2–6: logistic regression of the likelihood of being employed on use flexible work – only first child

	Flexible work		Flexitime		Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	2.27	.664	1.80	.734		
Main variables						
Use flexible work/flexitime/telework wave 2	1.12	.199	1.84	.110	-	–
Control variables						
Age wave 4	–0.09	.123	–0.10	.117		
Age youngest child						
0 wave 4 (ref)						
1 wave 4	0.16	.796	0.12	.846		
Gender attitude wave 2	–0.09	.788	–0.11	.733		
Having a degree wave 4	0.26	.688	0.27	.685		
Works small part-time (<16 hours/week) wave 2	–2.01	.232	–1.97	.244		
Works large part-time (16–34 hours/week) wave 2	0.56	.526	0.71	.410		
Works full-time (35–47 hours/week) wave 2 (ref)						
Works long hours (48 hours/week or more) wave 2	0.61	.508	0.68	.463		
Working in private sector wave 2	–0.17	.852	0.00	.998		
Union present wave 2	1.42	.042	1.49	.035		
Occupational level wave 2						
Management / professional (ref)						
Skilled work	–0.40	.580	–0.49	.508		
Partly skilled or unskilled work	–0.56	.567	–0.62	.533		
Log corrected wage wave 2	–0.07	.906	–0.06	.923		
Living with partner wave 4	1.11	.381	1.16	.364		
Partner employed wave 4	0.54	.613	0.53	.619		
Partner work hours wave 4	–0.01	.770	–0.01	.799		
Partner log earnings wave 4	0.07	.921	0.10	.887		
Partner uses flexible work wave 4	0.60	.414	0.64	.380		
Pseudo R^2	0.23		0.24			

Source: Understanding Society waves 2–4. *Note:* n=131. There were few respondents with a child aged 2 and these respondents did not differ in the dependent variable. Similarly, whether the partner was self-employed perfectly predicted the outcome variable. As a result, respondents with a child aged 2 or with a partner who was self-employed were excluded from this analysis. Teleworking perfectly predicted employment and therefore the analysis for telework was not done.

Table A2–7: logistic regression of the likelihood of reducing working hours on (perceived) access to flexible work – only first child

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	6.42	.122	9.25	.046	4.88	.240	9.48	.061
Main variables								
No access to flexible work/flexitime in either wave (ref)								
Access to flexible work/flexitime in wave 4 only	–0.79	.488	–1.22	.312			–1.21	.326
Access to flexible work/flexitime in wave 2 only	–0.03	.973	0.18	.847			0.37	.703
Access to flexible work/flexitime in both waves	–1.87	.017	–1.96	.006			–1.83	.027
No access to telework in either wave (ref)								
Access to telework in wave 4 only					–1.88	.033	–0.79	.434
Access to telework in wave 2 only					–0.49	.682	–0.35	.779
Access to telework in both waves					–0.72	.359	0.35	.705
Control variables								
Works small part-time (<16 hours/week) wave 2	-	-	-	-	-	-	-	-
Works large part-time (16–34 hours/week) wave 2	–1.80	.025	–1.77	.032	–1.38	.064	–1.72	.039
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	4.79	.030	4.92	.024	4.92	.022	5.08	.022
Age wave 4	–0.11	.125	–0.11	.130	–0.13	.097	–0.11	.148
Age youngest child								
0 wave 4 (ref)								
1 wave 4	1.94	.011	1.91	.013	1.63	.030	1.92	.015
2 wave 4	4.37	.029	4.79	.020	3.01	.079	4.77	.028
Gender attitude wave 2	0.12	.782	0.03	.946	0.04	.926	0.01	.976
Having a degree wave 4	–0.96	.248	–1.21	.155	–1.21	.132	–1.35	.130
Working in private sector wave 4	0.72	.279	0.42	.534	0.76	.261	0.53	.455
Union present wave 4	–0.73	.290	–0.74	.282	–0.53	.439	–0.69	.325
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–0.01	.986	–0.04	.960	–0.01	.990	–0.06	.948
Partly skilled or unskilled work	–0.25	.824	–0.32	.768	0.13	.908	–0.34	.759
Log corrected wage wave 4	0.22	.775	–0.04	.958	0.52	.508	–0.04	.966
Living with partner wave 4	–4.58	.022	–4.73	.020	–3.88	.048	–4.80	.021
Partner employed wave 4	5.10	.003	5.13	.003	4.55	.003	5.25	.002
Partner self-employed wave 4	3.33	.049	3.00	.070	3.25	.049	3.16	.059
Partner work hours wave 4	0.01	.868	–0.02	.526	–0.01	.799	–0.03	.474
Partner log earnings wave 4	–0.25	.592	–0.27	.566	–0.17	.700	–0.29	.559
Partner uses flexible work wave 4	–2.08	.007	–2.30	.004	–1.97	.007	–2.36	.004
Pseudo R^2	0.31		0.32		0.28		0.33	

Source: Understanding Society waves 2–4. *Note:* n=117. There are no women who work in a small part-time job in wave 2 in this sample.

Table A2–8: logistic regression of the likelihood of reducing working hours on use of flexible work – only first child

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	6.55	.116	7.35	.077	6.25	.129	7.97	.069
Main variables								
No use flexible work/flexitime in either wave (ref)								
Use flexible work/flexitime in wave 4 only	–3.53	.022	–	–			–	–
Use flexible work/flexitime in wave 2 only	0.10	.926	–0.07	.943			–0.29	.792
Use flexible work/flexitime in both waves	–1.60	.025	–2.09	.009			–2.44	.010
No use telework in either wave (ref)								
Use telework in wave 4 only					–1.75	.245	–1.17	.516
Use telework in wave 2 only					–	–	–	–
Use telework in both waves					–0.34	.790	0.70	.631
Control variables								
Works small part-time (<16 hours/week) wave 2	–	–	–	–	–	–	–	–
Works large part-time (16–34 hours/week) wave 2	–1.77	.028	–1.61	.044	–1.10	.151	–1.39	.085
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	5.37	.012	4.81	.040	5.10	.016	5.02	.031
Age wave 4	–0.12	.105	–0.09	.247	–0.12	.090	–0.07	.366
Age youngest child								
0 wave 4 (ref)								
1 wave 4	1.70	.029	1.92	.014	1.58	.034	1.80	.023
2 wave 4	3.64	.039	4.02	.027	3.30	.041	4.12	.028
Gender attitude wave 2	0.06	.895	0.09	.840	0.00	.991	0.21	.635
Having a degree wave 4	–0.90	.251	–0.77	.320	–1.00	.193	–0.60	.468
Working in private sector wave 4	0.70	.292	0.53	.430	0.99	.127	0.67	.345
Union present wave 4	–0.65	.361	–0.62	.369	–0.30	.650	–0.44	.534
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–0.49	.578	–0.32	.709	0.02	.983	–0.20	.825
Partly skilled or unskilled work	–0.38	.730	–0.07	.948	0.01	.996	–0.04	.968
Log corrected wage wave 4	0.02	.982	–0.06	.944	0.44	.581	–0.21	.799
Living with partner wave 4	–4.50	.025	–4.88	.019	–4.08	.039	–5.12	.018
Partner employed wave 4	5.06	.002	4.77	.005	4.39	.005	4.84	.005
Partner self-employed wave 4	4.13	.022	3.23	.065	3.12	.064	3.18	.077
Partner work hours wave 4	0.00	.964	–0.02	.546	0.01	.864	–0.02	.667
Partner log earnings wave 4	–0.17	.727	–0.22	.627	–0.45	.350	–0.35	.485
Partner uses flexible work wave 4	–2.06	.007	–1.97	.010	–1.99	.007	–1.77	.022
Pseudo R^2	0.33		0.30		0.27		0.32	

Source: Understanding Society waves 2–4. *Note:* n=117 for flexible work; 115 for flexitime as only two observations exist for flexitime in wave 4 only; 114 for telework as only three observation exists for telework in wave 2 only, 112 for flexitime and telework. There are no women who work in a small part-time job in wave 2 in this sample.

Appendix 3: Robustness checks

A variety of robustness checks are also performed in this paper. Specifically, we first did a Heckman selection model for the reduction of working hours, as this may not be an independent analysis from whether someone is still employed. Second, we multiple imputed the data to deal with missing data to see to what degree our results were biased due to missing data. The main analyses presented in this paper are based on respondents without any missing data on any of the variables included in this study. To see to what degree this mattered for our results, we did a robustness check where we multiple imputed the missing data. Third, we used robust standard errors to get an idea to what degree misspecification of our model mattered for the results. Fourth, we identified influential cases and performed the analyses without these cases to see whether our main conclusions were due to a few influential cases. Fifth, we looked at what happened if we controlled for whether someone was still in the same job (versus having changed job). In our main analysis it could be that people gained access to flexible work or reduced their hours by changing jobs. By controlling for whether the person was still in the same job we assess what the impact of this is for our conclusions. Sixth, we looked at a reduction in contractual working hours instead of actual working hours (contractual + overtime) as presented in the main body of the text. Seventh, we assess whether it mattered for our results that there was a cut-off of 70 hours/week for working hours. Eighth, we assessed whether only having access to flexible work/flexitime/telework but not using this flexibility as reference category (rather than also having included in the reference category no access and no use) mattered for our results. Finally, we assessed various definitions of reduction of working hours (next to the more than 4 hours/week presented in this paper we also looked at any reduction, more than 8 hours/week, and more than 10% per week).

3.1 Heckman selection model

In the paper we presented separate analyses for employment and reduction of working hours. However, reduction of working hours is dependent on still being employed in wave 4. As such, it may be incorrect to treat them as independent equations. Hence, we used a Heckman selection model to assess the impact of this decision.

In separate bivariate analyses we looked at which variables predicted employment but not a reduction in working hours. We decided to use whether someone was working in the private sector, whether there was a union present, and corrected wage in wave 2 for the prediction of employment only. We performed probit models with sample selection to see whether employment and reduction of working hours are independent equations. As age of youngest child does not run for people with a child aged 2 for the equations of employment (also see main paper), we collapsed this category with people with the youngest child aged 1. Hence, this variable is now dichotomous (youngest child aged 0 / youngest child aged 1 or 2). Because the variables explaining employment and not reduction of working hours were not always significant in the complete model, we opted for adding another selection variable. In the full model, the age of the youngest child (now dichotomous) was significantly related to being employed, but not to reduction of working hours. Hence, we used this as an additional selection variable.

The selection models did not run for all models for a subsample of only individuals with one child in the household, hence we do this only for the full sample. As can be seen underneath the following tables, the p-value for the LR test for independent equations is around .050 and is thus borderline significant (range p-values: .029–.063). There does not appear to be strong evidence against the hypothesis that they are independent equations, but they might be dependent. When we compare the results for our variables of interest we see that when explaining reduction of hours by flexitime and telework for the full sample,

it is less obvious that (perceived) access to telework negatively affects reduction of hours, with a p-value of .052 if this is available in both waves. The use of flexitime remains highly significantly related to a decreased likelihood of reducing working hours (p=.001 in full model also including use of telework). Hence, there is more evidence for the usefulness of flexitime than for (perceived) access to telework.

Table A3–1: flexible work

	Coefficient	p-value
REDUCTION WORKING HOURS WAVE 4		
Constant	2.64	.005
Main variable		
No access to working flexibly in either wave (ref)		
Access to working flexibly in wave 4 only	–0.26	.303
Access to working flexibly in wave 2 only	–0.16	.528
Access to working flexibly in both waves	–0.35	.069
Control variables		
Works small part-time (<16 hours/week) wave 2	–0.87	.071
Works large part-time (16–34 hours/week) wave 2	–0.75	<.001
Works full-time (35–47 hours/week) wave 2 (ref)		
Works long hours (48 hours/week or more) wave 2	0.80	.047
Age wave 4	–0.01	.545
Total number of children in household		
1 wave 4 (ref)		
2 wave 4	–0.75	<.001
3 or more wave 4	–0.54	.046
Gender attitude wave 2	–0.17	.076
Having a degree wave 4	–0.26	.207
Occupational level wave 4		
Management / professional (ref)		
Skilled work	–0.34	.120
Partly skilled or unskilled work	0.08	.773
Living with partner wave 4	–1.95	<.001
Partner employed wave 4	1.32	.007
Partner self-employed wave 4	1.46	.009
Partner work hours wave 4	0.00	.634
Partner log earnings wave 4	–0.05	.565
Partner uses flexible work wave 4	–0.31	.122
EMPLOYED WAVE 4		
Constant	0.98	.421
Main variables		
Access to flexible work wave 2	0.12	.513
Control variables		
Age wave 4	0.03	.165
Age youngest child		
0 wave 4 (ref)		
1 or 2 wave 4	0.62	.001
Total number of children in household		
1 wave 4 (ref)		
2 wave 4	0.12	.609
3 or more wave 4	–0.34	.214
Gender attitude wave 2	0.24	.009
Having a degree wave 4	–0.06	.783
Works small part-time (<16 hours/week) wave 2	–0.57	.089
Works large part-time (16–34 hours/week) wave 2	0.17	.463
Works full-time (35–47 hours/week) wave 2 (ref)		
Works long hours (48 hours/week or more) wave 2	0.01	.988
Working in private sector wave 2	–0.37	.106
Union present wave 2	0.28	.184
Occupational level wave 2		
Management / professional (ref)		
Skilled work	0.08	.750
Partly skilled or unskilled work	–0.48	.107
Log corrected wage wave 2	–0.05	.799
Living with partner wave 4	0.07	.871
Partner employed wave 4	0.22	.560
Partner self-employed wave 4	0.37	.459
Partner work hours wave 4	–0.01	.201
Partner log earnings wave 4	–0.11	.449
Partner uses flexible work wave 4	0.36	.142
/athrho	–1.22	.136
Rho	–0.84	

LR test of independent equations (rho=0): $\chi 2(1)=4.09$, p=.043.

Source: Understanding Society waves 2–4. *Note:* n=346

Table A3–2: flexitime

	Coefficient	p-value
REDUCTION WORKING HOURS WAVE 4		
Constant	2.58	.006
Main variable		
No access to flexitime in either wave (ref)		
Access to flexitime in wave 4 only	–0.02	.937
Access to flexitime in wave 2 only	–0.08	.733
Access to flexitime in both waves	–0.28	.161
Control variables		
Works small part-time (<16 hours/week) wave 2	–0.84	.067
Works large part-time (16–34 hours/week) wave 2	–0.73	<.001
Works full-time (35–47 hours/week) wave 2 (ref)		
Works long hours (48 hours/week or more) wave 2	0.76	.058
Age wave 4	–0.01	.566
Total number of children in household		
1 wave 4 (ref)		
2 wave 4	–0.75	<.001
3 or more wave 4	–0.54	.044
Gender attitude wave 2	–0.17	.073
Having a degree wave 4	–0.27	.194
Occupational level wave 4		
Management / professional (ref)		
Skilled work	–0.35	.105
Partly skilled or unskilled work	0.09	.737
Living with partner wave 4	–1.90	<.001
Partner employed wave 4	1.27	.008
Partner self-employed wave 4	1.39	.010
Partner work hours wave 4	0.00	.729
Partner log earnings wave 4	–0.05	.557
Partner uses flexible work wave 4	–0.32	.111
EMPLOYED WAVE 4		
Constant	0.95	.438
Main variables		
Access to flexitime wave 2	0.16	.372
Control variables		
Age wave 4	0.03	.175
Age youngest child		
0 wave 4 (ref)		
1 or 2 wave 4	0.64	.001
Total number of children in household		
1 wave 4 (ref)		
2 wave 4	0.11	.615
3 or more wave 4	–0.33	.222
Gender attitude wave 2	0.24	.008
Having a degree wave 4	–0.07	.731
Works small part-time (<16 hours/week) wave 2	–0.56	.094
Works large part-time (16–34 hours/week) wave 2	0.17	.450
Works full-time (35–47 hours/week) wave 2 (ref)		
Works long hours (48 hours/week or more) wave 2	0.01	.973
Working in private sector wave 2	–0.38	.092
Union present wave 2	0.27	.195
Occupational level wave 2		
Management / professional (ref)		
Skilled work	0.07	.772
Partly skilled or unskilled work	–0.50	.094
Log corrected wage wave 2	–0.05	.811
Living with partner wave 4	0.06	.874
Partner employed wave 4	0.22	.556
Partner self-employed wave 4	0.38	.441
Partner work hours wave 4	–0.01	.225
Partner log earnings wave 4	–0.11	.454
Partner uses flexible work wave 4	0.35	.148
/athrho	–1.19	.069
Rho	–0.83	

LR test of independent equations (rho=0): $\chi 2(1)=4.76$, p=.029.

Source: Understanding Society waves 2–4. *Note:* n = 346

Table A3–3: telework

	Coefficient	p-value
REDUCTION WORKING HOURS WAVE 4		
Constant	2.41	.009
Main variable		
No access to telework in either wave (ref)		
Access to telework in wave 4 only	–0.66	.033
Access to telework in wave 2 only	–0.31	.482
Access to telework in both waves	–0.55	.032
Control variables		
Works small part-time (<16 hours/week) wave 2	–0.90	.054
Works large part-time (16–34 hours/week) wave 2	–0.78	<.001
Works full-time (35–47 hours/week) wave 2 (ref)		
Works long hours (48 hours/week or more) wave 2	0.86	.033
Age wave 4	–0.01	.568
Total number of children in household		
1 wave 4 (ref)		
2 wave 4	–0.79	<.001
3 or more wave 4	–0.48	.081
Gender attitude wave 2	–0.16	.088
Having a degree wave 4	–0.22	.285
Occupational level wave 4		
Management / professional (ref)		
Skilled work	–0.38	.078
Partly skilled or unskilled work	0.06	.836
Living with partner wave 4	–2.02	<.001
Partner employed wave 4	1.39	.005
Partner self-employed wave 4	1.53	.006
Partner work hours wave 4	0.00	.758
Partner log earnings wave 4	–0.02	.792
Partner uses flexible work wave 4	–0.32	.119
EMPLOYED WAVE 4		
Constant	1.11	.365
Main variables		
Access to telework wave 2	0.26	.356
Control variables		
Age wave 4	0.03	.173
Age youngest child		
0 wave 4 (ref)		
1 or 2 wave 4	0.64	.001
Total number of children in household		
1 wave 4 (ref)		
2 wave 4	0.14	.542
3 or more wave 4	–0.34	.210
Gender attitude wave 2	0.25	.008
Having a degree wave 4	–0.09	.662
Works small part-time (<16 hours/week) wave 2	–0.56	.092
Works large part-time (16–34 hours/week) wave 2	0.16	.470
Works full-time (35–47 hours/week) wave 2 (ref)		
Works long hours (48 hours/week or more) wave 2	0.00	.997
Working in private sector wave 2	–0.39	.086
Union present wave 2	0.27	.202
Occupational level wave 2		
Management / professional (ref)		
Skilled work	0.09	.724
Partly skilled or unskilled work	–0.48	.110
Log corrected wage wave 2	–0.07	.752
Living with partner wave 4	0.06	.888
Partner employed wave 4	0.21	.560
Partner self-employed wave 4	0.33	.502
Partner work hours wave 4	–0.01	.183
Partner log earnings wave 4	–0.11	.453
Partner uses flexible work wave 4	0.37	.127
/athrho	–1.16	.081
Rho	–0.82	

LR test of independent equations (rho=0): $\chi 2(1)=3.90$, p=.048.

