## Online Appendix for paper

## Flexible working and division of household labour among dual earner couples with children

\*\* Description of the control variables and their operationalisation

### Control variables

The following individual and household variables are included; Age, duration of cohabitation, gender roles attitudes score, hours worked per week, relative personal income, number of children in household and age of youngest child are all included in the model as continuous variables. Duration of cohabitation number of years the participants have lived together, including years of cohabitation for married couples. Gender roles attitudes (GRA) score was a sum of five questions regarding the roles of men and women in the family. These questions were scored on a 5-point Likert scale with total scores ranging from 6 to 30 with larger numbers indicating more egalitarian attitudes. The GRA was asked in waves 2 and 4 only, scores were imputed for waves 6 and 8 using the mean scores from waves 2 and 4. Relative personal income is the participant’s gross monthly income divided by the number of hours worked per week. Relative personal income was log transformed.

Categorical variables include ethnicity, cohabitation status, limiting long-standing illness (LLSI), educational attainment, shift work, housing tenure and urban/rural indicator. Ethnicity is a categorical variable, distinguishing between white (reference), Indian/Pakistani/Bangladeshi, Black African/Caribbean, other ethnicity and mixed ethnicity. Cohabitation status is a dichotomous variable, distinguishing between cohabiting couples and married couples (reference). Limiting long-standing illness is a combination of two questions about whether the participant has a disability and if so what type. LLSI is a dichotomous variable with no LLSI as the reference. Educational attainment is a dichotomous variable, A level or higher and GCSE or lower (reference). Shift work is assessed by one question regarding the times of day usually worked. Shift work is a dichotomous variable, during the day (reference) and any other times (evenings, night or weekends) combined as the second category. Housing tenure is a dichotomous variable, owned or rented==1, or other (reference). Additionally, we include several spousal variables: age, hours worked, use of flexitime or working from home, gender roles attitudes score and educational attainment.

\*\* Description of the analysis methods applied.

Hausman Tests were conducted to determine between the use of fixed or random effects models. Results show that random effects estimation was the best model in most cases. Poission (count), linear and logistic (childcare) random effects models were used. Random effects models are estimated by partially pooling both between individuals and within individual effects. All analyses are separated by gender as our hypotheses state the patterns flexible working arrangements and domestic labour patterns will differ by gender. We include an interaction term with occupational levels to test whether the association between flexible working arrangements and division of housework/care is different depending on the occupational level of the worker. Here we distinguish between Managers, Professionals and Associate Professionals (ISCO 1-3), versus other workers (ISCO 4-9). Previous studies (e.g., AuthorA; AuthorA&Other1) show that there are clear divisions between these two groups of workers in terms of the access to flexible working but also the outcomes of it. Main findings are presented in the tables and full models can be found in the Appendix. All analyses were conducted in Stata 16.

### Other factors underlying divisions of housework

The number of hours an individual worked was negatively associated with responsibility for routine housework tasks as well as the number of hours devoted to and the share of housework a person carried out. Additionally, the number of hours worked were negatively associated with being responsible for childcare. Similarly, longer spousal working hours were associated with a larger role in housework and childcare responsibilities, confirming the time availability thesis. The only exception to this was for mothers; the hours they devoted to housework were not significantly associated with the number of hours fathers worked. Mothers who worked evening, night, or weekend shifts did more hours of housework than those who worked day shifts, yet they were responsible for fewer routine housework tasks. Mothers with higher relative income were responsible for fewer routine tasks, assumed a smaller share and performed fewer hours of housework, and were less likely to be responsible for childcare. Mothers with higher levels of education did fewer hours of housework. Neither fathers’ education levels nor their relative incomes influenced their contributions to housework and childcare. However, men with more highly educated spouses completed a larger share of housework, although this did not impact their level of involvement in childcare. More progressive gender role attitudes of both the respondents and their partners were indicative of more progressive divisions of labour for both housework and childcare. Households with younger children were more likely to report that childcare was shared or fathers took on greater responsibility for it, although this was less likely as families had more children. Older fathers also reported that they performed more hours and a larger share of housework, yet there was no such pattern in the mothers’ data. Women in rural areas devoted more hours and performed larger shares of housework than those in urban areas, and men in rural areas also assumed less of these responsibilities. Mothers with chronic illnesses reported being responsible for fewer routine housework tasks and carrying out a smaller share of housework. Finally, compared to white British parents, Asian, Pakistani, and Bangladeshi mothers and fathers appeared to exhibit more traditional divisions of labour; parents of mixed and other ethnicities, however, were more likely to exhibit relatively equitable divisions of labour (see also, Kan and Laurie, 2018).

Appendix Table 1. The cross-tabulation of flexible working arrangements across gender (Wave 2)

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Work at home | | Schedule control | | | |
|  |  | Available but not use | Use | none | A little | Some | A lot |
| Of those who have Flexitime available but not use | Men | 22% | 19% | 15% | 11% | 29% | 46% |
| Women | 21% | 5% | 24% | 21% | 27% | 28% |
| Of those who use Flexitime | Men | 21% | 17% | 9% | 10% | 30% | 51% |
| Women | 26% | 13% | 11% | 16% | 28% | 46% |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Flexitime | | Schedule control | | | |
|  |  | Available but not use | Use | none | A little | Some | A lot |
| Of those who have work from home available but not use | Men | 49% | 31% | 0% | 7% | 36% | 57% |
| Women | 49% | 44% | 5% | 16% | 28% | 51% |
| Of those who work from home | Men | 46% | 27% | 0% | 7% | 27% | 66% |
| Women | 20% | 40% | 3% | 8% | 13% | 78% |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Of **Men** with (…) schedule control | Flexitime Available | Flexitime Used | Work at Home Available | | Work at Home Used |
| None | 12% | 5% | 0% | | 0% |
| A little | 14% | 9% | 4% | | 4% |
| Some | 21% | 14% | 12% | | 8% |
| A lot | 22% | 16% | 12% | | 13% |
| Of **Women** with (…) schedule control | Flexitime Available | Flexitime Used | | Work at Home Available | Work at Home Used |
| None | 14% | 5% | | 1% | 0% |
| A little | 25% | 14% | | 8% | 2% |
| Some | 27% | 20% | | 12% | 3% |
| A lot | 22% | 26% | | 17% | 14% |

Appendix Table 2 Flexible Working, Routine Household Labour and Covariate Descriptives at Wave 2 of Understanding Society

