Supplementary online materials for the article

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

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Table A1: Comparison of analysis sample and missing sample

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

N observation | 6,787 - 13,883 | 11,359

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

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

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

Note: *** p < 0.001. LEEP-B3 Survey, own calculations.
Table A3-I: Fixed-effects regressions on mental health, Interactions Having a partner

|                      | WFC time-based | WFC strain-based | FWC time-based | FWC strain-based |
|----------------------|----------------|------------------|----------------|------------------|
| Having a partner (ref. no) | 1.514*         | 1.660*           | 0.844          | 1.461***         |
|                       | (0.741)        | (0.686)          | (0.671)        | (0.542)          |
| WFC                  | -11.834***     |                  |                |                  |
|                       | (1.374)        |                  |                |                  |
| Having a partner # WFC | 0.951          |                  |                |                  |
|                       | (1.461)        |                  |                |                  |
| Time-based WFC       |                | -5.055***        |                |                  |
|                       |                | (1.099)          |                |                  |
| Having a partner # Time-based WFC | 0.194        |                  |                |                  |
|                       | (1.173)        |                  |                |                  |
| Strain-based WFC     |                | -14.130***       |                |                  |
|                       |                | (1.340)          |                |                  |
| Having a partner # Strain-based WFC | 2.378*        |                  |                |                  |
|                       |                | (1.426)          |                |                  |
| FWC                  |                | -12.912***       |                |                  |
|                       |                | (1.940)          |                |                  |
| Having a partner # FWC | 3.679*        |                  |                |                  |
|                       |                | (2.075)          |                |                  |
| Time-based FWC       |                | -7.515***        |                |                  |
|                       |                | (1.947)          |                |                  |
| Having a partner # Time-based FWC | 2.567        |                  |                |                  |
|                       |                | (2.076)          |                |                  |
| Strain-based FWC     |                | -8.771***        |                |                  |
|                       |                | (1.359)          |                |                  |
| Having a partner # Strain-based FWC | 2.601*        |                  |                |                  |
|                       |                | (1.456)          |                |                  |
| Constant             | 53.250***      | 50.815***        | 53.757***      | 51.438***        |
|                       | (0.671)        | (0.616)          | (0.633)        | (0.598)          |

Note: + p<0.10 * p < 0.05, ** p < 0.01, *** p < 0.001 (two-tailed tests). Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Controlled for controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.
**Table A3-2: Fixed-effects regressions on mental health, Interactions Appreciation partner**

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

*Note: + p<0.10 * p < 0.05, ** p < 0.01, *** p < 0.001 (two-tailed tests). Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Controlled for controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.
### Table A3-3: Fixed-effects regressions on mental health, Interactions Relative negotiation power