Source: Understanding Society waves 2–4. *Note:* n = 346

Table A3–4: flexitime and telework

	Coefficient	p-value
REDUCTION WORKING HOURS WAVE 4		
Constant	2.41	.011
Main variable		
No access to flexitime in either wave (ref)		
Access to flexitime in wave 4 only	–0.00	1.000
Access to flexitime in wave 2 only	0.00	.993
Access to flexitime in both waves	–0.02	.940
No access to telework in either wave (ref)		
Access to telework in wave 4 only	–0.67	.047
Access to telework in wave 2 only	–0.31	.489
Access to telework in both waves	–0.54	.052
Control variables		
Works small part-time (<16 hours/week) wave 2	–0.90	.054
Works large part-time (16–34 hours/week) wave 2	–0.78	<.001
Works full-time (35–47 hours/week) wave 2 (ref)		
Works long hours (48 hours/week or more) wave 2	0.86	.039
Age wave 4	–0.01	.580
Total number of children in household		
1 wave 4 (ref)		
2 wave 4	–0.79	<.001
3 or more wave 4	–0.48	.082
Gender attitude wave 2	–0.16	.093
Having a degree wave 4	–0.22	.281
Occupational level wave 4		
Management / professional (ref)		
Skilled work	–0.38	.078
Partly skilled or unskilled work	0.06	.827
Living with partner wave 4	–2.02	<.001
Partner employed wave 4	1.40	.005
Partner self-employed wave 4	1.54	.007
Partner work hours wave 4	0.00	.770
Partner log earnings wave 4	–0.03	.786
Partner uses flexible work wave 4	–0.31	.121
EMPLOYED WAVE 4		
Constant	1.00	.418
Main variables		
Access to flexitime wave 2	0.12	.523
Access to telework wave 2	0.21	.476
Control variables		
Age wave 4	0.03	.176
Age youngest child		
0 wave 4 (ref)		
1 or 2 wave 4	0.64	.001
Total number of children in household		
1 wave 4 (ref)		
2 wave 4	0.13	.575
3 or more wave 4	–0.35	.198
Gender attitude wave 2	0.25	.007
Having a degree wave 4	–0.10	.644
Works small part-time (<16 hours/week) wave 2	–0.55	.099
Works large part-time (16–34 hours/week) wave 2	0.17	.444
Works full-time (35–47 hours/week) wave 2 (ref)		
Works long hours (48 hours/week or more) wave 2	0.02	.963
Working in private sector wave 2	–0.40	.084
Union present wave 2	0.26	.224
Occupational level wave 2		
Management / professional (ref)		
Skilled work	0.08	.755
Partly skilled or unskilled work	–0.48	.112
Log corrected wage wave 2	–0.06	.768
Living with partner wave 4	0.07	.854
Partner employed wave 4	0.20	.589
Partner self-employed wave 4	0.34	.488
Partner work hours wave 4	–0.01	.209
Partner log earnings wave 4	–0.10	.474
Partner uses flexible work wave 4	0.37	.130
/athrho	–1.15	.072
Rho	–0.82	

LR test of independent equations (rho=0): $\chi 2(1)=3.97$, p=.046.

Source: Understanding Society waves 2–4. *Note:* n = 346

Table A3–5: use flexible work

	Coefficient	p-value
REDUCTION WORKING HOURS WAVE 4		
Constant	2.93	.003
Main variable		
Not using flexible work in either wave (ref)		
Uses flexible work in wave 4 only	–1.07	.002
Uses flexible work in wave 2 only	–0.40	.160
Uses flexible work in both waves	–0.93	.001
Control variables		
Works small part-time (<16 hours/week) wave 2	–1.01	.040
Works large part-time (16–34 hours/week) wave 2	–0.81	<.001
Works full-time (35–47 hours/week) wave 2 (ref)		
Works long hours (48 hours/week or more) wave 2	0.89	.028
Age wave 4	–0.02	.340
Total number of children in household		
1 wave 4 (ref)		
2 wave 4	–0.79	<.001
3 or more wave 4	–0.51	.072
Gender attitude wave 2	–0.15	.125
Having a degree wave 4	–0.25	.244
Occupational level wave 4		
Management / professional (ref)		
Skilled work	–0.43	.058
Partly skilled or unskilled work	–0.04	.888
Living with partner wave 4	–2.03	<.001
Partner employed wave 4	1.42	.005
Partner self-employed wave 4	1.65	.004
Partner work hours wave 4	0.00	.885
Partner log earnings wave 4	–0.04	.687
Partner uses flexible work wave 4	–0.27	.191
EMPLOYED WAVE 4		
Constant	0.97	.438
Main variables		
Uses flexible work wave 2	0.30	.209
Control variables		
Age wave 4	0.03	.141
Age youngest child		
0 wave 4 (ref)		
1 or 2 wave 4	0.66	<.001
Total number of children in household		
1 wave 4 (ref)		
2 wave 4	0.16	.482
3 or more wave 4	–0.35	.200
Gender attitude wave 2	0.24	.009
Having a degree wave 4	–0.07	.737
Works small part-time (<16 hours/week) wave 2	–0.59	.077
Works large part-time (16–34 hours/week) wave 2	0.12	.591
Works full-time (35–47 hours/week) wave 2 (ref)		
Works long hours (48 hours/week or more) wave 2	0.00	.993
Working in private sector wave 2	–0.40	.080
Union present wave 2	0.30	.166
Occupational level wave 2		
Management / professional (ref)		
Skilled work	0.12	.643
Partly skilled or unskilled work	–0.43	.165
Log corrected wage wave 2	–0.07	.730
Living with partner wave 4	0.07	.861
Partner employed wave 4	0.23	.530
Partner self-employed wave 4	0.37	.455
Partner work hours wave 4	–0.01	.203
Partner log earnings wave 4	–0.11	.457
Partner uses flexible work wave 4	0.35	.156
/athrho	–0.97	.071
Rho	–0.75	

LR test of independent equations (rho=0): $\chi 2(1)=3.45$, p=.063.

Source: Understanding Society waves 2–4. *Note:* n = 346

Table A3–6: use flexitime

	Coefficient	p-value
REDUCTION WORKING HOURS WAVE 4		
Constant	2.70	.005
Main variable		
Not using flexitime in either wave (ref)		
Uses flexitime in wave 4 only	–0.74	.069
Uses flexitime in wave 2 only	–0.23	.455
Uses flexitime in both waves	–1.26	<.001
Control variables		
Works small part-time (<16 hours/week) wave 2	–0.89	.059
Works large part-time (16–34 hours/week) wave 2	–0.71	.001
Works full-time (35–47 hours/week) wave 2 (ref)		
Works long hours (48 hours/week or more) wave 2	0.69	.091
Age wave 4	–0.01	.666
Total number of children in household		
1 wave 4 (ref)		
2 wave 4	–0.89	<.001
3 or more wave 4	–0.67	.017
Gender attitude wave 2	–0.14	.170
Having a degree wave 4	–0.24	.253
Occupational level wave 4		
Management / professional (ref)		
Skilled work	–0.38	.093
Partly skilled or unskilled work	0.02	.939
Living with partner wave 4	–2.03	<.001
Partner employed wave 4	1.37	.005
Partner self-employed wave 4	1.52	.007
Partner work hours wave 4	–0.00	.982
Partner log earnings wave 4	–0.05	.630
Partner uses flexible work wave 4	–0.30	.147
EMPLOYED WAVE 4		
Constant	1.04	.410
Main variables		
Uses flexitime wave 2	0.23	.443
Control variables		
Age wave 4	0.03	.172
Age youngest child		
0 wave 4 (ref)		
1 or 2 wave 4	0.65	<.001
Total number of children in household		
1 wave 4 (ref)		
2 wave 4	0.16	.479
3 or more wave 4	–0.29	.283
Gender attitude wave 2	0.24	.011
Having a degree wave 4	–0.07	.754
Works small part-time (<16 hours/week) wave 2	–0.58	.083
Works large part-time (16–34 hours/week) wave 2	0.13	.551
Works full-time (35–47 hours/week) wave 2 (ref)		
Works long hours (48 hours/week or more) wave 2	0.01	.984
Working in private sector wave 2	–0.42	.068
Union present wave 2	0.27	.207
Occupational level wave 2		
Management / professional (ref)		
Skilled work	0.11	.663
Partly skilled or unskilled work	–0.47	.120
Log corrected wage wave 2	–0.07	.746
Living with partner wave 4	0.06	.881
Partner employed wave 4	0.23	.529
Partner self-employed wave 4	0.39	.427
Partner work hours wave 4	–0.01	.255
Partner log earnings wave 4	–0.12	.445
Partner uses flexible work wave 4	0.37	.132
/athrho	–0.96	.055
Rho	–0.75	

LR test of independent equations (rho=0): $\chi 2(1)=4.07$, p=.044.

Source: Understanding Society waves 2–4. *Note:* n = 346

Table A3–7: use telework

	Coefficient	p-value
REDUCTION WORKING HOURS WAVE 4		
Constant	2.34	.010
Main variable		
Not using telework in either wave (ref)		
Uses telework in wave 4 only	–0.81	.071
Uses telework in wave 2 only	–0.02	.975
Uses telework in both waves	–0.28	.471
Control variables		
Works small part-time (<16 hours/week) wave 2	–0.80	.086
Works large part-time (16–34 hours/week) wave 2	–0.70	<.001
Works full-time (35–47 hours/week) wave 2 (ref)		
Works long hours (48 hours/week or more) wave 2	0.92	.022
Age wave 4	–0.01	.485
Total number of children in household		
1 wave 4 (ref)		
2 wave 4	–0.78	<.001
3 or more wave 4	–0.50	.063
Gender attitude wave 2	–0.16	.091
Having a degree wave 4	–0.25	.227
Occupational level wave 4		
Management / professional (ref)		
Skilled work	–0.35	.098
Partly skilled or unskilled work	0.11	.681
Living with partner wave 4	–1.91	<.001
Partner employed wave 4	1.30	.008
Partner self-employed wave 4	1.46	.009
Partner work hours wave 4	0.00	.700
Partner log earnings wave 4	–0.03	.751
Partner uses flexible work wave 4	–0.32	.110
EMPLOYED WAVE 4		
Constant	1.06	.382
Main variables		
Uses telework wave 2	0.47	.231
Control variables		
Age wave 4	0.03	.138
Age youngest child		
0 wave 4 (ref)		
1 or 2 wave 4	0.64	.001
Total number of children in household		
1 wave 4 (ref)		
2 wave 4	0.14	.522
3 or more wave 4	–0.38	.170
Gender attitude wave 2	0.26	.006
Having a degree wave 4	–0.07	.740
Works small part-time (<16 hours/week) wave 2	–0.56	.090
Works large part-time (16–34 hours/week) wave 2	0.16	.491
Works full-time (35–47 hours/week) wave 2 (ref)		
Works long hours (48 hours/week or more) wave 2	–0.03	.939
Working in private sector wave 2	–0.38	.098
Union present wave 2	0.28	.170
Occupational level wave 2		
Management / professional (ref)		
Skilled work	0.09	.721
Partly skilled or unskilled work	–0.46	.124
Log corrected wage wave 2	–0.08	.722
Living with partner wave 4	0.04	.915
Partner employed wave 4	0.24	.507
Partner self-employed wave 4	0.34	.489
Partner work hours wave 4	–0.02	.155
Partner log earnings wave 4	–0.11	.447
Partner uses flexible work wave 4	0.34	.162
/athrho	–1.22	.107
Rho	–0.84	

LR test of independent equations (rho=0): $\chi 2(1)=3.72$, p=.054.

Source: Understanding Society waves 2–4. *Note:* n = 346

Table A3–8: use flexitime and telework

	Coefficient	p-value
REDUCTION WORKING HOURS WAVE 4		
Constant	2.74	.004
Main variable		
Not using flexitime in either wave (ref)		
Uses flexitime in wave 4 only	–0.71	.101
Uses flexitime in wave 2 only	–0.22	.478
Uses flexitime in both waves	–1.27	.001
Not using telework in either wave (ref)		
Uses telework in wave 4 only	–0.54	.330
Uses telework in wave 2 only	0.23	.731
Uses telework in both waves	0.12	.762
Control variables		
Works small part-time (<16 hours/week) wave 2	–0.87	.066
Works large part-time (16–34 hours/week) wave 2	–0.70	.001
Works full-time (35–47 hours/week) wave 2 (ref)		
Works long hours (48 hours/week or more) wave 2	0.70	.090
Age wave 4	–0.01	.633
Total number of children in household		
1 wave 4 (ref)		
2 wave 4	–0.90	<.001
3 or more wave 4	–0.69	.016
Gender attitude wave 2	–0.13	.193
Having a degree wave 4	–0.23	.277
Occupational level wave 4		
Management / professional (ref)		
Skilled work	–0.38	.094
Partly skilled or unskilled work	0.02	.935
Living with partner wave 4	–2.04	<.001
Partner employed wave 4	1.39	.005
Partner self-employed wave 4	1.54	.006
Partner work hours wave 4	–0.00	.959
Partner log earnings wave 4	–0.05	.629
Partner uses flexible work wave 4	–0.31	.146
EMPLOYED WAVE 4		
Constant	1.03	.418
Main variables		
Uses flexitime wave 2	0.20	.512
Uses telework wave 2	0.16	.593
Control variables		
Age wave 4	0.03	.161
Age youngest child		
0 wave 4 (ref)		
1 or 2 wave 4	0.66	<.001
Total number of children in household		
1 wave 4 (ref)		
2 wave 4	0.16	.484
3 or more wave 4	–0.32	.242
Gender attitude wave 2	0.24	.010
Having a degree wave 4	–0.08	.708
Works small part-time (<16 hours/week) wave 2	–0.56	.092
Works large part-time (16–34 hours/week) wave 2	0.14	.534
Works full-time (35–47 hours/week) wave 2 (ref)		
Works long hours (48 hours/week or more) wave 2	0.01	.976
Working in private sector wave 2	–0.42	.068
Union present wave 2	0.28	.197
Occupational level wave 2		
Management / professional (ref)		
Skilled work	0.12	.629
Partly skilled or unskilled work	–0.45	.140
Log corrected wage wave 2	–0.08	.706
Living with partner wave 4	0.06	.877
Partner employed wave 4	0.22	.552
Partner self-employed wave 4	0.37	.452
Partner work hours wave 4	–0.01	.238
Partner log earnings wave 4	–0.11	.478
Partner uses flexible work wave 4	0.36	.140
/athrho	–1.00	.072
Rho	–0.76	

LR test of independent equations (rho=0): $\chi 2(1)=3.61$, p=.057.

Source: Understanding Society waves 2–4. *Note:* n = 346

3.2 Multiple Imputation

As a second robustness check we wanted to see the influence of missing data. Hence we multiply imputed the data. As can be seen from the paper, there is quite some missing data. Hence, it is important to see how this impacts the results. The tables on the following pages give the results over 100 imputed datasets. Again, we focus our attention to our variables of interest. Conclusions pertaining to likelihood of being employed did not change. Regarding (perceived) access to telework, the results for only in wave 4 having access to this are not significant at the conventional significance level (p=.066), again showing less stability for the results for (perceived) access to telework. Use of telework in wave 4 is now significantly negatively related to reduction of hours, but this effect disappears again in the full model also including flexitime. (Perceived) Access to flexitime is also no longer significant for the mothers of one child only in the full model also including telework (p=.080). Actual use of flexitime remains significant both in the full model and for mothers of one child only.

Although not directly related to our hypotheses, it is also important to note that whether the partner works flexibly is no longer significant in the prediction of reduction of working hours for mothers of one child only.

Note on imputation:

The syntax for imputation used is:

```
mi impute chained (logit) private1 unionpresent1 perfpay1 degree2 ///
        parttimework1 workhome1 flexibletime1 ///
        (logit, condition(if workhome1==1) omit(loghourlywage1 i.agechy_dv2 sp_workhourstotal2 ///
                i.useworkhome2 i.useflexibletime2 i.workhome2 i.livepartner2 ///
                i.employed2 i.parttimework1 i.workhome1 i.catworkhours_long1 ///
                i.occsize1 i.sp_workhome2 i.sp_useworkhome2)) useworkhome1 ///
        (logit, condition(if flexibletime1==1) omit(i.flexibletime1)) useflexibletime1 ///
        (logit, condition(if livepartner2==1) omit(i.livepartner2)) sp_employed2 ///
        (logit, condition(if livepartner2==1 & sp_employed2==0) ///
```

```
                omit(i.sp_employed2  i.livepartner2  i.sp_workhome2  i.sp_flexibletime2  i.sp_parttimework2
///
                i.useworkhome1 i.sp_useflexibletime2 sp_workhourstotal2 i.workhome2)) ///
                sp_selfemployed2 ///
        (logit, condition(if livepartner2==1 & sp_employed2==1) ///
                omit(i.sp_employed2 i.livepartner2 i.sp_selfemployed2)) ///
                sp_workhome2 sp_flexibletime2 sp_parttimework2 ///
        (logit, condition(if livepartner2==1 & sp_employed2==1 & sp_flexibletime2==1) ///
                omit(i.sp_employed2 i.sp_flexibletime2 i.sp_selfemployed2 i.livepartner2)) ///
                sp_useflexibletime2      ///
        (logit, condition(if livepartner2==1 & sp_employed2==1 & sp_workhome2==1 & sp_selfemployed2==0) ///
                omit(i.livepartner2  i.sp_employed2  i.sp_workhome2  loghourlywage1  i.sp_selfemployed2
///
                sp_workhourstotal2 i.parttimework1 i.agechy_dv2 i.sp_flexibletime2 ///
                i.useflexibletime2  i.catworkhours_long1  i.useworkhome1  i.workhome2  i.useworkhome2))
///
                sp_useworkhome2 ///
        truncreg, condition(if livepartner2==1 & (sp_employed2==1 | sp_selfemployed==1)) ///
                omit(i.sp_employed2 i.sp_selfemployed i.livepartner2) ll(0)) ///
                sp_logearnings2 ///
        (logit, condition(if employed2==1) omit(i.employed2))  ///
                reduced2 workhome2 flexibletime2 notsamejob2 ///
        (logit, condition(if employed2==1 & workhome2==1) omit(i.employed2 i.workhome2  ///
                i.useflexibletime2 i.sp_selfemployed2 i.parttimework1 i.degree2 i.sp_employed2 ///
                i.useflexibletime1 i.agechy_dv2 i.livepartner2 i.catworkhours_long1))  ///
                useworkhome2 ///
        (logit, condition(if employed2==1 & flexibletime2==1) omit(i.employed2 i.flexibletime2))  ///
                useflexibletime2 ///
        (reg) genderatt1  ///
        (ologit) occsize1 occlevel1 catworkhours_long1 ///
        (truncreg, ll(0)) loghourlywage1 ///
        (reg, condition(if livepartner2==1) ///
                omit(i.livepartner2)) sp_workhourstotal2 ///
         = i.employed2 i.livepartner2 i.totchildren2 dvage2 i.agechy_dv2 ///
         , orderasis add(100) double dots augment //noisily

mi passive: replace flexiblework1 = 1 if (flexibletime1==1 | workhome1==1) & flexiblework1==.
mi passive: replace flexiblework1 = 1 if flexibletime1==0 & workhome1==0 & flexiblework1==.
mi  passive:  replace  useflexiblework1  =  1  if  (useflexibletime1==1  |  useworkhome1==1)  &
useflexiblework1==.
mi  passive:  replace  useflexiblework1  =  0  if  (useflexibletime1==0  &  useworkhome1==0)  &
useflexiblework1==.
mi passive: replace sp_useflexiblework2 = 1 if (sp_useflexibletime2==1 | sp_useworkhome2==1) &
sp_useflexiblework2==.
```

```
mi passive: replace sp_useflexiblework2 = 0 if sp_useflexibletime2==0 & sp_useworkhome2==0 &
sp_useflexiblework2==.
mi passive: replace flexiblework1 = 1 if (flexibletime1==1 | workhome1==1) & flexiblework1==.
mi passive: replace flexiblework1 = 1 if flexibletime1==0 & workhome1==0 & flexiblework1==.
mi passive: replace parttime = 0 if catworkhours_long1>2 & catworkhours_long1!=. & parttime==.
mi passive: replace parttime = 1 if catworkhours_long1<3 & parttime==.

mi passive: replace flexiblework2 = 1 if (flexibletime2==1 | workhome2==1) & flexiblework2==.
mi passive: replace flexiblework2 = 1 if flexibletime2==0 & workhome2==0 & flexiblework2==.
mi passive: replace useflexiblework2 = 1 if (useflexibletime2==1 | useworkhome2==1) &
useflexiblework2==.
mi passive: replace useflexiblework2 = 0 if (useflexibletime2==0 & useworkhome2==0) &
useflexiblework2==.

mi passive: replace combflexiblework1 = 0 if flexiblework1==0 & flexiblework2==0 & combflexiblework1==.
mi passive: replace combflexiblework1 = 1 if flexiblework1==0 & flexiblework2==1 & combflexiblework1==.
mi passive: replace combflexiblework1 = 2 if flexiblework1==1 & flexiblework2==0 & combflexiblework1==.
mi passive: replace combflexiblework1 = 3 if flexiblework1==1 & flexiblework2==1 & combflexiblework1==.
mi passive: replace combuseflexiblework1 = 0 if useflexiblework1==0 & useflexiblework2==0 &
combuseflexiblework1==.
mi passive: replace combuseflexiblework1 = 1 if useflexiblework1==0 & useflexiblework2==1 &
combuseflexiblework1==.
mi passive: replace combuseflexiblework1 = 2 if useflexiblework1==1 & useflexiblework2==0 &
combuseflexiblework1==.
mi passive: replace combuseflexiblework1 = 3 if useflexiblework1==1 & useflexiblework2==1 &
combuseflexiblework1==.
mi passive: replace combflexibletime1 = 0 if flexibletime1==0 & flexibletime2==0 & combflexibletime1==.
mi passive: replace combflexibletime1 = 1 if flexibletime1==0 & flexibletime2==1 & combflexibletime1==.
mi passive: replace combflexibletime1 = 2 if flexibletime1==1 & flexibletime2==0 & combflexibletime1==.
mi passive: replace combflexibletime1 = 3 if flexibletime1==1 & flexibletime2==1 & combflexibletime1==.
mi passive: replace combflexibleplace1 = 0 if workhome1==0 & workhome2==0 & combflexibleplace1==.
mi passive: replace combflexibleplace1 = 1 if workhome1==0 & workhome2==1 & combflexibleplace1==.
mi passive: replace combflexibleplace1 = 2 if workhome1==1 & workhome2==0 & combflexibleplace1==.
mi passive: replace combflexibleplace1 = 3 if workhome1==1 & workhome2==1 & combflexibleplace1==.
mi passive: replace combuseflexibletime1 = 0 if useflexibletime1==0 & useflexibletime2==0 &
combuseflexibletime1==.
mi passive: replace combuseflexibletime1 = 1 if useflexibletime1==0 & useflexibletime2==1 &
combuseflexibletime1==.
mi passive: replace combuseflexibletime1 = 2 if useflexibletime1==1 & useflexibletime2==0 &
combuseflexibletime1==.
mi passive: replace combuseflexibletime1 = 3 if useflexibletime1==1 & useflexibletime2==1 &
combuseflexibletime1==.
mi passive: replace combuseflexibleplace1 = 0 if useworkhome1==0 & useworkhome2==0 &
combuseflexibleplace1==.
```

```
mi passive: replace combuseflexibleplace1 = 1 if useworkhome1==0 & useworkhome2==1 & combuseflexibleplace1==.
mi passive: replace combuseflexibleplace1 = 2 if useworkhome1==1 & useworkhome2==0 & combuseflexibleplace1==.
mi passive: replace combuseflexibleplace1 = 3 if useworkhome1==1 & useworkhome2==1 & combuseflexibleplace1==.

mi register passive sp_workhourstotal2
mi passive: replace sp_workhourstotal2 = misssp_sp_workhourstotal2 if sp_employed2==0 & sp_selfemployed2==0 & livepartner2==1
mi passive: replace sp_workhourstotal2 = misssp_sp_workhourstotal2 if livepartner2==0
mi passive: replace sp_workhourstotal2 = 70 if sp_workhourstotal2>70 & sp_workhourstotal2!=.
mi passive: replace sp_workhourstotal2 = 1 if sp_workhourstotal2<1
```

For the working hours of the partner (sp_workhourstotal2), it was not possible to impute on the condition of being employed or self-employed, which was added passively afterwards. By making this variable passive, one person was made missing again, and deleted from the analyses.

Table A3–9: logistic regression of the likelihood of being employed on (perceived) access to flexible work

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	3.74	.073	3.73	.074	3.96	.062	3.97	.062
Main variables								
Access to flexible work/flexitime wave 2	0.06	.818	0.07	.812			–0.01	.977
Access to telework wave 2					0.42	.364	0.42	.379
Control variables								
Age wave 4	0.04	.162	0.04	.162	0.04	.157	0.04	.157
Age youngest child								
0 wave 4 (ref)								
1 wave 4	1.00	<.001	1.00	<.001	1.03	<.001	1.03	<.001
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	0.31	.352	0.31	.347	0.31	.345	0.31	.345
3 or more wave 4	–0.14	.727	–0.13	.739	–0.17	.666	–0.17	.666
Gender attitude wave 2	0.50	<.001	0.50	<.001	0.51	<.001	0.51	<.001
Having a degree wave 4	–0.12	.690	–0.11	.694	–0.14	.623	–0.14	.623
Works small part-time (<16 hours/week) wave 2	–0.90	.058	–0.90	.058	–0.89	.062	–0.89	.062
Works large part-time (16–34 hours/week) wave 2	–0.16	.625	–0.15	.629	–0.14	.656	–0.14	.655
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	–0.27	.621	–0.27	.622	–0.26	.629	–0.26	.629
Working in private sector wave 2	–0.80	.027	–0.80	.027	–0.82	.023	–0.82	.024
Union present wave 2	0.40	.206	0.40	.210	0.41	.196	0.41	.198
Occupational level wave 2								
Management / professional (ref)								
Skilled work	0.01	.980	0.01	.983	0.02	.947	0.02	.946
Partly skilled or unskilled work	–0.96	.016	–0.96	.016	–0.94	.018	–0.94	.018
Log corrected wage wave 2	–0.04	.891	–0.04	.900	–0.10	.753	–0.10	.752
Living with partner wave 4	0.02	.978	0.02	.979	0.01	.986	0.01	.987
Partner employed wave 4	0.71	.180	0.71	.179	0.71	.182	0.71	.182
Partner self-employed wave 4	0.38	.543	0.39	.540	0.37	.560	0.37	.559
Partner work hours wave 4	–0.03	.082	–0.03	.083	–0.03	.082	–0.03	.082
Partner log earnings wave 4	–0.38	.170	–0.38	.168	–0.39	.171	–0.39	.171
Partner uses flexible work wave 4	0.41	.318	0.41	.319	0.40	.319	0.41	.320

Source: Understanding Society waves 2–4. *Note:* n=500. There were few respondents with a child aged 2 and these respondents did not differ in the dependent variable. As a result, these were excluded from this analysis. Results based on 100 imputed datasets.

Table A3–10: logistic regression of the likelihood of being employed on use flexible work

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	3.85	.067	3.75	.072	4.07	.057	4.07	.057
Main variables								
Use flexible work/flexitime wave 2	0.29	.417	0.07	.868			0.01	.989
Use telework wave 2					0.87	.204	0.87	.206
Control variables								
Age wave 4	0.04	.158	0.04	.164	0.04	.147	0.04	.147
Age youngest child								
0 wave 4 (ref)								
1 wave 4	1.00	<.001	1.00	<.001	1.02	<.001	1.02	<.001
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	0.30	.359	0.31	.339	0.30	.353	0.30	.353
3 or more wave 4	–0.18	.650	–0.12	.746	–0.20	.605	–0.20	.605
Gender attitude wave 2	0.50	<.001	0.50	<.001	0.51	<.001	0.51	<.001
Having a degree wave 4	–0.12	.680	–0.11	.700	–0.13	.659	–0.13	.658
Works small part-time (<16 hours/week) wave 2	–0.90	.059	–0.90	.059	–0.91	.056	–0.91	.057
Works large part-time (16–34 hours/week) wave 2	–0.16	.614	–0.16	.620	–0.16	.620	–0.16	.620
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	–0.29	.591	–0.28	.611	–0.31	.565	–0.31	.565
Working in private sector wave 2	–0.81	.024	–0.79	.027	–0.84	.020	–0.84	.020
Union present wave 2	0.42	.182	0.40	.203	0.43	.177	0.43	.178
Occupational level wave 2								
Management / professional (ref)								
Skilled work	0.03	.921	0.01	.975	0.02	.943	0.02	.943
Partly skilled or unskilled work	–0.93	.019	–0.96	.016	–0.94	.019	–0.94	.019
Log corrected wage wave 2	–0.06	.858	–0.04	.909	–0.12	.711	–0.12	.713
Living with partner wave 4	0.03	.958	0.01	.980	–0.02	.972	–0.02	.973
Partner employed wave 4	0.70	.186	0.71	.177	0.73	.172	0.73	.173
Partner self-employed wave 4	0.35	.580	0.38	.546	0.41	.521	0.41	.527
Partner work hours wave 4	–0.03	.080	–0.03	.082	–0.03	.081	–0.03	.081
Partner log earnings wave 4	–0.39	.161	–0.39	.165	–0.39	.170	–0.39	.170
Partner uses flexible work wave 4	0.39	.338	0.41	.313	0.41	.308	0.41	.310

Source: Understanding Society waves 2–4. *Note:* n=500. There were few respondents with a child aged 2 and these respondents did not differ in the dependent variable. As a result, these were excluded from this analysis. Results based on 100 imputed datasets.

Table A3–11: logistic regression of the likelihood of reducing working hours on (perceived) access to flexible work

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	4.15	.017	4.27	.015	3.59	.040	3.60	.043
Main variables								
No access to flexible work/flexitime in either wave (ref)								
Access to flexible work/flexitime in wave 4 only	–0.14	.718	–0.06	.867			0.01	.978
Access to flexible work/flexitime in wave 2 only	0.14	.724	0.04	.924			0.12	.750
Access to flexible work/flexitime in both waves	–0.49	.087	–0.43	.157			–0.01	.979
No access to telework in either wave (ref)								
Access to telework in wave 4 only					–0.94	.045	–0.94	.066
Access to telework in wave 2 only					0.22	.739	0.21	.749
Access to telework in both waves					–1.07	.011	–1.06	.020
Control variables								
Works small part-time (<16 hours/week) wave 2	–1.65	.021	–1.60	.025	–1.67	.020	–1.68	.019
Works large part-time (16–34 hours/week) wave 2	–0.95	.001	–0.94	.001	–1.02	.001	–1.02	.001
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	1.42	.018	1.40	.021	1.56	.011	1.55	.013
Age wave 4	0.01	.753	0.01	.823	0.01	.832	0.01	.809
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.10	.742	0.11	.717	0.09	.751	0.10	.734
2 wave 4	0.87	.130	0.89	.122	0.86	.142	0.87	.141
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	–1.26	<.001	–1.26	<.001	–1.32	<.001	–1.32	<.001
3 or more wave 4	–1.35	.001	–1.35	.001	–1.32	.001	–1.32	.001
Gender attitude wave 2	–0.15	.350	–0.16	.312	–0.15	.339	–0.15	.334
Having a degree wave 4	–0.21	.473	–0.26	.383	–0.23	.451	–0.23	.450
Working in private sector wave 4	0.53	.102	0.48	.140	0.53	.103	0.53	.111
Union present wave 4	0.23	.459	0.25	.431	0.11	.728	0.12	.720
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–0.87	.009	–0.83	.012	–0.91	.007	–0.92	.007
Partly skilled or unskilled work	–0.00	.997	0.03	.939	–0.03	.941	–0.03	.939
Log corrected wage wave 4	–0.44	.137	–0.45	.129	–0.37	.218	–0.37	.216
Living with partner wave 4	–2.66	.002	–2.64	.002	–2.81	.001	–2.82	.001
Partner employed wave 4	2.10	.004	2.05	.005	2.25	.003	2.24	.003
Partner self-employed wave 4	2.40	.003	2.35	.004	2.53	.002	2.53	.002
Partner work hours wave 4	0.00	.843	0.00	.936	0.00	.858	0.00	.862
Partner log earnings wave 4	–0.14	.364	–0.14	.380	–0.07	.641	–0.08	.623
Partner uses flexible work wave 4	–0.29	.394	–0.30	.374	–0.25	.459	–0.25	.460

Source: Understanding Society waves 2–4. *Note:* n=395. Results based on 100 imputed datasets.

Table A3–12: logistic regression of the likelihood of reducing working hours on use of flexible work

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	4.01	.025	4.20	.018	3.78	.030	4.19	.019
Main variables								
No use flexible work/flexitime in either wave (ref)								
Use flexible work/flexitime in wave 4 only	–0.96	.035	–0.64	.220			–0.44	.422
Use flexible work/flexitime in wave 2 only	–0.12	.768	–0.17	.712			–0.16	.732
Use flexible work/flexitime in both waves	–1.76	<.001	–2.11	<.001			–2.03	.001
No use telework in either wave (ref)								
Use telework in wave 4 only					–1.46	.036	–1.19	.121
Use telework in wave 2 only					0.60	.445	0.75	.334
Use telework in both waves					–0.83	.234	–0.43	.551
Control variables								
Works small part-time (<16 hours/week) wave 2	–1.57	.030	–1.53	.032	–1.56	.030	–1.56	.031
Works large part-time (16–34 hours/week) wave 2	–0.97	.001	–0.92	.002	–0.91	.002	–0.93	.002
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	1.40	.023	1.24	.042	1.63	.008	1.34	.031
Age wave 4	0.01	.759	0.01	.666	0.01	.829	0.01	.665
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.08	.783	0.12	.677	0.04	.889	0.08	.784
2 wave 4	0.81	.159	0.80	.160	0.78	.175	0.79	.173
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	–1.39	<.001	–1.44	<.001	–1.28	<.001	–1.46	<.001
3 or more wave 4	–1.45	<.001	–1.54	<.001	–1.29	.001	–1.54	<.001
Gender attitude wave 2	–0.10	.547	–0.09	.590	–0.15	.325	–0.09	.573
Having a degree wave 4	–0.13	.659	–0.19	.522	–0.23	.430	–0.19	.531
Working in private sector wave 4	0.52	.112	0.34	.296	0.56	.084	0.38	.256
Union present wave 4	0.15	.636	0.20	.534	0.13	.676	0.16	.620
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–0.91	.007	–0.81	.017	–0.87	.009	–0.85	.014
Partly skilled or unskilled work	–0.03	.944	0.06	.897	0.05	.917	0.04	.928
Log corrected wage wave 4	–0.41	.175	–0.44	.137	–0.40	.179	–0.42	.159
Living with partner wave 4	–2.68	.002	–2.75	.001	–2.61	.002	–2.81	.001
Partner employed wave 4	2.24	.003	2.15	.004	2.17	.004	2.27	.003
Partner self-employed wave 4	2.52	.003	2.47	.003	2.42	.003	2.57	.002
Partner work hours wave 4	–0.00	.931	–0.00	.792	0.00	.898	–0.00	.827
Partner log earnings wave 4	–0.11	.503	–0.10	.528	–0.12	.447	–0.11	.486
Partner uses flexible work wave 4	–0.27	.438	–0.29	.404	–0.30	.380	–0.28	.420

Source: Understanding Society waves 2–4. *Note:* n=395. Results based on 100 imputed datasets.

Table A3–13: logistic regression of the likelihood of being employed on (perceived) access to flexible work – only first child

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	6.10	.123	6.04	.130	6.03	.136	6.45	.122
Main variables								
Access to flexible work/flexitime wave 2	0.87	.060	0.91	.067			0.77	.131
Access to telework wave 2					1.69	.123	1.43	.196
Control variables								
Age wave 4	–0.07	.143	–0.06	.160	–0.07	.126	–0.07	.148
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.20	.683	0.27	.579	0.29	.550	0.29	.555
Gender attitude wave 2	0.20	.429	0.23	.350	0.25	.293	0.22	.368
Having a degree wave 4	0.05	.922	0.11	.825	0.13	.789	0.08	.872
Works small part-time (<16 hours/week) wave 2	–2.06	.123	–2.08	.121	–2.18	.104	–2.08	.121
Works large part-time (16–34 hours/week) wave 2	–0.04	.951	–0.10	.871	0.00	.995	–0.06	.925
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	0.32	.655	0.25	.721	0.23	.742	0.27	.705
Working in private sector wave 2	–1.07	.105	–1.00	.128	–0.95	.149	–1.06	.114
Union present wave 2	0.35	.510	0.38	.481	0.45	.393	0.41	.449
Occupational level wave 2								
Management / professional (ref)								
Skilled work	–0.09	.863	–0.05	.924	0.04	.936	0.02	.963
Partly skilled or unskilled work	–0.70	.315	–0.71	.303	–0.61	.383	–0.69	.326
Log corrected wage wave 2	0.36	.462	0.37	.449	0.34	.484	0.29	.554
Living with partner wave 4	1.05	.305	1.02	.318	0.89	.381	1.02	.324
Partner employed wave 4	0.11	.898	0.15	.863	0.24	.788	0.11	.904
Partner self-employed wave 4	0.69	.553	0.75	.516	0.82	.477	0.70	.552
Partner work hours wave 4	–0.03	.381	–0.02	.466	–0.02	.482	–0.02	.543
Partner log earnings wave 4	–0.49	.363	–0.54	.329	–0.50	.366	–0.56	.329
Partner uses flexible work wave 4	0.58	.365	0.61	.333	0.66	.289	0.58	.362

Source: Understanding Society waves 2–4. *Note:* n=206. Results based on 100 imputed datasets. There were few respondents with a child aged 2 and these respondents did not differ in the dependent variable. As a result, these were excluded from this analysis.

Table A3–14: logistic regression of the likelihood of being employed on use flexible work – first child only

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	5.66	.143	5.45	.154				
Main variables								
Use flexible work/flexitime wave 2	0.66	.326	0.75	.335				
Use telework wave 2								
Control variables								
Age wave 4	–0.07	.149	–0.07	.151				
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.27	.574	0.23	.623				
Gender attitude wave 2	0.23	.340	0.23	.340				
Having a degree wave 4	0.16	.733	0.17	.724				
Works small part-time (<16 hours/week) wave 2	–2.34	.084	–2.32	.084				
Works large part-time (16–34 hours/week) wave 2	–0.08	.898	–0.04	.949				
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	0.21	.767	0.21	.764				
Working in private sector wave 2	–0.83	.202	–0.81	.217				
Union present wave 2	0.48	.368	0.47	.372				
Occupational level wave 2								
Management / professional (ref)								
Skilled work	–0.03	.955	–0.05	.931				
Partly skilled or unskilled work	–0.52	.454	–0.53	.438				
Log corrected wage wave 2	0.42	.384	0.44	.364				
Living with partner wave 4	0.94	.350	0.97	.336				
Partner employed wave 4	0.29	.741	0.27	.760				
Partner self-employed wave 4	0.83	.472	0.83	.468				
Partner work hours wave 4	–0.02	.402	–0.03	.369				
Partner log earnings wave 4	–0.51	.337	–0.48	.357				
Partner uses flexible work wave 4	0.62	.320	0.64	.304				

Source: Understanding Society waves 2–4. *Note:* n=206. Results based on 100 imputed datasets. There were few respondents with a child aged 2 and these respondents did not differ in the dependent variable. As a result, these were excluded from this analysis. Telework perfectly predicted employment and therefore the analyses for telework were not done.