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Total | | Women | | Men | |
|  | N | % | N | % | N | % |
| **Childcare (% Male spouse/share)** | 785 | 50% | 377 | 46% | 408 | 55% |
|  |  |  |  |  |  |  |
| **Flexible Working Arrangements** |  |  |  |  |  |  |
| Flexitime Available (% Yes) | 309 | 18% | 173 | 20% | 136 | 16% |
| Flexitime Used (% Yes) | 216 | 13% | 127 | 15% | 89 | 11% |
| Work from Home Available (% Yes) | 136 | 8% | 75 | 9% | 61 | 7% |
| Work from Home Used (% Yes) | 96 | 6% | 40 | 5% | 56 | 7% |
| Schedule Control |  |  |  |  |  |  |
| None | 455 | 29% | 283 | 34% | 172 | 23% |
| A little | 247 | 16% | 142 | 17% | 105 | 14% |
| Some | 365 | 23% | 175 | 21% | 190 | 25% |
| A lot | 510 | 32% | 225 | 27% | 285 | 38% |
| **Covariates** |  |  |  |  |  |  |
| Ethnicity |  |  |  |  |  |  |
| White British | 3664 | 85% | 1843 | 84% | 1821 | 86% |
| Indian/Pakistani/Bangladeshi | 227 | 5% | 113 | 5% | 114 | 5% |
| Black African/Caribbean | 108 | 3% | 55 | 3% | 53 | 2% |
| Other Ethnicity | 259 | 6% | 144 | 7% | 115 | 5% |
| Mixed Ethnicity | 58 | 1% | 34 | 2% | 24 | 1% |
| Marital Status (% Married) | 1482 | 88% | 741 | 88% | 741 | 88% |
| Limiting Long-standing Illness (% Yes) | 112 | 7% | 65 | 8% | 47 | 6% |
| Highest Educational Qualification (% A levels or higher) | 1196 | 71% | 611 | 72% | 585 | 69% |
| Housing Tenture (% Own) | 228 | 13% | 732 | 87% | 732 | 87% |
| Urban or Rural (% Urban) | 1332 | 79% | 666 | 79% | 666 | 79% |
| Shift Work (% Yes) | 565 | 36% | 296 | 36% | 269 | 36% |
| Occupational Class |  |  |  |  |  |  |
| High | 799 | 49% | 398 | 48% | 401 | 50% |
| Low | 835 | 51% | 428 | 52% | 407 | 50% |
| Spouse Use of Flexitime or Work at Home (% Yes) | 281 | 17% | 130 | 15% | 151 | 18% |
|  |  |  |  |  |  |  |
|  | Mean | SD | Mean | SD | Mean | SD |
| **Routine Domestic Labour** |  |  |  |  |  |  |
| Total | 1.49 | 1.47 | 2.48 | 1.28 | 0.43 | 0.75 |
| Hours per Week | 9.58 | 8.00 | 13.36 | 8.39 | 5.53 | 5.04 |
| Share of Housework | 0.50 | 0.29 | 0.70 | 0.20 | 0.30 | 0.20 |
|  |  |  |  |  |  |  |
| **Covariates** |  |  |  |  |  |  |
| Age | 39.50 | 6.52 | 38.25 | 5.99 | 40.75 | 6.79 |
| Cohabitation Duration | 12.41 | 5.90 | 12.41 | 5.91 | 12.41 | 5.88 |
| Weekly Hours Worked | 34.85 | 13.05 | 27.76 | 12.00 | 41.94 | 9.82 |
| Gender Roles Attitude Score | 16.01 | 2.96 | 16.01 | 2.95 | 16.00 | 2.98 |
| Age of Youngest Child | 5.41 | 3.30 | 5.41 | 3.30 | 5.41 | 3.30 |
| Number of Children | 1.81 | 0.75 | 1.81 | 0.75 | 1.81 | 0.75 |
| Logged Personal Relative Income | 3.81 | 0.73 | 3.84 | 0.69 | 3.79 | 0.77 |

Appendix Table 3. Flexible Working across Occupational lines for men and women at Wave 2 of Understanding Society

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Men | | | | Women | | | |
|  | Man/prof | | Other | | Man/prof | | Other | |
|  | N | % | N | % | N | % | N | % |
| **Flexible Working Arrangements** |  |  |  |  |  |  |  |  |
| Flexitime Available (% Yes) | 86 | 21% | 50 | 12% | 87 | 22% | 86 | 20% |
| Flexitime Used (% Yes) | 53 | 13% | 34 | 8% | 74 | 19% | 52 | 12% |
| Work from Home Available (% Yes) | 52 | 13% | 8 | 2% | 54 | 14% | 21 | 5% |
| Work from Home Used (% Yes) | 49 | 12% | 7 | 2% | 27 | 7% | 12 | 3% |
| Schedule Control |  |  |  |  |  |  |  |  |
| None | 45 | 12% | 125 | 35% | 108 | 28% | 170 | 40% |
| A little | 51 | 14% | 50 | 14% | 65 | 17% | 77 | 18% |
| Some | 106 | 28% | 77 | 22% | 97 | 25% | 77 | 18% |
| A lot | 173 | 46% | 101 | 29% | 121 | 31% | 97 | 23% |

Appendix Table 4. The association between flexible working and housework for mothers full table

