

Table A2. Hierarchical linear regression analyses of work-family conflict on working from home - sector and country moderation models

	Model 9	Model 10
Working from home (proportion of working month *10)	0.04*** (0.02)	0.09* (0.04)
<i>sector (ref: Manufacturing)</i>		
Health care	0.05 (0.05)	0.12*** (0.05)
Higher Education	-0.003 (0.06)	0.01 (0.05)
Transport	-0.03 (0.06)	-0.02 (0.05)
Financial Services	-0.07 (0.06)	-0.07 (0.05)
Telecommunication	-0.07 (0.06)	-0.01 (0.06)
Health care × Working from home	0.01 (0.02)	
Higher Education × Working from home	0.03 (0.02)	
Transport × Working from home	-0.03 (0.03)	
Financial Services × Working from home	-0.01 (0.03)	
Telecommunication × Working from home	-0.02 (0.02)	
Female gender	0.04+ (0.02)	0.04* (0.02)
Supervisory position	0.19*** (0.02)	0.17*** (0.02)
Job autonomy	0.15*** (0.01)	0.07*** (0.01)
Organizational tenure (years)	0.003*** (0.001)	0.002 (0.001)
Flexible schedule (0/1)	0.001 (0.022)	-0.0002 (0.021)
Contracted hours (sqrt)	0.14*** (0.01)	0.12*** (0.01)
Commuting time (sqrt)	0.04*** (0.005)	0.04*** (0.005)
Higher educated	0.06*** (0.02)	0.03 (0.02)
Age	0.02*** (0.01)	0.02* (0.01)
Age2	-0.0002*** (0.00008)	-0.0002*** (0.00007)
Having a partner	0.06*** (0.02)	0.06*** (0.02)
Having a young child	-0.0007 (0.023)	0.00082 (0.022)
Hours of domestic work (sqrt)	0.04*** (0.01)	0.03*** (0.01)
Organization size (log)	-0.01 (0.01)	-0.006 (0.01)
<i>country (ref: United Kingdom)</i>		
Germany	0.28*** (0.08)	0.25*** (0.1)
Finland	-0.1 (0.09)	-0.14 (0.11)

	Model 9	Model 10
Sweden	-0.02 (0.08)	0.06 (0.09)
Netherlands	0.03 (0.07)	-0.05 (0.08)
Portugal	0.06 (0.08)	0.09 (0.09)
Spain	0.02 (0.09)	0.02 (0.1)
Hungary	0.12 (0.08)	0.24*** (0.09)
Bulgaria	0.31*** (0.08)	0.42*** (0.09)
Managerial support		-0.09* (0.04)
Ideal worker culture		0.39*** (0.04)
Proportion of co-workers working from home		0.001 (0.03)
Working from home × Managerial support		0.002 (0.03)
Working from home × Ideal worker culture		0.01 (0.02)
Working from home × Proportion of co-workers working from home		-0.01 (0.01)
Germany × Working from home		-0.06 (0.06)
Finland × Working from home		-0.04 (0.05)
Sweden × Working from home		-0.05 (0.06)
Netherlands × Working from home		-0.03 (0.05)
Portugal × Working from home		-0.04 (0.05)
Spain × Working from home		-0.05 (0.05)
Hungary × Working from home		-0.09* (0.05)
Bulgaria × Working from home		-0.08 (0.06)
Germany × Managerial support		-0.09 (0.05)
Finland × Managerial support		-0.02 (0.06)
Sweden × Managerial support		-0.09+ (0.05)
Netherlands × Managerial support		-0.09* (0.05)
Portugal × Managerial support		-0.04 (0.05)
Spain × Managerial support		-0.06 (0.05)
Hungary × Managerial support		-0.18*** (0.05)
Bulgaria × Managerial support		-0.09+ (0.05)
Germany × Ideal worker culture		-0.06 (0.06)

	Model 9	Model 10
Finland × Ideal worker culture		-0.11+ (0.06)
Sweden × Ideal worker culture		-0.15*** (0.05)
Netherlands × Ideal worker culture		-0.09+ (0.05)
Portugal × Ideal worker culture		-0.15*** (0.05)
Spain × Ideal worker culture		-0.12* (0.05)
Hungary × Ideal worker culture		-0.1+ (0.05)
Bulgaria × Ideal worker culture		-0.08 (0.05)
Germany × Pr. of co-workers working from home		0.01 (0.05)
Finland × Pr. of co-workers working from home		0.03 (0.04)
Sweden × Pr. of co-workers working from home		0.01 (0.04)
Netherlands × Pr. of co-workers working from home		0.03 (0.03)
Portugal × Pr. of co-workers working from home		0.01 (0.04)
Spain × Pr. of co-workers working from home		0.01 (0.05)
Hungary × Pr. of co-workers working from home		0.003 (0.04)
Bulgaria × Pr. of co-workers working from home		-0.03 (0.05)
Germany × Working from home × Managerial support		0.05 (0.04)
Finland × Working from home × Managerial support		-0.01 (0.03)
Sweden × Working from home × Managerial support		0.002 (0.04)
Netherlands × Working from home × Managerial support		0.01 (0.03)
Portugal × Working from home × Managerial support		-0.02 (0.03)
Spain × Working from home × Managerial support		-0.02 (0.03)
Hungary × Working from home × Managerial support		0.04 (0.03)
Bulgaria × Working from home × Managerial support		-0.01 (0.03)
Germany × Working from home × Ideal worker culture		-0.01 (0.03)
Finland × Working from home × Ideal worker culture		0.01 (0.03)
Sweden × Working from home × Ideal worker culture		0.08* (0.04)
Netherlands × Working from home × Ideal worker culture		0.01 (0.03)
Portugal × Working from home × Ideal worker culture		-0.01 (0.03)
Spain × Working from home × Ideal worker culture		-0.02 (0.03)

	Model 9	Model 10
Hungary × Working from home × Ideal worker culture		-0.01 (0.03)
Bulgaria × Working from home × Ideal worker culture		0.002 (0.03)
Germany × Working from home × Pr. co-workers working from home		0.01 (0.01)
Finland × Working from home × Pr. co-workers working from home		0.01 (0.01)
Sweden × Working from home × Pr. co-workers working from home		-0.002 (0.01)
Netherlands × Working from home × Pr. co-workers working from home		0.004 (0.01)
Portugal × Working from home × Pr. co-workers working from home		0.01 (0.01)
Spain × Working from home × Pr. co-workers working from home		0.01 (0.01)
Hungary × Working from home × Pr. co-workers working from home		0.02+ (0.01)
Bulgaria × Working from home × Pr. co-workers working from home		0.02 (0.02)
Intercept	-1.77*** (0.18)	-1.55*** (0.16)
$\sigma(\text{organization})$	0.03*** (0.02)	0.14*** (0.02)
$\sigma(\beta(\text{working from home}[\text{organization}]))$	0.19*** (0.02)	
$\sigma(\text{work unit})$	0.17*** (0.02)	0.15*** (0.01)
$\sigma(\text{Residual})$	0.85*** (0.01)	0.8*** (0.01)
Number of employees	11011	11011
Number of work units	868	868
Number of organizations	257	257

Notes:† p<0.10 \* p<0.05 \*\* p<0.01 \*\*\* p<0.01 (2-sided). Estimated on multiple imputed data (M=10).

Standard errors corrected for multiple imputation bias using Rubin's rules and are in parentheses. Models include indicators for survey mode. Source: ESWS