Table A3–15: logistic regression of the likelihood of reducing working hours on (perceived) access to flexible work – only first child

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	2.70	.410	3.55	.282	2.25	.496	3.38	.335
Main variables								
No access to flexible work/flexitime in either wave (ref)								
Access to flexible work/flexitime in wave 4 only	0.82	.264	0.04	.957			0.07	.921
Access to flexible work/flexitime in wave 2 only	0.79	.299	0.65	.388			0.58	.446
Access to flexible work/flexitime in both waves	–0.77	.109	–0.99	.034			–0.99	.080
No access to telework in either wave (ref)								
Access to telework in wave 4 only					–0.77	.187	–0.18	.793
Access to telework in wave 2 only					0.74	.504	1.20	.318
Access to telework in both waves					–0.76	.216	–0.10	.887
Control variables								
Works small part-time (<16 hours/week) wave 2	–	–	–	–	–	–	–	–
Works large part-time (16–34 hours/week) wave 2	–1.19	.045	–1.14	.053	–1.08	.061	–1.14	.056
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	1.83	.047	1.88	.040	2.19	.020	2.01	.031
Age wave 4	–0.01	.793	–0.01	.920	–0.02	.632	–0.02	.768
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.64	.220	0.59	.255	0.66	.197	0.70	.189
2 wave 4	1.93	.141	2.11	.120	1.83	.150	2.27	.109
Gender attitude wave 2	0.11	.717	0.08	.775	0.05	.844	0.10	.723
Having a degree wave 4	–0.22	.693	–0.38	.469	–0.43	.396	–0.41	.451
Working in private sector wave 4	0.23	.663	0.06	.917	0.18	.738	–0.09	.875
Union present wave 4	0.02	.968	–0.04	.945	–0.12	.820	–0.16	.766
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–0.10	.861	–0.12	.837	–0.10	.857	–0.10	.867
Partly skilled or unskilled work	–0.09	.924	–0.11	.894	0.10	.910	–0.13	.879
Log corrected wage wave 4	–0.31	.581	–0.41	.458	–0.16	.769	–0.39	.491
Living with partner wave 4	–2.04	.103	–2.17	.085	–2.31	.059	–2.26	.071
Partner employed wave 4	1.92	.039	2.01	.031	2.18	.016	2.11	.022
Partner self-employed wave 4	1.61	.131	1.70	.113	1.85	.079	1.67	.123
Partner work hours wave 4	0.01	.825	0.00	.997	0.00	.916	0.00	.950
Partner log earnings wave 4	–0.05	.910	–0.05	.908	0.04	.930	0.01	.989
Partner uses flexible work wave 4	–0.61	.248	–0.66	.217	–0.65	.215	–0.67	.221

Source: Understanding Society waves 2–4. *Note:* n=165. Results based on 100 imputed datasets. There are no mothers with only one child in the household who are employed in a small part-time job in this sample so this effect is not estimated.

Table A3–16: logistic regression of the likelihood of reducing working hours on use of flexible work – only first child

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	2.95	.375	3.41	.296	3.38	.318	4.03	.256
Main variables								
No use flexible work/flexitime in either wave (ref)								
Use flexible work/flexitime in wave 4 only	–0.97	.133	–0.59	.467			–0.43	.616
Use flexible work/flexitime in wave 2 only	1.03	.287	0.38	.659			0.41	.652
Use flexible work/flexitime in both waves	–1.40	.015	–2.01	.003			–2.45	.003
No use telework in either wave (ref)								
Use telework in wave 4 only					–1.19	.198	–0.94	.352
Use telework in wave 2 only					–	–	–	–
Use telework in both waves					0.26	.832	1.51	.299
Control variables								
Works small part-time (<16 hours/week) wave 2	–	–	–	–	–	–	–	–
Works large part-time (16–34 hours/week) wave 2	–1.17	.048	–1.18	.044	–0.96	.106	–1.09	.073
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	2.07	.032	1.79	.058	2.65	.013	2.38	.035
Age wave 4	–0.02	.661	–0.00	.989	–0.03	.600	0.00	.961
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.63	.222	0.70	.176	0.81	.118	0.87	.114
2 wave 4	1.85	.141	2.09	.110	2.27	.084	2.58	.068
Gender attitude wave 2	0.07	.821	0.12	.675	0.06	.840	0.22	.465
Having a degree wave 4	–0.24	.642	–0.29	.580	–0.36	.479	–0.18	.732
Working in private sector wave 4	0.22	.677	0.01	.991	0.49	.358	0.12	.836
Union present wave 4	0.04	.941	0.04	.936	0.09	.872	0.09	.874
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–0.02	.967	–0.02	.979	0.04	.937	0.16	.798
Partly skilled or unskilled work	0.12	.890	0.08	.926	0.30	.718	0.25	.769
Log corrected wage wave 4	–0.12	.832	–0.33	.566	–0.14	.801	–0.40	.515
Living with partner wave 4	–2.61	.044	–2.65	.040	–2.94	.028	–3.56	.014
Partner employed wave 4	2.44	.010	2.17	.018	2.78	.008	2.97	.007
Partner self-employed wave 4	2.03	.068	1.82	.088	2.40	.042	2.50	.042
Partner work hours wave 4	0.00	.914	–0.01	.803	0.01	.827	–0.01	.874
Partner log earnings wave 4	–0.09	.832	–0.03	.934	–0.21	.628	–0.15	.748
Partner uses flexible work wave 4	–0.72	.190	–0.68	.209	0.75	.161	–0.63	.267

Source: Understanding Society waves 2–4. *Note:* n=165, 161 for models with telework. Results based on 100 imputed datasets. There are no mothers with only one child in the household who is employed in a small part-time job in this sample so this effect is not estimated.

3.3 Robust standard errors

Next, we looked at robust standard errors. These standard errors "are considered robust in the sense that they provide correct standard errors in the presence of violations of the assumptions of the model" (Long & Freese, 2006: p. 86). It is for small-samples and non-linear models not clear whether robust standard errors are better than normal standard errors and they can in fact perform worse than the normal standard errors (see Long & Freese, 2006). Hence, rather than presenting these robust standard errors in the main paper, we check as robustness check whether it matters for our conclusions whether we use robust standard errors.

We replicated the tables of the main paper with robust standard errors (on next pages). Again, the relationship between reducing working hours and (perceived) access to telework in both waves went just above the conventional significance level (p=.052). The result of use of flexitime remained, both in the full sample and when looking at women with one child only. For only having one child in the household, the effect of (perceived) access to flexitime also remained.

Table A3–17: logistic regression of the likelihood of reducing working hours on (perceived) access to flexible work

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	5.53	.010	5.54	.012	4.86	.023	4.64	.033
Main variables								
No access to flexible work/flexitime in either wave (ref)								
Access to flexible work/flexitime in wave 4 only	–0.39	.468	0.09	.870			0.15	.791
Access to flexible work/flexitime in wave 2 only	–0.36	.435	0.00	.994			0.15	.711
Access to flexible work/flexitime in both waves	–0.70	.074	–0.43	.262			0.19	.699
No access to telework in either wave (ref)								
Access to telework in wave 4 only					–1.36	.011	–1.47	.020
Access to telework in wave 2 only					–0.39	.691	–0.45	.655
Access to telework in both waves					–1.07	.038	–1.15	.052
Control variables								
Works small part-time (<16 hours/week) wave 2	–2.26	.010	–2.15	.018	–2.27	.014	–2.28	.016
Works large part-time (16–34 hours/week) wave 2	–1.42	<.001	–1.40	<.001	–1.48	<.001	–1.48	<.001
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	1.75	.031	1.74	.040	1.87	.021	1.93	.019
Age wave 4	–0.03	.429	–0.02	.473	–0.03	.410	–0.03	.424
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.92	.027	0.89	.027	0.86	.031	0.86	.032
2 wave 4	1.60	.049	1.62	.043	1.61	.053	1.60	.059
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	–1.45	<.001	–1.46	<.001	–1.55	<.001	–1.56	<.001
3 or more wave 4	–1.15	.020	–1.17	.020	–1.09	.028	–1.08	.030
Gender attitude wave 2	–0.29	.132	–0.31	.103	–0.30	.115	–0.30	.120
Having a degree wave 4	–0.69	.062	–0.73	.049	–0.66	.078	–0.66	.085
Working in private sector wave 4	0.58	.208	0.47	.311	0.61	.189	0.62	.185
Union present wave 4	0.20	.650	0.22	.624	0.15	.732	0.13	.766
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–1.09	.006	–1.09	.006	–1.18	.005	–1.19	.005
Partly skilled or unskilled work	–0.52	.394	–0.44	.455	–0.50	.394	–0.46	.442
Log corrected wage wave 4	–0.20	.625	–0.25	.558	–0.14	.747	–0.13	.764
Living with partner wave 4	–3.98	<.001	–3.88	<.001	–4.08	<.001	–4.07	<.001
Partner employed wave 4	3.09	<.001	2.95	<.001	3.22	<.001	3.22	<.001
Partner self-employed wave 4	3.49	<.001	3.36	<.001	3.64	<.001	3.65	<.001
Partner work hours wave 4	–0.00	.797	–0.01	.716	–0.01	.738	–0.01	.736
Partner log earnings wave 4	–0.16	.302	–0.15	.317	–0.09	.572	–0.08	.621
Partner uses flexible work wave 4	–0.68	.099	–0.67	.103	–0.66	.117	–0.66	.116
Pseudo R^2	0.28		0.27		0.29		0.29	

Source: Understanding Society waves 2–4. *Note:* n=272.

Table A3–18: logistic regression of the likelihood of reducing working hours on use of flexible work

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	5.82	.009	5.63	.009	4.86	.025	5.57	.011
Main variables								
No use flexible work/flexitime in either wave (ref)								
Use flexible work/flexitime in wave 4 only	–1.86	.013	–1.26	.231			–1.04	.368
Use flexible work/flexitime in wave 2 only	–0.77	.158	–0.38	.472			–0.34	.529
Use flexible work/flexitime in both waves	–1.82	.001	–2.12	<.001			–2.06	.001
No use telework in either wave (ref)								
Use telework in wave 4 only					–1.61	.011	–1.19	.124
Use telework in wave 2 only					–0.13	.924	0.32	.844
Use telework in both waves					–0.78	.383	–0.27	.756
Control variables								
Works small part-time (<16 hours/week) wave 2	–2.25	.013	–2.01	.024	–2.06	.023	–1.98	.025
Works large part-time (16–34 hours/week) wave 2	–1.49	<.001	–1.36	.001	–1.30	.001	–1.33	.001
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	1.85	.036	1.50	.079	2.06	.019	1.61	.068
Age wave 4	–0.03	.360	–0.01	.647	–0.03	.402	–0.02	.601
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.89	.030	0.91	.027	0.75	.054	0.84	.039
2 wave 4	1.59	.062	1.50	.047	1.45	.067	1.47	.056
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	–1.53	<.001	–1.67	<.001	–1.47	<.001	–1.70	<.001
3 or more wave 4	–1.11	.030	–1.39	.008	–1.07	.029	–1.37	.008
Gender attitude wave 2	–0.23	.276	–0.22	.266	–0.29	.132	–0.21	.279
Having a degree wave 4	–0.62	.107	–0.66	.083	–0.63	.083	–0.63	.104
Working in private sector wave 4	0.60	.211	0.34	.484	0.64	.193	0.41	.429
Union present wave 4	0.12	.792	0.16	.728	0.12	.777	0.14	.750
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–1.32	.002	–1.11	.007	–1.14	.005	–1.15	.006
Partly skilled or unskilled work	–0.63	.324	–0.50	.407	–0.41	.479	–0.52	.384
Log corrected wage wave 4	–0.24	.572	–0.26	.538	–0.20	.656	–0.24	.582
Living with partner wave 4	–3.95	<.001	–3.97	<.001	–3.79	<.001	–3.95	<.001
Partner employed wave 4	3.20	<.001	3.00	<.001	3.03	<.001	3.06	<.001
Partner self-employed wave 4	3.71	<.001	3.45	<.001	3.48	<.001	3.50	<.001
Partner work hours wave 4	–0.01	.670	–0.01	.579	–0.01	.717	–0.01	.575
Partner log earnings wave 4	–0.13	.392	–0.13	.379	–0.10	.478	–0.12	.399
Partner uses flexible work wave 4	–0.63	.143	–0.65	.117	–0.67	.116	–0.64	.121
Pseudo R^2	0.32		0.30		0.28		0.31	

Source: Understanding Society waves 2–4. *Note:* n=272.

Table A3–19: logistic regression of the likelihood of reducing working hours on (perceived) access to flexible work – only first child

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	6.42	.091	9.25	.040	4.88	.249	9.48	.089
Main variables								
No access to flexible work/flexitime in either wave (ref)								
Access to flexible work/flexitime in wave 4 only	–0.79	.515	–1.22	.318			–1.21	.350
Access to flexible work/flexitime in wave 2 only	–0.03	.970	0.18	.805			0.37	.617
Access to flexible work/flexitime in both waves	–1.87	.011	–1.96	.002			–1.83	.014
No access to telework in either wave (ref)								
Access to telework in wave 4 only					–1.88	.019	–0.79	.393
Access to telework in wave 2 only					–0.49	.651	–0.35	.756
Access to telework in both waves					–0.72	.375	0.35	.733
Control variables								
Works small part-time (<16 hours/week) wave 2	–	–	–	–	–	–	–	–
Works large part-time (16–34 hours/week) wave 2	–1.80	.035	–1.77	.042	–1.38	.080	–1.72	.051
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	4.79	.007	4.92	.004	4.92	.002	5.08	.003
Age wave 4	–0.11	.122	–0.11	.119	–0.13	.131	–0.11	.154
Age youngest child								
0 wave 4 (ref)								
1 wave 4	1.94	.005	1.91	.009	1.63	.017	1.92	.014
2 wave 4	4.37	.093	4.79	.095	3.01	.116	4.77	.107
Gender attitude wave 2	0.12	.752	0.03	.937	0.04	.920	0.01	.974
Having a degree wave 4	–0.96	.208	–1.21	.105	–1.21	.100	–1.35	.073
Working in private sector wave 4	0.72	.237	0.42	.541	0.76	.293	0.53	.457
Union present wave 4	–0.73	.296	–0.74	.319	–0.53	.495	–0.69	.360
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–0.01	.985	–0.04	.954	–0.01	.990	–0.06	.942
Partly skilled or unskilled work	–0.25	.831	–0.32	.750	0.13	.899	–0.34	.730
Log corrected wage wave 4	0.22	.756	–0.04	.955	0.52	.477	–0.04	.964
Living with partner wave 4	–4.58	.012	–4.73	.013	–3.88	.043	–4.80	.017
Partner employed wave 4	5.10	.002	5.13	.002	4.55	.001	5.25	.002
Partner self-employed wave 4	3.33	.044	3.00	.068	3.25	.029	3.16	.052
Partner work hours wave 4	0.01	.874	–0.02	.572	–0.01	.813	–0.03	.544
Partner log earnings wave 4	–0.25	.502	–0.27	.504	–0.17	.633	–0.29	.496
Partner uses flexible work wave 4	–2.08	.005	–2.30	.004	–1.97	.008	–2.36	.007
Pseudo R^2	0.31		0.32		0.28		0.33	

Source: Understanding Society waves 2–4. *Note:* n=117. There are no women who works in a small part-time job in wave 2 in this sample.

Table A3–20: logistic regression of the likelihood of reducing working hours on use of flexible work – only first child

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	6.55	.110	7.35	.074	6.25	.119	7.97	.054
Main variables								
No use flexible work/flexitime in either wave (ref)								
Use flexible work/flexitime in wave 4 only	–3.53	<.001	–	–			–	–
Use flexible work/flexitime in wave 2 only	0.10	.941	–0.07	.953			–0.29	.831
Use flexible work/flexitime in both waves	–1.60	.020	–2.09	.007			–2.44	.010
No use telework in either wave (ref)								
Use telework in wave 4 only					–1.75	.058	–1.17	.289
Use telework in wave 2 only					–	–	–	–
Use telework in both waves					–0.34	.810	0.70	.629
Control variables								
Works small part-time (<16 hours/week) wave 2	–	–	–	–	–	–	–	–
Works large part-time (16–34 hours/week) wave 2	–1.77	.053	–1.61	.067	–1.10	.212	–1.39	.126
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	5.37	<.001	4.81	.004	5.10	.001	5.02	.002
Age wave 4	–0.12	.123	–0.09	.239	–0.12	.097	–0.07	.358
Age youngest child								
0 wave 4 (ref)								
1 wave 4	1.70	.018	1.92	.006	1.58	.025	1.80	.011
2 wave 4	3.64	.027	4.02	.016	3.30	.040	4.12	.021
Gender attitude wave 2	0.06	.897	0.09	.840	0.00	.990	0.21	.623
Having a degree wave 4	–0.90	.209	–0.77	.305	–1.00	.174	–0.60	.435
Working in private sector wave 4	0.70	.303	0.53	.433	0.99	.159	0.67	.350
Union present wave 4	–0.65	.437	–0.62	.432	–0.30	.670	–0.44	.568
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–0.49	.508	–0.32	.667	0.02	.981	–0.20	.795
Partly skilled or unskilled work	–0.38	.717	–0.07	.945	0.01	.996	–0.04	.966
Log corrected wage wave 4	0.02	.982	–0.06	.942	0.44	.548	–0.21	.795
Living with partner wave 4	–4.50	.006	–4.88	.007	–4.08	.032	–5.12	.009
Partner employed wave 4	5.06	<.001	4.77	<.001	4.39	<.001	4.84	<.001
Partner self-employed wave 4	4.13	.003	3.23	.020	3.12	.029	3.18	.027
Partner work hours wave 4	0.00	.962	–0.02	.561	0.01	.859	–0.02	.672
Partner log earnings wave 4	–0.17	.643	–0.22	.550	–0.45	.250	–0.35	.403
Partner uses flexible work wave 4	–2.06	.010	–1.97	.012	–1.99	.003	–1.77	.016
Pseudo R^2	0.33		0.30		0.27		0.32	

Source: Understanding Society waves 2–4. *Note:* n=117 for flexible work; 115 for flexitime; 114 for telework; 112 for flexitime and telework. There are no women who works in a small part-time job in wave 2 in this sample.

3.4 Influential cases

When looking at Cook's distance and standardized residuals, a couple of cases pop up as particularly influential. To test whether the results are not due to these cases only, we dropped these cases and re-ran the model. We only did this for the final model with flexitime and telework and for reduction of hours to see to what degree our conclusions remained. We also did this only for the total sample, as we already ran into sample size issues with the sub-sample of only having one child in the household. In total 6 cases were dropped due to a high Cook's distance for the model of (perceived) access to flexitime/telework and 7 cases for the model of use flexitime/telework. The models show that our results are not due to a few influential cases.