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Routine** | | | |  | **Hours of Housework** | | | |  | **Share of Housework** | | | |
| **Model 1-1** | | | |  | **Model 1-2** | | | |  | **Model 1-3** | | | |
| **Estimates** | **95% Confidence Intervals** | | **p-value** |  | **Estimates** | **95% Confidence Intervals** | | **p-value** |  | **Estimates** | **95% Confidence Intervals** | | **p-value** |
| **Flexitime Available (ref = No)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Yes | 0.02 | -0.04 | 0.08 | 0.46 |  | -0.54 | -1.57 | 0.50 | 0.31 |  | -0.02 | -0.05 | -0.002 | 0.03 |
| **Flexitime Used (ref = No)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Yes | 0.03 | -0.04 | 0.11 | 0.41 |  | 0.09 | -1.18 | 1.35 | 0.89 |  | -0.03 | -0.06 | -0.003 | 0.03 |
| **Work from Home Available (ref = No)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Yes | -0.07 | -0.17 | 0.02 | 0.13 |  | 0.27 | -0.80 | 1.33 | 0.62 |  | 0.02 | -0.01 | 0.05 | 0.12 |
| **Work from Home Used (ref = No)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Yes | -0.13 | -0.26 | -0.01 | 0.04 |  | -2.05 | -3.44 | -0.66 | 0.004 |  | -0.03 | -0.06 | 0.01 | 0.14 |
| **Schedule Control (ref = None)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| A little | -0.04 | -0.11 | 0.03 | 0.22 |  | -0.09 | -1.21 | 1.04 | 0.88 |  | -0.01 | -0.03 | 0.02 | 0.67 |
| Some | 0.002 | -0.07 | 0.07 | 0.95 |  | -0.23 | -1.23 | 0.77 | 0.65 |  | -0.01 | -0.03 | 0.02 | 0.67 |
| A lot | 0.07 | 0.003 | 0.13 | 0.04 |  | -0.01 | -1.12 | 1.11 | 0.99 |  | 0.01 | -0.01 | 0.04 | 0.24 |
| **Occupational Class (ref = Low)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High | -0.04 | -0.11 | 0.03 | 0.26 |  | -0.14 | -1.13 | 0.85 | 0.78 |  | -0.01 | -0.03 | 0.02 | 0.48 |
| **Age** | -0.0004 | -0.01 | 0.01 | 0.93 |  | 0.09 | -0.05 | 0.23 | 0.20 |  | -0.0003 | -0.004 | 0.003 | 0.85 |
| **Ethnicity (ref = White British)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Indian/Pakistani/Bangladeshi | -0.08 | -0.22 | 0.06 | 0.26 |  | 3.30 | 1.25 | 5.36 | 0.002 |  | 0.04 | -0.01 | 0.09 | 0.11 |
| Black African/Caribbean | -0.05 | -0.30 | 0.21 | 0.72 |  | -0.12 | -2.55 | 2.32 | 0.92 |  | 0.03 | -0.05 | 0.10 | 0.51 |
| Other Ethnicity | -0.06 | -0.20 | 0.08 | 0.38 |  | -0.50 | -1.95 | 0.94 | 0.50 |  | -0.02 | -0.06 | 0.03 | 0.45 |
| Mixed Ethnicity | -0.28 | -0.55 | 0.005 | 0.05 |  | 5.41 | -4.04 | 14.86 | 0.26 |  | -0.02 | -0.13 | 0.10 | 0.78 |
| **Cohabitation Status (ref = Cohabiting)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Married | 0.02 | -0.08 | 0.13 | 0.65 |  | 1.39 | -0.46 | 3.23 | 0.14 |  | 0.01 | -0.02 | 0.04 | 0.59 |
| **Duration of Cohabitation** | 0.003 | -0.004 | 0.01 | 0.47 |  | 0.07 | -0.05 | 0.20 | 0.26 |  | 0.001 | -0.002 | 0.004 | 0.63 |
| **Limiting Long-standing Illness (ref = No)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Yes | -0.11 | -0.22 | -0.01 | 0.03 |  | 0.76 | -1.13 | 2.65 | 0.43 |  | -0.04 | -0.07 | -0.01 | 0.02 |
| **Highest Education Qualification (ref = GCSE or lower)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| A-levels or higher | -0.03 | -0.10 | 0.04 | 0.37 |  | -0.95 | -2.18 | 0.27 | 0.13 |  | -0.04 | -0.07 | -0.01 | 0.003 |
| **Housing Tenure (ref = Rented)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Owned | 0.03 | -0.07 | 0.13 | 0.58 |  | 0.16 | -1.10 | 1.42 | 0.80 |  | 0.00 | -0.04 | 0.03 | 0.89 |
| **Urban/Rural (ref = Urban)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Rural | 0.05 | -0.02 | 0.13 | 0.13 |  | 1.41 | 0.09 | 2.73 | 0.04 |  | 0.03 | 0.001 | 0.06 | 0.04 |
| **Normal Weekly Hours Worked** | -0.01 | -0.01 | -0.01 | 0.00 |  | -0.11 | -0.15 | -0.07 | 0.00 |  | -0.004 | -0.005 | -0.003 | 0.00 |
| **Shift Work (ref = No)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Yes | -0.06 | -0.12 | 0.01 | 0.08 |  | 1.74 | 0.81 | 2.67 | 0.0002 |  | 0.01 | -0.01 | 0.03 | 0.16 |
| **Gender Roles Attitudes Score** | -0.01 | -0.02 | 0.01 | 0.28 |  | -0.29 | -0.46 | -0.12 | 0.001 |  | -0.003 | -0.01 | 0.001 | 0.09 |
| **Logged Relative Personal Income** | -0.09 | -0.13 | -0.04 | 0.0001 |  | -0.96 | -1.82 | -0.11 | 0.03 |  | -0.03 | -0.05 | -0.01 | 0.01 |
| **Partner's Age** | 0.001 | -0.01 | 0.01 | 0.88 |  | 0.01 | -0.09 | 0.12 | 0.80 |  | -0.002 | -0.005 | 0.001 | 0.22 |
| **Partner's Normal Weekly Hours Worked** | 0.01 | 0.002 | 0.01 | 0.001 |  | 0.04 | -0.01 | 0.09 | 0.10 |  | 0.003 | 0.002 | 0.004 | 0.00001 |
| **Partner Uses Flexitime or Work at Home FWA (ref = Not used)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Used | -0.10 | -0.18 | -0.02 | 0.01 |  | 0.20 | -0.85 | 1.24 | 0.71 |  | 0.003 | -0.02 | 0.03 | 0.81 |
| **Partner's Highest Education Qualification (ref = GCSE or lower)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| A-levels or higher | 0.06 | -0.02 | 0.14 | 0.12 |  | -0.36 | -1.48 | 0.75 | 0.52 |  | 0.003 | -0.03 | 0.03 | 0.85 |
| **Partner's Gender Roles Attitudes Score** | -0.02 | -0.03 | -0.01 | 0.0001 |  | -0.10 | -0.27 | 0.06 | 0.22 |  | -0.01 | -0.01 | -0.005 | 0.00 |
| **Age of Youngest Child** | -0.002 | -0.01 | 0.01 | 0.76 |  | -0.24 | -0.39 | -0.08 | 0.002 |  | 0.001 | -0.003 | 0.01 | 0.50 |
| **Number of Children in the Household** | 0.04 | 0.0002 | 0.08 | 0.05 |  | 1.34 | 0.63 | 2.04 | 0.0002 |  | 0.01 | -0.01 | 0.02 | 0.26 |
| Constant | 1.69 | 1.29 | 2.10 | 0.00 |  | 19.24 | 13.16 | 25.32 | 0.00 |  | 1.07 | 0.91 | 1.23 | 0.00 |

Appendix Table 5. The association between flexible working and childcare for mothers full table

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Childcare** | | | |
| **Model 1-4** | | | |
| **Odds Ratios** | **95% Confidence Intervals** | | **p-value** |
| **Flexitime Available (ref = No)** |  |  |  |  |
| Yes | 1.19 | 0.76 | 1.86 | 0.45 |
| **Flexitime Used (ref = No)** |  |  |  |  |
| Yes | 1.26 | 0.75 | 2.14 | 0.38 |
| **Work from Home Available (ref = No)** |  |  |  |  |
| Yes | 1.29 | 0.71 | 2.36 | 0.41 |
| **Work from Home Used (ref = No)** |  |  |  |  |
| Yes | 0.68 | 0.31 | 1.52 | 0.35 |
| **Schedule Control (ref = None)** |  |  |  |  |
| A little | 1.21 | 0.72 | 2.04 | 0.47 |
| Some | 0.69 | 0.39 | 1.23 | 0.21 |
| A lot | 0.50 | 0.28 | 0.88 | 0.02 |
| **Occupational Class (ref = Low)** |  |  |  |  |
| High | 1.16 | 0.66 | 2.03 | 0.61 |
| **Age** | 1.04 | 0.97 | 1.12 | 0.26 |
| **Ethnicity (ref = White British)** |  |  |  |  |
| Indian/Pakistani/Bangladeshi | 4.43 | 1.61 | 12.19 | 0.004 |
| Black African/Caribbean | 1.49 | 0.24 | 9.37 | 0.67 |
| Other Ethnicity | 0.78 | 0.26 | 2.31 | 0.65 |
| Mixed Ethnicity | 3.28 | 0.39 | 27.70 | 0.28 |
| **Cohabitation Status (ref = Cohabiting)** |  |  |  |  |
| Married | 1.53 | 0.76 | 3.08 | 0.23 |
| **Duration of Cohabitation** | 1.05 | 0.99 | 1.11 | 0.13 |
| **Limiting Long-standing Illness (ref = No)** |  |  |  |  |
| Yes | 1.52 | 0.84 | 2.76 | 0.17 |
| **Highest Education Qualification (ref = GCSE or lower)** |  |  |  |  |
| A-levels or higher | 0.62 | 0.34 | 1.15 | 0.13 |
| **Housing Tenure (ref = Rented)** |  |  |  |  |
| Owned | 0.57 | 0.27 | 1.18 | 0.13 |
| **Urban/Rural (ref = Urban)** |  |  |  |  |
| Rural | 0.81 | 0.45 | 1.48 | 0.50 |
| **Normal Weekly Hours Worked** | 1.11 | 1.08 | 1.14 | 0.00 |
| **Shift Work (ref = No)** |  |  |  |  |
| Yes | 1.38 | 0.88 | 2.17 | 0.16 |
| **Gender Roles Attitudes Score** | 1.07 | 0.98 | 1.16 | 0.14 |
| **Logged Relative Personal Income** | 3.22 | 1.88 | 5.51 | 0.00002 |
| **Partner's Age** | 0.97 | 0.91 | 1.03 | 0.29 |
| **Partner's Normal Weekly Hours Worked** | 0.97 | 0.94 | 0.99 | 0.01 |
| **Partner Uses Flexitime or Work at Home FWA (ref = Not used)** |  |  |  |  |
| Used | 0.91 | 0.57 | 1.43 | 0.67 |
| **Partner's Highest Education Qualification (ref = GCSE or lower)** |  |  |  |  |
| A-levels or higher | 0.95 | 0.54 | 1.66 | 0.86 |
| **Partner's Gender Roles Attitudes Score** | 1.13 | 1.03 | 1.24 | 0.01 |
| **Age of Youngest Child** | 1.09 | 1.00 | 1.19 | 0.05 |
| **Number of Children in the Household** | 0.69 | 0.51 | 0.95 | 0.02 |
| Constant | 0.0001 | 0.00001 | 0.004 | 0.00 |