|                      | WFC time-based | WFC strain-based | FWC time-based | FWC strain-based | FWC time-based | FWC strain-based |
|----------------------|----------------|------------------|----------------|------------------|----------------|------------------|
| WFC                  | -17.020***     |                  |                |                  |                |                  |
|                      | (2.252)        |                  |                |                  |                |                  |
| Inferior # WFC       | 7.252**        |                  |                |                  |                |                  |
|                      | (2.790)        |                  |                |                  |                |                  |
| Superior # WFC       | 7.781**        |                  |                |                  |                |                  |
|                      | (2.519)        |                  |                |                  |                |                  |
| No partner # WFC     | 8.082**        |                  |                |                  |                |                  |
|                      | (2.853)        |                  |                |                  |                |                  |
| Time-based WFC       | -9.271***      |                  |                |                  |                |                  |
|                      | (1.797)        |                  |                |                  |                |                  |
| Inferior # Time-based WFC | 5.439*    |                  |                |                  |                |                  |
|                      | (2.193)        |                  |                |                  |                |                  |
| Superior # Time-based WFC | 5.901**   |                  |                |                  |                |                  |
|                      | (2.001)        |                  |                |                  |                |                  |
| No partner # Time-based WFC | 6.345** |                  |                |                  |                |                  |
|                      | (2.246)        |                  |                |                  |                |                  |
| Strain-based WFC     | -17.704***     |                  |                |                  |                |                  |
|                      | (2.147)        |                  |                |                  |                |                  |
| Inferior # Strain-based WFC | 6.744*   |                  |                |                  |                |                  |
|                      | (2.625)        |                  |                |                  |                |                  |
| Superior # Strain-based WFC | 6.763**  |                  |                |                  |                |                  |
|                      | (2.383)        |                  |                |                  |                |                  |
| No partner # Strain-based WFC | 5.292*    |                  |                |                  |                |                  |
|                      | (2.744)        |                  |                |                  |                |                  |
| FWC                  | -13.263**      |                  |                |                  |                |                  |
|                      | (3.155)        |                  |                |                  |                |                  |
| Inferior # FWC       | 5.841          |                  |                |                  |                |                  |
|                      | (3.803)        |                  |                |                  |                |                  |
| Superior # FWC       | 3.942          |                  |                |                  |                |                  |
|                      | (3.488)        |                  |                |                  |                |                  |
| No partner # FWC     | 3.871          |                  |                |                  |                |                  |
|                      | (3.941)        |                  |                |                  |                |                  |
| Time-based FWC       | -5.707*        |                  |                |                  |                |                  |
|                      | (2.864)        |                  |                |                  |                |                  |
| Inferior # Time-based FWC | 3.525   |                  |                |                  |                |                  |
|                      | (3.399)        |                  |                |                  |                |                  |
| Superior # Time-based FWC | 1.099   |                  |                |                  |                |                  |
|                      | (3.184)        |                  |                |                  |                |                  |
| No partner # Time-based FWC | -0.996 |                  |                |                  |                |                  |
|                      | (3.662)        |                  |                |                  |                |                  |
| Strain-based FWC     | -9.959***      |                  |                |                  |                |                  |
|                      | (2.254)        |                  |                |                  |                |                  |
| Inferior # Strain-based FWC | 3.833   |                  |                |                  |                |                  |
|                      | (2.721)        |                  |                |                  |                |                  |
| Superior # Strain-based FWC | 3.223   |                  |                |                  |                |                  |
|                      | (2.490)        |                  |                |                  |                |                  |
| No partner # Strain-based FWC | 4.486   |                  |                |                  |                |                  |
|                      | (2.780)        |                  |                |                  |                |                  |

| Constant             | 54.358***      | 52.033***       | 54.780***      | 52.192***      | 50.861***      | 52.220***       |
|                      | (0.319)        | (0.268)         | (0.281)        | (0.222)        | (0.140)        | (0.223)         |

*Note:* + p < 0.10, * p < 0.05, ** p < 0.01, *** p < 0.001 (two-tailed tests). Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is
“balanced”. Controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.
Table A3-4: Fixed-effects regressions on mental health, Interactions Telework

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

Note: + p<0.10 * p < 0.05, ** p < 0.01, *** p < 0.001 (two-tailed tests). Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.
|                                | WFC time-based | WFC strain-based | WFC time-based | WFC strain-based | WFC time-based | WFC strain-based |
|--------------------------------|----------------|------------------|----------------|------------------|----------------|------------------|
| Use of flexible working (ref. no) | -0.321 (0.516) | 0.096 (0.468)   | 0.295 (0.484)  | 0.262 (0.425)    | 0.421 (0.345)  | 0.125 (0.430)    |
| WFC                            | -11.788*** (0.944) |                  |                |                  |                |                  |
| Flexible working # WFC          | 1.435 (1.054)   |                  |                |                  |                |                  |
| Time-based WFC                 | -5.233*** (0.738) |                  |                |                  |                |                  |
| Flexible working # Time-based WFC | 0.588 (0.837) |                  |                |                  |                |                  |
| Strain-based WFC               | -12.897*** (0.900) |                  |                |                  |                |                  |
| Flexible working # Strain-based WFC | 1.620 (1.030) |                  |                |                  |                |                  |
| FWC                            | -11.038*** (1.315) |                  |                |                  |                |                  |
| Flexible working # FWC          | 1.600 (1.538)   |                  |                |                  |                |                  |
| Time-based FWC                 | -5.674*** (1.242) |                  |                |                  |                |                  |
| Flexible working # Time-based FWC | 0.481 (1.481) |                  |                |                  |                |                  |
| Strain-based FWC               | -7.905*** (0.955) |                  |                |                  |                |                  |
| Flexible working # Strain-based FWC | 1.758 (1.113) |                  |                |                  |                |                  |
| Constant                       | 54.701*** (0.443) | 52.164*** (0.391) | 54.810*** (0.403) | 52.017*** (0.329) | 50.551*** (0.255) | 52.019*** (0.334) |