Table A3–21: (Perceived) Access to flexitime/telework

	Coefficient	p-value
Constant	2.93	.245
Main variable		
No access to flexitime in either wave (ref)		
Access to flexitime in wave 4 only	0.48	.372
Access to flexitime in wave 2 only	0.38	.484
Access to flexitime in both waves	0.05	.913
No access to telework in either wave (ref)		
Access to telework in wave 4 only	–1.69	.016
Access to telework in wave 2 only	0.68	.527
Access to telework in both waves	–1.53	.009
Control variables		
Works small part-time (<16 hours/week) wave 2	–2.90	.016
Works large part-time (16–34 hours/week) wave 2	–1.71	<.001
Works full-time (35–47 hours/week) wave 2 (ref)		
Works long hours (48 hours/week or more) wave 2	2.70	.007
Age wave 4	–0.03	.466
Age youngest child		
0 wave 4 (ref)		
1 wave 4	1.02	.016
2 wave 4	2.42	.003
Total number of children in household		
1 wave 4 (ref)		
2 wave 4	–1.73	<.001
3 or more wave 4	–1.49	.008
Gender attitude wave 2	–0.25	.213
Having a degree wave 4	–0.89	.050
Working in private sector wave 4	1.03	.021
Union present wave 4	0.37	.380
Occupational level wave 4		
Management / professional (ref)		
Skilled work	–1.33	.007
Partly skilled or unskilled work	–0.26	.677
Log corrected wage wave 4	0.23	.615
Living with partner wave 4	–4.85	<.001
Partner employed wave 4	3.84	<.001
Partner self-employed wave 4	4.50	<.001
Partner work hours wave 4	–0.03	.121
Partner log earnings wave 4	0.10	.706
Partner uses flexible work wave 4	–0.67	.121
Pseudo R^2	0.36	

Source: Understanding Society waves 2–4. *Note:* n=266

Table A3–22: Use flexitime/telework

	Coefficient	p-value
Constant	5.87	.015
Main variable		
Not using flexitime in either wave (ref)		
Using flexitime in wave 4 only	–	–
Using flexitime in wave 2 only	–0.55	.385
Using flexitime in both waves	–2.36	.001
Not using telework in either wave (ref)		
Using telework in wave 4 only	–1.15	.345
Using telework in wave 2 only	–	–
Using telework in both waves	–1.44	.097
Control variables		
Works small part-time (<16 hours/week) wave 2	–1.62	.085
Works large part-time (16–34 hours/week) wave 2	–1.20	.002
Works full-time (35–47 hours/week) wave 2 (ref)		
Works long hours (48 hours/week or more) wave 2	1.83	.041
Age wave 4	0.01	.880
Age youngest child		
0 wave 4 (ref)		
1 wave 4	0.85	.040
2 wave 4	1.85	.020
Total number of children in household		
1 wave 4 (ref)		
2 wave 4	–1.66	<.001
3 or more wave 4	–1.60	.003
Gender attitude wave 2	–0.02	.925
Having a degree wave 4	–0.49	.246
Working in private sector wave 4	0.96	.034
Union present wave 4	0.17	.685
Occupational level wave 4		
Management / professional (ref)		
Skilled work	–1.41	.004
Partly skilled or unskilled work	–0.65	.272
Log corrected wage wave 4	0.07	.859
Living with partner wave 4	–1.86	.016
Partner employed wave 4	1.01	.061
Partner work hours wave 4	–0.03	.199
Partner log earnings wave 4	–0.39	.039
Partner uses flexible work wave 4	–0.69	.104
Pseudo R^2	0.31	

Source: Understanding Society waves 2–4. *Note:* n=249. 13 cases were dropped because using flexitime in wave 4 only now perfectly predicted whether someone reduced their working hours. Similarly, 3 cases were dropped because using telework in wave 2 only now perfectly predicted whether someone reduced their working hours. Whether the partner was self-employed was deleted because this model with living with a partner, partner being employed, and partner being self-employed ran in numerical difficulties.

3.5 Same job as extra control variable – on imputed data

We also wanted to see to what degree our results could be explained by a change in jobs. This variable was not presented in the main paper as there were many missing values on this variable. Contact with the support desk taught us that this was due to an error in the routing. As a result, we felt we could impute the data and include this variable on imputed data. We see that also in this model, (perceived) access to telework in both waves was significantly and negatively related to the likelihood of reducing one's working hours. In addition, the use of flexitime in both waves was also still significantly and negatively related to the likelihood of reducing one's working hours. Hence, our main conclusions stand.

Before imputation, the variable looked as follows (on subsample of individuals who are employed in wave 4):

Table A3–23: How many changed job?

	Frequency	Percentage	Valid percentage
Same job	264	64.2	87.7
Not same job	37	9.0	12.3
Missing value	110	26.8	
Total	411		

Source: Understanding Society waves 2–4.

Table 3–24: logistic regression of the likelihood of reducing working hours on (perceived) access to flexible work

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	4.58	.010	4.77	.008	3.98	.027	4.07	.027
Main variables								
No access to flexible work/flexitime in either wave (ref)								
Access to flexible work/flexitime in wave 4 only	–0.11	.783	–0.10	.797			–0.02	.995
Access to flexible work/flexitime in wave 2 only	0.11	.782	–0.03	.928			0.06	.889
Access to flexible work/flexitime in both waves	–0.48	.096	–0.46	.126			–0.09	.794
No access to telework in either wave (ref)								
Access to telework in wave 4 only					–0.91	.054	–0.85	.097
Access to telework in wave 2 only					0.30	.647	0.34	.620
Access to telework in both waves					–1.00	.019	–0.95	.044
Control variables								
Works small part-time (<16 hours/week) wave 2	–1.70	.018	–1.66	.020	–1.72	.017	–1.74	.016
Works large part-time (16–34 hours/week) wave 2	–0.97	.001	–0.96	.001	–1.03	.001	–1.04	.001
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	1.46	.017	1.43	.020	1.61	.010	1.58	.012
Not same job in wave 4	–0.57	.180	–0.63	.139	–0.47	.276	–0.48	.276
Age wave 4	0.01	.786	0.00	.860	0.00	.873	0.00	.868
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.09	.760	0.09	.753	0.09	.759	0.10	.744
2 wave 4	0.81	.162	0.81	.159	0.82	.162	0.83	.159
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	–1.24	<.001	–1.23	<.001	–1.29	<.001	–1.29	<.001
3 or more wave 4	–1.36	.001	–1.38	<.001	–1.33	.001	–1.34	.001
Gender attitude wave 2	–0.13	.416	–0.13	.390	–0.14	.386	–0.14	.384
Having a degree wave 4	–0.19	.520	–0.23	.438	–0.22	.475	–0.22	.471
Working in private sector wave 4	0.57	.079	0.53	.106	0.56	.088	0.55	.099
Union present wave 4	0.24	.438	0.27	.402	0.12	.699	0.14	.670
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–0.91	.007	–0.87	.009	–0.94	.006	–0.94	.006
Partly skilled or unskilled work	–0.03	.941	–0.01	.989	–0.05	.907	–0.06	.895
Log corrected wage wave 4	–0.44	.142	–0.44	.137	–0.37	.215	–0.37	.214
Living with partner wave 4	–2.72	.002	–2.70	.002	–2.87	.001	–2.88	.001
Partner employed wave 4	2.12	.005	2.06	.006	2.27	.003	2.26	.003
Partner self-employed wave 4	2.39	.004	2.33	.004	2.53	.002	2.52	.003
Partner work hours wave 4	0.00	.824	0.00	.913	0.00	.839	0.00	.847
Partner log earnings wave 4	–0.18	.250	–0.18	.249	–0.11	.502	–0.12	.477
Partner uses flexible work wave 4	–0.30	.381	–0.31	.363	–0.26	.446	–0.26	.447

Source: Understanding Society waves 2–4. *Note:* n=395. Results based on 100 imputed datasets.

Table 3–25: logistic regression of the likelihood of reducing working hours on use of flexible work

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	4.38	.017	4.66	.010	4.18	.019	4.62	.012
Main variables								
No use flexible work/flexitime in either wave (ref)								
Use flexible work/flexitime in wave 4 only	–0.88	.055	–0.60	.254			–0.43	.436
Use flexible work/flexitime in wave 2 only	–0.13	.756	–0.20	.667			–0.19	.686
Use flexible work/flexitime in both waves	–1.77	<.001	–2.14	<.001			–2.07	.001
No use telework in either wave (ref)								
Use telework in wave 4 only					–1.31	.063	–1.00	.196
Use telework in wave 2 only					0.63	.422	0.80	.309
Use telework in both waves					–0.83	.236	–0.42	.561
Control variables								
Works small part-time (<16 hours/week) wave 2	–1.62	.025	–1.60	.026	–1.62	.025	–1.62	.025
Works large part-time (16–34 hours/week) wave 2	–0.98	.001	–0.95	.002	–0.93	.002	–0.95	.002
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	1.43	.022	1.28	.038	1.67	.008	1.37	.030
Not same job in wave 4	–0.51	.246	–0.63	.155	–0.49	.259	–0.55	.223
Age wave 4	0.01	.774	0.01	.685	0.00	.857	0.01	.694
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.07	.812	0.12	.693	0.04	.903	0.08	.792
2 wave 4	0.76	.193	0.74	.198	0.73	.204	0.74	.203
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	–1.37	<.001	–1.42	<.001	–1.26	<.001	–1.44	<.001
3 or more wave 4	–1.46	<.001	–1.57	<.001	–1.31	<.001	–1.56	<.001
Gender attitude wave 2	–0.08	.618	–0.07	.684	–0.14	.380	–0.07	.654
Having a degree wave 4	–0.11	.721	–0.16	.588	–0.22	.467	–0.17	.587
Working in private sector wave 4	0.55	.093	0.40	.235	0.60	.068	0.42	.214
Union present wave 4	0.16	.624	0.21	.504	0.15	.643	0.18	.580
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–0.95	.006	–0.86	.012	–0.90	.008	–0.88	.011
Partly skilled or unskilled work	–0.05	.909	0.03	.951	0.02	.957	0.02	.968
Log corrected wage wave 4	–0.41	.179	–0.44	.142	–0.40	.180	–0.43	.160
Living with partner wave 4	–2.75	.002	–2.83	.001	–2.67	.002	–2.88	.001
Partner employed wave 4	2.27	.003	2.17	.004	2.19	.004	2.29	.003
Partner self-employed wave 4	2.53	.003	2.48	.003	2.42	.004	2.57	.002
Partner work hours wave 4	–0.00	.965	–0.00	.820	0.00	.871	–0.00	.852
Partner log earnings wave 4	–0.15	.378	–0.15	.368	–0.15	.326	–0.15	.352
Partner uses flexible work wave 4	–0.28	.425	–0.30	.390	–0.31	.369	–0.29	.408

Source: Understanding Society waves 2–4. *Note:* n=395. Results based on 100 imputed datasets.

3.6 Reduction in working hours excluding overtime

We also looked at reduction in working hours as dependent variable while excluding hours worked as overtime (recall that the original variable was a combination of normal working hours and usual number of hours of overtime). The tables on the next page show that (perceived) access to flexible work was not significantly related to a reduction in working hours if we looked only at normal working hours. However, the use of flexitime was still strongly related to a lower likelihood of reducing one's working hours after child birth.

Table A3–26: logistic regression of the likelihood of reducing working hours on (perceived) access to flexible work

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	0.69	.742	1.04	.621	0.21	.918	0.79	.713
Main variables								
No access to flexible work/flexitime in either wave (ref)								
Access to flexible work/flexitime in wave 4 only	–1.01	.054	–0.45	.361			–0.39	.434
Access to flexible work/flexitime in wave 2 only	–0.34	.496	–0.01	.991			0.07	.879
Access to flexible work/flexitime in both waves	–0.88	.017	–0.79	.035			–0.55	.208
No access to telework in either wave (ref)								
Access to telework in wave 4 only					–1.15	.056	–0.84	.194
Access to telework in wave 2 only					–0.07	.935	0.07	.940
Access to telework in both waves					–0.55	.235	–0.31	.547
Control variables								
Works small part-time (<16 hours/week) wave 2	–1.89	.036	–1.79	.046	–1.75	.051	–1.82	.045
Works large part-time (16–34 hours/week) wave 2	–1.22	.001	–1.22	.001	–1.21	.001	–1.23	.001
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	–0.23	.682	–0.34	.542	–0.17	.770	–0.29	.610
Age wave 4	0.01	.804	0.01	.835	0.01	.879	0.01	.887
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.91	.019	0.91	.019	0.84	.027	0.89	.022
2 wave 4	1.89	.009	1.96	.006	1.85	.011	1.94	.008
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	–1.39	<.001	–1.41	<.001	–1.48	<.001	–1.45	<.001
3 or more wave 4	–1.48	.004	–1.51	.003	–1.41	.006	–1.47	.005
Gender attitude wave 2	0.01	.953	–0.03	.891	–0.02	.904	–0.03	.874
Having a degree wave 4	–1.14	.006	–1.20	.004	–1.19	.004	–1.21	.004
Working in private sector wave 4	0.70	.077	0.54	.166	0.63	.107	0.57	.150
Union present wave 4	–0.22	.570	–0.14	.709	–0.23	.547	–0.18	.632
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–0.86	.051	–0.86	.048	–0.91	.037	–0.90	.041
Partly skilled or unskilled work	–0.26	.650	–0.26	.652	–0.15	.786	–0.28	.625
Log corrected wage wave 4	0.84	.050	0.79	.065	0.82	.054	0.82	.057
Living with partner wave 4	–3.39	.001	–3.32	.001	–3.21	.001	–3.36	.001
Partner employed wave 4	1.92	.021	1.76	.029	1.77	.031	1.83	.025
Partner self-employed wave 4	0.24	.654	0.27	.612	0.34	.520	0.29	.584
Partner work hours wave 4	0.01	.385	0.01	.472	0.01	.506	0.01	.511
Partner log earnings wave 4	–0.26	.114	–0.26	.105	–0.18	.275	–0.22	.182
Partner uses flexible work wave 4	–0.11	.769	–0.10	.796	–0.11	.781	–0.09	.806
Pseudo R^2	0.26		0.26		0.25		0.26	

Source: Understanding Society waves 2–4. *Note:* n=272.

Table 3–27: logistic regression of the likelihood of reducing working hours on use of flexible work

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	0.68	.756	0.71	.739	0.02	.991	0.57	.794
Main variables								
No use flexible work/flexitime in either wave (ref)								
Use flexible work/flexitime in wave 4 only	–1.68	.018	–2.08	.067			–1.95	.093
Use flexible work/flexitime in wave 2 only	–1.06	.046	–0.67	.222			–0.67	.231
Use flexible work/flexitime in both waves	–1.75	.001	–1.90	.004			–1.82	.008
No use telework in either wave (ref)								
Use telework in wave 4 only					–1.43	.111	–0.83	.397
Use telework in wave 2 only					0.44	.716	0.92	.462
Use telework in both waves					–1.05	.178	–0.61	.441
Control variables								
Works small part-time (<16 hours/week) wave 2	–1.78	.051	–1.56	.082	–1.59	.075	–1.50	.096
Works large part-time (16–34 hours/week) wave 2	–1.29	.001	–1.15	.003	–1.09	.004	–1.12	.004
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	–0.13	.830	–0.48	.398	–0.02	.975	–0.40	.497
Age wave 4	0.01	.884	0.02	.636	0.00	.933	0.01	.711
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.89	.025	0.91	.020	0.74	.053	0.82	.038
2 wave 4	1.88	.013	1.83	.011	1.74	.015	1.80	.014
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	–1.48	<.001	–1.60	<.001	–1.44	<.001	–1.62	<.001
3 or more wave 4	–1.37	.009	–1.68	.001	–1.32	.010	–1.59	.003
Gender attitude wave 2	0.07	.716	0.06	.731	–0.01	.960	0.07	.726
Having a degree wave 4	–1.11	.009	–1.15	.006	–1.12	.006	–1.14	.007
Working in private sector wave 4	0.65	.108	0.46	.250	0.70	.078	0.54	.191
Union present wave 4	–0.34	.388	–0.26	.501	–0.27	.475	–0.28	.473
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–1.03	.024	–0.85	.058	–0.90	.040	–0.88	.054
Partly skilled or unskilled work	–0.29	.618	–0.19	.746	–0.11	.841	–0.21	.715
Log corrected wage wave 4	0.83	.063	0.79	.069	0.84	.053	0.83	.059
Living with partner wave 4	–3.25	.001	–3.20	.001	–2.94	.003	–3.08	.002
Partner employed wave 4	1.87	.022	1.67	.039	1.65	.043	1.67	.041
Partner self-employed wave 4	0.41	.460	0.37	.499	0.36	.498	0.40	.474
Partner work hours wave 4	0.01	.541	0.01	.634	0.01	.495	0.01	.648
Partner log earnings wave 4	–0.21	.203	–0.23	.167	–0.19	.224	–0.23	.178
Partner uses flexible work wave 4	–0.07	.866	–0.03	.929	–0.11	.777	–0.02	.951
Pseudo R^2	0.29		0.28		0.25		0.29	

Source: Understanding Society waves 2–4. *Note:* n=272.

3.7 Not having cut-off of 70 hours/week for working hours

In this robustness check we look at the consequence of having an upper limit of working 70 hours/week and then looking at a reduction of working hours. Although we believe that 70 hours is about the maximum someone would work regularly per week (which already amounts to 10 hours/day, 7 days/week), we repeated the analyses without this top coding. The tables on the next pages show that when we release this maximum of working 70 hours/week for the respondent, our conclusions remain.

Table A3–28: logistic regression of the likelihood of being employed on (perceived) access to flexible work – no upper limit working hours

	Flexible work		Flexitime		Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	1.14	.607	1.12	.617	1.44	.524
Main variables						
Access to flexible work/flexitime/telework wave 2	0.17	.580	0.20	.548	0.45	.383
Control variables						
Age wave 4	0.04	.235	0.04	.244	0.04	.225
Age youngest child						
0 wave 4 (ref)						
1 wave 4	1.05	.002	1.08	.001	1.10	.001
Total number of children in household						
1 wave 4 (ref)						
2 wave 4	0.25	.528	0.27	.508	0.26	.520
3 or more wave 4	–0.53	.252	–0.50	.267	–0.57	.221
Gender attitude wave 2	0.37	.020	0.37	.019	0.37	.019
Having a degree wave 4	–0.16	.670	–0.16	.671	–0.20	.601
Works small part-time (<16 hours/week) wave 2	–1.04	.062	–1.05	.060	–1.02	.069
Works large part-time (16–34 hours/week) wave 2	0.06	.875	0.06	.877	0.07	.864
Works full-time (35–47 hours/week) wave 2 (ref)						
Works long hours (48 hours/week or more) wave 2	0.06	.924	0.08	.909	0.04	.946
Working in private sector wave 2	–0.70	.101	–0.68	.109	–0.72	.094
Union present wave 2	0.66	.085	0.65	.090	0.67	.079
Occupational level wave 2						
Management / professional (ref)						
Skilled work	0.13	.768	0.11	.795	0.15	.736
Partly skilled or unskilled work	–0.71	.169	–0.73	.160	–0.70	.176
Log corrected wage wave 2	–0.13	.738	–0.12	.759	–0.19	.638
Living with partner wave 4	0.16	.816	0.16	.815	0.14	.840
Partner employed wave 4	0.37	.551	0.38	.538	0.39	.528
Partner self-employed wave 4	0.77	.372	0.79	.355	0.76	.372
Partner work hours wave 4	–0.02	.290	–0.02	.296	–0.02	.275
Partner log earnings wave 4	–0.10	.709	–0.10	.703	–0.11	.692
Partner uses flexible work wave 4	0.70	.117	0.69	.122	0.71	.112
Pseudo R^2	0.20		0.20		0.20	

Source: Understanding Society waves 2–4. *Note:* n=335. There were few respondents with a child aged 2 and these respondents did not differ in the dependent variable. As a result, these were excluded from this analysis.