Appendix Table 6. The association between flexible working and housework for fathers full table

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Routine** | | | |  | **House of Housework** | | | |  | **Share of Housework** | | | |
| **Model 2-1** | | | |  | **Model 2-2** | | | |  | **Model 2-3** | | | |
| **Estimates** | **95% Confidence Intervals** | | **p-value** |  | **Estimates** | **95% Confidence Intervals** | | **p-value** |  | **Estimates** | **95% Confidence Intervals** | | **p-value** |
| **Flexitime Available (ref = No)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Yes | -0.01 | -0.20 | 0.18 | 0.93 |  | 0.28 | -0.38 | 0.94 | 0.40 |  | 0.02 | -0.01 | 0.04 | 0.13 |
| **Flexitime Used (ref = No)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Yes | -0.12 | -0.37 | 0.13 | 0.35 |  | 0.04 | -0.73 | 0.81 | 0.91 |  | -0.003 | -0.03 | 0.03 | 0.85 |
| **Work from Home Available (ref = No)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Yes | 0.07 | -0.20 | 0.34 | 0.60 |  | 0.16 | -0.58 | 0.89 | 0.68 |  | 0.01 | -0.02 | 0.04 | 0.42 |
| **Work from Home Used (ref = No)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Yes | 0.05 | -0.26 | 0.37 | 0.73 |  | -0.44 | -1.25 | 0.37 | 0.28 |  | 0.02 | -0.02 | 0.05 | 0.30 |
| **Schedule Control (ref = None)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| A little | 0.02 | -0.22 | 0.26 | 0.87 |  | -0.34 | -1.17 | 0.48 | 0.42 |  | -0.003 | -0.03 | 0.02 | 0.83 |
| Some | -0.06 | -0.29 | 0.17 | 0.59 |  | -0.63 | -1.42 | 0.15 | 0.11 |  | -0.004 | -0.03 | 0.02 | 0.77 |
| A lot | 0.24 | -0.003 | 0.48 | 0.05 |  | -0.24 | -1.04 | 0.56 | 0.56 |  | 0.004 | -0.02 | 0.03 | 0.80 |
| **Occupational Class (ref = Low)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| High | 0.05 | -0.18 | 0.27 | 0.68 |  | -0.95 | -1.60 | -0.30 | 0.004 |  | -0.02 | -0.05 | 0.0005 | 0.05 |
| **Age** | 0.002 | -0.02 | 0.03 | 0.88 |  | 0.07 | -0.01 | 0.15 | 0.07 |  | 0.003 | -0.0003 | 0.01 | 0.08 |
| **Ethnicity (ref = White British)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Indian/Pakistani/Bangladeshi | -0.28 | -0.70 | 0.14 | 0.20 |  | 0.58 | -0.78 | 1.93 | 0.40 |  | -0.04 | -0.08 | 0.01 | 0.12 |
| Black African/Caribbean | -0.01 | -0.78 | 0.76 | 0.98 |  | 1.20 | -1.57 | 3.97 | 0.40 |  | 0.005 | -0.08 | 0.09 | 0.91 |
| Other Ethnicity | -0.25 | -0.72 | 0.22 | 0.29 |  | 0.87 | -0.37 | 2.11 | 0.17 |  | 0.04 | -0.002 | 0.09 | 0.06 |
| Mixed Ethnicity | 0.06 | -0.85 | 0.97 | 0.90 |  | 3.33 | -1.26 | 7.93 | 0.15 |  | 0.06 | -0.04 | 0.15 | 0.24 |
| **Cohabitation Status (ref = Cohabiting)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Married | -0.16 | -0.55 | 0.22 | 0.41 |  | 0.65 | -0.22 | 1.52 | 0.14 |  | -0.01 | -0.04 | 0.02 | 0.60 |
| **Duration of Cohabitation** | -0.002 | -0.03 | 0.02 | 0.86 |  | -0.01 | -0.09 | 0.06 | 0.70 |  | -0.0004 | -0.003 | 0.002 | 0.77 |
| **Limiting Long-standing Illness (ref = No)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Yes | -0.01 | -0.29 | 0.27 | 0.94 |  | 0.54 | -0.65 | 1.72 | 0.37 |  | 0.001 | -0.04 | 0.04 | 0.96 |
| **Highest Education Qualification (ref = GCSE or lower)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| A-levels or higher | -0.15 | -0.41 | 0.11 | 0.25 |  | 0.11 | -0.67 | 0.88 | 0.79 |  | 0.01 | -0.02 | 0.04 | 0.49 |
| **Housing Tenure (ref = Rented)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Owned | -0.02 | -0.33 | 0.29 | 0.90 |  | 0.31 | -0.71 | 1.33 | 0.56 |  | 0.01 | -0.02 | 0.05 | 0.47 |
| **Urban/Rural (ref = Urban)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Rural | -0.22 | -0.49 | 0.05 | 0.11 |  | -0.55 | -1.21 | 0.11 | 0.10 |  | -0.03 | -0.05 | 0.003 | 0.08 |
| **Normal Weekly Hours Worked** | -0.02 | -0.03 | -0.01 | 0.0003 |  | -0.08 | -0.12 | -0.05 | 0.00 |  | -0.003 | -0.005 | -0.002 | 0.00 |
| **Shift Work (ref = No)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Yes | 0.19 | 0.01 | 0.37 | 0.04 |  | 0.52 | -0.03 | 1.08 | 0.06 |  | 0.003 | -0.02 | 0.02 | 0.77 |
| **Gender Roles Attitudes Score** | 0.04 | 0.01 | 0.08 | 0.02 |  | 0.25 | 0.14 | 0.35 | 0.00 |  | 0.01 | 0.01 | 0.01 | 0.00 |
| **Logged Relative Personal Income** | -0.08 | -0.22 | 0.06 | 0.25 |  | -0.22 | -0.69 | 0.25 | 0.35 |  | -0.02 | -0.03 | 0.0002 | 0.05 |
| **Partner's Age** | 0.002 | -0.03 | 0.03 | 0.86 |  | 0.03 | -0.05 | 0.12 | 0.45 |  | -0.0002 | -0.004 | 0.003 | 0.92 |
| **Partner's Normal Weekly Hours Worked** | 0.02 | 0.01 | 0.03 | 0.00 |  | 0.06 | 0.03 | 0.08 | 0.00 |  | 0.003 | 0.002 | 0.004 | 0.00 |
| **Partner Uses Flexitime or Work at Home FWA (ref = Not used)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Used | 0.03 | -0.16 | 0.23 | 0.75 |  | 0.49 | -0.17 | 1.16 | 0.15 |  | 0.02 | 0.002 | 0.05 | 0.03 |
| **Partner's Highest Education Qualification (ref = GCSE or lower)** |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| A-levels or higher | 0.29 | 0.02 | 0.56 | 0.04 |  | 1.13 | 0.46 | 1.81 | 0.001 |  | 0.06 | 0.03 | 0.08 | 0.00001 |
| **Partner's Gender Roles Attitudes Score** | 0.02 | -0.01 | 0.06 | 0.18 |  | 0.01 | -0.10 | 0.11 | 0.89 |  | 0.004 | -0.00004 | 0.01 | 0.05 |
| **Age of Youngest Child** | -0.01 | -0.04 | 0.02 | 0.38 |  | -0.08 | -0.17 | 0.02 | 0.12 |  | -0.001 | -0.01 | 0.00 | 0.59 |
| **Number of Children in the Household** | -0.13 | -0.26 | 0.01 | 0.06 |  | 0.61 | 0.21 | 1.01 | 0.00 |  | -0.004 | -0.02 | 0.01 | 0.60 |
| Constant | -1.59 | -3.00 | -0.17 | 0.03 |  | -0.90 | -5.05 | 3.24 | 0.67 |  | 0.06 | -0.09 | 0.22 | 0.42 |