**Note:** + p<0.10 * p < 0.05, ** p < 0.01, *** p < 0.001 (two-tailed tests). Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.
Table A3-6: Fixed-effects regressions on mental health, Interactions Management position

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

Note: + p<0.10 * p < 0.05, ** p < 0.01, *** p < 0.001 (two-tailed tests). Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.
**Table A3-7:** Fixed-effects regressions on mental health, Interactions Job autonomy

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

**Note:** + p<0.10 * p<0.05, ** p<0.01, *** p<0.001 (two-tailed tests). Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.
|                | WFC time-based | WFC strain-based | FWC time-based | FWC strain-based |
|----------------|---------------|-----------------|----------------|-----------------|
| Wages          | 0.216         | 0.020           | -0.132         | 0.186           | 0.067           |
| (0.559)        | (0.518)       | (0.536)         | (0.512)        | (0.447)         | (0.504)         |
| WFC            | -19.534*      |                 |                |                 |                 |
| (8.474)        |               |                 |                |                 |                 |
| Wages # WFC    | 1.052         |                 |                |                 |                 |
| (1.042)        |               |                 |                |                 |                 |
| Time-based WFC |               | -16.090*        |                |                 |                 |
| (6.753)        |               |                 |                |                 |                 |
| Wages # Time-based WFC |       | 1.380*         |                |                 |                 |
| (0.829)        |               |                 |                |                 |                 |
| Strain-based WFC |             | -12.289        |                |                 |                 |
| (8.085)        |               |                 |                |                 |                 |
| Wages # Strain-based WFC |   | 0.027          |                |                 |                 |
| (0.994)        |               |                 |                |                 |                 |
| FWC            |               | -30.789**       |                |                 |                 |
| (11.920)       |               |                 |                |                 |                 |
| Wages # FWC    |               | 2.583*          |                |                 |                 |
| (1.465)        |               |                 |                |                 |                 |
| Time-based FWC |               | -18.868*        |                |                 |                 |
| (11.132)       |               |                 |                |                 |                 |
| Wages # Time-based FWC |         | 1.685          |                |                 |                 |
| (1.372)        |               |                 |                |                 |                 |
| Strain-based FWC |             | -17.969*       |                |                 |                 |
| (8.238)        |               |                 |                |                 |                 |
| Wages # Strain-based FWC |       | 1.399          |                |                 |                 |
| (1.012)        |               |                 |                |                 |                 |
| Constant       | 52.728***     | 52.005***       | 50.101***      | 53.223***       | 49.278***       | 51.519***       |
| (4.540)        | (4.205)       | (4.363)         | (4.178)        | (3.644)         | (4.113)         |

*Note:* + p<0.10 * p < 0.05, ** p < 0.01, *** p < 0.001 (two-tailed tests). Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for for controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.
Table A3-9: Fixed-effects regressions on mental health, Interactions Supervisor support

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

Note: + p<0.10 * p < 0.05, ** p < 0.01, *** p < 0.001 (two-tailed tests). Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.
### Table A3-10: Fixed-effects regressions on mental health, Interactions Co-worker support