Table A3–29: logistic regression of the likelihood of being employed on use flexible work – no upper limit working hours

	Flexible work		Flexitime		Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	1.32	.556	1.15	.605	1.52	.501
Main variables						
Use flexible work/flexitime/telework wave 2	0.45	.301	0.39	.481	0.75	.296
Control variables						
Age wave 4	0.04	.208	0.04	.244	0.04	.208
Age youngest child						
0 wave 4 (ref)						
1 wave 4	1.08	.001	1.08	.001	1.10	.001
Total number of children in household						
1 wave 4 (ref)						
2 wave 4	0.26	.525	0.27	.496	0.26	.525
3 or more wave 4	–0.59	.203	–0.49	.280	–0.60	.202
Gender attitude wave 2	0.37	.021	0.37	.020	0.38	.018
Having a degree wave 4	–0.17	.648	–0.15	.683	–0.17	.645
Works small part-time (<16 hours/week) wave 2	–1.06	.059	–1.04	.065	–1.05	.063
Works large part-time (16–34 hours/week) wave 2	0.01	.975	0.04	.916	0.04	.910
Works full-time (35–47 hours/week) wave 2 (ref)						
Works long hours (48 hours/week or more) wave 2	0.00	.998	0.04	.949	–0.02	.977
Working in private sector wave 2	–0.70	.102	–0.67	.113	–0.73	.089
Union present wave 2	0.74	.057	0.67	.078	0.70	.067
Occupational level wave 2						
Management / professional (ref)						
Skilled work	0.17	.700	0.15	.733	0.14	.749
Partly skilled or unskilled work	–0.65	.213	–0.70	.181	–0.70	.179
Log corrected wage wave 2	–0.16	.681	–0.11	.778	–0.19	.625
Living with partner wave 4	0.17	.804	0.17	.806	0.11	.877
Partner employed wave 4	0.38	.542	0.39	.523	0.41	.508
Partner self-employed wave 4	0.75	.383	0.76	.375	0.80	.348
Partner work hours wave 4	–0.02	.279	–0.02	.300	–0.02	.260
Partner log earnings wave 4	–0.12	.652	–0.11	.664	–0.11	.671
Partner uses flexible work wave 4	0.70	.118	0.71	.112	0.72	.109
Pseudo R^2	0.20		0.20		0.20	

Source: Understanding Society waves 2–4. *Note:* n=335. There were few respondents with a child aged 2 and these respondents did not differ in the dependent variable. As a result, these were excluded from this analysis.

Table A3–30: logistic regression of the likelihood of reducing working hours on (perceived) access to flexible work– no upper limit working hours

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	5.53	.010	5.54	.011	4.86	.024	4.64	.036
Main variables								
No access to flexible work/flexitime in either wave (ref)								
Access to flexible work/flexitime in wave 4 only	–0.39	.462	0.09	.860			0.15	.776
Access to flexible work/flexitime in wave 2 only	–0.36	.458	0.00	.994			0.15	.755
Access to flexible work/flexitime in both waves	–0.70	.065	–0.43	.257			0.19	.675
No access to telework in either wave (ref)								
Access to telework in wave 4 only					–1.36	.022	–1.47	.025
Access to telework in wave 2 only					–0.39	.650	–0.45	.608
Access to telework in both waves					–1.07	.029	–1.15	.035
Control variables								
Works small part-time (<16 hours/week) wave 2	–2.26	.012	–2.15	.017	–2.27	.013	–2.28	.013
Works large part-time (16–34 hours/week) wave 2	–1.42	<.001	–1.40	<.001	–1.48	<.001	–1.48	<.001
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	1.75	.025	1.74	.028	1.87	.017	1.93	.017
Age wave 4	–0.03	.461	–0.02	.509	–0.03	.455	–0.03	.469
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.92	.019	0.89	.022	0.86	.026	0.86	.027
2 wave 4	1.60	.025	1.62	.022	1.61	.026	1.60	.028
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	–1.45	<.001	–1.46	<.001	–1.55	<.001	–1.56	<.001
3 or more wave 4	–1.15	.022	–1.17	.020	–1.09	.033	–1.08	.036
Gender attitude wave 2	–0.29	.113	–0.31	.091	–0.30	.105	–0.30	.109
Having a degree wave 4	–0.69	.082	–0.73	.068	–0.66	.107	–0.66	.111
Working in private sector wave 4	0.58	.143	0.47	.240	0.61	.130	0.62	.130
Union present wave 4	0.20	.606	0.22	.572	0.15	.702	0.13	.739
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–1.09	.012	–1.09	.011	–1.18	.008	–1.19	.008
Partly skilled or unskilled work	–0.52	.362	–0.44	.434	–0.50	.375	–0.46	.423
Log corrected wage wave 4	–0.20	.615	–0.25	.532	–0.14	.737	–0.13	.753
Living with partner wave 4	–3.98	<.001	–3.88	<.001	–4.08	<.001	–4.07	<.001
Partner employed wave 4	3.09	.001	2.95	.001	3.22	<.001	3.22	.001
Partner self-employed wave 4	3.49	.001	3.36	.001	3.64	<.001	3.65	.001
Partner work hours wave 4	–0.00	.767	–0.01	.671	–0.01	.707	–0.01	.704
Partner log earnings wave 4	–0.16	.347	0.15	.357	–0.09	.589	–0.08	.641
Partner uses flexible work wave 4	–0.68	.081	–0.67	.085	–0.66	.096	–0.66	.095
Pseudo R^2	0.28		0.27		0.29		0.29	

Source: Understanding Society waves 2–4. *Note:* n=272.

Table A3–31: logistic regression of the likelihood of reducing working hours on use of flexible work– no upper limit working hours

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	5.82	.011	5.63	.011	4.86	.023	5.57	.013
Main variables								
No use flexible work/flexitime in either wave (ref)								
Use flexible work/flexitime in wave 4 only	–1.89	.012	–1.26	.157			–1.04	.268
Use flexible work/flexitime in wave 2 only	–0.77	.157	–0.38	.498			–0.34	.547
Use flexible work/flexitime in both waves	–1.82	.001	–2.12	.001			–2.06	.003
No use telework in either wave (ref)								
Use telework in wave 4 only					–1.61	.080	–1.19	.264
Use telework in wave 2 only					–0.13	.915	0.32	.804
Use telework in both waves					–0.78	.326	–0.27	.740
Control variables								
Works small part-time (<16 hours/week) wave 2	–2.25	.015	–2.01	.026	–2.06	.023	–1.98	.028
Works large part-time (16–34 hours/week) wave 2	–1.49	<.001	–1.36	<.001	–1.30	.001	–1.33	.001
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	1.85	.019	1.50	.059	2.06	.009	1.61	.046
Age wave 4	–0.03	.421	–0.01	.686	–0.03	.442	–0.02	.643
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.89	.026	0.91	.022	0.75	.052	0.84	.035
2 wave 4	1.59	.032	1.50	.034	1.45	.039	1.47	.040
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	–1.53	<.001	–1.67	<.001	–1.47	<.001	–1.70	<.001
3 or more wave 4	–1.11	.032	–1.39	.008	–1.07	.034	–1.37	.009
Gender attitude wave 2	–0.23	.238	–0.22	.251	–0.29	.115	–0.21	.265
Having a degree wave 4	–0.62	.138	–0.66	.105	–0.63	.110	–0.63	.125
Working in private sector wave 4	0.60	.140	0.34	.408	0.64	.111	0.41	.332
Union present wave 4	0.12	.762	0.16	.684	0.12	.754	0.14	.718
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–1.32	.004	–1.11	.014	–1.14	.009	–1.15	.013
Partly skilled or unskilled work	–0.63	.278	–0.50	.383	–0.41	.463	–0.52	.361
Log corrected wage wave 4	–0.24	.559	–0.26	.520	–0.20	.627	–0.24	.554
Living with partner wave 4	–3.95	<.001	–3.97	<.001	–3.79	<.001	–3.95	<.001
Partner employed wave 4	3.20	<.001	3.00	.001	3.03	.001	3.06	.001
Partner self-employed wave 4	3.71	<.001	3.45	.001	3.48	.001	3.50	.001
Partner work hours wave 4	–0.01	.588	–0.01	.496	–0.01	.676	–0.01	.489
Partner log earnings wave 4	–0.13	.467	–0.13	.449	–0.10	.525	–0.12	.468
Partner uses flexible work wave 4	–0.63	.123	–0.65	.109	–0.67	.092	–0.64	.114
Pseudo R^2	0.32		0.30		0.28		0.31	

Source: Understanding Society waves 2–4. *Note:* n=272.

Table A3–32: logistic regression of the likelihood of being employed on (perceived) access to flexible work – only first child– no upper limit working hours

	Flexible work		Flexitime		Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	2.56	.628	2.71	.618	3.04	.574
Main variables						
Access to flexible work/flexitime/telework wave 2	0.94	.095	1.06	.086	1.64	.150
Control variables						
Age wave 4	–0.09	.126	–0.09	.131	–0.11	.081
Age youngest child						
0 wave 4 (ref)						
1 wave 4	0.06	.928	0.21	.738	0.14	.826
Gender attitude wave 2	–0.12	.703	–0.08	.807	–0.04	.902
Having a degree wave 4	0.13	.837	0.20	.755	0.27	.674
Works small part-time (<16 hours/week) wave 2	–1.57	.332	–1.60	.333	–1.93	.237
Works large part-time (16–34 hours/week) wave 2	0.63	.482	0.56	.544	0.64	.466
Works full-time (35–47 hours/week) wave 2 (ref)						
Works long hours (48 hours/week or more) wave 2	0.63	.483	0.57	.520	0.67	.457
Working in private sector wave 2	–0.56	.526	–0.49	.583	–0.48	.593
Union present wave 2	1.19	.086	1.24	.078	1.31	.060
Occupational level wave 2						
Management / professional (ref)						
Skilled work	–0.45	.535	–0.46	.530	–0.14	.842
Partly skilled or unskilled work	–0.77	.430	–0.86	.391	–0.59	.553
Log corrected wage wave 2	–0.12	.838	–0.16	.796	–0.10	.869
Living with partner wave 4	1.13	.376	1.14	.372	1.11	.390
Partner employed wave 4	0.28	.799	0.34	.754	0.46	.675
Partner work hours wave 4	–0.01	.744	–0.01	.885	–0.01	.812
Partner log earnings wave 4	0.13	.860	0.06	.933	0.07	.922
Partner uses flexible work wave 4	0.64	.386	0.67	.365	0.68	.349
Pseudo R^2	0.23		0.24		0.23	

Source: Understanding Society waves 2–4. *Note:* n=131. There were few respondents with a child aged 2 and these respondents did not differ in the dependent variable. Similarly, whether the partner was self-employed perfectly predicted the outcome variable. As a result, respondents with a child aged 2 or with a partner who was self-employed were excluded from this analysis.

Table A3–33: logistic regression of the likelihood of being employed on use flexible work – only first child– no upper limit working hours

	Flexible work		Flexitime		Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	2.27	.664	1.80	.734		
Main variables						
Use flexible work/flexitime/telework wave 2	1.12	.199	1.84	.110	–	–
Control variables						
Age wave 4	–0.09	.123	–0.10	.117		
Age youngest child						
0 wave 4 (ref)						
1 wave 4	0.16	.796	0.12	.846		
Gender attitude wave 2	–0.09	.788	–0.11	.733		
Having a degree wave 4	0.26	.688	0.27	.685		
Works small part-time (<16 hours/week) wave 2	–2.01	.232	–1.97	.244		
Works large part-time (16–34 hours/week) wave 2	0.56	.526	0.71	.410		
Works full-time (35–47 hours/week) wave 2 (ref)						
Works long hours (48 hours/week or more) wave 2	0.61	.508	0.68	.463		
Working in private sector wave 2	–0.17	.852	0.00	.998		
Union present wave 2	1.42	.042	1.49	.035		
Occupational level wave 2						
Management / professional (ref)						
Skilled work	–0.40	.580	–0.49	.508		
Partly skilled or unskilled work	–0.56	.567	–0.62	.533		
Log corrected wage wave 2	–0.07	.906	–0.06	.923		
Living with partner wave 4	1.11	.381	1.16	.364		
Partner employed wave 4	0.54	.613	0.53	.619		
Partner work hours wave 4	–0.01	.770	–0.01	.799		
Partner log earnings wave 4	0.07	.921	0.10	.887		
Partner uses flexible work wave 4	0.60	.414	0.64	.380		
Pseudo R^2	0.23		0.24			

Source: Understanding Society waves 2–4. *Note:* n=131. There were few respondents with a child aged 2 and these respondents did not differ in the dependent variable. Similarly, whether the partner was self-employed perfectly predicted the outcome variable. As a result, respondents with a child aged 2 or with a partner who was self-employed were excluded from this analysis. Telework perfectly predicted employment and therefore the analysis for telework was not done.

Table A3–34: logistic regression of the likelihood of reducing working hours on (perceived) access to flexible work – only first child– no upper limit working hours

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	6.42	.122	9.25	.046	4.88	.240	9.48	.061
Main variables								
No access to flexible work/flexitime in either wave (ref)								
Access to flexible work/flexitime in wave 4 only	–0.79	.488	–1.22	.312			–1.21	.326
Access to flexible work/flexitime in wave 2 only	–0.03	.973	0.18	.847			0.37	.703
Access to flexible work/flexitime in both waves	–1.87	.017	–1.96	.006			–1.83	.027
No access to telework in either wave (ref)								
Access to telework in wave 4 only					–1.88	.033	–0.79	.434
Access to telework in wave 2 only					–0.49	.682	–0.35	.779
Access to telework in both waves					–0.72	.359	0.35	.705
Control variables								
Works small part-time (<16 hours/week) wave 2	–	–	–	–	–	–	–	–
Works large part-time (16–34 hours/week) wave 2	–1.80	.025	–1.77	.032	–1.38	.064	–1.72	.039
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	4.79	.030	4.92	.024	4.92	.022	5.08	.022
Age wave 4	–0.11	.125	–0.11	.130	–0.13	.097	–0.11	.148
Age youngest child								
0 wave 4 (ref)								
1 wave 4	1.94	.011	1.91	.013	1.63	.030	1.92	.015
2 wave 4	4.37	.029	4.79	.020	3.01	.079	4.77	.028
Gender attitude wave 2	0.12	.782	0.03	.946	0.04	.926	0.01	.976
Having a degree wave 4	–0.96	.248	–1.21	.155	–1.21	.132	–1.35	.130
Working in private sector wave 4	0.72	.279	0.42	.534	0.76	.261	0.53	.455
Union present wave 4	–0.73	.290	–0.74	.282	–0.53	.439	–0.69	.325
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–0.01	.986	–0.04	.960	–0.01	.990	–0.06	.948
Partly skilled or unskilled work	–0.25	.824	–0.32	.768	0.13	.908	–0.34	.759
Log corrected wage wave 4	0.22	.775	–0.04	.958	0.52	.508	–0.04	.966
Living with partner wave 4	–4.58	.022	–4.73	.020	–3.88	.048	–4.80	.021
Partner employed wave 4	5.10	.003	5.13	.003	4.55	.003	5.25	.002
Partner self-employed wave 4	3.33	.049	3.00	.070	3.25	.049	3.16	.059
Partner work hours wave 4	0.01	.868	–0.02	.526	–0.01	.799	–0.03	.474
Partner log earnings wave 4	–0.25	.592	–0.27	.566	–0.17	.700	–0.29	.559
Partner uses flexible work wave 4	–2.08	.007	–2.30	.004	–1.97	.007	–2.36	.004
Pseudo R^2	0.31		0.32		0.28		0.33	

Source: Understanding Society waves 2–4. *Note:* n=117. There are no women who works in a small part-time job in wave 2 in this sample.

Table A3–35: logistic regression of the likelihood of reducing working hours on use of flexible work – only first child– no upper limit working hours

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	6.55	.116	7.35	.077	6.25	.129	7.97	.069
Main variables								
No use flexible work/flexitime in either wave (ref)								
Use flexible work/flexitime in wave 4 only	–3.53	.022	–	–			–	–
Use flexible work/flexitime in wave 2 only	0.10	.926	–0.07	.943			–0.29	.792
Use flexible work/flexitime in both waves	–1.60	.025	–2.09	.009			–2.44	.010
No use telework in either wave (ref)								
Use telework in wave 4 only					–1.75	.245	–1.17	.516
Use telework in wave 2 only					–	–	–	–
Use telework in both waves					–0.34	.790	0.70	.631
Control variables								
Works small part-time (<16 hours/week) wave 2	–	–	–	–	–	–	–	–
Works large part-time (16–34 hours/week) wave 2	–1.77	.028	–1.61	.044	–1.10	.151	–1.39	.085
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	5.37	.012	4.81	.040	5.10	.016	5.02	.031
Age wave 4	–0.12	.105	–0.09	.247	–0.12	.090	–0.07	.366
Age youngest child								
0 wave 4 (ref)								
1 wave 4	1.70	.029	1.92	.014	1.58	.034	1.80	.023
2 wave 4	3.64	.039	4.02	.027	3.30	.041	4.12	.028
Gender attitude wave 2	0.06	.895	0.09	.840	0.00	.991	0.21	.635
Having a degree wave 4	–0.90	.251	–0.77	.320	–1.00	.193	–0.60	.468
Working in private sector wave 4	0.70	.292	0.53	.430	0.99	.127	0.67	.345
Union present wave 4	–0.65	.361	–0.62	.369	–0.30	.650	–0.44	.534
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–0.49	.578	–0.32	.709	0.02	.983	–0.20	.825
Partly skilled or unskilled work	–0.38	.730	–0.07	.948	0.01	.996	–0.04	.968
Log corrected wage wave 4	0.02	.982	–0.06	.944	0.44	.581	–0.21	.799
Living with partner wave 4	–4.50	.025	–4.88	.019	–4.08	.039	–5.12	.018
Partner employed wave 4	5.06	.002	4.77	.005	4.39	.005	4.84	.005
Partner self-employed wave 4	4.13	.022	3.23	.065	3.12	.064	3.18	.077
Partner work hours wave 4	0.00	.964	–0.02	.546	0.01	.864	–0.02	.667
Partner log earnings wave 4	–0.17	.727	–0.22	.627	–0.45	.350	–0.35	.485
Partner uses flexible work wave 4	–2.06	.007	–1.97	.010	–1.99	.007	–1.77	.022
Pseudo R^2	0.33		0.30		0.27		0.32	

Source: Understanding Society waves 2–4. *Note:* n=117 for flexible work; 115 for flexitime as only two observations exist for flexitime in wave 4 only; 114 for telework as only three observation exists for telework in wave 2 only, 112 for flexitime and telework. There are no women who works in a small part-time job in wave 2 in this sample.

3.8 Only having access but no use as reference category

For this robustness check we looked at the question whether we are mixing access to and use of flexible work too much when having this combined in the reference category (no access is no use in analyses presented in the paper). In this robustness check we look at what happens if we separate out the access from the use and have 'access to but no use of flexible work' as the reference category.

We still see similar results as to our analyses presented in the paper. We do not see a significant relationship between (perceived) access to flexible work/flexitime/telework and employment of the mother in wave 4. We do still see that the use of flexitime is significantly related to a reduction of working hours in wave 4. With having access but not using flexitime in either wave as reference category, mothers had a likelihood of about 58% to reduce their working hours. This was reduced to about 25% when the mother was using flexitime in both waves.

On the subsample of first-time mothers, we again find no significant relationship between flexible work, flexitime or telework and the likelihood of being employed. For the model on reduction of working hours for first-time mothers we again ran into problems with sample size and not all effects could be estimated. However, the general pattern that if the mother is working with flexitime in both waves she is less likely to reduce her working hours remains (though only marginally significant in this model). When the mother did have access but was not using flexitime in either wave, she had a likelihood of about 73% to reduce her working hours. However, if she was using flexitime in both waves, this likelihood was only 43%.