Appendix Table 7. The association between flexible working and childcare for fathers full table

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Childcare** | | | |
| **Model 2-4** | | | |
| **Odds Ratios** | **95% Confidence Intervals** | | **p-value** |
| **Flexitime Available (ref = No)** |  |  |  |  |
| Yes | 1.18 | 0.79 | 1.77 | 0.43 |
| **Flexitime Used (ref = No)** |  |  |  |  |
| Yes | 1.50 | 0.91 | 2.45 | 0.11 |
| **Work from Home Available (ref = No)** |  |  |  |  |
| Yes | 0.57 | 0.34 | 0.96 | 0.03 |
| **Work from Home Used (ref = No)** |  |  |  |  |
| Yes | 0.51 | 0.27 | 0.95 | 0.03 |
| **Schedule Control (ref = None)** |  |  |  |  |
| A little | 1.46 | 0.87 | 2.45 | 0.15 |
| Some | 0.90 | 0.56 | 1.47 | 0.68 |
| A lot | 1.07 | 0.64 | 1.79 | 0.81 |
| **Occupational Class (ref = Low)** |  |  |  |  |
| High | 1.06 | 0.67 | 1.69 | 0.80 |
| **Age** | 0.97 | 0.92 | 1.03 | 0.31 |
| **Ethnicity (ref = White British)** |  |  |  |  |
| Indian/Pakistani/Bangladeshi | 1.77 | 0.73 | 4.32 | 0.21 |
| Black African/Caribbean | 2.84 | 0.72 | 11.15 | 0.14 |
| Other Ethnicity | 2.60 | 1.12 | 6.03 | 0.03 |
| Mixed Ethnicity | 1.80 | 0.23 | 14.32 | 0.58 |
| **Cohabitation Status (ref = Cohabiting)** |  |  |  |  |
| Married | 1.56 | 0.84 | 2.91 | 0.16 |
| **Duration of Cohabitation** | 1.03 | 0.97 | 1.08 | 0.37 |
| **Limiting Long-standing Illness (ref = No)** |  |  |  |  |
| Yes | 1.33 | 0.70 | 2.53 | 0.38 |
| **Highest Education Qualification (ref = GCSE or lower)** |  |  |  |  |
| A-levels or higher | 1.36 | 0.79 | 2.36 | 0.27 |
| **Housing Tenure (ref = Rented)** |  |  |  |  |
| Owned | 0.97 | 0.51 | 1.84 | 0.92 |
| **Urban/Rural (ref = Urban)** |  |  |  |  |
| Rural | 1.02 | 0.62 | 1.69 | 0.94 |
| **Normal Weekly Hours Worked** | 0.93 | 0.90 | 0.96 | 0.00 |
| **Shift Work (ref = No)** |  |  |  |  |
| Yes | 1.50 | 0.99 | 2.27 | 0.05 |
| **Gender Roles Attitudes Score** | 1.16 | 1.07 | 1.25 | 0.0003 |
| **Logged Relative Personal Income** | 0.79 | 0.50 | 1.25 | 0.31 |
| **Partner's Age** | 1.04 | 0.98 | 1.10 | 0.23 |
| **Partner's Normal Weekly Hours Worked** | 1.05 | 1.03 | 1.07 | 0.00 |
| **Partner Uses Flexitime or Work at Home FWA (ref = Not used)** |  |  |  |  |
| Used | 1.28 | 0.84 | 1.95 | 0.26 |
| **Partner's Highest Education Qualification (ref = GCSE or lower)** |  |  |  |  |
| A-levels or higher | 0.85 | 0.52 | 1.38 | 0.51 |
| **Partner's Gender Roles Attitudes Score** | 1.08 | 1.00 | 1.16 | 0.06 |
| **Age of Youngest Child** | 1.09 | 1.01 | 1.18 | 0.02 |
| **Number of Children in the Household** | 0.87 | 0.65 | 1.16 | 0.33 |
| Constant | 0.13 | 0.01 | 3.17 | 0.21 |

Appendix Table 8. The association between flexible working and housework/childcare for mothers with occupational class interaction full table