| Term                                      | WFC time-based | WFC strain-based | FWC time-based | FWC strain-based |
|-------------------------------------------|----------------|------------------|----------------|------------------|
| High co-worker support (ref. no/low support) | -1.296*        | -0.930*          | 1.010*         | 1.015*           |
|                                          | (0.552)        | (0.492)          | (0.521)        | (0.543)          |
| WFC                                       | -13.695***     |                  | 0.439          | (0.341)          |
| High support # WFC                       | 3.564**        |                  | 0.732*         | 0.732*           |
|                                          | (1.061)        |                  | (0.439)        | (0.341)          |
| Time-based WFC                           |                | -7.057****       |                |                  |
|                                          |                | (0.844)          |                |                  |
| High support # Time-based WFC            | 2.905***       |                  |                |                  |
|                                          | (0.882)        |                  |                |                  |
| Strain-based WFC                         | -14.049***     |                  |                |                  |
|                                          | (1.026)        |                  |                |                  |
| High support # Strain-based WFC          | 2.621*         |                  |                |                  |
|                                          | (1.096)        |                  |                |                  |
| FWC                                       | -8.097***      |                  |                |                  |
| High support # FWC                       | -2.407         |                  |                |                  |
|                                          | (1.629)        |                  |                |                  |
| Time-based FWC                           |                | -3.966**         |                |                  |
|                                          |                | (1.440)          |                |                  |
| High support # Time-based FWC            | -1.592         |                  |                |                  |
|                                          | (1.587)        |                  |                |                  |
| Strain-based FWC                         | -5.526***      |                  |                |                  |
|                                          | (1.086)        |                  |                |                  |
| High support # Strain-based FWC          | -1.634         |                  |                |                  |
|                                          | (1.167)        |                  |                |                  |
| Constant                                 | 55.537***      | 52.934***        | 55.305***      | 51.387***        |
|                                          | (0.518)        | (0.453)          | (0.481)        | (0.391)          |

Note: + p<0.10 * p<0.05, ** p<0.01, *** p<0.001 (two-tailed tests). Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.
**Table A3-11**: Fixed-effects regressions on mental health, Interactions Family-friendly policies

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

Note: + p<0.10 * p < 0.05, ** p < 0.01, *** p < 0.001 (two-tailed tests), Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.
### Table A3-12: Fixed-effects regressions on mental health, Interactions Health-promotion policies

|                          | WFC    | WFC    | WFC    | FWC    | FWC    | FWC    |
|--------------------------|--------|--------|--------|--------|--------|--------|
|                          | time-based | strain-based | time-based | strain-based | time-based | strain-based |
| WFC                      | -10.817*** |          |        |         |         |         |
| Health-promotion # WFC   | 0.429   |          |        |         |         |         |
| Time-based WFC           | -4.348*** |          |        |         |         |         |
| Health-promotion # Time-based WFC | 0.010   |          |        |         |         |         |
| Strain-based WFC         | -12.707*** |          |        |         |         |         |
| Health-promotion # Strain-based WFC | 1.201   |          |        |         |         |         |
| FWC                      | -11.478*** |          |        |         |         |         |
| Health-promotion # FWC   | 3.465*   |          |        |         |         |         |
| Time-based FWC           | -5.405*** |          |        |         |         |         |
| Health-promotion # Time-based FWC | 1.297   |          |        |         |         |         |
| Strain-based FWC         | -8.130*** |          |        |         |         |         |
| Health-promotion # Strain-based FWC | 2.590*   |          |        |         |         |         |
| Constant                 | 54.573*** | 52.191*** | 54.888*** | 52.383*** | 50.943*** | 52.361*** |
|                          | (0.302)  | (0.253)  | (0.265)  | (0.211)  | (0.132)  | (0.210)  |

**Note:** + p<0.10 * p < 0.05, ** p < 0.01, *** p < 0.001 (two-tailed tests), Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.
Table A3-13: Fixed-effects regressions on mental health, Interactions Low-demand culture

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

Note: + p<0.10 * p < 0.05, ** p < 0.01, *** p < 0.001 (two-tailed tests). Standard Error in parentheses. N=4,920. WFC = Work-to-family conflicts, FWC = Family-to-work conflicts. Reference category for relative negotiation power is “balanced”. Controlled for age, actual working hours, physical strain, management position, hourly wages, age of youngest child in household. LEEP-B3 Survey, own calculations.
Table A3-14: Fixed-effects regressions on mental health, Interactions Family-supportive culture

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

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