Table A3–36: logistic regression of the likelihood of being employed on use flexible work – ref category access but no use flexibility

	Flexible work		Flexitime		Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	1.32	.556	1.21	.558	1.70	.474
Main variables						
Use flexible work/flexitime/telework wave 2	0.45	.374	0.31	.619	0.62	.493
No access to flexible work/flexitime/telework wave 2	0.00	1.000	–0.11	.759	–0.16	.799
Control variables						
Age wave 4	0.04	.209	0.04	.245	0.04	.209
Age youngest child						
0 wave 4 (ref)						
1 wave 4	1.08	.001	1.08	.001	1.10	.001
Total number of children in household						
1 wave 4 (ref)						
2 wave 4	0.26	.526	0.27	.502	0.25	.527
3 or more wave 4	–0.59	.204	–0.50	.273	–0.60	.197
Gender attitude wave 2	0.37	.021	0.37	.020	0.38	.019
Having a degree wave 4	–0.17	.648	–0.16	.674	–0.19	.622
Works small part-time (<16 hours/week) wave 2	–1.06	.060	–1.04	.065	–1.03	.066
Works large part-time (16–34 hours/week) wave 2	0.01	.975	0.05	.894	0.05	.893
Works full-time (35–47 hours/week) wave 2 (ref)						
Works long hours (48 hours/week or more) wave 2	0.00	.998	0.06	.932	–0.01	.990
Working in private sector wave 2	–0.70	.102	–0.67	.112	–0.73	.087
Union present wave 2	0.74	.061	0.66	.086	0.69	.071
Occupational level wave 2						
Management / professional (ref)						
Skilled work	0.17	.700	0.14	.757	0.14	.741
Partly skilled or unskilled work	–0.65	.213	–0.70	.178	–0.69	.181
Log corrected wage wave 2	–0.16	.681	–0.11	.776	–0.20	.608
Living with partner wave 4	0.17	.804	0.18	.791	0.12	.866
Partner employed wave 4	0.38	.546	0.38	.545	0.40	.520
Partner self-employed wave 4	0.75	.385	0.76	.378	0.79	.361
Partner work hours wave 4	–0.02	.280	–0.02	.304	–0.02	.262
Partner log earnings wave 4	–0.12	.654	–0.11	.681	–0.11	.677
Partner uses flexible work wave 4	0.70	.118	0.70	.119	0.72	.110
Pseudo R^2	0.20		0.20		0.20	

Source: Understanding Society waves 2–4. *Note:* n=335. There were few respondents with a child aged 2 and these respondents did not differ in the dependent variable. As a result, these were excluded from this analysis.

Table A3–37: logistic regression of the likelihood of reducing working hours on use of flexible work– ref category access but no use flexibility

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	5.85	.012	5.38	.015	3.92	.075	4.20	.067
Main variables								
No use flexible work/flexitime in either wave (ref)								
Use flexible work/flexitime in wave 4 only	–1.88	.033	–0.94	.355			–0.96	.382
Use flexible work/flexitime in wave 2 only	–0.83	.255	–0.66	.390			–0.38	.645
Use flexible work/flexitime in both waves	–1.83	.001	–2.28	.001			–2.20	.003
No access to flexible work/flexitime in wave 2 only	–0.03	.940	–0.30	.400			–0.53	.160
No access to flexible work/flexitime in wave 4 only	–1.86	.174	–	–			–	–
No access to flexible work/flexitime in either wave	–0.72	.378	–0.44	.611			–0.57	.532
No use telework in either wave (ref)								
Use telework in wave 4 only					–1.02	.555	–0.37	.853
Use telework in wave 2 only					0.51	.687	0.95	.481
Use flexible place in both waves					0.00	.996	0.49	.586
No access to telework in wave 2 only					1.00	.028	1.04	.039
No access to telework in wave 4 only					–0.72	.531	–0.51	.707
No access to telework in either wave					–	–	–	–
Control variables								
Works small part-time (<16 hours/week) wave 2	–2.24	.016	–2.04	.024	–2.17	.017	–2.11	.022
Works large part-time (16–34 hours/week) wave 2	–1.50	<.001	–1.38	<.001	–1.41	<.001	–1.43	<.001
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	1.85	.021	1.55	.051	1.91	.017	1.60	.053
Age wave 4	–0.03	.422	–0.01	.774	–0.02	.519	–0.01	.824
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.89	.027	0.89	.027	0.81	.039	0.88	.032
2 wave 4	1.60	.032	1.49	.037	1.53	.034	1.48	.043
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	–1.53	<.001	–1.68	<.001	–1.56	<.001	–1.79	<.001
3 or more wave 4	–1.11	.034	–1.39	.008	–1.10	.032	–1.36	.011
Gender attitude wave 2	–0.23	.237	–0.20	.283	–0.28	.132	–0.20	.312
Having a degree wave 4	–0.61	.142	–0.66	.110	–0.59	.146	–0.61	.149
Working in private sector wave 4	0.60	.144	0.36	.374	0.65	.111	0.44	.299
Union present wave 4	0.12	.757	0.15	.702	0.17	.663	0.12	.764
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–1.33	.005	–1.10	.015	–1.18	.009	–1.14	.015
Partly skilled or unskilled work	–0.63	.284	–0.43	.463	–0.46	.418	–0.42	.477

Log corrected wage wave 4	–0.25	.553	–0.27	.516	–0.15	.708	–0.17	.692
Living with partner wave 4	–3.94	<.001	–3.88	<.001	–4.00	<.001	–4.03	<.001
Partner employed wave 4	3.18	.001	2.95	.001	3.21	.001	3.16	.001
Partner self-employed wave 4	3.70	<.001	3.42	.001	3.64	.001	3.66	.001
Partner work hours wave 4	–0.01	.585	–0.01	.494	–0.01	.696	–0.01	.515
Partner log earnings wave 4	–0.13	.478	–0.09	.585	–0.13	.437	–0.10	.542
Partner uses flexible work wave 4	–0.63	.127	–0.68	.095	–0.65	.101	–0.66	.109
Pseudo R^2	0.32		0.29		0.29		0.31	

Source: Understanding Society waves 2–4. *Note:* n=272 for flexible work, 266 for flexitime (due to very low number of cases who did not have access to flexitime in wave 4 only perfectly predicting likelihood of reducing one's working hours), 271 for telework (due to very low number of cases who did not have access to telework in either wave), 265 for flexitime and telework.

Table A3–38: logistic regression of the likelihood of being employed on use flexible work – only first child – ref category access but no use flexibility

	Flexible work		Flexitime		Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	3.04	.569	2.72	.622		
Main variables						
Use flexible work/flexitime/telework wave 2	0.64	.506	1.32	.312	–	–
No access to flexible work/flexitime/telework wave 2	–0.73	.248	–0.62	.392		
Control variables						
Age wave 4	–0.09	.130	–0.09	.131		
Age youngest child						
0 wave 4 (ref)						
1 wave 4	0.09	.891	0.18	.777		
Gender attitude wave 2	–0.15	.649	–0.12	.703		
Having a degree wave 4	0.12	.856	0.19	.771		
Works small part-time (<16 hours/week) wave 2	–1.70	.307	–1.77	.295		
Works large part-time (16–34 hours/week) wave 2	0.60	.507	0.63	.479		
Works full-time (35–47 hours/week) wave 2 (ref)						
Works long hours (48 hours/week or more) wave 2	0.59	.511	0.60	.510		
Working in private sector wave 2	–0.42	.643	–0.21	.821		
Union present wave 2	1.28	.071	1.38	.055		
Occupational level wave 2						
Management / professional (ref)						
Skilled work	–0.49	.504	–0.54	.469		
Partly skilled or unskilled work	–0.71	.471	–0.76	.452		
Log corrected wage wave 2	–0.13	.827	–0.13	.832		
Living with partner wave 4	1.18	.355	1.20	.349		
Partner employed wave 4	0.30	.786	0.39	.719		
Partner work hours wave 4	–0.01	.774	–0.01	.879		
Partner log earnings wave 4	0.13	.859	0.09	.903		
Partner uses flexible work wave 4	0.59	.428	0.64	.388		
Pseudo R^2	0.24		0.24			

Source: Understanding Society waves 2–4. *Note:* n=131. There were few respondents with a child aged 2 and these respondents did not differ in the dependent variable. Similarly, whether the partner was self-employed perfectly predicted the outcome variable. As a result, respondents with a child aged 2 or with a partner who was self-employed were excluded from this analysis. Telework perfectly predicted employment and therefore the analysis for telework was not done.

Table A3–39: logistic regression of the likelihood of reducing working hours on use of flexible work – only first child – ref category access but no use flexibility

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	7.00	.123	8.01	.068	3.08	.497	7.01	.181
Main variables								
No use flexible work/flexitime in either wave (ref)								
Use flexible work/flexitime in wave 4 only	–3.46	.049	–	–			–	–
Use flexible work/flexitime in wave 2 only	–0.79	.535	–0.62	.605			–1.63	.237
Use flexible work/flexitime in both waves	–1.38	.074	–1.70	.059			–2.19	.049
No access to flexible work/flexitime in wave 2 only	0.90	.273	0.88	.236			0.78	.375
No access to flexible work/flexitime in wave 4 only	–	–	–	–			–	–
No access to flexible work/flexitime in either wave	–	–	–	–			–	–
No use telework in either wave (ref)								
Use telework in wave 4 only					–	–	–	–
Use telework in wave 2 only					–	–	–	–
Use telework in both waves					0.59	.661	1.50	.349
No access to telework in wave 2 only					1.35	.052	1.22	.145
No access to telework in wave 4 only					–0.73	.658	0.44	.803
No access to telework in either wave					–	–	–	–
Control variables								
Works small part-time (<16 hours/week) wave 2	–	–	–	–	–	–	–	–
Works large part-time (16–34 hours/week) wave 2	–2.37	.008	–2.26	.013	–1.16	.133	–2.22	.020
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	5.49	.025	5.39	.025	4.79	.021	5.64	.022
Age wave 4	–0.16	.049	–0.14	.091	–0.11	.141	–0.13	.159
Age youngest child								
0 wave 4 (ref)								
1 wave 4	1.87	.021	1.97	.013	1.53	.040	2.04	.017
2 wave 4	4.39	.028	4.77	.018	2.78	.092	5.03	.023
Gender attitude wave 2	0.24	.599	0.11	.809	0.16	.700	0.46	.356
Having a degree wave 4	–0.68	.409	–0.78	.327	–0.90	.267	–0.59	.535
Working in private sector wave 4	0.77	.273	0.57	.400	0.99	.147	0.84	.262
Union present wave 4	–0.86	.242	–0.76	.285	–0.28	.682	–0.57	.445
Occupational level wave 4								
Management / professional (ref)								
Skilled work	0.03	.974	0.09	.923	0.19	.828	0.50	.640
Partly skilled or unskilled work	0.20	.865	0.35	.753	0.33	.768	0.79	.521
Log corrected wage wave 4	0.17	.833	–0.01	.994	0.71	.401	0.23	.797
Living with partner wave 4	–4.35	.037	–4.86	.020	–3.98	.044	–5.07	.023
Partner employed wave 4	5.32	.003	5.24	.003	4.47	.004	5.47	.003

Partner self-employed wave 4	3.82	.040	3.31	.055	3.03	.073	2.96	.091
Partner work hours wave 4	0.00	.907	–0.03	.398	0.00	.910	–0.02	.542
Partner log earnings wave 4	–0.28	.618	–0.16	.728	–0.41	.422	–0.44	.431
Partner uses flexible work wave 4	–2.13	.009	–2.21	.006	–1.82	.014	–2.07	.016
Pseudo R^2	0.35		0.33		0.28		0.37	

Source: Understanding Society waves 2–4. *Note:* n=111 for flexible work as two categories of flexible work had very few cases that perfectly predicted the outcome variable; 112 for flexitime as two categories for flexitime had very few cases that perfectly predicted the outcome variable; 113 for telework as some categories for telework had very few cases and perfectly predicted the outcome variable, 109 for flexitime and telework. There are no women who work in a small part-time job in wave 2 in this sample.

3.9 Various definitions of reduction of working hours

For this robustness check we looked at the question whether the cut–off point of a reduction of working hours of more than 4 hours/week matters. In this robustness check we look at what happens if we do the analyses for any working hours reduction, more than 8 hours, and more than 10%.

In the analyses with reduction of working hours of more than 4 hours/week that was presented in the main analysis, we showed that (perceived) access to telework in wave 4 only or in both waves was negatively related to the likelihood of reducing working hours. When changing the definition of reduction of working hours, we do not see this anymore. Only for a reduction of more than 8 hours/week we see that (perceived) access to telework in both waves is significantly negatively related to the likelihood of reducing working hours.

In the analyses presented in the paper we also saw that use of flexitime in both waves was negatively related to reducing working hours. We do not see this anymore when we look at *any* reduction (in that case, we only see it for using flexitime in wave 4 only), but we do see it when looking at a reduction of more than 8 hours or a reduction of more than 10% of the working hours. Hence, we only see it when we are looking at substantial reductions of working hours (more than 4 hours, more than 8 hours, or more than 10%).

Hence, these additional analyses provide additional evidence for the statement that the effect of (perceived) access to telework is less stable than the effect of flexitime. For flexitime it matters less how we define a reduction of working hours as long as we are talking about a substantial reduction of hours.

Table A3–40: logistic regression of the likelihood of reducing working hours on (perceived) access to flexible work – ANY reduction

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	7.83	<.001	7.93	<.001	7.24	.001	7.50	.001
Main variables								
No access to flexible work/flexitime in either wave (ref)								
Access to flexible work/flexitime in wave 4 only	–0.48	.344	–0.07	.879			–0.02	.966
Access to flexible work/flexitime in wave 2 only	–0.68	.157	–0.28	.536			–0.18	.699
Access to flexible work/flexitime in both waves	–0.77	.036	–0.61	.098			–0.23	.590
No access to telework in either wave (ref)								
Access to telework in wave 4 only					–1.09	.048	–0.97	.108
Access to telework in wave 2 only					–0.27	.721	–0.15	.844
Access to telework in both waves					–0.81	.080	–0.69	.178
Control variables								
Works small part-time (<16 hours/week) wave 2	–1.82	.015	–1.66	.024	–1.72	.022	–1.71	.022
Works large part-time (16–34 hours/week) wave 2	–1.05	.005	–1.04	.005	–1.07	.004	–1.08	.004
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	0.84	.257	0.76	.296	0.90	.219	0.83	.262
Age wave 4	–0.02	.635	–0.01	.720	–0.01	.686	–0.01	.677
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.60	.107	0.57	.121	0.54	.142	0.55	.141
2 wave 4	0.52	.447	0.60	.374	0.54	.428	0.56	.412
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	–0.87	.021	–0.89	.017	–0.96	.012	–0.96	.012
3 or more wave 4	–1.19	.017	–1.23	.014	–1.16	.021	–1.19	.019
Gender attitude wave 2	0.05	.756	0.02	.901	0.03	.851	0.03	.868
Having a degree wave 4	–0.12	.747	–0.14	.700	–0.05	.894	–0.07	.853
Working in private sector wave 4	–0.09	.816	–0.22	.574	–0.11	.767	–0.15	.699
Union present wave 4	0.07	.856	0.12	.765	0.03	.946	0.04	.910
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–0.84	.037	–0.85	.033	–0.92	.023	–0.90	.026
Partly skilled or unskilled work	–0.61	.282	–0.60	.284	–0.58	.302	–0.62	.276
Log corrected wage wave 4	–0.62	.107	–0.67	.080	–0.62	.108	–0.62	.106
Living with partner wave 4	–3.71	<.001	–3.61	<.001	–3.66	<.001	–3.69	<.001
Partner employed wave 4	2.51	.002	2.36	.003	2.49	.002	2.49	.002
Partner self-employed wave 4	2.81	.003	2.63	.005	2.73	.004	2.74	.004
Partner work hours wave 4	–0.00	.831	–0.00	.772	–0.00	.772	–0.00	.771
Partner log earnings wave 4	–0.17	.304	–0.18	.270	–0.12	.465	–0.13	.431
Partner uses flexible work wave 4	–0.64	.082	–0.61	.091	–0.63	.088	–0.62	.090
Pseudo R^2	0.19		0.18		0.19		0.19	

Source: Understanding Society waves 2–4. *Note:* n=272.

Table A3–41: logistic regression of the likelihood of reducing working hours on use of flexible work – ANY reduction

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	8.16	<.001	7.73	<.001	7.24	.001	7.65	<.001
Main variables								
No use flexible work/flexitime in either wave (ref)								
Use flexible work/flexitime in wave 4 only	–1.89	.002	–1.82	.015			–1.60	.040
Use flexible work/flexitime in wave 2 only	–1.12	.027	–1.01	.055			–0.97	.065
Use flexible work/flexitime in both waves	–0.96	.037	–1.04	.068			–0.89	.152
No use telework in either wave (ref)								
Use telework in wave 4 only					–1.63	.030	–0.98	.250
Use telework in wave 2 only					–0.52	.657	–0.28	.817
Use telework in both waves					–0.05	.941	0.28	.723
Control variables								
Works small part-time (<16 hours/week) wave 2	–1.88	.015	–1.66	.027	–1.56	.035	–1.65	.029
Works large part-time (16–34 hours/week) wave 2	–1.13	.003	–1.01	.008	–0.93	.012	–0.97	.011
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	1.07	.149	0.73	.317	1.05	.146	0.77	.290
Age wave 4	–0.02	.565	–0.01	.704	–0.01	.714	–0.01	.709
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.56	.134	0.54	.151	0.47	.209	0.53	.167
2 wave 4	0.49	.485	0.49	.476	0.38	.567	0.42	.538
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	–0.75	.053	–0.91	.018	–0.90	.017	–0.93	.017
3 or more wave 4	–1.03	.041	–1.20	.019	–1.21	.016	–1.25	.016
Gender attitude wave 2	0.10	.595	0.07	.685	0.05	.770	0.08	.653
Having a degree wave 4	–0.05	.897	–0.06	.870	–0.04	.910	–0.03	.937
Working in private sector wave 4	–0.12	.755	–0.26	.510	–0.10	.794	–0.25	.540
Union present wave 4	–0.05	.906	–0.01	.990	0.03	.943	–0.01	.985
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–0.98	.019	–0.84	.041	–0.90	.028	–0.84	.046
Partly skilled or unskilled work	–0.63	.270	–0.59	.299	–0.52	.353	–0.59	.303
Log corrected wage wave 4	–0.73	.065	–0.67	.087	–0.66	.086	–0.66	.093
Living with partner wave 4	–3.60	<.001	–3.48	.001	3.54	<.001	–3.54	.001
Partner employed wave 4	2.53	.002	2.32	.004	2.39	.003	2.36	.004
Partner self-employed wave 4	3.09	.002	2.81	.004	2.69	.004	2.87	.003
Partner work hours wave 4	–0.01	.658	–0.00	.823	–0.01	.687	–0.01	.742
Partner log earnings wave 4	–0.14	.397	–0.16	.337	–0.12	.448	–0.14	.386
Partner uses flexible work wave 4	–0.53	.159	–0.57	.126	–0.61	.094	–0.58	.118
Pseudo R^2	0.22		0.21		0.19		0.21	

Source: Understanding Society waves 2–4. *Note:* n=272.