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Childcare** | | | | | | | | | | | | | | | |
| **Model 3-1** | | | | **Model 3-2** | | | | | | **Model 3-3** | | | | | |
| **Odds Ratios** | **95% Confidence Intervals** | | **p-value** | |  | **Odds Ratios** | **95% Confidence Intervals** | | **p-value** |  | **Odds Ratios** | **95% Confidence Intervals** | | **p-value** |
| **Flexitime Available (ref = No)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| Yes | 1.42 | 0.80 | 2.52 | 0.23 | |  | 1.43 | 0.95 | 2.16 | 0.09 |  | 1.46 | 0.96 | 2.20 | 0.07 |
| **Occupational Class (ref = Low)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| High | 1.80 | 1.04 | 3.11 | 0.04 | |  | 1.53 | 0.94 | 2.50 | 0.09 |  | 1.50 | 0.74 | 3.06 | 0.26 |
| **Flexitime Avail\*Occupational Class (Ref = No; Low)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| High occupational class with flexitime available | 1.04 | 0.46 | 2.32 | 0.93 | |  |  |  |  |  |  |  |  |  |  |
| **Flexitime Used (ref = No)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| Yes | 2.14 | 1.05 | 4.37 | 0.04 | |  | 1.71 | 1.02 | 2.85 | 0.04 |  | 1.72 | 1.03 | 2.85 | 0.04 |
| **Flexitime Used\*Occupational Class (Ref = No; Low)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| High occupational class who use flexitime | 0.69 | 0.27 | 1.76 | 0.44 | |  |  |  |  |  |  |  |  |  |  |
| **Work from Home Available (ref = No)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| Yes | 1.45 | 0.83 | 2.52 | 0.19 | |  | 1.85 | 0.65 | 5.23 | 0.25 |  | 1.43 | 0.82 | 2.50 | 0.21 |
| **Work from Home Avail\*Occupational Class (Ref = No; Low)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| High occupational class who have work from home available |  |  |  |  | |  | 0.73 | 0.22 | 2.43 | 0.61 |  |  |  |  |  |
| **Work from Home Used (ref = No)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| Yes | 0.99 | 0.47 | 2.08 | 0.97 | |  | 0.10 | 0.02 | 0.52 | 0.01 |  | 0.94 | 0.44 | 2.00 | 0.88 |
| **Work from Home Used\*Occupational Class (Ref = No; Low)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| High occupational class who use work from home |  |  |  |  | |  | 18.20 | 2.90 | 114.32 | 0.002 |  |  |  |  |  |
| **Schedule Control (ref = None)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| A little | 0.64 | 0.38 | 1.07 | 0.59 | |  | 1.16 | 0.72 | 1.89 | 0.53 |  | 1.26 | 0.66 | 2.40 | 0.49 |
| Some | 0.37 | 0.22 | 0.62 | 0.09 | |  | 0.64 | 0.38 | 1.08 | 0.09 |  | 0.46 | 0.23 | 0.90 | 0.02 |
| A lot | 1.03 | 0.97 | 1.10 | 0.0002 | |  | 0.39 | 0.23 | 0.65 | 0.0003 |  | 0.36 | 0.18 | 0.70 | 0.002 |
| **Schedule Control\*Occupational Class (Ref = None; Low)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| High occupational class with a little control |  |  |  |  | |  |  |  |  |  |  | 0.84 | 0.32 | 2.21 | 0.73 |
| High occupational class with some control |  |  |  |  | |  |  |  |  |  |  | 1.79 | 0.67 | 4.80 | 0.25 |
| High occupational class with a lot control |  |  |  |  | |  |  |  |  |  |  | 1.14 | 0.44 | 2.90 | 0.79 |
| **Age** | 1.03 | 0.97 | 1.10 | 0.33 | |  | 1.03 | 0.97 | 1.10 | 0.33 |  | 1.03 | 0.97 | 1.10 | 0.33 |
| **Ethnicity (ref = White British)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| Indian/Pakistani/Bangladeshi | 3.83 | 1.61 | 9.12 | 0.00 | |  | 4.28 | 1.77 | 10.31 | 0.00 |  | 4.07 | 1.70 | 9.79 | 0.00 |
| Black African/Caribbean | 2.27 | 0.41 | 12.47 | 0.34 | |  | 2.44 | 0.43 | 13.87 | 0.31 |  | 2.47 | 0.44 | 13.86 | 0.30 |
| Other Ethnicity | 0.97 | 0.36 | 2.60 | 0.95 | |  | 0.96 | 0.35 | 2.61 | 0.93 |  | 0.97 | 0.36 | 2.63 | 0.96 |
| Mixed Ethnicity | 4.35 | 0.53 | 36.02 | 0.17 | |  | 3.69 | 0.39 | 34.57 | 0.25 |  | 4.36 | 0.53 | 36.23 | 0.17 |
| **Cohabitation Status (ref = Cohabiting)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| Married | 1.11 | 0.58 | 2.11 | 0.75 | |  | 1.12 | 0.58 | 2.14 | 0.74 |  | 1.11 | 0.58 | 2.12 | 0.76 |
| **Duration of Cohabitation** | 1.03 | 0.98 | 1.09 | 0.25 | |  | 1.03 | 0.98 | 1.09 | 0.23 |  | 1.03 | 0.98 | 1.09 | 0.24 |
| **Limiting Long-standing Illness (ref = No)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| Yes | 1.31 | 0.73 | 2.33 | 0.37 | |  | 1.34 | 0.75 | 2.41 | 0.33 |  | 1.30 | 0.73 | 2.31 | 0.38 |
| **Highest Education Qualification (ref = GCSE or lower)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| A-levels or higher | 0.74 | 0.43 | 1.27 | 0.27 | |  | 0.77 | 0.44 | 1.34 | 0.36 |  | 0.75 | 0.43 | 1.30 | 0.31 |
| **Housing Tenure (ref = Rented)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| Owned | 0.73 | 0.38 | 1.41 | 0.36 | |  | 0.75 | 0.39 | 1.47 | 0.40 |  | 0.73 | 0.38 | 1.41 | 0.35 |
| **Urban/Rural (ref = Urban)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| Rural | 0.81 | 0.48 | 1.39 | 0.45 | |  | 0.80 | 0.46 | 1.38 | 0.42 |  | 0.82 | 0.48 | 1.41 | 0.48 |
| **Normal Weekly Hours Worked** | 1.07 | 1.04 | 1.09 | 0.00 | |  | 1.07 | 1.04 | 1.09 | 0.00 |  | 1.07 | 1.04 | 1.09 | 0.00 |
| **Shift Work (ref = No)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| Yes | 1.14 | 0.76 | 1.72 | 0.51 | |  | 1.16 | 0.77 | 1.74 | 0.49 |  | 1.17 | 0.78 | 1.76 | 0.45 |
| **Gender Roles Attitudes Score** | 1.12 | 1.03 | 1.21 | 0.01 | |  | 1.12 | 1.04 | 1.21 | 0.005 |  | 1.12 | 1.04 | 1.21 | 0.004 |
| **Logged Relative Personal Income** | 1.58 | 1.06 | 2.35 | 0.02 | |  | 1.59 | 1.07 | 2.36 | 0.02 |  | 1.58 | 1.07 | 2.35 | 0.02 |
| **Partner's Age** | 0.99 | 0.94 | 1.04 | 0.68 | |  | 0.99 | 0.94 | 1.04 | 0.70 |  | 0.99 | 0.94 | 1.04 | 0.68 |
| **Partner's Normal Weekly Hours Worked** | 0.96 | 0.94 | 0.99 | 0.001 | |  | 0.96 | 0.94 | 0.98 | 0.001 |  | 0.96 | 0.94 | 0.99 | 0.001 |
| **Partner Uses Flexitime or Work at Home FWA (ref = Not used)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| Used | 0.93 | 0.61 | 1.41 | 0.72 | |  | 0.93 | 0.61 | 1.43 | 0.74 |  | 0.93 | 0.61 | 1.42 | 0.72 |
| **Partner's Highest Education Qualification (ref = GCSE or lower)** |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |
| A-levels or higher | 0.89 | 0.54 | 1.47 | 0.65 | |  | 0.90 | 0.54 | 1.49 | 0.69 |  | 0.89 | 0.54 | 1.47 | 0.65 |
| **Partner's Gender Roles Attitudes Score** | 1.15 | 1.06 | 1.25 | 0.001 | |  | 1.16 | 1.07 | 1.26 | 0.0004 |  | 1.15 | 1.06 | 1.25 | 0.001 |
| **Age of Youngest Child** | 1.08 | 1.005 | 1.16 | 0.04 | |  | 1.08 | 1.00 | 1.16 | 0.04 |  | 1.08 | 1.00 | 1.16 | 0.04 |
| **Number of Children in the Household** | 0.69 | 0.52 | 0.92 | 0.01 | |  | 0.68 | 0.51 | 0.90 | 0.01 |  | 0.69 | 0.52 | 0.92 | 0.01 |
| Constant | 0.001 | 0.0001 | 0.02 | 0.00 | |  | 0.001 | 0.00005 | 0.02 | 0.00 |  | 0.001 | 0.00005 | 0.02 | 0.00 |

Appendix Table 9. The association between flexible working and housework for fathers with occupational class interaction full table