Table A3–42: logistic regression of the likelihood of reducing working hours on (perceived) access to flexible work – more than 8 hours reduction

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	1.22	.588	1.09	.629	0.57	.804	0.04	.987
Main variables								
No access to flexible work/flexitime in either wave (ref)								
Access to flexible work/flexitime in wave 4 only	–0.64	.238	–0.12	.821			–0.06	.908
Access to flexible work/flexitime in wave 2 only	–0.12	.809	0.24	.630			0.30	.547
Access to flexible work/flexitime in both waves	–0.37	.344	–0.01	.978			0.49	.285
No access to telework in either wave (ref)								
Access to telework in wave 4 only					–0.64	.283	–0.93	.160
Access to telework in wave 2 only					0.05	.958	–0.16	.860
Access to telework in both waves					–0.93	.068	–1.18	.037
Control variables								
Works small part-time (<16 hours/week) wave 2	–2.31	.050	–2.29	.055	–2.33	.050	–2.39	.047
Works large part-time (16–34 hours/week) wave 2	–1.08	.007	–1.06	.008	–1.16	.005	–1.14	.006
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	1.24	.047	1.27	.041	1.23	.048	1.39	.032
Age wave 4	0.04	.299	0.04	.290	0.03	.388	0.03	.371
Age youngest child								
0 wave 4 (ref)								
1 wave 4	1.10	.008	1.12	.007	1.10	.008	1.10	.009
2 wave 4	0.44	.552	0.52	.473	0.45	.549	0.42	.581
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	–1.49	<.001	–1.51	<.001	–1.53	<.001	–1.56	<.001
3 or more wave 4	–2.08	<.001	–2.07	<.001	–1.90	.002	–1.87	.002
Gender attitude wave 2	–0.08	.675	–0.09	.642	–0.09	.650	–0.08	.691
Having a degree wave 4	–0.73	.070	–0.75	.062	–0.68	.098	–0.66	.106
Working in private sector wave 4	0.70	.089	0.65	.110	0.67	.107	0.73	.082
Union present wave 4	0.00	.995	0.04	.918	–0.04	.926	–0.07	.862
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–0.52	.248	–0.50	.255	–0.53	.248	–0.53	.244
Partly skilled or unskilled work	–0.29	.627	–0.22	.706	–0.30	.609	–0.23	.700
Log corrected wage wave 4	–0.13	.775	–0.16	.722	–0.01	.985	0.03	.956
Living with partner wave 4	–5.15	<.001	–5.06	<.001	–5.13	<.001	–5.15	<.001
Partner employed wave 4	3.40	.004	3.26	.005	3.37	.004	3.41	.004
Partner self-employed wave 4	3.02	.016	2.97	.018	3.05	.016	3.17	.013
Partner work hours wave 4	0.01	.667	0.01	.673	0.01	.699	0.01	.651
Partner log earnings wave 4	–0.02	.913	–0.02	.918	0.03	.904	0.05	.839
Partner uses flexible work wave 4	–0.64	.103	–0.66	.098	–0.65	.102	–0.68	.093

Pseudo R^2	0.27	0.27	0.28	0.28

Source: Understanding Society waves 2–4. *Note:* n=272.

Table A3–43: logistic regression of the likelihood of reducing working hours on use of flexible work – more than 8 hours reduction

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	1.64	.494	1.29	.575	0.89	.694	1.35	.565
Main variables								
No use flexible work/flexitime in either wave (ref)								
Use flexible work/flexitime in wave 4 only	–2.44	.008	–0.26	.770			–0.10	.911
Use flexible work/flexitime in wave 2 only	–0.33	.560	0.09	.876			0.08	.896
Use flexible work/flexitime in both waves	–1.49	.007	–2.04	.006			–2.04	.008
No use telework in either wave (ref)								
Use telework in wave 4 only					–0.94	.304	–0.70	.491
Use telework in wave 2 only					0.63	.604	1.07	.420
Use telework in both waves					–0.81	.337	–0.27	.751
Control variables								
Works small part-time (<16 hours/week) wave 2	–2.24	.060	–2.14	.067	–2.14	.068	–2.09	.075
Works large part-time (16–34 hours/week) wave 2	–1.17	.005	–1.09	.008	–1.02	.012	–1.05	.011
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	1.42	.035	0.97	.119	1.34	.035	1.02	.111
Age wave 4	0.04	.345	0.05	.193	0.03	.382	0.05	.227
Age youngest child								
0 wave 4 (ref)								
1 wave 4	1.07	.012	1.17	.006	1.00	.016	1.09	.011
2 wave 4	0.28	.711	0.46	.534	0.43	.563	0.42	.571
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	–1.59	<.001	–1.71	<.001	–1.53	<.001	–1.72	<.001
3 or more wave 4	–1.99	.001	–2.29	<.001	–1.94	.001	–2.22	<.001
Gender attitude wave 2	–0.06	.774	–0.00	.982	–0.09	.652	0.00	1.000
Having a degree wave 4	–0.64	.125	–0.66	.107	–0.71	.079	–0.64	.121
Working in private sector wave 4	0.65	.122	0.49	.230	0.72	.076	0.53	.206
Union present wave 4	–0.09	.833	0.01	.975	–0.00	.994	0.02	.962
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–0.68	.148	–0.48	.295	–0.52	.250	–0.50	.291
Partly skilled or unskilled work	–0.51	.401	–0.28	.643	–0.23	.690	–0.29	.632
Log corrected wage wave 4	–0.18	.694	–0.17	.712	–0.07	.876	–0.15	.741
Living with partner wave 4	–5.28	<.001	–5.24	<.001	–4.88	<.001	–5.15	<.001
Partner employed wave 4	3.65	.002	3.31	.004	3.26	.005	3.32	.005
Partner self-employed wave 4	3.33	.010	2.87	.022	2.94	.020	2.87	.023
Partner work hours wave 4	0.01	.692	0.00	.923	0.01	.674	0.00	.891
Partner log earnings wave 4	–0.02	.947	0.00	1.000	–0.02	.929	–0.01	.949
Partner uses flexible work wave 4	–0.65	.118	–0.66	.106	–0.65	.102	–0.65	.114
Pseudo R^2	0.31		0.30		0.28		0.30	

Source: Understanding Society waves 2–4. *Note:* n=272.

Table A3–44: logistic regression of the likelihood of reducing working hours on (perceived) access to flexible work – more than 10% reduction

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	5.71	.005	5.80	.005	5.22	.010	5.25	.012
Main variables								
No access to flexible work/flexitime in either wave (ref)								
Access to flexible work/flexitime in wave 4 only	–0.01	.987	0.27	.568			0.33	.493
Access to flexible work/flexitime in wave 2 only	0.03	.944	–0.02	.965			0.09	.852
Access to flexible work/flexitime in both waves	–0.54	.124	–0.44	.217			–0.00	.996
No access to telework in either wave (ref)								
Access to telework in wave 4 only					–1.13	.042	–1.12	.063
Access to telework in wave 2 only					0.04	.960	0.08	.918
Access to telework in both waves					–0.93	.045	–0.88	.085
Control variables								
Works small part-time (<16 hours/week) wave 2	–2.29	.011	–2.19	.014	–2.33	.010	–2.31	.011
Works large part-time (16–34 hours/week) wave 2	–0.88	.015	–0.87	.015	–0.93	.011	–0.95	.010
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	0.85	.185	0.80	.216	0.97	.134	0.94	.157
Age wave 4	–0.03	.395	–0.03	.394	–0.03	.318	–0.03	.331
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.66	.070	0.64	.079	0.60	.095	0.62	.088
2 wave 4	1.11	.098	1.10	.098	1.05	.118	1.09	.108
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	–1.16	.001	–1.18	.001	–1.21	.001	–1.23	.001
3 or more wave 4	–1.32	.007	–1.37	.005	–1.26	.011	–1.27	.010
Gender attitude wave 2	–0.32	.070	–0.32	.066	–0.32	.070	–0.32	.068
Having a degree wave 4	–0.84	.027	–0.87	.021	–0.80	.038	–0.82	.035
Working in private sector wave 4	0.41	.282	0.34	.371	0.44	.238	0.41	.289
Union present wave 4	0.22	.544	0.24	.524	0.14	.706	0.13	.727
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–1.12	.007	–1.08	.008	–1.13	.007	–1.14	.007
Partly skilled or unskilled work	–0.77	.158	–0.71	.194	–0.75	.169	–0.74	.179
Log corrected wage wave 4	–0.14	.706	–0.16	.673	–0.09	.817	–0.09	.813
Living with partner wave 4	–3.53	<.001	–3.45	<.001	–3.61	<.001	–3.58	<.001
Partner employed wave 4	2.62	.002	2.50	.002	2.73	.001	2.68	.001
Partner self-employed wave 4	2.62	.005	2.50	.007	2.75	.004	2.71	.004
Partner work hours wave 4	–0.00	.846	–0.01	.743	–0.00	.808	–0.00	.770
Partner log earnings wave 4	–0.18	.254	–0.17	.268	–0.11	.495	–0.11	.492
Partner uses flexible work wave 4	–0.65	.074	–0.65	.076	–0.65	.077	–0.65	.078

Pseudo R^2	0.20	0.20	0.22	0.22

Source: Understanding Society waves 2–4. *Note:* n=272.

Table A3–45: logistic regression of the likelihood of reducing working hours on use of flexible work – more than 10% reduction

	Flexible work		Flexitime		Telework		Flexitime & Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	6.02	.005	5.77	.005	5.28	.009	5.80	.005
Main variables								
No use flexible work/flexitime in either wave (ref)								
Use flexible work/flexitime in wave 4 only	–1.40	.024	–1.05	.158			–0.82	.291
Use flexible work/flexitime in wave 2 only	–0.74	.143	–0.41	.439			–0.38	.478
Use flexible work/flexitime in both waves	–1.61	.001	–1.82	.003			–1.74	.006
No use telework in either wave (ref)								
Use telework in wave 4 only					–1.46	.069	–1.03	.255
Use telework in wave 2 only					0.05	.965	0.42	.730
Use telework in both waves					–0.74	.334	–0.30	.700
Control variables								
Works small part-time (<16 hours/week) wave 2	–2.33	.010	–2.11	.018	–2.12	.018	–2.08	.020
Works large part-time (16–34 hours/week) wave 2	–0.92	.014	–0.81	.029	–0.77	.033	–0.78	.036
Works full-time (35–47 hours/week) wave 2 (ref)								
Works long hours (48 hours/week or more) wave 2	0.89	.168	0.63	.332	1.11	.088	0.72	.272
Age wave 4	–0.04	.296	–0.02	.493	–0.03	.323	–0.03	.450
Age youngest child								
0 wave 4 (ref)								
1 wave 4	0.62	.096	0.63	.087	0.49	.173	0.56	.129
2 wave 4	1.01	.142	0.96	.151	0.91	.167	0.91	.173
Total number of children in household								
1 wave 4 (ref)								
2 wave 4	–1.18	.002	–1.32	<.001	–1.15	.001	–1.33	<.001
3 or more wave 4	–1.28	.011	–1.52	.002	–1.24	.011	–1.48	.004
Gender attitude wave 2	–0.25	.170	–0.24	.171	–0.30	.083	–0.24	.179
Having a degree wave 4	–0.76	.051	–0.80	.037	–0.76	.043	–0.76	.048
Working in private sector wave 4	0.43	.259	0.26	.504	0.49	.194	0.30	.441
Union present wave 4	0.11	.774	0.19	.617	0.13	.730	0.16	.683
Occupational level wave 4								
Management / professional (ref)								
Skilled work	–1.23	.004	–1.09	.010	–1.12	.007	–1.13	.009
Partly skilled or unskilled work	–0.86	.121	–0.76	.167	–0.67	.214	–0.79	.153
Log corrected wage wave 4	–0.16	.672	–0.17	.652	–0.14	.716	–0.17	.661
Living with partner wave 4	–3.51	<.001	–3.50	<.001	–3.35	.001	–3.46	<.001
Partner employed wave 4	2.74	.001	2.55	.002	2.58	.002	2.59	.002
Partner self-employed wave 4	2.84	.003	2.59	.006	2.63	.005	2.65	.005
Partner work hours wave 4	–0.01	.678	–0.01	.597	–0.00	.765	–0.01	.587
Partner log earnings wave 4	–0.14	.374	–0.14	.373	–0.13	.395	–0.14	.383
Partner uses flexible work wave 4	–0.63	.099	–0.63	.093	–0.64	.082	–0.62	.098
Pseudo R^2	0.24		0.23		0.21		0.23	

Source: Understanding Society waves 2–4. *Note:* n=272.

Web appendix 4: Who has access to flexible work?

For this question, we select all women in the dataset who are in employment (not unemployed, inactive, on maternity leave, or self-employed) regardless of parental status. We include both individual and work variables as individual variables may affect how individuals seek out flexible work. We did the analyses separately for wave 2 and for wave 4. Results (see tables on next pages) clearly show that most work-related as well as individual-related variables are significantly related to whether an individual reports access to flexible work, and flexitime and telework. Clearly, not everyone (perceives she) has equal access to flexible work, and especially those with higher human capital – in higher occupational statuses, higher education, with managerial roles are those who are likely to have access to flexible work arrangements.

Table A4–1: logistic regression of the likelihood of having access to flexible work – wave 2

	Flexible work		Flexitime		Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	0.04	.873	–0.53	.032	–2.66	<.001
Work characteristics						
Private sector	–0.12	.062	–0.17	.011	–0.37	.001
Union present	0.28	<.001	0.47	<.001	–0.26	.003
Managerial duties						
Manager (ref)						
Foreman / Supervisor	–0.16	.039	–0.16	.038	–0.45	<.001
Not manager / supervisor	–0.27	<.001	–0.20	.002	–0.26	.002
Log corrected hourly wages	0.21	<.001	0.15	.001	0.75	<.001
ISCO						
Managers (ref)						
Professionals	–0.41	<.001	–0.26	.005	–0.46	<.001
Technicians and associate professionals	–0.33	<.001	0.19	.032	–0.65	<.001
Clerical support workers	–0.10	.239	0.05	.571	–0.58	<.001
Service and sales workers	–0.50	<.001	–0.42	<.001	1.62	<.001
Craft and related trades workers	–0.15	.585	0.06	.847	–0.94	.129
Plant and machine operators	–0.90	<.001	–0.54	.009	–0.97	.005
Elementary occupations	–0.97	<.001	–0.76	<.001	–1.73	<.001
Armed forces and agriculture workers	–1.20	.155	–1.45	.121	–	–
Permanent job	–0.06	.437	–0.09	.297	–0.09	.490
Performance related pay	0.20	.001	0.20	.001	0.24	.002
Sector						
Industry (ref)						
Construction	–0.12	.517	–0.03	.864	–0.33	.161
Wholesale, retail, food and accommodation	–0.37	<.001	–0.16	.127	–1.52	<.001
Transport	–0.43	.006	–0.37	.027	–0.32	.185
Financial services	0.23	.061	0.35	.005	–0.37	.018
Public admin. and defence	0.93	<.001	1.21	<.001	–0.16	.338
Education	–1.45	<.001	–1.33	<.001	–1.38	<.001
Health	–0.15	.139	0.04	.733	–0.99	<.001
Other services – academic and administrative	0.11	.306	0.14	.190	0.05	.706
Other services – other	–0.20	.123	–0.04	.757	–0.48	.015
Payment type						
Salaried (ref)						

Basic salary plus commission	–0.47	.033	–0.82	.001	0.16	.579
Paid by the hour	–0.23	<.001	–0.30	<.001	–0.90	<.001
Other	–0.34	.068	–0.77	.001	0.00	.994
Occupational size						
Micro (1–9) (ref)						
Small (10–49)	–0.05	.409	0.03	.639	–0.48	<.001
Medium (50–499)	0.21	.001	0.26	<.001	–0.31	.002
Large (500+)	0.57	<.001	0.57	<.001	0.16	.134
Individual variables						
Degree	0.15	.002	0.10	.050	0.27	<.001
Age	–0.01	<.001	–0.01	<.001	–0.01	.001
Number of children						
No children (ref)						
1 child	0.03	.549	0.00	.963	–0.03	.709
2 children	0.12	.020	0.06	.292	0.00	.958
3 or more children	0.10	.194	0.08	.291	–0.02	.885
Living with a partner	0.11	.013	0.11	.020	0.24	.001
Longstanding illness	0.13	.007	0.08	.104	0.17	.018
Care	0.10	.059	0.08	.150	0.07	.392
Pseudo R^2	0.13		0.14		0.22	

Source: Understanding Society wave 4, women only. *Note:* n=12,501 for flexible work and flexitime and n=12,493 for telework due to perfect prediction of one category.

Table A4–2: logistic regression of the likelihood of having access to flexible work – wave 4

	Flexible work		Flexitime		Telework	
	Coefficient	p-value	Coefficient	p-value	Coefficient	p-value
Constant	0.59	.029	–0.04	.880	–2.20	<.001
Work characteristics						
Private sector	–0.23	.001	–0.30	<.001	–0.47	<.001
Union present	0.26	<.001	0.44	<.001	–0.40	<.001
Managerial duties						
Manager (ref)						
Foreman / Supervisor	–0.23	.006	–0.37	<.001	–0.51	<.001
Not manager / supervisor	–0.31	<.001	–0.41	<.001	–0.27	.002
Log corrected hourly wages	0.10	.044	0.04	.478	0.67	<.001
ISCO						
Managers (ref)						
Professionals	–0.41	<.001	–0.17	.085	–0.13	.261
Technicians and associate professionals	–0.32	.001	–0.03	.731	–0.47	<.001
Clerical support workers	–0.10	.320	0.18	.058	–0.42	<.001
Service and sales workers	–0.61	<.001	–0.33	.001	–1.74	<.001
Craft and related trades workers	0.19	.517	0.55	.072	–1.10	.081
Plant and machine operators	–1.02	<.001	–0.74	.002	–1.50	.001
Elementary occupations	–0.98	<.001	–0.70	<.001	–2.28	<.001
Armed forces and agriculture workers	0.23	.737	–0.42	.563	–	–
Permanent job	–0.07	.403	–0.05	.597	–0.20	.161
Performance related pay	0.24	.001	0.24	.001	0.09	.340
Sector						
Industry (ref)						
Construction	0.11	.572	0.27	.193	0.10	.683
Wholesale, retail, food and accommodation	–0.10	.378	0.07	.557	–0.99	<.001
Transport	0.07	.698	0.04	.830	–0.30	.281
Financial services	0.06	.650	0.35	.010	–0.38	.025
Public admin. and defence	0.90	<.001	1.18	<.001	0.06	.720
Education	–1.38	<.001	–1.23	<.001	–1.46	<.001
Health	–0.10	.369	0.16	.180	–1.04	<.001
Other services – academic and administrative	0.24	.036	0.31	.009	0.08	.564
Other services – other	0.02	.862	0.18	.221	–0.40	.047
Payment type						
Salaried (ref)						
Basic salary plus commission	–0.42	.120	–0.91	.004	–0.14	.731

Paid by the hour	–0.37	<.001	–0.33	<.001	–0.91	<.001
Other	–0.51	.012	–0.38	.089	0.24	.409
Occupational size						
Micro (1–9) (ref)						
Small (10–49)	–0.14	.032	–0.06	.364	–0.49	<.001
Medium (50–499)	0.17	.010	0.32	<.001	–0.27	.010
Large (500+)	0.65	<.001	0.78	<.001	0.22	.053
Individual variables						
Degree	0.17	.001	0.05	.338	0.21	.006
Age	–0.01	<.001	–0.01	<.001	–0.00	.145
Number of children						
No children (ref)						
1 child	0.02	.709	0.03	.559	–0.11	.210
2 children	0.05	.389	0.05	.401	–0.15	.080
3 or more children	–0.11	.208	–0.10	.278	–0.15	.277
Living with a partner	0.15	.004	0.09	.075	0.15	.048
Longstanding illness	0.19	<.001	0.10	.073	0.13	.087
Care	0.14	.012	0.05	.396	0.02	.837
Pseudo R^2	0.14		0.15		0.22	

Source: Understanding Society wave 4, women only. *Note:* n=10,421 for flexible work and flexitime and n=10,410 for telework due to perfect prediction of one category.