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Routine** | | | | | | | | | | | | | | | |
| **Model 4-1** | | | | **Model 4-2** | | | | | | **Model 4-3** | | | | | |
| **Estimates** | **95% Confidence Intervals** | | **p-value** | |  | **Estimates** | **95% Confidence Intervals** | | **p-value** | |  | **Estimates** | **95% Confidence Intervals** | | **p-value** |
| **Flexitime Available (ref = No)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| Yes | 0.23 | -0.10 | 0.57 | 0.17 | |  | -0.01 | -0.25 | 0.23 | 0.91 | |  | -0.03 | -0.27 | 0.21 | 0.82 |
| **Occupational Class (ref = Low)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| High | 0.18 | -0.11 | 0.47 | 0.23 | |  | 0.14 | -0.13 | 0.41 | 0.32 | |  | 0.19 | -0.26 | 0.65 | 0.41 |
| **FlexitimeA\*Occupational Class (Ref = No; Low)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| High occupational class with flexitime available | -0.46 | -0.91 | -0.02 | 0.04 | |  |  |  |  |  | |  |  |  |  |  |
| **Flexitime Used (ref = No)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| Yes | -0.02 | -0.50 | 0.46 | 0.92 | |  | -0.12 | -0.43 | 0.20 | 0.47 | |  | -0.15 | -0.47 | 0.16 | 0.34 |
| **FlexitimeU\*Occupational Class (Ref = No; Low)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| High occupational class who use flexitime | -0.19 | -0.78 | 0.40 | 0.53 | |  |  |  |  |  | |  |  |  |  |  |
| **Work from Home Available (ref = No)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| Yes | 0.10 | -0.24 | 0.44 | 0.56 | |  | 0.39 | -0.21 | 0.99 | 0.20 | |  | 0.08 | -0.26 | 0.41 | 0.65 |
| **Work from HomeA\*Occupational Class (Ref = No; Low)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| High occupational class who have work from home available |  |  |  |  | |  | -0.41 | -1.08 | 0.26 | 0.23 | |  |  |  |  |  |
| **Work from Home Used (ref = No)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| Yes | 0.07 | -0.31 | 0.45 | 0.72 | |  | 0.60 | -0.15 | 1.36 | 0.12 | |  | 0.07 | -0.32 | 0.45 | 0.73 |
| **Work from HomeU\*Occupational Class (Ref = No; Low)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| High occupational class who use work from home |  |  |  |  | |  | -0.69 | -1.52 | 0.13 | 0.10 | |  |  |  |  |  |
| **Schedule Control (ref = None)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| A little | 0.01 | -0.27 | 0.30 | 0.93 | |  | 0.02 | -0.27 | 0.31 | 0.90 | |  | 0.02 | -0.37 | 0.41 | 0.91 |
| Some | -0.08 | -0.37 | 0.21 | 0.58 | |  | -0.08 | -0.37 | 0.21 | 0.58 | |  | 0.18 | -0.18 | 0.55 | 0.32 |
| A lot | 0.24 | -0.05 | 0.52 | 0.10 | |  | 0.22 | -0.06 | 0.51 | 0.12 | |  | 0.19 | -0.19 | 0.56 | 0.33 |
| **Schedule Control\*Occupational Class (Ref = None; Low)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| High occupational class with a little control |  |  |  |  | |  |  |  |  |  | |  | -0.05 | -0.63 | 0.52 | 0.85 |
| High occupational class with some control |  |  |  |  | |  |  |  |  |  | |  | -0.54 | -1.10 | 0.03 | 0.06 |
| High occupational class with a lot control |  |  |  |  | |  |  |  |  |  | |  | 0.005 | -0.54 | 0.55 | 0.99 |
| **Age** | 0.001 | -0.03 | 0.03 | 0.97 | |  | 0.001 | -0.03 | 0.03 | 0.94 | |  | 0.001 | -0.03 | 0.03 | 0.92 |
| **Ethnicity (ref = White British)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| Indian/Pakistani/Bangladeshi | -0.29 | -0.78 | 0.20 | 0.24 | |  | -0.26 | -0.75 | 0.23 | 0.29 | |  | -0.29 | -0.78 | 0.19 | 0.24 |
| Black African/Caribbean | -0.02 | -0.84 | 0.79 | 0.95 | |  | 0.03 | -0.79 | 0.84 | 0.95 | |  | -0.01 | -0.82 | 0.79 | 0.97 |
| Other Ethnicity | -0.25 | -0.79 | 0.29 | 0.37 | |  | -0.22 | -0.77 | 0.32 | 0.42 | |  | -0.26 | -0.80 | 0.28 | 0.35 |
| Mixed Ethnicity | 0.04 | -0.97 | 1.04 | 0.94 | |  | 0.06 | -0.95 | 1.06 | 0.91 | |  | 0.04 | -0.98 | 1.05 | 0.94 |
| **Cohabitation Status (ref = Cohabiting)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| Married | -0.17 | -0.55 | 0.21 | 0.38 | |  | -0.19 | -0.57 | 0.20 | 0.34 | |  | -0.16 | -0.54 | 0.22 | 0.40 |
| **Duration of Cohabitation** | -0.0004 | -0.03 | 0.03 | 0.98 | |  | -0.001 | -0.03 | 0.03 | 0.93 | |  | -0.003 | -0.03 | 0.03 | 0.85 |
| **Limiting Long-standing Illness (ref = No)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| Yes | 0.02 | -0.31 | 0.35 | 0.92 | |  | -0.01 | -0.34 | 0.31 | 0.93 | |  | -0.01 | -0.34 | 0.32 | 0.96 |
| **Highest Education Qualification (ref = GCSE or lower)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| A-levels or higher | -0.14 | -0.45 | 0.16 | 0.35 | |  | -0.17 | -0.47 | 0.13 | 0.27 | |  | -0.15 | -0.45 | 0.15 | 0.32 |
| **Housing Tenure (ref = Rented)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| Owned | -0.04 | -0.40 | 0.32 | 0.82 | |  | 0.00 | -0.35 | 0.36 | 0.98 | |  | -0.04 | -0.39 | 0.32 | 0.84 |
| **Urban/Rural (ref = Urban)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| Rural | -0.23 | -0.53 | 0.07 | 0.13 | |  | -0.20 | -0.50 | 0.09 | 0.18 | |  | -0.24 | -0.54 | 0.06 | 0.12 |
| **Normal Weekly Hours Worked** | -0.02 | -0.03 | -0.01 | 0.003 | |  | -0.02 | -0.03 | -0.01 | 0.003 | |  | -0.02 | -0.03 | -0.01 | 0.003 |
| **Shift Work (ref = No)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| Yes | 0.18 | -0.02 | 0.39 | 0.08 | |  | 0.20 | -0.01 | 0.41 | 0.06 | |  | 0.17 | -0.04 | 0.38 | 0.10 |
| **Gender Roles Attitudes Score** | 0.04 | -0.001 | 0.08 | 0.06 | |  | 0.05 | 0.003 | 0.09 | 0.04 | |  | 0.04 | 0.001 | 0.09 | 0.05 |
| **Logged Relative Personal Income** | -0.09 | -0.27 | 0.09 | 0.33 | |  | -0.09 | -0.27 | 0.09 | 0.31 | |  | -0.07 | -0.25 | 0.11 | 0.43 |
| **Partner's Age** | 0.004 | -0.03 | 0.04 | 0.83 | |  | 0.003 | -0.03 | 0.04 | 0.84 | |  | 0.004 | -0.03 | 0.04 | 0.82 |
| **Partner's Normal Weekly Hours Worked** | 0.02 | 0.01 | 0.03 | 0.00 | |  | 0.02 | 0.01 | 0.03 | 0.00001 | |  | 0.02 | 0.01 | 0.03 | 0.00 |
| **Partner Uses Flexitime or Work at Home FWA (ref = Not used)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| Used | 0.04 | -0.19 | 0.27 | 0.74 | |  | 0.03 | -0.19 | 0.26 | 0.77 | |  | 0.03 | -0.20 | 0.26 | 0.82 |
| **Partner's Highest Education Qualification (ref = GCSE or lower)** |  |  |  |  | |  |  |  |  |  | |  |  |  |  |  |
| A-levels or higher | 0.29 | -0.02 | 0.60 | 0.07 | |  | 0.27 | -0.03 | 0.58 | 0.08 | |  | 0.27 | -0.04 | 0.58 | 0.08 |
| **Partner's Gender Roles Attitudes Score** | 0.02 | -0.02 | 0.07 | 0.26 | |  | 0.02 | -0.02 | 0.07 | 0.25 | |  | 0.02 | -0.02 | 0.07 | 0.25 |
| **Age of Youngest Child** | -0.01 | -0.05 | 0.02 | 0.44 | |  | -0.02 | -0.05 | 0.02 | 0.43 | |  | -0.01 | -0.05 | 0.02 | 0.48 |
| **Number of Children in the Household** | -0.13 | -0.29 | 0.02 | 0.08 | |  | -0.13 | -0.28 | 0.02 | 0.10 | |  | -0.12 | -0.27 | 0.03 | 0.13 |
| Constant | -1.57 | -3.18 | 0.03 | 0.05 | |  | -1.63 | -3.24 | -0.03 | 0.05 | |  | -1.69 | -3.31 | -0.07 | 0.04 |

Appendix Table 10. The association between flexible working and housework for mothers - *without schedule control in the model*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Routine | | Hours of Housework | | Share of Housework | | Childcarea | |
| Estimates | p-value | Estimates | p-value | Estimates | p-value | Odds | p-value |
| Flexitime (ref= not available) |  |  |  |  |  |  |  |  |
| Available | 0.02 | .47 | -0.56 | .28 | **-0.02\*\*** | .03 | 1.10 | .67 |
| Use | 0.04 | .24 | 0.07 | .91 | **-0.03\*\*** | .05 | 1.08 | .78 |
| Work from Home (ref=not available) |  |  |  |  |  |  |  |  |
| Available | -0.05 | .24 | 0.27 | .62 | **0.02\*** | **.09** | 1.15 | .63 |
| Use | -0.10 | .12 | **-2.04\*\*\*** | .00 | -0.02 | .21 | 0.53 | .12 |
| Constant | 1.67\*\*\* | .00 | 19.21\*\*\* | .00 | 1.07\*\*\* | .00 | 0.00\*\*\* | .00 |
| N | 1,872 |  | 1,860 |  | 1,794 |  | 1,684 |  |

\*\*\* p<.01, \*\* p<.05, \* p<.10

Note: Random effects models for women with at least one child under the age of 12 (model controls for a list of variables – full model available upon request)

a: for childcare odds ratios are provided. Note here 1 indicates when fathers are involved in childcare.

Appendix Table 11. The association between flexible working and housework for fathers- *without schedule control in the model*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Routine | | House of Housework | | Share of Housework | | Childcare | |
| Est. | p-val | Est. | p-val | Est. | p-val | Odds | p-val |
| Flexitime (ref=not available) |  |  |  |  |  |  |  |  |
| Available | -0.00 | .97 | 0.23 | .50 | 0.02 | .14 | 1.16 | .46 |
| Use | -0.10 | .40 | -0.00 | .99 | -0.00 | .87 | 1.46 | .13 |
| Work from Home (ref=not available) |  |  |  |  |  |  |  |  |
| Available | 0.13 | .34 | 0.15 | .69 | 0.01 | .38 | **0.56\*\*** | .02 |
| Use | 0.11 | .49 | -0.47 | .26 | 0.02 | .28 | **0.50\*\*** | .03 |
| Constant | -1.68\*\* | .02 | -1.06 | .62 | 0.06 | .44 | 0.15 | .25 |
| N | 1,815 |  | 1,805 |  | 1,774 |  | 1,539 |  |

\*\*\* p<.01, \*\* p<.05, \* p<.10

Note: Random effects models for men with at least one child under the age of 12(model controls for a list of variables – full model available upon request)

a: for childcare odds ratios are provided. Note here 1 indicates when fathers are (more) involved in childcare.

Appendix Table 12. The association between flexible working and childcare for mothers across occupational lines - *without schedule control in the model*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Mothers | | | |
|  | Childcare | | | |
| Odds | p-value | Odds | p-value |
| Higher occupation (ref=other) | **1.70\*** | .06 | 1.43 | .15 |
| Flexitime (ref= not available) |  |  |  |  |
| Available | 1.34 | .31 | 1.35 | .15 |
| Use | 1.77 | .11 | 1.43 | .17 |
| Flexitime avail\*High occupation | 1.03 | .94 |  |  |
| Flexitime use\*High occupation | 0.70 | .45 |  |  |
| Work from Home (ref=not available) |  |  |  |  |
| Available | 1.24 | .43 | 1.58 | .38 |
| Use | 0.73 | .40 | **0.07\*\*\*** | **.00** |
| Work from home avail\*High occupation |  |  | 0.74 | .61 |
| Work from home use\*High occupation. |  |  | **21.05\*\*\*** | **.00** |
| Constant | 0.00\*\*\* | .00 | 0.00\*\*\* | .00 |
| N | 1,856 |  | 1,856 |  |

\*\*\* p<.01, \*\* p<.05, \* p<.1

Note: Random effects models for women with at least one child under the age of 12 (model controls for a list of variables – full model in Appendix Table 6&7)

Here high occupational group includes Managers, Professionals and Associate Professionals and Technicians.

Appendix Table 13. The association between flexible working and division of housework for fathers across occupational lines- *without schedule control in the model*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Fathers | | | |
|  | Routine housework | | | |
| Estimates | p | Est | p |
| Higher occupation (ref=other) | 0.20 | .18 | 0.17 | .22 |
| Flexitime (ref= not available) |  |  |  |  |
| Available | 0.23 | .18 | -0.01 | .94 |
| Use | -0.03 | .90 | -0.11 | .51 |
| Flexitime avail\*High occupation | **-0.44\*** | .053 |  |  |
| Flexitime use \* High occupation | -0.16 | .60 |  |  |
| Work from Home (ref=not available) |  |  |  |  |
| Available | 0.16 | .36 | 0.45 | .14 |
| Use | 0.12 | .52 | **0.68\*** | .08 |
| Work home avail\*High occupation |  |  | -0.42 | 0.22 |
| Work home use\*High occupation |  |  | **-0.72\*** | 0.09 |
| Constant | -1.67\*\* | .04 | -1.72\*\* | .04 |
| N | 1,815 |  | 1,815 |  |

\*\*\* p<.01, \*\* p<.05, \* p<.1

Note: Random effects models for women with at least one child under the age of 12 (model controls for a list of variables – full model in Appendix Table 6&7)

Here high occupational group includes Managers, Professionals and Associate Professionals and Technicians.